



2025 Global Climate Report

SEPTEMBER 2025

Introduction

As one of the world’s largest travel management companies, Direct Travel recognizes that climate change is reshaping the way businesses and travelers think about mobility. While it presents risks to traditional ways of operating, it also creates opportunities for companies that act boldly and responsibly in a changing marketplace. We are stepping up to this challenge – helping our clients, partners, and employees navigate toward a more sustainable future in travel – while transparently sharing our progress along the way.

At Direct Travel, we recognize that climate change is reshaping the future of the travel industry. As a travel management company, we sit at the nexus of clients, suppliers, and communities. Our role extends beyond managing itineraries and corporate programs: we are positioned to influence emissions outcomes, promote sustainable practices, and build resilience across a global value chain that includes airlines, hotels, ground transportation, leisure travel, and meetings and events providers.

While our direct operational footprint is relatively modest, the services we facilitate account for a significant share of client-related emissions. This makes climate change both a responsibility and an opportunity. We must reduce the environmental impacts of our own operations while supporting our clients in achieving their sustainability goals. At the same time, climate leadership differentiates us in the market, deepens client trust, and unlocks new revenue opportunities through client solutions and data-driven insights.

This report is prepared in alignment with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and IFRS S2 Climate-related Disclosures. It provides a transparent account of how we govern climate-related issues, how climate considerations shape our strategy, the ways we identify and manage risks, and the metrics and goals guiding our journey. In 2024, we completed our first double materiality assessment, which confirmed climate change as one of the most imperative issues for Direct Travel and our stakeholders. Building on this foundation, we are embedding climate into our governance structures, strategic planning, reporting, and decision-making.

DISCLAIMER

This report contains statements regarding future goals, plans, commitments, and expectations (collectively, “forward-looking statements”). These forward-looking statements are based on current assumptions, expectations, and projections and are subject to risks, uncertainties, and changes in circumstances that are difficult to predict. Actual results may differ materially from those expressed or implied by forward-looking statements due to changes in business conditions, market factors, regulatory developments, or other factors. Direct Travel undertakes no obligation to update or revise any forward-looking statements contained in this report. In addition, the topics and issues identified as material in this report are based on our materiality assessment process and reflect the priorities and perspectives of Direct Travel and its stakeholders at the time of publication. These material topics may evolve over time and should not be interpreted as financial materiality disclosures or as a comprehensive listing of all risks to the company.

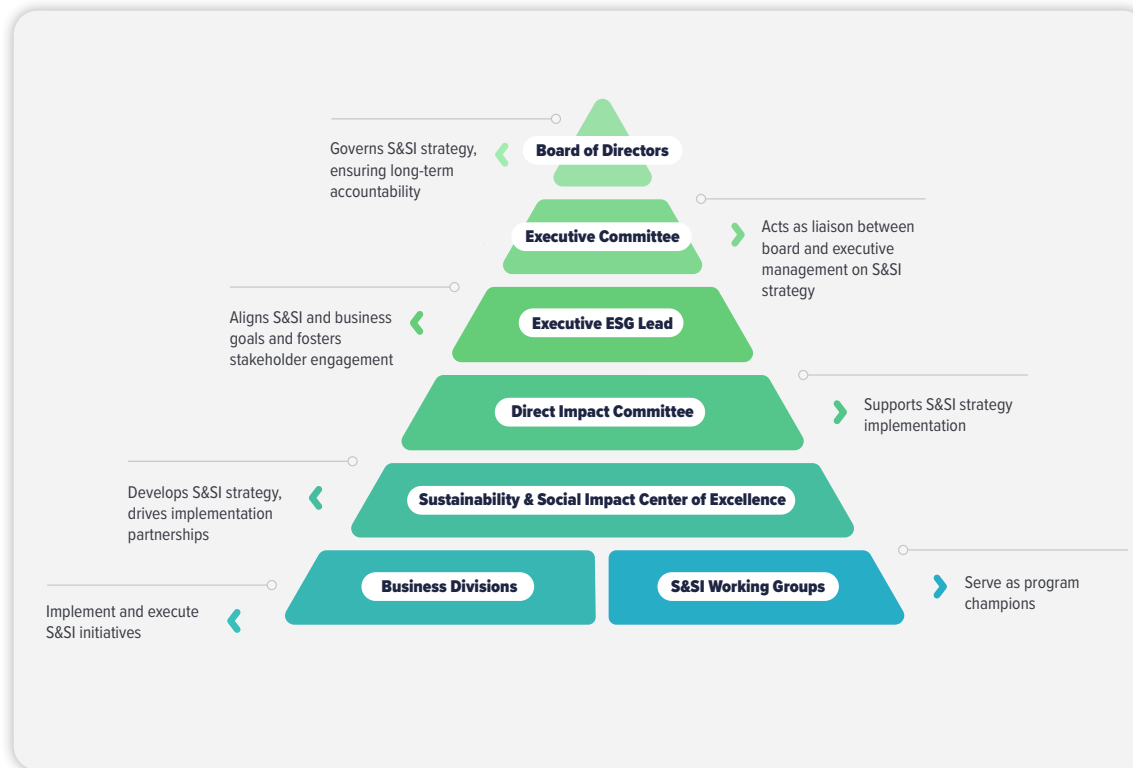
Unless otherwise stated, data presented in this report represents calendar year 2024 performance. All metrics and qualitative information are subject to data availability and estimation methodologies that may continue to evolve as industry standards and best practices advance.

This report is provided for informational purposes only and should not be relied upon for investment or legal decisions.



Governance

Direct Travel has established a clear governance framework to ensure climate-related risks and opportunities are addressed at the highest levels of the organization. Oversight is anchored by the Board of Directors, with execution supported by senior leadership, the Direct Impact Committee, and business divisions across the company. This structure ensures that climate considerations are not siloed but are integrated into strategic planning, enterprise risk management, and client-facing solutions. By embedding climate governance into our corporate structure, Direct Travel is able to respond proactively to stakeholder expectations, regulatory requirements, and the systemic challenges of the climate transition.



Board Oversight of Climate-Related Risks and Opportunities

The Board of Directors has ultimate oversight of Direct Travel’s sustainability and social impact (S&SI) strategy, which includes climate-related risks and opportunities. The Board oversees long-term climate ambitions, reviewing progress against targets, and ensuring climate considerations are integrated into enterprise risk management. Oversight is supported through updates provided by the Executive Committee and the Executive ESG Lead, enabling the Board to remain informed on climate risks, opportunities, and stakeholder expectations.



Management's Role in Assessing and Managing Climate-Related Risks and Opportunities

Responsibility for managing climate-related risks and opportunities is embedded across multiple levels of management through a structured governance framework.

- **Executive Committee:** Acts as liaison between the Board and executive management led by our President and CEO, integrating climate priorities into corporate decision-making and reporting.
- **Executive ESG Lead:** Aligns climate strategy with business goals, provides regular updates to senior leadership, and oversees integration of climate considerations into operations, client services, and supplier partnerships.
- **Direct Impact Committee:** Meets quarterly to review climate-related initiatives such as carbon reporting, supplier engagement, and sustainable travel products and services. The committee ensures client needs and market trends shape the company's climate actions.
- **Sustainability & Social Impact (S&SI) Center of Excellence:** Develops climate and ESG strategy, drives sustainable operations, builds external partnerships, and supports implementation across business divisions.
- **Business Divisions and S&SI Working Groups:** Execute climate-related initiatives and serve as champions within their departments, ensuring climate considerations are embedded in day-to-day activities.

Management is also responsible for carrying out structured assessments that inform strategy and disclosure. In 2024, Direct Travel completed its first double materiality assessment, engaging over 300 employees, 13 suppliers, and 37 internal and external strategic stakeholders. This process identified climate change as one of the most imperative issues for both our business, the travel industry and society, ensuring that climate considerations are embedded in strategy development and disclosure. In parallel, management commissioned a climate change risk assessment with external experts, providing detailed profiles of physical and transition risks across our top global travel hubs and major supplier categories.

Through these processes, management ensures that climate risks and opportunities are identified, prioritized, and translated into strategic actions, which are then reported to the Board for oversight.



Strategy

Direct Travel’s mission is to blend human ingenuity with technology to make every journey effortless, personal, and rewarding. We serve clients across corporate travel, leisure travel, and meetings & events, and our climate strategy reflects the realities and opportunities in each of these segments. While corporate travel represents the largest share of our emissions, leisure and events play an equally important role in shaping our corporate climate leadership. Our vision of reimagining how the world connects requires us to consider not only how people travel, but how responsibly they travel, and our values — *Be the Spark, Own Your Impact, Lift as You Climb, Deliver with Purpose* — guide our approach.

Our climate strategy is anchored in five principles: **Assessment, Ambition, Action, Accountability, and Advocacy**. This framework ensures that our actions are informed by evidence, driven by bold goals, and reinforced by transparent oversight and disclosure.



Climate-Related Risks and Opportunities

Through our double materiality assessment and third-party proctored climate risk assessment, we identified climate-related risks and opportunities across short-, medium-, and long-term horizons, tailored to each business line.

- **Corporate Travel:** In the short term, regulatory disclosure requirements and client expectations create both risks and opportunities. Clients are demanding more robust carbon reporting, emissions insights, access to carbon compensation and sustainable supplier options. Over the medium term, costs from carbon pricing and sustainable aviation fuel (SAF) mandates may impact client travel budgets, but they also create opportunities for Direct Travel to differentiate by helping clients manage these costs strategically. In the long term, structural shifts in travel demand and tighter regulatory frameworks could reshape how business travel is planned, with opportunities for Direct Travel to support clients in decarbonizing their programs.



- **Leisure Travel:** Rising climate hazards — including wildfires, flooding, and extreme heat — pose risks to popular destinations, affecting client satisfaction and supplier resilience. However, consumer demand for sustainable travel is growing, creating opportunities for Direct Travel to recommend eco-certified accommodations, lower-emission transport modes such as rail where feasible, and local suppliers with strong sustainability credentials. Over time, this strengthens trust with leisure travelers who want their holidays to align with their values.
- **Meetings & Events:** The events sector faces both physical risks (such as weather disruptions that impact venues and logistics) and transition risks (as clients increasingly require carbon accounting and sustainability practices in their programs). These pressures also create opportunities. Direct Travel has committed that **100% of events will incorporate sustainable practices by 2030**, positioning us as a leader in climate-conscious event design. By embedding carbon reporting, waste reduction, and responsible sourcing into events, we create long-term value for both clients and communities.

Impact on Business and Financial Planning

Climate change is directly shaping Direct Travel's enterprise strategy and financial planning. Across all three business segments, climate considerations are no longer optional; they are embedded into how we protect our core services, innovate with technology, and plan for growth.

- In **corporate travel**, approximately 65% of RFPs and rebids have ESG-related questions, particularly around climate change. Emissions from client air travel dominate our Scope 3 footprint. Helping clients reduce and report these emissions is not only a responsibility but a growing revenue opportunity. Our multi-tiered carbon reporting model ensures that clients of all sizes can access data tailored to their climate goals.
- In **leisure travel**, the rising costs of insurance, supplier adaptation, and infrastructure resilience may affect pricing, but they also create new

demand for advisory services that guide travelers toward sustainable destinations and experiences.

- In **meetings & events**, climate change is introducing new planning challenges — from weather disruptions to supply chain volatility. Building climate resilience into event design and supplier choices helps protect budgets, meet client expectations, and strengthen trust.

Financially, over time climate change may present both risks and opportunities. Transition risks — such as carbon pricing and SAF premiums — may raise the cost of travel, but they also incentivize clients to seek the strategic guidance Direct Travel provides. Opportunities include diversifying advisory services, strengthening supplier relationships, and embedding climate performance data into client reporting and proprietary booking platforms. In this way, climate considerations are influencing both our cost base and our growth trajectory.

Resilience Under Climate Scenarios

Direct Travel has evaluated the resilience of its climate strategy using two external reference scenarios, each selected to stress test the type of risk most material under that pathway. Both scenarios were applied organization-wide and assessed using a combination of **quantitative analysis** (e.g., client travel volume, emissions, supplier risk exposure, destination climate hazards) and **qualitative insights** (e.g., stakeholder expectations, regulatory trends, supplier readiness).

Transition Risk Scenario – IEA Net Zero Emissions by 2050 (NZE 2050, ~1.5 °C):

This scenario assumes strong, coordinated global action to limit warming to 1.5 °C. It is characterized by rapid decarbonization, robust carbon pricing, and accelerated scaling of low-carbon technologies such as SAF, renewable energy, and electrified ground transport. Market and regulatory pressures intensify, while clients and consumers place increasing weight on climate-aligned travel services. For Direct Travel, this scenario presents



potential near-term risks – including higher costs for clients and increased disclosure requirements – but also significant growth opportunities. Demand for carbon reporting, supplier engagement on climate change, and client solutions for corporate, leisure, and events travel expands. Our strategy is resilient because it positions us to guide clients through transition costs, differentiate through climate data integration in Avenir and third-party technology relationships, and lead in sustainable events consulting.

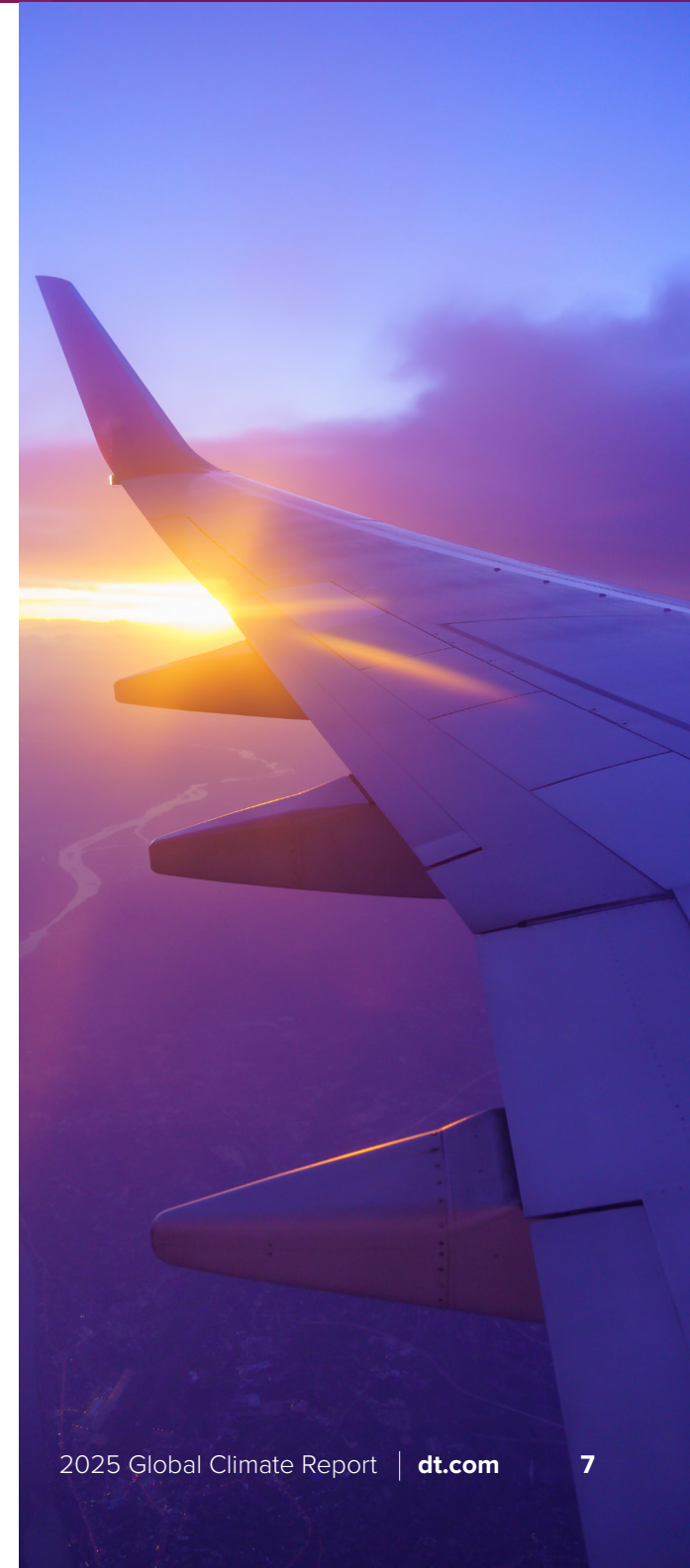
Physical Risk Scenario – IPCC AR6 SSP3-7.0 (RCP 7.0, ~3.5–3.9 °C):

This scenario assumes limited global coordination, continued reliance on fossil fuels, and rising demand that drives a high-emissions trajectory. Acute hazards (extreme weather, flooding, wildfires) and chronic hazards (heat stress, water scarcity, sea-level rise) increasingly disrupt travel hubs, supplier operations, and destinations. For Direct Travel, these risks materialize across all segments: corporate travel is disrupted by flight delays and infrastructure stress at major hubs, leisure travel is affected by declining reliability of destinations, and meetings and events are more vulnerable to cancellations and logistical disruption. While these risks are potentially material, our strategy emphasizes supplier engagement on resilience, diversification of service offerings, and advisory support for clients planning around climate volatility. This ensures we remain a trusted partner even in a more fragmented, high-risk operating environment.

Why These Scenarios Were Chosen:

- The **IEA NZE 2050** scenario provides a “stress test” against a rapid decarbonization pathway, allowing us to evaluate regulatory, technological, and market pressures while identifying opportunities to expand sustainable services.
- The **IPCC AR6 SSP3-7.0 (RCP 7.0)** scenario tests resilience under a high-emissions, fragmented world, highlighting the acute and chronic physical risks most relevant to our global travel footprint.

Across both scenarios, our strategy demonstrates resilience because it is grounded in assessment, ambition, and accountability. We systematically assess risks, set ambitious long-term targets, and hold ourselves accountable through transparent governance and reporting.



Risk Management

Direct Travel operates in a sector that is highly exposed to both physical and transition risks associated with climate change. Our approach to risk management ensures that these risks are systematically identified, assessed, and integrated into business decision-making. Climate-related risks are considered not only in terms of their direct impact on our operations but also in relation to our clients, suppliers, and the broader travel ecosystem.

Identifying and Assessing Climate-Related Risks

We use a structured, evidence-based approach to identify and assess climate risks. Our process includes a number of various forms of assessment. They include:

- **Double materiality assessment:** Conducted organization-wide, with input from more than 350 stakeholders (employees, suppliers, and external partners), to ensure that both financial materiality and societal/environmental impacts were captured. Climate change emerged as one of the most imperative issues for the company.
- **Third-Party Climate Risk Assessment:** Engaged an external climate expert to complete a climate change risk screening and prioritization encompassing both physical and transition risks:
 - **Physical risk screening:** Using the IPCC AR6 SSP3-7.0 (RCP 7.0) scenario, we assessed acute and chronic hazards across our top 10 global travel hubs — New York, Chicago, London, Atlanta, Dallas, Toronto, Houston, Boston, Washington, and Los Angeles. Hazards analyzed included heat stress, flooding, hurricanes, wildfires, and water scarcity. Impacts were considered across corporate, leisure, and meetings & events travel.

Climate Hazards Assessed

- Heat Stress
- Cold Stress
- Heavy Precipitation
- Hurricanes
- Wildfire
- Water Stress
- Severe Storms

- **Transition risk analysis:** Using the IEA Net Zero Emissions by 2050 (NZE 2050) scenario, we identified policy, technology, market, reputation, and legal risks across airlines, hotels, and ground transport. Risks were evaluated for their potential financial and operational impacts on our clients, our supply chain, and Direct Travel’s advisory services.
- **Travel Partner Sustainability Questionnaire:** In 2025, we launched our first annual questionnaire to assess the environmental and social performance of travel suppliers, including airlines, hotels, and car rental companies. The questionnaire evaluates supplier practices on emissions reduction targets, net-zero alignment, climate transition planning, nature-related risks, and water stewardship at the basin level. While participation was voluntary in its first year, the process established a baseline of supplier performance and signaled that sustainability will become an increasingly important factor in sourcing decisions. Over 80% of airlines, hotels and car rentals, by client travel volume, completed the travel partner sustainability questionnaire.



Business Sensitivity to Hazards and Risks

The analyses confirmed that Direct Travel’s business segments – flights, hotels, and car rentals – are sensitive to a range of physical climate hazards. While all hazards have the potential to result in service disruptions, most impacts are expected to be short-term and localized. Hurricanes are the most significant hazard, followed by wildfires (including smoke impacts) and severe storms, due to their potential to cause regional and cascading disruptions. These events can lead to widespread flight cancellations, airport closures, and hotel evacuations, resulting in high volumes of cancellation and rebooking requests, stranded travelers, and surging customer service demand. Over time, the increasing intensity and frequency of these hazards may also shift geographic demand, as certain cities become less desirable for business or leisure travel.

Importantly, the nature of Direct Travel’s business model and its lack of direct asset exposure allow for flexibility in responding to these risks. As certain locations become more vulnerable, the company can adapt its services to support clients in managing travel to or from affected regions safely and efficiently.

Sensitivity	Climate Hazards						
Asset Type	Heat Stress	Cold Stress	Heavy Precipitation	Hurricanes	Wildfire	Water Stress	Severe Storms
Flights	Medium	Medium	Medium	High	Medium	Low	Medium
Hotels	Low	Low	Low	High	Medium	Medium	Medium
Car Rentals	Low	Low	Medium	High	Medium	Low	Medium

For transition risks, the most material exposures are linked to the rising costs of transportation and logistics, and potential divestment from the aviation and travel sector. Such developments could significantly increase travel costs, reducing consumer demand or limiting supplier capacity. The next tier of risks includes carbon pricing, substitution of existing services with lower-emission options, unsuccessful investment in new technologies, and reduced customer ability to pay if travel budgets are crowded out by climate-related costs.

Together, these four processes – physical risk screening, transition risk analysis, double materiality assessment, and supplier questionnaires – combined with the insights on business sensitivity, provide a comprehensive foundation for identifying and prioritizing climate-related risks across our business lines.



Potential Short- and Medium-Term Transition Risks

Risks

- Loss of differentiation as competitors access the same low-carbon suppliers
- Unsuccessful technology investments raise costs, reducing demand and supplier choice
- Decrease of customer ability to pay due to crowding out
- Higher travel costs from carbon pricing reduce demand and supplier availability
- Rising transport costs increase travel prices, dampening demand and vendor availability

Opportunities

- Early alignment with low-carbon suppliers positions Direct Travel to capture market share
- Product-level emissions data can drive client demand for low-carbon travel options
- Policy incentives for SAF and EVs lower supplier transition costs, enabling expansion of low-carbon offerings
- Carbon credit markets (e.g., EVs) may help offset travel sector transition costs

Potential Long-Term and Unknown Transition Risks

Risks

- Divestment from transportation raises costs, lowering demand and vendor availability

Opportunities

- Future policy evolution and maturing carbon markets may create further cost reductions and increase demand for low-carbon travel

Managing Climate Risks and Opportunities

Direct Travel manages climate-related risks through a combination of operational practices, supplier engagement, and client-facing solutions. Our approach addresses both the physical and transition risks that affect the travel industry, while also identifying opportunities to create value for clients and reduce our own operational footprint.

Physical Risk Management

As a travel management company, Direct Travel is uniquely positioned to help clients navigate climate-related disruptions through our established duty of care framework. Ensuring traveler health, safety, and well-being is central to our service model, supported by 24/7 response teams, pre-trip risk assessments, and real-time alerts delivered in partnership with Crisis24 and International SOS. Because duty of care is embedded in everything we do, we are well equipped to help clients anticipate, respond to, and recover from climate-driven travel disruptions while maintaining business continuity.

Transition Risk Management

Supplier engagement is a central element of our approach to managing transition risks, as the majority of climate-related impacts in the travel value chain sit with airlines, hotels, and ground transportation providers. We work closely with suppliers to encourage the adoption of science-based targets, the scaling of SAF, and investments in resilience planning. Our three largest airline partners have all secured validated SBTi targets and are actively implementing decarbonization efforts, giving us confidence in their alignment with the net-zero transition. These partnerships help ensure that our clients' travel programs remain resilient under both regulatory and market-driven climate pressures.



Supplier assessment tools like our annual Travel Partner Sustainability Questionnaire reinforce our ability to manage transition risks by shining a light on supplier readiness. The questionnaire evaluates emissions targets, climate transition planning, nature-related risks, and water stewardship practices. The insights from this process enable us to identify suppliers that are best positioned to succeed in a low-carbon economy, while also flagging where resilience gaps may exist. Over time, this helps us integrate sustainability performance into sourcing decisions and build a stronger, more climate-resilient supply chain.

Climate-Related Opportunities

Climate change also presents opportunities for innovation and growth. Direct Travel supports clients in addressing climate-related risks through services such as carbon reporting, sustainable event consulting, and advisory projects. These offerings help organizations anticipate and respond to both physical disruptions and transition costs. For example, we advise clients on how extreme weather may affect destination planning or how SAF blending mandates could impact travel budgets. By embedding climate considerations into client services, we strengthen the resilience of client programs while creating new business opportunities for Direct Travel.

GHG Emissions Management

Direct Travel also manages climate-related risks by reducing our own operational footprint. With more than 70% of employees working remotely, we have significantly reduced commuting emissions while also limiting our exposure to office-related physical disruptions. Complementing this structure, we have assessed our remaining facilities to identify opportunities for improved

energy efficiency, resource management, and digital-first processes that reduce waste and strengthen resilience. In addition, we are expanding engagement on Scope 3 emissions by encouraging more sustainable employee business travel choices and partnering with suppliers to reduce emissions from purchased goods and services.

Integration with Enterprise Risk Management

Direct Travel is in the process of more formally integrating climate-related risks into its broader enterprise risk management (ERM) framework. At present, climate is considered as part of sustainability and social impact oversight, with findings from our materiality assessment, supplier questionnaire, and climate risk analysis informing strategy development and business planning. These insights are reviewed by the Direct Impact Committee and the Executive ESG Lead, and significant climate risks are elevated to the Executive Committee and Board of Directors for discussion alongside other strategic risks as important matters arise.

As our processes mature, we intend to embed climate considerations more directly into risk registers and business continuity planning. This will ensure that physical and transition risks are evaluated consistently with other financial, operational, and reputational risks, and that climate resilience is incorporated into long-term enterprise decision-making.

Decarbonization Levers

Operational Emissions

(Scopes 1, 2, 3.1, 3.2, 3.3, 3.4, 3.5, 3.6, 3.7, 3.8)

- Maintain remote work model and reduce office footprint
- Transition offices to renewable electricity
- Apply sustainability criteria to procurement and technology sourcing
- Improve recycling and reduce office and event waste
- Encourage low-carbon employee travel (SAF, rail, EVs, certified hotels)
- Incorporate sustainability into employee travel policy
- Manage energy use and emissions from AI tools and data centers
- Provide employee climate and travel awareness education
- Offset residual operational emissions

Client Travel Emissions

(Scope 3.11)

- Prioritize suppliers with science-based targets
- Support SAF adoption via certificates
- Promote low-carbon travel options (SAF, rail, EVs, certified hotels)
- Engage suppliers to set and validate SBTs
- Improve emissions data accuracy and reporting



Metrics & Goals

Direct Travel uses a range of metrics and targets to assess and manage climate-related risks and opportunities, ensuring alignment with our long-term strategy and stakeholder expectations. Our approach balances transparency in emissions disclosure with progress against ambitious targets designed to drive change across our operations, suppliers, and client services.

Metrics

Direct Travel tracks a focused set of metrics that capture both our operational footprint and value chain exposure, as well as the effectiveness of supplier engagement and client-facing services. These indicators provide insight into where climate-related risks and opportunities are most material to our business.

Greenhouse Gas Emissions

Category ¹	2023	2024	Comment
Scope 1	4.7	0	Direct Travel does not operate a mobile fleet and therefore has no emissions from mobile sources. As a tenant in leased, multi-tenant offices, we do not control heating and cooling and, in many cases, do not receive dedicated utility bills. While we acknowledge that emissions from these sources exist, they are expected to be immaterial relative to other Scope 3 categories and have not yet been calculated, but will be disclosed under upstream leased assets (Scope 3.8) in future reporting years.
Scope 2 (Location-based)	1,241.0	1,005.4	Reflects electricity usage across Direct Travel offices in the United States, Canada, and Scotland.
Scope 3.1 (Purchased Goods & Services)	-	4,311.5	Represents emissions from spend categories where Direct Travel is the principal buyer. Significant spend categories include professional services and technology products and services. Emissions from capital goods (3.2) and upstream transportation and distribution (3.4) are currently embodied within this category; in future reporting years, Direct Travel expects to report these separately as emissions calculations become more granular and data availability improves.
Scope 3.3 (FERA)	-	186.0	Covers lifecycle emissions associated with electricity consumption.
Scope 3.6 (Business Travel)	862.4	1,661.0	Includes emissions from employee business travel across air, hotel, and car rental. Aviation-related emissions use a distance-based method and include radiative forcing but exclude well-to-tank emissions.
Scope 3.7 (Employee Commuting)	1,293.9	2,710.0	Accounts for emissions from employee commuting as well as energy use from remote workers.
Scope 3.11 (Use of Sold Products)	-	1,818,107.0	Covers client aviation-related emissions, calculated using a distance-based method and includes radiative forcing but excludes well-to-tank emissions.

¹ **Impact of ATPI Acquisition on Reporting Boundaries:** In September 2025, Direct Travel acquired ATPI, creating one of the world's largest travel management companies. This acquisition increased our managed travel volume by an estimated \$1–2 billion, bringing our total annual travel spend to over \$6 billion and expanding our operational footprint from primarily the United States, Canada, and Scotland to more than 100 countries worldwide. Given this substantial change to our operating model, Direct Travel will review its reporting methodology, organizational boundaries, and related practices in 2025 to ensure future GHG emissions disclosures accurately reflect our expanded scale and global presence.



Other Climate-Related Metrics and Activity Data

Metric	2023	2024	Comment
Total electricity use across company offices (kWh)	4,026,876	3,204,932	Electricity use decreased compared to 2023, primarily due to the closure of more than 10 offices as part of the company's transition to a more global remote work structure.
Percentage of renewable electricity use (%)	37%	22%	Our renewable electricity percentage reflects the grid mix of the regions where our offices are located. We do not currently purchase renewable energy directly. The year-over-year decline is due to office closures in regions with higher shares of non-fossil fuel generation.
Percentage of travel service providers with science-based targets (%)	-	61%	The disclosure covers airlines. While air travel represents the majority of client and employee travel emissions, hotel and car rental will be reported in the next reporting year.

Activity Data	2023	2024	Comment
Number of company offices (#)	95	81	The reduction reflects the closure of more than 10 offices in alignment with the company's shift toward a global remote work structure.
Total area of company offices (sq. ft.)	297,344	239,017	The decrease corresponds to office closures and consolidation of facilities, with a growing proportion of employees working remotely.

Targets & Progress

We have set clear, time-bound targets to guide our transition to a low-carbon and resilient business model. These targets reflect our ambition to address climate-related risks while creating value for clients, suppliers, and communities.

- Achieve carbon neutrality for Scope 1, 2, 3.6, and 3.7 to cover our operational footprint by 2050.
- Engage at least 80% of travel service providers (air, hotel, car rental) to set or commit to setting science-based targets.
- Incorporate sustainable practices into 100% of events by 2030

We have already achieved significant milestones. Our global remote workforce has shifted more than 70% of employees to remote roles, significantly reducing commuting emissions. Our top airline partners have all validated their targets through the Science Based Targets initiative. In 2024, we completed our first double materiality assessment, providing a strong foundation for future action. We have also expanded disclosure through CDP and EcoVadis, benchmarking our performance against global standards.



External Verification and Assessment

Direct Travel remains committed to transparency and accountability through robust climate reporting. We have obtained external assurance of our greenhouse gas (GHG) emissions and intend to pursue this annually to provide confidence in the accuracy and reliability of our disclosures. See pages 15, 16 and 17 for details on the external verification of our CY2023 Scope 1, 2, and 3 emissions data.

In addition, we continue to participate in recognized external assessments, including CDP Corporate and the EcoVadis Sustainability Rating. To support our customers, we have invited clients through Account Management to formally request access to our submissions so they can review our scorecards directly. Many of our customers have now codified EcoVadis participation into their contracts, underscoring the importance of these assessments to our business relationships.

Direct Travel believes our current climate targets are science-based and aligned with the ambition of the Science Based Targets initiative (SBTi). We fully endorse the principles of SBTi and are committed to aligning our climate targets and transition plan with its framework. Due to recent operational changes, we intend to reset our baseline, adjust our operational boundaries, and review our targets within our new global structure. Therefore, we have not yet submitted our targets for validation. However, we intend to formally submit our targets to SBTi for approval within the next 24 months, ensuring that our commitments reflect both scientific rigor and the realities of our evolving organization.

Looking Ahead

Direct Travel is committed to advancing climate action through transparent governance, robust strategy, proactive risk management, and measurable goals. While our direct emissions are small, our influence across the travel ecosystem is significant. By aligning with TCFD recommendations and ISSB climate disclosure guidance, we are embedding climate considerations into every level of our business, helping clients make informed choices, and supporting suppliers in their decarbonization efforts.

The path to a low-carbon travel industry will be complex, requiring collaboration, innovation, and shared accountability. Direct Travel is determined to play a leadership role in shaping this future, ensuring that our business — and the travel programs we support — are resilient, responsible, and sustainable.



Independent GHG Assurance Statement to Direct Travel

Introduction & Objectives: Trinity Consultants, Inc. (Trinity) was engaged by Direct Travel, Inc. (Direct Travel) to provide independent assurance for specified calendar year (CY) 2023 greenhouse gas (GHG) emissions data presented in Direct Travel’s GHG Emissions Inventory for CY 2023 Report (GHG Inventory Report) and 2024 EcoVadis submittal. The overall objective of this process was to provide assurance to Direct Travel’s stakeholders concerning the accuracy, completeness, reliability, and objectivity of the specified GHG information included in the EcoVadis submittal and GHG inventory Report. This Assurance Statement applies to the information included within the subject Scope of Work.

Scope of Work: Direct Travel requested that Trinity perform **limited assurance** of the following specified GHG data for CY 2023 (January 1, 2023, to December 31, 2023) to determine whether they are fairly presented, in all material respects, in a manner consistent with the designated reporting criteria:

Table 1. EcoVadis Disclosure

Parameter	GHG Emissions (MT CO ₂ e)
Scope 1 Emissions	4.7
Scope 2 Emissions	1,241.0
Scope 3 Business Travel Emissions	862.4
Scope 3 Employee Commuting Emissions	1,293.9
Total	3,402.0

The reported data was evaluated against Direct Travel's internal GHG quantification and sustainability reporting procedures, as well as requirements for reporting GHG emissions data to EcoVadis.

Our procedures assessed the appropriateness and effectiveness of underlying corporate reporting processes, management controls and systems used to develop, compile, analyze, and report the specified GHG data.

The boundary of the data included in this assurance is limited to the company vehicles, electricity consumed at leased offices, business travel (air, personal vehicle, and public transportation), employee commuting (air, personal vehicle, and public transportation), hotel stays, rental cars, and electricity consumption from remote work under Direct Travel operational control during the subject period. Text, descriptions, interpretations, or other written statements in the 2024 EcoVadis submittal and GHG Inventory Report were not included in the scope of Trinity’s work.

Reporting Criteria: External criteria utilized to develop these data included:

- The Greenhouse Gas Protocol, A Corporate Accounting and Reporting Standard, GHG Protocol Scope 2 Guidance, and Corporate Value Chain (Scope 3) Accounting and Reporting Standard.

- IPCC AR4 (100-yr) Global Warming Potentials
- EPA Simplified GHG Emissions Calculator (May 2023)

Assurance Standard: Trinity's work was conducted following our standard assurance methodology and approach for external verification of greenhouse gas inventory verification based on ISO 14064-3.

Responsibilities: Direct Travel's management is solely responsible for the GHG data and its presentation in the 2024 EcoVadis submittal and GHG Inventory Report. Trinity was not involved in the collection or development of the reported data or development of either report.

Trinity's responsibility is to perform an assurance engagement to provide conclusions on the agreed Scope of Work based on the assurance activities performed, consistent with exercising our professional judgement.

Assurance Methodology: Trinity conducted the following activities during this assurance engagement:

- Ensured that Direct Travel's scope and boundaries reflected in the reported data are fair and accurate.
- Reviewed documentation to understand and evaluate the processes, systems and methodologies used to collect, compile, consolidate, analyze, and report data for the specified GHG indicators.
- Reviewed the corporate consolidation of data for specified GHG data and compared it to data submitted from a sample of the individual facilities leased by Direct Travel.
- To meet EcoVadis reporting and verification requirements, verification procedures were applied to a sample representing all the company's enterprise-wide Scope 1 and Scope 2 GHG emissions, as well specified categories of reported Scope 3.
- Selected underlying facility source data on a test basis and conducted a desktop review of these sample data to confirm specified site data.
- Reviewed the presentation of the above data in the GHG Inventory Report to ensure consistency with our findings, and to address changes and corrections with Direct Travel where necessary.

Trinity's Opinion: Based on Trinity's verification activities, nothing has come to our attention to indicate that the corporate CY 2023 data for the specified Scope 1, Scope 2, and selected Scope 3 GHG emissions and disclosed in the GHG Inventory Report and 2024 EcoVadis submittal are fairly presented, in all material respects, in a manner consistent with the designated reporting criteria.

Trinity has concluded that Direct Travel has implemented sufficient processes, systems and controls for the accurate collection and analysis of activity data used to determine the reported data.

Limitations: Trinity's approach to this verification was not intended to detect all weakness in management controls as described above. The verification was performed on corporate management controls on a sampling basis. Further, it should be noted that the reliability of GHG data may be subject to inherent uncertainties, based on the established methods used to measure or calculate the underlying information.

This Assurance Statement is only valid when it is published with the GHG Inventory Report to which it refers and disclosed through Direct Travel's 2024 EcoVadis submittal and may only be reproduced in its entirety.



Statement of independence: Trinity is an independent professional services firm that specializes in environmental, health and safety, and sustainability compliance, risk, and performance management. We have developed and maintain a quality management system, certified to ISO 9001:2015. No member of the assurance team has a business relationship with Direct Travel, its managers, or Directors other than for the purpose of verification of the subject GHG and sustainability data and reporting, or has had any involvement in writing the Report, data collection or validation, or the development or implementation of data systems. This verification has been conducted independently and we believe that there has been no conflict of interest.

A handwritten signature in black ink, appearing to read "MF", is positioned above the printed name.

Marcus Firstman

Senior Consultant

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