

BURSA PERFORMANCE DATA

Indicator	Measurement Unit	2023	2024
Bursa (Anti-corruption)			
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category			
Senior Management	Percentage	79.15	88.00
Middle Management	Percentage	100.00	91.00
Executives	Percentage	93.31	89.00
Non-executives	Percentage	94.60	92.00
Others	Percentage	0.00	25.00
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	100.00	92.10
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0	3
Bursa (Community/Society)			
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	26,780,000.00	20,200,000.00
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	28,465,992	4,310,966
Bursa (Diversity)			
Bursa C3(a) Percentage of employees by gender and age group, for each employee category			
Age Group by Employee Category			
Senior Management Under 30	Percentage	0.30	0.70
Senior Management Between 30-50	Percentage	67.98	55.60
Senior Management Above 50	Percentage	31.72	43.80
Middle Management Under 30	Percentage	6.74	5.00
	Internal assurance	External assurance	No assurance
			(*)Restated

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Indicator	Measurement Unit	2023	2024
Middle Management Between 30-50	Percentage	85.78	87.00
Middle Management Above 50	Percentage	7.48	8.00
Executive Under 30	Percentage	39.42	34.10
Executive Between 30-50	Percentage	58.02	62.60
Executive Above 50	Percentage	2.56	3.40
Non-executive Under 30	Percentage	40.95	51.80
Non-executive Between 30-50	Percentage	56.19	45.60
Non-executive Above 50	Percentage	2.86	2.60
Others Under 30	Percentage	0.00	70.00
Others Between 30-50	Percentage	0.00	25.00
Others Above 50	Percentage	0.00	5.00
Gender Group by Employee Category			
Senior Management Male	Percentage	69.18	69.90
Senior Management Female	Percentage	30.82	30.10
Middle Management Male	Percentage	74.20	76.50
Middle Management Female	Percentage	25.80	23.50
Executive Male	Percentage	66.48	67.90
Executive Female	Percentage	33.52	32.10
Non-executive Male	Percentage	73.76	70.80
Non-executive Female	Percentage	26.24	29.20
Others Male	Percentage	0.00	60.00
Others Female	Percentage	0.00	40.00

Internal assurance

External assurance

No assurance

(*)Restated

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Indicator	Measurement Unit	2023	2024
Bursa C3(b) Percentage of directors by gender and age group			
Male	Percentage	76.83	77.70
Female	Percentage	23.17	22.30
Under 30	Percentage	0.00	0.00
Between 30-50	Percentage	29.27	35.10
Above 50	Percentage	70.73	64.90
Bursa (Energy management)			
Bursa C4(a) Total energy consumption	Megawatt	1,718,664.25	1,882,234.34
Bursa (Health and safety)			
Bursa C5(a) Number of work-related fatalities	Number	0	1
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	0.04	0.01
Bursa C5(c) Number of employees trained on health and safety standards	Number	5,906	4,486
Bursa (Labour practices and standards)			
Bursa C6(a) Total hours of training by employee category			
Senior Management	Hours	9,685	3,352
Middle Management	Hours	64,044	70,368
Executive	Hours	156,560	132,390
Non-executive	Hours	8,298	12,027
Others	Hours	0	42
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	13.09	15.20
Bursa C6(c) Total number of employee turnover by employee category			

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External assurance

No assurance

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Indicator	Measurement Unit	2023	2024
Senior Management	Number	69	22
Middle Management	Number	581	565
Executive	Number	1,091	996
Non-executive	Number	346	467
Others	Number	0	37
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0	0
Bursa (Supply chain management)			
Bursa C7(a) Proportion of spending on local suppliers	Percentage	69.49	85.10
Bursa (Data privacy and security)			
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0	0
Bursa (Water)			
Bursa C9(a) Total volume of water used	Megalitres	350.800000 *	306.500000
Bursa (Waste management)			
Bursa C10(a) Total waste generated	Metric tonnes	-	3,956.80
Bursa C10(a)(i) Total waste diverted from disposal	Metric tonnes	-	1,248.50
Bursa C10(a)(ii) Total waste directed to disposal	Metric tonnes	-	2,708.30
Bursa (Emissions management)			
Bursa C11(a) Scope 1 emissions in tonnes of CO ₂ e	Metric tonnes	28,767.76	26,615.60
Bursa C11(b) Scope 2 emissions in tonnes of CO ₂ e	Metric tonnes	1,094,612.60	1,165,912.00
Bursa C11(c) Scope 3 emissions in tonnes of CO ₂ e (at least for the categories of business travel and employee commuting)	Metric tonnes	20,305.29 *	18,502.80

Internal assurance

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No assurance

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Footnotes and Additional Comments for Bursa ESG Common Indicators Table

Bursa C1(a)	<ul style="list-style-type: none"> The percentage of employees receiving anti-corruption training includes employees who were active as of 31 December 2024
Bursa C2(b)	<ul style="list-style-type: none"> Total number of beneficiaries includes direct beneficiaries only, and excludes Digital Businesses
Bursa C4(a)	<ul style="list-style-type: none"> Total energy consumed includes renewable as well as non-renewable energy sources. Renewable sources are those defined as sources that can be replenished, reproduced, grown, or generated in a short period through ecological cycles or agricultural processes
Bursa C5(b)	<ul style="list-style-type: none"> Lost time incident rate (LTIR) excludes Digital Businesses as well as Axiata Corporate Centre
Bursa C6(a)	<ul style="list-style-type: none"> Training includes all types of vocational training and instruction paid educational leave provided by a company for its employees, training or education pursued externally and paid for in whole or in part by a company and training on specific topics. Training does not include on-site coaching by supervisors An employee is defined as an individual who is in an employment relationship with the company, according to national law or its application, as well as who are active as of 31 December 2024 Employee category, refers to the breakdown of employees by level (such as senior management, middle management)
Bursa C7(a)	<ul style="list-style-type: none"> In calculating the proportion of spending on local supplies the total amount of spending is based on the total value of Purchase Order (PO) for purchase of goods or services during the reporting period Local suppliers refer to companies or persons that provide products or services to the reporting company, and that are based in the same geographic market as the reporting company (that is, no transnational payments are made to a local supplier) The geographic definition of 'local' can include the community surrounding operations, a region within a country or a country
Bursa C9(a)	<ul style="list-style-type: none"> Total volume of water captures water usage in main offices and also excludes ADA
Bursa C10a (i) and Bursa C10a (ii)	<ul style="list-style-type: none"> Data reported excludes ADA as well as Boost. All other OpCos. reported data for a minimum period of one quarter in FY2024
Bursa C11(a) and Bursa C11(b)	<ul style="list-style-type: none"> The Scope 1 and Scope 2 GHG emissions of Axiata are reported based on the GHG Protocol's Corporate Accounting and Reporting Standard issued by the World Resource Institute and World Business Council for Sustainable Development Axiata applies the operational control approach in accounting for emissions from those sources over which Axiata has full authority to introduce and implement its operating policies, which includes Axiata and its subsidiaries Axiata reporting boundary excludes Axiata Corporate Centre, Digital Businesses (e.g., Boost, ADA and ADL) which are deemed immaterial to Axiata Group Berhad's overall GHG emissions
Bursa C11(c)	<ul style="list-style-type: none"> Scope 3 emissions are reported for: <ul style="list-style-type: none"> - Category 6 (Business Travel) - Includes Axiata Corporate Centre but excludes Digital Businesses - Category 7 (Employee Commuting) - Excludes Corporate Centre and Digital Businesses