

Performance Data Table

(Additional and Historical ESG Performances)

| Indicator | Sub Category | Unit/Type | 2021 | 2022 | 2023 |
|---|--------------|-----------------------------------|------------|------------|------------|
| Environment | | | | | |
| Energy Consumption | | | | | |
| Total energy consumption | | GWh | 338.7 | 442.32 | 913.86 |
| Direct energy consumption from fuel (Total) | | GWh | 40.18 | 59.45 | 200.17 |
| Network | | GWh | 35.45 | 54.64 | 199.52 |
| Fleet | | GWh | 4.72 | 4.78 | 0.61 |
| Buildings | | GWh | 0.02 | 0.03 | 0.04 |
| Indirect energy consumption from grid and green electricity (Total) | | GWh | 297.21 | 379.25 | 709.9 |
| Network | | GWh | 292.22 | 373.4 | 699.99 |
| Buildings | | GWh | 4.99 | 5.85 | 9.91 |
| Indirect energy consumption from value chain (Total) | | GWh | 1.3 | 3.55 | 0.37 |
| Employee business travel (Land travel) | | GWh | 1.3 | 3.55 | 0.37 |
| Energy use per customer | | KWh/customer | 33.25 | 36.83 | 44.47 |
| Solar power generated (Network) | | GWh | 0.01 | 0.07 | 3.42 |
| Carbon Emissions | | | | | |
| Total carbon emissions | | tonnes CO ₂ e | 217,438.31 | 279,777.76 | 521,792.25 |
| Total Scope 1 emissions | | tonnes CO ₂ e | 10,821.54 | 16,005.75 | 53,670.04 |
| Network | | tonnes CO ₂ e | 9,522.80 | 14,722.20 | 53,499.13 |
| Fleet | | tonnes CO ₂ e | 1,264.70 | 1,275.70 | 161.3 |
| Buildings | | tonnes CO ₂ e | 4.04 | 7.85 | 9.61 |
| Total Scope 2 emissions | | tonnes CO ₂ e | 206,284.48 | 262,926.98 | 467,840.18 |
| Network | | tonnes CO ₂ e | 202,599.64 | 258,569.08 | 460,796.32 |
| Buildings | | tonnes CO ₂ e | 3,684.84 | 4,357.91 | 7,043.86 |
| Total Scope 3 emissions | | tonnes CO ₂ e | 332.79 | 845.03 | 282.03 |
| Air travel for business | | tonnes CO ₂ e | 24.85 | 173.01 | - |
| Land travel for business | | tonnes CO ₂ e | 307.94 | 672.02 | 282.03 |
| Carbon emissions per customer | | tonnes CO ₂ e/customer | 0.021 | 0.024 | 0.025 |
| Carbon intensity per data usage | | tonnes CO ₂ e/terabyte | 0.10 | 0.11 | 0.09 |
| Water Consumption | | | | | |
| Total water consumption | | m ³ | 68,435 | 103,388 | 151,283.89 |
| Waste Management | | | | | |
| General Waste Collected | | tonnes | 148 | 76 | 663.99 |
| General Waste Recycled | | tonnes | 1.7 | 1.8 | 21.75 |
| E-Waste Collected | | tonnes | 162 | 248 | 237.79 |
| E-Waste Recycled | | tonnes | 162 | 245 | 47.56 |
| Waste generated per employee | | kg/employee | 103 | 51 | 182 |

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| Social | | | | | |
| Employee Statistics | | | | | |
| Total Employees | | count | 1,436 | 3,818 | 3,655 |
| Employees Type | Permanent | count | 1,417 | 3,731 | 3,527 |
| | Contract | | 19 | 87 | 128 |
| Gender | Male | count | 718 | 1,991 | 1,900 |
| | Female | count | 718 | 1,827 | 1,755 |
| Ethnicity | Malay | count | 461 | 2,352 | 2,264 |
| | Chinese | count | 714 | 993 | 924 |
| | Indian | count | 208 | 298 | 281 |
| | Others | count | 53 | 175 | 186 |
| Age Group | <30 | count | 187 | 258 | 193 |
| | 30 to 50 | count | 1,095 | 2,897 | 2,687 |
| | >50 | count | 154 | 663 | 775 |
| Category | CelcomDigi Management (CXOs) | count | 8 | 12 | 12 |
| | CelcomDigi Leadership (Top 100 Leaders) | count | 172 | 105 | 101 |
| | CelcomDigi Employees (Executive & Non-Executive) | count | 1,256 | 3,701 | 3,542 |
| Percentage of employees under bargaining agreements | | % | 30 | NA | 2 |
| New Hires | Male | count | 88 | 196 | 40 |
| | Female | count | 78 | 126 | 33 |
| Employee Turnover Rate | Male | % | 8 | 10 | 8 |
| | Female | % | 7 | 7 | 7 |
| Employee Learning | Total learning hours | hours | 72,800.25 | 68,672.87 | 65,404 |
| | Average learning hours per employee | hours | 52.6 | 50 | 14.1 |
| | Training on health and safety standards | hours | 2,411 | 1,822 | 6,967 |
| Parental Leave | Male | count | - | - | 177 |
| | Female | count | - | - | 54 |
| Women in Leadership | CelcomDigi Leadership (Top 100 Leaders) | % | - | 39 | 41 |
| Health & Safety | Work-related fatalities | count | 0 | 0 | 0 |
| | Lost time injury frequency (LTIF) rate | count/million hours | 0 | 0 | 0.14 |

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| Governance | | | | | |
| Anti-corruption | | | | | |
| Material Cases of Corruption | | count | 0 | 0 | 0 |
| Data Privacy and Security | | | | | |
| Substantiated complaints concerning breaches of customer privacy and losses of customer data | | count | 0 | 0 | 0 |
| Supply Chain Sustainability | | | | | |
| Total number of suppliers who have signed the Agreement of Responsible Business Conduct (ABC) | | count | 2,090 | 2,245 | 2,487 |
| New suppliers who have signed the ABC | | count | 179 | 155 | 242 |
| Inspections conducted | | count | 510 | 512 | 805 |
| Incidents of major non-compliance | | count | 16 | 11 | 17 |
| Incidents of minor non-compliance | | count | 45 | 65 | 84 |
| Contractors suspended <6 months | | count | 0 | 0 | 1 |
| Contractors terminated | | count | 2 | 0 | 0 |
| Supplier training | | hours | 5,635 | 16,691 | 23,478 |

Notes:

- Due to changes in reporting boundaries and methodologies post-merger, FY2023 data should not be read in comparison to previous years, unless otherwise stated
- Lost time injury frequency rate denotes the number of lost time injuries in the reporting period x 1,000,000 / Total worked hours (based on 9 working hours x actual working days in the year)
- Employee statistics (except for employee learning) includes permanent and contract employees, under active employment as of 31 December 2023. Employee learning includes permanent, contract, and outsourced employees
- Air travel for business emissions have been excluded in 2023 due to on-going harmonisation of reporting boundaries and methodologies
- Energy consumption and carbon emissions EF (emission factor) references - Scope 1: DEFRA UK GHG Conversion Factors 2023 | Scope 2: Grid Emission Factors Malaysia 2021 | Scope 3: DEFRA UK GHG Conversion Factors 2023
- Water consumption and waste management - Read more about the reporting boundaries under Natural Capital: Managing our environmental impact positively