

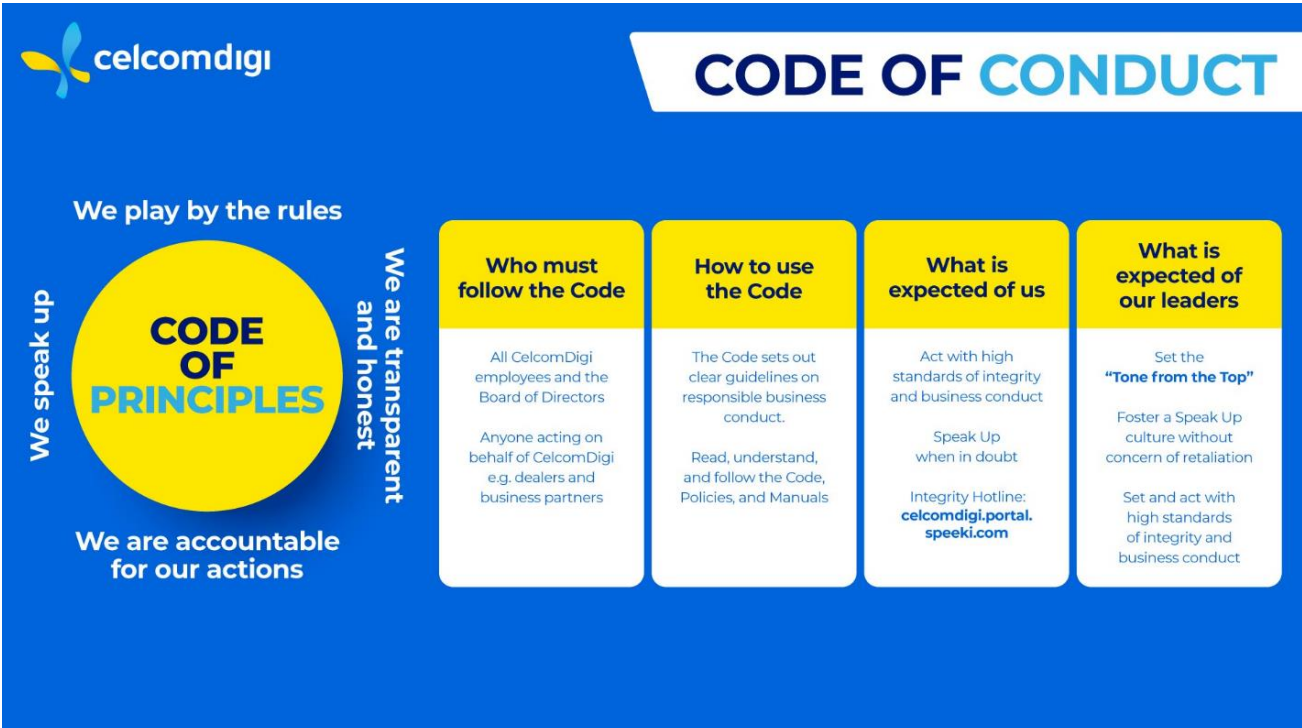
## Compliance

### Overview

CelcomDigi is committed to ensuring our business operates ethically, lawfully and with the integrity for our long-term success. Non-compliance by employees or business partners may result in reputational damage, financial penalties, or suspension of license to operate. CelcomDigi's Anti-Corruption Policy, Code of Conduct, and Business Partner Management Policy are the guiding documents that govern compliance, and come under the purview of the Head of Compliance. The Code and Agreement of Responsible Business Conduct (ABC) establishes the foundation for good business practices as well as the requirements to comply with relevant laws, regulations, and widely recognised treaties.

### Our Response

- Constant evaluation of CelcomDigi's business strategies, new technologies, products and services as well as government policies and regulations to identify and manage emerging risks
- Dedicated resources for on-going compliance monitoring across our business value chain
- Ensure integrated governance and holistic business partners and vendor management procedures
- Enforcing compulsory employee participation in anti-corruption, conflict of interest and code of conduct training



The infographic features a blue background with a white banner at the top right that reads "CODE OF CONDUCT". On the left, the CelcomDigi logo is displayed. A central yellow circle contains the text "CODE OF PRINCIPLES". To the left of the circle, the text "We speak up" is written vertically. To the right, "We are transparent and honest" is written vertically. Below the circle, "We are accountable for our actions" is written. The infographic is divided into four columns, each with a yellow header and a white body:

Who must follow the Code	How to use the Code	What is expected of us	What is expected of our leaders
<p>All CelcomDigi employees and the Board of Directors</p> <p>Anyone acting on behalf of CelcomDigi e.g. dealers and business partners</p>	<p>The Code sets out clear guidelines on responsible business conduct.</p> <p>Read, understand, and follow the Code, Policies, and Manuals</p>	<p>Act with high standards of integrity and business conduct</p> <p>Speak Up when in doubt</p> <p>Integrity Hotline: <a href="http://celcomdigi.portal.speeki.com">celcomdigi.portal.speeki.com</a></p>	<p>Set the "Tone from the Top"</p> <p>Foster a Speak Up culture without concern of retaliation</p> <p>Set and act with high standards of integrity and business conduct</p>

View our guiding policies here:

- i. Anti Corruption Policy : [https://assets-global.website-files.com/639b20bcbc2766175f23c542/639b20bcbc2766211423c608\\_Anti-Corruption%20Policy.pdf](https://assets-global.website-files.com/639b20bcbc2766175f23c542/639b20bcbc2766211423c608_Anti-Corruption%20Policy.pdf)
- ii. Code of Conduct : [https://assets-global.website-files.com/639b20bcbc2766175f23c542/639b20bcbc27668cdb23c609\\_Code%20of%20Conduct.pdf](https://assets-global.website-files.com/639b20bcbc2766175f23c542/639b20bcbc27668cdb23c609_Code%20of%20Conduct.pdf)
- iii. Whistleblowing Policy : [https://assets-global.website-files.com/639b20bcbc2766175f23c542/65237026d4d7a45f93742526\\_Whistleblowing%20Policy.pdf](https://assets-global.website-files.com/639b20bcbc2766175f23c542/65237026d4d7a45f93742526_Whistleblowing%20Policy.pdf)
- iv. Business Partner Conduct Principles : [https://assets-global.website-files.com/639b20bcbc2766175f23c542/63ca336231df2f6288ef1ffe\\_CelcomDigi\\_Business%20Partner%20Conduct%20Principles\\_2022.pdf](https://assets-global.website-files.com/639b20bcbc2766175f23c542/63ca336231df2f6288ef1ffe_CelcomDigi_Business%20Partner%20Conduct%20Principles_2022.pdf)

**CelcomDigi Berhad**

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