

REMUNERATION POLICY

1. INTRODUCTION

This Remuneration Policy (“Policy”) sets out the remuneration principles and procedures of Life Water Berhad’s (“Life Water” or “the Company”) all directors and senior management, such that the packages offered by the Company can be competitive, adequate and in line with current market practices to attract, retain, motivate and reward the suitably qualified and competent candidates to occupy positions in the Board and Senior Management to achieve its long-term goals and enhance shareholders’ value.

2. OBJECTIVE

This Policy is based on the following principles:

- performance measures and targets to be aligned with the Company’s corporate strategy and shareholders’ interests;
- remuneration and rewards shall be granted based on the achievement of the Key Performance Indicator (“KPI”) and subject to the Company’s overall performance;
- to ensure total remuneration packages remain competitive with current market and industry via appropriate market exercises.

This Policy shall apply to:

- Executive Directors and Non-Executive Directors
- Senior Management

3. REMUNERATION POLICY AND PROCEDURES

i. Executive Directors

Remuneration Committee (“RC”) and the Board shall develop and agree on the remuneration policy and procedures, including the fee structure and remuneration level for Executive Directors and senior management.

The remuneration of Directors is determined at level which enables the Company to attract and retain Directors with the relevant experience and expertise to manage the business.

The remuneration components of Executive Directors shall consist of basic salary, performance-based bonus, benefits-in-kind and other incentives.

ii. Non-Executive Directors

Non-Executive Directors receive remuneration in the form of Directors' fees, benefits-in-kind and reimbursement of expenses incurred, if any, in the course of performing their services. Additional allowance is payable for acting as Chairman of the Board to reflect the complexity and amount of preparation required in attending the meeting.

The remuneration level for Non-Executive Directors shall reflect the experience and level of responsibilities undertaken by the Non-Executive Directors concerned. The remuneration of a Non-Executive Director shall not be based on commission or the percentage of turnover.

The remuneration packages of Non-Executive Directors who serve on the Board and Board Committees are reviewed by the RC annually.

iii. Key Senior Management

The remuneration components of key senior management shall consist of basic salary, performance-based bonus, benefits-in-kind and other incentives.

Key senior management shall refer to those individuals who hold the highest level of management responsibility and decision-making authority within the Company.

4. REVIEW OF POLICY

This Policy is subject to regular review by the Remuneration Committee and will be amended as appropriate to align with current market practices and requirement of the Malaysia Code on Corporate Governance.

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