

# PETRONAS Remuneration Philosophy and Guiding Principles

## Philosophy

PETRONAS is committed to providing reward programs that nurture a healthy and appreciative working environment in order to attract, retain and motivate talent to sustain a high-performance culture.

## Principles

- **Adaptable Rewards:** We ensure that rewards are aligned with business goals, and adaptable to changes in business outlook and strategy.
- **Equitable Rewards:** We ensure that rewards are commensurate with accountabilities, competencies and performance of our talents.
- **Sustainable Rewards:** We ensure that rewards are market-competitive and cater to diverse workforce needs while complying with relevant statutory requirements.