



# **Enriching Offerings, Realising Potential**

# WE ARE AWANTEC

For over 20 years, Awantec has been a key player in transforming the public sector from analogue to digital. Through its innovative solutions, the company has empowered government agencies to modernise operations and improve service delivery, positioning itself as a trusted partner in Malaysia's digital transformation journey.

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Driven by its vision for digital inclusivity, Awantec focuses on three core areas: cloud transformation, workforce upskilling, and sustainable digital infrastructure. By offering tailored cloud solutions and skill development programmes, the company is preparing Malaysia's public sector and workforce to excel in the digital economy.

Awantec has heavily invested in its 3Ps - People, Process, and Partners - to ensure the company maintains a highly skilled and valuable workforce. By prioritising employee development, streamlining operational processes, and forging strategic partnerships, Awantec not only enhances its service offerings but also strengthens its ability to deliver innovative and high-impact solutions.

Looking ahead, Awantec remains committed to shaping Malaysia's digital future. By aligning with national initiatives like MyDigital and 4IR, the company is set to lead the nation towards a fully digitised, sustainable, and inclusive digital ecosystem.





# ABOUT THIS REPORT

Welcome to AwanBiru Technology Berhad (Awantec)'s Annual report, in which we continue to provide greater depth and scope of material information on the Group's performance for the financial year.

In this report, we have sought to create greater connectivity in Awantec's value creation process, linking our capitals with our material matters, strategy and outcomes. While this report is targeted primarily at providers of financial capital (namely our shareholders, investors and financiers), it is also relevant to all stakeholders interested in our performance vis-à-vis our business strategy, which takes into account our social and environmental impact as well as our commitment to good corporate governance.

## REPORTING PRINCIPLES & FRAMEWORKS

This report has been prepared according to the principles and requirements of the International Integrated Reporting Framework under the aegis of the International Financial Reporting Standards ("IFRS") Foundation. We have also been guided by:

- Bursa Malaysia's Main Market Listing Requirements ("MMLR") and Corporate Governance Guide (4th edition)
- Malaysian Code on Corporate Governance ("MCCG") 2021 issued by the Securities Commission Malaysia
- Companies Act 2016
- Malaysian Financial Reporting Standards ("MFRS")
- International Financial Reporting Standards ("IFRS")

In addition, our Sustainability Statement has been guided by:

- Global Reporting Initiative ("GRI") Standards
- Bursa Malaysia's Sustainability Reporting Guide (Second Edition)
- FTSE4Good Bursa Malaysia Index's Environmental, Social and Governance ("ESG") indicators
- United Nations' Sustainable Development Goals ("UNSDGs")
- Task Force on Climate-related Disclosures ("TCFD") recommendations

## NAVIGATING THIS REPORT

### Capitals



Financial Capital



Human Capital



Manufactured Capital



Social & Relationship Capital



Intellectual Capital



Natural Capital

### Strategic Pillars



Cloud-Based Software Solutions



Talent as a Service



Platform as a Service



System Integration



Infrastructure as a Service

### Material Matters



Water Management



Diversity and Inclusion



Waste Management



Human Rights & Labour Standard



Energy Management



Customer Satisfaction



Greenhouse Gas Emissions



Community & Society Investment



Climate Change



Local Sourcing



Digital Transformation



Supply Chain Management



Occupational Health & Safety



Data Privacy & Security



Talent Attraction, Growth and Retention



Anti-Corruption



Equal Opportunity

## SCOPE & BOUNDARIES

In this report, we have covered the activities, initiatives and key events that took place during the financial year from 1 July 2023 to 30 June 2024.

## MATERIALITY

Our disclosure has been guided by matters that are material to our capacity to create value, and to deliver our core purpose. These matters are reviewed every year, and validated by the Board. In determining these material matters, we consider key trends in our operating environment as well as the needs, expectations and concerns of our key stakeholders.

## COMBINED ASSURANCE

Contents of the entire report have been read and approved by the Management and Board of Directors. Additionally, the financial and certain non-financial data presented have been read by Crowe Malaysia PLT to ensure material consistency.

## FORWARD-LOOKING STATEMENTS

This report contains certain forward-looking statements relating to future performance. Such statements are premised on current assumptions and circumstances which could change, hence they involve uncertainty. Various factors could cause actual results to differ materially from those expressed or implied by these forward-looking statements.

## DIRECTORS' RESPONSIBILITY STATEMENT

The Board of Directors acknowledges responsibility for ensuring the integrity of Awantec's Annual Report 2024. In our opinion, the report presents a fair assessment of the Group's performance and addresses all key matters that are material to our ability to create value. This report was approved by the Board on 9 October 2024.

## ONLINE REPORT, FEEDBACK AND CROSS REFERENCES



Scan the QR code to read the AR online



Scan the QR code to watch our corporate video

For feedback or queries on our report, please contact us via the following:

Email: [ir@awantec.my](mailto:ir@awantec.my)



More details can be accessed in this report



Further information can also be found on our website: <https://www.awantec.my/>

### Stakeholders



Board of Directors



Shareholders and Investors



Employees



Suppliers & Business Partners



Customers



Media

### Key Risks



Project Delivery Risks



Market Risks



Credit Risks



ESG Risks

### Sustainability Impact



Economic



Environmental



Social



Governance

### Related UNSDGs



## COVER RATIONALE



The digital landscape is evolving rapidly, bringing both challenges and opportunities. As Malaysia's leading Technology and Talent Digitalisation

Enabler, Awantec is driving this transformation with cloud and talent development solutions and services, empowering businesses and the nation to thrive in a digitally advanced future.

Our Annual Report 2024 cover design, "**Enriching Offerings, Realising Potential,**" reflects this mission.

A dynamic network of swirling lines and dots in an infinite shape symbolises the flow of data and seamless integration representing our core capabilities in cloud-based and AI-driven solutions and services. The interconnected lines depict scalable cloud infrastructure while the dots signify the intelligent pathways created by our AI technologies, allowing businesses to harness artificial intelligence for predictive analytics, automation, and smarter decision-making.

The design encapsulates Awantec's role in guiding businesses through their digital transformation journeys, offering cutting-edge solutions that unlock the full potential of organisations in an increasingly digital world.

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# 14<sup>th</sup>

## ANNUAL GENERAL MEETING



To be held  
virtually



Wednesday,  
**27 NOVEMBER**  
**2024**



10.00 am

# WE ARE AWANTEC

## WHO WE ARE

Awantec has been at the forefront of Malaysia's digital transformation, offering a wide array of cloud-based solutions and services that cater to both the Technology and Talent segments. Through its cloud offerings, Awantec provides organisations with scalable, secure, and cost-effective solutions and services that enable businesses to streamline operations and enhance productivity. These solutions span across multiple industries, ensuring that businesses of all sizes can harness the power of cloud technology to remain competitive in an increasingly digital economy.

In the Technology segment, Awantec's Cloud-Based Software Solutions which encapsulates Infrastructure as a Service ("IaaS"), Software as a Service ("SaaS") and System Integration are designed to meet the evolving needs of enterprises, supporting seamless transitions to digital infrastructures. These include advanced solutions in cloud storage, computing power, and virtual collaboration tools, which allow businesses to enhance efficiency and agility. Through partnerships with key global cloud providers, Awantec ensures access to world-class technology tailored to meet specific business requirements, enabling smooth cloud migration and integration processes.

On the Talent front, Awantec offers comprehensive Platform as a Service ("PaaS") and Talent as a Service ("TaaS") solutions, leveraging cloud-based platforms to manage and develop talent pools efficiently. The company's talent solutions provide businesses with on-demand access to skilled professionals via resources augmentation services, supporting recruitment, workforce management, and upskilling initiatives. With these cloud-driven talent services, Awantec helps organisations meet the growing demand for skilled digital talent, ensuring they stay ahead in the competitive marketplace.

## OUR VISION

**THE TRUSTED PARTNER  
IN TECHNOLOGY AND  
TALENT SOLUTIONS**

## OUR MISSION

**TO DRIVE SUSTAINABLE VALUE  
BY DIGITALLY TRANSFORMING  
BUSINESSES AND COMMUNITY**

## OUR CORE VALUE



### RESPECT

We value workplace professionalism driven by positive communication, diversity and inclusivity.



### INTEGRITY

We are accountable for our actions and practice trustworthiness in dealing with our stakeholders.



### CUSTOMER FOCUS

We are dedicated to enhancing customers' satisfaction and building trusted customer relationships.





A key strength of Awantec lies in its strategic partnerships with global industry leaders. The company collaborates with renowned partners such as Google Cloud, Skillsoft, Sage, Zoom, Adobe and more to deliver cutting-edge cloud solutions including enterprise resource planning (“ERP”) solutions. Additionally, Awantec’s alliances with education and certification bodies, including CompTIA and Rocheston, strengthen its talent offerings, ensuring that both individuals and enterprises can access world-class training and certifications. These partnerships position Awantec as a reliable and trusted partner for organisations seeking comprehensive technology and talent solutions.

Listed on Bursa Malaysia in July 2011 under the Technology sector, Awantec has consistently demonstrated its capability and leadership in the digital transformation space. In recognition of its strong corporate governance and sustainability practices, the company has been a constituent of the Bursa Malaysia FTSE4GOOD Index since 2014, reflecting its dedication to responsible business practices and long-term value creation for its stakeholders.

As of 30 June 2024, Awantec’s market capitalisation stood at RM351.5 million, further cementing its position as a key player in Malaysia’s technology landscape. This financial strength, combined with a strong portfolio of cloud-based technology and talent solutions, positions Awantec to continue driving innovation and growth in the digital economy, while remaining a trusted partner for organisations nationwide.

> Profit Before Tax  
**RM4.1 mil**

> Total Number of Employees  
**130**

> Total Assets  
**RM433.2 mil**

> Market Capitalisation  
**RM351.5 mil**



## PASSIONATE

We commit to delivering high quality work driven by proficiency and productivity.



## LIFELONG LEARNING

We learn from every interaction and transaction to promote the growth mindset.

# WHAT WE DO: CORE BUSINESS SEGMENTS

Awantec stands as a pioneering force in the realm of digital transformation, strategically divided into two core business segments: Technology and Talent. This dual focus not only underscores the company's commitment to innovation but also highlights its ability to address the diverse needs of organisations in a rapidly evolving landscape.

The Technology division offers an impressive array of Cloud-Based Software Solutions, ensuring that clients have the tools necessary to thrive in today's competitive environment. This encompasses Infrastructure as a Service ("IaaS"), Software as a Service ("SaaS"), and comprehensive System Integration services. By leveraging these advanced offerings, Awantec empowers organisations to streamline operations, enhance scalability, and drive efficiency, all while maintaining robust security and compliance.

Complementing the Technology division, Awantec's Talent segment emphasises the importance of human capital in achieving sustainable growth. This division provides Platform as a Service ("PaaS") and Talent as a Service ("TaaS"), focusing on enhancing workforce capabilities through tailored training and development and also providing businesses with recruitment and resource augmentation services. Collaborations with esteemed partners like Skillsoft, CompTIA and Rocheston ensure that clients gain access to the latest skills and certifications, empowering their teams to adapt and excel in an increasingly digital world.

Awantec's commitment to delivering excellence in both technology and talent reflects its holistic approach to business solutions. The integration of these two divisions not only creates synergy but also positions Awantec as a one-stop provider for organisations looking to enhance their operational capabilities. As businesses navigate the complexities of the digital economy, Awantec remains a trusted partner, ready to guide them on their journey toward digital excellence and workforce empowerment.

## TECHNOLOGY



Encompasses an array of System Integration service, which encapsulates Infrastructure as a Service ("IaaS") and Software as a Service ("SaaS").



**SEGMENTAL REVENUE**  
**RM79.6 mil**



**83.7%**  
Contribution to Group Revenue

## TALENT



Offers Talent as a Service ("TaaS"), which includes talent management services such as profiling and resource augmentation. Under Platform as a Service ("PaaS"), it provides training and certification programmes to ensure professionals are skilled and certified.



**SEGMENTAL REVENUE**  
**RM15.5 mil**



**16.3%**  
Contribution to Group Revenue



# WHAT WE OFFER: OUR PRODUCTS AND SERVICE OFFERINGS

## CLLOUD-BASED SOFTWARE SOLUTIONS

We help organisations and businesses discover the right solution to unleash their true potential to scale, as Malaysia’s trusted Google Cloud Premier partner.

**>9,000,000**

Cumulative software seats Google Workspace (“GWS”) distributed

**>1,200,000**

Software seats Google Workspace (“GWS”) distributed in FY2024

**20 agencies**

Total public sector agency customers on Google Cloud Platform (“GCP”)



## INFRASTRUCTURE AS A SERVICE

We provide cloud computing services that offer essential compute, storage, and networking resources on demand.



Cloud hosting and infrastructure



ChromeOS Flex



Chromebook

## SYSTEM INTEGRATION

We are more than just a technology provider; we are a trusted partner that helps our clients navigate the ever-changing world of technology.



Dev Ops



Cloud Migration Strategy & Services



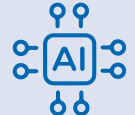
Cloud Application Development



Analytics/Big Data



Application Managed Services

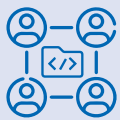


Artificial Intelligence

## WHAT WE OFFER: OUR PRODUCTS AND SERVICE OFFERINGS

### PLATFORM AS A SERVICE

We stand by your side as the trusted enabler of your digital journey. Offering essential tools to ensure your talent can navigate the ever-changing tech landscape with confidence.



Skillsoft licences distributed across various organisations

**>330,000**

cumulative Skillsoft license deployed

### TALENT AS A SERVICE

We cultivate digital expertise and capabilities to ensure true digital readiness, providing our clients with the right talents to take full advantage of the new IT evolution.

**>2,000**

professionally certified

**>50,000**

cumulative job seekers

**152\***

registered employers in FY2024

(537 cumulative registered employers)

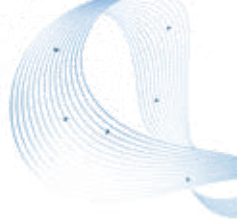
**>1,000\***

job placements in FY2024

(4,946 cumulative job placements)

\* This data is a 6 months data (July 2023 – December 2023).





## OUR INVESTMENT CASE

### SNAPSHOTS OF:

#### FINANCIAL HIGHLIGHTS

Total Revenue  
**RM95.1**  
mil

Total Shareholder's  
Equity  
**RM190.3**  
mil

Profit Before Taxation  
**RM4.1**  
mil

EBIT/(LBIT)  
**RM5.1**  
mil  
2023: RM(5.8) mil

Total Assets  
**RM433.2**  
mil

Basic Earnings Per Share  
(RM Sen)  
**0.34**  
Sen

#### BUSINESS HIGHLIGHTS

### TECHNOLOGY RM79.6 mil



**>1,200,000**  
Total Software Seats  
Distributed



Won  
**1<sup>st</sup> GCP**  
contract  
in March 2023



**20 agencies**  
Total public  
sector agency  
customers on  
Google Cloud  
Platform

### TALENT RM15.5 mil



**>309,000**  
Total Skillssoft  
license deployed



**>290,000**  
course completion



**>122,000**  
total learning hours



**28** agencies  
acquired as clients



**152**  
registered  
employers (July  
2023 - June 2024)



**>1,000**  
Total job placements  
(July 2023 -  
December 2023)



**>2,000**  
Total professionally certified

## OUR INVESTMENT CASE

### SUSTAINABILITY HIGHLIGHTS

#### Full Integration

of Task Force on Climate-related Financial Disclosure



ESG Grading Band **4** out of 4 star: Top 25% rating amongst PLC



Reduced our carbon footprint, with our GHG emissions intensity reducing **10.44%** from FY2022 baseline of 3.83 tCO<sub>2</sub>e/employee to 3.43 tCO<sub>2</sub>e/employee



**4.3** ESG Ratings - Constituent of the FTSE4Good Bursa Malaysia Index



**54%** of women in our workforce



Employees **130**



**RM134,500** Investment in Training and Development



**39.0 hours** Average Training Hours Per Employee for Group

### AWARDS & RECOGNITION



**BMI Sustainable Brand Awards 2023**



**Google Specialisation** (GWS Work Transformation SMBs & GCP Infrastructure)



**Google Premier Partner** (GCP: Sell) & (GWS: Sell & Services)



• **Maintain Google Premier Partner** for Google Workspace

• **1<sup>st</sup> Central Government Contract, APAC**

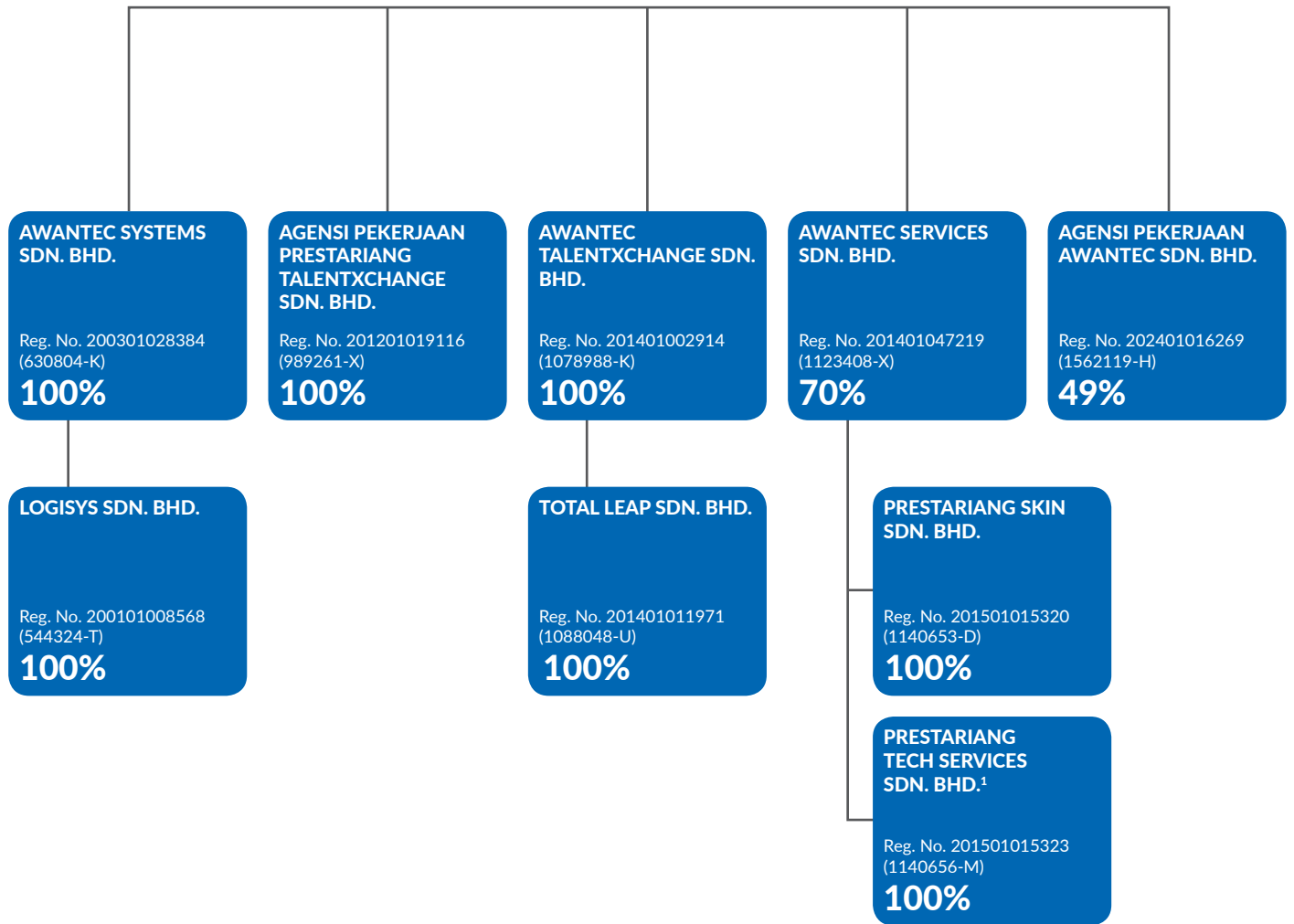


# HOW WE ARE STRUCTURED



**AwanBiru Technology Berhad**

Reg. No. 201001038336 (922260-K)



<sup>1</sup> Currently undergoing creditors' voluntary winding up.

The entire Group, along with all of its subsidiaries are located and operates in Cyberjaya, Selangor Darul Ehsan, Malaysia.

# OUR COMPETITIVE ADVANTAGE

## THE TRUSTED PARTNER IN TECHNOLOGY AND TALENT SOLUTIONS

Customer experience excellence as top priority and main objective in our business operations







# OUR STRATEGIC PARTNERSHIPS

## COLLABORATIONS WITH GLOBAL DIGITAL LEADERS



Google Cloud and Education Partner



Online Learning Partner



Technology Partner



Authorised Training Centre



Authorised Partner



Adobe Authorised Reseller



Iverson Academy Partner



HRDF Registered Training Provider



CompTIA Learning Alliance Partner and Platinum Partner since 2008



Jabra Unified Communications Solutions Specialist



Authorised Partner



Dell EMC Authorised Partner



Acer Authorised Reseller



Logitech Authorised Reseller



Asus Authorised Reseller



Profiling Partner



Authorised Partner

# KEY MILESTONES IN FY2024

## 2023

### JULY



- Ministry of Education's visit to Awantec with the goal of a sharing session regarding the overall offerings available with Google Workspace.
- Workshop for the Google Certified Educator for 5,000 teachers.



### AUG

- Innovating teachers in the APEC Region by enhancing digital and cultural Competencies knowledge sharing session together with Ministry of Education Malaysia & Google Cloud.



### SEP

- Attended the Public Sector Digital Conference where Awantec showcased the next gen solutions in digitalisation, Generative AI.



### DEC

- Entered into partnership with Sage offering cloud-based ERP solutions that integrate and streamline business processes across departments and industries.
- Awarded a contract for "Perolehan Perkhidmatan Langganan Lesen LMS Bagi Memenuhi Keperluan Kursus Peningkatan Kompetensi Digital Pegawai Perkhidmatan Pendidikan" with the Ministry of Education ("MOE") worth RM4.9 Million.



### NOV

- Hosted Partner's Day focusing on bringing new development and key features from Awantec's synergistic offerings of Technology & Talent.



- Celebrated our 20<sup>th</sup> Anniversary.

### OCT



- Hosted the SkillSummit where our talent arm, focused on how AI is revolutionising the training and upskilling segment.
- Attended the National Human Capital Conference & Exhibition 2023 organised by HRD Corp.

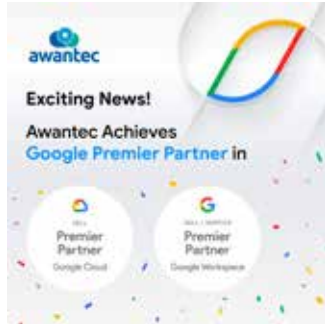




2024

FEB

- Google Cloud awarded Awantec Recognition as 1<sup>st</sup> country in APAC with Central Contracts.
- Premier Partner in Google Cloud (Sell).
- Premier Partner in Google Workspace (Sell | Service).
- Driving digital transformation with RM294 million government contract, partnering with REDtone Engineering & Network Sdn. Bhd. on MyGovUC 3.0 project.
- Successfully secured a RM20.7 million contract to provide Google Workspace for Education services to public institutions across Malaysia.



JAN



- Our expertise has now expanded to offer Google Cloud's Work Transformation and Infrastructure services. We are also proud to have received Google Workspace's Work Transformation – SMB Partner Specialisation.
- MOU signing with GA Business Academy Sdn Bhd to empower Sabahan Entrepreneurs with skill enhancements & business growth.



MAR

- Attended the Malaysia HR Tech Conference, showcasing Upskilling with AI through Skillsoft Percipio.
- Expanded our capabilities in climate change research by securing a RM5.0 million contract to provide cloud computing services to the National Water Research Institute of Malaysia, solidifying our position as a leader in innovative technology solutions.
- PSKIN awarded RM231 million in damages.



APR

- Completion and wrap up of the Selangor Kerjaya project, 6,600 candidates placed.

MAY

- Showcasing the latest in Google's AI solutions for Education with visits from the current Prime Minister, Anwar Ibrahim.
- Attended the MIA Accounting & Financial Technology Showcase to promote the new service offered, e-Invoicing.
- Upliftment as an affected listed issuer.



JUNE



- Attended the Digital Summit by Puspanita showcasing both technology & talent via our Google & Skillsoft offerings.

# CHAIRMAN'S LETTER

“  
Our strengthened partnerships and expanded portfolio in cloud technology, AI, ERP, and cybersecurity position us well for future growth.”

DATO' SYED NAQIZ SHAHABUDDIN BIN SYED ABDUL JABBAR  
Independent Non-Executive Chairman



## Dear Stakeholders,

It is with great pleasure that I present Awantec's annual report for the financial year ending 30 June 2024 ("FY2024"), a year marked by significant rewards. Our turnaround performance, resulting in a net profit of RM2.4 million after a loss of RM7.4 million in FY2023, is commendable and demonstrates that dedication to a well-defined and effectively executed transformation plan can yield positive results. Although it took us three years to move beyond our "affected listed issuer" status, the journey has been invaluable. Today, Awantec is a stronger and more resilient organisation than ever before.

Most importantly, with strengthened partnerships, an expanded portfolio of offerings, and a highly competent team, we are well positioned to create even more value for all our stakeholders - from our investors and shareholders to our business partners, customers, employees and the community. Our raison d'etre is to serve the nation's digitalisation needs and by extension, to ensure Malaysians have the IT skills to optimise cloud technology and other digital solutions. Now that we are on a firm financial footing, we can focus all our energy and resources towards accomplishing this mission.



## ROCKY BUT REWARDING

Despite Awantec's increasingly robust performance throughout the year, our journey was not without its challenges. In early May 2024, Bursa Malaysia Securities Berhad ("**Bursa Securities**") granted us a waiver from submitting a regularisation plan, uplifting Awantec's status as an "affected listed issuer." This approval followed a thorough review of our comprehensive application, in which we outlined our self-regularisation efforts and demonstrated the viability, sustainability, and strong growth prospects of our business.

In addition to the Bursa Securities financial regularisation, the Board was also focused on the ongoing litigation regarding the termination of the Sistem Kawalan Imigresen Nasional ("**SKIN**") project. Collaborating closely with the legal team, we have developed a strong strategy for addressing the litigation.

In March 2024, the High Court awarded Awantec RM231.5 million in compensation. In light of the Government's appeal against this decision, and considering the potential risks of prolonged litigation, the Board and the Senior Management have decided to file our own appeal to protect our interest in the awarded sum. We are now awaiting the outcome of the appeals, which, if favourable, would significantly strengthen our already solid financial position.

In addressing both the affected issuer status and the litigation matters, the Board has actively engaged with our stakeholders to communicate our progress and secure their ongoing support. We understand the importance of transparency in maintaining stakeholder trust and remain fully committed to open and clear communication throughout these processes.

## VALUE CREATION

While devoting considerable time to Awantec's transformation plan, the Board has continued to focus on the creation of stakeholder value. Most pertinently, we have sought to make sure the company operates at optimum efficiency in order to provide the best solutions and service to our customers.

We have therefore been pleased to see the company expand its portfolio of offerings, especially in the Technology and Talent segments. We have always supported the Government in its national digital agenda. Since becoming a participating party in the Cloud Framework Agreement ("**CFA**"), we have enhanced our Cloud capabilities in critical areas such as analytics, cloud migration, big data, artificial intelligence ("**AI**"), enterprise resource planning ("**ERP**") and cybersecurity. We now look forward to playing a significant role in the National e-Invoicing Initiative.

At the same time, we continue to upskill and reskill the nation's workforce to meet the demands of the digital economy. Over the past year, we enhanced the services offered under our TalentXchange platform to provide more comprehensive end-to-end recruitment and training solutions for clients in both the public and corporate sectors. We have introduced resource augmentation services, allowing us to better address the diverse needs of our customers. Additionally, we have been expanding our partnership with Skillsoft to offer more modules from its extensive range of training programmes.

At Awantec, we are committed to providing a nurturing and rewarding work environment for our employees. As we invest in their professional development, we are also fostering a high-performance culture through a robust succession planning strategy aimed at identifying and nurturing future leaders within the organisation. This includes offering training and development programmes, mentoring, and career advancement opportunities to facilitate a seamless transition in leadership roles.

## SUSTAINABLE SUPPLY CHAIN

While Awantec does not produce a significant volume of carbon emissions, we are dedicated to minimising our environmental footprint. We are pleased to report a 10% reduction in emissions intensity, decreasing from 3.83 tonnes of carbon dioxide equivalent ("**tCO<sub>2</sub>e**") per employee in our baseline year of FY2022 to 3.43 tCO<sub>2</sub>e per employee in FY2024. We also recognise that other players in the IT sector, particularly data centres, are becoming major contributors to global emissions. As a result, we are increasingly vigilant about the sustainability of our supply chain, focusing not only on carbon emissions but also on broader sustainable practices. Moving forward, we actively encourage our suppliers and partners to adopt green practices. Google, one of our key partners, has been a pioneer in the low-carbon transition, committing to becoming a net-zero organisation across all operations and its value chain, including its partners. Additionally, Google aims to reduce its absolute emissions by 50% by 2030, supported by the use of renewable energy sources like solar and wind.

In terms of climate adaptation and reporting, we are enhancing our alignment with the Task Force on Climate-related Financial Disclosures ("**TCFD**"). Over the past few years, we have focused on identifying, assessing, and managing our climate-related risks, integrating these considerations into our business strategy and risk management processes. This commitment is detailed in our Sustainability Statement, which provides comprehensive information on how we aim to both mitigate and adapt to the risks associated with climate change.

Our sustainability initiatives have enabled Awantec to be listed on the FTSE4Good index since 2014, and we are dedicated to upholding this status.

## CHAIRMAN'S LETTER

### STRONG CORPORATE GOVERNANCE

Recognising that Awantec's sustained and sustainable growth rests on sound corporate governance, the Board is committed to the company maintaining the highest integrity and transparency in all that we do. We have in place a Code of Conduct that is applicable to everyone in the organisation; and we make our zero tolerance for corruption/bribery known through our Anti-Bribery and Anti-Corruption ("ABAC") Policy. The ABAC Policy sets the minimum standards of conduct and guiding principles for managing bribery and corruption risks across our operations and now includes enhanced guidelines on managing conflicts of interest.

Training programmes on ABAC are organised to ensure all employees understand and comply with the standards adopted. Additionally, we audit our operations regularly and conduct due diligence on our partners and suppliers to reinforce our commitment to integrity. Employees and all other stakeholders are encouraged to report any suspected misconduct through our whistleblowing channels, which are kept confidential.

Our governance framework is continuously strengthened through adherence to best practices. In response to the latest changes in Bursa Malaysia's Main Market Listing Requirements ("MMLR"), for example, we have introduced a new Conflict of Interest ("COI") Policy and updated the Audit Committee's Terms of Reference to incorporate the management of COI.





**Awantec is now a fundamentally stronger and more sustainable organisation, well-positioned for future growth.**



## ACKNOWLEDGEMENTS

Awantec's journey over the past 20 years and our commendable performance in FY2024 have been the result of the cumulative contributions of all our stakeholders. The list includes our shareholders and investors, partners, suppliers and customers, all of whom have remained resolutely supportive of the company, providing us the impetus to overcome the last few very challenging years. To all our external stakeholders, I would like to express my gratitude.

Most of all, I would like to thank the entire family at Awantec for coming together and working collaboratively as a united, strong team in re-building our business over the last three years. My colleagues on the Board have been pillars of strength in guiding the company through various ups and downs. Our Management, and especially our CEO, Azlan bin Zainal Abidin, have demonstrated immense foresight as well as insight in developing sound strategies and policies. Meanwhile, the rest of the team have kept all of us inspired by their dedication and commitment to playing their part to the best of their ability.

Thanks to all of you, Awantec is now a fundamentally stronger and more sustainable organisation, well-positioned for future growth. With your continued support, the company will thrive as we guide Malaysians and Malaysia into an exciting new digital era.

Thank you.

**DATO' SYED NAQIZ SHAHABUDDIN BIN SYED ABDUL JABBAR**  
Independent Non-Executive Chairman



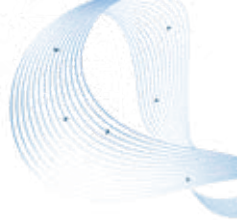
# CHIEF EXECUTIVE OFFICER'S STATEMENT

## Dear Stakeholders,

The financial year ending 30 June 2024 (“FY2024”) marked a turning point for Awantec. The Group recorded a net profit in FY2024, showcasing a notable recovery from the loss incurred in FY2023. This success was attributable to the growth of our technology and talent business across multiple industry sectors. In addition, we were uplifted from the “affected listed issuer” status which is a testament of the viability, sustainability, and strong growth prospects of our business. These achievements highlight the effectiveness of the comprehensive transformation program we initiated in 2021.

Awantec is a comprehensive provider of cloud-based solutions and services across various sectors, including government and commercial enterprises. We play a crucial role as a catalyst in driving the digital and cloud agenda, aligning our efforts with the government’s digital initiatives and aspirations. By offering innovative solutions tailored to the unique needs of our clients, we help facilitate their transition to a more efficient and digital future.





In the civil service and public education sectors, we enhance communications, streamline daily operations, and facilitate learning through our technology partner, Google. One of its solutions, Google Workspace, offers tools like Gmail, Google Chat and Google Meet, enabling efficient communication among government officials, educators and students. This interconnectedness promotes a culture of transparency and responsiveness, which is essential for effective public service.

In terms of talent upskilling and development, we are empowering the nation's educators through our AI-driven Learning Management System ("LMS"), Skillsoft Percipio. The learning platform features a wide range of courses, learning materials and e-books in supporting public school teachers in advancing their professional development and adapting to the rapidly evolving educational landscape.

We have also solidified our five business pillars, namely Cloud-Based Software Solutions, Platform as a Service ("PaaS"), Infrastructure as a Service ("IaaS"), Talent as a Service ("TaaS") and System Integration, while adding a new pillar: Cybersecurity. Each pillar is driven by a dedicated team of highly qualified technology and subject matter experts who advise customers on the solutions that address their pain points and requirements. Equipped with the relevant skills and competencies, they also provide the relevant training and support to ensure customers benefit optimally from the digital solutions.

When we began our transformation journey in 2021, we were cognisant of the fact that we needed sufficient time to build the foundation. It was therefore very gratifying to have recorded a net profit of RM2.4 million for FY2024 from a net loss of RM7.4 million in FY2023. This success is a testament to the entire Awantec team's commitment to executing our transformation programme, diligently steering the company back on a path of sustainable growth. It has been a very challenging few years, but we are finally on the trajectory of growth; and I would like to thank everyone at Awantec for this remarkable turnaround.

## OUR ONGOING TRANSFORMATION

Awantec has transformed from a provider of software licence and training services into a comprehensive cloud-based solutions and services provider, focusing on two key segments: Technology and Talent. Our aim is to become a trusted partner by delivering effective solutions and ensuring a positive experience for our customers.

A key enabler in our transformation has been the evolving and strengthening of our partnerships. A significant milestone was reached when Awantec Systems Sdn Bhd ("ASSB") was elevated to Google's Premier Partner in Malaysia in August 2021.

Awantec has risen to the challenge of partnering with Google, earning recognition for our capabilities. This year, we became the first Google partner company in the Asia-Pacific region to secure a central government contract. Additionally, Google appointed us as its Workspace Gemini AI Ambassador. We also achieved specialisations in Work Transformation for SMBs and Infrastructure Services, reflecting our proven track record of successful implementations.

**This success is a testament to the entire Awantec team's commitment to executing our transformation programme, diligently steering the company back on a path of sustainable growth.**

Revenue



**RM95.1 million**

FY2023  
RM38.6 million

Profit/(Loss)



After Tax

**RM2.4 million**

FY2023  
RM(7.4) million

Total Assets



**RM433.2 million**

FY2023  
RM419.9 million

## CHIEF EXECUTIVE OFFICER'S STATEMENT

The most significant achievement of FY2024 was successfully being uplifted from our "affected listed issuer" status. This accomplishment resulted from our dedicated efforts to ensure the success of our ongoing transformation, which led to several key victories and strong overall performance.

In the Talent segment, we have been investigating new approaches to leverage our partnerships for delivering comprehensive end-to-end talent services, including profiling, training, certification, and placement. By collaborating with technology and industry partners like Skillsoft Asia Pacific Pte Ltd ("Skillsoft") and Human Resource Development ("HRD"), we have developed an offering that meets industry needs. This collaboration has not only allowed us to support the nation in upskilling its workforce but has also fostered growth for our business.

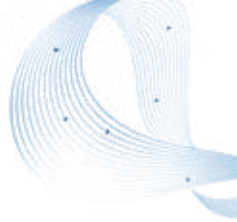
### HIGHLIGHTS OF THE FINANCIAL YEAR

The most significant achievement of FY2024 was successfully being uplifted from our "affected listed issuer" status. This accomplishment resulted from our dedicated efforts to ensure the success of our ongoing transformation, which led to several key victories and strong overall performance.

Notably, we onboarded several new strategic partners to enhance our portfolio of offerings. Among these partners are Sage and Storecove, both of which are technology leaders in their own fields of Enterprise Resource Planning ("ERP") and e-invoicing, respectively. Their collaboration will enable us to support the government's e-invoicing initiative while delivering significant value to clients in Malaysia. Additionally, we have entered into a long-term agreement with REDtone Engineering & Network Services Sdn Bhd to assist with the government's unified communication and collaboration project, MyGovUC 3.0. This project builds on the foundation laid by MyGovUC 2.0, further enhancing our reputation for exceptional customer service. By contributing to this next phase, we reinforce our role as a trusted partner in the government's digital transformation journey.

In addition to forming new partnerships, we are pleased to have secured several key contracts this year. One notable contract involves providing high-performance computing ("HPC") solutions to the National Water Research Institute of Malaysia ("NAHRIM"), enabling them to run hydro-climate models and accelerate their climate-critical research.

We also secured significant contracts with the Ministry of Education ("MOE") and the Ministry of Higher Education ("MOHE"). Under a three-year agreement with MOE, Awantec will give teachers access to Skillsoft Percipio, which offers over 7,000 courses and more than 65,000 learning assets, including e-books. In July 2024, our contract with MOE was renewed to supply Google Workspace ("GWS") to primary and secondary schools. At the same token, we also successfully expanded our GWS solution to all public universities, polytechnics, and community colleges across the country under our agreement with MOHE. We are honoured to be part of the effort to transition the nation's education sector into the digital age, shaping the future of education.



## BUILDING OUR TEAM

The success of our business transformation depends on the skills and competencies of our team. Therefore, we have been increasingly investing in our employees while also bringing in talent with the relevant technical skills needed to enhance our capability in providing top notch services to our clients.

During the financial year, we channelled RM134,500 towards internal training and development, which translated into a total of 634 training days averaging 4.9 days per employee. Most of the training focused on digital upskilling with 23 employees obtaining Google Cloud's Digital Leader Certifications as well as certifications in the ITIL@4 Foundation, Rocheston Cybersecurity Compliance Office ("RCCO") and Rocheston Cybersecurity Engineer ("RCCE") programmes.

In addition to certifications, we continually enhance our employees' competencies through regular assessments. We offer extensive career advancement opportunities through the Awantec Succession Planning Development Programme, ensuring continuity in our leadership while motivating our team to reach their full potential.

It is truly gratifying to see our efforts in building Awantec's human capital yield positive results. We are not only attracting greater interest from talent eager to join our company, but we are also securing more projects and achieving impressive levels of customer satisfaction. During the financial year under review, our customer satisfaction index reached an impressive 92%. Additionally, it's encouraging to witness a noticeable boost in morale across the Group as our business growth gains momentum.

## ENTRENCHING SUSTAINABLE OPERATIONS

Sustainability is a fundamental aspect of our operations, underpinning our economic, environmental, and social performance through robust governance. We have consistently sought to create value for our stakeholders, including the broader community, and we have been strengthening this commitment over the years.

Every decision made at Awantec takes into consideration not only its financial but also its social and environmental repercussions. Further underlining our commitment to integrating sustainability into our operations, 10% of the Key Performance Indicators ("KPIs") for each member of senior management is sustainability-related. This provides us with a tangible way to measure and monitor the sustainability performance of our top executives which, in turn, is reflected in their annual compensation and benefits.

Given the criticality of climate change and the urgency for all concerned to reduce our carbon emissions, in FY2022, we began the process of integrating TCFD recommendations into our business strategy and aligned the company with the Malaysia Plan to achieve net zero carbon emissions by 2050. I am glad to report that, since FY2022, we have reduced our carbon emissions intensity by 10% and integrated TCFD into all our thematic areas. We have also begun screening our partners and suppliers to ensure a sustainable supply chain.

Another key sustainability matter for us is cyber security. Towards this end, we have conducted a Vulnerability Assessment & Penetration Test to identify weaknesses in our digital infrastructure and have closed all gaps in our security net.

In terms of reporting, we continue to ensure that we provide comprehensive disclosure to our stakeholders. Of note, we have re-aligned our material matters with Bursa Securities enhanced sustainability requirements and are now reporting on all its common sustainability matters.

## OUTLOOK

The momentum of global digitalisation has been steadily increasing and is anticipated to accelerate in the near future. In Malaysia, this process is bolstered by proactive government initiatives aimed at creating a favourable ecosystem for attracting global tech companies. Consequently, major technology players are making significant investments in cloud infrastructure, which will accelerate digitalisation and strengthen the local industry.

Awantec's ongoing transformation and our previous contributions to digitising the government position us well to capitalise on the emerging tech opportunities across various sectors. We are confident that the demand for our services – such as cloud migration, smart analytics, AI, and cybersecurity solutions – is poised for exponential growth.

Our financial performance this year has been a veritable boost to Awantec, validating our transformation initiatives.

I would like to take this opportunity to express my gratitude to all our stakeholders for their ongoing trust and confidence in Awantec's ability to deliver value. Your support has been vital to our success thus far, and we look forward to strengthening our relationships with each of you as we embark on a new, more positive phase in our rewarding transformation journey.

## OUR INTEGRATED APPROACH TO VALUE CREATION

# AT AWANTEC,

value creation is integrated into our business model. Our strategy is guided by various elements that could impact our ability to create value for the Group as well as our stakeholders. This includes an assessment of our operating environment, the needs and expectations of our stakeholders, our available resources and material matters.

01

### EVALUATE OUR OPERATING ENVIRONMENT

We analyse our operating environment and identify mega trends, risks and opportunities which could impact our ability to create value in the short, medium and long term. These include global and local developments in technology, market dynamics, changing customer expectations, as well as increasing social, regulatory and environmental requirements.

02

### IDENTIFY RISKS & OPPORTUNITIES

As a business, we face various risks that could derail the attainment of our goals; and opportunities that could accelerate or accentuate positive outcomes. We have in place a comprehensive risk management framework that allows us to identify and manage relevant risks while optimising opportunities as we pursue our strategic and business objectives.



03

### STRENGTHEN STAKEHOLDER ENGAGEMENT

Proactive engagement with key stakeholders allows us to understand their needs and be responsive to their expectations, prioritising what each stakeholder group values the most. In the process of delivering sustained value to all our stakeholders, we develop quality relationships which contribute to the continued growth and sustainability of our business.

04

### IDENTIFY OUR MATERIAL MATTERS

Material matters are those that could impact our ability to deliver value in the short, medium and long term. These are identified through an analysis of the macro-environment, our operating context, the resources we rely on, as well as feedback from our stakeholders. Our 17 material matters inform our strategy to manage our risks and leverage opportunities.

05

### REINFORCE OUR ESG COMMITMENTS

We are committed to reducing our carbon emissions and playing our part in mitigating climate change as well as to contributing towards a more just social environment. Our efforts have been rewarded by Awantec being a constituent of FTSE4Good Index since 2014.

06

### OUTLINE OUR STRATEGY

Our strategy is aligned with our Vision of being the “Trusted Partner in Technology and Talent Solutions”. This is premised on four growth pillars, namely: building a strong portfolio of cloud-based solutions and services; identifying and prioritising key sectors; optimising our internal capabilities; and enhancing our customer relationship management.

07

### ALLOCATE OUR RESOURCES

The execution of our strategy relies on the disciplined allocation of our financial, natural, manufactured, intellectual, human, and social and relationship capitals. We deploy our resources optimally and align our relationships to drive growth, reinforce resilience and deliver sustainable value for all stakeholders.

08

### ENHANCE OUR VALUE

Ultimately, Awantec seeks to create long-term value for the Group as well as our shareholders and other stakeholders. We track our operational outcomes through various Key Performance Indicators (“KPI”) which are measured against our strategies and strategic performance.

# OUR VALUE CREATING BUSINESS MODEL

## OUR CAPITALS... ..ENABLE VALUE-ADDING

### INPUTS



#### Financial Capital

A fair amount of the Group's funds are leveraged for growth, development and innovation as well as to deliver values to its stakeholders. These funds are obtained through debt and equity, or generated through operations or investments.



#### Manufactured Capital

Manufactured physical objects (as distinct from natural physical objects) that are available to an organisation for use in the production of goods or the provision of services, including buildings, equipment and infrastructure. Manufactured capital is often created by other organisations, but includes assets manufactured by the reporting organisation for sale or when they are retained for its own use.



#### Intellectual Capital

Organisational, knowledge-based intangibles, including intellectual property, such as patents, copyrights, software rights and licences as well as "Organisational capital" such as tacit knowledge, systems, procedures and protocols.



#### Human Capital

People's competencies, capabilities and experience, and their motivations to innovate, including their alignment with and support for our organisation's governance framework, risk management approach, and ethical values. Their ability to understand, develop and implement our organisation's strategy. Also including loyalties and motivations for improving processes, goods and services, including their ability to lead, manage and collaborate.



#### Social & Relationship Capital

The institutions and the relationships within and between communities, groups of stakeholders and other networks, and the ability to share information to enhance individual and collective well-being. Social and relationship capital includes shared norms, common values and behaviours. Key stakeholder relationships, and the trust and willingness to engage that our organisation has developed and strives to build and protect with external stakeholders.



#### Natural Capital

All renewable and non-renewable environmental resources and processes that provide goods or services that support the past, current or future prosperity of our organisation. It includes air, water, land, minerals, forests biodiversity and ecosystem health.

- RM433.2 million in total assets.
- RM190.3 million in shareholders' equity.
- RM19.4 million in cash and bank and short-term investment balances.

- RM22.4 million worth of property, plant and equipment.
- RM21.6 million worth of investment properties.

- 21 years of industry experience.
- Investment in and adoption of the latest technologies.
- Research and technology development.
- Exclusive partnerships with global players, including being a Google Premier Partner.
- Highly qualified employees, with:
  - 16 certified as Google Professionals
  - 5 certified in cybersecurity

- 130 employees.
- Diverse Board with a good mix of experience and expertise.

- Strategic partnerships with Google, Sage, Skillsoft, Rocheston and Adobe
- Expanding customer base.
- Steady and reliable suppliers.
- Community presence through charity work, donations and employee volunteer programmes.

- Energy used to power operations.
- Water for day-to-day operations and maintenance.

### SUSTAINABILITY PILLARS

- Economic
- Environmental
- Social
- Governance

### STRATEGIC PILLARS

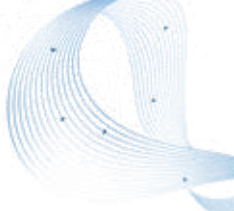
- Cloud-Based Software Solutions
- Platform as a Service
- Infrastructure as a Service
- Talent as a Service
- System Integration

### MATERIAL MATTERS

- M1** Water Management
- M2** Waste Management
- M3** Energy Management
- M4** Greenhouse Gas Emissions
- M5** Climate Change
- M6** Digital Transformation
- M7** Occupational Health & Safety
- M8** Talent Attraction, Growth and Retention
- M9** Equal Opportunity
- M10** Diversity and Inclusion
- M11** Human Rights & Labour Standard
- M12** Customer Satisfaction
- M13** Community & Society Investment
- M14** Local Sourcing
- M15** Supply Chain Management
- M16** Data Privacy & Security
- M17** Anti-Corruption

### OUR OVERARCHING GOVERNANCE

Premised on the Shariah Principles, we commit to uphold the highest level of integrity in our everyday decisions and actions, in our efforts to uplift our communities and our nation.



**OUR VISION**  
**OUR MISSION**  
**OUR VALUES**

**THE TRUSTED PARTNER IN TECHNOLOGY AND TALENT SOLUTIONS**  
**TO DRIVE SUSTAINABLE VALUE BY DIGITALLY TRANSFORMING BUSINESSES AND COMMUNITY**  
**RESPECT . INTEGRITY . CUSTOMER FOCUS . PASSIONATE . LIFELONG LEARNING**

...ACTIVITIES THAT CREATE...

...VALUE FOR OUR STAKEHOLDERS

**KEY RISKS**

- Project Delivery Risks
- Market Risks
- Credit Risks
- ESG Risks

**BUSINESS SEGMENT**

**TECHNOLOGY**



Cloud Based Software Solutions



System Integration



Infrastructure As A Service

**TALENT**



Platform As A Service



Talent As A Service

**OUTPUTS**

**Financial**

- Revenue: RM95.1 million (FY2023: RM38.6 million).
- Earnings/(Loss) before interest, taxes, depreciation and amortisation EBITDA/(LBITDA): RM6.7 million (FY2023: RM(3.9) million).
- PAT/(LAT): RM2.4 million (FY2023: (7.4) million).

**Products & Services**

- Awarded RM329 million worth of new government contracts.
- Total number of Skillssoft licenses deployed: >300,000.
- Total numbers of SK candidates placed: >1,000.
- From July – December 2023, successfully placed 55% of SK talents out of >1,000 job applications.
- Onboarded 30 new Talent and Development customers.

**Byproducts & Waste**

- 3.43 tCO<sub>2</sub>e/ employee GHG emissions intensity, 10.44% lower than FY2022 baseline.
- 1,693.79 kWh/ employee total electricity consumption intensity, 24.58% less than FY2022 baseline.

**OUTCOMES**



**Financial Capital**

- Achieved a financial turnaround after making a loss in FY2023.
- Cash and bank balance and short-term investment balances: RM19.4 million.
- Shareholders' equity: RM190.3 million.
- No longer classified as an "affected listed issuer".



**Manufactured Capital**

- Total Assets: RM433.2 million (FY2023: RM419.9 million).



**Intellectual Capital**

- Expansion into diverse advanced technologies from Google Solutions, Sage ERP, Cybersecurity, e-Invoicing, Robotic Process Automation ("RPA"), Digitalisation and Data Lake.
- Penetration into mass and new markets, securing contracts with new clients and expanding range of solutions for existing clients.
- >2,000 customers' employees received professional certifications.



**Human Capital**

- RM134,500 invested in employee training and development.
- 23 employees gained digital related certifications in FY2024.
- 30 employees underwent Basic Occupational First Aider certification programme.
- Zero safety incidents recorded throughout the year.



**Social & Relationship Capital**

- Enhanced community engagement through initiatives like donations, blood drives and support for local charities.
- Improved stakeholder trust by maintaining transparency, ethical practices and regulatory compliance.
- Strengthened partnerships with suppliers, governing agencies and local communities.
- A high Net Promoter Score ("NPS") of 65 indicates our customers are generally satisfied and likely to recommend our business.
- Increased employee satisfaction and retention through supportive workplace policies and community involvement.



**Natural Capital**

- Reduced environmental impact through efficient waste management, energy conservation and water usage.
- Enhanced compliance with environmental regulations, supporting long-term operational stability and reducing the risk of fines or penalties.
- Contribution to climate change mitigation, aligned with broader sustainability goals and commitments.
- Strengthened reputation as an environmentally responsible organisation, attracting eco-conscious stakeholders and customers.

**RELATED STAKEHOLDERS**



**RELATED UNSDGs**



# STAKEHOLDER ENGAGEMENT

Frequency:

**BOARD OF DIRECTORS**

Capitals Impacted:

Material Matters: M5 M6 M8 M12 M17

UNSDGs:

### Why We Engage

The Board is ultimately responsible for Awantec’s financial and operational performance, supported by sound corporate governance and Environment, Social and Governance (“ESG”) practices. The Board approves all policy changes and has to be kept apprised of risk management, compliance and key performance indicators.

### How We Engage

- Board committees meetings.
- Regular updates from Senior Management team.
- Workshops.
- Conferences and events.
- Board meetings.

Concerns Raised	Responses/Our Approach	How We Measure Value
<ul style="list-style-type: none"> <li>Good corporate governance.</li> <li>Sound operational and financial performance.</li> <li>Establishment of sound ESG policies to ensure stakeholder value creation.</li> <li>Regulatory compliance.</li> </ul>	<ul style="list-style-type: none"> <li>Awantec has in place a robust corporate governance framework.</li> <li>Our Risk team monitors regulatory compliance.</li> <li>Conduct yearly assurance statement for our Sustainability Report.</li> <li>Aligned our environmental (including energy) management practices with international, regional and local standards, ensuring systematic improvements across operations.</li> </ul>	<ul style="list-style-type: none"> <li>Rated Top 25% among public listed companies in FTSE4Good ESG rating among Bursa Malaysia’s public listed companies, with a notable rating of 4.3.</li> </ul>
Value Created For Stakeholders	Value Created For Awantec	Risks
<ul style="list-style-type: none"> <li>Transparency and clarity on Awantec’s direction, strategy and performance.</li> <li>Easy access to the CEO and Senior Management team.</li> <li>Sustainable and profitable performance that creates value for stakeholders.</li> <li>Training in key areas such as governance and sustainability.</li> </ul>	<ul style="list-style-type: none"> <li>Board with diverse skills and experience.</li> <li>Checks and balances to keep Awantec on a steady and sustainable path.</li> <li>Independent perspective for optimal value creation.</li> </ul>	<ul style="list-style-type: none"> <li>Strained relationship between Board members and Senior Management would affect effectiveness of the company’s operations.</li> <li>Divergent views/approach to business management and ESG could cause friction in operations.</li> <li>Inability of Chairman to lead the Board</li> <li>Lack of Board diversity for well-rounded perspectives.</li> </ul>
Opportunities	Business Initiatives	Value Creation Indicators
<ul style="list-style-type: none"> <li>Enhanced engagement between the Board and Senior Management for good working relationship.</li> <li>Openness to discussion and discourse to agree on key matters.</li> <li>Appointment of diverse Board members including independent directors.</li> <li>Inclusion of directors with strong ESG background.</li> </ul>	<ul style="list-style-type: none"> <li>Review and monitor the Group’s strategic plans, and address Awantec’s business sustainability.</li> <li>Oversee the conduct of the Group’s business, including the formulation of strategies and performance objectives, controls and accountability systems, corporate governance framework, risk management practices and human capital management.</li> </ul>	<ul style="list-style-type: none"> <li>Total number of Board meetings in FY2024: 10 meetings (100% attendance).</li> <li>Ratio of female Board of Directors (“Board”) against male Board (25%).</li> </ul>





Method of Engagement & Frequency:

- D Daily  
 T Every 2 Months  
 A Annually  
 W Weekly  
 B Bi-Annually  
 R As Required  
 M Monthly  
 Q Quarterly

Frequency: A R



**SHAREHOLDERS & INVESTORS**

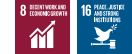
Capitals Impacted:



Material Matters:

- M5 M6 M12 M16 M17

UNSDGs:



**Why We Engage**

Engagement with shareholders helps to promote transparency and accountability, leading to better decision-making and improved long-term value for the company and our stakeholders. We engage with our shareholders to keep them informed of our financial sustainability and business growth.

**How We Engage**

- Company publications, e.g. annual reports.
- Updates on Group’s website.
- Media releases.
- Annual general meetings.

**Concerns Raised**

- Dividend payouts.
- Financial and economic performance.
- Business prospects.
- Regulatory compliance.
- Responsible and ethical practices.

**Responses/Our Approach**

- Awantec is committed to generating sustainable shareholder returns through superior performance.
- We adhere to all regulatory requirements.
- We are guided by strong corporate governance to operate with integrity.

**How We Measure Value**

- Continued to enhance sustainability governance framework.

**Value Created For Stakeholders**

- Our business strategies are geared towards creating sustainable and stable returns for shareholders.

**Value Created For Awantec**

- The ability to raise capital through the issuance of shares.
- Consistently high returns enhance Awantec’s credit rating, attracting more investors.

**Risks**

- Shareholders are part owners of a business and can influence key corporate decisions, such as the company’s direction.

**Opportunities**

- Sustain the trust and confidence of shareholders in order to promote business growth.
- Engage constantly with shareholders to share the company’s goals and objectives aligning their expectations with our strategies.

**Business Initiatives**

- Delivery of business excellence and performance.
- Effective employment of financial resources in pursuing our investment and growth plans.
- Maintenance of strong governance and culture of integrity.
- Provision of timely and relevant information to shareholders, e.g. publication of annual reports.

**Value Creation Indicators**

- Delivered improved Profit After Tax (“PAT”).
- Return of Equity (“ROE”) of 1%.

# STAKEHOLDER ENGAGEMENT

Frequency: **R** **A** **W** **B**

EMPLOYEES

**Capitals Impacted:**

**Material Matters:**

M7
M8
M9
M11
M12

**UNSDGs:**

### Why We Engage

We engage with our employees to foster a diverse, inclusive, and adaptable workplace, while empowering them with essential skills to create an engaging, positive environment where everyone can excel and contribute effectively to our goals.

### How We Engage

- Townhalls and other events.
- HR e-mails.
- Internal portal (Brio HR).
- Annual Performance Reviews.
- Training/coaching and development programmes.
- Annual employee survey.
- Department/one-on-one meetings.

Concerns Raised	Responses/Our Approach	How We Measure Value
<ul style="list-style-type: none"> <li>Competitive salaries and benefits.</li> <li>Work-life balance.</li> <li>Career prospects.</li> <li>Engagement with Senior Management.</li> <li>Responsible and ethical business practices.</li> </ul>	<ul style="list-style-type: none"> <li>Our remuneration is benchmarked against the industry.</li> <li>Ample training is provided to help employees realise their potential and progress their careers through Skillsoft Percipio platform.</li> <li>Various engagement platforms have been established.</li> <li>We are guided by an Employee Code of Conduct handbook, which is shared with all employees.</li> <li>We offer flexible working arrangements.</li> <li>Long Term Incentive Plan (“LTIP”) for long-serving employees to foster loyalty.</li> </ul>	<ul style="list-style-type: none"> <li>RM134,500 invested in employee training and development in FY2024, averaging 4.9 days per employee.</li> </ul>

Value Created For Stakeholders	Value Created For Awantec	Risks
<ul style="list-style-type: none"> <li>Competitive remuneration and attractive benefits.</li> <li>Safe work environment and focus on employees’ well-being.</li> <li>Career growth prospects.</li> <li>Opportunities for continuous professional development through learning and skills training.</li> <li>Work-life balance.</li> <li>Inclusivity through fair practices and emphasis on gender equality.</li> </ul>	<ul style="list-style-type: none"> <li>Engaged employees make valuable contributions towards the delivery of business strategy and goals.</li> <li>Continuous training/professional development creates a high-performance culture.</li> <li>Diverse and inclusive employee profile enriches decision-making.</li> <li>Creation of a culture that is commercially focused and innovative.</li> </ul>	<ul style="list-style-type: none"> <li>Low level of skills/capabilities may affect our ability to deliver.</li> <li>Low level of engagement could impact staff retention.</li> <li>Inability to meet employees’ expectations.</li> </ul>

Opportunities	Business Initiatives	Value Creation Indicators
<ul style="list-style-type: none"> <li>Embrace technology, communication channels and change management programmes to stay ahead of the curve; and increase skills and experience in order to remain relevant.</li> <li>Efficient leadership and capability development.</li> <li>Efficient and sustainable management systems and work processes.</li> </ul>	<ul style="list-style-type: none"> <li>Employee engagement and internal programmes to promote communication at all levels, e.g. Townhalls with CEO, Birthday Bash celebrations, etc.</li> <li>Robust talent management; the identification of high-potential candidates through Leadership Learning and Development Programme; and upskilling/reskilling programmes.</li> </ul>	<ul style="list-style-type: none"> <li>Participation rate of 85% in our Employee Engagement Index (“EEI”) survey.</li> </ul>



Frequency: W M A



**SUPPLIERS & BUSINESS PARTNERS**

Capitals Impacted:



Material Matters:



UNSDGs:



**Why We Engage**

Our business partners and suppliers play a crucial role within our business ecosystem, contributing to our manufactured and intellectual capitals through collaboration. By working together, we can jointly strengthen our financial capital.

**How We Engage**

- Performance evaluations.
- Online and digital communication (email, corporate website, social media, etc).
- Regular reviews and updates to share business performance.

**Concerns Raised**

- Company performance.
- Ethical business practices.
- Good governance.
- Continuous value creation.
- Sustainability in supply chain.

**Responses/Our Approach**

- Incorporation of confidentiality clauses in contracts and continued reassurance to suppliers.

**How We Measure Value**

- Awantec entered into strategic partnership with six (6) industry experts in FY2024.

**Value Created For Stakeholders**

- Networking opportunities for partners through events, forum, and industry collaborations.

**Value Created For Awantec**

- Broaden Awantec’s service portfolio to include innovative solutions and industry-specific expertise.
- Create partnerships to increase accessibility to specialised talent, skills and industry knowledge that complement Awantec’s capabilities.

**Risks**

- Limited access to innovative solutions and industry-specific expertise.
- Missed opportunities for market expansion and customer acquisition.

**Opportunities**

- Further expand our network of business partners, especially with leading international tech players.
- Develop cutting-edge solutions that can be offered to our customers.
- Encourage business partners and suppliers adhere to our ESG principles for a sustainable supply chain.

**Business Initiatives**

- Entered into partnerships with Sage, Storecove, Rocheston and National Cyber Security Agency (“NACSA”) in FY2024.
- Entered into several new agreements with MOE and MOHE to offer Google solutions and Skillsoft Percipio’s LMS.
- Broadened our service offerings with AI and high performance computing.

**Value Creation Indicators**

- 3 new partners for innovative solutions: Sage for ERP, Storecove for e-invoicing and Rocheston for cybersecurity certification.

# STAKEHOLDER ENGAGEMENT

Frequency: **A** **M** **W** **R**

CUSTOMERS

**Capitals Impacted:**

**Material Matters:**

M5 M6 M15 M16 M17

**UNSDGs:**

### Why We Engage

We engage with our customers to understand their evolving needs, identify service gaps, and offer personalised services. Our customer-centric approach enables them to make informed decisions, building trust and loyalty.

### How We Engage

- Customer surveys.
- Digital communication (monthly newsletters, social media platforms).
- Marketing campaigns and events.
- Monthly webinars.
- Customer networking events including seminars and tech updates.

Concerns Raised	Responses/Our Approach	How We Measure Value
<ul style="list-style-type: none"> <li>• Turnaround time for client servicing.</li> <li>• Products and services that meet customers' needs.</li> </ul>	<ul style="list-style-type: none"> <li>• Continue to develop initiatives to enhance our digital proposition and strategic partnerships.</li> <li>• Map end-to-end digital journey to address customers' priorities and pain points.</li> <li>• Dedicated 24/7 support.</li> <li>• Upskilling and recruitment of skilled professionals.</li> </ul>	<ul style="list-style-type: none"> <li>• Conducted over 25 events comprising webinars, product updates and workshops allowing us to engage with more than 2,000 customers.</li> </ul>

Value Created For Stakeholders	Value Created For Awantec	Risks
<ul style="list-style-type: none"> <li>• Tailored solutions meeting their needs.</li> <li>• Exceptional customer journey and experience.</li> <li>• Efficient resolution of pain points through engagement channels.</li> </ul>	<ul style="list-style-type: none"> <li>• Strong brand reputation through customer loyalty, trust, and positive endorsements.</li> <li>• Robust customer base ensuring relevance and timely innovation in offerings.</li> </ul>	<ul style="list-style-type: none"> <li>• Competition from other digital solutions providers in meeting evolving customer expectations.</li> <li>• Reduced customer loyalty as a consequence of not understanding their needs or offering unpersonalised solutions.</li> </ul>

Opportunities	Business Initiatives	Value Creation Indicators
<ul style="list-style-type: none"> <li>• Maintain growth and profitability across business segments (Technology and Talent).</li> <li>• Establish strong brand reputation through customer loyalty, trust and positive endorsements.</li> <li>• Foster a robust customer base, ensuring relevance and timely innovation in offerings.</li> </ul>	<ul style="list-style-type: none"> <li>• Enhancement of our digital offerings to ensure personalised solutions to meet customers' needs.</li> <li>• Monthly webinars and tech updates; and monthly newsletters to provide awareness and educate existing as well as potential customers.</li> </ul>	<ul style="list-style-type: none"> <li>• Customer Satisfaction ("CSAT") for FY2024: 92%.</li> </ul>



**MEDIA**

Capitals Impacted:



Material Matters:



UNSDGs:



**Why We Engage**

We engage with the media because it serves as a crucial link to our diverse stakeholders. This engagement allows us to communicate our values, initiatives and achievements transparently, building trust.

**How We Engage**

- Media releases.
- Interviews.

**Concerns Raised**

- Precise and pertinent information.
- Fair and transparent content.

**Responses/Our Approach**

- Media interviews.
- Distribution of media releases.

**How We Measure Value**

- Consistent interaction with media through press conferences, press releases and special interviews.
- Fair and balanced presentation of the Group's initiatives.

**Value Created For Stakeholders**

- Regular and direct access to timely and accurate information about Awantec's activities, initiatives and financial performance.

**Value Created For Awantec**

- Increased visibility and awareness of Awantec's brand and services through media coverage and publicity.
- Strengthened market position as a thought leader by sharing insights, expertise and industry trends through media channels.

**Risks**

- Limited public awareness and visibility of Awantec's brand, services and initiatives.
- Loss of platforms to promote new products, services and campaigns, affecting business growth.
- Incorrect representation of content impacting Awantec's reputation.

**Opportunities**

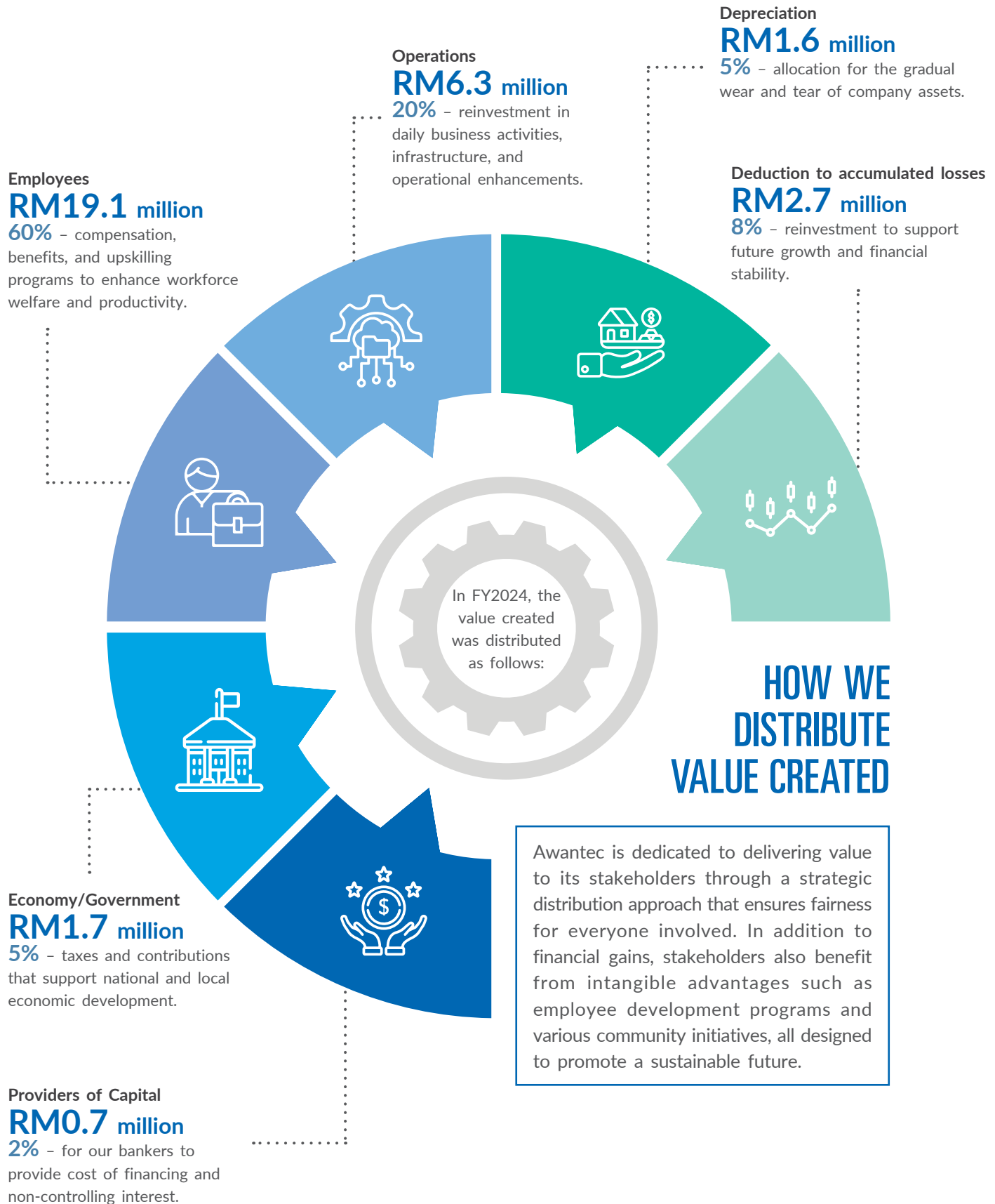
- Develop strong, transparent relationships with different media houses to ensure regular and accurate information dissemination on Awantec.
- Leverage opportunities to engage with stakeholders using social media.

**Business Initiatives**

- Organised two face-to-face interviews with CEO.
- Leveraged good relationships with media houses to disseminate accurate information on lifting of affected listed status.

**Value Creation Indicators**

- Media coverage in FY2024: 17 press releases and media communications.
- Total Advertising value of RM474,922.
- Total Public Relations ("PR") value of RM1.4 million.





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