



TENAGA CABLE INDUSTRIES SDN. BHD. (198901012116) (189423-D)
(A Subsidiary of Tenaga Nasional Berhad)

TCI ANTI-BRIBERY MANAGEMENT SYSTEM POLICY STATEMENT

In Tenaga Cable Industries Sdn Bhd (TCI), ethics and integrity are indispensable to our aspiration and purpose. We act with honesty and adhere to the highest standards of moral and ethical values and principles through our individual and professional behaviour.

TCI strives to maintain the highest standards of ethical conduct and corporate responsibility through the application of the following principles:

- Compliance with national and international laws and regulations, which is required as a minimum standard.
- Reputable business practices must be applied company-wide.
- Conflicts of interest must be declared and appropriate arrangements made to ensure that those with a material interest are not involved in the decision-making process.
- Improper payments of any kind are prohibited.
- Reporting of business performance should be undertaken in such a way that senior management is fully and properly informed concerning the true performance, risks and opportunities of the business in a timely manner.
- Ethical issues must be dealt with in an efficient and transparent manner.
- We must seek to influence our suppliers, vendors and contractors to operate to similar high standards as ourselves.

Integrity is about people doing the right thing – not looking for personal gain or to reward others by taking advantage of ambiguity or uncertainty in the law or in the company's policies and procedures. All employees, including company executives, officers and senior level managers, as well as members of TCI's board of directors are each expected not only to champion the policy, but also to protect it – questioning and reporting any practice or activity that conflicts, or appears to conflict, with the Company's ethical standards.

Violations of this Policy by any TCI personnel may result in disciplinary action up to termination of employment as well as the potential for prosecution, fines or imprisonment in accordance with applicable laws. Any Third-Party Representatives who violate this Policy may face termination of contracts and business relations with TCI.

“CONNECTING PEOPLE, POWERING TOMORROW”

Ir. Hairil Azli Bin Abdul Satar
MANAGING DIRECTOR
TENAGA CABLE INDUSTRIES SDN BHD



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KENYATAAN POLISI SISTEM PENGURUSAN ANTI-RASUAH TCI

Di Tenaga Cable Industries Sdn Bhd (TCI), etika dan integriti sanaat diperlukan untuk aspirasi dan matlamat kami. Kami bertindak dengan jujur dan mematuhi nilai-nilai moral dan etika yang tertinggi menerusi tingkah laku individu dan profesional kami.

TCI berusaha mengekalkan taraf perlakuan etika tertinggi dan tanggungjawab korporat melalui penerapan prinsip-prinsip berikut:

- Mematuhi undang-undang dan peraturan kebangsaan dan antarabangsa, yang diperlukan sebagai piawaian minima.
- Amalan perniagaan yang bereputasi mestilah digunakan di seluruh syarikat.
- Konflik kepentingan mestilah diisytiharkan dan tindakan yang sesuai perlulah dibuat untuk memastikan mereka yang berkepentingan tidak terlibat dalam proses membuat keputusan.
- Apa-apa jenis pembayaran yang tidak wajar adalah dilarang.
- Pelaporan prestasi perniagaan harus dilakukan di mana pengurusan kanan adalah dimaklumkan sepenuhnya dan sejujurnya mengenai prestasi sebenar, risiko dan peluang perniagaan dengan tepat pada masanya.
- Isu etika mestilah ditangani dengan cara yang cekap dan telus.
- Kami mestilah berusaha untuk mempengaruhi pembekal, vendor dan kontraktor untuk beroperasi dengan piawaian yang tinggi seperti kami.

Integriti adalah tentang orang yang melakukan perkara yang betul – tidak mencari keuntungan peribadi atau memberi hadiah kepada orang lain dengan memanfaatkan kebauran dan ketidakpastian dalam undang-undang atau dalam polisi dan prosedur Syarikat. Semua pekerja, termasuk eksekutif-eksekutif Syarikat, pegawai-pegawai kanan, serta Ahli Lembaga Pengarah TCI, masing-masing perlulah bukan saja untuk memperjuangkan polisi itu, tetapi juga untuk melindunginya – mempersoalkan dan melaporkan apa-apa amalan atau aktiviti yang mempunyai konflik, atau kelihatan mempunyai konflik, dengan piawaian etika Syarikat.

Pelanggaran Polisi ini oleh mana-mana wargakerja TCI boleh mengakibatkan tindakan tatatertib sehingga penamatan pekerjaan serta berpotensi untuk didakwa, denda atau penjara mengikut undang-undang yang terpakai. Mana-mana wakil pihak ketiga yang melanggar Polisi ini mungkin menghadapi penamatan kontrak dan hubungan perniagaan dengan TCI.

“CONNECTING PEOPLE, POWERING TOMORROW”

Ir. Hairil Azli Bin Abdul Satar
PENGARAH URUSAN
TENAGA CABLE INDUSTRIES SDN BHD



Tenaga Cable Industries Sdn. Bhd.

Anti-Bribery Management System Objectives

In line with the company policy, we are committed to maintain the highest standards of ethical conduct regarding anti-bribery as follows:

1. Compliance with national and international laws and regulations.
2. No improper payments of any kind.
3. No violation of ABMS policy by any TCI personnel resulting to disciplinary action.

"CONNECTING PEOPLE, POWERING TOMORROW"

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IR. HAIRIL AZLI BIN ABDUL SATAR
Managing Director

19th AUGUST 2025