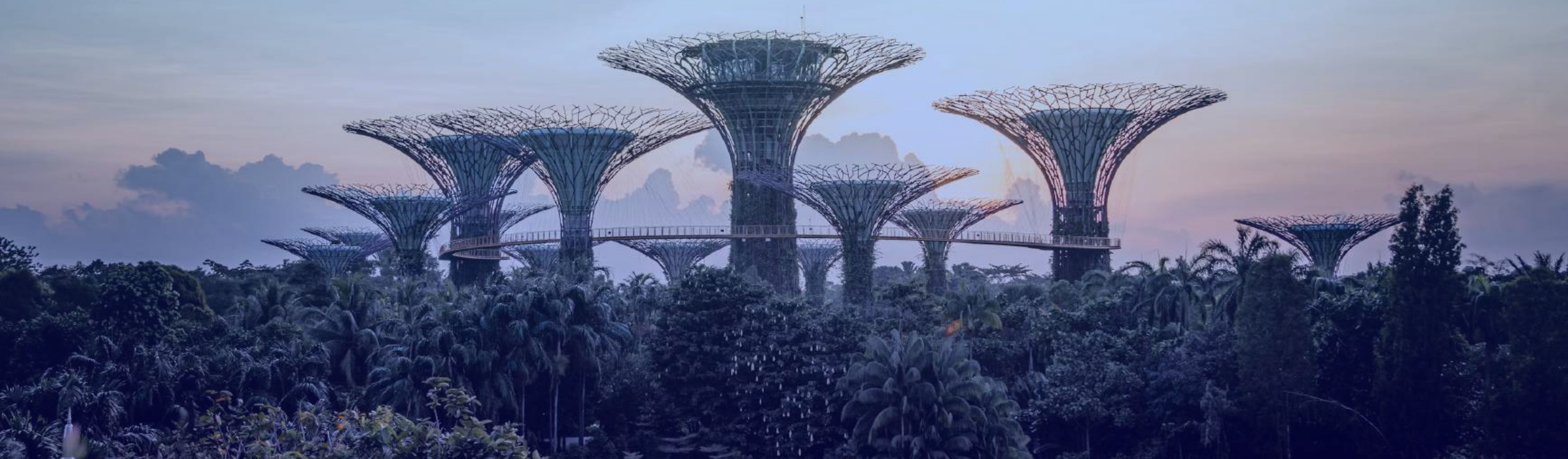


Sustainability Report

Year of Assessment: 2025





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Letter from our CEO

Dear stakeholders,

It is with great pride that I present AWECreation's inaugural Sustainability Report — a significant step in our ongoing journey as a trusted cybersecurity partner.

Founded in 2013, AWECreation began as a boutique cybersecurity consultancy. Over the past decade, we have grown steadily and solidly into a comprehensive cybersecurity service provider — supporting clients across government, commercial, and non-profit sectors with a full suite of consulting, implementation, and managed services.

Our evolution has been grounded in a single belief: that security is not just technical — it is ethical, human-centred, and long-term.

This report reflects our conviction that sustainability and cybersecurity are deeply interconnected. In a world where digital threats are escalating, and trust is more valuable than ever, our responsibility extends beyond defending systems. It includes protecting people, enabling responsible innovation, and contributing to a safer, fairer, and more sustainable digital society.

In 2024, we began formalising our approach to Environmental, Social, and Governance (ESG) practices. Among our key initiatives:

- We implemented stronger governance protocols around data privacy, ethical conduct, and business continuity.
- We deepened our investment in people — through inclusive hiring, upskilling, and fostering a culture of care and collaboration.
- We introduced sustainable practices across our operations — from reducing energy use in our hybrid work model to responsibly managing e-waste and sourcing from green-certified vendors.

While we are proud of these early steps, we view this as the foundation, not the finish line. Sustainability is a continuous process — and one we approach with humility, curiosity, and commitment. As a homegrown SME in Singapore, we are aligned with national goals such as the Smart Nation initiative and the Singapore Green Plan 2030, and we recognise our role in contributing meaningfully to these shared visions.

To our clients, partners, employees, and community: thank you. Your trust, collaboration, and support inspire us to deliver secure solutions with purpose and integrity.

Together, we look forward to building a future that is not only cyber-resilient — but sustainable by design.

With gratitude and determination,

Michael Tan.
Managing Director | AWECreation Pte. Ltd.



Company Overview



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In an era where digital threats are more pervasive than ever, AWECreation stands as a trusted partner in cybersecurity, dedicated to fortifying IT infrastructure with reliability and precision.

Based in Singapore, we specialise in Automated Cybersecurity and Infrastructure Solutions that help organisations safeguard their digital assets. We understand that every digital interaction carries both the potential for innovation and the risk of vulnerability.

We exist to empower enterprises with cutting-edge, tailored cybersecurity solutions, ensuring their digital transformation journeys remain resilient and future-ready.

Core Business Solutions



Cloud Services

Automate, collaborate, from anywhere and with no downtime.



Backup & Disaster Recovery

Clients never worry about losing their data and business assets.



Cyber Security

We protect businesses from hackers and attacks even while you sleep.



IT Infrastructure

We support our clients' businesses with world-class servers and networking infrastructure, designed for reliability, scalability, and value.

Our Vision



Pioneering a secure digital future through innovative cybersecurity excellence.

Our Mission



Providing cutting-edge IT infrastructure and cybersecurity solutions for proactive protection.

Our Advantage



Client-Centric Philosophy

With the intention to partner long-term, we take pride to understand clients' needs and to educate users.

Experienced Global Team

Deep knowledge of business requirements and IT, able to implement solutions for companies working locally and globally.

Full Implementation & Monitoring

Our end-to-end services ensure seamless device performance even well beyond implementation.

Digital Business Advantage

By harnessing appropriate technology, we help you achieve your goals without breaking the bank.



Trusted by Industry Leaders

Our clients are at the centre of everything we do. At AWECreation, we see every engagement not just as a service delivery, but as a long-term partnership built on trust, resilience, and shared growth. We are privileged to serve a diverse portfolio of high-calibre organisations in Singapore — leaders in their respective industries who set the benchmark for operational excellence and digital resilience.

We also extend our impact internationally, with strong footprints in Malaysia and across Southeast Asia. Supporting such ambitious enterprises inspires us to deliver solutions that are not only secure and reliable, but also scalable, enabling our clients to thrive in an increasingly interconnected region.



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How We Create Value

We empower businesses through secure, resilient digital environments. Over the years, we've grown steadily by building trusted relationships, embracing innovation, and contributing to Singapore's digital landscape. We recognise that our long-term success depends not only on technology, but on the value we create for all our stakeholders — clients, employees, partners, and society.

What we depend on

Relationships and Resources we rely on to deliver our services and grow sustainably:

- People: a skilled, motivated, and diverse team, aligned with our values;
- Clients: long-term relationships built on trust, co-creation, and mutual growth;
- Strategic Vendors & Solution Partners: a robust ecosystem of cybersecurity and IT solution providers — from global technology platforms to specialised local partners — that enhance our ability to innovate and scale;
- Reputation: our credibility in Singapore and in the global cybersecurity community;
- Ecosystem Support: guidance and programmes from agencies such as IMDA (Infocomm Media Development Authority) and CSA (Cyber Security Agency) that accelerate innovation and compliance.

Shared value created

Our work creates meaningful value across the digital ecosystem:

- Resilient and secure operations: clients gain enhanced protection, compliance, and confidence in navigating the digital landscape;
- Empowered teams: employees develop skills, purpose, and experience through tackling real-world cybersecurity challenges;
- Collaborative innovation: partners benefit from scalable, co-created solutions that leverage leading technology platforms;
- Stronger and safer digital society: contributions support broader industry and governmental goals for national cybersecurity maturity and trust.
- Sustainable practices: through remote work, cloud efficiency, e-waste management, and green procurement, we minimise environmental impact.



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Stakeholder Map

We recognise that our impact extends beyond our immediate operations. Our success relies on strong relationships with the people and groups who interact with or are affected by our business.

The Stakeholder Map below summarises the key groups we engage with, why they are important to us, and how we maintain meaningful engagement with each.

Groups	Importance	How We Engage
Clients	Rely on us to safeguard their digital assets and business continuity.	Deliver tailored cybersecurity and IT infrastructure solutions and regular support.
Employees	Drive our innovation, service quality, and long-term growth.	Provide training, career development, and a supportive workplace.
Partners	Enhance our capabilities and extend our ecosystem.	Collaborate on technology, infrastructure, and service delivery.
Regulators	Set the standards for cybersecurity, data privacy, and compliance.	Ensure adherence to legal and industry requirements; keep open communication.
Community & Environment	Represent the broader impact of our business operations.	Promote responsible resource use and contribute to digital resilience in society.



Our Ecosystem of Partners

Collaboration is central to AWECreation's growth and innovation. We work closely with technology providers, service partners, and industry peers to extend our capabilities and deliver greater value to clients.

Firewall	Network	Connectivity	Servers	Backup	Cloud
 	 a Hewlett Packard Enterprise company Simply Better Wireless. 	 a Hewlett Packard Enterprise company Simply Better Wireless. 	 	 	

At the heart of these collaborations is **Towards Cloud**, our fully automated, all-in-one monitoring, management, and reporting platform. Developed in-house, Towards Cloud enables seamless integration, real-time visibility, and enhanced resilience, allowing both our clients and partners to benefit from smarter, more efficient, and scalable cybersecurity solutions.

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SUSTAINABILITY STRATEGY





Our Approach to ESG



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At AWECreation, we view sustainability not as a separate effort, but as an integral part of how we build secure digital solutions for a better future. Our Environmental, Social, and Governance (ESG) strategy is guided by the United Nations Sustainable Development Goals (SDGs), helping us align innovation with impact and responsibility.

While we are a digital-first company, we recognise the environmental footprint of technology. That's why we are committed to reducing energy consumption across our operations, using green cloud providers, minimising e-waste, and adopting responsible procurement practices. Our goal is to contribute meaningfully to climate action and resource efficiency within the tech sector.

We invest in people — through inclusive hiring, ongoing staff development, and partnerships that promote digital literacy in underserved communities. By embedding privacy, human rights, and cybersecurity protections directly into our products, we ensure our technology empowers users while safeguarding their digital rights. Internally, we uphold strong governance, transparency, and ethical standards as we scale our impact.

Our initiatives are grouped into seven focus areas:



Partnerships and Education:

- Partner with IMDA to deliver cyber education and awareness programmes for SMEs;
- Establish internal upskilling policies and defined learning pathways for staff.



Inclusive and Fair Employment:

- Ensure inclusive hiring practices for technology roles, with clear onboarding and offboarding procedures, performance incentives, and related policies;
- Fair wage policies and safe working conditions in line with bizSAFE standards;
- Flexible remote and hybrid work arrangements to enhance employee wellbeing.



Sustainable and Resilient Technology:

- Green hosting and cloud providers, energy-efficient firewalls, and efficient coding practices;
- Develop products and services that enhance cyber resilience for vulnerable SMEs;
- Align cybersecurity solutions with recognised international standards.



Sustainable Operations:

- Sustainable procurement for IT hardware and software;
- Recycling and responsible disposal of e-waste.



Climate Action:

- Monitor digital carbon footprint and cloud energy usage;
- Commit to achieving net-zero emissions targets;
- Adopt digital-first policies.



Ethics and Responsibility:

- Ethical business practices and strict anti-corruption compliance;
- Embed privacy and cybersecurity by design in all products;
- Contribute to public safety by protecting critical infrastructure.



Collaboration and Advocacy:

- Collaborate with public institutions on national digital trust initiatives;
- Participate in industry working groups.



Our Sustainability Framework and UN's SDGs



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AWECreation's sustainability framework is guided by the principle that technology should enable progress while protecting people, the planet, and prosperity. Our strategy aligns with the United Nations Sustainable Development Goals (SDGs) and is integrated into our business model, ensuring that sustainability is embedded in how we innovate, operate, and collaborate.

We aim to deliver measurable positive impacts, strengthening digital resilience, advancing inclusivity in the tech sector, minimising our environmental footprint, and fostering ethical and secure digital ecosystems. This approach ensures our sustainability commitments remain relevant to our industry, stakeholders, and the communities we serve.

The SDGs serve as a compass for our sustainability actions, helping us prioritise initiatives that combine business value with social and environmental impact. By aligning our day-to-day operations and long-term strategy with these global objectives, we ensure our work contributes to a more inclusive, resilient, and sustainable future.

AWECreation's Sustainability Framework

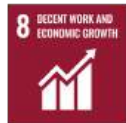
Our initiatives support eight UN SDGs, driving positive change through technology, people, and partnerships



- ▶ Partner with IMDA to deliver cyber education and awareness programmes for SMEs.
- ▶ Establish internal upskilling policies and defined learning pathways for staff.



- ▶ Ensure inclusive hiring practices for technology roles, with clear onboarding and offboarding procedures, performance incentives, and related policies.



- ▶ Fair wage policies and safe working conditions in line with bizSAFE standards.
- ▶ Flexible remote and hybrid work arrangements to enhance employee wellbeing.



- ▶ Green hosting and cloud providers, energy-efficient firewalls, and efficient coding practices.
- ▶ Develop products and services that enhance cyber resilience for vulnerable SMEs.
- ▶ Align cybersecurity solutions with recognised international standards.



- ▶ Sustainable procurement for IT hardware and software.
- ▶ Recycling and responsible disposal of e-waste.
- ▶ Monitor digital carbon footprint and cloud energy usage.



- ▶ Commit to achieving net-zero emissions targets.
- ▶ Adopt digital-first policies.



- ▶ Ethical business practices and strict anti-corruption compliance.
- ▶ Embed privacy and cybersecurity by design in all products.
- ▶ Contribute to public safety by protecting critical infrastructure.



- ▶ Collaborate with public institutions on national digital trust initiatives.
- ▶ Participate in industry working groups.



Alignment with the Singapore Green Plan 2030



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In addition to supporting global sustainability goals, AWECreation recognises the importance of contributing to Singapore’s national sustainability agenda. The Singapore Green Plan 2030 outlines ambitious targets in areas such as energy efficiency, resource sustainability, and climate resilience. As a Singapore-based technology company, we are committed to aligning our practices with these priorities in ways that are practical and meaningful for our operations.

Energy-efficient IT operations

Optimising servers, networking equipment, and cloud solutions to reduce energy consumption and carbon intensity.

Responsible e-waste management

Implementing sustainable hardware lifecycle practices, including recycling and green procurement.

Remote work and digital-first solutions

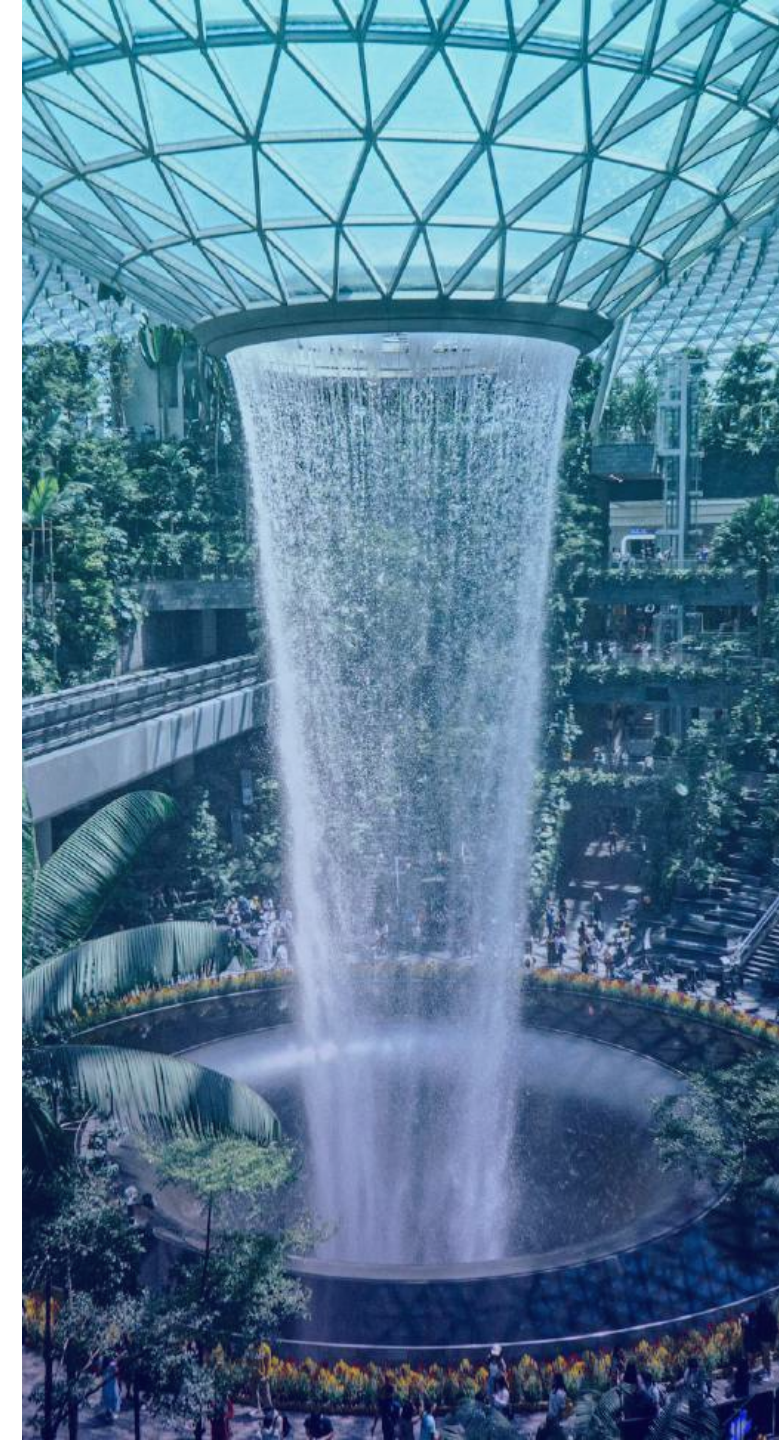
Minimising commuting and office energy use while enabling resilient and secure digital operations.

Support for a trusted digital economy

Enhancing cybersecurity and digital resilience contributes to sustainable economic growth and national digital trust initiatives.

To demonstrate our commitment to Singapore’s Green Plan 2030, AWECreation has set measurable sustainability goals across key operational areas:

- ▶ **Energy Efficiency:** improve energy performance of IT infrastructure by 30% vs. 2024 baseline;
- ▶ **Resource Sustainability:** ensure 80% of end-of-life hardware is responsibly recycled or repurposed;
- ▶ **Green Procurement:** source 90% of IT equipment from green-certified suppliers;
- ▶ **Workplace Sustainability:** enable 100% of employees for remote or hybrid work;
- ▶ **Digital Resilience:** lead or support at least 3 industry or community initiatives annually to strengthen Singapore’s digital trust and cybersecurity maturity.





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Our Key Material Topics

At AWECreation, we recognise that sustainability is not one-size-fits-all. As a cybersecurity and IT infrastructure company, our most material topics are those that directly influence the trust of our stakeholders, the resilience of our business, and the wider impact of our operations.

In developing this report, we considered:

- Stakeholder expectations: from clients, employees, and partners who rely on us;
- Business priorities: areas most critical to our growth, risk management, and long-term competitiveness;
- Industry context: issues shaping the cybersecurity and technology sector.

Topic	Why It Matters	Our Approach
Cybersecurity & Data Privacy	Core to our business and central to client trust.	Delivering automated, tailored solutions; continued monitoring and innovation.
Business Ethics & Compliance	Integrity is vital in building lasting relationships.	Zero-tolerance policy on corruption; we follow local and international regulations.
Workforce Development	Skilled, motivated teams are essential in cybersecurity.	Ongoing training, fair employment practices, safe and supportive workplace.
Sustainable IT Infrastructure	IT hardware has energy and resource footprints.	Energy-efficient servers and networking equipment for reliability and value.
Business Continuity & Resilience	Stakeholders rely on uninterrupted services.	Disaster recovery, robust infrastructure, and proactive risk management.



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Greenhouse Gas (GHG) Emissions Profile

As part of our commitment to transparency, we have mapped our carbon emissions across key activities, categorised by scope, and calculated them using standardised methodologies. The following table outlines the activities assessed, the corresponding scope classification, the inputs and assumptions applied, and the resulting calculated emissions. Inputs reflect available measured data where possible, while assumptions are applied in cases where direct measurement is not feasible. All calculations follow best-practice methodologies, with emission factors aligned to GHG Protocol sources or equivalent national databases.

Activity	Scope	Inputs & Assumptions	2024 Emissions (kg CO ₂ /year)
Office electricity consumption	2	Approx. 300 kWh/month usage	1,464
Monthly trips (SG to KL)	3	340 km round trip, once/month, by bus	408
International air travel	3	Assumed 1.5 tonnes CO ₂ e per flight 4x per year	3,168
Employee commuting	3	10 km round trip, 20 workdays, 5 staff (5 staff, MRT/bus)	1,200
Cloud server usage	3	5 users, 4 hours/day × 20 days	60
Purchased goods and services	3	Based on general office spending	1,440
Office paper use	3	Minimal e-waste considered	60
Client events and meetings	3	Travel, catering, and materials (every 2 months)	360

Total Emissions of 8,160

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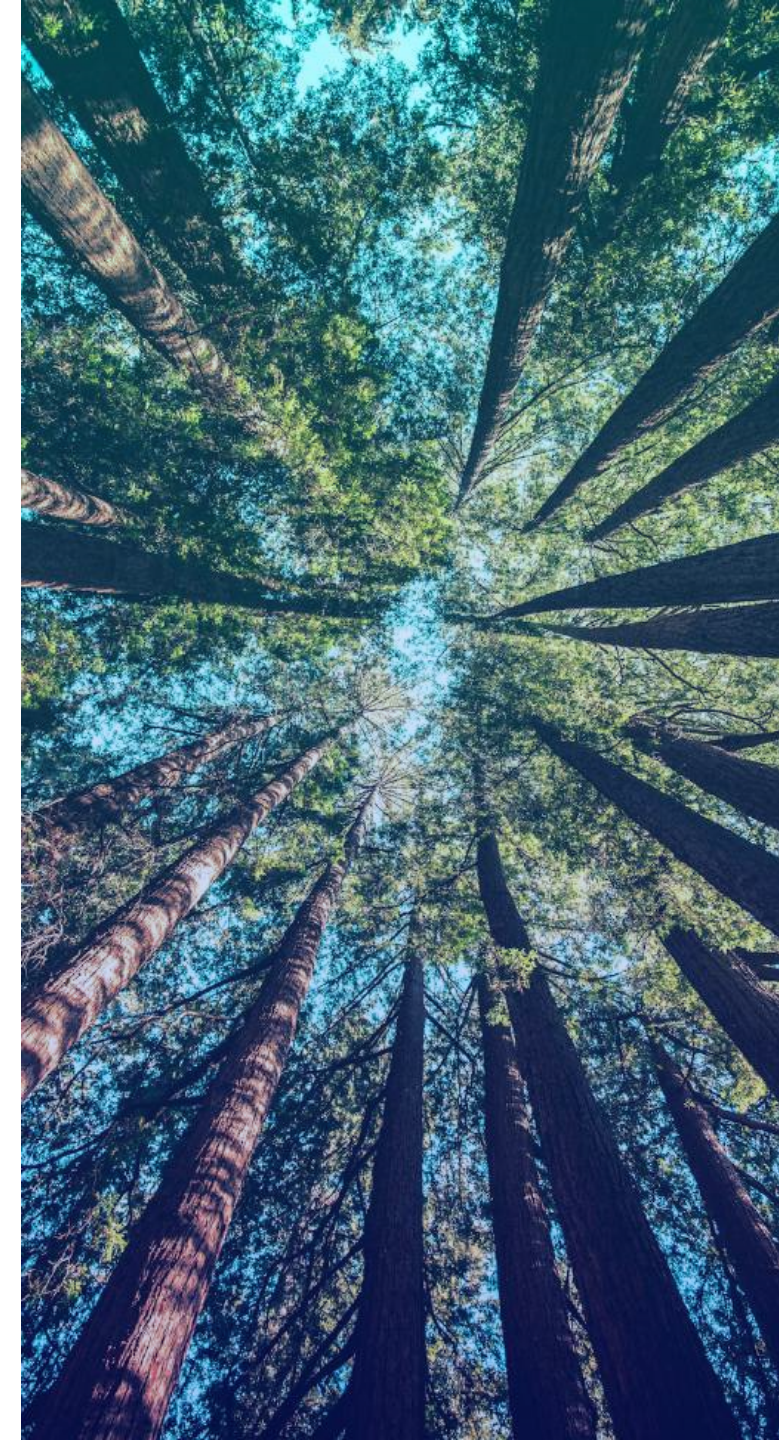
Sustainable Partnerships

AWECreation’s sustainability journey is strengthened by the collective actions of our technology partners, many of whom are global leaders in environmental stewardship. By aligning with their programmes and innovations, we extend meaningful sustainability benefits to our clients while reducing our own footprint.

Several partners stand out for their environmental impact. Fortinet offers energy-efficient firewalls that deliver high performance at lower power consumption. Cisco and Dell operate circular economy programmes, providing take-back and recycling solutions that ensure end-of-life equipment is responsibly managed. Cloud partners such as Microsoft Azure and Amazon Web Services (AWS) are committed to 100% renewable energy by 2025 and net-zero targets by 2030, enabling clients to reduce carbon emissions when migrating workloads. VMware and Lenovo contribute through efficiency-driven innovations, from virtualisation that reduces hardware demand to products incorporating recycled materials and published carbon footprints.

Key Partner Initiatives Supporting AWECreation’s Sustainability Goals:

Energy-efficient cybersecurity hardware and software	
Circular economy programmes and responsible e-waste management	
Cloud platforms powered by renewable energy and net-zero targets	
Virtualisation and hardware efficiency innovations	
Green procurement and sustainable product design	



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Our Environmental Initiatives

AWECreation recognises that sustainability is a journey, not a destination. Our action plan reflects a commitment to minimise our environmental footprint while delivering secure and resilient digital solutions to our clients. Below we outline the initiatives we have already implemented, the actions currently underway, and the steps we plan to take to further embed environmental responsibility into every aspect of our operations.

What We've Done

- Adopted green hosting and cloud providers, implemented energy-efficient firewalls, and applied efficient coding practices.
- Practiced sustainable procurement for IT hardware and software.
- Recycled and responsibly disposed of e-waste.
- Measured the company's carbon emissions baseline.

What We're Doing

- Monitoring our digital carbon footprint and cloud energy usage.
- Committing to achieving net-zero emissions targets by 2030.
- Adopting digital-first policies across operations.
- Participating in the LowCarbonSG initiative.

What's Next

- Analyse the potential to integrate carbon accounting and reporting mechanisms into our solutions, creating additional value for our clients.
- Report ESG performance regularly through recognised platforms such as the UN Global Compact.

From green hosting and energy-efficient technology to sustainable procurement and responsible e-waste management, our early efforts have laid the foundation for measurable impact. Today, we continue to monitor and optimise our digital carbon footprint, adopt digital-first policies, and participate in initiatives like LowCarbonSG. Looking ahead, we are focused on integrating robust carbon accounting and reporting mechanisms and sharing our ESG performance with stakeholders through recognised platforms such as the UN Global Compact.



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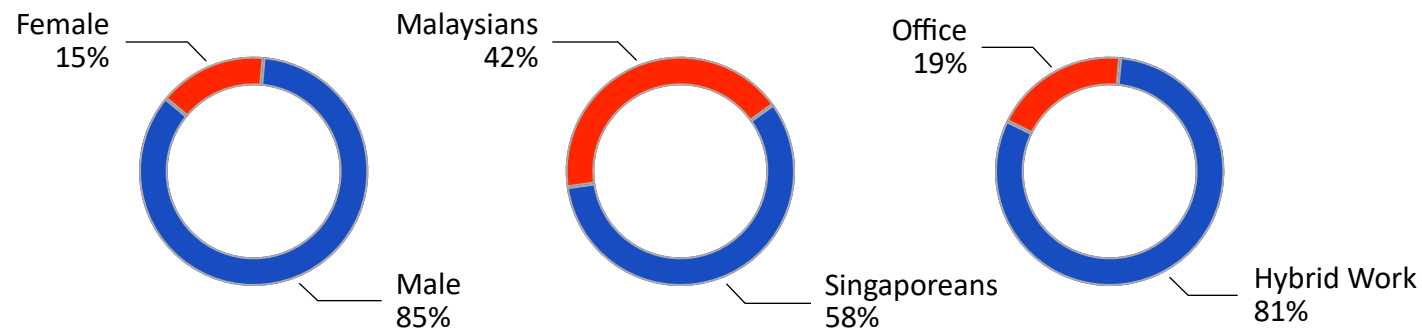
People & Culture

At AWECreation, our people are the driving force behind our innovation and impact. We foster a culture built on collaboration, trust, and continuous growth, where every team member is empowered to contribute their expertise and ideas.

By embracing diversity, promoting flexibility, and nurturing professional development, we aim to create a workplace where talent thrives, wellbeing is valued, and purpose aligns with performance.

Employee Profile

AWECreation's 26-member team embodies diversity, flexibility, and regional collaboration, with most staff working in hybrid roles across Singapore and Malaysia.



Learning & Development

In 2024, AWECreation continued to invest in the growth and professional excellence of its team. Each employee completed an average of 44 hours of training, reflecting our strong focus on continuous learning and skill development. On average, every staff member holds six technical certifications, underscoring the company's deep technical expertise and dedication to maintaining the highest standards of cybersecurity competency.





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Our Social Responsibility Initiatives

For us, social responsibility is not an afterthought, it is embedded in how we build, operate, and grow. We believe that a secure digital future must also be an inclusive and equitable one. Our commitment extends beyond technology, focusing on empowering people, nurturing talent, and fostering ethical, fair, and sustainable work practices across our value chain. Below we outline the initiatives we have already implemented, the actions currently underway, and the steps we plan to take under the Social pillar.

What We've Done

- ▶ Partnered with IMDA to deliver cybersecurity education and awareness programmes for SMEs.
- ▶ Implemented fair wage policies and ensured safe working conditions in line with bizSAFE standards.
- ▶ Introduced flexible remote and hybrid work arrangements to enhance employee wellbeing and work-life balance.

What We're Doing

- ▶ Establishing structured upskilling policies and defined learning pathways to support continuous staff development.
- ▶ Strengthening inclusive hiring practices for technology roles, with clear onboarding and offboarding procedures, performance incentives, and transparent HR policies.

What's Next

- ▶ Offering cybersecurity and digitalisation programmes for youth, SMEs, and underrepresented communities.
- ▶ Promoting ethical labour practices throughout our supply chain.
- ▶ Supporting return-to-work and mentorship programmes for women in cybersecurity.

Through these initiatives, we aim to build a workplace and ecosystem that reflect values of integrity, inclusion, and impact. By investing in people and promoting fairness at every level, we are not only strengthening our company culture but also contributing to the broader social fabric of Singapore's digital economy.



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Global Certifications & Trusted Credentials

Our commitment to excellence and trust is backed by globally recognised certifications and industry accreditations. These credentials reflect our adherence to the highest standards of cybersecurity, data protection, and quality management, ensuring that our clients receive solutions that are secure, compliant, and future-ready.



Key credentials such as ISO/IEC 27001, Certified Ethical Hacker (CEH), and Cisco CCNA certifications underscore our technical depth and dedication to world-class cybersecurity standards.



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Our Governance & Ethics Initiatives

Strong governance and ethical conduct form the foundation of our operations. As a cybersecurity company entrusted with safeguarding data and digital infrastructure, we hold ourselves to the highest standards of integrity, transparency, and accountability. Our governance framework ensures that ethical business conduct, regulatory compliance, and responsible innovation are intrinsic to every decision we make. These commitments are reflected in the initiatives we have implemented, are advancing, and plan to pursue in the years ahead.

What We've Done

- Adopted ethical business practices and strict anti-corruption compliance across all operations.
- Embedded privacy and cybersecurity-by-design principles into products and solutions.
- Contributed to public safety by securing and protecting critical infrastructure for our clients.

What We're Doing

- Collaborating with public institutions to advance Singapore's national digital trust and cyber resilience initiatives.
- Actively participating in industry working groups under the Singapore Computer Society to shape responsible technology standards and best practices.

What's Next

- Formalise a Code of Ethics and Conduct to guide all employees and partners in upholding integrity, transparency, and accountability.
- Establish a Governance Risk & Compliance framework to monitor, assess, and manage organisational risks systematically.
- Implement regular ethics and compliance training for all employees.

Through the continuous enhancement of our governance and ethical practices, AWECreation strives to lead by example within the cybersecurity industry. We view good governance as a shared responsibility, one that ensures our growth remains transparent, our innovation responsible, and our partnerships grounded in trust.

Reference Information

Year of Assessment: 2025.

Reference Year: 2024.

The information presented in this report covers the full calendar year of 2024.

Looking-Forward Statements

This report contains forward-looking statements relating to AWECreation's sustainability goals, ESG initiatives, and operational targets, including projections for 2030.

These statements are based on management's current expectations, assumptions, and available information.

Actual results may differ materially due to changes in market conditions, regulatory environments, technological developments, or other factors.

While AWECreation believes these statements are reasonable, they should not be relied upon as guarantees of future performance.

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