

Minor Sustainability Report 2023: Material Aspects and Boundaries

Subsidiaries, Affiliates and Joint Venture Companies included in the Sustainability Report

Companies ⁽¹⁾	Material Aspects							
	1	2	3	4	5	6	7	8
Minor International Public Company Limited	● ⁽²⁾	●	●	●	●	●	●	●
Minor Supply Chain Solutions Limited		●	●	●	●	●	● ⁽³⁾	
Minor Hotels								
Minor Hotel Group Limited		●	●	●	●	●	●	●
Baan Boran Chiangrai Limited		●		●	●	●	●	●
Hua Hin Village Limited		●		●	●	●	●	
Maerim Terrace Resort Limited		●		●	●	●	● ⁽³⁾	●
MHG Phuket Limited		●		●	●	●	●	●
MI Squared Limited		●		●	●	●	●	●
MSpa International Limited		●		●	●	●	●	
Rajadamri Hotel Public Company Limited		●		●	●	●	●	
Royal Garden Plaza Limited		●		●	●	●	●	
Samui Resort and Spa Limited		●		●	●	●	●	
Siam Success Realty Ltd.		●		●	●	●	●	
Cardamom Tented Camp Co., Ltd.		●		●	●	●	● ⁽³⁾	●
Harbour View Corporation Limited		●		●	●	●	●	
Jada Resort and Spa (Private) Limited		●		●	●	●	●	●
Lodging Management (Mauritius) Limited		●		●	●	●	●	●
MHG Desaru Hotel Sdn. Bhd.		●		●	●	●	●	
Minor Hotel Group MEA DMCC		●		●	●	●	●	●
PH Resorts (Private) Ltd.		●		●	●	●	●	●
PT. Wika Realty Minor Development		●		●	●	●	●	
Vietnam Hotel Projekt B.V.		●		●	●	●	●	●
NH Hotel Group S.A. ⁽⁴⁾		●	●	●	●	●	●	
Minor Continental Holding (Luxembourg) S.A.R.L.		●		●	●	●	●	●
Oaks Hotels & Resorts Limited		●		●	●	●	●	
MHG Lesotho (Proprietary) Limited		●		●	●	●	●	
Minor Hotel Group Gaborone (Proprietary) Limited		●		●	●	●	●	
Minor Hotels Zambia Limited		●		●	●	●	●	●
Rani Minor Holding Limited		●		●	●	●	●	●
Sands Hotels (Proprietary) Limited		●		●	●	●	●	
Tanzania Tourism and Hospitality Investment Limited		●		●	●	●	● ⁽³⁾	●
Zanzibar Tourism and Hospitality Investment Limited		●		●	●	●	● ⁽³⁾	●

Aspects

1 Economic Performance

2 Corporate Governance and Risk Management

3 Sustainable Supply Chain

4 People Practices & Development

5 Occupational Health & Safety

6 Corporate Social Responsibility

7 Climate Change, Water, Waste

8 Biodiversity Conservation

Companies ⁽¹⁾	Material Aspects							
	1	2	3	4	5	6	7	8
Minor Food								
The Minor Food Group Public Company Limited		●	●	●	●	●	●	
Burger (Thailand) Limited		●		●	●	●	●	
GAGA Beverage (Thailand) Co., Ltd.		●		●	●	●	●	
Minor DQ Limited		●		●	●	●	●	
Minor Food Holding Co., Ltd.		●		●	●	●	●	
Select Service Partner Limited		●		●		●	● ⁽³⁾	
SLRT Limited		●		●	●	●	●	
Swensen's (Thai) Limited		●		●	●	●	●	
The Coffee Club (Thailand) Limited		●		●	●	●	●	
MSC Thai Cuisine Co., Ltd.		●		●	●	●	●	
Minor Dairy Limited		●	●	●	●	●	●	
Pecan Deluxe (Thailand) Limited		●		●		●	● ⁽³⁾	
NMT Limited		●		●	●	●	●	
Art of Baking Co., Ltd.		●		●		●	● ⁽³⁾	
Minor Food Group (Singapore) Pte. Ltd.		●		●		●	●	
MFG International Holding (Singapore) Pte. Ltd.		●		●	●	●	●	
Minor DKL Food Group Pty. Ltd.		●	●	●	●	●	●	
Minor Food (Seychelles) Limited		●		●	●	●	●	
Liwa Minor Food & Beverage LLC		●		●		●	●	
Minor Lifestyle								
Armin Systems Limited		●		●	●	●	●	
Minor Corporation Public Company Limited		●		●	●	●	●	
Minor Fashion Limited		●		●	●	●	●	
Minor Lifestyle Limited		●		●	●	●	●	

Remarks:

(1) For ease of reporting purpose, subsidiaries of holding companies will be disclosed under the holding company

(2) Economic performance covers all significant consolidated Subsidiaries, Affiliates and Joint Venture Companies according to 2023 Annual Report

(3) Included in GHG Emission Scope 3

(4) Holds companies under NH Hotel Group. Information available either in Minor Sustainability Report 2023, or in NH Hotel Group's Consolidated Statement of Non-Financial Information 2023

Minor Sustainability Report 2023: GRI Content Index

All GRI Disclosures in the table refer to GRI Standards 2021

GRI Standard/ Other Source	Disclosure	Location				Omission			Assurance
		AR ⁽¹⁾	SR ⁽²⁾	Sustainability Performance Data 2023 ⁽³⁾	Website	Requirement(s) Omitted	Reason	Explanation	
General Disclosures									
GRI 2: General Disclosures 2021	2-1 Organizational details	1, 8 - 9, 87, 283	3, 62	-					
	2-2 Entities included in the organization's sustainability reporting	4 - 9	3 - 5	-					
	2-3 Reporting period, frequency and contact point	-	62	-					
	2-4 Restatements of information	-	-	1, 17					
	2-5 External assurance	-	63 - 66	-					
	2-6 Activities, value chain and other business relationships	-	6, 52 - 60	-					
	2-7 Employees	209 - 210	15 - 25	5 - 7					
	2-8 Workers who are not employees	-	20	5, 10					
	2-9 Governance structure and composition	18 - 19, 198 - 207	10	-	https://www.minor.com/en/management/board-of-directors https://www.minor.com/en/about/management-structure				
	2-10 Nomination and selection of the highest governance body	176 - 177	-	-	https://www.minor.com/storage/download/guidelines/20221220-cg-guidelines-en.pdf 5. Size of Board and Selection Process				
	2-11 Chair of the highest governance body	18 - 19, 198 - 207	-	-	https://www.minor.com/en/management/board-of-directors , https://www.minor.com/en/about/management-structure				
	2-12 Role of the highest governance body in overseeing the management of impacts	200 - 207	-	-					
	2-13 Delegation of responsibility for managing impacts	206 - 207	10	-	https://www.minor.com/storage/download/charters/20230117-mint-sustainability-and-risk-management-en.pdf				
	2-14 Role of the highest governance body in sustainability reporting	206 - 207	10	-	https://www.minor.com/storage/download/charters/20230117-mint-sustainability-and-risk-management-en.pdf				
	2-15 Conflicts of interest	187, 220	-	-	https://www.minor.com/storage/download/guidelines/20221220-cg-guidelines-en.pdf 9. Ethics and Conflicts of Interest				
	2-16 Communication of critical concerns	193 - 194	61	-	https://www.minor.com/storage/download/guidelines/20221220-cg-guidelines-en.pdf 10. Reporting of Concerns and Whistle-Blower Service				

Remarks:

(1) AR: 2023 Annual Report (Form 56-1 One Report): <https://mint.listedcompany.com/misc/one-report/mint-one-report-2023-en.pdf>

(2) SR: 2023 Sustainability Report: <https://www.minor.com/storage/download/sustainability-reports/2023/mint-sd-en.pdf>

(3) Sustainability Performance Data 2023: <https://www.minor.com/storage/download/sustainability-reports/2023/mint-sd-performance-data-en.pdf>

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		AR ⁽¹⁾	SR ⁽²⁾	Sustainability Performance Data 2023 ⁽³⁾	Website	Requirement(s) Omitted	Reason	Explanation	
	2-17 Collective knowledge of the highest governance body	215 - 217	-	-					
	2-18 Evaluation of the performance of the highest governance body	179, 217	-	-					
	2-19 Remuneration policies	177 - 178, 208 - 209, 217 - 219	-	-	https://www.minor.com/storage/download/guidelines/20221220-cg-guidelines-en.pdf 11. Compensation of the Board 13. Annual Compensation Review of Senior Management				
	2-20 Process to determine remuneration	208 - 209	-	-	https://www.minor.com/en/management/nominating-and-corporate-governance-committee https://www.minor.com/en/management/compensation-committee				
	2-21 Annual total compensation ratio	218 - 219	-	-					
	2-22 Statement on sustainable development strategy	74 - 75	8	-	https://www.minor.com/storage/download/corporate-policies/20230523-mint-sustainability-development-policy-en.pdf				
	2-23 Policy commitments	143	14, 19, 29, 45	-	https://www.minor.com/en/downloads/corporate-policies				
	2-24 Embedding policy commitments	-	18 - 19	-					
	2-25 Processes to remediate negative impacts	193 - 194, 221 - 222	48 - 49	-	https://www.minor.com/en/corporate-governance/whistleblowing				
	2-26 Mechanisms for seeking advice and raising concerns	193 - 194, 221 - 222	61	-	https://www.minor.com/en/corporate-governance/whistleblowing				
	2-27 Compliance with laws and regulations	-	29, 46, 48, 58	-					
	2-28 Membership associations	76 - 81	-	23 - 25					
	2-29 Approach to stakeholder engagement	144, 188 - 195	7	-	https://www.minor.com/en/sustainability/stakeholder-engagement				
	2-30 Collective bargaining agreements	-	18	-	https://www.minor.com/storage/download/corporate-policies/20220407-human-rights-policy-en.pdf				

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		AR ⁽¹⁾	SR ⁽²⁾	Sustainability Performance Data 2023 ⁽³⁾	Website	Requirement(s) Omitted	Reason	Explanation	
Material Topics									
GRI 3: Material Topics 2021	3-1 Process to determine material topics	-	7	-	https://www.minor.com/en/sustainability/stakeholder-engagement				
	3-2 List of material topics	-	7	-	https://www.minor.com/en/sustainability/materiality-assessment				
Economic Performance									
GRI 3: Material Topics 2021	3-3 Management of material topics	12 - 17, 20 - 25, 129 - 143, 162 - 163	1 - 2						
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	10 - 11, 20 - 25	-	1					
	201-2 Financial implications and other risks and opportunities due to climate change	140 - 141	33 - 34	-					
	201-3 Defined benefit plan obligations and other retirement plans	347, 430 - 432	-	-					
	201-4 Financial assistance received from government	-	-	-					
Market Presence									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	-	-			Not Applicable	Not Material	
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	-	-	-					
	202-2 Proportion of senior management hired from the local community	-	-	5 - 7					
Indirect Economic Impacts									
GRI 3: Material Topics 2021	3-3 Management of material topics	132, 137 - 138	12	-					
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	83 - 86	14 - 25, 29 - 44, 45 - 60	-					
	203-2 Significant indirect economic impacts	-	26 - 28	-					
Procurement Practices									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	-	-			Not Applicable	Not Material	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	-	-	4					

Remarks:

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		AR ⁽¹⁾	SR ⁽²⁾	Sustainability Performance Data 2023 ⁽³⁾	Website	Requirement(s) Omitted	Reason	Explanation	
Anti-corruption									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	45	-					
GRI 205: Anti-corruption	205-1 Operations assessed for risks related to corruption	197 - 198	46	-					
	205-2 Communication and training about anti-corruption policies and procedures	175 - 176, 180, 190 - 191, 197 - 198, 225, 229 - 230	46 - 47	-					
	205-3 Confirmed incidents of corruption and actions taken	-	46	-					
Anti-competitive Behavior									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	-	-			Not Applicable	Not Material	
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	-	46 - 47	-	https://www.minor.com/storage/download/corporate-policies/20211214-anti-fraud-corruption-policy-en.pdf				
Tax									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	-	-			Not Applicable	Not Material	
GRI 207: Tax 2019	207-1 Approach to tax	-	-	-	https://www.minor.com/storage/download/corporate-policies/tax-governance-framework-policy.pdf				
	207-2 Tax Governance, control, and risk management	-	-	-	https://www.minor.com/storage/download/corporate-policies/tax-governance-framework-policy.pdf				
	207-3 Stakeholder engagement and management of concerns related to tax	-	-	-					
	207-4 Country-by-country reporting	-	-	-					

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Materials									
GRI 3: Material Topics 2021	3-3 Management of material topics	148 - 151	12, 29	-					
GRI 301: Materials 2016	301-1 Materials used by weight or volume	-	37	-					●
	301-2 Recycled input materials used	-	-	-					
	301-3 Reclaimed products and their packaging materials	-	-	-					
Energy									
GRI 3: Material Topics 2021	3-3 Management of material topics	148 - 151	12, 29, 32 - 34	-					
GRI 302: Energy 2016	302-1 Energy consumption within the organization	-	31 - 34	12, 15, 17, 19					●
	302-2 Energy consumption outside of the organization	-	31	12 - 13					
	302-3 Energy intensity	-	32	15					
	302-4 Reduction of energy consumption	-	32	12 - 13, 15, 17, 19					
	302-5 Reduction in energy requirements of products and services	-	31	12 - 13					
Water and Effluents									
GRI 3: Material Topics 2021	3-3 Management of material topics	148 - 151	12, 29, 35 - 36	-					
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	-	35 - 36	-					
	303-2 Management of water discharge-related impacts	-	35	20					
	303-3 Water withdrawal	-	35	14, 16 - 17					●
	303-4 Water discharge	-	-	14, 16 - 17					
	303-5 Water consumption	-	-	14, 16 - 17					●
Biodiversity									
GRI 3: Material Topics 2021	3-3 Management of material topics	148 - 151	12, 29, 38 - 44	-					
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	-	-	21					
	304-2 Significant impacts of activities, products, and services on biodiversity	-	38 - 44	21					
	304-3 Habitats protected or restored	-	39 - 44	21					
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	-	44	22					

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Emissions									
GRI 3: Material Topics 2021	3-3 Management of material topics	148 - 151	12	-					
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	-	31 - 32	12, 15, 17, 19					●
	305-2 Energy indirect (Scope 2) GHG emissions	-	31 - 32	12, 15, 17, 19					●
	305-3 Other indirect (Scope 3) GHG emissions	-	31 - 32	12 - 13					
	305-4 GHG emissions intensity	-	31 - 32	15					●
	305-5 Reduction of GHG emissions	-	31 - 32	12 - 13, 15, 17, 19					
	305-6 Emissions of ozone-depleting substances (ODS)	-	-	-					
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	-	-	20					
Waste									
GRI 3: Material Topics 2021	3-3 Management of material topics	148 - 151	12, 37	-					
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	-	37	-					
	306-2 Management of significant waste-related impacts	-	37	-					
	306-3 Waste generated	-	-	12 - 13, 16, 18					●
	306-4 Waste diverted from disposal	-	-	16, 18					●
	306-5 Waste directed to disposal	-	-	16, 18					●
Supplier Environmental Assessment									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	12, 52	-					
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	-	52	4					
	308-2 Negative environmental impacts in the supply chain and actions taken	-	52	-					

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Employment									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	12, 14, 16	-					
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	-	15	5 - 7					●
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	190, 347, 430 - 432	-	7					
	401-3 Parental leave	-	23	-					
Labor/Management Relations									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	-	-					
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	-	-	-					
Occupational Health and Safety									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	12, 14, 25	-					
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	-	19 - 20	-	https://www.minor.com/storage/download/sustainability-reports/2022/ohs-management-system-en.pdf				
	403-2 Hazard identification, risk assessment, and incident investigation	-	20	-	https://www.minor.com/storage/download/sustainability-reports/2022/ohs-management-system-en.pdf				
	403-3 Occupational health services	-	21	-	https://www.minor.com/storage/download/sustainability-reports/2022/ohs-management-system-en.pdf				
	403-4 Worker participation, consultation, and communication on occupational health and safety	-	19	-	https://www.minor.com/storage/download/sustainability-reports/2022/ohs-management-system-en.pdf				
	403-5 Worker training on occupational health and safety	-	21	-	https://www.minor.com/storage/download/sustainability-reports/2022/ohs-management-system-en.pdf				
	403-6 Promotion of worker health	-	22	-	https://www.minor.com/storage/download/sustainability-reports/2022/ohs-management-system-en.pdf				
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	-	20 - 21	-	https://www.minor.com/storage/download/sustainability-reports/2022/ohs-management-system-en.pdf				
	403-8 Workers covered by an occupational health and safety management system	-	19	-	https://www.minor.com/storage/download/sustainability-reports/2022/ohs-management-system-en.pdf				
	403-9 Work-related injuries	-	20 - 21	8 - 10	https://www.minor.com/storage/download/sustainability-reports/2022/ohs-management-system-en.pdf				●
	403-10 Work-related ill health	-	20 - 21	8 - 10	https://www.minor.com/storage/download/sustainability-reports/2022/ohs-management-system-en.pdf				●

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GRI Standard/ Other Source	Disclosure	Location				Omission			Assurance
		AR ⁽¹⁾	SR ⁽²⁾	Sustainability Performance Data 2023 ⁽³⁾	Website	Requirement(s) Omitted	Reason	Explanation	
Training and Education									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	14	-					
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	-	17	-					
	404-2 Programs for upgrading employee skills and transition assistance programs	190	17	-	https://www.minor.com/storage/download/sustainability-reports/2023/training-and-development-en.pdf				
	404-3 Percentage of employees receiving regular performance and career development reviews	-	15	-					●
Diversity and Equal Opportunity									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	7	-					
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	198 - 199	14 - 15	5 - 7	Diversity is included in Human Rights Policy: https://www.minor.com/storage/download/corporate-policies/human-rights-policy-en.pdf				
	405-2 Ratio of basic salary and remuneration of women to men	-	-	-	Gender is not a factor in determining basic salary, instead the type of business, nature of job, and location are main factors.				
Non-discrimination									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	7	-					
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	-	-	-	Discrimination is included in Human Rights Policy: https://www.minor.com/storage/download/corporate-policies/human-rights-policy-en.pdf				
Freedom of Association and Collective Bargaining									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	7	-					
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-	-	-	Freedom of Association and Collective Bargaining is included in Human Rights Policy: https://www.minor.com/storage/download/corporate-policies/human-rights-policy-en.pdf				
Child Labor									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	7	-					
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	-	-	-	Child Labor is included in Human Rights Policy: https://www.minor.com/storage/download/corporate-policies/human-rights-policy-en.pdf				

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Forced or Compulsory Labor									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	7	-					
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	-	-	-	Forced Labor is included in Human Rights Policy: https://www.minor.com/storage/download/corporate-policies/human-rights-policy-en.pdf				
Security Practices									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	-	-					
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	-	-	-					
Rights of Indigenous Peoples									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	45	-					
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	-	-	-					
Local Communities									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	7, 12, 14	-					
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	-	26 - 28, 38 - 44, 49	-					
	413-2 Operations with significant actual and potential negative impacts on local communities	-	-	-					
Supplier Social Assessment									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	7, 12, 45	-					
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	-	52	4					
	414-2 Negative social impacts in the supply chain and actions taken	-	52	-					

Remarks:

(1) AR: 2023 Annual Report (Form 56-1 One Report): <https://mint.listedcompany.com/misc/one-report/mint-one-report-2023-en.pdf>

(2) SR: 2023 Sustainability Report: <https://www.minor.com/storage/download/sustainability-reports/2023/mint-sd-en.pdf>

(3) Sustainability Performance Data 2023: <https://www.minor.com/storage/download/sustainability-reports/2023/mint-sd-performance-data-en.pdf>

GRI Standard/ Other Source	Disclosure	Location				Omission			Assurance
		AR ⁽¹⁾	SR ⁽²⁾	Sustainability Performance Data 2023 ⁽³⁾	Website	Requirement(s) Omitted	Reason	Explanation	
Public Policy									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	45	-					
GRI 415: Public Policy 2016	415-1 Political contributions	-	47	-	https://www.minor.com/storage/download/corporate-policies/anti-fraud-corruption-policy-en.pdf				
Customer Health and Safety									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	7, 12, 45	-					
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	-	58	-					
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	-	58	-					
Marketing and Labeling									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	-	-					
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	-	58	-					
	417-2 Incidents of non-compliance concerning product and service information and labeling	-	58	-					
	417-3 Incidents of non-compliance concerning marketing communications	-	58	-					
Customer Privacy									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	7, 45	-					
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	-	50	-					

Remarks:

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(3) Sustainability Performance Data 2023: <https://www.minor.com/storage/download/sustainability-reports/2023/mint-sd-performance-data-en.pdf>