



OUR PEOPLE MATTER

SUSTAINABILITY REPORT 2020

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HIGHLIGHTS

KEY ACHIEVEMENTS IN 18-MONTH FINANCIAL PERIOD ENDED 30 SEPTEMBER 2020 ("FP2020")



Strengthened the Group's sustainability and responsibility strategy through extensive engagement with Group's entities.



Total of **11,592 volunteer hours** in FP2020.

AWARDS



Top 5% on the Singapore Governance and Transparency Index (SGTI) in 2020 – General Category (Ranked #24 out of 577 companies)¹.



Continues to be listed on SGX Fast Track Programme since April 2018.



Yoma Central, an integrated mixed-use development currently under construction in downtown Yangon, was awarded Best Mixed-Used Development and Best Retail Development by Property Guru Myanmar 2020 Property Awards.



Earth Hour Hero Award – Earth Hour 2020.

YOMA LAND



Yoma Central has adopted IFC EDGE (Excellence in Design for Greater Efficiencies) as a sustainability standard for green design and construction principles.



Progressive launch and construction of City Loft, modern affordable apartments for the aspiring middle class, to cater to the larger population in Myanmar.

PORTFOLIO OF INVESTMENTS

Yoma Micro Power



Additional **68** off-grid solar micro power plants added in FP2020, bringing the total number of off-grid solar micro power plants to **318** as at September 2020.



3,252 MWh of solar energy generated was sold to telecom towers and communities in FP2020. This is equivalent to approximately **7,274 tonnes of CO₂**² emissions that was avoided through the use of renewable energy.

¹ <https://school.nus.edu.sg/cgio/wp-content/uploads/sites/7/2020/08/CGIO-SGTI-General-Category-Ranking-Results-By-Scores-2020.pdf>

² Based on emission factors from the Asian Development Bank. Guidelines for estimating greenhouse gas emissions of the Asian Development Bank projects: Additional guidance for clean energy projects. Mandaluyong City, Philippines: The Asian Development Bank, 2017

HIGHLIGHTS

YOMA FINANCIAL SERVICES

Wave Money



Increase in **23,000 Wave agents** from March 2019 to more than **68,000 agents** in urban and rural communities; 10 new additional townships from last year and the comprehensive network covers 299 out of 330 townships nationwide.



Over **1.5 million** digital monthly active users (MAUs) on WavePay app and more than **3.9 million** over the counter (OTC) MAUs for agent-led money transfer services as at 31 December 2020.



No charges for COVID-19 related disbursements to help organisations delivering aid to vulnerable sectors.



Donations and disbursements from January to December 2020 to those severely affected by the COVID-19 pandemic reached **32 billion kyat (US\$ 24 million)**, peaking during the first wave of the crisis from April to June 2020. As of December 2020, relief efforts facilitated by Wave Money have reportedly reached more than **300,000 people**.



Wave Money is **supporting 37 projects**, including social security payments under the Ministry of Labour, Immigration and Population; loan disbursements for farmers from the Myanmar Agricultural Development Bank; cash transfers to pregnant women and children under the Maternal and Child Cash Transfer program of the Department of Social Welfare.



Wave Money is also involved in the **emergency funds** for laid off garment workers from the Myan Ku Fund project of the European Union which is financed through the European Union's Humanitarian Development Peace Nexus Response Mechanism managed by the United Nations Office for Project's Services.

Yoma Fleet



Yoma Fleet provides customers with equipment financing solutions with a portfolio of **1,200** units of vehicles, heavy equipment and related assets. Yoma Fleet helps customers utilise new equipment offerings, which are more efficient and environmentally friendly than Myanmar's existing stock of aged equipment near the end of its useful life.



Yoma Car Share's nationwide coverage across **five regions and nine cities** provides a car sharing system as a cost-effective alternative to car ownership, playing a positive role in the development of urban infrastructure in Myanmar. Customers are able to select from a fleet of nearly 100 new left-hand drive cars that are more environmentally friendly than the typical 10-15 year old rental vehicles available elsewhere. Vehicles can be reserved through a fully automated system from pick-up, drop-off to payment.

ABOUT THIS REPORT



Yoma Strategic Holdings Ltd. (“Yoma Strategic” or collectively with its subsidiaries, the “Group”) is pleased to present its third Sustainability Report, which describes its sustainability initiatives and performance for FP2020. This Report also addresses issues that Yoma Strategic has identified as the most important to its stakeholders.

Yoma Strategic publishes a Sustainability Report on an annual basis. The Sustainability Report has been prepared in accordance with the Global Reporting Initiative (“GRI”) Standards: Core option and is aligned with the Singapore Exchange (“SGX-ST”) Sustainability Reporting Guidelines (set out in listing rules 711A and 711B). The data presented in this FP2020 Sustainability Report covers an 18-month time frame. Where possible, the Group has reported its performance over a 12-month period from 1 April 2019 to 31 March 2020 (“12M-Mar2020”) and 6-month period from 1 April 2020 to 30 September 2020 (“6M-Sept2020”) to provide a more meaningful comparison on the progress of its sustainability efforts. The scope of this Report covers approximately 80% of the Group’s revenues and more than 80% of the Group’s total assets in Singapore and Myanmar. Operations in China as well as companies and joint ventures where Yoma Strategic holds a share of less than 50% are excluded from the scope of this Report with the exception of Yoma Central (48%), Yoma Micro Power (35%) and Wave Money (34%)³. A complete overview of the Group’s entities can be found on page 6 of this Report. This Report has not been assured by a third party, but the Group is planning to seek external assurance for future reports, once it has completed the intended deep integration of sustainability into its operations and verified that all management systems are reliably producing the required metrics.

This report demonstrates the Group’s commitment to keep stakeholders abreast of its sustainability performance and all feedback from its stakeholders are welcomed.

SUSTAINABILITY COMMITTEE

sustainability@yoma.com.mm

³ On 13 October 2020, Yoma Strategic completed its acquisition of an additional 10% interest in Wave Money and now holds a 44% interest in Wave Money.

BOARD STATEMENT



The Board of Directors (the “Board”) of Yoma Strategic considers sustainability a key element of its mission to “Build a Better Myanmar for Its People”. The Board has considered the material environmental, social and governance (“ESG”) topics as part of its strategic formulation and determined the material ESG factors, as well as overseen the management and monitoring of the identified material ESG factors. This Report has been reviewed and approved by the Board, the Management and the Sustainability Committee.

The Group’s mission and targets are closely aligned to its Sustainability & Responsibility (“S&R”) strategy, enabling greater value to be created for its stakeholders with a focus on the highest standards of governance, ethics, sustainability and responsibility.

Yoma Strategic’s sustainability efforts are structured around the Sustainable Development Goals (“SDGs”) of the UN Global Compact (“UNGC”) framework and its sustainability objectives are organised around People, Planet and Profit.

THE GROUP IS COMMITTED TO:

- being a responsible employer and improving the living standards of the communities in which it operates;
- fostering environmental stewardship in the communities in which it operates;
- building its businesses responsibly by harnessing the potential of a Shared Value Approach to generate economic value.



PEOPLE



PLANET



PROFIT

CEO'S STATEMENT

We will continue to leverage our businesses to help people, businesses and society while making the most of and adjusting to the 'new normal', and will continue to innovate to drive growth.

.....



During these challenging times, our top priorities have been protecting the wellbeing of our employees and their families, mitigating the spread of COVID-19, and running our businesses safely. Yet we have also retained our focus on our core mission – Build a Better Myanmar for Its People, while supporting the principles of the UN Global Compact and Sustainable Development Goals ("SDGs").

The Group's businesses have contributed to the growth and development in Myanmar in many ways, from improving financial inclusion in Myanmar by serving the unbanked and underbanked communities through Wave Money, providing electricity through renewable energy for rural villages through Yoma Micro Power, to providing modern affordable apartments for the aspiring middle-income population through Yoma Land.

The COVID-19 pandemic has accelerated the digital transformation of many businesses and we have witnessed this trend first-hand in several of our operations as we rethink our interactions with our customers, suppliers and employees. At Yoma Strategic, we are taking every possible precaution to protect our people including implementing digital tools and accelerating processes to facilitate "Work from Home". We accelerated the rollout of the Yoma Connect digital platform for internal communication and held regular virtual townhall meetings to maintain staff morale and ensure close connection during this time apart. As a result of these efforts, we are pleased to share that our employee satisfaction survey

continued to improve despite the challenging environment and our staff reported pride in being part of the Yoma Family.

We are doing everything we can to support our customers across the various business segments, improving and changing the way we work while tapping on digital platforms to better engage our customers. We also continued our engagement with our institutional and retail investors through virtual group and one-on-one meetings to keep them abreast of the developments in Myanmar and in the Group's businesses.

In serving the communities where we live and work, we strive to create jobs, mitigate impacts to biodiversity and respond to local concerns. Responsibilities of governance-related priorities including the management of environmental and social risks are extended from our Board downward to our executive leadership team, managers and employees at all levels.

Yoma Strategic will continue to serve the people of Myanmar. Our partnerships with Ayala Corporation ("Ayala") and Ant Group Co.,Ltd ("Ant Group") are expected to be far-reaching and will strengthen the Group's future growth prospects. We will continue to leverage our businesses to help people, businesses and society while making the most of and adjusting to the 'new normal', and will continue to innovate to drive growth.

MR. MELVYN PUN
Chief Executive Officer

GROUP STRUCTURE

(AS AT 13 JANUARY 2021)

YOMA LAND	
DEVELOPMENT PROPERTIES	
• Pun Hlaing Estate	
Yoma Development Group Limited	100%
Lion Century Properties Limited	100%
• StarCity	
Thanlyin Estate Development Limited	70%
• Yoma Central and The Peninsula Yangon	
Meeyatha Development Limited	48%
Peninsula Yangon Holdings Pte. Limited	24%
INVESTMENT PROPERTIES	
• StarCity (Residential and Commercial Units)	
Thanlyin Estate Development Limited	70%
• Pun Hlaing Estate (Residential Units and The Campus)	
Yoma Development Group Limited	100%
• Dulwich College Yangon	
Yangon Sand Industries Limited (Pun Hlaing Campus)	100%
Star City International School Company Limited (StarCity Campus)	70%
CONSTRUCTION AND PROJECT SERVICES	
SPA Design and Project Services Limited	100%
BYMA Pte. Ltd.	40%

YOMA FINANCIAL SERVICES	
WAVE MONEY	
Yoma MFS Holdings Pte. Ltd.	100%
Digital Money Myanmar Limited	44%
LEASING	
Yoma Fleet Limited	80%
Yoma Leasing Company Limited	80%

YOMA F&B	
RESTAURANTS	
• KFC	
Summit Brands Restaurant Group Company Limited	100%
• Little Sheep	
Altai Myanmar Company Limited	100%
• Auntie Anne's™	
Blue Ridge Company Limited	100%
• YKKO	
Yankin Kyay Oh Group of Companies Limited	65%
YKKO Toridoll Myanmar Company Limited	39% ³
BOTTLING	
Seagram MM Holdings Pte. Ltd.	19.8%
LOGISTICS AND DISTRIBUTION	
KOSPA Limited	50%
METRO Wholesale Myanmar Limited	12%

YOMA MOTORS	
HEAVY EQUIPMENT	
• New Holland	
Convenience Prosperity Company Limited	100%
• Yoma JCB	
Convenience Prosperity Company Limited	100%
PASSENGER and COMMERCIAL VEHICLES	
• Volkswagen and Ducati	
Yoma German Motors Limited	100%
• Mitsubishi Motors	
MM Cars Myanmar Limited	50%
• Hino Motors	
Summit SPA Motors Limited	23%
• Bridgestone Tyres	
First Japan Tire Services Company Limited	30%
• Denso	
D Service (Myanmar) Limited	40%

INVESTMENTS	
TOURISM	
Memories Group Limited ²	33.3%
ENERGY AND POWER	
Yoma Micro Power (S) Pte. Ltd.	35%
Yoma-AC Energy Holdings Pte. Ltd.	100% ⁴
AGRICULTURE	
Plantation Resources Pte. Ltd.	100%
Yoma Agriculture Company Limited	100%
DALIAN SHOPPING CENTRE	
XunXiang (Dalian) Enterprise Co., Ltd.	100%
MITSUBISHI ELEVATORS	
MC Elevator (Myanmar) Limited	40%
MANDALAY AIRPORT	
MC-Jalux Airport Services Company Limited	9%
PRIVATE INVESTMENTS	
Welbeck Global Limited	100%

Yoma Strategic Holdings Ltd.¹

Unless otherwise stated, effective interests are held through direct or deemed wholly-owned subsidiaries. The complete list of subsidiaries and associated companies is available at the Company's website: www.yomastrategic.com

- All interests are held by a wholly-owned intermediary holding company, Yoma Strategic Investments Ltd.
- Listed on the Catalyst Board of the SGX-ST.
- Effective interest held through a 65% subsidiary, Yankin Kay Oh Group of Companies Limited.
- This will be a 50:50 joint venture with AC Energy, Inc. upon satisfaction of certain terms and conditions.

SUSTAINABLE DEVELOPMENT GOALS

Yoma Strategic is committed to supporting the UNSDGs in its operations.

SDG	YOMA STRATEGIC'S CONTRIBUTIONS
 <p>1 NO POVERTY</p>	<p>The Group's businesses provide approximately 5,238⁴ jobs to locals in Myanmar. All of its employees are paid at least the statutory minimum wage. Aside from direct employment, the Group also supports local businesses, job creation and financial inclusion in communities throughout Myanmar. For instance, Wave Money, a mobile based financial services provider that facilitates secure and real-time payment transactions, runs a network of more than 68,000 agents in both urban and rural communities across 299 townships. It caters to approximately 70% unbanked population of Myanmar, many of whom are micro and small businesses as well as migrant workers who have relocated to urban centres in search of employment but periodically remit their salaries to support their families in rural areas. Wave Money has also become a trusted partner for many government departments and non-profit organisations in disbursing COVID-19 relief funds.</p>
 <p>2 ZERO HUNGER</p>	<p>Yoma Heavy Equipment is committed to facilitate the mechanisation of Myanmar's agricultural industry with the aim of helping farmers improve crop profitability and save time, energy and labour. Since 2012, the Group has sold approximately 4,200 tractors via its self-managed locations⁵, over 300 independent business associates and 30 independent parts distributors and continues to support a dedicated maintenance team to better serve rural communities throughout the country. Yoma Heavy Equipment also sponsored Myanmar's first cassava conference and workshop to educate farmers about the crop's potential, which was attended by the Ministry of Agriculture, the Department of Agricultural Research (DAR), the Department of Agriculture (DOA), local farmers and other stakeholders.</p>
 <p>3 GOOD HEALTH AND WELL-BEING</p>	<p>Various Yoma Group⁶ companies are partners of M2030. M2030 is a movement launched by the Asia Pacific Leaders Malaria Alliance (APLMA) to eliminate malaria in Asia by 2030. The existing M2030 partners include Pun Hlaing Siloam Hospitals, Wave Money, Volkswagen, New Holland, JCB, KFC, Auntie Anne's, YKKO, Little Sheep Hotpot and Yoma Micro Power.</p>
 <p>5 GENDER EQUALITY</p>	<p>Approximately 41% of the Group's workforce is female. In addition, Yoma Strategic has a 22% female representation on its Board of Directors as at November 2020. Training programs on building and maintaining a respectful workplace were rolled out in 12M-Mar2019. As at 30 September 2020, more than 80% of the Group's managers underwent such training which covered topics that included anti-harassment, maternity planning and career development.</p>
 <p>7 AFFORDABLE AND CLEAN ENERGY</p>	<p>As of September 2020, Yoma Micro Power has constructed and commenced operations at 318 off-grid solar micro power plants. Approximately 812 households in 11 villages in off-grid areas now have access to electricity. Yoma Micro Power plans to scale up to 750 solar micro power plants in financial year ending 30 September 2021 and to more than 2,000 by the end of 2023.</p>

⁴ The figure includes YKKO headcount.

⁵ Comprises 13 branches nationwide and 3 warehouses in Yangon.

⁶ For this purpose, Yoma Group comprises Yoma Strategic and First Myanmar Investment Public Company Limited.

SUSTAINABLE DEVELOPMENT GOALS

SDG

YOMA STRATEGIC'S CONTRIBUTIONS

8 DECENT WORK AND ECONOMIC GROWTH



The Group fully supports and practices the International Labour Organisation's Eight I Core Conventions and the IFC's Labour and Working Conditions Standards. The Group prohibits child labour at all of its business operations and projects, and there were no cases of child labour reported in 18M-Sept2020.

11 SUSTAINABLE CITIES AND COMMUNITIES



Yoma Land has developed City Loft, a product offering of quality affordable housing that caters to the underserved middle-income market, in-line with its wider mission to build better communities for the future of Myanmar. The first project City Loft @ StarCity is expected to include commercial, communal and recreational areas and is designed to facilitate modern living standards that allow an inclusive community to thrive.

Yoma Central, an integrated mixed-use development currently under construction in downtown Yangon, has adopted IFC EDGE (Excellence in Design for Greater Efficiencies) as a sustainability standard for green design and construction principles. For example, the project plans to install low-emissivity glazing windows to reduce solar heat gain and will utilise natural day light and ventilation to minimise energy consumption.

The Group has generated approximately 0.57TJ of renewable energy from solar panels which were installed at Star City and The Campus. This is equivalent to the monthly electricity consumption of approximately 920 households in Myanmar⁷.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



The Group strongly opposes bribery and all other kinds of corruption. To reinforce its Code of Conduct, the Group conducts training for all employees covering its policies on Anti-Bribery and Anti-Corruption, Conflicts of Interest and Whistle Blowing. These policies extend to the Group's business dealings with third party service providers and vendors.

The Group prohibits any form of discrimination or preference made on the basis of race, colour, sex, religion or political opinion which has the effect of impairing equal opportunity or treatment. As a committed nation builder, the Group believes that it is important to lead by example so as to ensure that internationally recognised best practices are established early on in the rapid development of Myanmar.

This Sustainability Report was prepared based on the internationally recognised Global Reporting Initiative ("GRI") framework and aligned with the Singapore Exchange's Sustainability Reporting Guidelines.

⁷ This is based on an average of 435kWh consumed per household per month. Source of data: Myanmar Energy Statistics 2019. Published by Economic Research Institute for ASEAN and East Asia (ERIA). https://www.eria.org/uploads/media/0.ERIA-Myanmar_Energy_Statistics_2019.pdf

OVERVIEW OF YOMA STRATEGIC'S

ESG PERFORMANCE IN FP2020 AND TARGETS FOR 12-MONTH PERIOD FROM 1 OCTOBER 2020 TO 30 SEPTEMBER 2021 ("FY2021")



GOVERNANCE

**FY2020⁸
TARGET**

**FP2020
PERFORMANCE**

**FY2021
TARGET**



ANTI-CORRUPTION & PUBLIC POLICY

20% of new hires to be trained in Corporate Governance and Code of Conduct in the first year.

13.4% of new hires trained in Corporate Governance and Code of Conduct in the first year.

Uphold and adhere to the Group's zero tolerance approach to corruption and bribery.



COMPLIANCE

Strive to comply with the relevant national environmental policies, laws and regulations as well as the International Finance Corporation's (IFC) Performance Standards, the Asian Development Bank's (ADB) Safeguard Policy and the Sustainability Policy Framework from the Netherlands Development Finance Company (FMO).

No significant fines or non-monetary sanctions.

Strive to maintain compliance with the relevant national environmental policies, laws, and regulations as well as IFC's performance standards and the ADB's Safeguard Policy.



PLANET



CLIMATE CHANGE, ENERGY AND WATER USE, WASTE & EFFLUENTS

Collect baseline environmental data to set numeric targets in FY2021.

CO₂e emissions (t):

18,986

Total energy consumption (MJ):

222,557,597

Water consumption (m³):

1,364,516

Non-hazardous waste (t):

122,971

Hazardous waste (t):

35.8

Collect baseline environmental data to set numeric targets in FY2021.



PROFIT



DIRECT VALUE GENERATED

Balance our revenue between our real estate and non-real estate businesses.

Focus on driving profitability and operational excellence in all our businesses.

Direct value generated (US\$ Million):

144.2

Economic value distributed (US\$ Million):

163.4

Total economic value retained (US\$ Million):

(19.2)

Balance our revenue between our real estate and non-real estate businesses.

Focus on driving profitability and operational excellence in all our businesses.

8 12-month period from 1 April 2019 to 31 March 2020.

OVERVIEW OF YOMA STRATEGIC'S ESG PERFORMANCE IN FP2020 AND TARGETS FOR 12-MONTH PERIOD FROM 1 OCTOBER 2020 TO 30 SEPTEMBER 2021 ("FY2021")



PEOPLE

FY2020
TARGET

FP2020
PERFORMANCE

FY2021
TARGET



DIVERSITY & EQUAL OPPORTUNITY

80% of managers to complete respectful workplace training programme.

Managers trained in anti-harassment:

80%

Female employees:

41%

Male employees:

59%

Nationalities:

29

Employee turnover rate:

11.6%

100% of managers to receive training on topic of anti-harassment.

90% of managers to receive training on topic of respectful workplace and responsible business (Code of Conduct).



TRAINING, DEVELOPMENT & TALENT RETENTION

10 training hours per employee per year.

Total training (hours):

44,638

Average of

8.5 training hours

per person per year

12 training hours per employee.



LABOUR MANAGEMENT RELATIONS, CHILD LABOUR, COLLECTIVE BARGAINING, FORCE LABOUR

Maintain zero tolerance.

Prevent the use of child labour by raising awareness on how to identify children at work.

No reported cases of child labour.

Maintain zero tolerance.

Prevent the use of child labour by raising awareness on how to identify children at work.



HEALTH & SAFETY

5% increase in training hours from FY2019.

60,810 training hours

in health and safety.

Promote safe work practices across the business segments and reduce the number of workplace injuries.



LOCAL COMMUNITIES

18,000 hours of volunteer work.

Continue implementing community investment programmes.

11,592 hours

of volunteer work.

2 volunteer hours

per employee per year.

Continue implementing community investment programmes.

YOMA STRATEGIC'S APPROACH TO SUSTAINABILITY

In February 2019, Yoma Strategic published its inaugural Sustainability Report and identified its nine key material topics through an extensive shareholder survey and workshop. In FP2020, the Group continued its outreach efforts to its business units to enhance their awareness and understanding of the Group's approach to sustainability including its data collection process for material topics.

STAKEHOLDER ENGAGEMENT AND MATERIALITY

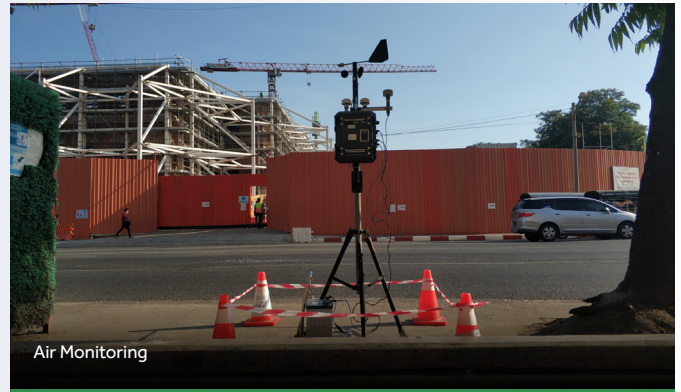
GRI 102-40, GRI 102-42, GRI 102-43, GRI 102-44

Yoma Strategic is committed to nurturing its employees and values the partnerships with its customers, local communities, business partners, investors and other stakeholder groups. The Group has in place various channels and platforms to communicate with stakeholders to better understand their needs.

OUR STAKEHOLDERS	HOW WE LISTEN	WHAT WE ARE DOING
Business Partners and Suppliers	<ul style="list-style-type: none"> Email and phone communication Bi-weekly meetings with contractors Weekly site visits 	<ul style="list-style-type: none"> Stakeholder consultation Sharing our policies and Code of Conduct
Communities	<ul style="list-style-type: none"> Ad hoc meetings Feedback channel Volunteering Sponsorship Ad hoc media relations Social Media 	<ul style="list-style-type: none"> Yoma Yangon International Marathon Yoma Micro Power Earth Hour Cleanup activities Fundraising for natural disaster and education Creating job opportunities
Customers	<ul style="list-style-type: none"> Customer service channels Email and phone communication 	<ul style="list-style-type: none"> Quality control
Employees	<ul style="list-style-type: none"> Annual performance reviews Events Email and phone communication Intranet OHS Hotline Whistle Blowing 	<ul style="list-style-type: none"> Training and development Healthcare Safety Creating a safe workplace Myanmar New Year celebrations
Investors	<ul style="list-style-type: none"> Annual General Meetings Annual Reports Financial results briefings Financial results announcements Regular analyst and investor meetings and virtual meetings when the COVID-19 pandemic commenced Post-results luncheons Non-deal roadshows, conferences and site visits Media releases and interviews Sustainability reports Corporate website and social media platforms via Facebook and LinkedIn 	<ul style="list-style-type: none"> Despite the challenges brought upon by the COVID-19 pandemic, the Company continued to engage with the investment community via virtual one-on-one meetings and virtual conferences to keep the investors and analysts abreast of the developments in Myanmar and in the Group's businesses.
Financial Institutions, including IFC, ADB and FMO	<ul style="list-style-type: none"> Site visits Email and phone communication Website Ongoing reporting requirements 	<ul style="list-style-type: none"> Half-yearly reports Annual Report ESMS
Non-governmental organisations ("NGOs") (such as World Wide Fund for Nature, The Nature Conservancy, Rockefeller Foundation, United States Agency for International Development, Thant Myanmar Bokashi Myanmar)	<ul style="list-style-type: none"> Visits and meetings Partnerships Events and conferences 	<ul style="list-style-type: none"> Joint events (Earth Hour, World Clean Up Day, Plastic Art Exhibition, Composting, etc.) and programs
Regulators	<ul style="list-style-type: none"> Briefings Site inspections Renewal of government approvals Consultations with statutory bodies 	<ul style="list-style-type: none"> Presentations and meetings with regulators

YOMA STRATEGIC'S APPROACH TO SUSTAINABILITY

YOMA LAND: STAKEHOLDER ENGAGEMENT SESSIONS CONDUCTED FOR YOMA CENTRAL



The Yoma Central site sits at the intersection between three Yangon townships – Pabedan, Dagon and Kyauktada. Various stakeholders based on their area of influence including township officials were engaged, and issues relating to the project's impact on traffic, vibration, dust, noise, structural impact and damage to existing buildings in downtown were discussed. Some of the changes, which emerged based on the public's input, have not only supported Yoma Central development, but also had an immediate impact on the community. For instance, based on the suggestion from the community, the Yoma Central team rerouted and improved the storm drains for the Yangon City Development Committee (YCDC). This led to improved flood mitigation for both the project and downtown Yangon, improving the monsoon drainage conditions in the city's historic centre. This proper exchange of views and concerns with the local community were incorporated in Yoma Central's final design and ESIA (Environmental and Social Impact Assessment) submission and environmental mitigation measures.



The Group conducted its first materiality assessment and stakeholder engagement survey in 2018 through a third-party sustainability consultant to gather inputs from its key stakeholders on the significant issues relevant to our businesses. Since 2019, the Group has expanded the boundaries of its Sustainability Report to include new entities that have an impact on its material topics. In FP2020, the Group has improved its data collection process resulting in a better accuracy and reliability of the data. To enable employees to make sustainability part of their jobs, the sustainability team has also conducted regular engagement exercises with the various business units to raise awareness through employee training programs. An internal review of the Group's material topics is carried out annually by the Sustainability Committee to ensure that they are still relevant to its businesses and stakeholders.




YOMA STRATEGIC'S APPROACH TO SUSTAINABILITY

OUR SUSTAINABILITY STRATEGY

The Group focuses on sustainability solutions that create value for all stakeholders. The sustainability journey provides new opportunities for the communities in which the Group operates and allows it to implement its mission to Build a Better Myanmar for Its People.

The Group has identified a set of focus areas that are relevant to its businesses and is guided by environmental, social and governance (“ESG”) factors in its decision-making processes throughout its operations. These sustainability objectives are organised around People, Planet and Profit.

The Group’s sustainability focus areas are closely aligned to the Sustainable Development Goals (“SDGs”) of the 2030 Agenda for Sustainable Development and the Ten Principles of the UN Global Compact (“UNGC”).

MISSION	BUILD A BETTER MYANMAR FOR ITS PEOPLE		
STRATEGIC OBJECTIVES	 <p>OUR BUSINESS</p>	 <p>OUR PLANET</p>	 <p>OUR PEOPLE</p>
MATERIAL TOPICS	<ul style="list-style-type: none"> • Economic Performance • Ethical Business Practices • Compliance 	<ul style="list-style-type: none"> • Energy Efficiency and Climate Change • Water Use and Reduction • Waste and Effluents 	<ul style="list-style-type: none"> • Diversity and Equal Opportunity • Training, Development and Talent Retention • Human Rights and Labour Management • Health and Safety
OUR ACTIONS	<p>Uphold and adhere to the Group’s zero tolerance approach to corruption, bribery and fraud.</p> <p>Strive to comply with the relevant national environmental policies, laws and regulations as well as the IFC’s Performance Standards, the ADB’s Safeguard Policy and the Sustainability Policy Framework from FMO.</p>	<p>Raise awareness on the importance of recycling and reducing the use of plastics across the Group’s various businesses in order to minimise its environmental impact.</p> <p>Implement procurement guidelines to reduce the amount of waste generated.</p>	<p>Enhance protocols to identify underage workers to prevent the use of child labour.</p> <p>Train managers on building and maintaining a respectful workplace.</p> <p>Strengthen training on health and safety across the Group’s businesses.</p>

OUR BUSINESS PHILOSOPHY AND VISION



GOVERNANCE AND RISK MANAGEMENT

The Group continuously advocates a strong corporate governance culture among its employees to ensure that it operates in an ethical and responsible manner. The Group is known to be one of the front-runners for corporate governance in Myanmar and is the partner of several multinational companies and development banks including ADB, IFC and FMO.

The Group's Enterprise Risk Management ("ERM") system is designed to achieve a prudent and reasonable balance between risk and return, while providing the framework for managing risks and future events effectively to both protect and enhance the business in meeting its strategic objectives. It sets out the governance structure for the Group's risk philosophy, risk appetite, tolerance levels and approach to managing risks. For details on the Group's Risk Management and Corporate Governance Framework, please refer to Pages 40, 41 and 47 of Yoma Strategic's FP2020 Annual Report.

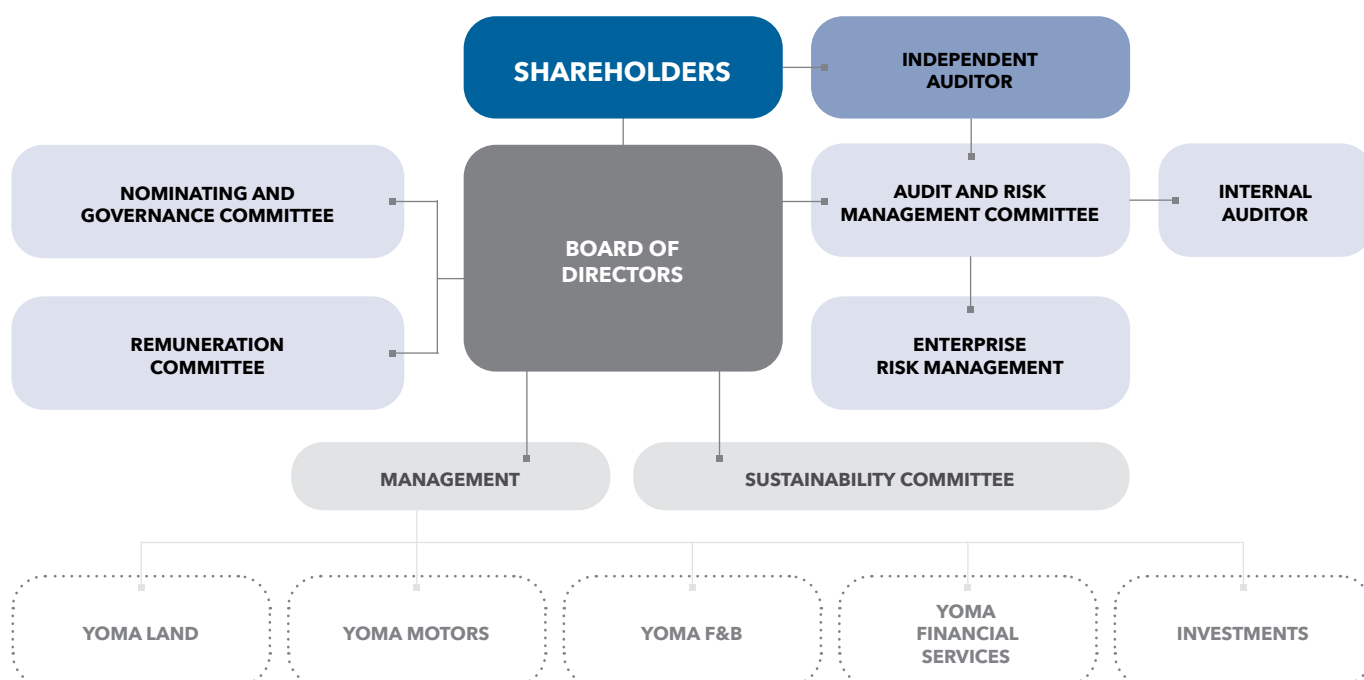
Yoma Strategic has a strong commitment to the independence of its Board. As at the date of this Report, the Board comprises two Executive Directors, two Non-Executive Non-Independent Directors, five Non-Executive Independent Directors and one Alternate to a Non-Executive Non-Independent Director. The five Non-Executive Independent Directors collectively comprises more than 50% of the Board of Directors.

The Board also provides an appropriate balance and diversity of skills, experience, gender, knowledge of the Group's businesses and the necessary core competencies to meet the needs of Yoma Strategic and to allow for diverse and objective discussions on its strategic direction and growth.

During FP2020, Mr. Fernando Miranda Zobel de Ayala was appointed as a Non-Executive Non-Independent Director of the Company on 2 December 2019 and Mr. Paolo Maximo Francisco Borrromeo was appointed as the Alternate Director to Mr. Fernando Miranda Zobel de Ayala on 15 June 2020. Professor Annie Koh was also appointed as a Non-Executive Independent Director of the Company on 3 November 2020. Their significant experience will bring new perspectives, expertise and diversity to its Board discussions.

For details on the experience and qualification of the Board, please refer to Pages 6 to 12 of Yoma Strategic's FP2020 Annual Report.

YOMA STRATEGIC'S GOVERNANCE STRUCTURE



OUR BUSINESS PHILOSOPHY AND VISION

SUSTAINABILITY GOVERNANCE

GRI 102-18

Yoma Strategic has a defined sustainability governance structure at the corporate and local level. At the highest level, the Board approves the Group's general policies and strategies, including those relating to sustainability and the sustainability report. Reporting to the Board is the Sustainability Committee, which oversees the sustainability initiatives and direction of the Company. The Sustainability Committee is made up of Yoma Strategic's CEO, Head of Human Resources, Head of Investor Relations, Sustainability Manager and the leaders of Yoma Strategic's core businesses – Yoma Land, Yoma Financial Services, Yoma F&B, Yoma Motors and Portfolio of Investments. The CEO sits on the Board, which is supported by the Sustainability Manager who oversees the sustainability performance and targets for Yoma Strategic and its subsidiaries. The Sustainability Committee is responsible for guiding the Group on its sustainability work towards achieving common goals and targets. The Sustainability Committee meets at least once a year to review the sustainability performance of the business units. Sub-Committees which are established for various projects and entities, also meet quarterly to discuss sustainability initiatives.

EXTERNAL INITIATIVES AND MEMBERSHIPS



EXTERNAL INITIATIVES

GRI 102-12

- Organisation for Economic Co-operation and Development ("OECD") Guidelines for the Protection of Human Rights and Social Development
- Universal Declaration of Human Rights ("UDHR")
- International Labour Organization's ("ILO") Core Conventions
- International Finance Corporation's ("IFC") Performance Standards
- Asian Development Bank's ("ADB") Safeguard Policy Statement
- Netherlands Development Finance Company (FMO) Sustainability Policy Framework⁹
- Ten Principles of the United Nations Global Compact ("UNGC")
- Myanmar Business Coalition on Aid ("MBCA")

MEMBERSHIP OF ASSOCIATIONS

GRI 102-13

- Signatory to the United Nations Global Compact
- Myanmar Institute of Directors ("MIoD"), where Mr. Melvyn Pun is also an executive committee member of MIoD. MIoD is driven by the International Finance Corporation with support from the governments of both the UK and Australia. It is Myanmar's first private sector-led organisation to promote corporate governance and best business practices in Myanmar
- M2030, a movement in partnership with the Asia Pacific Leaders Malaria Alliance ("APLMA") and the Global Fund to raise awareness about malaria with the target of eradicating malaria by 2030
- Smart Power Myanmar, a partnership with the Rockefeller Foundation, the ADB, the World Bank and USAID to help improve lives of people in Myanmar by providing electricity access in off-grid communities to help people lift themselves out of poverty

⁹ FMO adopts IFC Performance Standards as their operating standard.

OUR BUSINESS



ECONOMIC PERFORMANCE

The Group aims to generate good returns to shareholders and other stakeholders who it works with. Despite COVID-19, all major business units recorded improvement in their top-line performances during FP2020. Yoma Strategic has also forged long-term strategic partnerships with reputable international companies including Ayala and Ant Group to contribute investment and expertise to the Group's businesses. Ayala's US\$155 million investment in Yoma Strategic represents one of the largest single foreign direct investments into Myanmar, and the largest ever investment into the country by the Philippines private sector. The partnership between Ant Group and Wave Money is another milestone for the Group and Ant Group's US\$73.5 million investment and expertise are expected to accelerate Wave Money's digital transformation and facilitate the mass adoption of digital payments across the country to drive greater financial inclusion.

The Group's telecommunications towers investment had generated significant returns for the Group over the past five years. In November 2019, the Group divested its remaining 12.5% stake in edotco Myanmar, growing a total investment of US\$20.0 million in 2014 to US\$92.5 million upon exit. As part of the Group's strategy to monetise the investment gains in non-core asset portfolio and to recycle capital into the expansion of our core businesses, proceeds from the sale were redeployed to acquire an additional 10% stake in Wave Money and to reduce the Group's overall debt levels, allowing us to manage a prudent balance sheet.

The Group's revenue for FP2020 was US\$144.2 million and the economic value retained is a negative US\$19.2 million. For more information on the Group's FP2020 audited results, please refer to the financial report on page 96 to 104 of Yoma Strategic's FP2020 annual report.



DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

GRI 201-1

	FP2020 (US\$ Million)	Notes
Direct Value Generated	144.2	These include revenue and other income - net
Economic Value Distributed	163.4	
Material and Services Cost	86.6	These include cost of goods, administrative expenses excluding employee compensation
Employees	38.5	These include wages, salaries and benefits
Government	4.4	These include income tax expense
Capital Providers	33.7	These include dividends and interest expenses on borrowings and other finance cost
Community	0.2	These include voluntary donations and investment of funds in the broader community
Total Economic Value Retained	(19.2)	These include revenue and other income - net

ETHICAL BUSINESS

The Group is strongly opposed to bribery and all other kinds of corruption. This also extends to its business dealings with third-party service providers and vendors. Its steadfast adherence to prudent business principles has seen Yoma Strategic become a trusted partner to some of the world's leading brands as they look to expand into Myanmar. The Group also has the continued active support of IFC, ADB and FMO who are working in partnership to help the Group fulfil its mission according to these same principles.

OUR BUSINESS

ANTI-CORRUPTION, ANTI-BRIBERY & POLITICAL CONTRIBUTIONS

GRI 205-2, GRI 415-1

OUR APPROACH

Yoma Strategic manages its exposure to corruption risks by applying and emphasising good corporate governance, business ethics and transparency. Its reputation is one of its greatest assets. Corruption represents a risk to an organisation's business and reputation. The Group is committed to a high standard of corporate governance for the long-term sustainability of the Group's business. It has a zero-tolerance approach to corruption, bribery and fraud, and has developed a number of key policies and procedures such as Anti-Bribery and Anti-Corruption Policy, Code of Conduct, Conflict of Interest Policy and Whistle Blowing Policy which are disseminated and available to all employees, contractors, suppliers and business partners and are also publicly available on Yoma Strategic's website at <http://www.yomastrategic.com>. Direct or indirect contributions to political causes may also represent a corruption risk because they can be used to exert undue influence on the political process. Yoma Strategic is not making – and has never made – any financial or in-kind political contributions, directly or indirectly.

OUR PERFORMANCE

The Group's employees are required to undergo training on the policies and procedures. In 12M-Mar2020, approximately 13% of its new employees received training on Corporate Governance, Operational Compliance and Code of Conduct. As of FP2020, approximately 25% of its employees received this training. With effect from May 2020, this training has been made available online for all its employees.

OUR TARGET (FY2021)

Uphold and adhere to the Group's zero tolerance approach to corruption and bribery.

COMPLIANCE

GRI 419-1, GRI 307-1

OUR APPROACH

The Group continuously advocates a strong corporate governance culture among its employees to ensure that they operate in an ethical and responsible manner. The Group strives to comply with the relevant national environmental policies, laws and regulations as well as the IFC's Performance Standards, the ADB's Safeguard Policy and the Sustainability Policy Framework from FMO. The Group's Enterprise Risk Management ("ERM") system is designed to achieve a prudent and reasonable balance between risk and return, while providing the framework for managing risks and future events effectively to both protect and enhance the business in meeting its strategic objectives. It sets out the governance structure for the Group's risk philosophy, risk appetite, tolerance levels and approach to manage risks. For details on the Group's Risk Management, please refer to pages 40 and 41 in the Yoma Strategic's FP2020 Annual Report.

OUR PERFORMANCE

Yoma Land is the first developer in Myanmar to have received the Environmental Compliance Certificate issued by MONREC in May 2019 for Yoma Central. Yoma Central has also adopted IFC EDGE (Excellence in Design for Greater Efficiencies) as a sustainability standard for green design and construction principles.

Yoma Strategic continues to maintain its ranking within the top 5% of listed companies on the Singapore Governance and Transparency Index 2020.

In FP2020, there were no significant fines or non-monetary sanctions for non-compliance with environmental laws or regulation.

OUR TARGET (FY2021)

The Group strives to maintain compliance with relevant national environmental policies, laws and regulations as well as the IFC's Performance Standards and the ADB's Safeguard Policy.

OUR PLANET

Balancing the need for rapid development with good stewardship of Myanmar's resources, Yoma Strategic is dedicated to safeguarding, and where possible, improving Myanmar's environment – for the people of Myanmar, and to ensure the sustainability of its own business. The Group is mindful of its environmental impact and aware of the complexities involved in topics like climate change and water preservation. Yoma Strategic considers its efforts to have an overall positive contribution to the environment but many challenges remain as Myanmar continues to develop.

ENERGY EFFICIENCY & CLIMATE CHANGE

GRI 302-1, GRI 302-3, GRI 305-1, GRI 305-2, GRI 305-4

OUR APPROACH

To raise awareness and highlight the importance of integrating sustainability into the Group's day-to-day operations, training on its sustainability initiatives, which include topics such as energy conservation and waste reduction are provided to its employees. At the same time, the Group has in place active outdoor air quality monitoring systems at Pun Hlaing Dulwich College and StarCity Dulwich College. Updates on the air quality are provided to all residences on a regular basis. Other initiatives that the Group has undertaken to raise employee's awareness on environmental stewardship include World Clean Up Day, Earth Hour and Earth Day activities, which the Group has been actively participating since 2018. It is also eliminating or reducing the use of single-use plastics across our various business units so as to minimise harm to the environment.

The management of climate-related risks and opportunities is an integral part of Yoma Strategic. Beyond meeting standard expectations, the Group encourages individual business units to implement their own initiatives to reduce energy use and waste. The Group has been collecting data from April 2017 across its various subsidiaries to have a better understanding of its energy emissions. Calculations for fuel and electricity data for both buildings and non-buildings which are owned and operated by Yoma Strategic are made available and its energy intensities based on the most relevant metrics for the business segments are reported, as shown in the tables on page 19 and 20 of this Report. The Group will continue to monitor and evaluate the relevance of the metrics used as its business continues to evolve. The Group aims to set quantitative targets in FY2021.

OUR PERFORMANCE

Yoma Group⁶ was awarded the Earth Hour Hero Award 2020 in recognition of its actions and efforts to help the environment and to inspire others.

Yoma Land strives to be a leader in the property development industry with regards to socially responsible construction and development. Yoma Land team implements protocols to minimise environmental impacts, as much as possible, on the surrounding environment during the construction of its real estate projects. As a result, StarCity has seen a thriving variety of rare butterflies and wild bird species. Two ancient trees which are on the Yoma Central site have been conserved and transplanted in the StarCity River Park project to protect these trees from damage during the construction period.

In FP2020, the Group consumed a total of 222,557,597 MJ of energy across our various businesses.



OUR PLANET

A total of 12,279,203 MJ of renewable solar energy was generated from Yoma Land and Yoma Micro Power in FP2020. The 570,665 MJ of renewable energy generated by Yoma Land has allowed us to avoid approximately 360 tonnes of CO₂¹⁰. The 318 off-grid solar micro power plants constructed by Yoma Micro Power generated 11,708,538 MJ of solar energy which was sold to telecom towers and communities in FP2020. This is equivalent to approximately 7,274 tonnes of CO₂¹⁰ that was avoided through the use of renewable energy.

The Group's overall Scope 1 and Scope 2 emissions in FP2020 was 18,986 tCO₂e. For 12M-Mar2020, the overall Scope 1 and Scope 2 emissions was 13,755 tCO₂e, this is 6% lower compared to the same period last year which was 14,578 tCO₂e.

The Group tracked and monitored the energy intensity and GHG intensity of its business segments, based on square area or man hours worked as a basis to calculate intensity. The process started in the period of 12-month period from 1 April 2018 to 31 March 2019 ("FY2019"). With a better understanding of its performance, the Group aims to use these data to set its FY2021 targets.

The Group recognises that there are still certain challenges related to the reporting of its climate impact. It is working with dedicated sustainability staff from each business unit to improve its data collection process which include new methods, process and records for identifying accurate data. Partial data were obtained across the Group since the process of data collection started in FY2019. The process has been improving gradually as the Sustainability Committee has been delivering training to the staff from each business unit.

GRI 302-1

Business Segment	TOTAL FUEL CONSUMPTION FROM NON-RENEWABLE SOURCES (MJ)				TOTAL ELECTRICITY CONSUMPTION (MJ)			
	FY2018	FY2019	FP2020		FY2018	FY2019	FP2020	
			12M-Mar2020	6M-Sept2020			12M-Mar2020	6M-Sept2020
Yoma Land	16,223,191	32,480,658	24,157,053	4,430,975	40,075,906	72,263,932 ¹¹	26,990,203 ¹²	10,339,228
Yoma Motors	5,706,118	6,328,067 ¹³	6,330,594	2,997,547	2,353,656	1,234,943	2,670,826	1,320,723
Yoma F&B	14,900,663	37,500,839	49,207,119	6,330,594 ¹⁴	7,330,912	22,998,542	19,338,034	9,762,022 ¹⁴
Yoma Financial Services	645,284	51,850 ¹⁵	3,734,700	3,508,124	15,619	12,819 ¹⁵	0	0
Investments	1,584,047	1,458,493	25,375,382	25,673,980	0	0	0	0
TOTAL	39,059,303	77,819,907	108,804,848	42,760,854	49,776,091	96,510,236	48,999,063	21,421,973

Business Segment	RENEWABLE ENERGY CONSUMED (MJ)				TOTAL ENERGY CONSUMPTION (MJ)			
	FY2018	FY2019	FP2020		FY2018	FY2019	FP2020	
			12M-Mar2020	6M-Sept2020			12M-Mar2020	6M-Sept2020
Yoma Land	0	389,284	377,730	192,935	56,584,659	105,133,874	51,524,986	14,963,138
Yoma Motors	0	0	0	0	8,060,889	7,563,010 ¹³	9,001,420	4,318,270
Yoma F&B	0	0	0	0	22,231,575	60,499,381	68,545,153	15,912,250 ¹⁴
Yoma Financial Services	0	0	0	0	801,477	64,669	3,734,700	3,508,124
Investments	285,562	0	164	30	1,646,577	1,458,493	25,375,546	25,674,010
TOTAL	285,562	389,284	377,894	192,965	89,235,177	174,719,427¹⁶	158,181,805	64,375,792

¹⁰ Based on emission factors from the Asian Development Bank. Guidelines for estimating greenhouse gas emissions of the Asian Development Bank projects: Additional guidance for clean energy projects. Mandaluyong City, Philippines: The Asian Development Bank, 2017

¹¹ Includes residential electrical consumption for Pun Hlaing Estate and StarCity.

¹² Excludes residential electrical consumption for Pun Hlaing Estate and StarCity.

¹³ Fuel consumption for Yoma Motors for FY2019 has been restated due to errors in consolidation of new data.

¹⁴ The data reported excludes 6 months (6M-Sept2020) data from KOSPA as data was not available during time of reporting.

¹⁵ Fuel and electricity consumption in FY2019 for Yoma Financial Services excludes non-building data.

¹⁶ The total energy consumption in FY2019 for Yoma Group⁶ been restated as 174,719,427 MJ as there were errors in consolidated data from entities.

OUR PLANET

GRI 302-3

ENERGY CONSUMED (MJ)						
Business Segment	BUILDING			NON-BUILDING		
	FY2019	FP2020		FY2019	FP2020	
		12M-Mar2020	6M-Sept2020		12M-Mar2020	6M-Sept2020
Yoma Land	83,832,937	25,385,407	10,990,401	21,300,937	26,139,578	3,882,737
Yoma Motors	2,774,266	4,142,320	2,159,357	4,788,745	4,859,100	2,158,912
Yoma F&B	33,362,621	35,344,420	15,912,250	27,136,761	33,200,733	0
Yoma Financial Services	64,669	0	0	– ¹⁸	3,734,700	3,508,124
Investments	367,357 ¹⁷	1,620,814	611,057	1,091,136 ¹⁹	23,754,568	25,062,952

ENERGY INTENSITY						
Business Segment	BUILDING (MJ/sqm)			NON-BUILDING (MJ/man hour)		
	FY2019	FP2020		FY2019	FP2020	
		12M-Mar2020	6M-Sept2020		12M-Mar2020	6M-Sept2020
Yoma Land	28	115	59	0.07	6.81	5
Yoma Motors	3.6	39	334	–	–	–
Yoma F&B	2,609	150	63	12	10.11	–
Yoma Financial Services	30	0	0	–	8.25 ²⁰	7.75 ²⁰
Investments	57 ¹⁷	230	93	27 ¹⁹	10.22	758.2

Energy consumption data was calculated from utility bills and meters.

Fuel properties were sourced from Greenhouse Gas Protocol Emission Factors from Cross Sector Tools, March 2017 version.

All building and non-building data in this section included Yoma Strategic's Headquarters: The Campus located in Yangon, Myanmar as well as Yoma Strategic's Singapore office. It also included the following businesses of Yoma Strategic:

- Yoma Land: Pun Hlaing Estate, StarCity, Yoma Central, Yoma Development Group, The Campus, Yoma Strategic's office in Singapore
- Yoma Motors: Yoma Heavy Equipment, Volkswagen, Mitsubishi Motors, Ducati
- Yoma F&B: KFC, KOSPA, YKKO, Little Sheep Hot Pot
- Yoma Financial Services: Yoma Fleet
- Investments: MAGT Agriculture and Yoma Micro Power

¹⁷ Covers only MAGT.

¹⁸ In April 2020, Yoma Fleet moved its head office to The Campus and its building electricity consumption has been consolidated under Yoma Land.

¹⁹ Covers only Yoma Micro Power.

²⁰ MJ/km travelled.

OUR PLANET



GRI 305-1, GRI 305-2

Business Segment	GHG EMISSIONS (tCO ₂ e)									
	FY2018				FY2019				FP2020	
	Scope 1		Scope 2		Scope 1		Scope 2		Total	
	12M-Mar 2020	6M-Sept 2020	12M-Mar 2020	6M-Sept 2020	12M-Mar 2020	6M-Sept 2020	12M-Mar 2020	6M-Sept 2020	12M-Mar 2020	6M-Sept 2020
Yoma Land	4,899.6	2,385	6,664	9,049	1,763	313	2,535	977	4,299	1,290
Yoma Motors	834.4	403	113	515	464	219	246	122	710	341
Yoma F&B	1,780.4	2,779	2,121	4,900	3,617	449	1,783	900	5,400	1,349
Yoma Financial Services	49.3 ²³	3	2	5	259	248	0	0	259	248
Investments	117.4	107	0	107	1,880	1,777	1,227	207	3,107	1,985
TOTAL	7,681,10	5,677	8,900	14,575	7,983	3,005	5,792	2,207	13,755	5,211

GRI 305-4

Business Segment	GHG EMISSIONS INTENSITY					
	FY2019		FP2020			
	Building (tCO ₂ e/sq m)	Non-Building (tCO ₂ e/man hr)	12M-Mar 2020	12M-Mar 2020	6M-Sept 2020	6M-Sept 2020
	Building (tCO ₂ e/sq m)	Non-Building (tCO ₂ e/man hr)	Building (tCO ₂ e/sq m)	Non-Building (tCO ₂ e/man hr)	Building (tCO ₂ e/sq m)	Non-Building (tCO ₂ e/man hr)
Yoma Land	0.00248	0.00001	0.03379	0.00054	0.00534	0.00037
Yoma Motors	0.00162	–	0.00155	–	0.02821	–
Yoma F&B	0.2295	0.00087	0.01250	0.00075	0.00532	–
Yoma Financial Services	0.0023	–	–	0.00032	–	0.00055
Investments	0.004 ¹⁷	0.002 ¹⁹	0.01705	0.00128	0.00686	0.05872

21 GHG emissions from fuel consumption.

22 Based on the Asian Development Bank's 2017 Guidelines for Estimating Greenhouse Gas Emissions, using the Grid Emission Factor of 0.4410 tCO₂/MWh of electricity.

23 GHG Emissions in FY2019 for Yoma Financial Services excludes non-building data. Source of other emissions Factors: Greenhouse Gas Protocol Emission Factors from Cross Sector Tools, March 2017 version.

OUR PLANET

WATER USE & REDUCTION

GRI 303-1

OUR APPROACH

The Group acknowledges its responsibility to preserve the quality of the land, water and air and actively work to protect and conserve the land it owns and operates on. Most of the Group's Real Estate and Automotive & Heavy Equipment business segments use groundwater. The water data includes 15 Yoma Heavy Equipment branches, Ducati, Volkswagen and Mitsubishi showrooms, Pun Hlaing Estate's buildings, The Campus, StarCity's buildings, KFC restaurants, Pun Hlaing Estate and StarCity golf courses and the coffee plantation. Some of the Group's companies are in the process of improving its data collection methodologies relating to water usage. As Myanmar's infrastructure improves, the Group strive to include additional data in its future sustainability reports.

OUR PERFORMANCE

Total water consumption in cubic meters

Business Segment	FY2018	FY2019	FP2020	
			12M-Mar 2020	6M-Sept 2020
Yoma Land	2,007,357	1,779,781	596,084	21,135
Yoma Motors	75,395	199,279	415,440	217,000
Yoma F&B	16,812	107,101	33,763 ²⁴	61,023
Yoma Financial Services	0	0	300	0
Investments	125,393	130,193	12,795	6,976
TOTAL	2,224,957	2,216,354	1,058,382	306,134

A total of 1,058,382 m³ was used in 12M-Mar2020. The volume of water used at Yoma Motors has increased due to an increase in the number of showrooms being opened in 12M-Mar2020. As we continue to implement water saving measures across our various business sectors, we will also continue to monitor our water consumption patterns to identify opportunities for resource conservation.



24 The figures exclude KFC and only include YKKO's central kitchen data for 12M-Mar2020.

WASTE & EFFLUENT

GRI 306-2

OUR APPROACH

Yoma Strategic is raising awareness on reducing use of single use plastics and the importance of recycling to reduce items being sent to landfill. In addition to implementing guidelines in procurement practices to substantially reduce waste generation through prevention, reduction, recycling and reuse, the Group also advocates for the use of reusable bottles or jars. The Group has been part of the "Refill Not Landfill" campaign since 2018.

OUR PERFORMANCE

Yoma Central reused 117,236 tonnes of waste and recycled 773 tonnes of waste in 12M-Mar2020. The overall amount of waste being disposed in landfill from the Group was reduced from 5,704 tonnes in FY2019 to 2,330 tonnes in 12M-Mar2020. This 60% reduction in non-hazardous waste further demonstrates the Group's commitment to caring for the environment and all employees played an instrumental role in being part of the collective effort to minimise waste generation.

To help reduce the amount of waste going to landfill, Pun Hlaing Estate has also started to compost organic waste which is later used for landscaping and residential projects. In FP2020, 30 tonnes of waste was composted.

Method of Disposal	HAZARDOUS WASTE (TONNES)			
	FY2018	FY2019	FP2020	
			12M-Mar 2020	6M-Sept 2020
Reused	1	0	0.28	2
Recycled	-	-	3.27	8
Disposed in Landfill	36	2.8	-	22.25
Total	37	2.8	3.55	32.25

Method of Disposal	NON-HAZARDOUS WASTE (TONNES)			
	FY2018	FY2019	FP2020	
			12M-Mar 2020	6M-Sept 2020
Reused	16,981	319,946	117,236	81.62
Recycled	2,456	911	770	1452.14
Disposed in Landfill	84,906	5704	2330.51	1070.66
Composting	-	468.1	0.04	30
Total	104,343	327,029	120,337	2,634.42

OUR PEOPLE



Yoma Strategic is setting the benchmark for domestic and international companies operating in Myanmar with its strong commitment to be a responsible employer. From state-of-the-art workplaces in its new corporate headquarters, The Campus at Pun Hlaing Estate, to the working conditions and career opportunities that the Group is bringing to all parts of Myanmar, Yoma Strategic is creating a work environment that reflects the best international business has to offer. The Group invests in its people to build careers around a shared culture of fairness, diversity, empowerment and recognition.

WORKFORCE MOVEMENT

GRI 401-1

OUR APPROACH

The Group invests in its people to build careers around a shared culture of fairness, diversity, empowerment and recognition. Successful employee engagement is a necessary requirement for the Group's ambitious growth plans and progress towards achieving its mission. Last year was a challenging period for its employees and the Group has initiated a People 2020 Program, which centred around the four core areas with the aim of caring for its employees using a holistic approach:



Eat Well

Improvement to The Campus's canteen and by providing healthier food options.



Save Well

A retirement savings plan for its employees where a portion of their salary is set aside for retirement purposes, the Group will match that amount for the employee to keep. This serves as a form of investment for the employee as it grows at an attractive rate. Upon retirement, the sum of money accumulated will be available for the employee.



Live Well

Allow employees to gain access to affordable homes at subsidised interest rates from Yoma Bank.



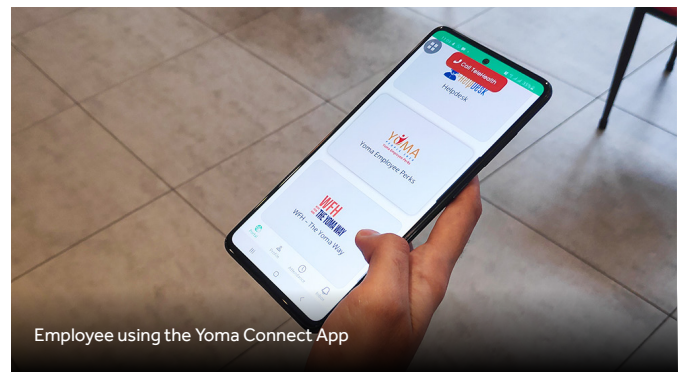
Move Well

Enable the Group's employees to gain access to gyms and exercise programs in Yangon.

Since the COVID-19 pandemic started, medical coverage for its employees has doubled. To help the Group's employees who might be facing financial difficulties during this time, Yoma Bank has offered a 12 months' interest free loan up to twice the employees' monthly salary. The Group's Yoma Plus program offers low interest rates for instalment plans which allows employees to buy laptops or mobile devices, while its Telehealth initiative provides for easy online medical support for employees who need to see the doctors regarding any medical concerns. A Yoma Connect app was also rolled out so that the Company could quickly communicate with employees.

To facilitate transportation for employees who may need to go home urgently or see a doctor, the frequency of the shuttle buses from The Campus at Pun Hlaing Station in the downtown area and the Pun Hlaing Hospital were increased.

An employee survey was done in October 2020 to better understand the concerns and challenges faced by the Group's employees, and in relation to the survey, the Anargat Program (or "Future Program") was rolled out in January 2021 to address these concerns. The Anargat Program provides support to the wellbeing and family life of all employees. As part of this program, a maternity leave policy offering longer leave options (20 weeks, 40 weeks or up to 1 year) and guaranteeing employment at the end of the maternity leave, was offered to the Group's female employees. This program also includes pre- and post-pregnancy support counselling, as well as financial support for delivery of the child. A lactation room is also available at The Campus to support breastfeeding mothers.



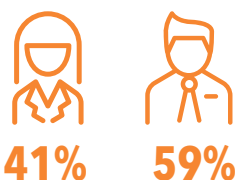
Employee using the Yoma Connect App

OUR PERFORMANCE

The Group is made up of 39 corporate entities, the vast majority of which are based in Myanmar. The Group recorded a 30% overall increase in headcount from 4,026 employees in FY2019 to 5,238⁴ employees in FP2020. The increase in headcount was driven largely by YKKO, which accounts for approximately 21% of its total headcount. The Group completed its acquisition of a 65% interest in YKKO in March 2019. There are currently 42 YKKO branches throughout Myanmar, with 28 branches in Yangon alone.

The Group has achieved 86% employee satisfaction in a survey and was ranked 3rd in the top 100 employer list in MyJob's survey of great companies to work for in Myanmar²⁵.

OUR PEOPLE



The Group comprises 41% females and 59% males



99.5%
of the Group's employees hired on permanent contracts



99.2%
of the Group's employees hired are based in Myanmar



TOTAL NUMBER OF EMPLOYEES BY EMPLOYMENT, BY GENDER (GRI 102-8)



EMPLOYEE TYPE	FY2018	FY2019
Permanent		
Male	2,328	2,381
Female	1,590	1,640
Fixed Term / Temp		
Male	63	1
Female	84	4
Total	4,065	4,026



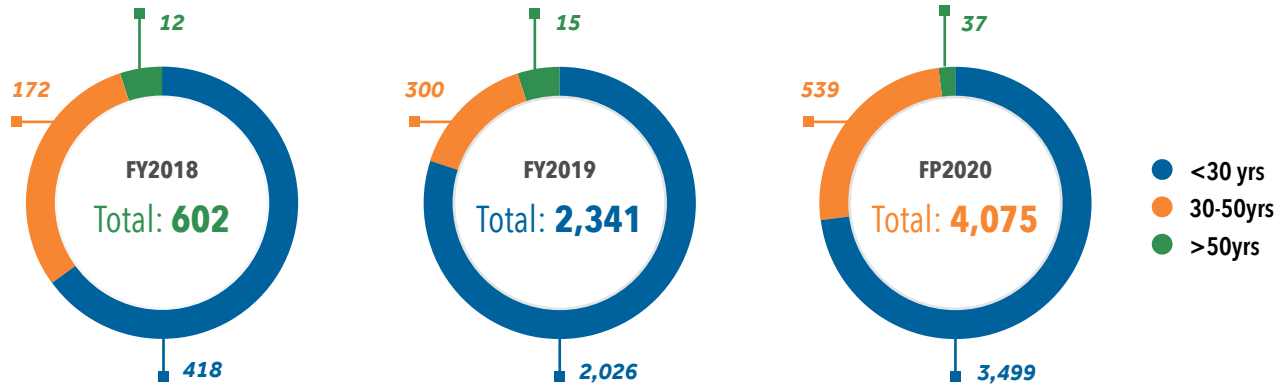
TOTAL NUMBER OF EMPLOYEES BY EMPLOYMENT CONTRACT, BY COUNTRY (GRI 102-8)

REGION	FY2018		FY2019		FP2020	
	PERMANENT	TEMPORARY	PERMANENT	TEMPORARY	PERMANENT	TEMPORARY
Myanmar	3,903	147	4,008	5	5,199	23
Singapore	15	0	13	0	15	1

OUR PEOPLE



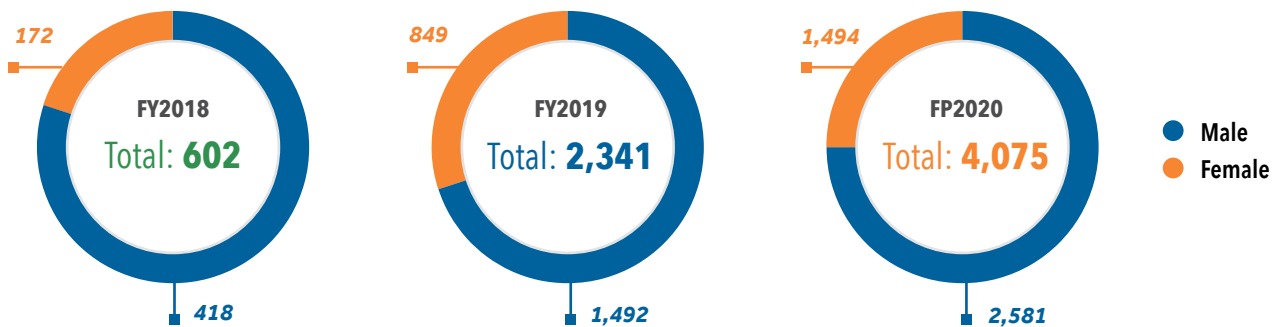
NEW HIRES BY AGE GROUP (GRI 401-1)



	FY2018			FY2019			FP2020		
	<30 YRS	30-50YRS	>50YRS	<30YRS	30-50YRS	>50YRS	<30YRS	30-50YRS	>50YRS
Rate of new hires (as a proportion of total number of employees)	10%	4%	0%	50%	7%	0%	67%	10%	1%
Rate of new hires (as a proportion of total employees in age group)	17%	12%	4%	83%	22%	7%	115%	29%	12%



NEW HIRES BY GENDER (GRI 401-1)



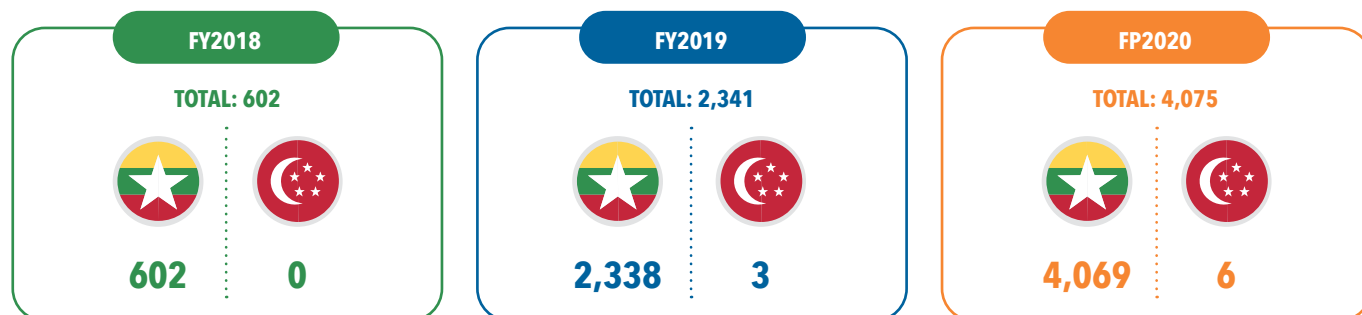
	FY2018		FY2019		FP2020	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Rate of new hires (as a proportion of total number of employees)	10%	4%	37%	21%	49%	28%
Rate of new hires (as a proportion of total employees in gender group)	17%	12%	63%	52%	84%	69%

OUR PEOPLE



NEW HIRES BY REGION (GRI 401-1)

NUMBER OF NEW HIRES



	FY2018		FY2019		FP2020	
	MYANMAR	SINGAPORE	MYANMAR	SINGAPORE	MYANMAR	SINGAPORE
Rate of new hires (as a proportion of total number of employees)	15%	0%	58%	0%	78%	0%
Rate of new hires (as a proportion of total employees in region)	15%	0%	58%	23%	78%	38%



TURNOVER BY AGE GROUP (GRI 401-1)

	FY2018				FY2019				FP2020			
	<30 YRS	30-50YRS	>50YRS	TOTAL	<30 YRS	30-50YRS	>50YRS	TOTAL	<30 YRS	30-50YRS	>50YRS	TOTAL
No. of voluntary turnover	396	195	16	607	1,347	275	32	1,654	2,535	458	44	3,037
No. of non-voluntary turnover	0	3	0	3	481	200	55	736	1,638	162	50	1,850
Rate of voluntary & non-voluntary turnover (As a proportion of total number of employees)	10%	5%	0%		45%	12%	2%		80%	12%	2%	
Rate of voluntary & non-voluntary turnover (As a proportion of no. of employees in age group)	16%	14%	6%		75%	35%	39%		137%	33%	31%	

OUR PEOPLE



TURNOVER BY GENDER (GRI 401-1)

NO. OF VOLUNTARY TURNOVER
TOTAL: 3,037



1,866



1,171

FP2020

NO. OF NON-VOLUNTARY TURNOVER
TOTAL: 1,850



1,353



497

	FY2018			FY2019			FP2020		
	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
No. of voluntary turnover	377	230	607	1,078	576	1,654	1,866	1,171	3,037
No. of non-voluntary turnover	2	1	3	500	236	736	1,353	497	1,850
Rate of voluntary & non-voluntary turnover (As a proportion of total number of employees)	9%	6%		39%	20%		62%	32%	
Rate of voluntary & non-voluntary turnover (As a proportion of no. of employees in gender group)	16%	14%		66%	49%		105%	77%	



TURNOVER BY REGION (GRI 401-1)

	FY2018			FY2019			FP2020		
	MYANMAR	SINGAPORE	TOTAL	MYANMAR	SINGAPORE	TOTAL	MYANMAR	SINGAPORE	TOTAL
No. of voluntary turnover	607	0	607	1,654	0	1,654	3033	4	3,037
No. of non-voluntary turnover	3	0	3	736	0	736	1850	0	1,850
Rate of voluntary & non-voluntary turnover (As a proportion of total number of employees)	15%	0%		59%	0%		93%	0%	
Rate of voluntary & non-voluntary turnover (As a proportion of no. of employees in region)	15%	0%		60%	0%		58%	0%	

Employee data presented in the tables above includes employees from:

- Yoma Land: Pun Hlaing Estate, StarCity, Yoma Central, Yoma Development Group, SPA Design
- Yoma Motors: New Holland, JCB Yoma, Volkswagen, Mitsubishi Motors, Ducati
- Yoma F&B: KFC, KOSPA, Auntie Anne's™, Little Sheep Hot Pot, YKKO
- Yoma Financial Services: Yoma Fleet
- Investments: Agriculture and Yoma Micro Power

OUR PEOPLE

TRAINING & DEVELOPMENT, TALENT RETENTION

GRI 404-1

OUR APPROACH

The Group invests in its people to build careers around a shared culture of fairness, diversity, empowerment and recognition. As such, the training, development and retention of talent in the organisation is very important to the Group.

Developing the Group's workforce means providing continuous learning opportunities for employees. Training and development programs cover a wide variety of topics to equip its employees with the relevant knowledge and skill sets to achieve goals such as higher productivity, efficiency, and workplace harmony and also health and safety, human rights and sustainability-related topics.

Succession Planning

Senior management currently comprises a large number of expatriates who provides skills and expertise that would otherwise not be readily available in Myanmar. A key KPI of these managers is to appoint a local replacement to their position within five years. Meeting this KPI involves the planned and coordinated transfer of knowledge to local staff, which provides unique opportunities to the Group's local employees based on their individual performance, and regardless of gender, religion, or cultural identity. To support these activities, the Group has also established partnerships with private institutions such as the Global Institute For Tomorrow ("GIFT") and the Singapore Institute of Management ("SIM") to develop high impact training courses for the development of its future leaders.

The Group's employees have achieved a total of 44,638 training hours in FP2020, with each employee attending an average of 8.5 hours of training. The Group initially fell short of its FY2020 target of 40,650 hours. However, the target was achieved in 6M-Sept2020 as more online training were delivered since May 2020. The number of local managers in the Group has increased to 397 as at 30 September 2020, which is 13% higher compared to 31 March 2019.

OUR TARGET (FY2021)

The Group will continue to employ, empower and promote local and internal talent, as well as adapting exist training programmes to prepare its workforce for the upcoming digitalisation of its businesses.

To achieve 12 hours
of training per employee in FY2021.

DIVERSITY & EQUAL OPPORTUNITY

GRI 405-1, GRI 406-1

OUR APPROACH

The Group recognises that employees are the foundation of its businesses and believes that a strong workforce will provide a better foundation to capitalise on the emerging opportunities in Myanmar. By nurturing their individual talents and providing them with opportunities for personal growth and career development, Yoma Strategic is helping its employees realise their full potential. As an organisation, the Group sees itself as a catalyst to empower its people to perform at their best. Yoma Strategic is committed to a working environment that is free of discrimination of any kind. As a committed nation-builder, the Group believes that it has to lead by example and ensure that internationally recognised best practices are established early in Myanmar's development process. The Group is a founding member of the Business Coalition for Gender Equality ("BCGE") and strives to be a role model in this area.

Board Diversity Pledge

The Board welcomes the push for greater diversity in the boardroom which can provide a more diverse approach to business decision making. The Company had, on 28 August 2015, supported the Board Diversity Pledge initiated by Singapore Institute of Directors and SGX-ST where the Company pledged its commitment to promoting diversity as a key attribute of a well-functioning and effective Board. It believes that a diverse Board will enhance decision making by harnessing the variety of skills, industry and business experiences, gender, age, ethnicity and culture, geographical background and nationalities, tenure of service, and other distinguishing qualities of the members of the Board.

Merit-Based Employment

Merit-based employment means that all Group's employees are given the same level of opportunities to succeed, regardless of their background. The Group understands the importance of giving its people autonomy and room to grow, both as individuals and as valued employees. As such, fulfilling careers are planned for and built upon the numerous opportunities constantly being generated within the Group.

OUR PEOPLE

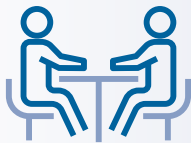
OUR PERFORMANCE

Currently, Yoma Strategic's workforce consists of more than 29 nationalities as well as a large and growing number of returnees. Female and male representation in the Group is approximately 41% and 59%, respectively. Since the launch of our training program "Building and Maintaining a Respectful Workplace" in March 2019, 80% of our managers in the Group have been trained on topics such as anti-harassment to date. No incidents of discrimination were recorded during the reporting period.

The Yoma Group's⁶ 10-member Group Diversity and Inclusion Council, which is chaired by the Head of Human Resources and includes nine members of the Yoma Group⁶ Executive Committee, focuses on the following initiatives:

- **Building Leaders** - The Leading the Yoma Way Program is developed to build future leadership capability. This 6-month program is facilitated by senior business leaders of Yoma Group⁶ and comprises of classroom learning, social learning and project learning. 53 employees have graduated from this program since its launch in 2018.
- **Policies** - The Group uses the Economic Dividend for Gender Equality ("EDGE")²⁶ certification to assess the Support Services group and PSHH Gender policies and practices. Both groups have passed the certification and have action plans in place to further address gaps identified.

OUR TARGET (FY2021)



100% of managers
to be receive training on topic of anti-harassment, and

90% of managers
to receive training on topic of respectful workplace.

HUMAN RIGHTS & LABOUR MANAGEMENT

GRI 407-1, GRI 408-1, GRI 409-1

OUR APPROACH

Labour management includes basic labour practices such as those described by the International Labour Organisation ("ILO") that includes not hiring child labour or forced labour. This material issue also covers collective bargaining, freedom of association, and sub-issues such as a minimum number of weeks' notice provided to employees prior to significant operational changes.

The Group cares for its people and their welfare. As people will always be a vital resource in the organisation, employees are treated fairly and with respect. The Group believes in supporting the development of an organisational structure and culture that promotes motivation, performance, mutual respect, trust and transparency. This organisational structure is at the forefront of ethical behaviour in Myanmar.

Yoma Strategic is aware of the human rights risks in its operations and supply chain, including risks of child or forced labour, and operations and suppliers in which the right to freedom of association and collective bargaining may be at risk. Yoma Strategic also conducts training on human rights for new employees and has introduced training on topics such as anti-discrimination and workplace bullying.

²⁶ EDGE Certification is a leading global assessment methodology and business certification standard for gender equality.

OUR PEOPLE

OUR PERFORMANCE

Trade Unions were legalised in Myanmar in 2012 and the Confederation of Trade Unions of Myanmar ("CTUM") was officially recognised in 2015. It is an Umbrella body with various federations. Currently, none of the Yoma Group⁶ businesses have unions. As signatories to the UN Global Compact, Yoma Strategic recognises employees' right to belong to unions, and it also follows Myanmar labour law in this regard. Yoma Strategic does not ask or require its employees to disclose if they are members of CTUM or any other Union.

Yoma Strategic's Human Rights Policy sets out the Group's clear stance on Human Rights. This policy is publicly available on Yoma Strategic's website at <http://www.yomastrategic.com>.

No cases of human rights breaches, violations or complaints were identified nor reported during this reporting period.

OUR TARGET (FY2021)

Maintain zero tolerance and prevent the use of child labour
by raising awareness on how to identify children at work

HEALTH & SAFETY

GRI 403-2

OUR APPROACH

Providing a healthy and safe work environment for employees, customers, business partners and visitors is one of Yoma Strategic's top priorities. Every employee has a personal responsibility to support this commitment. Employees are obliged to carry out their work in a safe manner, without causing harm to themselves or others and to report any potentially unsafe or unhealthy situations immediately. They must observe and follow all safety and environmental regulations laid down in the operations instructions, including putting on the necessary safety equipment, where applicable.

Any health and safety accidents or incidents as well as occupational health & safety inspections, food safety inspections and health cases of the Group are registered according to the type of case, and incident. These are consolidated into a monthly report and reviewed by Risk Management and Assurance, as part of the overall risk assessment process.

OUR PERFORMANCE

The Group achieved a total of 39,372 hours of health and safety training in 12M-Mar2020 compared to 27,162 hours in FY2019 across the business segments of Yoma Land, Yoma Motors and Investments. This is approximately 45% more training hours compared to FY2019 and exceeded its 12M-Mar2020 target by 5%. The total health and safety training hours achieved for FP2020 is 60,810 hours. Despite the Group's efforts to ensure a safe working environment for its employees, the injury rate for 12M-Mar2020 was an average of 1.02²⁷ while the lost day rate for 12M-Mar2020 was 7.59²⁸. It was an improvement from the FY2019 injury rate of 1.263 and lost day rate of 8.28 and the Group will continue to strengthen its efforts in promoting safe work practices across the sites.

For the 6M-Sept2020 period, injury rate and lost day rate were 1.13 and 3.41 respectively.

Pun Hlaing Hospitals is licensed by the Ministry of Health and Sports to carry out COVID-19 testing and is also able to treat COVID-19 patients. All employees of Yoma Group⁶ with COVID-19 symptoms are recommended to be tested at Pun Hlaing Hospitals. The cost of the test is covered under the Yoma Family Healthcare programme. Studies have shown that the COVID-19 pandemic can take a toll on a person's emotional, mental and interpersonal wellbeing. The Group is providing support for its employees who may need help to cope with various issues ranging from economic impact of COVID-19, to stress from telecommuting and social relationships affected by COVID-19. Employees can make an appointment to speak with Pun Hlaing Hospitals' psychologist either in person or through teleconsultation.

OUR TARGET (FY2021)

Promote safe work practices
across the business segments and reduce the number workplace injuries.

27 Per 100 employees. Calculated based on (total no. of injuries x 200,000) / total man hours worked.

28 Calculated based on (total lost days x 200,000) / total man hours worked. Total man hours worked is 10,995,356 hrs for 12M-Mar2020.

OUR PEOPLE

OUR COMMUNITY

The Group gives back to the community through its financial contributions and voluntary work. In FY2020, the Group's employees collectively achieved 11,592 hours of volunteer work and the Group contributed approximately US\$165,000 for social causes which included the following programs and initiatives.

The Fight Against Malaria

Various Yoma Group⁶ companies are partners of M2030. M2030 is a movement launched by the Asia Pacific Leaders Malaria Alliance (APLMA) to eliminate malaria in Asia by 2030. The existing M2030 partners include Pun Hlaing Siloam Hospitals, Wave Money, Volkswagen, New Holland, JCB, KFC, Auntie Anne's, YKKO, Little Sheep Hotpot and Yoma Micro Power. Funds are raised annually for the M2030 campaign which support malaria elimination programs implemented by the Population Services International Myanmar, one of the leading non-profit organisations fighting malaria in the country.

Fund Raising from the annual Yoma Yangon International Marathon

The annual Yoma Yangon International Marathon ("YYIM"), which is co-organised by Yoma Strategic, FMI and Yangon City Development Committee, saw more than 11,000 local and international runners taking part in its 8th edition in January 2020. The funds raised from this marathon contributed to five key projects to improve the welfare and education of the children in Myanmar. With the theme of "Run for Children", the proceeds of the YYIM2020 fundraising efforts were donated to 5 charity groups. They are: (i) YCDC Non-Profit Child Day Care Center for Low Income Citizens, (ii) Myanmar Red Cross Society, (iii) Institute of Sports and Education, (iv) M2030, and (v) Jump! BEAM Youth Development Programme

Step-In Step-Up program

Yoma Group⁶ supports Step-in Step-up, a Vocational Training Association based in Hlaing Thar Yar Township. Step-in Step-up's primary focus is on making a difference to the lives of the young and vulnerable.

With its livelihood tailored training, Step-in Step-up focuses on preparing local youth for entry level jobs. To date, Step-in Step-up has delivered and sourced employment for over 200 men and women from the age of 18 and up. Of that number, up to 93% of the candidates who completed the training to date have been successful in securing long term employment. Up to 85% of the graduates continue to maintain their position up to 12 months later. Finally, 6% of the candidates have been inspired to return to school or embark on a course to further their education.

During their training, Step-in Step-up interns work in the important frontline positions at Pun Hlaing Hospital, F&B and Housekeeping at Awei Metta and Pun Hlaing Estate. Interns also volunteered at the quarantine centres within Daing Su and Nyaung Villages.

Yoma Group⁶ Covid-19 initiatives

When the Covid-19 stay home notice was issued, Wave Money and Yoma Bank supported Step-in Step-up by ordering masks which were sewn by interns who learnt this new skill while 'working from home'. More than 20,000 masks were made and distributed by Step-in Step-up interns and associated NGOs.

In conjunction with Yoma Bank, Step-in Step-up donated care packages consisting of medical, healthcare and food supplies to Daing Su and Nyaung villages in Hlaing Thar Yar Township. The donation yielded direct benefits to over 11,000 individuals, most of whom are hand-to-mouth workers and unemployed due to the pandemic.

Along with other donations, Yoma Group⁶ donated a tonne of chicken to Step-in Step-up which were distributed throughout the Village Communities reaching more than 25,000 people.



OUR TARGET (FY2021)



2 volunteer hours
per employee per year



Continue implementing
community investment
programmes.

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GRI 102: General Disclosures 2016			
102-1	Name of the organization	3	
102-2	Activities, brands, products, and services	AR2020 (18-19)	
102-3	Location of headquarters	AR2020 (29)	
102-4	Location of operations	AR2020 (29)	
102-5	Ownership and legal form	6	
102-6	Markets served	AR2020 (29)	
102-7	Scale of the organization	AR2020 (20-29)	
102-8	Information on employees and other workers	24-27	
102-9	Supply chain	Our suppliers are based in Myanmar and overseas, and include service providers, equipment providers as well as food suppliers	
102-10	Significant changes to the organization and its supply chain	AR2020 (28)	
102-11	Precautionary Principle or approach	AR2020 (40-41)	
102-12	External initiatives	15	
102-13	Membership of associations	15	
102-14	Statement from senior decision-maker	4-5	
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102-18	Governance structure	14, AR2020 (47)	
102-40	List of stakeholder groups	11-12	
102-41	Collective bargaining agreements	30	
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102-43	Approach to stakeholder engagement	11-12	
102-44	Key topics and concerns raised	11-12	
102-45	Entities included in the consolidated financial statements	3	
102-46	Defining report content and topic Boundaries	3	
102-47	List of material topics	13	
102-48	Restatements of information	19	
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102-54	Claims of reporting in accordance with the GRI Standards	3	
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GRI 205: Anti-Corruption 2016			
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302-1	Energy consumption within the organization	18-21	
302-3	Energy Intensity	21	
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305-1	Direct (Scope 1) GHG emissions	21	
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GRI 306: Effluents and Waste 2016			
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GRI 307: Environmental Compliance 2016			
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103-3	Evaluation of the management approach	30	
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GRI 405: Diversity and Equal Opportunity 2016			
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103-3	Evaluation of the management approach	28-29	
405-1	Diversity of governance bodies and employees	28-29	
GRI 406: Non-Discrimination 2016			
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OUR PEOPLE MATTER