



EAST ASIA REGIONAL CONFERENCE 2023

Environmental Sustainability and ESG

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Our Team

Cathy Kingsbury - Office Manager
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Nick Crago – Regional Operations Manager
Elaine Close – Head of HR & Administration
Tomi Toluhi – Chief Operating Officer

Our Work

Strategic Execution
Global Governance
Learning & Development
Risk Management & Compliance
Human Resources Management
Managing International Headquarters (IHQ)
Information Technology
Property Management
Environmental Responsibility and ESG strategy

Sustainability



“The capability of an organization to transparently manage its responsibilities for **environmental** stewardship, **social** wellbeing, and **economic** prosperity over the long-term while being held accountable to its stakeholders.”

Pojasek

ESG parameters



MtS Sustainability Roadmap

COMMIT

Commit to placing sustainability at the heart of the 2022-2026 Strategy

DEFINE

Define the vision and goals that MtS wants to achieve

DEVELOP

Develop a strategic plan for achieving our sustainability vision and goals

REPORT

Report our progress year on year starting in 2023

DETERMINE

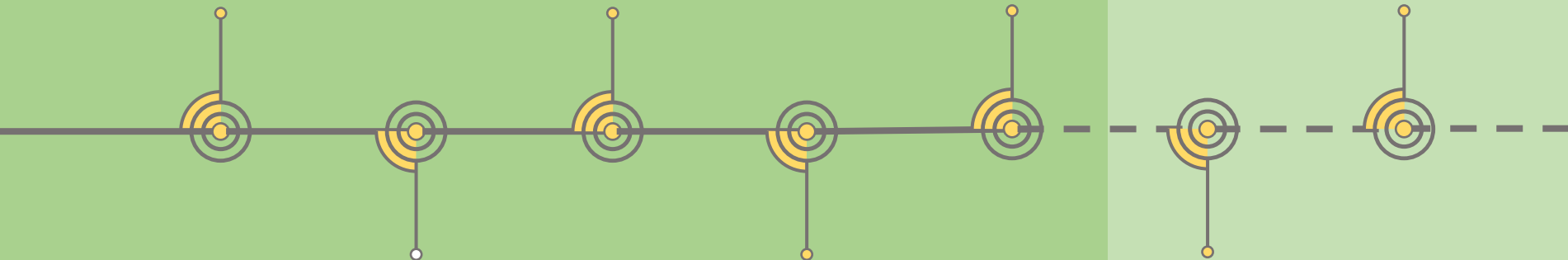
Determine the sustainability areas that matter to MtS

ASSESS

Assess the current baseline in chosen sustainability areas

IMPLEMENT

Implement our sustainability program by integrating it into our operations and processes



A lush tropical forest with sunlight filtering through the canopy. The scene is filled with various green plants, including ferns and palm trees, with sunlight creating bright spots and shadows on the foliage.

Fifth Mark of Mission

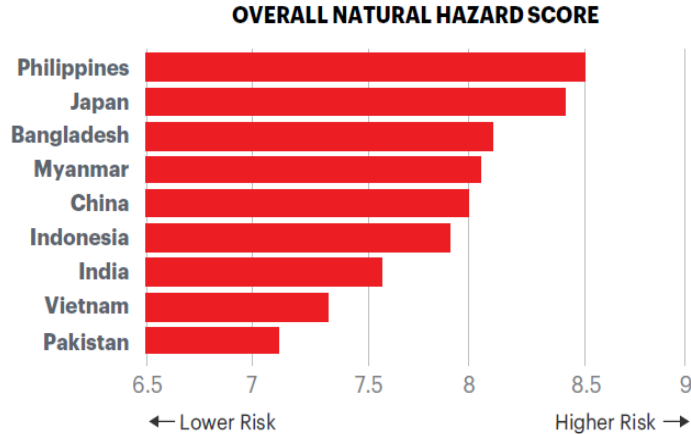
To strive to safeguard the integrity of creation
and sustain and renew the life of the earth.

Why Climate Change matters to MtS

FIGURE 2.35

Countries with highest risk of climate hazards, 2018

Six of the nine countries with the highest natural hazard risk scores are in Asia-Pacific.



Source: INFORM Global Risk Index 2019; IEP calculations

Four of the top five seafarer supply countries (The Philippines, Indonesia, China and India) feature in the top seven countries most at risk from the climate crisis.

Why ESG?

Cost-Savings

Meet Evolving Demands from Donors

Enhance Reputation & Influence

Compliance & Regulatory Requirements

ESG THEMES IMPACTING US



E

- Energy & Fuel Consumption
 - Water & Waste Management
 - Business Travel
 - Biodiversity
- 

S

- Equality, Diversity & Inclusion
- Employee Policies
- Human Rights
- Communities

G

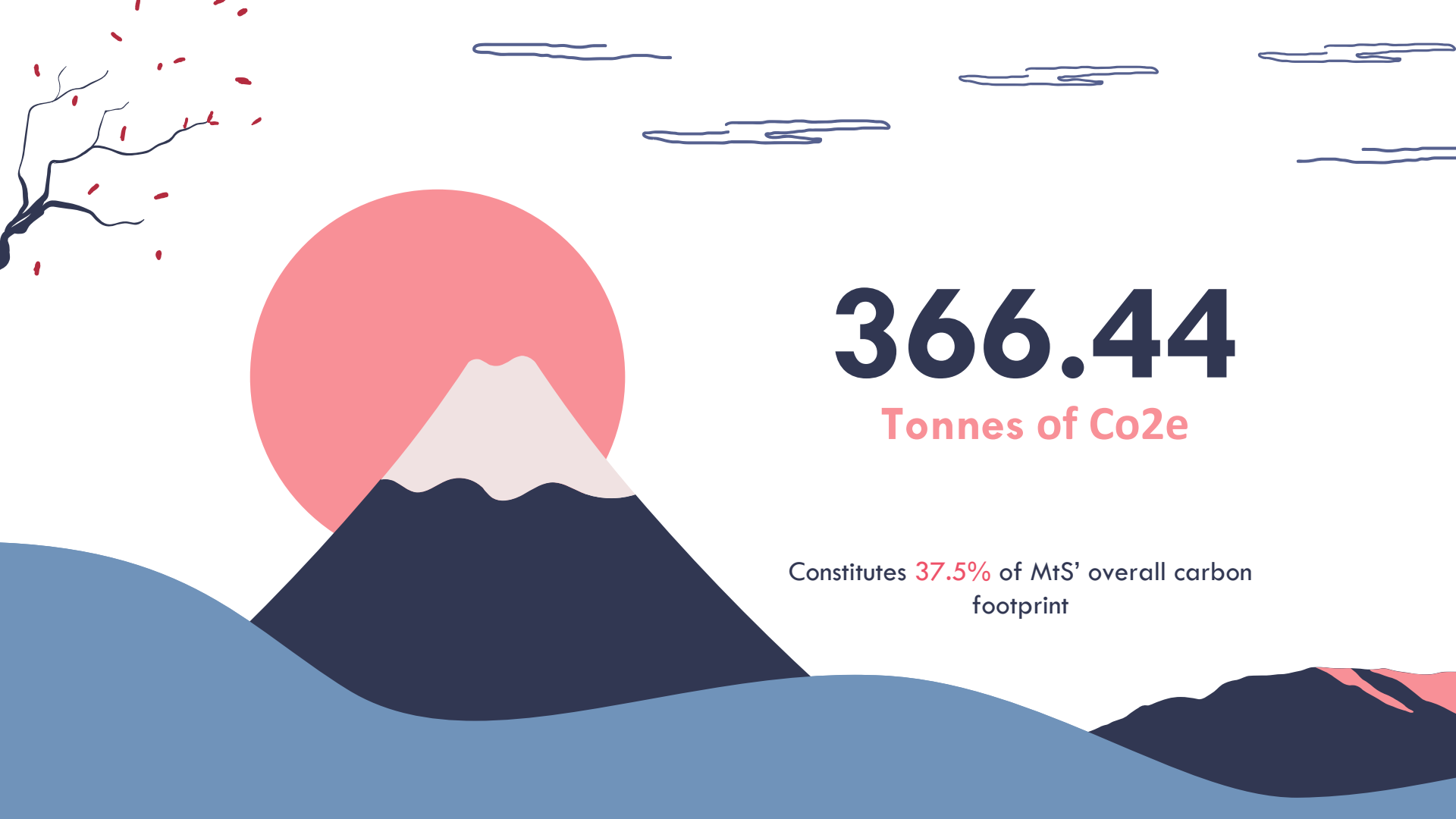
- Integrity & Ethics
 - Engaged & Independent board
 - Future-proof risks
 - Accountability & Responsibility
- 

The background features a stylized landscape. In the top left, a large white circle represents the sun or moon, with several horizontal blue lines of varying lengths extending from its left side, suggesting clouds. The sky is a solid light pink color. In the top right, there are several small, dark red, dash-like shapes scattered across the sky. The foreground consists of layered, rounded shapes representing mountains and hills. On the left, a dark blue mountain peak is visible. In the center and right, there are layers of hills in shades of medium blue and dark blue. The overall aesthetic is clean and modern with a limited color palette.

MTS EAST ASIA

ESG ANALYSIS

Preliminary Estimation of Our Carbon-Footprint



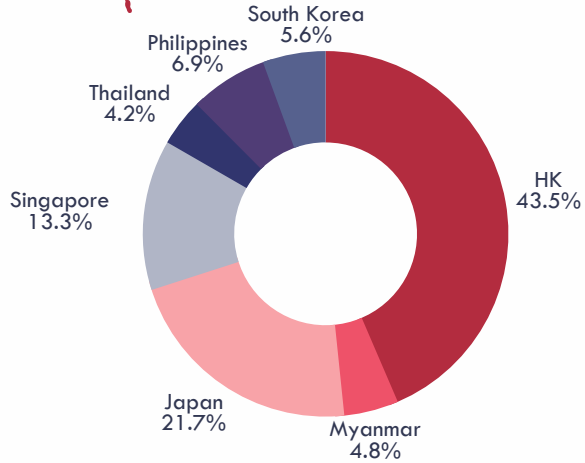
366.44

Tonnes of Co₂e

Constitutes 37.5% of MtS' overall carbon footprint

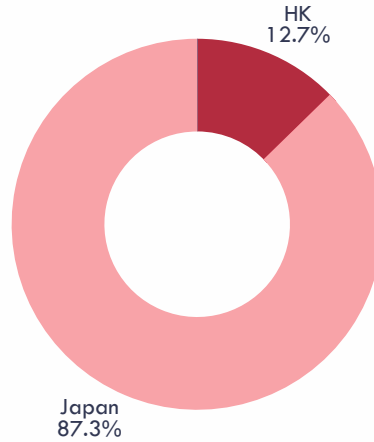
ENERGY, WATER & WASTE

ELECTRICITY



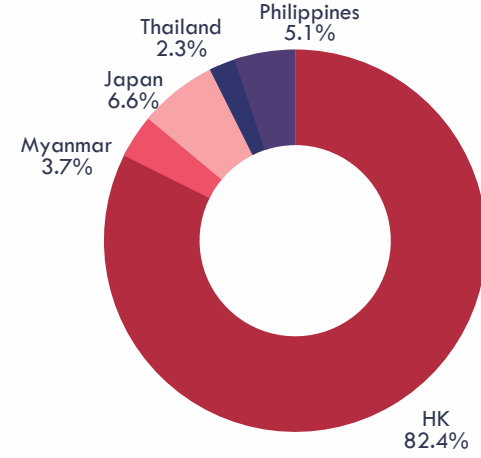
17.56%
64.3 TCo2e

GAS



0.52%
1.89 TCo2e

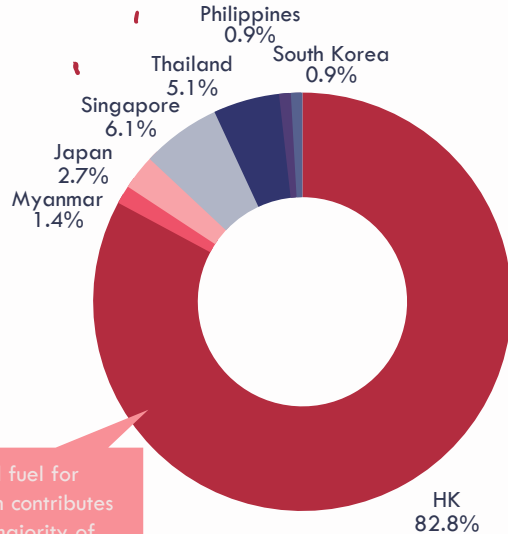
WATER & WASTE



0.37%
1.35 TCo2e

TRAVEL RELATED EMISSIONS

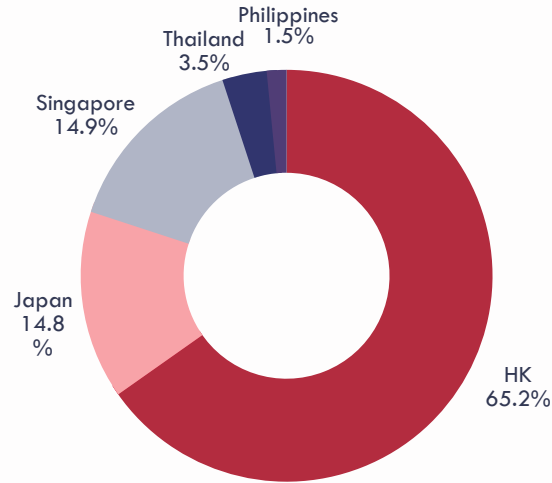
FUEL USE & MILEAGE



45.97%
168.45 TCo2e

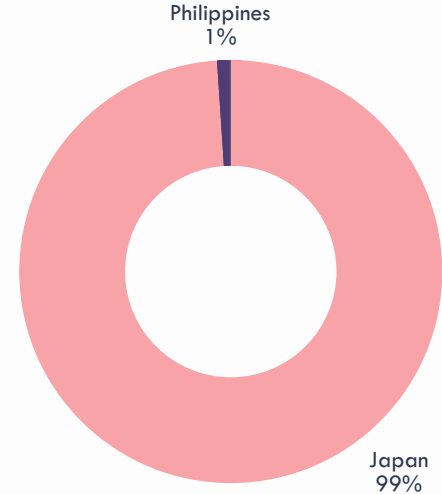
Diesel fuel for launch contributes to a majority of HK's emissions

FLIGHTS



7.97%
29.19 TCo2e

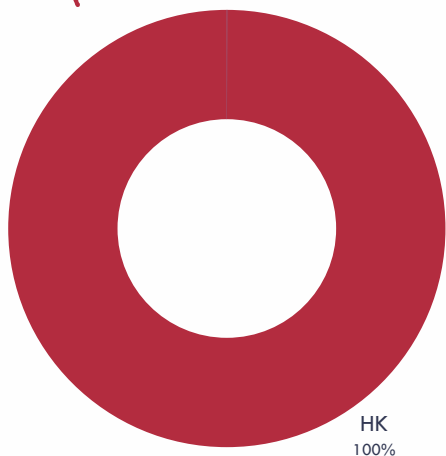
OTHER TRANSPORT



0.02%
0.66 TCo2e

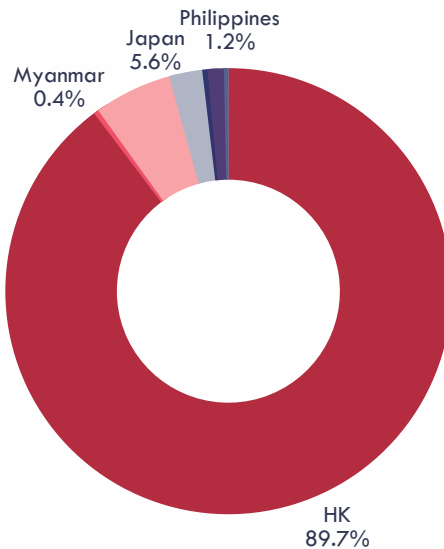
HOTELS AND OTHER EXPENDITURE

HOTELS

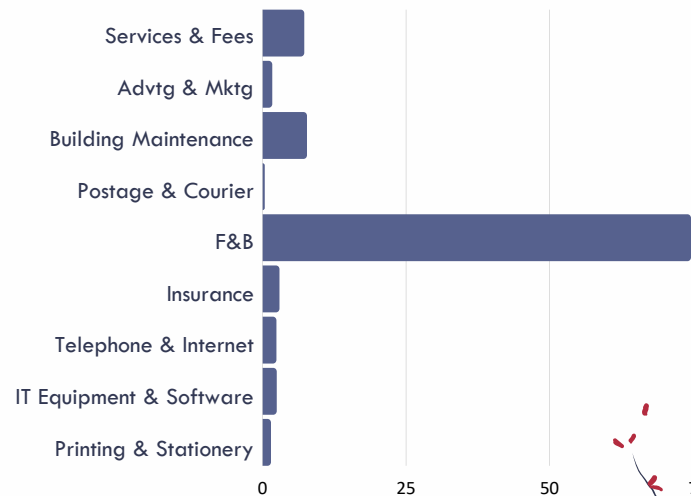


0.16%
0.602 TCo2e

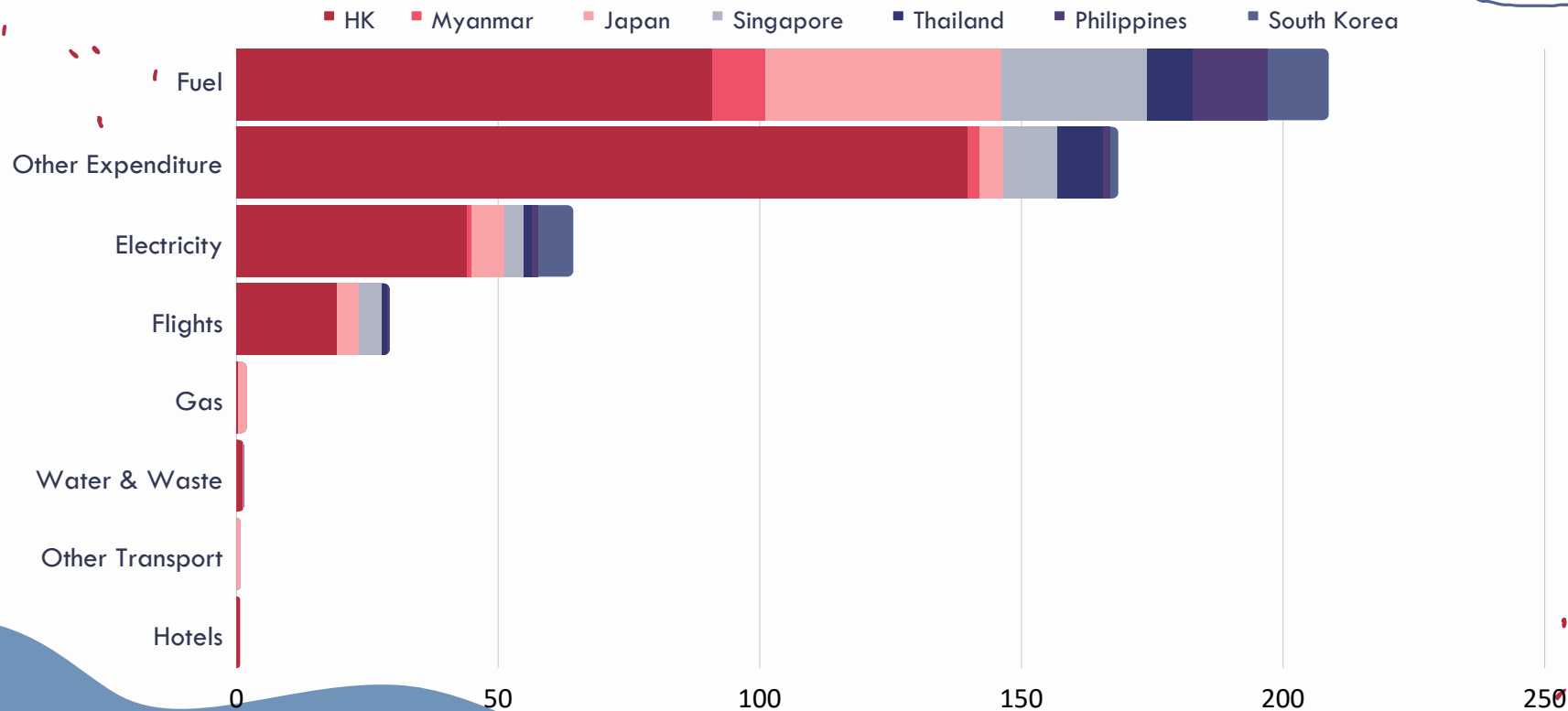
OTHER EXPENDITURE



27.43%
100.53 TCo2e



OTHER EXPENDITURE, FUEL & ELECTRICITY CONSTITUTE ~91% OF MTS EAST ASIA'S EMISSIONS



CARBON FOOTPRINT BREAKDOWN BY COUNTRY



Hong Kong

295.39 tCo2e

62.17% of MTS
East Asia's emissions



Thailand

20.12 tCo2e

4.24% of MTS East
Asia's emissions



Japan

62.77 tCo2e

13.21% of MTS
East Asia's emissions



South Korea

19.82 tCo2e

4.17% of MTS East
Asia's emissions



Singapore

45.95 tCo2e

9.67% of MTS East
Asia's emissions



Philippines

17.63 tCo2e

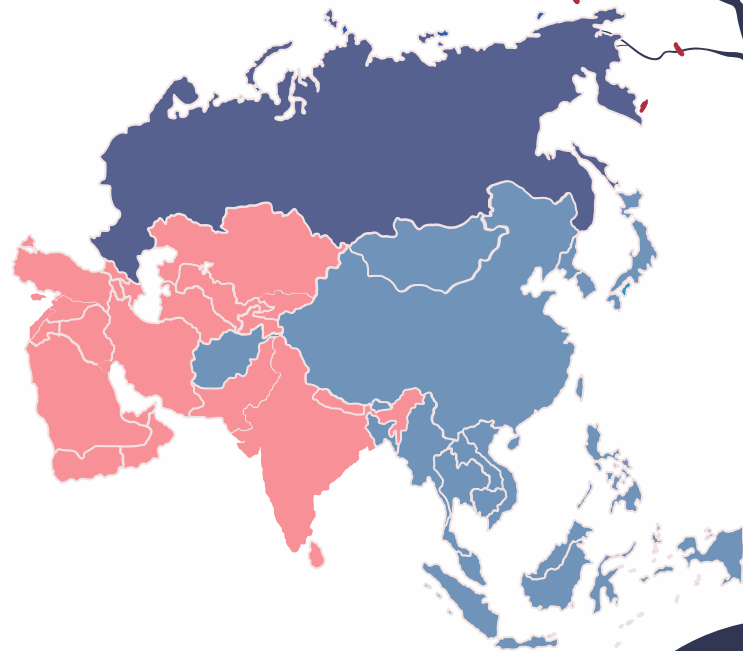
3.71% of MTS East
Asia's emissions

Myanmar

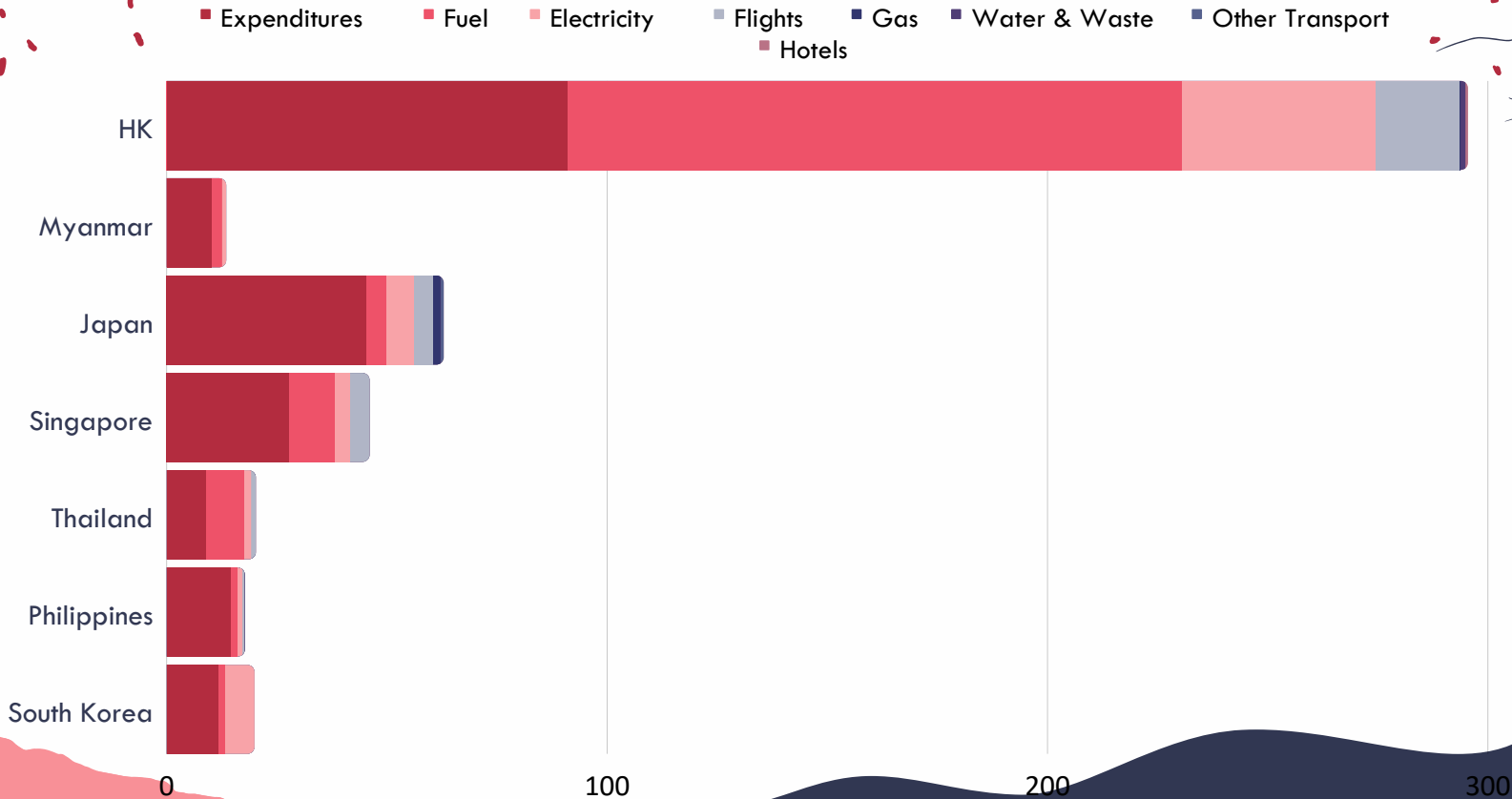


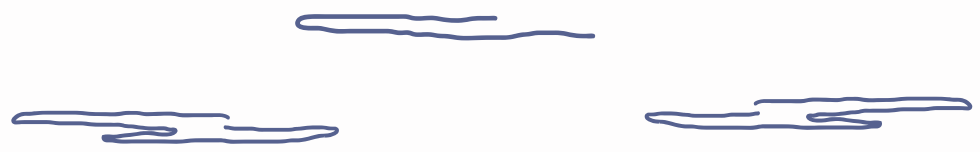
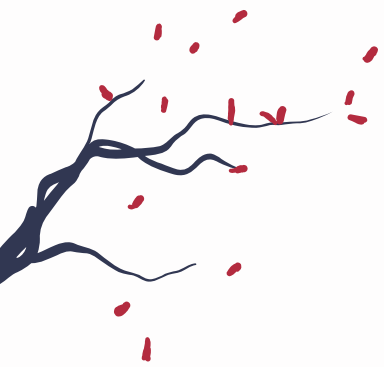
13.42 tCo2e

2.82% of MTS East
Asia's emissions



ANALYZING COUNTRY EMISSIONS BY SOURCE





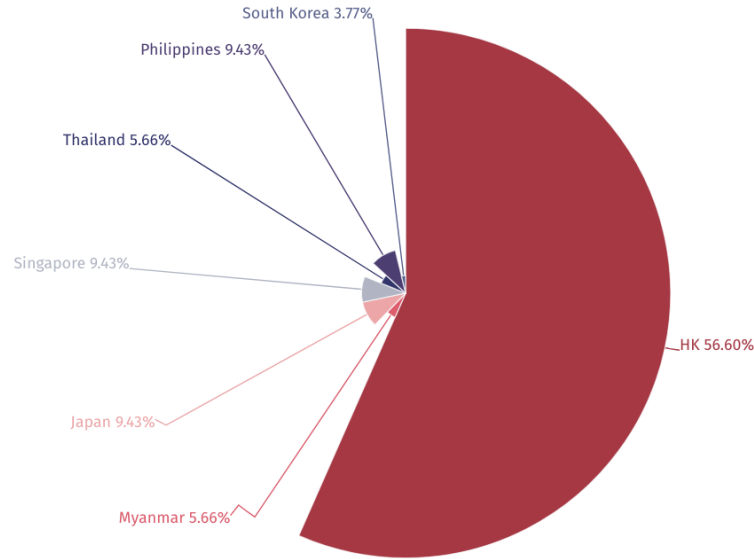
SOCIAL: WORKPLACE



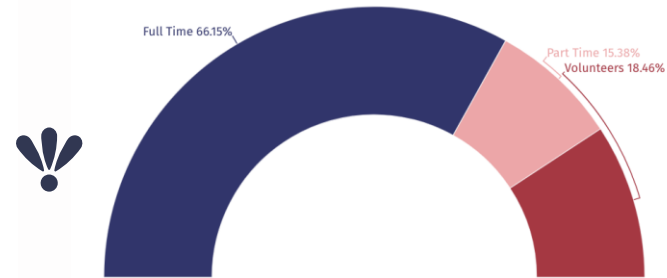
WORKPLACE INSIGHTS

53

Total Staff
(excluding volunteers)



Split by Country



Split by type

GENDER DIVERSITY

33.96%

FTE Male Employees

47.17%

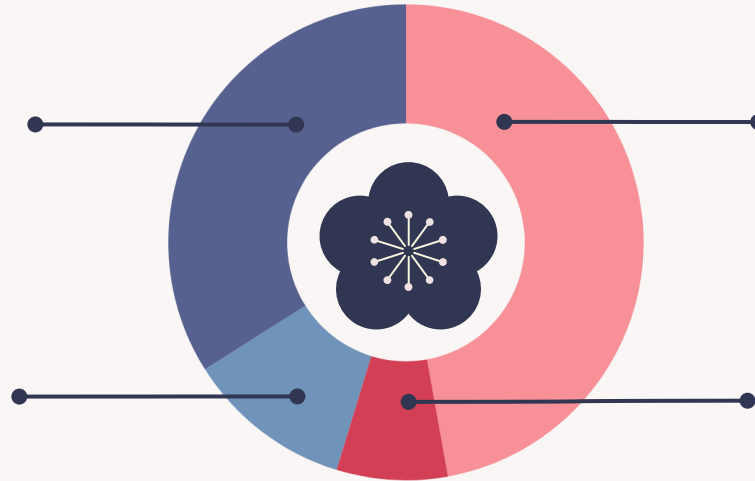
FTE Female Employees

11.32%

PTE Male Employees

7.55%

PTE Female Employees

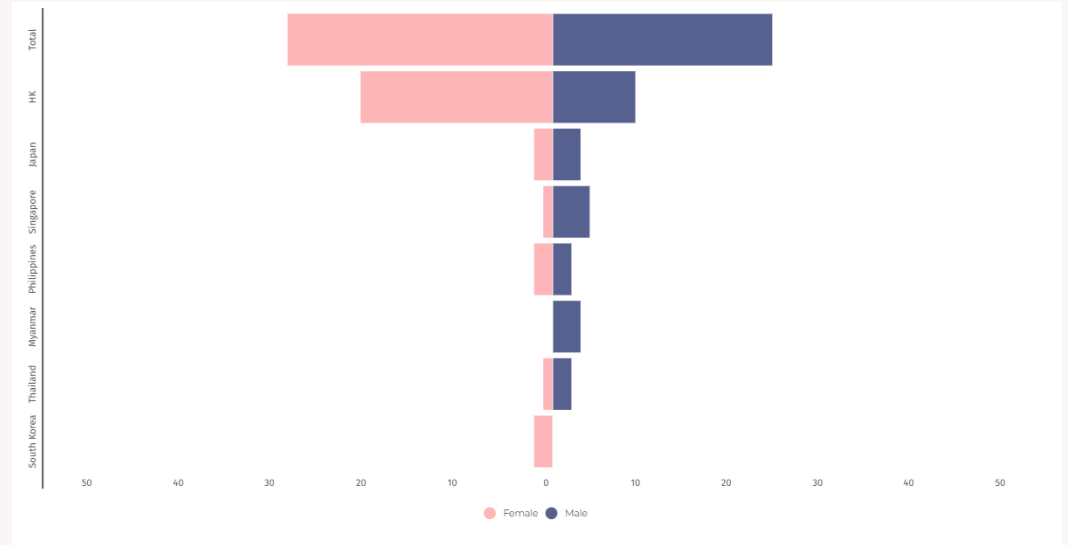


*FTE: Full time equivalent; PTE: Part-time equivalent

** Excludes volunteers

A BALANCED AND DIVERSE REGION

- Overall, MtS East Asia has a higher % of women staff
- HK has a higher representation of women as compared to the rest of the countries
- Female to Male ratio in the other regions is almost balanced



IN CONCLUSION



Observations

- East Asia accounts for 37.5% of MtS Emissions, second after the UK & Europe. However East Asia is also the largest operating direct-control region by employees
- Hong Kong contributes to a larger percentage of the footprint, but the size of operation is commensurate with the emissions
- Emissions include some one-time costs such as sale of property, which should normalise over the years

Next steps

- Await final carbon footprint report from Climate Stewards
- Develop a carbon-reduction plan for each region aligned with the region's operations
- Assess Employee & Volunteer Initiatives for the region and develop a plan to increase engagement
- IHQ to improve data collection and mechanisms for the 2023 ESG Report

A stylized landscape illustration. In the foreground, there are rolling hills in shades of red, pink, and dark blue. A dark blue, leafless tree stands on the left. The sky is white with several horizontal, hand-drawn blue clouds. A large red sun is partially visible in the top right corner. The text 'THOUGHTS & SUGGESTIONS?' is written in a bold, red, sans-serif font in the center-right of the image.

THOUGHTS &
SUGGESTIONS?



MtS East Asia

ESG Presentation
Busan 2023