

1 March 2018



*This is highly confidential and should not be disclosed
to others*

Mr Praveenkumar Raju Konduru

Group Technology

Dear Mr Praveenkumar Raju Konduru

Total Rewards Review for FY2017: FY2017 Variable Bonus, Salary Review w.e.f. 1 January 2018 and Promotion into BAND G-1

I am pleased to share the good news – yet again we are able to demonstrate our strong philosophy of recognizing and rewarding performers, talents of Maybank Group! THANK YOU to all who went the extra mile to deliver over and above targets for the organisation to achieve the highest ever PBT yet again in 2017. In appreciation of your hard work and efforts, we have worked against time to deliver these rewards for it to be meaningful to you.

Let me first reflect back on 2017. Despite the challenging economic climate, our strong franchise and resilient balance sheet had contributed to us successfully achieving our targets. As announced on 28 February 2018 by our Group President & CEO, Datuk Abdul Farid Alias, the Group delivered a ROE of 10.9%, net profit of RM7.52 billion in FY2017, an increase of 11.5% from 2016. Our net operating income rose by 4.9% to RM 23.3 billion and our Profit Before Tax (PBT) increased by 14.2% to RM 10.1 billion.

THANK YOU for collaborating effectively, as one Strong Maybank Team! It was possible for us as a Team to create breakthroughs last year because of your individual support and contributions. Together, we are a powerful force that brings success and growth to the organisation. The partnerships that we form with each other for Maybank's competitive advantage are crucial to create yet another successful year in 2018.

Based on last year's overall performance of the Maybank Group, as well as your respective Sector, Business Unit and individual performance, I am pleased to inform that your variable bonus for FY2017 is RM69,930.00. Your net bonus will be credited into your payroll account on 1 March 2018. Your basic salary has also been revised from RM 9,324 to RM10,163, effective 1 January 2018. Your salary arrears, if any, will be credited into your payroll account on 22 March 2018.

Good governance and management will always be critical to our growth and in this regard, the Management reserves the rights to clawback and/or make adjustment to the bonus paid to you, should there be risk management breaches, financial misstatement, fraud, gross negligence, wilful misconduct caused by you directly or indirectly that is brought to our attention subsequent to the payment of the bonus.

I am also pleased to inform that Management has approved your promotion into BAND G-1 w.e.f. 1 April 2018. Your basic salary will be revised to RM11,179 w.e.f. 1 April 2018. With the above promotion, you will be governed by the Terms & Conditions of Employment for BAND G-1 w.e.f. 1 April 2018.

We have plenty to achieve in 2018, and our industry landscape is changing in very fundamental ways that requires us to improve on our productivity and performance to remain relevant and to seize new growth opportunities. As we work hard and smart to achieve our goals, it is important that we also extensively upskill ourselves with FutureReady skills and inculcate the discipline of continuous learning. This is critical for us to remain relevant as an individual and an organisation to our stakeholders. After all, this is Our Maybank, Our Future.

Yours sincerely

MOHD SUHAIL AMAR SURESH BIN ABDULLAH
Group Chief Technology Officer

This letter is computer generated and no signature is required.