



SUSTAINABILITY STATEMENT

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ALIGNING WITH THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS




The Group continues to uphold its sustainability efforts in line with global aspirations, notably the United Nations Sustainable Development Goals (“UN SDGs”) and the Malaysian government’s Net Zero Carbon Emission 2050 aspirations. In the long term, these efforts reinforce WCT’s commitment to achieving its sustainability targets while supporting national and global climate goals.

FY2025 has seen WCT further strengthen this commitment by reviewing and updating its Group-wide sustainability targets and set divisional targets to reflect the evolving business landscape and ensure greater alignment across its organisation and various business units. The following table highlights the Group’s key sustainability achievements and targets. The full list of divisional targets is available at www.wct.com.my/sustainability.

Section in this Report	SDGs	Material Matter	Group-wide Objectives & Targets	Targets Realisation/Progress
BENEFITTING THE ECONOMY ETHICALLY	 Target 16.5	Ethical Business Conduct	Objective: To uphold a zero-tolerance policy towards corruption and unethical behaviours. Target: 1. Ensure that at least 90% of new WCT employees complete an anti-bribery and anti-corruption (“ABAC”) training session by the end of the financial year. 2. Ensure that 90% of existing WCT employees attend an ABAC refresher training session every five years of service. 3. Zero public legal cases regarding corruption brought against WCT or its employees.	Indicator: 1. Percentage of new WCT employees that completed ABAC training by the end of the financial year. 2024: 69.47% 2025: 51.40% <i>Note: No data was reported for FY2023 as the target and indicator were refined beginning FY2024.</i> 2. Percentage of existing WCT employees that attended ABAC training every five years of service, in the financial year. 2025: 82.00% <i>Note: No data was reported for FY2023 and FY2024 as the target and indicator were refined beginning FY2025.</i> 3. Number of public legal cases regarding corruption brought against WCT or its employees. 2023: 0 2024: 0 2025: 0
	 Target 1.2	Contribution to the Economy	Objective: To enhance community well-being through impactful Corporate Social Responsibility (“CSR”) initiatives. Target: Invest 0.1% of the preceding year’s revenue to CSR. (Target for 2025 – RM1,834,010.00; 2024 – RM1,727,349; 2023 – RM2,104,868)	Indicator: Percentage invested to CSR from the preceding year’s revenue. 2023: 0.14% (RM2,880,571.65) 2024: 0.17% (RM2,923,209.66) 2025: 0.61% (RM2,945,312.76)




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	 <u>Target 9.1</u>	Product Safety & Quality	<p>Objective:</p> <p>To consistently deliver products that meet the highest safety and quality standards.</p> <p>Target:</p> <ol style="list-style-type: none"> Achieve more than 85% score on customer satisfaction surveys annually. (Baseline: 2024 – 77%). Continually improve on the legal compliance status in public safety across all business operations of the Group. 	<p>Indicator:</p> <ol style="list-style-type: none"> Percentage of scores on customer satisfaction surveys annually. 2023: 76% 2024: 77% 2025: 72% Number of significant instances* of legal non-compliance in public safety related laws and regulations. 2024: 0 2025: 0 <p><i>Note: *Significant instances are defined as situations in which the company fails to comply with relevant public safety related laws and regulations, leading to penalties such as court ordered actions and fines, permit suspensions, and lawsuits. No data was reported for FY2023 as the target and indicator were refined beginning FY2024.</i></p>
PROTECTING THE ENVIRONMENT	 <u>Target 7.2</u> <u>Target 7.3</u>	GHG Emissions & Climate Change	<p>Objective:</p> <p>To improve energy efficiency across the Group's business operations.</p> <p>Target:</p> <p>To reduce the Group-wide energy resource use by reducing the average electricity intensity as measured against total built-up area in square metre ("m²") by 10% by 2030. (Baseline: 2024 – 70.43 kWh/m²)</p>	<p>Indicator:</p> <p>Progress of Group-wide average electricity intensity targets as per measured against total built-up area in square metre ("m²") across the Group.</p> <p>2023: 126.26 kWh/m² 2024: 70.43 kWh/m² * 2025: 52.24 kWh/m²</p> <p><i>Note: *The electricity intensity data for FY2024 is recalculated, as the total built-up area is further refined to ensure greater accuracy.</i></p>
	 <u>Target 13.1</u>		<p>Objective:</p> <p>To minimise the Group's carbon footprint within all business operations.</p> <p>Target:</p> <p>Reduce 10% of GHG emissions intensity (total Scope 1 and Scope 2) as per measured against total built-up area in square metre (m²) across the Group by 2030. (Baseline: 2024 – 2.9045 kg CO₂e/m²).</p>	<p>Indicator:</p> <p>Group-wide GHG emissions intensity (total Scope 1 and Scope 2) as per measured against total built-up area in square metre (m²) across the Group.</p> <p>2023: 5.1770 kg CO₂e/m² 2024: 2.9045 kg CO₂e/m²* 2025: 2.6503 kg CO₂e/m²</p> <p><i>Note: *FY2024 emissions intensity data is recalculated to ensure baseline consistency.</i></p>




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	 <p><u>Target 12.4</u> <u>Target 12.5</u></p>	Waste & Environmental Pollution	<p>Objective:</p> <p>To reduce waste and pollution, and continually improve legal compliance in environmental pollution across the Group's business operations.</p> <p>Target:</p> <ol style="list-style-type: none"> 1. Reduce pollution and waste, by reducing Group-wide waste directed to disposal (landfill waste) by 10% by 2026, and 20% by 2030. (Baseline: 2024 – 18,116.64 tonnes) 2. Process target to continually improve on the legal compliance status in environmental pollution across all business operations of the Group. 	<p>Indicator:</p> <ol style="list-style-type: none"> 1. Weight of Group-wide waste directed to disposal (landfilled waste). 2023: 18,033.27 tonnes 2024: 18,116.64 tonnes* 2025: 12,853.48 tonnes 2. Number of significant instances* of legal non-compliance in environmental related laws and regulations, especially concerning environmental pollution. 2024: 0 2025: 0 <p><i>Note: *FY2024 data is restated to reflect refined data.</i></p> <p><i>Note: *Significant instances are defined as situations in which the company fails to comply with relevant environmental related laws and regulations, leading to penalties such as court ordered actions and fines, permit suspensions, and lawsuits. No data was reported for FY2023 as the target and indicator were refined beginning FY2024.</i></p>
	 <p><u>Target 6.4</u></p>	Water Use	<p>Objective:</p> <p>To reduce water resource use, and enhance water usage efficiency across the Group's business operations.</p> <p>Target:</p> <p>To reduce water resource use by reducing the Group-wide average water intensity by 10% by 2030. (Baseline: 2024 – 1.6552 m³/m²)</p>	<p>Indicator:</p> <p>Progress on Group-wide water intensity targets as per measured against total built-up area in square metre ("m²") across the Group.</p> <p>2023: 1.4251 m³/m² 2024: 1.6552 m³/m²* 2025: 0.8029 m³/m²</p> <p><i>Note: *The water intensity data for FY2024 is recalculated, as the total built-up area is further refined to ensure greater accuracy.</i></p>
	 <p><u>Target 15.1</u> <u>Target 15.2</u></p>	Biodiversity	<p>Objective:</p> <p>To restore and protect natural habitats through conservation efforts.</p> <p>Target:</p> <p>Plant 500 trees per year.</p>	<p>Indicator:</p> <p>Number of trees planted per year.</p> <p>2023: 0 2024: 1,200 2025: 664</p>


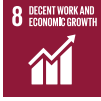

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	 Target 12.2	Responsible Sourcing & Supplier Management	<p>Objective:</p> <p>To ensure ethical and sustainable sourcing throughout the Group's supply chain.</p> <p>Target:</p> <ol style="list-style-type: none"> To ensure 95% of materials purchased by the Group are locally sourced. Procure materials in accordance with WCT Material Use Policy. 	<p>Indicator:</p> <ol style="list-style-type: none"> Percentage of locally sourced materials purchased by the Group. 2023: 99.08% 2024: 99.26% 2025: 99.82% Materials procured that are in accordance with WCT Material Use Policy. 2023: In accordance 2024: In accordance 2025: In accordance
WELL-BEING OF PEOPLE	 Target 5.5	Diversity, Equity & Inclusion	<p>Objective:</p> <p>Promote gender diversity and inclusion by increasing the representation of women in leadership roles.</p> <p>Target:</p> <ol style="list-style-type: none"> 30% of the Board of Directors to be women by 2026. Maintain the percentage of women in managerial roles at 35% or more annually. 	<p>Indicator:</p> <ol style="list-style-type: none"> Percentage of women comprising of the Board of Directors. 2023: 12.5% 2024: 12.5% 2025: 25.0% Percentage of women in managerial roles. 2023: 22% 2024: 36% 2025: 25%
	 Target 8.7	Human Rights & Labour Matters	<p>Objective:</p> <p>Ensure the protection of human rights and continually improve legal compliance in labour-related matters across all business operations of the Group.</p> <p>Target:</p> <ol style="list-style-type: none"> Zero substantiated incidents relating to human rights violations (child labour and forced labour) throughout business operations annually. Process target to continually improve on the legal compliance status in labour-related matters across all business operations of the Group. 	<p>Indicator:</p> <ol style="list-style-type: none"> Number of substantiated incidents relating to human rights violations (child labour and forced labour) throughout business operations. 2023: 0 2024: 0 2025: 0 Number of significant instances* of legal non-compliance in labour-related laws and regulations. 2024: 0 2025: 0 <p><i>Note: *Significant instances are defined as situations in which the company fails to comply with relevant labour-related laws and regulations, leading to penalties such as court ordered actions and fines, permit suspensions, and lawsuits. No data was reported for FY2023 as the target and indicator were refined beginning FY2024.</i></p>


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	 <p>4 QUALITY EDUCATION</p> <p><i>Target 4.4</i></p>	Workforce Learning & Development	<p>Objective:</p> <p>Enhance employee skills and knowledge through training.</p> <p>Target:</p> <p>Provide an average of 8 hours of training per employee annually.</p>	<p>Indicator:</p> <p>Average training hours provided per employee annually.</p> <p>2023: 11.71 hours 2024: 9.02 hours 2025: 17.33 hours</p>
	 <p>8 DECENT WORK AND ECONOMIC GROWTH</p> <p><i>Target 8.8</i></p>	Occupational Health & Safety	<p>Objective:</p> <p>Maintain a safe working environment by preventing fatalities and permanent disabilities among employees and other workers.</p> <p>Target:</p> <ol style="list-style-type: none"> 1. Zero fatality for employees and other workers annually. 2. Zero accidents resulting in permanent disability for employees and other workers annually. 	<p>Indicator:</p> <ol style="list-style-type: none"> 1. Number of fatalities among employees and other workers annually. 2. Number of accidents resulting in permanent disability for employees and other workers annually. <p>2023: 1* 2024: 0 2025: 1*</p> <p>2023: 0 2024: 0 2025: 0</p> <p><i>Note: 'Other workers' refer to non-employees such as, contractors, subcontractors, consultants on sites, interns, graduates hired under the PROTÈGE-RTW Programme and more. *The fatalities involved subcontractors' workers.</i></p>
	 <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p> <p><i>Target 16.10</i></p>	Personal Data Protection	<p>Objective:</p> <p>Safeguarding customer data by achieving zero incidents of breaches through robust protection measures.</p> <p>Target:</p> <ol style="list-style-type: none"> 1. Zero official substantiated complaints* received concerning breaches of customers' personal data annually. 2. Zero identified leaks, thefts, or losses of customer data annually. <p><i>Note: *Official substantiated complaints refer to any formal complaint and/or report received from the relevant authorities concerning breaches of customers' personal data on an annual basis.</i></p>	<p>Indicator:</p> <ol style="list-style-type: none"> 1. Number of official substantiated complaints received concerning breaches of customers' personal data on an annual basis. 2. Number of identified leaks, thefts, or losses of customer data on an annual basis. <p>2023: 0 2024: 0 2025: 0</p>

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	 <u>Target 11.6</u>	Community Engagement	<p>Objective:</p> <p>Foster positive community relations by preventing environmental pollution complaints from neighbouring communities.</p> <p>Target:</p> <p>Zero official substantiated complaints* related to environmental pollution from neighbouring communities at WCT locations.</p> <p><i>Note: *Official substantiated complaints refer to the complaint received via a defined medium (written platform and Facebook) and with the pollution level not exceeding the Permissible Exposure Level ("PEL") that is declared by authorities.</i></p>	<p>Indicator:</p> <p>Number of official substantiated complaints related to environmental pollution from neighbouring communities at WCT locations.</p> <p>2023: 0 2024: 0 2025: 0</p>