



# NON-FINANCIAL REPORTING

## Agricultural practices

KPIs	Unit	FY 23/24	FY 22/23	FY 21/22	SDG	GRI
<b>Responsible Products</b>						
Number of products	Number	531	446	408	8	102-6
Number of products launched during the year	Number	80	46	43	8	102-6
Number of distributors	Number	4,609	3,367	3,990	8	102-6
Number of training sessions for farmers	Number	3,931	1,573	958	8	102-6
Number of farmers trained	Number	122,560	74,855	93,321	8	102-6
<b>Carbon</b>						
Carbon emission (Scope 1)	kg CO <sub>2</sub> eq.	5,635,790	2,277,815	742,546	13	305-1
Carbon emission (Scope 2)	kg CO <sub>2</sub> eq.	1,111,673	1,005,310	606,891	13	305-2

## Workplace

KPIs	Unit	FY 23/24	FY 22/23	FY 21/22	SDG	GRI
<b>Headcount</b>						
Total number of people working at the end of the reporting period	Number	2,725	2,617	2,594	8	102-7
Number of female employees	Number	620	625	677	5, 8	405-1
Number of non-officers	Number	1,540	1,485	1,433	5, 8	102-8
- <i>Number of women</i>	Number	315	345	334	5, 8	102-8
- <i>Number of men</i>	Number	1,225	1,140	1,099	5, 8	102-8
Number of officers	Number	809	748	804	5, 8	102-8
- <i>Number of women</i>	Number	217	185	261	5, 8	102-8
- <i>Number of men</i>	Number	592	563	543	5, 8	102-8
Number of managers	Number	280	286	278	5, 8	102-8
- <i>Number of women</i>	Number	66	74	64	5, 8	102-8

- <i>Number of men</i>	Number	214	212	214	5, 8	102-8
Number of senior management	Number	72	71	58	5, 8	102-8
- <i>Number of women</i>	Number	21	19	17	5, 8	102-8
- <i>Number of men</i>	Number	51	52	41	5, 8	102-8
Number of top management	Number	24	27	21	5, 8	102-8
- <i>Number of women</i>	Number	1	2	1	5, 8	102-8
- <i>Number of men</i>	Number	23	25	20	5, 8	102-8
Turnover rate	%	16%	18%	7%	5, 8	401-1
<b>Health and Safety (Factories)</b>						
Number of accidents	Number	28	40	20	8	403-9
Frequency rate* *Scope: MAI & Piti Pyae Zone	Accidents / 200,000 hours worked	1.0	1.4	1.5	8	403-9
<b>Training</b>						
Total number of training hours	Hours	962	656	643	4, 8	404-1
% of people trained	%	168%	255%	278%	4, 8	404-3
Average hours of training per trainee	Hours	0.35	0.25	0.24	4, 8	404-1
<b>Career Development</b>						
Total number of people hired	Number	565	441	114	5, 8	401-1
- <i>Number of women</i>	Number	141	104	29	5, 8	401-1
- <i>Number of men</i>	Number	424	337	85	5, 8	401-1
Total number of people promoted	Number	127	91	22	5, 8	404-3

## Business practices

KPIs	Unit	FY 23/24	FY 22/23	FY 21/22	SDG	GRI
<b>Compliance</b>						
Total number of breaches of our Code of Ethics	Number	9	17	2	16	205-3
<b>Transparency</b>						
Ranking in <i>Pwint Thit Sa</i>	Number	-	9	29	16	
<b>Energy</b>						
Total energy consumption	kWh	25,616,764	11,879,409	4,650,704	12, 13	302-1
<b>Water</b>						
Water consumed	Cubic meters	61,228	76,883	17,514	6	303-5

Water withdrawal	Cubic meters	64,745	76,883	14,050	6	303-3
Water discharged	Cubic meters	1,742	2,483	7,407	6	303-4
<b>Waste</b>						
Waste produced	Tonnes	576	4,040	11,035	13	306-3

## All together

KPIs	Unit	FY 23/24	FY 22/23	FY 21/22	SDG	GRI
<b>Philanthropic Activities</b>						
Total donations	MMK	311,138,881	299,968,730	45,000,000	9	203-1