



Embracing the  
**FUTURE  
TOGETHER**



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# HIGHLIGHTS



## KEY ACHIEVEMENTS IN FY2021

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

Donated food and supplies to **320,000 people**.

Vaccinated **99%** of employees as of December 2021.

The Group avoided releasing approximately **4,914 tonnes of CO<sub>2</sub>** as a total of 40,115,053 MJ of renewable solar energy was generated from Yoma Land and Yoma Micro Power.\*

The Group reduced **5,428<sup>1</sup> tonnes of CO<sub>2</sub>** per year by providing **73** company buses to transport **1,180** employees.\*

The Group reduced GHG emissions by **101 tonnes of carbon** per year with the preservation of 8,822 big trees.



## AWARDS

**Top 5%** Singapore Governance and Transparency Index 2021 - General Category (Ranked #15 out of 519 companies)<sup>2</sup>. This is the fifth consecutive year that Yoma Strategic has been ranked in the top 5% of the SGTI ranking.

Continue to be listed on SGX Fast Track Programme since 2018.



## YOMA LAND

**3** large-scale developments in Yangon.

More than **8 million** square feet of land bank.



## YOMA F&B

**68** restaurants in 9 cities.

**3 warehouses** with nationwide route coverage.



## YOMA FINANCIAL SERVICES

**28** Yoma Fleet Car Share rental hubs in **10 cities**.

**299** townships and **>45,000 Wave Money agents** nationwide.



## YOMA MOTORS

**13 locations** comprising heavy equipment branches and reconditioning centers.

**10** passenger and commercial vehicle showrooms in **4 cities**.



## YOMA MICRO POWER

Completed **545 off-grid** and three grid-tied solar plants as at 30 September 2021.

**24 villages** with 2,202 households<sup>3</sup> in off-grid areas now have access to renewable solar energy.

39,511,963 MJ of solar energy generated was sold to telecom towers and communities in FY2021. This is equivalent to approximately **4,840 tonnes of CO<sub>2</sub>**<sup>4</sup> emissions that was avoided through the use of renewable energy.

\* The Covid-19 and February 7<sup>th</sup> event had resulted in temporary closure of offices of entities within the Group which would have impacted the data.

1 A typical passenger vehicle emits about 4.6 metric tons of carbon dioxide per year. <https://nepis.epa.gov/Exe/ZyPDF.cgi?Dockey=P100U8YT.pdf>

2 <https://bschool.nus.edu.sg/cgs/wp-content/uploads/sites/7/2021/08/CGS-SGTI-General-Category-Ranking-Results-By-Scores-2021.pdf>

3 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](https://www.eria.org/uploads/media/0.ERIA-Myanmar_Energy_Statistics_2019.pdf)

4 Source: Greenhouse Gas Protocol Emission Factors from Cross Sector Tools, March 2017 <http://www.ghgprotocol.org/calculation>.



# ABOUT THIS REPORT

This report primarily describes the Group’s sustainability initiatives and performance for FY2021, and addresses issues that Yoma Strategic has identified as most important to its stakeholders.

Yoma Strategic Holdings Ltd. (‘Yoma Strategic’ or collectively with its subsidiaries, the ‘Group’) is pleased to present its fourth Sustainability Report, which covers the reporting period from 1 October 2020 to 30 September 2021. This report describes the Group’s sustainability initiatives and performance for FY2021, and addresses issues that Yoma Strategic has identified as most important to its stakeholders.

Yoma Strategic publishes a Sustainability Report on an annual basis. This 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 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 (44%)<sup>5</sup>.

An overview of the Group’s key entities can be found on page 5 of this report and page 18 of Yoma Strategic’s FY2021 Annual Report, which is available on its website at <https://yomastrategic.com>. 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. We welcome all feedback.

Sustainability Committee  
[sustainability@yoma.com.mm](mailto:sustainability@yoma.com.mm)

5 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 as 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 "Sustainability Committee").

The Sustainability Committee is made up of Yoma Strategic's CEO, Head of Risk Management and Assurance, 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 Investments. The CEO 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.

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 and 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 STATEMENT

This year has been a challenging period for Myanmar, with substantial uncertainties in the economic and business environment since February 1<sup>st</sup>, followed by the third wave of Covid-19. These conditions posed significant unforeseen challenges for Myanmar and impacted an economy that has already been weakened by the pandemic in 2020.

During these challenging times, our top priorities have been protecting the health, safety and the wellbeing of our employees and their families, mitigating the spread of Covid-19, and running our businesses safely. We have reached the milestone of 99% of our people vaccinated as at 31 December 2021, by Pun Hlaing Hospitals, part of the Enlarged YOMA GROUP<sup>\*\*</sup>. 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").

We support the United Nations in the implementation of the UN Sustainable Development Goals (SDGs), which create the framework for sustainable business practices. The scale and ambition of the SDGs mean that they cannot be achieved by governments alone. Businesses and other organisations also play important roles in addressing the sustainable



development agenda. We have considered opportunities where we can make the biggest contributions towards the SDGs while growing our business sustainably and the SDGs that we have identified (SDGs 1, 2, 5, 7, 8, 11 and 16) that most value directly relate to our business and where we can add most value. Our contribution to the SDGs is described in the Sustainability Highlights of this report.

As a Group, our long-term goal is to serve the needs of the people of Myanmar. We feel a collective responsibility to serve the market effectively and have refined our business strategy to reinforce our commitment to provide sustainable growth and development to serve the communities in which we operate.

For us, it is all about having a strong engagement with the strong engagement with local communities and ensuring that no matter what we do, we can build a better Myanmar for its people. It is not just about building better infrastructure and better buildings, but also about how you help people. And rather than doing this as a separate corporate social responsibility programme, we want to embed this into the things that we do and contribute to solving economic inequality.

Wave Money is a mobile-based financial services provider that facilitates secure, real-time transactions with the aim of improving financial inclusion in Myanmar. Wave Money runs a network of more than 45,000 agents in urban and rural areas across 299 townships in Myanmar. It also caters to Myanmar's migrant workers who have migrated to urban centres for work. These workers support their families in the villages by periodically sending part of their earned wages home.

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 net impact on the environment to be positive, but many challenges still remain. Yoma Micro Power has constructed 545 off-grid solar plants and three grid-tied solar plants which supply clean and reliable power to telecommunications customers and individual customers in the surrounding rural communities. Additionally, 24 villages with 2,202 households in off-grid areas now have access to electricity.

I would like to again express our gratitude to our employees for their hard work and dedication, and to our partners, shareholders and other stakeholders who have weathered the crisis together with us. Yoma Strategic will continue to serve the people of Myanmar.

MR. MELVYN PUN  
Chief Executive Officer

<sup>\*\*</sup> Enlarged YOMA GROUP comprises Yoma Strategic, First Myanmar Investment Public Company Limited, Serge Pun Associates (Myanmar) Ltd and their subsidiaries.

# GROUP STRUCTURE

AS AT 31 DECEMBER 2021

YOMA LAND	
DEVELOPMENT PROPERTIES	
• PUN HLAING ESTATE	
100%	Yoma Development Group Limited
100%	Lion Century Properties Limited
• STARCITY	
70%	Thanlyin Estate Development Limited
• YOMA CENTRAL AND THE PENINSULA YANGON	
48%	Meeyahta Development Limited
24%	Peninsula Yangon Holdings Pte. Limited
INVESTMENT PROPERTIES	
• STARCITY (RESIDENTIAL/COMMERCIAL)	
70%	Thanlyin Estate Development Limited
• PUN HLAING ESTATE (RESIDENTIAL/THE CAMPUS)	
100%	Yoma Development Group Limited
• OTHER	
100%	Yangon Sand Industries Limited (Dulwich College Yangon – Pun Hlaing) <sup>6</sup>
70%	StarCity International School Company Limited (Converted Office – StarCity) <sup>6</sup>
CONSTRUCTION AND PROJECT SERVICES	
100%	SPA Design and Project Services Limited
40%	BYMA Pte. Ltd.

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

## Yoma Strategic Holdings Ltd.<sup>7</sup>

Updated as at the date of the Yoma Strategic's FY2021 Annual Report

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](http://www.yomastrategic.com)

- Dulwich College Yangon has suspended its operations in Myanmar until further notice. As such, the StarCity campus has been converted into an office building and leased out to an anchor tenant.
- All interests are held by a wholly-owned intermediary holding company, Yoma Strategic Investments Ltd.
- Listed on the Catalyst Board of the SGX-ST.
- This will be a 50:50 joint venture with AC Energy, Inc. upon satisfaction of certain terms and conditions.

YOMA F&B	
RESTAURANTS	
• KFC	
100%	Summit Brands Restaurant Group Company Limited
• YKKO	
65%	Yankin Kyay Oh Group of Companies Limited
BOTTLING	
19.8%	Seagram MM Holdings Pte. Ltd.
LOGISTICS AND DISTRIBUTION	
50%	KOSPA Limited

YOMA MOTORS	
HEAVY EQUIPMENT	
• NEW HOLLAND	
100%	Convenience Prosperity Company Limited
• YOMA JCB	
100%	Convenience Prosperity Company Limited
PASSENGER AND COMMERCIAL VEHICLES	
• VOLKSWAGEN AND DUCATI	
100%	Yoma German Motors Limited
• MITSUBISHI MOTORS	
50%	MM Cars Myanmar Limited
• Hino Motors	
23%	Summit SPA Motors Limited

INVESTMENTS	
TOURISM	
33.3%	Memories Group Limited <sup>8</sup>
ENERGY AND POWER	
35%	Yoma Micro Power (S) Pte. Ltd.
100%	Yoma-AC Energy Holdings Pte. Ltd. <sup>9</sup>
AGRICULTURE	
100%	Plantation Resources Pte. Ltd.
100%	Yoma Agriculture Company Limited
DALIAN SHOPPING CENTRE	
100%	XunXiang (Dalian) Enterprise Co., Ltd.
MITSUBISHI ELEVATORS	
40%	MC Elevator (Myanmar) Limited
MANDALAY AIRPORT	
9%	MC-Jalux Airport Services Company Limited
PRIVATE INVESTMENTS	
100%	Welbeck Global Limited

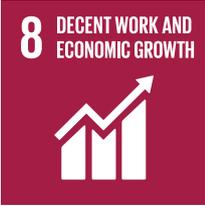
# SUSTAINABLE DEVELOPMENT GOALS

The Group is committed to supporting the UN's SDGs in its operations.

SDG	YOMA STRATEGIC'S CONTRIBUTION
 <p><b>1</b> NO POVERTY</p>	<p>The Group's businesses provide a total of approximately 3,755 jobs to local staff in Myanmar. All employees are paid at least the local minimum wage.</p> <p>In particular, Wave Money is a mobile-based financial services provider that facilitates secure, real-time transactions with the aim of improving financial inclusion in Myanmar. Wave Money runs a network of more than 45,000 agents in urban and rural areas across 299 townships in Myanmar. It also caters to Myanmar's migrant workers who have migrated to urban centres for work. These workers support their families by periodically sending part of their wages back to their home communities.</p>
 <p><b>2</b> ZERO HUNGER</p>	<p>The Group's heavy equipment business is committed to mechanise the agriculture industry in Myanmar and aims to help farmers to improve crop productivity by using machines to save time and energy and address labour shortages. It has 13 branches and 35 independent parts distributors throughout the country and is supported by a dedicated maintenance team to better serve farming communities in rural areas.</p>
 <p><b>3</b> GOOD HEALTH AND WELL-BEING</p>	<p><b>Yoma Group Covid-19 Vaccination Policy</b></p> <p>The Group has allowed employees to work from home in order to ensure their health and safety during the Covid-19 pandemic. In response to the third wave of Covid-19 in Myanmar in the summer of 2021, the Group announced the "Yoma Group Covid-19 Vaccination Policy" and privately arranged for 7,122 doses of vaccines to be administered to staff and their families. Vaccination against Covid-19 is now a requirement for all Yoma Group employees, and the aim is to have all staff, except those underlying medical conditions, vaccinated by 1 January 2022. As at 31 December 2021, 99% of the employees were vaccinated.</p> <p><b>Partner of M2030</b></p> <p>Various companies within the Group 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 at the Yoma Group<sup>10</sup> include Pun Hlaing Hospitals, Wave Money, Volkswagen, New Holland, JCB; KFC, YKKO, Yoma Micro Power and Yoma Land.</p> <p><b>Be Well, Work Well</b></p> <p>During these challenging times, the Group provides free, professional and supportive services in both Myanmar and English to address the mental health of its staff. This programme is designed to provide a safe space to talk about the issues that may be troubling individuals or their families.</p> <p><b>Anargat Programme</b></p> <p>The Anargat programme is designed to provide support to the Group's female employees as they look to start a family. As part of this programme, a maternity leave policy, which offers longer leave options (20 weeks, 40 weeks or up to 52 weeks ) and guarantees employment at the end of the maternity leave period, has been implemented. This programme also includes pre- and post-pregnancy support counselling, as well as financial support for child delivery services. A lactation room has been made available at The Campus to support breastfeeding mothers.</p>
 <p><b>5</b> GENDER EQUALITY</p>	<p>Approximately 43% of the Group's workforce is female. As at 31 December 2021, female representation on Yoma Strategic's Board of Directors is 22%. Women also currently hold senior management positions across all the Group's businesses.</p> <p>The Group is a founding member of the Business Coalition for Gender Equality ("BCGE") and strives to be a role model in this area.</p>

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

## SUSTAINABLE DEVELOPMENT GOALS

SDG	YOMA STRATEGIC'S CONTRIBUTION
 <p><b>7</b> AFFORDABLE AND CLEAN ENERGY</p>	<p>Yoma Micro Power has completed 545 off-grid solar plants and three grid-tied solar plants as at 30 September 2021. Additionally, 24 villages with 2,202 households in off-grid areas now have access to electricity. These solar plants offset more than 5 million litres of diesel per year which prevents the equivalent of more than 13,000 tonnes of greenhouse gas emissions.</p>
 <p><b>8</b> DECENT WORK AND ECONOMIC GROWTH</p>	<p>The Group fully supports and practices the International Labour Organisation's eight fundamental 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 FY2021.</p>
 <p><b>11</b> SUSTAINABLE CITIES AND COMMUNITIES</p>	<p>Yoma Land has built a vibrant community offering at StarCity with a variety of residential products – City Loft, Star Villas, Galaxy Towers, Zone A/B – and expanded commercial and retail activities. As at 31 December 2021, 4,900 residents now live at StarCity. Furthermore, the Dulwich College Yangon campus at StarCity has been converted into office space, and the anchor tenant commenced occupation in October 2021.</p> <p>To further efforts in providing renewable energy to our communities, Yoma Land has partnered with Yoma Micro Power to install ground-mounted solar farms at both Pun Hlaing Estate and StarCity. These are estimated to provide 2,956 kWp and 1,900 kWp, respectively, which will significantly reduce Yoma Land's use of grid electricity and diesel (which is used to power back-up generators during grid outages). It is estimated that both solar farms combined will save almost 4,000 tonnes of CO<sub>2</sub> emissions per annum which is the equivalent emissions from 10,000 barrels of oil.</p> <p>The Group has also generated approximately 603,090 MJ of renewable energy from the 26 kWp<sup>11</sup> solar panels installed at The Campus (the Yoma Group's office in Pun Hlaing Estate) and the 52 kWp solar panels installed at StarCity. This is equivalent to the electricity consumed by approximately 385 households in Myanmar for one month based on an average of 435 kWh consumed per household per month<sup>12</sup>.</p> <p>The Group has undertaken to raise employees' awareness of environmental stewardship by championing activities such as Earth Hour, Earth Day, World Cleanup Day and Digital Cleanup Day.</p>
 <p><b>16</b> PEACE, JUSTICE AND STRONG INSTITUTIONS</p>	<p>The Group strongly opposes bribery and all other kinds of corruption. This extends to its business dealings with third-party service providers and vendors. To reinforce its Code of Conduct, the Group conducts trainings for all employees covering its policies on Anti-Bribery, Anti-Corruption, Conflicts of Interest and Whistle Blowing.</p> <p>The Group prohibits any form of discrimination, including any distinction, exclusion or preference made on the basis of race, colour, sex, religion or political opinion which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation. As a committed nation builder, the Group believes that it has to lead by example so as to ensure that internationally recognised best practices are established as part of the development of Myanmar.</p>

11 kWp stands for kilowatt 'peak' power of a photovoltaic system.

12 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](https://www.eria.org/uploads/media/0.ERIA-Myanmar_Energy_Statistics_2019.pdf)

# OVERVIEW OF YOMA STRATEGIC'S ESG PERFORMANCE

ESG PERFORMANCE IN FY2021 AND TARGETS FOR 12-MONTH PERIOD FROM 1 OCTOBER 2021 TO 30 SEPTEMBER 2022 ("FY2022")

		FY2021 TARGET	FY2021 PERFORMANCE	FY2022 TARGET
GOVERNANCE	ANTI CORRUPTION AND PUBLIC POLICY	Uphold and adhere to the Group's zero tolerance approach to corruption and bribery.	Enforced zero tolerance on any identified cases of corruption, theft or bribery.  Conducted training for new hires (both management and personnel) and redistributed whistleblowing hotline and contact details across the Group.	One training / refresher session per quarter on the Code of Conduct and Anti-Bribery and Corruption Policy for targeted audiences (multi-segment and function attendees across the Group).
	COMPLIANCE	Strive to maintain compliance with the relevant national environmental policies, laws, and regulations as well as IFC's Performance Standards, FMO's Sustainability Policy Framework and ADB's Safeguard Policy.	No significant fines or non-monetary sanctions.	Strive to maintain compliance with all the relevant national environmental policies, laws, and regulations as well as IFC performance standards, FMO's Sustainability Policy Framework and ADB's Safeguard Policy.
PLANET	CLIMATE CHANGE, ENERGY AND WATER USE, WASTE & EFFLUENTS	Collect baseline environmental data to set numeric targets in FY2021.	CO <sub>2</sub> e emissions (t): 6,756  Total Energy consumption (MJ): 173,641,365  Water consumption (m <sup>3</sup> ): 1,047,940  Non-hazardous waste (t): 6,434  Hazardous waste (t): 3.1	Collect baseline environmental data to set numeric targets in FY2023.
PROFIT	DIRECT VALUE GENERATED	Focus on driving profitability and operational excellence in all our businesses.	Direct Value Generated (US\$ Million): 87.33  Economic Value Distributed (US\$ Million): 95.31  Total Economic Value Retained (US\$ Million): (7.99)	Focus on driving profitability and operational excellence in all businesses.



## OVERVIEW OF YOMA STRATEGIC'S ESG PERFORMANCE

ESG PERFORMANCE IN FY2021 AND TARGETS FOR 12-MONTH PERIOD FROM 1 OCTOBER 2021 TO 30 SEPTEMBER 2022 ("FY2022")

	FY2021 TARGET	FY2021 PERFORMANCE	FY2022 TARGET	
<b>PEOPLE</b>	<b>DIVERSITY &amp; EQUAL OPPORTUNITY</b>	<p>100% of managers to receive training on the topic of anti-harassment.</p> <p>90% of managers to receive training on the topic of respectful workplace and responsible business (Code of Conduct).</p>	<p>Managers trained in anti-harassment: 90%</p> <p>Managers trained in respectful workplace and responsible business (Code of Conduct): 90%</p> <p>Workforce Number: 3,755</p> <p>Female employee: 1,608</p> <p>Male employee: 2,147</p> <p>Nationalities: 22</p> <p>Employee Turnover Rate: 52%</p>	<p>100% of managers to receive training on the topic of anti-harassment.</p> <p>60% of Yoma employees to complete respectful workplace training programme.</p>
	<b>TRAINING, DEVELOPMENT &amp; TALENT RETENTION</b>	12 training hours per employee.	<p>Total Training (hours): 9,769</p> <p>Average of 2.64 training hours per person per year.</p>	<p>12 training hours per employee.</p> <p>Groupwide trainings to cover professional and personal development trainings, corporate welling webinars and employee special programmes.</p>
	<b>LABOUR MANAGEMENT RELATIONS, CHILD LABOUR, COLLECTIVE BARGAINING, FORCE LABOUR</b>	<p>Maintain zero tolerance.</p> <p>Prevent the use of child labour by raising awareness on how to identify children at work.</p>	No reported cases of child labour.	<p>Maintain zero tolerance.</p> <p>Prevent the use of child labour by raising awareness on how to identify children at work.</p>
	<b>HEALTH &amp; SAFETY</b>	Promote safe work practices across the business segments and reduce the number of workplace injuries.	Health & Safety Training (hours): 36,580	Promote safe work practices across the business segments and reduce the number of workplace injuries.
	<b>LOCAL COMMUNITIES</b>	<p>2 volunteer hours per employee per year.</p> <p>Continue implementing community investment programmes.</p>	1.4 volunteer hours per employee.	<p>2 volunteer hours per employee per year.</p> <p>Continue implementing community investment programmes.</p>



# YOMA STRATEGIC'S APPROACH TO SUSTAINABILITY

Yoma Strategic's sustainability efforts are structured around the Sustainable Development Goals ("SDGs") of the 2030 Agenda for Sustainable Development, and the Ten Principles of the UN Global Compact. 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 FY2021, the Group continued its outreach efforts to its business units to enhance their awareness and understanding of the Group's approach to sustainability including the 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, including sustained engagement with institutional and retail investors through group and one-on-one meetings/calls to keep them abreast of the developments in Myanmar and in the Group's businesses.

Please see the table below for an overview of these platforms and topics raised by key stakeholders.

OUR STAKEHOLDERS	HOW WE LISTEN <sup>13</sup>	WHAT WE ARE DOING <sup>14</sup>
Business Partners and Suppliers	<ul style="list-style-type: none"> <li>Email and phone communication</li> <li>Bi-weekly meetings with contractors</li> <li>Weekly site visits</li> </ul>	<ul style="list-style-type: none"> <li>Sharing the Group's policies and Code of Conduct</li> </ul>
Communities	<ul style="list-style-type: none"> <li>Ad hoc meetings</li> <li>Feedback channel</li> <li>Volunteering</li> <li>Sponsorship</li> <li>Ad hoc media relations</li> <li>Social media</li> </ul>	<ul style="list-style-type: none"> <li>Yoma Micro Power</li> <li>Earth Hour</li> <li>World CleanUp Day</li> <li>Cleanup activities</li> <li>Fundraising for natural disaster, for education</li> <li>Creating job opportunities</li> </ul>
Customers	<ul style="list-style-type: none"> <li>Customer service channels</li> <li>Email and phone communication</li> </ul>	<ul style="list-style-type: none"> <li>Quality Control</li> </ul>
Employees	<ul style="list-style-type: none"> <li>Annual performance reviews</li> <li>Events</li> <li>Email and phone communication</li> <li>Intranet</li> <li>OHS hotline</li> <li>Whistle Blowing</li> <li>Employee Satisfaction Survey</li> </ul>	<ul style="list-style-type: none"> <li>Training and Development</li> <li>Healthcare</li> <li>Covid-19 Vaccination Programme</li> <li>Safety</li> <li>Creating a safe workplace</li> </ul>
Investors	<ul style="list-style-type: none"> <li>Annual General Meeting</li> <li>Annual Report</li> <li>Financial results briefings</li> <li>Financial results announcements</li> <li>Regular virtual analyst and investor meetings when the Covid-19 pandemic commenced</li> <li>Business update calls</li> <li>Virtual investor conferences</li> <li>Media releases and interviews</li> <li>Sustainability Report</li> <li>Corporate website and social media platforms via Facebook and LinkedIn</li> </ul>	<ul style="list-style-type: none"> <li>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 conferences to keep the investors and analysts abreast of the developments in Myanmar and in the Group's businesses.</li> </ul>

<sup>13</sup> 1 GRI Standards disclosure 102-40  
2 GRI Standards disclosure 102-43

<sup>14</sup> 3 GRI Standards disclosure 102-44

## YOMA STRATEGIC'S APPROACH TO SUSTAINABILITY

OUR STAKEHOLDERS	HOW WE LISTEN <sup>13</sup>	WHAT WE ARE DOING <sup>14</sup>
Financial Institutions, including IFC, ADB and FMO	<ul style="list-style-type: none"> <li>• Site inspection</li> <li>• Email and phone communication</li> <li>• Website</li> <li>• Ongoing reporting requirements</li> </ul>	<ul style="list-style-type: none"> <li>• Half-yearly Reports</li> <li>• Trading Updates</li> <li>• Annual Report</li> <li>• ESMS</li> </ul>
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"> <li>• Visits and meetings</li> <li>• Partnerships</li> <li>• Events and conferences</li> </ul>	<ul style="list-style-type: none"> <li>• Joint events (Earth Hour, World Clean Up Day, etc.)</li> </ul>
Regulators	<ul style="list-style-type: none"> <li>• Briefings</li> <li>• Site inspections</li> <li>• Renewal of government approvals</li> <li>• Consultations with statutory bodies</li> </ul>	<ul style="list-style-type: none"> <li>• Presentations and meetings with regulators</li> </ul>

The Group conducted its first materiality assessment and stakeholder engagement survey in 2018 through a third-party sustainability consultant to gather inputs from all key stakeholders on the significant issues relevant to its business. 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 FY2021, the Group has improved its data collection process resulting in better accuracy and reliability of the data collected. To enable employees to make sustainability a part of their job, the Sustainability Team has also conducted regular engagement exercises with the various business units to raise awareness through employee training. 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 business and stakeholders.



# YOMA STRATEGIC'S APPROACH TO SUSTAINABILITY

## OUR SUSTAINABILITY STRATEGY

The Group's strategy to meet its sustainability goals.

The Group focuses on holistic solutions that create value for all stakeholders and align with its mission to Build a Better Myanmar for Its People. This approach helps to further its sustainability journey by providing new opportunities for customers, employees and communities.

The Group's sustainability objectives are organised around People, Planet and Profit. It has identified a set of focus areas that are relevant to its businesses and guide its environmental, social and governance (ESG) initiatives and decision-making processes throughout its operations.

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

## VISION

# BUILD A BETTER MYANMAR FOR ITS PEOPLE

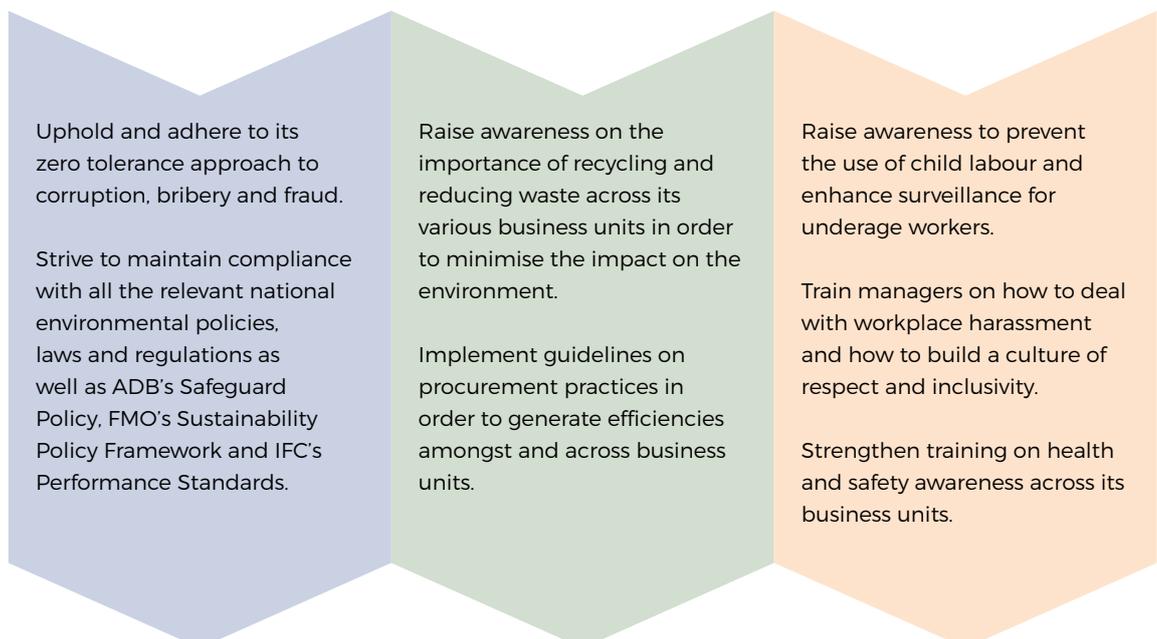
### STRATEGIC OBJECTIVES



### MATERIAL TOPICS

- Economic Performance
- Ethical Business Practices
- Compliance
- Energy Efficiency and
- Climate Change
- Water Use and Reduction
- Waste and Effluent
- Diversity and Equal Opportunity
- Training and Development
- Talent Retention
- Human Rights and Labour Management
- Health and Safety

### ACTIONS



Uphold and adhere to its zero tolerance approach to corruption, bribery and fraud.

Strive to maintain compliance with all the relevant national environmental policies, laws and regulations as well as ADB's Safeguard Policy, FMO's Sustainability Policy Framework and IFC's Performance Standards.

Raise awareness on the importance of recycling and reducing waste across its various business units in order to minimise the impact on the environment.

Implement guidelines on procurement practices in order to generate efficiencies amongst and across business units.

Raise awareness to prevent the use of child labour and enhance surveillance for underage workers.

Train managers on how to deal with workplace harassment and how to build a culture of respect and inclusivity.

Strengthen training on health and safety awareness across its business units.

# 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 The Asian Development Bank (ADB), The International Finance Corporation (IFC) and Netherlands Development Finance Company (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 Framework and Corporate Governance Framework, please

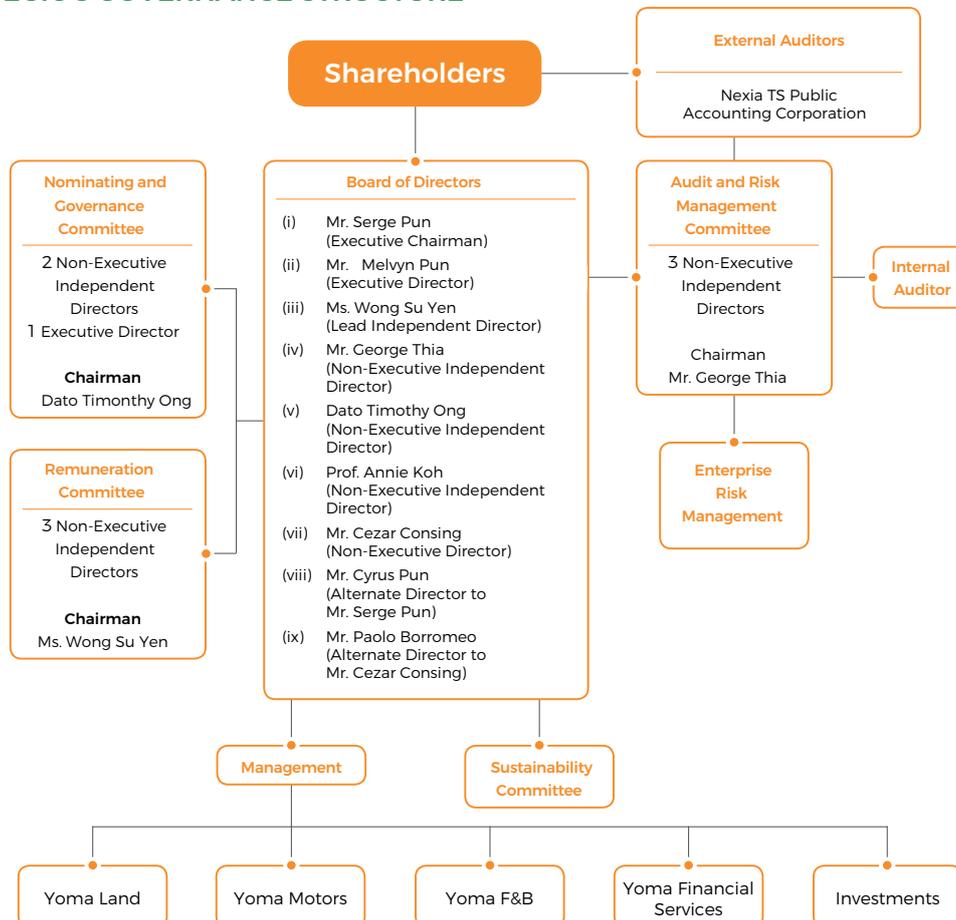
refer to pages on 30, 31, 32, 33 and 39 in the Yoma Strategic’s FY2021 Annual Report.

Yoma Strategic has a strong commitment to the independence of its Board. 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.

Mr. Cezar Peralta Consing was appointed as a Non-Executive Independent Director of the Company on 2 August 2021. His significant experience will bring new perspectives, expertise and diversity to the Company’s Board discussions.

For details on the experience and qualification of the Board, please refer to pages from 6 to 10 of Yoma Strategic’s FY2021 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. The Sustainability Committee reports to the Board and oversees the sustainability initiatives and direction of the Company.

### EXTERNAL INITIATIVES AND MEMBERSHIPS

EXTERNAL INITIATIVES <i>GRI 102-12</i>	MEMBERSHIP OF ASSOCIATIONS <i>GRI 102-13</i>
<ul style="list-style-type: none"> <li>• Organisation for Economic Co-operation and Development (OECD) Guidelines for the Protection of Human Rights and Social Development</li> <li>• Universal Declaration of Human Rights (UDHR)</li> <li>• International Labour Organisation’s (ILO) Core Conventions</li> <li>• International Finance Corporation’s (IFC) Performance Standards</li> <li>• Asian Development Bank’s (ADB) Safeguard Policy Statement</li> <li>• Ten Principles of the United Nations Global Compact (UNGC)</li> <li>• Myanmar Business Coalition on Aid (MBCA)</li> </ul>	<ul style="list-style-type: none"> <li>• Signatory to the United Nations Global Compact</li> <li>• Myanmar Institute of Directors (MIoD), where CEO Melvyn Pun is a Board member and member of the Executive Committee. 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</li> <li>• 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</li> <li>• Smart Power Myanmar, a partnership with the Rockefeller Foundation, the ADB, the World Bank and USAID to help improve the lives of people in Myanmar by providing electricity access in off-grid communities to help people lift themselves out of poverty</li> </ul>



# OUR BUSINESS



## ECONOMIC PERFORMANCE

### DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

GRI 201-1

	FY2021 (US\$ MILLION)	NOTES
<b>Direct Value Generated</b>	<b>87.33</b>	These include revenue.
<b>Economic Value Distributed</b>	<b>95.31</b>	
Material and Services Cost	48.77	These include cost of goods, administrative expenses excluding employee compensation.
Employees	18.22	These include wages, salaries, and benefits.
Government	2.83	These include income tax expense.
Capital Providers	25.44	These include dividends and interest expenses on borrowings and other finance costs.
Community	0.05	These include donations to the broader community
<b>Total Economic Value Retained</b>	<b>(7.99)</b>	These include revenue.

For more details relating to the Group’s financial performance, please refer to pages from 90 to 98 in the Yoma Strategic’s FY2021 Annual Report.

## ETHICAL BUSINESS

The Group strongly opposes 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 the Anti-Bribery Policy, Anti-Corruption Procedure, 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 does not make – and has never made – any financial or in-kind political contributions, directly or indirectly.

#### OUR PERFORMANCE

All employees are required to abide by the Group's Code of Conduct and Anti-Bribery and Corruption Policy. These are reinforced by training sessions made available to employees online and regular newcomer orientation programmes that are conducted by the Group's Risk Management and Assurance function. Employees are encouraged to use the Whistle Blowing hotline to report any improprieties and concerns to Group for investigation.

The Group Risk Management function also reviews processes and procedures that carry inherent risk to ensure any exposures are highlighted to management and addressed.

The Group is implementing a new online platform for employee training and plans to provide all new hires and existing employees with training on the Group's Code of Conduct, fraud awareness, Anti-Bribery and Corruption Policy, as well as the Group's processes and functions. This would be a compulsory module of the Group's Employee Induction Programme for all new employees.

#### OUR TARGET (FY2022)

*One training / refresher session per quarter on the Code of Conduct and Anti-Bribery and Corruption Policy for targeted audiences (multi-segment and function attendees across the Group).*

### 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 Framework, please refer to pages on 30, 31, 32 and 33 in the Yoma Strategic's FY2021 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 the Yoma Central project. 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 was ranked #15 out of 519<sup>15</sup> in the SGX-ST Governance and Transparency Index 2021, maintaining its top 5% of listed companies for the fifth year.

In FY2021, there were no significant fines or non-monetary sanctions for non-compliance with environmental laws or regulation. There were no significant fines or non-monetary sanctions for non-compliance with laws or regulations in the social and economic area.

#### OUR TARGET (FY2022)

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

15 <https://bschool.nus.edu.sg/cgs/wp-content/uploads/sites/7/2021/08/CGS-SGTI-General-Category-Ranking-Results-By-Scores-2021.pdf>

# 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 in a country developing as rapidly as Myanmar.

## 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 about 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 air quality monitoring systems for outdoor air 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 to minimise harm to the environment.

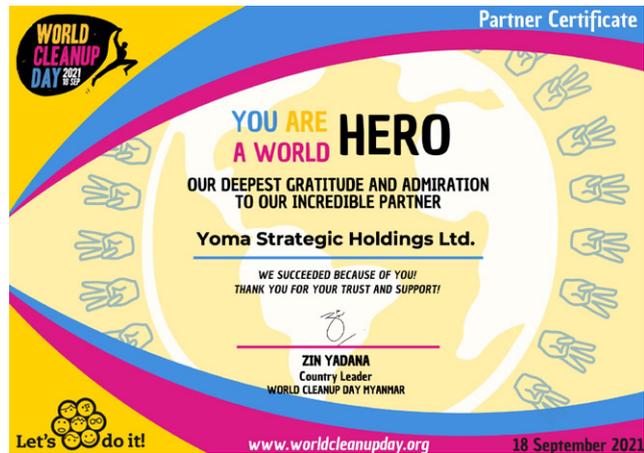
Climate change is both a local and global challenge. The management of climate-related risks and opportunities is an integral part of Yoma Strategic. The Group is taking responsibility and is doing its part in a concerted effort to reduce greenhouse gas emissions: not only by reducing energy use in its operations but also through its efforts towards reforming the agricultural sector and bringing solar power to rural areas. Beyond meeting standard expectations, the Group encourages individual business units to implement their own initiatives to decrease energy use and reduce 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 segment are reported, as shown in the tables below. 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 FY2023.

## OUR PERFORMANCE

Yoma Land strives to be a leader in the property development industry with regards to socially responsible construction and development. During the construction of the Group’s real estate projects, the team and management took environmental issues seriously and implemented protocols to ensure the project minimised any impact on the surrounding environment. As a result, StarCity has seen a wide variety of rare butterflies and wild bird species. Two ancient trees which are on the Yoma Central project have been conserved and transplanted to the StarCity River Park project in 2018 to protect them from damage due to construction.

## WORLD CLEANUP DAY 2021

The Group sponsored Digital CleanUp on World CleanUp Day 2021. The Group’s staff participated in Digital CleanUp by clearing all digital waste such as unnecessary emails, files, apps, duplicates of photos and videos which creates digital pollution that continues to consume energy even when we have forgotten them. Digital trash sits in the backups on servers that provide us with cloud service and continue consuming electricity.

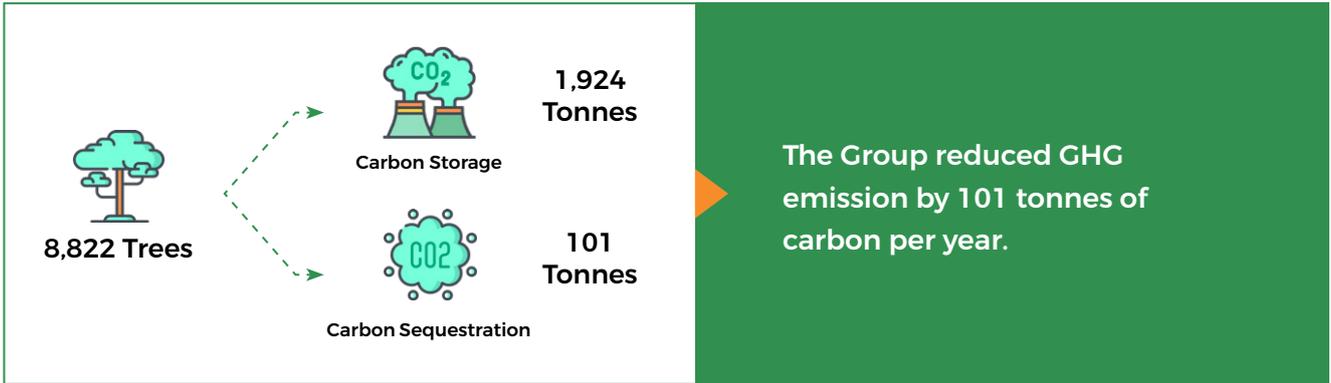


## CARBON STORAGE AND CARBON SEQUESTRATION

There are 8,822 big trees in Pun Hlaing Estate, StarCity and other investment entities. The tree species on the majority of the land owned by the Group’s are Samanea saman (Rain Tree), Mangifera indica (Mango Tree), Persea americana (Avocado Tree), Pterocarpus indicus (Myanmar Padauk) etc. These trees’ Carbon Storage’ is 1,924 tonnes of carbon and 101 tonnes of Carbon Sequestration’. The trees help the Group to reduce GHG emission by 101 tonnes of carbon per year.

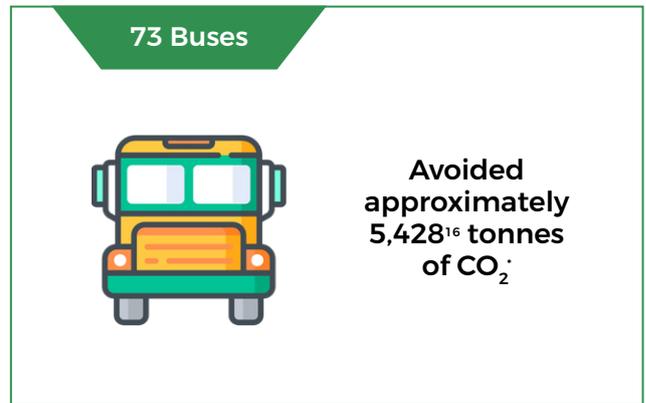
\* Carbon Storage & Sequestration by Urban Trees In Singapore by the Centre for Urban Greenery and Ecology (CUGE)

## OUR PLANET



### SUSTAINABLE TRANSPORT

The Group provides transport options for employees – company buses are provided for employees at designated pick-up points to encourage employees to take buses instead of driving to ease traffic congestion in central Yangon and also to reduce the greenhouse gas emissions from vehicles driven by employees. The Group provides 73 company buses for 1,180 employees at The Campus, the headquarters of the Group, Pun Hlaing Estate, Star City, Yoma Central, Yoma Heavy Equipment, Mitsubishi Motors, KFC and YKKO. This transport programme helped the Group to avoid releasing approximately 5,428<sup>16</sup> tonnes of CO<sub>2</sub>\* per year.



\* The Covid-19 and February 1<sup>st</sup> event had resulted in temporary closure of offices of entities within the Group which would have impacted the data.  
 16 <https://nepis.epa.gov/Exe/ZyPDF.cgi?Dockey=P100UBYT.pdf>. A typical passenger vehicle emits about 4.6 metric tons of carbon dioxide per year.

## OUR PLANET

### RENEWABLE ENERGY

Yoma Land has already embraced the provision of renewable energy to serve its communities. Yoma Micro Power's first grid-tied solar system (26kWp) was activated in March 2018 at The Campus (Yoma Group's HQ in Pun Hlaing Estate). In May 2018, a 52kWp installation was commissioned on the rooftop of residential A5 building in StarCity. kWp stands for kilowatt 'peak' of a photovoltaic system, and it is how the power generation is estimated.

In June 2021, solar capacity 300.3 kWp was extended at The Campus car park, resulting in an average of 85% of total electricity consumption at The Campus potentially replaced with renewable energy. Since January 2022, all the electricity consumption at The Campus were generated by renewable energy.

A total of 40,115,053 MJ of renewable solar energy was generated from Yoma Land and Yoma Micro Power. The 603,090 MJ of renewable energy generated by Yoma Land has allowed the Group to avoid approximately 73,879 kg of CO<sub>2</sub><sup>17</sup>.

The 545 off-grid solar micro power plants and three grid-tied solar plants constructed by Yoma Micro Power have generated 39,511,963 MJ of solar energy which was sold to telecom

towers and communities in FY2021. Additionally, 24 villages with 2,202 households in off-grid areas now have access to electricity. This is equivalent to more than 4,840,220 kg of CO<sub>2</sub><sup>17</sup> that was avoided through the use of renewable energy.

### GHG EMISSION

The Group's overall Scope 1 and Scope 2 emissions in FY2021 was 6,756 tCO<sub>2</sub>e. This is 48% higher compared to the same period last year which was 4,573 tCO<sub>2</sub>e because of electricity cut off nationwide in FY2021.

Since FY2019, we have tracked and monitored the energy intensity and GHG intensity of our business segments, based on square area or man hours worked as a basis to calculate intensity. With a better understanding of our performance, we aim set targets in FY2023. We recognise that we still have certain challenges related to the reporting of our climate impact. We are working with dedicated sustainability staff from each business unit to improve the collection of the information and to define new methods, process, and records for identifying accurate data. We have now obtained partial data across the Group since the process of data collection started in 2018. The process has been improving gradually with the Sustainability Committee has been delivering training to staff from each business unit.



<sup>17</sup> Based on emission factors from Asian Development Bank. Guidelines for estimating greenhouse gas emissions of Asian Development Bank projects: Additional guidance for clean energy projects. Mandaluyong City, Philippines: Asian Development Bank, 2017

## OUR PLANET

### GRI 302-1

Business Segment	TOTAL FUEL CONSUMPTION FROM NON-RENEWABLE SOURCES (MJ)		TOTAL ELECTRICITY CONSUMPTION (MJ)		RENEWABLE ENERGY CONSUMED (MJ)		TOTAL ENERGY CONSUMPTION (MJ)	
	FY2020	FY2021	FY2020	FY2021	FY2020	FY2021	FY2020	FY2021
Yoma Land	16,509,502	13,796,861	23,834,330	23,873,284	381,800	603,090	40,725,632	38,273,235
Yoma Motors	6,162,844	4,833,191	2,656,136	1,951,513	0	0	8,818,980	6,784,705
Yoma F&B	30,753,788	27,941,561	19,431,039	16,434,551	0	0	50,184,827	44,376,112
Yoma Financial	6,158,174	2,636,714	0	0	0	0	6,158,174	2,636,714
Investments	38,361,671	81,570,599	0	0	112	0	38,361,783	81,570,599
<b>TOTAL</b>	<b>97,855,977</b>	<b>130,778,927</b>	<b>45,921,505</b>	<b>42,259,348</b>	<b>381,912</b>	<b>603,090</b>	<b>144,159,394</b>	<b>173,641,365</b>

### GRI 302-3

Business Segment	ENERGY CONSUMED (MJ)				ENERGY INTENSITY			
	Building		Non-Building		Building (MJ/sqm)		Non-Building (MJ/man hour)	
	FY2020 12M-Sep 2020	FY2021 12M-Sep 2021	FY2020 12M-Sep 2020	FY2021 12M-Sep 2021	FY2020 12M-Sep 2020	FY2021 12M-Sep 2021	FY2020 12M-Sep 2020	FY2021 12M-Sep 2021
Yoma Land	30,880,608	28,382,157	28,080,947	9,891,078	131	764	-	3
Yoma Motors	5,221,999	2,251,912	5,938,556	4,532,792	354	21	-	-
Yoma F&B	43,300,545	14,860,154	33,200,733	29,515,958	138	1,638	5	13
Yoma Financial	-	-	5,488,762	2,636,714	-	-	3 <sup>18</sup>	5
Investments	1,926,343	1,203,316	36,286,044	119,879,246	208	185	763	135

Energy consumption data was calculated from utility bills and meters. In FY2021, the electricity bills of Yoma Heavy Equipment's 10 branches, Mitsubishi Motors (Mandalay Branch), Volkswagen (Mandalay Branch) and Ducati haven't been received from the government since February 2021.

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

18 MJ/km travelled.

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 Motors: Yoma Heavy Equipment, Volkswagen, Mitsubishi Motors, Ducati
- Yoma F&B: KFC, YKKO
- Yoma Financial Services: Yoma Fleet
- Investments: MAGT Agriculture and Yoma Micro Power

## OUR PLANET

### GRI 305-1, GRI 305-2

Business Segment	GHG EMISSIONS (tCO <sub>2</sub> e)					
	FY2020 12M-Sep 2020			FY2021 12M-Sep 2021		
	Scope 1 <sup>®</sup>	Scope 2 <sup>#</sup>	Total	Scope 1 <sup>®</sup>	Scope 2 <sup>#</sup>	Total
Yoma Land	1,195	2,245	3,439	1,014	2,276	3,290
Yoma Motors	451	245	696	374	1,123	1,497
Yoma F&B	2,258	1,792	4,049	281	336	617
Yoma Financial	431	0	431	288	384	673
Investments	2,717	821	3,538	289	390	679
<b>TOTAL</b>	<b>7,051</b>	<b>5,103</b>	<b>12,154</b>	<b>2,248</b>	<b>4,508</b>	<b>6,756</b>

© Source of other emissions Factors: Greenhouse Gas Protocol Emission Factors from Cross Sector Tools, March 2017 version.

# Based on Asian Development Bank's 2017 Guidelines for Estimating Greenhouse Gas Emissions, using the Grid Emission Factor of 0.4410 tCO<sub>2</sub>/MWh of electricity

### GRI 305-4

Business Segment	GHG EMISSIONS INTENSITY			
	FY2020		FY2021	
	Building (tCO <sub>2</sub> e/sq m)	Non-Building (tCO <sub>2</sub> e/man hr)	Building (tCO <sub>2</sub> e/sq m)	Non-Building (tCO <sub>2</sub> e/man hr)
Yoma Land	0.02223	0.00035	0.06819	0.00023
Yoma Motors	0.02898	0	0.00897	-
Yoma F&B	0.01539	0.000375	0.03798	0.00012
Yoma Financial	-	0.000175	-	0.00048 <sup>19</sup>
Investments	0.01539	0.14288	0.06267	0.00031

19 tCO<sub>2</sub>e/ km travelled

## 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 on which it operates. Most of the Group's Real Estate and Automotive & Heavy Equipment business segments use groundwater. The water data includes 13 Yoma Heavy Equipment branches, Volkswagen and Mitsubishi showrooms, Pun Hlaing Estate's buildings, 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 the methodologies for collection of data relating to water usage. As Myanmar's infrastructure improves, the Group will be including additional data in future sustainability reports.

#### OUR PERFORMANCE

TOTAL WATER CONSUMPTION IN CUBIC METERS		
Business Segment	FY2020	FY2021
Yoma Land	319,177	823,006
Yoma Motors	424,720	185,420
Yoma F&B	64,278	29,331
Yoma Financial	150	0
Investments	13,374	10,183
<b>TOTAL</b>	<b>821,699</b>	<b>1,047,940</b>

# OUR PLANET

## 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 and jars. The Group has been part of the "Refill Not Landfill" campaign since 2018.

## OUR PERFORMANCE

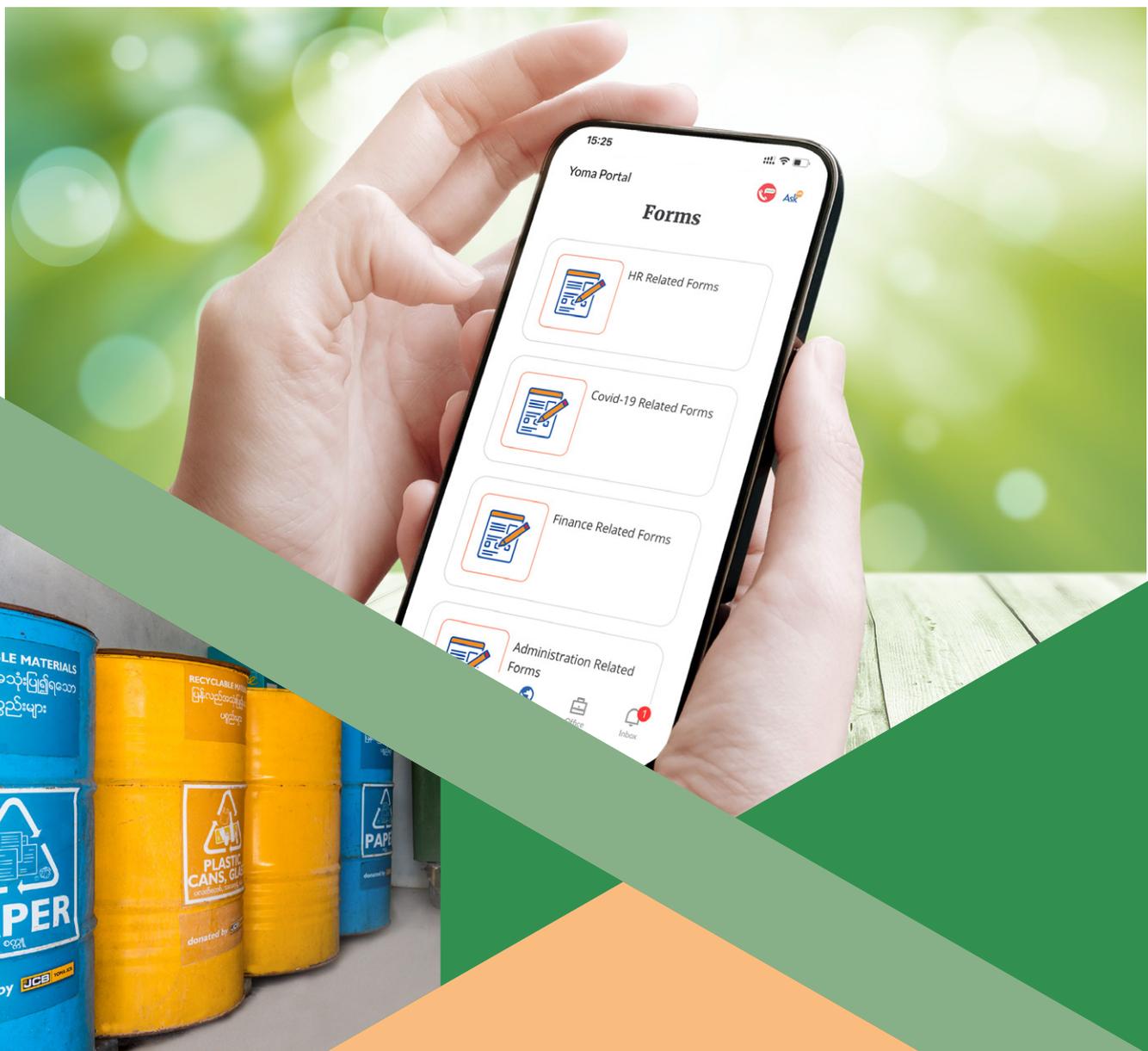
### PAPERLESS CULTURE VIA YOMA CONNECT

The Group reduced the use of paper and printing by switching to digital forms via The Yoma Connect App. Employees can easily access "FORMS" under The Yoma Portal and submit the digital forms related to HR, Covid-19, finance, administrative, and onboarding forms etc.

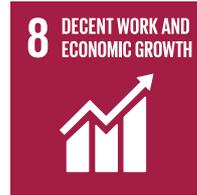
According to the UK government's conversion factors for carbon emissions, just 100,000 sheets of A4 paper has a carbon footprint of 6,000kg and requires eight trees and 2,000kWh of energy. The same paper recycled seven times produces 3,200kg of carbon over its lifetime. The Group could save over 8,000 sheets of A4 papers, or over 480 kg of carbon footprint.




Save over **8,000 paper** & over **480kg of carbon footprint**



# 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 brings 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

Successful employee engagement is a necessary requirement for the Group’s ambitious growth plans and progress towards achieving its Mission. 2021 has been a very challenging year for our employees, the Group has initiated a People 2020 Programme with the aim of caring for our employees through the use of a holistic approach:

### HEALTH CARE

Since the Covid-19 pandemic started, medical coverage for all employees has been doubled. The telehealth initiative provides for easy online medical support in case employees need to see the doctors regarding any medical concerns.

## COVID-19 VACCINATION

In March 2020, the Group made the decision to allow employees to work from home in order to ensure the health and safety of staff.

In August 2021, the Group announced the “Yoma Group Covid-19 Vaccination Policy” to minimise the risk of outbreaks. Covid-19 vaccination is also a requirement for all Yoma Group employees and the aim is to have all staff vaccinated by 1<sup>st</sup> January 2022, except for those with underlying medical conditions. As of 31 December 2021, 99% of the employees were vaccinated and are back working in normal operations.

**YOMA FMI**  
YOMA GROUP

## VACCINATION REGISTRATION PROGRAM

Yoma Group policy is that all staff will have to be vaccinated by 1 January 2022 before returning to the office. All businesses should manage their staff vaccination schedules accordingly to minimise the impact on their operation.

### MAIN INFORMATION

- Sinopharm Covid-19 vaccine
- The cost is MMK 60,000 kyats for 2 doses
- The vaccination program is scheduled to start by 20 August at the following locations: Pun Hlaing Dulwich campus and StarCity in Yangon, and Mandalay.

### Who is Eligible:

- All Yoma Group employees and their family members.
- Cost is MMK 60,000 kyats per person.
- Certain staffs have been nominated to receive the vaccines for free due to their work nature or salary level. They will be notified prior to the registration closing.
- The vaccination program is available to all family members of employees at the same price.

### The Payment Process

- Employees can either pay the MMK 60,000 in full upfront or pay by the deferred payment plan of Yoma+.
- Yoma+ deferred payment plan is not available to staff of Yoma Bank and Wave Money. A separate plan will be set up and communicated once it is ready.
- Terms and conditions of Yoma+ deferred payment plans
  - Only employees with at least one working year can apply for Yoma+ deferred payment plan.
  - Payment of MMK10,000 a month for 6 months.
  - There will be an administration fee of MMK 5,000 kyats per person at the time of first dose vaccination.
- All the payments (upfront or monthly installment) will be directly deducted from the employee's salary without the need to go through Yoma+. The monthly payment will start from the month of the first vaccine dose.
- If an employee chooses to pay upfront for themselves and their family members but the total cost is more than their monthly salary, HR will be in touched directly to arrange for payment.

## OUR PEOPLE



### YOMA GROUP COVID-19 VACCINATION POLICY

To ensure the health and safety of Yoma Group staff and to minimise the risk of outbreaks, Covid-19 vaccination will be a requirement for all Yoma Group employees.

Employees should do their part by choosing to get vaccinated, to protect themselves as well as others at the workplace. The collective protection from vaccination will be more effective when more people are vaccinated. In the event of an outbreak, the number of cases can be kept low. This will minimise the stress on the healthcare system, ensure that those who are ill get the treatment they need.



All staff will need to be vaccinated by 1 January 2022.



Exceptions will only be given for those who cannot be vaccinated because of underlying medical conditions. Staff will have to contact AskHR (AskHR@yoma.com.mm) to provide their medical conditions for approval.



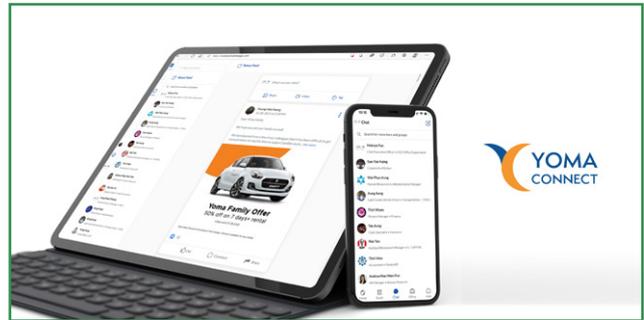
For staff who have had their vaccination will be required to show proof from an authorised healthcare provider.



Yoma Group will ensure vaccines are available for all. The registration process, including details on costs, will be separately announced.



Company arranged vaccination will initially be provided in Yangon and Mandalay. Those located in other cities should contact HR for their arrangement.



### TRANSPORTATION

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

### ANARGAT PROGRAMME

In response to a Group wide employee survey in October 2020, the Anargat Programme (or "Future Programme") was rolled out in January 2021. The Anargat Programme provides support to the wellbeing and family life of all employees. As part of this programme, 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, is offered to the Group's female employees. This programme also includes pre- and post-pregnancy support counselling, as well as financial support for the delivery of the child. A lactation room is also available at The Campus to support breastfeeding mothers.

### FINANCIAL SUPPORT

To help our employees who might be facing financial difficulties during this time, the Group also offered a 12-month loan of up to twice the employees' monthly salary. The Group's Yoma Plus programme offers installment plans which would allow employees to buy laptops or mobile devices.



### SAVE WELL

A retirement savings plan for its employees was also set up where a portion of their salary is set aside for retirement purposes with the Group matching that amount for the employee to keep. This serves as a form of investment for the employee and upon retirement, the sum of money accumulated will be available for the employee.

### YOMA CONNECT APP

Yoma Connect was also developed and all employees have been encouraged to download it so that the Company could communicate with employees, especially related to important announcements. New features such as Social, Chat, Portal, Office and Notification are added.



## OUR PEOPLE

### OUR PERFORMANCE

As of 31 December 2021, Yoma Strategic employed a total of 3,755 jobs to local staff in Myanmar. All employees are paid at least the local minimum wages.

Approximately 43% of the Group’s workforce is female. As at 31 December 2021, female representation on Yoma Strategic’s Board of Directors is 22%. Women also currently hold senior management positions across all of the Group’s businesses. The Group is a founding member of the Business Coalition for Gender Equality (“BCGE”) and strives to be a role model in this area.

### TOTAL NUMBER OF EMPLOYEES BY EMPLOYMENT, BY GENDER

(GRI 102-8)

YEAR	EMPLOYEE TYPE				Total
	Permanent		Fixed Term / Temp		
	Male	Female	Male	Female	
FY2019	2381	1640	1	4	4026
FY2020	3064	2150	10	14	5238
<b>FY2021</b>	<b>2147</b>	<b>1608</b>	<b>0</b>	<b>0</b>	<b>3,755</b>

 <b>22 NATIONALITIES</b>	 <b>43%</b>	 <b>57%</b>	 <b>100%</b> 100% of employees are hired on permanent contracts	 <b>99%</b> 99% of employees hired are primarily based in Myanmar
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### NEW HIRES BY AGE GROUP

(GRI 401-1)

	FY2019				FY2020				FY2021			
	<30YRS	30-50YRS	>50YRS	TOTAL	<30YRS	30-50YRS	>50YRS	TOTAL	<30YRS	30-50YRS	>50YRS	TOTAL
<b>Number of new hires</b>	2026	300	15	2341	3499	539	37	4075	546	139	5	690
Rate of new hires (as a proportion of total number of employees)	50%	7%	0%		67%	10%	1%		15%	4%	0%	
Rate of new hires (as a proportion of total employees in age)	83%	22%	7%		115%	29%	12%		40%	10%	2%	

## OUR PEOPLE

### NEW HIRES BY GENDER

(GRI 401-1)

	FY2019			FY2020			FY2021		
	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
<b>Number of new hires</b>	1492	849	2341	2581	1494	4075	453	237	690
Rate of new hires (as a proportion of total number of employees)	37%	21%		49%	28%		12%	6%	
Rate of new hires (as a proportion of total employees in gender group)	63%	52%		84%	69%		21%	15%	

### NEW HIRES BY REGION

(GRI 401-1)

	FY2019			FY2020			FY2021		
	MYANMAR	SINGAPORE	TOTAL	MYANMAR	SINGAPORE	TOTAL	MYANMAR	SINGAPORE	TOTAL
<b>Number of new hires</b>	2338	3	2341	4069	6	4,075	690	0	690
Rate of new hires (as a proportion of total number of employees)	58%	0%		78%	0%		14%	0%	
Rate of new hires (as a proportion of total employees in region)	58%	23%		78%	78%		18%	0%	

## OUR PEOPLE

### TURNOVER BY AGE GROUP

(GRI 401-1)

	FY2019				FY2020				FY2021			
	<30 YRS	30-50YRS	>50YRS	TOTAL	<30 YRS	30-50YRS	>50YRS	TOTAL	<30 YRS	30-50YRS	>50YRS	TOTAL
<b>No. of voluntary turnover</b>	1347	275	32	1654	2535	458	44	3037	1083	424	47	1554
No. of non-voluntary turnover	481	200	55	736	1638	162	50	1850	179	178	34	391
Rate of voluntary & non-voluntary turnover (as a proportion of total number of employees)	45%	12%	2%		80%	12%	2%		34%	16%	2%	
Rate of voluntary & non-voluntary turnover (as a proportion of no. of employees in age group)	75%	35%	39%		137%	33%	31%		93%	43%	39%	

### TURNOVER BY GENDER

(GRI 401-1)

	FY2019			FY2020			FY2021		
	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
<b>No. of voluntary turnover</b>	1078	576	1654	1866	1171	3037	984	570	1554
No. of non-voluntary turnover	500	236	736	1353	497	1850	250	141	391
Rate of voluntary & non-voluntary turnover (as a proportion of total number of employees)	39%	20%		62%	32%		33%	19%	
Rate of voluntary & non-voluntary turnover (as a proportion of no. of employees in gender group)	66%	49%		105%	77%		57%	44%	

## OUR PEOPLE

### TURNOVER BY REGION

(GRI 401-1)

	FY2019			FY2020			FY2021		
	MYANMAR	SINGAPORE	TOTAL	MYANMAR	SINGAPORE	TOTAL	MYANMAR	SINGAPORE	TOTAL
<b>No. of voluntary turnover</b>	1654	0	1654	3033	4	3037	1551	3	1554
No. of non-voluntary turnover	736	0	736	1850	0	1850	391	0	391
Rate of voluntary & non-voluntary turnover (as a proportion of total number of employees)	59%	0%		93%	0%		52%	0%	
Rate of voluntary & non-voluntary turnover (as a proportion of no. of employees in region)	60%	0%		58%	0%		66%	21%	

Employee data presented in the tables above comprises employees from:

- Yoma Land: Pun Hlaing Estate, StarCity, Yoma Central, Yoma Development Group, SPA Design
- Yoma Motors: Yoma Heavy Equipment, Volkswagen, Mitsubishi Motors, Ducati
- Yoma F&B: KFC, KOSPA, 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 programmes 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

In 2012, the Group made a conscious decision to build capacity for its local employees. The Group brought in expatriates with sound expertise and practical experience to guide its various businesses and develop the next tier of local management. By 2018, the Group had around 200 expatriates and repatriates. One of the key KPIs of these expatriates and repatriates is to appoint a local replacement to their position within five years of their employment. 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.

Today, more of the Group's younger Myanmar executives have built strong capabilities in their fields and have assumed leadership roles within the Group. Since the start of the Covid-19 pandemic last year, the transition accelerated and some of the Group's local talent have become the promising new stars of the future. The Head of Group Human Resources, senior management teams at Yoma Land and Yoma F&B, as well as key personnel at several corporate functions now consist of local managers. This localisation of management will ensure the continuity and leadership of the Group.

#### OUR TARGET (FY2022)

- *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 FY2022.*

### 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 to realise their full potential.

As an organisation, the Group sees itself as a catalyst to empowering 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 rapid development process. The Group is a founding member of the Business Coalition for Gender Equality (BCGE) and strives to be a role model to other companies in this regard.

#### 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 and 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 employees are given the same level of opportunities to succeed, regardless of their background. The Group understands the importance of giving its people the 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 PERFORMANCE

Currently, Yoma Strategic's workforce consists of more than 22 nationalities as well as a large and growing number of returnees. Female and male representation in the Group is approximately 43% and 57%, respectively. Since the launch of its training programme "Building and Maintaining a Respectful Workplace" in March 2019, to date, 90% of managers in the

## OUR PEOPLE

Group have been trained on topics such as anti-harassment. No incidents of discrimination were recorded during the reporting period.

Respectful Workplace and Anti-harassment trainings were conducted for Managers by Business Coalition Gender Equality (BCGE). The Group uses the Economic Dividend for Gender Equality ("EDGE") certification to assess the Support Services group and PHSB Gender policies and practices. Both groups have passed the certification and have action plans in place to further address gaps identified. Security Awareness & Emergency Response Training was conducted for 80+ employees of the group who are responsible for safety measures. During the Covid-19 pandemic period, employees had to experience an emotionally challenging time. As such the Group introduced the Yoma Wellness (aka Thukha) - a joint effort between Group HR, and the Emerging Health Team at Pun Hlaing Hospital with the aim of educating, supporting and bringing awareness of the importance of mental wellness to all Yoma Employees. 57% of managers have attended two compulsory sessions: Stress & Resilience and Mental Health Awareness.

The Yoma Group's 10-member Group Diversity and Inclusion Council, which is chaired by the Head of Group Human Resources and includes nine members of the Enlarged YOMA GROUP\*\* Executive Committee, focuses on the following initiatives:

- Building Leaders - The Leading the Yoma Way Programme was developed to build future leadership capability. This 6-month programme is facilitated by senior business leaders of the Enlarged YOMA GROUP\*\* and comprises classroom learning, social learning and project learning. Since the programme was launched in 2018, 55 employees have since graduated from this programme.
- Policies - The Group used the Economic Dividend for Gender Equality (EDGE)<sup>20</sup> certification to assess the Group Support Services and PHSB Gender policies and practices. Both Groups have passed the certification and have action plans in place to further address gaps identified.

### OUR TARGET (FY2022)

**100% of managers to receive training on topic of anti-harassment and respectful workplace.**

**60% of Yoma employees to complete respectful workplace training programme.**

## HUMAN RIGHTS & LABOUR MANAGEMENT

GRI 407-1, GRI 408-1

### 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 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.

### 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 Enlarged YOMA GROUP\*\* 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 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 (FY2022)

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

\*\* Enlarged YOMA GROUP comprises Yoma Strategic, First Myanmar Investment Public Company Limited, Serge Pun Associates (Myanmar) Ltd and their subsidiaries.

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

## OUR PEOPLE

### 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 obligated 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 operational 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 team, as part of the overall risk assessment process.

#### MANAGEMENT AND EVALUATION

Key policies include:

- Code of Conduct
- Environmental, Health and Safety Policy

In line with IFC's Performance Standards, FMO's Sustainability Policy Framework and ADB's Safeguard Policy, national environmental policies and other applicable laws, the Group is required to safeguard the health and safety by:

1. incorporating environmental and social considerations into business strategy, and allocating adequate resources to manage EH&S risks associated with projects;
2. promoting a safe, clean and healthy environment and better work culture to minimise any adverse environment, health, safety and social impacts arising out of operations;
3. establishing an EH&S system and processes to adhere to and comply with applicable legislation, regulations and other requirements pertaining to the environment, health, safety, labour and the community at large;
4. monitoring, reporting and improving of applicable procedures and performances (where required) regularly; and
5. communicating this EH&S Policy to all employees, contractors, suppliers and business partners.

### OUR PERFORMANCE

The Group has achieved a total of 36,580 hours of health and safety training in 12M-Sep2021 as compared to a total of 41,124 hours in 12M-Sep2020 across the business segments of Yoma Land, Yoma Motors and Investments. This is approximately 11% fewer training hours compared to FY2020.

Health and safety trainings relate to safety working in hot climates, safety at heights, safety working in confined spaces, handling electrical equipment, fire drills, etc.

The injury rate for 12M-Sep2021 was an average of 0.33<sup>21</sup> which is an improvement from 12M-Sep2020 rate of 1.02, while the lost day rate for 12M-Sep2021 was 4.66<sup>22</sup> which is also an improvement from its 12M-Sep2020 rate of 7.59. The Group will continue to strengthen its efforts in promoting safe work practices across the sites. There were no fatalities or incidences of occupational diseases.

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

22 Calculated based on (total lost days x 200,000) / total man hours worked. Total man hours worked is 7,011,660 hrs for 12M-Sep 2021.

## OUR PEOPLE

### Types of Injuries:

- Minor injuries in the workshop, falling off from a bicycle, minor electrical shock and sand accidentally blown into an employee's eye.

### System of rules in reporting and recording accidents:

- A draft injury report is delivered within 24 hrs and then a full formal accident report is issued within 1 week.
- The workers report to the estate medical officer for treatment and the medical officer records the number of people who only need first-aid level treatment.
- The medical officer will report to the management for any important / serious cases of accidents.
- Follows the government labour law and reports to top management and the Risk Management and Assurance team.

For the safety of its employees, management has set up an Emergency Action Plan for The Campus employees. It is essential for employees to be prepared to implement the plan effectively and efficiently in the event of an actual crisis:

### OUR TARGET (FY2022)

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

### OUR COMMUNITY

Since the beginning of 2020, Myanmar has faced unprecedented times. The Covid-19 pandemic as well as substantial uncertainty in the economic and business

environment since February 1<sup>st</sup> has had and will continue to have a significant impact on the people of Myanmar.

With the closures of factories, restaurants and businesses, 83% of households in Myanmar reported a reduction of incomes by almost half due to the pandemic alone. The continued closures of businesses is expected to increase the number of people living under the poverty line. According to a report by the UNDP on April 30, 2021<sup>23</sup>, if left unmanaged, nearly half of Myanmar's population may live below the poverty line by early 2022. This level of poverty has not been seen since 2005.

The Group challenges itself in building a better Myanmar for its people. With a deep sense of purpose, the Group not only aims to deliver superior returns for our investors, employees, customers and partners, but also add value to the people of Myanmar.

Yoma Strategic gives back to the community through its donations and voluntary work. In FY2021, Group employees collectively achieved 5,085 hours of volunteer work. Yoma Strategic provided food and essential supplies to over 320,000 people in Myanmar and contributed for social causes such as emergency relief (medicine, oxygen tanks) during Covid-19 as well as other community programmes. Some examples are highlighted below.

### FOOD DONATION

In October 2020, the Group's F&B Businesses reached out to over 500 families providing essential supplies. Supplies provided including rice, oil, salt, potatoes, eggs, sardines, noodles, masks, hand sanitizers, onions, garlic, and vitamin C. The supplies were hand delivered by KOSPA volunteers to the people in Thilawa and Mingalardon.



## OUR PEOPLE

In November 2020, 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 day workers and unemployed due to the pandemic.

In December 2020, the Group provided provisions for over 306,000 people in need by delivering over 6,502 kg of chicken. Meals were cooked and loaded up onto trishaws and distributed house to house. The children were very excited to be eating chicken once again after many months of not being able to afford chicken. For this project, the Group was able to reach as far south as Dawei and Myeik, as far north as Taungyi and Nay Pyi Taw, and the regions around Yangon, Thanlyin, Mingalardon, Hlaing Tha Yar, Taikyid and Shwe Pyi Thar. The Group's focus was the vulnerable, including women, children, the handicapped, the elderly, and those with mental health illnesses. During this time, chicken was delivered to community kitchens and food centers to cook meals for those in quarantine facilities and Covid-19 hospitals.

The Group also continued to donate food, with over 2,700 kg of chicken and fish donated to those in need. Recognising the tough times, even for our employees, food such as fish and chicken was provided to Yoma's staff to share with their family, friends, and neighbours. The Group, with the support of KOSPA, was able to provide meals for 10,990 members of the community, and donated over 10 tonnes of food to over 318,000 people around Myanmar.

### THE FIGHT AGAINST MALARIA

Various Enlarged YOMA GROUP companies are partners of M2030, 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, KFC, YKKO and Yoma Micro Power. Funds are raised annually for the M2030 campaign which support malaria elimination programmes implemented by the Population Services International Myanmar, one of the leading non-profit organisations fighting malaria in the country.

### STEP-IN STEP-UP PROGRAMME

Yoma Group 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 300 men and women from the age of 18 and above, with 93% of the candidates completing the training to date successfully in securing long-term employment. Up to 85% of the graduates are still working in their current employment after 12 months, with 6% of the candidates inspired to go back to school or embark on a course of further education.

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

### TARGET (FY2022)

- Contribute average 2 volunteer hours per employee
- Continue implementing community investment programmes.



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# SUSTAINABILITY

## Report 2021

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