

## **AXIATA WHISTLE-BLOWING POLICY**

### **1. OBJECTIVES**

The Axiata Board of Directors wishes to provide all directors, management staff and employees of Axiata and its subsidiaries with mechanisms for employees and other interested parties to confidentially and anonymously bring to the attention of the Board Audit Committee ("BAC") any concerns related to matters covered by the Company's Code of Business Conduct and Ethics, legal issues and accounting or audit matters.

The internal whistle-blowing program allows the management to take appropriate preventive and corrective actions inside the company without the negative effects that come with public disclosure, such as loss of Company image or reputation, financial distress, loss of investor confidence or drop in value of share prices. Through this program, employees are encouraged to discreetly and anonymously disclose concerns about illegal, unethical or improper business conduct within the Company. In this manner, the employees can help the Company to monitor and keep track of such illegal, unethical or improper business conduct within the Company which otherwise may not be easily detected through normal process or transaction.

The aim of Axiata Whistle-Blowing Policy ("Policy") is for the employees to raise the matters in an independent and unbiased manner. Employees are not required to prove the cases but rather to provide sufficient information for the management to take appropriate steps.

Axiata Board of Directors and the management give their assurance that employees will not be at risk to any form of victimization, retribution or retaliation from their superiors or from any of his management. However, employees must act in good faith in their reporting. This assurance does not however extend to those who are found to have raised the matter under false or malicious intention.

Any attempt to retaliate, victimize or intimidate against anyone (whistle-blower) making report in good faith is a serious violation of the Code and shall be dealt with serious disciplinary actions and procedures.

Notwithstanding the above and as provided by the law, employees may report illegal or unethical practices directly to the statutory bodies such as the Malaysian Anti-Corruption Commission, the Security Commission, the Police or other similar government agencies in other countries where the business is located.

### **2. ADMINISTRATION**

This Policy is administered by Axiata Group Chief Internal Auditor ("GCIA") and overseen by the BAC. Employees and other interested parties are able to report their concerns related to matters covered by the Company's Code of Business Conduct and Ethics, legal issues and accounting or audit matters to the dedicated whistle-blowing email address and or any of the following contact persons:

- **Dedicated Whistle-Blowing email address : [wisel@axiata.com](mailto:wisel@axiata.com)**
- President/Group Chief Executive Officer  
  
By phone: +60 3 2263 8800  
By mail to: Level 7, Axiata Centre  
9, Jalan Stesen Sentral 5  
50470 Kuala Lumpur  
Malaysia  
By email [jamal@axiata.com](mailto:jamal@axiata.com)
- Group Chief Internal Auditor  
  
By phone: +60 3 2263 8921  
By mail to: Level 8, Axiata Centre  
9, Jalan Stesen Sentral 5  
50470 Kuala Lumpur  
Malaysia  
By email [niknazifah@axiata.com](mailto:niknazifah@axiata.com)
- Head Group Human Resource  
  
By phone: +60 3 2263 8976  
By mail to: Level 5, Axiata Centre  
9, Jalan Stesen Sentral 5  
50470 Kuala Lumpur  
Malaysia

[END OF POLICY]