



Health, Safety & Environment (HSE) Policy

Axiata Group Berhad is committed to conducting its businesses in a manner that delivers the most significant health, safety, and environmental performance. This policy defines Axiata's absolute commitment to health, safety, and the environment and is consistent with our commitment to corporate citizenship, social responsibility, and sustainability.

Our goals are to conduct our business in an environmentally responsible manner by creating health and safety practices and work environments that enable us to prevent work-related injuries and illnesses.

To accomplish this, we therefore commit to:

- Meet or exceed all applicable occupational health, safety, and environmental legislation, statutory, and other requirements.
- Proactively reduce occupational injury and illness risks wherever we work and promote employee health and well-being.
- Continue to provide information, training, and supervision as far as is reasonably practicable to ensure safety and health at the workplace.
- Constant improvement of our HSE standards within the company through the active participation and accountability of our workforce.

We maintain this high level of performance by integrating these objectives into our business planning, decision-making, governance processes, and performance tracking to ensure we achieve our goals and continually improve upon them.

Each employee has an individual responsibility to understand and support our health, safety, and environmental policies by actively participating in programs to ensure our goals are achieved.

We believe our company must work with employees, customers, partners, suppliers, governmental, non-governmental, and community organizations to protect while also enhancing health, safety, and the environment.

As Axiata and its Operating Companies operates in various jurisdictions, each of the entity also undertake to comply with local law and regulations that govern HSE.

This policy applies to all Axiata business organizations and employees wherever they are carrying out work on behalf of Axiata.

A handwritten signature in black ink, appearing to read "V. Sood", with a long horizontal stroke extending to the right.

Vivek Sood
Group Chief Executive Officer & Managing Director
Axiata Group Berhad
August 2024