

# FTSE4Good Content Index

## CLIMATE CHANGE

Reference Indicator	Indicator Description	Reference Section	Page(s)
ECC01	Climate change impact including CO2/GHG emissions - Policy or commitment statement to: a) Address the issue b) Reduce or avoid the impact or improve efficiency	- Doing Well by Minimising Carbon Footprint	61
ECC05	Initiatives in place include measures to address climate change through adaptation: a) Company mentions addressing adaptation b) Company explains specific actions taken	- Pivoting on Digitalisation to Reduce Carbon Intensity	62
ECC08	Board oversight of climate change: a) Evidence of board or board committee oversight of the management of climate change risks b) Named position responsible at Board level	- Governance Structure	43
ECC12	Intensity of operational GHG emissions is: a) Measured and disclosed b) Reduced	- Reporting Scope, Boundaries and Period - About This Report - Environment Performance Indicators	Front Endpaper, 40, 65
ECC14	Three years of total operational GHG emissions data (Scope 1 & 2) is disclosed	- Reporting Scope, Boundaries and Period - About This Report - Environment Performance Indicators	Front Endpaper, 40, 65
ECC15	Three years of total energy consumption data is disclosed	- Reporting Scope, Boundaries and Period - About This Report - Environment Performance Indicators	Front Endpaper, 40, 65
ECC31	Energy use - Policy or commitment statement to: a) Address the issue b) Reduce or avoid the impact or improve efficiency	- Sustainability Goals - Doing Well by Minimising Carbon Footprint	44, 61
ECC38	Short term (up to 5 years) GHG emissions reduction targets - this could include scope 1 and/or scope 2 and/or scope 3: a) Unquantified, process targets b) Quantified targets	- Sustainability Goals	44
ECC39	Long term (more than 5 years) GHG emissions reduction targets - this could include scope 1 and/or scope 2 and/or scope 3: a) Unquantified, process targets b) Quantified targets	- Sustainability Goals	44
ECC40	Disclosure of results measured against previously set and disclosed targets to reduce operational GHG emissions: a) Unquantified progress b) Quantified progress	- Sustainability Goals - Environment Performance Indicators	44, 65
ECC41	Independent verification of operational GHG emissions data: a) Independent Verification by third party b) International assurance standard used and level of assurance declared	- About This Report	40
ECC42	Independent verification of operational energy consumption data: a) Independent Verification by third party b) International assurance standard used and level of assurance declared	- About This Report	40
ECC43	Recognition of climate change: a) As a relevant risk and/or opportunity to the business b) Discloses time horizon (short/medium/long term) of risk and/or opportunity	- Sustainability Risks and Opportunities	47
ECC44	Impact of climate-related risks and opportunities. The company: a) Details how they incorporate climate change risks and opportunities in their strategy (mitigation, new products, R&D, etc.) b) Discloses the impact of climate change risks and opportunities on financial planning (OPEX, CAPEX, M&A, debt)	- Sustainability Risks and Opportunities	47

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Reference Indicator	Indicator Description	Reference Section	Page(s)
ECC49	Scope 3 emissions	- Environment Performance Indicators	65
ECC50	Climate-related risk management procedures: a) Integrated into multi-disciplinary company-wide risk management b) Specific climate-related risk management process	Governance Structure - Sustainability Risks and Opportunities	43,47
ECC51	Internal carbon price: a) Company has an internal price of carbon b) Company discloses the price of carbon	- Environment Performance Indicators	65
ECC75	Does the company's remuneration for senior executives incorporate climate change performance? a) CEO b) At least one other senior executive	- Governance Structure	43

## CORPORATE GOVERNANCE

Reference Indicator	Indicator Description	Reference Section	Page(s)
GCG01	Separate Non-Executive Chair and CEO: a) Separate Non-Executive Chair and CEO, where Chair is not independent OR their independence is not declared b) Separate Non-Executive Chair and CEO, where Chair is independent	- Board of Directors' Profile - Board Composition - Corporate Website: Company Leadership ( <a href="https://www.awantec.my">https://www.awantec.my</a> )	30, 85
GCG02	Disclosure of details about Directors: a) Expertise b) Other Directorships	- Board of Directors' Profile - Board Composition - Corporate Website: Company Leadership ( <a href="https://www.awantec.my">https://www.awantec.my</a> )	30, 85
GCG03	Number of Board Directors	- Board of Directors' Profile - Board Composition - Corporate Website: Company Leadership ( <a href="https://www.awantec.my">https://www.awantec.my</a> )	30, 85
GCG04	Number of independent Directors on the board	- Board of Directors' Profile - Board Composition - Corporate Website: Company Leadership ( <a href="https://www.awantec.my">https://www.awantec.my</a> )	30, 85
GCG05	Number of women on the board	- Board of Directors' Profile - Board Composition - Corporate Website: Company Leadership ( <a href="https://www.awantec.my">https://www.awantec.my</a> )	30, 85
GCG06	Commitment to gender diversity on the board: a) Statement of support b) Targets in place to improve gender ratio	- Board Diversity	89
GCG07	Board addresses: a) Conflicts of interest b) Related party transactions	- Board Charter ( <a href="https://www.awantec.my">https://www.awantec.my</a> ) - Related Party Transaction Policy ( <a href="https://www.awantec.my">https://www.awantec.my</a> )	
GCG08	Periodic evaluation of board effectiveness: a) Review (can have no clear timeframe) b) Evaluation with a clear timeframe (e.g. annually or other set period)	- Board Effectiveness Evaluation	91
GCG09	Disclosure of: a) Board Committee(s) b) Their Charters, terms of reference or equivalent	- Governance Framework - Audit Committee Report - Remuneration Committee Report - Nomination Committee Report - Long Term Incentive Plan Committee Report - Risk Management Committee Report - Board Charter ( <a href="https://www.awantec.my">https://www.awantec.my</a> )	80, 103, 107, 109, 111, 113

**CORPORATE GOVERNANCE (CONT'D)**

Reference Indicator	Indicator Description	Reference Section	Page(s)
GCG10	Disclosure of number of times the board/each committee have/has met per annum:	- Board Composition - Audit Committee Report - Remuneration Committee Report - Nomination Committee Report - Long Term Incentive Plan Committee Report - Risk Management Committee Report	80, 103, 107, 109, 111, 113
GCG11	Disclosure of the attendance rate: a) For some individual board/committee members, or average attendance rates b) Of all individual directors at both board and committee level	- Board Composition - Audit Committee Report - Remuneration Committee Report - Nomination Committee Report - Long Term Incentive Plan Committee Report - Risk Management Committee Report	80, 103, 107, 109, 111, 113
GCG14	Disclosure of fixed and variable remuneration for: a) Senior executives included in the company's remuneration disclosures b) Non-executive board members	- Disclosure on Directors' Remuneration	98
GCG19	Annual General Meeting: Number of days between the date of notice and date of meeting	- Notice of Annual General Meeting ( <a href="https://www.awantec.my">https://www.awantec.my</a> )	247
GCG21	Shareholders have the right to vote on executive remuneration: a) Evidence of shareholders voting in the AGM b) The right to vote annually is explicitly covered in a company policy	- Notice of Annual General Meeting ( <a href="https://www.awantec.my">https://www.awantec.my</a> ) - Remuneration Policy ( <a href="https://www.awantec.my">https://www.awantec.my</a> )	247
GCG22	Shareholders have the right to vote on Director appointments and dismissals: a) Evidence of shareholders voting in the AGM b) The right to vote annually for election/re-election of all directors is explicitly covered in a company policy	- Remuneration Policy ( <a href="https://www.awantec.my">https://www.awantec.my</a> ) - Notice of Annual General Meeting ( <a href="https://www.awantec.my">https://www.awantec.my</a> )	96, 247
GCG26	Disclosure of voting results: a) In at least a limited manner b) In a detailed manner	- Shareholders' Meeting: Minutes of Meeting ( <a href="https://www.awantec.my">https://www.awantec.my</a> )	
GCG27	Remuneration for senior executives included in the company's remuneration disclosures: a) Includes long-term incentives or mechanisms b) Incorporates ESG performance	- Governance Structure - Remuneration Policy ( <a href="https://www.awantec.my">https://www.awantec.my</a> )	43
GCG40	Claw-back or malus provision exists for remuneration: a) Applies to CEO b) Applies to CEO and to one or more senior executives included in the company's remuneration disclosures	- Directors and Senior Management Remuneration	97
GCG42	Does the company provide for one share one vote for all company meeting resolutions?	- Analysis of Shareholdings	240
GCG44	Financial expertise on the audit committee: a) At least one independent financial expert on the audit committee b) A majority of independent financial experts on the audit committee	- Board of Directors' Profile - Board Composition - Audit Committee Report - Corporate Website: Company Leadership ( <a href="https://www.awantec.my">https://www.awantec.my</a> )	30, 85, 103
GCG46	There is a fully non-executive Audit Committee or Audit Board with: a) At least half independent members b) All independent members	- Board of Directors' Profile - Board Composition - Audit Committee Report - Corporate Website: Company Leadership ( <a href="https://www.awantec.my">https://www.awantec.my</a> )	30, 85, 103
GCG47	There is a fully non-executive Remuneration Committee with: a) At least half independent members b) All independent members	- Board of Directors' Profile - Board Composition - Remuneration Committee Report - Corporate Website: Company Leadership ( <a href="https://www.awantec.my">https://www.awantec.my</a> )	30, 85, 107

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## CORPORATE GOVERNANCE (CONT'D)

Reference Indicator	Indicator Description	Reference Section	Page(s)
GCG48	In relation to executive remuneration, the company discloses: a) High level principles b) A detailed process for setting remuneration	- Directors and Senior Management Remuneration - Remuneration Committee Report - Remuneration Policy ( <a href="https://www.awantec.my">https://www.awantec.my</a> )	97, 107
GCG49	Disclosure and Nature of fees paid to the auditor: a) Audit and non-audit fees are separately disclosed b) Amount of audit fees exceeds the amount of non-audit fees in the last fiscal year	- Audit and Non-Audit Fees	120
GCG50	Percentage of women on the Executive committee or equivalent: a) Year b) Percentage of women on the Executive committee or equivalent	- Senior Management Profile - Corporate Website: Company Leadership ( <a href="https://www.awantec.my">https://www.awantec.my</a> )	35

## HUMAN RIGHTS AND COMMUNITY

SHR03	Statement of principles or process by which community investments are made: a) Covering defined focus areas b) Community investment focus area(s) linked to the company's business strategy	- Doing Well by Empowering Communities	63
SHR04	Policy addresses children's rights, other than child labour through: a) Evidence of support for children's rights in company operations or through programmes b) Policy or commitment statement on children's rights, such as commitment to the Children's Rights and Business Principles	- Compliance with Regulations and Laws	71
SHR05	Commitment to local employment and/or sourcing: a) Comment on local employment/sourcing b) Clear commitment	- Employee Demographics - Looking Forward - Keeping Our Supply Chain Sustainable	73, 74, 77
SHR06	Addresses freedom of expression through: a) Having a statement/policy b) Being a member of a relevant industry initiative such as the Global Network Initiative	- Advocate Freedom of Expression and Association	72
SHR07	Addresses data privacy through: a) Having a statement/policy b) Being a member of a relevant industry initiative such as the Global Network Initiative	- Keeping Our Data Safe	77
SHR15	Output/outcome of specific results, achievements or benefits of community investments: a) Details of output/outcome including non-quantified b) Quantification of output/outcome	- Doing Well by Empowering Communities	63
SHR16	Mechanisms to facilitate employee engagement and involvement with charitable partners: a) Evidence of recognising volunteering b) Specific targets or structures set up to facilitate employee engagement	- Looking Forward	73
SHR17	Total Amount of corporate or group donations/community investments made to registered not-for-profit organisations:	- Empowering PWDs	63
SHR21	Public commitment to respect and support the protection of internationally proclaimed human rights: a) The company's commitment includes reference to international human rights instruments, including those contained within the International Bill of Human Rights b) The company has made a specific commitment to apply either the UN Guiding Principles on Business and Human Rights or the OECD Guidelines for Multinational Enterprises	- Compliance with Regulations and Laws ( <a href="https://www.awantec.my">https://www.awantec.my</a> )	71

**LABOUR STANDARDS**

Reference Indicator	Indicator Description	Reference Section	Page(s)
SLS03	In relation to non-discrimination, company: a) Addresses non-discrimination/equal opportunity in general disclosures b) Has a separate policy, covering race, religion, gender, age, sexual orientation, disabilities, and nationality	- Equal Opportunity Employer	71
SLS05	Policy or statement supporting the right to freedom of association that: a) Refers only to compliance with local law on freedom of association b) Covers the respect for or support of the right to freedom of association	- Advocate Freedom of Expression and Association	72
SLS06	Policy or statement supporting the right to collective bargaining that: a) Refers only to compliance with local law on collective bargaining b) Covers the respect for or support of the right to collective bargaining	- Support the Rights to Trade Union and Collective Bargaining	72
SLS07	Policy/Principles/Code addressing the elimination of excessive working hours, which: a) Focuses on compliance with local law on working hours/overtime b) Focuses on specifically reducing excessive working hours	- Discourage Excessive Working Hours	72
SLS08	Policy or statement supporting the right to a minimum or living wage, which: a) Focuses on compliance with minimum wage b) Commits to exceed minimum wage/meet living wage	- Commitment to Exceed Minimum Wage	72
SLS11	Policy supporting the community addressing: a) The employment of under-privileged groups, including those from deprived backgrounds, having poor social status and with no formal education or qualifications b) Youth unemployment initiatives, apprenticeships or graduate placements	- Turning Unemployed, Employed - Empowering Youths	54, 64
SLS12	Company policy on labour standards is: a) Communicated globally to employees b) Translated into relevant languages	- Keeping Our Workplace Inclusive and Diversified	72
SLS21	In relation to instances of labour standards non-compliance, the company: a) Discloses the number of incidents but not how they dealt with them, or states there were no incidents b) Has disclosed specific action taken regarding non-compliance specifying the types of incidents, or states there were no incidents	- Keeping Our Workplace Inclusive and Diversified	72
SLS24	Full time staff voluntary turnover rates: a) Current Year b) Turnover Rate	- Employee Demographics - People Performance Indicators	73, 74
SLS25	Percentage of employees that are contractors or temporary staff	- People Performance Indicators	74
SLS26	Amount of time spent on employee development training to enhance knowledge or individual skills	- Training and Development - People Performance Indicators	69, 74
SLS29	Employee personal development training to enhance abilities or individual skills, including: a) Policy or commitment statement to provide employee personal development training b) Detailed description of the personal development training that is provided	- Keeping Our Employees Well Primed - Training and Development	69, 70
SLS30	The company addresses bullying and/or harassment: a) Providing a confidential reporting channel or whistle blowing system b) Manager training on handling of reports or instances of bullying or harassment	- Zero Tolerance Conduct and Grievance Mechanism	72
SLS33	Percentage of women in the global workforce	- Keeping Our Workplace Inclusive and Diversified - People Performance Indicators	72, 74

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## GOVERNANCE: ANTI-CORRUPTION

Reference Indicator	Indicator Description	Reference Section	Page(s)
GAC01	Policy or commitment statement: a) Addresses countering bribery b) Specifies countering at least 2 different forms of bribery related activities	- Keeping Our Operations Free from Bribe and Corruption - Anti-Bribery and Corruption Manual ( <a href="https://www.awantec.my">https://www.awantec.my</a> )	75
GAC02	Policy or commitment statement: a) Addresses anti-corruption a) Specifies countering relevant forms of corruption (e.g. money laundering, embezzlement, obstruction of justice, etc.)	- Keeping Our Operations Free from Bribe and Corruption - Anti-Bribery and Corruption Manual ( <a href="https://www.awantec.my">https://www.awantec.my</a> )	75
GAC03	Board has oversight of anti-corruption policy: a) Covers elements/types of corruption including bribery b) Covers anti corruption comprehensively	- Keeping Our Operations Free from Bribe and Corruption - Anti-Bribery and Corruption Manual ( <a href="https://www.awantec.my">https://www.awantec.my</a> )	75
GAC05	Confidential or anonymous whistle-blowing mechanism for staff covers: a) Elements/types of corruption including bribery b) Anti-corruption comprehensively	- Keeping Our Operations Free from Bribe and Corruption - Anti-Bribery and Corruption Manual ( <a href="https://www.awantec.my">https://www.awantec.my</a> )	75
GAC06	Communication of anti-corruption policy to all employees covers: a) Elements/types of corruption including bribery b) Anti-corruption comprehensively	- Keeping Our Operations Free from Bribe and Corruption - Anti-Bribery and Corruption Manual ( <a href="https://www.awantec.my">https://www.awantec.my</a> )	75
GAC11	Process for intermediaries (including contractors or agents): a) Corruption risk assessment or procedures to address corruption for intermediaries b) Anti-corruption policy is communicated to intermediaries	- Keeping Our Operations Free from Bribe and Corruption	75, 76
GAC12	Disclosure of total amount of political contributions made	- Keeping Our Operations Free from Bribe and Corruption	76
GAC13	Disclosure of number of staff disciplined or dismissed due to non-compliance with anti-corruption policy/policies (No. of staff disciplined)	- Keeping Our Operations Free from Bribe and Corruption	76
GAC14	Disclosure of cost of fines, penalties or settlements in relation to corruption	- Keeping Our Operations Free from Bribe and Corruption	76