

## Pre-EGM Questions from Shareholders (as at 2 May 2023)

### 1. Performance & Business (1/3)

Shareholder Name	Questions
KOW LIH SHI	What are the benefits for minority shareholders? What would company do to increase the rewards ?
<b>Response</b>	
This question has been addressed during the Pre-63 <sup>rd</sup> AGM Q&As by retail shareholders under the category of performance.	

### 2. EGM Door Gifts (2/3)

Shareholder Name	Questions
YOONG YIN FOH	Any door gift?
KOW LIH SHI	Does this year's able distribute high value of gift as RM 200 and above ?
WARREN TAY KIM LENG	Please give us some e vouchers/e wallet for attending this RPV as a token of appreciation. Tq
TEE BENG HEE	Please give us some e vouchers/e wallet for attending this egm RPV. Tq
TEE BENG NGO	Please give us some e vouchers/e wallet for attending this egm RPV. Tq
LIM BA TAI @ LIM ENG KIM	Please give us some e vouchers/e wallet for attending this egm RPV as a token of appreciation. Tq
TEE BENG CHOO	Please give us some e vouchers/e wallet for attending this egm RPV as a token of appreciation. Tq
CHEE TENG HO	Please give us some e voucher/e wallet for attending this egm RPV. Tq
<b>Response</b>	
No door gift will be provided to shareholders/proxies/corporate representatives who register or participate at the EGM since door gifts were provided for those who registered for the AGM	

### 3. Employees' Share Grant Plan (ESGP) (3/3)

Shareholder Name	Questions
CHAN FUNG HAN	It is stated that the selection of any Eligible Employees for participation in the Proposed ESGP shall be made at the sole and absolute discretion of the NRC. Hence, how can Maybank ensure the employees are selected fairly and equitably to participate in the ESGP?
CHAN FUNG HAN	How long should the employees work with Maybank before being eligible to the ESGP?
CHAN FUNG HAN	It is also stated that up to 100% of the Maximum ESGP Shares may be allocated to the Executive Directors and senior management of the Participating Maybank Group. Why the ESGP only to reward the key management personnel? How about the rest of the staff who also contributing to the success of Maybank?
CHAN FUNG HAN	It is stated that the method of settlement to the ESGP Participants shall be at the discretion of the NRC, by way of allotment and issuance of new Maybank Shares or by way of cash settlement. The Proposed ESGP serves as a long-term incentive plan. Hence, why is it allowed to be cash-settled which is more of short-term rewards?
<b>Response</b>	
All senior management in Maybank are eligible to participate in the Proposed ESGP. The eligibility criteria are clearly communicated to all senior management and above to ensure transparency and fairness.	

There is no requirement on the length of service for employees to be eligible for the ESGP. Eligible employees who are in service as at the cut-off date of the ESGP award will be eligible for the ESGP award.

Meanwhile, employees who are not eligible for ESGP, they are given a cash reward if they meet their performance targets (i.e. Special Award for high achievers), in addition to a Variable Bonus that they are entitled to.

The standard vesting of the Proposed ESGP is by issuance of new Maybank shares. However, flexibility is given to the Company to vest the ESGP shares via cash settlement under specific circumstances that prevent or restrict the ability of the Company to allow share settlement such as compliance with law/regulatory requirements in foreign jurisdictions, tax implications, etc.

An example of a situation where settlement is via cash includes in the event that an eligible employee is transferred to an overseas location prior to the ESGP vesting date. This is to minimise complications and costs of regulatory / compliance requirements in the event there is any foreign laws/regulatory requirements that prevent or restrict the ability of the Company to allow vesting of shares to eligible employees in overseas locations.