



# MAJESTIC CORPORATION PLC.

*Environmental, Social & Governance  
(ESG) Report*



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**PETER LAI**

*Majestic Corporation Plc., CEO*

At Majestic Corporation Plc. (Majestic), I, alongside my team, am delighted to present our inaugural Environmental, Social and Governance (ESG) report. This report outlines the ESG initiatives our team has implemented to actualize our goal of becoming the top global precious and non-ferrous metals recycler. In addition, this report summarizes Majestic's purpose, our values as a company, and the role we play in the broader community regarding the short and long-term environmental and social impacts we have.

ESG is a core and integral part of our business development pathway. Incorporating and ensuring the "right approach" from the outset means our work now positions us for the future. As a company, we have decided to focus on and commence reporting on our ESG performance early to hold ourselves to account and ultimately differentiate ourselves from other peers for the right reasons.

As Chairman and CEO, this approach has both my and the Majestic Board's full support. Ultimately, It is a promise to our wider community to do right by all internal and external stakeholders.

In 2015, the United Nations (UN) implemented Sustainable Development Goals, or SDGs, to help focus the community, governments and companies work toward a prosperous yet sustainable world.

With this, my team and I will follow up every year, comparing our year's ESG progress with the ESG target metrics under set SDG-related areas laid out the year earlier.

Our initiatives have been organized based on themes and focus areas, crafted and developed alongside ESG consultants. We will delve into the ESG initiatives our organization will adopt to achieve our ESG targets.

The focus on tackling climate change by governments and international agencies and bodies worldwide has only accelerated the shift toward sustainable consumption, placing a spotlight on industries like the metals recycling industry. This will further support strong demand growth for the recovery of precious metals and industrial metals over the coming decades, which aligns with our market timing as we continue to expand.

Furthermore, Majestic was recently listed on the United Kingdom (UK) Aquis Exchange under the ticker "MCJ." This development marked another chapter on our journey in building a modern and world-class 21st-century recycling operation. The challenge, however, is to keep things simple and clear so we actually deliver our objectives. More specifically, we are focusing on getting the right mix of innovation, efficiency

and practicality within and across our organization, including our supply chains. However, we trust that our values: ambition, transparency and integrity, will guide the company toward our objectives and through inevitable road bumps.

All in all, we've had an incredibly productive year. We are on an exciting trajectory, one that involves expanding and deepening our presence in new and existing markets as well as forming and deepening new and existing strategic partnerships.

While we do not expect our ESG journey to be entirely smooth, we promise to embrace those inevitable road bumps with optimism, dedication, integrity and resilience. The successful integration of these SDG principles and our ESG framework is critical to making Majestic a leading metal recycling company that can contribute positively to protecting and safeguarding our planet, economy, communities and the future.



*Incorporating and ensuring the "right approach" from the outset means our work now positions us for the future.*



This report summarises Majestic's strategy and performance and significant challenges for the period in 2022. In addition, this year's report marks the company's inaugural ESG report. The Board of Directors has formally reviewed this document.

## SCOPE

The report summarises the company's assets' performance as of 30 June 2022. In the future, the report will include the performance and activity of other assets under Majestic's management.

## REPORTING STANDARDS GUIDANCE

Global Reporting Initiative (GRI) Standards

## COMPLETENESS

The report addresses Majestic's current material sustainability direct and indirect impacts. It also includes its future expected contributions. Plans on how to measure upstream and downstream activities further are in progress. This document, however, aims to ensure public accountability to our internal and external stakeholders.

## EXTERNAL ASSURANCE

External assurance has not been sought for this report.

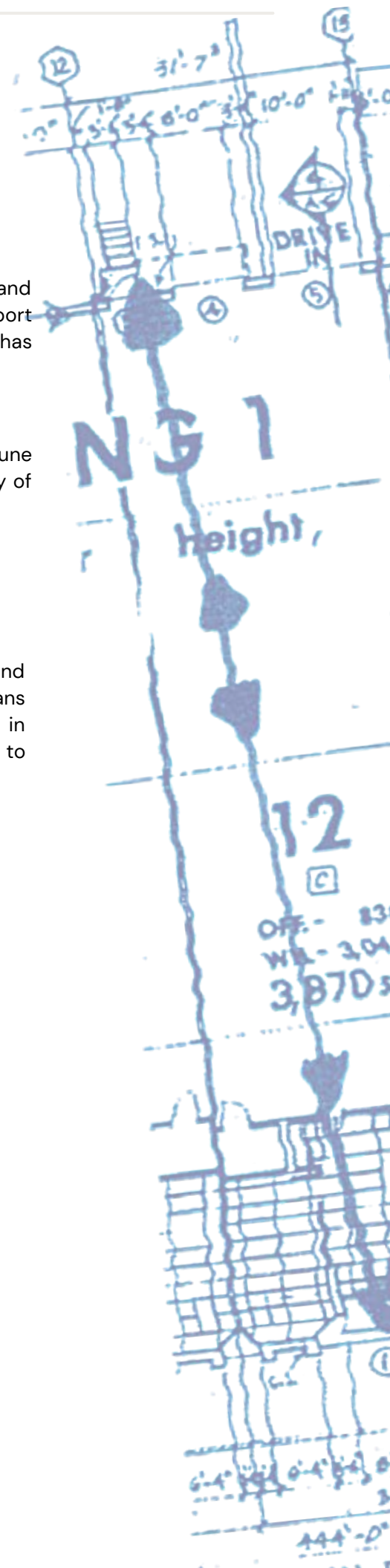
## CONTACT

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According to the Global E-waste Monitor, in 2019, the world generated 53.6 million metric tonnes (Mt) of e-waste, and only 17% is reported as being disposed of appropriately and in an environmentally sound manner. This leaves approximately 44 million Mt unknown and unaccounted for. Furthermore, this figure is only expected to rise exponentially, with estimates that e-waste will reach 74 Mt per annum by 2030 – essentially double in under two decades.

Much of this material currently goes unrecycled, with only a documented 17.4% of e-waste returning to the supply chain in some form in 2019.

With an estimated loss in gross value of US\$47.6 billion in precious metals, the opportunity and value of recovery are substantial and undeniable. For example, the amount of recoverable gold in one tonne of discarded mobile phones is more than in a tonne of gold ore, with a lower capital expenditure for recovery. More critically, gold, silver, copper, platinum and other high-value, recoverable materials conservatively valued at US\$57 billion were mostly dumped or burned, adding to landfill and pollution rather than being collected for treatment and reuse.

According to the same report, Asia generated the most significant volume of e-waste in 2019 – some 24.9 Mt, followed by the Americas (13.1 Mt) and Europe (12 Mt). Meanwhile, Africa and Oceania generated 2.9 Mt and 0.7 Mt, respectively.

Naturally, there is an increasing environmental and financial demand for precious metals and other materials to be recovered and returned to the circular economy supply chain, rather than being mined to cause further damages to the environment.



This report has been published by The Global E-waste Monitor. This effort represents a collaborative one between Unitar, United Nations Institute for Training and Research, ITU, The International Telecommunication Union and UNU-ViE Sustainable Cycles (SCYCLE). More can be read at <https://ewastemonitor.info/about/>

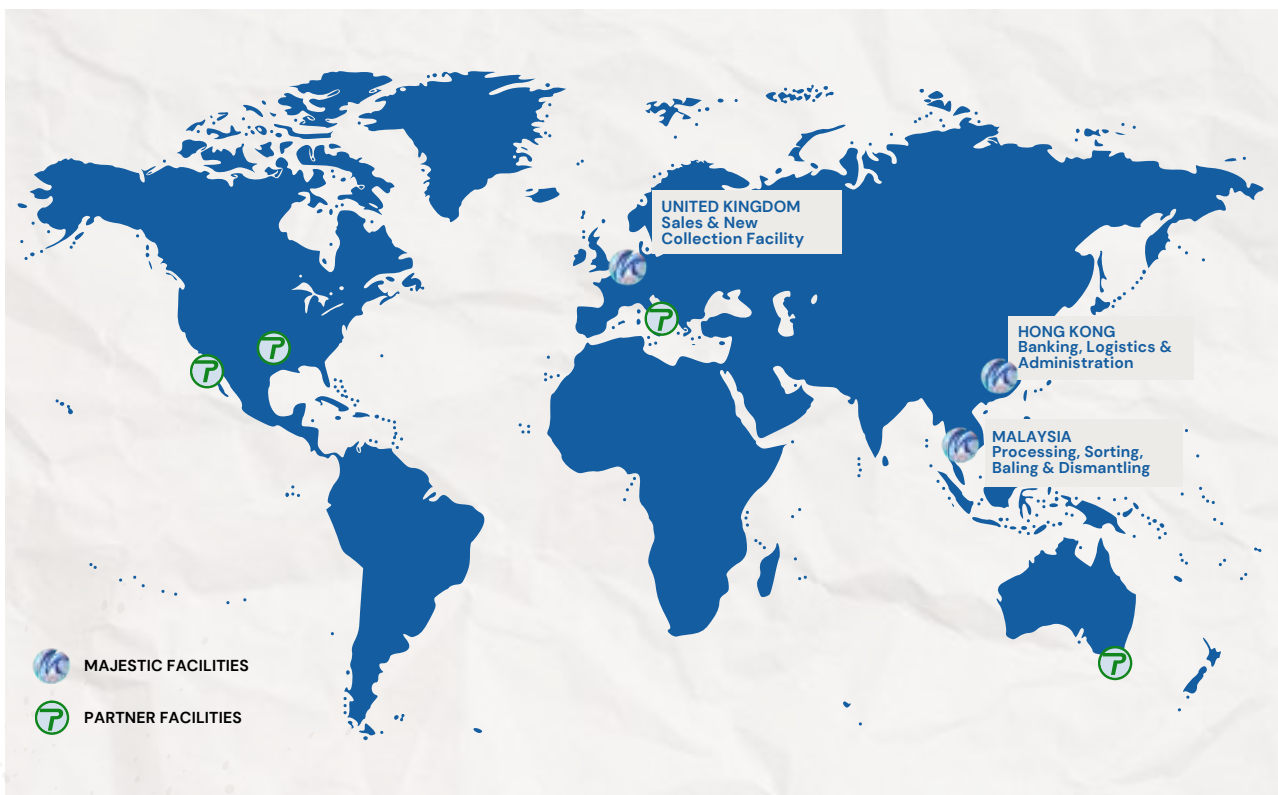
Majestic was founded in 2018 and by early 2022 had progressed to a listing on the London Stock Exchange under ticker MCJ. The chairman and CEO, Peter Lai, has been the owner of businesses in this sector since 1994. Today, the company has processed over a million devices and hundreds of thousands of metric tons across the globe.

We serve some of the largest brands in the world, including Original Equipment Manufacturers (OEMs), blue-chip multinational corporations, financial and leasing businesses, state and federal governments, and more. Product areas of focus include catalytic converters and printed circuit boards, precious metals recovery, non-ferrous metals.

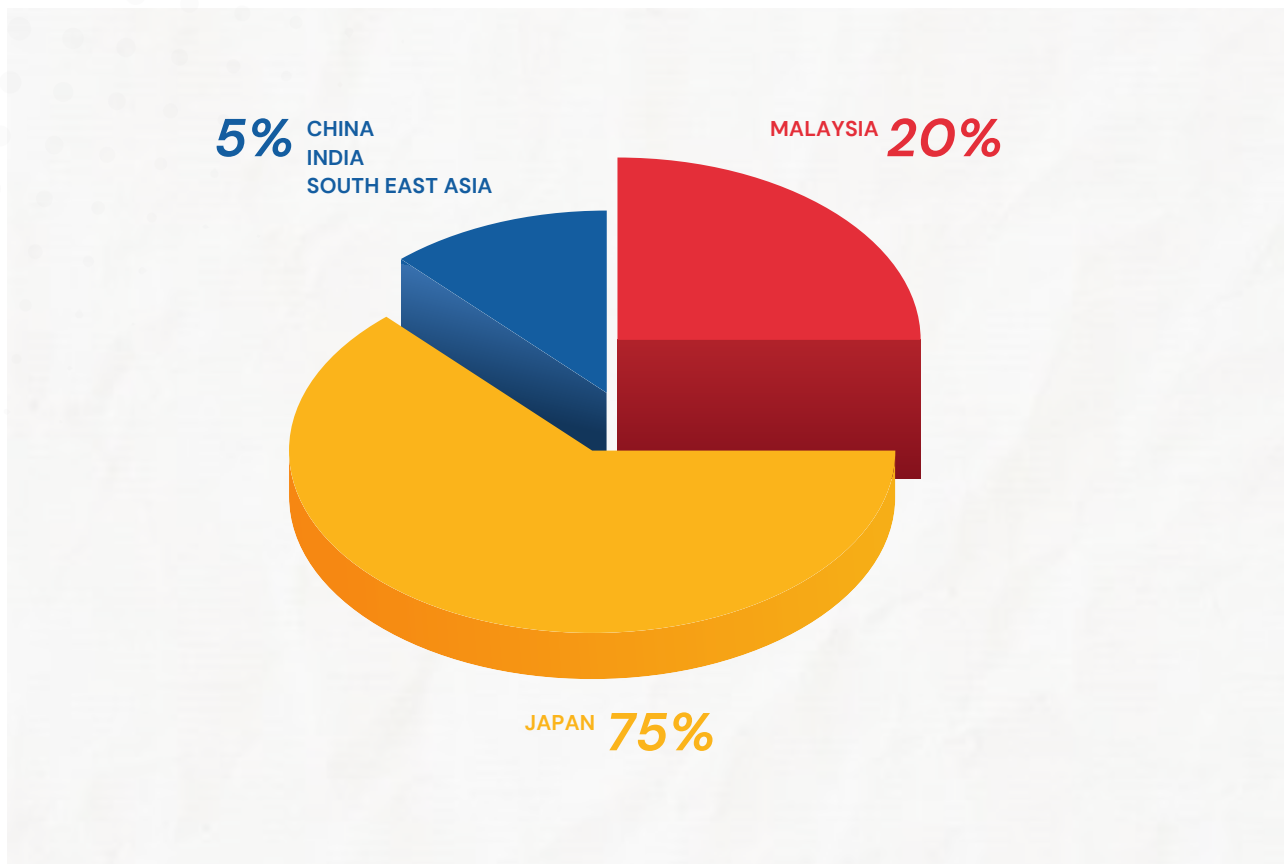
In the year ended 31 December 2021, Majestic had FY revenue of over US\$29 million and recorded profit before tax of US\$853k. In the 6 months to June 30, 2022 Majestic recorded turnover of US\$13 million and profits before tax of US\$980k.

Majestic is headquartered in Hong Kong.

## OUR GLOBAL PRESENCE



## SALES TO CUSTOMERS PER REGION



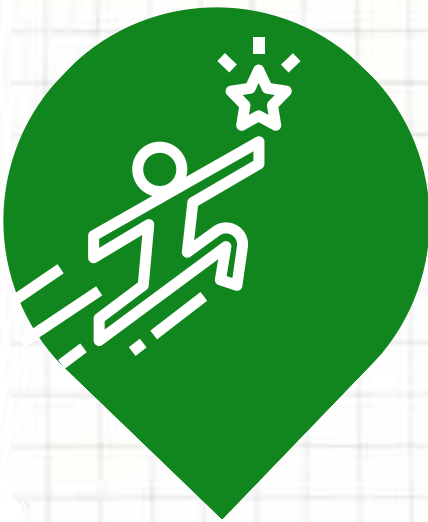
## REVENUE GROWTH PER PRODUCTS & SERVICES

RESOURCES / FY	FY19	FY20	FY21
Precious Metal Recycling	40%	35%	40%
Catalytic Convertor Recycling	40%	50%	55%
Others	20%	15%	5%



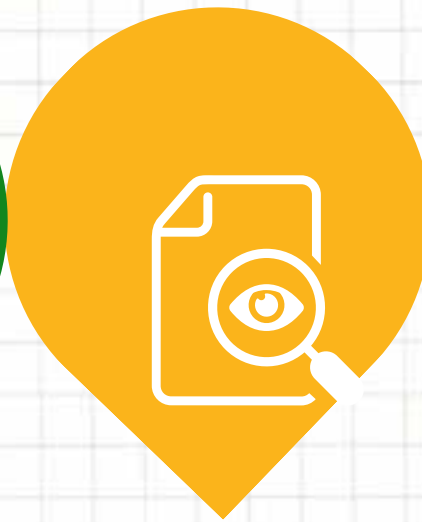
Our values of ambition, transparency and integrity will guide us as we work toward becoming a world-class metal recycling company in the 21st century and beyond.

## OUR VALUE PILLARS



### AMBITION

We strive to do things excellently, implementing our plans, actualizing our vision, and learning what we can do better to keep setting a new standard at every level.



### TRANSPARENCY

We believe that an appropriate level of transparency is required in every aspect of our organization.



### INTEGRITY

Every aspect of our business is conducted to the highest ethical standards, from worker safety to maximizing customer value to safeguarding our environment.

We make bold promises to our team and community and always aim to do right by adhering to our commitments and promises.

# OUR CERTIFICATIONS



Majestic is a steward of our environment and the local and beyond communities that host us. Our philosophy is to reuse, reduce and recycle wherever possible to optimize asset value throughout the material's lifecycle.

The basis of our EHSMS is the certifications that Majestic and our partner's facilities maintain globally, including R2, ISO 9001, ISO 14001, and ISO 45001.

## UK CERTIFICATES – AFFILIATES



## USA CERTIFICATES – AFFILIATES



## HONG KONG CERTIFICATES



# THE PROCESS OF ADOPTING THE SDG-RELATED GOALS

05

## STEP 1

### Educate and promote SDG within the organization

Establish an appropriate SDG team to educate and encourage organizational departments and personnel on the importance of SDG within the workplace and the broader community.

## STEP 2

### Make SDG relevant and specific to the organization

Evaluate every department within the organization to further understand the relevance of the 17 established SDGs and 169 targets to specific business areas of Majestic. The targets will then be organized based on opportunities and risks.

## STEP 3

### Based on priority, draft SDG-related goals, establish ESG initiatives and their accompanying KPIs

Liaise and discuss the SDG-related goal and KPI with appropriate department personnel. Then, collectively draft the tactics and initiatives required to achieve the targets.

## STEP 4

### Six-month reviews

Meet with necessary organizational and department heads every six months to review and document activity, evaluate progress and review challenges encountered.





## STEP 5



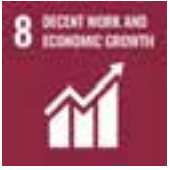






### Annual ESG reports

Meet with the department heads to review the year's ESG performance and compile data to create our annual ESG report and define the upcoming year's targets.

Majestic has several major ESG initiatives that are part of its focuses.



PRODUCT & SERVICES, PEOPLE OR OPERATIONS	ESG INITIATIVE	SDG GOAL(S) CONTRIBUTED TO	COMMITMENT
 <p data-bbox="185 524 320 577">Product &amp; Services</p>	<p data-bbox="464 331 687 405"><b>Expand precious metals recycling</b></p>	 <p data-bbox="740 517 783 546">9.4</p>  <p data-bbox="740 786 783 853">12.2 12.5</p>	<p data-bbox="970 331 1417 443">Achieve 100,000 tonnes of annual recycling of precious metals-related scraps by 2030.</p>
 <p data-bbox="185 1122 280 1151">People</p>	<p data-bbox="464 920 679 1066"><b>Encourage SDG adoption across the company and community</b></p>	<p data-bbox="719 920 935 994">Contributes to all the SDGs</p>	<p data-bbox="970 920 1417 1137">Achieve 200 hours of corporate volunteering annually across all Majestic locations and partner with five not-for-profit organizations between all locations by the end of 2023.</p>
 <p data-bbox="185 1655 280 1684">People</p>	<p data-bbox="464 1451 608 1525"><b>Diversity promotion</b></p>	 <p data-bbox="740 1630 794 1659">10.3</p>	<p data-bbox="970 1451 1353 1525">Achieve 20% women in board positions by the end of 2030.</p>

PRODUCT & SERVICES, PEOPLE OR OPERATIONS	ESG INITIATIVE	SDG GOAL(S) CONTRIBUTED TO	COMMITMENT
 <p>People</p>	<p><b>Provision of good employment conditions with development opportunities</b></p>	 <p>4.3</p>  <p>8.0</p>  <p>3.0</p>	<p>Ensure path for development and promotion.</p> <p>External leadership programs and training.</p>
 <p>People</p>	<p><b>Protecting and keeping employees and contractors safe</b></p>	 <p>3.0</p>  <p>8.5</p>	<p>Achieve a total recordable injury and illness rate for employees and contractors below 5%</p>
 <p>Operations</p>	<p><b>ESG progress reporting</b></p>	 <p>12.6</p>	<p>Monthly monitoring and yearly progress reporting.</p>

PRODUCT & SERVICES, PEOPLE OR OPERATIONS	ESG INITIATIVE	SDG GOAL(S) CONTRIBUTED TO	COMMITMENT
 <p>Operations</p>	<p><b>Reduction of carbon emissions</b></p>	 <p>5.5</p>  <p>13.2.2</p>	<p>Carbon neutrality by 2050.</p>
 <p>Operations</p>	<p><b>Proper waste management</b></p>	 <p>11.0</p>  <p>12.0 12.4 12.5</p>  <p>14.0</p>  <p>15.0</p>	<p>Proper disposal of 1,000 tons of industrial waste by 2030.</p>

## EXPAND PRECIOUS METALS RECYCLING

SDG GOAL(S)  
CONTRIBUTED TO



5.5



13.2.2

TARGET

Achieve 100,000 tonnes of annual recycling of precious metals-related scraps by 2030.

The modern economy today is hugely dependent on metals, a crucial material within semiconductors, electronic devices, vehicles, urban infrastructure and machinery – you name it. However, extracting these raw materials and processing them contributes to many of the environmental concerns plaguing our world today, threatening the well-being of our planet and future generations tomorrow.

Majestic extends the life cycles of critical metals within our economy. Recycling metals requires less energy than mining, extracting, and producing metals. Furthermore, metals can be reused repeatedly and recycled without damaging their original properties.

The World Bank predicts that there will be a nearly 40% increase in the average income per capita between 2019 and 2035, with emerging economies, such as China and India, rapidly catching up to their developed counterparts (AusIMM, 2021).

More specifically, China will rise from 35% of America's level in terms of income per capita to 50% by 2035. India, on the other hand, will jump from 12% to 23% over the same period. With that, we remain optimistic about the future consumer and industrial metal demand, especially given Asia's still relatively low and untapped market development levels.





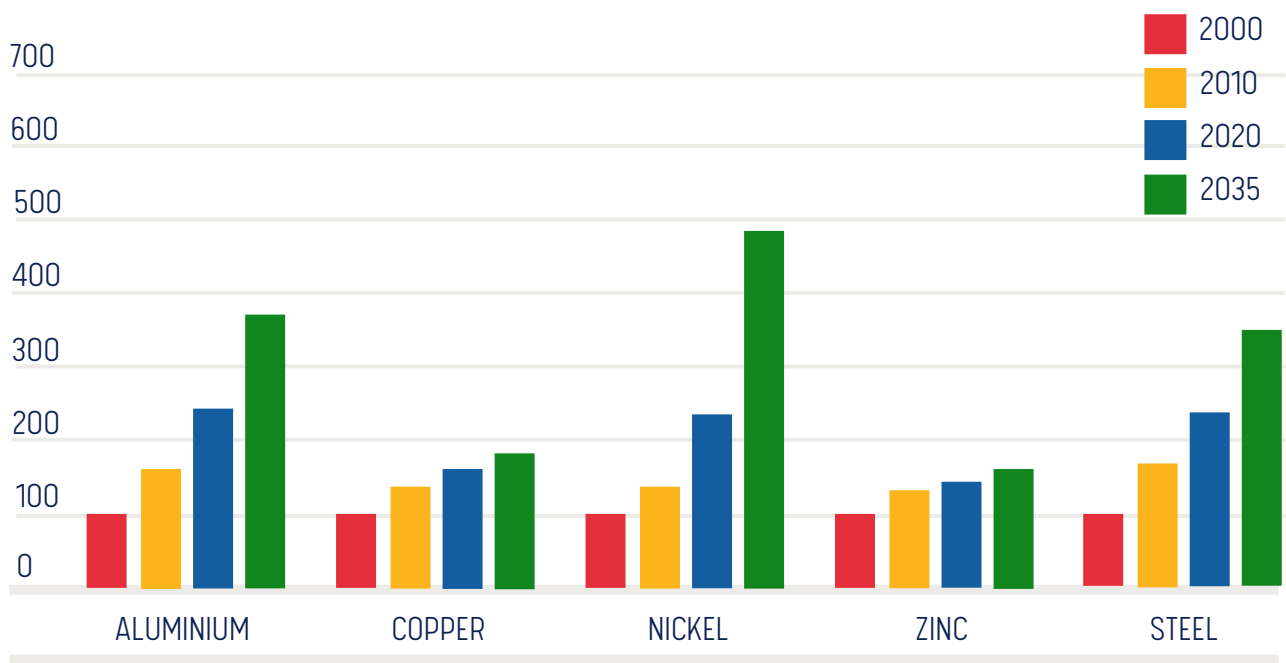


Recycling is at the heart and core of what Majestic does. With global efforts to combat climate change, we are committed to helping ensure a stable supply of precious metals to all pockets of our economy to steer the world away from less sustainable methods of metal production.

Majestic is currently handling 30,000 tons of precious metals-related scrap every year. To reach our target by 2030, we need a 20% year-on-year growth. Achieving this will require more significant development on several fronts, such as logistics, technology and warehousing expansion, to ensure capacity, compliance and efficiency.

More specifically, to adhere to the ever-evolving environmental regulations, we will need to process locally at every location and enable collections at every site. This logistics in the collection will play an integral part in our 2030 strategy. Furthermore, our team is developing technological solutions to build a stronger material supplier experience and access to our facilities and representatives.

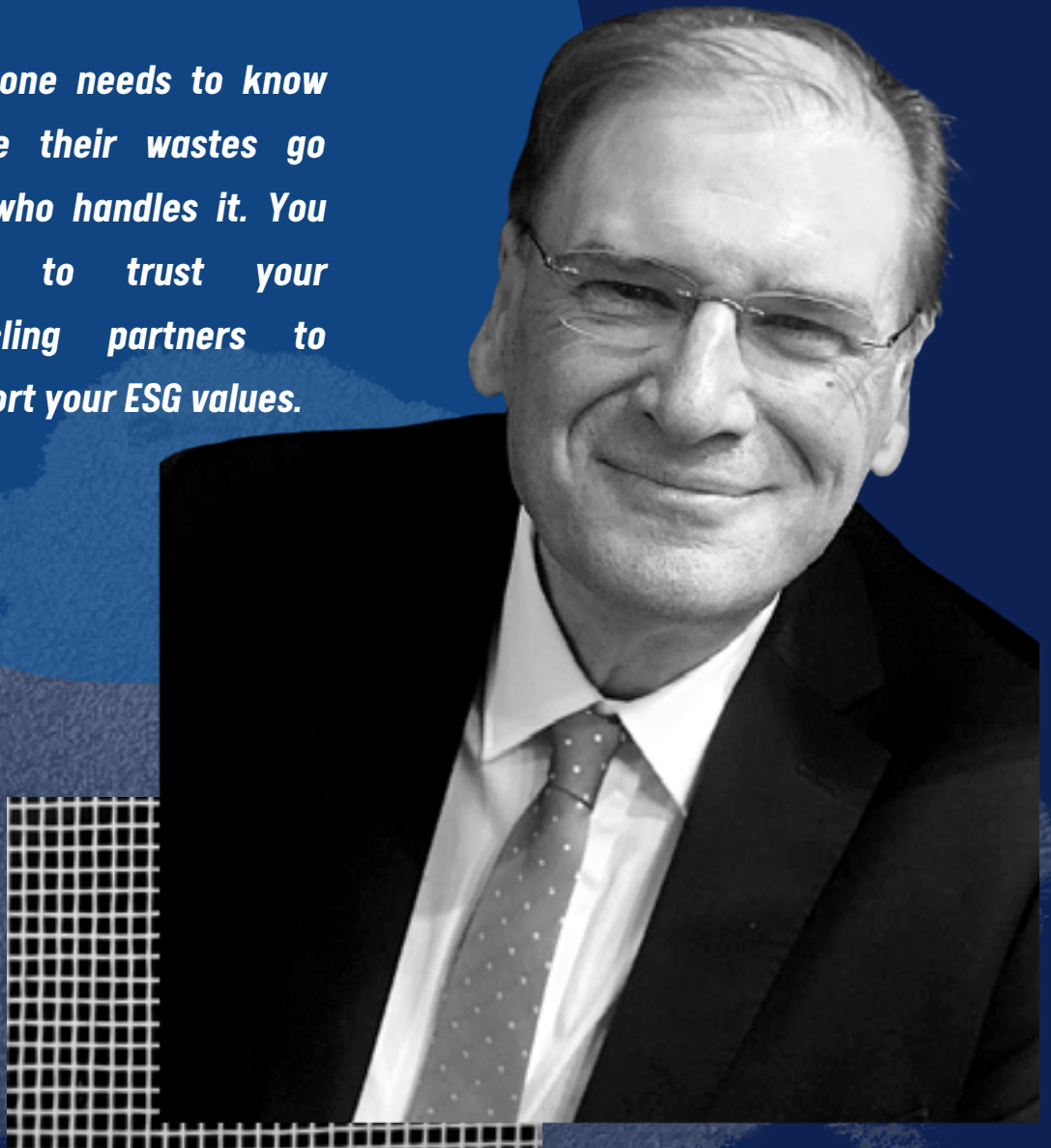
### FORECAST FOR METALS DEMAND



Source: Commodity Market Analytics, WBMS, ICSG, INSG, ILZSG, WSA (Index, 2000 = 100)

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*Everyone needs to know where their wastes go and who handles it. You need to trust your recycling partners to support your ESG values.*



**JEREMY PUDGE**

*Operations Director, United Kingdom*

## REDUCTION OF CARBON EMISSIONS

SDG GOAL(S)  
CONTRIBUTED TO



9.4



12.2

12.5

TARGET

Carbon neutrality by 2050.

According to the latest Intergovernmental Panel on Climate Change (IPCC, 2022) report, there is increasing evidence of climate action made by governments worldwide. However, while promising, we are certainly not out of the woods. The next few years remain critical in securing and safeguarding our planet and all species.

In various scenarios modeled by the intergovernmental body, limiting global warming to around 1.5C will still require global greenhouse gas (GHG) emissions to peak before 2025 at the latest. The findings also added that it is almost inevitable that the world will temporarily exceed this mark. With that said, if a globally consistent and sustained effort is made toward climate protection, this figure could return below this mark by the end of the 21st century.

Looking deeper into the emission contributors across various industries in the global economy, a separate IPCC report highlighted the energy intensity of the materials industry, including steel, non-ferrous metals, chemicals and non-metallic minerals.

Combined, the industry accounted for nearly 66% of final energy demand and 72% of direct industry-sector emissions in 2014 (IEA, 2017a). Direct strategies recommended by the body to cut down emissions:

- Using materials more intensively,
- Extending product and material lifetimes,
- Increasing recycling, and
- Increasing inter-industry material synergies.

As our world and modern consumers become increasingly dependent on critical minerals, so much so that government protectionism around essential commodities heightens to prevent significant disruptions to economies and national security, an important question surrounding supply and production arises. Against the backdrop, with mineral mining reportedly accounting for four to seven percent of GHG emissions globally (McKinsey, 2020), the sector faces increasing regulatory and compliance challenges as government battles against climate change also intensify.



Precious metals, many of which are listed as critical metals for governments, are the bloodline of our digital economy. Gold in smartphones, silver in batteries and palladium in catalytic converters. However, the management of these products post-consumption is an area of scrutiny and has been for many years. Our world generates an estimated 50 million tonnes of electronic and electrical waste (e-waste) annually (UN, 2019), leading to the UN calling for an overhaul of the sector. With this, there is a growing interest in low-carbon metals from downstream-production processes, with technology giants such as Apple investing a total of US\$4.7 billion (Apple, 2022) to accelerate progress toward developing a carbon-neutral supply chain by 2030.

The nature of our urban recycling business positions us to be a part of this shift. Examples like Apple represent just one case of how manufacturers, Original Equipment Manufacturers (OEMs) and carriers are using their supply chain to continue to ramp up their commitments to help reduce their global carbon footprint. However, with only an estimated 20% of this tonnage formally recycled, with the rest ending up in landfill or improperly managed and disposed of, the industry is, in fact, worth at least a reported US\$62.5 billion annually.

However, the reality is that we operate in an industry with a high energy and emissions footprint. With this, we are determined to ensure every aspect of our operations moves toward aligning with the most sustainable practices, positioning us to be at the forefront of a greener future.

This starts with our frontline operations. We are currently in controlled leases across our three primary factory facilities and face limitations on the number of measures we can implement to cut down our carbon footprint in these locations. Negotiations on stopgap solutions that landlords permit across all three locations are still taking place. This includes switching to LED motion sensor lighting.



## ENERGY USAGE

FACILITY	2019	2020	2021
US facility	6256 KWH	7,757 KWH	7,464 KWH
UK facility	–	–	–
Malaysian facilities	5,652 KWH	18,753 KWH	19,863 KWH

\* The Deeside, United Kingdom facility has been leased from Q2, 2022

\*\* The Malaysian facility has been leased from Q3, 2020

In the next five years, Majestic plans to buy its own facilities across the three locations, allowing us to increase our capacity as well as allowing for greater flexibility over facility design from the outset. Our objective is to adopt an over 50% renewable energy composition in each location, in line with an overarching hybrid energy strategy. We also aim to invest in electric equipment, such as forklifts and trucks, which can't be powered by the facilities' renewable energy reserves and also require specific infrastructure to maintain. Our current and previous years' energy consumption reports across our primary facilities have been included in this report. However, once new facilities have been secured and are operational, an energy baseline can be re-established and targets reevaluated.

Over the past six months, our related company the United States (US) facility has launched a repacking initiative that ensures we maximize the cargo and container capacity in order to maximize our energy and cost efficiency. With every container shipping material at full capacity, our facilities are not sending as many trucks compared to before, leading to fewer carbon emissions per material and, ultimately, a significant decrease in our logistical carbon footprint.

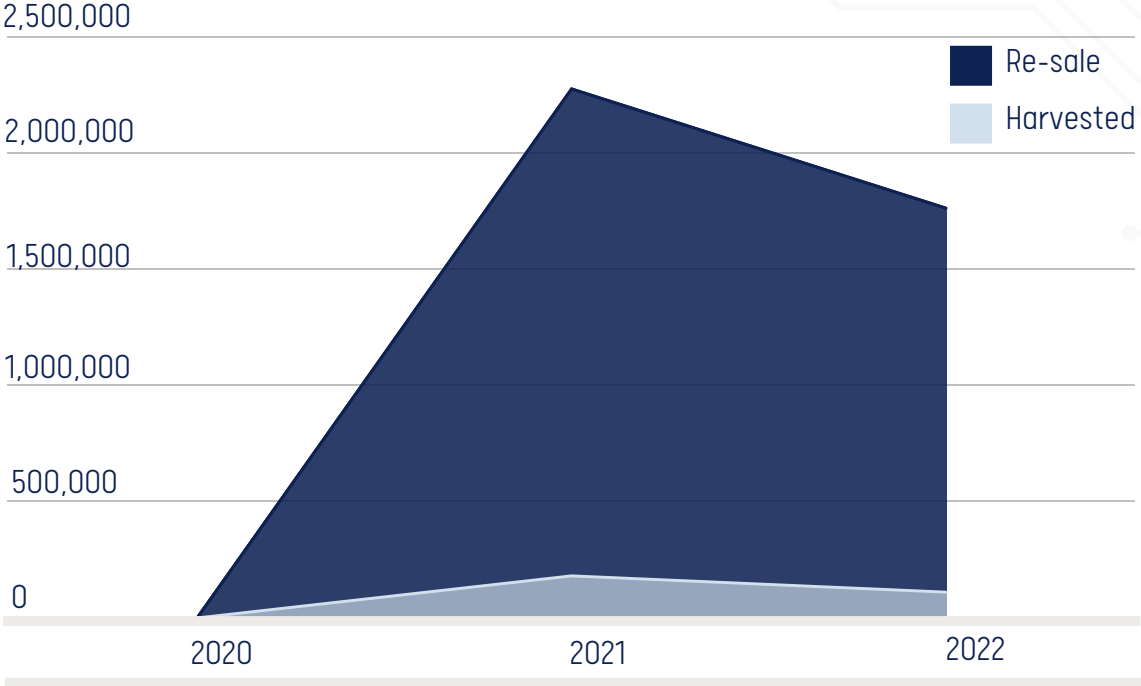
More specifically, by increasing the capacity and achieving greater weight per container, we have cut our shipping costs by 15–20%. On the other hand, increasing the truckload has allowed us to cut down our trucks by around 20–25%.

Now, we are working directly with our suppliers across all three locations to ask their teams to also send and ship material to us at full capacity. With this initiative already in full swing at our related facility in the US, we expect to have three suppliers adopting this packing methodology by the end of 2023.

Over the past two years, Majestic has introduced and grown a re-sale (also known as re-marketing) and harvesting arm at our Malaysian facility. Up to now, all materials supplied to our Malaysian facilities have been exposed to the same recycling treatment regardless of the state in which the material, be it a computer, was received. In 2021, we re-used 181,000 pieces of computer-related IT equipment and re-harvested 2,094,100 semiconductor chips, transformers and capacitors.

After extensive investment into the right equipment, as of the third quarter of 2022, we have re-used 118,000 IT-related pieces of equipment and harvested 1,651,250 electronic components, growing our customer base in Africa, Eastern Europe and the Middle East for our re-sale arm, as well as China and Southeast Asia for our harvesting segment.

**OUR RE-SALE AND HARVESTING OF ELECTRONIC COMPOSITION**



**CUSTOMER REGIONS**



With an estimated 227 to 270 kilograms (500 to 594 pounds) of carbon dioxide emitted in the manufacturing of a laptop computer (Journal of Cleaner Production, 2011), our re-sale arm volume has saved an estimated 41,087,000 to 31,860,000 kilograms of CO2 emissions.

To maximize the value of supplier asset inventories, reduce unnecessary resources as well as cut carbon emissions by only exposing necessary equipment to the full recycling process – this is a business segment we anticipate will grow in the coming years. We plan to also launch this arm across all our other facilities upon obtaining the right certifications in each location.

We are committed to working toward establishing a solid foundation for our ESG efforts to work toward a greener future. We are also committed to ensuring that we report on our progress during this formative period.



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*Majestic has the proper internal systems to govern and make effective decisions, to comply with the laws and regulations while meeting the standards of our external stakeholders and community*



**LARRY HOWICK**

*President of  
Majestic Global Corporation in USA  
Board member of Majestic Corporation Plc*



## PROTECTING AND KEEPING OUR PEOPLE SAFE

SDG GOAL(S)  
CONTRIBUTED TO



3.0



8.5

TARGET

Achieve a total recordable injury and illness rate for employees and contractors below 5%



Creating an environment that is safe for our people, both employees and contractors is of the utmost importance for Majestic. In our line of work, hazards and risks are pervasive. With this, over the years, we have heavily invested resources to ensure that we build and maintain an environment that mitigates and protects our people from these dangers.

Our approach toward safety at Majestic is built on several key pillars, which include our customers, our people, our communities, and our environment. From there, the key and interdependent processes in which these foundational pillars are built are constantly attended to and improved on. These processes transform several inputs, such as customer requirements, resources, staff, environmental aspects/impacts, and hazards/risks, into an output that meets our customer's needs in a safe and quality manner.

Part of refining these processes includes forward-based thinking that we encourage among our people – looking ahead to see potential risks and opportunities to mitigate and capitalize on. This integrated policy works to support the context and strategic direction of our organization and is reviewed on an annual basis by Sustainable Electronics Recycling International (SERI) in line with our R2 stands for Responsible Recycling standard and certification.

Two to three contacts between our frontline staff and warehouse management, site inductions, inspections and training and monthly safety meetings are all the in-built efforts that contribute to our organization’s emphasis on safety. However, while these initiatives are the responsibility of our operation managers, ultimately, the participation and communication of all staff are key to cultivating and maintaining a positive and safe working culture.

## NUMBER OF ILLNESSES AND INJURIES

YEAR / COUNTRY	MALAYSIA	UK	US
2018	–	–	1
2019	–	–	3
2020	8	–	2
2021	6	–	5
2022	1	0	3

\* The Deeside, United Kingdom facility has been leased from Q2, 2022

\*\* The Malaysian facility has been leased from Q3, 2020

\*\*\* The figure here are the total insurance claims made at each location



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*Our standards will ensure we protect our employees, customers, suppliers and vendors while safeguarding our community - both local and abroad.*

**JUAN MANUEL**  
Supplier



# OUR FOCUS ON COMMUNITY ENGAGEMENT

10

## ENCOURAGE SDG ADOPTION ACROSS THE COMPANY & COMMUNITY

SDG GOAL(S)  
CONTRIBUTED TO

Contributes to all  
the SDGs

TARGET

Achieve 200 hours of corporate volunteering annually across all Majestic locations and partner with five not-for-profit organizations between all locations by the end of 2023.



Majestic has always strives to strengthen its roots in the local communities in which it has operations through meaningful contributions, whether these roots are newly planted or deeply established.

For facilities in which we've held a presence in the host community for an extended period, we have had the opportunity to form various informal partnerships with community stakeholders, whether it is a charity organization or individual peddlers looking to sell small scales of IT equipment. These ties have allowed us to contribute positively to our host environments in a multitude of ways – economically, socially and environmentally.

North Georgia Telecom, "NGT" a partner company of Majestic Global Corporation, for example, works directly with local organizations dedicated to helping people leave domestic violence situations.

Furthermore, before the relocation of our Atlanta operations, we worked with Creative Enterprises to facilitate work experience opportunities for special needs individuals at



the warehouse, packing and separating material. We also work directly with specific recruitment agencies to help individuals with prior offenses re-assimilate back into the community. This effort required years to establish and extensive ongoing procedures and vetting.

These examples mark just some of the initiatives our related US facilities have implemented over the years, aligning with our overall mission to be a responsible corporate entity within our host environments. These links also connect us to local resources, partners and talent.



However, while many of these activities have been undertaken for years on an informal basis, we also acknowledge our ability to take it a step further, especially with local charities. This entails officializing these partnerships to ensure consistent, measurable and organizational-wide contribution and impact moving forward.

By the end of 2023, we aim to establish three official partnerships with charities in the US, and one at our Malaysia and UK facilities each.



Furthermore, the move of the US facilities to their own site will be especially beneficial for their partnership with the special needs community when it comes to facilitating work experience, as moving to our own location gives us greater design and safety control.

From there, we aim to implement 200 hours of corporate volunteering every year across all locations combined to facilitate these contributions as responsible corporate entities and citizens. And as our organization scales and headcount increases, we will increase our commitment accordingly.

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*Sustainability matters because North Georgia Telecom is aware of the limited resources of our planet. We have a duty to ourselves, our customers, our community, and our employees to adopt and implement policies and procedures to reduce our impact on the environment and maximize our employees' opportunities, health, and safety.*



**BRITTANY GOLD**

*CEO at North Georgia Telecom (NGT), a partner company of Majestic Global Corporation.*

## DIVERSITY PROMOTION

SDG GOAL(S)  
CONTRIBUTED TO



10.3

TARGET

Achieve 20% women in board positions by the end of 2030.

At Majestic, we understand the importance of creating a diverse and inclusive culture and its benefit to our organization and broader communities. This includes age, gender, cultural background as well as experience.

As we continue to grow and expand, providing opportunities for individuals who are the best for the job will remain our top priority.

At our US operations, females represent 50% of our entire organization. And, as our re-sale and re-harvesting segment of the business continues to grow at this site, diversity and inclusion will become a stronger focus for our frontline operations. However, in Malaysia and the UK, we have ground to make up with our operations in both these locations primarily consisting of one demographic.





Concerns over diversity and inclusion are expressed informally through our company’s open-door policy, a policy that exists throughout and across the organization from the directors to the CEO. In an active attempt to ensure that no concerns and incidents are left unreported, by June 2023, an anonymous email will be launched organization-wide for grievances that would rather be shared anonymously among our staff.

We have had no instances of discrimination reported this year.

ORGANISATIONAL LEVEL	NUMBER	AGE	WOMEN	MEN
<b>Board</b>	4	45-73	0	4
<b>Senior management</b>	7	30-46	4	3
<b>Supervisor</b>	8	25-38	4	4
<b>Non management</b>	60	23-36	27	33



**2021. International Copper Association. Copper Recycling**

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## GRI TABLE

<b>Legal name</b>	Majestic Corporation Plc
<b>Nature of ownership and legal form</b>	Listed on UK Aquis Exchange Ticker MCJ
<b>UK Registered Office</b>	1 High Street Mews Wimbledon Village London SW19 7RG
<b>Operations Headquarters</b>	1203 CC Wu Building 302-308 Hennessy Road., Wan Chai, Hong Kong
<b>Countries of operation</b>	UK, USA, Hong Kong, Malaysia

## ALL THE COMPANIES LISTED IN SUSTAINABILITY REPORTING

<b>Majestic Corporation Limited</b>	Located in HK, financial, logistics and accounting operations
<b>TeleCycle Europe Limited</b>	For the UK, European Union (except Italy) and Central Eastern Europe Recyclable Materials are sourced by TeleCycle. Main focusses are Printed Circuit Boards direct for refinery.
<b>Majestic Global Corporation LLC</b>	In the USA material is sourced by the Affiliated Company. At present most of the Recyclable Materials supplied to Majestic Global Corporation LLC comes from an existing commercial collection agreement with top tier telecommunication carriers, who cover all US States.
<b>MC Asset Malaysia Sdn Bhd</b>	Majestic also has an Affiliated Company in Malaysia, where material can be shipped in containers, broken down into elements that are suitable for refinery supply and placed back in the container for shipping to refineries.

## INFORMATION CONSOLIDATION BETWEEN ENTITIES REPORTED ON

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<https://majestic-corp-investor.com/assets/images/interims-30-06-22.pdf>

It currently consolidate accounts across the group “minority and majority” and reports back to the PLC.

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## REPORTING PERIOD AND FREQUENCY

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Financial reporting period is half yearly and sustainability reporting is yearly. Financial reporting before 30 September for half yearly report and before 30 March for full year report. ESG report will be at the same time for the full year report.

### Contact persons

*Financial report*  
Joe Lee, CFO

*Sustainability report*  
Peter Lai, CEO

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## RESTATEMENTS OF INFORMATION

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Currently there aren't any restatements.

Financial reporting period is half yearly and sustainability reporting is yearly. Financial reporting before 30 September for half yearly report and before 30 March for full year report. ESG report will be at the same time for the full year report.

**Company is being audited by top tier accounting firms who produces these documents**

*FPPP – financial position and prospects procedures*  
*Long form report outlining the current company's status*

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# MAJESTIC CORPORATION PLC.

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