



**AWANBIRU TECHNOLOGY BERHAD**  
[Reg. No. 201001038336 (922260-K)]  
(Incorporated in Malaysia)

# **SUSTAINABILITY POLICY**

**Adopted as at 27 August 2024**

## **INTRODUCTION**

At Awantec, we believe that sustainable practices are essential for our long-term business success. We remain resolute in our dedication to promoting sustainable practices and transparent data disclosure through our Sustainability reporting. Our core business principles serve as a testament to our unwavering commitment to creating value through partnerships and social contributions, as we actively take the lead in advancing sustainable business practices. With this conviction, we proudly publish our Sustainable Policy to demonstrate our commitment to environmental stewardship, social responsibility, and ethical governance. The Sustainability Policy is intended to be a vital guideline or consideration integrated into all aspects of Awantec's business conduct and operations. Its purpose is to further drive aspirations towards sustainability practices and enable the achievement of long-term value creation for stakeholders. The policy serves as a guiding benchmark for effectively managing Awantec's Environmental, Social, and Governance ("ESG") risks and opportunities, facilitating organizational resilience and strategic decision-making.

## **INTENDED AUDIENCE**

This policy applies to all of Awantec's employees and directors (executive and non-executives) and any person who performs services for or on behalf of Awantec, which includes contractors, subcontractors, consultants, suppliers, agents, intermediaries and representatives of Awantec (collectively, "Applicable Persons")

## **SUSTAINABILITY FRAMEWORK**

Awantec's Sustainability Policy must be adaptable, interconnected, and timely, embracing innovation to effectively guide and enhance our organisation's sustainability performance. This policy shall align with the following framework, transcribed and agreed upon by the relevant institutions, to serve as a comprehensive framework for all intent and purposes.

- Bursa Malaysia Sustainability Reporting Guide 3rd Edition
- FTSE4Good Bursa Malaysia Index Criteria
- Global Reporting Index ("GRI") Sustainability Reporting Standards
- United Nations Sustainable Development Goals ("UNSDG")
- Task Force on Climate-related Financial Disclosures ("TCFD")

## **GOVERNANCE FRAMEWORK**

### **Board of Directors ("BOD")**

The Chairman of the BOD is responsible for overseeing proactive measures aimed at identifying and evaluating significant ESG considerations. The Board, in collaboration with the management team, works closely to identify any emerging ESG issues or trends that could substantially impact Awantec's ability to generate long-term sustainable value.

### **Sustainability Committee ("SC")**

The SC, under the oversight of a member of the board, shall be led by the Chief Executive Officer ("CEO") and comprise the Chief Operating Officer ("COO") along with appointed Heads of Departments ("HODs"). The SC is responsible for implementing and monitoring this policy, with their duties including, among other things, the following.

- Implement the Sustainability Policy approved by the Board.
- Plan and recommend ESG activities/actions for the Board's approval.
- Execute the approved ESG activities/actions approved by the Board.
- Establish measurable objectives for ESG activities/actions.
- Regularly review the adopted Sustainability Policy and approved ESG activities.
- Update and suggest to the Board any required amendments or revisions to the Sustainability Policy should the need arise.
- Ensure that the Board receives sufficient and adequate information for effective decision-making and review.
- Approve the Annual Sustainability Report.

### **Secretariat**

Led by the Corporate Governance department, the secretariat is responsible for the following tasks:

- Assist the Sustainability Committee in its administrative activities.
- Coordinate and compile the activity reports submitted by members for deliberation at the Group level.
- To track Board-approved activities and actions to facilitate reporting to the Board and ensure appropriate disclosure.
- Monitoring and reporting on consolidated sustainability activities/actions to the Board.

## **POLICY**

The policy establishes the overarching principles and foundational framework governing Awantec's sustainability strategy, ensuring that all corporate activities and business operations prioritise sustainable value creation for our shareholders.

### **Environmental**

- To implement effective measures to monitor, manage and disclose various environmental parameters, performance indicators and targets in alignment with disclosure frameworks.
- To vigorously reduce or avoid carbon consumption, and continuously improve efficiency to address our environmental impact across all our operations, employing proven and innovative strategies.
- To integrate sustainability risks and opportunities, including climate-related aspects, into our risk management, strategic and financial planning.

### **Social**

- To establish a healthy, safe and secure working environment for our employees through compliance with all related government and local authority's regulations and practices.
- To continuously recruit, develop, and retain talent through quality upskilling programs and welfare benefits.
- To cultivate positive relationships with the local community and enhance their socio-economic status through community contributions & events.
- To nurture a corporate culture that actively promotes sustainability, climate consciousness, and strong alignment with ESG principles.

### **Governance**

- To comply with anti-Corruption and bribery regulations established by government & local authority.
- To maintain a high level of transparency when disclosing sustainability-related information and material matters in all business practices.
- To pursue long-term profitability in a legally responsible & sustainable manner, while complying with relevant corporate governance regulations where applicable.
- To uphold transparent and ethical procurement processes with contractors and suppliers that align with Awantec's quality and sustainability standards.

FOCUS	MEASURE	TARGET
Environmental Policy	<ul style="list-style-type: none"> <li>▪ Environmental Quality Act 1974</li> <li>▪ Bursa Malaysia Sustainability Reporting Guide</li> <li>▪ Global Reporting Initiative ("GRI") Sustainability Reporting Standards</li> <li>▪ United Nations Sustainable Development Goals ("UNSDG")</li> <li>▪ Task Force on Climate-Related Financial Disclosures ("TCFD")</li> </ul>	<p>This includes, but is not limited to, reducing greenhouse gas emissions, energy and water consumption, waste generation &amp; the overall carbon footprint. It also encompasses various green features, green fit-out, and adherence to relevant operating and maintenance guidelines.</p>
Social Policy	<p><i>Health &amp; Safety</i></p> <p>Awantec Health &amp; Safety measures and regulations adhere to all relevant guidelines &amp; legislation outlined in the Occupational Safety &amp; Health Act ("OSHA"), as stipulated by Department of Safety &amp; Health ("DOSH") at the minimum.</p>	<p>Maintain a safe and healthy workplace in which, the fatality rate remains 0. Furthermore, all injury or near miss occurrences are treated with the upmost priority.</p>
	<p><i>Talent Pool</i></p> <p>We evaluate performance by closely examining attrition rates, competitive compensation and employee talent development programs to ensure talent development and retention without compromising the quality of skills and experience.</p>	<p>Awantec's talent pool to be continuously evolving, ensuring that our business operations are consistently maintained at the highest degree of efficiency and productivity.</p>
	<p><i>Local Community</i></p> <p>Community contributions, events or activities by Awantec will be regularly reviewed to ensure alignment with Awantec's core value pertaining to ESG parameters.</p>	<p>Fostering a culture that goes beyond charitable donations and is dedicated to integrating sustainability initiatives that benefit our local community.</p>
Governance Policy	<p>Awantec shall continue to govern and uphold its business practice and identified materiality matters by adhering to numerous relevant regulations, legislations, internal procedures, and guidelines as detailed in the table below to a high standard.</p> <ul style="list-style-type: none"> <li>▪ Employment Act 1995</li> <li>▪ Malaysia Anti-Corruption Commission Act 2009</li> </ul>	<p>To maintain high standards and continuously enhance compliance, contributions, and disclosure related to all applicable environmental, social, governance, economic and health &amp; safety matters within the business practices of Awantec and its supply chain.</p>

FOCUS	MEASURE	TARGET
Governance Policy Con't	<ul style="list-style-type: none"> <li>▪ Minimum Wage Order 2022</li> <li>▪ Malaysia Code on Corporate Governance</li> <li>▪ Occupational Health &amp; Safety Act 1994</li> <li>▪ Malaysia Standard 1525 : 2019</li> <li>▪ Whistleblower Protection Act 2010</li> <li>▪ Audit Assessment and analysis of carbon footprint, energy &amp; water consumption, etc.</li> <li>▪ All relevant rules and regulations set forth by the government or local authority are to be adhered to and exceeded when possible.</li> </ul>	

## CONTINUOUS IMPROVEMENT

At Awantec, our commitment to sustainability extends to a continuous improvement of our policies and procedures to ensure relevance. We are committed to conducting an annual review of our Sustainability Policy to enhance the integrity and effectiveness of our sustainability practices and ensure alignment with relevant sustainable organisations. In addition, we ensure that our policy is in harmony with the position of our trade associations. In cases where a trade association's stance significantly diverges from or contradicts our climate change policy, we pledge to respond appropriately and transparently, advocating for change within the association to bring it in line with our environmental sustainability objectives.

This process ensures that our sustainability initiatives remain relevant and responsive to evolving needs and challenges. We view this annual review as a pivotal means to strengthen Awantec's commitment to sustainability and to align our practices with emerging industry standards and best practices.

## RELATED DOCUMENT

This policy is intended to be interpreted in conjunction with our corporate guidelines and policies, including but not limited to the following:

- Awantec Human Rights Statement
- Awantec Equality, Diversity and Inclusion Policy
- Awantec Anti-Bribery and Corruption Manual
- Awantec Whistleblowing Policy
- Awantec Corporate Governance Framework
- Green ICT Policy
- Our Compliance with Regulations and Laws