

Ref: (172) GHCM/0724/GCEO Merit Award/2011

8 August 2012

Name : Mohamad Hafiz Bin Othman
IC No : 870623025765
Position : Asst Mgr FTTH Passive Technology
Unit : HSBB Access
Division : IT & Network Technology

En. Mohamad Hafiz,

Congratulations! You are a recipient of the Group CEO Merit Award 2011!

I would like to commend you for your contributions to the company over the past year. Your hard work and dedication, individually and as a team-player, have brought about positive changes in TM towards improving business performance and enhancing customer experience.

This is *Teaming With Passion* in action. Thank you for upholding our *KRISTAL* values, delivering our *COOL* strategies, energized by TWP and always in the spirit of 1TM.

As a recipient of the **GROUP CEO MERIT AWARD 2011**, you will receive a cash reward equivalent to approximately 1.4 month(s) of your salary. This cash reward will be credited into your account by 10th August 2012.

I hope that you see this award not as just a reward of your past performance, but more importantly, as an investment that the Company has made in you towards our continued future performance and successes together. Keep doing the right things for our beloved TM – keep your foot on the pedal to accelerate ahead of our competitors, deliver on customer experience and win this war!

Remember my challenge for us to hit RM10 billion in revenue and surpass the RM700 million operational profits mark this year – Let's make TM a member of the RM10 billion club!

We are 1TM! Passion To Win! Support Each Other! Challenge!

Service With Heart...



DATO' SRI ZAMZAMZAIRANI MOHD ISA
Group Chief Executive Officer.



Dato' Sri Zamzamzairani Mohd Isa
Group Chief Executive Officer

23 May 2011

Ref: (1167)GHCM/0724/GCEO Merit Award/2010

Name : Mohamad Hafiz Bin Othman
IC No : 870623025765
Position : Asst Mgr FTTH Passive Technology
Unit : HSBB Access
Division : Network Development

Dear Encik Mohamad Hafiz Bin Othman

GROUP CEO MERIT AWARD 2010

Congratulations! You are a recipient of the **GROUP CEO MERIT AWARD 2010**.

It is with great delight that I present you this award of the highest accolade in TM.

Personally, I would like to commend you on your outstanding contributions to the company. Your efforts in going the extra mile in initiative(s) beyond your scope of work had helped TM achieve significant milestones and process improvements in 2010. Your contributions have brought about positive changes for TM and delivered customer centricity. Truly, that was *Teaming with Passion* in action. A commendable attribute for living up to our core values of *KRISTAL* and delivering *COOL*, energized by TWP and always in the spirit of 1TM.

Indeed, my personal appreciation to you.

As a recipient of the **GROUP CEO MERIT AWARD 2010**, you will receive a cash reward equivalent to approximately 1.4 month(s) of your salary. This cash reward will be credited into your account by 27 May 2011.

Last but not least, I encourage you to sustain your passion to deliver results. Most importantly, multiply your passion and, share your knowledge and skills with your team members so that collectively, we will all make a difference for TM.

Support each other! Make it happen! We can do it!

Kind regards

DATO' SRI ZAMZAMZAIRANI MOHD ISA
Group Chief Executive Officer



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Our Ref: (457) HCBD ITNT/IT&NT GLT Award 2016/M

3 February 2017

**MOHAMAD HAFIZ BIN OTHMAN (IC NO.: 870623025765)
ASST MGR FTTH ACCESS DESIGN
DIVISION ACCESS DEVELOPMENT
NETWORK DELIVERY**

Dear Mohamad Hafiz Bin Othman

IT & NT GLT AWARD 2016

Congratulations! You are a recipient of the **IT & NT GLT AWARD 2016**.

It is with great delight that we present you this award on your contribution of “**Simplification Of High Capacity Fiber Optic Splice Closure (Fosc)**” award in IT&NT.

Personally, we would like to commend you on your outstanding contributions. Your contributions have brought about positive changes for IT&NT and living up to our core values of **KRISTAL** always in the spirit of 1TM Team Relay in realizing the Life Made Easier vision of TM.

Indeed, our personal appreciation to you.

As a recipient of the **IT & NT GLT AWARD 2016**, you will receive a cash reward value **RM955.00**. This cash reward will be credited into your account by **24 February 2017**.

Last but not least, we encourage you to sustain your passion to deliver results. Most importantly, multiply your passion and, share your knowledge and skills with your team members so that collectively, we will all make a difference for TM to be the Convergence Champion.

Let's deliver to be the Convergence Champion!

Kind regards,

DATO' MOHD RAIS BIN AZHAR
Vice President
Division Nwk Architecture & Technology
IT & Network Technology

GIORGIO MIGLIARINA
Chief Technology & Innovation Officer
IT & Network Technology
TELEKOM MALAYSIA BERHAD



PRIVATE & CONFIDENTIAL

Our Ref: (50) HCBD ITNT/IT&NT GLT Award 2016/M

3 February 2017

**MOHAMAD HAFIZ BIN OTHMAN (IC NO.: 870623025765)
ASST MGR FTTH ACCESS DESIGN
DIVISION ACCESS DEVELOPMENT
NETWORK DELIVERY**

Dear Mohamad Hafiz Bin Othman

IT & NT GLT AWARD 2016

Congratulations! You are a recipient of the **IT & NT GLT AWARD 2016**.

It is with great delight that we present you this award on your contribution of "**SIMPLIFIED ACCESS INFRASTRUCTURE DESIGN (SIMD)**" award in IT&NT.

Personally, we would like to commend you on your outstanding contributions. Your contributions have brought about positive changes for IT&NT and living up to our core values of **KRISTAL** always in the spirit of 1TM Team Relay in realizing the Life Made Easier vision of TM.

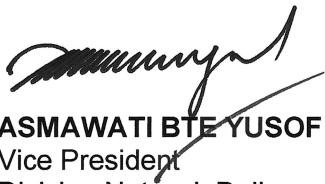
Indeed, our personal appreciation to you.

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Last but not least, we encourage you to sustain your passion to deliver results. Most importantly, multiply your passion and, share your knowledge and skills with your team members so that collectively, we will all make a difference for TM to be the Convergence Champion.

Let's deliver to be the Convergence Champion!

Kind regards,


ASMAAWATI BTE YUSOF
Vice President
Division Network Delivery
IT & Network Technology


GIORGIO MIGLIARINA
Chief Technology & Innovation Officer
IT & Network Technology
TELEKOM MALAYSIA BERHAD