

PETRONAS Commitment to Integrity

PETRONAS adopts zero tolerance for any form of bribery or corruption. The PETRONAS CoBE, PETRONAS Anti Bribery and Corruption Manual, and PETRONAS Whistleblowing Policy are in place to guide PETRONAS employees and third parties when dealing with potential or actual bribery and corruption situations or improper conduct in their day-to-day business activities.

PETRONAS has established an Integrity Governance Unit (IGU) or Group Integrity as per *Arahan Perdana Menteri (PM) 2018* (Prime Minister's Directive of 2018) to perform the four (4) core functions, which are Complaint Management, Detection Verification, Integrity Strengthening and Governance. In support of Group Integrity, Integrity Focal Person (IFP)'s have been established to implement and report on Integrity Strengthening and Governance related matters.

In August 2022, PETRONAS' Executive Leadership Team signed the "*Ikrar Bebas Rasuah*," or Corruption-Free-Pledge to demonstrate Top-level commitment to the 'TRUST' principle of adequate procedure as one of the defences against Corporate Liability. The 'TRUST' principles are Top Level Commitment (T), Risk Assessment (R), Undertake control measures (U), Systematic review, monitoring and enforcement (S), Training and communication (T).

The PETRONAS Organisational Anti-Corruption Plan (OACP) 2022-2023 has been published with the aspiration of "Zero tolerance for corruption in the pursuit of a corruption-free organisation". The OACP strategies focus on:

- Strengthening corporate governance on people and processes
- Increased confidence on the internal controls and improved business processes efficiency
- Holistic approach and pervasive communication on ethics and integrity

PETRONAS Holding Company Unit has been ISO 37001:2016 Anti Bribery Management System (ABMS) certified since November 2017. This demonstrates our commitment to managing any corruption-related (integrity-related) activities while adhering to all applicable laws and regulations.

Pursuant to the Corruption Risk Assessment, sensitive positions have been identified as one of the mitigations to manage the corruption risk.

A significant increase in whistleblowing complaints indicates increased awareness of the channel and trust for people to report their concerns, serving as a preventive measure in managing integrity.

In collaboration with the Malaysian Anti-Corruption Academy (MACA), PETRONAS continues to upskill our staff on integrity and governance through the Certified Integrity Officer (CeIO) programme.

Various integrity strengthening programmes are implemented on a regular basis across the group to raise awareness of integrity-related topics such as whistleblowing and corporate liability.