



# NTT DATA Payment Services Sdn. Bhd. Group Occupational Health, Safety, and Environment Policy

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## VERSION CONTROL

| Version | Approval Date | Prepared by                              | Approved by        |
|---------|---------------|------------------------------------------|--------------------|
| 1.0     | 22/08/2022    | Group Legal, Compliance & Sustainability | Group CEO          |
| 2.0     | 30/07/2025    | Group Legal, Compliance & Sustainability | Board of Directors |

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NTT DATA Payment Services Sdn Bhd, its related corporations as defined under the Companies Act 2016, and any other entities within the NTT DATA Group for which NTT DATA Payment Services Sdn Bhd provides management oversight and strategic direction as the regional headquarters, now and in the future, with each such company being a member of the NTT DATA Payment Services Group of Companies (the “**Group**”) believes that our employees are our most valuable asset, and that providing a safe, healthy workplace and a sustainable environment is critical to our business success. We will ensure that all of our subsidiaries adhere to the most stringent applicable occupational health, safety, and environmental (“**OHSE**”) or such other equivalent standards as it is applicable in the particular country in which the respective subsidiary is located, in order to ensure the well-being of our employees and business partners, as well as to maintain an operation that minimises all negative environmental and climate change impacts associated with our endeavours.

Through this Group Occupational Health, Safety, and Environment Policy (the “**Policy**”), the Group affirms that OHSE considerations are integral to our daily operations and is committed to achieving the following objectives:

- a) Implement and maintain a proactive framework that ensures systematic OHSE management by adhering to applicable legal requirements, international best practises, and the organization's compliance obligations in the countries in which we operate.
- b) Management accepts full responsibility for protecting employees and the environment.
- c) Consult employees as needed in the planning, implementation, performance evaluation, and actions for continuous improvement of the OHSE management system.
- d) Act responsibly to prevent work-related illness and injury to ourselves and others by eliminating hazards and reducing occupational health and safety risks, as well as to protect the environment, including pollution prevention and sustainable resource use.
- e) Provide information, instructions, trainings, supervision, and resources to all employees and contractors as needed to ensure the health and safety of employees and visitors at work.
- f) Contractors must manage OHSE in accordance with this Policy.
- g) Investigate any incident and use all relevant information to prevent similar incidents from occurring in the future.
- h) Proactively audit, report, and promote continuous improvement in our OHSE performance.

We strive to ensure that our OHSE standards in our respective businesses are on par with or exceed industry practises. The primary focus is on internalisation and engagement with our employees.

This Policy is essential to our Group's strategy and is reviewed on a regular basis by the Group Management as and when necessary.