

Sustainability Update



2023

Overview

Forest Interactive's 2023 Sustainability Update reflects our work from January 1 – December 31, 2023, unless otherwise specified. This year's update builds on the company's targets, commitments, initiatives, and results for each material ESG topic, which are aligned with our values: Passion, Innovation, and Diversity.

From these values, we derive our sustainability pillars, which are Future Innovators, People, and Community & Environment.

These pillars guide our efforts and commitments towards fostering a sustainable future, addressing key challenges, and contributing to the achievement of the UN Sustainable Development Goals (SDGs).

This is our way of openly sharing our journey with our valued stakeholders, embracing transparency, responsibility, and trust in every aspect of our work.



Our Commitment

Listed below in alphabetical order are goals interconnected with our mission and values. We believe that by addressing challenges and making progress collectively with the world in these areas, we are able to help accelerate progress to achieve the Sustainable Development Goals by 2030:



Business Ethics



Community Impact



Diversity, Equity, and Inclusion



Governance



Health & Safety



Human Capital



These goals fall within Forest Interactive’s sustainability pillars:

Future Innovators

With the goal of shaping future innovators in a fast-changing world, we facilitate programs and initiatives that can help students prepare for a future where they can thrive with technology.



People

We strive to bring our company’s culture of diversity and inclusion to the broader community. By harnessing our strengths for social good, we are able to empower marginalized communities in our increasingly connected world.



Community & Environment

We are committed to sustainable actions and best practices, as our pledge to ensure the business’ responsible consumption, promote community well-being, and play our part in combating climate change.



2023 Sustainability Highlights

In efforts to promote inclusion while reducing our overall environmental footprint, Forest Interactive continues to offer flexible work options and a hybrid work arrangement – the organization does not have a mandatory return-to-office policy. Rather, each department plays a part in deciding the arrangement that works best for their work.

Additionally, embracing a paperless approach across all internal communications further contributes to our sustainability efforts. By eliminating the need for physical documents, we minimize paper usage, reducing deforestation and conserving natural resources. This eco-friendly initiative aligns with our commitment to environmental sustainability and demonstrates our dedication to reducing our carbon footprint.

According to research published in the Proceedings of the National Academy of Sciences, researchers from Cornell University and Microsoft found that working remotely two to four days a week reduced an individual's emissions by up to 29% compared with on-site workers.

Despite the shift to remote and hybrid work, internal communications remains paramount. From email newsletters to group chat reminders, from townhall meetings to regular temperature check surveys, from internal training facilitated

by external experts to secure channels for reporting, we have continued our organizational alignment and steady flow of information to help our talents adapt to changes and stay engaged.





63%
women in senior management team

51%
average Net Promoter Score for internal Diversity, Equity, and Inclusion trainings



16
National Day commemorations for our talents of different nationalities



UNITED NATIONS

5
United Nations International Day commemorations



Launched Anti-Harassment & Discrimination Committee

3
secure and accessible whistleblowing channels, with guidelines for reporting mechanisms and policy violations

2 large-scale communications campaigns to address employee well-being: workplace best practices and zero-tolerance stance on harassment and discrimination

2
global hybrid (in-person & virtual) townhalls



5 sustainability partners

UN Women LeadWomen Women Who Code

Women's Aid Organisation

UN Global Compact Network Malaysia & Brunei (UNGCMYB)



Winner
of Gender Equality (Mid-Tier) category at UNGCMYB Forward Faster Sustainability Awards 2023

Work-from-anywhere policy for talents



4
industry-sharing speaking engagements on ESG

2023 Forest Interactive Foundation Highlights

→ #seKODlah

#seKODlah is a flagship program of the Forest Interactive Foundation that aims to nurture future innovators, with a particular focus on improving their skills in new technologies and employability.

#seKODlahForBusiness

This digital marketing workshop series, tailored for individuals aged 20-30, aimed to educate and develop future marketers. In partnership with CIMB and CIMB Foundation, the workshop encompassed group projects and a competition, offering additional skills to support participants in launching businesses or entering the industry. This March 2023 initiative sought to enhance participants' employability by strengthening digital marketing skills and instilling an entrepreneurial spirit.

• Milestones •

- ▶ **14** participants (**57%** female)

#seKODlah x Kampus Merdeka Program

This career immersion program is a continuation of the partnership we have established with the Indonesian Ministry of Education, Culture, Research, and Technology since 2022.

Powered by Forest Interactive Indonesia, Forest Interactive Foundation, and MSIB Kampus Merdeka, this program hosts participants shortlisted from a nationwide applicant pool to undergo a five-month-long series of structured training and mentoring before applying their acquired skills and knowledge through a capstone project.

• Milestones •

- ▶ **Cohort 2** (February - June 2023) hosted **84** participants, among which **72%** were female.
- ▶ **Cohort 3** (August - December 2023) hosted **74** participants, among which **69%** were female.



→ Green Bean

Sponsored by Axiata Foundation, Green Bean is an immersive environmental education program tailored for children aged 10 to 12, aimed to instill a passion for eco-consciousness.

Over a transformative two-day experience for four different schools in Selangor and Kuala Lumpur, spanning four weeks in September 2023, participants engaged in modules covering environmental science, climate issues, sustainability, and circular economy.

The program showcased a significant leap in fostering a strong commitment to environmental conservation among the future custodians of tomorrow.

• Milestones •

- ▶ 120 participants
- ▶ 56% female, 44% male



→ #SeaTheChange

Held in June 2023 in conjunction with World Environment Day and World Ocean Day, this program was designed to empower underprivileged children in two orphanages – Pusat Jagaan Anak Yatim & Saudara Baru An-Najjah and Pertubuhan Kebajikan Islam Peribadi Mulia – teaching them that everyone can play a role in saving the environment.

An environmental education initiative that included classroom teaching and outdoor activities, #SeaTheChange was divided into three modules: Environmental Science 101, Environmental Issues 101, and Sustainability 101.

Forest Interactive Foundation provided early exposure to environmental concepts, cultivated a basic understanding of ecological balance, and encouraged the application of 21st-century skills such as critical thinking and problem-solving to address environmental concerns.

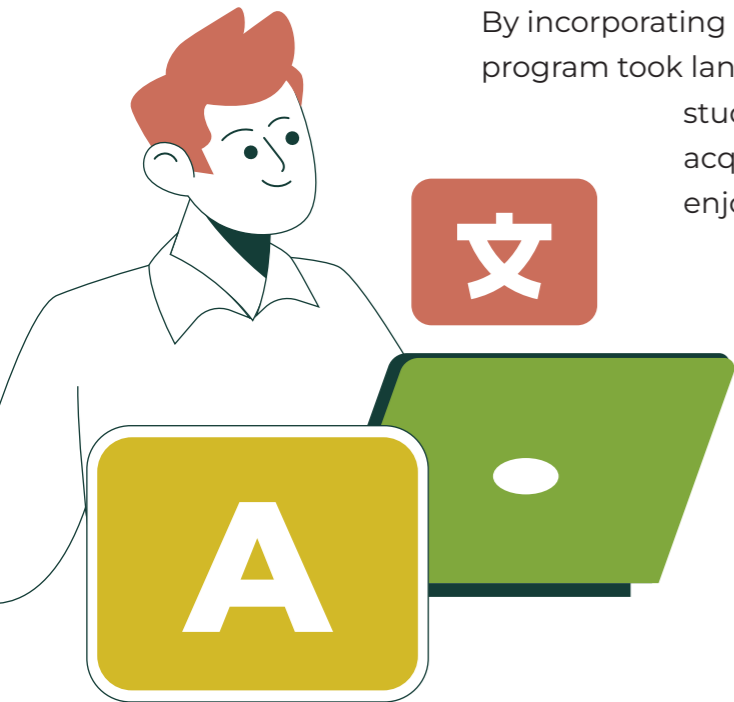


→ Lingoland

Sponsored by the US Embassy, Lingoland is an English language cultural exchange program designed to capture the attention and imagination of young learners in Kedah.

Through a dynamic blend of interactive lessons, creative challenges, and friendly competition at the Kedah State Library, Lingoland created an engaging environment for 20+ students from SMK Alor Merah and SMK Mergong to develop their English skills.

By incorporating content creation and gamification, this program took language learning to new levels, enabling students to express themselves and acquire English proficiency in an enjoyable manner.



→ Career Immersion Program

In alignment with Forest Interactive Foundation’s commitment to develop future innovators, the Career Immersion Program nurtured competent and resilient talents for the digital and tech industries by offering comprehensive talks on career journeys, required skills, qualifications, and insights into opportunities and challenges in chosen fields.

Its primary objective: To furnish upcoming professionals at Kolej Komuniti Selayang with the essential knowledge, skills, and connections required to thrive in the continually evolving job market.

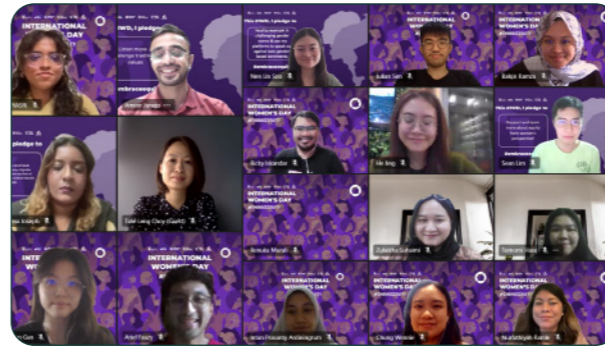
The one-day program was divided into five unique sessions, each module focused on specific career paths and industry insights, led by talents from Forest Interactive, who offered attendees real-time, fresh perspectives of their respective fields:

- Emerging Field of UI/UX
- Employability Skills in the Workplace
- Embarking on Photography & Videography Careers
- Animation & Video Editing
- Careers in the Creative Industry



For more information or details, visit www.forestcares.org

Snapshots



[Rise Up] The Power of Equity



Q1 Birthday & National Days Celebration



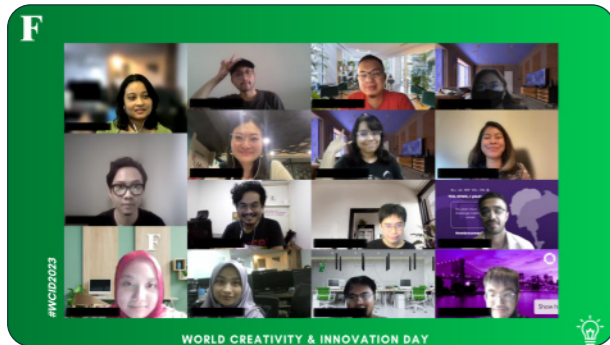
#seKODlah For Business



Managing Disagreements & Conflicts Training



Q2 National Days Celebration



UN World Creativity & Innovation Day



International Day of Education



Green Bean





Career Immersion Program



#Lingoland



#SeaTheChange



Gala Dinner & Awards Night 2023



Workplace Harassment & Discrimination Training



Forward Progress & Future Commitments

We reaffirm our dedication to our core mission and the advancement of our sustainability pillars. Looking ahead, we pledge to continue our journey towards greater environmental stewardship, social responsibility, and economic resilience. Through collaborative efforts and innovative initiatives, we are committed to actively contributing to the United Nations Sustainable Development Goals (UN SDGs), aligning our actions with the global agenda for a more sustainable and equitable future.

Our commitment to progress extends beyond mere compliance; it embodies a steadfast resolve to make a meaningful difference in the world, empowering communities, preserving ecosystems, and fostering inclusive growth. We strive to be agents of positive change, driving sustainable development and leaving a lasting impact for generations to come.

→ Feedback

Questions, feedback, comments, or suggestions about this update and Forest Interactive's sustainability efforts can be shared to us at

corporatepr@forest-interactive.com

“

Guided by our commitment to a more sustainable and equitable future, we embrace the opportunity to drive positive change on a global scale. Our dedication to our mission and the United Nations (UN) Sustainable Development Goals propels us forward, inspiring us to innovate, collaborate, and make a lasting difference in the world. Together, let's pioneer a future where prosperity is synonymous with environmental stewardship and social equity.

Johary Mustapha,
Founder & CEO of Forest Interactive





Want to be the first to learn about our efforts?

Stay up to date on our [Newsroom](#) and social media platforms.



Publication Date: 2024