

PETRONAS CHEMICALS GROUP BERHAD

Registration No.: 199801003704 (459830-K)

DIRECTORS' REMUNERATION FRAMEWORK FOR NON-EXECUTIVE DIRECTORS

1. Revision of Directors' Remuneration Framework

A review of Directors' Remuneration Framework ("DRF") for Non-Executive Directors ("NEDs") will be undertaken once in every 3 years.

2. Retainer Fees¹

2.1 NEDs are to be paid a fixed retainer fee.

2.2 The Chairman's retainer fee shall not be more than 2 times higher than the other NEDs to reflect the additional responsibility assumed by the Chairman.

3. Special Fee

3.1 A Special Fee shall be paid to the NEDs with special experience and skills which are critical to the Company's business in addition to the Retainer Fee. In the determination of whether an NED qualifies for a Special Fee, the Board shall consider:

3.1.1 The special experience or skills which are critical to their businesses taking into consideration the size and complexity of such businesses.

3.1.2 The currency rate of the home country/residing country of the NED.

3.2 The Special Fee shall be paid per every meeting attended using the following formula:

Special Fee = Between 1 to 5 times multiple of meeting attendance allowance

3.3 The actual Special Fee amount in relation to Item 3.2 above shall be determined on a case-to-case basis based on the recommendation of the Nomination and Remuneration Committee (NRC) and to be approved by the Board of the Company.

3.4 NRC shall recommend to the Board for the NED to be eligible for the Special Fee.

3.5 The Special Fee shall only be paid per the attendance of Board meetings, and it does not apply to Board Committee meetings or general meetings. The Special Fee shall also be paid as an addition to the standard Attendance Allowance received by all NEDs.

¹ Defined as "fixed fees paid on a monthly basis to the NEDs that have been engaged by the Company to perform their specific action or duties, responsibilities and roles".

4. Attendance Allowance Per Meeting (Board and Board Committee Meetings, General Meetings, Board Away Days)

The NEDs shall be paid attendance allowance per meeting (Board and Board Committee Meetings, General Meetings and Board Away Days). Any costs properly incurred by the NEDs in attending the meeting will be reimbursed by the Company.

In the event the NEDs attend any meetings of the Board Committees as invitees, the NEDs shall be paid the attendance allowance.

5. Allowance for Virtual Meeting

In the event NEDs are unable to physically attend the meeting and attend the meeting virtually via virtual facility, they shall be paid allowance for attending the meeting virtually, in lieu of the Attendance Allowance.

6. Other Benefits²

6.1 Directors and Officers Liability Insurance ("D&O Insurance")

The Company will provide D&O Insurance to indemnify NEDs to the extent allowed by the Companies Act 2016 and to the extent it is insurable under the D&O Insurance.

6.2 Travelling on Official Business

The Company will reimburse the NEDs' actual reasonable expenses relating to accommodation, laundry, meal and travelling expenses properly incurred whilst on the Company's official business trip.

NEDs shall be entitled for a Business Class air travel whilst on the Company's official business trip.

6.3 Fuel/Electric Vehicle ("EV") Charging

INEDs and external NED (non-PETRONAS employees) are entitled to fuel/EV charging allowance with a maximum of RM6,000.00 per year (any excess to the maximum amount shall be paid by the respective NEDs).

6.3.1 The fuel/EV charging allowance shall only be valid/applicable at PETRONAS or its Group's service stations or charging stations.

6.3.2 For EV charging, this entitlement will take effect immediately upon the EV charging service being made available.

6.3.3 The fuel/clean energy solutions allowance shall not be converted into cash or any other form of compensation or other benefit.

This DRF was approved by the Board on 21 February 2025.

² Defined as "benefits which are not convertible into money, although they have monetary value which may include but not be limited to D&O insurance, petrol allowance and travelling reimbursement".