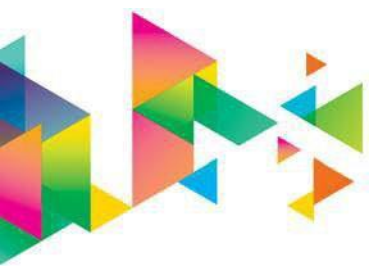


**TERMS OF REFERENCE
BOARD NOMINATION AND
REMUNERATION COMMITTEE**

**AXIATA GROUP BERHAD
(242188-H)**



Duly approved and adopted by the Board of Directors of Axiata Group Berhad
at the [7-23] Board of Directors' Meeting held on **9 November 2023**

AXIATA GROUP BERHAD
(242188-H)

**TERMS OF REFERENCE OF BOARD NOMINATION
AND REMUNERATION COMMITTEE**

1.0 FUNCTION OF THE BOARD NOMINATION AND REMUNERATION COMMITTEE (“BNRC”)

1.1 The primary functions of the BNRC are as follows:-

Nomination

- a) to oversee the selection and assessment of Directors to ensure that Board composition meets the needs of the Axiata Group Berhad (“**Axiata**” or “**Company**”)
- b) to propose new nominees to the Board of Directors of Axiata Group Berhad (“**Axiata**” or “**Company**”) and any Committee of the Board;
- c) to facilitate and review Board induction and training programmes;
- d) to assess Directors on an ongoing basis;
- e) to recommend or approve, as the case may be, based on the terms of reference herein, the Senior Management of Axiata Group as stipulated in the Key Approval Matrix (as attached herewith) and revised and updated from time to time.

The assessment of Directors shall be undertaken in accordance with the Fit & Proper Policy of the Axiata Group as applicable thereat and may be supplemented further by the policy effective at the Operating Companies (“**OpCos**”) or Significant Investments (“**SI**”) of the Axiata Group (as defined in the Key Approval Matrix) where such nomination resides.

Remuneration

- f) to recommend to the Board the remuneration of the Executive Directors in all its forms, drawing from outside advice as necessary;
- g) to assist the Board in determining the policy and structure for the remuneration of Directors and Senior Management of Axiata Group as stipulated in the Key Approval Matrix; and
- h) to administer the Axiata Group Share Scheme and the Long Term Incentive Plan (“**LTIP**”) in accordance with the By-Laws of the LTIP as approved by shareholders of the Company, or such other similar scheme that is put in place from time to time.

2.0 COMPOSITION OF THE BNRC

- 2.1 The BNRC members shall be appointed by the Directors.
- 2.2 The members of the BNRC may relinquish their membership in the BNRC with prior written notice to the Company Secretary. The BNRC will review and recommend, to the Board for approval, another candidate to fill up such vacancy.
- 2.3 The Chairman of the BNRC shall be appointed by the Board.
- 2.4 The BNRC must be composed of no fewer than 3 members and composed exclusively of Non-Executive Directors, a majority of whom shall be Independent Non-Executive Directors.
- 2.5 The Board, may from time to time and in its absolute discretion, revise the composition of the BNRC and the roles and responsibilities of the BNRC.

3.0 SECRETARY OF THE BNRC

- 3.1 The Company Secretary or any other person appointed by the BNRC shall be the Secretary of the BNRC.
- 3.2 The Secretary shall:
 - i) ensure all appointments to the BNRC are properly made.
 - ii) ensure that the BNRC receives information and papers in a timely manner to enable full and proper consideration to be given to issues.
 - iii) prepare the minutes of the BNRC meetings and record the conclusions of the BNRC in discharging its duties and responsibilities.
 - iv) circulate the minutes of the BNRC meetings promptly to all members of the BNRC and make the same available to Board members who are not members of the BNRC.
 - v) ensure that the minutes of the BNRC meetings are properly kept and produced for inspection if required.

4.0 MEETING GUIDELINES OF THE BNRC

4.1 Quorum

In order to form a quorum, a minimum two (2) members must be present.

Where only two (2) members are competent to vote on the question in issue and there is equality in vote, the resolution shall be deemed not to have been passed, whereupon the question in issue shall be tabled at the next meeting of the BNRC or referred to the Board of Directors of Axiata, whichever is more expedient.

4.2 Meetings

- 4.2.1 The BNRC shall meet at least four (4) times in a year. Additional meetings shall

be held as and when the BNRC or the Chairman of the BNRC shall decide. The BNRC meetings shall be governed by the provisions of the Company's Articles of Association relating to Board meetings unless otherwise provided for in this Terms of Reference. The BNRC may establish procedures from time to time to govern its meetings, keeping of minutes and its administration.

4.2.2 The BNRC may request other Directors, members of Board committees/ management, counsels and consultants as applicable to participate in the BNRC meetings, as necessary, to carry out the BNRC's responsibilities, provided, however, that no Director shall be entitled to vote at such meetings or be counted as part of the quorum for any meeting of the BNRC unless he or she is a member of the BNRC.

4.2.3 A member of the BNRC shall excuse himself/herself from the meeting during discussions or deliberations of any matter which gives rise to an actual or perceived conflict of interest situation for him. Where this causes a lack of quorum, the BNRC shall appoint another candidate(s) who meets the membership criteria.

4.2.4 A member of BNRC may participate in a meeting of BNRC by means of a telephone conference, video conference, electronic communications or any other means of communications and the person shall be deemed to be present in person at the meeting and shall be entitled to vote or be counted in a quorum accordingly.

4.2.5 The notice and agenda for each BNRC meeting shall be sent to all members of the BNRC and any other persons who may be required to attend.

4.2.6 The Chairman of the BNRC shall report to the Board on any matter that should be brought to the Board's attention and provide recommendations of the BNRC that require the Board's approval at the Board meeting.

4.3 BNRC Circular Resolution

Decision of the BNRC made by Circular Resolution shall be valid provided it is approved by all Members.

5.0 DUTIES AND RESPONSIBILITIES OF THE BNRC

5.1 In carrying out its responsibilities, the BNRC's policies and procedures remain flexible to changes in circumstances and conditions that are in compliance with legal and regulatory requirements. The following are the main duties and responsibilities of the BNRC.

5.1.1 Duties and Responsibilities in relation to nomination matters include, to:-

5.1.1.1 Recommend to the Board, candidates for all directorships in Axiata to be filled by the shareholders, the Board or independent individuals. In making its recommendations, the BNRC should consider the following:-

- a) Skills, knowledge, expertise and experience of the candidate.
- b) Professionalism of the candidate.
- c) Integrity of the candidate.
- d) Commitment, contribution and performance of the candidate;
- e) In the case of candidates for the position of Independent Non-Executive

Director, evaluate the candidates' ability to discharge such responsibilities and functions as expected from Independent Non-Executive Directors.

- f) In the case of the position of Non-Executive Director, the candidate should be persons of calibre, credibility, and have the necessary skill and experience to bring an independent judgment to bear on the issues of strategy, performance and resources, including key appointments and standards of conduct.
- 5.1.1.2 Consider in making its recommendations, any candidates for directorship proposed by the Managing Director, President & Group Chief Executive Officer ("**President & GCEO**") and, within the bounds of practicability, by any other Senior Executive or any Director or Shareholder.
 - 5.1.1.3 Recommend to the Board candidates for directorship or Axiata nominees in OpCos subject to prevailing regulatory and legal requirements in the various jurisdictions and the terms and conditions of the Shareholders Agreements or any other agreement governing Axiata's investment or shareholding. The President & GCEO shall nominate candidates for appointment as directors in SIs as well as for members serving on the Committees of both OpCos and SIs. The detailed description of the remit of the BNRC is as set out in Key Approval Matrix.
 - 5.1.1.4 Recommend to the Board, candidate(s) to fill the seats on Board Committees. In respect of Board Audit Committee ("**BAC**"), to assess and ensure all BAC members are financially literate and possess a wide range of necessary skills to discharge its duties.
 - 5.1.1.5 Recommend and/or approve candidates for Senior Management positions in Axiata Group as set out in the Key Approval Matrix.
 - 5.1.1.6 Review and assess on the independency of a long serving independent directors and recommend to the Board for shareholders' approval on their re-appointment in keeping at all times to Axiata's policy on a 9-year limit of independence of directors on the Board.
 - 5.1.1.7 Annually review the mix of skills, gender, experience, size, other qualities, including core competencies which Non-Executive Directors should bring to the Board.
 - 5.1.1.8 Annually review the role and functions of the Board and Board Committees to ensure its appropriate composition by taking into account the specific needs of Axiata, the Board and Board Committees.
 - 5.1.1.9 Determine and implement the process on annual evaluations of the effectiveness of the Board as a whole, Board Committees and individual Directors, including independent Non-Executive Directors, Managing Directors/Executive Directors as well as the President & GCEO, and report to the Board its findings and recommendations. BNRC shall ensure that all assessments and evaluations are carried out by Independent experts and properly documented.

- 5.1.1.10 Develop criteria to assess independence and these criteria to be applied upon Board's admission, annual review and when any new interest develops and ensure disclosure of the assessment in Annual Report and in any notice convening a general meeting for the appointment and re-appointment of Independent Directors;
- 5.1.1.11 Establish a policy formalising approach to Boardroom diversity and ensure that women candidates are sought in recruitment exercise and ensure disclosure in Annual Report of gender diversity policies and targets and the measures taken to meet those targets.
- 5.1.1.12 Recommend suitable orientation/induction, educational and training programmes to continuously train and equip the existing and new Directors and to ensure a statement is made in the Annual Report by the Board containing a brief description on the type of training attended by Directors during the financial year.
- 5.1.1.13 Proactively maintain a pipeline and review potential candidates to the Board and Board Committees by implementing a succinct succession plan for Axiata.
- 5.1.1.14 Consider other matters as prescribed to the BNRC by the Board.
- 5.1.2 **Duties and Responsibilities in relation to remuneration matters include, to:-**
 - 5.1.2.1 Set, review, advise and recommend for the approval and endorsement of the Board a remuneration policy and framework for the remuneration that commensurate with the experience, time, commitment and level of responsibility borne by the President & GCEO and individual Directors having regard to the overall Axiata Group policy guidelines and framework. The level of remuneration should be sufficient to attract and retain Directors and President & GCEO of the calibre needed to manage the Company successfully. In the case of Managing Directors/Executive Directors, the component parts of remuneration should be structured so as to link rewards to corporate and individual performance. In the case of Non-Executive Directors, the level of remuneration should reflect the experience undertaken by the Non-Executive Director concerned. The policy and framework should be documented and any changes thereto should be subject to the endorsement of the full Board.
 - 5.1.2.2 Set, review, advise and recommend for the approval and endorsement of the Board an overall remuneration policy and framework, performance management philosophies and rewards structure for Senior Management in Axiata and the entire organisation. These policies and framework will also be recommended for adoption by the Axiata Group, where applicable.
 - 5.1.2.3 Review and recommend to the Board for approval, the President's & GCEO's and Managing Director's/Executive Director's individual remuneration packages and benefits including pension, share based remuneration (including option schemes), service contracts and compensation payment as well as other terms of employment. BNRC must ensure that this is linked to, inter alia, the individual's, Company's, and Group's annual performance, relative shareholder return and the value of similar incentive awards at comparable companies.

- 5.1.2.4 Review and consider performance contracts and targets and the structure of the rewards for the President & GCEO and the Managing Directors/Executive Directors and assess the President's & GCEO's and Managing Directors'/Executive Directors' performance against these targets.
- 5.1.2.5 Review and recommend compensation commitments/severance payments for Managing Directors/Executive Directors and/or the President & GCEO in the event of early termination of the employment/service contracts.
- 5.1.2.6 Approve remuneration packages, benefits as well as yearly performance evaluation and rewards and in the event of early termination of the employment/service contracts, compensation commitments/severance payments, for the Senior Management as set out in Key Approval Matrix.
- 5.1.2.7 Consider other remuneration matters as prescribed to the BNRC by the Board; and
- 5.1.2.8 In relation to administration of the LTIP:-
- a) Do all acts and things and in such manner as it, in its discretion, deems fit and enter into any transaction, agreement, deed, document or arrangement and make such rules and regulations, impose such terms and conditions, which are to be done by the BNRC and/or the Board pursuant to the By-Laws;
 - b) Subject to the provisions of the LTIP, to construe and interpret the By-Laws, the the terms of all offers and/or grants made under the LTIP, to define the terms therein and to recommend to the Board to establish, amend and/or revoke rules and regulations relating to the LTIP and its administration and the Board shall (subject always to the By-Laws and any applicable law or the Main Market Listing Requirements) have the power by resolution to add to, amend and/or delete all or any of the Bye-Laws upon such recommendation.. In the exercise of this power, the BNRC, may correct any defect, supply any omission and/or reconcile any inconsistency in the By-Laws or in any agreement providing for any offer or grant under the LTIP in such manner and to the extent it shall deem necessary to expedite and make the LTIP fully effective in accordance with the Bye-Laws;
 - c) To determine all questions of policy and expediency that may arise in the administration of the LTIP including, amongst others, the terms of eligibility of the employees of the Company and its subsidiaries, the method, manner and/or terms and conditions of the offers, grants and vestings made to Eligible Employees, and the termination of any of the same, and generally the exercise of such powers and performance of such acts as are deemed necessary or expedient to promote the best interests of the Company in relation to the LTIP;;
 - d) To develop and maintain the Company's policies and implementation guidelines in relation to offers, the grants and vestings under the LTIP in light of the Company's overall remuneration philosophy in accordance with the By-Laws;
 - e) To approve and determine the manner in which shares are granted to and subsequently vest in Eligible Employees in accordance with the provisions of the By-Laws, including, inter alia, the determination of eligibility, grant level, terms of acceptance of offers, performance and vesting conditions and any other terms and other conditions imposed, at the discretion of the BNRC provided always that no member of the BNRC shall participate in any deliberation or

decision in respect of options to be granted to himself;

- f) Subject however to the prior approval of the Company's members in a general meeting for such grants having been obtained, to review the grants of shares to the President & GCEO and any other Executive Directors and make recommendations to the Board for approval;
- g) To determine the price at which the grants are made in accordance with the By-Laws;
- h) To extend, at the BNRC's discretion, the period of any offer , grant and//or vesting which would have otherwise lapsed and become null and void subject to and in accordance with the provisions of the By-Laws;
- i) To determine whether or not to suspend (and if so, to later decide to lift such suspension of) the rights in respect of any offer or grant in the event of the commencement of Disciplinary Proceedings (whether or not such Disciplinary Proceedings will give rise to a dismissal or termination of service) against such Grantee or determine any reduction in the number of shares comprised in the grant held by that Grantee which are unvested at the time or determine whether or not the Grantee may continue to be entitled to the same and to impose any limits, terms and conditions as it deems appropriate in respect of such exercise;
- j) To extend, at the discretion of the BNRC and subject to any applicable law, the benefit of the LTIP to any employee of any company which is not a Group Company but which is a subsidiary of or is associated with a Group Company, and deem such an employee to be an Eligible Employee for the purposes of the LTIP, in the situation where such an employee had at any time (whether before or after the coming into force of these By-Laws) been seconded from any Group Company to that company;
- k) In the event of an alteration in the capital structure of the Company in the manner as prescribed in the By-Laws, to make any alterations to the number of shares comprised in a grant, so far as they are unvested;
- l) To determine with regard to the grants that are unvested, in the event of the cessation of the employment of a Grantee if cessation occurs by reason of the events set out in the By-Laws or in the event of the death of any Grantee before any expiry, any termination, acceleration of vesting and the times and period at or within such accelerated vestings may occur;
- m) To process and approve the LTIP application forms (i.e. acceptance forms and notice of vestings) which have been completed and submitted in accordance with the terms of the By-Laws;

- n) To review the manner in which Share Options and/or RSP Shares are granted to and subsequently exercised by Eligible Employees from time to time to ensure compliance with the Bye-Laws and regulatory requirements; and
- o) To perform such other duties and functions as may be requested by the Board for the purpose of administering the LTIP pursuant to the By-Laws.

5.1.2.9 Axiata LTIP –Reserved Matters

5.1.2.9.1 The following matters shall be matters reserved for the Board:

- i) The determination of the Group’s performance measures and targets associated to each Offer.
- ii) The determination of any special terms to apply to offers, grants and/or vestings to Grantees who are employed by a Group Company in jurisdictions outside Malaysia as may be considered necessary or appropriate to accommodate for differences in applicable law, tax, policy or custom and the approval of such supplements to or amendments, restatements or alternate versions of the LTIP made in relation thereto.
- iii) The determination of grants to the Executive Directors of the Company pursuant to the LTIP.
- iv) In the event of any take-over offer being made for the issued share capital of the Company or any corporate proposal (including but not limited to a selective capital reduction exercise), the determination on the alteration of any offer, application, the alteration of any relevant date, and/or the determination alteration of the terms of any offer, grant or vesting.
- v) In the event of any application being made to court for approval of a compromise or arrangement between the Company and its members proposed for the purposes of, or in connection with, a scheme of arrangement and/or arrangement and reconstruction of the Company under section 366 of the Companies Act 2016, the determination and/or alteration in relation to any offer, grant or vesting, the terms thereof, and/or any relevant date.
- vi) The determination of all other matters relating to or in connection with the LTIP as the Board may in its discretion consider to be necessary or desirable for giving full effect to the LTIP.
- vii) The determination of any matter which could have been determined by the BNRC under the By-Laws.
- viii)

6.0 POWERS AND AUTHORITY OF THE BNRC

6.1 In carrying out its duties and responsibilities, the BNRC shall have the following powers and authority, in accordance with the procedures to be determined by the Board and at the cost to the Company:-

- i) Have the resources which are required to perform its duties.
- ii) Have full, free and unrestricted access to any information, records, properties and personnel of Axiata and of any other companies within the Axiata Group and in relation to the Axiata Share Scheme, including but not limited to the following:
 - 1) the full name and job title of a participant;
 - 2) the date of commencement of his/her employment with the Group;
 - 3) his/her ESOS Options and Axiata RSP Shares allocation;
 - 4) the total number of shares which comprise:
 - a) the options granted to the participant;
 - b) the options which had been accepted by him/her; and
 - c) the balance over which options may be granted.
- iii) To appoint external counsels or other advisers and approve the terms and conditions of the appointment and obtain independent professional or other advice and services and to invite outsiders with relevant experience to attend the BNRC's meetings (if required) and to brief the BNRC thereof if the BNRC considers this as necessary.
- iv) Have access to the advice and services of the Company Secretary.

7.0 REVIEW & EVALUATION PROCEDURES OF THE BNRC

7.1 The BNRC shall at least annually perform a review and an evaluation of its performance to ensure that it is meeting its responsibilities as set forth in this Terms of Reference. The review shall specifically include consideration of the following:

- i) Frequency and timeliness of the BNRC meetings.
- ii) Adequacy and quality of information and materials provided to the BNRC.
- iii) Effectiveness of the BNRC in carrying out the duties as set out in this Terms of Reference.
- iv) Contribution of individual BNRC member.
- v) Appropriateness and adequacy of this Terms of Reference. The BNRC shall recommend to the Board such changes to this Terms of Reference in such manner as the BNRC deems appropriate.
- vi) Any revision to the Key Approval Matrix as required.

POSITION DESCRIPTIONS

8.0 Position Description of the BNRC Chairman

8.1 The following are the main duties and responsibilities of the BNRC Chairman. These are not exhaustive and serve merely as a baseline:-

- i) Helps the BNRC fulfil the goals it sets by assigning specific tasks to members of the BNRC and identifies guidelines for the conduct of the members and ensures that each member is making a significant contribution.
- ii) Looks to the Company Secretary for guidance to the BNRC on what their responsibilities are under the rules and regulations to which they are subject and how those responsibilities should be discharged. The compliance advice should extend to embrace all laws and regulations and not merely the routine filing requirements and other administrative requirements of the Companies Act 2016.
- iii) Provides a reasonable time for discussion at the meeting. Organises and presents the agenda for regular or special BNRC meetings based on input from members and ensures that all relevant issues are on the agenda. In addition, the Chairman should encourage a healthy debate on the issue and bring to the BNRC a healthy level of scepticism and independence.
- iv) Provides leadership to the BNRC and ensures proper flow of information to the BNRC, reviewing adequacy and timing of documentation.
- v) Ensures that all members are enabled and encouraged to play their full part in its activities. This includes making certain that all members receive timely, relevant information tailored to their needs and that they are properly briefed on issues arising at the BNRC meetings.
- vi) Secures good corporate governance and ensures that members look beyond their BNRC function and accept their full share of responsibilities of governance materials in support of management's proposals. Given the importance and particular nature of the Chairman's role of the BNRC, in principle it should be separated from that of the President & GCEO.
- vii) Manages the processes of the BNRC and for ensuring that the BNRC discharges their responsibilities.
- viii) Ensures that every BNRC resolutions are put to a vote where necessary to ensure that it is the will of the majority that prevails.
- ix) Ensures the working of the BNRC and BNRC's full discharge of its duties. Review annually its required mix of skills and experience and other qualities, including core competencies which Non-Executive Directors should bring to the Board on nomination function and disclose the same in the Annual Report.
- x) Leads the succession planning and appointment of board members, including the future Chairman and President & GCEO.
- xi) Leads the annual review of board effectiveness, ensuring that the performance of each individual director is independently assessed.

9.0 Position Description of BNRC members

9.1 Each BNRC member will be expected to:-

- i) Provide individual external independent opinions to the fact-finding, analysis and decision making process of the BNRC, based on their experience and knowledge.
- ii) Consider viewpoints from the other BNRC members; make decisions and recommendations in the best interest of the Board collectively.
- iii) Keep abreast of the latest corporate governance guidelines in relation to the BNRC and the Board as a whole.
- iv) Continuously seek out Best Practice in terms of the processes (performance assessment etc) utilised by the BNRC, following which these should be discussed with the rest of the BNRC for possible adoption.

10.0 Key Approval Matrix

- i) The Key Approval Matrix is attached in the **Appendix** to this Terms of Reference and may be revised, varied, amended by the BNRC from time to time.
- ii) The Key Approval Matrix is intended to provide a guide on the internal approvals required for matters relating to nominations, appointments, and remuneration. However, where it relates to OpCos and SIs with third party partners, the Key Approval Matrix should be cognisant of the process and procedures that have been agreed with such third-party partners, including the provisions of any shareholders' agreement over such OpCos and SIs.

KEY APPROVAL MATRIX

KEY POSITIONS	APPOINTMENT/ TERMINATION	KPI SETTING & PERFORMANCE EVALUATION	COMPENSATION	
			REMUNERATION (Policy & Framework)	REMUNERATION (Fees, Allowances, Salary, Benefits, Bonus & Increment)
A. AXIATA GROUP BERHAD				
Director				
Board of Directors (“BOD”)	BOD on Board Nomination & Remuneration (“BNRC”)’s recommendation	Board Assessment under BNRC	BOD on BNRC’s recommendation	General Meeting of Shareholders (“GM”) ⁱ on BOD & BNRC’s recommendation
BOD Committees	BOD on BNRC’s recommendation	Board Assessment under BNRC	BOD on BNRC’s recommendation	GM on BOD & BNRC’s recommendation
Executive Director (“ED”)/ Group Chief Executive Officer (“GCEO”)	BOD on BNRC’s recommendation	BOD on BNRC’s recommendation	BOD on BNRC’s recommendation	BOD on BNRC’s recommendation
Senior Management				
Group Executive Vice President / Regional CEO	BOD on BNRC’s recommendation	GCEO	BOD on BNRC’s recommendation	BNRC* / GCEO
Group Chief Financial Officer	BOD on BNRC’s recommendation	GCEO	BOD on BNRC’s recommendation	BNRC* / GCEO
Group Chief People Officer	BOD on BNRC’s recommendation	GCEO	BOD on BNRC’s recommendation	BNRC* / GCEO
Group Chief Strategy Officer	BOD on BNRC’s recommendation	GCEO	BOD on BNRC’s recommendation	BNRC* / GCEO
Group Chief Risk and Compliance Officer	BOD on BNRC’s recommendation	GCEO	BOD on BNRC’s recommendation	BNRC* / GCEO
Others				
• Group Company Secretary	BOD on BNRC’s recommendation	BOD on BNRC’s recommendation	BOD on BNRC’s recommendation	BNRC* / GCEO
• Group Chief Internal Audit Officer	Board Audit Committee (“BAC”)	BAC	BOD on BNRC’s recommendation	BNRC* / GCEO
B. OPCOS				
Director				
BOD ⁱⁱ	OpCo BOD (Axiata BOD on BNRC’s recommendation for Axiata nominees)	Board Assessment under OpCo BOD	OpCo BOD	OpCo BOD (Axiata GM for Remuneration & Benefits to Axiata NED)
BOD Committee	GCEO	Board Assessment under OpCo BOD	OpCo BOD	OpCo BOD (Axiata GM for Remuneration & Benefits to Axiata NED)
Senior Management				
CEO	OpCo BOD on Axiata BOD and Axiata BNRC’s recommendation	OpCo BOD	OpCo BOD	BNRC** / OpCo BOD / OpCo Remuneration Committee
CFO	OpCo BOD on Axiata BOD and Axiata BNRC’s recommendation	OpCo CEO	OpCo BOD	BNRC*** / OpCo CEO

KEY POSITIONS	APPOINTMENT/ TERMINATION	KPI SETTING & PERFORMANCE EVALUATION	COMPENSATION	
			REMUNERATION (Policy & Framework)	REMUNERATION (Fees, Allowances, Salary, Benefits, Bonus & Increment)
C. SIGNIFICANT INVESTMENTS^{III} (“SI”)				
Directors				
BOD	GCEO (BOD of SI to formalise) with prior notification to BNRC	-	GCEO	GCEO (Axiata GM for Remuneration & Benefits to Axiata NED)
BOD Committees	GCEO (BOD of SI to formalise)	-	GCEO	GCEO (Axiata GM for Remuneration & Benefits to Axiata NED)
Senior Management				
CEOs	BOD of SI with prior notification to BNRC	GCEO	GCEO	GCEO
Other senior management positions other than CEOs	GCEO	GCEO	GCEO	GCEO

LONG TERM INCENTIVE PLAN (“LTIP”) – INVOLVING ISSUANCE OF SHARES/CONVERTIBLE SECURITIES

	Establishment	Administration / Operation	Granting	Vesting
Axiata	GM on BOD & BNRC's recommendation (Including allocation to BOD/CEO, if any)	BNRC	BOD on BNRC's recommendation	BOD on BNRC's recommendation
Subsidiary [#]	OpCo GM on Axiata BOD / OpCo BOD & Axiata BNRC's recommendation (Including allocation to BOD/CEO, if any)	OpCo BOD/ OpCo Remuneration/ESOS Committee	OpCo BOD/ OpCo Remuneration/ESOS Committee	OpCo BOD/Remuneration Committee Axiata BOD for OpCo BOD / CEO

[#]Under the Main Market Listing Requirements of Bursa Malaysia Securities Berhad (“**Main LR**”), an announcement shall be made to Bursa Malaysia on the implementation of share schemes by subsidiaries. The approval of the shareholders of Axiata on the establishment of the share scheme by its subsidiaries is only required if it is undertaken:-

- i. By a principal subsidiary i.e. a subsidiary which accounts for 25% or more of the PAT or Total Assets employed of the listed issuer based on the latest published or announced audited financial statements or audited consolidated financial statements and potentially result in a dilution amounting to 25% or more as per Paragraph 8.21 of the Main LR; or
- ii. Very material very material and triggers the percentage ratio of 25% or more under paragraph 10.07 of the Main LR where it will be considered as a "disposal of asset" by the listed issuer, due to dilution of its equity interest in the subsidiary.

* The approving authority of the BNRC in this instance is over remuneration terms only at the point of appointments and renewals, if any. The GCEO is the approving authority of remuneration matters in the course of employment after the appointment and renewals, if any, for example, bonus and increments.

** The approving authority of the BNRC in this instance is over remuneration terms only at the point of appointments and renewals, if any and should be secured before the approval of the OpCo Board/OpCo Remuneration Committee. The OpCo Board/OpCo Remuneration Committee is the approving authority of remuneration matters in the course of employment after the appointment and renewals, if any, for example bonus and increments

*** The approving authority of the BNRC in this instance is over remuneration terms only at the point of appointments and renewals, if any. The OpCo CEO is the approving authority of remuneration matters in the course of employment after the appointment and renewals, if any, for example bonus and increments

ⁱ Approval of the shareholders of Axiata will be sought in accordance to the provisions of Section 230(1) of the Companies Act 2016. Additional approvals over the remuneration of Axiata Directors' remuneration on the Board of Axiata subsidiaries may also require the approval of the shareholders of such subsidiaries in accordance with the laws applicable in their respective jurisdiction.

ⁱⁱ The role of the Axiata BNRC and Axiata BOD on the recommendation and approval of appointments to the Boards of OpCos extends only to the nomination of Axiata nominees on the Boards of OpCos. It does not extend to nominations from other shareholders of OpCos nor does it extend to appointments of independent directors to the Board of OpCos unless the appointment of such independent director is a right ascribed to Axiata.

ⁱⁱⁱ OpCos (so long as such OpCos remain subsidiaries or where not subsidiaries accords to Axiata contractual rights of appointment and other decision making authority, despite Axiata not possessing a majority shareholding, for example MergeCo.)	ⁱⁱⁱ Significant Investments
Celcom XL Dialog Robi Smart Ncell Edotco Linknet Boost Holdings Axiata Digital & Analytics MergeCo.	Significant Investments of Axiata are investments other than OpCos and which are significant in quantum and/or strategic reasons. An example of a Significant Investment is the Digital Bank

Note on Definition and Construction:

- The companies named in the categories of OpCos and Significant Investments is in reference to those specific companies individually and does not extend to their subsidiaries/associates.
- The companies named in the categories of OpCos would only remain in such category for such time as they remain as subsidiaries or where not subsidiaries accords to Axiata contractual rights of appointment and other decision making authority, despite Axiata not possessing a majority shareholding. If Axiata's shareholdings fall below the thresholds of 51% or where such contractual rights accorded in a non-subsidiary ceases, an assessment of significance will be undertaken to determine if such investment would fall under the category of an SI.
- For the avoidance of doubt, where any company or investment does not fall under the category of OpCos or SI, the oversight of such company or investment shall not come under the remit of the BNRC and shall be under the sole mandate of the GCEO and/or in accordance with LOA.
- The specifically named companies in the categories of OpCos and Significant Investments shall be periodically reviewed by the BNRC to determine if it remains accurate. Such periodic review shall be undertaken by the BNRC at least annually or such shorter intervals as may be required and determined by the BNRC.
- This key approval matrix is intended to provide a guide on the internal approvals required for matters relating to nominations, appointments, and remuneration. However, where it relates to OpCos and Significant Investments with third party partners, this key approval matrix should be cognisant of the process and procedures that have been agreed with such third-party partners, including the provisions of any shareholders' agreement over such OpCos and Significant Investments.
- Where this key approval matrix provides for a matter to come within the remit of the BNRC, all key terms relating to the same shall be included when the matter is tabled to the BNRC/Board.

Approved at [16-23] Board of Directors Meeting held on 9 November 2023