

## I KNOW – Non-Executive Directors’ Fees, Expenses and Reimbursement Policy

I KNOW	Remuneration policy in respect of fees, expenses and reimbursement of non-executive directors of Maxis Berhad (“the Company”) and its subsidiaries (“Policy”)
Overall scope of the Policy	<p>The Maxis Berhad (“Maxis”) Board is mindful that fair remuneration is critical to attract, retain and motivate the non-executive directors of Maxis and its subsidiaries. The Policy is reviewed every year prior to the Company’s Annual General Meeting by the Board through the 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 judgment 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 non-executive directors’ remuneration remains at appropriate levels and their expenses are properly incurred and reimbursed.</p>
Fees and benefits subject to shareholders’ approval	Fees 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.
Mode of payment for non-executive directors’ fees	<ul style="list-style-type: none"> <li>• The fees are paid in RM but may, upon a formal request being made, be converted and paid in other currencies.</li> <li>• Payment of fees are made on a monthly basis at the start of each subsequent month (e.g., payment for January fees will be paid in early February (within seven working days)).</li> <li>• Fees are subject to tax deduction imposed by the Inland Revenue Board and the applicable deductions are made prior to payment of fees.</li> <li>• All payment of fees will be processed by Company’s secretarial department and/or People &amp; Organisation department; and</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>• Benefits granted to the non-executive directors comprise car and petrol allowance and/or any other benefits approved by the Remuneration Committee, being such items required by the non- executive directors to perform their duties and discharge their obligations as directors of the Company.</li> <li>• Directors’ may opt to stay at any of the hotels that provide corporate rates, listed by the Company.</li> </ul>

	<ul style="list-style-type: none"> <li>• Directors will be availed office space and administrative services at Maxis offices to perform their duties and discharge their obligations as directors of the Company when attending meetings of the Board or any Committee of Directors or general meetings of the Company or otherwise howsoever incurred in connection with the business of the Company in the course of performing their duties as Directors.</li> </ul>
Directors & Officers Liability & Insurance Policy (“ <b>D&amp;O Insurance</b> ”)	The non-executive directors are insured against certain liabilities under D&O Insurance maintained as a group basis under Binariang GSM Sdn Bhd, the ultimate holding company.
Expenses & Reimbursement	<ul style="list-style-type: none"> <li>• The Directors may be reimbursed for travelling, hotel and other expenses properly incurred by them in attending and returning from meetings of the Board or any Committee of Directors or general meetings of the Company or otherwise howsoever incurred in connection with the business of the Company in the course of performing their duties as Directors (Rule 119.2 of the Company’s Constitution).</li> <li>• For meal reimbursements and claims while attending meetings, the Directors will exercise reasonable judgment in making such claims.</li> <li>• All reimbursements will be processed by Company’s secretarial department, the People &amp; Organisation department and/or the relevant Maxis divisions.</li> <li>• Payments will be remitted into the bank accounts instructed by the directors in accordance with the Company’s treasury policies.</li> </ul>
Policy on General Claims	<ul style="list-style-type: none"> <li>• Directors must adhere to Maxis “<a href="#">I KNOW – My General Claims</a>” Policy.</li> </ul>