SUSTAINABILITY STATEMENT

ABOUT THIS STATEMENT

INTRODUCTION

WCT Holdings Berhad ("WCT" or the "Group") presents its Sustainability Statement 2022 ("SS2022") for the financial year ended 31 December 2022 ("FY2022").

SS2022 provides a comprehensive account of WCT's ongoing sustainability journey, for our stakeholders – detailing the Group's continued progress in improving its sustainability performance.

Disclosures provided in the SS2022 encompass economic, environmental and social information that can be utilised by various stakeholders including those making financial decisions about WCT. Information regarding the governance of WCT can be found in the Corporate Governance section of the Annual Report. In combination, the information will adequately address environmental, economic and governance ("ESG") data needed by stakeholders wanting to make investment or lending decisions on WCT based on its ability to create short, medium and long-term value.

WCT's SS2022 aims to also provide readers with information on our contribution to the achievement of United Nations Sustainable Development Goals ("UN SDGs") below:

Specific information on WCT's strategic efforts in realising sustainability outcomes that correspond to these UN SDGs is provided in the Aligning with the UN SDGs section.

MANAGING RISKS, CREATING OPPORTUNITIES IN SUSTAINABILITY

The focus on sustainability is also driven by the continued emergence of various sustainability risks and opportunities e.g., stricter regulations on greenhouse gas (GHG) emissions, heightened customer expectations for more responsible developments, supply chain disruptions, worker rights. Hence, WCT's ongoing sustainability efforts are also aimed at reducing and mitigating these risks that are prevalent based on the Group's business operations comprising engineering and construction, property development, and property investment and management.

Through a committed and strategic focus on material sustainability topics, WCT aims to enable effective mitigation and prevention against risks and to strengthen the business model towards ensuring resilience against emerging issues such as climate change, supply chain disruptions and others.

For a more comprehensive perspective of WCT's business performance and value creation strategies, readers are advised to read SS2022 together with the WCT Annual Report 2022 ("AR2022"), notably the Management Discussion and Analysis, which provides Management's account of the financial year of the Group's business, operational and financial performance.

REPORTING FRAMEWORKS AND GUIDELINES REFERENCED

Information contained in SS2022 has been prepared by referring to the following reporting frameworks and guidelines:
- Global Reporting Initiative ("GRI") Standards 2021 (Referencing information to the GRI is provided in the GRI content index at the end of SS2022)
- Bursa Malaysia's Sustainability Reporting Guide Third Edition
- FTSE4Good Bursa Malaysia Index ("FTSE4Good")
- United Nations Sustainability Development Goals ("UN SDGs")
- Taskforce on Climate Change Financial Disclosures ("TCFD") Recommendations

SUSTAINABILITY STATEMENT
cont'd

REPORTING SCOPE AND BOUNDARY

The scope of this statement covers the reporting period from 1 January 2022 to 31 December 2022, with most statistics presented based on a three-year timeframe. WCT reports its sustainability performance on an annual basis. The previous statement published was for FY2021 (SS2021).

WCT's disclosure in SS2022 is based on the disclosure requirements of the frameworks mentioned above, with disclosures covering the Group's operations in Malaysia for the following business divisions:
- Engineering and Construction
- Property Development
- Property Investment and Management

All subsidiaries that WCT has management control of is included in FY2022's reporting. The full list of projects and offices are provided as follows:

List of Projects and Offices	Division	Type
Mass Rapid Transit 2 ("MRT2 V204 & S204"), Kuala Lumpur	Engineering and Construction	Project Site
118 Mall, Kuala Lumpur	Engineering and Construction	Project Site
Pan Borneo Highway, Sarawak	Engineering and Construction	Project Site
Tun Razak Exchange ("TRX C2"), Kuala Lumpur	Engineering and Construction	Project Site
The Exchange TRX Retail ("TRX Retail"), Kuala Lumpur	Engineering and Construction	Project Site
The Exchange TRX Hotel and Office ("TRX Hotel and Office"), Kuala Lumpur	Engineering and Construction	Project Site
West Coast Expressway ("WCE"), Selangor	Engineering and Construction	Project Site
Light Rail Transit Line 3 ("LRT3 GS02 & GS03"), Selangor	Engineering and Construction	Project Site
Pavilion Damansara Heights, Kuala Lumpur	Engineering and Construction	Project Site
Elevated Highway Project, Sprint Highway, Kuala Lumpur	Engineering and Construction	Project Site
Sapangar Bay Jetty Expansion ("Jetty Extension"), Sabah	Engineering and Construction	Project Site
Sapangar Bay Container Port Expansion ("Container Port"), Sabah	Engineering and Construction	Project Site
Sultan Ismail Petra Airport, Kelantan	Engineering and Construction	Project Site
WCT Machinery, Selangor	Engineering and Construction	Business Operations
The Ascent, Selangor	WCT Headquarters	Office
One Medini Sdn Bhd ("OMSB"), Selangor	Property Development	Office
Gemilang Waras Sdn Bhd ("GWSB"), Selangor	Property Development	Office
WCT OUG Development Sdn Bhd ("WCT OUG"), Kuala Lumpur	Property Development	Office
Labur Bina Sdn Bhd ("LBSB"), Selangor	Property Development	Office
W City JGCC, Johor	Property Development	Project Site
W City OUG, Kuala Lumpur	Property Development	Project Site
Aronia Apartment, Selangor	Property Development	Project Site
Adenia Apartments, Selangor	Property Development	Project Site
Paradigm Johor Bahru Hotel and Residences ("Paradigm Hotel and Residence"), Johor	Property Development	Project Site
Pavilion Mont Kiara, Kuala Lumpur	Property Development	Project Site
Parklands Gravity Sewerage, Selangor	Property Development	Project Site
Paradigm Mall Petaling Jaya, Selangor	Shopping Mall	Business Operations
Paradigm Mall Johor Bahru, Johor	Shopping Mall	Business Operations
gateway@klia2, Selangor	Shopping Mall	Business Operations
SkyPark Terminal, Selangor	Shopping Mall	Business Operations
Le Méridien Petaling Jaya, Selangor	Hotel	Business Operations
Première Hotel, Selangor	Hotel	Business Operations
SkyPark Aviation, Selangor	Business Aviation	Business Operations

SUSTAINABILITY STATEMENT
cont'd

Data and information provided in SS2022 has been internally sourced and collected from official Group records and documents. Collected data and results are based on recognised metrics and industry standards such as the Greenhouse Gas ("GHG") Protocol and others.

We also ensure the GRI Reporting Principles has been applied in making our disclosures.

EXCLUSIONS AND LIMITATIONS

Outsourced operations and associate companies of which the Group does not have management control of are excluded unless otherwise mentioned.

WCT is cognisant that despite its best efforts, data for certain disclosures may be unavailable. Among the gaps identified are disclosures on the environmental and social performance of the Group's supply chain. The Group is progressively strengthening its ongoing data collection, which includes supply chain information.

Towards this end, in FY2022, WCT has developed the necessary framework for effective supply chain engagement and data collection such as its Responsible Supply Chain Policy, Sustainable Procurement Policy, Supplier Code of Conduct, and WCT Material Use Policy. These efforts are expected to pave the way for a more systematic and effective supplier assessment regarding social and environmental issues in FY2023, as well as data collection from the supply chain going forward. Such information will subsequently be disclosed in future sustainability reporting.

MEMBERSHIP IN ASSOCIATIONS

WCT is a member of the following industry associations, organised based on our various business segments. Regarding our Business Aviation segment, we have listed the relevant official authorities governing related operations.

Engineering and Construction

- Construction Industry Development Board (CIDB) - WCTB, WCTC, WCT TSR S/B, KKBWCT Joint Venture S/B, WCT CCCC JV
- CIDB - Sijil Perolehan Kerja Kerajaan (SPKK) – WCTB
- CIDB - Contractor's Capacity & Capability Evaluation (SCORE) – WCTB
- Suruhanjaya Perkhidmatan Air Negara (SPAN)
- Permit IPA Jenis C1 (Bekalan Air) – WCTB
- Permit IPA Jenis C1 (Pembetungan) – WCTB
- Pusat Pendaftaran Kontraktor Kerja, Bekalan Dan Perkhidmatan Negeri Sabah - Kementerian Kewangan Sabah (PUKONSA) – WCTC
- Sabah Trading License - WCTB, WCTC, WCT Machinery
- Sarawak Trading License - WCTB, WCTC, WCT Machinery, KKBWCT Joint Venture S/B
- National Institute of Occupational Safety and Health (NIOSH) – WCTB
- Master Builders Association Malaysia (MBAM) – WCTB

Property Development

- Construction Industry Development Board (CIDB)
- Real Estate & Housing Developers' Association Malaysia (REHDA)
- Malaysian Employers Federation (MEF)

Shopping Malls

- Persatuan Pengurusan Kompleks Malaysia (PPK), also known as Malaysia Shopping Malls Association

Business Aviation Authorities

- Civil Aviation Authority of Malaysia (CAAM)
- Malaysian Aviation Commission (MAVCOM)
- Malaysia Airports Holdings Berhad (MAHB)

Hotels

- Malaysian Association of Hotels (MAH) - Première Hotel and Le Méridien Petaling Jaya
- Malaysian Association of Hotel Owners (MAHO) - Première Hotel and Le Méridien Petaling Jaya
- Association of Hotel Employers (AHE) - Le Méridien Petaling Jaya
- Malaysia Inbound Chinese Association (MICA) - Le Méridien Petaling Jaya
- Malaysian Employers Federation (MEF) - Le Méridien Petaling Jaya

ASSURANCE

WCT has undertaken independent auditing and assurance for financial data presented in this statement where the figures can be cross-referenced to the Financial Report of the AR2022. The Group will look to undertake an internal assurance exercise of sustainability-related data for FY2023.

SUSTAINABILITY STATEMENT
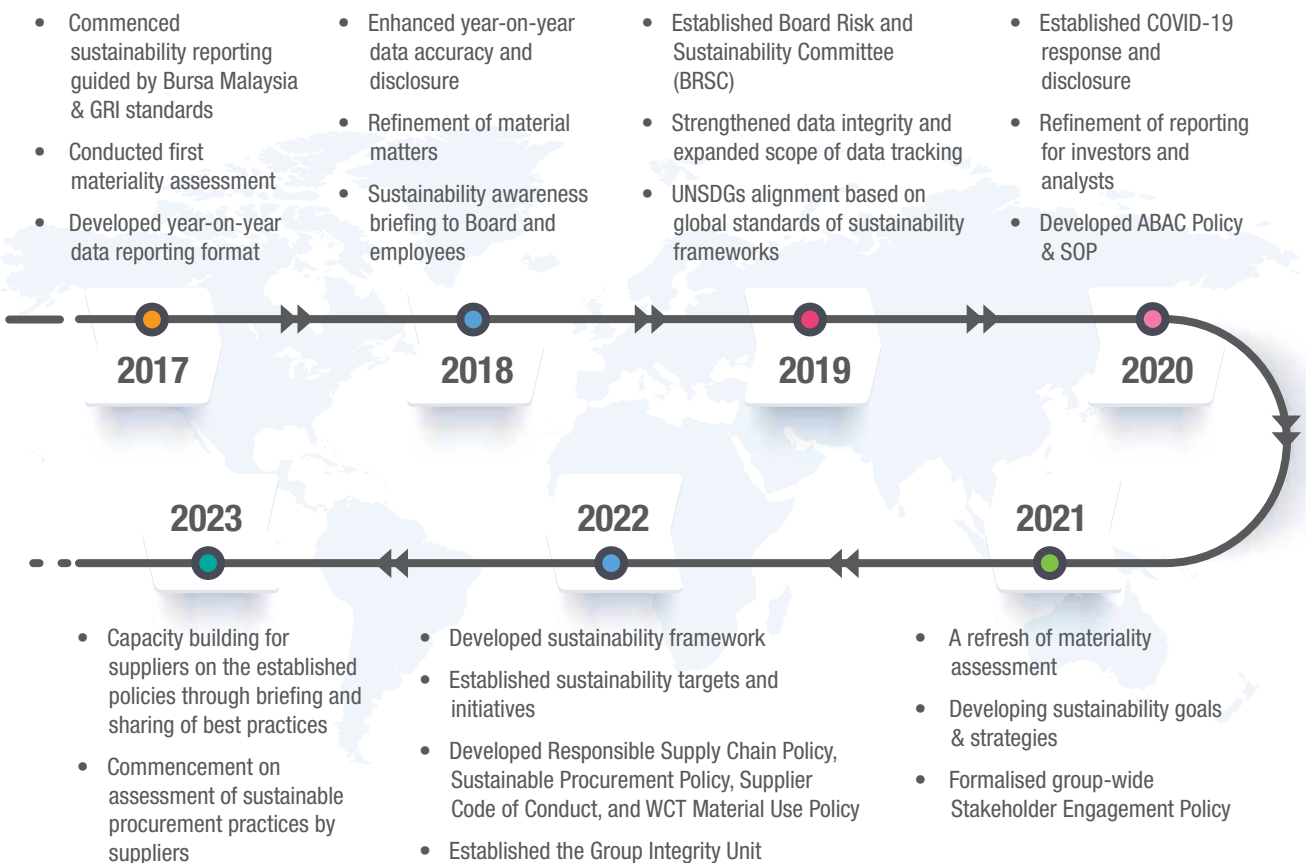### cont'd

FORWARD-LOOKING STATEMENTS

This report contains forward-looking statements such as targets, prospects, future plans and reasonable assumptions that were set in regard to expected or future performances, which are based on presently available data and information as well as current operating environment conditions. However, readers should be advised not to place undue reliance on such statements as our business is subject to risks and uncertainties that are beyond our control. Actual results may differ.

REPORT AVAILABILITY AND FEEDBACK

SS2022 is prepared as part of WCT's Annual Report 2022, which can be downloaded from the Group's website at **https://www.wct.com.my/**. The Group welcomes feedback, comments, and suggestions for improvement, which can be sent to the following:

Manager, Corporate Affairs,
Group Corporate Affairs,
WCT Holdings Berhad,
B-30-01,
The Ascent, Paradigm,
No. 1, Jalan SS7/26A, Kelana Jaya,
47301 Petaling Jaya,
Selangor Darul Ehsan, Malaysia.
Tel   : +(603) 7806 6688
Email : corporate.affairs@wct.my

MILESTONES AND SUSTAINABILITY JOURNEY

2017
- Commenced sustainability reporting guided by Bursa Malaysia & GRI standards
- Conducted first materiality assessment
- Developed year-on-year data reporting format

2018
- Enhanced year-on-year data accuracy and disclosure
- Refinement of material matters
- Sustainability awareness briefing to Board and employees

2019
- Established Board Risk and Sustainability Committee (BRSC)
- Strengthened data integrity and expanded scope of data tracking
- UNSDGs alignment based on global standards of sustainability frameworks

2020
- Established COVID-19 response and disclosure
- Refinement of reporting for investors and analysts
- Developed ABAC Policy & SOP

2023
- Capacity building for suppliers on the established policies through briefing and sharing of best practices
- Commencement on assessment of sustainable procurement practices by suppliers

2022
- Developed sustainability framework
- Established sustainability targets and initiatives
- Developed Responsible Supply Chain Policy, Sustainable Procurement Policy, Supplier Code of Conduct, and WCT Material Use Policy
- Established the Group Integrity Unit

2021
- A refresh of materiality assessment
- Developing sustainability goals & strategies
- Formalised group-wide Stakeholder Engagement Policy

SUSTAINABILITY STATEMENT
cont'd

NOTABLE SUSTAINABILITY-RELATED DEVELOPMENTS

WCT is committed to participating in valuable projects and has therefore integrated sustainable practices into its operations. By doing so, WCT is equipped to deliver sustainable outcomes in all its endeavours, including nation-building projects that contribute to job creation, enhance community accessibility, drive growth in surrounding neighbourhoods, and improve public transportation infrastructure. Additionally, WCT recognises the pressing need for affordable housing and has taken proactive steps to address this issue. Overall, WCT's dedication to sustainability underscores its role as a responsible corporate citizen and its commitment to promoting sustainable development in Malaysia.

2021

WCT has achieved practical completion of the 4.13km Bandar Malaysia South Portal to Kampung Muhibbah alignment of the nation's MRT2 Putrajaya Line Project, together with road works, landscaping, and two MRT stations, namely the Kuchai and Taman Naga Emas stations. OHS at the workplace is of paramount importance and WCT's safety practices has led to the achievement of the highest 5-Star Rating in the Safety and Health Assessment System in Construction (SHASSIC) Achiever award by CIDB Malaysia in 2019 with a score of 91%, 640,000 Safe-Man Hours without Lost Time Injury (LTI) for the alignment, and 410,000 Safe Man-Hours without Lost Time Injury (LTI) for the construction of the stations. In addition, the construction works at the alignment has created about 2,000 job opportunities.

The construction of the alignment and MRT stations by WCT is expected to play a significant role in enhancing accessibility and driving growth in the surrounding neighbourhoods, while also bringing substantial improvements to public transportation infrastructure.

2022

The Adenia Apartments have been introduced as an affordable residential option in Klang, offering premium amenities at an affordable price. This 23-storey tower in the well-established Bandar Parklands township comprises 181 units with a built-up area of 915 sqft and features three bedrooms and two bathrooms. The development has been specifically designed to address the present lack of affordable homes within the community, which goes towards meeting the housing needs of a large segment of the population.

SUSTAINABILITY STATEMENT
cont'd

ALIGNING WITH THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

WCT's sustainability efforts are consistent with global aspirations, notably the UN SDGs. WCT has continued to align its ongoing efforts with the UN SDGs and the following are the Group's sustainability highlights and achievements. The Group has also established a clear objective and is fully committed to making sustained efforts towards achieving its stated sustainability targets. While there have been instances where certain targets have not been met within the stipulated timeframe, including the annual targets and the ultimate goal of zero target, WCT remains steadfast in its commitment to continue its efforts towards achieving these objectives. Moreover, the Group has already taken proactive measures to drive progress towards its targets, as detailed in the relevant sections of this report.

SDG	SDG Targets	Highlights and Achievements	Commitments, Targets and Pledges	Commitments, Target Realisation
1 NO POVERTY Corresponding Material Topic: Economic Contribution to Stakeholders Employee Welfare	**Target 1.2:** By 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions.	• WCT disbursed financial aid of RM702,003.10 to communities affected by the flood at the end of 2021 and early 2022. • WCT provided food aid worth RM18,385.82 to the needy during the festive seasons.	1. Invest 0.2% of the preceding year's revenue in CSR. (Target for 2022: RM 3.39 million)	● Invested RM3.36 million in CSR programmes for 2022.
3 GOOD HEALTH AND WELL-BEING Corresponding Material Topic: Occupational Health & Safety (OHS) Pollution Product Quality & Safety Local Community Wellbeing	**Target 3.9:** By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination.	• 1,141 employees attended OHS training in FY2022. • WCT organised 16 blood donation drives at its shopping malls in support of replenishing the nation's blood bank. • Paradigm Mall Petaling Jaya was a designated Pusat Pemberian Vaksin (PPV) for booster shots. A total of 90,000 vaccines were offered to the communities from December 2021 to October 2022. • WCT sponsored approximately RM 220,000.00 on local community health and wellbeing programmes/ initiatives.	1. Zero fatality for employees and contractors.* 2. Zero accidents which resulted in permanent disability for employees and contractors.* * *Contractors working on locations/sites under WCT control*	● 2 work-related fatalities involving local workers of a sub-contractor were recorded. ● 4 accidents were recorded without resulting in permanent disability.

SUSTAINABILITY STATEMENT
cont'd

SDG	SDG Targets	Highlights and Achievements	Commitments, Targets and Pledges	Commitments, Target Realisation
4 QUALITY EDUCATION Corresponding Material Topic: Learning & Growth	**Target 4.4:** By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.	• 22% of the workforce is below 30 years old. • WCT contributed RM2,192,277.27 in several educational institutions. • In 2022, WCT invested over RM2 million in the Protégé RTW Programme to train unemployed youths. • 113 interns trained throughout WCT's business divisions.	1. Conduct average training hours of 3 hours in 2022 (Baseline: 2020/2021 and average of 9.2 hours were conducted per employee).	● 10.2 average training hours per employee.
5 GENDER EQUALITY Corresponding Material Topic: Diversity, Equality & Inclusion	**Target 5.5:** Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.	• 27% of workforce comprising women.	1. 30% of the Board of Directors to be women by 2026. 2. Increase the percentage of women in managerial roles by 5% by 2026 (Baseline: 2021 – 4.14%).	● 12.5% of the Board of Directors comprises women. ● 3% of women employed in managerial roles.
6 CLEAN WATER AND SANITATION Corresponding Material Topic: Pollution Water	**Target 6.3:** By 2030, improve water quality by reducing pollution, eliminating dumping and minimising release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally. **Target 6.4:** By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity. **Target 6.5:** By 2030, implement integrated water resources management at all levels, including through transboundary cooperation as appropriate.	• Zero incidents of serious effluent discharge/water pollution. • Zero fines for effluent discharge. • Invested 47,749 gallons of rainwater harvesting tanks across all business divisions to reduce consumption of potable water.	1. To reduce the Group-wide average water intensity as measured against total square feet ("sqft") by 10% by 2030. (Baseline: 2019 – 0.013 m^3/sqft)	● Group-wide average water intensity in FY2022: 0.041 m^3/sqft.

SUSTAINABILITY STATEMENT
cont'd

SDG	SDG Targets	Highlights and Achievements	Commitments, Targets and Pledges	Commitments, Target Realisation
7 AFFORDABLE AND CLEAN ENERGY Corresponding Material Topic: Energy	**Target 7.2:** By 2030, increase substantially the share of renewable energy in the global energy mix. **Target 7.3:** By 2030, double the global rate of improvement in energy efficiency.	• Paradigm Mall Petaling Jaya and Paradigm Mall Johor Bahru subscribed 4,838,000 kWh of electricity per month generated from renewable energy sources under the Green Electricity Tariff Programme (GET) by Tenaga Nasional Berhad.	1. Reduce the group-wide average electricity intensity as measured against total square feet ("sqft") by 10% by 2030. (Baseline: 2019 -1.25 kWh/sqft)	• Group-wide average electricity intensity in FY2022: 1.15 kWh/sqft.
8 DECENT WORK AND ECONOMIC GROWTH Corresponding Material Topic: Respect for Human Rights Occupational Health & Safety (OHS)	**Target 8.5:** By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value. **Target 8.8:** Protect labour rights and promote safe and secure working environments for all workers, including migrant workers.	• WCT employed a total of 2,091 people in 2022 (370 new employees). • 86.5% local employment in FY2022. • 22% of employees aged 30 years old and below.	1. Zero violation cases of human rights (child labour and forced labour). 2. Zero fatality for employees and contractors.* 3. Zero accidents resulting in permanent disability for employees and contractors.* * *Contractors working on locations/ sites under WCT control*	• No cases of human rights violation recorded in FY2022. • 2 work-related fatalities involving sub-contractors were recorded. • 4 accidents were recorded without resulting in permanent disability.
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE Corresponding Material Topic: Product Quality & Safety Economic Contribution to Stakeholders	**Target 9.1:** Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all. **Target 9.2:** Promote inclusive and sustainable industrialisation and, by 2030, significantly raise industry's share of employment and gross domestic product, in line with national circumstances, and double its share in least developed countries. **Target 9.4:** By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries acting in accordance with their respective capabilities.	• Continued proliferation of digital tools and technologies to progressively contribute to the development of a more sustainable construction and property development industry i.e., Industrial Building System ("IBS") and Building Information Modeling ("BIM"). • gateway@klia2 was awarded a 4-star rating under the Public Toilets Grading System by the Sepang Municipal Council. • Première Hotel received the BeSS (Bersih, Selamat dan Sihat) certification (2022 – 2025) from the Ministry of Health for its restaurants.	1. Achieve more than 85% score on customer satisfaction surveys by 2023 (Baseline: 2019-81%). 2. Maintain zero significant instances of legal non-compliance on environmental pollution leading to fines or non-monetary action from authorities.	• Average 82% score on customer satisfaction survey. • Zero significant instances of legal non-compliance on environmental pollution recorded in FY2022.

SUSTAINABILITY STATEMENT
cont'd

SDG	SDG Targets	Highlights and Achievements	Commitments, Targets and Pledges	Commitments, Target Realisation
10 REDUCED INEQUALITIES Corresponding Material Topic: Diversity, Equality & Inclusion Employee Welfare	**Target 10.2:** By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status. **Target 10.3:** Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard. **Target 10.4:** Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality.	• 27% of workforce comprising women. • Since 2021, WCT has trained 162 fresh graduates under the WCT Protégé RTW Programme and absorbed 28 talents as contract staff. • WCT donated over RM24,489.35 to non-governmental organisations (NGOs).	1. 30% of BOD members to be women by 2026. 2. Increase the percentage of women in managerial roles by 5% by 2026 (Baseline: 2021 – 4.14%).	• 12.5% of the Board of Directors comprises women. • 3% of women are in managerial roles.
11 SUSTAINABLE CITIES AND COMMUNITIES Corresponding Material Topic: Local Community & Wellbeing Product Quality & Safety	**Target 11.7:** By 2030, provide universal access to safe, inclusive and accessible, green and public spaces, in particular for women and children, older persons and persons with disabilities.	• High retention of green landscapes, notably for property development projects.	1. Zero official substantiated complaints related to environmental pollution from neighbouring communities at WCT locations by 2030. *Note: Official substantiated complaints refers to the complaint received via defined medium (written platform and Facebook) and the pollution level must exceed the Permissible Exposure Level (PEL) that is declared by authorities.*	• Zero official substantiated complaints related to environmental pollution recorded in FY2022.

SUSTAINABILITY STATEMENT
cont'd

SDG	SDG Targets	Highlights and Achievements	Commitments, Targets and Pledges	Commitments, Target Realisation
12 RESPONSIBLE CONSUMPTION AND PRODUCTION Corresponding Material Topic: Materials Pollution Waste	**Target 12.2:** By 2030, achieve the sustainable management and efficient use of natural resources. **Target 12.5:** By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.	• WCT's Landfill Waste Reduction Programme at offices diverted 7.88 tonnes of waste from landfill. • 115 tonnes of cooking oil collected for recycling. • Organised Waste Segregation and Recycling Awareness Workshop for employees to generate awareness on the proper ways to segregate and recycle waste.	1. Reduce waste sent to landfill by 10% by 2026, and 20% by 2030 (Baseline: 2019 – 43%). 2. 100% of locally sourced materials purchased by the Group. 3. Procure materials in accordance with WCT Material Use Policy. 4. Maintain zero significant instances of legal non-compliance on environmental pollution leading to fines or non-monetary action from authorities. 5. Zero official substantiated complaints related to environmental pollution from neighbouring communities at WCT locations by 2030. *Note: Official substantiated complaints refers to the complaint received via defined medium (written platform and Facebook) and the pollution level must exceed the Permissible Exposure Level (PEL) that is declared by authorities.*	● 9.2% of waste sent to landfill in FY2022. ● 99.63% of materials are sourced locally. ● Procurement practices are in accordance with WCT Material Use Policy. ● Zero significant instances of legal non-compliance on environmental pollution recorded in FY2022. ● Zero official substantiated complaints related to environmental pollution recorded in FY2022.
13 CLIMATE ACTION Corresponding Material Topic: GHG Emissions & Climate Change	**Target 13.1:** Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries. **Target 13.2** Integrate climate change measures into national policies, strategies and planning.	• Identification of climate change risks and opportunities and development of mitigation plans for all business divisions. • Continued participation in urban rail transportation projects that reduce cars and ultimately emissions and energy consumption.	1. Reduce 10% of CO_2 emissions intensity (total Scope 1 and Scope 2) as per measured against total square feet ("sqft") across the Group by 2030. (Baseline: 2019 - 0.7442 CO_2e/sqft)	● Group-wide average carbon emissions intensity in FY2022: 0.9432 CO_2e/sqft.

SUSTAINABILITY STATEMENT
cont'd

SDG	SDG Targets	Highlights and Achievements	Commitments, Targets and Pledges	Commitments, Target Realisation
15 LIFE ON LAND Corresponding Material Topic: Biodiversity Loss	**Target 15.5:** Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species.	• Compliance with all Environmental Impact Assessments carried out by clients for Engineering and Construction projects ("EIA").	1. Replant 30% of felled trees or 500 trees per year (whichever lower).	● No tree planted in FY2022 due to no land clearing activity that necessitated replanting of felled trees.
16 PEACE, JUSTICE AND STRONG INSTITUTIONS Corresponding Material Topic: Ethical Business Conduct	**Target 16.5:** Substantially reduce corruption and bribery in all their forms. **Target 16.6:** Develop effective, accountable and transparent institutions at all levels. **Target 16.7:** Ensure responsive, inclusive, participatory, and representative decision-making at all levels.	• Formation of the Group Integrity Unit. • 75% of Board of Directors received ABAC training. • Conducted 48 Anti-Bribery and Anti-Corruption (ABAC) training for employees.	1. Zero public legal cases regarding corruption brought against WCT or its employees.	● Zero incident of corruption case brought to the court in FY2022.

Legend: Progress tracking
- ● Meeting target
- ● In the progress
- ● Falling short of target

As a mark of quality and continued compliance to best practice industry standards, all Engineering and Construction and Property Development projects sites are ISO 45001 certified and all Engineering and Construction project sites are ISO 14001 certified.

In addition, WCT and its subsidiary companies have attained third party certifications in different aspects as per the following:

MANAGEMENT SYSTEM CERTIFICATIONS		
Quality Management Systems Certifications	**Occupational Health & Safety Management Systems Certifications**	**Environmental Management Systems Certification**
• **ISO 9001:2015** Quality Management Systems for WCT Berhad (including WCT Construction Sdn Bhd) Certification No. QMS 00887 • **ISO 9001:2015** Quality Management Systems for WCT Machinery Sdn Bhd Certification No. QMS 01762 • **ISO 9001:2015** Quality Management Systems for WCT Land Sdn Bhd and its subsidiaries Certification No. QMS 01306 • **ISO 9001:2015** Quality Management Systems for WCT Properties Sdn Bhd Certification No. QMS 03141	• **ISO 45001:2018** Occupational Health and Safety Management Systems for WCT Berhad (including WCT Construction Sdn Bhd) Certification No. OHS 00221 • **ISO 45001:2018** Occupational Health and Safety Management Systems for WCT Machinery Sdn Bhd Certification No. OHS 00503 • **ISO 45001:2018** Occupational Health and Safety Management Systems for WCT Land Sdn Bhd and its subsidiaries Certification No. OHS 00227	• **ISO 14001:2015** Environmental Management Systems for WCT Berhad (including WCT Construction Sdn Bhd) Certification No. EMS 00520 • **ISO 14001:2015** Environmental Management Systems for WCT Machinery Sdn Bhd Certification No. EMS 00931

SUSTAINABILITY STATEMENT
cont'd

MESSAGE FROM THE CHAIRMAN OF WCT BOARD RISK AND SUSTAINABILITY COMMITTEE

As the nation enters the endemic phase of the COVID-19 pandemic and the world works towards recovering from its impacts, we at WCT remain optimistic about the potential for a robust economic recovery and the resolution of various social issues. However, despite the reopening of global markets, the construction and property development industries remain volatile due to supply chain disruptions, labour shortages, higher fuel prices, and inflation. As such, we recognise the importance of building resilience in the face of global economic, climate, and social disruptions.

At WCT, we strive to build a sustainable future with sustainability integral to our business strategy. While we have made significant progress and achievement, including our recent inclusion as FTSE4Good Bursa Malaysia Index and the FTSE4Good Bursa Malaysia Shariah Index constituents, the current urgency of climate change demands greater actions. In FY2022, we developed a sustainability framework with targets and initiatives, actively reduced our carbon footprint, committed to better labour practices, and developed policies relating to sustainable supply chain, procurement practices, and material use. We remain committed to managing the EES risks & opportunities and improving our ESG performance in the coming years.

Our sustainability strategy is reinforced by our purpose of Building Sustainable and Thriving Communities and our goals of Empowering People, Protecting the Environment, Enhancing Livelihood and Embracing Responsible and Fair Business Practices. These, alongside the adoption of relevant UN SDGs, serve as a guiding framework for our material sustainability topics in FY2022.

In line with Bursa Malaysia's climate change disclosure requirements, we are enhancing our related disclosures, including governance with respect to climate change risks and opportunities, metrics and targets aligned with the Task Force on Climate-related Financial Disclosures ("TCFD") Recommendations. Additionally, we have disclosed our Scope 3 emissions related to business travel in this SS2022.

To reinforce our efforts to sustain and improve our supply chain and procurement practices, we have developed sustainable procurement policies addressing environmental and social issues. As companies' supply chain generates the majority of environmental and social impacts, we recognise the importance of assessing our supply chain and will continue to prioritise this focus as part of our sustainability efforts.

From an environmental standpoint, we continue to invest in waste management, with a landfill reduction program, recycling of used cooking oil from our shopping malls and hotels businesses, and other 3R (Reduce, Reuse, and Recycle) practices in all construction sites. These waste minimisation steps have led to significant reduction in both hazardous and landfilled waste while most of the recycled wastes were sent for repurposing.

In line with our commitment to adopting circular economy principles, the Group's Engineering and Construction as well as Property Development Division adopts six approaches to drive sustainability in the building and construction industry. One key approach is to promote and maximise the usage of green building materials in our projects by adopting a list of green building materials.

Our Property Development Division will adopt green design features during the design phase to promote the construction of green buildings, to meet the Government's call for sustainable building practices, while the Engineering and Construction Division will actively participate in securing projects that deliver stronger sustainability impacts to the environment and society.

Additionally, we recognise the value of advanced digital solutions, such as Building Information Modelling ("BIM") and Virtual Design and Construction ("VDC"), which can play a critical role in evaluating the environmental impact of a building or project throughout its lifecycle and improve resource efficiency during operation. In FY2023, the Engineering and Construction Division will collaborate with Technology Depository Agency Berhad to set-up BIM training labs at the University Malaysia Sabah and the Engineering Department of Malaysia Airports Holdings Berhad.

As a reflection of our commitment to sustainability, we remain focused on our established measurable targets and tangible action plans. Leveraging our progress on our sustainability journey, we are determined to turn our ambition into action to reach our goals and progressively drive WCT's digital transformation, especially for key construction and operation processes, towards a more sustainable future.

We are committed to advancing our positive environmental and social impact, enhancing corporate governance, and driving future-forward development for our organisation and the broader community. Building on the foundation of our growing sustainability strength, we aim to create a brighter tomorrow for all. With your support, we are confident that we can continue to achieve new heights and build a sustainable and prosperous future together.

Dato' Ng Sooi Lin
Independent Non-Executive Director and Chairman of WCT Board Risk and Sustainability Committee

SUSTAINABILITY STATEMENT
cont'd

STAKEHOLDER ENGAGEMENT

As in previous financial years, FY2022 continued to see WCT engage its diverse stakeholder base through a wide range of communication platforms and channels.

Beyond assessment and prioritisation of material sustainability topics, engagement with stakeholders were on a wide range of matters and to achieve various objectives. Stakeholder engagement is guided by the Group's Stakeholder Engagement Policy. The Policy can be viewed here: **https://www.wct.com.my/about/governance_and_policies/policy.aspx?c=stakeholder_engagement_policy**.

Engaging stakeholders support the Board and Management in determining material sustainability topics for the Group by understanding how these individuals or groups can impact WCT's business model in terms of its capital, brand reputation and value creation. The outcomes from undertaking stakeholders' engagement initiatives could result in stronger economies, higher living standards, and more opportunities for individuals and groups, given its advantages for resource allocation and economic health.

WCT views stakeholders as individuals, groups of people or organisations who have the potential to influence or be impacted by WCT Group's activities, products or services and associated performance. Individuals or groups who are, or may be potentially impacted by the Group's presence or business operations are also regarded as stakeholders.

STAKEHOLDER ENGAGEMENT TABLE

No	Stakeholder	Engagement Channels	Needs And Expectations	Relevant Material Topic	Outcomes/ Values Created
1	Customers (including property developers, home buyers, shopping mall tenants and visitors, hotel guests and visitors, aircraft operators, airlines, business aviation and general aviation customers).	• Satisfaction surveys • Suggestion boxes • Social media • Newsletters • Campaigns • Exhibitions • Mobile and email communications • Company website • Customer service concierge counters • Virtual Property Gallery	• Compliance with product specifications and other deliverables • Quality products and services • Fair product pricing • Products that meet customer's needs e.g., GBI, environmentally sound products • Timely and responsive communication and actions - good customer service • Demonstration of compliance obligations • Conducive environment to conduct business. • Public safety and security • Good housekeeping	• Product Quality & Safety • Ethical Business Conduct • Pollution • Personal Data Protection • Local Community Wellbeing • Diversity, Equality & Inclusion • Occupational Health & Safety	• Enhanced customer satisfaction by delivering improved customer service levels and response times. • Organised attractive customer campaigns and promotions.
2	Employees	• Internal communications • Virtual/Face-to-face meetings • Performance reviews • Code of Conduct & Ethics • Interviews • Community development programmes • Conferences, seminars and workshops • Whistleblowing channel • Employee Handbook	• Workplace safety and health • Fair treatment of employees according to legal requirements and labour standards (mandatory and voluntary) • Competitive remuneration (benefits) • Training, guidance and support • Equal opportunity and career development • Diversity at the workplace, representation • Secure employment • Job satisfaction	• Employee Welfare • Learning & Growth • Occupational Health & Safety • Diversity, Equality & Inclusion • Respect for Human Rights • Economic Contribution to Stakeholders • Ethical Business Conduct	• A safe and comfortable workplace. • Enhanced employees' competency.

SUSTAINABILITY STATEMENT
cont'd

No	Stakeholder	Engagement Channels	Needs And Expectations	Relevant Material Topic	Outcomes/ Values Created
3	Regulators & Local Authorities e.g., Department of Safety and Health, Ministry of Health, Construction Industry Development Board, Department of Environment, Malaysian Highway Authority	• Virtual/Face-to-face meetings • Regular engagement for knowledge sharing • Media releases • Conferences • Surveys • Attending seminars and training sessions • Site visit • Machinery inspections (for plant and machinery operation approval purposes)	• Demonstration of compliance with respective authorities' requirements • Supporting government policies and objectives • Timely and responsive communication and actions • Information sharing	• Ethical Business Conduct • Employee Welfare • Local Community and Wellbeing • Occupational Health & Safety • Personal Data Protection • Pollution • Economic Contribution to Stakeholders • GHG Emissions & Climate Change	• Displayed continued compliance with authorities' requirements.
4	External Goods and Service Providers e.g., contractors, sub-contractors, vendors, suppliers, consultants	• Virtual/Face-to-face meetings • Annual supplier re-assessments • Performance surveys	• Clear contract specifications • Honouring contractual agreements e.g., prompt payment • Fair treatment of workers according to legal requirements and labour standards (mandatory and voluntary) • Fair price • Timely and responsive communication and actions • Continued business • Support for enhancing resource capacity	• Local Sourcing • Ethical Business Conduct • Economic Contribution to Stakeholders • Respect for Human Rights • Diversity, Equality & Inclusion	• Cost-effective and reliable delivery of goods and services.
5	Investors, Analysts, & Fund Managers	• Quarterly briefings • Virtual/Face-to-face meetings • Conferences • Media releases and interviews • Annual reports and sustainability statement • Company website	• Continued profitability and growth • Product innovation to meet changing demands • WCT's good image and reputation • Compliance with ESG requirements for specific funds where applicable	• Economic Contribution to Stakeholders • Ethical Business Conduct • GHG Emissions & Climate Change • Respect for Human Rights	• Regular engagement and meetings to deliver credible and consistent corporate messaging.

SUSTAINABILITY STATEMENT
cont'd

No	Stakeholder	Engagement Channels	Needs And Expectations	Relevant Material Topic	Outcomes/ Values Created
6	Local Communities e.g., resident associations, neighbouring communities, NGOs	• Town-hall meetings • Community development programmes • Media releases • Social Media • Sponsorships • Complimentary event spaces • Food Bank	• Avoid adverse impacts from operations to public safety, security and the environment • Avoid quality of life deterioration • Participation in community programmes • Timely and responsive communication and actions • Support NGOs' objectives • Participate in NGOs' programmes • Potential job opportunities	• Local Community Wellbeing • Economic Contribution to Stakeholders • Pollution • Waste • Respect for Human Rights • GHG Emissions & Climate Change • Biodiversity Loss • Water • Specific to NGO	• Engagement with the local communities/ NGOs in need through community programmes.
7	Financial Institutions e.g., lenders, insurers	• Virtual/Face-to-face meetings	• Manage risks to ensure financial soundness (physical and reputational risks) • Honouring borrowing terms and conditions • Timely and responsive communication and actions	• Economic Contribution to Stakeholders • Ethical Business Conduct • Product Safety & Quality • GHG Emissions & Climate Change • Respect for Human Rights	• Improved corporate credibility.
8	Industrial Affiliates e.g., Real Estate & Housing Developers' Association, Malaysia Shopping Malls Association, Malaysian Association of Hotel Owners	• Surveys • Conferences • Interviews • Virtual/Face-to-face meetings	• Demonstration of compliance obligations • Knowledge sharing • Adherence to affiliates' charter/code • Timely and responsive communication and actions • Active participation in affiliates' initiatives	• Specific to industrial affiliate	• Displayed continued compliance, obligations, and commitment as an industry player.
9	Media	• Community development programmes • Media releases • Advertising • Media conferences	• Timely and accurate communication • Responsive to queries	• Ethical Business Conduct • Specific to communicated information	• Positive and continued media coverage and reporting.
10	JV & Business Partners	• Virtual/Face-to-face meetings	• Honouring terms and conditions • Continued business opportunities	• Economic Contribution to Stakeholders • Ethical Business Conduct	• Displayed strong compliance and obligations as a business partner.

SUSTAINABILITY STATEMENT
cont'd

STAKEHOLDER ENGAGEMENT HIGHLIGHTS

With the Marketplace

WCT's Property Development Division launched the WCT Experience Gallery at Pavilion Bukit Jalil. The 5,220 sqft. flagship gallery features innovative and cutting-edge technology to create an immersive home buying experience that enables buyers or visitors to virtually place themselves within a WCT home, instead of travelling physically to a show house.

With External Goods and Services Supplier

SkyPark Aviation signed a Memorandum of Understanding (MoU) with Petronas Dagangan Berhad to voluntarily promote the usage of sustainable aviation fuel (SAF) among business aviation and general aviation companies.

The Property Development and Property Investment and Management Division inked a strategic partnership with Huawei Technologies (Malaysia) Sdn Bhd (Huawei Malaysia) to explore and develop digital transformation solutions as well as artificial intelligence (AI) enabled business models with commercialisation opportunities for implementation in WCT's real estate development which include residential, lifestyle and retail as well as hospitality projects. This collaboration is in line with the divisions' vision of offering affordable luxury homes with emphasis on stakeholders' safety, connectivity, community living and lifestyle convenience.

With Local Communities (Schools)

The W City OUG project team regularly engages and maintain open communication with its stakeholder, Sekolah Kebangsaan Seri Indah, OUG KL to identify the needs of the school especially during crucial periods such as examination period. The project team works around the school schedule to ensure disruptive construction activities are planned around such these events.

SUSTAINABILITY STATEMENT
cont'd

With Media, Business Partners and Local Authorities

As the country moved into the endemic phase of COVID-19, a media event was held on 13 July 2022 to announce WCT Malls' tripartite collaboration with Tourism Malaysia and Visa to promote Malaysia as a desirable tourist destination, particularly among inbound travellers. As one of the key retail mall owners in Malaysia, WCT Malls is proud to play its role in supporting the nation in boosting the national economy through a series of campaigns under the theme #SHOPPINGEXTRAVAGANZA.

In an effort to better understand the Sultan Ismail Petra Airport project status, the Unit Penyelarasan Pelaksanaan - Jabatan Perdana Menteri and Ministry of Transport Malaysia, Unit Teknikal Projek Udara & Darat Bahagian Pembangunan visited the WCT project site in May 2022. WCT shared its project challenges and has sought for the necessary support from the authorities to deliver on its project milestones.

SIRIM auditors visited the WCT LRT3 GS02 & GS03 in March 2022 as part of the SIRIM Recertification Audit for the Provision of Construction Services for Building and Civil Engineering Works including Turnkey project. The audit exercise allowed independent assurance against WCT's operational control and compliance to requirements of the relevant standards.

With Employees and Contractors

In January 2022, 23 employees and seven contractors from the Property Development Division attended the Basic Occupational First Aid, Cardiopulmonary Resuscitation (CPR) and Automated External Defibrillator (AED) Training. The training was delivered by an external training provider specialising in the safety field to boost the safety and health awareness among employees and contractors.

MATERIAL TOPICS

WCT conducted a materiality assessment exercise ("MAE") in FY2021 to identify and prioritise the Group's material sustainability topics. These are topics that would impact value creation as well as topics that may have a bearing on stakeholders.

In terms of methodology and process, the MAE was conducted over two phases. The first phase was to identify material topics based on WCT's significant environmental, economic and social impacts. The second phase involved stakeholder engagement to obtain their views on the material topics which were then assessed and analysed based on an internally developed weightage system.

For FY2022, we reviewed the validity of the identified material topics. We confirm that these topics, especially topics pertaining to employee welfare, employee learning and growth, ethical business conduct, product safety, local sourcing, personal data protection, pollution as well as health and safety deemed material and shall continue to receive strategic focus until the next review.

The materiality matrix was approved by the Senior Management in the Group Sustainability Committee and the Board of Directors ("the Board") in the Board Risk and Sustainability Committee. Management's views were reviewed and where fitting, were incorporated into the overall MAE results.

WCT hopes to further enhance its materiality processes by garnering feedback from a wider range of stakeholders towards developing a more inclusive and comprehensive perspective of its material topics.

SUSTAINABILITY STATEMENT
cont'd

MATERIALITY MATRIX

Prioritised material matters

Vertical axis (Very High → Medium): **Influence on Stakeholder Assessments and Decisions**

Horizontal axis (Medium → Very High): **Significance of WCT's Economic, Environmental and Social Impacts**

Matrix contents:

- Product Service Quality
  Respect for Human Rights
- Ethical Business Conduct
  Occupational Health & Safety
  Pollution
  Personal Data Protection
  Product Safety
- Employee Welfare

- Waste
  Energy
  Water
  Biodiversity Loss
  Materials
  Diversity, Equality & Inclusion
  Local Community & Wellbeing
- Economic Contribution to Stakeholders
  GHG Emissions & Climate Change
- Local Sourcing
  Learning & Growth

GOVERNANCE OF SUSTAINABILITY

SUSTAINABILITY GOVERNANCE STRUCTURE

Sound governance is key to drive WCT's sustainability strategy. With the introduction of climate-related disclosures by Bursa Malaysia, aligned with the TCFD Recommendations for all listed issuers, strategic planning and decision-making on sustainability and climate-related matters have become more crucial.

In WCT, sustainability is integrated into the Group's overall corporate governance structure. This ensures the sustainability agenda is given sufficient oversight by the Board and Management. This approach allows for material topics to be progressively integrated into strategic decision-making as sustainability concerns can now be given due consideration at the organisation's highest decision-making levels based on sound analysis of WCT's ESG data.

Board of Directors — Board level oversight and responsibility for the sustainability agenda. Provide strategic direction to ensure alignment between the business model and objectives with material sustainability risks and opportunities, including OHS, climate change, anti-corruption and human rights.

Board Risk and Sustainability Committee — Provides Board level oversight, setting broad goals and objectives, including alignment to UN SDGs, integration of sustainability risks into business model and risk management frameworks.

Group Sustainability Committee — Helmed by the Head of Technical Department from Engineering and Construction Division, develops sustainability strategies and oversees implementation and results achieved.

Sustainability Working Team — Comprising representatives from Engineering and Construction, Property Development and Property Investment and Management Divisions. Responsible for executing strategies and reporting on progress achieved as well as issues or challenges faced so correction actions can be made.

SUSTAINABILITY STATEMENT
cont'd

> *WCT has applied all sustainability practices (as stipulated in Practices 4.1 and 4.25) and adopted Practice 4.5 of the updated Malaysian Code of Corporate Governance 2021 ("MCCG 2021"). The WCT Corporate Governance Report which provides information on how WCT has met these and other practices, is provided here: https://www.wct.com.my/about/governance_and_policies/policy.aspx?c=corporate_governance.*

While the full Board has ultimate responsibility for WCT's sustainability performance, specifically, the Board Risk and Sustainability Committee ("BRSC") plays a leading role in championing the sustainability agenda. The committee meets quarterly and is tasked with reviewing ESG data to evaluate the Group's sustainability performance in relation to key performance indicators (KPIs) and macro targets.

Board Risk and Sustainability Committee, comprising four Independent Non-Executive Directors is responsible to oversee sustainability-related risks and ensure that sustainability considerations are incorporated in the Group's businesses and strategies so as to create value for its businesses and stakeholders in the longer terms as well as to ensure business continuity and competitiveness.

Further details on the Board's role in driving good corporate governance across WCT is in the Corporate Governance Overview Statement in this annual report; or in the standalone Corporate Governance Report available at: **https://www.wct.com.my/about/governance_and_policies/policy.aspx?c=corporate_governance**.

SUSTAINABILITY AND BOARD PERFORMANCE

The Board is currently exploring ways to strengthen its performance evaluation by incorporating relevant criteria, including the attainment of significant sustainability-related targets. This concept is presently under study to evaluate its impact on other policies, including the Remuneration Policy.

BOARD DIVERSITY

WCT aims to ensure diversity in its Board by selecting individuals from various professional backgrounds, experiences, and competencies. This diversity of skills, talents, and capabilities helps to foster broader perspectives and insights, leading to better decision-making.

WCT supports the Malaysian government's aspiration as well as the MCCG 2021, to achieve at least 30% women directors on the Board of public listed companies. Therefore, the 30% target will be strongly taken into account when selecting new members to the Board.

As of FY2022, women directors constitute 12.5% of the Board:

Board Composition (Age Group)

2 — Aged 70 - 80
6 — Aged 60 - 69

Board Composition (Gender)

1 — Women
7 — Men

Board Composition (Ethnicity)

3 — Bumiputra
5 — Chinese
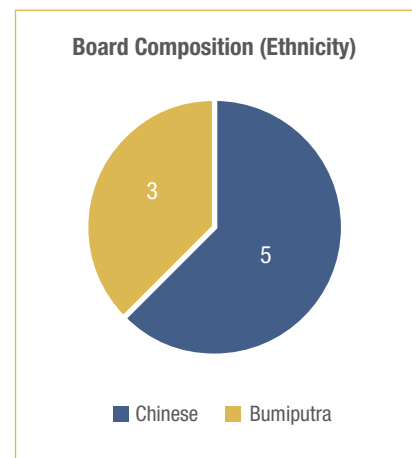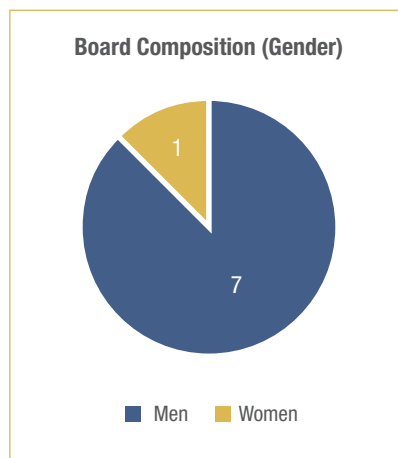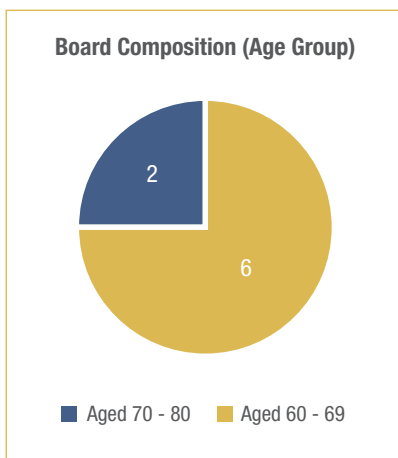
SUSTAINABILITY STATEMENT
cont'd

UPHOLDING ETHICAL BUSINESS CONDUCT AND CORPORATE INTEGRITY

The Code of Conduct and Ethics established by WCT delineates the expectations for all employees to adhere to while performing their duties. In essence, the Code stipulates what constitutes unacceptable behaviour or practices that no one in the Group should emulate.

In addition, the company's directors are expected to uphold this Code based on principles of sincerity, integrity, responsibility, and corporate social responsibility. The Code is designed to enhance the standard of corporate governance and behaviour, with the aim of promoting ethical behaviour for directors that is based on trustworthiness and values that are universally accepted.

Furthermore, the Code seeks to uphold the spirit of responsibility and social responsibility in accordance with applicable legislation, regulations, and guidelines governing corporate administration. The Code is published in English and is available online. WCT has plans to translate the Code and the WCT Employee Handbook into other languages going forward.

WCT EMPLOYEE HANDBOOK

In order to promote a comprehensive understanding of WCT's Code and policies, all staff members are furnished with an Employee Handbook. This handbook is readily available for download through the Company's intranet portal, which ensures that employees have easy access to the information they need. The purpose of the handbook is to provide detailed information about the company's policies, procedures, and guidelines, thereby promoting a clear understanding of the expectations placed upon staff members.

WCT CORPORATE POLICIES

WCT has a list of corporate governance statements and policies that complement the Code of Conduct and Ethics. These policies aim to strengthen good corporate governance practices, promote transparency, accountability, integrity, professionalism, anti-corruption, equality, and diversity in the workplace.

WCT Corporate Policies		
For the Board and Management	**For Our Employees**	**For Intermediaries**
Code of Ethics for Company Directors	Code of Conduct and Ethics for Employees	Responsible Supply Chain Policy
Board and Senior Management Diversity Policy		Sustainable Procurement Policy
Auditors Assessment Policy		Supplier Code of Conduct
Remuneration Policy		WCT Material Use Policy
Directors' Fit and Proper Policy		

Anti-Bribery and Anti-Corruption Policy | Statement on Risk Management & Internal Control Whistleblowing Policy | Stakeholder Engagement Policy

In addition to employees, all relevant external stakeholders such as suppliers and contractors are required to adhere to these policies. By doing so, corporate governance is reinforced across the Group's value chain. Further details on our policies can be accessed on our official company's corporate website at **https://www.wct.com.my/about/governance_and_policies/**.

ZERO TOLERANCE APPROACH TO CORRUPTION

Since FY2020, the Group has implemented its Anti-Bribery and Anti-Corruption ("ABAC") Policy throughout the organisation in compliance with Section 17A of the Malaysian Anti-Corruption Commission Act (Amendment) 2018.

The ABAC Policy is overseen by the Board of Directors and must be reviewed every three years to ensure its effectiveness in line with changes in the operational environment. The ABAC Policy can be accessed via WCT's corporate website at **https://www.wct.com.my/about/governance_and_policies/policy.aspx?c=anti_bribery_policy**.

SUSTAINABILITY STATEMENT
cont'd

The ABAC Policy provides a precise definition of corrupt acts and strictly prohibits their occurrence in any form. It also outlines the consequences that will be imposed on employees and other stakeholders who engage in corrupt activities. Additionally, the Policy establishes that commercial organisations will be held accountable for any bribery or other corrupt activities, with liability extending to individuals and groups within the Group, such as directors, employees, and service providers, including consultants, advisors, suppliers, and agents.

The Policy covers a broad spectrum of behaviours that constitute bribery and corruption, including commissions, incentives, unofficial payments, gifts and entertainment, political contributions and donations, charitable support, and other specified activities. Nonetheless, the Policy allows exceptional circumstances in which certain types of festive non-monetary gifts, such as perishable items, festive and wedding monetary gifts packets, staff welfare flash donation and hajj/pilgrimage travel fund which may be permissible, if given in a transparent manner.

To ensure widespread understanding of the ABAC Policy, it has been translated into Bahasa Melayu and Mandarin and made available on the employee intranet portal, corporate website, and our supply chain's vendor reference. The Policy has been communicated to all Board members and employees via email, and they have acknowledged that they have read and understood the Policy.

Moreover, suppliers who wish to bid for contracts must acknowledge the Policy and express their willingness to adhere to it. WCT have also taken measures to strengthen Group-wide internal controls and procedures to minimise and mitigate corruption risks, including the establishment of a comprehensive anti-bribery management system that aligns with the ABAC Policy.

FORMATION OF THE GROUP INTEGRITY UNIT

WCT is committed to continuously enhancing its corporate integrity management. In September 2022, the Group Integrity Unit ("IU") was formed to oversee four core activities, namely Governance, Complaint Management, Detection and Verification and Integrity Enhancement.

The IU monitors and tracks the number of reported corruption incidents and the number of anti-corruption training conducted for employees and the Board. The IU is guided by an Integrity Management Framework ("IMF"), which is developed based on the following:
i.   Guide adherence to the mandatory elements of the Guidelines on Adequate Procedures issued by Prime Minister's Department (pursuant to subsection (5) of Section 17A).
ii.   Provide a standard for performing an integrity management activity.
iii. Establish the basis for the evaluation of integrity management performance.
iv.   Foster improved organisational awareness and adherence to bribery and corruption laws and regulations.

The WCT IMF complies with the relevant bribery and corruption laws of the Government of Malaysia. The enforcement of the IMF has the support of the Board, BRSC, Deputy Managing Director, ABAC Officer and Manager - Integrity.

ANTI-CORRUPTION TRAINING

During FY2022, the company conducted a total of 48 Anti-Bribery and Anti-Corruption (ABAC) training sessions for all employees across the group. Furthermore, new employees are given a comprehensive introduction to the Group's Anti-Bribery Management Systems ("ABMS"), including the Group's Whistleblowing system.

Percentage of employees who have received ABAC training

Category	Percentage
Board of Directors	75.00%
Top management	44.44%
Senior management	78.48%
Middle management	85.23%
Executive	98.69%
Non-executive	70.78%
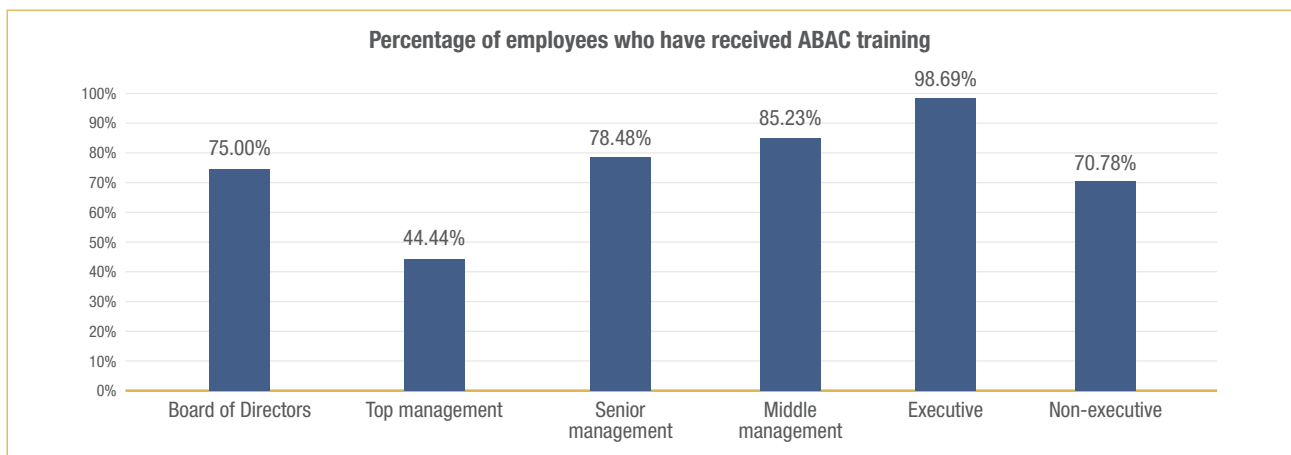
SUSTAINABILITY STATEMENT
cont'd

A total of 1,393 anti-corruption training hours were recorded for all WCT employees. The Group aims to increase the level of training and to cascade anti-corruption training to all employees eventually.

ABAC training sessions at the respective offices

Anti-bribery and anti-corruption materials continue to be disseminated within the workplace through internal communication channels. These include bulletin boards, WCT's corporate website, e-mails, intranet portal, teleconferencing technology, and verbal reminders from peers and respective Heads of Department ("HODs").

In addition, ABAC information has been communicated to all employees and workers through the way of providing pamphlets and putting up posters at 22 locations. These locations include management offices, sales galleries as well as project sites.

In addition, anti-corruption matters have been effectively communicated to office employees via email, with the following content:

- WCT Group's Policies and Procedures on Anti-Bribery and Anti-Corruption
- WCT Group's Frequently Asked Questions on Anti-Bribery and Anti-Corruption
- WCT Group's Whistleblowing Policy and Anti-Bribery-Anti Corruption ("ABAC") Policy in Bahasa Melayu and Mandarin
- International Anti-Corruption Day – Quiz
- WCT Integrity Due Diligence (IDD) Process by Integrity Unit
- Bribery and Corruption – A Civilisation Destroyer – ABAC Poster
- Gifts and Entertainment – Christmas (Open House) Invitation and Festive Gifts

IDENTIFICATION OF OPERATIONS WITH POSSIBLE HIGHER RISK FOR CORRUPTION

A comprehensive bribery and corruption risk assessment was conducted Group-wide and 100% of operations were assessed for risks related to corruption. The assessment identified 131 giving and 136 receiving bribery risks scenarios. Among them, 152 significant risks related to corruption have been identified through the risk assessment. Among the additional prevention measures undertaken to increased stronger vigilance include:
- Conducting internal corruption risk assessments for respective departments and their personnel, including management
- Provision of additional anti-corruption training for all personnel, including Heads of Department.
- To incorporate ABAC clauses into all contracts.

In FY2022, the Group recorded one case of corruption that involved the Group or its employee. Immediate actions were taken to deal with the confirmed incident in the company before any adverse consequences to the business or its stakeholders. In short, no cost of fines, penalties or settlements was incurred in relation to corruption. WCT will continue to conduct ABAC training sessions and awareness to all employees.

The Group continues to target to achieve zero public legal cases regarding corruption brought against WCT or its employee.

SUSTAINABILITY STATEMENT
cont'd

MANDATORY TENDER PROCESS FOR AWARDING OF CONTRACTS

WCT typically requires a tender process with multiple bids received for substantial contract awards. However, exceptions to this rule may be made for specific situations, such as jobs that require specialist or critical trades, and only with the approval of Management for direct negotiation. WCT follows best practices outlined in its management system procedures in this regard.

Any individual found to be violating WCT's ABAC Policy or engaged in acts of bribery and corruption will face strict disciplinary action, including employment suspension or termination.

In addition, legal action may also be taken against offenders, which could involve reporting them to relevant authorities such as Polis Diraja Malaysia ("PDRM"), the Malaysian Anti-Corruption Commission ("MACC"), and other relevant bodies.

WHISTLEBLOWING MECHANISM

To encourage employees and stakeholders to report any misconduct, wrongdoings, corruption, fraud, or abuse of power, WCT has established a whistleblowing procedure.

Anyone who wishes to make such a report can do so through an online form available on the company's corporate website, by sending an email to **whistleblower@wct.my**, or by mailing the Chairman of the Audit Committee at the following address:

Audit Committee Chairman
WCT Holdings Berhad
B-30-01, The Ascent, Paradigm
No. 1 Jalan SS7/26A, Kelana Jaya
47301 Petaling Jaya Selangor.
Tel   : 03-78066688 / Fax   : 03-78066633

After receiving the report, the Chairman of the Audit Committee will handle it and pass it through appropriate channels for further review and investigation.

The identity of the whistleblower will be kept confidential throughout the entire process of submitting the report, as well as during and after subsequent investigations, except when required by law or for the purpose of legal action taken by or against the Group.

COMPLIANCE WITH LAWS AND REGULATIONS

WCT considers significant instances of non-compliance to be situations where an organisation fails to adhere to important or critical laws, regulations, standards, or policies that can have a substantial impact on affected parties, society, or the environment. Such instances can lead to severe consequences, including legal and financial penalties, reputational damage, and harm to individuals or society.

WCT has set a target to maintain zero significant instances of legal non-compliance on environmental pollution leading to fines or non-monetary action from authorities. This target encompasses activities that may cause air, water, or soil pollution in a manner that poses a threat to public health or the environment.

In FY2022, WCT has maintained a high level of regulatory compliance. However, there were several minor incidents of non-compliance within the Group's operational sites. These were mostly due to water ponding on sites (due to a sudden deluge of heavy rain) that led to aedes larvae detected on sites. Consequently, the Engineering and Construction as well as Property Investment and Management Divisions were liable for fines and penalties amounting to a total of RM22,000.00.

All sites have been cleared of water ponding and continued efforts to ensure there are zero aedes larvae breeding grounds remains a priority. Specific actions taken include ensuring proper drainage on sites, patching up of potholes, educating workers on site to practice proper hygiene and implementing regular mosquito fogging and larvaciding activities.

In addition, the responsible main contractors or consultants engaged by the Property Development Division found to have violated regulations governing permitted working hours for night work have been warned that a reoccurrence would lead to punitive action taken by the Group. The division received three notices of such non-compliance, with another three notices of Aedes breeding incidents at sites. In these cases, the contractors or consultants were held liable for the fines, rather than the division itself. With regards to Occupational Health and Safety (OHS) matter, there were two cases of regulatory non-compliance. Further explanation and details regarding these cases can be found in the OHS section of this report.

SUSTAINABILITY STATEMENT
cont'd

POLITICAL CONTRIBUTIONS

WCT is a non-partisan organisation and did not provide any financial assistance to political parties in FY2022. The Group refrains from engaging in political activities or endorsing any political stance. WCT respects the freedom of association and allows its staff, value chain partners, and other stakeholders to join or support political parties, civil societies, or non-governmental organisations ("NGOs") that are legally recognised. WCT upholds the right of citizens to vote according to their convictions.

However, in supporting charitable causes or initiatives and programmes that benefit the community, WCT may participate in government-led or sponsored events. For instance, in early 2022, WCT actively supported the Selangor government's efforts to raise funds to support the flood relief efforts and help ease the burden of the flood victims.

ECONOMIC VALUE CREATED

ECONOMIC PERFORMANCE

WCT intends to serve as a catalyst for socioeconomic development where it operates to achieve our goal of Enhancing Livelihoods. This is achieved through the creation of financial values for stakeholders as well as other socioeconomic multiplier effects.

The same applies to reducing environmental impacts as well as climate change issues. For example, replacing and installing conventional lighting with LED lightbulbs for energy saving that would require upfront investment costs but could provide tangible returns. Improved financial performance enables a greater distribution of wealth to stakeholders, including shareholders and investors, employees, charitable organisations, NGOs, and others.

Below is an overview of WCT's economic performance in FY2022:

INDICATOR	FY2020	FY2021	FY2022
Group revenue (RM'000)	1,704,580	1,699,688	2,104,868
Group profit before tax (RM'000)	(144,880)	277,875	139,343
Group profit after tax and minority interests (RM'000)	(213,573)	97,245	128,675
Shareholders' funds(RM'000)	2,904,839	2,989,756	3,138,699
Total assets (RM'000)	8,600,153	8,228,970	8,303,744
Cash and bank balances (RM'000)	526,495	283,691	233,796
(Loss)/Earnings per share (sen)	(15.24)	6.90	9.08
Market capitalisation (RM'000)	743,701	722,790	566,894
Dividends (sen)	*	0.50	0.50

*   Share dividend by way of distribution of treasury shares on the basis of 1 treasury share for every 100 ordinary shares held in the Company

Detailed information regarding the Group's financial performance and the direct economic values generated can be found in the Management Discussion and Analysis section of this annual report.

ECONOMIC VALUE CREATED AND DISTRIBUTED FOR STAKEHOLDERS

By means of its business model, WCT generates and distributes a wide range of economic value to its stakeholders. In FY2022, the Group's consistent financial growth led to improved value distribution of wealth to relevant stakeholders.

SUSTAINABILITY STATEMENT
cont'd

ECONOMIC VALUE CREATED FOR STAKEHOLDERS

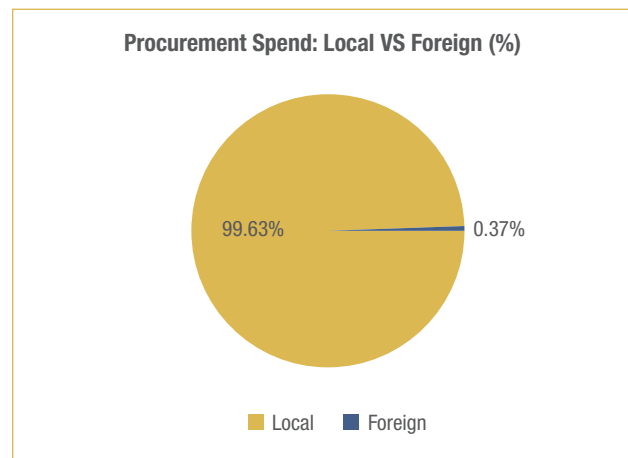| INDICATOR	FY2020 RM ('000)	FY2021 RM ('000)	FY2022 RM ('000)
Payments to Directors, Employees and Workers (Salaries, Wages and Emoluments)	152,506	149,329	140,391
Changes in Payables	34,011	341,983	(67,586)
Government (Income tax)	26,629	42,800	70,197
Returns to Shareholders (Dividends)	4,955	7,086	7,086*
Repayment to Financiers	639,884	552,376	1,224,840
Monies Distributed for Community Development (CSR, infrastructure development and societal contributions, etc.)	5,369	3,529	3,355

* Subject to shareholders' approval

SUPPORTING LOCAL PROCUREMENT AND SUPPLY CHAINS

WCT is dedicated to sustainable procurement and supply chains, with a focus on using local suppliers and developing local supply chains as much as possible. This approach not only supports WCT's value creation strategy but also enhances efficiency and productivity. Local is defined as in local to where WCT operates.

By engaging in local procurement, WCT generates business activity within the local supply chain. Additionally, sourcing goods, resources, and services from local suppliers reduces environmental impact by reducing transportation distances and consumption of resources such as fuel and electricity.

WCT's management approach to procurement is reinforced by its Sustainable Procurement Policy, Responsible Supply Chain Policy, WCT Material Use Policy, and Supplier Code of Conduct, all of which are available for viewing on the company's corporate website at **https://www.wct.com.my/about/governance_and_policies/**.

The policy requires all companies within the Group to prioritise local procurement, except when goods or services cannot be sourced locally or when the desired level of quality or expertise is not available. Thus far, almost 100% of WCT's requirements are sourced locally.

Supplier Composition: Local VS Foreign (%)

99.06%   0.94%

■ Local ■ Foreign

Procurement Spend: Local VS Foreign (%)

99.63%   0.37%

■ Local ■ Foreign
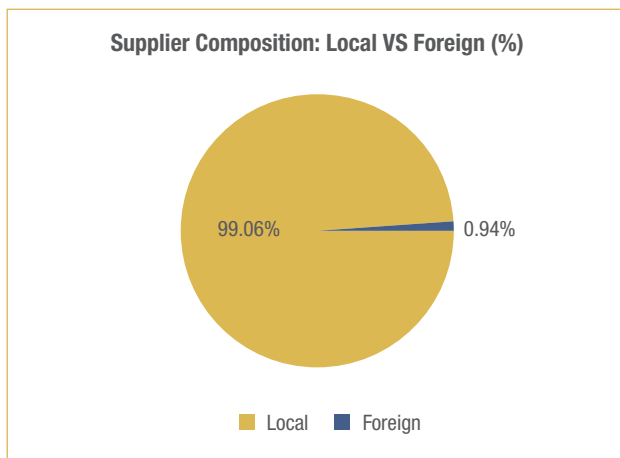
Note:
1. Engineering and Construction Division purchases encompass those that are purchased by our procurement department. It does not include purchases by subcontractors.
2. Property Development Division's purchases come under contractors.

SUSTAINABILITY STATEMENT
cont'd

ENVIRONMENTAL AND SOCIAL PERFORMANCE ACROSS THE SUPPLY CHAIN

WCT is committed to promoting sustainability across its supply chains by encouraging an ethical base of service providers who share the Group's business philosophy and sustainability approach. This is because some 80% of social and environmental impacts occur in the supply chain of companies.

With that in mind, WCT encourages its suppliers and contractors to collaborate with the Group towards increasing adoption of its principles. The Group's Sustainable Procurement Policy addresses the following aspects but are not limited to environmental issues and social issues such as climate change, energy consumption, water consumption, biodiversity, waste management, materials used, child labour, force labour, non-discrimination, freedom of association and collective bargaining.

WCT will assess its supply chain with increased scope and frequency going forward. For FY2023, WCT will engage suppliers to create awareness on the Policies and Code of Conduct and carry out the supplier assessment. Following are the conduct, business practices and general principles by which suppliers must abide in order to be eligible to bid for WCT contracts:

CAUSE NO HARM TO THE ENVIRONMENT

- To comply with all applicable environmental, health and safety regulations.
- To promote safe and environmentally sound products and services.
- To adopt and implement suitable management systems in ensuring quality and safety standards in our products and services.
- To produce goods and services without causing harm, disturbance or hazard to the public at large.
- To strive to use non-renewable resources efficiently and apply energy-efficient, environmentally sound technologies.
- To reduce the generation of waste and promote a circular economy where possible.
- To reduce emissions and discharges to air, land and water.
- To prevent negative impacts on biodiversity, climate change and water scarcity.

ADVANCE SOCIAL WELL-BEING

- To advance internationally proclaimed human rights, avoid forced labour (including modern-day slavery and human trafficking) and child labour.
- To promote freedom of association and the right to collective bargaining in accordance with applicable laws.
- To accord due respect to employees and provide a workplace free of harassment, abuse of any kind, harsh or inhumane treatment, unlawful practices and discrimination.
- To implement a suitable grievance mechanism to enable workers to speak up against unlawful workplace practices.
- To comply with the provisions of the law with respect to employment and living conditions.

ETHICAL BUSINESS CONDUCT

- To comply with all domestic laws and regulations in the jurisdiction of your operations and advance international laws and regulations where applicable.
- To support all activities to promote a free market economy and open competition.
- To promote ethical business practices at all times.
- To prohibit all types of bribery, corruption and money laundering.
- To not give and/or receive any inducement and/or gifts corruptly, in order to give, obtain or retain any business or advantage, in the course of conducting business.
- To ensure privacy and confidentiality of all confidential information received in the course of conducting business with WCT.

SUSTAINABILITY STATEMENT
cont'd

COMMUNITY INFRASTRUCTURE AND SERVICES SUPPORTED

WCT remains committed to supporting community services and infrastructure through various initiatives, including the development of public amenities at its own cost.

At the end of 2021, WCT's Property Development Division commenced work on upgrading the sewerage system at Bandar Parklands, Klang (Parklands Gravity Sewerage), as part of WCT's efforts to improve the community's sewerage infrastructure. Bandar Parklands, Klang, was launched in 2005 and is an integrated township comprising bungalows, semi-detached houses, terraced houses, shop offices, including the Rumah Selangorku projects. The upgrading works involve changing the current vacuum sewerage system to a more efficient, gravity sewerage system for the benefit of the residents and surrounding community.

PRODUCT SERVICE QUALITY AND CUSTOMER SATISFACTION

WCT's various business divisions strive to achieve and maintain compliance with product safety and quality standards, including ISO 9001:2015 standard and relevant food safety systems.

The Engineering and Construction and Property Development Division prioritises work quality, project timeliness, customer service levels, work coordination, project and site management skills, safety and health, and environmental compliance at all project sites. Both divisions underwent the necessary Management System internal audits on quality, environment, safety and health as well as SIRIM QAS audits and there have been no major non-conformities in both types of audits.

Additionally, the Property Development Division has implemented a defect rectification process to ensure stringent quality control during the construction period, prior to delivery of vacant possession of properties to owners. The carpark management operations of BBT One Car Park constantly aims to improve its customer experience. In FY2022, the management introduced cashless parking system for the convenience of its customers.

WCT's hotels comply with the Manual Procedure for Halal Certification (MPPHM). In addition, Le Meridièn Petaling Jaya is guided by the Food Safety Management System guidelines and Marriott's Global Food Safety.

The company's business aviation operations continue to comply with MAVCOM Quality of Service ("QoS") standards for airports.

Apart from introducing exclusive customer experiences, attractive promotions, and unique retail offerings at our shopping malls, WCT strives to maintain satisfactory customer service and safety levels, malls cleanliness and good facility management.

In FY2022, gateway@klia2 was awarded a 4-star rating under the Public Toilets Grading System by the Majlis Perbandaran Sepang, while three of Première Hotel's restaurants, namely The Buzz, Royal Gourmet and Ichi Poolbar were certified by the Ministry of Health for Bersih Selamat dan Sihat ("BeSS") which has a validity of three years (from 2022 to 2025). Première Hotel was also selected by the Majlis Perbandaran Klang as one of the tourism ambassadors in Klang - Duta Pelancongan Daerah Klang 2022/2023.

SUSTAINABILITY STATEMENT
cont'd

Across all business divisions, WCT consistently receives high scores for product quality and customer satisfaction. The company remains committed in engaging with customers and other relevant stakeholders to gather feedback that fuels the ongoing refinement of its products and services.

Customer Satisfaction Score (%)

DATA PRIVACY

Given WCT's business model, the Group manages large amounts of data from customers and other stakeholders. In managing such data, WCT adheres to the Personal Data Protection Act ("PDPA 2010"). All personal data, such as demographics, income level, and contract details, are treated with the strictest confidentiality and are only collected with the full consent of the data owner.

All collected data is safeguarded by robust security systems and is only accessible for internal use by the intended party for specific purposes. Data is not shared with third parties except by law enforcement agencies. There have been zero cases of data breach throughout WCT's operations.

ENVIRONMENTAL PERFORMANCE

WCT endeavours to manage and reduce environmental impacts based on good operating practices and adherence to relevant international and local standards. These include ISO standards, as well as specific regulatory standards for energy, water, waste, and resource management set in place by the relevant regulatory authorities, such as the Department of Environment (DOE), CAAM, or other industry bodies. The specific standards are provided in the relevant sections of this report.

However, beyond mere compliance with regulations, WCT aims to leverage on sustainability to create and sustain both the financial and non-financial values of stakeholders.

WCT Group's leadership in this area has inspired its subsidiary companies also to assess their operations and identify ways to become more efficient and sustainable. By pinpointing the most critical issues and environmental impacts for each division, WCT has tailored action plans to monitor and enhance performance.

CLIMATE CHANGE AND EMISSIONS

WCT maintains that climate change is a priority regarding its potential and actual impacts, not only on the Group's operations but also on stakeholders. The Group's principal business operations are considered large consumers of fossil fuels for energy and electricity consumption.

Therefore, the Group is always conscious of monitoring how its own business operations, mainly through energy consumption, emissions, and waste production, can directly or indirectly contribute to climate change. To this end, WCT has set the target to reduce 10% of CO_2 emissions intensity (total Scope 1 and Scope 2) as per measured against total square feet ("sqft") across the Group by 2030. (Baseline: 2019 - 0.7442 CO_2e/sqft).

SUSTAINABILITY STATEMENT
cont'd

The Enterprise Risk Management Department has also been involved together with Board Risk and Sustainability Committee and Group Sustainability Committee in overseeing and managing climate change risks, with the execution of an Economic, Environmental, and Social ("EES") risk assessment with recommendations on climate change initiatives and mitigation strategies to be carried out by the Group's sustainability governance structure across WCT and its business divisions.

Similarly, climate change also gives the Group opportunities to reorganise its business model or at least its business practices. WCT continues to conduct various initiatives to ensure effective adaptation to climate change.

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES

WCT continues to strengthen the disclosure in line with the recommendations of the Task Force on Climate-related Financial Disclosures ("TCFD") in response to the recommendations by Bursa Malaysia.

The Group acknowledges that all sustainability material topics, including climate change, pose risks to the Group, and therefore, each business division is rolling out various initiatives to mitigate them. Hence, the disclosure on governance, risk management, strategies, metrics, and targets based on the TCFD framework provides a valuable ground rule to help manage sustainability impacts.

Governance

WCT's Board of Directors and BRSC oversee this segment, assisted by the Group Sustainability Committee comprising Senior Management of respective business divisions. Their other functions include:
- Overseeing the implementation of the Group's sustainability strategies, initiatives, policies, and practices, including opportunities to limit climate change.
- Reviewing and communicating the overall strategy and implementation of sustainability.
- Conducting quarterly review on sustainability performance and implementation.

Strategy

The Group has disclosed the actual and potential impacts of climate-related risks and opportunities on its business operations and strategy, where such information is considered material. Given the significant climate change issues that have emerged in recent times, WCT has taken proactive steps to identify the risks that could affect the Group's business operations.

These risks encompass physical risks, such as extreme weather which may affect infrastructure projects; transitional risks, which arise from the transition to a low-carbon economy and the impacts it may have on the company's business model and operations; liability risks, which involve impacts linked to climate change and the associated risks to WCT's reputation; and financial risks, which is related to the financial impacts of climate change, such as physical damage to assets, loss of revenue, or reduced market value.

Risk Management

Risk owners, Group Risk Management Committee, Board Risk and Sustainability Committee, and the Board, with assistance from Enterprise Risk Management Department, actively participate in the Group's enterprise-wide risk management process in managing risk to an acceptable level and achieving business objectives. In FY2022, all sustainability material topics, including climate change, were identified in the EES Risk Register via stakeholder engagements with the respective business divisions.

Metrics & Targets

The Group monitors energy consumption as one of the primary metrics to determine the impact of business operations on climate change.

Scope 1, 2 and 3 emissions are continuously tracked from the source of diesel consumption (Scope 1), liquefied petroleum gas (LPG) (Scope 1), electricity from the grid (Scope 2), company vehicle emission (Scope 1), air and automobile business travel (Scope 3), and jet fuel sold (Scope 3).

The Group has set the target to reduce 10% of CO_2 emissions intensity (total Scope 1 and Scope 2) as per measured against total square feet ("sqft") across the Group by 2030 (Baseline: 2019 - 0.7442 CO_2e/sqft).

SUSTAINABILITY STATEMENT
cont'd

CLIMATE CHANGE: RISKS AND OPPORTUNITIES

The operations of the Group can be substantially affected by climate change. The following overview illustrates the potential impact of climate change and its associated effects on WCT's business operations:

ENGINEERING AND CONSTRUCTION

- Technology, especially digitalisation enables new design solutions to emerge the fore.
- Greater buy-in from project owners to adopt more environmentally friendly measures.
- Increased financial support for green building development.
- Support for greater R&D by all stakeholders, including financiers.
- Procurement of low-impact construction materials.
- Reduce waste generation and increase the use of more recyclable materials.
- Opportunities to explore diesel alternatives.

- Physical risks such as extreme weather may affect instructure projects such as roads, rail lines and others. The design must now consider the warmer and harder physical conditions, which may result in additional costs.
- Greater requirement to incorporate climate change scenario planning in the lifecycle analysis of projects.
- Emissions from diesel-powered heavy construction equipment.

PROPERTY DEVELOPMENT

- Increased potential to seek government and regulatory support for incentives and other benefits for more environmentally friendly practices.
- Greater acceptance for use of environmentally friendly design, materials and features within property development.
- Promote environmental awareness and concerted action across the value chain for greater cumulative impact.
- Implementation of water recycling, waste management and segregation systems in buildings.
- Implementation of low and clean energy consumption features in buildings.

- Impacts on availability of suitable land for development due to changing weather patterns, and lack of water sources.
- Increased temperatures may necessitate changes to planning and design, resulting in higher development costs.
- Increased operational costs due to increased expenditure required to address climate change impacts.

PROPERTY INVESTMENT AND MANAGEMENT (SHOPPING MALLS AND HOTELS)

- Conduct energy audits to improve energy efficiency and reduce unnecessary energy wastage
- Increase the use of renewable energy to power assets
- Constantly monitor and improve energy management and automation systems
- Incorporating more green spaces within the building to reduce carbon emissions
- Implement water recycling, waste management and segregation systems in buildings.

- Increasing temperatures necessitates higher operating cost and reducing the number of visiting shopping malls and hotels guests.
- Frequent disruptions to water supply may impact shopping malls and hotels and affect guests' experience.
- Greater exposure to physical risks such as flash floods, which can lead to operational shutdown or total loss of assets.
- Increased investment or operating cost to repair damaged assets/improve building resilience due to climate change impacts
- Regular food waste leads to increased carbon emission or water consumption.

BUSINESS AVIATION

- Increased opportunity to seek government support to introduce new green measures.
- Promulgation of sustainability practices across the business and general aviation sectors.
- Reduce aviation emissions by encouraging higher adoption of sustainable aviation fuel.
- Adoption of rainwater harvesting system for aircraft cleaning.
- Implementation of waste management and segregation systems.

- Torrential rain may disrupt flight operations and flash floods may render airports inoperative.
- Inclement weather can disrupt the hangar business as it could cause airlines to relocate aircraft to other cities or countries.
- Climate change related disasters can damage aircraft and assets, including customer's assets.
- Additional cost incurred for flood mitigation and adaptation.
- Increased insurance premiums.

Nonetheless, climate change can also create fresh opportunities for the Group by hastening the ongoing shift toward a low-carbon economy. A heightened environmental consciousness among consumers and the supply chain promotes greater openness to integrating environmentally friendly elements into business processes and finished goods. Examples include the adoption of sustainable or green building materials, energy-efficient lighting, and water-saving faucets. As a result, new prospects and business expansion arise.

WCT is further exploring the prospect of extending its emphasis on climate change to its supplier, contractor, and vendor value chain. This approach aims to generate beneficial impacts beyond the immediate scope of the Group's operations.

SUSTAINABILITY STATEMENT
cont'd

CLIMATE CHANGE SCENARIO PLANNING

The Paris Agreement has indirectly influenced business strategy by creating increased awareness and prioritisation of climate change issues within the business strategy. Several of WCT's business divisions have developed mitigation plans concerning climate change impacts, i.e., impacts associated with changes in temperatures and adverse weather conditions.

The various divisions have incorporated climate change scenario planning into their Business Continuity Plans and EES Risk Registers. This has also enabled them to prepare for target setting by prioritising the establishment of dependable baselines and initiating the carbon monitoring for data collection and analysis.

SUSTAINABLE MOBILITY

As WCT continues to deliver nation-building projects via its Engineering and Construction Division, the Group is keen to actively participate in projects that align with its intention to deliver beneficial sustainability impacts to the environment and society. One such project is the construction of sustainable urban public transportation systems, such as the Light Rapid Transit ("LRT3") project which enhances accessibility and drives growth in the surrounding neighbourhoods, while also contributes to reduction in emissions.

Elevated view of the LRT3 project route

USING CIRCULAR ECONOMY PRINCIPLES AND DIGITAL SOLUTIONS

WCT has already embraced and continues to adopt the principles of a circular economy for the building and construction industry, with the aim of managing its environmental impacts. The need to transition to more sustainable construction methods is primarily due to the resource-intensive nature of the industry.

By adhering to circular economy principles, WCT endeavours to achieve sustainable sourcing of raw materials and energy sources, thereby promoting resource efficiency and minimising waste creation throughout the entire product lifecycle. This approach allows for the inclusion of all stakeholders along the value chain in the sustainability journey. Clients, architects, town planners, raw material suppliers, equipment manufacturers, engineers, and contractors can collaborate to deliver more significant environmental and social performance improvements.

WCT Group's Engineering and Construction as well as Property Development Division approach is largely based on six circular economy approaches. These approaches are spread throughout the construction and development value chain with the aim to drive sustainable development and growth in the industry.

SUSTAINABILITY STATEMENT
cont'd

CIRCULAR ECONOMY APPROACH

- Green Building Design
- Advanced Design Software
- Renewable & Recycled Construction Material
- Resource-efficient Construction
- Excess Material Recycling
- Energy-efficient Services

The approach begins with planning, where advanced software is used to optimise the design of a project. WCT's Engineering and Construction Division adopts advanced digital solutions such as Building Information Modelling ("BIM") and Virtual Design and Construction ("VDC") to implement a more resource efficient approach to building a project during the design and construction stage. It is widely acknowledged that design plays a pivotal role in determining the environmental impact of a building or project throughout its lifecycle.

BIM → VDC → Drives real time collaboration, eliminates errors, expedites project completion, reduces wastage and dependence of manual labour, supports economy in resource consumption

BIM and VDC enable real-time collaboration among various project stakeholders, including the client's design and project management teams, nominated sub-contractor teams, internal technical and planning department, as well as the construction operation department.

Leveraging these innovative solutions also ensures seamless sharing of data and information, allowing for efficient implementation of design changes. The feedback and input received from multiple parties facilitate better resource planning and support overall improved project management.

Moreover, BIM facilitates the creation of a comprehensive model that serves as a centralised repository for all data, including built and asset management data. This approach results in reduced paper consumption and enables quick retrieval and sharing of data among multiple users. The construction sector greatly benefits from the use of BIM and VDC for project collaboration and data management, and this is especially true when conducting large-scale construction projects.

From thereon, a portfolio of renewable and recycled building materials can be combined with resource efficient construction methods, such as the use of reusable formwork, and prefabrication of construction components.

Excess materials can be recycled or reused throughout all stages to minimise waste. Similarly, the utilisation of energy and water-efficient tools such as Building Management System, LED lightings, filtration system at chillers, and rainwater harvesting tanks during the operational phases drastically reduces energy and water consumption while also allowing smart predictive maintenance that extends a project's overall lifespan.

The strategic advantages of digital solutions have supported the delivery of the Group's project such as MRT2 V204 & S204 as well as the ongoing TRX Retail, TRX Hotel and Office and 118 Mall projects. Meanwhile, WCT's Property Development Division has recently adopted the use of BIM for the Pavilion Mont Kiara project.

SUSTAINABILITY STATEMENT
cont'd

COMMITMENT TO GREEN BUILDINGS

WCT's quest to create and build more environmentally friendly structures is a logical progression of its sustainable design and circular economy strategy. In pursuit of this objective, WCT is constantly enhancing its capabilities and expertise to satisfy the growing demand for green buildings in Malaysia.

Following is the list of green buildings and ratings currently being constructed by WCT for its clients:

PROJECT	STATUS	CERTIFICATION	AWARD
TRX Retail	Ongoing	• LEED • GBI	Gold Gold
TRX Hotel and Office	Ongoing	• LEED	Gold
Pavilion Damansara Heights	Ongoing	• Green Mark (Office Tower) • Green Mark (Podium and Residential)	Gold Certified
118 Mall	Ongoing	• LEED 2009 for Core and Shell • GBI • GreenRE	Gold Silver Gold

The Group's Property Development Division design brief adopts green design features such as building orientation and natural ventilation which reduces the energy consumption for the properties. In addition, the division has established the following goals to be implemented in 2023 for the design brief of future selected projects:
• Introduce at least five energy reduction design elements for example, introduce solar panels (30% roof coverage) to general energy supply of common areas.
• Introduce at least two elements of water conservation practice.
• Introduce good design practices i.e., include more design focus on pedestrianising integrated developments and better linkages within integrated developments.

ENERGY CONSUMPTION

WCT remains committed to managing its energy consumption, particularly where the use of fossil fuels is concerned. Generally, the Group relies on diesel for powering a wide range of machinery and equipment, petrol as a fuel source for its fleet of company vehicles, as well as LPG for its daily business operations of some business divisions. Consumption of these fossil fuels contributes to carbon emissions and depletion of non-renewable natural resources.

The Group's subsidiary, WCT Machinery, which supports the management and maintenance of the Engineering and Construction Division's fleet of heavy machinery and construction equipment has embraced the use of GPS systems for machine monitoring and tracking. These systems provide a platform for monitoring machine inventory, conditions, unauthorised use and maintenance workflow to maximise efficiency and productivity. By accurately tracking machine location, fuel status and other operational information, the systems also help identify areas where operating costs can be reduced, such as through training machine operators, reducing idle time and improving fuel economy. These extensive monitoring and tracking services also determine the environmental impacts of their operating practices, providing a baseline for improvement.

The Group is also mindful of electricity consumption from the national grid, with its shopping malls, hotels, and office operations being the largest consumers of indirect energy sources. In Peninsular Malaysia, electricity is still mainly produced through fossil fuel combustion, contributing to GHG emissions.

To address this issue, the Group has set a target to reduce its group-wide electricity consumption intensity as per measured against total square feet ("sqft") by 10% by 2030, relative to the 2019 baseline year of 1.25 kWh/sqft. In pursuit of this target, WCT will adopt energy-efficient measures, including the installation of LED lighting, the monitoring and maintenance of equipment, and the use of electricity generated from solar renewable energy sources.

The collective approach is evident throughout the Engineering and Construction and Property Development Divisions and in the operations of WCT's shopping malls and hotels.

SUSTAINABILITY STATEMENT
cont'd

ENERGY SAVING MEASURES UNDERTAKEN BY BUSINESS DIVISIONS:

Engineering and Construction

- Solar tower light to replace diesel engine tower light at project sites.
- Spot light used at WCT Machinery workshop changed to LED with timer installed.
- Use energy efficient devices and appliances such as replacing fluorescent lighting with LED lights which are more durable.

Property Development

- Installation of LED lightings for all developments.
- Incorporating design features which promotes the use of energy saving system e.g. inverter air conditioner, lift or elevator system, water pump and pool system.
- Provide electric vehicles charging stations at developments.

Property Investment and Management

Shopping Malls:
- Replaced conventional lighting with LED lighting for energy savings.
- Installed inverters to reduce start-up energy load for each unit.
- Installed filtration system at chillers for equipment efficiency as chillers are the highest energy consumers in shopping mall operations.
- Installed the Building Management System to monitor energy data and switches energy on/off according to a schedule. Other energy saving efforts include staggered start-up and shutdown of daily operations to reduce energy consumption.
- Appointed Energy Manager to routinely maintain and monitor electrical equipment's efficiency, to prevent wastage or disruption of daily operation.
- Switched off all unused AHU and FCU.
- Paradigm Mall Petaling Jaya and Paradigm Mall Johor Bahru subscribed to the Green Energy Tariff (GET) Programme with Tenaga National Berhad (TNB).
- gateway@klia2 has efficiently utilised chilled water for the air-conditioning cooling system.

Hotels:
- Usage of LED lightings.
- Emphasise the importance of using natural light and ventilation in common areas.
- Installed inverter motor speed controller to efficiently control the speed of the motor to eliminate energy wastage.

Offices
- Appointed Energy Manager to routinely maintain and monitor electrical equipment's efficiency, to prevent wastage or disruption of daily operation.

Business Aviation
- Usage of LED lightings.
- Conducted energy conservation awareness campaigns for clients/tenants.

Energy Management on Property Portfolio

The Ascent, an office tower at Paradigm Petaling Jaya managed by WCT Group, appointed an energy manager to ensure the efficient use of energy in compliance with local laws and regulations, guided by the Efficient Electrical Energy Management Policy. The Ascent routinely tracks and monitors energy consumptions and uses the data to identify energy-saving opportunities periodically. It then implements these initiatives while promoting awareness to all employees, tenants, and contractors. Through this policy, the Ascent aims to operate in an energy-efficient manner and alleviate climate change issues.

SUSTAINABILITY STATEMENT
cont'd

ENERGY PERFORMANCE DATA

Diesel Consumption (Litres)

	Engineering & Construction	Property Development	Property Investment
FY2020	7,977,130	575,234.5	6,800
FY2021	9,098,713	382,019.6	
FY2022	7,813,910	647,474	5,254.8
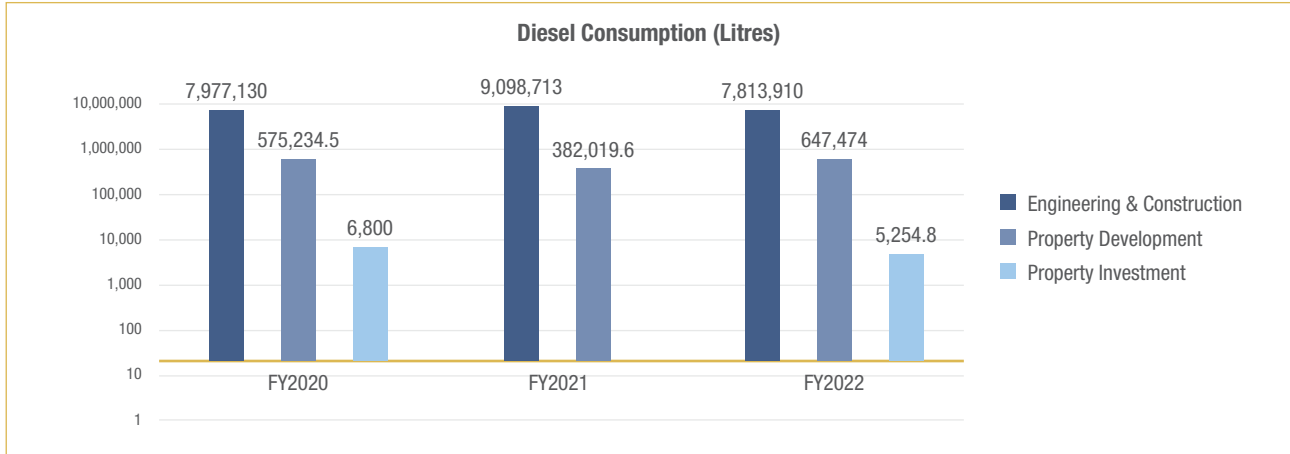
Note: Property Investment and Management Division only made significant purchases for diesel in 2020 and 2022 and none in 2021 where the diesel is used to power generators for shopping malls.

Liquefied Petroleum Gas (LPG) (Litres)

FY2020	FY2021	FY2022
64,926	45,790	79,724
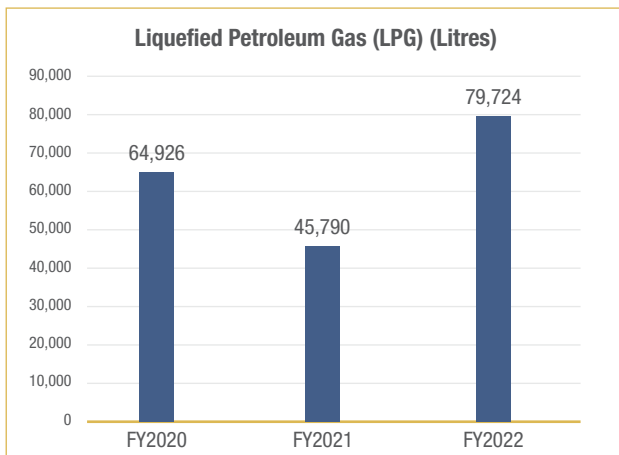
Note: LPG is consumed by the Property Investment and Management Division only for its hotel operations.

Transport Fuel Consumption (Litres) in FY2022

Petrol	Diesel	Jet Fuel
244,846.27	978,192.41	28,927.00
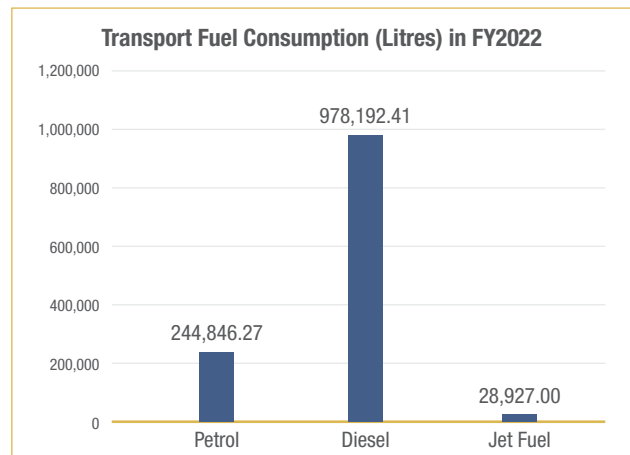
Note: Transport fuel consumption is recorded from FY2022 onwards. Fuel consumption includes diesel and petrol are used for company vehicles fleet across all business divisions. Jet fuel sold by business aviation which is not directly under WCT's control.

Electricity Consumption (kWh)

	Engineering & Construction	Property Development	Property Investment & Management
FY2020	3,554,749.19	1,464,403.73	82,283,072.00
FY2021	5,491,518.05	1,161,821.54	66,921,078.70
FY2022	6,969,445.70	1,631,741.91	104,522,007.74

Electricity Intensity (kWh/Sqft)

	Engineering & Construction	Property Development	Property Investment & Management
FY2020	0.04	0.23	11.31
FY2021	0.07	0.15	9.20
FY2022	0.08	0.22	14.37

Note: Electricity intensity is measured based on total electricity consumed by the respective business division against total sqft of directly managed operations of each division. In FY2022, the coverage area (sqft) for all business divisions is available and has been updated across all three years data which provide actual and accurate record of intensity ratio.

SUSTAINABILITY STATEMENT
cont'd

Total Energy Consumption

The total energy consumption of the organisation includes the energy used from electricity and fuel, such as diesel and LPG, as well as the consumption of transportation fuel (petrol and diesel) for the company vehicle fleet. The total energy consumption from fuel is calculated using the energy conversion factors for petroleum products based on the Malaysia Energy Statistic Handbook (2020). Meanwhile, the energy consumption from electricity is calculated using the standard unit of energy in the International System of Units (SI), where 1 kWh is equal to 0.0036 GJ.

Total Energy Consumption (GJ)

	FY2020	FY2021	FY2022
	621,418.2	604,424.4	754,318.2
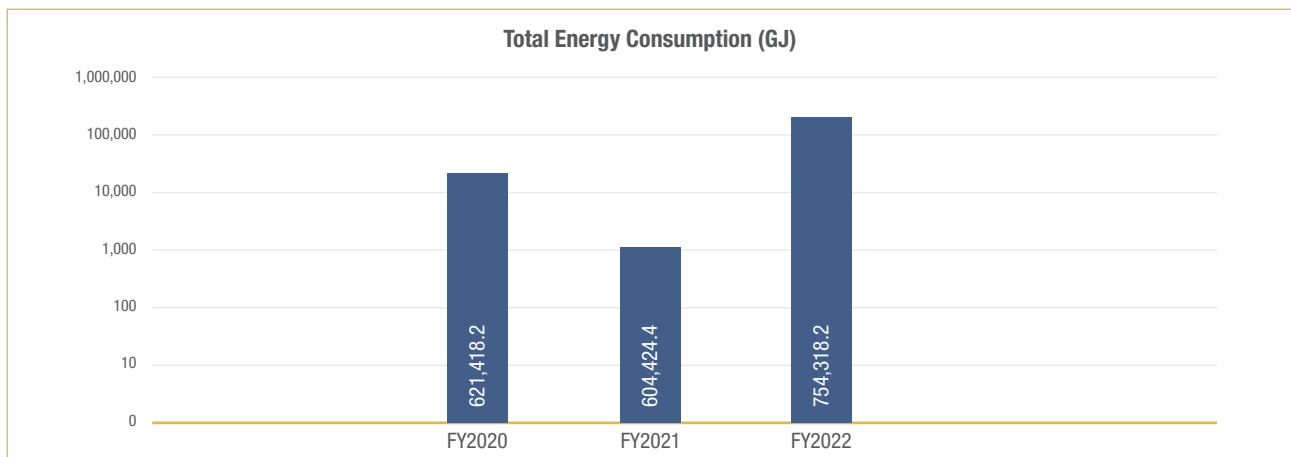
LEVERAGING RENEWABLE ENERGY

The Group have continued to explore renewable energy usage. In FY2022, Paradigm Mall Petaling Jaya and Paradigm Mall Johor Bahru were the Group's first business operations to subscribe to the Green Energy Tariff Programme with TNB, where the shopping malls subscribed to low carbon electricity supply from TNB. This has allowed them to support the growth of the renewable energy industry while reducing their carbon footprint resulting from electricity consumption.

Besides that, WCT Machinery uses solar lighting systems to reduce electricity or diesel consumption and light up construction areas which do not have direct access to electricity grids. These lights cover access roads, diversion roads, guard houses, working areas, and storage areas. Overall, this initiative has reduced fuel usage by saving over 418,900 litres of diesel in 2022, amounting to around RM1.6 million saved in diesel fuel costs alone. In addition, the use of solar tower lights minimises the cost of trenching and wiring for non-solar lighting, are easier to set up and maintain and meets our goal to use more carbon-reducing fixtures.

WCT Machinery proactively maintains the solar tower lights for reuse and any faulty lights are repaired. Solar tower lights which have reached end-of-life will be properly disposed as electronic waste.

128 units of solar tower lights operating across **24 project sites**

Over 418,900 litres of **diesel saved**

About **RM1.6 million** diesel fuel cost savings with this system

One unit of guard house solar system operating at LRT GS03 station
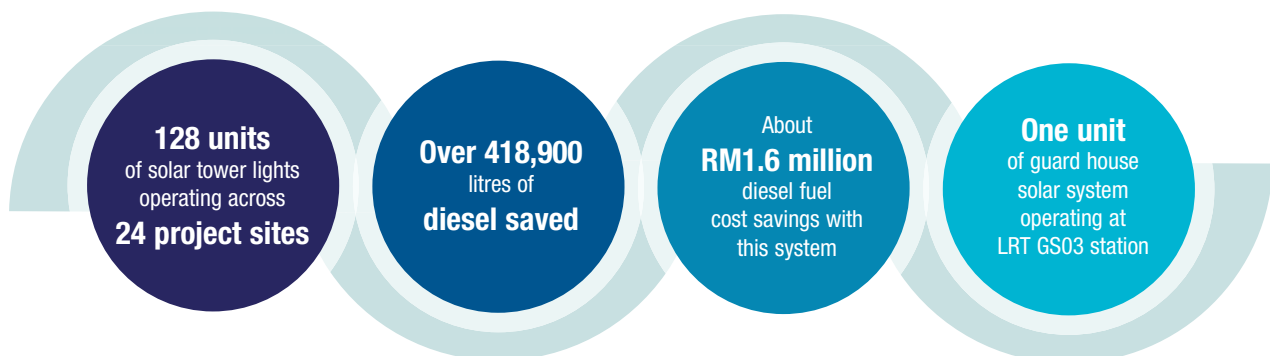
SUSTAINABILITY STATEMENT
cont'd

EMISSIONS DATA

WCT calculates its Scope 1 and Scope 2 emissions using the GHG Protocol Corporate Accounting and Reporting Standard ("GHG Protocol"). The global warming potential ("GWP") emission factors for all greenhouse gases are consistent with the Intergovernmental Panel on Climate Change ("IPCC") Fifth Assessment Report, 2014 (AR5) based on a 100-year timeframe.

The calculation methodologies are aligned with the 2006 IPCC Guidelines for National Greenhouse Gas Inventories and Malaysian Green Technology and Climate Change Corporation ("MGTC"), the lead agency of the government in green technology.

Scope 1 and Scope 2 GHG Emissions

Scope 1 (direct emission) GHG emissions originate from facilities owned or controlled by operators across all business divisions, including construction sites from the Engineering and Construction and Property Development Division, as well as hotel operations from the Property Investment and Management Division.

These emissions primarily result from the consumption of fuel such as diesel and LPG for stationary combustion at construction sites and hotels, as well as petrol and diesel to power the company's vehicle fleet. The GHG types associated with Scope 1 emissions include CO_2, CH_4, and N_2O which arise from the combustion process of machinery, equipment, and vehicles. Scope 2 (indirect emissions) GHG emissions are purchased electricity from the electricity grids.

All GHG emissions are converted to CO_2e based on the GWP emission factors listed by the GHG Protocol and the IPCC AR5.

Total GHG Emissions by Category (Scope 1) (CO_2e tonnes)

	FY2020	FY2021	FY2022
Diesel			
CO_2	22,908.54	25,375.11	22,660.89
CH_4	86.56	95.88	85.63
N_2O	49.16	54.45	48.62
Total GHG Emissions	**23,044.26**	**25,525.44**	**22,795.14**
LPG			
CO_2	104.64	73.80	128.49
CH_4	0.2322	0.1637	0.2851
N_2O	0.0439	0.031	0.054
Total GHG Emissions	**104.92**	**73.99**	**128.83**
Company Vehicles			
CO_2	N/A	N/A	3,174.14
CH_4	N/A	N/A	0.68
N_2O	N/A	N/A	4.59
Total GHG Emissions	**N/A**	**N/A**	**3,179.41**

SUSTAINABILITY STATEMENT
cont'd
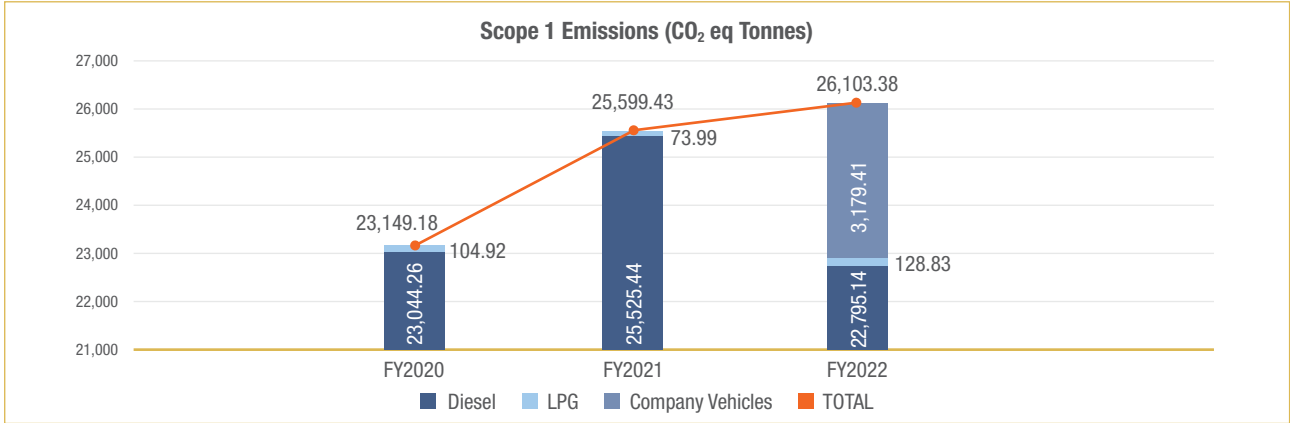
Scope 1 Emissions (CO$_2$ eq Tonnes)

	FY2020	FY2021	FY2022
Diesel	23,044.26	25,525.44	22,795.14
LPG	104.92	73.99	128.83
Company Vehicles			3,179.41
TOTAL	23,149.18	25,599.43	26,103.38

Note: The methodology for calculating GHG emissions have been adjusted to reflect a more accurate Scope 1 emissions. It has restated its previously reported emissions and has resulted in lower emissions than previously reported.

WCT recorded the fuel consumption of its company vehicle fleet in FY2022 and included it in its Scope 1 emissions. Although the consumption of diesel and LPG was reduced, the inclusion of vehicle emissions resulted in a higher overall value of emissions for the company.
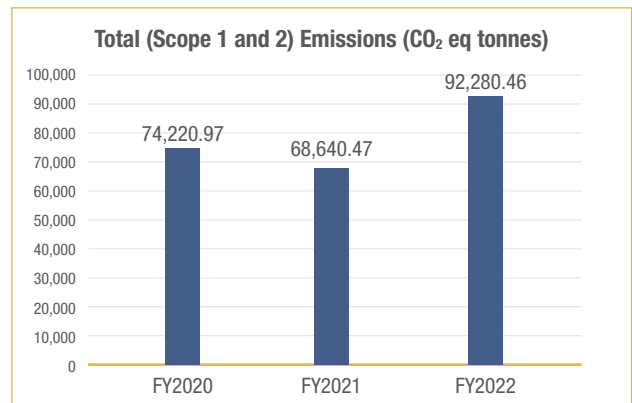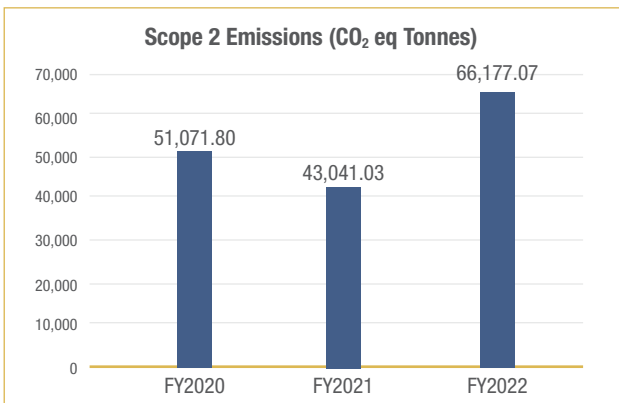
Scope 2 Emissions (CO$_2$ eq Tonnes)

FY2020	FY2021	FY2022
51,071.80	43,041.03	66,177.07

Total (Scope 1 and 2) Emissions (CO$_2$ eq tonnes)

FY2020	FY2021	FY2022
74,220.97	68,640.47	92,280.46

Note: The methodology for calculating GHG emissions have been adjusted to reflect a more accurate Scope 1 emissions. It has restated its previously reported emissions and has resulted in lower emissions than previously reported.

Emissions Intensity (CO$_2$ eq kg/Sqft)

FY2020	FY2021	FY2022
0.7727	0.7123	0.9432
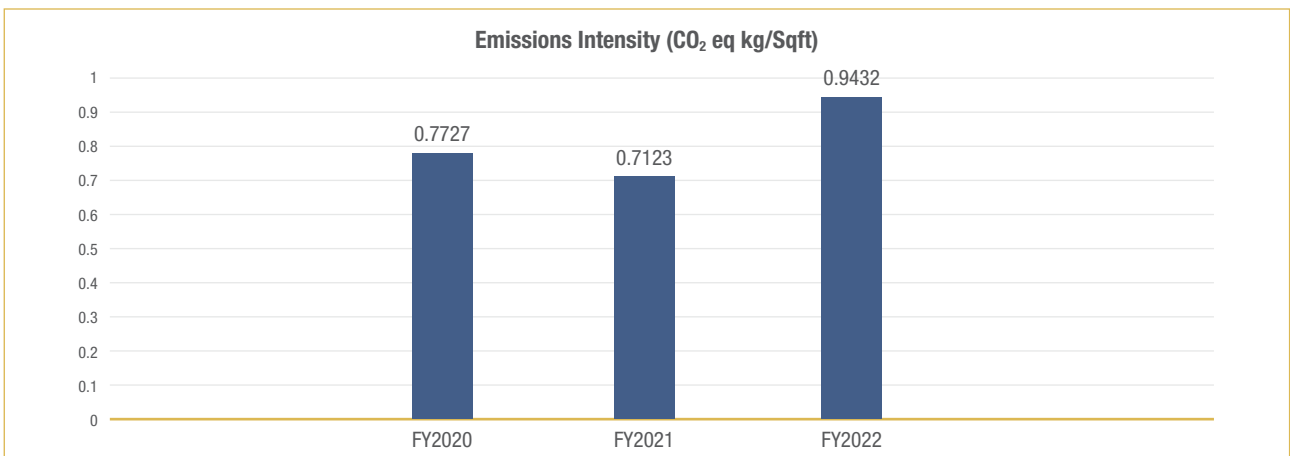
Note:
i.   Emissions intensity is measured based on total Scope 1 and Scope 2 emissions produced by the respective business division against total sqft of directly managed operations of each division.
ii. In FY2022, the coverage area (sqft) for all business divisions is available and has been updated across all 3 years data which provide actual and accurate record of intensity ratio.
iii. Gases included in the calculation include CO_2, CH_4 and N_2O.

SUSTAINABILITY STATEMENT
cont'd

Scope 3 GHG Emissions

The calculation of WCT's Scope 3 GHG emissions is based on the Greenhouse Gas Protocol: Technical Guidance for Calculating Scope 3 Emissions (version 1.0) under category 3 (Fuel-And-Energy-Related Activities Not Included in Scope 1 or Scope 2) and category 6 (Business Travel).

Scope 3 Emissions (CO_2 eq tonnes)

Category	Emissions
Jet Fuel	72.05
Business Travel (Air & Automobile)	172.79

Total (Scope 1,2 and 3) Emissions (CO_2 eq tonnes)

	FY2020	FY2021	FY2022
Scope 1	23,149.18	25,599.43	26,103.38
Scope 2	51,071.80	43,041.03	66,177.07
Scope 3			244.84
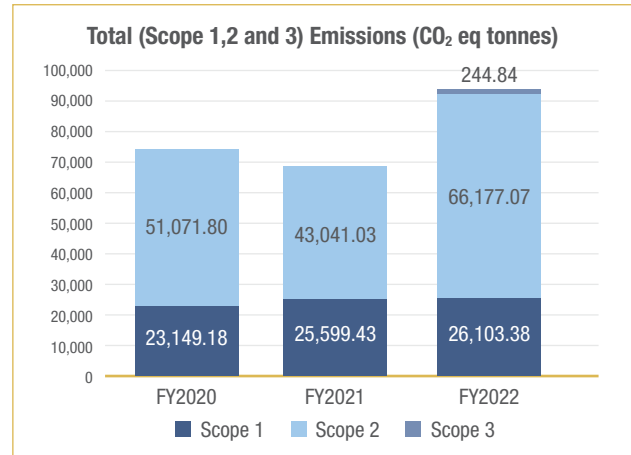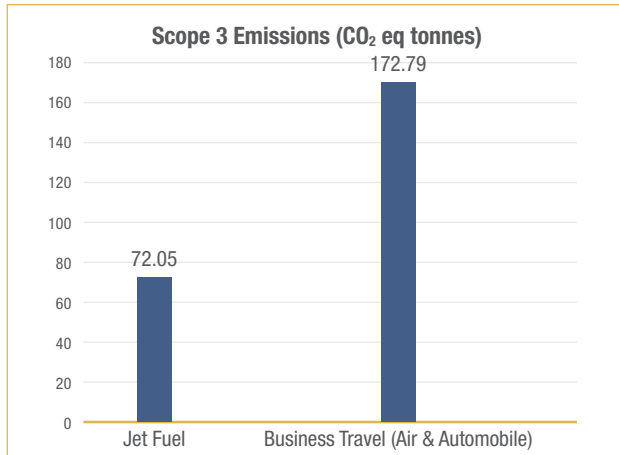
Scope 3 emissions are those that originate outside of the organisation, either upstream or downstream in the supply chain. In WCT, business travel emissions, which include air travel and automobile travel, as well as jet fuel emissions sold by business aviation, are recorded from FY2022 onwards and it has amounted to 244.84 CO_2eq in total. .

RESOURCE CONSUMPTION

WCT continually strives to increase utilisation of sustainable materials and products. The divisions most involved in utilising these are Engineering and Construction as well as Property Development, as their activities typically consume large quantities of various natural resources.

The Group has established a Material Use Policy to ensure the use of sustainable materials which also supports UN SDG 12 Responsible Consumption and Production. This is centred on the responsible sourcing, use and disposal of materials that cause minimal harm to the environment and society at large.

The focus has been on progressively reducing consumption of non-renewable resources adhering to circular economy principles within the product planning and design processes. While the specifications of materials and products used in Engineering and Construction projects are determined by the clients, WCT plays an active role in proposing suitable sustainable materials and products which meet the standards and guidelines set by the client. The Property Development Division actively incorporates the use of green building materials at the design and planning stage.

RESOURCE CONSUMPTION DATA

Following are the top materials used by WCT in its business processes in FY2022.

One such example is the utilisation of lightweight autoclaved aerated concrete ("AAC") blocks, which contain a degree of recycled material content. Additionally, steel bars, BRC mesh wire, and ready-mixed concrete used by WCT incorporate varying degrees of recycled material content. WCT also incorporates certified "Green" products into its projects that are designed to meet green building standards.

SUSTAINABILITY STATEMENT
cont'd

In FY2022, more than 21,000 tonnes of green materials were purchased at eight project sites under the Engineering and Construction Division. In contrast, around 5,600 tonnes of green materials with 11,700 m³ of ready-mixed concrete containing recycled materials were purchased and used at the other five project sites under Property Development Division. The green materials purchased include steel bar, BRC mesh wire, E-Mix grouting, AAC blocks, skim coat, and ready-mixed concrete.

Engineering and Construction

Material	Value
AAC Blocks (tonnes)	8,778.6
Skim Coat (tonnes)	6,888.8
Emix Grouting (tonnes)	1,951
Steel (tonnes)	59,560.9 / 4,324.4
Ready-mixed Concrete (m3)	1,775,036.6
Sand (tonnes)	1,514,858
Aggregate (tonnes)	1,206,195
Crusher Run (tonnes)	6,846,920

Legend: ■ Resources ■ Green Material

Property Development

Material	Value
AAC Blocks (tonnes)	837.3
Steel (tonnes)	15,079.3 / 3,875.7
BRC (tonnes)	3,153.5 / 925.3
Ready-mixed Concrete (m3)	348,545 / 11,692.5
TImber & Plywood (tonnes)	8,577.1

Legend: ■ Resources ■ Green Material

Engineering and Construction
- TRX C2
- WCE
- Pan Borneo Highway
- LRT3 GS02 & GS03
- TRX Retail
- Pavilion Damansara Heights
- TRX Hotel and Office
- Sultan Ismail Petra Airport

AAC Blocks
Skim Cost
E-mix Grouting
Steel Bar

Property Development
- Paradigm Hotel and Residence
- W City OUG
- Pavilion Mont Kiara
- Parklands Gravity Sewerage
- Adenia Apartments

Ready-mixed Concrete
Steel Bar
AAC Blocks
BRC Mesh Wire

On a separate note, SkyPark Aviation's fixed-based operation services have signed a Memorandum of Understanding (MoU) with Petronas Dagangan Berhad to introduce Sustainable Aviation Fuel (SAF) as a sustainable initiative for the business aviation and general aviation operators. SAF is produced from a variety of renewable resources such as recycled cooking oil and can help reduce CO_2 emissions.

SUSTAINABILITY STATEMENT
cont'd

MINI VEGETABLE GARDEN PROJECT

Première Hotel started its mini vegetable garden project in October 2022. The project aims to provide a Farm-To-Table experience for their patrons. While the staff will consume the current batch for quality control, future crops planted will be used by the hotel's chef in meal preparation for guests to provide guests with pesticide-free vegetables.

WATER CONSUMPTION AND MANAGEMENT

WCT understands the importance of water as a finite and vital resource that needs to be managed by adhering to industry best practices especially at water-stressed locations.

Hence, the Group readily supports UN SDG 6 Clean Water and Sanitisation and UN SDG 11 Sustainable Cities and Communities to promote water resilience across all business operations and ensure efficient water consumption. WCT's water management strategy for all business divisions is centred on the following key aspects of sound water stewardship.

The large amounts of water consumed during the Group's business operations are primarily sourced from municipal sources. However, some business units like shopping malls and hotels have begun using harvested rainwater as an alternative water source.

Zero contamination of surface water discharge

Efficient consumption of potable water

Water Management Strategy

Eliminate leakages and wastage

Recycle wastewater
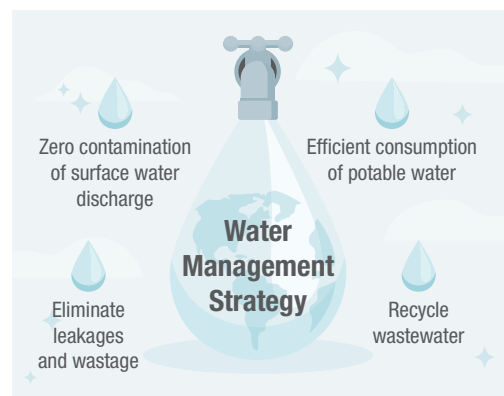
SUSTAINABILITY STATEMENT
cont'd

WASTEWATER OF CONSTRUCTION ACTIVITIES

To prevent surface runoff and sediments into water bodies, WCT employs best management practices incorporating erosion and sediment controls including installing silt fences, silt traps and sedimentation ponds as well as using wastewater treatment units to effectively manage surface runoff at all construction sites.

In order to mitigate potential disruptions and nuisance to communities in the vicinity of our operations, we closely monitor the quality of water discharged, particularly Total Suspended Solids (TSS) parameter at predetermined final discharge points.

To ensure compliance with relevant regulations, TSS monitoring at defined intervals is conducted regularly. Immediate corrective actions are taken if TSS levels exceed the permissible limit set by the DOE.

The Group also implements preventative measures such as regular maintenance of the erosion and sediment controls and redesigning silt traps where necessary to prevent the recurrence of any incidents. In FY2022, there were no incidents of non-compliance against water quality standards or any other applicable regulations.

PURSUING WATER EFFICIENCY

WCT is focused on reducing water consumption across its shopping mall and hotel operations as well as internal staff and workers through education initiatives and reminders. The same education efforts have also been extended to WCT homebuyers. Moreover, all business divisions have utilised rainwater harvesting systems as an alternative water resource for daily operations. This collected water is used in toilets, wash troughs, landscape irrigation systems, and building maintenance.

The Group also constantly monitors water usage, with the building maintenance and operations team operating under Property Investment and Management Division responsible for overseeing and implementing appropriate water conservation measures.

Effective water management requires collaboration among stakeholders, including government agencies, employees, contractors, and the general public. By implementing sustainable water management practices together, we can ensure the availability of safe and reliable water for future generations. With that in mind, the Group has set a target to reduce water usage intensity as per measured against total square feet ("sqft") by 10% by 2030, compared to 2019 baseline year of $0.013m^3$/sqft.

Water Management Plan

Implement water saving measures undertaken by business divisions	Increase installation of rain harvesting system across all business divisions	Recycle wastewater for further reuse at construction sites	Continued education of employees and consumers on water conservation
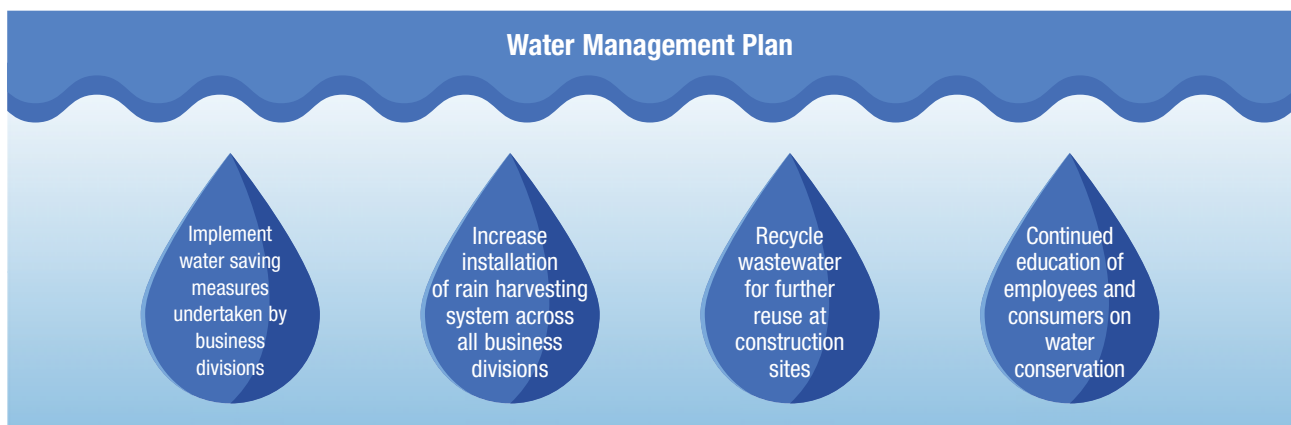
Currently, the management has approved all upcoming water-saving initiatives. Therefore, future reports shall include a progress update from each business division against set targets and initiatives.

SUSTAINABILITY STATEMENT
cont'd

WATER SAVING MEASURES UNDERTAKEN BY BUSINESS DIVISIONS:

Engineering and Construction

- Project site - Rainwater harvesting for sanitary system (toilet flushing/cleaning), wash trough and wheel washing. Recycling of filtered/treated wastewater from surface run-off and reused within project sites for wheel and vehicle washing at wash trough area, sanitary system, controlling of dust emission by wetting the access roads using water bowser.
- WCT Machinery - Conduct routine monthly workplace inspection to ensure no leaking water taps to avoid water wastage.
- Water used in hydrostatic tests for pipes is recycled for re-use during testing and commissioning.

Property Development

- Rainwater harvesting systems across townships and developments. This reduces potable water consumption, as collected water can be used for landscape irrigation and other applications.
- Installation of faucet aerator and dual-flush toilets.

Property Investment and Management

Shopping Malls:
- Conduct weekly water tap and toilet flush system checking (check for equipment defect) and maintenance to prevent wastage and conduct routine checking at incoming water pipeline for possible leakage.
- Reduced running of chillers and cooling tower.
- Presently exploring water management strategies including proportioning of water supply in accordance to usage for amenities, equipment and consumption by tenants.
- Ongoing feasibility study on additional water tank storage and/or water harvesting for non-human usage due to limited or availability of space for such installation.
- Utilising rainwater harvesting for landscaping at gateway@klia2.
- Progressively install water saving fittings.
- Installation of pressure relief valve to regulate water pressure from the water supply to decrease water usage.

Hotels:
- Utilising rainwater harvesting for landscaping and building maintenance.
- Installation of pressure relief valve to regulate water pressure from the water supply to decrease water usage.

Business Aviation:
- Aircraft operators are encouraged to adopt dry wash method to reduce water consumption.

SUSTAINABILITY STATEMENT
cont'd

Rainwater Harvesting

WCT has initiated efforts to reduce water usage by implementing rainwater harvesting systems across all business divisions, including project sites, shopping malls, and hotels. Specifically, this sustainable initiative has been applied to projects and buildings such as W City JGCC, gateway@klia2, Première Hotel and Le Meridièn Petaling Jaya. The harvested rainwater are mainly used for landscaping, general washing, toilet flushing, and water browsing during construction.

W City JGCC	gateway@klia2	Première Hotel	Le Meridièn Petaling Jaya
• A rainwater harvesting tank with a capacity of 2,594.4 gallons was installed at the project site for the purpose of collecting rainwater. • The harvested rainwater was used to supply water for the toilet at the worker's camp.	• There are two rainwater harvesting drums of 19,000 gallons each on the east and west wings of the mall with the water collected being used for landscaping purposes.	• The rainwater harvested from the monsoon drain is stored into four rainwater harvesting tanks with the capacity of 600 gallons each. The water collected is used for weekly cleaning of the premises and garden upkeep. Through this, the hotel saves approximately 2,400 gallons of potable water consumed. • The hotel has plans to further expand the usage of rainwater for landscaping and washing of other common areas such as the basement as well as the cleaning of waste handling equipment.	• The hotel's 4,755-gallon rainwater harvesting tank provides sufficient supply of water for watering plants, toilet flushing and washing of waste bins. Daily usage is presently at 1,122 gallons. • In FY2022, a total of 409,466 gallons of rainwater were used for its daily operations.

WATER CONSUMPTION DATA

Water Consumption (ML)

	FY2020	FY2021	FY2022
Engineering & Construction	254.04	318.82	307.48
Property Development	26.78	705.23	2,888.88
Property Investment & Management	713.50	538.98	987.97
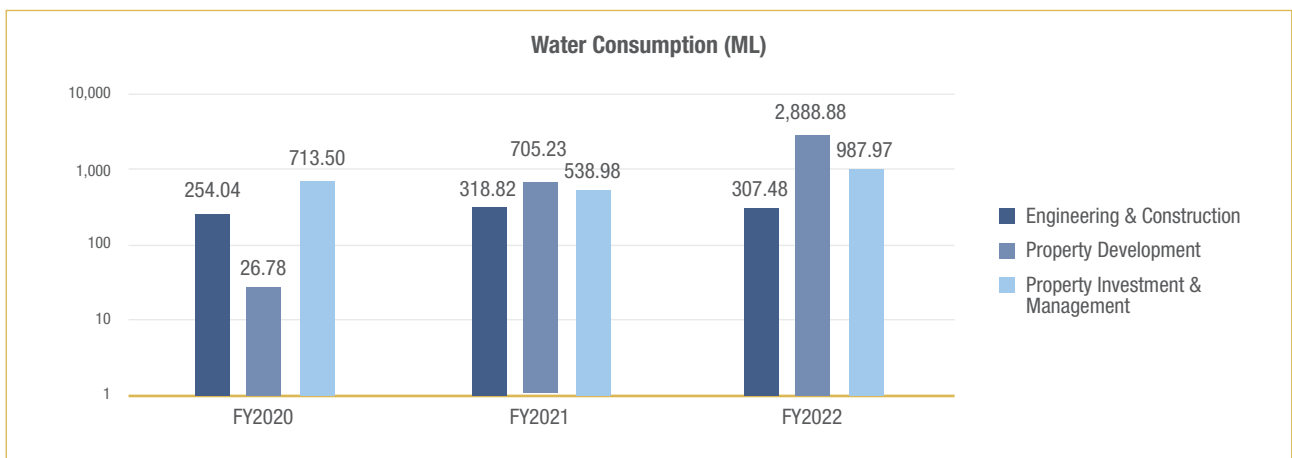
SUSTAINABILITY STATEMENT
cont'd

The following table provides a comprehensive breakdown of water consumption for various operations within WCT. This includes water usage in offices and project sites for the Property Development Division, as well as water consumption in shopping malls, hotels, and business aviation operations for the Property Investment and Management Division.

Division/Year	Total Water Consumption (ML)		
	2020	**2021**	**2022**
Engineering & Construction	254.04	318.82	307.48
Property Development	26.78	705.23	2,888.88
Offices	3.39	4.69	23.42
Project Sites	23.39	700.54	2,865.46
Property Investment and Management	713.50	538.98	987.97
Shopping Malls	655.94	474.98	885.63
Hotels	55.53	61.19	98.53
Business Aviation	2.03	2.81	3.81
Total	**994.32**	**1,563.03**	**4,184.33**

Water Intensity (m³/sqft)
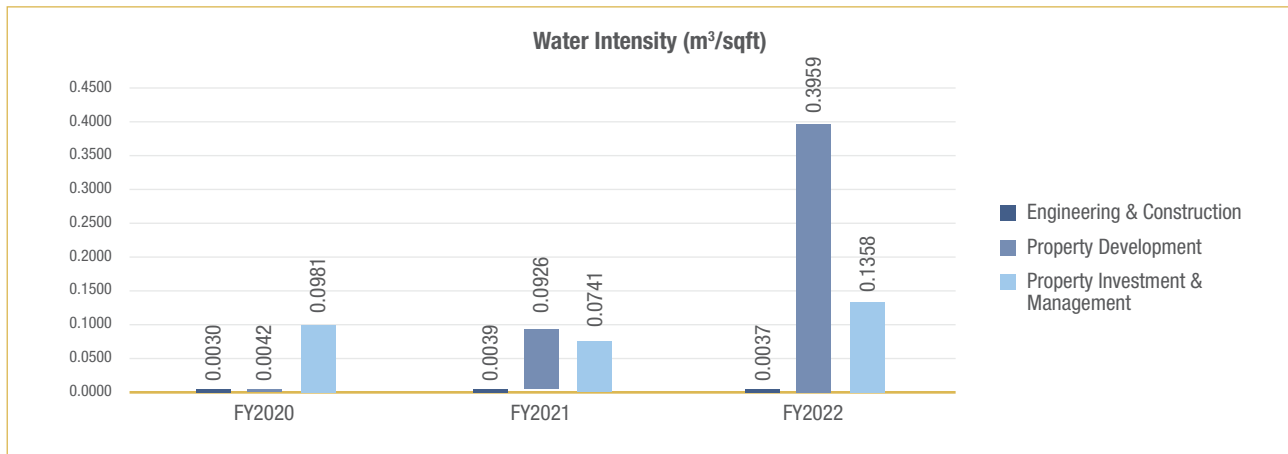
Note: Water intensity is measured based on total water consumed by the respective business division including construction activities as well as the water usage from shopping malls and hotel operations against total sqft of directly managed operations of each division. In FY2022, the coverage area (sqft) for all business divisions is available and has been updated across all three years data which provide actual and accurate record of intensity ratio.

The water intensity is exhibiting an upward trend compared to 2021, particularly at the Property Development Division project site. This can be primarily attributed to the initiation of a new project, Pavilion Mont Kiara, in FY2022, which necessitates a higher volume of water usage during the initial phase of construction involving excavation and foundation work, concrete mixing, dust control, and other activities. Nevertheless, WCT is committed to pursuing water conservation measures at its construction sites.

Some of WCT's operational sites, especially those in the state of Kelantan, are located in areas deemed to be water-stressed with low treated water reserve margin as mentioned in the Water and Sewerage Fact Book 2021 released by Suruhanjaya Perkhidmatan Air Negara (SPAN). Presently, the Group's operations in Kelantan have not been affected by disruptions in water supply. If required, going forward, WCT will initiate measures to mitigate any potential or actual impacts arising from operating in a water-stressed location. Meanwhile, WCT continues to practice water saving measures at the project site to reduce potable water consumption, where possible.

SUSTAINABILITY STATEMENT
cont'd

WASTE MANAGEMENT

In addition to managing waste in accordance with DOE and other relevant regulators' stringent requirements, WCT is committed to reducing and recovering where possible across all business divisions. All hazardous and non-hazardous waste that cannot be recovered is managed and disposed of in accordance with relevant regulatory requirements. WCT has adopted the 3R approach to address its waste-related impacts by adhering to circular economy principles.

Typically, wastes generated from WCT's divisions include construction waste, food waste and commercial waste such as packaging material.

When required, hazardous waste, legally referred to as Scheduled Waste is disposed of using DOE-licensed third-party contractors at approved landfill sites. The Group also carries out recycling initiatives to divert waste from landfills. Whenever possible, waste is repurposed for the use on sites to reduce the total amount of waste requiring disposal to landfills or incinerators.

The Engineering and Construction Division has its own Quality, Safety and Health, and Environmental Policy to ensure waste management is in compliance with local regulations and aimed at reducing the generation of waste in the first place. The division also adopts the ISO 14001 Environmental Management System to minimise harm on the environment including prevention of pollution resulting from waste generation where WCT conducts its business operations.

WCT has a sound waste management system across all business divisions. It has set a target to reduce waste sent to landfill by 10% by 2026 and 20% by 2030 compared to the amount sent in the 2019 baseline year of 43%.

3R APPROACH

WCT continues adopting measures to reduce waste produced from all operational sites. The primary approach is based on a 3R approach of reduce, reuse and recycle.

In the Engineering and Construction project sites, the 3R approach is carried out upon careful consideration of the following implementation steps:
i.   Determine the operational sites and types of materials used at the operational sites.
ii.   At the initial stages of the project, determine the types of unsuitable materials available and how they can be reused or recycled. The reusable waste for each project will be reviewed and carefully planned for implementation, within three months of project award.
iii.   Determine the feasibility and need for the construction or reproduction of temporary structure at the operational sites. If yes, to undergo the 3R exercise accordingly. If no, to transfer the waste materials to other WCT's operational sites for 3R exercise or to segregate the wastes accordingly to be sent for recycling.

The operational sites have adopted a wide range of 3R methodologies towards reducing the amount of waste sent to landfills. All construction sites have established a recycling system to enable the recovery of various materials. These include paper, glass, aluminium, and plastic. The used cooking oil generated from WCT's shopping malls and hotels is collected by an external partner for repurposing it into alternative energy sources. SkyPark Aviation continues to advise all aircraft owners and operators to segregate domestic waste from inflight aircraft catering for recycling purposes.

WASTE MINIMISATION EFFORT

Première Hotel, Klang introduced plastic-free toiletries made from biodegradable materials and bath sets packaged in recycled plastics for hotel guests, in an effort to minimise plastic waste

SUSTAINABILITY STATEMENT
cont'd

As much as possible, our Engineering and Construction Division uses asphalt milling waste to construct the subgrade, subbase and roadbase layers for roads. Asphalt milling waste is also a granular backfill material for drainage works.

Surplus ready-mix concrete and concrete are used to repair road surfaces, build temporary road access, and fabricate concrete road barriers.

Surplus concrete blocks are reused as bunds to prevent and minimise water seepage into storage and construction areas.

Surplus bricks are reused as bunds to prevent oil spillage from the IBC tank

Used plywood is repurposed and used as coverings for penetration or void holes.

SUSTAINABILITY STATEMENT
cont'd

WASTE MANAGEMENT DATA

Engineering & Construction	2020	2021	2022
No of Sites Tracked	12	11	15
Landfilled (tonnes)	4,848.67	5,514.63	5,086.36
Preparation for reuse (tonnes)	23,162.12	23,540.00	66,851.00
Reycled (tonnes)	9,686.17	36,608.54	22,138.08
Total (Non-hazardous waste)	37,696.96	65,663.17	94,075.44
Scheduled waste (tonnes)	56.11	47.40	21.45
Total amount of construction waste	37,753.07	65,710.57	94,096.89

Property Development	2020	2021	2022
No of Sites Tracked	5	6	7
Landfilled (tonnes)	1,511.00	917.93	433.12
Preparation for reuse (tonnes)	N/A	348.00	5,451.82
Recycled (tonnes)	N/A	123.09	3,654.79
Total (Non-hazardous waste)	1,511.00	1,389.02	9,539.73
Scheduled waste (tonnes)	N/A	0.01	7.06
Total amount of construction waste	1,511.00	1,389.03	9,546.79

Property Investment & Management	2020	2021	2022
No of Sites Tracked	5	5	6
Landfilled (tonnes)	10,345.00	3,284.44	4,474.76
Preparation for reuse (tonnes)	N/A	N/A	0.01
Reycled (tonnes)	300.00	175.17	234.06
Total (Non-hazardous waste)	10,645.00	3,459.61	4,708.83
Scheduled waste (tonnes)	N/A	N/A	N/A
Total amount of construction waste	10,645.00	3,459.61	4,708.83

All waste-related data is collected from respective business divisions quarterly and the Group Sustainability Committee and Board Risk and Sustainability Committee oversee the waste management performance to deliberate on waste reduction strategies. WCT intends to improve data collection on its waste going forward for all divisions towards developing a complete perspective of total waste produced by the Group.

Total wastes diverted from disposal (tonnes)
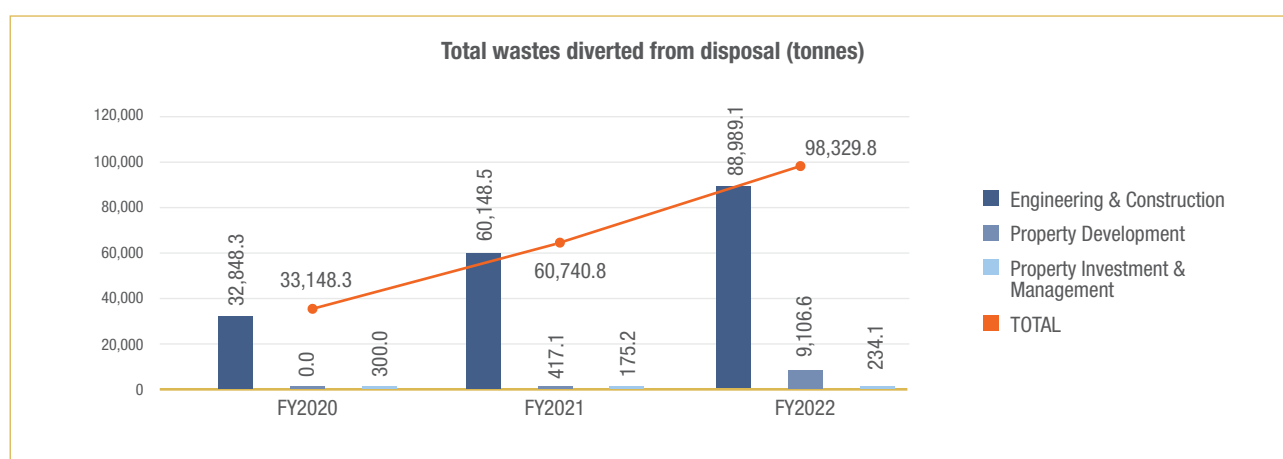
Note: The total waste diverted from disposal consists of both recycled and prepared-for-reuse waste.

SUSTAINABILITY STATEMENT
cont'd

Total waste directed to disposal (tonnes)
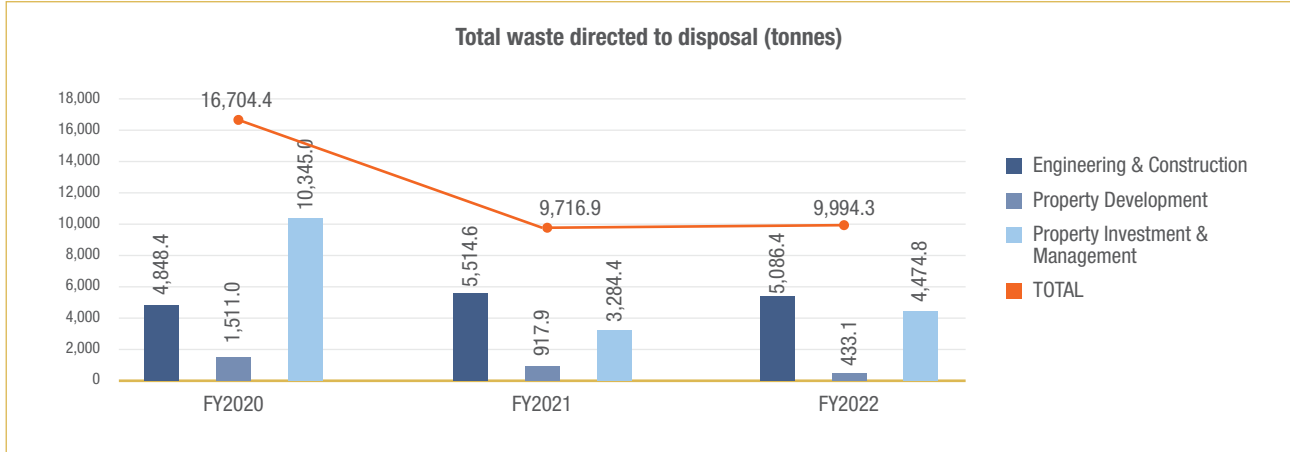
Note: The total waste directed to disposal will be sent to landfill for final disposal.

Scheduled waste (tonnes)
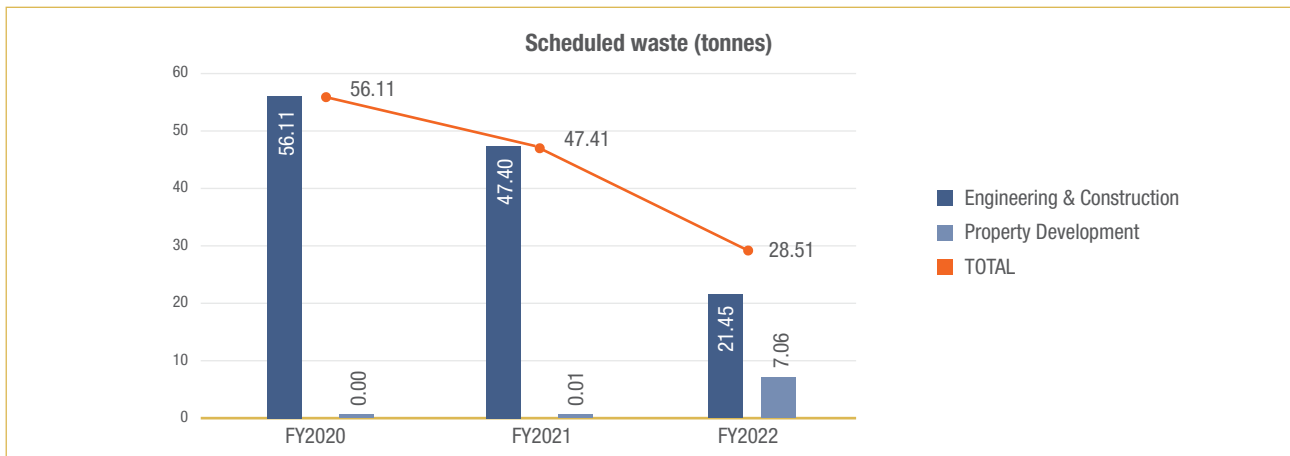
According to the graph, there has been a significant decline in the amount of total waste directed to landfill and recorded hazardous waste each year. This positive trend is a result of WCT's 3R approach and efforts to implement a landfill waste reduction programme, demonstrating the company's commitment to reducing its environmental impact.

RECYCLING USED COOKING OIL

WCT's Property Investment and Management Division collected 115 tonnes of used cooking oil in FY2022. This accomplishment was made possible through a partnership with a used cooking oil collection company, which facilitated the collection of used cooking oil from various locations such as Le Meridièn Petaling Jaya, Première Hotel, gateway@klia2, and Paradigm Mall Petaling Jaya. The tenants at Paradigm Mall Johor Bahru are using the collection services of their respective vendors.

The collected oil is then converted into biodiesel, which helps to reduce the amount of used cooking oil that is disposed of in landfills. Additionally, this process helps to reduce greenhouse gas emissions, saving approximately 308.19 CO_2 tonnes from being released into the atmosphere. This is part of its continued and concerted efforts to avoid waste products being sent to landfills.

SUSTAINABILITY STATEMENT
cont'd

Moving forward, the Group intends to promote greater utilisation of used cooking oil collection services amongst tenants at Paradigm Mall Petaling Jaya and gateway@klia2 for the purpose of recycling used cooking oil. Furthermore, the Group aims to enhance the scope of data collection surrounding the recycled used cooking oil beyond the purview of the existing used cooking oil collection services, in order to achieve more comprehensive and detailed data collection.

Used Cooking Oil Collected (tonnes) 2022

Location	Tonnes
Première Hotel	2.23
Le Méridien PJ	3.95
Paradigm Mall PJ	4.93
gateway@klia2	21.74
Paradigm Mall JB	82.14
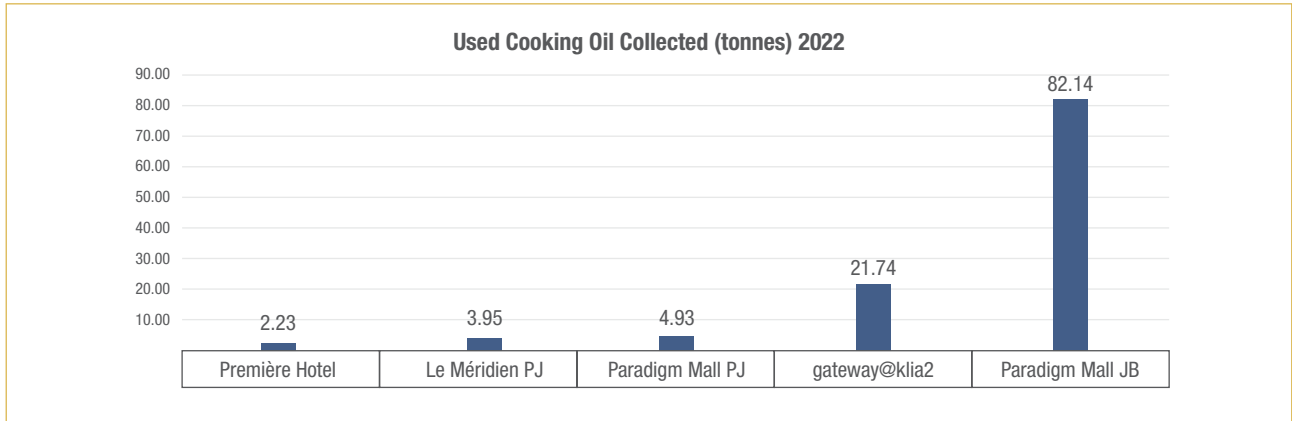
LANDFILL WASTE REDUCTION PROGRAMME

WCT's Landfill Waste Reduction Programme at the Group's offices and project site offices continued to expand in FY2022. The programme saw the placement of recycling stations at all locations to collect recyclable wastes such as plastics, glass, paper and steel to encourage waste segregation.

In FY2022, Recycling Days were organised every two months, with a total of 7,880.4 kg or 7.88 tonnes of waste diverted from landfills.

Recycled waste collection on bi-monthly Recycling Days at WCT offices and project site offices

SUSTAINABILITY STATEMENT
cont'd

The chart below shows the amount of recycled waste by category diverted from landfills as part of the programme. Through this programme, WCT has been able to divert 7,436.5kg or 7.44 tonnes of paper from landfills, potentially saving 126 trees. This is based on a study by the University of Southern Indiana which found that recycling 1 tonne of paper saves 17 mature trees.

Waste diverted from landfill through recycling (kg)

Category	kg
Paper	7,436.5
Plastic	196.0
E-waste (batteries, electrical and electronic items)	5.9
Others (Tin/Aluminium/Glass, etc)	242.0
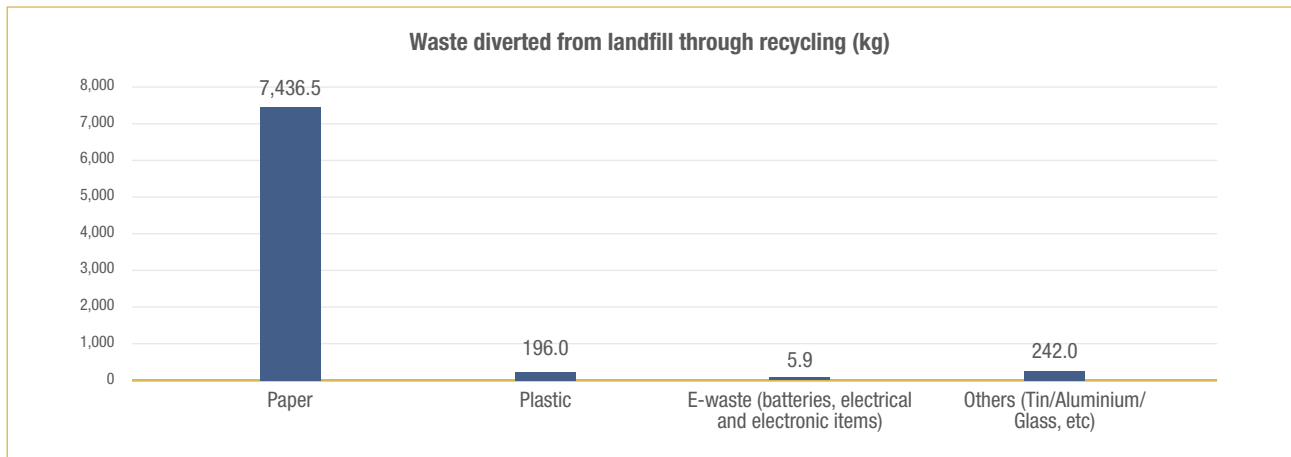
RECYCLING AWARENESS WORKSHOP

In conjunction with World Clean Up Day 2022, the Group collaborated with Tzu Chi Foundation Malaysia to organise a Waste Segregation and Recycling Awareness Workshop to enhance awareness among employees.

A total of 18 internal employees participated in the workshop at Tzu Chi Kota Kemuning Recycling Education Centre. It was a fun and fruitful workshop where our employees were reminded of the role that they can play in protecting nature by practising the 5Rs – Refuse, Reduce, Reuse, Repurpose and Recycle. During the hands-on session, participants were also exposed to the different types of recyclables and the proper ways to recycle.

As a gesture of appreciation and support to Tzu Chi Malaysia's environmental protection and charity mission, WCT Holdings Berhad donated the proceeds of RM5,000.00 from the Group's Landfill Waste Reduction Programme, which commenced in 2020.

SUSTAINABILITY STATEMENT
cont'd

BIODIVERSITY

WCT remains committed to conservation of biodiversity as it acknowledges the critical role biodiversity plays to sustain nature, mitigate climate change and support local communities, especially indigenous communities and those who live off the land.

The construction and development activities undertaken by the Group will potentially lead to biodiversity loss due to the removal of natural habitats and the use of natural resources. Therefore, it is vital that the Group carries out the necessary assessments to identify if there are endangered species or areas of high conservation value within its operational sites. The Group actively monitor operational sites, especially new developments to determine its biodiversity value before initiating land clearing and construction works. This is done to ensure minimal biodiversity loss through mitigation and remedial mechanisms.

The Engineering and Construction Division implements the requirements of approved Environmental Impact Assessments (EIA) undertaken by the clients for new projects, where applicable. These assessments have been conducted for LRT3 GS02 & GS03 and projects located in non-urban areas such as the Pan Borneo Highway, WCE, Jetty Extension and Container Port. The majority of these projects were found to have no significant biodiversity impacts, as indicated in their corresponding EIA. The potential risk of marine ecological impact at the Jetty Extension is acknowledged and monitored by all relevant and responsible parties. Thus far, the Group including its property development projects do not operate in or adjacent to sites with high biodiversity value or sites containing flora and fauna species on the International Union for Conservation of Nature ("IUCN") Red List.

The Group continues to promote conservation of biodiversity in its developments which is controlled by the Property Development Division. Among the initiatives to promote biodiversity conservation are biodiversity-based projects such as creating green open spaces by increasing tree planting and green landscapes, and developing water retention ponds into mini-parks, among others.

All Property Development projects are planned and designed with environmental and social impacts in mind. WCT complies with local regulatory requirements of preserving existing biodiversity at project sites. WCT conducts a site inventory, topography analysis, arborist surveys, and impact assessments as key first steps.

WCT adheres to the stipulated minimum requirement for greenspaces or open areas at all property development projects. WCT has sought to revive or reintroduce local vegetation such as shrubbery, plants, and trees. Local plants are typically more resilient, adapt better to the surroundings, and often require less maintenance and water.

The Group has set a target of replanting 500 trees per year or 30% of trees felled in the preceding year.

In FY2022, tree planting progress remains the same, which concludes the percentage of green space area for the project and development sites as below:

Project	Trifolis Apartments, Bandar Bukit Tinggi 2	Aronia Apartments	Adenia Apartments	W City JGCC Plot 1	The Maple Residences, W City OUG	Paradigm Johor Bahru Hotel & Residences	Pavillion Mont Kiara
Green Area (Acre)	0.79	1.25	0.62	0.72	1.81	0.43	0.67
Green Area (%)	15.1	23.9	20.5	8.4	36.9	3.5	21.3

The Group continues to explore avenues to play a meaningful role in conserving biodiversity. WCT supports and adopts sustainability related certifications when procuring materials, such as 12 mm plywood, which complies with chain of custody requirements set by the Programme for the Endorsement of Forest Certification ("PEFC").

ENVIRONMENTAL MONITORING AND PROTECTION

Air, water, and noise pollution monitoring remain essential to WCT's business operations as the Group believes in pollution prevention and adhering to regulatory compliance.

WCT is aware that its numerous construction works may potentially act as sources of pollution. Environmental monitoring is conducted periodically at all work sites before commencing work in compliance with DOE requirements. Any violation of environmental standards and guidelines found during environmental monitoring inspections is reported for immediate remedial action from relevant parties.

SUSTAINABILITY STATEMENT
cont'd

All construction sites engage certified environmental consultants or accredited laboratories to conduct environmental monitoring, sampling and data reporting. SIRIM QAS conducts certification audits of WCT's Environmental Management System where implemented, annually to ensure continued conformance to the ISO 14001 standard.

The Group is concerned about the serious consequences of environmental pollution and has therefore begun to put in place adequate environmental protection measures at all project sites. These include:

1. Using wastewater treatment units at Sultan Ismail Petra Airport, Kota Bahru and 118 Mall project sites. These systems use a chemical process to remove suspended solids from construction activity surface runoff, rainwater runoff, and any generated wastewater before discharging it into the public drainage system or recycling it for further use.

Wastewater treatment units at Sultan Ismail Petra Airport

2. Installation of 'Silt Traps' as a sediment control measure at most project sites including Sultan Ismail Petra Airport, Pan Borneo Highway and Container Port project sites.

Silt trap at Sultan Ismail Petra Airport

SUSTAINABILITY STATEMENT
cont'd

3.   Installation of 'Silt Fence' using geotextile as an erosion control measure at WCT's Engineering and Construction project sites

Silt fence at Container Port

Silt fence on the Pan Borneo Highway

4.   At the Pavilion Mont Kiara and W City OUG project sites, purpose-built sediment ponds have been installed to filter and treat surface run-off containing silt or effluents before it is released into the watercourse.

Pavilion Mont Kiara   *W City OUG*

On top of these environmental protection efforts, WCT implements an Erosion and Sediment Control Plan ("ESCP") at all construction sites, whenever applicable. The Property Development Division also leverages on the natural topography of development sites and minimises its cut-and-fill approach to reduce soil erosion during construction.

SUSTAINABILITY STATEMENT
cont'd

The following table outlines the specific standards, guidelines, KPIs, general incidents as well as the Person in Charge ("PIC") of environmental pollution monitoring:

Pollution Type	Pollution Monitoring and Control Guidelines	Pollution Control KPIs	General Pollution Incidents/ Causes	Environmental Monitoring PIC
Air	WCT complies with New **Malaysian Ambient Air Quality Standards (2020)** by DOE. The parameters to be monitored are differed for each project sites based on client requirements (stated in Contract, BQ) or regulatory bodies (such as DOE, EPD, NREB, etc.). For those projects subject to EIA, all the monitoring & compliances shall be adhered to **EIA requirements / EIA Conditions of Approval** by DOE.	Project sites have to comply with the recommended limits / target as stipulated by the Authorities / Client based on **Malaysian Ambient Air Quality Standard (2020)**.	Most significant impacts of air pollution from the project sites are due **to dust emission during earthwork activity and dark smoke emission from generator sets and heavy machineries**. If there is any non-compliance observed during site inspection, site audit or Authority enforcement, we may receive a NCR, SWO and Fine / Penalty if no proper control and mitigation measures are taken place. Besides that, public / nearby residences complaints might contribute to the NCR / SWO / Fine by the client or Authority.	
Water	For a water discharge from a silt trap / sediment pond, project sites shall comply with the **Environmental Quality (Industrial Effluent) Regulation 2009** by DOE (either Standard A or Standard B, is based on a project location from the raw water intake / treatment. If the construction project is located at the upstream of the water intake, Standard A shall be used). Generally, basic parameter to be monitored is Total Suspended Solid. While for river water quality, we comply with the **National Water Quality Standards for Malaysia ("NWQS")** based on the river water classes & uses (Class I – Class V). The parameters to be monitored for both silt trap / sediment pond and river water are differed for each project sites based on client requirements (stated in Contract, BQ) or regulatory bodies (such as DOE, EPD, NREB, etc.). For those projects subject to EIA, all the monitoring & compliances shall be adhered to **EIA requirements / EIA Conditions of Approval** by DOE accordingly. Filtration systems using silt fence or gabion wrapped with geotextile are installed to treat surface run-off and effluent from project sites before entering watercourse.	Project sites have to comply with the recommended limits / target as stipulated by the Authorities / Client based on **Environmental Quality (Industrial Effluent) Regulation 2009 and NWQS or EIA requirements / EIA Conditions of Approval**.	Most significant impacts of water pollution from the project sites are due to **earthwork activities; during site clearing, excavation, piling works** and the **oily surface run-off due to improper storage of diesel container, hydraulic/ lubricant oil leakage or spillage from the heavy machineries**. If there is any non-compliance observed during site inspection, site audit or Authority enforcement, we may receive a NCR, SWO and Fine / Penalty if no proper control and mitigation measures are taken place. Besides that, public / nearby residences complaints might contribute to the NCR / SWO / Fine by the client or Authority.	We have Environmental personnel and / or an Environmental representative at all our project sites to monitor the related environmental matters / issues.

SUSTAINABILITY STATEMENT
cont'd

Pollution Type	Pollution Monitoring and Control Guidelines	Pollution Control KPIs	General Pollution Incidents/ Causes	Environmental Monitoring PIC
Noise	Generally, noise disturbances from the project site shall comply with the **Guidelines for Environmental Noise Limits and Control (2019)** by DOE. The recommended Schedule and Limit will be determined based on the receiving land use and the project's activity. The Guidelines should be used in new and existing project planning, which may not necessarily require an EIA. All projects requiring noise assessments must undertake an EIA in accordance to this Guidelines. The parameters to be monitored are differed for each project sites based on client requirements (stated in Contract, BQ) or regulatory bodies (such as DOE, EPD, NREB, etc.). For those projects subject to EIA, all monitoring & compliances shall adhere to **EIA requirements / EIA Conditions of Approval** by DOE accordingly.	Project sites have to comply with the specified noise limits in the environment for new developments and projects for protection of the public from excessive noise as stipulated by the Authorities / Client in accordance to **Guidelines for Environmental Noise Limits & Control (2019) or EIA requirements / EIA Conditions of Approval**.	Most significant impacts of noise emission from the project sites are due to **operation of machinery and equipment such as the piling rig, excavator, hydraulic breaker and generator set** as well as from **construction activities such as piling & boring works, demolition, concreting/ casting and hacking activities**. If there is any non-compliance observed during site inspection, site audit or Authority enforcement, we may receive an NCR, SWO and Fine / Penalty if no proper control and mitigation measures are taken place. Besides that, public / nearby residences complaints might contribute to the NCR / SWO / Fine by the client or Authority.	

WCT has set environmental compliance targets to drive better performance. These targets are as follows:
1. Maintain zero significant instances of legal non-compliance on environmental pollution leading to fines or non-monetary action from authorities. This target encompasses activities that may cause air, water, or soil pollution in a manner that poses a threat to public health or the environment.
2. Zero official substantiated complaints related to environmental pollution from neighbouring communities at WCT locations by 2030.

Note: Official substantiated complaints refers to the complaint received via defined medium (written platform and Facebook) and the pollution level must exceed the Permissible Exposure Level (PEL) that is declared by authorities.

Periodic water quality monitoring is conducted to ensure compliance with relevant water quality standards for effluent discharge. On some occasions, exceedances were observed as listed in the tables below. These were addressed and rectified at the point of detection.

SUSTAINABILITY STATEMENT
cont'd

ENGINEERING AND CONSTRUCTION DIVISION:

Project Site	Year		
	2020	2021	2022
TRX C2	0	2	0
WCE	0	0	0
Pan Borneo Highway	10	12	12
LRT3 GS02 & GS03	4	9	12
Elevated Highway Project	5	0	6
TRX Retail	0	0	0
Pavilion Damansara Heights	0	0	0
118 Mall	N/A	N/A	0
Container Port	N/A	9	7
Sultan Ismail Petra Airport	N/A	3	4
Jetty Extension	N/A	N/A	12

PROPERTY DEVELOPMENT DIVISION:

Project Site	Year		
	2020	2021	2022
W City JGCC	0	0	0
W City OUG	0	7	14
Adenia Apartments	N/A	N/A	0
Paradigm Hotel and Residence	4	8	0
Parklands Gravity Sewerage	N/A	2	1
Pavilion Mont Kiara	N/A	2	4

In FY2022, WCT was not fined or censured for any incident of environmental non-compliance. However, the Property Development Division received a complaint from an adjacent community on air pollution, which was alleged to be caused by ongoing earthworks at one of the project sites. Upon receiving the notice of the complaint through a relevant local authority, the project team immediately investigated and monitored air quality. The result of the air quality monitoring showed that the site has complied with the recommended limits based on the Malaysian Ambient Air Quality Standard (2020). The project team continues to conduct regular monitoring to ensure compliance. The complainant was subsequently informed, through the local authority of the actions taken by the project team.

INDUSTRIAL COLLABORATION PROGRAMME/RESEARCH PARTNERSHIPS

WCT collaborates with research institutes and education institutions to furnish our operations with the latest industry insights. Findings through such collaboration serve as a bridge between academic-based research and development with industry players.

Research – Solar Energy to Hydrogen Generation using Seawater

As part of our efforts to address climate change implications, WCT will collaborate with Universiti Malaysia Sabah to fund a three-year prototype research project on harvesting solar energy to produce hydrogen from seawater through the Container Port project industrial collaboration programme.

The research, which will be fully funded by WCT, is intended to explore the feasibility of harvesting solar energy for the electrolysis process and hydrogen storage. The project is forecasted to begin in mid-2023. This research partnership and industrial collaboration programme has the following objectives.
1.   To promote knowledge transfer between the research institution and industry.
2.   To tackle climate change issues by improving renewable energy sources and availability.
3.   To support the research and findings on solar energy to hydrogen generation for future business benefits.

In addition, WCT's collaboration with Technology Depository Agency Berhad to set up BIM training labs at the University Malaysia Sabah and the Engineering Department of Malaysia Airports Holdings Berhad aims to equip university students and airport operators with BIM-related knowledge.

The BIM training lab at University Malaysia Sabah was set-up in March 2023

Research – Use of Asphalt Milling Material in Construction of the Roadway

WCT's sustainable material use initiatives include facilitating research and development endeavours through a two-year collaboration with Monash University funded by WCT Berhad. The Group's Engineering and Construction Division subsidiary participated in this research program, which focused on studying asphalt milling materials as eco-friendly construction materials that could replace virgin aggregates in the roadbase layer for a temporary diversion road at the Pan Borneo Highway project.

The partnership resulted in the publication of a research paper in January 2022, which explored the application of asphalt milling materials in the roadbase of a temporary diversion road. Multiple tests were conducted to determine the material characteristic of asphalt milling materials that were milled from the existing road. The laboratory test results indicated that the asphalt milling materials could be used as a subgrade for a permanent road, subbase and roadbase for temporary construction access, and roadbase for a temporary diversion road.

To evaluate the true performance of asphalt milling material, a 200-meter trial section of temporary road diversion was constructed and the results showed that it remained in excellent condition to date, even after it was opened to road users.

SUSTAINABILITY STATEMENT
cont'd

SOCIAL PERFORMANCE

WCT's approach towards its social performance focuses on the following stakeholders: employees of the Group, local communities and workers not under direct employment of the Group, but whose work conditions and work sites come under the Group's purview. The material topics related to our social performance are addressed through talent management, community investments, OHS, labour welfare, and human rights strategies.

The Group has not received any censure or fine for non-compliance with social regulations in FY2022, and there have been no cases brought through dispute resolution mechanisms.

TALENT MANAGEMENT

WCT's talent management strategy centres on four core components: **recruitment, retention, reward,** and **professional development and training**. WCT places a strong emphasis on meritocracy, providing equal opportunities for all positions across the Group.

Adherence to the Malaysian Employment (Amendment) Act 2022 and all other relevant labour laws is a priority for WCT, consistent with the principles of the International Labour Organisation (ILO). WCT has taken steps to comply with the updated provisions of the Act, which includes entitlements for sick leave, hospitalisation leave, maternity leave, and paternity leave.

The Group is pleased to report that in FY2022, it has not incurred any fines, censures, or regulatory action related to any violation of the rights of individuals, and has not engaged in any instances of forced or compulsory labour.

Internship and Management Trainee Programme	Competency Based Performance Management System	Promotions & Reward Management
Grievance Handling	**TALENT MANAGEMENT AND DEVELOPMENT**	Equal Opportunity Workplace
Recruitment & Selection		High Performance Culture (HPC)
Succession Planning and Management	Code of Conduct and Business Ethics, Fraud & Whistleblowing	Employee's Competency and Career Development

WORKER RIGHTS

WCT recognises and upholds the legal entitlements afforded to its employees, including the right to receive prescribed benefits and welfare, as well as fair and humane working conditions. This encompasses the right of employees to freedom of association, collective bargaining, and expression of grievances.

The Group is also committed to labour practices as outlined in the principles of the United Nations Global Compact Principles:
- Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and
- Principle 2: make sure that they are not complicit in human rights abuses.
- Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Principle 4: the elimination of all forms of forced and compulsory labour;
- Principle 5: the effective abolition of child labour; and
- Principle 6: the elimination of discrimination in respect of employment and occupation.

In view of this commitment, WCT has started working on a policy to address Human Rights and Labour Practices covering the aforementioned principles. This policy aims to be ready by 2023 and prohibits the use of child labour and worker exploitation regarding excessive working hours and discrimination.

Employees are free to join, support or participate in any association, cultural society, professional body or political entity so long as such associations are not illegal, i.e., involved in outlawed groups.

WCT endeavours to provide minimum notice to its employees concerning any major or minor operational modifications that may impact them. Such changes may include alterations to employment conditions, work location, and job responsibilities, as well as changes to compensation, benefits, and contract status.

Employees are entitled to seek further clarification or information regarding any operational change and are encouraged to do so. Additionally, employees have the right to express any grievances or dissatisfaction arising from the change to their immediate supervisor or the Human Resources Department.

Three complaints regarding operational changes which resulted in constructive dismissals were made in FY2021. Two of these cases have been closed, with one awaiting further action. In FY2022, however, there were zero complaints received. WCT complies with the Malaysian government's minimum wage policy. Even before implementing the minimum wage policy, all salaries paid in WCT exceeded the minimum wage requirement of RM1,500 per month.

SUSTAINABILITY STATEMENT
cont'd

- Minimum notice on operational changes
- Ensuring non-discrimination and equal opportunity
- Compliance with minimum wage
- **Worker Rights**
- Respecting workers with human rights and labour practices
- Prevention of child labour or forced labour
- Right to freedom of association/collective bargaining

EQUAL OPPORTUNITY AND DIVERSE WORKPLACE

WCT recognises the value of workforce diversity in offering a range of perspectives and experiences that facilitate informed decision-making. Therefore, WCT is firmly committed to maintaining diversity and promoting equal career advancement, regardless of an individual's race, religion, gender, age, sexual orientation, disability status, or nationality. To this end, the Group's Human Resources ("GHR") team has guidelines which aims to eliminate discrimination and strives to create a workplace environment based on professionalism and merit.

Notably, there were no reported incidents of discrimination based on gender, religious beliefs, or ethnicity during the fiscal year.

OUR WORKFORCE

Total Employees (Headcount)

FY2017	FY2018	FY2019	FY2020	FY2021	FY2022
2,868	3,027	2,778	2,362	2,302	2,091

Percentage of Employees by Gender

	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022
Female	22%	21%	24%	25%	27%	27%
Male	78%	79%	76%	75%	73%	73%
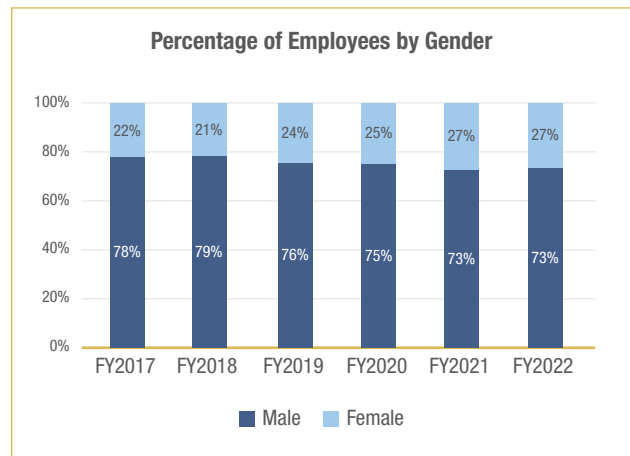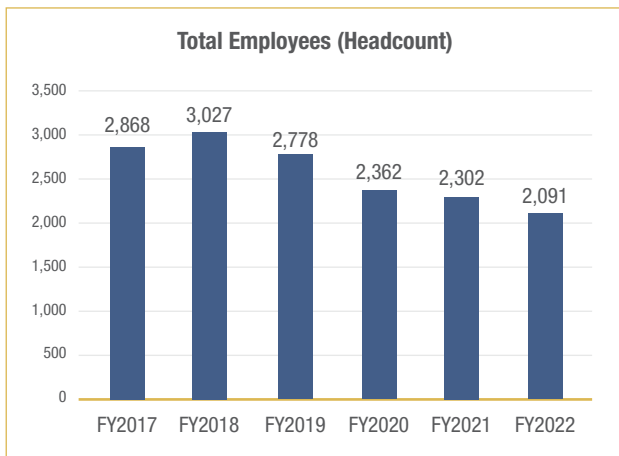
The workforce encompasses all business divisions, with construction activities at project sites making up a significant portion under the Engineering and Construction Division, as well as the Property Development Division. Hence, the reason for the overall male-dominant composition of the workforce is due to the physically demanding and intensive nature of work on construction and operational sites.

SUSTAINABILITY STATEMENT
cont'd

Percentage of Employees by Ethinicity

	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022
Others	34%	39%	36%	29%	24%	23%
Indian	11%	6%	6%	7%	7%	6%
Chinese	17%	16%	18%	21%	22%	22%
Malay	38%	39%	40%	43%	47%	49%

■ Malay ■ Chinese ■ Indian ■ Others
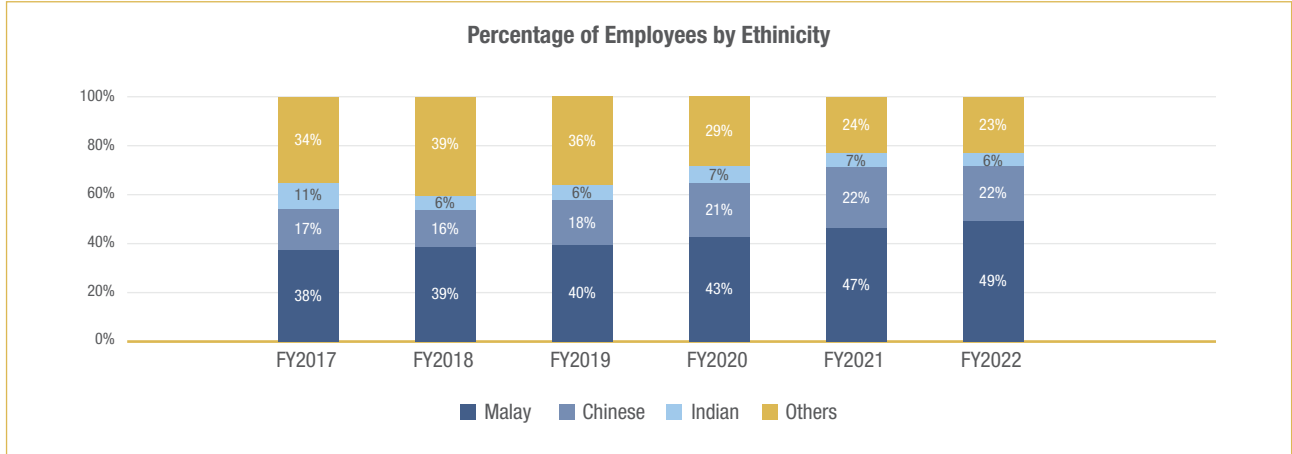
Note: Employees categorised under "Others primarily consists of foreigners.

Percentage of Employees by Age Group

	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022
>50	10%	9%	9%	11%	13%	14%
30 - 50	52%	55%	58%	61%	61%	64%
<30	38%	36%	33%	28%	26%	22%

■ <30 ■ 30 - 50 ■ >50
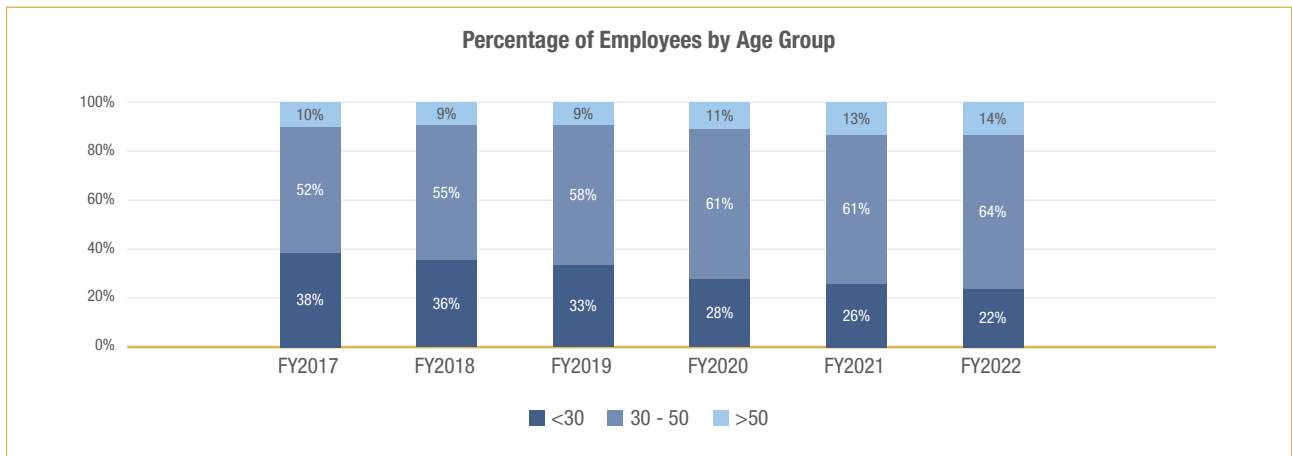
WCT is a workplace with age diversity. While most of the employees fall between the age group of 30-50 years old, providing WCT with sufficient talent to support succession planning initiatives across the Group, the Group has a good percentage of seasoned employees above 50 years old. This group of employees with vast working experience can provide their expertise to help the younger employees develop new skills and drive higher productivity in the company.

Percentage of Employees by Contract

	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022
Permanent	65%	61%	64%	71%	68%	69%
Contract	35%	39%	36%	29%	32%	31%

■ Contract ■ Permanent
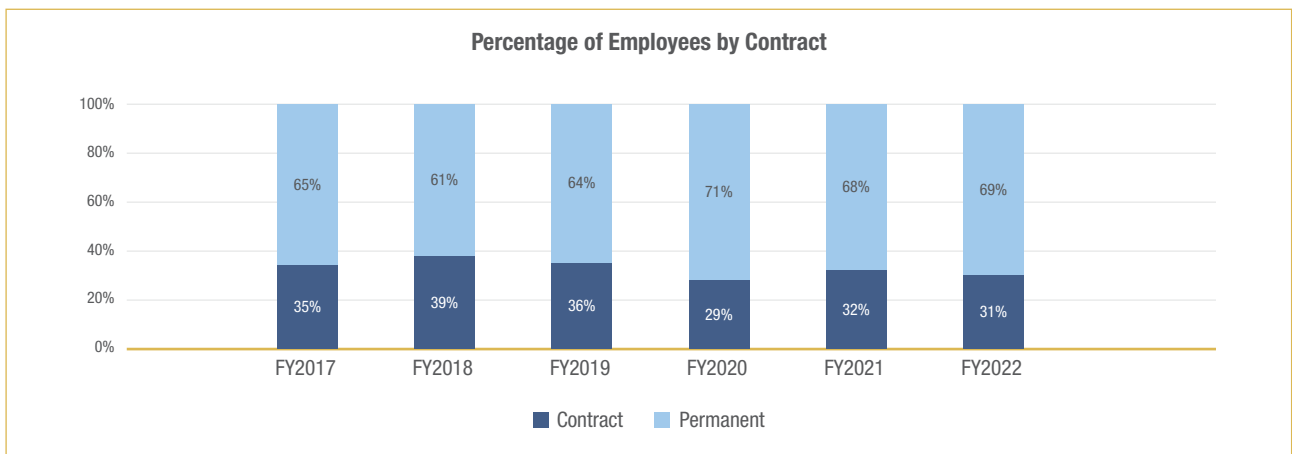
The majority of employees are recruited with permanent employment status, and they are typically local residents. As a result, this provides increased job security and enhanced employment perks for a larger number of locals.

SUSTAINABILITY STATEMENT
cont'd

The workforce who have been contracted to work within the premises or under the control of WCT but not direct employees of the organisation include apprentices, interns (who are not part of the WCT's Protégé RTW Programme), contractors, and sub-contractors. In FY2022, around 113 interns were recruited and worked across various business divisions of WCT.

Percentage of New Hires by Age Group

Percentage of Turnover by Age Group

Number of Turnover by Employee Category

Percentage of Employee by Gender based on Employee Catagory

Percentage of Employee by Age Group based on Employee Catagory

SUSTAINABILITY STATEMENT
cont'd

Percentage of Women in Management

- FY2017: 3.00%
- FY2018: 3.43%
- FY2019: 4.13%
- FY2020: 4.03%
- FY2021: 4.14%
- FY2022: 3.00%
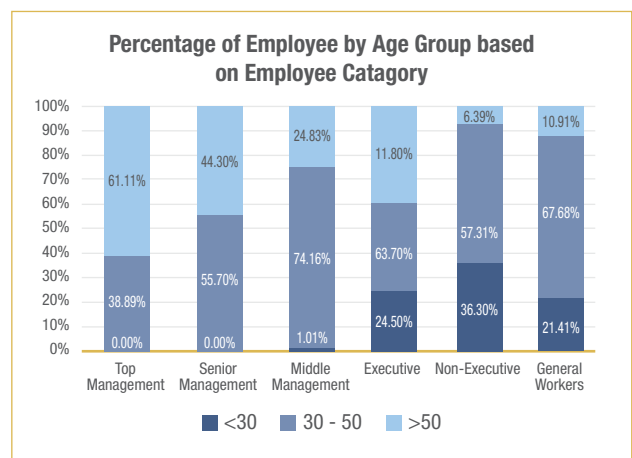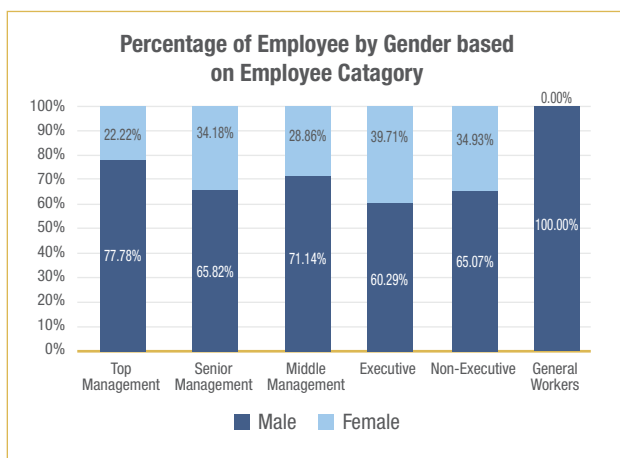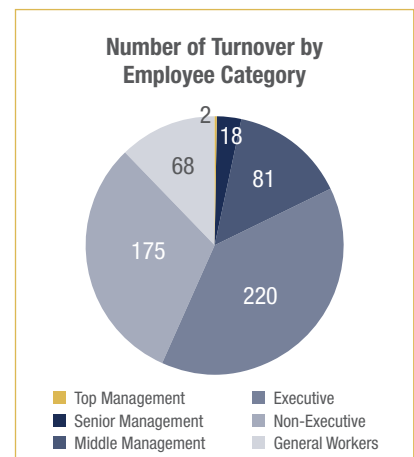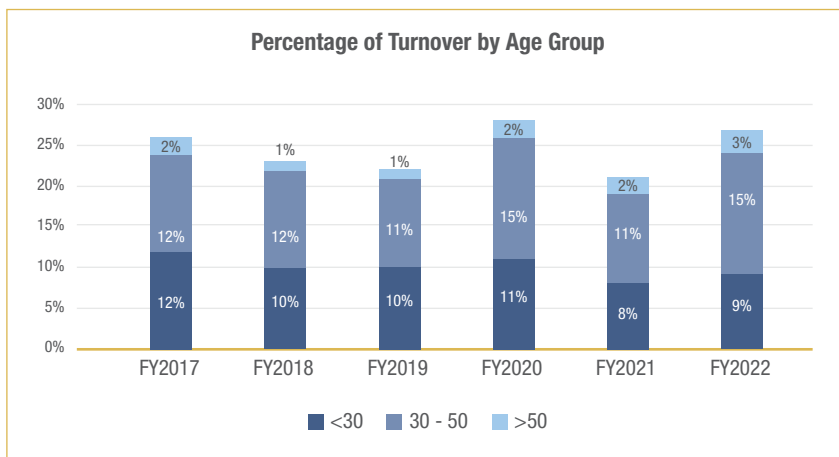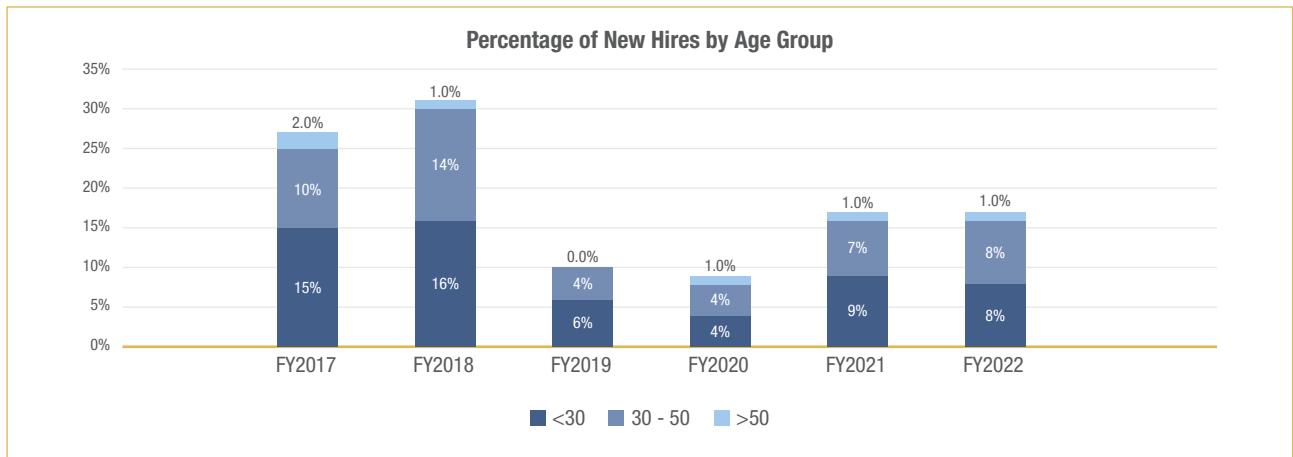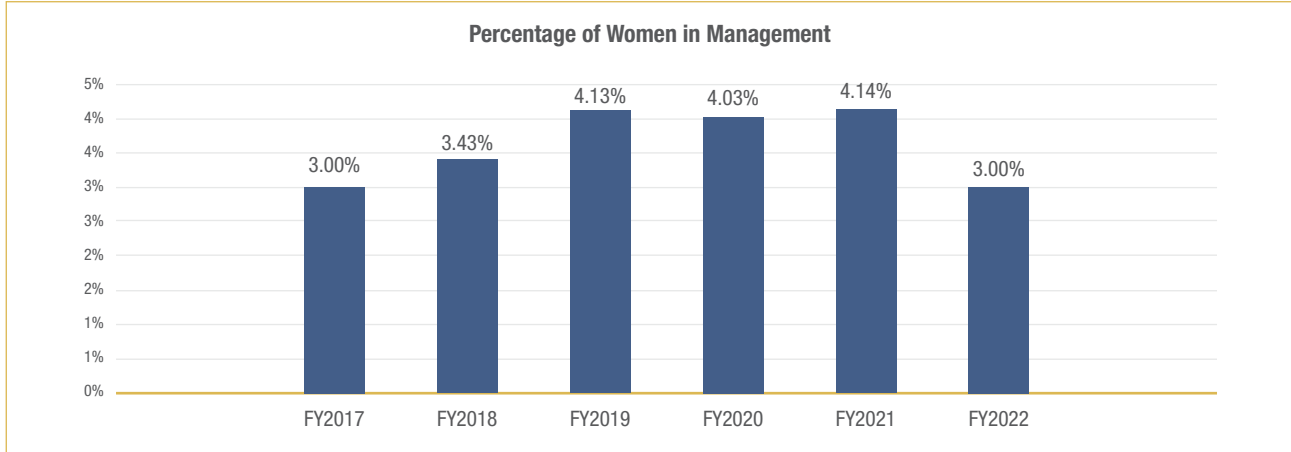
The Group's Human Resources Department is taking proactive steps towards recruiting and developing more female managers for critical middle and senior management roles across WCT. As part of this initiative, the company aims to increase the percentage of women in managerial positions by 5% by 2026, with a 2021 baseline of 4.14%.

With regard to basic salaries and employee compensation, the Group has identified an overall ratio of 0.83 for the average salaries of female employees compared to their male counterparts. WCT is committed to taking action to narrow the gender pay gap and enhance its capacity to collect and analyse data by employee category, in order to proactively manage and monitor the pay gap.

PERCENTAGE OF FOREIGN VS LOCAL WORKERS / EMPLOYEES (GROUP)

Talent Composition (Locals and Foreign Talents/ Workers)

- FY2020: Local 2,012, Foreign 766, 70.0%
- FY2021: Local 1,894, Foreign 469, 80.0%
- FY2022: Local 1,956, Foreign 346, 85.0%
- FY2022: Local 1,808, Foreign 283, 86.5%

Legend: Local, Foreign, Percentage of Local Workers/ Employees
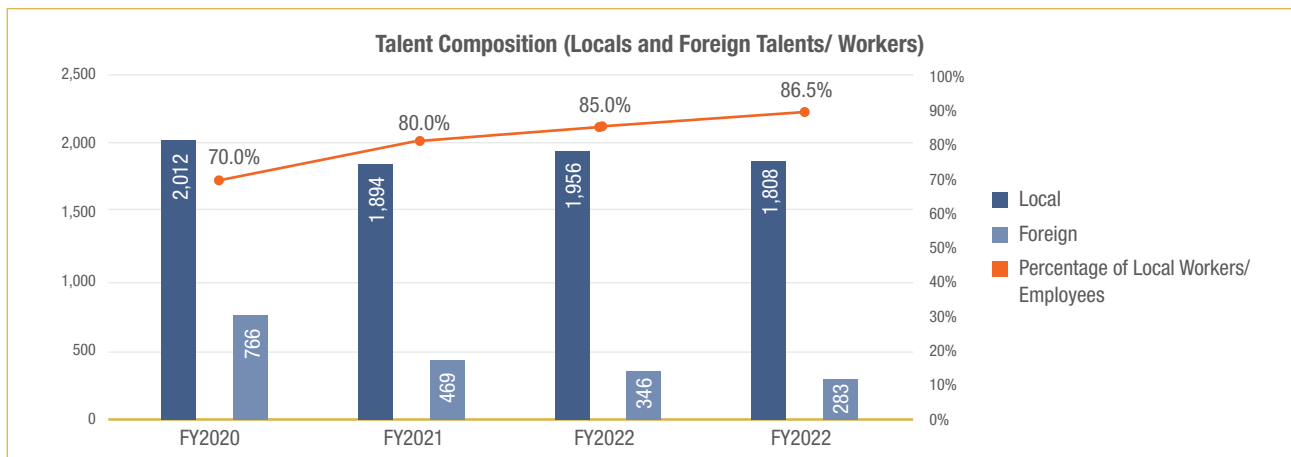
The construction and property development divisions employ the majority of foreign workers in the Group, hailing from various source countries approved by the Ministry of Home Affairs. Despite the decline in the number of workers, the percentage of local workers in the overall workforce has continued to show a positive trend, demonstrating that the Group remains committed to promoting local employment.

RECRUITMENT

With the exception of the Engineering and Construction department, which employs foreign labour, nearly all of WCT's workforce comprises local employees. WCT's talent acquisition process is solely based on merit, which takes into account a candidate's professional qualifications, competencies, and relevant experience. The Group's guidelines strictly prohibit discrimination based on ethnicity, gender, age, disabilities, political affiliations, and other socio-demographic factors.

Moreover, the diverse range of employment opportunities available through WCT's operations ensures that many local graduates can secure jobs within the country, helping curb the brain drain issue Malaysia is currently facing. The jobs created also provide sustainable incomes, which have a multiplier effect on many families and support the local economy.

SUSTAINABILITY STATEMENT
cont'd

EMPLOYEE INDUCTION AND EXIT INTERVIEWS

All new hires undergo a mandatory induction programme to familiarise employees with their new working environment and acclimatise them to their respective roles and responsibilities. HODs will be responsible for this acclimatising process.

Induction programmes play an important role in creating awareness and communicating WCT's stringent standards in regard to the Group's SOPs. Employees who leave WCT will be required to complete an exit process either in the form of a review or exit form.

TRAINING

WCT identifies employee training requirements through a gaps assessment process and an annual formalised job appraisal process. Each employee receives a formal appraisal at least once a year, with a 100% appraisal rate achieved in FY2022.

To ensure confidentiality, the appraisal process follows a closed approach, where the appraisal is conducted solely between the employee and their superior. During the appraisal, areas for improvement are identified, and plans are formulated to address performance gaps. In the event that an employee disagrees with their assessment, they have the right to provide feedback to GHR as part of the overall grievance mechanism. Notably, no unresolved issues related to employee appraisals were reported in FY2022.

WCT fully covers the costs of all training programs employees attend, and employees are encouraged to request further training opportunities to support their continued professional development. Feedback provided by employees is assessed and used to improve future training modules. Additionally, employees who require retraining are shortlisted for future opportunities.

In FY2022, WCT conducted several training programs, as outlined below:

Type of Training	Training Programme
Soft Skills Training	Performance Management Workshop, Customer Service, Leadership Workshop
IT Literacy Training	Microsoft Office Suite (Excel, PowerPoint, Word)
Technical Training	Primavera P6
Regulatory/Statutory Compliance Training	Employment Act, Statutory Contributions, Accounting Standards, Facilities Management/Building Laws, Housing Development/Building Act, Strata Title Management
Certification Programme	ISO, Certification of CIBD (Competent Site Supervisor and Competent Construction Manager)

	2022	
	Management	Non-Management
Total Training Hours (Group)	1613.50	5264
Number of Employees Attended	163	497
Investment Spent (RM)	109,321.47	169,699.91
Average Training Hour per Employee	10.10	9.44

SUSTAINABILITY STATEMENT
cont'd

EMPLOYEE REMUNERATION AND EMPLOYMENT BENEFITS

WCT provides a competitive compensation package to all its directly employed staff, taking into account their professional qualifications, experience, seniority, and job performance. The remuneration package includes salaries, bonuses, statutory payments, healthcare, various types of leave, and other financial and non-financial rewards, in compliance with the Employment (Amendment) Act 2022 and market standards.

Full-time employees enjoy the following benefits:

Leave	- Annual - Emergency - Medical & Hospitalisation - Prolonged Illness	- Examination - Compassionate - Marriage - Paternity	- Maternity - Replacement - Retirement
Medical	- Dental benefit - Medical Treatment Claims - Hospitalisation & Healthcare Insurance - Group Personal Accident & Group Term Life Insurance		
Reimbursement and Entitlements	- Mileage, Toll & Parking Reimbursement - Accommodation, Transportation and Laundry entitlements		
Other benefits	- Employee Referral Incentives - Employee Share Option Scheme ("ESOS") - Petrol Fleet Card - Prefessional Bodies' Annual Membership Fees		

Furthermore, the Group aims to enhance its existing performance management framework by incorporating KPIs to facilitate a more effective reward system. WCT regularly benchmarks employee salaries using a compensation report derived from an annual compensation survey. This is conducted to ensure that employee salaries are comparable to the general market rate, especially for high-performing candidates. Additionally, employee benefits are periodically reviewed to ensure their relevance and competitiveness.

Employee Benefits Provided and Utilised by Staff
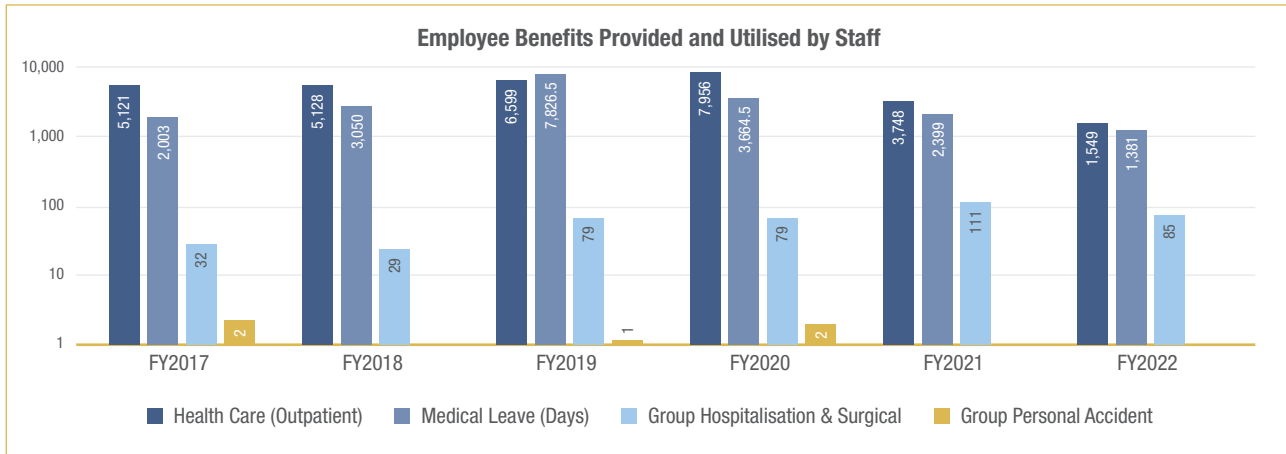
Further information, including the expenditure on employee benefits, is presented in the table below.

Benefits	2020		2021		2022	
	Head Count	Claim Amount (RM)	Head Count	Claim Amount (RM)	Head count	Claim Amount (RM)
Health Care (Outpatient)	7,956	721,171.02	3,748	589,791.96	1,549	864,264.76
Medical Leave (Days)	3,664.5	0.00	2,399	0	1,381	0
Group Hospitalisation & Surgical	79	1,059,650.49	111	890,363.13	85	867,473.87
Group Personal Accident	2	160,000.00	0	0	0	0

SUSTAINABILITY STATEMENT
cont'd

PARENTAL LEAVE

Parental Leave Extended to Employees (Headcount)
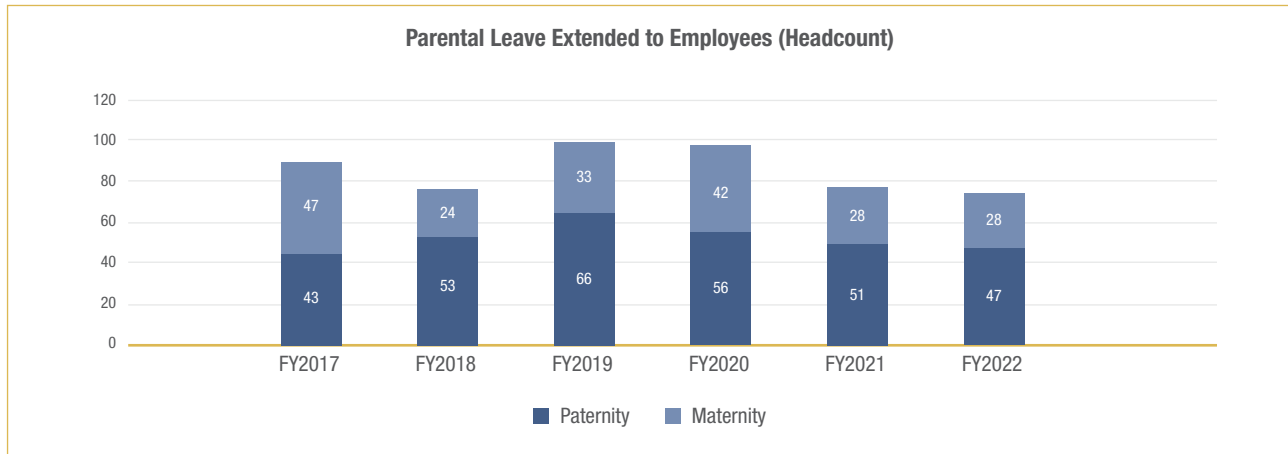
Beginning January 2023, married male employees are given seven paid paternity days annually. Female employees are given 98 days of paid maternity leave for each confinement period, in line with the Employment (Amendment) Act 2022.

	Female	Male
Number of employees who returned to work in the reporting period after parental leave ended	28	47
Return to work rates	100%	100%

As per the table, 100% of employees who took paternity or maternity leaves returned to work and remained with the organisation for 12 months or more for the last three years.

EMPLOYEE SATISFACTION

Employees are viewed as joint stakeholders in value creation. Hence, in support of talent retention, an annual staff satisfaction survey is conducted by GHR. GHR has set a target to achieve at least 80% employee satisfaction rating score.

In July 2022, the first employee satisfaction survey was conducted to understand employees' level of satisfaction towards the Group's COVID-19 precaution measures in offices and operational sites between 2020 to 2022. The employee satisfaction index score was 94%, which achieved the target set.

EMPLOYEE ENGAGEMENT

WCT periodically organises or sponsors non-work-related company activities, including sporting activities, festive celebrations, health talks, sustainability-related events and more. This reflects the management's commitment in providing employees an enriching and fulfilling work-life at WCT while helping employees strike a balance between their professional and personal lives. These programmes and activities reinforce WCT's staff's motivation and well-being while creating an exciting workplace that fortifies healthy staff rapport and relationships.

SUSTAINABILITY STATEMENT
cont'd

Engagement Activities 2022:

INTERNATIONAL WOMEN'S DAY CAMPAIGN – NOMINATE THE WOMAN WHO INSPIRES YOU!

In line with International Women's Day ("IWD"), WCT organised an internal staff engagement activity where employees were encouraged to nominate their colleagues who inspire them most.

'FEED THE NEEDY' INITIATIVE FOR DEEPAVALI CSR ACTIVITY

WCT encouraged employees to volunteer for its first festive 'Feed the Needy' initiative at PPR Bukit Jalil, Kuala Lumpur, by distributing packed meals, savoury snacks, and cookies

FOSTERING TEAM SPIRIT AND UNITY THROUGH SPORTS TOURNAMENTS

A bowling competition was organised by Première Hotel, Klang, and participants took the opportunity to get to know one another as they teamed up to compete in a friendly match

About 46 employees participated in a badminton tournament organised by the Badminton Sports Club of WCT's LRT3 GS02 & GS03 project site

SUSTAINABILITY STATEMENT
cont'd

YOUTH UNEMPLOYMENT INITIATIVES, APPRENTICESHIPS OR GRADUATE PLACEMENTS

Protégé RTW Programme

In FY2022, a total of 78 fresh graduates were selected for the Protégé RTW Programme, which is offered by WCT with over RM2 million spent. The programme provides internship opportunities for unemployed youths from the lower-income or B40 group. Out of the selected candidates, 28 talents have been recruited as contract staff.

Under the programme, each candidate received a comprehensive remuneration package along with several benefits. The details of the remuneration and benefits are provided below:
• Fixed monthly allowance of RM2,000
• 10 days of Soft Skill Training Programme (by engaging external training providers with a cost of RM700 per participant)
• Other benefits, including PERKESO (monthly contribution of RM9.75), Employment Insurance Scheme (monthly contribution of RM3.90), ten days paid leave, ten days sick leave, outpatient medical claims (up to RM300), and Group Insurance coverage (Personal Accident, Hospitalisation and Surgical Policy)

Collaboration programmes have also been conducted with aviation and hospitality schools for the hotels and business aviation businesses.

Internship at Hotels

In 2022, WCT's hotels collaborated with hospitality schools of tertiary education institutes, such as Sunway University, Taylor's University, MSU, etc., to conduct three to six months internship programmes that allow WCT to develop future talents and leverage the talents and ideas of the younger generation.

Remuneration for interns under this programme is as follows:
• Monthly training allowance
• Duty meals
• Certification upon completion of programme
• Full-time and part-time job opportunities
• Weekly day offs and public holidays
• Participation in the Hotel's Recreation and Sport Activities
• Uniforms are provided for Operation interns

Interns at Première Hotel   *Intern at Le Meridièn Petaling Jaya*

SUSTAINABILITY STATEMENT
cont'd

Internship at SkyPark Aviation

A total of 12 students from AME Training Academy joined SkyPark Aviation under a 3-month internship programme to receive training through practical experiences at the SkyPark Regional Aviation Centre ("RAC"). The internship is part of a government-funded programme for aviation school students, and SkyPark Aviation provided duty meals during the training programme.

Interns at SkyPark Aviation

OCCUPATIONAL HEALTH AND SAFETY

OHS MANAGEMENT APPROACH

The management of Occupational Health and Safety ("OHS") remains a vital topic for WCT, as workplace accidents and incidents can significantly hinder business operations and impede the development of both financial and non-financial value.

As an employer, the Group has a duty of care to ensure its employees' and workers' health and safety, reinforcing its credibility and reputation as a trustworthy company. Additionally, a strong OHS culture boosts staff morale and minimises disruptions that could negatively affect construction site development and business operations.

Any OHS incident, particularly those resulting in injuries or loss of life, is a tragedy that must be prevented at all costs. All employees and workers are covered under the Occupational Safety and Health system.

WCT has taken a precautionary approach to prevent the spread of COVID-19 among its employees, prioritising its workforce's good health and well-being. The Group recognises that effective safety and health management will contribute to a productive workforce that can, in turn, drive economic growth.

To maintain high levels of OHS standards across the Group's divisions, WCT adopts a no-compromise stance on OHS. This unwavering commitment is the cornerstone of the Group's efforts to enhance and improve its safety and health record.

BOARD AND MANAGEMENT OVERSIGHT OF HEALTH AND SAFETY

OHS performance data, incident reports, and related information are regularly presented to the Board, which deliberates on such matters and recommends improvements or corrective actions as needed to the current OHS management approach.

Each business division, operating company, and operating site has an assigned OHS champion responsible for ensuring safe and secure work environments and achievement of OHS KPIs and targets. Senior management is responsible for implementing various approaches and planning announced and unannounced site visits to investigate major OHS incidents as required.

Despite the endemic phase of the COVID-19 pandemic, the Group continues to employ prevention strategies such as providing employees with self-test kits to conduct weekly tests and installing air purification systems in all offices to maintain clean air and reduce the risk of infection.

SUSTAINABILITY STATEMENT
cont'd

In FY2022, various OHS topics were discussed at the Board or Senior Management level or both, either at the Group level or in respective subsidiary companies:

- Health, Safety and Environment ("HSE") management system performance
- Legal compliance and HSE contractual requirements
- OHS training and awareness
- COVID-19 prevention and control measures
- Environmental and sustainability requirements
- Emergency Response and Preparedness

GOVERNANCE OF OHS

WCT's business divisions operate in accordance with OHS regulatory standards and industry benchmarks established by the Malaysian government and its relevant agencies. The Group strictly adheres to the Malaysian Occupational Safety and Health Act 1994, Factory and Machinery Act 1967, Environmental Quality Act 1974, regulatory orders, and relevant Codes of Practice.

WCT has also implemented ISO 45001:2018 Occupational Health and Safety Management System ("OHSMS") at selected operations. All business divisions and operating companies are working towards adopting this best practice standard in order to prevent workplace injuries and illnesses.

Furthermore, WCT requires its supply chain to comply with the same regulatory requirements and OHS KPIs and targets set by the Group, where applicable. In addition to regulatory compliance, WCT is guided by its OHS Policy, as well as its OHS commitments and targets outlined below:

Committed to fulfilling legal and other requirements.

Strive towards ZERO life loss at all workplaces.

Committed to provide safe and healthy working conditions for the prevention of work-related injury and ill health.

Committed to consultation and participation of employees as well as awareness building among employees and external parties.

Committed to prevent, control, guard and eliminate hazards and reduce occupational, health and safety risks.

Continual improvement in OHS Management System.

Pledge to provide appropriate information, training, instruction and supervision in all aspects of occupational health and safety.

BUSINESS DIVISION SITE CERTIFICATION

At the conclusion of FY2022, the Group's business divisions held the following OHS and other certifications:

Business Unit	Certification	Description
Engineering and Construction Division	ISO 9001:2015	Quality Management System ("QMS")
	ISO 45001:2018	Occupational Health and Safety Management System ("OHSMS")
	ISO14001:2015	Environmental Management System ("EMS")
Property Development Division	ISO 9001:2015	Quality Management System ("QMS")
	ISO 45001:2018	Occupational Health and Safety Management System ("OHSMS")

SUSTAINABILITY STATEMENT
cont'd

WORKER REPRESENTATION ON JOINT HEALTH AND SAFETY COMMITTEES

WCT practices a stakeholder-inclusive approach, where all established OHS committees include strong employee representation, including third-party workers. This approach has led to more than sufficient worker representation on joint management-worker health and safety committees.

The Engineering and Construction and Property Development Division places particular emphasis on the consultation and participation of non-managerial workers in the OHS management system. To ensure fair representation, involvement, and participation, we ensure adequate staff representation from various departments or operational sites, enabling optimal knowledge sharing, particularly in hazard identification, risk assessment, and determination of control actions.

Before making decisions, Management always solicits feedback from workers, and a collective approach is used to ensure that workers have a role in determining their work conditions. Workers at all levels are encouraged to report any hazardous situations, including unsafe acts or unsanitary conditions at worksites, to enable preventive rather than corrective action and to avert any untoward incidents.

OHS COMMITTEE COMPOSITION AT PROJECT SITES

No	Engineering and Construction Division Project Sites	Chairman	Secretary	Employer Representative	Employee Representative
1	118 Mall	1	1	10	23
2	Elevated Highway Project	1	1	5	6
3	LRT3 GS02 & GS03	1	1	18	32
4	Pan Borneo Highway	1	1	8	16
5	Pavilion Damansara Heights (Parcel 1)	1	1	7	18
6	Pavilion Damansara Heights (Parcel 2)	1	1	16	15
7	Container Port	1	1	4	14
8	Jetty Extension	1	1	10	4
9	Sultan Ismail Petra Airport	1	1	16	19
10	TRX Hotel and Office	1	1	11	9
11	TRX Retail	1	1	7	27
12	WCE	1	1	7	9

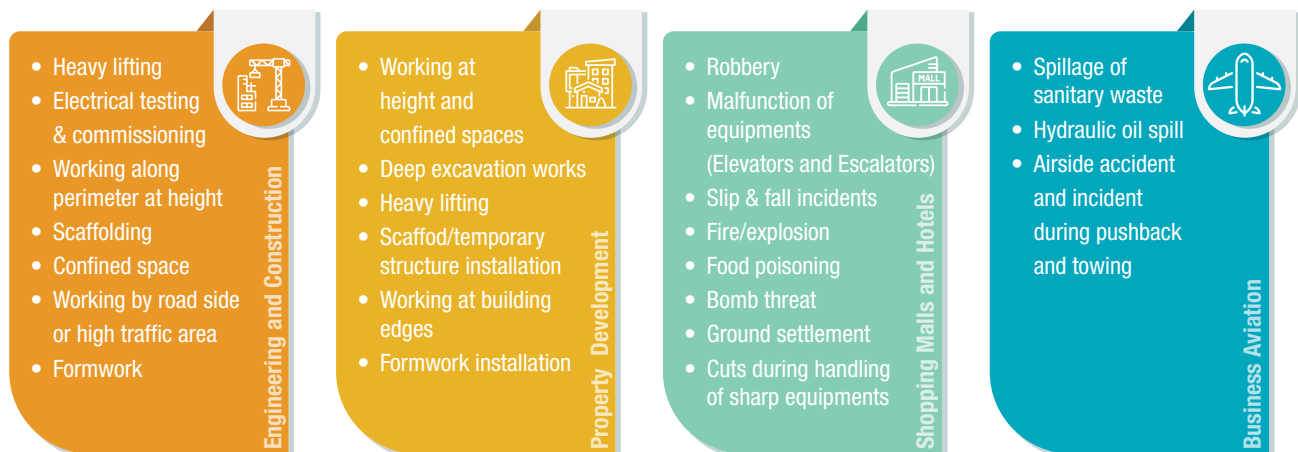| No	Property Development Division Project Sites	Chairman	Secretary	Employer Representative	Employee Representative
1	W City OUG	1	1	8	9
2	Parklands Gravity Sewerage	1	1	5	6
3	Pavilion Mont Kiara	1	1	5	3
4	W City JGCC	1	1	2	6
5	Paradigm Johor Bahru Hotel and Residences	1	1	4	4

SUSTAINABILITY STATEMENT
cont'd

HAZARD IDENTIFICATION, RISK ASSESSMENT AND RISK CONTROL

WCT adopts the Hazard Identification, Risk Assessment and Risk Control ("HIRARC") methodology by the Department of Occupational Safety and Health (DOSH) to identify, eliminate, mitigate, reduce and control the hazard in order to manage the OHS related risks arising from these hazards across the Group. Regular workplace inspections and internal audits are conducted at all operational sites, and performance is assessed against set targets and the previous year's level of achievement.

For FY2022, the following operational locations and processes have been identified and reviewed as having a higher risk for an OHS incident:

Engineering and Construction
- Heavy lifting
- Electrical testing & commissioning
- Working along perimeter at height
- Scaffolding
- Confined space
- Working by road side or high traffic area
- Formwork

Property Development
- Working at height and confined spaces
- Deep excavation works
- Heavy lifting
- Scaffod/temporary structure installation
- Working at building edges
- Formwork installation

Shopping Malls and Hotels
- Robbery
- Malfunction of equipments (Elevators and Escalators)
- Slip & fall incidents
- Fire/explosion
- Food poisoning
- Bomb threat
- Ground settlement
- Cuts during handling of sharp equipments

Business Aviation
- Spillage of sanitary waste
- Hydraulic oil spill
- Airside accident and incident during pushback and towing

INCIDENT INVESTIGATION AND RESOLUTION

The Engineering and Construction and Property Development Divisions will track the OHS performance data at project sites. When an OHS incident occurs, investigation activities are initiated as soon as possible to determine the underlying factors behind the incident. All incidents, even incidents deemed minor or non-disruptive to business operations, are thoroughly investigated with an investigation report submitted to the respective authorities.

In FY2022, two work-related fatalities in the Engineering and Construction Division involving local workers of a sub-contractor were reported. This was due to a workplace electrical issue during the testing and commissioning process. As a result, a stop-work order was imposed at the site by Suruhanjaya Tenaga (ST) and followed by the Department of Occupational Safety and Health (DOSH) in the area of the incident for approximately one month. WCT, on compassionate grounds provided financial aid to the next of kin. Action has been taken to determine the factors behind the incidents and to conduct mitigation actions, including awareness training for the workers.

From the investigation, the cause of the incidents was discovered to be due to the lack of supervision from a competent and certified person during the process and the non-conformity of the safe work procedures outlined.

Post-incident mitigation has also been conducted to prevent a reoccurrence of these incidents. The mitigations are as follows:

1. Strengthening of Operating Procedures
    a. Reviewed and updated HIRARC in Method Statement for Electrical Testing and Commissioning as per Energy Commission guideline.
    b. Developed specific Permit-to-Work for Electrical Work.
    c. Requirement of compulsory attendance of a competent and certified person, i.e., a Chargeman, to supervise testing and commissioning activities.

2. Enhance personnel skills through:
    a. Specific electrical training i.e., Lock-Out Tag-Out training as per Energy Commission guidelines and safe work during electrical work requirements.
    b. Awareness talks through Safety Committee Meetings, Mass Toolbox Talk, etc.

3. Project team to improve engagement with local authorities to establish more briefing sessions with the Energy Commission and DOSH as well as to implement sustainable supply chain initiatives that align with the Supplier Code of Conduct to improve supply chain management with suppliers and subcontractors.

Critical insights from the incident is shared with all relevant teams and employees Group-wide to prevent reoccurrence. The Group will continue to strive for its zero-fatality target for employees and contractors.

SUSTAINABILITY STATEMENT
cont'd

OHS TRAINING AND PROGRAMMES

As part of its commitment to ensuring the health and safety of its staff and workers, WCT offers mandatory as well as supplementary training across all its business divisions. The training is tailored to suit the specific nature of the division's operations. It covers various topics, such as the proper use of equipment, regulatory safety compliance, emergency with specific scenario handling, and operation security for shopping malls and hotels.

In FY2022, the following OHS-related certified and non-certified training was conducted across the Group:

Proper use of Equipment	Regulatory Compliance	Emergency Handling	Compound Security
- Authorised gas tester and entry supervisor for confined space - Basic scaffold erector - Lifting supervisor training - Machine guarding and electrical safety	- Certified design for safety - Risk and opportunities training in accordance with ISO standards. - Internal safety audit awareness in accordance with ISO standards	- First aid training - Death handling - Specific emergency scenario handling such as bomb threats and bombing incidents, threatening calls to guests, trapped in lift or lift breakdown - Emergency and evacuation procedure - Fire, life and safety training - Fire drill	- Key card and lockset training - Security escort - Security personnel duty posts - Roll call parade - Control and surveillance for part-time staff, contractors and guest properties - Lost property control - Dangerous and prohibited items control

Apart from that, WCT also focuses on mental and physical health by providing stress management talk in partnership with a local hospital and a health talk in conjunction with breast cancer awareness. Following are WCT's OHS training details for FY2022:

No. of Employees Attended	Trained – Man hours
1,141	4,448.5

OHS PERFORMANCE

Engineering and Construction	2020	2021	2022
Number of Active Sites/Offices	14	12	13
Total Hours Worked (Millions)	14,784,637	19,272,036	22,020,892
Absolute Number of Fatalities	0	2*	2*
Number of LTI /Accident with Lost Workdays	2	5	4
LTI Frequency Rate *(Number of lost-time injury cases per 1 million-man hours worked)*	0.1353	0.2594	0.1816
Injury Rate/ Frequency Rate *Number of recordable incidents (LTI, Medical Treatment Case & First Aid) multiplied by 1,000,000 per manhours worked*	0.5411	0.4151	0.1816
Lost Day Rate/ Severity Rate *Number of lost workdays multiplied by 1,000,000 per manhours worked*	1.9615	603.9660	548.7062

* The fatalities involved subcontractors' workers.

SUSTAINABILITY STATEMENT
cont'd

Property Development	2020	2021	2022
Number of Active Sites/Offices	9	12	12
Total Hours Worked (Millions)	1,679,149	1,845,696	3,108,745
Absolute Number of Fatalities	0	0	0
Number of LTI /Accident with Lost Workdays	0	0	0
LTI Frequency Rate *(Number of lost-time injury cases per 1,000,000 manhours worked)*	0	0	0
Injury Rate/ Frequency Rate *Number of recordable incidents (LTI, Medical Treatment Case & First Aid) multiplied by 1,000,000 per manhours worked*	1.7866	0	0.3217
Lost Day Rate/ Severity Rate *Number of lost workdays multiplied by 1,000,000 per manhours worked*	0	0	0

Other Business Divisions	Hotels	Shopping Malls (Paradigm Mall JB & gateway@klia2)
Number of Active Sites/Offices	2	2
Total Hours Worked (Millions)	687,247.43	501,006
Absolute Number of Fatalities	0	0
Number of LTI /Accident with Lost Workdays	6	0
LTI Frequency Rate *(Number of lost-time injury cases per 1,000,000 manhours worked)*	8.7305	0
Injury Rate/Frequency Rate *Number of recordable incidents (LTI, Medical Treatment Case & First Aid) multiplied by 1,000,000 per manhours worked*	32.0118	3.9920
Lost Day Rate/Severity Rate *Number of lost workdays multiplied by 1,000,000 per manhours worked*	484.3961	0

TOWARDS ZERO LARVAE, ZERO DENGUE

Recognising the dangers of dengue, a potentially fatal disease carried by the Aedes mosquito prone to spread in construction sites, WCT continues to implement the Four-Pronged Anti-Dengue Strategy to eradicate dengue from our worksite. The strategy is carried out daily or weekly in accordance with the following initiatives:
1.   Search and Destroy
2.   Larvaciding and Fogging
3.   Gotong-Royong
4.   Anti-dengue Awareness and Communications

We remain committed to working closely with state health departments to reinforce the anti-dengue strategy and continue to implement, enhance, and standardise our efforts to combat dengue at all workplaces.
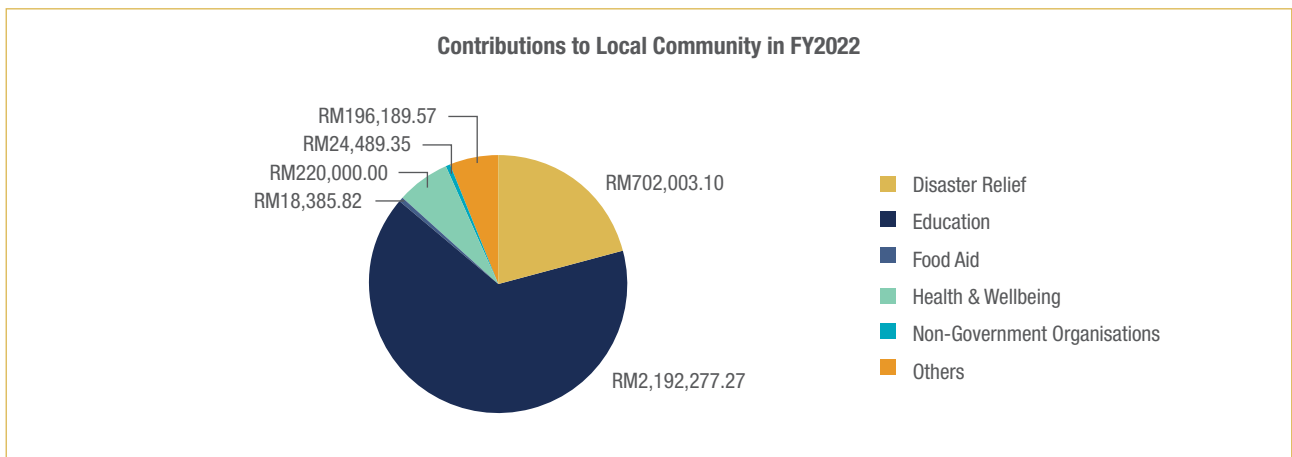
SUSTAINABILITY STATEMENT
cont'd

LOCAL COMMUNITY DEVELOPMENT AND EMPOWERMENT

Staying true to its vision and mission, WCT continues to serve as a force for good by sharing with society the positive values created through its business model. It is intended that beyond corporate social responsibility ("CSR") activities, WCT's interaction with local communities is to create sustainable, positive outcomes that deliver meaningful and lasting benefits to society, especially local communities.

In FY2022, WCT announced the launch of its new proposition, 'WCTGives', as a pledge to commit to its CSR programmes and as an extension of the Group's sustainability effort to contribute to society and the environment. This new proposition encompasses three pillars, namely #WeCareTogether, #EducationforAll, and #AGreenerTomorrow. Each of these pillars focuses on various programmes that aim to enrich the lives of the community, provide education support to the underprivileged, and preserve the environment.

Under the new proposition, WCT will continue to allocate 0.2% of its total annual revenue to fund its various CSR programmes across all business divisions. In FY2022, WCT contributed approximately RM3.36 million to charitable causes, benefiting a total of 55 organisations.

WCT aligns its corporate social responsibility efforts with UN SDG 3 Good Health and Wellbeing and UN SDG 11 Sustainable Cities and Communities, collaborates with local NGOs, government ministries, and agencies to support community-based programs.

Contributions to Local Community in FY2022

- RM196,189.57
- RM24,489.35
- RM220,000.00
- RM18,385.82
- RM702,003.10
- RM2,192,277.27

Legend:
- Disaster Relief
- Education
- Food Aid
- Health & Wellbeing
- Non-Government Organisations
- Others

INITIATIVES IN 2022

PAVILION REIT-WCT-MALTON BERHAD FLOOD RELIEF DONATION

WCT, together with Pavilion REIT and Malton Berhad, embarked on a CSR effort to ease the burden of flood victims in affected states by contributing a total of RM2 million in cash and kind to Tabung Ikhtiar Selangor Bangkit Siri Ke-2, Malaysian Red Crescent Society, and Mercy Malaysia. The RM2 million donation was used to address the needs of victims, including medical assistance, food supplies, hygiene items and other relief necessities.

SUSTAINABILITY STATEMENT
cont'd

WCT LAND DONATES TO ORPHANAGE HOMES

WCT Land visited Persatuan Kebajikan Kanak-Kanak Angels Kuala Lumpur and Rumah Anak Yatim Shafar in Kampung Pasir, Johor Bahru, which is home to orphans, abused and abandoned children between 3 to 17 years old and 6 to 12 years old respectively. To support the underprivileged children and uplift the spirits of the orphans, WCT Land donated some cash, electrical appliances, and household essentials, treated them to a fast-food lunch, and handed the children Duit Raya.

SUPPORTING THE "GENEROUS CHARITABLE DONATION TO THE RANAU COMMUNITY"

In view of the Ramadan and Hari Raya celebrations, WCT Berhad supported Persatuan Hakka Daerah Ranau through its 'Generous Charitable Donation to the Rantau Community' by providing monetary assistance to purchase clothing to be donated to the underprivileged

SPREADING RAYA CHEER TO THE FAMILIES FROM KAMPUNG BT 9 KEBUN BAHARU, SELANGOR

Première Hotel continued its yearly tradition by carrying out its Raya CSR effort by sponsoring duit raya and grocery items to six needy families from Kampung Bt 9 Kebun Baharu, Selangor. The beneficiaries included four single parents with children, disabled mothers with children as well as jobless parents with children. Since 2018, the hotel has supported a total of 26 families during the Holy Month of Ramadan.

SUSTAINABILITY STATEMENT
cont'd

ANNUAL BUBUR LAMBUK DISTRIBUTION

Première Hotel distributed 1,500 packets of Bubur Lambuk to staff from the fire department, police force, Hospital Tengku Ampuan Rahimah Klang (HTAR), Manipal Hospital, Majlis Perbandaran Klang, two nearby mosques, Jabatan Agama Islam Negeri Selangor (JAIS) as well as 27 corporate clients. The initiative was part of the hotel's yearly contribution towards giving back to the communities in Klang.

UNDERPRIVILEGED CHILDREN VISIT SKYPARK TERMINAL AND SKYPARK RAC

SkyPark FBO, SkyPark RAC and Subang SkyPark in partnership with Women in Aviation Association welcomed 24 children from Lighthouse Children Welfare Home Association to visit the airport facilities in SkyPark Terminal and SkyPark RAC to introduce them to the aviation industry in Malaysia. Through the one-day outing, these children were also given the opportunity to experience first-hand on how to operate a Piper type aircraft carrier.

WCT LAND'S DONATION TO SEKOLAH KEBANGSAAN SERI INDAH, OUG KL

In July 2022, WCT Land donated RM14,300.00 to Sekolah Kebangsaan Seri Indah, OUG KL to fund the school's activities and programmes under Aktiviti dan Program Pembangunan Kecemerlangan Sekolah for the year 2022/2023. This initiative is part of our CSR efforts to support the community surrounding our development.

SUSTAINABILITY STATEMENT
cont'd

WCT GROUP LAUNCHES NEW PROPOSITION 'WCTGIVES' AND KICKSTARTS 'FEED THE NEEDY' INITIATIVE

50 B40 families in PPR Bukit Jalil benefited from WCT Group's 'Feed the Needy' CSR initiative. Over 200 warm and delicious meals, spicy and festive Masala Nuts, and delicious cookies were distributed by WCT employees, together with Women of Will's (WOW) assistance, to celebrate the Festival of Lights. The initiative also marks the launch of WCT's new proposition, WCT Gives to streamline its CSR efforts across the business divisions.

ENSURING ACCESS FOR THE DISABLED

At WCT, all of our projects and operational sites prioritise access for individuals with physical disabilities. This commitment is reflected in our property developments, shopping malls, and hotels where we ensure that the necessary facilities and accommodations are provided, such as wheelchair ramps, disabled parking bays, easy-access lift buttons, and disabled toilets, among others.

Furthermore, we are dedicated to promoting inclusivity in our spaces by providing amenities such as Ladies Only parking bays and child-friendly features in all our malls. To enhance accessibility, we have designed light switches at lower heights in developments such as the Paradigm Residence in Johor Bahru and The Maple Residences in W City OUG, as well as in our future projects.

In line with our commitment to social responsibility, we have also incorporated a minimum of two residential units per block designed for people with disabilities ("OKU") in our developments under the Rumah Selangorku programme, which includes the Azaria, Asteria, and Aronia Apartments. Le Meridièn Petaling Jaya and Première Hotel also provides wheelchair accessible rooms to guests with disabilities.

Guest room with wheelchair accessible toilet at Le Meridièn Petaling Jaya; disabled parking bays at gateway@klia2; buggy services at gateway@klia2 for physically challenged patrons and priority seats at the Transportation Hub of gateway@klia2

SUSTAINABILITY STATEMENT
cont'd

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	PAGE NUMBER(S)	SECTION REFERENCE
General disclosures			
GRI 2: General Disclosures 2021	2-1 Organisational details	Page 7	Corporate Profile
	2-2 Entities included in the organisation's sustainability reporting	Page 37	About this Report: Reporting Scope and Boundary
	2-3 Reporting period, frequency and contact point	Page 37, 39	About this Report: Reporting Scope and Boundary; Report Availability and Feedback
	2-4 Restatements of information	Restatement of Information is Disclosed at Relevant Sections Where Applicable	
	2-5 External assurance	Page 38	About this Report: Assurance
	2-6 Activities, value chain and other business relationships	Page 4-5	Core Business and Operating Units
	2-7 Employees	Page 94-98	Social Performance: Talent Management
	2-9 Governance structure and composition	Page 121-122	Corporate Governance Overview Statement
	2-10 Nomination and selection of the highest governance body	Page 126	Corporate Governance Overview Statement
	2-11 Chair of the highest governance body	Page 121	Corporate Governance Overview Statement
	2-12 Role of the highest governance body in overseeing the management of impacts	Page 53	Governance of Sustainability: Sustainability Governance Structure
	2-13 Delegation of responsibility for managing impacts	Page 53	Governance of Sustainability: Sustainability Governance Structure
	2-14 Role of the highest governance body in sustainability reporting	Page 53-54	Governance of Sustainability: Sustainability Governance Structure
	2-15 Conflicts of interest	Page 123	Corporate Governance Overview Statement
	2-16 Communication of critical concerns	Page 52-53	Material Matters
	2-17 Collective knowledge of the highest governance body	Page 123-128	Corporate Governance Overview Statement, Corporate Governance Report
	2-18 Evaluation of the performance of the highest governance body	Page 127	Corporate Governance Overview Statement, Corporate Governance Report
	2-19 Remuneration policies	Page 128	Corporate Governance Overview Statement
	2-20 Process to determine remuneration	Page 128	Corporate Governance Overview Statement
	2-21 Annual total compensation ratio	No Disclosure Provided On Compensation Ratios Due To Consideration Given To Ensure Confidentiality Of Remuneration, Notably In A Highly Competitive Talent Environment	
	2-22 Statement on sustainable development strategy	Page 47	Message from the Chairman of WCT Board Risk and Sustainability Committee
	2-23 Policy commitments	Page 55	Upholding Ethical Business Conduct and Corporate Integrity: WCT Corporate Policies
	2-24 Embedding policy commitments		
	2-25 Processes to remediate negative impacts	Page 58	Governance of Sustainability: Whistleblowing Mechanism
	2-26 Mechanisms for seeking advice and raising concerns	Page 58	Governance of Sustainability: Whistleblowing Mechanism

SUSTAINABILITY STATEMENT
cont'd

GRI STANDARD	DISCLOSURE	PAGE NUMBER(S)	SECTION REFERENCE
General disclosures			
GRI 2: General Disclosures 2021	2-27 Compliance with laws and regulations	Page 58	Governance of Sustainability: Compliance with Laws and Regulations
	2-28 Membership associations	Page 38	About this Report: Membership in Associations
	2-29 Approach to stakeholder engagement	Page 48-50	Stakeholder Engagement
Material topics			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Page 52	Material Matter
	3-2 List of material topics	Page 53	Materiality Matrix
Economic performance			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 59	Economic Values Created: Economic Performance
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Page 59-60	Economic Values Created: Economic Performance; Economic Values Created and Distributed for Stakeholders
	201-2 Financial implications and other risks and opportunities due to climate change	Page 65	Climate Change and Emissions: Climate Change: Risks and Opportunities
	201-3 Defined benefit plan obligations and other retirement plans	Page 100	Talent Management: Employee Remuneration and Employment Benefits
	201-4 Financial assistance received from government	WCT did not receive any assistance from the government	
Market presence			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 62	Economic Performance: Community Infrastructure and Services Supported
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	Page 95-98	Talent Management: Equal Opportunity and Diverse Workplace; Our Workforce
Indirect economic impacts			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 62	Economic Performance: Community Infrastructure and Services Supported
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported		
	203-2 Significant indirect economic impacts		
Procurement practices			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 60	Economic Performance: Supporting Local Procurement and Supply Chains
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers		
Anti-corruption			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 55-56	Governance of Sustainability: Zero Tolerance Approach to Corruption
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Page 57	Governance of Sustainability: Identification of Operations with Possible Higher Risk for Corruption
	205-2 Communication and training about anti-corruption policies and procedures	Page 56-57	Governance of Sustainability: Anti-Corruption Training
	205-3 Confirmed incidents of corruption and actions taken	Page 58	Governance of Sustainability: Whistleblowing Mechanism

SUSTAINABILITY STATEMENT
cont'd

GRI STANDARD	DISCLOSURE	PAGE NUMBER(S)	SECTION REFERENCE
General disclosures			
Materials			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 66-67	Environmental Performance: Using Circular Economy Principles and Digital Solutions
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Page 74-75	Environmental Performance: Resource Consumption
	301-2 Recycled input materials used	Page 74-75; 81	Environmental Performance: Resource Consumption; Waste Management (3R Approach)
Energy			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 68	Environmental Performance: Energy Consumption
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	Page 70-71	Energy Consumption: Energy Performance Data
	302-2 Energy consumption outside of the organisation		
	302-3 Energy intensity		
	302-4 Reduction of energy consumption		
	302-5 Reduction in energy requirements of products and services	Page 69	Energy Consumption: Energy Saving Measures Undertaken by Business Divisions
Water and effluents			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 76-79	Environmental Performance: Water Consumption and Management
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource		
	303-2 Management of water discharge-related impacts		
	303-3 Water withdrawal		
	303-5 Water consumption	Page 79-80	Water Consumption and Management: Water Consumption Data
Biodiversity			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 87	Environmental Performance: Biodiversity
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		
	304-2 Significant impacts of activities, products and services on biodiversity		
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations		

SUSTAINABILITY STATEMENT
cont'd

GRI STANDARD	DISCLOSURE	PAGE NUMBER(S)	SECTION REFERENCE
General disclosures			
Emissions			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 63-64	Environmental Performance: Climate Change and Emissions
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Page 72-74	Energy Consumption: Emissions Data
	305-2 Energy indirect (Scope 2) GHG emissions		
	305-3 Other indirect (Scope 3) GHG emissions		
	305-4 GHG emissions intensity		
Waste			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 81	Environmental Performance: Waste Management
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Page 81-82	Waste Management: Waste Management Data
	306-2 Management of significant waste-related impacts	Page 81-82	
	306-3 Waste generated	Page 83-84	
	306-4 Waste diverted from disposal		
	306-5 Waste directed to disposal		
Supplier environmental assessment			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 61	Economic Values Created: Environmental and Social Performance across Supply Chain
Employment			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 94-95	Social Performance: Talent Management
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Page 97	Talent Management: Our Workforce
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 100	Talent Management: Employee Remuneration and Employment Benefits
	401-3 Parental leave	Page 101	
Labour/management relations			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 94-95	Talent Management: Worker Rights
GRI 402: Labour/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes		

SUSTAINABILITY STATEMENT
cont'd

GRI STANDARD	DISCLOSURE	PAGE NUMBER(S)	SECTION REFERENCE
General disclosures			
Occupational health and safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 104	Social Performance: Occupational Health and Safety
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Page 104-105	Occupational Health and Safety: OHS Management Approach
	403-2 Hazard identification, risk assessment, and incident investigation	Page 107	Occupational Health and Safety: Hazard Identification, Risk Assessment and Risk Control
	403-4 Worker participation, consultation, and communication on occupational health and safety	Page 106	Occupational Health and Safety: Worker Representation on Joint Health and Safety Committees
	403-5 Worker training on occupational health and safety	Page 108	Occupational Health and Safety: OHS Training and Programmes
	403-6 Promotion of worker health		
	403-9 Work-related injuries	Page 108-109	Occupational Health and Safety: OHS Performance
	403-10 Work-related ill health		
Training and education			
GRI 3: Material Topics 2021	3-3 Management of material topics		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Page 99	Talent Management: Training
	404-2 Programs for upgrading employee skills and transition assistance programs		
	404-3 Percentage of employees receiving regular performance and career development reviews		
Diversity and equal opportunity			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 95	Governance of Sustainability: Board Diversity; Talent Management: Equal Opportunity and Diverse Workplace
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Page 54; 95-98	
	405-2 Ratio of basic salary and remuneration of women to men	Page 98	Talent Management: Our Workforce
Non-discrimination			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 94-95	Talent Management: Worker Rights
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Page 95	Talent Management: Equal Opportunity and Diverse Workplace
Freedom of association and collective bargaining			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 94-95	Talent Management: Worker Rights
Child labour			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 94-95	Talent Management: Worker Rights

SUSTAINABILITY STATEMENT
cont'd

GRI STANDARD	DISCLOSURE	PAGE NUMBER(S)	SECTION REFERENCE
General disclosures			
Forced or compulsory labour			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 94-95	Talent Management: Worker Rights
Local communities			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 110-113	Social Performance: Local Community Development and Empowerment
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs		
Supplier social assessment			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 61	Economic Values Created: Environmental and Social Performance across Supply Chain
Public policy			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 59	Governance of Sustainability: Political Contributions
GRI 415: Public Policy 2016	415-1 Political contributions		
Customer health and safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 62-63	Economic Values Created: Product Service Quality and Customer Satisfaction
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories		
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services		
Customer privacy			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 63	Governance of Sustainability: Data Privacy
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data		