Innov8tif

ESG Disclosure Report 2024

[Public]







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
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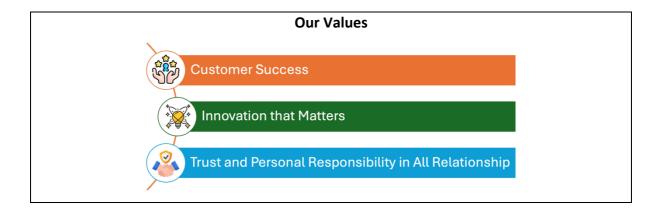


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ABOUT THIS REPORT

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 **first** ESG Disclosure Report, produced for the calendar year 2024, 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 2024 to 31 Dec 2024 ("2024"). Information from previous years is not available for comparative purpose, as this 2024 is the first ESG disclosure and reporting period of Innov8tif group.



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	
S	Energy usage	
(55)	Water management	
	Waste management	
Social	Employee gender and diversity	
12.A	Employee development and talent retention	
	Company director gender and diversity	
12	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



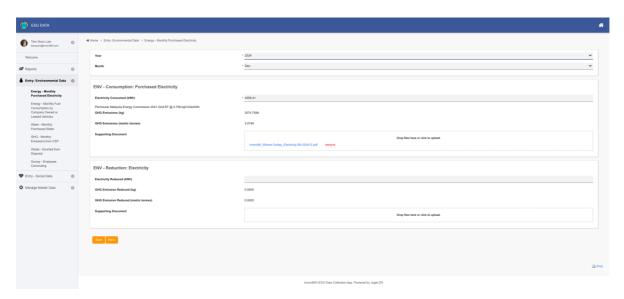


Figure 2.2: Digitally Recorded Data Promotes Auditability



3. ENVIRONMENT

3.1 Greenhouse Gas Emissions

Scope	Total GHGe (metric tonnes)	Contributing Source(s)
Scope 1 GHGe	4.4416	Fuel consumption of company-
		leased vehicles
Scope 2 GHGe	49.8917	Electricity consumption of
		Innov8tif's office
Scope 3 GHGe	20.7228	Energy consumed from the use
		of cloud services (tracked by
		respective cloud service
		providers)

3.1.1 Efforts to Reduce GHGe

- By the end of June-2024, Innov8tif terminated deployment of company-leased vehicles. Which effectively eliminated Scope 1 GHGe from July-2024 and onwards.
- ii. When equivalent options are available, Innov8tif will incorporate energy usage efficiency of a cloud service provider's availability zone as part of an informed decision-making process, in cloud architecture strategy.

3.1.2 Limitation on Tracking of Scope 3 GHGe

In 2024, 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	65,820.08

3.3 Water Management

Indicator	e
Total treated water purchased	175,045

3.4 Waste Management

Indicator	Metric Tonnes
Total non-hazardous waste diverted from	0.1038 (diverted to recycling centre)
disposal	
Total hazardous waste diverted from	0.032 (diverted to DOE Malaysia licensed e-
disposal	waste recovery centre)



4. SOCIAL

4.1 Gender and Diversity

4.1.1 Gender

Gender	Employees (%)	Company Directors (%)
Male	71	80
Female	29	20

4.1.2 Age Group

Age Group	Employees (%)	Company Directors (%)
18-25	15.58	
26-33	49.35	
34-40	15.58	
41-50	14.29	60
51-60	3.9	20
>= 61	1.3	20

4.2 Employee Development and Talent Retention

Indicator	Measurement
Average hours of training per employee	4.93
Turnover rate	14.08%

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	0
risk of child labour	
Number of occupational health and safety	0
incident	

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
	o 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

4.5 Local Communities

Beneficiary	Date	Campaign	Contribution
Organisation			



MERCY Malaysia	30-Sep-2024	Innov8tif's Earth	RM5,000.00
		August Campaign	
			<u>Details</u>



5. GOVERNANCE

5.1 Corporate Governance and Ethics

Indicator	Measurement
Anti-bribery and corruption	✓
Number of confirmed incidents of	0
corruption, if any	
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	Certified:
controls	• ISO 27001:2022
	• ISO 27002:2022
Number of customer data privacy	0
complaints, if any	