



AWANBIRU TECHNOLOGY BERHAD

[Reg. No. 201001038336 (922260-K)]
(Incorporated in Malaysia)

SUSTAINABILITY POLICY

Updated as at 25 August 2021

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1. INTRODUCTION

AwanBiru Technology Berhad and its subsidiaries (“**the Company**” or “**the Group**”) is committed to promoting sustainability. The policy supports the building blocks of the Company businesses that continue to evolve and expand in accordance with its vision and mission.

2. OBJECTIVES

- To build a sustainable business which will lead to value creation for stakeholders;
- To promote and adopt the best Environment, Social and Governance (“**ESG**”) practices into our management culture, working, environment and business process; and
- To embrace accountability and transparency as the foundation for business performance.

3. SUSTAINABILITY POSITION

The Company focuses on the following key impact areas collectively as “**ESG**” and is committed to: -

a) Environment

To establish and foster the sustainability culture, which promotes practices that minimize negative impact on the global or local environment, community, society, or economy in our business operations;

b) Social

To safeguarding human rights of its employees and communities that surround its operations, protect its assets, promoting product reliability and ethical business practices to ensure continuity of its business while creating public trust and awareness; and

c) Governance

To integrate sustainability in its operations through implementing transparent, effective, ethical, and sustainable best practices across its business operations.

4. SUSTAINABILITY PRINCIPLES

The Groups’ sustainability policy is based upon the following 5 guiding principles that have impact on the ESG areas:

a) Sustainable Lifelong Learning Environment

Develop and upskill talent through technology. Drive the adoption of technology through the management and distribution of original software, software solutions and cloud services.

b) Stakeholder Engagement & Disclosures

Support stakeholder value creation as key to sustainability with continuous efforts to build professional relationships with our employees, government authorities and agencies, the media, fund managers and analysts, and the public at large via planned and targeted programs and activities.

c) Commitment to Corporate Responsibilities

Safeguard human rights within our sphere of influence and contribute to community needs.

d) Engaging Workplace

Create an engaging and supportive work culture, provide for a knowledge-based organization while supporting diversity across the workplace and the Boardroom.

e) Governance to drive Compliance & Best Practices

Observe and comply with all relevant legislations, regulations and codes of practice while integrating sustainability into the operations through implementing transparent, effective, ethical, and sustainable processes across the business supply chain.

5. GOVERNANCE FRAMEWORK

Roles in sustainability governance structure: -

a) Board of Directors of the Company

The Chairman of the BOD of the Company carried the task to overseeing that proactive measures are undertaken in identifying and evaluating material ESG. The Board together with the management work in tandem to identify any emerging ESG issues or trends that can materiality impact the Group's ability to create long term sustainable value.

b) Sustainability Committee ("SC")

The SC led by the Chief Executive Officer ("CEO") and/or Chief Operating Officer ("COO"), comprises of the appointed Heads of Departments ("HOD")- is accountable for the implementation and monitoring of this Policy. Their responsibilities amongst others, include the following : -

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- Implement the Sustainability Policy adopted by the Board
 - Plan and recommend the ESG activities/actions for the approval of the Board.
 - Execute the approved ESG activities/actions.
 - Set measurable objectives for the ESG activities/actions.
 - Review the adopted Sustainability Policy and approved activities on regular basis.
 - Update and recommend to the Board on amendments to the Sustainability Policy should the need arises for amendment/revision.
 - Ensure that the Board receive adequate and appropriate information for decision-making and review respectively.
 - Approve the annual sustainability report.

The SC is guided by the Group's Sustainability Framework found in **Appendix 1**.

c) Secretariat

Headed by the Corporate Governance and Corporate Communications department where the secretariat is tasked to: -

- Assisting the Sustainability Committee in its administrative activities.
- Coordinating and compiling the activity reports generated by members for the purpose of deliberation at the Group level.
- Follow-up on Board approved activities/actions for the purpose of reporting to the Board.
- Monitor and report the consolidated sustainability activities/actions to the Board.

6. DISCLOSURE OF THE POLICY

This Policy shall be published on the Company's website for public information.

7. REVIEW OF THE POLICY

Sustainability Policy may be reviewed regularly by the Board to ensure that it continues to remain relevant and appropriate, but at least once every 3 years.

<p>Adopted by the Board on : 20 August 2015 Updated and adopted by the Board on : 25 August 2021</p>
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APPENDIX 1

SUSTAINABILITY FRAMEWORK DIAGRAM

