



Integrity Message From The Group Chief Executive Officer

Dear Partners & Stakeholders,

Corporate governance lies at the heart of the way businesses are run. Hence, Malaysia Airports recognises the importance of its employees in adhering to the principles of honesty, integrity, transparency, fairness, and observing corporate responsibility to society and stakeholders. These principles are considered as best corporate governance and business practices that greatly contributes towards eliminating corruption.

In line with the above, Malaysia Airports signed the Corporate Integrity Pledge (CIP) in 2011 to commit and uphold the anti-corruption principles and support the corruption prevention initiatives. The CIP was subsequently followed by the signing of the Corruption-Free Pledge (*Ikrah Bebas Rasuah* or *IBR*) to hold individuals accountable and responsible in carrying out the duties as well as deterring any form of corruption or misconduct. Furthermore, certain measures have been introduced via various policies to eliminate corruptions. These measures include the code of ethics and conduct, whistleblowing policy, asset declaration, gift policy, conflict of interest declaration, vendor integrity pact and vendor code of ethics among others.

I am pleased to inform that we have recently established the ISO 37001:2016 for the anti-bribery management systems certification in our procurement process. The certification will also be extended to the management systems for all areas within Malaysia Airports.

With the new amendments of Malaysian Anti-Corruption Commission (MACC) Act 2009, including offences by a commercial organisation under Section 17A (widely known as corporate liability) and the National Anti-Corruption Plan launched by the Prime Minister in January 2019, we need to increase our efforts in combating corruption and ensure compliance with the latest requirements as well as best practices.

As clearly stated in the Malaysia Airports Anti-Corruption Policy Statement, we will not support any corruption related activities such as receiving or giving bribes, which can be subterfuge in various forms such as donation, sponsorships, giving and receiving gifts, hospitality, and facilitation payments. **Should any employee violate the policy or engage in any corrupt practices, they will be subject to internal disciplinary actions and criminal charges under the applicable laws.**

Malaysia Airports is in full collaboration with the MACC in detecting and investigating corrupt activities. We are also working closely with MACC in preventing corruption from becoming an epidemic in this company. **Malaysia Airports will not tolerate any act of corruption.**

I would like to remind that it is everyone's responsibility to report to their Divisional Heads or the Human Resource Services Division of any instance of actual or suspected breaches of any law or regulation and the Company's policies and procedures. Alternatively, you may also report such breaches through the Company's Whistleblowing Programme, a safe and confidential channel for Employees to raise concerns about wrongdoings, malpractices or unethical and unlawful conducts.

Failure to report any misconduct, criminal act, illegal activities or known offence may be interpreted as abetting to the crime or activity and may result in disciplinary or criminal action being taken against the individual.

The success of Malaysia Airports depends on our people and how we conduct our business. It is my hope that with the initiatives mentioned above as well as the support from the relevant authorities, we will be upholding Malaysia Airports' integrity at the highest level and be a role model to others.

Together, let's continue doing the right thing, the right way, every day until it becomes our culture!

Thank you.

RAJA AZMI RAJA NAZUDDIN
Group Chief Executive Officer
Malaysia Airports Holdings Berhad

