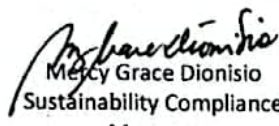
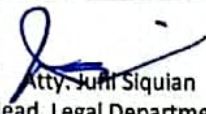
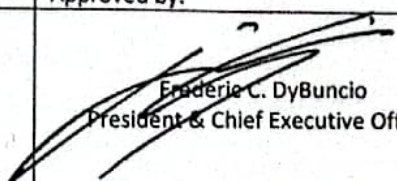
	SUSTAINABILITY POLICY	Policy No.SUS-2023-07-001
		Revision No.: Initial Release
		Effectivity Date: July 1, 2023
Prepared by:	Reviewed by:	Approved by:
 Mercy Grace Dionisio Sustainability Compliance Manager	 Atty. Junil Siquian Head, Legal Department	 Frederic C. DyBuncio President & Chief Executive Officer

2GO Group, Inc., also referred to here as “2GO”, is the largest integrated logistics and transportation provider in the Philippines. The group owns and operates successful brands such as 2GO Travel, 2GO Freight, 2GO Express, and 2GO Logistics, offering an array of supply chain solutions, courier and travel services. 2GO’s mission is centered on making a positive difference in its customers’ and stakeholders’ lives.

This serves as the organizational Sustainability Policy with articulated Principles and Commitments. Implementing Policies with Rules and Regulations must be developed for the full realization and practice of this Policy.

At 2GO, focus areas for Sustainability include but may not be limited to:

Category	Focus Areas	Key Stakeholders
Environment	<ul style="list-style-type: none"> ▪ Resource Management and Impacts ▪ Preservation and Conservation of Natural Habitats and Biodiversity 	<ul style="list-style-type: none"> ▪ 2GO ▪ Supply chain ▪ Customers
Social	<ul style="list-style-type: none"> ▪ Labor Compliance and Development ▪ Diversity, Equality, Inclusiveness and Belongingness ▪ Community and Stakeholder Engagement ▪ Sustainable Supply Chain Practices 	<ul style="list-style-type: none"> ▪ Community ▪ Investors
Governance	<ul style="list-style-type: none"> ▪ Compliance and Alignment to Global and National Sustainability Policies, Implementing Rules and Regulations ▪ Integration of ESG in ERM 	

POLICY:

- 2GO is committed to meeting international best practices and local regulations in upholding Sustainability Principles and Commitments across our operations and influencing our value chains.




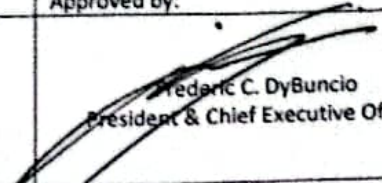
SUSTAINABILITY PRINCIPLES:

2GO Sustainability Principles serve as the foundation for our system of working and corporate culture

1) 2GO Standards: Adherence to Sustainability Best Practices

Aligning to relevant sustainability Global or National Standards

- National and local laws and regulations, including those governing environment, labour, occupational health & safety, social, community and all associated standards.
- International Finance Corporation (IFC) Performance Standards (including the relevant World Bank Group Environmental, Health, and Safety Guidelines and relevant industry guidance)

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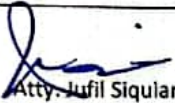
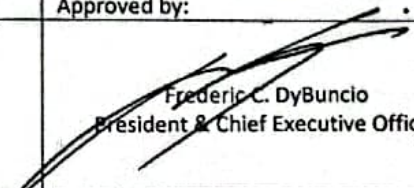
- United Nations Sustainable Development Goals (UN-SDG) and the principles of the United Nations Global challenges.
- 2) **2GO Culture: Integration of Sustainability in Corporate Strategy**
 - Develop a long-term Sustainability Roadmap with short/ medium/ long term objectives, approved by the Board.
 - Integrate Sustainability in Enterprise Risk Management
 - 3) **2GO Stewardship: Environmental and Social Management**
 - Ensure that both our employees and subcontracted workers are provided with a safe working environment that is managed in accordance with our Code of Business Conduct, Employee Code of Conduct, Policy on Accountability, Integrity and Vigilance (Whistleblowing Policy) and ESMS.
 - Develop programs to reduce our Greenhouse Gas (GHG) emissions, mitigate our impact on climate change and ensure that the Company plays a role in the transition to a low-carbon economy.
 - Minimize waste generation across all our operations and ensure wastes are recycled and/or reused wherever possible with an overall aim of zero waste disposal.
 - 4) **2GO Communication: Stakeholder Engagement & Communication**
 - Communicate and engage with our customers, employees, suppliers, and relevant stakeholders, on sustainability issues affecting the business, with the goal of ensuring the Company's continued improvement in sustainability performance and satisfying expectations.

COMMITMENTS:

To meet the above Principles, 2GO will:

POLICY, GOALS, OBJECTIVES & TARGETS

- 1) Implement a Sustainability Management System (SMS) which may also refer to as Environmental and Social Management System (ESMS) to ensure that the Company has the appropriate processes, procedures, and governance structures in place to successfully implement our Sustainability Policy, as well as to identify, evaluate, control and report on sustainability risks and opportunities related to our business operations.
- 2) Set and review sustainability goals, objectives, and targets on an annual basis, and commit to continual improvement in performance, including efficiencies achieved and opportunities identified.
- 3) Review the implementation and effectiveness of our Sustainability Policy and SMS on an annual basis, and report findings, progress, and recommendations to our Board of Directors.
- 4) Communicate our Sustainability Policy to our employees, subcontractors, shareholders, investors, customers, suppliers and interested parties.



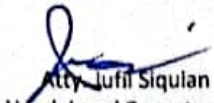
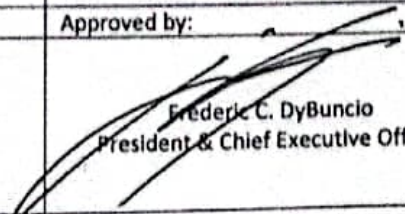
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RESOURCES, CAPACITY & TRAINING

- 5) Ensure that sufficient human, financial and material resources, and capacity are provided to enable the effective implementation our Sustainability Policy and SMS.
- 6) Establish a board-level Committee (Executive Committee) with overall responsibility and accountability on sustainability, to provide oversight on strategy and performance in line with the long-term growth of the Company.
- 7) Designate an executive (CEO) with responsibility and accountability for implementing the E&S Policy, ESMS and ongoing improvements throughout the business.
- 8) Establish a Sustainability Technical Working Group (TWG) chaired by the Head of Sustainability Office and represented by key departments and Business Unit Operations, to support the implementation.
- 9) Continually build the capacity and competence of our employees, including our Sustainability TWG and related Committees.

PLANS & PROGRAMS

- 1) Maintain robust emergency preparedness and response plans to ensure business continuity and resilience and the safety of our staff, customers, business operations, and facilities.
- 2) Maintain a transparent Grievance and Whistleblowing mechanism for disclosed and anonymous reporting by employees, subcontractors, customers and other external stakeholders regarding concerns about the Company's performance and compliance.
- 3.) Establish Sustainability programs, including conducting regular sustainability assessments, to drive and report on the Company's performance in relation to our sustainability goals, objectives, targets, and underlying management approach. This includes programs to reduce pollution and emissions and optimise/reduce the use of resources (energy, fuel, water etc), promote sustainability in supply chain and support diversity, equity and inclusiveness across the organization.

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Appendix. 2GO Implementing Policies

2GO Sustainability Policy is supported by the following Implementing Policies with Rules and Regulations.

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Environment	Social	Governance
Environmental Policy - Environmental Compliance and Action Program (POL-2GO-COR- HSE-002)	<ul style="list-style-type: none"> • Occupational Health & Safety Policy - Safety Requirements and Information Guidelines (POL-2GO-COR-HSE-001) • Grievance Machineries • No Child Labor Policy 	<ul style="list-style-type: none"> • Whistleblowing Policy • Code of Business Conduct • Code of Conduct