

Awantec's Sustainability Goals

ENVIRONMENT : Climate Change

For FY2023, Awantec have included Scope 1, 2 and 3 into our target, covering 100% of our total GHG emission. Integration of TCFD is one of our primary targets, and we are currently well ahead of our target towards full integration. In addition, as one of the key factors in addressing climate change, we isolated energy intensity reduction as an individual target due to it being a major contributor to greenhouse gas emissions. We are fully committed to reduce, avoid the impact or improve our energy efficiency in mitigating transition risks associated with shifting towards a low-carbon economy by setting reduction targets for energy consumption across all departments, with key performance indicators (KPIs) in place. As part of our continuous improvement spirit, we shall further adjust our targets to reduce energy consumption heading towards FY2024. Aligning with the Government's 12th Malaysia Plan, Awantec shall strive to achieve our carbon net zero target by 2050.

Goal	Baseline By FY2022	Short Term Targets By FY2025	Long-Term Target By FY2030	Progress By FY2023
Reduction in total GHG Emission per employee, derived from scope 1, 2 and 3	Total GHG emission intensity at 405.86 tCO ² e. per employee at 3.83 tCO ² e/employee.	Reduce 15% of total GHG emission intensity per employee to 3.024 tCO ² e/employee.	Reduce 25% of total GHG emission intensity per employee to 2.52 tCO ² e/employee.	Total GHG emission intensity is 454.79 tCO ² e, at 3.30 tCO ² e per employee. A reduction of 13% from the base year FY2022
TCFD Integration	Partial Integration to TCFD Framework	Full integration to TCFD Framework. Encompass the 4 thematic areas of Governance, Strategy, Risk Management, Metrics and Targets.	Continuous improvement and alignment to the TCFD framework. To carry out 10 initiatives in relation to combat climate change.	TCFD is integrated with all thematic areas completed. In addition, Cloud migration and green screening for our supply chain have been initiated.
Energy Intensity reduction	2245 kWh/employee	Reduce to 2,000 kWh/employee (10% reduction)	Reduce to 1,800 kWh/employee (20% reduction).	1,596 kWh/employee(28% reduction)

SOCIAL : Labor Standards, Human Rights & Community

At Awantec, we hold our stakeholders in high regard. We strive to maintain a high level of customer satisfaction by aiming for zero complaints through our quality services and products. We also aim to create a fulfilling working environment for our employees by offering competitive compensation above the industry benchmark, comprehensive training, career development opportunities, and succession planning across the company.

Goal	Baseline By FY2022	Short Term Targets By FY2025	Long-Term Target By FY2030	Progress By FY2023
High Level Customer Satisfaction.	Five official customer complaints.	Reduce the number of official complaints down to 2 per financial year.	Achieve zero complaint.	Zero official customer complaints
Stable Work Environment	Average turnover rate of 10.6% for all industries in 2022.	Maintain a low turnover rate of less than 5% per financial year.	Further reduce the turnover rate to 3% or less per financial year.	2% turnover rate.
Decent Work and Fair Income.	Malaysia's minimum monthly wage and industry benchmark.	Ensure employees are paid above minimum wage of RM1,500 and equal to industry benchmark.	Ensure employees are paid above industry benchmark	Employees are paid well above minimum wage and equal to industry benchmark
Training & Development	Average 5.37 training man days in FY2022.	Fulfil or exceed baseline average training man days	Individual development programme	Average 5.31 training man days
Succession Planning	Initiate establishing first tier successors are for all positions	Complete the first tier successors for all positions	Establish the second tier of successors for all positions	First tier successors are currently being established for all positions

GOVERNANCE : Corporate Governance

At Awantec, we take great pride in our rigorous corporate governance practices, which we view as integral to our success. We have established comprehensive Anti-corruption and bribery policies to uphold the highest ethical standards in all our business dealings. Cybersecurity is also a top priority, and we have made significant investments in this area to safeguard our company's information and protect our customers' data. We recognize the importance of continuous improvement and regularly update our policies and procedures to ensure their effectiveness and relevance. Through our steadfast commitment to sound corporate governance, we foster a dependable and trustworthy foundation that our customers and stakeholders can rely on.

Goal	Baseline By FY2022	Short Term Targets By FY2025	Long-Term Target By FY2030	Progress By FY2023
Strong Sustainability Performances	FTSE4Good Rating versus the technology industry average of 2.4.	Maintain above average rating of 2.4 for technology industry.	Be on par or exceed the rating of technology industrial peers.	ESG rating of 4.2 with grading band of four out of four star.
Anti Corruption & Bribery	Initiatives and controls in place to mitigate incidents of corruption.	Establishment of related policy, whistle blowing mechanism, risk assessment, procedures etc to adequately protect Awantec from identified risk.	Group-wide training on Anti corruption, bribery and usage of whistleblowing channels. To assess risk of corruption across Awantec.	All the necessary measures related to anti-corruption and bribery, including the whistleblowing channel, as well as the related documentation, procedures, policies, and training, have been implemented.
Robust Cyber Security	Existing cyber security controls and recorded incidents.	Assessment and establishment of cyber security readiness plan.	ISO 27001 (Information Security Management) certified & additional cybersecurity assessment.	Vulnerability Assessment & Penetration Test (VAPT) conducted.

