



Amway (Malaysia) Holdings Berhad
(Company No: 340354-U)

REMUNERATION POLICY
for
EXECUTIVE DIRECTORS &
SENIOR MANAGEMENT TEAM

Executive Directors and Senior Management Team Remuneration

The policy is designed to facilitate the attraction and retention of top talent, motivate and reward high performance and ensure an employee's total compensation is market competitive.

The remuneration strategy for the Executive Directors and Senior Management team of Amway (Malaysia) Sdn Bhd is to pay competitively and, through the use of an integrated pay and benefits structure, to reward individual performance in order to contribute to the Winning Organization strategy of the Company. The remuneration strategy reflects the competitive nature of Amway (Malaysia) operations, recognizing the need to attract, motivate and retain high quality and caliber personnel.

On an annual basis, the Remuneration Committee considers market competitiveness, business results, experience and individual performance in evaluating the Executive Directors' and Senior Management team remuneration. The Remuneration Committee recommends to the Board the remuneration package of Executive Directors and Senior Management team and it is the responsibility of the Board as a whole to approve the remuneration package.

The Remuneration Policy applies to the Company's Executive Directors and Senior Management team.

Total remuneration package comprises fixed and variable components benchmarked against Mercer FMCG market data as the base to build the salary range of AMSB as it is more reflective as compared to other market data sources.

- A fixed base salary, set at a level aimed at attracting and retaining employees with professional and personal competences required to drive the Company's performance. Amway is practicing yearly update formal salary policy structure (e.g., midpoint salaries, pay scales) and benefits review.
- Short-term incentives, Annual Cash Incentive Plan (ACIP) is a performance bonus. Reward is determined by company's business result and the differentiating individual contributions. It is aimed at maximizing individual effort and by doing so, foster a "Performance Driven" culture in Amway worldwide.
- Long-term incentives plan, LTIP is a long term cash incentive plan, designed to drive our enterprise long-term business strategy. A new LTIP class begins each year subject to annual approval by the Board of Directors of Alticor Global Holdings Inc. ("AGHI"). Each LTIP class covers a 3-year period and is based on results achieved against predetermined enterprise financial measures set at the start of each class.
- Pension contributions, made in accordance with applicable laws and employment agreements.
- Severance payments in accordance with termination clauses in employment agreements. Severance payments shall comply with local legal framework.
- Benefits in-kind, include various types of non-wage compensation provided to employees in addition to their normal fixed based salary, i.e. private medical and life insurance, optical & dental, professional membership, a fully expensed car or cash alternative in lieu of car.