



**PETROLIAM NASIONAL BERHAD (20076-K)**

Ref: H11-5-(E - 00116578)

Date: 28<sup>th</sup> August 2008

**PRIVATE AND CONFIDENTIAL**

**En Ahmad Hussein Haroun**  
Group Sustainable Development  
Group Health,Safety&Environment Division  
PETRONAS

**Dear En Ahmad**

**RE: SALARY ADJUSTMENT AND VARIATION OF TERMS AND CONDITIONS OF SERVICE**

1. We are pleased to inform you that the Company would like to offer to you a new retirement scheme, namely, the **PETRONAS Retirement Contribution Scheme (PRCS)** to replace the existing PETRONAS Retirement Benefit Scheme (PRBS) effective from 1<sup>st</sup> October 2008.
2. Subject to paragraph 7 below, in the event you accept this offer, you will no longer be a member of PRBS and will no longer be entitled to participate in the PRBS.
3. The PRCS is an additional EPF contribution on the basic salary made by the Employer over and above the current statutory contribution of 12%. The contribution rate is based on the employees' years of service as per the following schedule:

<b>Years of Service</b>	<b>Additional Employer's Contribution Rate on Basic Salary</b>
Less than 5 years (upon staff confirmation)	3%
5-9 years	5%
10 years and above	7%

4. With the conversion from PRBS to PRCS, I am pleased to inform you that the Company will offer you a new salary of **RM 5,657** effective from 1<sup>st</sup> October 2008.

Official Sponsor



5. In addition to the aforementioned, upon transition to PRCS you shall also be entitled to the following payment:
  - (a) You will receive the benefit from the PRBS for the sum of **RM 31,908** by 30<sup>th</sup> October 2008 and this sum shall be remitted directly to your EPF account (hereinafter referred to as the "PRBS Benefit"). The detailed calculation of the PRBS Benefit is as per the attached Personal Retirement Benefit Statement.
6. Kindly be advised that acceptance of the PRCS including the salary adjustment will result in all employees being in a no less favourable position than that currently enjoyed.
7. In the event, you do not accept this offer, you shall not be entitled to the above mentioned PRCS, including the salary adjustment. However, notwithstanding your decision to reject this offer, the Company retains the right to implement the PRCS on you, if the majority of employees (including the unions) accept the PRCS. If such a majority (including the unions) is not reached, or for any other reason, the Company reserves the right not to implement the PRCS, including the salary adjustment and to retain and continue with the PRBS for all employees to which this offer is extended.
8. This Letter of Offer is sent to you with green (Acceptance) and pink (Rejection) attachments. Kindly indicate your acceptance or rejection of this offer by signing on the relevant acknowledgement and returning the same to the General Manager, Group HRM on or before 15<sup>th</sup> September 2008.

Yours faithfully,  
for and on behalf of **PETRONAS**




**DATUK AINON MARZIAH WAHI**  
Vice President  
Human Resource Management Division

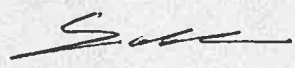
## ACCEPTANCE OF OFFER

I, AHMAD HUSSEIN HAROUN (NRIC. No. 20003238  
and Staff No. 116578 ) hereby acknowledge that I have read and fully  
understood PETRONAS's offer on the PRCS including the salary adjustment as  
aforesaid and unequivocally state the following:

- (a) that I hereby accept the said offer and all the terms and conditions thereof;
- (b) that I agree and confirm that I will not retract my acceptance at any stage;
- (c) that I agree the PRBS Benefit be remitted to my EPF account;
- (d) that I declare and confirm that the PRBS Benefit payable to me under and in  
accordance with the terms of this offer shall be final and conclusive and I shall  
have no claims against PETRONAS whatsoever arising from the transition from  
PRBS to PRCS; and
- (e) as per paragraph 7 of the Letter of Offer, I agree and confirm that  
notwithstanding my acceptance, I shall not be entitled to PRCS including the  
salary adjustment should the Company decide not to implement the offer and  
to retain and continue with the PRBS.

Signature: 

Date: 02.09.2008

Witnessed by: 

Name: Noor Suhailah Othman

NRIC No.: 720913-14-5558

Date: 02.09.2008

**PERSONAL RETIREMENT BENEFIT STATEMENT**

**PRIVATE AND CONFIDENTIAL**

**A Member information**

Name	Ahmad Hussein Haroun
Employee ID	116578
Date of Birth	17-Dec-1974
Date of hire	24-Jan-2002
Actual years of service	6.687671
Completed years of service (for vested benefit)	6
Projected date of retirement	17-Dec-2029

**B Salary information**

Salary as at 30 September 2008	MYR 4,834.00
Salary as at 1 October 2008	MYR 5,657.00
Salary Adjustment Quantum	MYR 823.00
% Salary Adjustment	17%

**C Benefit information**

As a result of transition from PRBS to PRCS, the following benefit is due to you:

PRBS benefit as at 30 September 2008 to be remitted to EPF	MYR 31,908
Equalisation sum with dividend to be remitted to EPF	MYR 0