

**CONFIDENTIAL**

Our Ref : HCGIT/TO/144740

28 March 2025

**Mr. Tan Yong Sang**  
.Net Developer

Dear Mr. Tan Yong Sang,

**RESTRUCTURING OF INFORMATION TECHNOLOGY AND DIGITAL & INNOVATION**

We are pleased to inform that the revised organization structure for Information Technology and Digital & Innovation has been approved. This restructuring will enable us to innovate with greater speed and enhance overall team efficiency in achieving our M25+ strategy and business objectives.

As a result of the restructuring, your position will now be **.Net Developer** effective **1 April 2025** and will report to **Head, ATA & Etiqa+**.

Please be advised that following your recent promotion, your salary and terms and conditions of employment will be adjusted to be governed under **Band G-1**.

With M25+, achieving our collective ambitions require building the right capabilities and competencies, and having the right mindset so that we can be very focused and effective. We need to ensure we enable a network of empowered, dynamic teams to constantly find pockets of value. In an increasingly winner-takes-all business environment, we know that any organisation that isn't seeking new approaches is on borrowed time. As such, we have been aggressively reimagining our organisation and taking bold actions, tapping into every possible growth opportunity, because this is how we will improve our odds of thriving in the next normal.

We hope that you will continue to give Etiqa your full commitment, and we look forward to seeing your contributions to make Etiqa the leading ASEAN insurer.

Yours faithfully  
for Maybank Ageas Holdings Berhad

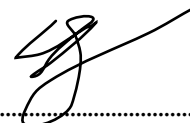


**AZZAH HANIM SUHAIRI**  
Head Talent Operations  
Human Capital  
Group Insurance & Takaful

RY/AHS/nn

cc Chief Technology Officer

I hereby acknowledge receipt of this letter:



Name : TAN YONG SANG

Date : 4th April 2025

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