

Innov8tif

ESG Disclosure Report 2025

[Public]



Innov8tif Solutions Sdn. Bhd.
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TERMS & ACRONYMS

Terms & Acronyms	Description
BFSI	Banking, financial services and insurance
CO2-eq	Carbon dioxide equivalent
e-KYC	Electronic Know-Your-Customer
ESG	Environmental, Social, and Governance
GHG	Greenhouse Gas
GHGe	Greenhouse Gas Emissions
Innov8tif	Referring to Innov8tif Solutions Sdn. Bhd.
ISMS	Information Security Management System
SEDG	Simplified ESG Disclosure Guide
We/Us/Our/Company	Referring to Innov8tif

DOCUMENT HISTORY

Version	Date	Remarks	Written By	Approved By
V1.0a	16-Apr-2025	First version	Tiensoon Law	
V1.0b	27-Apr-2025	Peer-reviewed	Tiensoon Law	George Lee

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1. ABOUT THIS REPORT

Innov8tif is a prominent player in the identity assurance sector and one of the largest e-KYC technology providers in Malaysia, serving as a constituent component in the supply chain for the BFSI industry, telecommunication service providers, and large public listed companies. Hence, we are resolutely committed to contributing to a sustainable future. Through steadfast commitment, we seek to enhance the communal social, economic, and environmental framework, underscoring our profound responsibility to the well-being of all.



In line with Innov8tif’s core values, we are taking progressive steps to integrate sustainability as a central part of our governance and everyday business processes. With this, we proudly present Innov8tif’s **second** ESG Disclosure Report, produced for the calendar year 2025, highlighting the group’s sustainability performance in the aspects of environment, social, and corporate governance.

1.1 Reporting Period and Boundary

This Report provides information on Innov8tif’s sustainability performance through our operations in Malaysia – headquarter location where delivery and service fulfilment resources are located and covers the reporting period from 1 Jan 2025 to 31 Dec 2025 (“2025”).

Subsidiaries of Innov8tif group included into disclosure report:

- i. Innov8tif Solutions Sdn. Bhd.
- ii. Xendity Sdn. Bhd.

1.2 Reporting Framework and Standards

We have collected data for this Report in compliance with the Simplified ESG Disclosure Guide (SEDG) promoted by Capital Markets Malaysia.

1.3 Point of Contact

To continuously improve on our sustainability efforts, we welcome and encourage our stakeholders to provide feedback pertaining to this Report or our sustainability practices and initiatives. Comments and questions can be directed to our designated email address at info@innov8tif.com.

2. OUR COMMITMENT TO SUSTAINABILITY

2.1 Our Sustainability Strategy

Our sustainability strategy is fortified by our three (3) Sustainability Pillars, namely:

Sustainability Pillar	Material Sustainability Matters
Environment 	• Greenhouse gas emissions • Energy usage • Water management • Waste management
Social 	• Employee gender and diversity • Employee development and talent retention • Company director gender and diversity • Human and labour rights • Employee welfare • Local communities
Governance 	• Corporate governance and ethics • Privacy and data protection

To demonstrate our commitment towards sustainable development, we have integrated each pillar within our business value chain.

2.2 Corporate Membership and Association

Over the years, Innvo8tif has contributed to the development of economic and innovation sustainability matters individually and collectively via business association. We are a corporate member of the following associations and organisations:

- i. ESG Association of Malaysia (ESGAM)

- ii. Fintech Association of Malaysia (FAOM)
- iii. Persatuan Industri Komputer and Multimedia Malaysia (PIKOM)

2.3 Data Collection and Tracking Mechanism

As a digital-first company, Innov8tif records data concerning material sustainability matters in Digital Centre – Innov8tif’s internal digital workflow platform. This strategy enables Innov8tif to efficiently collect and track ESG data and trends in digital format, promoting enhanced data integrity and visibility.

GHGe data from third-party value-chain is supplied by the respective supplier / vendor.



Figure 2.1: Dashboard of Innov8tif’s ESG Data Collection App

ESG DATA

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Welcome

Reports

Entry: Environmental Data

Energy - Monthly Purchased Electricity

Energy - Monthly Fuel Consumption by Company Owned or Leased Vehicles

Water - Monthly Purchased Water

GHG - Monthly Emissions from CSP

Waste - Classified from Disposal

Survey - Employee Commuting

Entry - Social Data

Manage Master Data

Home

Entry: Environmental Data

Energy - Monthly Purchased Electricity

Year

2024

Month

Dec

ENV - Consumption: Purchased Electricity

Electricity Consumed (kWh)

4056.41

Particular Malaysia Energy Commission 2021 Grid EF @ 0.758 kgCO₂e/kWh

3074.7588

GHG Emissions (kg)

3.0748

GHG Emissions (metric tonnes)

3.0748

Supporting Document

Innov8tif_Wisma Conlay_Electricity BG 202412.pdf

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ENV - Reduction: Electricity

Electricity Reduced (kWh)

0.0000

GHG Emission Reduced (kg)

0.0000

GHG Emission Reduced (metric tonnes)

0.0000

Supporting Document

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Innov8tif ESG Data Collection App. Powered by Jigget DX.

Figure 2.2: Digitally Recorded Data Promotes Auditability

3. ENVIRONMENT

3.1 Greenhouse Gas Emissions

Scope	Total GHGe (metric tonnes)			Contributing Source(s)
	Year 2025	Year 2024	Change	
Scope 1 GHGe	0.00	4.4416	-100%	N/A
Scope 2 GHGe	48.916	49.8917	-1.96%	Electricity consumption of Innov8tif's office
Scope 3 GHGe	199.106	20.7228	860.81%	Energy consumed from the use of cloud services (tracked by respective cloud service providers)

3.1.1 Explanatory Notes

There is a huge year-on-year increase in Scope 3 GHGe tracked, due to expansion of scope of data tracking on cloud compute services consumption, accounted for all cloud compute accounts for all environments supporting the business of Innov8tif – production, demo, development, and disaster recovery.

3.1.2 Limitation on Tracking of Scope 3 GHGe

In 2025, Innov8tif had only incorporated CO₂-eq emissions from the consumption of cloud services into the Scope 3 GHGe. While cloud services consumption is not the only component in Innov8tif's third party value-chain, but as a software technology company, this GHGe source is certainly one of the most impactful and significant to Innov8tif's Scope 3

GHGe. As part of our commitment to continuous improvement, Innov8tif will review our data collection methodology to feasibly capture and incorporate emission data from other relevant contributing sources.

3.2 Energy Usage

Indicator	kWh
Total electricity purchased	64,533.00

3.3 Water Management

Indicator	ℓ
Total treated water purchased	169,716

3.4 Waste Management

Indicator	Metric Tonnes
Total non-hazardous waste diverted from disposal	0.164 (diverted to recycling centre)

4. SOCIAL

4.1 Gender and Diversity

4.1.1 Gender

Gender	Employees (%)	Company Directors (%)
Male	60.9	80
Female	39.1	20

4.1.2 Age Group

Age Group	Employees (%)	Company Directors (%)
18-25	4.35	
26-33	50.72	
34-40	17.39	
41-50	21.74	60
51-60	4.35	20
>= 61	1.45	20

4.2 Employee Development and Talent Retention

Indicator	Measurement
Average hours of training per employee	8.5
Turnover rate	5.5%

4.3 Human and Labour Rights

Indicator	Measurement
Number of child labour incidents, if any	0
Number of forced labour incidents, if any	0

Operations and suppliers with significant risk of child labour	0
Number of occupational health and safety incident	0

4.4 Employee Welfare

Indicator	Measurement
Number of official working days per week	5
Minimum number of days of annual leave entitled	14
Special paid leave entitled	● Employee's first marriage ● Birth of employee's child ○ Paternity ○ Maternity ● Marriage of employee's child ● Death of a member of the employee's immediate family ● Sick leave
Employee benefits	● Hospitalisation insurance ● Personal accident insurance ● Outpatient medical expense claim ● Allowances (details defined in HR Handbook) ● Long service award ● Flexible benefits (to promote wellness and mental health)

5. GOVERNANCE

5.1 Corporate Governance and Ethics

Indicator	Measurement
Anti-bribery and corruption	✓
Number of confirmed incidents of corruption, if any	0
Risk management	Managed in Risk Register as per ISO 27001:2022 requirements

5.2 Privacy and Data Protection

Indicator	Measurement
Standards on information security and controls	Certified: • ISO 27001:2022 • ISO 27002:2022
Number of customer data privacy complaints, if any	0