

## MAXIS BERHAD

Registration No. 200901024473 (867573-A)  
Incorporated in Malaysia

### Non-Executive Directors' Remuneration Policy

Objective	This Remuneration Policy aims to establish a suitable remuneration framework that enables the Company ("Maxis" or "the Company") to attract and retain a sufficient number of talented and well-qualified Directors, supporting the Maxis Group's long-term business objectives ("the Policy").
Overall scope of the Policy	<p>The Maxis Board is mindful that fair remuneration is critical to attract, retain and motivate the non-executive directors of Maxis Group. The Policy is reviewed yearly prior to the Company's Annual General Meeting by the Board through the Nomination and Remuneration Committee. In making its assessment, the Committee considers various factors such as the non-executive directors' fiduciary and statutory duties, risks, their time commitment, accountability, responsibilities and contributions including the independent judgement they bring to the Board and the oversight role that they play in respect of the execution by management of its initiatives.</p> <p>The Policy is established to ensure that the remuneration of non-executive directors' remains at appropriate levels.</p>
Fees, meeting allowances and benefits subject to shareholders' approval	Fees, meeting allowances and benefits payable to non-executive directors pursuant to Section 230 of the Companies Act 2016 are subject to approval from shareholders of the Company.
Remuneration for non-executive directors' fees and meeting allowance	<ul style="list-style-type: none"> <li>• The remuneration of Non-Executive Directors shall consist of a fixed Directors' fee, Board Committee's fee and meeting allowances (where applicable). The remuneration is paid monthly.</li> <li>• A fixed meeting allowance of RM2,000 per meeting shall be paid for each Board or Committee meeting attended (physically or virtually). This allowance will replace reimbursable expense claims (excluding accommodation, flights, airport transfers and other reasonable expenses for attending meetings) incurred by directors while attending and returning from meetings of the Board or Committees, as per Rule 119.2 of the Constitution of the Company. The meeting allowance (if incurred) will be paid together with the monthly directors' fees.</li> <li>• Fees and meeting allowances are taxable income and will be subject to tax deductions before payment and based on the prevailing tax regulations.</li> <li>• Payment of directors' remuneration shall be subject to applicable tax regulations. Directors are responsible to ensure compliance with applicable tax regulations.</li> <li>• Non-Executive Directors are not entitled to receive performance-based bonuses.</li> </ul>

	<ul style="list-style-type: none"> <li>• The Chief Executive Officer / Executive Director is a salaried employee and does not receive any Director’s remuneration.</li> <li>• Payment will be remitted into the bank accounts instructed by the directors in accordance with the Company’s treasury policies.</li> </ul>
Benefits	<ul style="list-style-type: none"> <li>• Working tools such as mobile device and iPad are made available to non-executive Directors for work purposes in the discharge of their functions, responsibilities, or duties as Directors, subject to the provisions of the mobile device policy for Non-Executive Directors of Maxis Berhad and its subsidiaries.</li> <li>• Company Car and Driver: For Chairman only and is recorded as a benefits in kind</li> </ul>
Directors & Officers Liability Insurance Policy (“D&O Insurance”)	<ul style="list-style-type: none"> <li>• The non-executive directors are insured against certain liabilities under D&amp;O Insurance maintained on a group basis under Binariang GSM Sdn Bhd, the ultimate holding company.</li> </ul>

Reviewed in February 2026