

GRANT OFFER OF SHARES PURSUANT TO THE LONG TERM INCENTIVE PLAN OF UP TO TEN PERCENT (10%) OF THE ISSUED AND PAID-UP ORDINARY SHARE CAPITAL OF TM (EXCLUDING TREASURY SHARES) FOR THE ELIGIBLE EMPLOYEES AND EXECUTIVE DIRECTORS OF TM AND ITS SUBSIDIARIES (LTIP)

We refer to the announcements dated 9 March 2016, 18 March 2016, 30 March 2016, 12 April 2016, 28 April 2016, 29 September 2016, 7 December 2016, 1 June 2017, 4 December 2017, 18 June 2019, 24 December 2019 and 17 August 2020 in relation to the Proposed LTIP (**Announcements**). Unless otherwise stated, the definitions used herein shall have the same meanings as set out in the Announcements.

Following the implementation of LTIP with effect from 29 September 2016 and in accordance with Paragraph 9.19 (51) of the Main Market Listing Requirements of Bursa Malaysia Securities Berhad, TM wishes to announce that it has made the Grant Offer of ordinary shares in TM (TM shares) comprising of Restricted Shares (RS) and Performance Share (PS) Grants to eligible employees of TM and its subsidiaries.

The details of Grant Offer are set out in the table below:

No.	Description of Grant Offer	PS
1.	Date of Grant Offer	4 December 2020
2.	Exercise Price	Not Applicable as the TM shares will be awarded upon vesting to the eligible employees without any cash consideration, upon achieving the applicable performance measurements
3.	Number of TM shares offered to the eligible employees under LTIP	
(i)	Other eligible employees	Up to 2,254,600 unit
4.	Closing market price of TM shares on the date of Grant offer	RM 5.30
5.	Vesting Period of Grant Offer	Fully vested on 4 December 2023 or any other date as determined by the LTIP Committee subject to fulfilment of vesting condition

This announcement is dated 4 December 2020.