

GENDER DIVERSITY POLICY

1. INTRODUCTION

Life Water Berhad (“Life Water” or the “Company”) recognises the importance of gender diversity in designing its composition on the Board and its Senior Management of the Company. The Board will address the recommendations to promote gender diversity in workplace and to support women participation, to have at least 30% female Directors on the Board and Senior Management of the Group as to be in line with the Malaysian Code on Corporate Governance (“MCCG”) which was issued in 2021.

2. OBJECTIVE

This Gender Diversity Policy (“Policy”) sets out the Company’s approach to gender diversities to the Board and Senior Management. It provides a framework for the Company to achieve improved employment and career development opportunities for women.

3. MEASURES

To pursue the objectives of gender diversity in the Board composition and Senior Management, the Company will take into consideration the following measures:

- i. The Nomination Committee (“NC”) and the Board shall nominate or appoint a gender diverse Board with a broad spectrum of perspective including but not limited to education background, age, skills, knowledge, expertise, competencies, integrity and/or other commitments that the candidate will bring to complement the Board.
- ii. The NC is responsible in ensuring that gender diversity objectives are adopted in the Board recruitment and succession planning processes.
- iii. The Company shall adopt a more accommodating boardroom culture and environment that is free from harassment and discrimination to attract and retain women participation at the Board level.
- iv. The Company will undertake the following strategies to promote its gender diversity at Board and Senior Management level:
 - recruiting from a diverse pool of candidates for female Directors and Senior Management;
 - reviewing succession plans to ensure an appropriate focus on gender diversity;
 - identifying specific factors to take into account the recruitment and selection processes to encourage gender diversity; and
 - any other strategies the Board may develop from time to time.

4. REVIEW AND DISCLOSURE

- i. This Policy shall be disclosed in the Annual Report of the Company in accordance with the best practices of the Malaysia Code on Corporate Governance.
- ii. The Board, through NC, will review this Policy from time to time to ensure it remains relevant and viable to achieve its objectives.

This Gender Diversity Policy was approved and adopted by the Board on 22/12/2023.