



DIGI

Anti-Corruption Policy



POLICY
Anti-Corruption

Valid from: 2020.06.01
Page: 3 of 8

Policy Owner:
Approver:

Digi Head of Compliance and Labour Law
Digi Board of Directors

1 Policy Owner Mandate

- 1.1. Digi Policy Owner Anti-Corruption is given a mandate to ensure that Digi's zero tolerance on anti-corruption, such as stated in the Code of Conduct, is implemented throughout Digi's business activities and that Digi works against corruption through an adequate and risk based anti-corruption programme.
- 1.2. Digi Telecommunications Sdn Bhd ("**Digi**") is committed in conducting business and servicing its clients and customers with integrity and honesty. Accordingly, Digi does not condone and tolerate any form of corruption or bribery which is in contravention to the Malaysian Anti-Corruption Commission Act 2009 or any similar or related legislations globally. Digi strives to ensure that the management and its employees act professionally, fairly and with integrity in all of its business dealing and relationships with all its business associates, contractors, sub-contractors, service providers, vendors, consultants, agents, representatives and any other third-party performing work or services for or on behalf of Digi and includes its customers and potential and long-standing clients.
- 1.3. The purpose of this Anti-Corruption Policy ("AC Policy") is to set out the responsibilities of the management and employees of Digi on what constitutes gratification and how to deal with bribery and corruption issues. All employees of Digi, business partners, suppliers and third parties engaging with Digi are expected to read, understand and comply with the requirements set in this AC Policy (available on Digi's corporate website). No waivers or exceptions will be granted for practices that deviate from Digi's AC Policy.
- 1.4. This AC Policy applies to all individuals under the employment of Digi at all levels, whether permanent, fixed-term or temporary, and wherever located including the Management of Digi (collectively referred to as "**Employees**").
- 1.5. Apart from the Employees, this AC Policy also applies to all and any Third

**POLICY**
Anti-Corruption

Valid from: 2020.06.01

Page: 3 of 8

Party and any other third-party performing work or services for or on behalf of Digi who shall comply with this AC Policy to the fullest extent.

2 Definitions

"Act"	means the Malaysian Anti-Corruption Commission Act 2009, as amended from time to time.
"Bribery"	means a form of corruption that entails an inducement or reward accepted, obtained, attempted to be obtained, solicited, given, offered, promised or received in order to improperly gain any commercial, contractual, regulatory or personal advantage or influence which includes passive and active bribery.
"Business"	means any activity carried on for the purpose of gain or profit and includes all property derived from or used in or for the purpose of carrying on such activity, and all the rights and liabilities arising from such activity.
"Business Partner"	<p>The term "Business Partner" or "Business Partners" in this context covers individuals or entities with whom Digi contractually engages or plans to contractually engage. These include but are not limited to:</p> <ul style="list-style-type: none">- Vendors, Suppliers, consultants, contractors, sub-contractors, franchisees, distributors, manufacturers, services or facilities providers;- business contacts, business associates;- Merger & Acquisition targets;- Buyers of Telenor Divestments;- Joint venture partners;- Agents, intermediaries and lobbyists;- Consultants, advisers;- Government officials (including their advisers, representatives and officials);- Sponsorship partners, donees and sustainability-partners;



POLICY
Anti-Corruption

Valid from: 2020.06.01

Page: 3 of 8

	<ul style="list-style-type: none">- Digital partners; and- Candidates for senior or sensitive positions in Telenor.
"Corruption"	Corruption refers to the act of giving or receiving any gratification or reward in the form of cash or in-kind in order to improperly gain any commercial, contractual, regulatory or personal advantage or influence.
"Compliance Function"	means the Compliance Department within Digi.
"Compliance Officer"	refers to Head of Compliance
"Conflict of interest"	a conflict of interest exists when our personal interests conflict, or could be perceived to conflict, with Digi's interests.
"Digi"	means Digi Telecommunications Sdn Bhd , its subsidiaries, controlled companies and related companies. The expression "Digi" is used for convenience where references are made to Digi's group of companies in general. The companies in which Digi has direct or indirect shareholding are distinct legal entities.
"Employees"	has the meaning ascribed to it in Clause 1.4 of this AC Policy.
"Facilitation Payment"	means any sums of unofficial payment made to secure, expedite or facilitate an ordinary governmental action, process or procedure to a government official (either locally or internationally).
"Family Members"	means a person's spouse(s), children (including step-children and adopted children), parents, step-parents, siblings, step-siblings, grandparents, grandchildren, in-laws, uncles, aunts, nieces, nephews, and cousins, as well



POLICY
Anti-Corruption

Valid from: 2020.06.01
Page: 3 of 8

	as any other persons who are members of his/her household.
"Gratification"	<p>means:</p> <ul style="list-style-type: none">(a) money, donation, gift, loan, fee, reward, valuable security, property or interest in property being property of any description whether movable or immovable, financial benefit, or any other similar advantage;(b) any office, dignity, employment, contract of employment or services, and agreement to give employment or render services in any capacity;(c) any payment, release, discharge or liquidation of any loan, obligation or other liability, whether in whole or in part;(d) any valuable consideration of any kind, any discount, commission, rebate, bonus, deduction or percentage;(e) any forbearance to demand any money or money's worth or valuable thing;(f) any other service or favour of any description, including protection from any penalty or disability incurred or apprehended or from any action or proceedings of a disciplinary, civil or criminal nature, whether or not already instituted, and including the exercise or the forbearance from the exercise of any right or any official power or duty; and(g) any offer, undertaking or promise, whether conditional or unconditional, of any gratification within the meaning of any of the preceding paragraphs (a) to (f).
"Kickbacks"	means an illicit payment or commission made in return for facilitating a transaction, procurement of a project or furthering of a Business.
"Management"	means the Management of Digi which includes directors, managers, heads of departments or any similar position;



POLICY
Anti-Corruption

Valid from: 2020.06.01
Page: 3 of 8

"Public Body"	<p>includes the following:</p> <ul style="list-style-type: none">(a) the Government of Malaysia;(b) the Government of a State;(c) any local authority and any other statutory authority;(d) any department, service or undertaking of the Government of Malaysia, the Government of a State, or a local authority;(e) any society registered under subsection 7(1) of the Societies Act 1966;(f) any branch of a registered society established under section 12 of the Societies Act 1966;(g) any sports body registered under section 17 of the Sports Development Act 1997;(h) any co-operative society registered under section 7 of the Co-operative Societies Act 1993;(i) any trade union registered under section 12 of the Trade Unions Act 1959;(j) any youth society registered under section 9 of the Youth Societies and Youth Development Act 2007;(k) any company or subsidiary company over which or in which any public body as is referred to in paragraph (a) to (j) has controlling power or interest; or(l) any society, union, organization or body as the Minister responsible for the Malaysian Anti-Corruption Commission may prescribe from time to time.
"Third Party"	<p>means any individual or organisation that the Employee comes into contact with during the course of work and the running of Digi's business, and includes business partners, actual and potential clients/customers, intermediaries, referrers of work, vendors, suppliers, contractors, sub-contractors, service providers, distributors, dealers, roaming partners, resellers, business contacts, business</p>



POLICY
Anti-Corruption

Valid from: 2020.06.01
Page: 3 of 8

	associates, consultants, agents or their personnel (which includes agency staff), representatives, advisers, Public Body (including their advisers, representatives and officials), politicians and political parties.
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3 Requirements

3.1 Zero tolerance for corruption

Digi shall ensure that no employee engages in acts of corruption, including bribery, facilitation payments and trading in influence in both the public and private sectors. This also applies for acts of corruption made through a third party on behalf of Digi.

3.2 General Principles

All Employees shall, at all times in making any Business decision affecting Digi, comply with the following principles:

- (a) comply strictly to the provisions of the Act;
- (b) shall not participate or condone any acts or forms of Bribery;
- (c) the prevention, detection and reporting of any Gratification received, accepted, obtained, attempted to be obtained, solicited, given, promised or offered, Bribery and other forms of corruption are the responsibility of all Personnel;
- (d) all Employees are required to avoid any activity that might lead to, suggest, imply or cause a breach of this AC Policy or the Act;
- (e) always exercise proper care and judgement;
- (f) avoid conflicts of interest (as detailed in the Code of Conduct);
- (g) conscientiously maintain the highest degree of integrity and ethics;



POLICY
Anti-Corruption

Valid from: 2020.06.01
Page: 3 of 8

- (h) comply fully with all applicable laws, regulatory requirements on anti-corruption and all regulations, procedures, and policies issued by Digi;
- (i) Digi adopts a no gifts policy, subject to certain limited exceptions as detailed in this AC Policy;
- (j) notify the immediate supervisor and Digi's Compliance Function as soon as possible if it is believed or suspected that a conflict with this AC Policy has occurred, or may occur in the future, or if they have been offered any form of Gratification, Bribery, are asked to make one, suspect that this may happen in the future, or believe that they are a victim of another form of unlawful activity;
- (k) If any Third Party or external party is aware of any activity by any Personnel which might lead to, or suggest, a breach of this AC Policy, they should raise their concerns via the Integrity Hotline.

3.3 Gifts

3.3.1 General Principles of Gifts

- (a) Digi has adopted a "No Gift" Policy whereby, subject only to certain narrow exceptions, all Employees are prohibited from, directly or indirectly, receiving or providing gifts, entertainment and hospitality .
- (b) Digi requires all its Employees to abide by this AC Policy to avoid conflict of interest or the appearance of conflict of interest for either party in an on-going or potential business dealing between Digi and its business partners or the Third Party as a gift can be seen as a form of bribery that may tarnish Digi's reputation or be in violation of the Act. To this end, this obligation extends to family members of Employees as well. In the event conflicts of interest occurs, they are to be documented and entered precisely and accurately in the Conflict of Interest Register provided under Appendix 3 of this AC Policy.



POLICY
Anti-Corruption

Valid from: 2020.06.01
Page: 3 of 8

- (c) It is the responsibility of the Employees to inform the business partners or the service providers involved in any business dealings with Digi that Digi practices a strict "No Gift Policy" and to request the business partner's or the service provider's understanding for and adherence to this AC Policy.
- (d) Digi employees may only authorize, offer, give, accept or receive gifts that are promotional items of minimal value, normally bearing a company logo and only when it would be customary to do so.
- (e) Digi employees shall not authorize, offer, give, accept or receive cash or cash equivalents.
- (f) Exceptions can solely be made under the following circumstances and subject to review by the Head of Compliance and prior written approval by Digi's CEO.
- (g) Should an employee receive a gift that is not in compliance with such rule, it shall return. If that is not possible, the gift must be turned over to Digi as soon as possible and it will be considered as the property of Digi.

3.3.2 Exceptions for Offering and Accepting Gifts

Although the general principle is to immediately refuse or return such gifts, accepting a gift on behalf of Digi is allowed only in very limited circumstances, as follows and subject to the review of the Head of Compliance and prior written approval of Digi's CEO:

- (a) Digi may offer gifts to Third Parties or accept gifts from Third Parties which are of minimal/nominal value (not expensive and extravagant), bearing the company logo (preferred) and only when it would be customary or reasonable to do so;
- (b) reasonable circumstances where gifts may be offered or accepted



POLICY
Anti-Corruption

Valid from: 2020.06.01

Page: 3 of 8

include the celebration of various festivals in Malaysia;

- (c) any gift offered or accepted must not be made with the intention to improperly influence the Business decision-making by a Third Party or Personnel to obtain or retain business or a business advantage, or to reward the provision or retention of business or a business advantage, or in explicit or implicit exchange for favours or benefits towards Digi or the Personnel;
- (d) the Employee shall comply with this AC Policy, the Act and local laws and regulations in all relevant countries;
- (e) the gift offered or accepted shall not include cash or a cash equivalent;
- (f) the gift shall be of an appropriate type and value and given at an appropriate time taking into account the reason for the gift;
- (g) any gift accepted shall not be illicit, illegal or sexual in nature;
- (h) shall be offered or accepted openly/publicly and not secretly;
- (i) any gift accepted shall not be concealed or wrapped; and
- (j) in the case of gifts, they must not be offered to, or accepted from the Public Body, government officials or their representatives, politicians or political parties, without the prior approval from Digi's Head of Compliance and CEO of Digi.

3.3.3 Prohibited Gifts

Employees are prohibited from offering, obtaining, attempting to obtain, soliciting or accepting and should immediately decline, reject and return (if accepted) the following:

- (a) any gift of cash or cash equivalent which includes but is not limited to vouchers, discounts, coupons, shares, commission, digital



POLICY
Anti-Corruption

Valid from: 2020.06.01

Page: 3 of 8

assets;

- (b) any gifts involving parties engaged or to be engaged in a tender or competitive bidding exercise;
- (c) any gifts that comes with a direct/indirect suggestion, hint, understanding or implication that in exchange for the gift, some expected or desirable outcome is required, irrespective of whether it materialises as anticipated. This includes without limitation receiving or giving a business advantage or obtaining approvals, licenses, permits from the regulatory authorities;
- (d) any gift that would be illegal or in breach of the Act or foreign bribery and corruption laws; and
- (e) any gift which is lavish or excessive.

3.4 Events and arrangements

3.4.1 General Principles of Events and Arrangements

- (a) The Employees may arrange or participate in events and arrangements provided that there is a clear and legitimate business reason, the costs are reasonable, and kept within reasonable limits, the context is open and transparent and the immediate superior is informed.
- (b) Expensive or extravagant arrangements shall not be arranged or attended unless it is necessary from a business perspective and documented approval is obtained from Digi's CEO.
- (c) Digi shall not pay for travel, accommodation or other related expenses for third parties if Digi is arranging a business-related arrangement such as a meeting, seminar or presentation.
- (d) A Third Party shall not pay for Digi's expenses in connection with a



POLICY
Anti-Corruption

Valid from: 2020.06.01

Page: 3 of 8

business-related arrangement arranged by any other party.

- (e) Exceptions can solely be made in special circumstances and subject to review by Digi's Head of Compliance and prior written approval by Digi's CEO.
- (f) In the case of events and arrangement, they must not be offered to, or accepted from the Public Body, government officials or their representatives, politicians or political parties, without the prior review and recommendation of the Head of Compliance and approval by Digi CEO;
- (g) Any events or arrangements shall not be illicit, illegal or sexual in nature;
- (h) Invitation to participate in the events and arrangements should be addressed to the contracting legal entity of the Third Party to Digi's contract, and not to the individual employees (with exception of sole traders) of the Third Party with clear and written agenda and adequate business content;
- (i) If an Employee of Digi is required to travel abroad on a business related arrangement, travel, accommodation and related expenses are to be borne by Digi. This is subject to prior approval which upon being granted must have proper justification and the agenda, content and cost of the said travel shall be properly recorded and documented;
- (j) Events and arrangements that are offered as an incentive for performance, for instance to dealers, retailers and other business partners, must also be based on a clear contractual undertaking between Digi and the dealers.



POLICY
Anti-Corruption

Valid from: 2020.06.01

Page: 3 of 8

3.5 Facilitation Payments and Kickbacks

Digi prohibits facilitation payments and Kickbacks of any kind.

3.6 Emergency Exceptions

If an employee has reason to believe that his or her own or other's life, health or property could be in danger, the restriction on facilitation payment and bribery shall not apply.

If such payments are made, they are to be documented and entered precisely and accurately in the Gift, Hospitality and Travel Register provided under Appendix 1 of this AC Policy. If making a payment subject to the above narrow exception, the employee shall consult Digi's Policy Owner Anti-Corruption and obtain an approval from the employee's immediate superior at the earliest opportunity.

3.7 Lobbyists

In the event Digi makes use of a lobbyist, it shall be promptly disclosed to the lobbyist that he/she represents Digi. This obligation shall be included in the agreement with the lobbyist.

This AC Policy shall be binding on the lobbyist engaged by Digi and on persons engaged by the lobbyist (if any) for business engagements with Digi from the date of engagement until the date of expiry or early termination of engagement.

3.8 Political Activity

Digi does not take political positions or associate with political movements, though we may participate in public debates which are of importance to our strategy and business performance.

Unless specifically approved by Digi's sponsorship forum as stated in Digi Sponsorships, Donations and/or other Contributions Manual, Digi does not make any political donations or contributions to any political parties or politically motivated projects. Whilst the Employees of Digi are not restricted to make any personal political contribution in their own personal capacity,



POLICY
Anti-Corruption

Valid from: 2020.06.01

Page: 3 of 8

Digi will not make any reimbursement for personal contributions for these personal political contributions back to its employees.

3.9 Sponsorships and Donations

Sponsorships and Donations, though permissible subject to the Digi sponsorship and donations process, must never be for the purpose of obtaining an unfair advantage. Employees should refer to section 3.14 below and should further consult Digi's Compliance Function and Digi Sponsorship Manual.

3.9.1 General Principles for Sponsorship and Donations

The following are general principles to adhere to in providing sponsorships or donations:

- (a) ensure that such sponsorships, donations or other contributions are allowed by the Act or any other applicable laws and regulations, both local and foreign;
- (b) all request for charitable donations and sponsorships must require approval from the Sponsorship and Donation Committee;
- (c) be only made to well established entities having an adequate organisational structure to guarantee proper administration of the funds;
- (d) be accurately recorded in Digi's accounting books and records; and
- (e) not used as a means to cover up undue payment, Bribery or Gratification, or with the intent of obtaining or retaining business or advantage in the conduct of business for Digi.

3.9.2 Suspicious Transactions

The following are the "red flags" to look out for:



POLICY
Anti-Corruption

Valid from: 2020.06.01
Page: 3 of 8

- (a) the proposed recipient/organisation has affiliations with a Public Body or its related officials;
- (b) the contribution is made on behalf of a Public Body or its related officials;
- (c) there is a risk of perceived improper advantage to Digi;
- (d) the proposed recipient, request or activity originates from or is based in a high-risk country.

3.9.3 Integrity Due Diligence ('IDD')

Before making a commitment to provide a donation or sponsorship or other contributions, the Management is required to conduct proper IDD to ensure that the request is legitimate and that any "red flags" that are raised are resolved prior to committing the funds.

The following due diligence checklist should be adhered to in making a decision to provide a donation or sponsorship:

- (a) the request is properly evaluated against this AC Policy and related policies relating to sponsorship and donation;
- (b) there is no risk or perceived improper advantage for Digi;
- (c) the proposed recipient is a legitimate organisation and proper due diligence/background checks has been conducted to the satisfaction of the Head of Compliance; and
- (d) the proposed recipient/organisation does not have affiliations with a Public Body.

3.10 Gift, Hospitality and Travel Register

In these limited circumstances, Employees are expected to immediately record any gift, hospitality or travel expenses offered or accepted in the Gift,



POLICY
Anti-Corruption

Valid from: 2020.06.01
Page: 3 of 8

Hospitality and Travel Register as provided under Appendix 1 of this AC Policy which will then be submitted to the Compliance Function who will then decide whether to approve the offering or acceptance of the gift or require for the gift to be returned, to the extent capable of being returned. If the nature of gift is not capable of being returned, refund of money or credit equivalent to the value of gifts ought to be arranged.

3.11 Offence Under the Act

A. Receives or Gives Gratification

- (a) Section 16 of the Act, any person who by himself or by or in conjunction with any other person corruptly solicits or receives or agrees to receive for himself or any other person or corruptly gives, promises or offers to any person whether for the benefit of that person or of another person, any gratification as an inducement to or a reward for, or otherwise on account of (i) any person doing or forbearing to do anything in respect of any matter or transaction, actual or proposed or likely to take place or (ii) any officer of Public Body doing or forbearing to do anything in respect of any matter or transaction, actual or proposed or likely to take place, in which the Public Body is concerned, commits an offence.
- (b) Any person who commits an offence under Section 16 of the Act, shall on conviction be liable to imprisonment not exceeding twenty (20) years and a fine not less than five times the sum or value of the gratification is capable of being valued or of a pecuniary nature, or ten thousand ringgit, whichever is higher.

B. Offence by a Commercial Organization

- (a) Section 17A of the Act provides that a commercial organisation commits an offence if a person associated with the commercial organisation corruptly gives, agrees to give, promises or offers to any person any gratification whether for the benefit of that person or another person with intent to obtain or retain a business for the



POLICY
Anti-Corruption

Valid from: 2020.06.01
Page: 3 of 8

commercial organisation or to obtain or retain an advantage in the conduct of the business for the commercial organisation.

- (b) On conviction, a commercial organisation can be liable to a fine of not less than ten (10) times the sum or value of the gratification which is the subject matter of the offence, or One (1) million ringgit, whichever is higher or imprisonment for a term not exceeding twenty (20) years or to both.
- (c) Where an offence is committed by a commercial organisation, its director, controller, partner, officer or any person who is concerned with the management of the affairs of the company is deemed to have committed the offence unless he/she can prove that the offence was committed without his/her consent and he/she has exercised proper due diligence.

3.12 Whistleblower Protection

Digi strongly encourage Employees and/or Third Parties to notify or report any improper conduct through the reporting procedure as provided under Digi's Whistleblowing Policy.

Section 7 of the Whistleblower Protection Act 2010 provides protection to whistleblowers and extends such protection to any person related to or associated with the whistleblower upon receipt of the disclosure of improper conduct by any enforcement agency provided that such disclosure is not specifically prohibited by any written law.

For further information, please refer to Digi's Whistleblowing Policy.

3.13 Breach

Any Employee who breaches this AC Policy may face disciplinary action, which could result in dismissal for gross misconduct. Digi reserves the right to terminate our contractual relationship with any Third Party if there is a breach of this AC Policy.



POLICY
Anti-Corruption

Valid from: 2020.06.01
Page: 3 of 8

3.14 Adequate Procedures

Digi shall have adequate procedures in place to prevent Digi from being involved in corruption, including facilitation payments. This includes the following:

3.14.1 Top level commitment

Top management in Digi shall demonstrate a visible and active commitment to Digi's zero tolerance for corruption and the anti-corruption programme.

3.14.2 Risk assessment

Digi shall annually or at any periodic intervals assess external and internal risks and where there is a change in law or business to identify, analyze, assess and prioritize any risk related to bribery and corruption. Based on the annual assessments, the respective business unit shall implement adequate procedures to prevent the company from being involved in corruption. The risk assessment shall be properly recorded and documented. The risk assessment will include procedures, steps of improvement and enhancement to strengthen Digi's framework in combatting corruption and bribery.

3.14.3 Integrity Due Diligence (IDD)

Due care shall be exercised before engaging with Third Parties to avoid unacceptable risk of being involved in or associated with corruption. This Policy is to be read together with Digi Business Partner Compliance Management Policy and Manual.

(a) General

Digi's dealings with any Third Party, shall be carried out in compliance with the Act and all relevant local and foreign laws and consistent with the values and principles of this AC Policy. As part of this commitment, all forms of Bribery and corruption are unacceptable and will not be tolerated.

Digi expects that all and any Third Party acting for or on its behalf to share the principles, values and ethical standards to ensure that their actions does not implicate Digi legally and tarnish Digi's reputation for being involved with bribery or corruption.



POLICY
Anti-Corruption

Valid from: 2020.06.01
Page: 3 of 8

(b) Suspicious Transactions

The following are common “red flags” involving a Third Party which includes but is not limited to:

- (i) the proposed recipient, request or activity originates from or is based in a high-risk country;
- (ii) business dealings involving Family Members or other “special” ties (which includes close relationships) with Public Body or its related officials;
- (iii) a reference check reveals a flawed background or a reputation for “getting things done” regardless of the circumstances or suggests that for a certain amount of money, he can fix the problem;
- (iv) objection to anti-bribery representations and warranties in commercial agreements or negative response when told of such requirements;
- (v) convoluted payment arrangements such as payment in cash, payment to a Third Party or into accounts in other countries or requests for upfront payment for expenses or other fees;
- (vi) the Third Party requires that his/her identity not be disclosed as part of the business transaction;
- (vii) inadequate credentials for the nature of the engagement or lack of an office or an established place of business; and
- (viii) refusal or reluctance to complete the Integrity Due Diligence Questionnaire under **Appendix 2** of this AC Policy.



POLICY
Anti-Corruption

Valid from: 2020.06.01
Page: 3 of 8

(c) IDD Prior to Engaging with Potential Third Party

To help ensure that Digi only does business with a Third Party that shares Digi's standards of ethics and integrity, the Management and the Employees shall conduct prior IDD to assess the integrity of Digi's prospective business counterparties. Digi shall not enter into any business dealings with any Third Party which is reasonably suspected of engaging in Bribery or improper business practices unless those suspicions are investigated and resolved.

If at any point during the IDD exercise or in the dealings with a Third Party, there are conflicts of interest or "red flags" that are raised, these warrant further investigation by referring the matter to Compliance Function and must be sufficiently addressed before the engagement of the Third Party can progress. Digi shall procure all Third Party prior to entering into business dealings with them to fill in the Integrity Due Diligence Questionnaire **Appendix 2** to assess the risk of the Third Party and whether it is fit and proper to conduct business relationships with them.

(d) IDD for Existing Third Party

Digi performs an on-going IDD monitoring and manages the risk profile of existing Third Party, by conducting the following:

- (i) no payment to personal account is allowed if the Third Party is a body corporate;
- (ii) any one-off advance payment to a Third Party after a contract is signed and prior to delivery of services or goods, must be reviewed and approved by the Management before payment is made;
- (iii) all Third Parties in a business arrangement with Digi are subject to periodic compliance risk profile reviews. It includes requesting the Third Party to update the Integrity Due Diligence Questionnaire as provided under **Appendix 2**.



POLICY
Anti-Corruption

Valid from: 2020.06.01
Page: 3 of 8

(e) Trigger Event for Conducting IDD Check After Contracting

The following are the trigger events that will cause Digi to perform IDD after contracting:

- (i) change of payee and/or change of bank payment account request are raised by the Third Party;
- (ii) when the periodic compliance risk profile review is due;
- (iii) when there are changes of associated persons, for e.g., change of beneficial owner or authorized person;
- (iv) any negative news or updates on the Third Party which may raise concerns on doing business with the Third Party.

3.14.4 Communication and Training

Training on this AC Policy and Digi's Code of Conduct is provided regularly to all Employees and Digi's zero-tolerance approach to Bribery and corruption will, where appropriate, be communicated to any Third Party that is engaging with Digi through various formats which includes but is not limited to corporate training programmes, seminars, townhall sessions, role-specific training, induction programmes featuring anti-corruption elements, web based programmes, other outreach programmes and their declaration under an integrity pledge.

Digi also regularly communicate the requirements and obligations under this AC Policy and related policies through various mediums and platforms which includes but is not limited to emails, newsletters, posters, code of business conduct, Digi's website and internal platforms.

3.14.5 Record Keeping & Accounting

Any economic benefit or liability shall be recorded and maintained in designated company accounts utilizing clear terms to appropriately



POLICY
Anti-Corruption

Valid from: 2020.06.01
Page: 3 of 8

describe its nature and use in accordance with widely recognized and accepted accounting principles and practices in compliance with Digi's Accounting and Financial Reporting Policy.

Digi ensures that all matters regarding the prevention of corruption and bribery which includes but is not limited to risk assessment, proposed improvements and amendments to process and procedures, annual reviews of policies, complaints, disciplinary and corrective actions taken on prohibited conducts is properly documented and recorded.

3.14.6 Monitoring Yearly review

- (a) Digi's Policy Owner Anti-Corruption shall initiate effective periodic monitoring activities to ensure compliance with Digi's Policy Anti-Corruption.
- (b) Digi's Policy Owner Anti-Corruption shall conduct a yearly risk-based review of the adequate procedures in place in Digi and remediate any weaknesses. The review, including remediating actions, shall be reported to Digi's CEO.
- (c) Digi ensures that the Management continuously monitors the effectiveness and reviews the implementation of this AC Policy annually and at appropriate intervals, considering its suitability, adequacy and effectiveness. Any improvements identified are made as soon as possible. Internal control systems and procedures are also subject to regular review to provide assurance that they are effective in eliminating any risks of Bribery and corruption.
- (d) In addition to annual reviews, Digi is committed in ensuring the proper implementation and enforcement of the anti-bribery and corruption framework within Digi. These monitoring and enforcement steps may include the form of internal or external audits carried out by external reputable parties.



POLICY
Anti-Corruption

Valid from: 2020.06.01
Page: 3 of 8

- (e) Digi also seeks to conduct continual evaluations and identify competent persons and establish proper compliance functions to perform the adequate monitoring and implementation of anti-corruption measures within Digi.
- (f) All Employees are aware that they are responsible for the success of this AC Policy and should ensure they use it to disclose any suspected danger or wrongdoing. Digi's Management will monitor closely the performance of Employees in relation to the anti-corruption framework to ensure their understanding and compliance with their respective roles and functions.

The Management will not hesitate to conduct disciplinary proceedings including that of dismissal against any Employee found to be non-compliant to this AC Policy or its related policies.

4 Reporting

Digi's Policy Owner shall always notify the Group Chief Compliance Officer, the Digi's Head of Compliance, and the General Counsel in case of:

- Notice by public authorities commencing investigations or intervention towards Digi under anti-corruption laws and regulations.
- Material violations of anti-corruption laws and regulations.

5 Reference documents

- Digi Business Partner Compliance Management Policy Manual
- Code of Conduct
- Digi Whistleblowing Policy
- Digi Sponsorship, Donations and/or other Contributions Manual
- Digi Accounting and Financial Reporting Policy
- Digi Information Management Policy and Manual
- Digi Sourcing Policy and Manual



POLICY
Anti-Corruption

Valid from: 2020.06.01

Page: 3 of 8

- Digi Supply Chain Sustainability Policy and Manual
- Digi Sustainability Policy and Manual
- Digi Governing Principles
- Digi Investigation Manual

Appendix 1

Gift, Hospitality and Travel Register



Microsoft Excel
97-2003 Worksheet

Appendix 2

Integrity Due Diligence Questionnaire



Microsoft Excel
97-2003 Worksheet

Appendix 3

Conflict of Interest Register



Microsoft Excel
97-2003 Worksheet