



科技 · 全球 · 专业
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1. ABOUT THIS REPORT

Introduction of the Report

This is the first sustainability report of Moka Technology (Guangdong) Co., Ltd ("Moka" or "the Company"). This report summarizes the Company's performance in fulfilling its responsibilities in economic, environmental and social dimensions during the period from 1 Jan. 2021 to 31 Dec. 2021.

This report is produced in accordance with the GRI Standard. It includes a complete GRI index at the end of the report. Readers can find the relevant GRI indicator's information by checking the topic and page number from the GRI index.

Reporting Scope

The reporting scope of this report covers the operation of Moka Technology (Guangdong) Co., Ltd .

About Moka

Moka was established in 2003 in Huizhou, started from manufacturing TV and other display product, benefited of advanced technology and outstanding quality, Moka grew quickly to be top 3 TV ODM manufacturer in global market. The company has various out-performing and efficient teams specialized in product development, production, sales, service and operation, making the company an outstanding intelligent display solution provider.

The Company Milestone

2003 – 2011 Original name was "TCL overseas electronic (Huizhou) Co., Ltd", Produced CRT TV, and established a complete management framework from design to manufacturing, supply chain, sales and after-sales.

2012 - TCL ODM BU was established

2013 - The first self-developed project, Ant Project, was successfully launched in mass production

2014 - Acquisition of Mexican factory

2015 - Merged with TCL ISC, renamed SCBC

2016 - Annual sales exceeded 8 million sets

2017 - The first G20 Summit was held with the theme of "go to one"

2018 - Annual sales exceeded 10 million sets

2019 - The second G20 Summit was held with the theme of "together, stronger"

2020 - Tonghu Intelligent Manufacturing Base was completed and put into operation

2021 – Changed name to Moka (Moka technology)

2. MOKA'S SUSTAINABILITY APPROACH

As a leading intelligent display solution provider in global, in addition to attaching great importance to technological research innovation, efficient and safe production and stringent quality assurance, we fully recognize the significance of being a responsible corporate citizen. We are committed to environmental protection through energy conservation, by improving our energy efficiency in the production lines and offices. We are committed to complying with local and relevant environment laws and regulations. We care about our employee's development and protect their right and interests. By strict implementation and continued improvement of employment system, we provide a safe and healthy work place and fair development platform for our employee. We also heavily increases input in product's R&D and innovation. We monitor and ensure the implementation of environmental and sustainability measures in our operation processes from time to time.

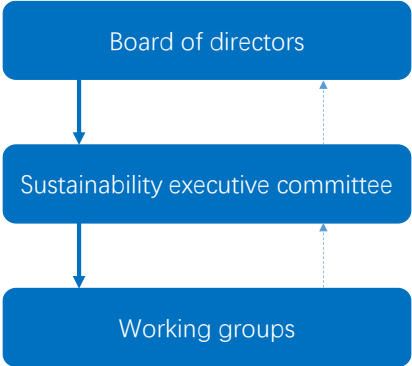
To demonstrate the our company commitment to uphold the highest standards of corporate governance, our management are committed to conducting business with integrity and consistent with high standards of business ethics, and in compliance with all applicable laws and regulatory requirement. We have adopted an internal code of business conduct and ethics which sets out our ethical values and business principles and provides a communicable and understandable framework for employee to observe these values and principles such as honesty, integrity, responsibility and accountability at all levels of the organization.

Corporate Governance and Risk Management

The board is responsible for the evaluation and identification of sustainability risks of the company and ensuring that the company sets up an appropriate and effective sustainability risk management and internal control system.

Therefore, Moka has established a sustainability executive committee to specify the responsibility of implementing sustainability management and objectives. The executive committee will drive and monitor sustainability practices that are integrated with our business operation.

Sustainability-related risks including, for example, bribery and corruption, business ethics, occupational health and safety and environmental protection are incorporated into the annual assessment. Any material sustainability risks identified in this process are reported to the executive committee, which ultimately determines the company's material risks and acts as the centralized governance body to oversee all sustainability issues.



During the reporting period, our sustainability executive committee focused on:

- Commercial Opportunities - leveraging the products portfolios to attract more customers amidst U.S. trade tensions and the social unrest situation.

- Compliance - managing issues and ensure our products are comply with rules and regulation

- Customer Satisfaction - raising business's customer satisfaction level via numerous initiatives

- Infection Control - implementation of the health advice on prevention of corona virus disease (COVID-19) for our factory

3. OUR STAKEHOLDERS

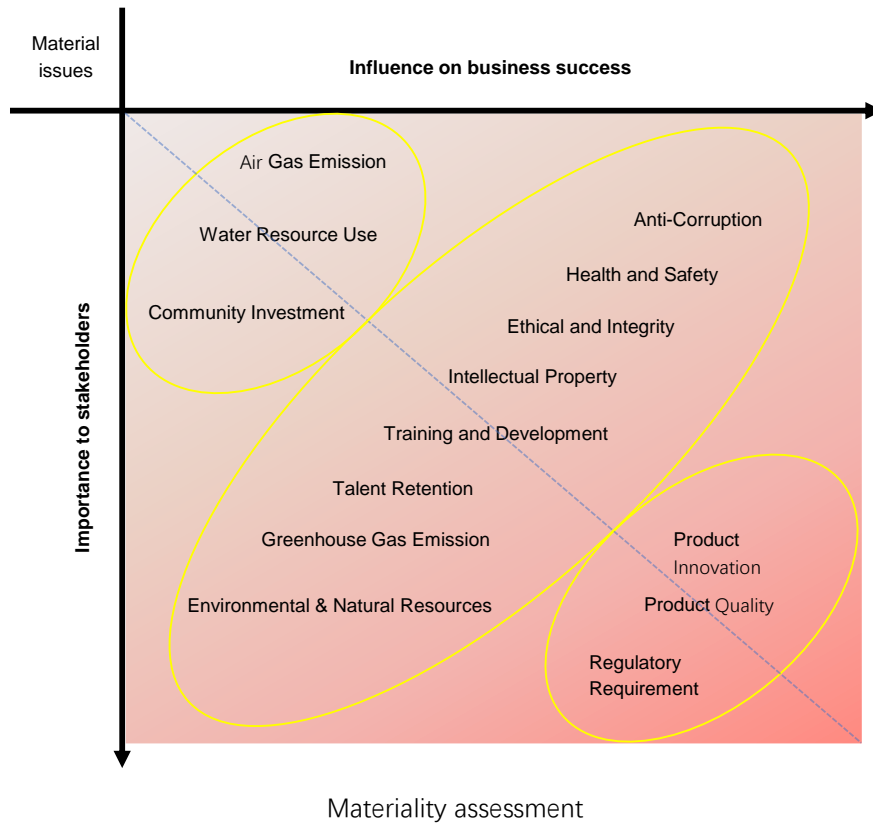
Our approach to stakeholder engagement is guided by our company's value. Our engagement takes many forms, including face to face meeting, exhibition, market research, and surveys. We are active in industry groups, working with customers and technology providers, and have a team across the company that manages relationships with specific stakeholder groups.

Our commitment extends to building trust with our stakeholders by being transparent, responsive and accountable. The following table presents a list of our stakeholders and their interest and how we engage with them.

Stakeholder	Engagement Method	Topics	Action
Shareholders	Investor relations communication Shareholder meeting	Financial performance Governance	We provide information on strategies, policies, and performance through our annual report
Employees	Meeting and Staff interview	Career Training Health and Safety Workplaces	Wages, safety and respectful workplace. We provide training, promotion, decent
Customers	Business relationship/ Feedback	Product quality Reliability Warranty Innovation R&D Price	We provide quality and high standard product. We have dedicated project team to develop the product. We can meet customer's requirements.
Industry	Forum	Technology Industry Standard	We engage with sector peers to understand the latest technology development.
Government	Meeting	National Development Plan Tax	We engage with government and participate in government initiate programs to promote our product to overseas countries.
Suppliers	Business relationship	Quality New Technology	We using the advancement of technology to enable our product to thrive.

4. MATERIALITY ASSESSMENT

Our Sustainability report aims to make our business more transparent for stakeholders and provide them with an opportunity to exchange opinion with us. Our goal is to build relationships with our stakeholders and to listen to their views. We collect feedback from our stakeholders from various platforms in order to enhance collaboration and communication with them. Then we analyze how important different topics are to our stakeholders and map them against their potential impact on our business through materiality process.



5. ECONOMIC PERFORMANCE

5.1 Management Approach

With a history well over 19 years old, we are continuously renewing and reinventing our company. Beside Huizhou we have 4 factory in Mexico, Poland, India and Chengdu. And our racetrack has also expanded from the original TV to the monitor and business display products. We drive progress by blending our deep customer knowledge and expertise to meet the market challenges.

2021 was a difficult year as COVID-19 pandemic hit hard to the market. But we will continue to execute the strategic transformation to deliver higher growth and higher value for our shareholders.

5.2 Market Presence

We will pay wages that meet or exceed the legally required wages or, where no wage law exists, the local industry standard. This commitment is detailed in the Moka's human resources policy. In addition, we offer competitive compensation packages that are complemented by a comprehensive benefits program.

We are committed to attracting, retaining, and engaging high-performing employees through a diverse talent base. We provide equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, gender, sexual orientation, gender identify or expression, national origin, age, disability, genetic information, marital status, amnesty, or veteran status in accordance with applicable laws.

5.3 Indirect Economic Impacts

We periodically invest in the construction of new facilities that impact the communities in which they are located by providing jobs and foster the development of local infrastructure systems to supply the facility. For example, recently phase II plant construction will be carried out to expand production capacity in Huizhou factory. Some of the ways in which this facility is providing indirect economic impacts and enabling a local infrastructure, include the following:

We collaborating with more than hundreds of building material suppliers.

We are devoted to working with suppliers to create value across the intelligent display supply chain. Our vision is to provide sustainable solutions to market, while creating new opportunities for local area.

6.0 Product Innovation

Moka understands that intellectual property rights constitute a valuable company asset. We thus strive to both protect these rights and use them effectively.

Moka's intellectual property helps us out perform our competitors. Our intellectual property is a sales credential that differentiates our company from the rest of the market and highlights to clients the significant investment we have to create a unique value to them. Moka protects, retain and leverage its ownership in intellectual property rights during negotiations and engagements with clients, suppliers and other parties.

Moka R&D Capabilities

1. 6 professional lab
2. 380+ R&D engineers
3. 289 design patents
4. 12 sets auto test platform
5. Years of technological precipitation and leading edge

6.1 Awards and Recognition

Moka is committed to providing quality product. And our business is carrying our new innovation that benefits the panel industry. For this, we have obtained several awards for our efforts. These are some of the awards we received.

Awards and Recognition	Description
2021 Excellent enterprise of open economy	By Zhongkai New and High-tech Industries Development Zone government
2021 Outstanding contribution award for tax payment	By Zhongkai New and High-tech Industries Development Zone government
2021 10 Billion Output Value Contribution Award	By Zhongkai New and High-tech Industries Development Zone government
Certificate of High tech Enterprise of Guangdong	By Guangdong province government
Municipal Enterprise Technology Center	By Huizhou city government



Picture 1: Our representative product

6.2 Product Responsibility

Moka is committed to meeting applicable product safety regulations and we collaborate closely with relevant industry bodies. We monitor compliance of our products through a rigorous testing and review programs.

We have obtained the certification of ISO 9000 Quality Management System, which demonstrate our enhance commitment to offer high-quality products to our customer. The management system realized effective control of the procedures including staff, procurement, equipment, operation, inspection, storage, transport, sales, and service, thereby make our product meet the standards required by the regulations and the requirements of customers.

To ensure we develop safe products, our QA professional work closely with our designers, product development teams, and production managers.

Our product has an excellent reputation and influence in the market for many years, which indicates the company's product quality is excellent, stable and obtains customers' recognition.

Moka has been awarded international certifications that support compliance for the most demanding standards in different operational aspects of the company. Moka has obtained the following certification.

Certification	Description
ISO9001	ISO9001 is the international standard that specifies requirements for a quality management system. Organizations use the standard to demonstrate the ability to consistently provide products and services that meet customer and regulatory requirements.
ISO14001	ISO14001 standard demands the company to create an environmental management that includes environmental objectives and goals, policies and procedures to reach these goals, defined responsibilities, staff training activities, documentation and a system to control any changes and progress.
ISO45001	ISO 45001specifies requirements for an occupational health and safety (OH&S) management system, and gives guidance for its use, to enable organizations to provide safe and healthy workplaces by preventing work-related injury and ill health, as well as by proactively improving its OH&S performance.
IECQ QC080000	IECQ QC 080000 provides manufacturers with a tool that makes it easier for them to produce "clean" products and to comply with the increasingly tough requirements and legislation that restrict the use of hazardous substances in electronic products and components
ISO 14064-1	This document specifies principles and requirements at the organization level for the quantification and reporting of greenhouse gas (GHG) emissions and removals. It includes requirements for the design, development, management, reporting and verification of an organization's GHG inventory.
UL 2799 (platinum)	Zero waste to landfill for recycle economy
RBA CAP (silver)	The RBA Code of Conduct is a set of social, environmental and ethical industry standards.

7.0 Anti-Corruption

Moka maintains and effectively implements a comprehensive system of internal control and stringent policies for anti-corruption, and is committed to preventing and monitoring any malpractices or unethical practice.

We have strictly complied with ethical requirements and there was no occurrence of corruption, bribery, fraud and money laundering throughout the reporting period. The company will adhere to its corporate ethics and uphold its reputation to prevent corruption.

Our anti-corruption awareness training for employees ranges from on-boarding and yearly reminder programs. The purpose of the program is to help all employees understand the Moka's values and the policy. Integrity is vital part of the company's business. Our management is committed to sending clear, and regular message to all employees and business partners that corruption and bribery are unacceptable.

Employees can report to the management with respect to any non-compliance such as receiving bribes, abuse of power by mail, electronic mail or phone. All business units have a responsibility to conduct regular risk assessment of their anti-corruption procedures and implement remediating measures to mitigate risks.

During the reporting period, we had complied with the relevant laws and regulations of relating to bribery, extortion, fraud and money laundering.

8.0 Supply Chain Management

Moka's suppliers are a critical part of the company supply chain. We work with suppliers who share our core values of transparency, trust, communication and ethical business practices. We have outlined our supply chain expectations in our supplier code of conduct which serves as a guide to ethical supplier conduct. The supplier code of conduct applies to all third party suppliers of products or services. Critical areas include product quality, warranty, information security, corruption and compliance with local laws and regulation.

Our key areas of spending include electronics components and materials. as well as the procurement of services. Electronic and machinery equipment includes hardware and electronic components. These items are used to manufacture our display devices, or to the research and development department, or provided directly to the customer.

We are currently strengthening this approach through a dedicated program which will improve our supplier management. The supplier code of conduct sets out the procurement policies, processes, selection, and the minimum standards.

We expect suppliers to meet the standards described in our supplier code of conduct and are working with them to achieve this.

9. ENVIRONMENT

9.1 Management Approach

The responsibility of Moka towards sustainable development is trying to improve the environment, specifically with the use of technologies that reduce the use of resources and achieve maximum efficiency in rendering its services.

It is necessary to acknowledge that, in our daily activities, our main environmental impacts are:

- Resource consumption like electronic materials, energy, packaging and water;

- Generation of waste;

- Indirect emissions of greenhouse gases, mainly from electricity consumption.

Therefore, we want to develop sustainable environmental services and reduce our impacts in our existing facilities. We have implemented several initiatives to minimize the environmental impact and compensate for it. Campaigns to save electricity, power, water and paper are initiatives that operated during the reporting period.

We have implement Environmental Management Policy and Environmental Control Program for our factory. The program and policies established a fundamental policy which governs the environmental activities that all employees should take part in.

Our factory has further obtained ISO 14001 Environmental Management System certificate for their operations. The ISO 14001 maps out framework that a company can follow to set up an effective environmental management system. It provides assurance to the company management and employees as well as external stakeholders that environmental impact is being measured and improved.

We are committed to reducing environmental impact. We strive to improve the energy efficiency during the operation and reduce the emission of greenhouse, aiming to realize a low carbon society.

By established an environmental management system, we constantly monitor and review the energy usage, e-waste and non-hazardous waste during the operation, through strictly controls of the emissions.

In establishing internal policies, we have strictly complied with the relevant laws and regulations on environmental protection. During the reporting period, there was no material non-compliance with relevant laws and regulations relating to environment.

9.2 Environmental Impact Assessment

We continue to place great emphasis on ensuring that all of our processing facilities are in line with local and national environmental protection standards. We have obtained the official approval of Environmental Impact Assessment documents, including new factory construction, process and renovation, as required by legislation. Our Environmental Impact Assessment documents and official approval covers all production activities in the factory.

The pollution prevention equipment and procedure cited in the Environment Impact Assessment documents are inspected by the local environmental protection authority. Our pollutant-discharge permit is valid and current and we have declared pollutants to the local authority in a timely manner.

9.3 Energy Consumption

Energy saving and consumption reduction not only benefit environmental optimization but also can reduce company operational cost. Thus, it was one of the control measures consistently implemented by the company over the years. In order to strengthen energy consumption management, we have formulated strict energy consumption indexes for various departments and carried out inspection and assessment.

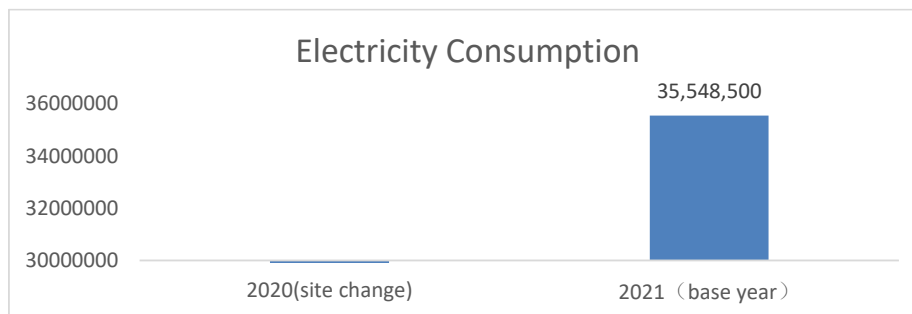
An energy saving center has set up in our factory. They are run by administration department to overview the consumption of electricity, water, and fuel from the factory production as well as the usage from the staff dormitory. The center meets regularly to review the targets, and performance. Under the center management, all applicable energy regulation and requirements are identified and met.

Assessing and managing our factory environmental performance requires a strategy for comprehensive data collection, monitoring and evaluation. It is vital that system is set up so that future monitoring and management responses can be replicated for each reporting period and become standard practices.

The center also set firm improvement targets with milestones for action to improve the factory environmental performance.

During the reporting period, our factory had consumed the following energy resources:

	2020(site change)	2021 (base year)
(Total Electricity Consumed (kWh)总电量	/	35,548,500
Electricity Intensity (kWh/staff)人均电量	/	9,489.7



Due to the change of factory address and base year, the data in 2020 is not comparable with that in 2021

9.4 Greenhouse Gas Emissions

Moka responds to the challenges posed by climate change through ongoing efforts to reduce its GHG emissions. Accurate measurement based on GHG protocol gives the Group an accurate picture of its direct and indirect contribution to greenhouse gas emissions.

The consumption of electricity at the factory is the primary source of the factory Scope 2 GHG emission. During the reporting period, our factory GHG emissions equated to a total of approximately 32599.29 tons of CO2 equivalent (*'tCO2e'*) and the detailed summary of the GHG emissions is shown as below.

	2021 Amount (tCo2e)
Scope 1 Direct GHG emission	4011.19
Scope 2 Indirect GHG emission	28588.10
Total GHG Emissions	32599.29



Due to the change of factory address and base year, the data in 2020 is not comparable with that in 2021

9.5 Waste Management

Our factory's hazardous waste is strictly segregated and disposed of in accordance with regulatory requirements. Our waste is categorized as non-hazardous waste and hazardous waste. For resource conservation and environmental protection, waste is further classified as re-usable, recyclable. Our factory has identified all solid waste streams and ensures the waste is handled properly. The factory also has adequate equipment to manage solid waste prior to transfer to off-site by a licensing vendor for further disposal.

During reporting period, our factory has disposed 4815.2 tons of non-hazardous waste and recycled more than 605.8 tons of paper cartons.

9.6 Water Resources

Moka's operations consumes relatively less water compared with other industries and the factory does not consider this to be material to its environmental impact. However, Moka recognizes that water is becoming an increasingly important issue, particularly in water-stressed regions of the world. Our factory monitors and aims to reduce water usage in local by, for example, installing low-flow toilets. With the extensive effort in our water saving program, we have managed to reduce total water consumption. During the reporting period, our factory had consumed the following water resources.

	2021 amount
Total Water Consumed (tons)	313,157
Water Intensity (tons/staff)	83.6

10. Social

10.1 Management Approach - Employment

Moka considers human resources ("HR") as one of the valuable assets. The realization and enhancement of employee value will contribute to the overall development and performance growth of the Company in the long term. Therefore, we attached great importance to its HR, from recruiting to target professionals and training offers, support for employees' career development, as well as retention measures for executives and employees with high potential.'

Moka has defined the job qualification and job description for each position as a criterion for employing new employee. Recruitment channels include campus recruitment, open recruitment and internal referral. Each applicant's academic qualifications and related work experience are subject to verification and face-to-face interviews will be conducted before employment.

We aim to be a fair and attractive employer. Our objective is, therefore, to become an employer of choice so that it can attract, develop and retain talent over the long-term period. We adhere to the principles of fairness in the provision of employment opportunities, compensation, education, performance evaluation and promotion without any discrimination. We are committed to create a fair and harmonious working environment.

The working hours of employees of the factory are in compliance with the relevant requirement of the Labor Law of the China. Most of the employees work 5 days per week. In the event of overtime work, employee will be rewarded with corresponding compensation from the Company in accordance with the laws and regulations.

A high level description of our management approach to certain social matters is provided below. Specific detail on each is provided later in this section.

Human Rights: Moka has a strong commitment to the protection and advancement of human rights wherever we operate. Our Human Rights Policy is based on our core values of Safety and Health, Environmental Stewardship. Ethical Behavior and respect for people.

Equal Opportunity: Moka is an equal opportunity employer. It is our policy not to discriminate against any employee or applicant for employment because of age, race, religion, color, sex, disability, marital status, Harassment of any type is not tolerated.

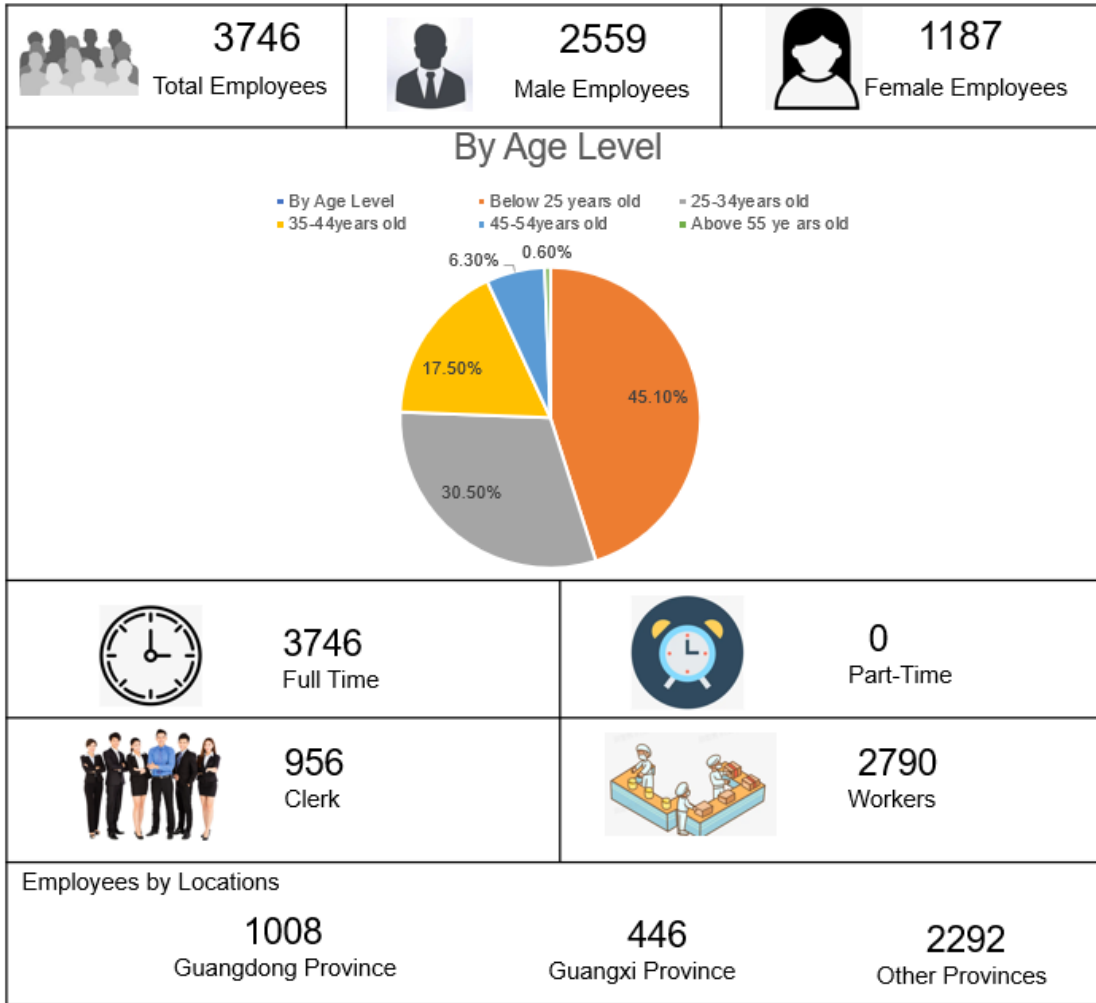
Respect is the Recognition of Value: Respect for People is of one our core values. It means inspiring participation, ensuring fairness and dignity, and creating an atmosphere of openness, engagement, active listening and trust. It is about embracing and appreciating people of their unique background, thinking, experience, knowledge, skills, needs and abilities.

Career Training and Development: Moka is committed to developing and deploying innovative talent management processes and systems that anticipate and meet the strategic needs of our workforce in a way that unleashes the potential of our people. We offer a diverse set of training, education, and development opportunities for our people both informally and formally throughout the year.

10.2 Our People and Employment

Moka understands and recognizes the benefits of diversified staff structure and regards it as one of the important elements in sustaining a long-term competitive advantage of the Company.

The distribution of gender, age, employment mode, job level and location of the employees for our' factory (Huizhou site) is as follows:



10.3 Development and Training

Moka invests in extensive learning and development measures and helps its employees grow in line with their respective tasks. The learning plans cover the skills required for upcoming tasks, tailored on-the-job measures, and the development wishes and preferences of the particular employee. This strengthens their sense of responsibility and willingness to learn, and ensures that employees continue to learn something new at every stage of their development.

10.3.1 Job specific training

We provide job specific training programs based on job roles. The training is in various forms, including internal centralized training, on-site guidance, and apprentice training. The average training time for employees is approximately 40 hours annually. Every training is serialized to ensure that every employee can master proper skills, knowledge, and competencies for their working fulfillment and growth.

10.3.2 Students and school leavers

Moka takes great importance to trainees and initial vocational training. The Group trains young people to meet its future needs and offers them a successful start to their professional lives. The company currently offers trainees positions in the workshop, including assembler, operational support, administrative clerk and office management assistant. Moka offers school students the opportunity to be familiar with the company and different professions during the short internship periods.



Picture above showed the SCM training



Picture above showed the manufacture site training

10.4 Health and Safety

Every employee is of vital importance to the company's operation. Therefore, the Moka has implemented Occupational Health and Safety Management Standard Operating Procedure to safeguard the wellbeing of the employees, striving to provide them with a safe, healthy and protected working environment.

Moka has obtained ISO45001 Occupational Health and Safety Management System certificate. It is a framework by helping positioning policies, procedures and controls necessary to offer the best working conditions possible, aligned with the best international practices.

Moka also offers safety education and training to all employees to enhance their awareness of safety and self-protection. In addition, our factory regularly monitors and evaluates the risks of occupational hazards at the operation sites. The air quality of workplace and other occupational hazards are also inspected by the administration departments in order to prevent, control and eliminate occupational hazards and improve the working environment of the employees.

Our factory is one of the most fire vulnerable factory owing to the highly flammable nature of the raw materials. Our factory has come up with mandatory fire safety training. Steps taken include fire drill and evacuation training with the local fire department. The fire drills let our employee know:

1. The fire risk involved in working in a factory.
2. The places where the fire alarm system are installed
3. The equipment available in the facility to combat the fire
4. How to use that equipment in case of fire
5. How to evacuate in an organized manner.

In addition, for employees who have high occupational risk such as mechanical, we will arrange body checking for them every year.

Occupational Health and Safety Data

Work related fatality	0
Lost days due to work injury	0

During the reporting period, there were no work-related fatalities involving employees. And we did not discover any material violation of occupational health and safety related laws and regulation. Moka is committed to providing all employees with a warm and comfortable working and living environment.



Picture above showed the Health and Safety training organized for various department's heads in September 2021.

11.0 Community Investment

As a responsible corporate citizen, Moka uses its expertise and resources to support the communities in which it operated in various ways.

Moka continues to focus on the following areas for community investment:

- Provide helping hands for people in need;
- Foster a healthy and green living environment in the community;
- Support local charitable events;
- Provide training opportunities for young people.

Moka has participated in various voluntary events, and created a network to assist and support the people in need. In 2021, Moka had organized 3 donations events for our 3 employees came from SCM and Production.

Moka recognizes that attracting the talents is important for the sustainable growth of the Company. We regularly recruit interns from local universities and college. We understand that internship opportunity is valuable for young people, which helps them to gain working experience. Moka will continuously support local youth employment program in the local community which we operate.

GRI CONTENT INDEX

This 2021 GRI index and report, prepared in accordance with GRI Standard.

GRI STANDARD		Moka RESPONSE	PAGES
General Disclosure			
102-1	Name of the Organization	About Moka	1
102-2	Activities, brands, products, and services	About Moka	1
102-3	Location of headquarters	About Moka	1
102-4	Location of operations	Reporting Scope	1
102-5	Ownership and legal form		
102-6	Market served	About Moka	1
102-7	Scale of the organization	About Moka	1
102-8	Information on employees and other workers	Economic Management Approach	6
102-9	Supply chain	Supply Management	10
102-10	Significant changes to the organization and its supply chain		
102-11	Precautionary principle approach	Social - Employment Management Approach	15
102-12	External initiatives		
102-13	Membership of associations		
102-14	Statement from senior decision maker		
102-16	Values, principles, standards, and norms of behavior	Moka's Sustainability Approach	2-3
102-17	Mechanisms for advice and concerns about ethics	Moka's Sustainability Approach	2-3
102-18	Governance structure		
102-40	List of stakeholder groups	Our Stakeholders	4
102-41	Collective Bargaining agreements		
102-42	Identifying and selecting stakeholders	Our Stakeholders	4
102-43	Approach to stakeholder engagement	Our Stakeholders	4
102-44	Key topics and concerns raised.	Our Stakeholders	4
102-45	Entities included in the consolidated financial statements		
102-46	Defining report content and topics boundaries	Reporting Scope	1
102-47	List of material topics	Materiality Assessment	5
102-48	Restatement of information		
102-49	Changes in reporting		No
102-50	Reporting period	Reporting Scope	1
102-51	Date of most recent report	This is the first report	
102-52	Reporting cycle	Annually	
102-53	Contact point for questions regarding the report	N/A	
102-54	Claims of reporting in accordance with the GRI Standards	Introduction of the report	1
102-55	GRI content index	GRI Index	20
102-56	External assurance	N/A	
103-1	Explanation of the material topic and its boundary	Reporting Scope ; Materiality Assessment	1; 5

103-2	The management approach and its components	Economic Management Approach; Environmental Management Approach; Social Management Approach	6; 11; 15
201-1	Direct economic value generated and distributed	Economic Management Approach	6
201-2	Financial implications and other risks and opportunities due to climate change		
201-3	Defined benefit plan obligations and other retirement plans		
201-4	Financial assistance received from government	Since this information falls under corporate confidentiality, we do not disclose it.	
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Market Presence; Our People and Employment	6; 16
202-2	Proportion of senior management hired from the local community	Our People and Employment	16
203-1	Infrastructure investments and services supported	Market Presence	6
203-2	Significant indirect economic impacts	Indirect Economic Impact	6
204-1	Proportion of spending on local suppliers	Indirect Economic Impact	6
205-1	Operations assessed for risks related to corruption	Anti-Corruption	10
205-2	Communication and training about anti-corruption policies and procedures	Anti-Corruption	10
205-3	Confirmed incidents of corruption and actions taken	Anti-Corruption	10
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Anti-Corruption	10
301-1	Materials used by weight or volume	N/A	
301-2	Recycled input materials used	Waste Management	13
301-3	Reclaimed products and their packaging materials		
302-1	Energy consumption within the organization	Energy consumption	12
302-2	Energy consumption outside of the organization	N/A	
302-3	Energy intensity	To be disclosed in the next report	12
302-4	Reduction of energy consumption	Energy consumption	12
302-5	Reductions in energy requirements of products and services	Energy consumption	12
303-1	Water withdrawal by source	Water Resources	14
303-2	Water sources significantly affected by withdrawal of water	Water Resources	14
303-2	Water recycled and reused	N/A	
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Environmental Impact Assessment	12
304-2	Significant impacts of activities, products, and services on biodiversity	N/A	
304-3	Habitats protected or restored	N/A	
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	N/A	
305-1	Direct (Scope 1) GHG emissions	GHG Emission	13

305-2	Energy indirect (Scope 2) GHG emissions	GHG Emission	13
305-3	Other indirect (Scope 3) GHG emissions NIL		
305-4	GHG emissions intensity	GHG Emission	13
305-5	Reduction of GHG emissions	Energy Consumption	12
305-6	Emissions of ozone-depleting substances (ODS)	N/A	
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	N/A	
306-1	Water discharge by quality and destination	N/A	
306-2	Waste by type and disposal method	Waste Management	13
306-3	Significant spills	There are no relevant cases	
306-4	Transport of hazardous waste	Waste Management	13
306-5	Water bodies affected by water discharges and/or runoff	N/A	
307-1	Non-compliance with environmental laws and regulations	There are no relevant cases	
308-1	New suppliers that were screened using environmental criteria	Supply Management	10
308-2	Negative environmental impacts in the supply chain and actions taken	Supply Management	10
401-1	New employee hires and employee turnover	Management Approach - Employment	15
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Management Approach - Employment	15
401-3	Parental leave	Management Approach - Employment	15
402-1	Minimum notice periods regarding operational changes	N/A	
403-1	Workers representation in formal joint management-worker health and safety committees	Health and Safety	18
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Health and Safety	18
403-3	Workers with high incidence or high risk of diseases related to their occupation	Health and Safety	18
403-4	Health and safety topics covered in formal agreements with trade unions	Health and Safety	18
404-1	Average hours of training per year per employee	Training	17
404-2	Programs for upgrading employee skills and transition assistance programs	Training	17
404-3	Percentage of employees receiving regular performance and career development reviews	Training	17
405-1	Diversity of governance bodies and employees	Training	17
405-2	Ratio of basic salary and remuneration of women to men	Training	17
406-1	Incidents of discrimination and corrective actions taken	Management Approach - Social	15
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	N/A	
408-1	Operations and suppliers at significant risk for incidents of child labor	Management Approach - Social - Human Right	15
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Management Approach - Social - Human Right	15
410-1	Security personnel trained in human rights policies or procedures	N/A	
411-1	Incidents of violations involving rights of indigenous peoples	There are no relevant cases.	
412-1	Operations that have been subject to human rights reviews or impact assessments	Management Approach - Social - Human Right	15

412-2	Employee training on human rights policies or procedures	Management Approach - Social - Human Right	15
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Management Approach - Social - Human Right	15
413-1	Operations with local community engagement, impact assessments, and development programs	Community	16
413-2	Operations with significant actual and potential negative impacts on local communities	N/A	
414-1	New suppliers that were screened using social criteria	Supply Management	10
414-2	Negative social impacts in the supply chain and actions taken		
415-1	Political contributions		
416-1	Assessment of the health and safety impacts of product and service categories	Product Responsibility	9
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Product Responsibility	9
417-1	Requirements for product and service information and labeling	Product Responsibility	9
417-2	Incidents of non-compliance concerning product and service information and labeling	There are no relevant cases.	
417-3	Incidents of non-compliance concerning marketing communications	There are no relevant cases.	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	There are no relevant cases.	
419-1	Non-compliance with laws and regulations in the social and economic area	There are no relevant cases.	