

Year-end Corporate Social Responsibility 2024

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EXECUTIVE SUMMARY

UP 360

OP360 continues to demonstrate its commitment to sustainable and responsible global operations through OP360 Cares, our comprehensive CSR initiative. This report outlines our achievements across environmental stewardship, social impact, and corporate governance.

As a global organization, we recognize our profound responsibility to create positive impact beyond traditional business metrics. OP360 Cares represents our holistic approach to addressing environmental challenges, supporting local communities, and maintaining the highest standards of corporate ethics and governance.

Our 2024 report provides a transparent and detailed account of our strategic achievements across three critical domains:

- 1. **Environmental Stewardship:** Highlighting our proactive efforts to minimize ecological footprint, implement sustainable technologies, and contribute to conservation efforts.
- 2. **Social Impact:** Demonstrating our dedication to community development, education support, and meaningful engagement with the regions where we operate.
- 3. **Corporate Governance:** Underscoring our commitment to ethical business practices, information security, and creating an inclusive workplace culture.

By integrating sustainability and social responsibility into our core business strategy, OP360 aims to drive meaningful change while maintaining operational excellence and creating long-term value for all stakeholders.

ENVIRONMENTAL STEWARDSHIP

<u>Green Infrastructure</u>

- Diamond Tower: First EDGE-certified green building in the region
- Implemented rainwater/black
 water recycling systems
- Utilized alternative power sources (hydroelectric)
- Incorporated heat-reducing
 architecture







CONSERVATION INITIATIVES

- Annual tree planting program:
 - <u>Cebu: 200 trees</u>
 - <u>Davao: 300 trees</u>
- Comprehensive waste
 management program
- Electronic waste disposal and repurposing policy
- Centralized ACU control systems
- Operational hours-based lighting
- Energy-efficient water dispensers
- Digital documentation to reduce paper waste

ENERGY EFFICIENCY MEASURES



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) KANG-ATIS ELEMENTARY SCHOOL

OP360 Arry

SOCIAL IMPACT COMMUNITY INVESTMENT

Education Support

- Adopt-a-School Program
 - Total Investment: USD 118,000+ since 2021
 - Reach: 9 schools across Philippines and Colombia
 - Projects: Facility upgrades, construction, solar installation



YEAR-END CSR REPORT



EMPLOYEE VOLUNTEERISM

- Annual target: 24,000 volunteer hours
- Paid volunteer day program
- Employee-Led Giving Initiative:
- 703 grocery bundles distributed to school staff
- Disaster Response:
- Hurricanes Helene and Milton relief: USD 1350 in assistance



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WORKPLACE INCLUSION & SAFETY

Diversity & Inclusion

DUAW DAVAO

- Mariposa LGBTQIA+ Business Resource Group
- Partnership with Philippine Financial & Inter-industry Pride
- SOGIE 101 Training Module implementation
- Annual Diversity Ball tradition since
 2022



PINE

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BEM Global Servi Manila

AHAGH AWARDS

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PAHAGHA AWARDS

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Health & Safety

campaigns

#SafeAtOP360 campaign
Safety Suggestions Portal
Comprehensive weather advisory system
Regular health and safety

YEAR-END CSR REPORT



CORPORATE GOVERNANCE

Information Security

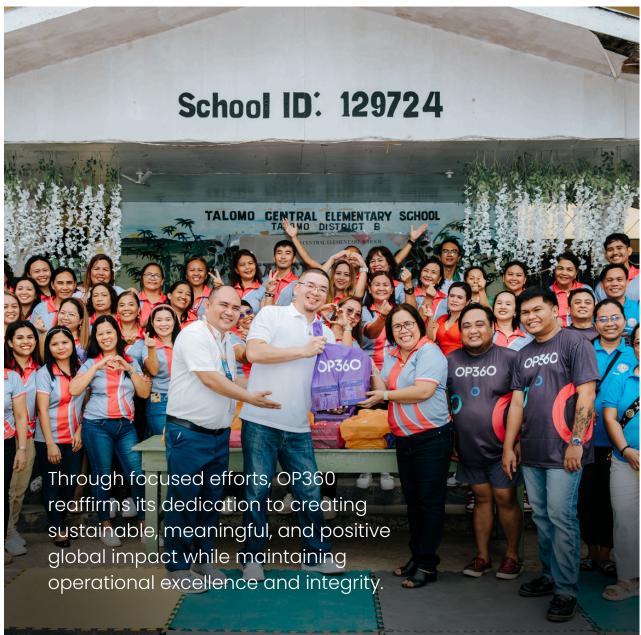
- Continuous systems improvement
- Regulatory compliance
- Industry-leading certifications
- Data protection protocols



FUTURE

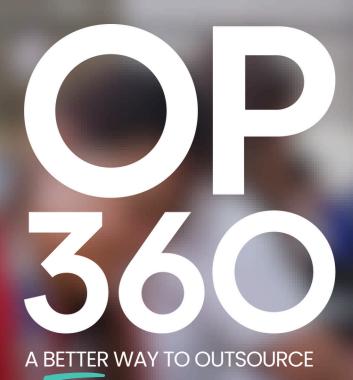
As we look forward to the future, OP360 remains steadfastly committed to continuous improvement and meaningful impact across multiple dimensions of corporate responsibility by:

- Expanding environmental initiatives
- Strengthening community partnerships
- Enhancing employee engagement programs
- Maintaining highest standards of corporate governance



COMMITMENTS

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Our goal is to create a conducive business ecosystem, so we maintain good relations with our collaborators and stakeholders.