EDOTCO
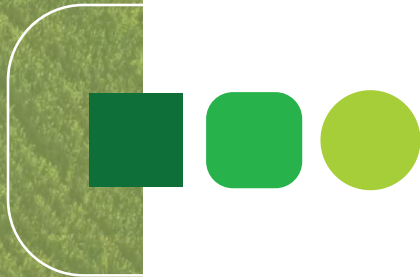
Sustainable & Equitable Access For All

**SUSTAINABILITY REPORT
UPDATE 2022**

Inside
This Report

Message from Our CEO

As EDOTCO commemorates its 10th anniversary, we are proud to have established a significant presence in nine countries across South and Southeast Asia. Today, we stand as the sixth largest global telecommunications TowerCo, committed to bridging the digital divide in the region.

Our recent successful acquisition of telecommunication towers in the Philippines and Indonesia marks a significant milestone in our growth story. With over 58,000 towers in our regional portfolio, we are closer to achieving our mission of providing reliable and accessible digital connectivity to all.

We launched our inaugural Sustainability Blueprint, reinforcing our commitment to ESG and sustainable connectivity across Malaysia and Asia. Our renewed brand purpose of 'Shaping Future Connectivity' and refreshed brand pillars of Connecting the Unconnected, Next Generation Infrastructure, Sustainable and Responsible Solutions and Bionic Organisation culture, will guide us as we strive towards realising a 5G future and accelerating equitable access to digital connectivity across the region.

As part of our sustainability journey, we recognize the importance of conducting regular materiality assessments to identify and prioritize key environmental, social, and governance (ESG) issues. To ensure our efforts are aligned with the evolving needs of our stakeholders, we conduct these assessments once every 2 years. By engaging with our diverse range of stakeholders, including employees, customers, communities, and industry experts, we gain valuable insights into the issues that matter most to them. This proactive approach allows us to address the most pressing sustainability challenges and align our strategic priorities accordingly.

We have set a definitive target with regards to GHG Emission in 2023 and plan to set more targets in 2024 including tracking these targets closely. I am please to confirm that EDOTCO Group continues to reaffirms our support of the Ten Principles of the United Nations Global Compact inthe areas of Human Rights, Labour, Environment, and Anti-Corruption.

Overall, 2022 has been a year of growth for the EDOTCO Group and we look forward to continuing our efforts to shape a sustainable and connected future for all

Sincerely,

Mohamed Adlan Ahmad Tajudin
Chief Executive Officer
EDOTCO Group

Group wide ESG Highlights:

Environmental

- Developed Environmental Policy Statement, approved by the Board in February 2022, outlining principles for responsible and sustainable business activities

- Sustainable waste management guided by the Green Framework and Supplier Code of Conduct to minimise solid waste generation through source reduction, reuse and recycling to avoid landfill dumping; collected and recycled 489.1 tonnes of e-waste and 761.0 kg of recyclable items

- Obtaining Green Building Index (GBI) certification for Laman EDOTCO that indirectly reduces Scope 1 & Scope 2 emissions of EDOTCO Group

- Scope 1 and 2 GHG emission part of Axiata Group's verification audit

- Kicked off scope 3 GHG emission calculation

- 2R initiative – regional oil recycling programme and trees planting initiative to support Malaysian Government 100m trees programme.

Social Labour

- Launched a Virtual Reality TowerCo101 training for employees, providing a virtual experience of tower operations, especially useful for field employees working at heights of 60 metres and above

- Introduced EDOTCO Listen Programme via a digital tool (Incognito) to enable employees to provide feedback anonymously

- Practices a non discriminatory recruitment and remuneration policy, promoting gender equality, with a female-to-male ratio of 0.97 to 1.0

- All major subsidiaries have ISO45001 and secured OHS National Award for Malaysia Telecommunication Industry

- Maintained ISO Occupational Health & Safety (OH&S) management system

- Obtained National Award for Occupational Safety and Health 2020 and 2021 (received in 2022)

- Kicked off inaugural regional safety pilot programme in Sarawak.

- Operationalization of all labour related policies to aligned to labour rights within UNGC principles.

- Diversity, Equality and Inclusivity (DEI) programme including retreat to improve regional collaboration based on All Black Championship principles.
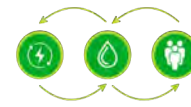
Social Community

- Implemented initiatives to improve sustainable development through three strategic programmes: Tower2Power, Tower2Water and Tower2Community, which provide electricity, clean water and disaster relief

- Additional 10,000 number of lives from our Tower2Power, Tower2Water and Tower2Community programme.

- Formation and launched of EDOTCO Ranger volunteerism programme

Governance

- Completed all initiatives under the Integrity and Anti-Corruption Plan (IACP), obtained the ISO37001 Anti-bribery Management System certification and introduced new initiatives to strengthen our data privacy and cyber security management

- Completion of Integrity and Anti-Corruption Plan 1.

- Integrity and anti-corruption pledge

- Obtained ISO 22301, security and resilience – Business continuity management systems

- 3 Certified Information Privacy Manager in-house

- Defined rating of National Institute of Standards and Technology (NIST) for cyber security practices

- Head of Cyber awarded Top 10 CSO30 ASEAN 2022

- Top 6 ESG Officer of the year by Women in Governance, Risk and Compliance

EDOTCO'S Sustainability Strategy and Approach

EDOTCO strategic focus and commitment on sustainability ensures its sustainable growth

Environment

Key Focus Areas

GHG Reduction | Reforestation

Waste Management | Tower Build

Milestone achieved...

GHG Reduction
- Scope 1 & 2: Carbon Neutral 2030 with 45% reduction
- Scope 3: Target setting

Reforestation - planted >40,000 trees
- Across all countries we operate in

Recycling site waste
- 908.8 tons of e-waste from tower sites,2,000kg of used oil collected in 2022
- 85% Green Office implemented, recycled ~0.55 tons of items across 7 countries

Tower Build
- 1,811 vs 1,622 (2022 vs 2021) renewable sites
- 120 vs 112 (2022 vs 2021) solar powered AC

EDOTCO Environmental Policy
- Currently practiced across all National Tower Companies

Social

Key Focus Areas

Social (Community) | Social (Labour)

Tower 2 Community (T2C) | Diversity, Equity and Inclusion (DEI)
Tower 2 Power (T2P) | Gender representation at all levels
Tower 2 Water (T2W) | Training and education
Wakalah Zakat | Min wage and age

Milestone achieved...

T2P, T2W, T2C and Zakat
- Benefited > 100,000 people
- Solarised more than 100 homes, installed 4 communal solar units, illuminated 10 streetlights, provided 2 water filter units, equipped 2 homes with power backup refrigerators, and established solar-powered systems in 2 schools
- Adopt community programs in Kedah & Pahang

Endangered Birds Pledge
- Partnership with Malaysia Nature Society (MNS) to protect endangered birds nesting in telco towers

Diversity, Equality and Inclusivity (DEI)
- DEI committee in place
- Regional DEI Run: Over the 25 days of the competition with 270 athletes registered, collectively run a total of 38,323 km in distance – more than twice the distance from Malaysia to New York.

Minimum Age & Wage
- Complied with local laws requirements

Training and Education
- Min 40 hours per employees at all working levels

Governance

Key Focus Areas

Anti-Corruption | Board Composition

Health & Safety

Milestone achieved...

Anti-Corruption
- Integrity & Anti-Corruption Plan 2 & ABMS 1SO 37001

Occupational Health & Safety
- ISO 45001 in key markets & Safety talks in schools

Risk Management
- ISO 22301 Business Continuity Management

Board Composition
- Balance and diverse representation

Data Security
- Alignment to Cybersecurity Framework, NIST

EDOTCO Ambition to Carbon Neutral 2030

Sustainably connect the world to build an equitable and low-carbon economy

Launch of 1st EDOTCO Inaugural Sustainability Report

2022 — 2023 — **2024** — 2028 — **2030**

Green Target for Approval

Scope 1 & 2

Carbon emission database

Carbon neutral by 2030 with absolute **45% reduction by 2030**

Alignment

PAS 2060

SBTi by axiata for Scope 1 & Scope 2

Alignment to SBTi principles

Scope 3

Remaining balance of 55% via Offset

PAS 2060

Green Targets (Scope 3)

Assess customers and supplier readiness / commitment towards SBTi

Alignment

PAS 2060

SBTi by axiata for Scope 1 & Scope 2

Alignment to SBTi principles

EDOTCO carbon neutral 2030

Our Board of Directors

EDOTCO's Board of Directors is committed to our Sustainability journey

Dato Dr. Nik Ramlah Nik Mahmood
Independent Non-Executive Director

Chairman, Board of Directors

Chairman, Board Nomination and Remuneration Committee

Abraham Verghese TV Abraham
Independent Non-Executive Director

Chairman, Board Audit Committee and Related Party Transaction Committee

Datuk Nik Amlizan Mohamed
Independent Non-Executive Director (Nominee of KWAP)

Roslina Abdul Rahman
Independent Non-Executive Director

Note:
As at June 2023

Our Board of Directors

Dr. Hans Wijayasuriya
Non-Independent Non-Executive Director (Nominee of Axiata Group Berhad)

Osamu Itabashi
Non-Independent Non-Executive Director (Nominee of INCJ, Ltd.)

Member, Board Audit Committee and Related Party Transaction Committee

Kenneth Shen
Non-Independent Non-Executive Director (Nominee of Khazanah Nasional Berhad)

Chairman, Board Risk and Compliance Committee

Asuka Sato
Non-Independent Non-Executive Director (Nominee of Investors)

Lila Azmin Abdullah
Non-Independent Non-Executive Director (Nominee of Axiata Group Berhad)

Mohamed Adlan Ahmad Tajudin
Member, Board Risk and Compliance Committee

Senior Leaders at Headquarters and Countries

Executive Leadership

Mohamed Adlan Ahmad Tajudin
Chief Executive Officer

Annis Sheikh Mohamed
Chief Financial Officer

Ramon Chelvarajasingam
Chief People Officer

Gayan Koralage
Director, Strategy

Kevin Chong
Director, Group Digital and Analytics

Megat Mohd. Zukarlai Meor Zailan
Director, Group Commercial Management

Azizee Abdul Aziz
Director, Engineering & Operations, EDOTCO Indonesia

Nik Kamarul Sharifudin
Director, Malaysia Operations & Rollout

Country

Abdul Aziz
Pakistan

Gayan Koralage
Sri Lanka

Kieran Rabbitt
Cambodia

Senior Leaders at Headquarters and Countries

Pradeep De Almeida
Director, Group Engineering Technology and Innovation (ETI)

Anthony Kersauson
Director, Group Mergers and Acquisitions

Shireen Tan
Director, Global Shared Services

Azzahraa Annuar
Director, Group Governance, Risk and Compliance

Azrin Tajuddin
Head, Company Secretarial

Nizam Abdullah
Head, Internal Audit

Noreen Sabrina Mohd. Noor
Head, Group Corporate Communications & Branding

Azleen Waris
Group Financial Controller

Lim Wee Queen
Head,
Group Project Management

Rajaduray Selvaduray (Acting)
Myanmar

Sunil Issac
Bangladesh

Suraj Narayanan Kutty
Philippines

9

Risk Management

Section aligned to TCFD requirement

Risk Management Processes and integration with overall risk management

We recognise that countries we operate in are prone to natural disasters. Each country requires a tailored approach, depending the kind of climate risks they face. We also understood that one-off management of risks is not sustainable. Our Board of Directors has approved our Enterprise Risk Management Policy Framework ("ERMPF") that guides us on climate risk management from the top down.

We recognize that while climate-related risks and opportunities are inherently linked, each requires a tailored management approach (e.g., our approach for managing physical resilience will differ from that used to manage transition risk created by a carbon policy). We also know that one-off management of risks is not enough. We have established several enterprise-wide processes that help us review and manage risks from the top down. See the Strategy section for more about our approaches to managing specific risks and opportunities.

Enterprise Risk Management

The framework for managing risk shall assist EDOTCO Group in integrating risk management into significant activities and functions. The effectiveness of risk management depends on the integration into the governance of EDOTCO Group, including decision-making.

The framework encompasses six (6) components, which is in line with globally accepted risk management standards of the ISO 31000:2018 Risk Management - Guidelines, as depicted in the diagram below:

No.	Framework Component	Descriptions
1	**Leadership & commitment**	The Senior Management demonstrates leadership as well as ongoing commitment in risk management and is responsible to: • Customize and implement all components of framework; • Issue policy statement that establishes risk management plan, approach or course of action; • Ensure that necessary resources are allocated in managing risk; and • Assign authority, responsibility and accountability at appropriate levels within the organisation.
2.	**Integration**	• Integrating risk management into the Group as a dynamic and iterative process, customised according to the Group's need and culture. • Risk management is embedded in every process with adequate control(s) to mitigate the risk; and • Establish governance structure from management structure to determine risk management strategy, direction, accountability, escalation and oversight roles.
3.	**Design**	The Risk Management Framework is designed based on: • Understanding of the Group's external and internal context; • Commitment from Senior Management through demonstrating and articulating their support to risk management by formulating a risk management policy; • Authorities, responsibilities and accountabilities for relevant risk management roles are assigned and communicated at all levels; • Allocation of appropriate resources for risk management; and • Establishment of effective communication mechanisms and consultation to support effective risk management implementation.
4.	**Implementation**	The Risk Management is implemented through: • Developing an appropriate plan which outline the implementation time and resources required; • Ensuring that the arrangement for managing risks are clearly understood and practised; • Periodic risk review or engagement and risk awareness program; and • Implementing risk-based thinking in management activities, decision making and business processes.
5.	**Evaluation**	• Periodic review and evaluation of the Risk Management Framework is carried out to determine its effectiveness and any changes required; and • Any gaps identified will need to be documented and remediated.
6.	**Improvement**	• Continuously monitor the Risk Management Framework to adapt and address any external or internal changes; and • Continuous enhancement of the Risk Management Framework to improve the suitability, adequacy and effectiveness of risk management process.

Risk Management
Section aligned to TCFD requirement

Line of Defence

The Three Lines of Defense model reflects the Group's risk management and control processes. In the model, management control is the first line of defense in risk management, the various risk control and compliance oversight functions established by management are the second line of defense, and independent assurance is the third. Each of these three "lines" plays a distinct role within the Group's wider governance framework.

Line of Defence	Function	Descriptions
1st Line of defence	Business operations	Risk owners at business units are responsible to inculcate risk-based thinking culture in the day-to-day operations and implement effective operational excellence by embedding inherent risks into its quality management system and manage the emerging risks that could hinder from achieving business objectives.
2nd Line of defence	Risk oversight	The Group Risk Management's responsibility is to establish, and implement the ERM Policy & Framework, facilitate the risk management process and escalate significant risks to BOD.
3rd Line of defence	Audit oversight	The internal audit is responsible to perform independent assurance over the effectiveness of control.

Business Continuity Management

We maintain the International Organization for Standardisation (ISO) 23001 at Group and Malaysia, with the same standards being applied throughout our footprint. The Group's Business Continuity Management (BCM) Programme is implemented in a coordinated and consistent manner. This framework was developed in reference to the following international BCM standards & guidelines:

- **ISO 22301 Societal Security – Business continuity management systems – Requirements**
- **ISO 22313 Societal Security – Business continuity management systems – Guidance**

The implementation of EDOTCO Group's BCM Programme will ensure that edotco Group responds effectively and efficiently to business disruptions by resuming critical operations within the required timeframes and minimise the impact on edotco Group's overall business operations due to a major crisis or disaster – including climate related.

We are guided by our BCM Policy statement as follows:

"Through our Business Continuity Management Programme, we are committed to maintain and ensure the continuity of our operation in order to minimise the impact on our stakeholders and customers in the event of a disruption".

EDOTCO Group's BCM Recovery Organisation Structure is as follows:

The Three Lines of Defense model reflects the Group's risk management and control processes. In the model, management control is the first line of defense in risk management, the various risk control and compliance oversight functions established by management are the second line of defense, and independent assurance is the third. Each of these three "lines" plays a distinct role within the Group's wider governance framework.
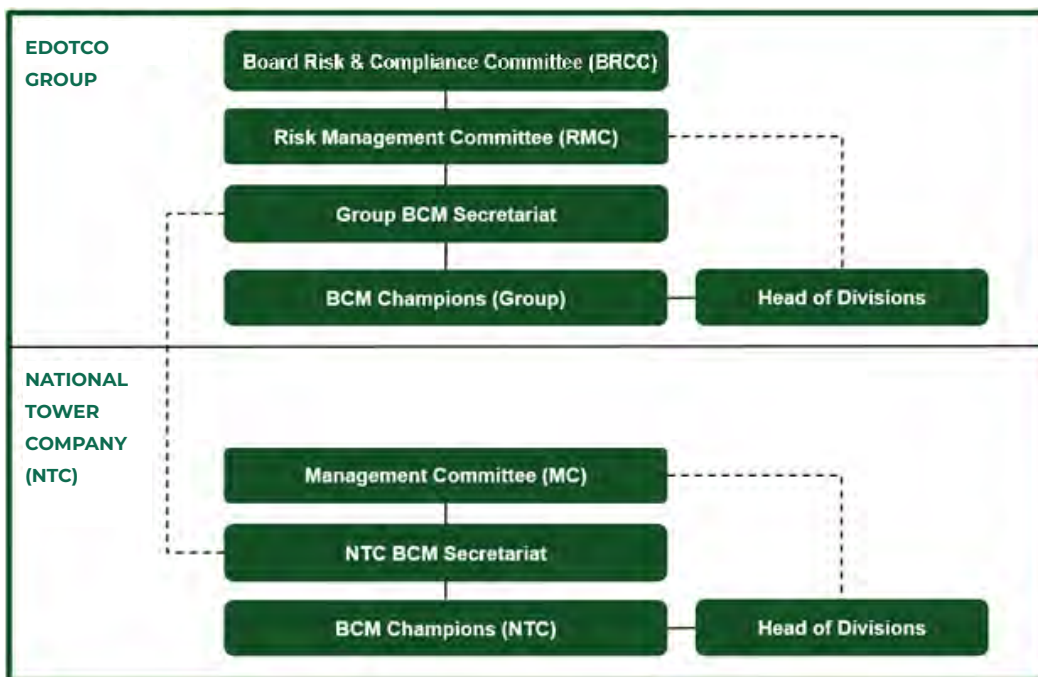
As we work to enhance our Business Impact Assessment ("BIA"), we have started analysing climate related impacts in a more structural manner in the annual BIA exercise. Similarly, we have incorporated climate related scenarios in our annual Crisis Simulation and Desktop Walkthrough exercises. We acknowledge that there is more improvements required on the effectiveness of our BCM programs and our BCM team continues to work closely with business unit to ensure climate related risks are adequately addressed.
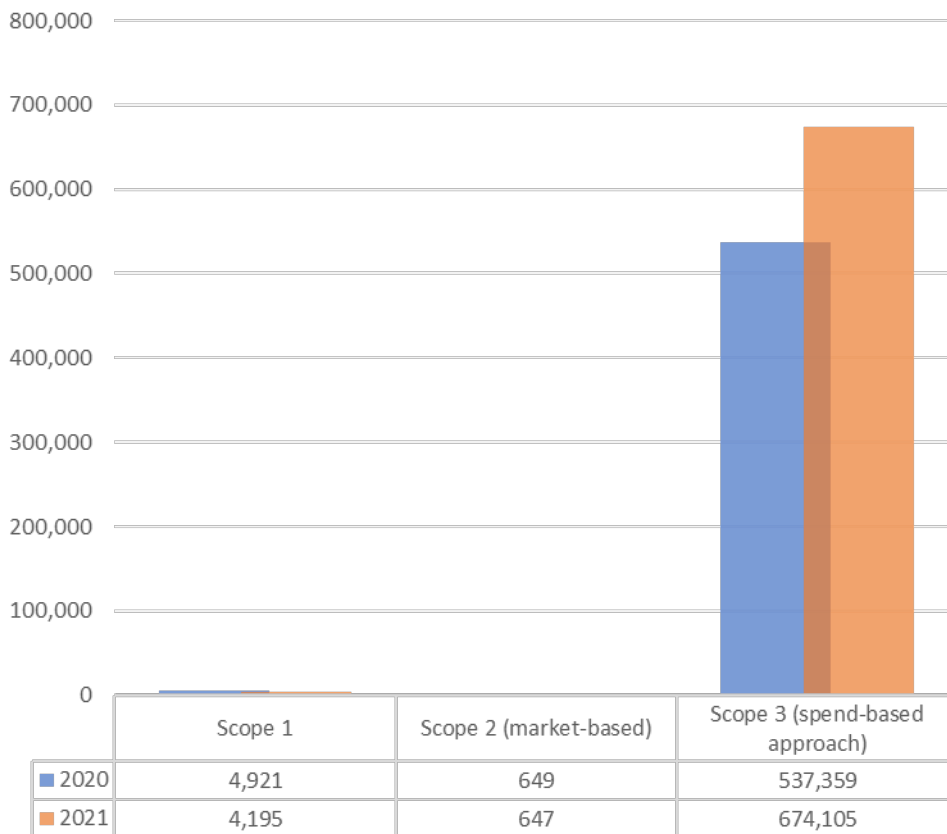
Risk Management
Section aligned to TCFD requirement

Corporate Policy

All our strategic corporate policy is approved by our Board. On annual basis, as a subsidiary of Axiata Group, even though we are not a listed entity, we also perform a review of Statement on Risk Management and Internal Control in accordance with Paragraph 15.26(b) of the Main Market Listing Requirements of Bursa Malaysia Securities Berhad and guided by the SORMIC – Guidelines for Directors of Listed Issuers.

We continuously calculate our GHG Emission and have set relevant baseline towards our Carbon Neutral journey by 2030.

EDOTCO Group Total Emissions (tCO2e) 2020-2021

|	Scope 1	Scope 2 (market-based)	Scope 3 (spend-based approach)
2020	4,921	649	537,359
2021	4,195	647	674,105

Climate Change Adaptation

When we plan the construction of new sites or new merger & acquisition activity/transactions, we evaluate the risk of extreme weather conditions as well as risks of typhoon and floods that can be caused by climate change, and reflect the learnings from existing design of current sites.

For our towers in Bangladesh and Malaysia, we analyzed flood risks caused by heavy rainfalls during the flood tides and reflected the results in the site design. For legacy sites which are located in flood prone areas, we ensure adequate business continuity management is in place during the crisis.

We are honoured to receive the recognition from Bangladesh Telecommunication Regulatory Commission for our efforts in Bangladesh during their flood crisis
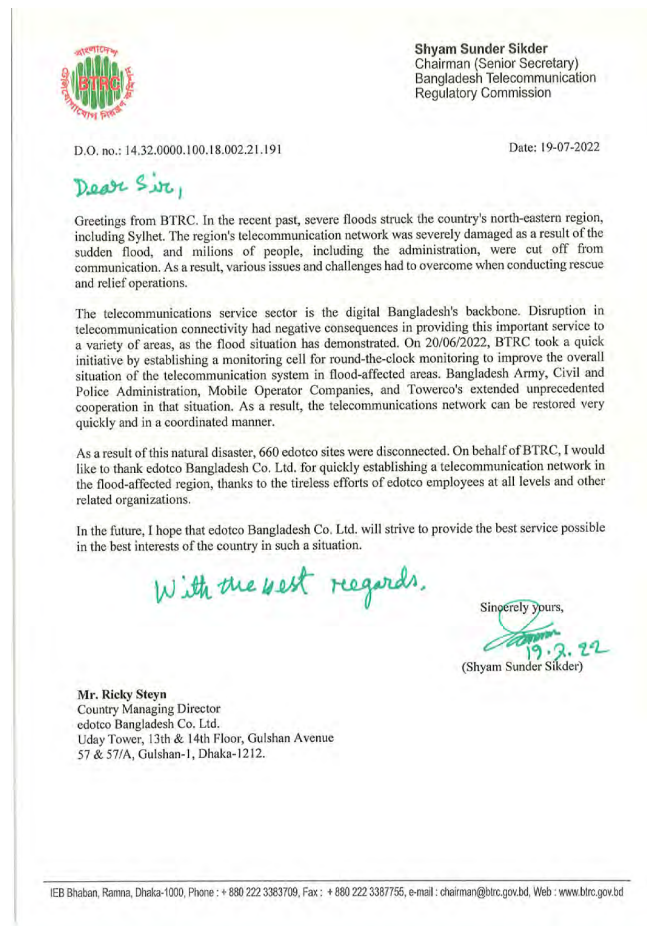
Recognition letter from Bangladesh Telecommunication Regulatory Commision for flood crisis management

Recognition of Our Efforts

We are encouraged by the recognitions received for our sustainability journey

EDOTCO wins 2 awards at the UN Global Compact Network Malaysia & Brunei (UNGCMYB)

- Sustainability Awareness & Employee Engagement Recognition
- Partnership for the Goals Recognition

EDOTCO secured the National Operational Health and Safety (OHS) Award 2020 & 2021

Malaysia Technology Excellence Awards 2022- Infrastructure Technology - Telecommunications

International Finance Awards 2022

Most Sustainable Green Solution Initiatives – Telecom – Malaysia 2022.

Recognition of Our Efforts

Employee Experience Awards 2022 by Human Resource

- Gold, Best Executive Coaching Programme
- Gold, Best Holistic Leadership Development Strategy
- Gold, Best HR Digital Transformation Strategy

- **Overall Employee Experience Champion of the Year**
- Overall Engagement Awards
- Overall Leadership Awards
- Silver, Best Cross Functional Leadership Development
- Silver, Best Career Development Programme
- Silver, Best Learning and Development Programme
- Silver, Best Use of Recruitment Technology Tools
- Bronze, Best Soft Skills Training Programme
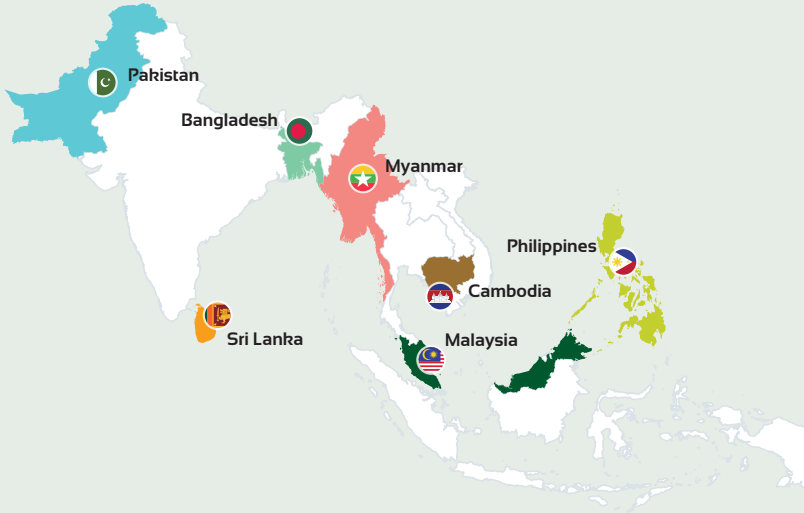

EDOTCO Secured Sustainability & CSR Malaysia

- Company of the year awards for Environment & CSR efforts

Marketer of the Year in Sustainable Brand Marketing at the Malaysian CMO Award 2022.

Country Highlights

COUNTRY: MALAYSIA

AT A GLANCE

21,460 towers owned and managed

>13,500 lives impacted in the community

>11,900 trees planted

585 employees

Malaysia's Sustainability Highlights

Environment
- Sequestrated carbon through tree planting efforts in Malaysia, to date have planted more than 11,900 trees
- Partnership with Malaysia Nature Society (MNS) to protect endangered birds nesting in telco towers

Social Labour
- Institutionalised gender diversity and inclusion into policies, practices and standards
- Institution of fair employment and welfare - gender inclusivity: 31 Female:69 Male ratio employment

Social Community
- Tower2Community (T2C): more than 13,500 lives impacted to date
- Employee Volunteerism: more than 50% participation

Governance
- Employee Health, Safety and Wellbeing
- Certified with ISO 45001 Certification (OHS Management System) in 2020 and maintained standards in 2022
- Certified ISO 37001 Anti-bribery Management System Certification
- Conducted an outreach volunteerism program about Health & Safety Awareness program in schools

Sustainability Challenges

On our Sustainability journey in Malaysia, we faced the following challenges:

- **Limited land areas for solarisation:** As our new build site cost and design are optimised, the land area required for solar panel installations can be reduced. However, with higher power requirements, land requirement for solar installations will increase

- **Reliable partners for green technology:** Unavailability of rental model partners for green technology is a barrier to the replacement of rental generators at sites

Forward-Looking Statements

Tower2Community
- Rebuilt 11 Orang Asli homes that were swept away by floods.
- Provision of disaster repleif aids for flood victims.

Tower2Power and Tower2Water
- Provision of electricity and water to orang asli communities in Pahang
- Adoption of Orang Asli villages in Pahang to implement Tower2Power & Tower2Water
- Wakalah Zakat for 37 people
- B40 Asnaf (extreme poor) Entrepreneur Programme (NGO, ABIM) (Benefitting 27 people)
- Motorcycles for B40 Asnaf (extreme poor) to support generation of increased income via Food Panda/Grab Delivery services (Benefitting 10 people)

Green Branding
- Implement initiatives in to reduce GHG Scope 1 & 2 emissions
- Collaborate with customers and suppliers to improve GHG Scope 3 emissions

EDOTCO Rangers | Empathy in Motion

EDOTCO, a leading telecommunications infrastructure services company, takes pride in its commitment to corporate social responsibility (CSR). In line with this dedication, EDOTCO has launched the EDOTCO Rangers program, an exciting voluntary initiative that empowers employees to make a difference in their communities. By leveraging their skills, passion, and time, EDOTCO Rangers play an active role in driving positive change and contributing to the betterment of society.

EDOTCO Rangers provides a wide range of engaging volunteer opportunities for employees to choose from. Whether it's environmental conservation projects, educational initiatives, or community development programs. Through these opportunities, employees can contribute their expertise and energy to causes they are passionate about.

The EDOTCO Rangers program not only benefits the communities it serves but also offers personal and professional growth opportunities for participating employees. By engaging in volunteer activities, employees develop essential skills such as leadership, teamwork, communication, and problem-solving. Furthermore, the program fosters a sense of camaraderie and collaboration among employees, as they work together towards a common goal of making a positive impact on society.

Jalinan Kasih Murni with axiata

In collaboration with Saora Industries, this initiative provided 617 Orang Asli beneficiaries across four villages in Bentong, Pahang with solar energy-powered systems, clean water filtration and agricultural exploration tools. These essentials will help improve their living conditions, reduce their dependence on external aid, and empower them to lead a self-sufficient life.

2R Recycling & Reforestation

In line with our commitment to the environment, edotco Group in collaboration with Axiata Foundation, Yayasan Hijau Malaysia (YHM) and FatHopes Energy have launched 2R Recycling & Reforestation – starting with the planting of 120 trees in Malaysian nature reserves.

Flood Relief Program

In 2022, EDOTCO reconstructing homes for the Orang Asli community in Pahang. These initiatives specifically focused on the restoration of 11 'orang asli' homes located in Kampung Batu 19, Sabai, which were completely devastated by the floods.

In addition to our efforts in reconstructing homes, EDOTCO also undertook an internal clothing donation drive for flood victims. Through this initiative, we collected and donated clothing items to Global Peace Mission Malaysia, benefiting 250 beneficiaries in need.

Immediate rebuilding support is crucial to ensuring the affected families can regain a safe and comfortable living environment and for the community to recover from the aftermath of this disaster.

EDOTCO Zakat Wakalah

At EDOTCO, through the Zakat Wakalah program and the provision of tricycles to the 5 identified asnafs, we envision a future where these individuals can break free from the cycle of poverty, enhance their livelihoods, and improve their overall quality of life.

As we move forward, we are committed to fostering more initiatives that positively impact society, championing the cause of those in need, and working hand-in-hand with communities to create a better, more inclusive world for all.

Pledge on protecting Endangered Birds Nesting on its Towers

In August 2022, The Bird Watch Pledge, which was signed by EDOTCO Group with the Malaysian Nature Society (MNS) at the launch event of EDOTCO's Sustainability Blueprint.

It reflects EDOTCO's commitment towards the conservation of Malaysia's wildlife habitats. According to the Malaysian Nature Society (MNS), telecommunications towers have become a preferred breeding site for wild birds of prey due to their stability, height and location.

However, their nests are often disturbed or destroyed, contributing to a dwindling habitat and reduced population numbers. With over a fifth of Malaysia's 822 bird species classified as Threatened or Near Threatened as of 2020, new conservation strategies are crucial to preserve the ecological balance. experts in the field, and three winners were awarded with cash prizes.

Created in accordance with the Wildlife Conservation Act 2010, EDOTCO's Bird Watch Pledge aims to implement new policies and processes to minimise destruction to bird nests located on its towers, create awareness about the importance of raptor conservation among employees, and collaborate closely with the Malaysian Nature Society (MNS), BirdLife International, Jabatan Perlindungan Hidupan Liar dan Taman Negara Semenanjung Malaysia (PERHILITAN) and similar organisations on relevant bird conservation programmes.

Existing hazard escalation and reporting mechanisms for EDOTCO towers will have to involve the relevant agencies in order to minimise nest management and relocation disruptions. EDOTCO will also work with MNS and PERHILITAN to conduct wildlife monitoring at selected towers in key biodiversity areas and run raptor conservation awareness programmes to educate EDOTCO employees

Country Highlights

COUNTRY: BANGLADESH

AT A GLANCE

18,998 towers owned and managed	>33,200 lives impacted in the community	>7,000 trees planted	348 employees

Sustainability Highlights

Environment
- EDOTCO is currently enhancing our green journey & carbon footprint by developing the GHG Inventory and Carbon Roadmap Plan. Supported the GHG Inventory on carbon emissions baseline 2020
- Guided by EDOTCO's Environmental Policy
- Supports EDOTCO Green Office initiatives program
- 486.2 tonne of e-waste collected from site during operations and maintenance work
- Center of design excellence (CoDE) was set up in Bangladesh as a hub of innovation, improvisation, and capacity enhancement for future. CoDE provides structural design related support across the NTCs'.
a. Designed and Implemented Tubular tower with approx. savings of 10%.
b. Designed and implemented SPC Street furniture POC with approx. 10% overall savings.
c. Designed and implemented tower design for new wind zone with approx. savings of 4%
d. Designed and implemented new foundation design with approx. savings of 6.7%

Social Labour
- Institution of fair employment and welfare - gender inclusivity inclusivity: 5 Female:95Male ratio employment

Social Community
- Tower2Community: Provided disaster relief for 2,000 flood affected victims at Sylhet
- Tower2Power: Provided power back up to store vaccines benefitting more than 3200 people.

Governance
- Prioritised employee health, safety and well-being
- Certified with ISO 45001 Certification (OHS Management System), obtained in 2020 and maintained in 2022
- Anti-bribery and corruption initiatives in place

Sustainability Challenges

On our Sustainability journey in Bangladesh, we faced the following challenges:

- Multiple instances of theft and damage to the equipment, frequently affecting the service we aimed to deliver to these communities.

- Infrequent willingness to cooperate by local communities

Forward-Looking Statement

TOWER2POWER (T2P)

Installation of Solar panels in 50 Child Development Centres across Bangladesh to ensure power support for >2000 children

TOWER2WATER (T2W)

Water Treatment Plant (WTP) to be established within 1 kilometer radius of EDOTCO Bangladesh Tower site in collaboration with BRAC

TOWER2COMMUNITY (T2C)

Relief distribution during flood or other natural disasters

EDOTCO Rangers

To establish EDOTCO Rangers activity via EDOTCO Voluntary Engagement program such as Winter Clothes Donation and Distribution.

Climate Action Plan
- Implement initiatives in line with EDOTCO's Green Framework and Supplier Code of Conduct
- Collaborate with customers and suppliers to tackle GHG Scope 3 emissions

Waste Management
- Contentious support of site waste management and to complete the implementation of Green Office Initiatives

EDOTCO Bangladesh in the community

Tower2Power

In the rural areas of Bangladesh, electricity is unstable throughout the day, resulting in vaccine storage at an inappropriate temperature. Hence, EDOTCO Bangladesh provided power backup to refrigerators at two chemist shops during grid failure to ensure the vaccines were stored at the required temperature. Through this initiative, EDOTCO Bangladesh has benefited more than 3200 people in 2 upazilas in Satkhira, Bangladesh.
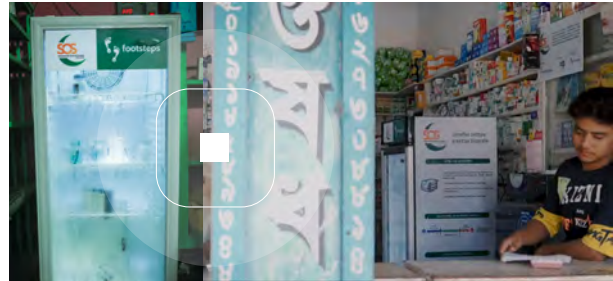
Tower2Community

Bangladesh was again hit by floods. Sylhet was the most affected place out of all the different parts of the country. Large parts of Sylhet were under water because of the heavy rains in Assam and Meghalaya, which are upstream from Sylhet. Several thousand people were stuck in Sylhet and Sunamganj because of floods. About 10,000 people took cover in primary schools that were set up as temporary flood shelters. At the request of the local government, the Bangladesh Army was sent to Sylhet to help speed up relief efforts and keep as many people safe as possible during this disaster. As part of its Tower 2 Community programme, EDOTCO Bangladesh gave dry food, medicine, and items for personal hygiene to more than 2,000 flood victims in Sylhet, Bangladesh. This was done to meet their needs.

Country Highlights

COUNTRY: PAKISTAN

AT A GLANCE

2,234 towers owned and managed	>600 lives impacted in the community	>10,000 trees planted	104 employees

Sustainability Highlights

Environment
- EDOTCO is currently enhancing our green journey & carbon footprint by developing the GHG Inventory and Carbon Roadmap Plan. Supported the GHG Inventory on carbon emissions baseline 2020
- Guided by EDOTCO's Environmental Policy
- Supports EDOTCO Green Office initiatives program

Social Labour
- Supported Group's Diversity, Equity, and Inclusivity (DEI) Council to prioritise and discuss diversity-related matters with greater emphasis on hiring of women
- Institution of fair employment and welfare - gender inclusivity: 1 Female:99 Male ratio employment

Social Community
- **Tower2Power:** provided Solar Panels, power outlets to community, impacting 150 beneficiaries.
- EDOTCO Food Bank & Family Adoption

Governance
- Employee Health, Safety, and Well-being
- Certified with ISO 45001 Certification (Occupational Health & Safety Management System). Obtained in 2021 and maintained for 2022
- Anti-bribery and corruption initiatives

Sustainability Challenges

During our pursuit of Sustainability in Pakistan, we encountered the subsequent obstacles:

- The existing constraints on CSR initiatives around EDOTCO tower sites limit the project's scope.
- Budgetary restrictions impose limitations on activities.

Tower2Power:

Continue to positively impact lives of communities living without electricity with solar panel installation and provision of lights and fans

Tower2Community – Disaster Relief
- Will be conducted as needed in collaboration with non-profit organisations

Waste Management
- To implement site waste management
- To complete the implementation of Green Office Initiatives

Country Highlights

COUNTRY: PHILIPPINES

AT A GLANCE

2,338 towers owned and managed	>45 lives impacted in the community	100 trees	44 employees

Sustainability Highlights

Environmental
- **Established environmental compliance plan** for acquired tower sites from SMART.
- **Planted 500 fruit-bearing trees** in partnership with Department of Environment and Natural Resources (DENR) and People's Organization as part of the Government's Enhanced National Greening Program (eNGP).
- **Adopted Green Initiatives for the office and tower sites** –distribution of reusable dining utensils to employees, use of solar powered aviation lights for Build-to-Suit sites, conversion of generator-powered to grid-powered tower sites.

Social Labour
- **Continuously implement flexible working arrangement** to help employees balance work hours and lengthy office commute.
- **Promotes fair employment practices.** Gender diversity is at 2:1 Male to Female Ratio
- **Provided trainings and competency to employees** such as Occupational First Aid Training, 40-hour Basic Occupational Safety and Health Training, Fire Safety Seminar, and Working-at-Heights Training to ensure safe work practices and emergency preparedness.

Social Community
- Social Community Framework in place

Governance
- Attain zero lost-time incident as of December 2022
- Implements Anti-Bribery and Corruption Policy and Initiatives

Sustainability Challenges

On our Sustainability journey in the Philippines, we faced the following challenges:

- **Unstable Grid:** Despite being connected to the grid, certain tower sites, especially in rural areas, continue to rely on generator sets as backup power due to frequent power interruptions.

- **Regulatory Compliance:** Offering green energy alternatives to customers and tower tenants is challenging due to the highly regulated energy sector in the Philippines, which entails complex clearance procedures for operation.

Forward-Looking Statements

Carbon Footprint Reduction
- EDOTCO Philippines is currently developing it GHG Inventory and Carbon Roadmap Plan to reduce emission and attain carbon neutral target.

Environmental Responsibility
- Aims to plant 1,000 tree seedlings by 2023 to support the Government's National Greening Program.
- Establish a robust solid and hazardous waste management system for office and tower sites to minimize wastes disposed to landfills.

Community Service Initiatives
Conduct the following CSR activities:

- "OSH in School" Program to teach the younger generation on the value of Safety in their school and future workplace.
- Share-A-Meal Program for nursery students to raise awareness on proper nutrition for growing children and encourage collective effort from the community to alleviate hunger and malnutrition. Edotco Philippines will be supporting the GHG Inventory on carbon emissions baseline.

COUNTRY: SRI LANKA

AT A GLANCE

| 1,423 multi-purpose lamp poles owned and managed | >1,700 lives impacted in the community | >1,500 trees planted | 16 employees |

Sustainability Highlights

Environment
- EDOTCO is currently enhancing our green journey & carbon footprint by developing the GHG Inventory and Carbon Roadmap Plan. Supported the GHG Inventory on carbon emissions baseline 2020
- Collected 0.081 tonne of e-waste during operation and maintenance work
- Guided by EDOTCO's Environmental Policy
- Supports EDOTCO Green Office initiatives program

Social Labour
- Gender Diversity: 50:50 gender ratio for employment

Social CSR
- Tower2Community, impacted 107 underpriviledge students. Employees voluntary contribution of school supplies to students of 'Padaviya Maithree Vidyalaya, school at Anuradhapura District. Employees contribution were utilised to purchase required school supplies.
- Achieve more than 60 volunteer hours via EDOTCO Rangers voluntarism platform

Governance
- Occupational Health & Safety Initiatives: 0 incidents at site
- Anti-bribery and corruption initiatives in place

Sustainability Challenges

On our Sustainability journey in Sri Lanka, we faced the following challenges:

- 2022 Sustainability Challenges were in political and social unrest leading to a change in government

- This had also impacted cost of living and increasing commodity prices as well as economic challenges

Forward-Looking Statements

Tower2Community
- Contribution of school supplies to underprivileged students in "Padaviya Maithree Vidyalaya, school at Anuradhapura District
- To carry out programmes to uplift lives of communities affected by the economic downturn since 2022

Volunteer Programme
- EDOTCO Sri Lanka aspires to achieve more than 100 volunteer hours by organising a volunteer project in 2023

Country Highlights

COUNTRY: MYANMAR

AT A GLANCE

3,071 towers owned and managed

>4,500 lives impacted in the community

94 employees

Sustainability Highlights

Environment
- EDOTCO is currently enhancing our green journey & carbon footprint by developing the GHG Inventory and Carbon Roadmap Plan. Supported the GHG Inventory on carbon emissions baseline 2020
- Oil waste collected from sites due to operation maintenance work: 4,000liters (20 Drums)
- Guided by EDOTCO's Environmental Policy
- Supports EDOTCO Green Office initiatives program

Social Labour
- Institution of fair employment and welfare - gender inclusivity: 43 Female: 61 Male ratio employment

Social CSR
- Tower2Community (T2C): more than 3,500 lives impacted to date
- 100% employee volunteerism Tiding Up Our Home activity.
- Employee contribution via salary deduction to provide aid to 1,000 Beneficiaries

Governance
- Completed 100% of COVID-19 vaccination and 52% of booster shot
- Anti-bribery and corruption initiatives in place
- COC and DOIF annual acknowledgment

Sustainability Challenges

During our pursuit of Sustainability in Myanmar, we encountered the subsequent obstacles:

- Turmoil in Myanmar's political landscape
- Limited accessibility to certain areas due to active conflict zones
- Imposed curfew in restricted regions
- Project delays caused by political unrest and foreign exchange complications

Forward-Looking Statements

Tower2Community
- Will be conducted as needed in collaboration with non-profit organisations

Waste Management
- Continuous improvements on site waste management, specifically on used diesel oil
- Ensuring uninterrupted site cleanliness and organization to mitigate work hazards, with the objective of initiating e-waste collection.

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COUNTRY: CAMBODIA

AT A GLANCE

| 7,000 towers owned and managed | >2,700 lives impacted in the community | >1,500 trees planted | 39 employees |

Sustainability Highlights

Environment
- EDOTCO is currently enhancing our green journey & carbon footprint by developing the GHG Inventory and Carbon Roadmap Plan. Supported the GHG Inventory on carbon emissions baseline 2020
- Guided by EDOTCO's Environmental Policy
- Supports EDOTCO Green Office initiatives program
- Donated 103 kg of used cooking oil in conjunction with Earth Day 2022 to Senton Green Recycling Cambodia

Social Labour
- Institution of fair employment and welfare - gender inclusivity: 28 Female:72 Male ratio employment
- Award recognition:
  - Employer Branding Award, Asia's Best Employer Brand Award 2022
  - Employer Branding Award, Asia's Best Employer Brand Award 2022, Organisation with innovative HR practices

Social CSR
- T2P: Provided lighting and Fans power supply to school via Solar Panel to 1,400 Beneficiaries

- Tower 2 Power, Tower 2 Water. Providing the easier access to clean water and provide the energy to the Primary School for lighting and fan during dry season and evening class. This initiative will benefit to students and nearby community

Governance
- Obtained ISO 45001 Certification (Occupational Health & Safety Management System)

Sustainability Challenges

During our pursuit of Sustainability in Cambodia, we encountered the subsequent obstacles:

- Enhancing familiarity with the ESG framework and delivering pertinent training to all stakeholders

- Enhancing and expanding diversity and inclusion initiatives

- Assessing carbon reduction opportunities

Forward-Looking Statements

OSH in School

- Continuously create a safe environment to avoid any injury in school.
- Introduce basic information on Health & Safety to the students, teachers and other related parties involve with education center.
- Impacts wellbeing in many ways, including physical health, emotional wellbeing, and how to manage stress.

Tower2Community: Disaster Relief
- Will be conducted as needed in collaboration with non-profit organizations or
- Manage internally with voluntary of our own employees.

Climate Action Plan
- Deployment of Low -Cost Structure/ Just Nice Tower (approximately 20% less structure tonnage, approximately 25% carbon emission reduction, approximately 30% decrease in steel usage)
- Research and development collaboration
- students, teachers and other related parties involve with education center.

- Impacts wellbeing in many ways, including physical health, emotional wellbeing, and how to manage stress.
- employees.

Waste Management

- To implement site waste management
- To introduce recycling program and e-waste collection
- To maintain the implementation of Green Office Initiatives
- To obtain single Certificate of ISO 45001 (OHS Management System) in 2023.

Glossary

5R	Right People, Right Skills, Right Job, Right Cost, Right Time
ABAC	Anti-Bribery and Anti-Corruption
ABMS	Anti-Bribery Management Systems
AML	Anti-Money Laundering
BAC	Board Audit Committee
BAKTI	Badan Aksesibilitas Telekomunikasi dan Informasi
BCM	Business Continuity Management
BD	Bangladesh
BIA	Business Impact Analysis
BRAC	Bangladesh Rehabilitation Assistance Committee
BRCC	Board Risk & Compliance Committee
BNRC	Board Nomination and Remuneration Committee
BUET	Bangladesh University of Engineering
BYOD	Bring Your Own Device
B2S	Built-To-Suit
CH_4	Methane
CIPM	Certified Information Privacy Manager
CO	Carbon Monoxide
CoDE	Centre for Design Excellence
CO_2	Carbon dioxide
CSR	Corporate Social Responsibility
CV	Curriculum vitae
DAS	Distributed Antenna Systems
DEI	Diversity, Equity and Inclusion
DICT-UNDP	Department of Information and Communications Technology - United Nations Development Programme
DLP	Data Loss Prevention
DNB	Digital Nasional Berhad
DQ	Developmental quotient
EBITDA	Earnings Before Interest, Taxes, Depreciation, and Amortisation
EQ	Emotional quotient
ERGs	Employee Resource Groups
ERM	Enterprise Risk Management
ESG	Environmental, Social and Governance
EVE	Employee Voluntary Engagement
GAW	Global Atmosphere Watch
GDS	Gifts, Donations and Sponsorships
GHG	Greenhouse Gas

GJ	Gigajoule
GPM	Global Peace Mission
GRC	Governance, Risk and Compliance
GRI	Global Reporting Initiatives
HIRARC	Hazard Identification, Risk Analysis and Risk Control
HR	Human Resources
IACP	Integrity and Anti-Corruption Plan
ID	Indonesia
IQ	Intelligence quotient
ISO	International Organization for Standardization
ITU	International Telecommunication Union
IVS	Intelligent Ventilation System
Jendela	Jalinan Digital Negara
KeTSA	Kementerian Tenaga dan Sumber Asli
kg	kilogramme
KH	Cambodia
kWp	Kilowatt peak
KYC	Know-Your CounterParty
Li-ion	Lithium Ion
LXP	Learning Experience Platform
M&A	Merger and Acquisition
MAB	Malaysian Association for the Blind
MACC	Malaysian Anti-Corruption Commission
MAIWP	Majlis Agama Islam Wilayah Persekutuan
MCMC	Malaysian Communications and Multimedia Commission
MDM	Mobile Device Management
MET	Malaysian Meteorological Department
MFA	Multi-Factor Authentication
MISA	Master Infrastructure Service Agreement
MM	Myanmar
MY	Malaysia
NaaS	Network as a Service
NaPA	Network and Planning Analytics
NACP	National Anti-Corruption Plan
NCSM	National Cancer Society Malaysia
NIST	National Institute of Standards and Technology
NTCs	National Tower Companies
PAM	Privilege Access Management
PATAMI	Profit after Tax and Minority Interests
PH	Philippines

Glossary

PK	Pakistan
PPA	Power Purchase Agreement
PPR	Projek Perumahan Rakyat
RAN	Radio Access Network
RCSA	Risk Control and Self-Assessment
RO	Reverse Osmosis
RPTC	Related Party Transaction Committee
R&C	Risk & Compliance
O&M	Operations and maintenance
OHS	Occupational Health and Safety
SAQ	Site Acquisition

SDGs	Sustainable Development Goals
SL	Sri Lanka
SteerCo	Steering Committee
SCOC	Supplier Code of Conduct
TRCSL	Telecommunications Regulatory Commission of Sri Lanka
UI.EP	Uncompromising Integrity, Exceptional Performance
UNGC	United Nations Global Compact
USF	Universal Service Fund
VRLA	Valve regulated Lead–acid
YBSB	Yayasan Bunda Siti Banun

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