



DELIVERING on our **PROMISE**





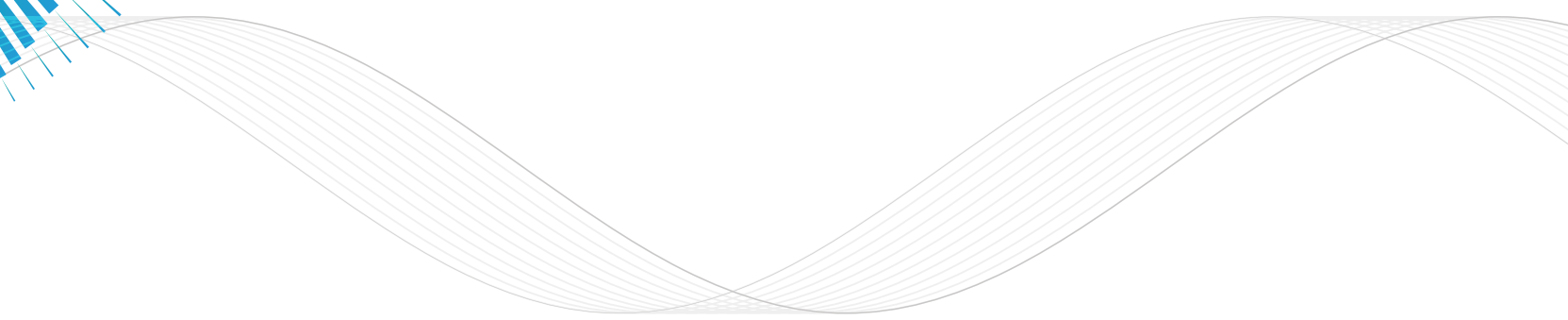
We Are Awantec

Awantec is a digital transformation enabler focused on delivering value through integrated technology and talent solutions and services. Since our inception in 2003, we have partnered with public sector agencies and private organisations to accelerate digital adoption and enhance operational performance. With a strong track record and deep understanding of national priorities, we continue to play a key role in supporting Malaysia's digital and economic agenda.

Our business strategy centres on driving measurable outcomes for our clients. Through cloud-based solutions and services and workforce upskilling, we offer end-to-end capabilities that help organisations modernise, optimise costs, and future-proof their operations. Our client engagements are anchored in delivery excellence, and a focus on long-term value, ensuring our services are not only relevant, but results-driven.

Just as we empower organisations and individuals with digital technologies, we seek to create a positive social and environmental impact. As a responsible corporate citizen, we have integrated sustainability into our business. Our aim is to be digitally inclusive and to play our part in addressing environmental issues, leveraging technology and innovation wherever possible.

At the core of our value creation model is our people. We continue to invest in building a high-performing, digitally skilled workforce that can adapt, lead, and deliver in a rapidly changing market. By fostering a culture of agility, ownership, and continuous learning, we ensure our teams are equipped to support clients and drive sustainable business growth. As we move into the next phase of growth, our focus remains on disciplined execution, stakeholder value, and long-term resilience.



About This Report

We are proud to present AwanBiru Technology Berhad's ("Awantec") Annual Report for the financial period ended 31 December 2025 ("FPE 2025"), providing a holistic view of our financial and non-financial performance. The report reflects our integrated thinking approach by demonstrating how our capitals are harnessed to address material matters, execute our strategy, and create value over the short, medium, and long term.

While prepared primarily for providers of financial capital, this report also informs other stakeholders interested in our business model, sustainability performance, and governance practices.

REPORTING PRINCIPLES & FRAMEWORKS

This report is prepared in accordance with the Integrated Reporting Framework as overseen by the International Financial Reporting Standards ("IFRS") Foundation, with disclosures guided by:

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

Our Sustainability Statement, meanwhile, is guided by the:

- Bursa Malaysia Sustainability Reporting Guide (3rd Edition)
- FTSE4Good Bursa Malaysia Index Criteria
- Global Reporting Initiative ("GRI") Sustainability Reporting Standards
- United Nations Sustainable Development Goals ("UNSDGs")
- Task Force on Climate-Related Financial Disclosures ("TCFD")
- International Financial Reporting Standards ("IFRS") S1 and S2

SCOPE & BOUNDARIES

The scope of this report covers our key activities, initiatives, and events from 1 July 2024 to 31 December 2025, unless otherwise stated.

MATERIALITY

The disclosures contained in this report are guided by our material matters, which are issues that affect our ability to create value and deliver on our purpose. These matters are reviewed annually to reflect changes in our operating environment and evolving stakeholder expectations, before being endorsed by our Board of Directors ("Board").

COMBINED ASSURANCE

To ensure the integrity and reliability of this report, its full contents have been reviewed and approved by our Management and Board. 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 forward-looking statements based on current expectations, assumptions, and strategic plans. Such statements are inherently subject to known and unknown risks and uncertainties, including market dynamics, regulatory changes, technological developments, operational factors, geopolitical events, and other influences, that could cause actual results to differ materially. Readers are cautioned not to place undue reliance on these statements, which reflect our views as at the report date. Except as required by law, we undertake no obligation to update any forward-looking statements in light of new information or future events.

DIRECTORS' RESPONSIBILITY STATEMENT

The Board accepts responsibility for the integrity of this report, which it believes provides a balanced and comprehensive account of our performance and addresses matters material to our value creation. The Board approved this report on 16 April 2026.

ONLINE REPORT, FEEDBACK, & CROSS-REFERENCES



Scan to access the digital version of this report

We welcome feedback about our reporting, which can be relayed to: ir@awantec.my



Indicates that more information is available within this report



Visit our website for further details: <https://www.awantec.my/>

NAVIGATING THIS REPORT

Our Capitals



Financial Capital



Intellectual Capital



Social and Relationship Capital



Manufactured Capital



Human Capital



Natural Capital

Our Strategic Pillars



Cloud-Based Software Solutions



Infrastructure as a Service



System Integration



Platform as a Service



Talent as a Service



Cybersecurity

Our Material Matters



Water Management



Diversity, Equity & Inclusion



Waste Management



Human Rights & Labour Standards



Energy Management



Customer Satisfaction



Greenhouse Gas Emissions



Community & Social Investment



Climate Change



Local Sourcing



Digital Transformation



Supply Chain Management



Occupational Health & Safety



Data Privacy & Security



Talent Attraction, Growth & Retention



Anti-Corruption

Our Stakeholders



Board of Directors



Shareholders & Investors



Employees



Suppliers & Business Partners



Customers



Media

Our Key Risks



Project Delivery Risks



Market Risks



Credit Risks



ESG Risks

Related UNSDGs





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Delivering on our Promise

Our 2025 Annual Report, themed **“Delivering on our Promise,”** builds directly on our 2024 theme, **“Enriching Offerings, Realising Potential.”** Last year, we set out our goal to expand our capabilities. This year, this report shows the results of that work.

“Delivering on our Promise” highlights a year of practical action. We have translated our expanded services into real results for our clients and sustainable growth for our business. This theme reflects our focus on moving from ideas to impact, showing what we have achieved.

This year, we delivered on our promise to innovate by applying Artificial Intelligence (“AI”) to create smarter, more effective solutions for our clients. We also delivered on our promise of trust by strengthening our cybersecurity services, showing our commitment to protecting our partners in a complex digital environment.

This report details our performance and the progress we have made on our strategic goals. It confirms that Awantec is a company that follows through, turning vision into value and potential into proven results. We are not just a company with good ideas; we are the partner that delivers them.



15th AND 16th ANNUAL GENERAL MEETING

Garden Ballroom,
Level 1, Putrajaya
Marriott Hotel,
IOI Resort City,
62502 Sepang,
Wilayah Persekutuan
Putrajaya



Thursday,
21 MAY 2026



15th AGM at 10:00 am
16th AGM at 11:00 am

CHAIRMAN'S LETTER

Unfolding a New Chapter

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



Dear Valued Stakeholders,

It is with immense pride and confidence that I present Awantec's Annual Report for the extended financial period from 1 July 2024 to 31 December 2025 ("FPE2025"). This has been a truly transformative period in which we not only decisively resolved legacy challenges but, more importantly, ignited a powerful new chapter of accelerated growth, profound innovation and purposeful impact across Malaysia's burgeoning digital economy. Our strong financial results, underscored by the RM201.45 million resolution of the Sistem Kawalan Imigresen Nasional ("SKIN") project dispute, affirm our revitalised financial strength and strategic clarity, positioning us for unprecedented opportunities ahead.

ROBUSTLY POSITIONED WITHIN MALAYSIA'S EXPANDING DIGITAL ECONOMY

The transformation of our business is unfolding against the backdrop of a rapidly evolving digital landscape. Malaysia's digital economy continues to gather momentum under national digital-first policies, marked by accelerating cloud adoption, the rise of artificial intelligence and sustained global investment in digital infrastructure.

According to a February 2026 report published jointly by Knight Frank Malaysia and the Malaysia Digital Economy Corporation ("MDEC"), investments in Malaysia Digital ("MD") status companies amounted to RM54.13 billion in the third quarter of 2025 alone. This reflects mounting investor confidence in the country's digital ecosystem and reinforces Malaysia's trajectory towards digital and AI-driven growth.

Within this context, Awantec remains firmly aligned with national priorities. Through our partnerships with global technology leaders, particularly Google Cloud, we successfully launched a suite of new,

high-potential offerings during the period to support Malaysia's digital ambitions. These include Awantec Intelligence, which is anchored in AI-driven capabilities, our Awantax platform to support regulatory e-invoicing requirements, and the establishment of our cybersecurity practice to help organisations navigate increasingly complex digital risks. These solutions reflect a clear strategic pivot towards future-ready growth drivers and underscore our evolution into an end-to-end partner in our customers' digital transformation journeys.

While we continue to navigate ongoing market challenges, including global supply chain constraints and increasing competition for specialised talent, the resolution of the SKIN dispute marked the successful close of a legacy chapter for the Group. Coupled with the strategic disposal of our Block 12 property in Cyberjaya for RM25 million, these developments have injected significant capital into the Group and strengthened our financial position, enabling us to move forward with greater clarity and focus in executing Awantec's next phase of growth.

INVESTING IN PEOPLE AND SKILLS

Technology and innovation alone do not drive transformation; people do. As Malaysia's digital economy grows, so does the demand for highly specialised digital talent, making it essential that we continue to attract, develop and retain a future-ready workforce.

Against an increasingly competitive talent landscape, particularly in specialised and emerging technology fields, we



Awantec AI Day brought together over 80 participants for hands-on sessions with Google AI and Awantec Intelligence, showcasing the power of AI-driven transformation.

strengthened our employer value proposition through clearer career pathways, expanded upskilling opportunities, and sustained investment in learning and development.

Over the past 18 months, our people attained 54 professional certifications across Google Cloud, Google Education, Google Workspace, AI, and ChromeOS, reinforcing both our technical capabilities and industry credibility. We also introduced a structured succession planning framework and fostered greater internal mobility, enabling talented individuals to take on broader responsibilities and grow into future leaders.

The success of our ongoing efforts is reflected in enhanced retention outcomes. Despite the extended financial period, employee turnover improved to 2% in FPE2025 from 3% in FYE2024, giving us

confidence that our continued investment in people is strengthening the Group's ability to develop and retain talent to meet our evolving capability needs.

STRENGTHENING GOVERNANCE AND OVERSIGHT

The experiences of the past years, including the SKIN litigation and our previous designation as an Affected Issuer on Bursa Malaysia, have served as powerful catalysts, reinforcing our commitment to robust governance. We have leveraged these lessons to significantly deepen our oversight and elevate our governance standards, ensuring we cultivate a culture of uncompromising transparency and accountability that perfectly reflects the progressive company we are building in this new chapter.

Reflecting this renewed focus, we updated several key policies and codes during the past year:

Our Diversity Policy reinforces our commitment to female Board representation, reflecting our belief that diverse perspectives improve decision-making and drive innovation.

Our Nomination Policy ensures appointments are merit-based while balancing independence and experience to optimise Board composition.

Our Fit and Proper Policy outlines criteria for character, experience, competence, and time commitment to safeguard Board integrity and effectiveness.

Our Remuneration Policy links pay with performance and applies safeguards – including “malus and clawback” provisions – to uphold responsible reward practices.

CHAIRMAN'S LETTER

We also adopted new policies in FPE2025 to strengthen our approach to business conduct and ethics. Our Anti-Bribery and Anti-Corruption ("ABAC") Policy now aligns with Section 17A of the Malaysian Anti-Corruption Commission ("MACC") Act 2009 on corporate liability for corruption, while our Whistleblowing Policy provides a safe, confidential channel to raise concerns about illegal, unethical or questionable practices without fear of reprisal.

As part of our broader governance enhancements, we reinstated the Finance and Investment Committee ("FIC") to guide prudent capital allocation, and expanded the scope of the Nomination and Remuneration Committee ("NRC") to include reviewing the size, composition and diversity of the Board and its Committees, with the NRC also responsible for recommending gender diversity policies and targets. Meanwhile, the Risk Management Committee ("RMC") continues to oversee our Risk Management Framework, ensuring that our progress goes hand-in-hand with thorough consideration of sustainability, climate, and cybersecurity-related matters.

Meanwhile, to build institutional resilience, our Board and Senior Management completed comprehensive training on Malaysia's Cyber Security Act 2024, covering risk assessments, incident reporting, and licensing requirements for cybersecurity providers. This complements our internal initiatives including regular cybersecurity bulletins to foster a security-conscious culture and ensure our team is well equipped to respond to emerging threats.

During the period, the Board also approved a change to the Group's financial period end from 30 June to 31 December. This adjustment aligns our performance reporting cycles, including key performance indicators and incentives, with those of our strategic technology partners, enhancing planning, collaboration and reporting synergy. It also streamlines operational processes, sharpens management's focus on strategic execution and aligns our quarterly reporting cadence more closely with industry benchmarks.

EMBEDDING SUSTAINABILITY IN OUR BUSINESS

Sustainability is central to the new chapter we are unfolding and remains integral to our long-term strategy. While digital growth drives efficiency and economic opportunity, we recognise the ESG challenges it brings, particularly with escalating energy demand from AI and data centre expansion in Malaysia. We are therefore committed to a responsible transition by reducing our own environmental footprint while developing solutions that enable organisations to digitalise sustainably.

During the period, we strengthened the governance by enhancing our Sustainability Policy and expanding our former Green ICT Policy into a broader Sustainable Practices Policy. This has sharpened our focus across 11 key areas spanning environmental, social and

governance priorities, embedding ESG considerations more deeply into our operations and decision-making.

We also advanced our decarbonisation efforts. Internally, we achieved a 10.34% reduction in average monthly carbon emissions in FPE2025 through targeted initiatives in energy use, refrigerants and paper consumption. Externally, by enabling clients to migrate from on-premise systems to Google Cloud, which is progressing towards 24/7 carbon-free energy by 2030, we support the reduction of Scope 3 emissions across their digital operations.

We have also made significant progress in enhancing the transparency and quality of our sustainability disclosures. Building on our Task Force on Climate-related Financial Disclosures ("TCFD") foundations, we aligned our reporting with International Financial Reporting Standards ("IFRS") S1 and S2 standards during the year, marking an important step towards more comprehensive disclosure of our sustainability performance and climate-related risks and opportunities.

Our efforts continue to be recognised externally, with Awantec maintaining a strong FTSE4Good rating of 4.3, well above the industry average. Together, these milestones and achievements reflect our commitment to responsible growth and ensuring that digital transformation contributes to a more sustainable future.

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We have also made significant progress in enhancing the transparency and quality of our sustainability disclosures



SHAPING LONG-TERM VALUE IN MALAYSIA'S DIGITAL FUTURE

Looking ahead, Awantec enters the next phase of its journey with a clear focus on translating the foundations we have built into sustainable value creation. To drive sustainable growth, our strategy is centred on strengthening the quality and resilience of our earnings while expanding our role within Malaysia's digital ecosystem.

To achieve this, we are prioritising three key areas. First, scaling our Managed Services capabilities to build recurring revenue through long-term management of cloud ecosystems. Second, accelerating AI integration across our solutions to enhance value delivery and enable smarter, data-driven operations for our clients. Third, strengthening our cybersecurity capabilities to support secure adoption of cloud and AI, ensuring organisations can operate with confidence in increasingly sophisticated digital environments.

In doing so, we are positioning Awantec to deliver a fully integrated value proposition spanning digitalisation, cloud adoption and AI integration, alongside the development of people capabilities and the secure protection of the underlying digital infrastructure. These priorities will be supported by a continued focus on operational excellence and cost discipline, ensuring that our expanding capabilities translate effectively into revenue growth, stronger profitability, and a more sustainable business.

While our recent financial recovery and contract momentum have strengthened the Group's position, our immediate priority is to reinvest capital into strengthening operational capacity and supporting future expansion. The Board will continue to review the Group's financial position regularly, with the intention of resuming dividends at an appropriate and responsible time.

Over the longer term, I envision Awantec playing a central role in shaping Malaysia's technological landscape. By strengthening digital infrastructure, advancing the integration of AI tools and developing future-ready talent, we can contribute meaningfully to Malaysia's aspiration of becoming a high-income, technology-driven nation.

ACKNOWLEDGEMENTS

Hindsight is a powerful gift. Reflecting on FPE2025, it is clear that we have strengthened every aspect of our business, from our frontline solutions to the governance frameworks and operational foundations that support them. Beyond recovering from the challenges of recent years, we have turned the page to a new chapter defined by renewed stability, stronger fundamentals and a clearer path forward.

On this note, I would like to express my deepest gratitude to all who have supported Awantec throughout this period of transformation. To our shareholders, thank you for your patience and continued confidence in the Group. Your steadfast support has enabled us to navigate this transition and position the Company for its next phase of growth.

To our employees, I extend my sincere appreciation for the resilience, dedication, and professionalism you have demonstrated. Your commitment during a time of significant change has been instrumental in driving the progress we have achieved.

I am also pleased to formally welcome Puan Azizah binti Ali as our new Group Chief Executive Officer. Her appointment marks an important milestone for the Group, and with her extensive experience in the technology sector and proven leadership, I am confident she will guide Awantec successfully into its next chapter.

Finally, to our customers, partners, and the broader community, thank you for your continued trust and collaboration. Together, let us carry this formidable momentum forward, continuing to innovate with purpose not only to achieve financial success, but also to help build a stronger, more resilient, and inclusive digital future for Malaysia, creating lasting value for all.

**DATO' SYED NAQIZ SHAHABUDDIN
BIN SYED ABDUL JABBAR**

Independent Non-Executive Chairman

GROUP CHIEF EXECUTIVE OFFICER'S STATEMENT



From short-term sacrifice to sustained momentum, Awantec has transformed into a debt-free, AI-forward digital partner – now scaling with strength, clarity, and purpose at the forefront of Malaysia's digital future.



PUAN AZIZAH BINTI ALI
Group Chief Executive Officer
("GCEO")

Dear Stakeholders,

Almost five years ago, Awantec embarked on a bold journey of transformation that would reshape the company as we knew it. Guided by a renewed vision and a determination to capture emerging opportunities within Malaysia's accelerating digital economy, we set out to evolve beyond our legacy roots and reposition the Group as a strategic partner in digital transformation.

The path forward was not without challenges. Rapid technological change, intensifying competition, and shifting market dynamics required constant agility. At the same time, the SKIN litigation cast a long shadow over our operations for several years. Yet through disciplined strategic pivots and a clear focus on building new growth engines, we have navigated these challenges with resilience.

The positive resolution of the SKIN dispute in 2025, coupled with the influx of capital that followed, has marked an important turning point for the Group. With a strengthened financial position and a sharpened strategic focus, Awantec has progressed from a period of consolidation to one defined by renewed momentum, operational agility, and readiness for growth.

RENEWED FINANCIAL MOMENTUM

Our strategic pivot during FPE2025 required a willingness to make short-term sacrifices in order to build a stronger and more sustainable business. As part of this deliberate transition, we moved decisively away from legacy activities that no longer align with our long-term ambitions and repositioned the Group as a specialised digital transformation partner delivering high-value technology, cloud and AI solutions, services, and training.

As a result, for the 12-month period ended 30 June 2025 as compared to FYE2024. The Group recorded a 7.8% decrease in revenue and a 43.6% contraction in gross profit. However, the impact of this shift became evident in our subsequent financial performance. For the six-month period from 1 July 2025 to 31 December 2025, revenue rose to RM31.4 million, while gross profit increased to RM9.6 million. This represents a 164% increase in revenue and a 85% rise in gross profit compared with the corresponding period from 1 July 2024 to 31 December 2024.

These results underscore the early success of our transformation, with the recovery in our gross profit being particularly significant. By pivoting towards specialised cloud solutions, proprietary software layers and higher-level technical consultancy and training, we have moved into areas where our specialised knowledge allows us to differentiate our offerings, command stronger margins and deliver greater impact for clients.

The success of our pivot is similarly reflected in the revenue momentum across our core business segments. Our Software and Services segment, which generated RM9.7 million in revenue for

the six months ended 31 December 2024, subsequently expanded its revenue to RM27.2 million for the corresponding six-month period ended 31 December 2025. This performance was supported by stronger demand for our Google Cloud ecosystem, driven by the continued digital transformation of government agencies.

Meanwhile, our Talent segment recorded a rebound in revenue from RM2.2 million for the six-month period ended 31 December 2024 to RM4.3 million for the six months ended 31 December 2025, as we recalibrated the segment towards specialised technical certifications and AI-focused upskilling modules.

Our improved performance in the latter half of FPE2025 demonstrates the early gains of this business transformation, while the momentum in new contract wins reflects growing recognition of Awantec's capabilities in high-value areas such as AI integration. Notably, a new contract secured in December 2025 with the Ministry of Higher Education ("MOHE") for the provision of Google AI tools, including NotebookLM and Gemini Pro, to public universities, underscores our position at the centre of Malaysia's next wave of digital transformation, helping the nation move beyond technology adoption towards fully realising its value.

DEBT-FREE AND PRIMED FOR GROWTH

One of the most consequential developments in 2025 was the final resolution of our long-standing legal proceedings with the Malaysian Government. This marked a defining moment for Awantec, removing a significant overhang from the business and allowing us to move forward with far greater clarity, confidence and financial flexibility.

The receipt of the RM201.45 million SKIN settlement, together with the strategic disposal of our Cyberjaya office building for RM25 million, has fundamentally transformed our balance sheet and provided us with a materially stronger foundation. These proceeds enabled the Group to settle its outstanding obligations and debtors, allowing Awantec to emerge entirely debt-free while retaining the liquidity required to support its next phase of growth.

Importantly, this stronger position provides us with the capital needed to invest behind our long-term priorities. It enables us to accelerate R&D, deepen our capabilities by attracting high-quality AI and digital talent, and pursue selective M&A opportunities that can strengthen our offerings and expand our market position. Just as importantly, it allows us to do so from a position of independence, without relying on external financing.

In this respect, 2025 was not simply a year of financial recovery. It was the year in which Awantec regained the strategic freedom to invest, scale and pursue growth from a position of strength.

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GROUP CHIEF EXECUTIVE OFFICER'S STATEMENT



Today, we are able to support customers across the entire value chain, from cloud migration and AI integration to cybersecurity and workforce development.

AN INNOVATION STRATEGY ALIGNED WITH NATIONAL DIGITAL PRIORITIES

Entering FPE2025, our objective was clear: to build the capabilities and solutions required for Awantec to remain competitive and relevant in an increasingly dynamic digital landscape. The progress achieved over the year reflects the strong traction of this strategy.

At the core of our efforts has been the development of commercially viable solutions across high-growth digital segments. Over the past 18 months, we successfully incubated and launched offerings in Analytics & AI (Awantec Intelligence), e-invoicing (Awantax), and Cybersecurity solutions, each designed to address real market needs while leveraging our partnership with Google Cloud and the accelerating adoption of AI technologies.

Among these, the Awantec Intelligence suite stands out as a key milestone. Comprising AwanBot, AwanBot+ and Awanalytics, this AI-as-a-Service platform enables organisations to embed advanced analytics and conversational capabilities directly into their operations. Built on Google Cloud infrastructure, it reflects our conviction that AI will be a defining driver of productivity and competitiveness in the next phase of digital transformation.

In parallel, Awantax was developed to support Malaysia's national e-invoicing mandate. As an MDEC-accredited and PEPPOL-ready platform, it enables seamless compliance with LHDN requirements while helping organisations modernise their financial processes. With nationwide adoption underway, we see this as a strong near-term growth opportunity.

As digitalisation and AI adoption accelerate, the need for robust cybersecurity has become increasingly critical. In response, we established cybersecurity as a strategic pillar, leveraging our collaboration with Google Cloud Security to develop capabilities that help organisations protect critical systems and data. A key milestone was the launch of our Post-Quantum Cryptography ("PQC") solutions in December 2025, enabling clients to assess their cryptographic readiness and begin transitioning towards security frameworks designed for the quantum era.

Beyond technology, we recognise that successful digital transformation depends equally on people. To this end, we have recalibrated our Talent segment, leveraging our position as a Google Authorised Training Partner to deliver high-impact capability programmes and Learning-as-a-Service (LaaS) solutions. These offerings help organisations bridge the digital skills gap while ensuring effective adoption of cloud and AI technologies.

Together, these initiatives have transformed Awantec into a more integrated, end-to-end digital partner. Today, we are able to support customers across the entire value chain, from cloud migration and AI integration to cybersecurity and workforce development.

This positioning is reinforced by growing commercial momentum. During the year, we secured a number of strategic cloud migration and AI integration contracts, including a five-year engagement with SabahNet and projects with the Ministry of Education ("MOE") and the MOHE. These long-term engagements not only provide recurring revenue visibility, but also create opportunities to expand our offerings through AI, cybersecurity and advanced analytics services. We also strengthened our role in the national cybersecurity landscape through a Memorandum of Understanding ("MOU") with the National Cyber Security Agency ("NACSA") to co-develop cybersecurity technologies and establish a digital cybersecurity academy, further advancing Malaysia's digital resilience.

Taken together, these developments place Awantec firmly within the key growth segments of the digital economy, while reinforcing our alignment with national priorities in cloud computing, artificial intelligence and cybersecurity. More importantly, they lay the foundation for sustainable growth as we continue to scale our integrated digital solutions across the market.

AN OPTIMISTIC OUTLOOK

Looking ahead, Awantec enters our next phase of growth from a position of renewed strength and strategic clarity. Since embarking on our transformation journey in 2021, we have navigated some of the most challenging chapters in the Group's history, including resolving the long-standing SKIN litigation and exiting Bursa's Affected Issuer status. With these milestones now behind us, our focus has firmly shifted from stabilisation to scaling the business and unlocking the full value of the capabilities we have built.

Our next phase will centre on reinforcing Awantec's position as an AI-forward, future-ready digital transformation partner. A key priority is the continued expansion of our Awantec Intelligence suite, particularly through the development of new use cases leveraging on Agentic AI solutions. This will be complemented by targeted training programmes to support customers in adopting AI agents, ensuring both the technology and their workforce are ready to capture its full potential.

In parallel, we will focus on helping our customers move towards more advanced deployment of cloud tools and services. Beyond basic adoption of Cloud Infrastructure, we aim to help organisations unlock greater value through the integration of AI and analytics, enabling enhanced operation efficiencies, smarter decision-making, and more advanced digital applications.

As organisations deepen their use of digital platforms, the need for stronger cybersecurity becomes ever more critical. Building on our launch of PQC-Ready Solutions in FPE2025, we will continue to expand our digital security capabilities, supporting clients in assessing their security posture and implementing the necessary safeguards to protect increasingly complex digital systems.

Alongside our technology and security offerings, we are strengthening our people-focused solutions to provide end-to-end digital transformation support for organisations. With people being the core pillar in driving successful organisational transformation, our talent development and Learning-as-a-Service offerings will play a vital role in building workforce readiness by equipping employees with the skills, confidence, and adaptability needed to embrace new technologies and sustain meaningful change.

To maintain our competitive edge and support future growth, we will continue strengthening strategic partnerships that enhance our technology stack across AI, analytics and cybersecurity, while also exploring opportunities to acquire niche technology firms with specialised AI or data analytics capabilities that can be scaled across our existing customer base. With the Group now debt-free and supported by a strong cash position, we are well placed to invest in innovation, specialised talent and growth opportunities, while maintaining the financial discipline required to deliver sustainable long-term value.

While macroeconomic conditions and regulatory developments remain factors to monitor, the structural drivers of digital transformation, AI adoption, and cybersecurity resilience continue to strengthen across Malaysia. Against this backdrop, we believe Awantec is well positioned to accelerate its growth and play an increasingly important role in advancing the nation's digital future.

ACKNOWLEDGEMENTS

Since joining Awantec, I have been greatly encouraged by the warm welcome extended to me and by the calibre of the organisation I am privileged to lead. What is immediately clear is that Awantec enters this next chapter from a position of genuine strength, underpinned by the

technical capabilities, financial resources, and strategic foundations needed to execute effectively and capture the growing opportunities emerging from digital transformation across both the public and private sectors.

The progress achieved over recent years is a powerful reflection of the resilience, discipline and commitment shown across the Group. After navigating one of the most challenging periods in its history, Awantec has emerged stronger, more focused, and reinvigorated for the journey ahead.

None of this would have been possible without the dedication of our people, the guidance of our Board of Directors, and the trust placed in us by our customers, partners and shareholders. To our Board, thank you for your strategic counsel and continued confidence in our direction. To our employees, thank you for embracing change with commitment, agility and determination. Your efforts have been central to the progress we made this year.

I would also like to extend my sincere appreciation to our customers and partners, whose trust and collaboration continue to strengthen our position, as well as to Google, whose partnership has played an important role in advancing our capabilities and growth.

Today, Awantec is no longer a company in transition. We are a company with momentum, equipped with the capital, talent and technology to shape the next phase of our growth and contribute meaningfully to Malaysia's digital future. We are only just getting started.

PUAN AZIZAH BINTI ALI
Group Chief Executive Officer ("GCEO")

WE ARE AWANTEC

WHO WE ARE

Awantec is a leading enabler of digital transformation in Malaysia, boasting 22 years of proven experience in delivering integrated technology and talent solutions. Our strategic approach is anchored by six core pillars: Cloud-based Software Solutions, Talent as a Service (“TaaS”), Infrastructure as a Service (“IaaS”), Platform as a Service (“PaaS”), Systems Integration, and Cybersecurity. Through these comprehensive offerings, we serve as a vital partner to both public and private sectors, empowering them to achieve their digitalisation goals and navigate the complexities of the modern digital landscape.

Established in 2003 as Prestariang and strategically rebranded as Awantec in 2020, the Group has successfully repositioned itself from a specialised ICT training provider into a comprehensive digital solutions company. This deliberate transformation underscores our deep alignment with national priorities and our unwavering commitment to supporting Malaysia’s journey toward becoming a fully digital economy. Our evolution reflects a proactive response to market demands and a dedication to staying at the forefront of technological advancement.

Our Technology segment delivers full-spectrum cloud offerings, forged through robust collaborations with world-class partners such as Google, Skillsoft, Storecove, and Sage. This strategic ecosystem enables us to provide cutting-edge, scalable, and secure cloud solutions tailored to diverse business needs. Complementing this, our Talent segment offers holistic talent lifecycle services, encompassing digital upskilling, reskilling, certification, and impactful job placement. By focusing on workforce development, we ensure a ready and capable talent pool to drive digital adoption and innovation. Together, these integrated capabilities firmly position Awantec at the convergence of digital innovation and human capital development.

Listed on Bursa Malaysia since 2011 and a proud constituent of the FTSE4Good Index since 2014, Awantec continues to demonstrate consistent growth in value, credibility, and capability. With a strong market capitalisation of RM237 million as of 31 December 2025, we remain steadfast in our commitment to creating long-term, sustainable value for our clients, investors, partners, and the communities we serve. Our enduring success is a testament to our robust business model, strategic foresight, and dedication to excellence.



OUR VISION

The Trusted Partner in Technology and Talent Solutions

➤ Loss Before Tax
RM28 million
for FPE 2025

➤ Total Assets
RM216.4 million

➤ Total Number of
Employees
112

➤ Market Capitalisation
RM237 million



OUR MISSION

To Drive Sustainable Value by Digitally Transforming Businesses and Community



WHAT WE DO: CORE BUSINESS SEGMENTS

At Awantec, our value proposition is simple yet strategic: we deliver fit-for-purpose digital and talent solutions that drive operational efficiency, organisational agility, and long-term performance. Our core business is delivered through two interlinked divisions: Technology and Talent enabling clients to navigate digital transformation from both infrastructure and workforce perspectives.

The **Technology** division provides a suite of cloud-based services, including Software as a Service (“SaaS”), Infrastructure as a Service (“IaaS”), Systems Integration and Cybersecurity. These offerings are built to streamline operations, reduce complexity, and accelerate digital readiness across industries. Our solutions are scalable, secure, and supported by global technology partners.

The **Talent** division delivers end-to-end human capital solutions through the full employment lifecycle. From digital profiling and skills training to certification and placement, our services are designed to equip individuals and organisations with future-ready competencies. Our Platform as a Service (“PaaS”) and Talent as a Service (“TaaS”) models offer the flexibility and scalability that today’s workforce strategies demand.

With a strong foundation, deep local expertise, and global partnerships, Awantec continues to evolve in response to market needs. We are building the infrastructure and human capital backbone of a Digital Malaysia delivering results today while shaping the workforce and technology landscape of tomorrow.

TECHNOLOGY

Encompasses a robust array of services and solutions, including Systems Integration, Infrastructure as a Service (“IaaS”), Software as a Service (“SaaS”), and Cybersecurity.



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.



WHAT WE OFFER: OUR PRODUCTS AND SERVICE OFFERINGS

CLOUD-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.



>2,000,000
Total Software Seats
Distributed



23
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 &
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 technology landscape with confidence.



Skillsoft licences distributed across various organisations



759,047
cumulative Skillsoft licenses deployed



TALENT AS A SERVICE

We offer a comprehensive Talent as a Service ("TaaS") solution, seamlessly connecting employers with skilled IT professionals and providing continuous learning and development opportunities for job seekers through an AI-powered virtual marketplace.



10
job placements
in FPE2025



CYBERSECURITY

Through our comprehensive cybersecurity offerings, we empower organisations to confidently navigate the digital landscape by protecting their critical assets, ensuring business resilience, and enabling secure innovation.



Red Teaming



Threat
Intelligence

OUR INVESTMENT CASE SNAPSHOTS OF:

Leadership
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FINANCIAL HIGHLIGHTS

Total Revenue
RM119.1
million

Loss Before Taxation
RM28
million

Total Assets
RM216.4
million

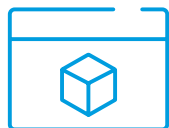
Total Shareholder's Equity
RM148.2
million

(LBIT)/EBIT
RM(27.2)
million
2024: RM5.1 million

Loss Per Share
(RM)
1.38
Sen

BUSINESS HIGHLIGHTS

TECHNOLOGY RM110.9 MILLION



Total Software Seats Distributed
>2 million seats



23 agencies
Total public sector agency customers
on Google Cloud Platform

TALENT RM8.2 MILLION



>427,000
Total Skillssoft licenses
deployed



>170 million
course completion



>4 million
total learning hours

OUR INVESTMENT CASE SNAPSHOTS OF:

SUSTAINABILITY HIGHLIGHTS

Integration of
**IFRS S1
and S2**



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



Reduced our average monthly
GHG emissions by
10.34%,
decreasing from 37.16 tCO₂e in
FYE2024 to 33.32 tCO₂e in FPE2025



4.3 ESG Ratings
- Constituent of the
FTSE4Good Bursa
Malaysia Index



52% of women
in our workforce



Employees
112



RM498,265
Investment in Training
and Development



66.92 hours
Average Training Hours Per
Employee for Group

AWARDS & RECOGNITION

Skillsoft Partner of
The Year 2025



Google Cloud Data
Management Specialization



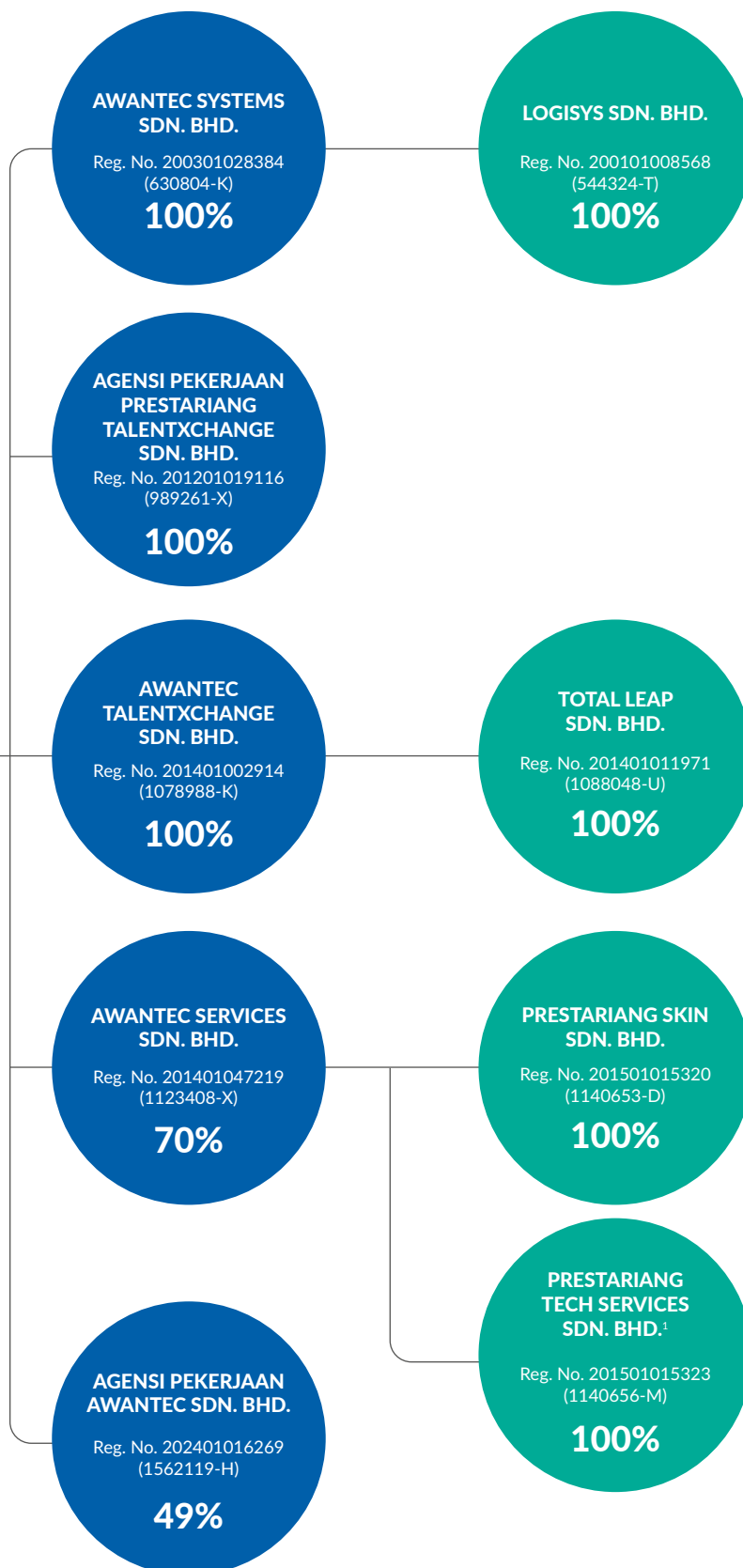
PIKOM Digital
Excellence Award
for Cloud Service
Providers in
Public Education



HOW WE ARE STRUCTURED



Reg. No. 201001038336 (922260-K)



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

¹ Currently undergoing creditors' voluntary winding up.

OUR COMPETITIVE ADVANTAGE

THE TRUSTED PARTNER IN TECHNOLOGY AND TALENT SOLUTIONS

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

01

Extensive knowledge in Public Sector Market and Local Market Knowledge:

Awantec has deep roots in Malaysia, having served and helped more than 1,000 businesses and organisations since 2003 including its experience in successfully delivering large-scale technology and talent projects, a dedicated and highly skilled workforce of 112 professionals, and strong partnerships with industry leaders.

02

Comprehensive and customised solutions and services for clients combining the synergies in both Technology and Talent:

Awantec's commitment to developing customised solutions and services tailored to the specific needs of its clients is a significant competitive advantage.



03

Commitment to Corporate Governance and Sustainability:

Awantec has revised its Anti-Bribery and Anti-Corruption ("ABAC") Policy, reaffirmed its Integrity Pledge for FYE2024, and conducted training to ensure compliance and awareness across the organisation.

OUR STRATEGIC PARTNERSHIPS COLLABORATIONS WITH GLOBAL DIGITAL LEADERS



Google Cloud and
Google Cloud Premier
Partner



Online Learning
Partner



Technology Partner



Authorised Partner



AUTHORIZED
RESELLER

Adobe Authorised
Reseller



Authorised Partner



CompTIA Learning Alliance
Partner and Platinum
Partner Since 2008



Authorised Partner



HRDF Registered
Training Provider



Authorised Partner

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2025 KEY SIGNIFICANT EVENTS & MILESTONES

2024

July

- Delivered GWS to more than 4 million Malaysian teachers, administrators & students in all public schools under the Ministry of Education.
- MOU with the National Cyber Security Agency (“NACSA”) for collaboration on new technologies in cybersecurity solutions and cybersecurity academy platform.



ePBT event at KPKT

Took part in the MyGovNet 2.0 PBT 2024 training session organised by the Ministry of Housing and Local Government (“KPKT Malaysia”), showcasing our expertise and solutions through Awantax and Google technologies.

October

- MOU with the Malaysian Association of Hotels Training and Education Centre (“MAHTEC”) for collaboration on upskilling Malaysian hoteliers through Percipio platform.

August

- Distributed Google Workspace Licences to 10,384 Sabah State Government Staff.



- MOU Signing with CyberSecurity Malaysia to train 24,000 professionals under the Global ACE Certification program, supporting national efforts to strengthen and enhance the skills of cybersecurity specialists nationwide.



- Participated in the National Human Capital Conference & Exhibition, showcasing Skillsoft Percipio and demonstrating how organisations can upskill their workforce and build future-ready talent.

September



- Received PIKOM Digital Excellence Award for Cloud Service Providers in Public Education, reflecting our team’s dedication and commitment to driving a more digitally adaptive Malaysia.

November

• **Edu Summit for MoE & MoHE**

Participated in the **Edu Summit 2024 Forum**, engaging with delegates from the **Ministry of Education (“MOE”)** and **Ministry of Higher Education (“MOHE”)** through impactful discussions, networking, and knowledge sharing, while highlighting **Gemini** as a key solution.



• **GovInsider Live Malaysia 2024**

Presented the full capabilities of **Gemini**, **Google’s advanced AI platform**, to public sector leaders at the **GovInsider event**, **Hotel Le Méridien Putrajaya**, showcasing its potential to streamline operations, enhance citizen services, and drive innovation.



December



• **National Artificial Intelligence Office (NAIO) Industry Engagement**

Joined the **National Artificial Intelligence Office (“NAIO”)** Industry Engagement with our annual **Hackathon** that showcased the next wave of innovation, using advanced **Google AI**.



• **Digital Putrajaya Exhibition & Conference (“DiPEC”) 2024**

Participated in the **DIPEC 2024** to highlight our mission to empower the nation’s digital agenda by showcasing powerful enterprise AI solutions, including our **GenAI Chatbot**, **Vertex AI**, and **Enterprise Search**.

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2025 KEY SIGNIFICANT EVENTS & MILESTONES

2025

January

- **Malaysia Institute of Accountant (MIA) Showcase**

Underscored a mission of empowering Financial Modernisation at Malaysian Institute of Accountants ("MIA") Accounting & Financial Technology Showcase 2025 by featuring our Awantax e-invoicing and SAGE ERP solutions key tools.



February

awantax

- **Driving Digital Tax Transformation with Awantax**

Awantec introduced Awantax, an MDEC-accredited e-invoicing platform designed to help organisations seamlessly comply with Malaysia's national e-invoicing mandate.



- **MY Technology Roadmap Update for MOHE & MOE**

In collaboration with Google for Education, Awantec showcased Google Workspace and Chromebooks for MOHE/MOE, advancing the Technology Roadmap Update.

June

- **Won Skillsoft Partner of The Year 2025**



Vertex AI

NotebookLM Agentspace

- Introduced Google AI tools to the market, including Google NotebookLM, AgentSpace, and Vertex AI, alongside the launch of its home-grown solutions under Awantec Intelligence, Awanbot and Awanbot+ and Awanalytics (data insights platform).



May

- **Penang Digitalisation Conference & Exhibition 2025**

Drove digital transformation with AwanTax, Sage, and Google AI, as well as cloud solutions at the Penang Digitalisation Conference & Exhibition 2025.



April

- **KESUMA Karnival Hari Pekerja 2025**

Exhibited Awantec TalentExchange ("ATX") via an open booth, driving talent acquisition and promoting services.

- **HR Tech & Innovation Conference & Expo 2025 (HR Forum)**

Exhibited Skillsoft Percipio at the HR Tech Forum, empowering HR leaders to drive transformative learning and recruitment in Malaysia.



- **National Training Week ("NTW") 2025**

Through the partnership with MOE, the SiPP platform has entered the Malaysia Book of Records for organising the 'Penyertaan Terbesar Golongan Pendidik Dalam Latihan AI' (Largest Participation of Educators in AI Training).



- **Awantec AI Day**

Awantec AI Day delivered hands-on sessions on Google AI and Awantec Intelligence to enhance operational efficiency for about 70 attendees.



- **Skill Summit**

Awantec, in collaboration with Skillsoft and Leaderonomics, hosted a talent development event for HR leaders, designed to shape the future of workforce growth and explore AI's role in learning.



July



- **UNIMAS DigitalINEXUS 2025**

Engaged with students, academics, and industry players to showcase AI-driven solutions and highlight the role of technology in optimising daily operations and driving digital transformation.



- **NACSA CYDES 2025**

Created a presence and branding in the cybersecurity market.



- **KoProTech Chief Digital Officer (CDO) CONVEX 2025**

Showcased the advancement of Google Gemini to streamline workflows and enhance operational efficiency for digital leaders.

2025 KEY SIGNIFICANT EVENTS & MILESTONES

August



- **Google Cloud Data Management Specialization**

Achieved the Data Management Specialization from Google Cloud, validating our technical expertise and deepening our strategic alliance as a Google Cloud Premier Partner to deliver high-impact data solutions.



- **Official Launch of Awantec Intelligence**

Successfully launched Awantec Intelligence, an AI-powered suite consisting of Awanbot, Awanbot+, and Awanalytics that are designed to drive intelligent automation, elevate workplace productivity, and accelerate digital transformation for organisations.



- **AI Immersion Day (Awantec x Google Malaysia)**

Collaborated with Google Malaysia to host an AI Immersion Day for 50 participants, focusing on advanced AI-driven solutions to solve organisational challenges and enhance digital efficiency.



- **Google APAC Visit (Singapore)**

Co-hosted an executive visit to Google APAC in Singapore for Vice-Chancellors of Malaysian Public Universities to explore how technology and innovation can drive digital transformation and enhance learning experiences in higher education.



- **Launch of AwanHub**

Introduced AwanHub, a comprehensive digital learning platform providing professionals across all industries with access to technical expertise, leadership development, and future-of-work resources to drive continuous organisational growth.



- **National Human Capital Conference & Exhibition (NHCCE) 2025**

Showcased integrated digital solutions, including Skillssoft's AI-powered learning, Briohr's management system, and CompTIA's workforce tools. These offerings highlight Awantec's commitment to driving productivity, talent development, and organisational excellence in the digital era.

October



- **SmartGov Malaysia 2025**

Showcased Awanbot – Intelligent Gateway to Malaysian Government Services as part of the Sesi Pembentangan Produk dan Inovasi Teknologi, highlighting Awantec's commitment to accelerating Malaysia's digital transformation by providing AI-driven support and solutions for the public sector.

September

- **AI@Work Training (JPA & JPM)**

Collaborated with the Public Service Department (JPA) to deliver AI@Work Training for over 150 participants from JPA and the Prime Minister's Department (JPM). The session focused on leveraging AI to boost public sector productivity and empowering a digital-ready workforce.



- **International Conference and Exhibition on Post-Quantum Cryptography (ICE-PQC) 2025**

Showcased cybersecurity and post-quantum readiness solutions. In collaboration with NACSA, UPM, and PTPKM, Awantec demonstrated its leadership in secure cloud adoption and NIST-approved PQC algorithms to ensure Malaysia's digital sovereignty in the quantum era.



- **AI Immersion Day 2025: Final Product Showcase**

Partnered with Google to conclude a three-month innovation program for MIDA, JPPH, and the Ministry of Economy, featuring AI prototypes designed to modernise public services.

The Ministry of Economy awarded champion for an outstanding solution integrating AI into existing systems to optimise operational efficiency.



Awantec Founder and Director, Dr. Abu Hasan bin Ismail, and IN GROUPE Chairwoman and CEO, Agnès Diallo, officially signing the Settlement Agreement regarding the SKIN project in Paris.



- **Awantec Cybersecurity Conference**

Hosted the Awantec Cybersecurity Conference at DoubleTree Putrajaya, convening industry experts and stakeholders to develop strategies for Strengthening Cybersecurity Readiness for 2026. The event served as a strategic platform for networking and knowledge exchange, fostering a more resilient digital ecosystem for Malaysia.

Secured two contracts from the Ministry of Higher Education (MOHE) worth RM16.4 million. Spanning a 13-month tenure, the deal comprises a RM10.6 million initiative for student productivity and a RM5.8 million provision for lecturers and administrators, delivering advanced Google AI tools including Gemini and NotebookLM Enterprise to public universities nationwide.

OUR INTEGRATED APPROACH TO VALUE CREATION

AT AWANTEC,

our value creation approach is fully integrated, connecting our operating environment, risks, stakeholder expectations, material matters, ESG commitments, strategic pillars, and resources. This enables us to make informed decisions that balance short-term performance with long-term sustainability, while keeping us resilient, adaptable, and competitively positioned.

EVALUATING OUR OPERATING ENVIRONMENT

01

We continuously monitor developments that could affect value creation in the short, medium, and long term. These include shifts in technology, evolving market conditions, changing customer expectations, and new regulatory, social, and environmental requirements.

MANAGING RISKS & OPPORTUNITIES

02

Our structured risk management framework enables us to address challenges that may hinder our goals while identifying opportunities to strengthen performance and drive growth.

ENGAGING WITH OUR STAKEHOLDERS

03

Regular engagement helps us understand stakeholder needs, respond effectively to their expectations, and build strong relationships that reinforce resilience and long-term sustainability.

DETERMINING OUR MATERIAL MATTERS

04

We identify our material matters by assessing our operating environment, including macro-level trends, our resources, and input from our stakeholders. This process guides our strategic priorities and shapes our approach to risk and opportunity management.

UPHOLDING ESG COMMITMENTS

05

We are committed to being a responsible corporate citizen, taking focused action to reduce our carbon emissions, contributing to climate change mitigation, promoting social equity, and achieving other key goals across the ESG spectrum. The priority we place on sustainability is reflected by our continued inclusion in the FTSE4Good Index since 2014.

DEFINING OUR STRATEGY

06

Guided by our vision of being the “Trusted Partner in Technology and Talent Solutions”, our strategy focuses on four key pillars: 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.

ALLOCATING OUR RESOURCES

07

We apply our six capitals in a disciplined and coordinated way to support growth, reinforce resilience, and deliver sustainable value.

MEASURING OUR PERFORMANCE

08

Progress is tracked through defined Key Performance Indicators (“KPIs”) aligned with our strategies, ensuring we remain focused on creating long-term value for all stakeholders.

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VALUE CREATION BUSINESS MODEL

OUR CAPITALS...

...ENABLE VALUE-ADDING

Financial Capital

The financial resources that support our strategic plans, drawn from equity, debt, investments, and our ongoing business activities. These funds enable us to sustain our operations, pursue growth opportunities, and create long-term value.

Manufactured Capital

The tangible assets and infrastructure that underpin our service delivery, including buildings, equipment, and technology platforms. These resources allow us to operate efficiently and scale our business.

Intellectual Capital

Our intangible, knowledge-based assets such as in-house expertise, proprietary systems, intellectual property, software rights, and licences. Together with the processes and frameworks we deploy, these form the foundation for innovation and continuous improvement.

Human Capital

The collective skills, capabilities, and experience of our employees, supported by the cultural values and ethical standards that guide their work. Our people are central to executing our strategy, ensuring quality service delivery, and driving innovation.

Social & Relationship Capital

The trust-based relationships we cultivate with stakeholders, which underpin our reputation, social licence to operate, and ability to create shared value.

Natural Capital

The environmental resources that sustain our business, such as energy, water, and other raw materials, whether renewable or non-renewable. Responsible management of these resources is vital to minimising impact and supporting sustainable growth.

INPUTS

- Total borrowings: RM2.8 million
- Total equity: RM148.2 million
- Shareholders' funds: RM168.4 million
- Market capitalisation: RM237 million
- Total capital ratios: 0.02%

- RM17.2 million worth of property, plant and equipment

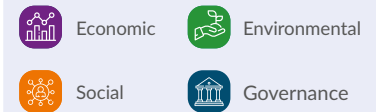
- 22 years of industry experience
- Investment in and adoption of the latest technologies
- Research and technology development
- Exclusive partnerships with global players, including being a Google Premier Partner
- Highly qualified employees (including 54 Google Professionals and other certified experts)
- Strong governance policies and frameworks
- Established business processes and systems
- Proprietary technologies and solutions in AI, analytics and e-invoicing

- Number of employees: 112
- Investment in employee training and development: RM498,265
- Permanent employees: 25
- Non-permanent employees/contract workers: 75
- Female employees: 58 (52%)
- Male employees: 54 (48%)
- Reward structures linked to performance and value drivers
- An experienced, skilled and diverse Board
- A strong, well-diversified leadership team
- A client and people-centric culture that encourages healthy competition and drives innovation
- Strong focus on Health, Safety, Security, and Environment ("HSSE")

- Total number of registered suppliers/vendors: 760
- Local procurement: 90.92%
- Strong community presence through ongoing charity work, donations and employee volunteering programmes
- Strong and diverse supplier base
- Longstanding, trust-based customer relationships

- Electricity consumption: 283,393 kWh
- Water consumption: 1,440 m³

SUSTAINABILITY PILLARS



STRATEGIC PILLARS

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

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 Diversity, Equity and Inclusion
- M10 Human Rights & Labour Standard
- M11 Customer Satisfaction
- M12 Community & Society Investment
- M13 Local Sourcing
- M14 Supply Chain Management
- M15 Data Privacy & Security
- M16 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

The Trusted Partner in Technology and Talent Solutions

Our Mission

To Drive Sustainable Value By Digitally Transforming Businesses And Community

Our Values

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

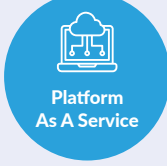


Infrastructure As A Service



Cybersecurity

TALENT



Platform As A Service



Talent As A Service

OUTPUTS

Financial

- Revenue: RM119.1 million (FYE2024: RM95.1 million)
- Adjusted EBITDA: RM(25.2) million (FYE2024: RM6.7 million)
- Loss Before Tax: RM28.0 million (FYE2024: Profit Before Tax RM4.1 million)
- Loss After Tax: RM13.5 million (FYE2024: Profit After Tax RM2.4 million)
- Net Asset Value (NAV) per Share: 18.76 sen (FYE2024: 24.09 sen)
- Total Income: RM162.0 million (FYE2024: RM98.8 million)

Products & Services

- Introduced new offerings across the Technology and Talent divisions:
 - Technology:
 - E-invoicing: Awantax
 - Analytics and AI: Awanbot, Awanbot+ and Awanalytics (under Awantec Intelligence)
 - Cybersecurity: new strategic pillar underpinned by partnership with Google Cloud Security
 - Talent:
 - Resource augmentation service: Awantec TalentXchange ("ATX")
- Awarded RM582,744 worth of new contracts
- Number of new Talent and Development customers onboarded: 17
- Total number of Skillssoft licences deployed: >427,000

Environmental Impact

- Total GHG emissions: 408.5tCO₂e (FYE2024: 445.9tCO₂e)
- GHG emissions per employee: 3.58tCO₂e (FYE2024: 3.43tCO₂e), 6.42% lower than FYE2022 baseline
- 1,705.63 kWh total electricity per employee (FYE2024: 1,693.79 kWh), 24.06% lower than FYE2022 baseline

OUTCOMES

Financial Capital

- Cash, bank balances, and short-term investment balances: RM161.8 million (FYE2024: RM19.4 million)
- Shareholders' equity: RM148.2 million (FYE2024: RM190.3 million)
- Earnings per share: (1.38) sen (FYE2024: 0.34 sen)
- NAV per share: 18.76 sen (FYE2024: 24.09 sen)
- Return on equity (ROE): (9.1%) (FYE2024: 1.3%)

Manufactured Capital

- Total Assets: RM216.4 million (FYE2024: RM433.2 million)

Intellectual Capital

- List of awards won: 2 (PIKOM Digital Excellence Award 2024: Cloud Service Provider for Public Education and Skillssoft Partner of the Year 2024)
- Expansion of capabilities with new solutions in e-invoicing, AI, analytics and cybersecurity, widening our addressable market

Human Capital

- Number of employees trained: 136 (FYE2024: 92)
- Average hours of training per employee: 66.92 (FYE2024: 39.00)
- Number of technical professionals developed: 9 (FYE2024: 13)
- Employee Engagement Score: 93.7% (FYE2024: 86%)
- Employee attrition rate: 2% (FYE2024: 3%)
- Employee retention rate: 53% (FYE2024: 51%)
- Women representation in Senior management: 3 out of 9 (33.33%) (FYE2024: 29%)
- Percentage of women in our workforce: 52% (FYE2024: 53%)
- Equal opportunities for professional development and career progression
- Formed Occupational Safety and Health Committee to ensure compliance with OSH Act 2022
- Zero safety incidents recorded

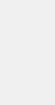
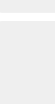
Social & Relationship Capital

- Taxes paid: RM2.3 million (FYE2024: RM1.4 million)
- Total investment in CSR activities: RM140,589 (FYE2024: RM10,650)
- Customer NPS score: 64 (FYE2024: 65)
- Number of client complaints: 0 (FYE2024: 0)
- Ongoing compliance with regulatory requirements
- Maintenance of workplace policies and practices that support inclusivity and equal opportunities
- Strong stakeholder relationships, supported by regular engagements

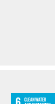
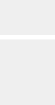
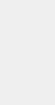
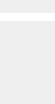
Natural Capital

- Constituent of the FTSE4Good Index since 2014
- Continued adoption of effective practices to reduce environmental impact
- Ongoing compliance with environmental regulations
- Continued contribution to climate change mitigation
- Strong reputation as an environmentally responsible organisation, attracting eco-conscious investors and customers

RELATED STAKEHOLDERS



RELATED UNSDGs



Leadership Insights

Overview of AWANTEC

Value Creation

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Leadership

Responsible Governance

Financial Statements

Other Information

STAKEHOLDER ENGAGEMENT & VALUE CREATION

We actively engage with our internal and external stakeholders to ensure our strategies and actions remain aligned with the expectations and needs of those who both influence and are influenced by our business. Through open and transparent dialogue, we strengthen trust and relationships while also uncovering opportunities that drive sustainable growth and long-term value creation.



BOARD OF DIRECTORS

Why We Engage

We engage our Board to support them in providing rigorous and effective oversight of our business. Through their diverse expertise and perspectives, the Board ensures that our company is governed responsibly, managed sustainably and aligned with the long-term interests of all stakeholders.

How We Engage

- Board meetings Q R
- Board Committee meetings Q R
- Ad-hoc strategy discussions, and special meetings R

Capitals Impacted: 		Material Matters: M5 M6 M8 M12 M17		UNSDGs: 	
Key Concerns Raised <ul style="list-style-type: none"> • Good corporate governance • Sound operational and financial performance • Establishment of sound ESG policies • Regulatory compliance 	Our Responses <ul style="list-style-type: none"> • Maintaining a robust corporate governance framework • Aligning our environmental (including energy) management practices with international, regional and local standards • Monitoring our compliance efforts through the risk team 	Value Created For Our Board Of Directors <ul style="list-style-type: none"> • Transparency and clarity on our direction, strategy and performance • Direct access to our CEO and Senior Management • Sustainable and profitable performance that drives stakeholder value • Training in governance and sustainability 			
Value Created For Us <ul style="list-style-type: none"> • A Board with diverse skills and perspectives • Strong checks and balances for accountability • Independent viewpoints that support optimal value creation 	Risks <ul style="list-style-type: none"> • A strained Board-Senior Management relationship may impact our operational effectiveness • Divergent views on business and ESG matters could cause friction in decision-making • Ineffective Board leadership may weaken our strategic oversight • A lack of Board diversity may restrict alternative perspectives and hinder balanced decision-making 	Opportunities <ul style="list-style-type: none"> • Strengthening engagement between the Board and Senior Management to support organisational effectiveness • Maintaining open discussions to drive alignment on key strategic and ESG matters • Appointing diverse and independent directors, including those with strong ESG expertise, to enrich our decision-making and governance 			
FPE2025 Highlights					
Business Initiatives <ul style="list-style-type: none"> • Reviewed and monitored our strategic plans, sustainability priorities and performance objectives to ensure alignment with our long-term goals • Continued to closely oversee our business conduct, governance framework, risk management practices and human capital development • Strengthened our controls and accountability systems to enhance operational effectiveness • Updated key governance policies, including the Diversity Policy, Nomination Policy, Fit and Proper Policy and Remuneration Policy, to reinforce governance standards • Reinstated the Finance and Investment Committee and expanded the Nomination and Remuneration Committee's scope to cover Board composition, diversity and gender diversity targets • Delivered comprehensive training for the Board and Senior Management on Malaysia's Cyber Security Act 2024, covering risk assessments, incident reporting, and licensing requirements, to enhance cybersecurity readiness 			Value Creation Indicators & Achievements <ul style="list-style-type: none"> • 14 Board meetings held with 96.43% attendance • 25% female representation on the Board 		

Method of Engagement & Frequency:

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

SHAREHOLDERS & INVESTORS

Why We Engage

In the spirit of transparency and accountability, we engage our shareholders and investors on matters relating to our financial performance, sustainability commitments and business growth. This fosters confidence, supports better decision-making and creates long-term value for the company and our stakeholders.

How We Engage

- Company publications, including our annual reports **A R**
- Updates on our corporate website **R**
- Media releases **R**
- Annual General Meetings ("AGM") **A**

Capitals Impacted: 		Material Matters: M5 M6 M12 M16 M17		UNSDGs: 	
Key Concerns Raised <ul style="list-style-type: none"> • Dividend payouts • Financial and economic performance • Business prospects • Regulatory compliance • Responsible and ethical practices 		Our Responses <ul style="list-style-type: none"> • Committing to generating sustainable shareholder returns through superior performance • Adhering to all regulatory requirements • Upholding the highest standards of corporate governance and integrity 		Value Created For Our Shareholders & Investors <ul style="list-style-type: none"> • Sustainable and stable returns through dividends • Transparent communication on our financial and business performance 	
Value Created For Us <ul style="list-style-type: none"> • An enhanced ability to raise capital through share issuances • Consistently strong returns that support higher credit ratings and attract new investors 		Risks <ul style="list-style-type: none"> • Shareholders, as part owners, may influence key corporate decisions in ways that create pressure for short-term gains, potentially misaligning our priorities and undermining sustainable value creation 		Opportunities <ul style="list-style-type: none"> • Strengthening shareholder trust and confidence to support long-term business expansion • Engaging regularly to ensure our strategies remain aligned with shareholder expectations 	
FPE2025 Highlights					
Business Initiatives <ul style="list-style-type: none"> • Delivered business excellence and sustainable performance • Employed our financial resources effectively to pursue investment and growth opportunities • Upheld strong governance and a culture of integrity • Provided timely, relevant and accessible information on our business 			Value Creation Indicators & Achievements <ul style="list-style-type: none"> • Received SKIN settlement from Government of Malaysia of RM201.5 million as full and final settlement, effectively concluding the material litigation with the Government. • Improved cash and bank balances and short term investments to RM161.8 million to accelerate the Group's transformation for its core growth engines: Cloud, Talent, Artificial Intelligence ("AI") and Cybersecurity. 		

Method of Engagement & Frequency:

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

STAKEHOLDER ENGAGEMENT & VALUE CREATION



Why We Engage

We engage with our workforce to foster a diverse, inclusive, and dynamic workplace where every individual can excel and contribute effectively to our goals as a business.

How We Engage

- Townhalls and employee events R
- Human Resources ("HR") e-mails and announcements R
- Our internal portal ("Brio HR") R
- Annual performance reviews A
- Training, coaching, and development programmes R
- Annual employee engagement surveys A
- Departmental and one-on-one meetings R

Capitals Impacted:		Material Matters:		UNSDGs:	
		M7 M8 M9 M11 M12			
Key Concerns Raised	Our Responses	Value Created For Us	Risks	Value Created For Our Employees	Opportunities
<ul style="list-style-type: none"> • Competitive salaries and benefits • Work-life balance • Career prospects • Engagement with Management • Responsible and ethical business practices 	<ul style="list-style-type: none"> • Benchmarking our remuneration against industry standards • Providing long-term incentive plans to reward and retain long-serving employees • Offering flexible working arrangements • Providing ample training and upskilling opportunities via Skillsoft Percipio • Establishing multiple platforms for employee engagement • Upholding our Employee Code of Conduct, which is shared with all employees 	<ul style="list-style-type: none"> • An engaged workforce aligned with our business strategy and goals • A high-performance culture built on continuous training and professional development • A diverse and inclusive team that drives impactful collaboration and enhances decision-making • A strong, innovation-centric culture that drives sustainable business growth 	<ul style="list-style-type: none"> • Having insufficient skills or capabilities within the organisation may affect the delivery of our business objectives • Weak engagement could impact employee retention and morale • Inability to meet rising employee expectations may jeopardise our reputation and market position 	<ul style="list-style-type: none"> • Competitive remuneration and attractive benefits • A safe, inclusive, and equitable workplace • Career growth and development opportunities • Continuous learning and professional upskilling • Work-life balance 	<ul style="list-style-type: none"> • Embracing technology, communication channels, and change management programmes to upskill our employees and strengthen adaptability • Strengthening our leadership pipeline and capability development programmes • Building efficient and sustainable management systems and work processes
FPE2025 Highlights					
Business Initiatives			Value Creation Indicators & Achievements		
<ul style="list-style-type: none"> • Achieved 54 professional certifications across Google Cloud, Google Education Google, Workspace, Rochester and ChromeOS • Conducted employee engagement and communication programmes at all levels, such as: <ul style="list-style-type: none"> - Townhalls with our CEO - Birthday Bash celebrations - Recognition events • Continued to implement and update robust talent management and succession planning initiatives including the Leadership Learning and Development Programme 			<ul style="list-style-type: none"> • RM498,265 invested in employee training and development, averaging eight days per employee • 90.1% participation rate in our latest Employee Engagement Index survey 		

Method of Engagement & Frequency:

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

SUPPLIERS & BUSINESS PARTNERS

Why We Engage

Our suppliers and business partners are integral to the value we deliver to clients. Through close engagement with them, we drive innovation that strengthens our product and solution offerings, enhances our manufactured and intellectual capital, and supports sustainable growth.

How We Engage

- Performance evaluations **R**
- Online and digital communication via emails, social media, and our corporate website **W M R**
- Updates and briefings on our business performance **Q A**

Capitals Impacted:



Material Matters:



UNSDGs:



Key Concerns Raised

- Financial and operational performance
- Ethical business practices
- Good governance
- Continuously strong value creation
- Sustainability across the supply chain

Our Responses

- Incorporating confidentiality clauses into our contracts and monitoring adherence
- Upholding high standards in governance and sustainability to build trust with existing and potential business partners

Value Created For Our Suppliers & Business Partners

- Networking opportunities through events, forums, and collaborations
- Sales growth through broader market presence, enabled by access to our market base

Value Created For Us

- An expanded service portfolio with innovative solutions and industry-specific expertise
- Access to specialised talent, skills, and knowledge that complements our capabilities

Risks

- Insufficient engagement with partners may lead to slower growth and missed opportunities for revenue generation and expansion
- Ineffective collaboration with partners may result in us falling behind in the technology landscape

Opportunities

- Expanding our network of business partners, including leading international technology players
- Developing and offering cutting-edge solutions to our customers
- Ensuring our suppliers and business partners uphold ESG principles to support a sustainable supply chain

FPE2025 Highlights

Business Initiatives

- Launched Awantec Intelligence, an AI-as-a-Service suite that supports data-driven operations, supported by Google Cloud and VertexAI
- Expanded our AI offerings by introducing Google AI tools - including Google NotebookLM, AgentSpace and Vertex AI - to the market
- Expanded the reach of our partnership with Skillsoft, signing a deal to offer its courses on the Human Resource Development Corporation's ("HRDCorp") e-LATIH system

Value Creation Indicators & Achievements

- Six new strategic partnerships with industry experts signed
- A diverse vendor base of local and international suppliers

FPE2025	No	(%)
Local	691	90.92
Foreign	69	9.08
Total	760	100.00

Method of Engagement & Frequency:

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

STAKEHOLDER ENGAGEMENT & VALUE CREATION



CUSTOMERS

Why We Engage

We engage closely with our customers to understand their needs and address service gaps. This attentive approach enables the development of tailored solutions while helping them make more informed decisions – ultimately fostering trust, loyalty, and mutually beneficial long-term relationships.

How We Engage

- Customer surveys A
- Digital communication, including monthly newsletters and social media platforms W M R
- Marketing campaigns and events R
- Monthly webinars M
- Customer networking activities, including seminars and technology updates R

Capitals Impacted:		Material Matters:					UNSDGs:			
		M5 M6 M15 M16 M17								
Key Concerns Raised		Our Responses					Value Created For Our Customers			
<ul style="list-style-type: none"> • Turnaround time for client servicing • Our ability to deliver products and services that meet customer needs 		<ul style="list-style-type: none"> • Providing dedicated 24/7 support to ensure prompt resolution of issues • Enhancing our digital offerings, including via strategic partnerships with technology leaders • Mapping and improving our digital customer journey to address key priorities and pain points 					<ul style="list-style-type: none"> • Personalised solutions tailored to their needs • A seamless and exceptional experience at every touchpoint • Efficient resolution of service issues 			
Value Created For Us		Risks					Opportunities			
<ul style="list-style-type: none"> • Strengthened brand reputation through customer loyalty, trust, and positive endorsements • Expanded and robust customer base supporting sustained growth and continued relevance • Growth and value creation through targeted innovations to our offerings 		<ul style="list-style-type: none"> • Intense competition from other digital solution providers may limit our market share and growth opportunities • Unmet evolving customer needs could lead to reduced customer loyalty and loss of revenue 					<ul style="list-style-type: none"> • Driving growth and profitability in our Technology and Talent divisions by putting customers at the centre • Building a strong brand reputation grounded in customer trust, loyalty, and positive endorsements • Strengthening our customer base through continuous innovation and responsiveness to market needs 			
FPE2025 Highlights										
Business Initiatives					Value Creation Indicators & Achievements					
<ul style="list-style-type: none"> • Introduced Awantax, a purpose-built, MDEC-accredited solution to help Malaysian businesses comply with the national e-invoicing mandate • Expanded our AI and analytics proposition with Awantec Intelligence, a suite of proprietary solutions that empower data-driven decision-making • Launched our cybersecurity practice, providing critical services such as Red Teaming and Threat Intelligence to help clients navigate an increasingly complex threat landscape • Delivered monthly webinars, technology updates, and newsletters to educate and engage potential and existing customers 					<ul style="list-style-type: none"> • Over 25 events conducted, including webinars, product updates, and workshops, engaging with over 2,000 customers in total • Net Promoter Score ("NPS") of 64 					

Method of Engagement & Frequency:

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



MEDIA

Why We Engage

We engage with the media to reach and communicate effectively with our diverse stakeholders. Through this, we are able to convey our values, initiatives and achievements transparently, strengthening credibility, and the confidence of the public in our company.

How We Engage

- Media releases R
- Regular media engagement, including press conferences, interviews, and media visits R

Capitals Impacted:



Material Matters:



UNSDGs:



Key Concerns Raised

- Accurate and complete information about our operations to support balanced and transparent coverage

Our Responses

- Distributing timely media releases and updates
- Maintaining consistent interaction through press conferences, special interviews, and media briefings

Value Created for The Media

- Regular and direct access to accurate, timely, and transparent information about our activities, initiatives, and performance

Value Created for Us

- Fair and balanced coverage of our initiatives
- Increased visibility and awareness of our brand and services through positive media coverage and publicity
- Strengthened market position as a thought leader by sharing insights, expertise, and industry perspectives through the media

Risks

- Insufficient or ineffective media coverage may reduce public awareness and visibility of our brand, services, and initiatives
- Negative media coverage may harm our growth and reputation

Opportunities

- Building and sustaining strong, transparent relationships with media houses to ensure accurate and regular dissemination of information about our operations
- Leveraging social media platforms to expand our stakeholder reach and engagement

FPE2025 Highlights

Business Initiatives

- Strengthened relationships with our media partners to support accurate communication, including during the lifting of our affected listed status

Value Creation Indicators & Achievements

- 9 press releases and media communications distributed
- RM1,053,000 in total advertising value
- RM3,159,000 in public relations ("PR") value

Method of Engagement & Frequency:

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