

Data In Numbers

Aspect	Indicator	Detail	Unit	Celcom	XL	Dialog	Robi	Smart	Ncell	edotco	CC	Overall	
Market Presence	202-1	Ratios of standard entry level wage vs local min wage	Male	2.01:1.0	1.4:1.0	1.7:1.0	3.4:1.0	1.0:1.0	2.2:1.0	2.5:1.0	2.5:1.0	1.3:1.0	
			Female	2.01:1.0	1.4:1.0	1.7:1.0	3.4:1.0	1.0:1.0	1.8:1.0	2.5:1.0	2.5:1.0	1.3:1.0	
	202-2	Local Senior Management* ¹	%	83%	80%	90%	78%	36%	22%	80%	60%	66%	
Procurement Practices	204-1	Spending on local suppliers* ²	%	19%	96%	45%	52%	32%	63%	82%	50%	55%	
		Spending on foreign suppliers	%	81%	4%	55%	48%	68%	37%	18%	50%	45%	
Energy	302-1	Direct energy consumption	GJ	217,163.83	144,958.57	73,135.29	89,705.06	80,378.08	46,553.54	885,593.61	-	1,537,487.99	
		Indirect energy consumption	GJ	301,080.37	2,799,170.50	634,083.31	723,676.11	350,933.29	256,640.01	1,834,066.24	1,514.00	6,901,163.83	
Emissions	305-1	Scope 1 GHG emissions*	Tonnes CO ₂ e	14,515.59	9,669.54	4,888.80	5,942.74	5,371.77	3,098.34	59,061.41	-	102,548.19	
	305-2	Scope 2 GHG emissions	Tonnes CO ₂ e	56,062.76	599,587.45	123,793.58	128,791.23	60,970.76	216.85	306,936.68	281.86	1,276,641.18	
Employment	401-1	Employees by gender	Male	1,319	1,110	2,107	1,189	524	413	1,047	168	7,877	
			Female	1,125	484	626	182	299	132	267	149	3,264	
			Total employees	2,444	1,594	2,733	1,371	823	545	1,314	317	11,141	
			Women in Leadership positions	%	22%	33%	30%	0%	0%	2%	30%	22%	18%
		401-1	Joining the group (by gender category)	Male	62	48	70	135	66	15	97	64	557
				Female	34	35	47	41	39	3	43	27	269
		401-1	Joining the Group (by age category)	< 30 years old	34	38	83	129	83	11	43	37	458
				31-49 years old	55	43	30	46	22	5	80	47	328
				> 50 years old	7	2	4	1	0	2	17	7	40
Health & Safety	403-1	H&S representation	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
	403-2	Injuries (workforce)	Number	3	1	6	0	0	0	1	0	11	
		Fatalities	Number	0	0	0	0	0	0	1	0	1	
		403-2	Lost Day Rate	LTIFR	0.48	0.18	0.55	0	0	0	0.24	0	n/a
Training	404-1	Average training hours per year per employee (by gender category)	Male	2.7	25.3	30.9	43.0	30.0	20.1	15.5	8.5	22.0	
			Female	2.9	26.4	39.0	42.0	28.2	14.8	16.7	7.1	22.1	
		Average training hours per year per employee (by employee category)	Senior Management	83.1	23.1	12.8	39.0	50.4	15.1	22.2	18.1	33.0	
			Mid Management	1.6	29.5	45.0	41.0	31.5	17.1	23.2	6.9	24.5	
			Executive	2.7	35.3	33.0	44.0	24.9	18.9	10.6	13.8	22.9	
		404-1	Non-executive	3.8	24.2	26.7	n/a ³	29.7	19.8	1.9	4.0	15.7	
		404-3	Percentage of employees receiving regular performance and career development* ⁴	%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Diversity	405-1	Staff diversity (by age category)	< 30 years old	197	250	780	406	449	28	178	62	2350	
			30-50 years old	1872	1,267	1,854	935	363	506	916	188	7901	
			> 50 years old	375	77	99	30	11	11	220	67	890	

Note:
¹ Senior Management is defined as CEO and CEO-1. Local country refers to citizens of respective OpCo country

² Local percentage considers weightage given to local participation in ownership, management, employment, and extent of value added locally as defined by Axiata Procurement Centre

³ Robi's employee profile in 2020 excludes non-executive level employees

⁴ Total employees receiving performance review includes an average of employees by gender as well as employee category

^{*} KPMG Malaysia provided Limited Assurance on the Selected Sustainability Indicators. In relation to the previous year assurance activities, Scope 2 GHG and Average training hours have been excluded from the boundary of the limited assurance. However, KPMG Malaysia finds that Axiata has notable enhancement in ensuring accuracy of its data. In relation to Scope 2 GHG, KPMG observed enhancement in data collection process with adoption of third-party online database, establishment of specific team responsible to monitor energy consumption at Axiata. In relation to Average training hours, KPMG observed improved accuracy of training hours, where Axiata exclude break period from the sessions, newly introduced training reward programme for employees completing over 60 hours of training for the year, and introduction of mandatory training programme for all OpCos to standardise and improve understanding of Axiata's operations (e.g. data privacy and anti-bribery training sessions).