



NOTICE TO COMPANY SECRETARIES

As part of our ongoing efforts to strengthen our governance and investment stewardship role, we are implementing several enhancements to our voting guidelines that warrant the immediate attention of Boards and Senior Management of our investee companies.

Refinement of Voting Guidelines of PNB ("PNB VG")

These following enhancements have been thoughtfully crafted to better articulate our position on key governance matters:

- **Sustainability and Climate-Related Matters:** Encouraging investee companies to consider adopting a Living Wage framework and aligning their sustainability-related disclosures with the National Sustainability Reporting Framework.
- **Gratuity Payments:** Providing clearer guidance on gratuity payments for retiring Board members, with emphasis on transparency and protecting shareholder interests.
- **Share Repurchase/Buy-back by Companies:** Enhancing alignment with long-term shareholder value and prudent capital allocation strategies.

The refined voting guidelines will be **effective January 1st, 2025**. The full version is available on [PNB's Website](#). Should you have any queries or would like to engage us, please reach out to the Investment Stewardship team at shareholderengagement@pnb.com.my.

Thank you for your attention to this matter. We look forward to continued collaboration with our investee companies as we collectively advance towards a more sustainable future.