

Sustainability Statement

Chairman's Sustainability Message

Dear Shareholders,

As the Chairman of Sedania Innovator Berhad, it gives me great pleasure to present our FY2022 Sustainability Statement (“**SS2022**”), which highlights our commitment to creating long-term value for our business and stakeholders through a focus on the four pillars of Economic, Environmental, Social, and Governance (“**EESG**”) sustainability. This report provides an in-depth look at our sustainability performance throughout the past year, highlighting our achievements, challenges, and ongoing commitments, and demonstrating how our company has integrated sustainability into our decision-making processes.

At Sedania, sustainability is not just a buzzword, but a fundamental aspect of our business operations. Since our listing in 2015, we have invested in innovative businesses that aims to halt climate change by helping companies embrace the transition to cleaner and more sustainable energy to reduce global greenhouse gases (“**GHG**”). At the time of this publication, global temperatures have already risen to 1.1°C according to the Intergovernmental Panel on Climate Change (“**IPCC**”), with extreme weather events becoming ever more frequent and causing widespread suffering for global communities and disruption of economic activities. Hence, we are doubly committed to ensuring that every kilogram of carbon dioxide (“**CO2**”) is accounted for and that global warming is capped at or below 2°C.

As an investor in sustainability-enabling businesses, Sedania has taken significant steps to ensure that we are addressing the impacts and risks of our own business activities while maximising opportunities to create positive value for our stakeholders.



Good governance and ethical conduct form the foundation of our investment business, and we have continued to strengthen our corporate governance structure, code of conduct, and anti-corruption measures to ensure transparency, accountability, and compliance with all applicable laws, regulations, and industry standards, so that we remain in good standing to support our clients in their sustainability journey.

On the Economic front, we have made significant strides in developing our competitive value proposition, delivering high-quality products and services, promoting fair and competitive local procurement, and supporting the development of local businesses, which are detailed on pages 46 to 51. The total economic value distributed to our various shareholders in FY2022 stands at RM37,083,891/-, and we have successfully maintained our track record of 100% customer complaint resolution for the third year running, with zero health and safety, or product labelling

violations. The Group has also recorded zero breach of customer data in FY2022.

Beyond business sustainability, we are also committed to reducing our environmental impact. Our environmental stewardship efforts have centred around promoting sustainable practices and resource conservation across our business operations, and through our services. A Group-wide Energy Management Policy was established and adopted in January 2022, with an Energy Monitoring System (“EMS”) installed and upgraded in February 2022 to allow the Group to monitor our operational energy consumption in real-time and finetune it for better efficiency. Sedania is committed to reducing our CO2 emissions per RM million revenue by at least 5% annually for the near future.

We have also set a target to help our clients save 15 million kWh through our Sustainable Energy services, leveraging our Energy Efficient (“EE”) and Renewable Energy (“RE”) equipment and services to support its achievement. We have taken practicable steps to ensure the eco-friendliness of our Sustainable Healthcare products and are continuing to expand our presence in the RE sector through strategic mergers and acquisitions.

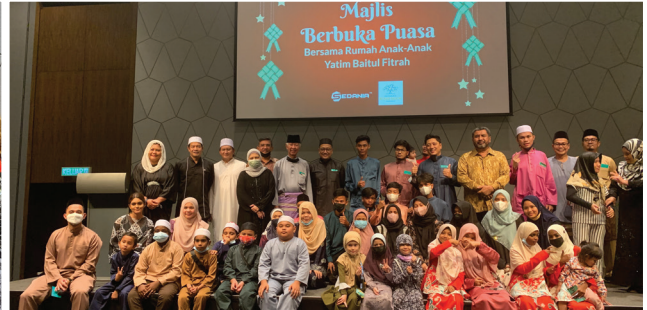
In the realm of social responsibility, we have continued to prioritise the well-being of Sedania’s employees more than anything else. This is reflected in our initiatives to promote diversity, equality, non-discrimination, inclusion and in our continued efforts to improve the disclosures of our workforce composition and diversity data.

By analysing the data at a more granular level, we are able to identify areas where gaps may exist and take targeted actions to address them to foster a positive workplace culture where the unique contributions of all 91 Sedania employees are valued and recognised. We have continued to

invest in training programmes to support their skills development, with a total of 299 training hours and RM20,597/- in training spend logged for FY2022. We have also begun tracking occupational health and safety (“OSH”) data for our operations, and successfully logged 3,120 manhours without any Lost Time Incident (“LTI”) or work-related fatality in FY2022.

While these workplace wellness strategies ensure that our workforce remains safe, healthy, and engaged, we are also mindful of the need to play our role as a socially responsible organisation to support our local communities, particularly the underprivileged. Aside from supporting socio-economic growth through job creation, prioritising local businesses in procurement consideration and fulfilling our tax contribution to local governments, Sedania has continued to apportion its investments into supporting corporate social responsibility (“CSR”) initiatives. Sedania contributed a total of RM57,300/- to the community in FY2022, including food supplies and cash donations to the underprivileged during Ramadhan 2022, extended a helping hand to the less fortunate children and single mothers in two madrasahs, and hosted a “buka puasa” buffet at the Baitul Fitrah orphanage.





Our Sustainability Journey and Milestones

2018	2019	2020	2021	2022
Commencement of Sustainability Reporting Journey	Adoption of United Nations Sustainable Development Goals (UNSDGs)	Aligned Sustainability Reporting to Bursa Malaysia Sustainability Reporting Guide (2nd Ed)	Conducted materiality assessment Implemented a more systematic data gathering approach	Aligned to Bursa Malaysia Sustainability Reporting Guide (3rd Ed) Aligned to TCFD
		Established Sustainability Governance	Benchmarking against global frameworks and industry leading practices	Set emissions intensity reduction goals

It is important to note that the SS2022 comes on the heels of a new sustainability reporting guideline released by Bursa Malaysia in September 2022, urging Malaysian PLCs to conform more closely to global sustainability reporting standards. Sedania, as an ACE Market listed entity, is committed to meeting and exceeding the prescribed disclosure requirements for compliance before the applicable deadlines. This sees the publication of our inaugural Task Force on Climate-related Financial Disclosures (“TCFD”) content index on our Sustainability portal at <https://www.sedaniainnovator.com/sustainability>, which aligns our climate disclosures in this report to the recommendations of TCFD. We remain steadfast in our commitment to drive

continuous improvements in our business through the adoption of sustainability best practices and recommendations outlined by global industry frameworks to strengthen the resilience of Sedania’s ability to create a more sustainable future for all

In closing, I would like to express my gratitude to all our stakeholders for their continued support, and I look forward to charting the next phase of our sustainability journey together.

Sincerely,
TAN SRI ABDUL HALIM BIN ALI
 Senior Independent Non-Executive Chairman

Introduction

Sedania Innovator Berhad (“**Sedania**” or the “**Group**”) is a technology company that believes in harnessing the power of digital innovations to drive economic growth, reduce environmental impacts, and ignite social change. With a value creation strategy rooted in “Innovations that Empower Lives Sustainably,” Sedania strives to provide maximum value to the communities it serves, while also adapting to the ever-changing needs and behaviours of users.

At the heart of Sedania’s approach is a commitment to sustainability, which drives the development of policies, processes, and solutions that embed positive sustainability into all operations. By integrating sustainability into its culture, people, operations, investments in research and development, as well as talent development, Sedania continues to push the boundaries of what is possible, developing innovative ICT solutions that empower consumers in the governmental, commercial, and financial sectors. At the same time, the company remains deeply committed to promoting sustainability across its operations and encouraging its clients to follow in its footsteps.

The company’s ongoing sustainability journey is marked by a dedication to transparency and disclosure, as exemplified by the progressive strengthening of our reporting over the years, culminating in this fifth annual Sustainability Statement. The Sustainability Statement for the period of 1 January 2022 to 31 December 2022 (“**SS2022**”) offers an in-depth look at how sustainability is governed at Sedania, how the company engages with key stakeholders, and how material sustainability matters are managed.

Statement Of Use

Sedania’s Board of Directors acknowledges that the information reported in the SS2022 is prepared in reference to the Sustainability Reporting Standards established by the Global Reporting Initiative (“**GRI**”).

Reporting Scope & Boundary

The scope of Sedania’s SS2022 covers the business operations and activities of the Group and its major subsidiaries in the areas of Sustainable Energy, Sustainable Healthcare, Financial Technology (“**FinTech**”), and Telco Technology (“**TelcoTech**”) for FY2022. The Group exercises a “local where-we-operate” practice in the management of its operations.

Unless otherwise stated, activities that are outsourced and impacts involving joint venture operations, third-party vendors, and value chain partners are excluded from this report. However, Sedania recognises the significant Economic, Environmental, Social and Governance (“**EESG**”) related impacts that may arise from its extended value chain and is committed to embedding sustainability policies, practices, and culture in its relationships with third-party business partners, suppliers, vendors, and contractors. The Group hopes to report on the EESG highlights of its value chain partners in future sustainability statements.

The SS2022’s reporting boundaries are determined by the prioritisation of Sedania’s identified material topics and the GRI Reporting Principles of accuracy, balance, clarity, comparability, reliability and timeliness in defining report content and quality. By adhering to these principles, Sedania ensures that its sustainability reporting provides a comprehensive and accurate overview of its sustainability performance and the impact of its operations on stakeholders. Where

possible, historical data has been provided for comparison to make the disclosures more meaningful for stakeholders.

Content indices for these frameworks are provided on our Sustainability portal at <https://www.sedaniainnovator.com/sustainability>

Precautionary Principle

Each operating segment of the Group is responsible for assessing, managing, and mitigating the risks that arise from changes in business volumes, cost structures, and other factors. This includes identifying potential risks, evaluating their likelihood and potential impact, and implementing measures to prevent or minimise them. By taking a precautionary approach to risk management, Sedania ensures that it is able to proactively identify and address potential risks before they become significant issues, thereby safeguarding the long-term sustainability of its business operations.

Frameworks And Guidelines Referenced

The SS2022 was prepared with reference to the following frameworks and guidelines:



- Bursa Malaysia Sustainability Reporting Guide 3rd Edition#
- GRI Standards 2021: Core Option#
- FTSE4Good Bursa Malaysia Index (“**FTSE4Good**”)#
- Task Force on Climate-related Financial Disclosures (“**TCFD**”)#
- United Nations Sustainable Development Goals (“**UNSDGs**”)*

* Content indices for these frameworks are provided at the end of this report.

Data Quality, Assurance & Limitations

In addition to the GRI reporting principles, information disclosed in the SS2022 is determined by the Group’s disclosure appetite pertaining to each material topic, with consideration for our stakeholders’ views, materiality assessment findings, as well as emerging risks, opportunities and market trends within the Group’s operating environment.

Data disclosed in the SS2022 has been sourced from official internal documents and records and is verified by the respective business units or information owners. Sedania’s sustainability working team and the Management have maintained continuous oversight in the preparation of the SS2022 and have made every effort to ensure the accuracy and reliability of the disclosed information.

Sedania did not seek third-party assurance for its non-financial data in SS2022, except for the anti-corruption data disclosed under the Governance section of this report. However, the Group plans to obtain external assurance for additional non-financial and sustainability information in future reporting cycles. Internal audit functions are outsourced to Talent League Sdn. Bhd., an independent consulting firm, while BDO PLT serves as the external auditor for the financial statements of FY2022.

While Sedania is committed to go beyond regulatory compliance in our sustainability disclosures, we acknowledge that certain indicators still pose challenges in terms of data gathering. Sedania is committed to continue strengthening its data collection and analysis procedures to enhance the quality and accuracy of its data going forward.

Forward-Looking Statements

Sedania's SS2022 contains future-oriented statements related to the Group's intentions, plans, targets, and expectations. These statements have been made in good faith and are based on reasonable current assumptions. However, it is important to note that these statements are subject to risks and uncertainties beyond the Group's control, and readers are advised not to place undue reliance on them.

Availability & Feedback

The SS2022 is prepared as part of Sedania's Annual Report 2022 ("AR2022"), which can be downloaded from the Group's website at <https://www.sedaniainnovator.com/>.

We value stakeholder engagement as a crucial part of the Group's sustainability process. Feedback and inquiries on this report and its contents can be relayed to:

Rizalzin Mohammed

Chief Financial Officer

Tel: 03 7880 2001 | Email: rizalzin@sedaniainnovator.com

FY2022 Sustainability Highlights



91
Total Workforce
Consisting of
88% Malaysians &
84% Permanent Employees



Market Access to
23 Countries



RM37mil
Total Economic
Value Distributed to
Stakeholders



Women
in Leadership Positions:
36% of Management
17% of Directors



Zero
Lost Time Incident &
Zero Fatalities
with 3,120 manhours worked



299
Total Training Hours
with RM20,597 spent



Committed to reducing
5% CO2 emissions
annually



Published our Inaugural
TCFD Report
ahead of compliance
timeline



Target to achieve
15 mil kWh in energy
savings for our clients
through Energy Efficiency



Contribute
RM57,300 to Local
Community Development



Zero
Product Health & Safety or
Labelling Violations



100%
Customer Complaint
Resolution



Zero
Incidence of Customer
Data Breaches



Zero
Incidence of Regulatory
Non-Compliance



Zero
Incidence of
Corruption

Stakeholder Engagement



At Sedania, we understand that effective stakeholder engagement is key to the development of a robust and inclusive sustainability agenda. As such, we continually engage with our stakeholders to understand their evolving needs and expectations, and have incorporated their concerns in the identification of our material topics for the assessment conducted in FY2021. These processes provide the Board and Management with insights for decision-making on our business and sustainability strategies.




Sedania defines stakeholders as individuals or groups who are impacted by, or have the potential to impact the Group's operations, financial



performance, and reputation. We have identified our key stakeholders based on their ability to impact our business activities as well as their interests in our organisation.

To facilitate stakeholder engagement, we employ a range of communication methods, including meetings, media publications, events, reports, and other forms of outreach to streamline our stakeholder engagement efforts. Our corporate website is regularly updated with the latest news, financial results, press releases, reports, and Board developments, ensuring that stakeholders can access up-to-date information about Sedania in a timely and accessible manner.

A summary of Sedania's stakeholder management approach is presented below.

Stakeholders	Engagement Methods	Frequency	Key Concerns / Focus Areas	Material Matters
 <p>Shareholders & Investors</p>	AGM / EGM Quarterly & Annual Reports Periodic announcements Investor briefings Electronic communication / emails	Annually Quarterly / Annually Ad Hoc Ad Hoc Ad Hoc	<ul style="list-style-type: none"> • Company performance • Profitability and growth • Strategy and future orientation • Corporate governance • Sustainability • Dividend • Anti-corruption 	<ul style="list-style-type: none"> • Board Independence and Skills • Anti-Corruption • Financial and ESG Risk Management • Competitive Value Proposition
 <p>Customers</p>	Electronic communication Project Management Advertisement and marketing promotions Corporate website/ Social Media	Throughout the year Throughout the year Throughout the year Throughout the year	<ul style="list-style-type: none"> • Service level agreement • Product & service quality & innovations • Anti-Corruption • Socioeconomic compliance • Legal / regulatory compliance 	<ul style="list-style-type: none"> • Competitive Value Proposition • Product/service quality • Developing Local Businesses • Financial and ESG Risk Management • Climate Change

Stakeholders	Engagement Methods	Frequency	Key Concerns / Focus Areas	Material Matters
 <p>Suppliers / Vendors / Contractors</p>	<p>Order placements</p> <p>Meetings</p> <p>Supplier audits</p> <p>Project management</p>	<p>Monthly</p> <p>Ad Hoc/As needed</p> <p>Throughout the year</p> <p>Ad Hoc/As needed</p>	<ul style="list-style-type: none"> • Service level agreement • Socioeconomic compliance • Legal /regulatory compliance • Fair procurement process • Human/labour rights 	<ul style="list-style-type: none"> • Fair and Competitive Local Procurement • Developing Local Businesses • Financial and ESG Risk Management • Product/service quality • Anti-Corruption
 <p>Employees</p>	<p>Zoom check-in & check out</p> <p>Townhalls</p> <p>Departmental meeting</p> <p>Teambuilding events & festive celebrations</p> <p>Appraisals, performance review/incentives e.g. ESOS</p> <p>Electronic communication / email</p>	<p>Daily (during pandemic)</p> <p>Ad Hoc (2-3 times a year)</p> <p>On going</p> <p>Ad Hoc</p> <p>Yearly</p> <p>Throughout the year</p>	<ul style="list-style-type: none"> • Employee remuneration & benefits • Career development • Training & education • Corporate strategy • Non-discrimination • Working environment • Job satisfaction • Employee rights and welfare • Health and safety 	<ul style="list-style-type: none"> • Talent Management • Talent Satisfaction • Diversity and Equal Opportunity • Health and Safety
 <p>Government / Regulatory Authorities</p>	<p>Statutory contributions</p> <p>Income tax filing</p> <p>Annual return</p> <p>SST reporting</p> <p>Local authorities</p>	<p>Monthly</p> <p>Annually</p> <p>Semi-Annually</p> <p>Bimonthly</p> <p>Ad Hoc</p>	<ul style="list-style-type: none"> • Anti-Corruption • Socioeconomic compliance • Economic performance • Legal / regulatory compliance 	<ul style="list-style-type: none"> • Anti-Corruption • Financial and ESG Risk Management • Board Independence and Skills • Fair and Competitive Local Procurement • Climate Change • E-Waste • Energy Consumption

Stakeholders	Engagement Methods	Frequency	Key Concerns / Focus Areas	Material Matters
 <p>Media</p>	<p>Media events</p> <p>Press interviews / releases</p>	<p>Ad Hoc / As needed</p> <p>Ad Hoc / As needed</p>	<ul style="list-style-type: none"> • Company performance • Marketing 	<ul style="list-style-type: none"> • Financial and ESG Risk Management
 <p>Local Communities</p>	<p>Community engagement</p> <p>CSR Programmes: championing local causes and charities, staff volunteering, environmental initiatives to minimise local pollution</p>	<p>Ad Hoc</p> <p>Ad Hoc</p>	<ul style="list-style-type: none"> • Support local Community projects • Socioeconomic compliance • Environmental and social impacts 	<ul style="list-style-type: none"> • Community Development • Local Communities • Climate Change • Emissions • Energy Consumption • E-Waste

Materiality

Materiality assessments are a key component of Sedania Innovator Berhad's sustainability and risk management strategy, playing a critical role in identifying and prioritising EESG topics that are most material to the organisation and our stakeholders.

The following outlines our approach to the identification, categorisation and prioritisation of our material topics for management and disclosure in the SS2022.

1. Identification Of Material Matters

During the Materiality Assessment undertaken in FY2021, the selection of the EESG topics for assessment was made in reference to the following, prioritising topics that may have both an inward impact on our enterprise value creation ability and an outward impact on our stakeholders and the environment:

FTSE4 Good
Index

GRI Sustainability
Standard

Industry Peer
Comparison

Stakeholder's
Key Concern

The sustainability matters identified were distilled into a list of 18 material topics for inclusion in the survey, which have been categorised according to the following pillars.

ECONOMIC

- Competitive Value Proposition
- Product Service Quality
- Fair and Competitive Local Procurement
- Developing Local Businesses

ENVIRONMENT

- Climate Change
- E-Waste
- Energy Consumption
- Emissions

SOCIAL

- Talent Management
- Talent Satisfaction
- Diversity and Equal Opportunity
- Covid-19 Pandemic
- Community Development
- Local Communities

GOVERNANCE

- Financial and ESG Risk Management
- Anti-Corruption
- Board Independence and Skills
- Shareholders' Concerns

2. Assessment And Prioritisation Of Topics

An online materiality assessment survey was held from August to September 2021 to gather feedback from the Group's Board of Directors and executive leadership. Using a combination of ranking, rating and open-ended questions, respondents were asked to determine the extent of the material matters' EES impacts, impact on Sedania's value creation ability, as well as their impact to stakeholders.

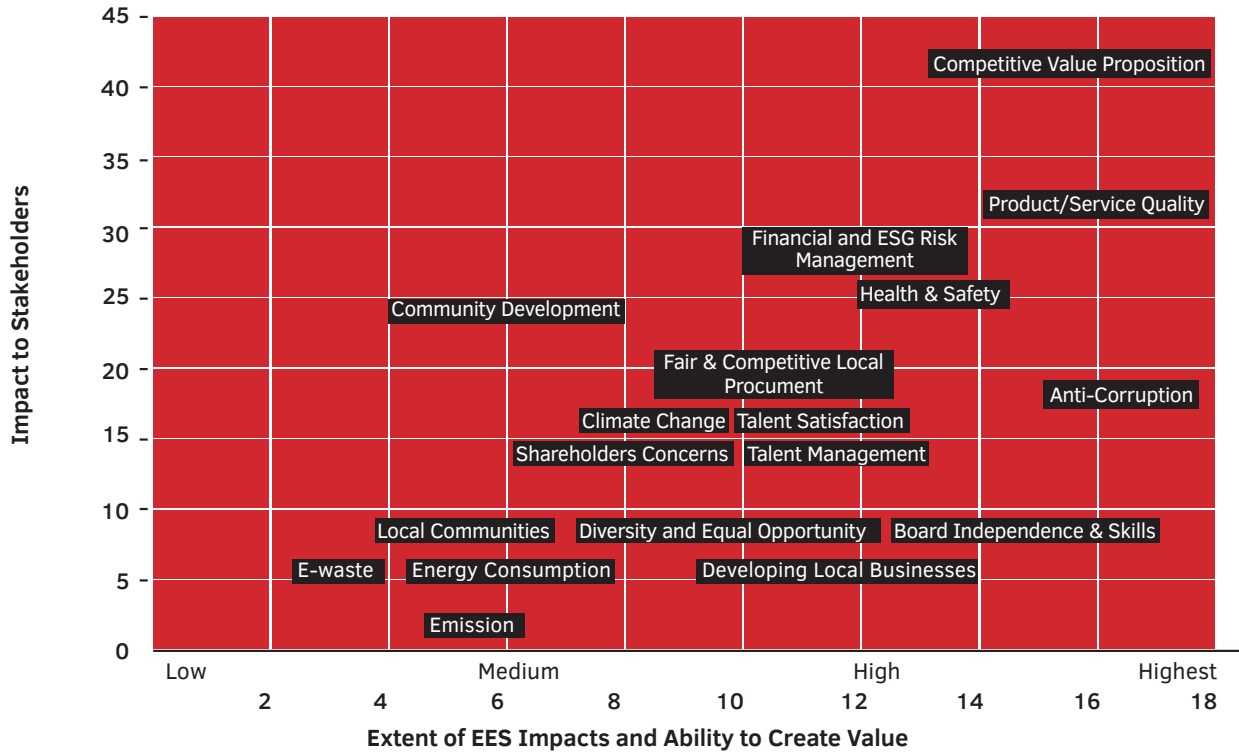
A total of 13 responses were collected during the month-long survey. The feedback gathered from the survey were tabulated using best practices in statistical analysis and plotted on a materiality matrix to determine their relative priority to the Group's sustainability agenda.

3. Review And Validation Of Materiality Findings

The resulting materiality matrix and other findings from the survey were presented to the Board for validation in FY2021.

The outcome of the materiality assessment was reviewed again during the preparation of the SS2022 and has been found to remain relevant for disclosure, with COVID-19 renamed as Health and Safety to reflect the transition to endemic management of the disease and to align with Bursa Malaysia's new sustainability reporting guideline.

Sedania's FY2022 Materiality Matrix



4. Identifying Future Priorities for Materiality

Sedania recognises the importance of incorporating external feedback into our materiality assessment process.

As the FY2021 materiality survey and FY2022 desktop reviews were conducted based on internal assessments and considering the new disclosure requirements under Bursa Malaysia's 3rd Edition Sustainability Reporting Guide, the Group intends to undertake a comprehensive reassessment of our material matters in the future to strengthen the management of our EESG risks.

GOVERNANCE MATTERS

GRI 205, 206, 308, 415, 418



Corporate governance is essential to ensure that the entire organisation is managed and directed towards becoming a company that is focused on EESG (Economic, Environmental, Social, and Governance) considerations. By embodying and practising good corporate governance, Sedania Innovator Berhad can maintain integrity, corporate responsibility, and accountability throughout its operations.

The Group has implemented a wide range of governance frameworks and policies to manage the sustainability of Sedania and its subsidiaries. These frameworks and policies are periodically reviewed by the Board and updated as needed to comply with the new regulations and align with the requirements of the Group.

Board Charter	Code of Conduct and Business Ethics
Terms of Reference - ESOS Committee	Terms of Reference – Audit and Risk Management Committee
Terms of Reference – Nomination Committee	Terms of Reference – Remuneration Committee
Anti-Bribery and Corruption Policy	Whistleblowing Policy
Sustainability Policy	Terms of Reference – Sustainability Committee

To learn more about the Group’s governance frameworks and policies, please visit our Investor Relations portal at <https://www.sedaniainnovator.com/corporate-governance>.

The Chairman and Board of Sedania Innovator Berhad provide primary oversight and stewardship over the Group’s corporate governance, risks, audit, remuneration, and operations, as well as matters related to its EESG impacts. They are responsible for ensuring that sustainability is embedded throughout the organisation.

To implement Sedania’s sustainability strategy, the Executive Director (“**ED**”), Datuk Noor Syafiroz Bin Mohd Noor, and the Group Chief Executive Officer (“**GCEO**”), Mr. Daniel Ruppert, oversee its implementation in the business divisions, with support from members of the Key Management. Together, they ensure that sustainability is integrated from the top management to operations level, while progress and performance are reported up the chain of command to support sound decision-making for sustainability.

The Group established a Board Sustainability Committee (“**BSC**”) in FY2021, which was formalised in FY2022 to strengthen sustainability and provide more comprehensive oversight of the Group’s EESG matters. The BSC is responsible for developing an effective response to material EESG matters to sustain and improve the financial and non-financial values created for stakeholders. Additionally, the BSC is responsible for championing sustainability and strategising its progressive integration into the organisational culture, business model, business strategies, and business processes, including risk management and mitigation.

WHO	SUSTAINABILITY ROLES & RESPONSIBILITY	
BSC	The Board of Directors, through the BSC, deliberates and determines the Group’s strategies and policies with a focus on EESG aspects	
ED and GCEO	Oversees the overall strategy implementation and progress	Reviews sustainability related information and presents it to the Board for deliberation
Key Management Members	Operationalise the plan in the respective business units and division	Collate sustainability related information against measurable indicators
Working Level	Implement the plan in their respective job functions	

The Compliance Officer and the Board Committee provide oversight of the Group’s performance in corporate governance and conduct periodic reviews as needed to ensure compliance with relevant regulations and best practices.

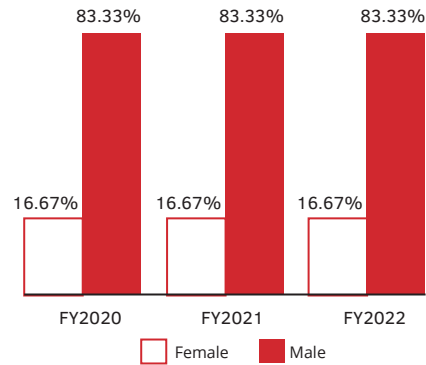
Board Independence And Skills

Sedania values the independence of our Board and have put in place a range of policies and processes to ensure the right mix of skills and experience to guide the Group’s strategic growth responsibly in line with the recommendations of the Malaysian Code on Corporate Governance (“MCCG”) 2021. The Board comprises a mix of Executive and Non-Executive Directors, with a majority of Non-Executive Directors to ensure independent oversight of the Group’s operations. The positions of Chairman and CEO are also separated to promote accountability and ensure clear division of responsibilities.

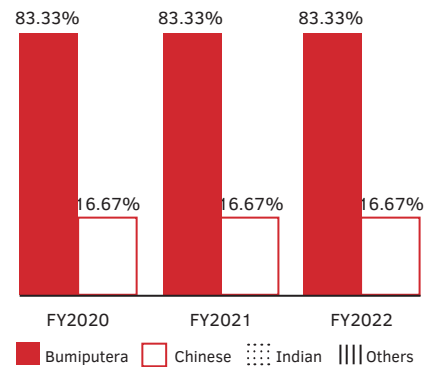
The Board is also composed of members with diverse skills, experiences and backgrounds to ensure effective decision-making. We strive to ensure that our Board comprises leaders from diverse professional backgrounds, skills, competencies, and ideas, providing meaningful insights from different angles and thought processes. While Sedania is fully committed to upholding gender and ethnic diversity, the Board believes that all qualified individuals should receive fair and equal consideration. This shown in the current Board composition, which comprises a mixture of both genders and mixed races. Details of the Directors’ positions, skills, and experience can be found in the Board of Directors section of this AR2022.

In support of gender equality, we have appointed a female Board member in 2016 ahead of regulatory requirements. Women representation at the Board currently stands at 17%. We are committed to progressively diversifying our Board to achieve 30% female representation in line with the MCCG 2021 recommendations.

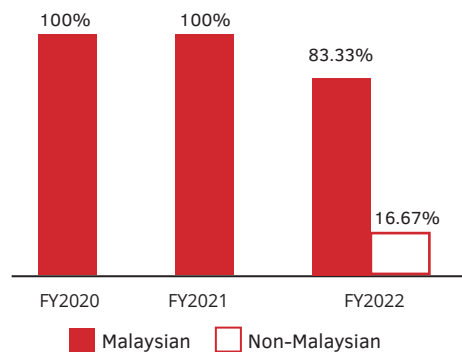
Board Composition Breakdown by Gender (%)



Board Composition Breakdown by Ethnicity (%)



Board Composition Breakdown by Nationality (%)



The Board is also committed to ensuring its independence in carrying out its oversight functions, adhering to the Code of Conduct & Business Ethics' guidelines for handling conflicts of interest related to Directors. Sedania adheres to best practices in Board independence, with a ratio of four Independent Directors to two Non-Independent Directors, giving our Board a 66.67% independent majority. All Independent Non-Executive Directors have been assessed as independent in accordance with the MCCG 2021 and have no material relationships or conflicts of interest that could interfere with their independence. The Board also ensures that Independent Non-Executive Directors are able to exercise objective and independent judgements in decision-making processes.

To ensure continued Board effectiveness, the Nomination Committee conducts an annual Board Effectiveness Evaluation to assess the Board's composition, skills, and effectiveness. The evaluation considers feedback from stakeholders and provides recommendations for any necessary changes to the Board's composition or skills. The Board has also established a transparent process for the appointment and removal of Directors at the Annual General Meeting ("AGM"), and for shareholders to vote on Non-Executive Directors' remuneration. A summary of our Corporate Governance performance data is provided below:

GOVERNANCE DISCLOSURES	UNIT OF MEASUREMENT	FY2021	FY2022
Number of Board of Directors	Number	6	6
Number of Independent Directors on the Board	Number	4 (67%)	4 (67%)
Number of Women on the Board	Number	1 (17%)	1 (17%)
Number of Directors with Disability	Number	0	0
AGM Notice Filing Date	DD-MM-YYYY	24-05-2021	29-04-2022
AGM Date	DD-MM-YYYY	24-06-2021	30-05-2022
Number of Days between the Date of Notice and Date of Meeting	Number of Days	31	31

The Remuneration Committee, composed entirely of Independent Non-Executive Directors, is responsible for reviewing and recommending the remuneration policy for Executive Directors/CEOs and Non-Executive Directors to the Board for approval. The Committee also presents entitlements under any share schemes to the Board and relevant EDs and Key Management team. The ESOS Committee reviews and recommends awards/grants of ESOS to eligible employees. Currently, the Board members and Executive Management team do not have ESG-linked performance objectives in their remuneration package but aim to include long-term incentives and ESG-linked performance indicators in the future.

More details can be viewed at our Board Charter at <https://www.sedaniainnovator.com/> and the Corporate Governance Overview Statement of this AR2022.

Financial And EESG Risk Management

The Board at Sedania has established a robust framework for managing financial and EESG risks, which is outlined in the reports of the Audit and Risk Management Committee and the Statement on Risk Management and Internal Controls in this annual report. Through these Board functions, Sedania takes significant steps to identify, monitor, and address all major risks that have the potential to affect the Group's value creation ability, including climate change and other EESG risks. The Group ensures that its risk register is updated in a timely manner to effectively manage these risks. Our disclosure on risks and mitigation measures can be found under the "Anticipated or Known Risks" section of the Management Discussion and Analysis on page 97-99 of this Annual Report.

Anti-Bribery And Corruption

The negative impact of corruption on sustainable development, society's well-being and economic growth underscores the importance of eliminating it through good governance mechanisms, policies, and practices. Sedania recognises this and has made it a primary component of its EESG approach.

The Group has a zero-tolerance policy towards all forms of corruption and bribery and has implemented the Anti-Bribery and Corruption (“**AB & C**”) Policy in FY2020 to promote transparency and ensure compliance with the Malaysian Anti-Corruption Commission (“**MACC**”) Act 2009 and the MACC (Amendment) Act 2018. The Policy includes procedures, monitoring protocols, and reporting frameworks for the Group and its third-party partners. The Board has oversight of the anti-corruption efforts and is supported by Heads of Departments and designated internal personnel such as the Compliance Officer and departments such as Legal and Secretarial, Finance and Human Resources (“**HR**”), as well as the Audit and Risk Management Committee, to ensure compliance.

All managers and employees are required to be familiar with and comply with the Policy. New employees are required to undergo an induction training on their first week of onboarding that covers explanation of the AB&C policy conducted by the HR Department. Periodic refreshers on the AB&C Policy and Whistleblowing Policy are also provided to existing staff through email blasts. Suppliers, business partners, contractors and agents receive a copy of our AB&C Policy to communicate our zero-tolerance stance towards bribery and corruption. A clause on its adherence is included in all our commercial agreements.

Beyond policy adoption, Sedania provides regular anti-corruption awareness training to all new and

existing employees, third-party partners, and the Board of Directors. Sedania has also established due diligence procedures for screening, engaging, and managing third-party partners to investigate any direct or indirect conflicts of interest that may increase the possibility of corruption.

The Board has ensured the Policy's effectiveness according to the Guidelines on Adequate Procedures (“**GAP**”) and the T.R.U.S.T principles, which require Top level commitment, Risk assessment, Undertake control measures, Systemic review, monitoring and enforcement, and Training and communication.

Furthermore, Sedania's commitment to anti-corruption is demonstrated through the Group's status as an apolitical organisation, which ensures that no monetary contributions are made to political parties.

A summary of our Anti-Corruption and Regulatory Compliance Performance Data is provided on the next page.

CATEGORY	DESCRIPTION	FY 2020	FY 2021	FY 2022
<i>Operations assessed for risks related to corruption</i>	<i>a) i) Total number of operations assessed for risks related to corruption</i>	0	0	0
	<i>ii) Percentage of operations assessed for risks related to types of corruption</i>	0	0	0
	<i>iii) Number of corruption risk assessments based on types of corruption, including bribery</i>	0	0	0
	<i>b) Significant risks related to corruption identified through the risk assessment</i>	0	0	0
<i>Communication and training about anti-corruption policies and procedures</i>	<i>a) i) Total number of governance bodies members that the organisation's anti-corruption policies and procedures have been communicated to</i>	100%	100%	100%
	<i>ii) Total number of directors</i>	100%	100%	100%
	<i>iii) Percentage of governance body members that the organisation's anti-corruption policies and procedures have been communicated to</i>	100%	100%	100%
	<i>b) Number and Percentage of employees that the organisation's anti-corruption policies and procedures have been communicated to by employee category:</i>	100%	100%	100%
	<i>Number and percentage of managerial staff</i>	100%	100%	100%
	<i>Number and percentage of executive staff</i>	100%	100%	100%
	<i>Number and percentage of operational staff</i>	100%	100%	100%
	<i>c) Number and Percentage of business partners that the organisation's anti-corruption policies and procedures have been communicated to, broken up by type of business partner.</i>	100%	100%	100%
	<i>d) Number and Percentage of governance body members that have received training on anti- corruption</i>	100%	100%	100%

CATEGORY	DESCRIPTION	FY 2020	FY 2021	FY 2022
	<i>Total number of directors</i>	6	6	6
	<i>Number of directors who have received training on anti-corruption</i>	6	6	6
	<i>Percentage of directors who have received training on anti-corruption</i>	100%	100%	100%
	<i>e) Number and Percentage of employees that have received training on anti-corruption by employee category:</i>	60%	0%	100%
	<i>Total number of employees</i>	23	0	91
	<i>Number of managerial staff</i>	12	0	33
	<i>Number of operational staff</i>	0	0	15
	<i>Number of executive staff</i>	11	0	43
<i>Number of training hours relating to anti-corruption</i>	<i>Number of hours directors have received training on anti-corruption</i>	2.5h	2.5h	0.5h
	<i>Number of hours managerial staff have received training on anti-corruption</i>	2.5h	2.5h	0.5h
	<i>Number of hours operational staff have received training on anti-corruption</i>	2.5h	2.5h	0.5h
	<i>Number of hours executive staff have received training on anti-corruption</i>	2.5h	2.5h	0.5h
	<i>Total training hours</i>	2.5h	2.5h	0.5h
	<i>Number of executive staff</i>	0	0	0.5
<i>Confirmed incidents of corruption and actions taken</i>	<i>a) Total number of confirmed incidents of corruption</i>	0	0	0
	<i>Nature of confirmed incidents of corruption</i>	NA	NA	NA
	<i>b) Total number of confirmed incidents in which employees were dismissed or disciplined for corruption</i>	0	0	0
	<i>c) Total number of confirmed incidents when contracts with suppliers & contractors were terminated or not renewed due to violations related to corruption</i>	0	0	0

CATEGORY	DESCRIPTION	FY 2020	FY 2021	FY 2022
	<i>d) Public legal cases regarding corruption brought against the organisation or its employees during the reporting period and the outcomes of such cases.</i>	0	0	0
	<i>Cost of fines, penalties or settlements in relation to corruption</i>	0	0	0
Regulatory Compliance	<i>Has the company and / or subsidiaries been fined or censured for any environmental non-compliance?</i>	NA	NA	No
	<i>Has the company and / or subsidiaries been fined or censured for any socioeconomic non-compliance?</i>	NA	NA	No
	<i>Incidents of non-compliance with regulations resulting in a fine or penalty;</i>	NA	1	2
	<i>Incidents of non-compliance with regulations resulting in a warning</i>	0	0	0
	<i>Total monetary value of significant fines</i>	NA	RM5,000/-	RM38,337/-
	<i>Total number of non-monetary sanctions</i>	0	0	0
Anti-Competitive Behaviour	<i>Number of legal actions pending or completed during the reporting period regarding anti-competitive behaviour and violations of anti-trust and monopoly legislation in which the organisation has been identified as a participant</i>	0	0	0
	<i>Number of cases brought through dispute resolution mechanisms</i>	0	0	0
Whistleblowing	<i>Number of cases of misconduct reported through the Whistleblowing channel</i>	0	0	0

The accuracy of the anti-corruption data disclosed in this report has been independently verified by Talent League Sdn. Bhd., a professional consulting firm.

Code of Conduct and Business Ethics

Sedania has established a formal Code of Conduct and Business Ethics (“**Code**”) for employees and directors, which aims to cultivate ethical and professional conduct across the Group by providing guidance and fostering high standards of behaviour expected of all employees in their duties and dealings with clients and vendors.

The Code’s guiding principles are:

1. Firstly, the **core** values and culture represented by Sedania;
2. Secondly, the **duties** of good faith, fidelity, diligence and integrity;
3. Thirdly, the **workplace** culture and environment; and
4. Lastly, **discipline**, disciplinary processes and sanctions.

All employees are required to declare their adherence to the Code, with the Human Resources Department responsible for overseeing compliance. Any non-compliance will be reported directly to the Human Resources Department for disciplinary action.

More information can be found on the Investors Relation webpage at <https://www.sedaniainnovator.com/> and in the Corporate Governance Overview Statement of this AR2022.

Whistleblowing Mechanism

Sedania has implemented a Whistleblowing Policy to encourage employees and stakeholders to report any suspected incidents of fraud, embezzlement, abuse of power, violation of laws and regulations,

or other misconduct including taking or giving kickbacks, bribes and favours, endangerment to health and safety, violation of Group policies, abuse of privileges, criminal offences and blackmailing, amongst others.

Whistleblowing reports can be made to the designated persons through verbal or written communication. All reports made in good faith will be investigated thoroughly and fairly, without fear of reprisal.

The following is a list of authorised individuals and committees who will be responsible of handling, investigating, and reviewing the Whistleblower’s report: -

- a) Management of the Company;
- b) Group’s Compliance Officer;
- c) Chief Executive Officer;
- d) Audit and Risk Management Committee; and
- e) Board of Directors

In FY2022, the Group has instituted two formal reporting channels as outlined below, and has updated the Whistleblowing Policy to reflect these changes:

a) Open-Door Discussion

Employees are encouraged to raise any issues to the next level of management directly with their immediate managers, or the Group’s Compliance Officer if an employee has reason to believe that his/her manager is involved or has a conflict of interest. Third parties can directly contact the appropriate business managers at the Group to lodge any report in relation to the Whistleblowing Policy. The management in receipt of the report must document it through an open-door intake form, and lodge the intake form to the Group’s Compliance Officer which then will be forwarded to the Chief Executive Officer (“**CEO**”) and Audit and Risk Management Committee for review

and further investigation, while maintaining a centralised incident management database.

b) E-mail

Whistle-blowers may report any issues via the Group's public whistleblowing email at whistleblowing@sedaniainnovator.com

The identity of the individual who made the whistleblowing report shall remain confidential. There were zero whistleblowing reports received in FY2022.

ECONOMIC MATTERS

GRI 201, 203, 204, 414, 416



Sedania's commitment to economic sustainability is an integral part of the Group's overall sustainability strategies. Aside from our fiduciary responsibility to generate profits and maximise returns to Sedania's shareholders, sustainable financial value creation is key to supporting our clean energy, sustainable healthcare and social impact initiatives. At the same time, effective management of environmental and socioeconomic risks and opportunities also contribute to the long-term value of Sedania's business.

The importance of sustainable economic value creation is reflected in the Board's oversight of the critical areas of Competitive Value Proposition, Product Service Quality, Fair and Competitive Local Procurement, and Developing Local Businesses. The Board receives support from the Group CEO and Senior Management team in the development and implementation of strategies for creating shared economic value for all our stakeholders.

Product & Service Quality

At Sedania, we consider the quality of our products and services to be essential for our brand and long-

term success. Ensuring consistency in product and service quality, and customer satisfaction across all elements of our business is crucial to maintain our competitive edge in the industry. We understand that our customers' trust and confidence in our products and services are the key to our success.

To improve product and service quality, we have implemented quality assurance processes across the various subsidiaries of the Group. At Sedania's subsidiary Offspring, product and service quality involves managing sourcing, ingredients, packaging, delivery, and omnichannel sales touchpoints. We also work closely with our contract manufacturers to resolve potential issues at the start of the manufacturing process and perform inspections on finished products to guarantee strict control. At SASC, we ensure the quality of the trading platform's origination, trading process, and ecosystem for our banking sector clients are seamless and hassle-free.

Our Quality Control Department, along with Sedania's Head of Operations and Head of Technology, is responsible for ensuring the quality of our products and services, and maintaining customer satisfaction. We regularly engage with customers to understand their evolving needs and tailor our product and service solutions accordingly. To monitor customer satisfaction, we perform a customer satisfaction survey at least once a year, which serves as a key engagement channel. We have adopted an Information Security Management System to protect the confidentiality, integrity, and availability of our assets.

Our commitment to product and service quality and customer satisfaction is reflected in our performance. We have disclosed our customer complaint resolution performance for the past three years in the following table on customer satisfaction and our product responsibility performance.

Customer Satisfaction & Product Responsibility	FY2020	FY2021	FY2022
Customer Complaints Received (Product Complaints)	34	38	116
Customer Complaints Resolved (Product Complaints)	34	38	116
Rate of Customer Complaints Solved (%)	100%	100%	100%
Number of incidents of non-compliance concerning the health and safety impacts of products and services	NA	NA	0
Number of incidents of non-compliance with regulations or voluntary codes concerning information and labelling of products and services	0	0	0
Substantiated complaints concerning breaches of customer privacy and losses of customer data	0	0	0
Total number of identified leaks, thefts, or losses of customer data	0	0	0

In the future, we aim to enhance our customer satisfaction efforts by implementing a customer complaint resolution system tailored to each business segment's unique characteristics.

As a digital-focused company, we handle significant amounts of customer data and information, which may be sensitive. We prioritise our customers' right

to data privacy and comply fully with the Personal Data Protection Act 2010 ("PDPA"). Our suppliers and business partners who meet this information are required to sign Non-Disclosure Agreements to safeguard our customers' privacy. We also align our data privacy practices with those of our banking partners and undergo annual audits to ensure compliance.

We have had no incidents of non-compliance with regulations or voluntary codes regarding product information and labelling, nor have there been any incidents of non-compliance with health and safety regulations related to our products in the last three years.

Competitive Value Proposition

Sedania plays a significant role in digitising various sectors of Malaysia's economy. As a solutions provider, employer, consumer of local products and services, and taxpayer, Sedania's economic value creation spans various layers, contributing to the national agenda by raising living standards, creating jobs, investing in communities, and accelerating the nation's transition to net-zero carbon emissions by 2050. Our collaboration with customers helps us develop efficient operations that improve their overall experience.

In FY2022, our Sustainable Energy division formed a partnership with Tenaga Nasional Berhad's ("TNB") subsidiary TNB Research Sdn. Bhd. to evaluate the potential of harnessing energy from excess water in dams and water reservoirs throughout Malaysia using energy-efficient micro-hydropower turbines. With over 70 water dams and reservoirs in Malaysia, the potential energy savings would be over 40 gigawatt-hours per year, enough to provide carbon-free electricity to about 10 thousand homes.

SASC, our Fintech division, has also begun working closely with global open API banking solutions provider Codebase Technologies to provide end-to-end digital solutions that accelerate digital banking adoption and innovation. The collaboration aims to create an all-in-one digital Islamic banking platform that will be available to clients in Malaysia and around

the world via a Subscription as a Service model. Protecting our intellectual capital is critical to maintaining brand integrity and our continued value creation ability.

Sedania has filed patents in recent years, including:

NO	PATENT	APPLICANT	DATE OF FILING	APPLICATION NUMBER	PLACE OF APPLICATION
1	Telecommunication Airtime Transfer and Request System and Method	IDOTTV	05.11.2008	PI 20084418	Malaysia
2	A Telecommunication Airtime Trading System	SASC	28.01.2010	PI 2010000455	Malaysia
3	A System and Methods Used for Electronic Billing	IDOTTV	30.03.2011	PI 2011001419	Malaysia
4	A System for Allowing Interaction for a Mobile Device Program, a Server Program and a Bridging Program and a Method for Generating the Programs	IDOTTV	22.03.2011	PI 2011001287 (product patent)	Malaysia
5	A System for Allowing Interaction for a Mobile Device Program, a Server Program and a Bridging Program and a Method for Generating the Programs.	IDOTTV	22.03.2011	PI 2011001643 (divided out of PI 2011001287) (process patent)	Malaysia
6	Airtime Share	IDOTTV	18.04.2016	PI 2016701419	Malaysia
7	Telecommunication Balance Request and Transfer Method	IDOTTV	18.07.2017	UI 2017702640	Malaysia

Fair And Competitive Local Procurement

Sedania upholds good governance, procurement and business practices across its supply chain. To promote fair and competitive bidding in its procurement practice for vendor and supplier selection, the Group practices an equal playing field approach. Sedania's Code outlines the expected behaviour of employees when dealing with third parties, including clients, vendors, suppliers and public officials. Similarly, vendors and suppliers are also required to accept the Code to be eligible for the tender process. Vendors found in violation of the Code may face legal action or have their services terminated.

Whenever possible, the Group prioritises local procurement, based on the principle of local-where-we-operate, provided that the necessary technologies are in place and procurement is effective. By working with local suppliers, Sedania has greater control of its supply chain and can address concerns promptly to ensure quality oversight and service improvements. Additionally, supporting a local supply chain promotes circular economy and contributes to the development of local economies and communities through

sustainable business opportunities, and the creation of a thriving local marketplace that fuels the nation's digital knowledge and economic growth.

The Group primarily sources from companies based within Malaysia, except for the Sustainable Healthcare segment, which relies on foreign-sourced contract manufacturers for its core products. Some of the general procurement SOPs observed by Sedania include:

- A minimum of 3 quotations are needed to ensure that the company is purchasing goods / services at the lowest possible cost, taking into the account product quality and after-sales support and services.
- The appointment of the vendor must be from an Approved Supplier List.
- Established approval limits:
 - Purchase orders below RM100,000 – to be approved by the CFO
 - Purchase orders of RM100,000 and above – to be verified by the CFO and approved by the ED

A summary of the Group's procurement data is provided below:

Procurement Data	FY2020	FY2021	FY2022
Total Procurement Budget (RM)	17,731,307	19,721,835	23,546,793
Total Local Procurement Budget (RM)	4,750,282	3,384,534	4,917,819
Total Foreign Procurement Budget (RM)	12,981,024	16,337,301	18,628,974
Percentage of Local Procurement Budget	27%	17%	21%
Total Number of Suppliers	46	42	59
Total Number of Local Suppliers	36	31	46
Total Number of Foreign Suppliers	10	11	13
Percentage of Local Suppliers	78%	74%	78%

Beyond price and quality considerations, the Group is committed to embedding further ESG considerations into its procurement processes, particularly in consideration of the raw material sources to reinforce environmental sustainability and scrutinising the human rights practices of our vendors.

Sedania's Offspring products are manufactured using carefully selected raw materials. The team works closely with their contract manufacturers to resolve potential issues at the start of the manufacturing process and perform in-house quality checks on product prototypes/samples, as well as inspections of the finished products to guarantee stringent control. Their products have received the following certifications/accreditations:

- Australian Allergy Certified
- Australian Toxin Free
- PETA Cruelty-Free and Vegan
- EWG Certified (Environmental Working Group VERIFIED Mark)
- FSC-certified (Forest Stewardship Council)
- Dermatest seal
- Eco-Cert Cosmos Organic

These certifications and accreditations strengthen Offspring brand reputation for producing products that are high quality, safe, natural, organic, cruelty-free, eco-friendly, toxin-free, and dermatologically tested to be suitable for babies, children, and adults, providing us a competitive edge in our chosen market.

The Warehouse and Finance Departments oversee local procurement at Offspring, while at our other subsidiaries, the Business Unit Heads and Finance Department oversee procurement. The Group's Corporate Sustainability coordinates the due diligence activities and processes regarding the local supply chain and procurement.

It is our expectation that all suppliers and service providers comply with environmental and social standards and respect human rights, including ILO standards. Additionally, they must adhere to all applicable laws and regulations, anti-bribery laws, international laws and regulations, as well as requirements related to international trade, data protection, confidentiality, privacy, and intellectual property. Our suppliers are also required to meet the specifications outlined in our subsidiary's contractual documents and purchase orders when delivering products and services.

Due diligence is conducted on new and existing suppliers, looking at past performance and service history to determine their fitness prior to being registered into our panel of approved contractors and suppliers. We also expect our suppliers to be assessed on voluntary self-reported information. Physical inspection audits are conducted on an ad hoc needs-basis, conducting factory site and office visits for inspections based on business requirements. Our list of suppliers, vendors and creditors are updated regularly and reviewed annually to identify high-risk suppliers. Supplier audits are conducted based on their performance, quality of products and services, as well as price competitiveness.

Developing Local Businesses

Sedania is committed to supporting the development of local businesses through job creation, investment in local businesses through our procurement practices, as well as responsible taxation practices that support the growth of our home nation.

The Group employs a significant number of local talents across its various subsidiaries. This not only provides employment opportunities for the local community but also contributes to the growth of the nation's economy by reducing unemployment rates. Moreover, Sedania's investment in local businesses

and industries helps to boost the development of these industries and foster economic growth. The Group's procurement practices also promote a fair and competitive bidding process, ensuring a level playing field for local suppliers and vendors.

In addition to creating economic opportunities, Sedania also recognises its responsibility to contribute to the development of the nation's infrastructure and services. The Group pays its taxes and fees promptly, thereby supporting the government in its efforts to improve public services and invest in the country's development.

Furthermore, Sedania is also committed

to investing in local communities through various corporate social responsibility ("CSR") initiatives. These initiatives include fundraising, volunteering, and sponsored activities from local suppliers, contributing to the development of sustainable business opportunities with local enterprises. By supporting the growth of local businesses and investing in local communities, Sedania is committed to being a responsible corporate citizen while simultaneously contributing to the development of the nation's economy.

A summary of our direct economic value contribution is summarised in the table below.

Economic Value Distributed (RM)	FY2020	FY2021	FY2022
<i>Procurement Spending</i>	17,731,306	19,721,835	23,546,793
<i>Employee salary and benefit payout</i>	7,962,638	7,201,113	8,380,236
<i>Taxes paid to government</i>	1,209,170	1,641,678	2,132,161
<i>Repayments to financiers</i>	712,367	354,047	2,967,401
<i>Dividend Returns to Shareholders</i>	-	-	-
<i>Community investments</i>	4,500	22,098	57,300
Total	27,619,981	28,940,771	37,083,891

ENVIRONMENTAL MATTERS

GRI 301, 302, 303, 304, 305, 306



Environmental consciousness remains a central driving philosophy of Sedania’s business operations. We strive to reduce as many environmental impacts as possible through the Group-wide adoption of eco-friendly work practices while ensuring optimal and responsible resource utilisation, energy consumption, and waste management practices.

The services Sedania provides as a Green Technology service provider enables us to assist our customers in reducing their carbon footprint. On a larger scale, this allows the Group’s climate change management efforts to spread far beyond our organisation for a more meaningful and lasting impact.

Sedania maintains strict compliance with all applicable environmental regulations and ensures that all our operations align with the requisite legal standards.

As an organisation, Sedania’s primary environmental impacts results from the energy and resource utilisation from within the office environment. While we are aware of this fact, the Group recognises that we bear a responsibility for addressing indirect environmental impacts, such as water consumption and waste production.

To this end, Sedania has implemented a range of environmentally friendly initiatives in the workplace, which are communicated throughout the Group via staff inductions and meetings. Examples of these initiatives include:

Purchasing energy efficient equipment

Shutting down computers and switching off appliances when not in use

Using partial office space when not operating at full staff capacity

Developing document management systems that allow employees to retrieve and transmit documents electronically

Using electronic signature for internal documents and approval

Reducing paper use by setting printers to print double sided as the default

Purchasing environmentally friendly and recyclable consumables

Encouraging the use of coffee mugs rather than single-use or disposable cups

Encouraging employees to contribute towards waste reduction and energy saving ideas

Energy Consumption

At Sedania, we recognise that energy consumption and greenhouse gas (“GHG”) emissions are core business indicators. As providers of sustainable energy and healthcare solutions, Sedania continues our long-standing commitment to energy efficiency and pushes for the transition from fossil fuels to renewable energy sources.

The main sources of energy consumption by the Group involve electricity for operational activities and fuel for the company vehicles. Electricity comes solely from the national grid, supplied by TNB, whereas the company vehicles use petrol. The Group also uses liquified petroleum to operate forklifts.

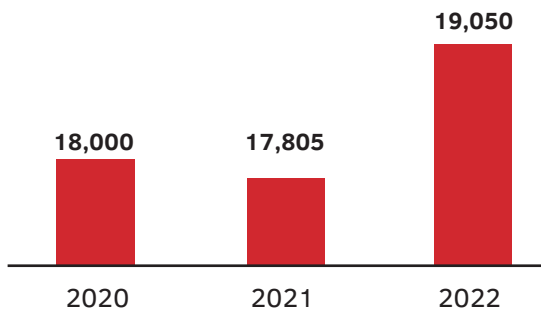
In January 2022, Sedania adopted a Group-wide Energy Management Policy. Under this policy, Sedania installed an Energy Monitoring System (“EMS”) and further upgraded it in February 2022. The installation of EMS allows the Group to monitor their daily energy consumption and presents the data by type, area, and time. With this, Sedania can finetune our energy management approach to minimise unnecessary energy wastage.

Sedania also extends the same commitment towards prudent energy consumption to our clients by providing Energy Efficient (“EE”) and Renewable Energy (“RE”) solutions. To further enhance this service and execute our overall energy management agenda, Sedania has enlisted four in-house and over ten external employees. We aim to promote broader utilisation of our EE and RE services through various channels, including personal networks, partnerships, and the Group website.

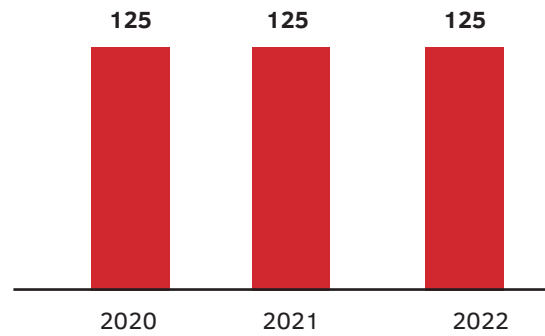
Sedania has set robust energy consumption KPIs and targets to guide our energy management approaches. In FY2022, the Group has aimed to save 15 million kWh for our clients. At the same time, the Group is committed to installing over 500 kilowatt-peak (“kWp”) of rooftop solar photovoltaic systems.

The Graphs below display our Scope One and Scope Two energy consumption for the past three years:

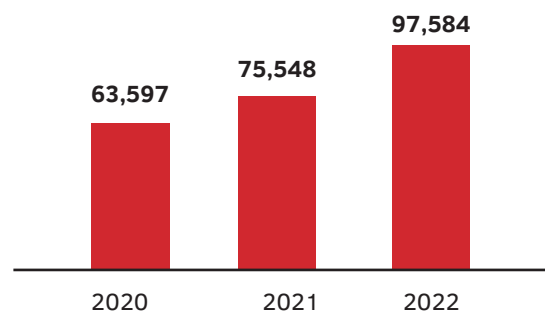
Scope One Energy Consumption (fuel in terms of diesel, petrol, etc. in Litres)



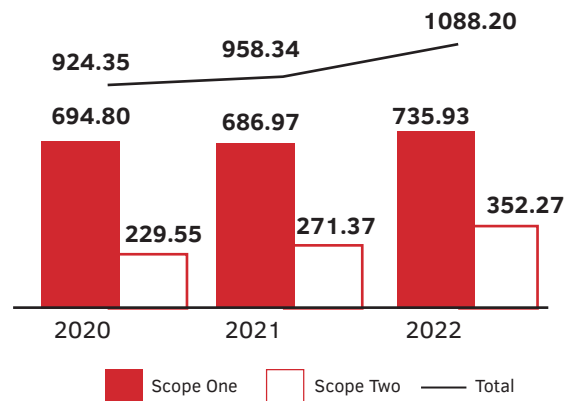
Scope One Energy Consumption (fuel in terms of Liquefied Petroleum Gas in Litres)



Total Scope Two Energy Consumption (Electricity in kWh)



Total Energy Consumption (GJ)



Climate Change & Emissions

As a sustainable Energy Service Company (“ESCO”) and provider of Sustainable Healthcare, Sedania considers climate change and GHG emissions a crucial environmental issue that requires our immediate attention. We understand the grave threat climate change presents to the environment and the communities that depend on it. Sedania also recognises the adverse consequences climate change poses for the Group’s operating environments, which would directly impact future economic returns.

As such, Sedania remains committed to reducing GHG emissions across our businesses and that of our customers, closely monitoring how our business operations can directly or indirectly contribute to climate change. One way is through the increasing demand for electricity, which increases emissions and consumption costs.

To this end, Sedania’s Sustainable Energy portfolio offers extensive EE and RE solutions for corporate clients, particularly those from the telecommunications industry – one of the largest energy-consuming industries globally. To date, the Group has made a noticeable impact nationally by facilitating the reduction of energy consumption of ten Malaysian data centres by 25%. We continuously revisit this portfolio to broaden and upgrade the scope of the Group’s Sustainable Energy services, aiming to improve energy efficiency and reduce emissions. This allows Sedania to contribute significantly to the global fight against climate change.

All the services Sedania provides are linked to global initiatives. The UN SDGs, especially SDG13 (Climate Action), are one of these initiatives that guide our efforts. Our Sustainable Energy services lead to the reduction of energy consumption and the increased reliance on RE, which, in turn, reduces overall

carbon dioxide (“CO2”) emissions. Meanwhile, the Group’s Sustainable Healthcare products use biodegradable materials and/or generate less CO2 during production.

Sedania’s energy efficiency and energy-saving portfolio include the following:



Lighting



Power Optimisation



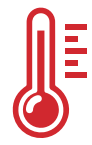
Chiller Management



Heat Recovery



Air Conditioning



Heat Management



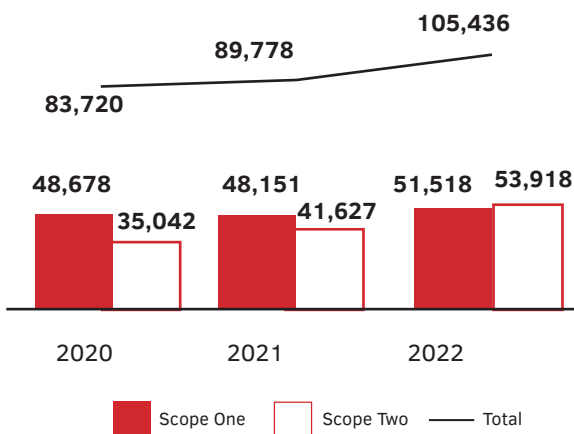
Solar Solutions

The Group upholds a zero-CAPEX profit-sharing model for our Sustainable Energy business through the implementation of an Energy Performance Contract (“EPC”). This financing scheme enables Sedania to deploy energy-saving technologies across our client’s facilities without the need for any upfront investment or capital expenditure (“CAPEX”). The solutions are instead financed through savings on their monthly electric bills, which will be shared between Sedania and the client over a few years. Our strategic partnership with well-established energy services companies further facilitates the execution of energy-saving projects and investments in developing products that significantly reduce energy consumption and, by extension, carbon emissions.

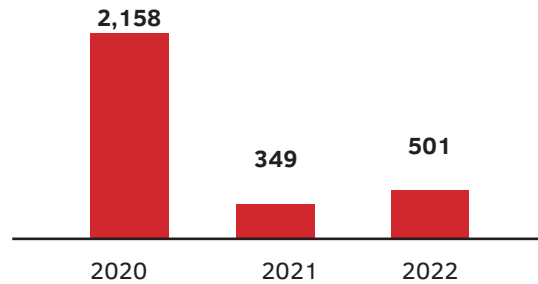
Within the Group, Sedania's monitoring of our own energy consumption via the updated Energy Management Policy also ties in with our emission reduction targets. Currently, based on the MGTC Carbon Calculator, each kWh of energy generates approximately 0.7 kg of CO₂. Using this as a baseline, Sedania is committed to reducing our CO₂ emissions per RM million revenue by at least 5% annually for the near future. This will be achieved through the prudent use of electricity (Scope Two) and the motorised vehicles (Scope One) in the Group's fleet. The Group has begun migrating data from in-house server applications to a cloud-based or externally hosted environment for more energy efficiency. At the same time, more energy-saving measures have also been implemented within the office environment, such as reducing unnecessary usage of electrical equipment and switching from desktops to more energy-efficient laptop computers.

By tracking our operational GHG emissions, Sedania is pleased to report a significant improvement of up to 75% in FY2022 compared to the previous year. The Group has also achieved 98% of the target to reduce our combined Scope One and Scope Two emissions.

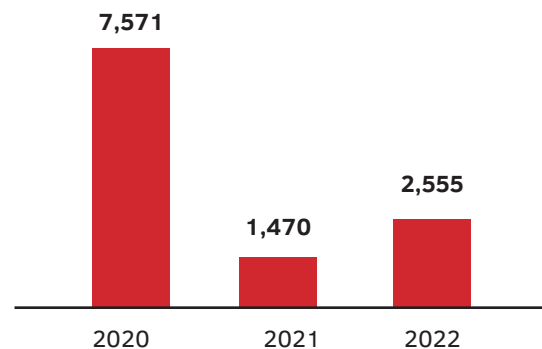
Total Carbon Emission (kg CO₂e)



Total Scope One Energy Efficiency/ Intensity (petrol Litres per Million revenue RM)



Total Scope Two Energy Efficiency/ Intensity (kWh per Million revenue RM)



Note: Energy intensity calculated based on the following revenue: 2020: RM8.4 mil; 2021: RM51.4 mil; 2022: RM38.3 mil.

While climate change is undoubtedly a serious threat, Sedania sees it as an opportunity to help more and more clients make their business operations more sustainable through our Sustainable Energy service. As a result, Sedania has aligned our company strategies to support the growth of our Sustainable Energy segment, setting aside CAPEX in anticipation of further investments in EE equipment for existing contracts. Aside from the CAPEX required for retrofitting business premises with EE or RE systems, other additional costs related to

operating expenses (“**OPEX**”) are necessary for the procurement of sustainable materials, products, and services for regular business operations. The Group expects higher OPEX requirements in the future as the growth of the Sustainable Energy segment would translate to a bigger team size.

Currently, the Group is set to expand its presence in the RE sector through strategic mergers and acquisitions (“**M&A**”) conducted in Q3 and Q4 of FY2022. Further supplementing these are the Memorandum of Cooperation Sedania signed with the Malaysian Green Technology and Climate Change Corporation (“**MGTC**”) in FY2021 for the collaboration of future sustainable energy projects.

Sedania’s drive to champion positive climate change and GHG emissions management can be seen through the Memorandum of Cooperation we signed in FY2021 with the MGTC for the collaboration on future sustainable energy projects. Additionally, Sedania supports the Task Force on Climate-Related Financial Disclosures (“**TCFD**”), as we recognise the importance of addressing climate change-related risks and opportunities.

In essence, Sedania is proud of the impacts we have had on the segment and are committed to continuously improving our RE and EE solutions. We aim to achieve 15 million kWh in energy savings through our EE solutions and generate over 1 million kWh in RE by installing rooftop solar PV for businesses.

Waste & E-Waste Management

As a company that is primarily office-based, Sedania generates minimal amounts of waste. Our daily waste production amounts to at most 5kg per day, composed of office waste such as paper.

With that said, waste management is still a concern to Sedania as every effort to reduce waste can contribute to the reduction of GHG emissions from landfills. As such, the Group is maintaining the implementation of the Minimum Waste and Reduce, Reuse, and Recycle (“**3R**”) policy that was established to promote proper waste management and reduction practices. Under these policies, Sedania promotes the electronic archiving of documents as much as possible to reduce the consumption of paper within the office. Wherever possible, recyclable waste is reused and recycled instead of thrown away.

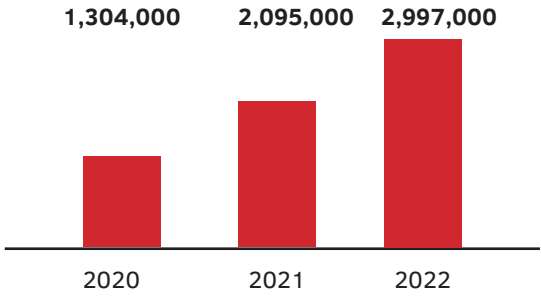
Water Management

Water consumption is not a critical material topic for Sedania as water is only minimally used in the office kitchenette and toilets. However, we acknowledge the importance of optimising the consumption of resources such as water and is committed to improve our water consumption efficiency. Sedania’s total water consumption and water intensity levels are tracked, as shown in the charts below, to support the efficient management of this precious resource.

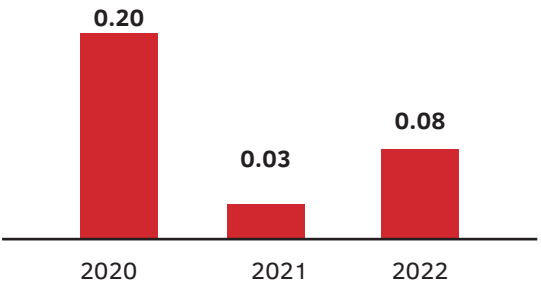
The Group has registered higher water consumption volume in FY2022 compared to the previous two years due to the lifting of COVID-19 movement restrictions that were in place in FY2020 and FY2021. As such, this has resulted in an artificial increase in water intensity levels in FY2022, which is expected to stabilise as economic activity levels return to normal.

Going forward, Sedania will continue to monitor our water usage and implement measures to improve our water efficiency performance against our revenue and office square footage.

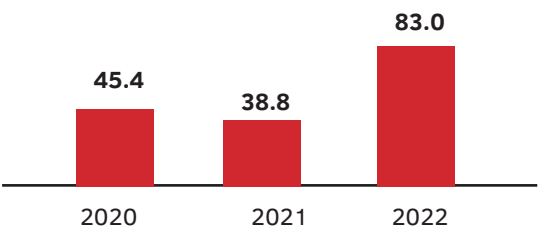
Total Water Consumption (Litres)



Water Intensity (Litres per revenue)



Water Intensity (Litres per square feet)



Note: Water intensity calculated based on 36,088 sqf and the following revenue: 2020: RM8.4 mil; 2021: RM51.4 mil; 2022: RM38.3 mil

SOCIAL MATTERS

GRI 401, 402, 403, 404, 405, 406, 408, 409, 413



Sedania recognises the importance of addressing our workforce and local communities’ needs, concerns, and expectations. Our employees are crucial to the success of our organisation, and we prioritise talent management practices such as recruitment, retention, training, development, and remuneration to ensure we have a motivated and satisfied workforce that can drive operational efficiency, productivity, and business development. We are committed to protecting the rights of our employees and contractors and upholding occupational health and safety best practices to ensure their wellbeing.

Beyond our workforce, Sedania also acknowledges our responsibility to create positive value for local communities and society as a whole. We prioritise support for local businesses and industries to promote economic growth, job creation, and industry development. We also ensure that we pay our taxes to the government in a timely and responsible manner. Additionally, we invest in the local communities where we operate by participating in social initiatives, volunteering, and sponsoring community events that contribute to their development and promote a positive impact on society.

Talent Management

At Sedania, the expertise and experience of our workforce is an important material matter for the Group. We value our small yet dedicated team and believe in a merit-based organisational culture where employees are selected, retained, rewarded, promoted, and trained based solely on their

competence, skills, capabilities and experience for any job position within the Group.

To ensure the development and growth of our employees, we have established various talent management initiatives which are managed by our Human Resources (“HR”) department and overseen by our ED and Group MD. We strive to provide our employees with opportunities for personal and professional growth within the company through initiatives such as:

- New Employee Orientation
- Compensation and Benefits
- Salary Adjustments / Revisions
- Open communication channels
- Performance Review
- Training & Development
- Recognising our employees’ efforts and having an appropriate reward system
- Effective change management (guiding and supporting employees through organisational changes)

Additionally, our HR department is also in charge of the following:

- Prepping of Candidates for Vacant Positions
- Sourcing and Attracting Talent
- Receiving Applications
- Selecting and Screening Candidates
- The Interview Process
- Background and Reference Check
- New Employee Onboarding Process

Sedania recognises the importance of upholding ethical employment practices and ensures compliance with the Malaysian Employment Act 1955 and Children and Young Persons (Employment) Act 1966, as well as the guidelines set by the International Labour Organisation (“ILO”) and the Universal Declaration of Human Rights. We are strongly against any form of exploitative labour practices, including child labour and forced labour, and strictly adhere to the minimum wage requirements of our country

of operations.

At Sedania we offer a range of employment opportunities across various positions and levels within our organisational structure, including full-time and contractual employment options. We strive to retain our skilled and knowledgeable employees who form the foundation of our company and work towards reducing employee turnover rates.

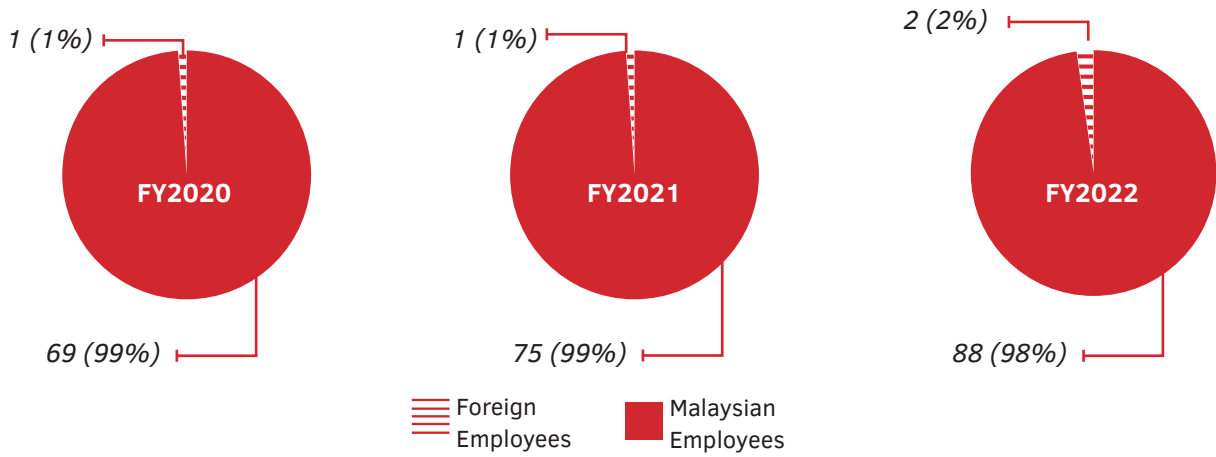
In recent times, job mobility has become increasingly common, especially among the younger generations, making it more challenging to maintain a stable workforce. However, we remain committed to providing opportunities for career growth and development within the company and are dedicated to fostering a supportive work environment that encourages employee retention.

Sedania’s operations in the technology and sustainability sector have resulted in a higher number of new hires from the younger demographic, specifically those who are 30 years old and below.

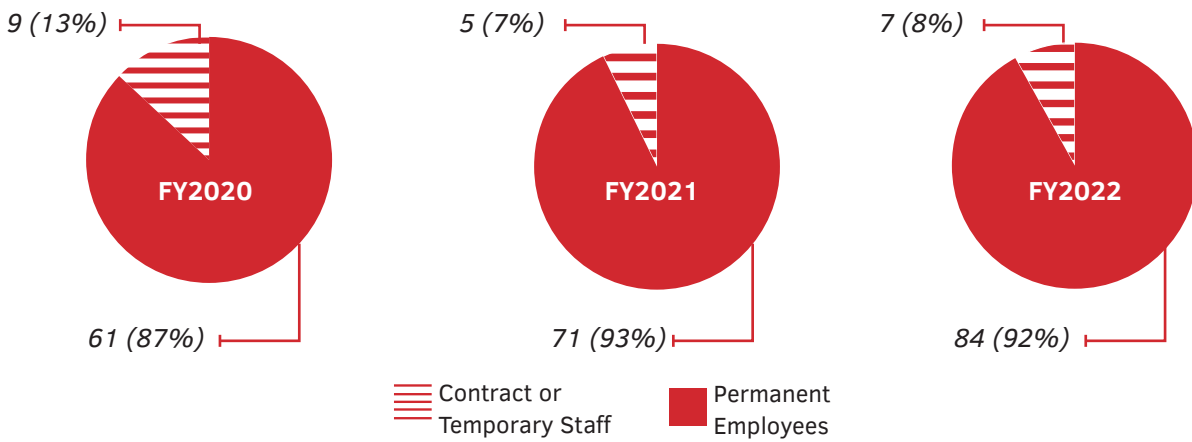
While Sedania is committed to supporting the employment of individuals with disabilities and those from underprivileged groups, no new hires were made from these groups in FY2022.

The charts in following pages present our employee breakdown by nationality, employment type, turnover numbers and new hires for the past three years.

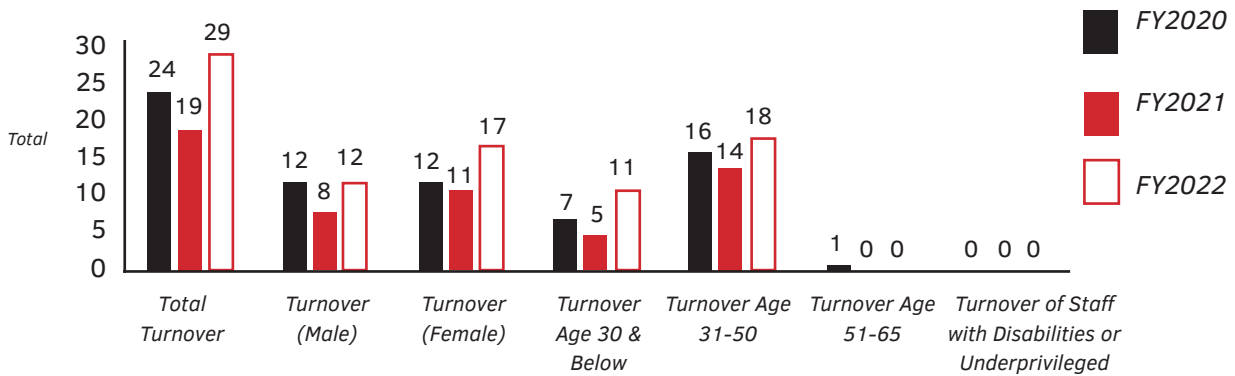
Employee Composition by Nationality

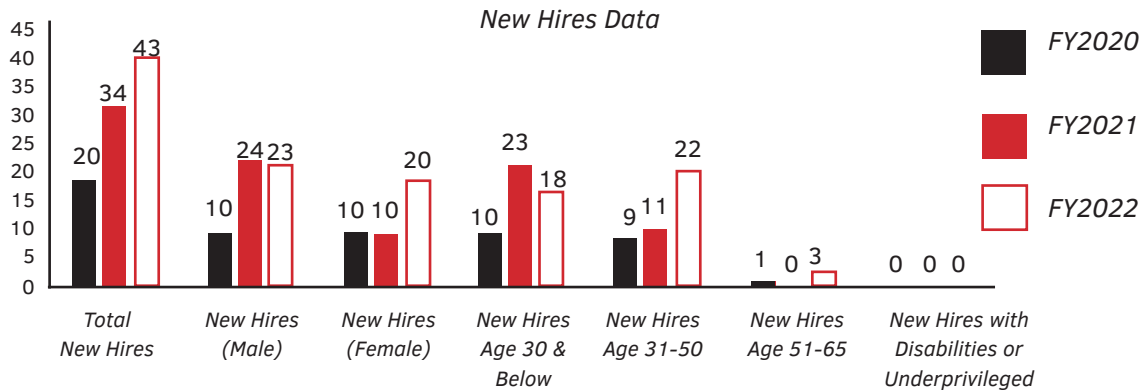


Employee Composition by Employment Type



Turnover Data



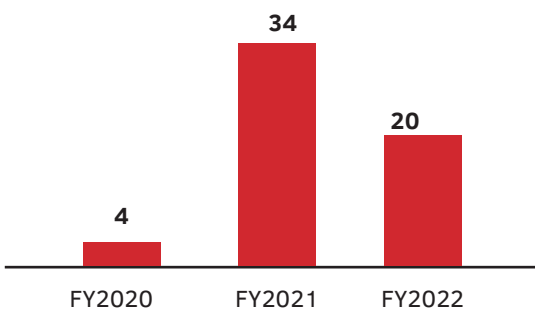


Talent Satisfaction

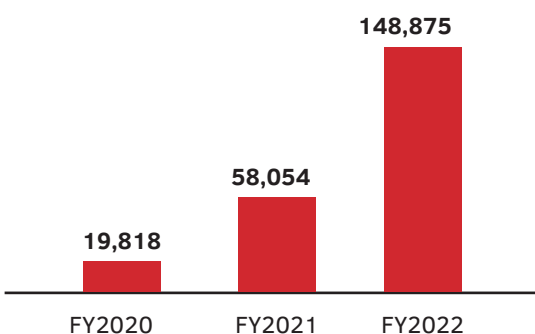
At Sedania, we recognise the significance of employee satisfaction in maintaining a motivated and engaged workforce. To ensure a better work-life balance and encourage camaraderie among our employees, we organise various non-work-related company activities such as social gatherings, festive celebrations, motivational talks, and other similar events.

Beyond employee engagement, Sedania provides a competitive mix of remunerations, benefits, entitlements, rewards, training and development opportunities and employee engagement activities as part of our talent attraction and retention strategy. These include, but are not limited to:

Number of Employee Engagement Activities Carried Out



Total Spent (RM) on Employee Engagement Activities



Type of Leave

Annual Leave	Medical Leave
Compassionate Leave	Hospitalisation Leave
Maternity Leave	Paternity Leave
Examination Leave	Rest In Lieu
Prolonged Illness Leave	Marriage Leave
Matrimonial Leave (Permanent Employee)	

Reward System

Long Service (6 years of service)

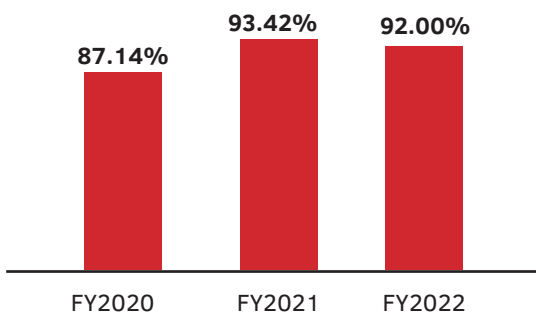
Benefits

Medical and Hospital Coverage	Mobile Phone Allowance
Travelling Allowance (Permanent Employee)	

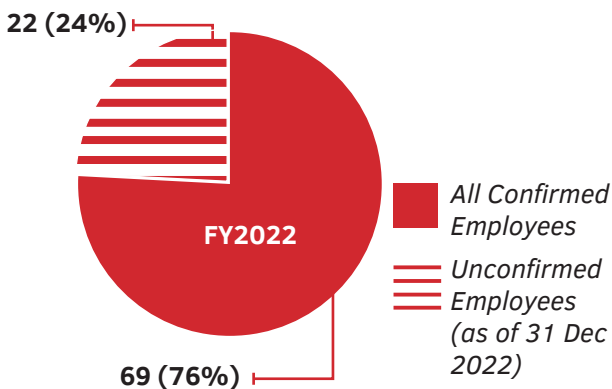
Staff Activities



Percentage of Employees Entitled to Employee Benefits



Percentage of Employees Receiving Performance Appraisal



Sedania recognises the importance of supporting its employees' family responsibilities and offers a comprehensive parental leave policy. In FY2022, female employees are entitled to paid maternity leave of 90 consecutive days for each confinement period, while male employees are granted three (3) days of paternity leave to support their spouse and

new born child. From 2023 onwards, parental leave entitlement for Sedania's confirmed employees will be extended in line with the revised Employment Act 2023 to 98 consecutive days for female employees and seven (7) days for male employees. The company values diversity and inclusion and encourages a healthy work-life balance for all its employees.

To ensure compliance and fair implementation of this policy, Sedania's Human Resource department oversees the parental leave entitlements and utilisation, and reports to the Board on an annual basis. The following table provides an overview of parental leave entitlement and utilisation for the past three years, from FY2020 to FY2022.

Parental Leave	FY2020	FY2021	FY2022
Employees Entitled for Maternity and Paternity Leave	103	129	91
Employees Who Took Paternity Leave	4	0	1
Employees Who Took Maternity Leave	2	3	4

Return to Work Post Parental Leave	FY2020		FY2021		FY2022	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Return to Work Rates (return to work after parental leave period)	100%	100%	0%	100%	100%	100%
Retention Rates (remain with the organisation for 12 months or more post parental leave)	0%	100%	0%	100%	0%	75%

Sedania strives to maintain its competitive edge as

an employer by offering wages above the minimum rate to its employees. The determination of wages takes into account industry benchmarks as well as

the qualifications, experience, and performance of each employee, ensuring that they are fairly compensated for their contributions.

Employee Benefits (RM)	FY2020	FY2021	FY2022
Total payments made to employees in terms of salaries, bonuses and benefits	6,118,026	5,834,230	6,749,258
Total statutory payments made for Employee Retirement Benefits (EPF)	552,192	556,287	691,726
Total payments in medical insurance (SOCSO) for employees	53,093	64,060	93,462
Payments made for life insurance, including death and disability	167,550	249,398	233,232
Payments for medical / healthcare benefits (RM)	N/A – Outpatient / Hospitalisation / GHS / OP		
ESOS (share options)	701,605	45,994	61,363
Others	370,172	451,144	551,195

At Sedania, we believe that training and development is essential for our employees to improve their technical, organisational, and communication skills. Our HR department collaborates with Heads of Departments to identify areas that require improvement and plan the training programmes accordingly to ensure our employees receive the relevant training.

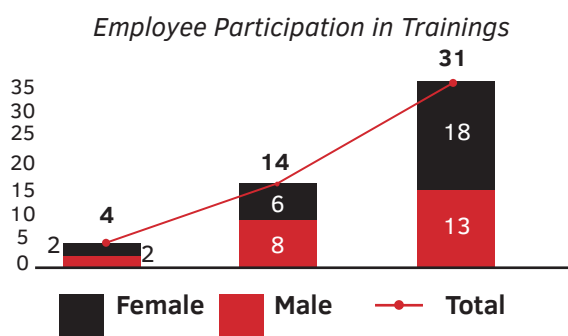
We are committed to providing our employees with the opportunity to participate in training and development programmes that are relevant to their roles and career growth. We believe that these

programmes benefit our employees and contribute to our business's overall success.

Our training programmes have evolved over the years to meet the changing needs of our employees and the business. We continually evaluate the effectiveness of our training programmes and make improvements where necessary. We have also implemented online training programmes that have improved the accessibility of these programmes to more employees, allowing a wider range of training and development programmes to be conducted.

Staff Training	Unit of Measurement	FY2020	FY2021	FY2022
Total training spend as a company	RM	17,040/-	NA	20,597/-
- ST	RM	NA	NA	1,398/-
- SIB	RM	NA	NA	NA
- SASC	RM	NA	NA	4,584/-
- OFS	RM	NA	NA	14,615/-

Staff Training	Unit of Measurement	FY2020	FY2021	FY2022
Average training spend per employee	RM	NA	NA	1,665 /-
Total training hours as a company	No. of Hrs	189	226	299
- ST	No. of Hrs	NA	NA	33
- SIB	No. of Hrs	NA	NA	NA
- SASC	No. of Hrs	NA	NA	91
- OFS	No. of Hrs	NA	NA	175
Total training hours for Senior Management Staff	No. of Hrs	NA	NA	2
Total training hours for Management Staff	No. of Hrs	NA	NA	8
Total training hours for Executive Staff	No. of Hrs	NA	NA	19
Total training hours for Non-Executive Staff	No. of Hrs	NA	NA	2
Average Training Hours Per Employee	No. of Hrs	47	16	27.7
- Per Senior Management Staff	No. of Hrs	NA	NA	14.0
- Per Management Staff	No. of Hrs	NA	NA	16.3
- Per Executive Employee	No. of Hrs	NA	NA	19.4
- Per Non-Executive Employee	No. of Hrs	NA	NA	7.0
Average Training Days Per Employee	No. of Days	5.9	2.0	3.62
Total no. of employees attended training	Number	NA	NA	31
Total no. of male employees attended training	Number	NA	NA	13
Total no. of female employees attended training	Number	NA	NA	18
Average Training Hours Per Male Employee	No. of Hrs	NA	NA	27.6
Average Training Hours Per Female Employee	No. of Hrs	NA	NA	21.6



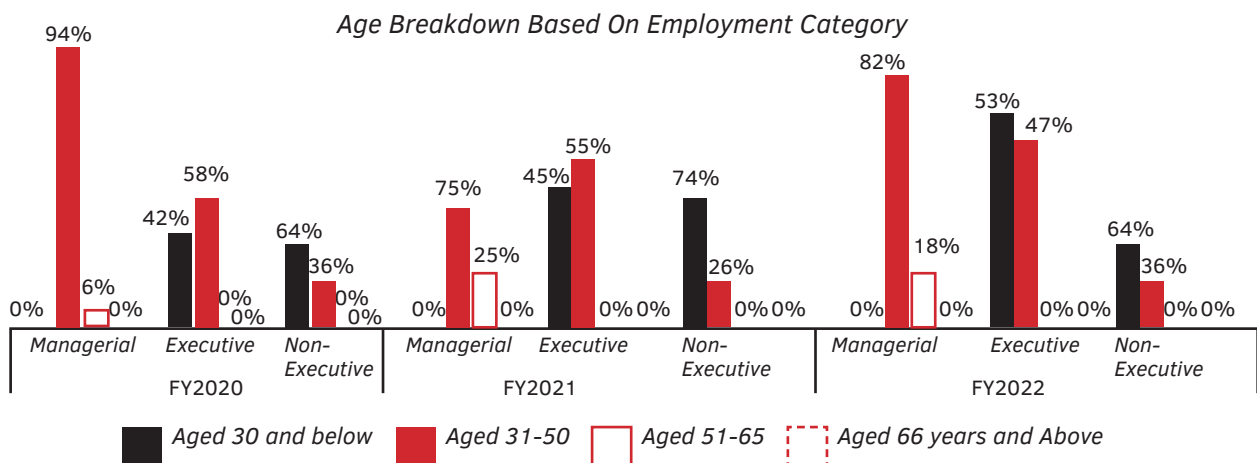
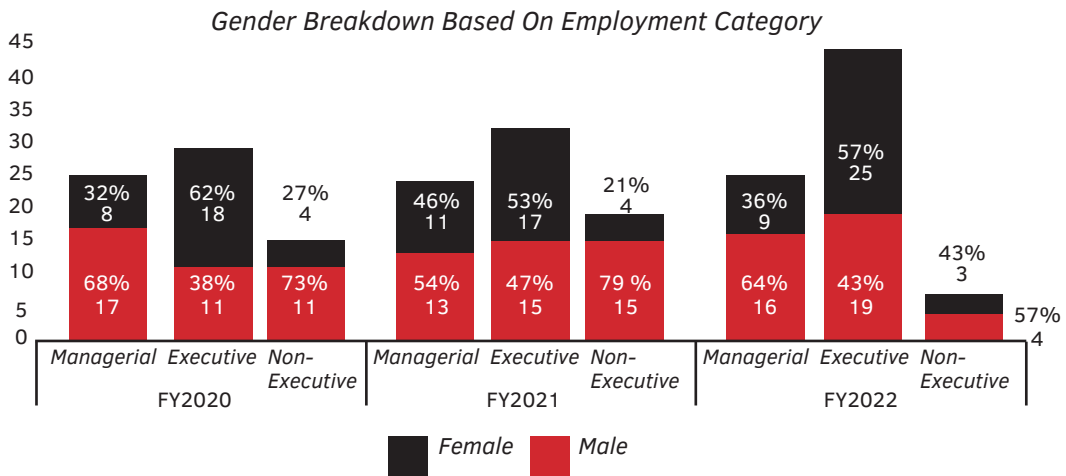
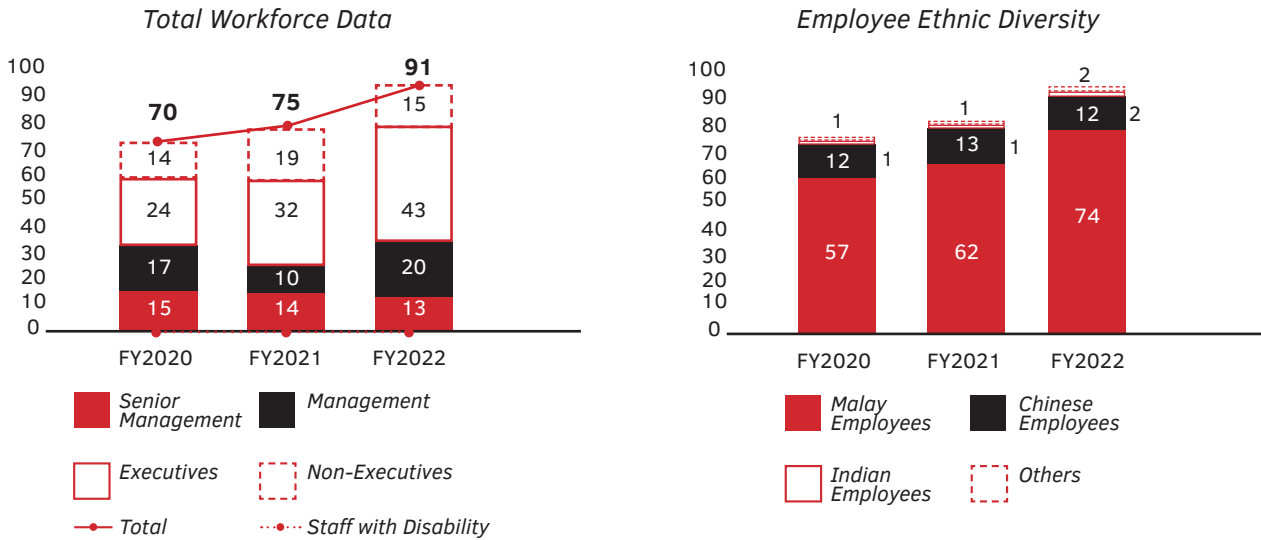
Diversity And Equal Opportunity

Sedania recognises that diversity is a valuable asset that enriches our organisation and fosters

innovation. We believe that promoting diversity and inclusion is essential to create a thriving and successful business.

At Sedania, we do not discriminate based on factors such as age, gender, race, religion, sexual orientation, social class, disability, or nationality. We provide equal opportunities for employment, promotion, training, salary, remuneration, rewards, and benefits to all our employees. Our inclusive approach to talent management has resulted in a more creative and innovative workforce, leading to increased profitability for the company.

The chart below show Sedania's breakdown of our workforce:

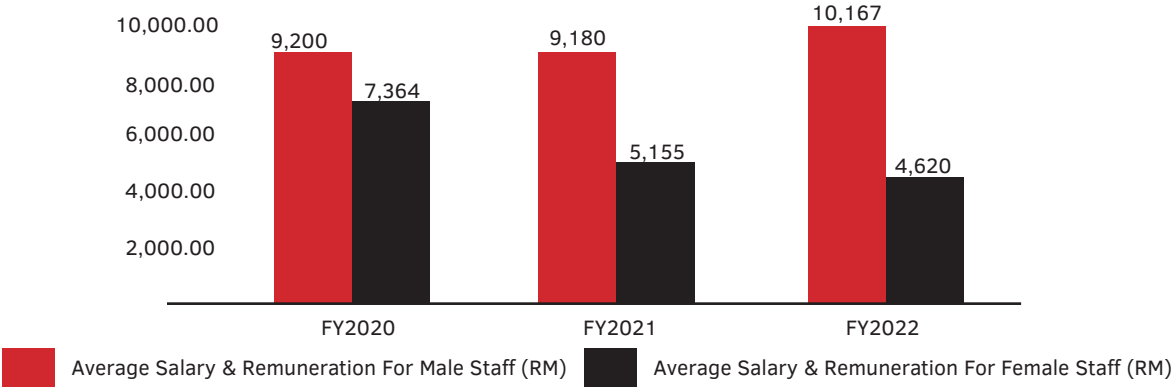


Sedania understands the importance of gender equality and the role it plays in promoting a diverse and inclusive workplace. We recognise that gender pay gap remains a challenge for the Group and is a complex issue that cannot be solved overnight, especially in a traditionally male-dominated tech sector where experienced male employees tend to populate managerial roles and command a higher salary.

However, we are committed to gradually reduce the salary difference between Sedania's male

and female employees. Steps taken toward supporting gender pay parity include the implementation of policies and practices that support work-life balance such as flexible work arrangements and parental leave to ensure that female employees are not disadvantaged in their careers due to family obligations. The Group has also started to analyse our gender wage ratio data at a more granular level to monitor our salary allocation practices and take action where necessary to ensure we maintain our commitment to gender equality.

Salary Difference between Male & Female Employees



Occupational Health & Safety

Due to the nature of our business activities, Sedania's occupational health and safety ("OHS") risk exposure is often lower than that of other industries.

However, there are still potential health and safety risks that employees may face, such as ergonomic-related injuries from prolonged computer use, eye strain, musculoskeletal disorders, as well as exposure to communicable diseases at the workplace such as the Covid-19 pandemic. Additionally, employees who work in Sedania's warehousing facilities may face risks related to machinery operation and equipment maintenance. Therefore, Sedania remains committed to providing a safe and healthy work environment for all employees, and regularly reviews and updates our OHS policies and procedures to mitigate any potential risks.

Sedania is dedicated to providing a safe and healthy workplace for our employees. The Group is committed to complying with all applicable regulatory requirements on OHS and has established a Health and Safety Procedure to identify and manage potential hazards and risks in the workplace. The Health and Safety Procedures outlines our guidelines on first aid response, accident record keeping, emergency evacuation procedures, and other safety-related matters, and is made available on the intranet for our employees' reference. Additionally, Sedania regularly conducts safety audits and training programmes to ensure that employees are aware of the safety procedures and policies.

We are committed to providing a work environment that prioritises the wellbeing of our employees. To ensure our employees are not overworked, we have introduced fatigue management procedures, flexible working hours, and work-from-home options.

Additionally, we understand the importance of addressing the mental health needs of our staff, and offer in-house counselling services with a licensed counsellor.

Sedania understands the importance of emergency preparedness and has taken all necessary measures to ensure the safety of our employees in case of emergencies. In FY2022, the Group held a CPR Training and Fire Drill Evacuation Training for 49 and 35 employees respectively, conducted by Sedania's in-house certified CPR trainer. The training sessions were held to familiarise the Group's employees with Sedania's emergency SOPs and evacuation procedures and ensure that they are well-prepared and trained to handle any emergency situations that may arise. Other health and safety training programmes carried out in FY2022 include Forklift Training and Reach Truck Training, with a total of two (2) staff participating in these. The costs incurred for OHS training in FY2022 totalled RM5,400, which are HRDF claimable.

Sedania's 3-year on-site OHS Performance Data is detailed below.

3-Year On-site OSH Data	FY2020	FY2021	FY2022
Total manhours worked	NA	NA	3,120*
Fatalities	0	0	0
Number of recordable work-related injuries	0	0	0
Total number of lost days/LTIs	0	0	0
LTI Rate	0	0	0
Lost-time injuries per million hours worked	0	0	0
Unsafe Act Unsafe Condition ("UAUC")	0	0	0
Rate of high-consequence work-related injuries	0	0	0
Injury Rate (including fatalities)	0	0	0
Lost Day Rate	0	0	0
Fatality Rate	0	0	0
No. of Staff trained on Health and Safety	NA	NA	51

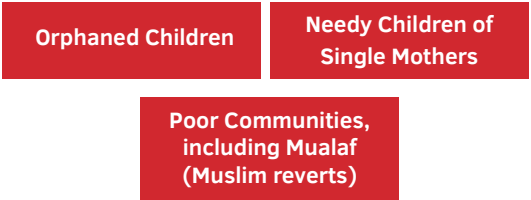
*Note: Estimated based on 13 onsite staff X 5 days X 4 weeks X 12 months

Local Community Development

At Sedania, we are committed to giving back to the communities in which we operate. We believe that corporate social responsibility (“**CSR**”) is not just a legal obligation, but a moral responsibility to help build stronger and more sustainable communities. We strongly encourage our employees to participate in social outreach activities and initiatives while making every effort to commend our employees’ involvement in the Group’s CSR activities and other external volunteer efforts.

Our community development efforts are guided also by our belief in sustainable development, and we work closely with local stakeholders to identify areas where we can make a meaningful impact. This includes providing disaster relief, supporting community initiatives, investing in education and training programmes, as well as providing resources and infrastructure that can help to drive economic growth and development.

Our CSR efforts are primarily driven through our membership in Yayasan Rosni Noor, a non-profit charity organisation that provides financial assistance and development support to three main groups of people:



By supporting Yayasan Rosni Noor, we can make a positive impact in the lives of those who are most in need in our communities, sowing the seeds of knowledge, sustainability and kindness in the younger generations to contribute to the betterment of society in a sustainable manner.

As part of our effort to support the underprivileged,

Sedania partnered with Yayasan Rosni Noor and Gabungan Musolla Setia Ecohill to distribute food supplies and donations to the less fortunate during Ramadhan in FY2022. The Company also extended its helping hand to two madrasahs for underprivileged children and single mothers during the year.

Additionally, in a beautiful gesture of cultural exchange, Sedania hosted a delightful “buka puasa” buffet dinner and exchanged perspectives and knowledge with the wonderful children from the Baitul Fitrah orphanage.

Overall, the Group’s contribution to these three (3) beneficiaries totalled RM57,300 in FY2022. The Group’s employees have also registered 20 of volunteer hours in FY2022.

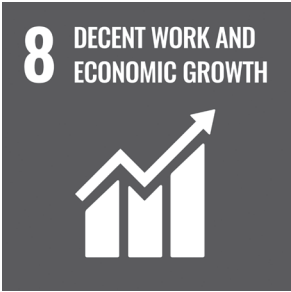

Sedania intends to continue spreading joy and kindness through our CSR initiatives, charitable partnerships and make a net positive impact on the community it serves.

UNSDG INDEX

Sedania’s business contributes directly to the United Nations’ Agenda 2030 and its 17 Sustainable Development Goals (“SDGs”). Since 2019, Sedania has committed to the adoption of these global goals, which we have continued to support through our business activities and organisational practices. We

assess our net contributions to the SDGs annually based on our material matters and reprioritise our commitments according to the degree of potential influence, impact and outcome of our evolving business.

In FY2022, we found that Sedania makes the most impact, directly and positively, to the following three goals:

ADOPTED SDGs	SEDANIA’S CONTRIBUTIONS
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p> <p>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.</p>	<p>Through our various businesses, Sedania not only contributes to economic growth but also facilitates the creation of decent work opportunities for communities. Sedania also upholds fair and competitive local procurement, which stimulates economic growth by providing opportunities for local businesses to participate in the supply chain. Additionally, the company is committed to training and development programmes for our employees, which strengthens their skills and competencies and empowers them to take on better roles within the organisation.</p> <p>Please see Developing Local Businesses on page 50-51, Talent Management on page 57-60, Talent Satisfaction on page 60-63, Diversity and Equal Opportunity on page 63-65, and Occupational Health and Safety on page 66 for more information.</p>
 <p>7 AFFORDABLE AND CLEAN ENERGY</p> <p>Ensure access to affordable, reliable, sustainable and modern energy for all.</p>	<p>As an investor in sustainable energy services, Sedania serves to reduce the barrier for organisations to access affordable and sustainable clean energy. By assisting organisations in planning, financing and executing green energy solutions and monitoring their energy efficiency, Sedania is helping to increase the share of renewable energy in the global energy mix to reduce greenhouse gas emissions, combat climate change and increase energy security.</p> <p>Visit Sedania’s Energy Performance Contracts page at www.sedaniainnovator.com/energy-performance-contracting to learn more. Additional information on our organisational Energy Consumption and Climate Change & Emissions management can be found on page 52-53 and 54-56</p>

ADOPTED SDGs**SEDANIA'S CONTRIBUTION**

12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION










**Ensure sustainable
consumption and
production patterns.**

The Group's range of sustainable healthcare products under its Offspring brand uses materials and ingredients that are not harmful to the environment and lead to lower carbon emissions. In addition, Sedania deploys energy efficiency and renewable energy systems to enable clients to practice sustainable consumption and production, while also providing alternative financing mechanisms such as the Energy Performance Contract ("**EPC**"), which allows customers to finance green technologies through future cost reductions.

More information on Sedania's responsible consumption and production practices can be found at Competitive Value Proposition on page 47-48, Fair and Competitive Local Procurement on page 49-50, Energy Consumption on page 52-53, and Climate Change & Emissions on page 54-56.

Other SDGs on which Sedania also has an impact:

SUPPORTED SDGS		REFERENCE
 <p>3 GOOD HEALTH AND WELL-BEING</p>	<p>Goal 3: Good Health and Well-being Ensure healthy lives and promote well-being for all at all ages</p>	<ul style="list-style-type: none"> • Sustainable Healthcare: www.sedaniainnovator.com/meet-offspring • Occupational Health and Safety on page 66
 <p>4 QUALITY EDUCATION</p>	<p>Goal 4: Quality Education Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all</p>	<ul style="list-style-type: none"> • Talent Satisfaction on page 60-63 • Our support of madrasahs in Local Community Development on page 67
 <p>5 GENDER EQUALITY</p>	<p>Goal 5: Gender Equality Achieve gender equality and empower all women and girls</p>	<ul style="list-style-type: none"> • Diversity and Equal Opportunity on page 63-65 • Our support of single mothers in Local Community Development on page 67
 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	<p>Goal 9: Industry, Innovation and Infrastructure Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation</p>	<ul style="list-style-type: none"> • Sedania’s tech infrastructure businesses: https://www.sedaniainnovator.com/about • Competitive Value Proposition on page 47-48
 <p>13 CLIMATE ACTION</p>	<p>Goal 13: Climate Action Take urgent action to combat climate change and its impacts</p>	<ul style="list-style-type: none"> • Sustainable Energy business: https://www.sedaniainnovator.com/sustainable-energy-services • Energy Consumption on page 52-53 • Climate Change & Emissions on page 54-56 • Waste & E-Waste Management on page 56-57
 <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>	<p>Goal 16: Peace, Justice and Strong Institutions Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels</p>	<ul style="list-style-type: none"> • Board Independence and Skills on page 39-40 • Financial and ESG Risk Management on page 40 • Anti-Bribery and Corruption on page 41-46 • Talent Management on page 57-60 • Diversity and Equal Opportunity on page 63-65
 <p>17 PARTNERSHIPS FOR THE GOALS</p>	<p>Goal 17: Partnerships for the Goals Strengthen the means of implementation and revitalise the global partnership for sustainable development</p>	<ul style="list-style-type: none"> • Sedania’s tech-based businesses: https://www.sedaniainnovator.com/about • Sedania’s Energy Performance Contracts: https://www.sedaniainnovator.com/energy-performance-contracting • Anti-Bribery and Corruption on page 41-46