



MALAYSIA MARINE AND HEAVY ENGINEERING HOLDINGS BERHAD (“Company”)
Registration No. 198901001515 (178821-X)

**ERRATA AND ADDENDUM TO THE INTEGRATED ANNUAL REPORT 2024 AND
CORPORATE GOVERNANCE REPORT 2024**

Dear Valued Shareholders,

1. Reference is made to the Integrated Annual Report 2024 (“IAR 2024”) of the Company, which was issued on 17 March 2025.

Pursuant to Appendix 9C, Paragraph 11 of the Main Market Listing Requirements, on the disclosure of the CEO’s detailed remuneration in the Annual Report, we wish to inform you that the following sections of the IAR 2024 shall be updated by this Errata and Addendum and should be read as set out herein.

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A) Page 179 of the IAR 2024 under the ‘Corporate Governance Overview Statement’ section, Directors’ Remuneration, third paragraph.

For the year under review, the remuneration, which includes fees/salary, meeting allowances/other allowance, bonus, and other benefits received by each Director and the Chief Executive Officer, who is the Managing Director, is detailed below: -

Name of Directors	Directors’ Annual Fees	Meeting Allowance	Meeting Allowance	Detailed Meeting Allowance (RM)			Benefits ⁽¹⁾ (RM)	Total (RM)
	Board (RM)	Board (RM)	Board Committee (RM)	BAC	BNRC	BSRC		
Mohammad Suhaimi Mohd Yasin (Chairman)	240,000.00	49,000.00	-	-	-	-	6,000.00	295,000.00
Wan Yusoff Wan Hamat	120,000.00	45,500.00	52,500.00	-	24,500.00	28,000.00	6,000.00	224,000.00
Keith Taylor	120,000.00	49,000.00	49,000.00	21,000.00	-	28,000.00	-	218,000.00
Mariah Mohamad Said ⁽²⁾	77,741.94	31,500.00	24,500.00	10,500.00	14,000.00	-	3,387.10	137,129.04
Azhar Noordin ⁽³⁾	77,741.94	31,500.00	14,000.00	-	-	14,000.00	3,387.10	126,629.04
Shamsul Bahar Ahamad Zainal Badri ^{(5), (6)}	77,741.94	31,500.00	3,500.00	3,500.00	-	-	-	112,741.94
Raja Azlan Shah Raja Azwa ^{(4), (7)}	120,000.00	49,000.00	31,500.00	-	7,000.00	24,500.00	-	200,500.00
Zahid Osman ⁽⁴⁾	44,193.55	14,000.00	-	-	-	-	-	58,193.55
Gladys Leong	36,000.00	10,500.00	21,500.00	10,500.00	10,500.00	-	1,800.00	69,300.00
Captain Rajalingam Subramaniam ⁽⁴⁾	74,838.71	31,500.00	-	-	-	-	-	106,338.71
Ausmal Kardin ⁽⁴⁾	80,000.00	38,500.00	35,000.00	17,500.00	17,500.00	-	-	153,500.00
TOTAL	1,068,258.08	381,500.00	231,000.00	63,000.00	73,500.00	94,500.00	24,774.20	1,701,332.28
Managing Director & CEO	Salary	Allowance	Bonus	N/A	N/A	N/A	Benefit	
Mohd Nazir Mohd Nor	878,736	-	449,040	-	-	-	74,400	1,402,176

2. Reference is made to the Corporate Governance Report 2024 (“CG Report 2024”) of the Company which was issued on 17 March 2025.

The following parts of the CG Report 2024 shall be updated by this Errata & Addendum and taken to read as shown herein.

B) CG Report 2024

(i) Page 43 of the CG Report 2024, Practice 8.1

There is detailed disclosure on named basis for the remuneration of individual directors. The remuneration breakdown of individual directors includes fees, salary, bonus, benefits in-kind and other emoluments.

Application	:	Applied
Explanation on application of the practice	:	<p>The remuneration of the Non-Executive Directors of MHB comprises Directors’ Fees and Allowance, received by the respective NEDs <i>and the CEO, who is also the Managing Director of MHB, on a named basis for the financial year ended 31 December 2024</i> is detailed in the MHB IAR 2024 under the Corporate Governance Overview Statement.</p> <p>The Directors’ fees and meeting allowances for NINEDs who are employees of MISC Berhad (MISC) and PETRONAS are paid directly to MISC and PETRONAS, respectively.</p> <p>The MD & CEO’s (who is a secondee from PETRONAS) remuneration package comprise the following:-</p> <ol style="list-style-type: none"> i. Basic Salary The basic salary was recommended by the BNRC and approved by the Board. ii. Variable Bonus The bonus payable to the MD & CEO is measured against agreed targets and key performance indicators. iii. Benefits-in-Kind <ul style="list-style-type: none"> • A company car and driver. • Miscellaneous allowances together with benefits entitled to the MD & CEO as a PETRONAS employee.

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No	Name	Directorate	Company (RM)							Group (RM)						
			Fee	Allowance	Salary	Bonus	Benefits-in-kind	Other emoluments	Total	Fee	Allowance	Salary	Bonus	Benefits-in-kind	Other emoluments	Total
1	Mohammad Suhaimi Mohd Yasin (Chairman)	Independent Director	240,000	49,000	-	-	6000	-	295,000	-	-	-	-	-	-	-
2	Wan Yusoff Wan Hamat	Independent Director	120,000	98000	-	-	6000	-	224,000	-	-	-	-	-	-	-
3	Keith Taylor	Independent Director	120,000	98000	-	-	-	-	218,000	-	-	-	-	-	-	-
4	Mariah Mohamad Said <i>(appointed with effect from 8 May 2024)</i>	Independent Director	77,741.94	56000	-	-	3,387.10	-	137,129.04	-	-	-	-	-	-	-
5	Azhar Noordin <i>(appointed with effect from 8 May 2024)</i>	Independent Director	77,741.94	45,500	-	-	3,387.10	-	126,629.04	-	-	-	-	-	-	-
6	Shamsul Bahar Ahamad Zainal Badri <i>(appointed with effect from 8 May 2024)</i>	Non-Executive Non-Independent Director	77,741.94	35,000	-	-	-	-	112,741.94	-	-	-	-	-	-	-
7	Raja Azlan Shah Raja Azwa	Non-Executive Non-Independent Director	120,000	80,500	-	-	-	-	200,500.00	-	-	-	-	-	-	-

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8	Zahid Osman <i>(appointed with effect from 19 August 2024)</i>	Non-Executive Non-Independent Director	44,193.55	14,000	-	-	-	-	58,193.55	-	-	-	-	-	-	-
9	Gladys Leong <i>(retired on 18 April 2024)</i>	Independent Director	36,000.00	32,000	-	-	1,800	-	69,300.00	-	-	-	-	-	-	-
10	Captain Rajalingam Subramaniam* <i>(resigned on 15 August 2024)</i>	Non-Executive Non-Independent Director	74,838.71	31,500	-	-	-	-	106,338.71	-	-	-	-	-	-	-
11	Ausmal Kardin* <i>(retired on 31 August 2024)</i>	Non-Executive Non-Independent Director	80,000.00	73,500	-	-	-	-	153,500.00	-	-	-	-	-	-	-
12	Mohd Nazir Mohd Nor	Executive Director	-	-	878,736	449,040	74,400	-	1,402,176	-	-	-	-	-	-	-

(ii) Page 46 of the CG Report 2024, Practice 8.2

The board discloses on a named basis the top five senior management's remuneration component including salary, bonus, benefits in-kind and other emoluments in bands of RM50,000.

Application	:	Departure
Explanation on application of the practice	:	
Explanation for departure	:	<p><i>The components of the remuneration of MHB's Senior Management which include their salary, bonus, benefits-in-kind and other emoluments are subject to Personal Data Protection Act (PDPA 2010). In alignment with other PETRONAS Listed Group of Companies, MHB opts not to disclose the personal data of the Senior Management.</i></p> <p><i>Pursuant to Paragraph 11 in Part A of Appendix C of the Main Market Listing Requirement, the remuneration of the CEO, who is also the Managing Director of the Company, is disclosed in the MHB Integrated Annual Report 2024.</i></p>
		No alternative
<p><i>Large companies are required to complete the columns below. Non-large companies are encouraged to complete the columns below.</i></p>		
Measure	:	<i>As at to date, the Company does not have any alternative plan to meet the intended outcome</i>
Timeframe	:	Others

Save for the abovementioned inclusion, all other information contained in the IAR 2024, and CG Report 2024 remains unchanged.

By Order of the Board,
Shahrin Albakri Mustafa Albakri MACS (M01832)
SSM Practicing Certificate No. 202108000633
Haniza Sabaran FCIS (MAICSA 7032233)
SSM Practicing Certificate No. 201908001761
Company Secretaries

11 April 2025