

SUSTAINABILITY STATEMENT

ABOUT THIS STATEMENT

INTRODUCTION

WCT Holdings Berhad (“WCT” or the “Group”) presents its Sustainability Statement 2025 (“SS2025”) for the financial year ending 31 December 2025 (“FY2025”). SS2025 covers WCT’s ongoing efforts to enhance its sustainability agenda in economic, environmental, governance and social performance. Driven by rising sustainability-related risks and opportunities in the operating landscape, WCT has increasingly honed its focus on ensuring it mitigates these risks and leverages key opportunities across its core activities of engineering and construction, property development as well as property investment and management, including shopping malls, hotels and business aviation.

By prioritising key sustainability matters and implementing strategic measures, WCT seeks to build resilience against emerging sustainability-related challenges such as climate change and supply chain disruptions. A comprehensive view of WCT’s business performance and strategies can be obtained when reviewing SS2025 alongside the AR2025, particularly the ‘Management Discussion and Analysis’ section.

APPLIED FRAMEWORKS

Information contained in SS2025 has been prepared by referring to the following reporting frameworks and guidelines:

- Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) (“GHG Protocol”)
- Global Reporting Initiative (“GRI”) Standards 2021 (Referencing information to the GRI is provided in the GRI content index at the end of SS2025)
- Bursa Malaysia’s Sustainability Reporting Guide 3rd Edition
- United Nations Sustainability Development Goals (“UN SDGs”)
- Taskforce on Climate Change Financial Disclosures (“TCFD”) Recommendations
- National Sustainability Reporting Framework (“NSRF”) by Securities Commission Malaysia
- IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Information (“IFRS S1”) and IFRS S2 Climate-related Disclosures (“IFRS S2”)
- Sustainability Accounting Standards Board (“SASB”) Industry-Specific Standards

REPORTING SCOPE AND BOUNDARY

This statement’s reporting period is from 1 January 2025 to 31 December 2025, with most statistics presented based on a three-year timeframe. WCT annually reports its sustainability performance, with the previous report published for FY2024.

WCT’s scope and boundary for disclosure in SS2025 is based on the disclosure requirements of the frameworks and guidelines mentioned above, with disclosures covering the Group’s operations in Malaysia for the following business divisions:



Engineering & Construction



Property Development



Shopping Malls



Hotels



Business Aviation

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The list of projects and offices are covered below.

Engineering and Construction	Category
118 Mall, Kuala Lumpur	Project Site
Tun Razak Exchange ("TRX C2"), Kuala Lumpur	Project Site
The Exchange TRX Retail ("TRX Retail"), Kuala Lumpur	Project Site
The Exchange TRX Hotel and Office ("TRX Hotel and Office"), Kuala Lumpur	Project Site
Pavilion Damansara Heights, Kuala Lumpur (Phase 1 & Phase 2)	Project Site
Pan Borneo Highway, Sarawak	Project Site
Light Rail Transit Line 3 ("LRT3 GS02 & GS03"), Selangor	Project Site
WCT Machinery, Selangor	Storage Yard
Sapangar Bay Container Port Expansion ("Container Port"), Sabah	Project Site
Sapangar Bay Jetty Expansion ("Jetty Extension"), Sabah	Project Site
Sultan Ismail Petra Airport, Kelantan	Project Site
North-South (PLUS) Highway, Johor ("PLUS Phase 1A" & "PLUS Phase 2")	Project Site
Kwasa Damansara Township Development Infrastructure Works ("Kwasa Damansara"), Selangor	Project Site
Centralised Labour Quarters ("CLQ") Kampung Subang	Labour Quarters
Centralised Labour Quarters ("CLQ") Kayu Ara	Labour Quarters
The Ascent, Selangor (Levels 3, 17, 29, 30, 31)	Corporate Office
Property Development	Category
W City Larkinton, Johor Bahru	Project Site
WCity OUG, Kuala Lumpur	Project Site
Pavilion Mont' Kiara, Kuala Lumpur	Project Site
Adenia Apartments, Selangor	Project Site
Water Source Installation, Bukit Tinggi 2 ("Water Tank Project"), Klang	Project Site
The Ascent, Selangor	Corporate Tower - Facility Management
BBT One, Selangor	Carpark - Facility Management
Impiria Residences, Selangor	Carpark - Facility Management
The Landmark, Selangor	Carpark - Facility Management
One Medini Sdn Bhd ("OMSB"), Selangor	Shoplots - Facility Management
Adenia Apartments, Selangor	Temporary Office - Facility Management
Maple Residence, Selangor	Temporary Office - Facility Management
The Ascent, Selangor (Level 3A, 19)	Corporate Office
WCT OUG Development Sdn Bhd ("WCT OUG"), Kuala Lumpur	Project Site Office
WCT Green Sdn Bhd	Project Site Office
Labur Bina Sdn Bhd ("LBSB"), Selangor	Project Site Office
WCT Property Gallery @ W City Larkinton, Johor Bahru	Sales Gallery
WCT Property Gallery @ WCity OUG	Sales Gallery
WCT Property Gallery @ Pavilion Bukit Jalil, Kuala Lumpur	Sales Gallery

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Property Investment and Management	Category
Shopping Malls	
Paradigm Mall Petaling Jaya, Selangor	Shopping Mall
Paradigm Mall Johor Bahru, Johor	Shopping Mall
gateway@klia2, Selangor	Shopping Mall
SkyPark Terminal, Selangor	Shopping Mall
Bukit Tinggi Shopping Centre Carpark ("BTSC Carpark"), Selangor	Carpark Management
WCT Malls Management ("WCT Malls Office"), The Ascent, Selangor (Level 29)	Corporate Office
Hotels	
Le Méridien Petaling Jaya, Selangor	Hotel
Première Hotel, Selangor	Hotel
Hyatt Place Johor Bahru Paradigm Mall ("Hyatt Place Johor Bahru"), Johor	Hotel
Business Aviation	
SkyPark Aviation Group, Selangor	Business Aviation

Most companies under WCT's management control, as well as certain outsourced operations to contractors and subcontractors, such as property development project sites, are included in FY2025 reporting. Additionally, WCT's joint venture activities, namely the Container Port project and gateway@klia2, are also covered in this statement. Following the listing of Paradigm REIT, Paradigm Mall Petaling Jaya, Paradigm Mall Johor Bahru, and Bukit Tinggi became part of Paradigm REIT. Accordingly, WCT excluded sustainability data relating to these assets from June 2025 onwards. For Greenhouse Gas ("GHG") emissions data, emission sources from Paradigm REIT are excluded for FY2024 and FY2025 to maintain consistency with the "all-year" approach used for base year recalculation.

The data and information presented in SS2025 are based on recognised metrics and industry standards, such as the GHG Protocol, and have been sourced from official records within the Group and collected from our stakeholders, including contractors. The GRI Reporting Principles have also been applied in determining our disclosures.

EXCLUSIONS AND LIMITATIONS

WCT remains aware that data for certain disclosures may be unavailable despite its best efforts to obtain it. The Group is also progressively strengthening its ongoing data collection, which includes value chain information.

MEMBERSHIP IN ASSOCIATIONS

WCT is a member of the following industry associations and professional bodies and has obtained relevant industry certifications from regulatory bodies. In fact, WCT ensures consistency between its climate change policy and the positions taken by the trade associations of which WCT are members of.

The Group adheres to the standards and practices set by these bodies regarding sustainability and may adopt more stringent practices espoused by these bodies, if relevant. Regarding its Business Aviation segment, WCT listed the relevant official authorities governing related operations.

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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, WCTC

Suruhanjaya Perkhidmatan Air Negara (SPAN)

Permit IPA Jenis C1 (Bekalan Air) – WCTB

Permit IPA Jenis C1 (Pembetulan) – WCTB

Suruhanjaya Tenaga (ST) – Kontraktor Elektrik – WCTB

Kementerian Kewangan Malaysia (Kejuruteraan Awam, Binaan Dan Kelengkapan Kemudahan Awam) – WCTB

Jabatan Kerja Raya Malaysia (JKR) Sijil Kompetensi Kontraktor Kesihatan (SKKK) – WCTB

Pusat Pendaftaran Kontraktor Kerja, Bekalan Dan Perkhidmatan Negeri Sabah - Kementerian Kewangan Sabah (PUKONSA) – WCTC

Sabah Trading License – WCTB, WCTC

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

Malaysia Employers Federation (MEF)

Property Development

Construction Industry Development Board (CIDB)

Real Estate & Housing Developers' Association Malaysia (REHDA)

Malaysian Employers Federation (MEF)

International Real Estate Federation (FIABCI), Malaysian Chapter

Shopping Malls

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

Malaysia Employers Federation (MEF)

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

Business Aviation Authorities

Civil Aviation Authority of Malaysia (CAAM)

CAAM Aviation Economic Division

Malaysia Airports Holdings Berhad (MAHB)

Malaysian Employers Federation (MEF)

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ASSURANCE

WCT remains committed to strengthening the credibility and reliability of the information presented in SS2025. To enhance transparency and provide greater confidence to our stakeholders, selected sustainability indicators disclosed in this report have been subjected to independent external assurance in accordance with recognised assurance standards.

For FY2025, WCT engaged BSI Services Malaysia Sdn. Bhd. (“BSI”) to perform an external limited assurance exercise on the Group’s reported Scope 1 and Scope 2 GHG emissions, covering selected key entities.

The independent verification report was reviewed and approved by the Board Risk and Sustainability Committee (“BRSC”) on 20 April 2026. The independent verification report can be found on pages 141 to 144 of this SS2025, where details of the assurance scope, subject matter and conclusion are presented.

FORWARD-LOOKING STATEMENTS

This report contains forward-looking statements such as targets, prospects, plans and reasonable assumptions that were set about 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

SS2025 is prepared as part of WCT’s AR2025, 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

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NOTABLE SUSTAINABILITY-RELATED DEVELOPMENTS

WCT continues its dedication towards incorporating sustainable principles into its projects and is well-prepared to achieve positive results in all its undertakings, including nation-building initiatives that foster job opportunities, improve community access, stimulate growth in nearby areas, proactively meet the demand for affordable housing and considering connectivity to surrounding transportation networks, including access to public transportation and supporting infrastructure such as access roads and pedestrian pathways. WCT's steadfast commitment to sustainability underscores its identity as a responsible corporate entity and its pledge to advance sustainable development within Malaysia.

WCT's urban regeneration of Paradigm Johor Bahru, spearheaded by the Property Development Division of WCT Group in 2013, exemplifies WCT's commitment to revitalising communities.

Case Study: From Forgotten to Flourishing: The Redevelopment of Kemayan City into Paradigm Johor Bahru

WCT transformed a long-abandoned 1990s building into Paradigm Mall Johor Bahru, a modern, family-oriented destination. Retaining 40% of the original structure while rebuilding 60%, WCT used advanced strengthening and flat-slab techniques to overcome design limits and integrate energy-efficient systems. The result was a vibrant hub that prevented urban decay and restored community vitality, demonstrating WCT's skilled urban regeneration capabilities. In November 2017, Paradigm Mall Johor Bahru opened its doors to the public, while Paradigm Residence Johor Bahru was completed in 2022, and Hyatt Place Johor Bahru Paradigm Mall was launched in 2023.

Recognised with the Malaysia Developer Awards 2024 – Transformation Award, it shows how WCT's urban regeneration efforts drive (1) economic growth in job creation, local business boost, new investments; (2) community renewal through reinvigorated social spaces and neighbourhood pride, as well as (3) benefitting the environment through reusing of materials, reducing overall resource use and avoiding unnecessary resource usage, green design, and lifecycle assessment implementation to evaluate the environmental impacts from project inception to decommissioning.

WCT plans to incorporate this project's lessons into its sustainable development roadmap, emphasising lifecycle assessment, waste management, and resource efficiency.





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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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Section in this Report	SDGs	Material Matter	Group-wide Objectives & Targets	Targets Realisation/Progress
	 <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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Section in this Report	SDGs	Material Matter	Group-wide Objectives & Targets	Targets Realisation/Progress
	 <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>


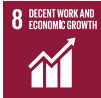

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Section in this Report	SDGs	Material Matter	Group-wide Objectives & Targets	Targets Realisation/Progress
	 Target 12.2	Responsible Sourcing & Supplier Management	<p>Objective:</p> <p>To ensure ethical and sustainable sourcing throughout the Group's 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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Section in this Report	SDGs	Material Matter	Group-wide Objectives & Targets	Targets Realisation/Progress
	 <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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Section in this Report	SDGs	Material Matter	Group-wide Objectives & Targets	Targets Realisation/Progress
	 <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>

MESSAGE FROM THE CHAIRMAN OF WCT'S BOARD RISK AND SUSTAINABILITY COMMITTEE

Sustainability remains central to WCT's long-term strategy, and FY2025 saw the Group make meaningful strides in new sustainability initiatives while maintaining steady progress across our existing sustainability agenda, guided by our purpose of "Building Sustainable and Thriving Communities". Through our core sustainability pillars—"Empowering People", "Protecting the Environment", "Enhancing Livelihoods", and "Embracing Responsible and Fair Business Practices", we continue to embed responsible practices into our operations and decision-making processes, strengthening long-term value creation for our stakeholders.

Notably, several policies were formalised in FY2025 including WCT's Sustainability Policy, Environmental Policy, and Biodiversity Policy, which reinforce the Group's direction in implementing actionable plans for stronger sustainability integration, supported by robust internal governance frameworks.

The Group also conducted several training sessions and workshops to strengthen our sustainability and climate-related disclosure, including GHG Scope 3 training as well as IFRS Sustainability Disclosure Standards S1 and S2 training and workshops. Enhancements in these disclosures enable WCT to better understand and address the climate- and sustainability-related risks and opportunities that may affect its businesses in the short, medium or long term. To instil robust data integrity and transparency, WCT underwent its first external limited assurance in FY2025 for GHG Scope 1 & 2 emissions, with the results verified as satisfactory.

Within the Engineering and Construction Division, we successfully conducted the Human Rights and Business Awareness Training, as well as our first Human Rights Labour Impact Assessment, marking an important milestone in WCT's ongoing commitment to strengthening human and labour rights across the organisation and its project sites. The results of this assessment are further discussed in the SS2025. In addition, an Environmental and Social Assessment ("E&S Assessment") was conducted for new suppliers to enhance due diligence across our value chain.

WCT's Engineering and Construction Division, WCT Berhad, including WCT Construction Sdn Bhd, also received the ISO 37001:2016 Anti-Bribery Management System ("ABMS") Certification from SIRIM QAS International Sdn Bhd in August 2025, marking a significant milestone in upholding the highest standards of integrity and ethical conduct.

One of the key highlights for the year was WCT's achievement of 80% green certification across its ongoing developments, excluding affordable housing, reinforcing the Group's commitment to sustainable urban development. This marks an important milestone in embedding green design principles across our developments, in line with national aspirations. Aras Residences obtained its Provisional GreenRE Silver Certification in 2024, with the formal presentation taking place in 2025.

WCT is also proud to have retained its position in the FTSE4Good Bursa Malaysia Index and the FTSE4Good Bursa Malaysia Shariah Index, achieving an FTSE ESG Rating of 4.4 out of 5.0, reflecting the strength of our environmental, social, and governance practices.

Lastly, I would like to extend my gratitude for your continued support as we work towards creating long-term value in a sustainable future.

Dato' Ng Sooi Lin

Independent Non-Executive Director and Chairman of WCT Board Risk and Sustainability Committee

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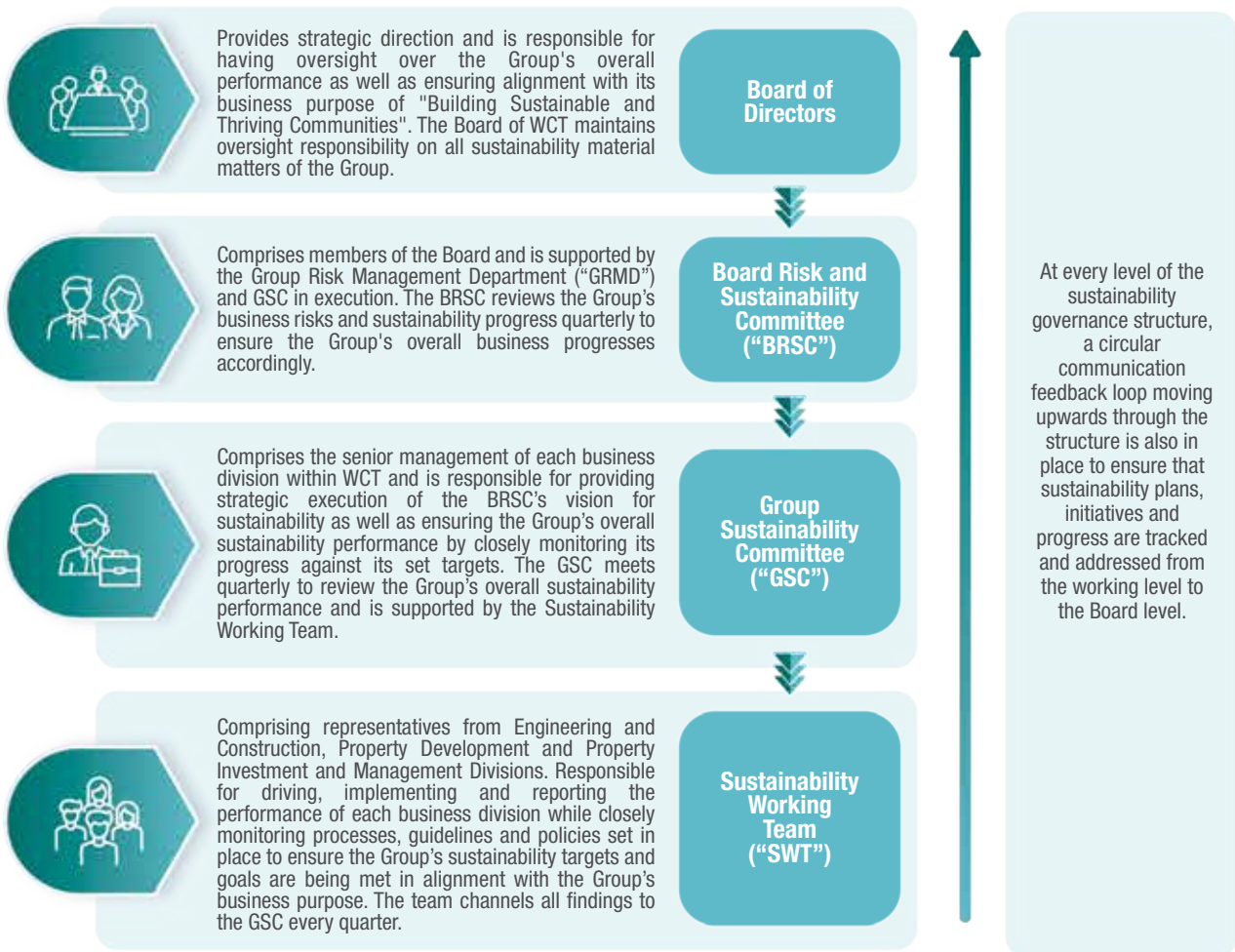
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SUSTAINABILITY GOVERNANCE

SUSTAINABILITY GOVERNANCE STRUCTURE

The core driving force of WCT’s sustainability strategy across the organisation is strong governance.

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 sustainability concerns to be given due consideration at the organisation’s highest decision-making level.



WCT has applied all sustainability practices (as stipulated in Practices 4.1 to 4.3) 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/?c=corporate_governance.

SUSTAINABILITY STATEMENT

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While the entire Board bears the ultimate responsibility for WCT's sustainability performance, the BRSC takes an active role in looking into addressing the Group's material sustainability matters, including greenhouse gas emissions and climate change, human rights and labour matters, biodiversity, and supply chain management, through the Group Sustainability Committee. The Chair of the Committee, in collaboration with the Group Managing Director, is designated as the Board-level position responsible for oversight of climate change and sustainability-related matters.

This committee convenes quarterly and is tasked with the responsibility of reviewing the Group's business risks and sustainability progress to ensure the Group's overall business and sustainability agenda progresses smoothly.

The BRSC, comprising four Independent Non-Executive Directors, convened eight times in FY2025, overseeing key sustainability matters including:

- Reviewing sustainability targets set at the Sustainability Working Team and Group Sustainability Committee level, with the Board of Directors having final approval over the targets.
- Reviewing the Group's ongoing progress against sustainability targets. The Sustainability Working Team updates the progress against targets and other sustainability initiatives on a quarterly basis and presents it to the Board Risk and Sustainability Committee.
- Bolstering climate and sustainability risk integration, primarily through identification and mitigation of pertinent climate-related risks and opportunities through enhanced IFRS S2 reporting disclosures as well as the GHG Inventory and Reporting Exercise.
- Highlighting human rights commitments through the Human Rights (Labour) Impact Assessment.
- Monitoring the implementation of key sustainability strategies such as energy and waste management programmes.

These efforts underscore WCT's commitment to strengthening sustainability governance, which ensures sustainability considerations are incorporated into the Group's businesses and strategies to create long-term value for the businesses and our stakeholders, 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.

The Board is presently exploring methods to enhance its performance assessment process by integrating relevant criteria, which includes the achievement of significant sustainability-related and climate-related KPIs and considerations at the Board level, in our commitment to align with best practices outlined by IFRS S2 disclosures. This idea is currently in the examination phase to assess its potential impact on other policies, such as the Remuneration Policy.

SUSTAINABILITY RISKS AND OPPORTUNITIES

WCT's Board acknowledges its overall responsibilities in establishing a sound system of risk management and internal control, this includes pertinent sustainability-related risks that can affect the Group's financial standing or reputation. Transparency in reporting the Group's risk management system is enhanced through the utilisation of frameworks such as GRI, FTSE4Good and the ISO 31000 Risk Management Standard ("ISO 31000").

Among the staple risks that the GRMD addresses, sustainability-related risks are increasingly integrated across all WCT's divisions. In FY2023, GRMD conducted a risk assessment on all sustainability material matters with the risk owners from each business division, leading to the development of the Economic, Environment, and Social ("EES") risk register, which identified 97 EES risks. This register was deliberated by the Risk Management Committee and accepted by BRSC. Notably, climate-related risks and opportunities were a key focus, with further details provided in the 'GHG Emissions and Climate Change' section of this SS2025.

The Board also has oversight over the Group's Code of Conduct and Ethics. The Senior Management and Heads of Division are also responsible for overseeing the effectiveness of the Code of Conduct and Ethics.

When it comes to potential non-compliance, the Group approaches it by enacting its control procedures in place, which allows it to investigate, follow up and address any issues or uncertainties that may arise at project sites. More information on non-compliance matters may be read in this SS2025's 'Compliance to Laws and Regulations' section.

More information on risk management can be found in WCT's Statement on Risk Management and Internal Control in the AR2025.

SUSTAINABILITY STATEMENT

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STAKEHOLDER ENGAGEMENT

WCT engaged its diverse stakeholder base throughout the year via a wide range of communication platforms and channels to maintain inclusivity of perspectives in the Group's value creation agenda and ultimately achieve various objectives. Stakeholder engagement is guided by the Group's Stakeholder Engagement Policy.

The Group views its stakeholders as individuals, entities or organisations who are influenced by the Group's business model and its operations, and reciprocally, those who possess the ability to influence WCT's business model and operations.





WCT's FY2025 Annual General Meeting ("AGM") was held on 18 June 2025. The number of days between the date of notice and date of the actual AGM is 50 days.

STAKEHOLDER ENGAGEMENT TABLE

No	Stakeholder	Engagement Channels	Needs And Expectations	Relevant Material Matter	Outcomes / Values Created
1	 <p>Customers (including property developers, home buyers, shopping mall tenants and visitors, hotel guests and visitors, aircraft operators, airlines, business aviation and general aviation customers).</p>	<ul style="list-style-type: none"> Satisfaction surveys Suggestion boxes Social media Newsletters Launch Events Events, exhibitions and roadshows Mobile and email communications Company website Customer service concierge counters 	<ul style="list-style-type: none"> Quality products and services Fair product pricing GreenRE and environmentally sound products Timely, responsive customer service Demonstration of compliance obligations Public safety and security Good housekeeping Customer and community engagement activities 	<ul style="list-style-type: none"> Product Safety & Quality Ethical Business Conduct Waste & Environmental Pollution Personal Data Protection Community Engagement Diversity, Equity & Inclusion Occupational Health & Safety 	<ul style="list-style-type: none"> Enhanced customer satisfaction by delivering improved customer service levels and response times Improved customer engagement and sales revenue
2	 <p>Employees</p>	<ul style="list-style-type: none"> Internal communications Virtual / Face-to-face meetings Performance reviews Code of Conduct and Ethics Interviews Community development programmes Training Whistleblowing channel Employee Handbook Employee Satisfaction Survey 	<ul style="list-style-type: none"> Workplace safety and health Fair employee treatment and compliance with labour standards Competitive remuneration (benefits) Training, guidance and support Career development Diversity at the workplace Job satisfaction Employee wellbeing 	<ul style="list-style-type: none"> Human Rights & Labour Matters Workforce Learning & Development Occupational Health & Safety Diversity, Equity & Inclusion Contributing to the Economy Ethical Business Conduct 	<ul style="list-style-type: none"> A safe and comfortable workplace Enhanced employees' competency Volunteering opportunities Introduction of phased working hours at WCT Headquarters Mental wellbeing workshops for employees





SUSTAINABILITY STATEMENT

cont'd

No	Stakeholder	Engagement Channels	Needs And Expectations	Relevant Material Matter	Outcomes / Values Created
3	 <p>Government body, regulatory authorities & local council (e.g., Department of Safety and Health, Ministry of Health, Malaysian Public Works Department, Department of Environment, Malaysian Highway Authority, Malaysian Anti-Corruption Commission)</p>	<ul style="list-style-type: none"> Virtual / Face-to-face meetings Regular engagement for knowledge sharing Media releases Conferences, seminar and industry events Surveys Site visit Machinery inspections (for plant and machinery operation approval purposes) 	<ul style="list-style-type: none"> Demonstration of compliance with respective authorities' requirements Supporting government policies and objectives Timely and responsive communication and actions Information sharing Enhance public safety and cleanliness 	<ul style="list-style-type: none"> Ethical Business Conduct Human Rights & Labour Matters Community Engagement Occupational Health & Safety Personal Data Protection Waste & Environmental Pollution Contributing to the Economy GHG Emissions & Climate Change 	<ul style="list-style-type: none"> Displayed strong compliance with authorities' requirements Provide a safer environment to the community
4	 <p>External goods and service providers (e.g., contractors, sub-contractors, vendors, suppliers, consultants)</p>	<ul style="list-style-type: none"> Virtual / Face-to-face meetings Annual supplier re-assessments Environmental and social performance surveys Responsible Supply Chain Policy 	<ul style="list-style-type: none"> Clear contract specifications Honouring contractual agreements e.g., prompt payment Fair treatment of employees and workers in line with labour laws and standards Fair price Timely and responsive communication and actions Continued business Support for enhancing resource capacity 	<ul style="list-style-type: none"> Ethical Business Conduct Contributing to the Economy Human Rights & Labour Matters Diversity, Equity & Inclusion 	<ul style="list-style-type: none"> Cost-effective and reliable delivery of goods and services Better understanding of suppliers' environmental and social performance
5	 <p>Investors, shareholders, analysts, & fund managers</p>	<ul style="list-style-type: none"> Quarterly briefings Virtual / Face-to-face meetings Conferences Media releases and interviews Annual reports and sustainability statement Company website 	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> Contributing to the Economy Ethical Business Conduct GHG Emissions & Climate Change Human Rights & Labour Matters 	<ul style="list-style-type: none"> Stronger investor trust and a clearer understanding of WCT's business direction and performance
6	 <p>Local communities and the general public (e.g., resident associations, neighbouring communities, NGOs)</p>	<ul style="list-style-type: none"> Town-hall meetings or Virtual Meetings Community development programmes Media releases Social Media Sponsorships Complimentary event spaces Food Bank 	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> Community Engagement Contributing to the Economy Waste & Environmental Pollution Human Rights & Labour Matters GHG Emissions & Climate Change Biodiversity Water Use 	<ul style="list-style-type: none"> Minimised environmental impact and disruption to the daily lives of the community Established good rapport and trust before commencement of work Engagement with local communities and NGOs in need through impact-driven community programmes and WCT Gives initiatives

SUSTAINABILITY STATEMENT

cont'd

No	Stakeholder	Engagement Channels	Needs And Expectations	Relevant Material Matter	Outcomes / Values Created
7	 <p>Financial institutions e.g., lenders, insurers</p>	<ul style="list-style-type: none"> Virtual / Face-to-face meetings 	<ul style="list-style-type: none"> Manage risks to ensure financial soundness (physical and reputational risks) Honouring borrowing terms and conditions Timely and responsive communication and actions Compliance with climate change mitigation strategies throughout business activities 	<ul style="list-style-type: none"> Contributing to the Economy Ethical Business Conduct Product Safety & Quality GHG Emissions & Climate Change Human Rights & Labour Matters 	<ul style="list-style-type: none"> Improved corporate credibility
8	 <p>Industrial affiliates (e.g., Construction Industry Development Board, Real Estate & Housing Developers' Association, Malaysia Shopping Malls Association, Malaysian Association of Hotel Owners, universities)</p>	<ul style="list-style-type: none"> Surveys Conferences Interviews Virtual / Face-to-face meetings Industrial collaboration programmes Participate in industry awards 	<ul style="list-style-type: none"> Demonstration of compliance obligations Knowledge sharing Adherence to affiliates' charter/code Timely and responsive communication and actions Active participation in affiliates' initiatives 	<ul style="list-style-type: none"> Specific to industrial affiliate 	<ul style="list-style-type: none"> Displayed strong compliance, obligations, and commitment as an industry player Lend support to research projects by education institutions Recognised by industrial affiliates by winning prestigious industry awards
9	 <p>Media</p>	<ul style="list-style-type: none"> Community development programmes Media releases Advertising Conferences 	<ul style="list-style-type: none"> Timely and accurate communication Responsive to queries 	<ul style="list-style-type: none"> Ethical Business Conduct Accuracy of communicated information 	<ul style="list-style-type: none"> Consistent and factual media coverage and reporting
10	 <p>Joint ventures & Business Partners</p>	<ul style="list-style-type: none"> Virtual / Face-to-face meetings 	<ul style="list-style-type: none"> Honouring terms and conditions Continued business opportunities 	<ul style="list-style-type: none"> Contributing to the Economy Ethical Business Conduct 	<ul style="list-style-type: none"> Displayed strong compliance and obligations as a business partner

SUSTAINABILITY STATEMENT

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MATERIALITY

Since its first comprehensive materiality assessment in 2021, WCT has continued to be closely focused on identifying any significant impact it may have to the environment, economy and society, as well as understanding our internal and external stakeholders' views, to determine our material matters.

WCT is working in accordance to the latest listing requirements by Bursa that have denoted sustainability reporting timelines to adhere to the NSRF requirements and timelines, which provides for transition reliefs before full disclosure is warranted. Therefore, the materiality revision will now be aligned with NSRF's timelines and not in 2025 as previously disclosed.

MATERIAL MATTERS

The following table lists WCT's prioritisation of its material matters in tiers.

Material Matters (listed in alphabetical order):	
Ethical Business Conduct	Tier 1 - Greatest potential for WCT to have an impact
GHG Emissions & Climate Change (includes "Energy")	
Human Rights & Labour Matters	
Occupational Health & Safety	
Personal Data Protection	
Product Safety & Quality	
Contributing to the Economy	Tier 2 - High potential for WCT to have an impact
Responsible Sourcing & Supplier Management	
Waste & Environmental Pollution	
Water Use	
Workforce Learning & Development	
Biodiversity	Tier 3 - Moderate potential for WCT to have an impact
Community Engagement	
Diversity, Equity & Inclusion	

SUSTAINABILITY STATEMENT

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ADDRESSING MATERIAL MATTERS

1. BENEFITTING THE ECONOMY ETHICALLY

ETHICAL BUSINESS CONDUCT

For WCT, adhering to high ethical standards is vital to mitigate risks such as legal penalties, corruption, fraud, and reputational damage. These factors could disrupt projects, deter investors, and erode customer confidence. Conversely, strong ethical practices help WCT build stakeholders trust, attract sustainable investments, build brand credibility and gain a competitive edge by aligning with market demands for transparency and accountability, positioning WCT as a trusted industry leader.

ZERO-TOLERANCE APPROACH TO BRIBERY AND CORRUPTION

WCT began integrating its ABAC Policy and ABAC-SOP throughout the organisation since 2020, in compliance with Section 17A of the Malaysian Anti-Corruption Commission (Amendment) Act 2018. The Board oversees the ABAC Policy, which is subjected to regular review to ensure its effectiveness in line with changes in the operational environment.

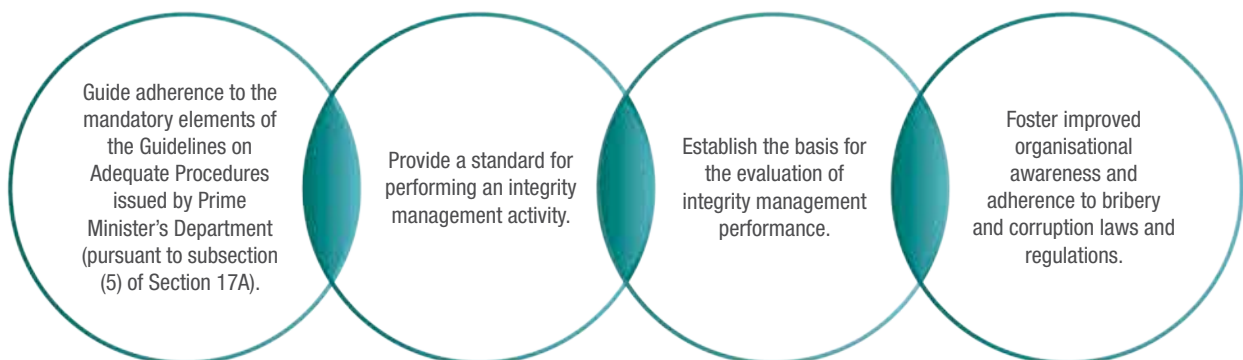
To ensure that the ABAC Policy is well-understood, it has been translated into Bahasa Melayu and Mandarin and is accessible by the general public, including service providers on the corporate website and intranet portal for employees. Apart from the corporate website, WCT endeavours to communicate the ABAC Policy with its supply chain through a clause in contracts and service agreements. The following anti-corruption subsections provides a clear implementation plan for adhering to strict anti-bribery and anti-corruption legal requirements, including applying and maintaining training schedules, monitoring mechanisms, and escalation procedures.

Notably in FY2025, WCT's Engineering and Construction Division, WCT Berhad, including WCT Construction Sdn Bhd, received the ISO 37001:2016 Anti-Bribery Management System ("ABMS") Certification from SIRIM QAS International Sdn Bhd. The Division subsequently organised an Engagement Session with the Malaysian Anti-Corruption Commission ("MACC") on 7 November 2025.

Maintaining Strong Corporate Integrity

A core component of WCT's efforts in its ongoing commitment to strong corporate integrity management is the Group Integrity Unit ("GIU"), established in FY2022, which oversees four primary functions: Governance, Complaint Management, Detection and Verification, and Integrity Enhancement.

The GIU tracks and monitors reported corruption incidents, and the number of anti-corruption training sessions conducted for employees and the Board. The GIU operates under an Integrity Management Framework ("IMF") developed based on the following principles:



SUSTAINABILITY STATEMENT

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The 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, ABAC Officer, and Manager - Integrity.

In accordance with the ABAC Policy and in alignment with the Guidelines on Adequate Procedures ("Guidelines") issued by the Prime Minister's Department, GIU undertakes due diligence procedures for contracts with purchase value of more than RM100,000.00 to evaluate the integrity of service providers. The Guidelines strongly recommends that any commercial organisation establish key considerations or criteria for conducting Integrity Due Diligence ("IDD") prior to formalising business relationships. The IDD aims to fortify Group-wide internal controls and procedures to reduce and mitigate corruption risks. Another anti-corruption and anti-bribery monitoring mechanism in place is the Register of Gifts and Register of Entertainment which WCT maintains.

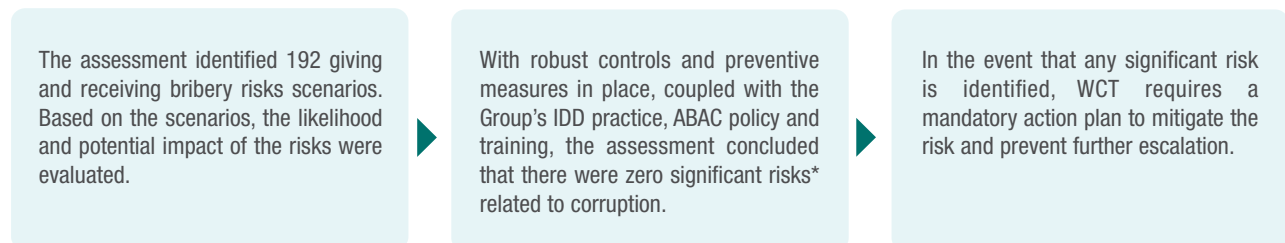
When it comes to escalating corruption-related matters, WCT's investigation and reporting SOPs states that, among other SOPs, anyone aware of any acts of bribery and corruption may report such act to his superior and/or through the whistleblower procedures available in the website of the Group.

Any person who is found to have committed a non-compliance or violation of this ABAC-SOP, ABAC Policy or any other anti-bribery and anti-corruption related policies, that person will be subject to the appropriate disciplinary actions as provided in the Employee Handbook of the Group, including termination of services or employment. Decision taken by Board of Directors will be implemented accordingly.

Furthermore, legal action may be initiated against offenders, which may involve reporting them to relevant authorities, such as Polis Diraja Malaysia, the MACC and other appropriate bodies.

Identification of Operations with Possible Higher Risk for Corruption

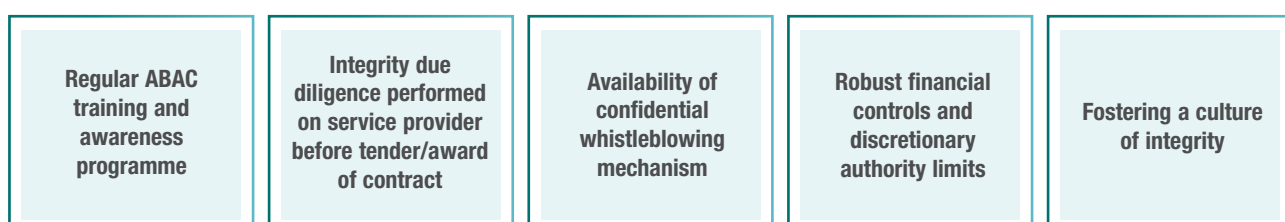
A comprehensive Group-wide corruption risk assessment continues to be conducted internally by GIU with all business divisions, and 100% of operations were assessed for risks related to corruption. The corruption risk assessment involves evaluating the likelihood and potential impact of corrupt practices within the business operation, as well as in its interaction with external stakeholders. Three (3) key area of potential bribery and corruption risks were identified in the assessment, namely misuse of confidential information, dealing with public officers, and collusion with third party. Below are the assessment's findings and subsequent actions:



**Significant risk refers to critical incidents with a high likelihood of occurrence and severe impact, including regulatory scrutiny, detailed inspections, and formal investigations. These incidents can result in public disgrace, widespread media attention, and third-party legal or regulatory action leading to lasting reputational and financial damage.*

	FY2023	FY2024	FY2025
Percentage of operations assessed for corruption-related risks	100%	100%	100%
Significant risks related to corruption identified through the risk assessment	0	0	0

As always, the Group takes additional preventive measures to increase stronger vigilance in its departments, including:



SUSTAINABILITY STATEMENT

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WCT Employee Code of Conduct and Ethics

WCT's Code of Conduct and Ethics ("Code") outlines the standards and expectations for all employees to follow while carrying out their responsibilities. This Code is found in the Employee Handbook and defines what constitutes unacceptable behaviour or practices that no one within the Group should emulate.

The Group's directors are also expected to adhere to this Code which are based on the principles of honesty, integrity, responsibility, and good corporate citizenship, with the goal of fostering ethical conduct among directors rooted in trustworthiness and universally accepted values.

Additionally, the Code aims to uphold a sense of responsibility and social responsibility in alignment with relevant legislation, regulations, and guidelines related to corporate governance.

In FY2025, there have been zero incidents of non-compliance with WCT's Code of Conduct and Ethics. As and when necessary, the Code is periodically reviewed for compliance and effectiveness, with the current Code being adequate in application.

The Code is available online in English and Bahasa Melayu to ensure all employees understand WCT's expectations and contribute to an ethical workplace.

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.

Anti-Bribery and Anti-Corruption Training

Since FY2020, WCT has trained 1,299 employees, including the Board of Directors, management personnel and executive and non-executive employees across the Group. All new employees receive a comprehensive introduction to the Group's Anti-Bribery Management Systems and the Group's Whistleblowing system, ensuring they understand the Group's policies and ethical standards.

The training addresses all elements and types of corruption including bribery, providing a comprehensive overview of anti-corruption practices. It includes a detailed introduction to Section 17A of the Malaysian Anti-Corruption Commission (Amendment) Act 2018 and guides employees on common forms of bribery and corruption. The training also covers compliance with the **TRUST** principles (**T**op level commitment, **R**isk assessment, **U**ndertake control measures, **S**ystematic review, monitoring and enforcement, **T**raining and Communication) to implement adequate procedures as recommended by MACC for commercial organisations.

Employee Category	Number of Employees Who Received ABAC Training since 2020	Percentage of Employees Who Have Received ABAC Training by Employee Category (%)
Board of Directors	5	63%
Top Management	9	100%
Senior Management	68	92%
Middle Management	213	92%
Executive	597	84%
Non-Executive	407	76%
Total	1,299	

To maintain a high level of awareness and ethical conduct, the Group provides ABAC training to all new employees and refresher sessions to existing employees every five years of service.

To reinforce a culture of integrity, the Group has set clear training targets and structured, recurring programmes to gradually cascade anti-bribery and anti-corruption knowledge across all levels of the organisation.

SUSTAINABILITY STATEMENT

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Anti-Bribery and Anti-Corruption Training	Target	FY2024	FY2025
Percentage of new employees that completed an ABAC training session by the end of the financial year	≥ 90%	69.47%	51.40%
Percentage of existing employees that attended an ABAC refresher training session every five years of service, in the financial year.	≥ 90%	N/A	82%

As part of the ongoing anti-bribery process, WCT conducted an integrity due diligence (“IDD”) exercise for 248 new service providers. These providers spanned a broad range of categories, including engineering and construction support, building materials, electrical and ICT solutions, security and facility services, logistics, and other general operational support services.

Communication of Anti-Bribery and Anti-Corruption Awareness

During FY2025, the following anti-corruption-related content and initiatives continued to be effectively communicated to all office employees:

ABAC materials disseminated via bulletin boards, WCT’s corporate website, e-mails, intranet portal, teleconferencing technology, and verbal reminders from peers and respective Heads of Department (“HODs”).

Provision of pamphlets and the display of posters at approximately 37 locations as of 2025, including management and site offices, sales galleries, terminal lounges as well as project sites.

Incidents of Corruption and Action Taken

In FY2025, the Group recorded zero confirmed incidents of corruption. No cost of fines, penalties or settlements was incurred in relation to corruption.

	FY2023	FY2024	FY2025
Confirmed incidents of corruption (including any official public cases involve the Group or its employees)	0	0	0
Actions taken on confirmed incident(s) of corruption	0	0	0
Cost of fines, penalties or settlements in relation to corruption	0	0	0

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

WHISTLEBLOWING MECHANISM

WCT has put in place a whistleblowing mechanism for employees which covers any instances of misconduct, wrongdoing, elements of corruption such as fraud, abuse of power and bribery as well as other negative and unlawful behaviour. Therefore the whistleblowing mechanism also covers anti-corruption comprehensively.

Beyond the stated issues and matters covered by the Group’s whistleblowing mechanism in the Whistleblowing Policy, the formal whistleblowing mechanism also covers human rights-related matters, guaranteeing confidentiality and being available to all internal and external stakeholders of WCT. The Group’s Human Rights Policy ensures that the policy is communicated to all directors, employees, and relevant stakeholders of WCT.

Below is the process for raising and addressing whistleblowing complaints, with full details available in WCT’s Whistleblowing Policy on the corporate website:

Submission of report via an online form at www.wct.com.my, through email to whistleblower@wct.my, or 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

Received report is handled by the Chairman of the Audit Committee and passed through appropriate channels for further review and investigation

Whistleblower identity is kept confidential (unless otherwise required by law or for the purpose of legal action taken by or against the Group)

SUSTAINABILITY STATEMENT

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WCT CORPORATE POLICIES

WCT established various policies to address its sustainability-related risks and opportunities and ensure ethical conduct of business:



In addition to employees, all relevant external stakeholders such as suppliers and contractors are required to adhere to these policies, including the respective division's Environmental, Quality, and Safety & Health Policies. By doing so, corporate governance is reinforced across the Group's value chain. Further details on WCT's policies can be accessed on its official corporate website at https://www.wct.com.my/about/governance_and_policies/policy.aspx?c=corporate_governance.

COMPLIANCE TO LAWS AND REGULATIONS

WCT defines significant instances of environmental and social related legal non-compliance as failures to adhere to environmental, labour, and public safety related laws and regulations, resulting in penalties such as court ordered actions and fines, permit suspensions, and lawsuits. WCT remains committed to continuously improving legal compliance across all business operations.

In FY2025, the Group recorded zero significant instances of non-compliance related to environmental legal requirements, and no associated penalties were imposed.

The Engineering and Construction Division recorded one work-related fatality involving a sub-contractor's local worker during the transfer of Glass Fibre Reinforced Concrete ("GFRC") panels at a project site. A stop-work order was issued by the Department of Occupational Safety and Health ("DOSH"). Investigations determined that the incident was caused by the subcontractor's improper work technique and unsafe act. Following the implementation of corrective actions, DOSH lifted the stop-work order after confirming that the required safety improvements had been addressed. Further explanation and details regarding this case can be found in the OHS section of this report.

In considering provisions for fines and settlements related to ESG issues – such as environmental, human rights, and corruption matters – WCT adheres to the Malaysian Financial Reporting Standards ("MFRS"). Under MFRS 137: Provisions, Contingent Liabilities and Contingent Assets, provisions of ESG-related fines are recognised only if they meet the definition of a provision, which requires a present obligation, a probable outflow of resources, and a reliable estimate of the amount. For WCT, the current ESG-related fines do not meet these criteria and are therefore not classified as provisions. While WCT does not maintain a general provision for fines, accruals are recognised if a regulatory breach has occurred, and the fine has been incurred but not yet fully documented. In FY2025, all ESG-related fines were settled in full, and no accruals were recorded.

APOLITICAL STANCE

WCT remains an apolitical organisation and made zero political contributions in FY2025. WCT upholds the right of citizens to vote according to their convictions.

Exceptions are made when it comes to supporting government-led charitable causes or sponsored event that positively impact the community and society.

SUSTAINABILITY STATEMENT

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CONTRIBUTING TO THE ECONOMY

DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

The Group intends to continue serving as a catalyst for socioeconomic development where it operates in alignment to our goal of Enhancing Livelihoods. This is achieved through the creation of financial value for stakeholders as well as other socioeconomic multiplier effects.

The Group's stable financial performance in FY2025 saw positive economic value distribution carried out for various stakeholders, as shown in this table here:

INDICATOR	FY2023 (RM'000)	FY2024 (RM'000)	FY2025 (RM'000)
Payments to Directors and Employees (Salaries, Wages and Emoluments)	168,328	169,193	178,570
Changes in Payables	(238,202)	(52,764)	(155,850)
Government (Income Tax)	(632)	19,361	44,930
Returns to Shareholders (Dividends)	-	-	-
Repayment to Financiers	1,845,018	2,938,591	3,514,793
Monies Distributed for Community Development (CSR, infrastructure development and societal contributions, etc.)	2,881	2,923	2,945

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 the AR2025.

INFRASTRUCTURE INVESTMENTS AND SERVICES SUPPORTED

WCT strongly supports community services and infrastructure through a range of initiatives, even shouldering the cost of developing public amenities. Drawing upon its construction expertise, the Group contributes essential infrastructure that is accessible to the public and serves the broader community.

At the beginning of January 2024, construction of an additional water tank in Bandar Bukit Tinggi 2 began to support the additional demand for future developments within Bandar Bukit Tinggi 2. Construction is targeted for completion by mid-2026.



In Kampung Sungai Kembong Hilir, Kajang, WCT funded the upgrade of a badminton court into a multi-purpose court and refurbishment works of the village's Balai Raya, including the hall's adjoining toilet, enhanced kitchen, provision of new tables, chairs, and a reading corner equipped with 300 books for local children. These improvements enabled the Balai Raya to once again serve as a venue for community meetings and other recreational activities.



SUSTAINABILITY STATEMENT

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PRODUCT SAFETY AND QUALITY

BUSINESS DIVISION QUALITY AUDIT AND SITE CERTIFICATION

WCT and its subsidiary companies have attained specific accreditations in different aspects as per the following:

MANAGEMENT SYSTEM CERTIFICATIONS		
<p style="text-align: center;">Quality Management Systems Certifications</p> <ul style="list-style-type: none"> • 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 Land Sdn Bhd and its subsidiaries Certification No. QMS 01306 	<p style="text-align: center;">Occupational Health & Safety Management Systems Certifications</p> <ul style="list-style-type: none"> • 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 Land Sdn Bhd and its subsidiaries Certification No. OHS 00227 	<p style="text-align: center;">Environmental Management Systems Certification</p> <ul style="list-style-type: none"> • ISO 14001:2015 Environmental Management Systems for WCT Berhad (including WCT Construction Sdn Bhd) Certification No. EMS 00520

Note: Effective 1 November 2025, pursuant to the Engineering and Construction Division's ongoing restructuring and operational alignment plan, the ISO 9001:2015, ISO 45001:2018, and ISO 14001:2015 certifications for WCT Machinery Sdn Bhd have been discontinued. Nevertheless, WCT Machinery will continue to implement its existing work processes and procedures to maintain standards of quality, safety, and environmental performance.

The Engineering and Construction and Property Development Divisions prioritise work quality, project timeliness, customer service levels, work coordination, project and site management skills, safety and health as well as 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. The company's business aviation operations continue to comply with CAAM Quality of Service ("QoS") standards for airports.

Quality and Safety Design and Standards

Ensuring the safety and quality of buildings through rigorous design, construction standards and compliance with industry regulations can reduce risks such as defects, accidents, costly repairs, legal liabilities and reputational damage. On the other hand, prioritising high-quality, safe developments creates opportunities for WCT to attract discerning buyers and tenants and build lasting relationships with them.

Property Development

A defect rectification process has been implemented to ensure stringent quality control during the construction period, prior to delivery of vacant possession of properties to owners. WCT revised and updated some of its more dated facilities at The Ascent to achieve better operational efficiency, customer experience and energy savings, such as:

- Launching a Visitor Management System to enhance security and streamline operations by digitalising check-ins, and improving the visitor experience.
- Completing the building's repainting since early October 2025.
- Ongoing defect touch ups in the common area.
- Modernising car park lifts and successfully obtained the DOSH Certificate of Fitness on 31 October 2025.

Property Investment and Management

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

100% of the Group's Engineering and Construction sites have received ISO 14001 and ISO 45001 certifications as of FY2025, while 100% of sites under Property Development are certified with ISO 45001.

SUSTAINABILITY STATEMENT

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CUSTOMER EXPERIENCE AND SATISFACTION

Customer satisfaction is vital for any organisation to keep a consistent competitive advantage and build customer loyalty in order to maintain a strong foothold in market perception. WCT’s shopping malls and business aviation segment have each developed customer engagement strategies tailored to their respective businesses.

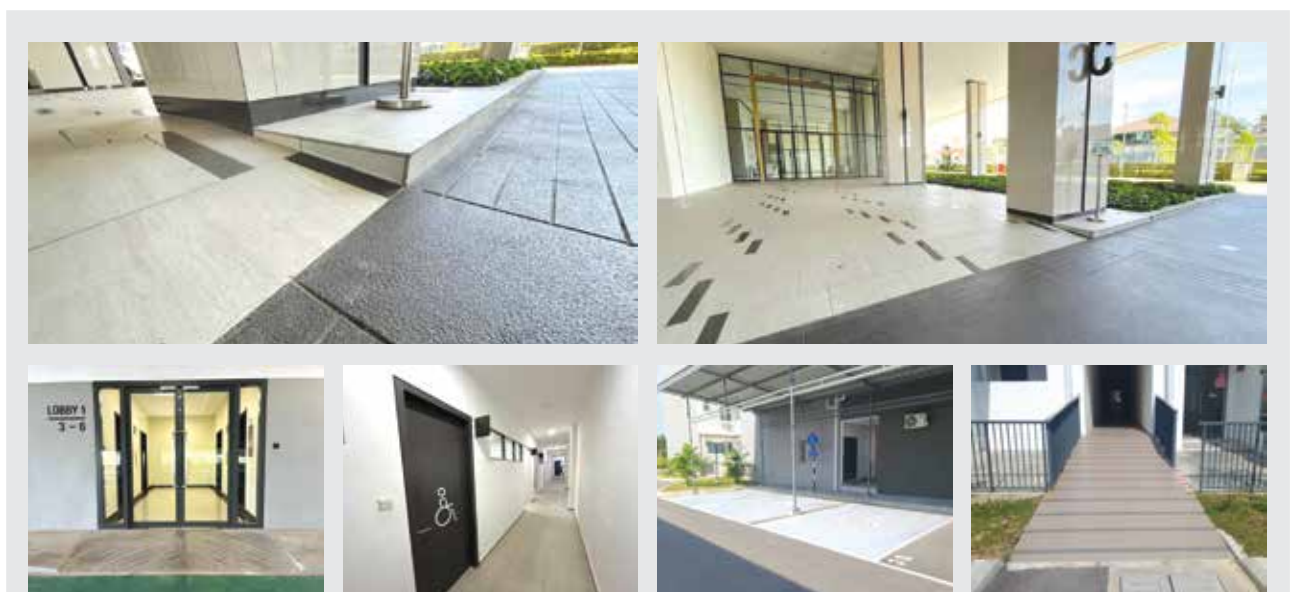
Shopping Malls	Business Aviation
<p>In addition to continuing to hold exclusive customer experiences, attractive promotions and distinctive retail offers at our shopping malls, WCT places a strong emphasis on ensuring satisfactory customer service and safety standards, maintaining the cleanliness of our malls as well as upholding excellent facility management.</p>	<p>WCT’s Business Aviation regularly engages customers using a wide range of communication channels, including physical interaction with customers as well as utilising the convenience, speed and reach of digital mediums. This enables business operations to stay abreast with the constantly evolving, fast-paced nature of the aviation industry and its products and services. Daily and weekly customer engagement has enabled SkyPark Aviation Group to develop a comprehensive understanding of customers and to tailor regulatory-compliant products and services that deliver positive experiences and high customer satisfaction.</p>

Across its business divisions, WCT remains dedicated to actively engaging with customers and other relevant stakeholders to collect feedback that drives the continuous improvement of its products and services. Customer satisfaction targets are established at the divisional level to reflect the distinct operational contexts and stakeholder expectations of each business. Below are WCT’s latest customer satisfaction scores:

Businesses	Target	FY2023 Score (%)	FY2024 Score (%)	FY2025 Score (%)
Engineering and Construction	≥ 70%	68	67	73
Property Development – Sales and Marketing	≥ 85%	89	87	87
Hotel – Le Méridien Petaling Jaya	≥ 62%	59*	62*	67
Hotel – Première Hotel	≥ 88%	88	90	83
Hotel – Hyatt Place Johor Bahru	≥ 69%	-	-	49

Note: *The FY2023 and FY2024 data are restated due to a change in measurement methodology.

PRIORITISING ACCESSIBILITY AND USABILITY FOR ALL PEOPLE



WCT’s recent developments, The Maple Residences and Adenia Apartments, feature a host of accessibility amenities such as wheelchair ramps at building entrances and carparks, designated disabled carpark bays, disabled toilet facilities, and more.

SUSTAINABILITY STATEMENT

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WCT strives to make sure all projects meet the relevant legal requirements including ensuring operational sites are inclusive in providing access for individuals with physical disabilities. This commitment is reflected in the property development projects, shopping malls and hotels where the Group maintains the necessary facilities and accommodations that are provided such as wheelchair ramps, tactile paving on the ground, disabled parking bays, easy-access lift buttons and disabled toilets, among others.

Furthermore, WCT continues to promote inclusivity in its retail spaces, especially at gateway@klia2 that also has key accessibility amenities and child-friendly features. To further enhance accessibility, the Group also designed light switches at lower heights in developments such as the Paradigm Residence in Johor Bahru, The Maple Residences in WCity OUG, Pavilion Mont' Kiara, and Adison in W City Larkinton as well as in WCT's future projects.

Le Meridien Petaling Jaya and Première Hotel also provide wheelchair accessible rooms to guests with disabilities, while Hyatt Place Johor Bahru provides unique disabled-friendly rooms for disabled guests that include a disabled-friendly washroom and ramp for their convenience and privacy.

2. PROTECTING THE ENVIRONMENT

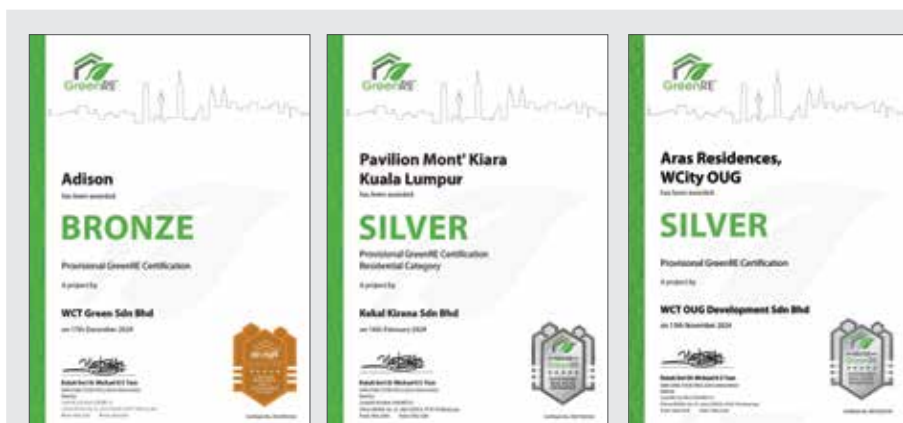
WCT remains committed to managing, and where possible reducing, its environmental impacts in accordance with international and local environmental best practices and standards, including:



In line with its commitment to sustainability, WCT's Property Development Division integrates green design principles into its projects to enhance energy efficiency and environmental performance. This includes optimising building orientation and incorporating natural ventilation to reduce energy consumption, implementing water conservation measures to promote responsible resource use, and prioritising pedestrian-friendly designs to enhance walkability and connectivity within integrated developments.

The GreenRE certification forms a key part of WCT's sustainability strategy, aligning with the Group's broader environmental commitment. By leveraging insights from its certified projects, WCT aims to expand its green building certifications across future developments.

Property	Certification	Year of Certification
The Maple Residences, WCity OUG	Bronze	2023
Pavilion Mont' Kiara	Provisional Silver	2024
Adison, W City Larkinton	Provisional Bronze	2024
Aras Residences, WCity OUG	Provisional Silver	2024



As of December 2023, 80% of WCT Land's ongoing property portfolio is GreenRE certified. Looking ahead, WCT Land targets Green Building certification for all new developments (excluding affordable housing) from 2025 onwards, meeting or exceeding the minimum Bronze rating under GreenRE.

SUSTAINABILITY STATEMENT

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WCT is also pursuing Green Building accreditation for its leased property portfolio, The Ascent. With the initial assessment of the building completed in 2024, WCT has since done multiple consultations and site verifications throughout 2025 with GreenRE to ensure implemented enhancements meet Green Building standards, including installing carbon dioxide (“CO₂”) monitoring devices at lift lobbies and corridors to track and improve indoor air quality.

WCT’s engineering and construction expertise consistently meets the growing demand for environmentally-sound structures in Malaysia, as seen in the below list of recent green buildings constructed by WCT’s Engineering and Construction Division for its clients:

PROJECT	STATUS	CERTIFICATION	TARGET AWARD
TRX Retail	Completed in November 2023	<ul style="list-style-type: none"> LEED GBI 	Gold Gold
TRX Hotel and Office	Completed in August 2025	<ul style="list-style-type: none"> LEED 	Gold
Pavilion Damansara Heights (Phase 1)	Completed between 2022 - 2025	<ul style="list-style-type: none"> Green Mark (Office Tower) Green Mark (Residential) Green Mark (Retail Podium) 	Gold Certified Certified
Pavilion Damansara Heights (Phase 2)	Completed in 2025	<ul style="list-style-type: none"> Green Mark (Retail Podium) 	Certified
118 Mall	Ongoing	<ul style="list-style-type: none"> LEED 2009 for Core and Shell GBI GreenRE 	Gold Silver Gold

Detailed information on these standards, policies and certifications can be found in the respective sections of this report where it is relevant to disclose them.

GHG EMISSIONS & CLIMATE CHANGE

Climate change is a key priority for WCT due to its potential and actual impacts not only on the Group’s operations but also on its stakeholders. The Group’s primary business operations are significant consumers of fossil fuels for energy and electricity consumption.

WCT recognises that its material sustainability matters, including climate change, may pose risks to its operations. Accordingly, each business division is implementing various initiatives to mitigate these risks, while remaining mindful of how its business operations, primarily through energy consumption, emissions, and waste generation, may directly or indirectly contribute to climate change.

The Group also seeks to ensure that its climate-related policy and stances are aligned with key national policies, such as the National Construction Policy 2030. This shows WCT’s commitment to responding appropriately in instances where industry and / or trade association positions on climate change may be significantly weaker than or contradicts WCT’s own internal policies, and that WCT’s policies and national mandates can supersede weaker industry minimums.

Going forward, as part of aligning its future capital expenditure (“CAPEX”) with its decarbonisation goals, WCT is exploring opportunities to secure additional green financing as it works to decarbonise part of its overall capital expenditure.

IFRS S2 CLIMATE-RELATED DISCLOSURES

WCT began its transition to IFRS S2 in 2025, ahead of the phased Bursa Malaysia requirement under the National Sustainability Reporting Framework for applicable Main Market issuers to report in accordance to IFRS S2 for financial years ending on or after 31 December 2026. The disclosures set out below reflect the progress made to date. As part of this process, WCT carried out workshops with key personnel from its divisions to identify climate-related risks and opportunities relevant to its three core businesses: Engineering & Construction, Property Development, and Property Investment & Management. Given that this is an evolving process, additional information and further refinement will be required to reduce uncertainty and improve the quality, depth, and consistency of disclosures in future reporting periods. Where relevant, specific IFRS S2 requirements have been included to provide greater clarity on the nature and scope of the disclosures expected.

SUSTAINABILITY STATEMENT

cont'd

GOVERNANCE

The Board provides oversight of the Group's sustainability-related risks and opportunities ("SRROs"), which include climate-related risks and opportunities ("CRROs") and other sustainability-related matters that may affect the Group's strategy, operations, and long-term value creation. This oversight is reflected in the Board Charter. The BRSC supports the Board in overseeing the identification, assessment, prioritisation and monitoring of SRROs, including related disclosures, targets, and progress against those targets.

The Board and BRSC are informed of SRROs, including CRROs, through regular management reporting and deliberations, with the BRSC and GSC typically meeting on a quarterly basis. In carrying out its oversight role, the Board and BRSC consider SRROs and CRROs in relation to the Group's strategy, risk management processes and related disclosures, and, where relevant, in significant business decisions and major transactions.

The Board delegates the day-to-day management of SRROs, including CRROs, to the Managing Director with support from the GSC, which comprises representatives from Senior Management and relevant functions. The GSC supports the implementation of related sustainability-related strategies, risk management measures, monitoring and disclosures, with significant matters escalated to the BRSC and the Board for oversight. Management's oversight is supported by internal processes, reporting procedures, systems and controls for data gathering, monitoring, and reporting.

The Board also ensures that the appropriate skills and competencies are developed to oversee climate-related matters, including through relevant training and briefings. WCT is also involved in organisations dedicated specifically to climate-related issues, namely its membership with Climate Governance Malaysia ("CGM"), demonstrating the Group's ongoing commitment to addressing climate change in larger capacity. Companies like WCT that are involved in CGM have access to exclusive Board training and workshops, the CGM WhatsApp Community Group for latest climate updates, and CGM-exclusive climate update briefings for Boards. Notably, WCT participated in CGM's Roundtable Series 2025 on the topic of Transition Finance: Carbon Markets and Transition Credits.

In FY2026, the Group will work towards incorporating selected climate-related performance metrics into the KPI and performance assessment framework for Executive Directors and Senior Management, with potential adoption in 2027.

STRATEGY

WCT recognises that climate-related risks and opportunities may affect the resilience of its strategy, operations, and business model over the short term (1 to 2 years), medium term (2 to 5 years), and long term (5 to 10 years). The disclosures in this section reflect the Group's current assessment across these time horizons and will continue to be refined as WCT strengthens its data, analysis, and internal processes over time.

Effect on Business Model & Value Chain

WCT's business divisions create value by delivering infrastructure, buildings, and services aligned with evolving climate resilience and sustainability expectations. The integration of climate considerations, sustainable design, low-carbon materials, and resilient construction practices enhances project outcomes and mitigates climate-related risks across the value chain, supporting long-term competitiveness. The value chain for each business segment is broken into three aspects:

Upstream	Direct Operations	Downstream
The Divisions depend on suppliers, consultants, regulators, and communities for key inputs, which may be affected by weather disruptions, rising material costs, and evolving sustainability requirements.	Core activities across the project and asset lifecycle are exposed to physical climate risks, regulatory changes, carbon constraints, and demand for low-carbon, climate-resilient developments.	WCT's design and construction decisions can influence the long-term energy use, carbon performance, and resilience of completed assets, which may also be affected by changing standards and circular economy expectations.

SUSTAINABILITY STATEMENT

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WCT has assessed where CRROs are concentrated across its business model and value chain for its core businesses. The results of this assessment are summarised in the tables below:

ENGINEERING & CONSTRUCTION DIVISION



Engineering & Construction - Current & Anticipated Effects of Climate-Related Risks

Nature of Risk <i>IFRS S2.p10(b)</i>	Description of Risk <i>S2.p10(a)</i>	Time Horizon <i>S2.p10(c)</i>	Current Effect <i>S2.p13(a)</i>	Anticipated Effect <i>S2.p13(a)</i>	Value Chain Stage <i>S2.p13(b)</i>
Transition Risk Policy & Legal	Carbon tax in the steel industry.	Short term	No effect yet as government decision remains pending	Cost-to-Completion may increase	Regulatory Procurement
	Enhanced emission reporting obligations	Short term with continuing effect to long term	Upskilling, data processing & system upgrade cost	Cost to decrease over time – learning curve effect	General Management
	Stricter building codes and mandated low carbon standard	Long term	Incorporated into design and construction	Increase construction cost	Planning & Design Construction
	Potential exposure to litigation arising from non-compliance	Long term	Non-compliance well managed now	Potential fallout from non-compliance low as WCT is proactive towards compliance	Regulatory General Management
Transition Risk Technology	Substituting materials/equipment with low-emission options	Short term	Low uptake now due to logistical challenges and product cost.	To be included in CAPEX acquisition to reduce long term operational cost	General Management
	Upgrading existing products and services with low emissions options for getting Green Certification	Short term	Already included in certain projects	Continue to incorporate certification requirement in future projects	Planning & Design, Procurement
	The adoption of new technologies resulting in failure.	Short term with continuing effect	None to-date	There are systems in place to carry out robust and vigorous assessment to arrest potential failure	All stages

SUSTAINABILITY STATEMENT

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Nature of Risk <i>IFRS S2.p10(b)</i>	Description of Risk <i>S2.p10(a)</i>	Time Horizon <i>S2.p10(c)</i>	Current Effect <i>S2.p13(a)</i>	Anticipated Effect <i>S2.p13(a)</i>	Value Chain Stage <i>S2.p13(b)</i>
Transition Risk Market	Changing customer demand to more low-emission materials	Medium term	Certain customers have requested additional features; however, these have not materially affected deal closures. Pricing competitiveness remains the dominant factor in purchasing decisions.	Work to cater to the changing needs	General Management, Planning & Design & Procurement
	Higher cost of low-carbon raw materials	Medium term	Currently included to meet certification requirement	New works to cater to the changing needs. Selling price will change to reflect input cost.	General Management, Planning & Design & Procurement
Transition Risk Reputation	Damaged reputation due to failure to decarbonise	Medium term (International) Long term (Malaysia)	Already taking positive steps toward lowering carbon	Will likely keep pace with market needs	General Management, Planning & Design
	Damaged reputation from negative stakeholder response when their climate concerns/ expectations are not met /addressed.	Medium term (International) Long term (Malaysia)	Already taking steps to engage with stakeholders	Stakeholder engagement is kept current and proactive	General Management
Physical Risk Acute	Extreme weather events leading to project delays, damages, reinstatements	Short & Medium term	Addressed in contract for climate related delays and downtime cost is managed	More frequent project disruptions, higher insurance premiums, costly climate resilience retrofits	Project Management
	Extreme weather events affecting worker productivity	Short & Medium term	Manage worker downtime on site	Optimise on site manpower planning	Project Management
	Extreme weather events requiring design modification for product safety and reduction of product life	Short & Medium term	Include climate related risk in planning & design	Include climate related risk in planning & design	Planning & Design
Physical Risk Chronic	Prolonged and severe drought can lead to water rationing and affect the health & safety of workers.	Medium term	No risk at present and there are rainwater harvesting on site	To work closely with Water Authorities and identify alternative source like rainwater harvesting	Regulators
	Unpredictable rainfall patterns and prolonged periods of wet weather can lead to additional building cost	On continuing basis	Risk currently addressed.	To incorporate past project experience to reduce unsystematic risk and manage systematic risk.	Planning & Design, Project Management
	Rising sea levels will affect design and construction of ports	Long term	Incorporate climate change effect to the design	Potential relocation of facilities and infrastructure, adaptation costs for marine and coastal works	Planning & Design

SUSTAINABILITY STATEMENT

cont'd

PROPERTY DEVELOPMENT DIVISION



Property Development - Current & Anticipated Effects of Climate-Related Risks

Nature of Risk <i>IFRS S2.p10(b)</i>	Description of Risk <i>S2.p10(a)</i>	Time Horizon <i>S2.p10(c)</i>	Current Effect <i>S2.p13(a)</i>	Anticipated Effect <i>S2.p13(a)</i>	Value Chain Stage <i>S2.p13(b)</i>
Transition Risk Policy & Legal	Increased pricing of GHG emissions from carbon taxes, emissions trading, or carbon-intensive building materials	Short term	No effect pending government decision	Likely to increase Selling Price as market reaction to taxes (macro economy)	Regulatory, Master Planning & Design
	Enhanced emissions reporting obligations	Short Term	Upskilling & data collection on the supply chain to increase cost	Learning curve effect to reduce cost	General Management, Supply Chain Management
	Stricter building codes and mandatory retrofit requirements, shorten asset lifespans and require design or retrofit adjustments to meet end user needs	Short term	Already addressed where needed	Potential increases in material costs may necessitate corresponding adjustments to selling prices to remain competitive.	Project Management, Master Planning & Design
	Exposure to litigation from non-compliance	Short term	Well managed with proactive compliance team	Committed to remain vigilant of any non-compliance, low probability of significant financial effect.	Regulatory
Transition Risk Technology	Outdated existing building designs or materials on availability of greener technologies	Short term, on a continuing basis	Low uptake on new technologies as product safety remains primary factor for buildings	To incorporate into design & building following wider acceptance of proven technologies.	Master Plan & Design
	Reliance on the current conventional high-emission systems or equipment could lead to increased cost	Long term	Low emission criteria is factored in the new CAPEX.	Machinery replacement cost with newer technologies will increase	Project Management
	Uncertainty in R&D outcomes for new technologies resulting in higher maintenance costs and lower work efficiency	Long term	Effective assessment of new technologies keeps this risk well managed	Low risk as there are processes in place to address this risk	General Management

SUSTAINABILITY STATEMENT

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Nature of Risk <i>IFRS S2.p10(b)</i>	Description of Risk <i>S2.p10(a)</i>	Time Horizon <i>S2.p10(c)</i>	Current Effect <i>S2.p13(a)</i>	Anticipated Effect <i>S2.p13(a)</i>	Value Chain Stage <i>S2.p13(b)</i>
Transition Risk Market	Increasing environmental awareness among consumers leading to increased built cost	Short to Medium term	Certain design features are incorporated to respond to change needs	To response proactively to buyers needs which may increase built cost	Plan & Design
	Increased cost of low carbon building materials leading to higher property prices, decrease profit margins, potential project delays	Short term	Rising building material cost has already affected selling prices	Material cost will continue to rise and not all cost increases can be passed on to customers through higher selling price	Plan & Design Project Management Contract & Supply Chain
Transition Risk Reputation	Shifts in consumer preferences can lead to difficulties in selling existing properties in flood prone areas	Short term	Design & construction currently address flood outcomes	Continue to design and build climate resilient building specifically against flooding.	Plan & Design Project Management Contract & Supply Chain
	Rising stakeholder expectations for positive climate related actions	Short term	Engaging with regulatory to address potential urban flooding	Long term planning to provide for changing weather patterns	Plan & Design Project Management Contract & Supply Chain
Physical Risk - Acute	Increased severity of extreme weather events extending project completion periods	Short term	Contractual provision to address effect of weather	Contractual provision to address effect of weather with continuous improvement to project site management	Contract & Supply Chain
	Increased severity of extreme weather events can lead to longer project completion periods, affect building structure safety.	Medium to Long term	Building structural safety remains key priority and adequately addressed	To improve processes to identify structural defects of building to avoid legal claims	Plan & Design Project Management Contract & Supply Chain
Physical Risk - Chronic	Changes in precipitation patterns and extreme variability in weather patterns may affect water availability which will dampen construction progress	Medium to Long term	Manage site water requirement and use for alternative, where possible	Robust site needs planning and identify alternative sources such as rainwater harvesting	Plan & Design Project Management
	Changes in precipitation patterns and extreme variability in weather patterns can cause supply chain disruptions, and affect building safety	Medium to Long term	Operational planning incorporates changing weather patterns to reduce disruptions	The changing weather effect to be incorporated into planning to reduce project delay and cost	Project Management
	Rising mean temperatures can disrupt construction activities, increase water and energy demand for cooling and affect the long-term performance of completed homes	Medium to Long term	Design and building material address the effects of rising temperature	To further improve and enhance design and building material address the effect of raising the temperature	Plan & Design Project Management

SUSTAINABILITY STATEMENT

cont'd

PROPERTY INVESTMENT AND MANAGEMENT DIVISION



Property Investment & Management - Current & Anticipated Effects of Climate-Related Risks

Nature of Risk <i>IFRS S2.p10(b)</i>	Description of Risk <i>S2.p10(a)</i>	Time Horizon <i>S2.p10(c)</i>	Current Effect <i>S2.p13(a)</i>	Anticipated Effect <i>S2.p13(a)</i>	Value Chain Stage <i>S2.p13(b)</i>
Transition Risk Policy & Legal	Increased pricing for GHG emissions from refrigerant leaks	Long term	No effect pending government decision	Increase in operating cost if refrigerant leaks are taxed	Building Management Regulatory
	Government mandates on energy and water use efficiency and flood protection	Medium to Long term	Increase in utility cost is passed on to users	Selling price of space likely to increase	Sales & Marketing Regulatory
	Lack of climate resilient building design and constructed buildings may result in litigation from tenant	Medium to long term	No litigation to-date	Low likelihood of litigation based on type of business. Tenant/guest use of building is short term	General Management
Transition Risk Market	Changing market requirement to green buildings will reduce competitiveness as tenants will prefer green certified buildings	Short to Medium term	Current tenants are not specifically seeking green buildings	Adopt green practices in operations of hotels and malls to address market expectation.	Building and service management
	Increase in utilities tariff and water tariff	Short to Medium term	To increase selling price in the ordinary course of business	To increase selling price in the ordinary course of business	Sales & Marketing
Transition Risk Reputation	Increased stakeholder concern or negative stakeholder feedback	Long term	Implement measures to address sustainability concerns	Implement measures to address sustainability concerns	General Management
Physical Risk Acute	Increased severity of extreme weather events such as floods, lead to damage of assets and increase the property wear and tear	Medium to Long term	Include climate related effect to building maintenance and upgrade programs	Include climate related effect to building maintenance and upgrade programs	Building Management
Physical Risk - Chronic	Low rainfall may disrupt water supply. Rising mean temperature increase energy use	Short, Medium to Long term	Create awareness on water and electricity conservation	Fit building with energy saving and water saving features	Asset Management

SUSTAINABILITY STATEMENT

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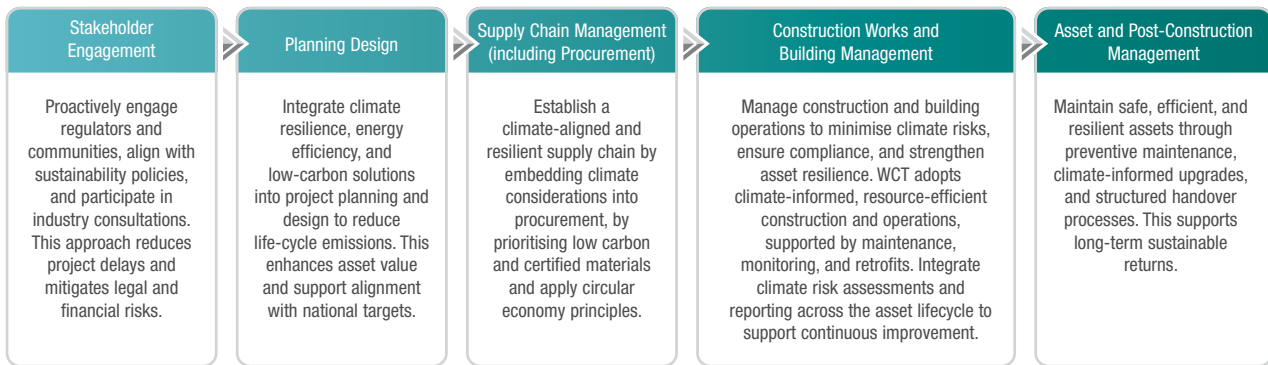
CLIMATE RELATED OPPORTUNITIES: CURRENT & ANTICIPATED

As this is WCT's first year of reporting under the IFRS S2 Climate-related Disclosures Standard, WCT has elected not to provide the financial effects of climate-related opportunities. This decision reflects WCT's commitment to exercising prudence and reliability in its financial reporting.

The identification and assessment of potential climate-related opportunities, such as renewable energy adoption, energy efficiency improvements, and low-carbon development; are currently qualitative in nature, pending further data maturity and methodological refinement. WCT is in the process of enhancing its internal capabilities and data systems to enable robust, evidence-based quantification of these financial impacts in future reporting periods. This approach ensures that any disclosed financial effects will be material, verifiable, and aligned with the principles of faithful representation and prudence under IFRS S2.

Based on the concentration of risk across the value chain, WCT has identified five strategic focus areas to strengthen resilience, support compliance, and enhance long-term value creation, as illustrated below.

STRATEGIC PILLARS OF WCT



Mitigation

WCT's response to climate-related risks and opportunities is tailored to each of its core business divisions. The following summarises the current mitigation measures and anticipated mitigation actions across the Group's businesses.

Engineering and Construction

Current mitigation measures for the Engineering & Construction Division focus on regulatory compliance, environmental management, lower-emission equipment, energy-saving measures, and site-level controls for heat, flooding, and worker safety. In FY2025, this included WCT's continued adoption of its ISO 14001:2015 to improve resource efficiency and reduce waste across project life cycles, alongside selected renewable energy initiatives at construction sites and WCT Machinery's facilities. Anticipated mitigation actions include strengthening low-carbon procurement, expanding the adoption of renewable energy and lower-carbon technologies, improving emissions monitoring, increasing digitalisation, and enhancing physical adaptation measures to support project resilience and operational continuity.

Property Development

In the Property Development Division, current mitigation measures focus on compliance, GreenRE-aligned design, alternative materials, emissions disclosure, and infrastructure measures to manage heat and stormwater risks. In FY2025, this included the incorporation of selected energy-efficient design features and material choices in its projects, such as provision for solar energy generation to support common areas, the use of LED lighting and energy-saving systems, and the adoption of main finishes meeting recognised green or energy-saving standards. Anticipated mitigation actions include strengthening site and climate assessments, expanding the use of passive and energy-efficient design, increasing the adoption of renewable energy and low-carbon materials, and improving the resilience and market competitiveness of developments.

SUSTAINABILITY STATEMENT

cont'd

Property Investment and Management

For the Property Investment & Management Division, current mitigation measures focus on maintenance, tenant engagement, GreenRE certification, energy and utility monitoring, water management, and passive cooling measures. In 2025, as part of its efforts to obtain GreenRE certification for The Ascent, WCT implemented selected initiatives to improve energy and water management, enhance operational efficiency, and support indoor environmental quality and regulatory compliance. Anticipated mitigation actions include strengthening energy efficiency, electrification, smart building systems, climate-informed maintenance, and preparedness for extreme weather to support resilient and efficient asset operations.

WCT Climate-Aligned Transition Plan for Business Transformation

WCT aims to embed sustainability into its business operations and align its business strategy with climate-related goals whilst proactively addressing climate risk and transition plans to reduce future penalties, insurance costs, and risks associated with regulatory non-compliance. As part of its transition planning, the Group has set a target to 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 kgCO₂/m²). WCT's transition plans are intended to support the achievement of this target while strengthening the resilience and sustainability of its operations over time.

The transition plan outlines specific objectives, actions, and expected outcomes across five key areas - Stakeholder Engagement, Planning & Design, Supply Chain Management, Construction & Building Management, and Asset and Defect Liability Management, which collectively support the achievement of this emissions reduction target.

	Transition Objective	Key Actions	Outcomes Targeted
1. Stakeholder Engagement (Regulatory & Community)	Strengthen proactive engagement to anticipate and respond to climate-related policy, regulatory, and compliance expectations.	Establish advisory panels; participate in consultations; integrate regulatory scenarios into planning; resolve grievances; transparent reporting.	Reduced delays and costs from policy changes; improved compliance readiness; enhanced regulator confidence.
2. Planning & Design	Embed climate-resilient and low-carbon design principles into all projects to minimise lifecycle emissions and improve long-term asset value.	Conduct climate/flood/heat assessments; adopt low-carbon, circular, and water-sensitive designs; apply scenario modelling; strengthen climate capabilities and AI-supported reporting; deploy EV infrastructure; prioritise mitigation and adaptation in design and GreenRE/low-emission products; manage landbank and coastal sustainability.	Lower embodied and operational emissions; reduced redesign and approval risks; alignment with GBI, BREEAM, GreenRE and local authority sustainability requirements.
3. Supply Chain Management Including Procurement	Transform the supply chain to support decarbonisation, resilience, transparency, and circularity.	Set sustainability-linked procurement criteria; capability building for suppliers; source low-carbon/recycled materials; dual/local sourcing; leverage incentives; monitor compliance; engage suppliers.	Reduced Scope 3 emissions; reduced exposure to material shortages and price volatility; stronger supplier readiness for national net-zero transition.
4. Construction Work Management and Building Management	Reduce emissions and resource use during construction and improve operational performance and resilience of managed assets.	Implement site-level carbon/resource efficiency plans; monitor energy/water/waste; retrofit assets; adopt low-carbon construction technologies; flood/heat mitigation; early warning and planning systems; protect workers.	Reduced embodied and operational emissions; improved energy and water cost stability; reduced physical climate risks (heat, flooding).
5. Asset and Defect Liability Management	Manage assets across their lifecycle to reduce emissions, prevent operational disruption, and protect asset value.	Integrate lifecycle costing and climate risk; strengthen defect liability; track asset performance; upgrade to efficient systems (HVAC, solar, insulation); water management and recycling; retrofit older buildings.	Improved asset lifespan; reduced operational and remediation costs; lower stakeholder disruption and emissions.

SUSTAINABILITY STATEMENT

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Effect on Financials

For the current reporting period, WCT identified current and anticipated financial effects qualitatively. WCT did not identify any material climate-related financial effects on its financial position, financial performance, or cash flows for the reporting period. WCT is currently not in a position to provide quantitative estimates due to several factors:

- a. An incomplete linkage between climate risk identification and project-level financial models;
- b. Variability in timing, magnitude, and probability of impacts across geographies and asset types;
- c. The absence of sufficiently granular historical and forward-looking climate-adjusted financial data;
- d. Validated method to translate climate scenarios into time-phased financial impacts; and
- e. Consistent assumptions that can be applied across diverse infrastructure and property development portfolios.

Moreover, the current reporting period was affected by limitations associated with:

- First-time adoption of IFRS S2;
- Data availability, consistency, and reliability constraints;
- Ongoing development of methodologies and governance processes; and
- Risk of providing potentially misleading or non-verifiable information.

WCT is committed to progressively quantifying the financial effects of prioritised CRROs as its scenario analysis, data systems, internal controls, and modelling capabilities mature. Quantitative disclosures, including key assumptions and sensitivities, will be introduced in future reporting periods when the underlying methodologies are sufficiently robust and consistently applied.

Based on its assessment for the current reporting period, WCT did not identify any significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements.

Accordingly, WCT has not provided the quantitative information on changes to its financial position over the short, medium, and long term, arising from its strategy to manage CRROs, including:

- a. Investment and disposal plans
- b. Plans for capital expenditure
- c. Major acquisitions and divestments
- d. Joint ventures
- e. Business transformation
- f. Innovation, new business areas
- g. Asset retirements
- h. Plans WCT is not contractually committed to
- i. Planned sources of funding to implement its strategy

Likewise, WCT has not provided quantitative changes to its financial performance and cash flows over the short, medium and long term, arising from its strategy to manage CRROs, including:

- a. Potential revenue from products and services aligned with a lower-carbon economy
- b. Costs arising from physical damage to assets from climate events
- c. Expenses associated with climate adaptation or mitigation

Climate Resilience

Effect of Climate Change on WCT's Business Resilience

WCT used climate scenarios based on the Shared Socioeconomic Pathways ("SSPs"), namely SSP1-2.6, SSP2-4.5, and SSP5-8.5, representing a diverse range of low-, medium-, and high-emissions pathways to assess the resilience of its strategy and business model under different climate futures. One of the selected scenarios, SSP1-2.6 represents a lower-emissions pathway broadly consistent with global efforts under the Paris Agreement to limit warming to well below 2°C, under which warming is projected to stabilise later in the century.

Using this scenario, WCT assessed the potential effects of transition and physical climate-related risks on its business model and value chain, with particular focus on transition risk from a potential carbon tax and physical risks arising from changing climate conditions. Based on this assessment, WCT is of the view that its strategic pillars are proactive and responsive to possible climate changes, and the business will remain resilient in its short-, medium- and long-term time horizon.

SUSTAINABILITY STATEMENT

cont'd

RISK MANAGEMENT

WCT has applied its enterprise risk management (“ERM”) approach to the assessment of climate-related risk assessment. The identification, assessment, and management of the CRROs are aligned with the Group’s ERM framework, which follows the ISO 31000 and is documented in the Risk Management Policy and Risk Management Framework. As with other enterprise risks, WCT considers both likelihood and magnitude of impact using qualitative and quantitative techniques, depending on data availability.

Criterion	Description
Nature of Risk	Determines whether the risk is transition or physical.
Likelihood	Estimated frequency or probability of occurrence using internal data and historical trends.
Magnitude / Consequence	Determine the financial impact of the risk on WCT’s business model & value chain in the course of operating the business. Measures potential financial impact specifically Revenue, Operating Expenditure, CAPEX, Liabilities, Debt, and Capital (Qualitative).

Use of Climate Scenario to Risk Management

For this current reporting period, WCT identified CRROs using guidance provided from the Task Force on Climate-related Financial Disclosures (“TCFD”) covering both transition risks (policy, technology, market, reputation) and physical risks (acute & chronic), as well as opportunities. The effects of these climate-related matters were assessed across WCT’s business model and value chain over the relevant time horizons. For the current reporting period, a climate-related scenario analysis, specifically SSP1-2.6 was used primarily to support resilience testing of WCT’s planned strategies within its planning horizon.

As this is WCT’s first year applying IFRS S2, it has not yet undertaken quantitative prioritisation of climate-related risks. WCT’s data systems, processes, and Risk Management Framework do not yet systematically capture the climate-specific financial effect metrics needed for IFRS S2-aligned assessment, and qualitative assessments were therefore applied for the current reporting period.

WCT is taking a phased approach to strengthen data, governance oversight, and climate-related financial impact assessment. Over time, scenario analysis will be used more extensively to identify key risk drivers, prioritise material exposures, support risk classification, and inform strategic planning and capital allocation.

Risk Treatment and Monitoring

For high-priority risks, WCT develops mitigation and adaptation responses and monitors them through regular review processes. These reviews support responsiveness to evolving climate data and regulatory developments, and the outcomes are reflected in WCT’s IFRS S2 disclosures and annual sustainability reporting.

Opportunities

WCT identifies, assesses, prioritises, and monitors climate-related opportunities through its existing management and planning processes, supported by ISO-based management systems and continual improvement practices. These opportunities are evaluated based on strategic relevance, feasibility, expected benefits, and resource requirements, with progress monitored through established management review processes.

Integration into WCT’s Overall ERM

For the first reporting cycle, CRROs were assessed through a stand-alone process to support familiarisation with IFRS S2 requirements. WCT’s Risk Management Framework currently assesses risks across four key risk indicators, namely, financial, operations, compliance and people, using metrics that do not always translate into direct financial impact. Accordingly, integration of IFRS S2-aligned climate-related risks into the framework will be implemented in phases, beginning with structured monitoring and progressively incorporating prioritised climate-related risks into the Group’s risk register.

WCT intends for this phased integration to provide a consolidated enterprise-wide view of climate-related exposure over time. At the same time, WCT recognises that the ERM and the IFRS S1 and S2 serve different objectives and disclosure requirements; accordingly separate but coordinated processes may be maintained where necessary to support decision-useful, comparable, and standards-compliant disclosures.

SUSTAINABILITY STATEMENT

cont'd

METRICS AND TARGETS

GHG EMISSIONS DATA

In FY2025, WCT continued to enhance data completeness and accuracy for GHG Scope 1 and 2 emissions. Refined data collection templates tailored to the Group's operational structure remained in use to improve data quality and completeness, facilitating systematic data collection by subsidiary, project, and site. For Scope 3 emissions, WCT conducted a Scope 3 Greenhouse Gas Inventory Exercise across all business units, with data collection processes targeted to commence in FY2026. This initiative reflects the Group's ongoing commitment to environmental responsibility and efforts to minimise its carbon footprint across its operations.

WCT's GHG Inventory Exercise aligns with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) ("GHG Protocol"). The GHG emissions sources included in this inventory are categorised as follows:

- Scope 1 (Direct Emissions): Emissions from sources controlled by WCT, including fuel combustion from vehicle fleets, generators, machinery and equipment which release carbon dioxide (CO₂), methane (CH₄), and nitrous oxide (N₂O), as well as refrigerants and fire suppression systems.
- Scope 2 (Indirect Emissions): Emissions associated with electricity purchased from the grid and purchase of chilled water from the district cooling system for cooling at gateway@klia2.
- Scope 3 (Value Chain Emissions): The inventory includes Category 6 (Business Travel – land transport and flight) and Category 7 (Employee Commuting).
- Biogenic GHG Emissions: In WCT, the biogenic CO₂ GHG emissions stemmed from the sewerage treatment process at SkyPark Aviation Group and gateway@klia2 premises. As per GHG Protocol, this category of emissions is reported separately from Scope 1, 2 and 3.

WCT's emissions calculations are based on activity data multiplied by relevant emission factors (EF), sourced from internationally recognised references:

- UK Department for Energy Security and Net Zero's Greenhouse Gas Reporting: Conversion Factors 2025
- US EPA Emission Factors for Greenhouse Gas Inventories (January 2025)
- Grid Emission Factor (Scope 2 electricity), Energy Commission Malaysia, 2022-2024 (Provisional)
- Energy Star – Portfolio Manager (August 2025)

The global warming potential ("GWP") values used in the GHG Inventory are aligned with the Intergovernmental Panel on Climate Change ("IPCC") Sixth Assessment Report ("AR6", 2023), applying a 100-year timeframe.

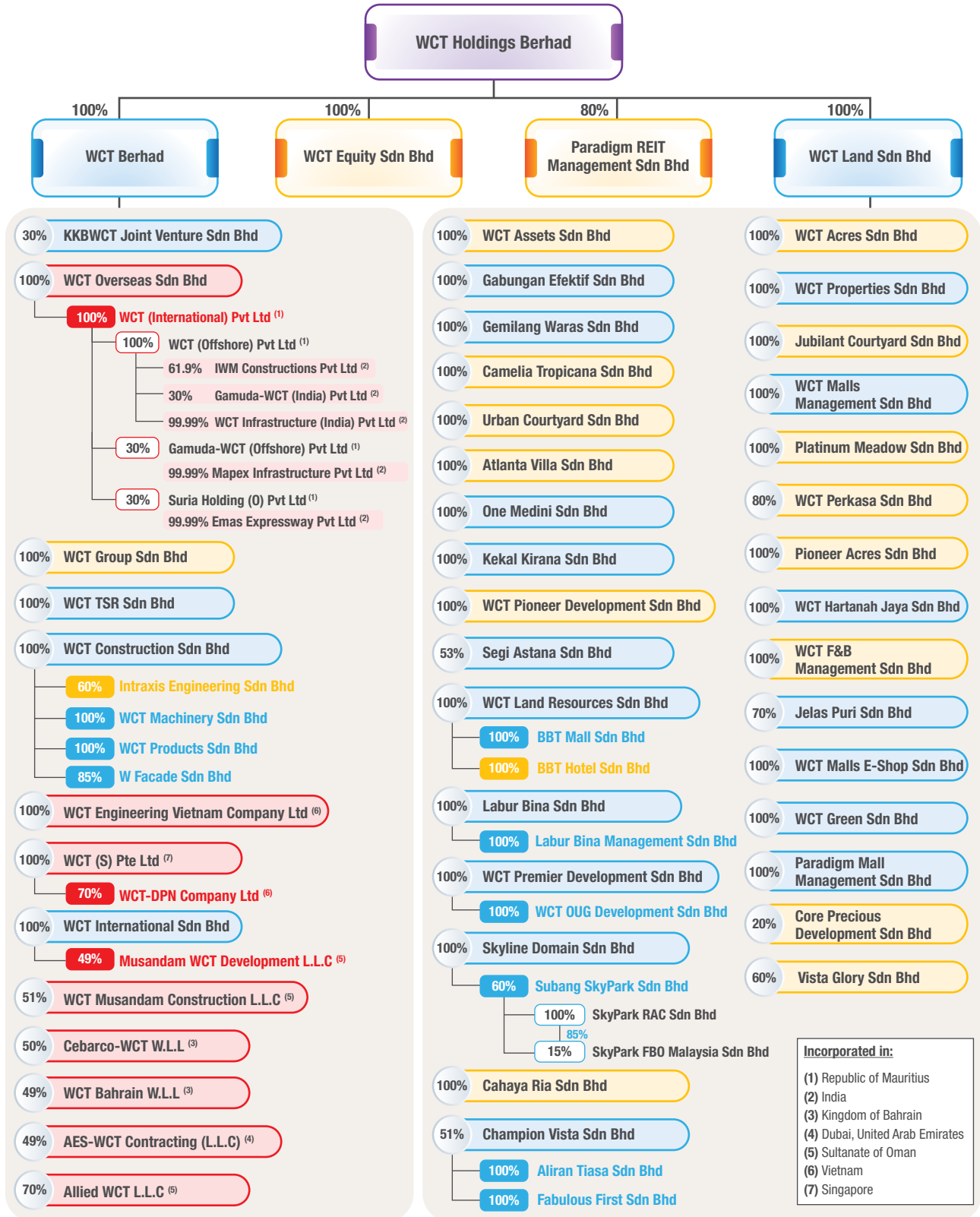
WCT has adopted the operational control approach, as defined by the GHG Protocol Standard. This approach was chosen as most of WCT's companies are wholly owned, enabling the Group to focus on emissions it has the greatest control over and can actively reduce. The following subsidiaries have been excluded from the FY2025 GHG data collection:

- Companies located outside of Malaysia
- Companies where WCT holds a minority equity stake and lacks operational control
- Dormant companies, companies with minimal or no activity, companies that are no longer controlled by WCT or those unable to provide data during the reporting period

SUSTAINABILITY STATEMENT

cont'd

WCT Holdings Berhad's Corporate Structure (as of 31 December 2025)



Legend:

- WCT Group level
- Subsidiaries based overseas – excluded from GHG inventory
- Subsidiaries in Malaysia – excluded from GHG inventory
- Subsidiaries included in the GHG inventory

Incorporated in:

- (1) Republic of Mauritius
- (2) India
- (3) Kingdom of Bahrain
- (4) Dubai, United Arab Emirates
- (5) Sultanate of Oman
- (6) Vietnam
- (7) Singapore

SUSTAINABILITY STATEMENT

cont'd

WCT Group's GHG Emissions

WCT has established FY2024 as its base year for corporate GHG emissions monitoring. In FY2025, base year emissions were recalculated by excluding Paradigm REIT's assets (Paradigm Mall Petaling Jaya, Paradigm Mall Johor Bahru, and Bukit Tinggi Shopping Centre) from the organisational boundary, using the updated grid emission factor ("GEF"), the correct GWP value for fossil methane, and a more precise mile-to-km conversion factor.

In FY2025, WCT's total GHG emissions amounted to 44,127.09 tonnes of carbon dioxide equivalent ("tCO₂e"). The table below presents the breakdown of the Group's Scope 1, 2 and 3 emissions.

GHG Emissions (tCO ₂ e)	FY2023	FY2024*	FY2025
Scope 1 Emissions	14,940.30	12,944.85	10,996.94
Scope 2 Emissions	64,123.93	33,995.12	31,452.63
Total Scope 1 and Scope 2 Emissions	79,064.23	46,939.98	42,449.57
Total Scope 3 Emissions	1,572.10	3,329.55	1,677.51
WCT's Total GHG Emissions, Scope 1, 2 and 3	80,636.33	50,269.53	44,127.09
Biogenic CO ₂ Emissions	-	0.057	59.84

Note: *FY2024 emissions data is restated due to recalculation of base year emissions.

Scope 1 and Scope 2 Emissions

In FY2025, diesel remained a significant emissions source, accounting for 56.00% of Scope 1 emissions. This was driven by the fuel requirements of machinery and equipment at project sites, as well as the operation of backup generators at The Ascent and WCT shopping malls. The table below presents the breakdown of the Group's Scope 1 emissions by category.

Scope 1 Emissions (tCO ₂ e)	FY2023	FY2024*	FY2025
Diesel	11,960.06	5,783.84	6,158.12
LPG	164.26	199.24	194.52
Company Vehicles	2,815.98	1,993.15	1,808.68
Fugitive Emissions	N/A	4,968.07	2,248.12
Process Emissions (Sewage Treatment Plant CH ₄ emissions)	N/A	0.56	587.50
Total Scope 1 Emissions	14,940.30	12,944.85	10,996.94

Note:

- *FY2024 emissions data is restated due to recalculation of base year emissions.
- 'Company Vehicles' comprise diesel- or petrol-powered vehicles.

In FY2025, 71.28% of WCT's Total GHG Emissions were attributed to Scope 2 emissions, making them the most significant source of emissions. The 7.48% reduction of Scope 2 emissions compared to the FY2024 base year can be attributed to the energy saving measures implemented across divisions. The table and graph below present the breakdown of the Group's Scope 2 emissions.

Scope 2 Emissions (tCO ₂ e)	FY2023	FY2024*	FY2025
Purchased Electricity	64,123.93	31,276.58	28,921.54
Purchased Chilled Water	-	2,718.54	2,531.09
Total Scope 2 Emissions	64,123.93	33,995.12	31,452.63

Note: *FY2024 emissions data is restated due to recalculation of base year emissions.

SUSTAINABILITY STATEMENT

cont'd

Emissions intensity is calculated based on total Scope 1 and Scope 2 emissions per built-up area in m². The table below presents the Group's emissions intensity.

Scope 1 and Scope 2 Emissions	FY2023	FY2024*	FY2025
Emissions Intensity (Total Scope 1 and Scope 2) (kg CO ₂ e/m ²)	5.1770	2.9045	2.6503

Note: *FY2024 emissions data is restated due to recalculation of base year emissions.

The Group targets to reduce 10% of GHG emissions intensity (total Scope 1 and Scope 2) as per measured against total built-up area in m² across the Group by 2030. (Baseline: 2024 – 2.9045 kg CO₂e/m²).

Scope 3 GHG Emissions

Scope 3 GHG emissions of Category 6 (Business Travel) includes air travel by flights and automobile travel by employee's vehicles. The upward trend in business travel emissions over the three-year period is primarily attributed to the rectification of previous reporting gaps and the refinement of our data collection processes.

Scope 3 GHG emissions under Category 7 (Employee Commuting) exhibited fluctuations across the reporting periods. In FY2024, emissions increased significantly compared to FY2023, primarily due to an expanded reporting boundary and a change in the calculation methodology. In FY2025, WCT conducted a comprehensive Employee Commute Survey covering employees, interns and trainees across all business divisions to improve data accuracy and granularity. The refined dataset enabled a more accurate estimation of commuting patterns, resulting in a lower reported emissions figure for FY2025 compared to FY2024.

The table below presents the breakdown of the Group's Scope 3 emissions:

Scope 3 Emissions by Category (tCO ₂ e)	FY2023	FY2024*	FY2025
Jet Fuel Sold	158.08	-	-
Category 6 (Business Travel)	88.86	206.61	253.94
Category 7 (Employee Commuting)	1,325.16	3,122.94	1,505.11
Total Scope 3 Emissions	1,572.10	3,329.55	1,759.23

Note:

1. Scope 3 emissions data for jet fuel sold has been excluded from FY2024 onwards.
2. *FY2024 emissions data is restated due to recalculation of base year emissions.

ENERGY CONSUMPTION

WCT remains committed to managing its energy consumption, particularly in relation to fossil fuels usage. The Group primarily relies on diesel to power a wide range of machinery and equipment, petrol as a fuel source for its fleet of company vehicles, and LPG for the daily business operations of certain business divisions. The consumption of these fossil fuels contributes to carbon emissions and the depletion of non-renewable natural resources.

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. In Peninsular Malaysia, electricity is still mainly generated from fossil fuel combustion, contributing to the depletion of non-renewable resources and GHG emissions.

To reduce its energy consumption, WCT is committed to mitigating the impacts of climate change and natural resource depletion by adopting energy-efficient measures.

This collective approach is evident across the Engineering and Construction and Property Development Divisions, as well as in the operations of WCT's shopping malls and hotels.

SUSTAINABILITY STATEMENT

cont'd

Energy Saving Measures Undertaken by Business Divisions

Engineering and Construction
<ul style="list-style-type: none"> Spotlight used at WCT Machinery workshop and store changed to LED with timer installed. Use energy efficient devices and appliances such as replacing fluorescent lighting with LED lights which are more durable. Implemented an Energy Conservation Management Guideline across all project sites to ensure that energy conservation efforts are effectively maintained and monitored. Installation of solar tower lights at construction sites and WCT Machinery.
Property Development
<ul style="list-style-type: none"> 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. During off-peak hours, the air conditioning system at W City Larkinton Sales Gallery will operate at 75% capacity.
Property Investment and Management
<p>Shopping Malls:</p> <ul style="list-style-type: none"> Appointed an Energy Manager to routinely maintain and monitor the efficiency of electrical equipment, preventing wastage and disruption to daily operation. Replaced conventional lighting with LED lighting to enhance energy savings. Installed inverters to reduce start-up energy load for each Air Handling Unit (“AHU”). Installed a filtration system at chillers for equipment efficiency, as chillers are the highest energy consumers in shopping mall operations. Installed the Building Management System in gateway@klia2 to monitor energy data and control energy usage according to a schedule. Other energy saving efforts include staggered start-up and shutdown of daily operations to reduce energy consumption. All unused Fan Coil Units (“FCUs”) are switched to standby mode. gateway@klia2 has efficiently utilised chilled water for its air-conditioning cooling system. Paradigm Mall Johor Bahru installed an auto-control system for cooling towers to optimise fan speed based on chiller cooling requirements. Paradigm Mall Johor Bahru deployed motion and daylight sensors in back-of-house areas and car parks to reduce unnecessary lighting energy consumption. <p>Hotels:</p> <ul style="list-style-type: none"> Usage of LED lighting. Designed to incorporate natural light and ventilation in common areas. Installed an inverter motor speed controller on the kitchen exhaust fan system to efficiently regulate motor speed and eliminate energy wastage. <p>Offices (The Ascent):</p> <ul style="list-style-type: none"> Appointed Energy Manager to routinely maintain and monitor electrical equipment’s efficiency, to prevent wastage or disruption of daily operation. Efficient air-conditioning system (VRF Systems) achieving Building Energy Intensity (BEI) within GreenRE Gold benchmark. Building-wide LED lighting design enabling significant energy savings. Lifts equipped with sleep mode, regenerative features and destination control system. Naturally ventilated car parks and car park guidance system reducing energy demand. <p>Business Aviation:</p> <ul style="list-style-type: none"> Usage of LED lighting. Conducted energy conservation awareness campaigns for clients/tenants.

In addition to the measures outlined above, the Group also continues to explore viable renewable energy adoption through various initiatives and collaborations. A prime example is the Shopping Malls Division’s installation of solar panels on the rooftops of Paradigm Mall Johor Bahru, gateway@klia2, and its carpark buildings.

At Paradigm Mall Johor Bahru, the solar panels are expected to generate approximately 10% of the mall's total electricity consumption. This initiative not only contributes to cost savings through lower electricity tariffs but also provides the added benefits of a covered rooftop carpark and ownership of the Environmental Attributes.

Meanwhile, solar panel installation works at gateway@klia2 were successfully completed in 2025. The solar panel systems were energised on 29 September 2025 (System 1) and 10 October 2025 (System 2) and power the common areas of the mall with a total Photovoltaic (“PV”) module of 5,212 nos of 590 Watt-peak.

SUSTAINABILITY STATEMENT

cont'd

Solar panel installations at WCT Machinery's store and workshop were also completed in 2025. On 15 October 2025, solar PV system at the workshop was commissioned and is expected to power 50% of the workshop's total energy usage. Meanwhile, the solar PV system at the store is scheduled to begin operations in 2026.



Solar panel installations at WCT Machinery's store (left) and workshop (right).

The Group's solar energy initiatives have produced 1,406,605 kWh of renewable power, effectively avoiding 1,041 tCO₂e of carbon emissions.

Solar Energy to Hydrogen Generation using Seawater

WCT's Engineering and Construction Division collaborates with research institutes and educational institutions through Industrial Collaboration Programmes ("ICP") to furnish WCT with the latest industry insights and participate in knowledge sharing.

WCT continued its collaboration with Universiti Malaysia Sabah ("UMS") to fully fund the ongoing three-year prototype research project on harvesting solar energy to produce hydrogen from seawater through the ICP for the Container Port project, in line with working to mitigate climate change impacts. The project has completed key automation and integration works and continued to prototype assembly activities. Based on the project schedule, the data analysis and final research report is expected in mid-2026.

Energy Management in WCT's Property Portfolio

The Ascent, an office tower at Paradigm Petaling Jaya managed by WCT Group, has appointed an energy manager to oversee the efficient use of energy in compliance with the statutory requirements of the Energy Commission under the Efficient Management of Electrical Energy Regulations 2008, guided by the Efficient Electrical Energy Management Policy. The building management continuously implements measures to improve operational efficiency and reduce energy consumption:

While The Ascent was designed with energy-efficient elevators and air-conditioning, the building management routinely tracks and monitors energy consumption.

This data is used to identify energy-saving opportunities, including conducting regular commissioning and retro-commissioning of building systems to optimise energy performance.

These initiatives are complemented by awareness programmes that encourage employees, tenants, and contractors to adopt energy-saving practices.

SUSTAINABILITY STATEMENT

cont'd

As part of these ongoing energy management efforts, the Ascent recently secured Energy Audit Conditional Grant (“EACG”) from SEDA Malaysia to conduct energy audit and implement recommended Energy Saving Measures (“ESM”). The audit findings will guide operational improvements to reduce energy consumption and operational costs, while lowering electricity demand and carbon emissions in line with Malaysia’s national carbon reduction targets.

Additionally, all projects under WCT’s Property Development Division have been fitted with digital smart meters to monitor electricity usage in adherence to Tenaga Nasional Berhad requirements. Smart meters have also been installed at all offices.

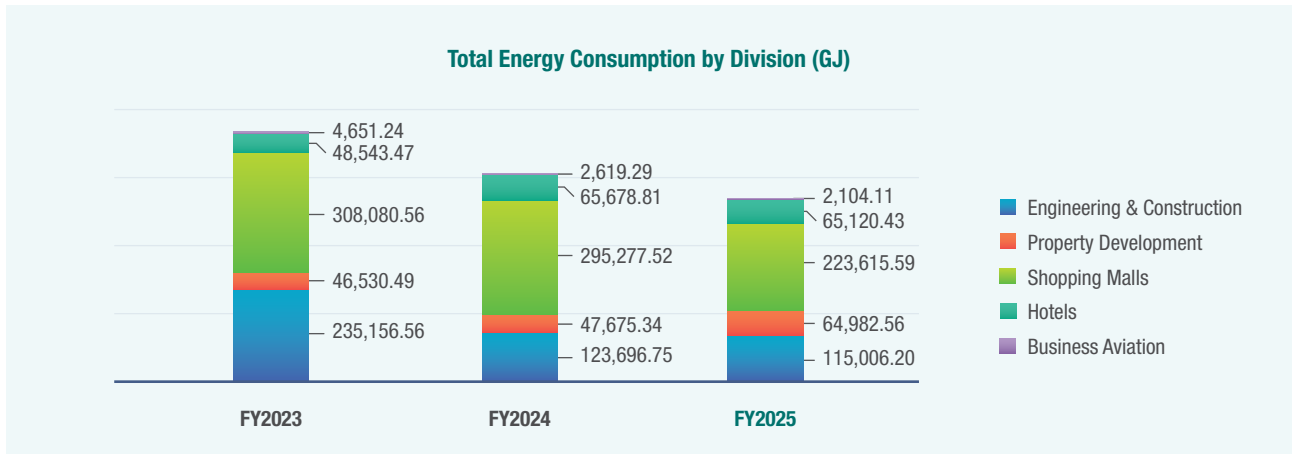
Energy Consumption Data

The Group’s total energy consumption includes electricity and fuel usage such as diesel, petrol and LPG, alongside solar energy and the purchase of chilled water for shopping mall cooling systems.

The table and graph below present a breakdown of the Group’s energy consumption.

Energy Consumption (GJ)	FY2023	FY2024	FY2025
Diesel	211,743.04	121,133.30	135,963.44
LPG	2,600.91	3,162.46	3,160.49
Petrol	6,132.36	5,683.81	4,976.84
Electricity	422,467.09	238,080.67	174,821.33
Purchased Chilled Water	N/A	166,844.78	146,800.44
Solar Energy	18.92	42.69	5,106.35
Total	642,962.32*	534,947.71*	433,997.81

Note: *FY2023 and FY2024 Total Energy Consumption data are restated to include consumption of solar energy.



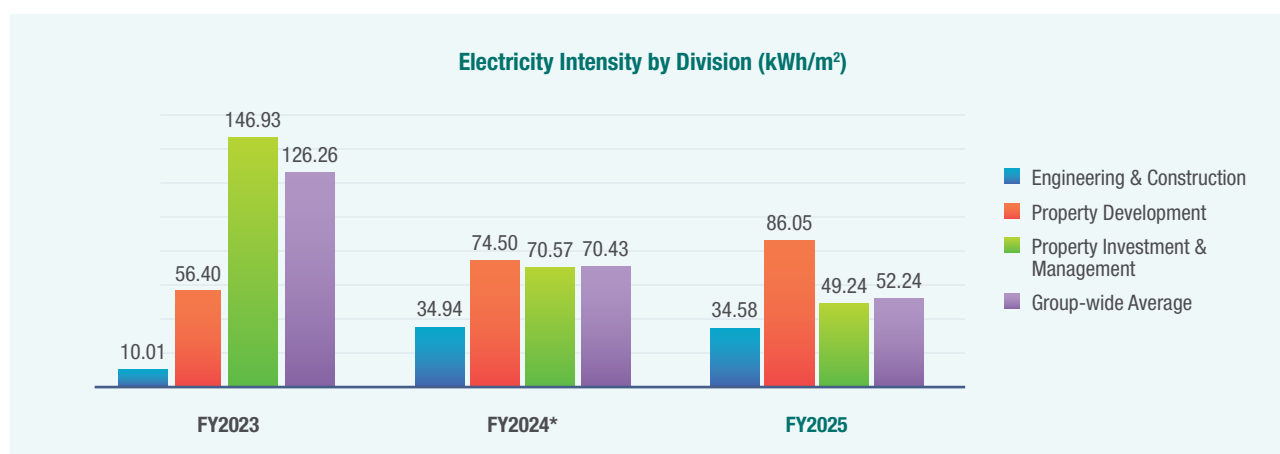
SUSTAINABILITY STATEMENT

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The table below presents the breakdown of the Group's electricity consumption data by division. The Engineering & Construction Division recorded a decrease in electricity usage following the delivery of several key projects, while the Property Development Division saw a slight increase driven by higher customer demand. The Property Investment & Management Division recorded a decrease in electricity usage following the transfer of key shopping malls to Paradigm REIT in June 2025, with reported data reflecting only partial year for these assets.

Division/Year	Total Electricity Consumption (kWh)		
	FY2023	FY2024	FY2025
Engineering and Construction	10,576,252.36	5,379,699.83	3,866,899.00
Office	292,406.00	240,034.62	279,190.00
Project Sites	10,075,362.36	4,936,933.21	3,095,370.00
Storage Yard (WCT Machinery)	208,484.00	202,732.00	208,996.00
Centralised Labour Quarters	N/A	N/A	283,343.00
Property Development	7,439,204.97	7,395,190.88	7,402,451.30
Offices	281,712.00	222,358.00	199,428.00
Project Sites	822,819.80	1,007,486.28	623,591.00
Facility Management	5,832,703.13	5,467,857.60	5,837,604.17
Property Management	10,886.44	14,796.00	14,054.73
Sales Galleries	491,083.60	682,693.00	727,773.40
Property Investment and Management	99,336,512.00	53,358,628.96	37,292,129.80
Shopping Malls	85,470,731.00	35,505,151.96	19,781,206.00
Hotels	12,747,227.00	17,322,148.00	17,136,621.00
Business Aviation	1,118,554.00	531,329.00	374,302.80
Total	117,351,969.33	66,133,519.66	48,561,480.10

Note: In FY2023, the electricity consumption for shopping malls—namely Paradigm Mall Petaling Jaya and Paradigm Mall Johor Bahru—included data from both tenants and common areas, while gateway@klia2 reported only the common area electricity consumption. From FY2024 onwards, all shopping malls reported only common area electricity consumption.



Note:

1. Engineering & Construction Division's intensity accounts only for its corporate office at The Ascent and operations at WCT Machinery only.
2. Property Development Division's intensity accounts for its corporate office at The Ascent, as well as facility management operations, property management operations, and sales galleries.
3. The Engineering & Construction and Property Development Divisions intensities exclude the electricity consumption and area of project sites.
4. For FY2024 and FY2025, the Property Investment & Management Division's intensity accounts for the shopping malls (mall common area only), BTSC Carpark, WCT Malls Office, hotels and business aviation operations.
5. Starting FY2023, the Group-wide average electricity intensity represents the electricity intensity of the Group based on the parameters outlined above.
6. *The electricity intensity data for FY2024 is recalculated, as the total built-up area is further refined to ensure greater accuracy.

The Group plans to address its electricity usage head on by setting a target to reduce its Group-wide electricity consumption intensity by 10% by 2030, relative to the 2024 baseline year of 70.43 kWh/m².

SUSTAINABILITY STATEMENT

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WASTE AND ENVIRONMENTAL POLLUTION

In addition to managing waste in accordance with DOE and other relevant regulators' requirements, WCT is committed to reducing and recovering waste where possible across all business divisions. Ineffective waste management, construction debris and emissions can lead to regulatory penalties, harm to the environment and reputational damage. These issues also increase the Group's operational costs.

Managing these risks involves disposing of all non-recoverable hazardous and non-hazardous waste in accordance with relevant regulatory requirements. Typically, wastes generated from WCT's divisions comprises:

- Domestic and Construction Waste: Including scrap metals, wood waste, pallets and packaging materials, glass, bricks, concrete, plastics, tyres, ceiling and plasterboards, biomass, and general waste.
- Scheduled Waste (Hazardous waste): Encompassing specific categories, including spent oil (SW305, SW306) spent oil-water emulsions (SW307), oil-water mixtures (SW309) and oily sludge (SW311), as well as clinical waste (SW404), contaminated soil (SW408), contaminated containers (SW409), and oil-soaked rags or filters (SW410). These materials are managed and disposed of via DOE-licensed third-party contractors at approved facilities.

WCT also leveraged on the opportunity to adopt a stronger waste management system via the 3R approach to address its waste-related impacts by adhering to circular economy principles. The Group also carries out recycling initiatives to divert waste from landfills. Whenever possible, waste is repurposed for use on sites to reduce the total amount of waste requiring disposal to landfills or incineration.

The Engineering and Construction Division has its own Quality, Environmental, Safety & Health ("QESH") Policy to ensure waste management complies with local regulations and aims at reducing the generation of waste in the first place. From FY2024 onwards, the division rolled out a Waste Management Guideline to all project sites to strengthen responsible waste management.

3R APPROACH

WCT continues to adopt measures aimed at reducing waste produced at all operational sites. The primary approach follows the 3R principles of reduce, reuse, and recycle.


The 3R approach is carried out in selected Engineering and Construction project sites upon careful consideration of the following implementation steps:



SUSTAINABILITY STATEMENT

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Operational sites have adopted a wide range of 3R methodologies towards reducing the amount of waste sent to landfills. Below are some notable initiatives in this regard:

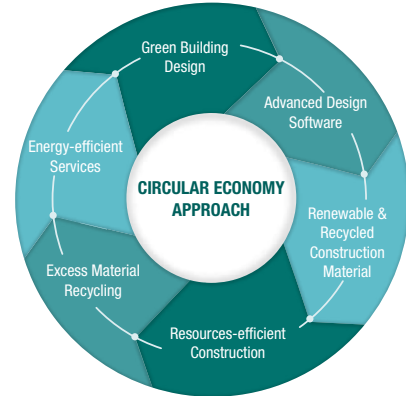
Construction Waste Minimisation	Recycling Used Cooking Oil Initiative	Landfill Waste Reduction
<p>The Engineering & Construction and Property Development Divisions undertake a variety of waste minimisation efforts at construction sites, including:</p> <p>Trash bins made from recycled timber at W City Larkinton (clubhouse) and Pavilion Mont' Kiara.</p> <p>Surplus concrete blocks reused as bunds to prevent water seepage Pavilion Mont' Kiara (site office).</p> <p>Used plywood reused as directional signage, and rubbish chute doors (Pavilion Mont' Kiara).</p> <p>Roof passenger hoist platforms made from unused aluminium formwork for weather and object protection (Pavilion Mont' Kiara).</p>	<p>WCT continues its collaboration with a used cooking oil (“UCO”) collection company to manage waste from the Property Investment and Management Division. WCT coordinates the collection of UCO from the operations at Le Meridien Petaling Jaya and Première Hotel. The tenants at WCT Malls are encouraged to responsibly dispose the UCOs.</p> <p>In FY2025, a total of 53.65 tonnes of UCO was recovered, comprising 7.74 tonnes from hotel operations and 45.91 tonnes from mall tenants, all of which were diverted for biodiesel production.</p>	<p>WCT’s Landfill Waste Reduction Programme remains active at the Corporate Office in The Ascent, Selangor.</p> <p>Recycling stations were placed at all locations in WCT’s Corporate Office to collect recyclable waste such as plastics, glass, paper, steel and e-waste.</p> <p>In FY2025, the programme saw a total of 2,420.80 kg of waste diverted from landfills.</p> <p>Supporting the Group’s broader goals, Le Méridien Petaling Jaya spearheaded several specific landfill reduction initiatives:</p> <ul style="list-style-type: none"> • Bottle Cap Recycling: Collaborated with The Sea Monkey Project to collect 23.95 kg of plastic bottle caps. These materials are repurposed into upcycled products, preventing small-format plastics from entering landfills or oceans. • Linen Repurposing: Participated in Akemi’s linen repurposing program, diverting 3,720 kg of discarded linen from waste streams to be utilised as mattress filler, effectively extending the material lifecycle through a circular economy approach.
	<p>Food Waste Management Initiative</p> <p>In FY2025, under Marriott’s Serve 360 Sustainability Program, Le Méridien Petaling Jaya placed signage at buffet counters to encourage guests to take smaller, more frequent portions, supporting efforts to reduce food waste.</p> <p>The hotel further strengthened its food waste management in 2024 by adopting the Entomal Mobile Bioconversion System, which converts food waste into nutrient-rich insect protein for animal feed and organic fertiliser for urban farming and landscaping.</p> <p>In FY2025, the system processed 16,675.00 kg of food waste, producing 2,466.53 kg black soldier fly (“BSF”) larvae protein and 2,863.55 kg of frass fertiliser. Since its commissioning in April 2024, the initiative has successfully prevented 68.54 tCO₂e in emissions.</p>	
	<p>Dedicated Recycling Programme</p> <p>Beginning August 2025, WCT expanded its recycling programme to cover the entire Ascent corporate office tower, engaging all tenants in waste reduction efforts. A dedicated recycling collection point was introduced, with scheduled monthly collection days to support proper segregation and disposal of recyclables by tenants and employees. Since its inception, the programme has successfully diverted 1,183 kg of recyclable waste from landfills, reinforcing WCT’s commitment to sustainable practices and minimising environmental impact within the building community.</p>	

SUSTAINABILITY STATEMENT

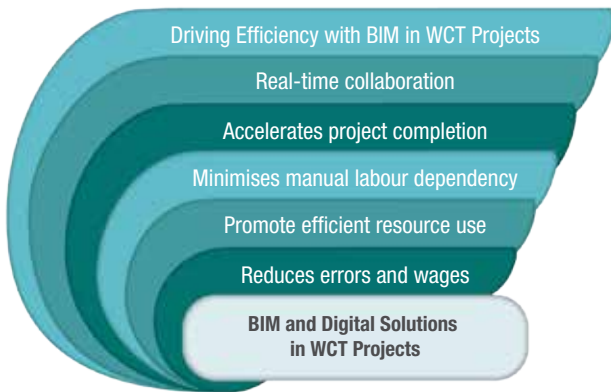
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USING CIRCULAR ECONOMY PRINCIPLES AND DIGITAL SOLUTIONS

WCT integrates circular economy principles into its construction and development value chain to enhance resource efficiency and reduce waste. By adhering to these principles, WCT ensures the sustainable sourcing of raw materials and energy, minimising waste throughout the entire product lifecycle. Advanced digital solutions, including Building Information Modelling (“BIM”), support sustainable project planning, design, and execution. Additionally, WCT’s ISO 14001-based Environmental Management System (“EMS”) evaluates environmental impacts across project life cycles, identifying opportunities to optimise resource use and reduce waste. This approach drives sustainable development while improving overall project efficiency.



BIM and Digital Solutions in WCT Projects



BIM enables real-time collaboration among project stakeholders, enhancing design coordination, resource planning, and project efficiency. It also reduces paper usage, facilitates data sharing, and supports better decision-making, particularly in large-scale construction projects.

BIM has been instrumental in projects such as MRT2 V204 & S204, TRX C2, The Exchange TRX (TRX Retail), TRX Hotel and Office, 118 Mall, Sultan Ismail Petra Airport, and Kwasa Damansara. The Pavilion Mont’ Kiara project also utilises BIM within WCT’s Property Development Division. Notably, Sultan Ismail Petra Airport is WCT’s first airport project adopting BIM, significantly improving project management, cost estimation, and clash detection.

Meanwhile, the Kwasa Damansara project integrates full infrastructure BIM, covering the entire project lifecycle from design to as-built documentation. This advanced BIM approach goes beyond traditional applications by incorporating quantity take-off verification, allowing for precise material estimation and cost control. By leveraging a comprehensive digital model for clash detection, progress monitoring, and quality control, the project enhances construction accuracy and minimises rework, ultimately improving efficiency and sustainability.

Beyond design and construction, WCT employs resource-efficient methods such as reusable formwork, prefabricated components, and recycled building materials. Additionally, energy and water-saving technologies—including Building Management Systems, LED lighting, chiller filtration systems, and rainwater harvesting tanks—further optimise operational efficiency and sustainability.

WASTE MANAGEMENT DATA

WCT categorises waste according to how it is managed. Total waste directed to disposal includes all landfilled waste, while total waste diverted from disposal comprises recycled, reused, and scheduled waste. Total waste generated is the aggregate of these two categories.

Total Waste	FY2023*	FY2024*	FY2025
Total waste directed to disposal (Landfilled waste) (tonnes)	18,033.27	18,116.64	12,853.48
Total waste diverted from disposal (tonnes)	31,280.74	20,165.64	6,047.88
Recycled waste	9,022.06	7,544.88	5,607.22
Preparation for reuse	22,216.77	12,599.05	422.07
Scheduled waste	41.91	21.71	18.59
Total waste generated (tonnes)	49,314.01	38,282.28	18,901.36
Percentage of waste diverted from disposal (%)	63.43	52.68	32.00
Percentage of waste directed to disposal (%)	36.57	47.32	68.00

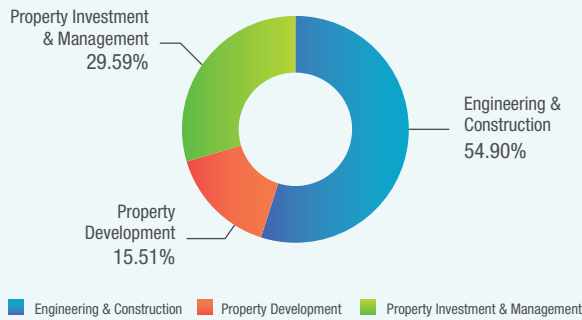
Note:

1. *FY2023 and FY2024 data are restated to reflect refined data.

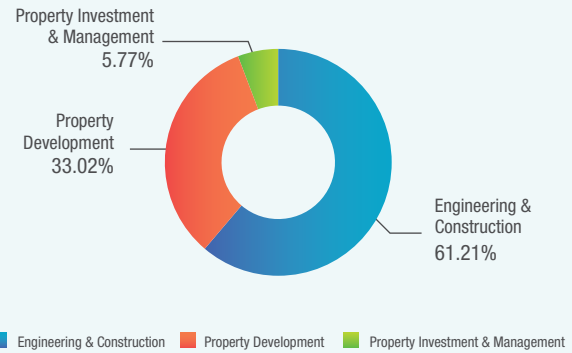
SUSTAINABILITY STATEMENT

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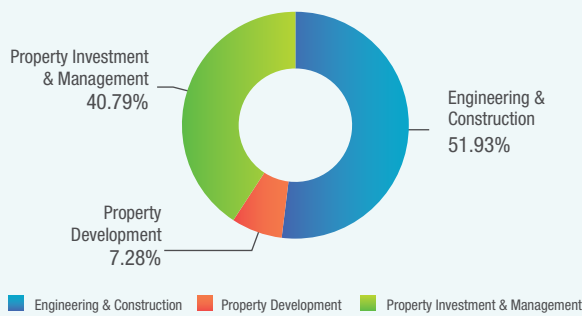
**Total Amount of Waste Generated (%)
by Division in FY2025**



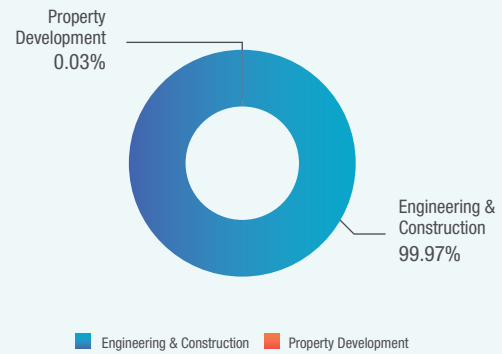
**Total Amount of Waste Diverted from Disposal (%)
by Division in FY2025**



**Total Amount of Waste Directed to Disposal (%)
by Division in FY2025**



**Total Scheduled Waste (Hazardous Waste) (%)
by Division in FY2025**



All waste-related data is collected from respective business divisions on a quarterly basis and the Group Sustainability Committee and BRSC oversee waste management performance and 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.

The waste management data of the Business Aviation's segment is not disclosed, as waste collection is managed by the local municipal council. Since the council does not provide data on the amount collected, Business Aviation is unable to track or report this information.

WCT has a sound waste management system across all business divisions and by 2030 the Group targets to substantially reduce waste generation through prevention, reduction, recycling and reuse. The Group has set a target to reduce Group-wide waste directed to disposal (landfilled waste) by 10% by 2026 and 20% by 2030 compared to the amount set in the 2024 baseline of 18,116.64 tonnes.

In FY2025, WCT's total cost associated with the impacts of waste management was RM1,729,035.36. The table below presents the breakdown of the Group-wide associated costs across all business divisions, according to the following categories:

Cost associated (RM)	FY2024	FY2025
Waste directed to disposal (Landfilled waste)	774,192.20	1,574,591.95
Recycled waste	0	84,386.73
Preparation for reuse	0	36,000.00
Scheduled waste (Hazardous waste)	11,023.40	34,056.68
Total	785,215.60	1,729,035.36

SUSTAINABILITY STATEMENT

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ENVIRONMENTAL MONITORING AND PROTECTION

WCT is committed to preventing air, water and noise pollution from our operations.

WCT is acutely aware that its numerous construction activities have the potential to act as sources of pollution. As a proactive measure, the Group conducts periodic environmental monitoring at all worksites before commencing work, ensuring compliance with the DOE requirements. Any violation of environmental standards and guidelines identified during these environmental monitoring inspections are promptly reported for immediate remedial action by the relevant parties.

All construction sites engage certified environmental consultants or accredited laboratories to carry out environmental monitoring, sampling and data reporting. In addition to these efforts, SIRIM QAS conducts an annual audit of its EMS against the ISO 14001 standard.

WCT's Pollution Monitoring and Control Guidelines ensure that all construction activities minimise environmental impact through strict adherence to rigorous standards. All operations strictly comply with the Malaysian Ambient Air Quality Standards (2020), the Environmental Quality (Industrial Effluent) Regulation 2009, the Guidelines for Environmental Noise Limits and Control (2019), and the National Water Quality Standards ("NWQS"). To ensure site-specific precision, tailored monitoring parameters are implemented based on EIA conditions and regulatory requirements from bodies such as the DOE. This includes the deployment of advanced filtration systems, such as silt fences and geotextile-wrapped gabions, to treat surface run-off and protect waterbodies according to their designated classifications (Class I – V).

To maintain high oversight, environmental personnel and/or representatives are appointed to every project site. Significant pollution risks, such as dust emissions from earthworks and potential water contamination from oily surface run-off or silt-laden discharge, are proactively managed by measuring performance against established Pollution Control KPIs. This ensures all site activities remain within the recommended limits stipulated by authorities and clients. To mitigate the risk of Non-Conformance Reports ("NCR"), Stop Work Orders ("SWO"), or legal penalties, WCT conducts regular site audits and inspections. These oversight mechanisms allows WCT to address potential issues before they escalate, thereby ensuring operational continuity and maintaining positive relationships with nearby communities.

Construction Activities Water Discharge

Surface runoff from WCT's construction activities has the potential to enter nearby water bodies or drainage systems, often with limited control over its final destination. As a result, WCT does not measure the volume and destination of water discharge. To ensure compliance with water quality standards, WCT conducts regular monitoring at its project sites. The key monitoring points are designated discharge points after water undergoes erosion control, sedimentation, and filtration processes, through silt traps or sedimentation ponds.

The Engineering & Construction Division adheres to the Environmental Quality (Industrial Effluent) Regulations 2009 ("EQ (IE) Reg. 2009") and the requirements set by EIA of certain project sites. The division monitors key parameters, such as Total Suspended Solids ("TSS") and Turbidity. The TSS levels are ensured to comply either with the EQ (IE) Reg. 2009, maintaining a maximum discharge limit of 50 mg/L for Standard A and 100 mg/L for Standard B, or with set EIA requirements.

In addition, the Property Development Division complies with the Environmental Quality (Sewerage) Regulations 2009 ("EQ (SR) Reg. 2009"), where the key parameters, such as TSS and Oil & Grease ("O&G") are monitored. The TSS levels are monitored to ensure compliance with the EQ (SR) Reg. 2009, maintaining a maximum discharge limit of 50 mg/L for Standard A and 100 mg/L for Standard B.

The Engineering & Construction and the Property Development Divisions apply a structured approach using the EQ (IE) Reg. 2009 and the EQ (SR) Reg. 2009 quality standards to set discharge limits and ensure compliance, aligning with national benchmarks for water quality.

SUSTAINABILITY STATEMENT

cont'd

The table below shows that Engineering & Construction Division reported zero non-compliance incidents at the project sites in FY2025. At these sites, the turbidity parameter often correlates with changes in TSS, as both are related to water clarity.

Engineering & Construction Project Sites	Number of incidents of non-compliance with discharge limits			Remarks on incidents in FY2025
	FY2023	FY2024	FY2025	
TRX C2 (EIA requirement; TSS: 100mg/L)	0	N/A	N/A	Project has been completed.
WCE (EIA requirement; TSS: 50mg/L, Turbidity: 250 NTU)	0	N/A	N/A	Project has been completed.
Pan Borneo Highway (EIA requirement; TSS: 150mg/L, Turbidity: 250 NTU)	0	0	N/A	The silt traps were dismantled, as the project site had been fully established and completed.
LRT3 (EIA requirement; TSS: 50mg/L, Turbidity: 250 NTU)	0	0	N/A	The silt traps were dismantled, as the project site had been fully established and completed.
118 Mall (EQ (IE) Reg. 2009; Standard B - TSS: 100mg/L)	0	0	0	-
Sultan Ismail Petra Airport, Kelantan (EQ (IE) Reg. 2009; Standard A - TSS: 50mg/L)	0	0	0	-
Jetty Extension (EQ (IE) Reg. 2009; Standard B - TSS: 100mg/L)	0	N/A	N/A	Project has been completed.
Kwasa Damansara (EIA requirement; TSS: 50mg/L, Turbidity: 250 NTU)	N/A	0	0	-
PLUS Phase 1A (EQ (IE) Reg. 2009; Standard B - TSS: 100mg/L)	N/A	N/A	0	-
PLUS Phase 2 (EQ (IE) Reg. 2009; Standard B - TSS: 100mg/L)	N/A	N/A	N/A	The silt trap had yet to be installed.

Note:

- i. 'N/A' refers to not applicable.
- ii. The table does not include sites that are not subject to EIA requirements and/or requested by clients.

The table below presents Property Development Division project sites' number of incidents of non-compliance with discharge limits.

Property Development Project Sites	Number of Incidents of Non- Compliance with Discharge Limits			Remarks on incidents in FY2025
	FY2023	FY2024	FY2025	
W City Larkinton (EQ (SR) Reg. 2009; Standard B, TSS: 100mg/L)	0	3	2	High TSS level is likely due to heavy rainfall during the rainy season in November and December, which caused excessive soil runoff into the drainage system.
WCity OUG (EQ (SR) Reg. 2009; Standard B, TSS: 100mg/L)	2	4	5	High TSS level caused by soil erosion and stormwater runoff carrying loose soil and debris into the water.

SUSTAINABILITY STATEMENT

cont'd

Property Development Project Sites	Number of Incidents of Non-Compliance with Discharge Limits			Remarks on incidents in FY2025
	FY2023	FY2024	FY2025	
Adenia Apartments (EQ (SR) Reg. 2009; Standard B, TSS: 100mg/L)	1	0	N/A	Environmental Monitoring Reporting (“EMR”) stopped in January 2025 as the project was nearing completion, and no major activities were ongoing that could contribute to effluent non-compliance.
Pavilion Mont’ Kiara (EQ (SR) Reg. 2009; Standard B, TSS: 100mg/L)	0	0	1	Unprotected soil near the pit and rainfall from the day before sampling caused soil erosion and excessive runoff into the drainage system.

Note: ‘N/A’ refers to not applicable.

In 2025, there were zero incidents reported for O&G detection at water discharge points, and the Property Development Division identified eight incidents of non-compliance in which TSS levels exceeded standard limits at three project sites.

These exceedances were primarily driven by intense rainfall, which increased surface runoff and carried loose soil and debris into drainage systems, temporarily overwhelming the capacity of existing silt traps and reducing the effectiveness of erosion and sediment control measures, resulting in elevated TSS levels in discharged water. In response, the division has strengthened site-level controls, including more frequent maintenance of silt traps and drainage systems, with closer monitoring during periods of heavy rainfall.

Going forward, climate-related physical risks, including heavier rainfall and runoff, will be more explicitly assessed at project level, with appropriate mitigation measures incorporated into environmental management plans and site controls to reduce the risk of recurrence across both current and future projects.

To mitigate non-compliance risks, WCT enforces proactive measures through its Erosion and Sediment Control Plan (“ESCP”) and works closely with contractors to ensure regular inspection and maintenance of sediment control practices. Contractors are reminded to conduct maintenance on the following actions on a frequent basis:

1. Installing sediment traps and basins before discharging water from the site, and increasing their capacity if needed to capture the sudden increase in stormwater runoff during the rainy season.
2. Regularly excavating stagnant earth drains or installing storm drainage systems to divert runoff water to sediment traps and basis structures.
3. Desilting silt trap to prevent clogging and maintain effectiveness.
4. Frequently replacing check dam materials, filters, and geotextiles as needed to remove substantial sediment deposits in these control structures.
5. Regularly maintaining slope protection to prevent soil erosion from slopes into the drainage system.
6. Providing temporary cover on earth stockpile to minimise impact of erosion and sediment runoff, especially during rainfall events.

Additionally, WCT conducts frequent housekeeping at construction sites to prevent non-sediment pollutants-such as fuels, oils, pants, concrete materials, solvents, and waste-from contaminating water runoff, sediment control structures, and drainage systems.

Through these mitigation strategies, WCT aims to minimise environmental impact, maintain compliance with regulatory standards, and enhance effectiveness of erosion and sediment control measures at its construction sites.

WCT has been responsible for setting environmental compliance targets to drive better performance. These targets are as follows:

<p><i>Continually improve on the legal compliance status in environmental pollution across all business operations of the Group.</i></p>	<p><i>Zero official substantiated complaints* related to environmental pollution from neighbouring communities at WCT locations by 2030.</i></p>
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Note: *Official substantiated complaints refer to the complaint received via defined medium (written platform and Facebook), and the pollution level must exceed the PEL that is declared by authorities.

The Group remains focused on strengthening its environmental compliance performance and its proactive approach to safeguarding the environment and communities surrounding WCT’s operations across all project sites. WCT will continue to improve mitigation measures, enhance site-level monitoring, and reinforce the implementation of environmental controls, particularly at higher-risk locations, with the aim of achieving better compliance outcomes over time. More information on the Group’s regulatory compliance is set out in the ‘Compliance to Laws and Regulations’ section of this SS2025.

To reinforce its governance on environmental pollution monitoring, WCT implemented its Environmental Policy for the Group in FY2025, which can be read here: https://www.wct.com.my/about/governance_and_policies/policy.aspx?c=environmenta_policy.

SUSTAINABILITY STATEMENT

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WATER USE

WCT recognises water as a critical resource for its operations, particularly within its shopping malls and hotels, where water is used for guest facilities, food and beverage operations, landscaping, Heating, Ventilation, and Air Conditioning (“HVAC”) systems, and general maintenance. Effective water management is essential, as inefficient water use can lead to increased operational costs, regulatory non-compliance, and even community backlash, particularly in water-stressed areas.

To reduce consumption and mitigate potential operational and environmental risks, WCT continues to implement water-saving measures such as rainwater harvesting, and the installation of water-efficient fixtures. These initiatives support cost reduction, improve resource efficiency across divisions, and contribute to meeting green building standards. WCT also promotes responsible water use among employees, tenants, and other workers to reinforce conservation practices group-wide.



PURSuing WATER EFFICIENCY THROUGH WATER MANAGEMENT PLAN

WCT's business operations primarily source water from municipal supplies, supplemented by rainwater harvesting, groundwater extraction, and river water reuse at selected sites. To ensure responsible water consumption, WCT's Engineering and Construction and Property Development Divisions have implemented a Water Conservation Management Guideline across 100% of their project sites, focusing on monitoring, optimising, and reducing water-related environmental impacts.

According to the World Resources Institute's Water Risk Atlas, WCT's operational sites in Kuala Lumpur, Selangor, Kelantan, Johor Bahru, Sabah, and Sarawak have an overall low-to-medium water risk level, indicating that WCT does not operate in water-stressed areas. WCT will continually monitor the water risk levels for its sites as this may change over time. However, certain locations—particularly in Kelantan—face poor water quality due to ageing infrastructure, inadequate water treatment facilities, and pollution. While WCT's Kelantan project site has not been impacted by those water issues, the Group remains vigilant in monitoring risk levels and implementing mitigation measures as needed.

To reduce reliance on potable water, WCT integrates alternative water sources across its divisions:

Engineering and Construction

- Sultan Ismail Petra Airport, Kelantan: Groundwater is used for sanitation at the CLQ and dust suppression during demolition at the project site. The CLQ features four automated 6 m³ tanks that refill only when water levels drop. Additionally, 5.6 m³ of groundwater is allocated daily for dust suppression, helping control airborne particles and ensuring a safer work environment. To mitigate potential environmental impacts such as water stress, WCT continuously monitors groundwater use, ensuring withdrawal remains within sustainable limits.
- Kwasa Damansara: This project utilises river water from Sungai Payung for activities such as road washing, dust suppression, and supplying water for construction work, as there is no municipal water source available. The site has obtained the necessary approvals from the Lembaga Urus Air Selangor (Selangor Water Management Authority) to ensure compliance with local water regulations.

Property Development

- WCity OUG: Groundwater and pond water is used for cleaning activities of plant & equipment, wash trough, toilets and other non-potable applications across construction sites.

Property Investment and Management

- gateway@klia2: Two 19,020-gallon rainwater drums supply landscaping irrigation such as watering plants in the carpark area.
- Le Méridien Petaling Jaya: A 4,755-gallon rainwater tank supports general maintenance and plant irrigation.
- Première Hotel: Harvests 2,400 gallons of rainwater weekly from the monsoon drain for cleaning and garden upkeep. Future plans include expanding rainwater use to landscaping and basement cleaning.

To further enhance water efficiency, WCT's building maintenance and operations team actively monitors water usage and implements conservation measures at its managed properties. Additionally, the Group encourages rainwater harvesting across all sites as part of its commitment to sustainable environmental practices.

SUSTAINABILITY STATEMENT

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Conservation of Natural Water Resources Undertaken by Business Divisions

Engineering and Construction
<ul style="list-style-type: none"> Project site - Rainwater harvesting for sanitary system (toilet flushing/cleaning), wash trough and wheel washing. Recycling filtered/treated wastewater from surface run-off and reused within project sites for wheel and construction 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
<ul style="list-style-type: none"> Project site - Rainwater harvesting for sanitary system (toilet flushing/cleaning), wash trough and wheel washing. Recycling filtered/treated wastewater from surface run-off and reused within project sites for wheel and construction vehicle washing at wash trough area, sanitary system, controlling of dust emission by wetting the access roads using water bowser. 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. Office (The Ascent) - Introduced water management measures including sub-metering, monitoring and water-saving plans.
Property Investment and Management
<p>Shopping Malls:</p> <ul style="list-style-type: none"> Conduct daily/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 with 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 and Paradigm Mall Johor Bahru. Progressively install water saving fittings. Installation of pressure relief valve to regulate water pressure from the water supply to decrease water usage. <p>Hotels:</p> <ul style="list-style-type: none"> 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. <p>Business Aviation:</p> <ul style="list-style-type: none"> Aircraft operators are encouraged to adopt dry wash methods to reduce water consumption.

WATER CONSUMPTION DATA

From FY2024 onwards, the Group began tracking water withdrawals from alternative sources used in its business operations. The table below presents the Group's total water consumption, which comprises water drawn from municipal potable sources as well as other sources, including surface water, rainwater harvesting, and groundwater. As surface water and groundwater are shared resources, the Group manages and monitors their use to minimise any significant impact on local water availability for other users.

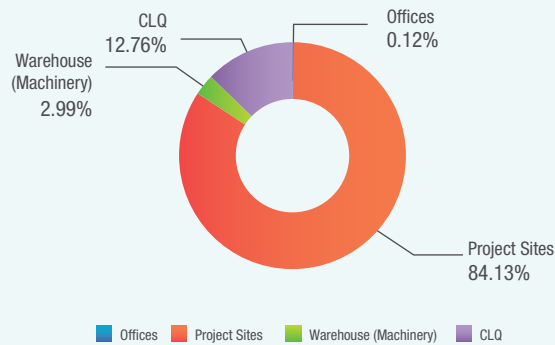
Division/Year	Water Consumption (m ³)		
	FY2023	FY2024	FY2025
Engineering and Construction	371,221.00	471,330.87	361,149.42
Municipal Potable Water	371,221.00	459,434.12	324,893.42
Other Water Sources	-	11,896.75	36,256.00
Property Development	92,783.43	77,797.60	112,387.02
Municipal Potable Water	92,783.43	77,748.06	87,060.85
Other Water Sources	-	49.54	25,326.17
Property Investment and Management	1,138,787.00	1,345,948.99	580,187.11
Municipal Potable Water	1,138,787.00	1,343,874.99	578,162.11
Other Water Sources	-	2,074.00	2,025.00
Total	1,602,791.43	1,895,077.46	1,053,723.56

SUSTAINABILITY STATEMENT

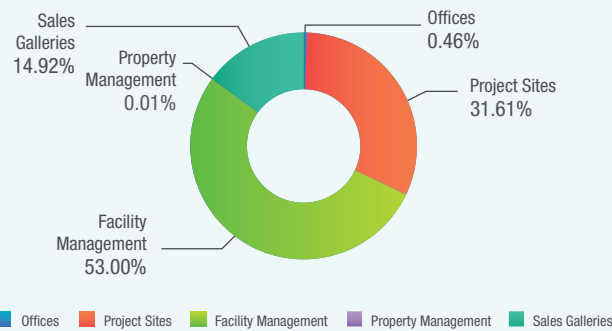
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The following graphs provide a breakdown of water withdrawn for consumption across various operations within WCT. This includes water withdrawal data of offices, project sites, and operations for the Engineering and Construction and Property Development Divisions, as well as water withdrawal data of shopping malls, hotels, and business aviation operations for the Property Investment and Management Division.

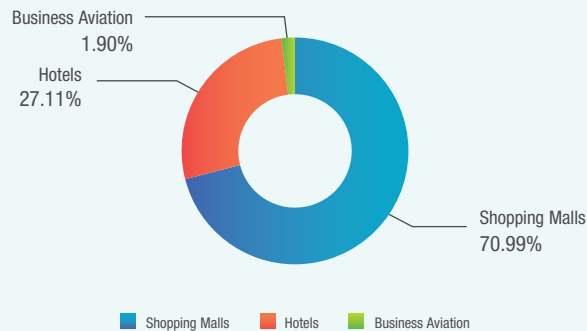
Municipal Potable Water Withdrawn for Consumption (%) by Engineering & Construction in FY2025



Municipal Potable Water Withdrawn for Consumption (%) by Property Development in FY2025



Municipal Potable Water Withdrawn for Consumption (%) by Property Investment & Management in FY2025

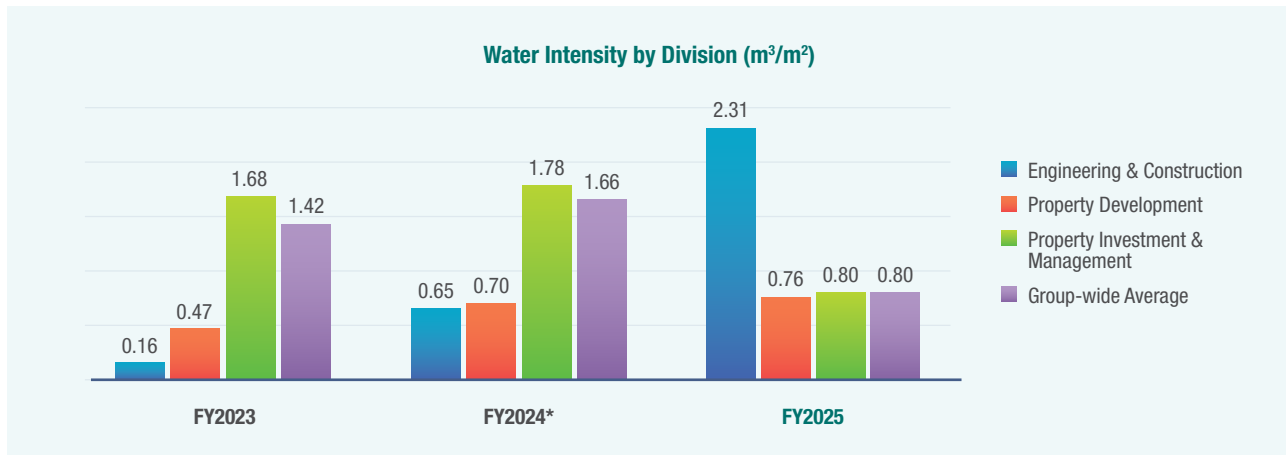


SUSTAINABILITY STATEMENT

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Water Source/Division	Total Water Withdrawn from Other Water Sources for Consumption (m ³)					
	FY2024			FY2025		
	Engineering & Construction	Property Development	Property Investment & Management	Engineering & Construction	Property Development	Property Investment & Management
Surface Water (River)	602.00	0	0	27,616.00	23,185.75	0
Groundwater (Well, Borehole)	11,294.75	0	0	8,640.00	2,140.42	0
Used Quarry Water	0	0	0	0	0	0
External Wastewater	0	0	0	0	0	0
Harvested Rainwater	0	49.54	2,074.00	0	0	2,025.00
Sea Water	0	0	0	0	0	0
Total	11,896.75	49.54	2,074.00	36,256.00	25,326.17	2,025.00
Total (Combined of All Divisions)	14,020.29			63,607.17		

In FY2025, the Engineering & Construction Division saw a reduction in water consumption following the completion of several major projects. Meanwhile, the Property Development Division recorded higher consumption due to increased construction activity at W City Larkinton and enhanced data collection accuracy. Within the Property Investment & Management Division, consumption decreased following the transfer of Paradigm Mall Petaling Jaya, Paradigm Mall Johor Bahru, and Bukit Tinggi Shopping Centre to Paradigm REIT in June 2025. As a result, the reported data reflects only partial-year consumption for these assets.



Note:

1. Engineering & Construction Division's intensity accounts for its corporate office at The Ascent and its operations at WCT Machinery only.
2. Property Development Division intensity accounts for its corporate office at The Ascent, as well as facility management operations, property management operations and sales galleries.
3. The Engineering & Construction and Property Development Divisions intensities exclude the water consumption and area of the project sites.
4. For FY2024 and FY2025, Property Investment & Management Division's intensity accounts for the shopping malls (mall common area only), BTSC Carpark, WCT Malls Office, hotels and business aviation operations.
5. Starting FY2023, Group-wide average water intensity represents water intensity of the Group based on the parameters outlined above.
6. *The water intensity data for FY2024 is recalculated, as the total built-up area is further refined to ensure greater accuracy.

The increase in water intensity observed in FY2024 compared to FY2023, reflects both the inclusion of additional operating sites and the implementation of more granular data tracking.

In FY2025, the water intensity of Engineering & Construction recorded a significant increase due to the inclusion of CLQs in reporting scope. The decrease in water intensity for the Property Investment & Management Division in FY2025 was attributed to the transfer of key shopping malls to Paradigm REIT in June 2025, with reported data reflecting only partial year for these assets.

Going forward, the Group has set a target to reduce water usage intensity as per measured against total area in square metre ("m²") by 10% by 2030, compared to 2024 baseline year of 1.6552 m³/m².

SUSTAINABILITY STATEMENT

cont'd

BIODIVERSITY

WCT remains committed to the conservation of biodiversity as it acknowledges the critical role biodiversity plays in sustaining nature, mitigating climate change risks, and supporting local communities, especially indigenous communities. Construction and development activities undertaken by the Group can 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 (“HCV”) within its operational sites. The Group actively monitors its operational sites, especially new developments to determine their biodiversity value before initiating land clearing and construction works.

As most of WCT’s developments are at urban brownfield areas, so far there have been no operational activities done in or next to critical or HCV areas. Should such a situation arise, WCT is committed to assessing the biodiversity value of the area and plan for maintaining its biodiversity makeup as much as possible. Should any development cause significant biodiversity impact, WCT will look into compensating for those negative impacts accordingly.

The Engineering and Construction Division implements the requirements of approved EIAs undertaken by the clients for new projects, where applicable. These assessments have been conducted for projects located in non-urban areas such as the Container Port and Kwasa Damansara. These projects were found to have no significant biodiversity impacts, as indicated in their corresponding EIA. Thus far, the Group, including its property development projects, does 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 remains committed to biodiversity conservation in its developments, led by the Property Development Division. Key initiatives include creating green open spaces by increasing tree planting and green landscapes, transforming water retention ponds into mini-parks, and enhancing biodiversity through habitat restoration and landscaping with native plants.

The Maple Residences exemplifies WCT’s biodiversity agenda, featuring over 500 trees with 75% of them being species listed by the IUCN across the categories of Endangered (“EN”), Vulnerable (“VU”), and Least Concern (“LC”). The selected trees are sourced directly from local nurseries to ensure their adaptability and growth. This diverse mix of tree species and aromatic gardens is designed to attract birds, butterflies, and other pollinators, thereby enhancing biodiversity.



WCT ensures compliance with stipulated minimum requirements for green spaces or open areas across all property development projects. Local vegetation, such as shrubbery, turfs, and trees are preserved, revived, or reintroduced due to its resilience, better adaptability to the surroundings, and lower maintenance and water requirements. These efforts not only enhance the ecological value of the Group’s developments but also contribute to beneficial ecosystem services.

All Property Development projects are planned and designed with careful consideration of environmental and social impacts. WCT adheres to local regulatory requirements for biodiversity preservation at project sites, conducting site inventories, topography analyses, arborist surveys, and impact assessments as essential steps in responsible land development.

WCT implemented its Biodiversity Policy for the Group in FY2025, which can be read here:

https://www.wct.com.my/about/governance_and_policies/policy.aspx?c=biodiversity_policy.

SUSTAINABILITY STATEMENT

cont'd

BIODIVERSITY TARGETS AND PERFORMANCE

WCT has set a target to plant 500 trees annually to aid the Group's goal of preserving biodiversity. In FY2025, 664 trees and saplings were planted along coastal areas of Tebuk Mendeling Forest Reserve in Sabak Bernam, Selangor, as part of a collaboration with the Rakan Alam Sekitar UiTM Student Chapter to restore local mangrove ecosystems. The species planted included *Rhizophora apiculata* ("Bakau Minyak") and *Rhizophora mucronata* ("Bakau Kurap"), which were selected because they are indigenous to the region and essential for maintaining the ecological integrity of the reserve by providing vital coastal protection and supporting local marine biodiversity.

The long-term maintenance and care of the mangrove site are jointly overseen by Sahabat Hutan Bakau Kampung Dato' Hormat, a dedicated local community group actively involved in mangrove conservation. Their responsibilities include regularly inspecting the planted area to ensure sapling health and cleanliness, replacing damaged or lost saplings due to tidal or environmental factors, and engaging local youth and villagers in continuous care activities to instil a sense of community ownership. The growth status of planted saplings are outlined in table below.

Sapling Location	Implementation Date (Measurement Date)	Remarks
Hutan Simpan Kapar Tambahan, Jeram, Selangor	27 April 2024 (25 October 2025)	Moderate Growth
Kampung Dato Hormat, Sungai Ayer Tawar, Selangor	16 October 2024 (25 October 2025)	Healthy Growth
Kampung Dato Hormat, Sungai Ayer Tawar, Selangor	14 May 2025 (25 October 2025)	Healthy Growth

WCT's Property Development Division's target remains consistent, i.e., committed to set aside more than 10% of total development as a green area, and for that percentage to be higher in locations where space is readily available.

The percentage of green areas made up of shrubbery and trees for Property Development Division projects are as follows:

Project	Trifolis Apartments, Bandar Bukit Tinggi 2	Aronia Apartments	Adenia Apartments	W City Larkinton Plot 1	The Maple Residences, WCity 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 (%)	15.10	23.90	20.50	8.40	36.90	3.50	21.30

Carbon sequestered from green area planted in Property Development Division projects amounted to 5.09 tCO₂e.

WCT will continue to review and improve its plans for addressing its impacts on biodiversity as it seeks to play an increasingly meaningful role in preserving biodiversity.

RESPONSIBLE SOURCING AND SUPPLIER MANAGEMENT

WCT's procurement management approach is guided by its Sustainable Procurement Policy, Responsible Supply Chain Policy, WCT Material Use Policy, and Supplier Code of Conduct. These policies set the standards for responsible sourcing and require suppliers to adhere to environmental, social, and governance expectations.

In line with the WCT Material Use Policy, the Group is committed to using environmentally sustainable materials to minimise environmental and social impacts throughout the lifecycle of materials, from sourcing to use and disposal.

Responsible sourcing and supplier management are key to mitigating risks related to product quality, delivery reliability, safety, labour practices, environmental compliance, and reputational exposure. WCT therefore works closely with local suppliers where possible and continually promotes the adoption of sustainable materials and products, particularly within the Property Development Division, which has higher material consumption needs.

SUSTAINABILITY STATEMENT

cont'd

LOCAL PROCUREMENT MANAGEMENT

WCT understands that engaging in local procurement has a wider positive impact beyond its own operations, such as:

Generates business activity within the local supply chain, which in turn benefits the surrounding communities

Sourcing goods, resources and services locally reduced environmental impact by reducing transport distances and consumption of resources

Contributes to the local economy by creating more domestic jobs

These policies require 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.

Procurement Spend: Local vs. Foreign (%)	FY2023	FY2024	FY2025
Local	99.08	99.26	99.82
Foreign	0.92	0.74	0.18

Supplier Composition: Local vs. Foreign (%)	FY2023	FY2024	FY2025
Local	99.50	99.50	99.66
Foreign	0.50	0.50	0.34

Note:

1. The procurement data presented encompasses the Engineering & Construction, Property Development, and Property Investment and Management Divisions (covering shopping malls and hotels operations, excluding business aviation operations).
2. For the Engineering & Construction Division, the data includes purchases made directly by its Purchasing Department excluding those made by subcontractors.

RESOURCE CONSUMPTION

All business divisions are encouraged to prioritise the use of materials that have minimal environmental impact, with WCT making efforts to incorporate recycled materials into its projects wherever possible.

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. Efficient resource consumption at WCT goes beyond construction and green materials, with Première Hotel continuing its hydroponics project in 2025.

Resource Consumption Data

Efficient resource management not only supports cost-effectiveness but also reduces the environmental impacts.

WCT's Property Development Division prioritises sustainability by incorporating some certified "green" products into all its projects. For instance, the lightweight autoclaved aerated concrete ("AAC") blocks, which contain a degree of recycled material content blocks, are MyHijau Mark Products and certified under the Singapore Green Labelling Scheme ("SGLS"). Additionally, the cement used is also certified by SGLS. Additionally, steel bars, BRC mesh wire, and ready-mixed concrete used by WCT incorporate varying degrees of recycled material content.

SUSTAINABILITY STATEMENT

cont'd

Some of the other “green” materials and fittings used in the Pavilion Mont' Kiara project are:

Singapore's National Water Agency under the Water Efficiency Labelling Scheme:

Sanitary wares and fittings.

SGLS certified:

Waterproof coatings, interior and exterior paints, Green Cement used to replace at least 30% of Ordinary Portland Cement (“OPC”) for super-structural works.

MyHijau Mark, Star Rating by the Energy Commission:

Air conditioning units.

European Standards:

Pump system.

Use of other construction building materials in the project with certifications from either SGLS, Singapore Green Building Product (“SBGC”), SIRIM Eco-Label, or Recycled Content Declaration Letter from the product supplier:

Green-labelled floor hardener (Fosroc Nitoflor), Green labelled skim coat (Quick Mix), Green labelled skim coat (CMI Wallskim), Green labelled Tiles Adhesive (Laticrete), Green labelled external paint, Green labelled plaster ceiling, Green labelled sealant.

In FY2025, more than 12,613.78 tonnes of green materials were purchased for nine project sites under the Engineering and Construction Division. Additionally, around 9,635.71 tonnes of green materials with 2,486 m³ of ready-mixed concrete containing recycled materials were purchased and used at the other four project sites under the Property Development Division. The green materials purchased include steel bar, BRC mesh wire, AAC blocks, skim coat, and ready-mixed concrete.

The following are the top materials utilised by WCT Group in its business processes:

Total Materials Utilised	FY2023	FY2024	FY2025
AAC Blocks (tonnes)	122,838.2	17,918.16	949.60
Skim Coat (tonnes)	15,394.1	6,709.3	2,863.53
BRC (tonnes)	7,968	1,348.3	2,276.31
Steel (tonnes)	18,814.6	12,208.8	14,303.54
Ready-mixed Concrete (m ³)	248,727.9	84,390.6	163,913.60
Timber and Plywood (tonnes)	458.8	19.5	22.34
Sand (tonnes)	170,536.8	43,954	41,235.10
Aggregate (tonnes)	91,670	255,989	170.00
Crusher Run (tonnes)	279,800	59,591	72,477
Cement (tonnes)	0	219	1,239.70
Tiles (tonnes)	N/M	N/M	646.13
Paint (tonnes)	N/M	N/M	55.46
Quarry Dust (tonnes)	N/M	N/M	875.00
Rockfill – Stone (tonnes)	N/M	N/M	64,000.00

Note: N/M refers to not monitored.

SUSTAINABILITY STATEMENT

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Key Resource-Saving Projects

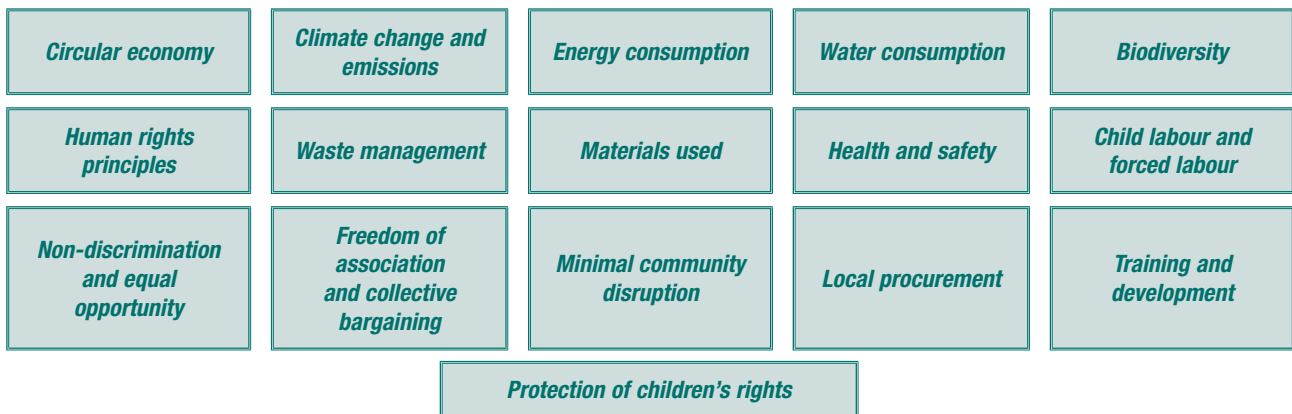
Digitalising Paper-Intensive Resources

To remain agile in an increasingly digital and technology-driven landscape while also promoting a sustainable business model, the Engineering and Construction Division continues to digitise most of its documentation and processes, partially eliminating the need for vast paper consumption during the year through the implementation of SAP, an ERP (Enterprise Resource Planning) solution. This digitisation also integrates and automates the processes of various departments, thus improving visibility, efficiency, and productivity at project sites and offices.

ENVIRONMENTAL AND SOCIAL COMPLIANCE AND PERFORMANCE ACROSS THE SUPPLY CHAIN AND VALUE CHAIN

WCT is committed to promoting sustainability across its supply chains by encouraging an ethical base of goods and 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 cooperate with the Group towards increasing adoption of its principles by suppliers. The Group’s Sustainable Procurement Policy addresses the following aspects but is not limited to environmental and social matters such as:



Additionally, with WCT’s Responsible Supply Chain Policy, the Group articulates its commitments to conduct business responsibly in its own operations and its supply chain by incorporating key aspects of international standards, due diligence, responsible sourcing, consensual subcontracting, and more.

The conduct, business practices and general principles that suppliers must abide by to be eligible to bid for WCT contracts are detailed in WCT’s Supplier Code of Conduct which can be read here: https://www.wct.com.my/about/governance_and_policies/policy.aspx?c=supplie_code_of_conduct.

These social and environmental policy commitments for WCT’s suppliers are communicated globally to all its suppliers. As part of WCT’s purchasing policy and overall supplier contract negotiations, WCT’s supplier policy is communicated during the tender process and within the contract with the Supplier Code of Conduct attached to the contract for all suppliers to acknowledge before an agreement is made.

Part of WCT’s focus in ensuring sustainable procurement is to assess its supply chain with increased scope and frequency going forward. WCT will continue to engage with its suppliers to create awareness on its various related corporate governance policies and Code of Conduct.

WCT conducted its supply chain risk assessment, known as the E&S Assessment, for Engineering and Construction and Property Development Division.

E&S Assessment Supplier Survey Response	FY2023	FY2025
Suppliers Assessed	139	63
Suppliers Who Responded	120	61
Survey Response Rate (%)	86.3	96.8

SUSTAINABILITY STATEMENT

cont'd

WCT has the right to conduct audits or assessments to ensure its supplier's compliance and will take appropriate steps regarding the relationship with the supplier if there is a reason for concern. These steps include discontinuing any relationship for non-adherence to international principles, failure to correct violations or displaying patterns of non-compliance with these standards.

WCT also has processes in place when engaging with its larger value chain of tenants and local communities regarding social issues. For example, WCT's tenants at gateway@klia2 have been provided the Safety, Health and Environment Manual and have the Safety and Health Policy in place for tenants to follow accordingly.

Moreover, all WCT shopping malls conducts periodic inspections of its tenants' safety and hygiene practices, memo issuance on safety and security (pertaining to any breaches of safety standards or issues requiring the attention of tenants), as well as health and safety briefings to new tenants conducting renovation or refurbishment works.

3. WELL-BEING OF PEOPLE

DIVERSITY, EQUITY & INCLUSION

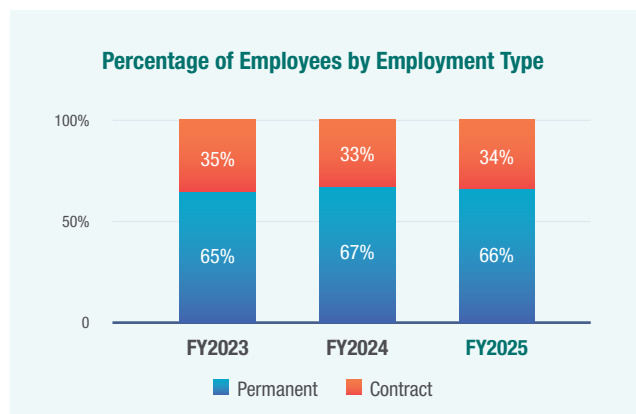
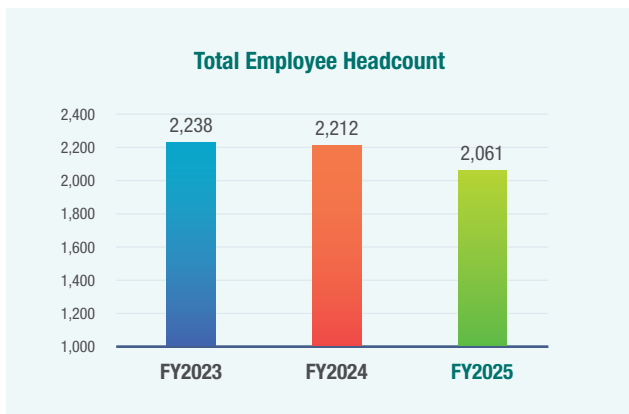
WCT recognises the value of addressing Diversity, Equity & Inclusion ("DEI") in offering a range of perspectives and experiences that facilitate informed decision-making and innovation, as disregarding it can result in missed opportunities, reduced employee morale, and challenges in attracting and retaining top talent. Therefore, WCT is firmly committed to promoting equal opportunities in the hiring, employment, and career advancement of its employees by not discriminating against an individual's race, religion, gender, age, sexual orientation, disability status or nationality.

To this end, the Group's Human Resources ("GHR") team has established clear guidelines to eliminate discrimination and foster a workplace environment grounded in professionalism and merit-based performance. This commitment is further reinforced through WCT's Diversity, Equity, and Inclusion Policy, which outlines the Group's approach to ensuring equal opportunities, fair treatment, and a culture of belonging for all employees. The policy also supports employment from underprivileged groups, as WCT does not discriminate employees based on national extraction or social origin, as demonstrated by our Professional Training and Education for Growing Entrepreneurs Ready to Work ("PROTÉGÉ-RTW") Programme.

Notably, there were zero reported incidents of discrimination based on gender, religious beliefs, or ethnicity in FY2025. Meeting and maintaining this target of zero reported incidences involves the GHR maintaining a non-discrimination and equal opportunity policy as well as gathering pertinent information relating to social aspects such as non-discrimination, healthy attrition, women in managerial roles, human rights grievances and potential violations, employee training and satisfaction.

OUR WORKFORCE

WCT's workforce data encompasses all business divisions and includes all employees with an employment relationship with WCT. The graphs below present the Group's employees based on gender, ethnicity, nationality, age, contract type, and employee category.

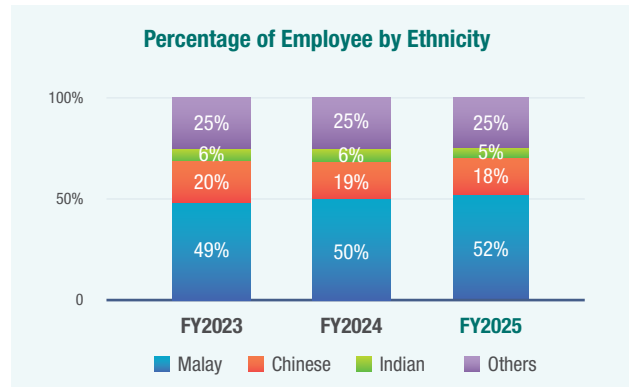
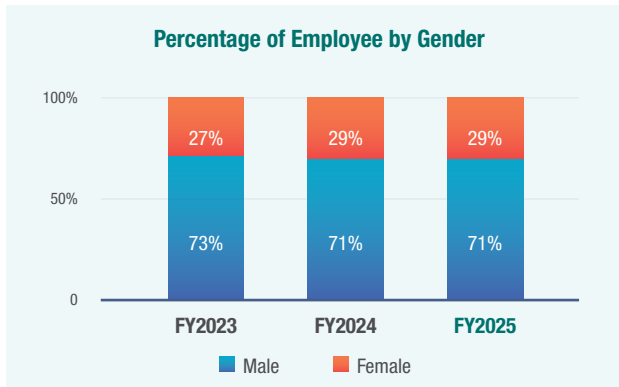


In FY2025, most employees are recruited with permanent employee status, while 34% of employees are temporary staff with a fixed term contract. Male employees made up 71% of the workforce, while female employees represented 29%. While the overall workforce remains predominantly male, the gender distribution among office-based employees shows a more balanced representation between men and women.

SUSTAINABILITY STATEMENT

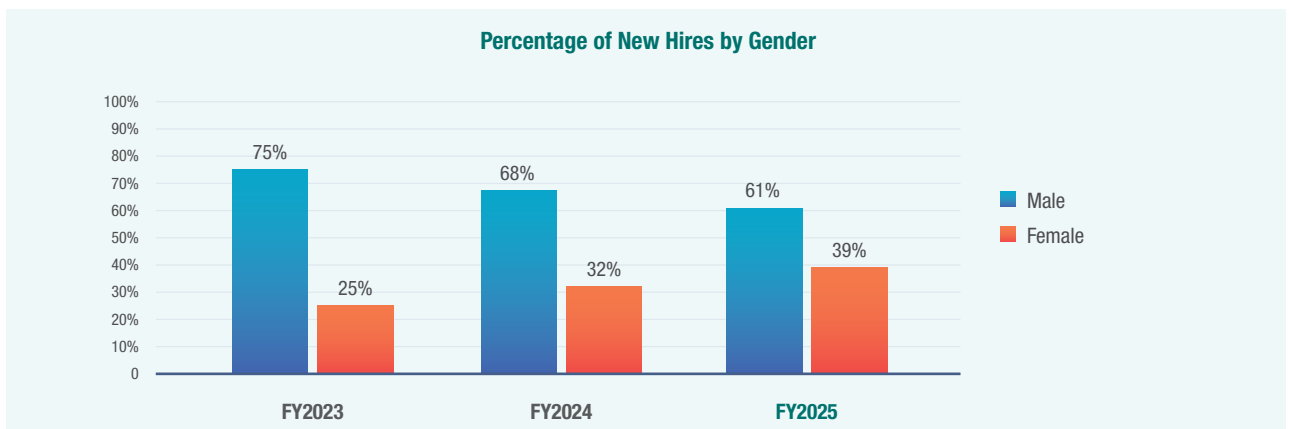
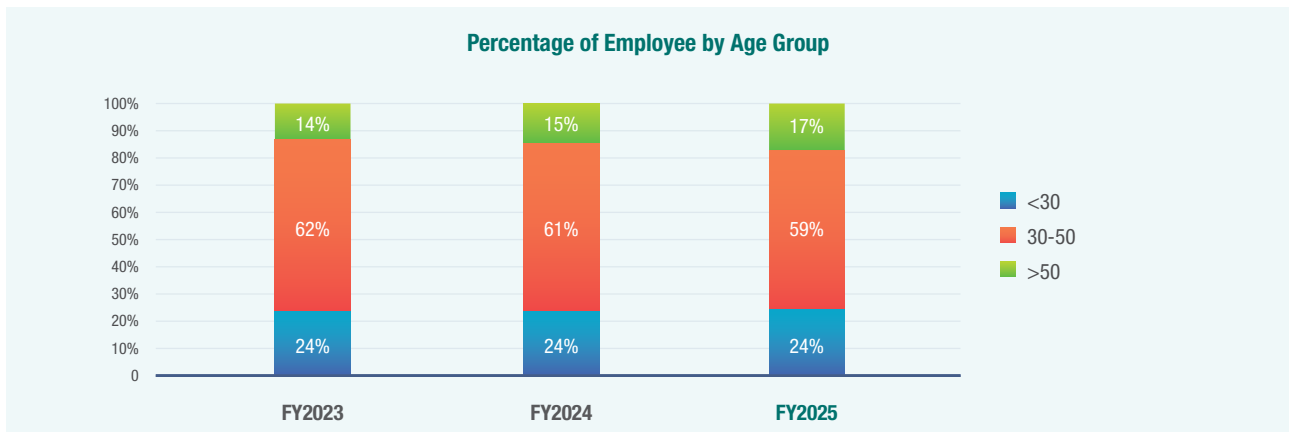
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The higher proportion of male employees is largely due to the physically-demanding nature of roles at construction and operational sites, which traditionally attract lower female participation. From an ethnicity perspective, Malay employees constituted the largest group at 52%, followed by Chinese at 18%, Indian at 5%, and others at 25%. The 'Others' category includes minority ethnicities such as Siamese, Kadazan, Bidayuh, and foreign workers from countries like Indonesia, Bangladesh, Nepal and more. For a detailed breakdown of gender and ethnicity composition by employee category, please refer to the Sustainability Performance Table in this SS2025.



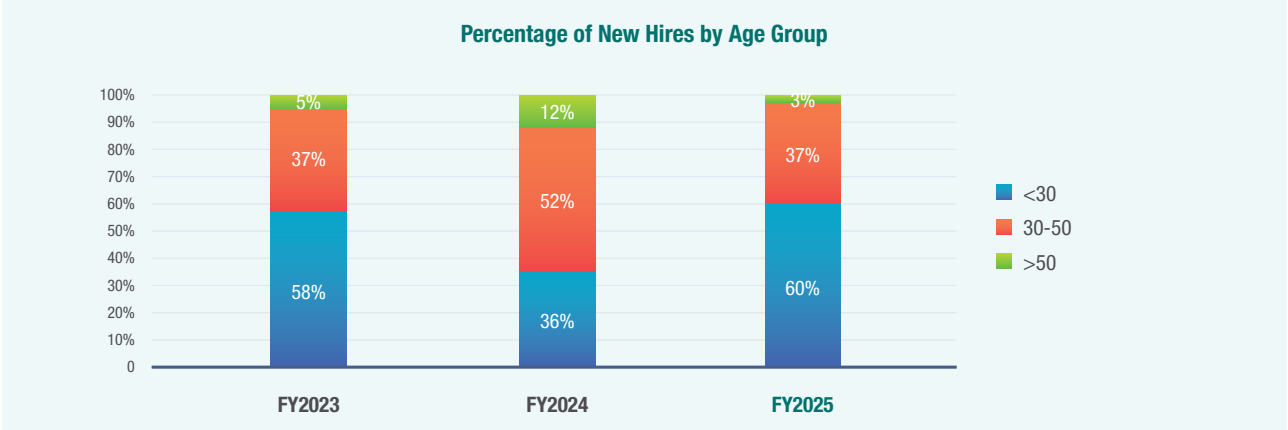
Note: 'Others' refer to minority ethnicities such as Siamese, Kadazan, Bidayuh, and foreign workers from countries such as Indonesia, Bangladesh, Nepal, and more.

WCT is a workplace that embraces age diversity. The majority of employees are between 30 and 50 years old, offering a strong talent pool to support succession planning initiatives across the organisation. There is also a consistent proportion of seasoned employees aged above 50, whose extensive experience enables them to share valuable expertise with younger colleagues—fostering skill development and driving higher productivity throughout WCT. For a detailed breakdown of employee distribution by age group across each employee category, please refer to the Sustainability Performance Table in this SS2025.

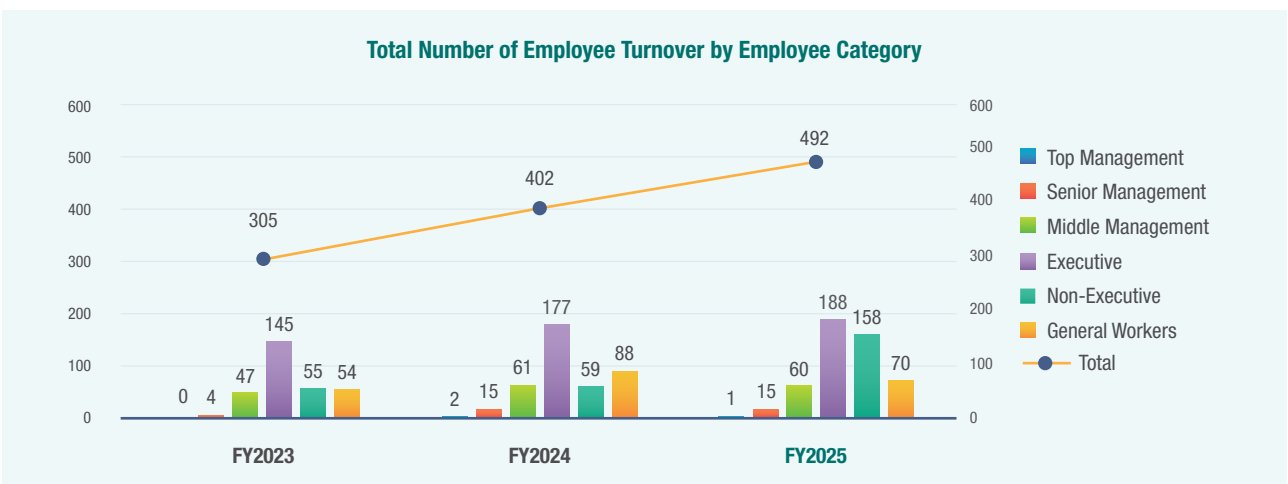
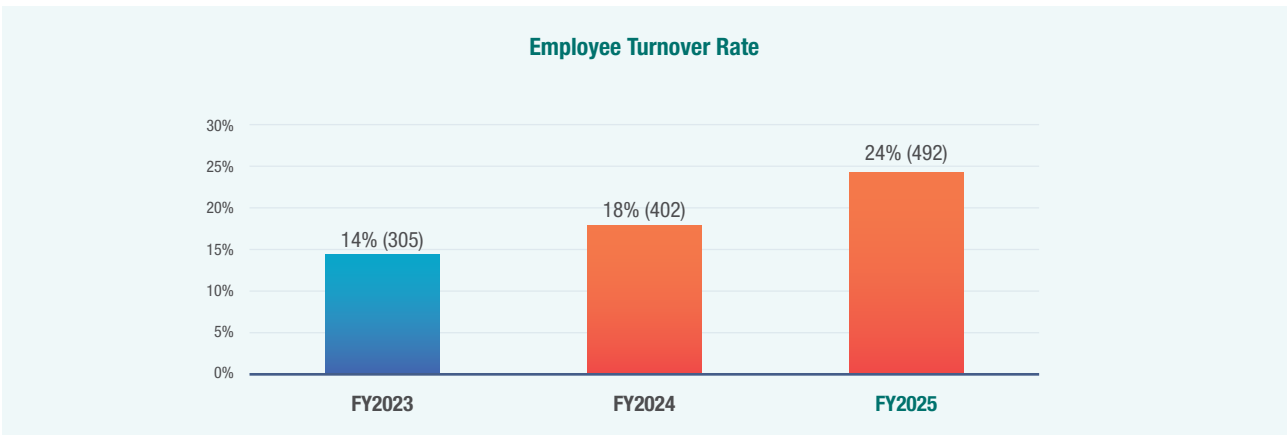


SUSTAINABILITY STATEMENT

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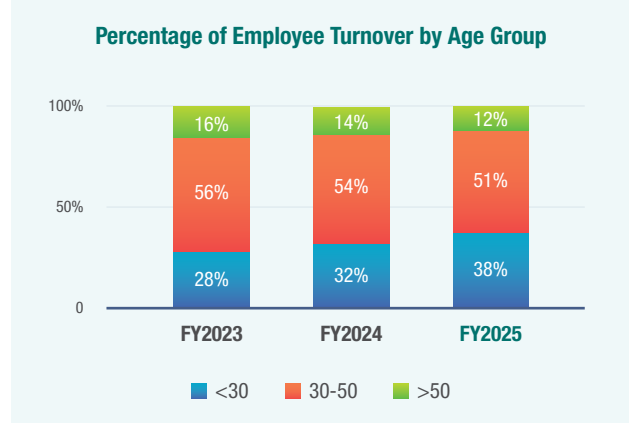
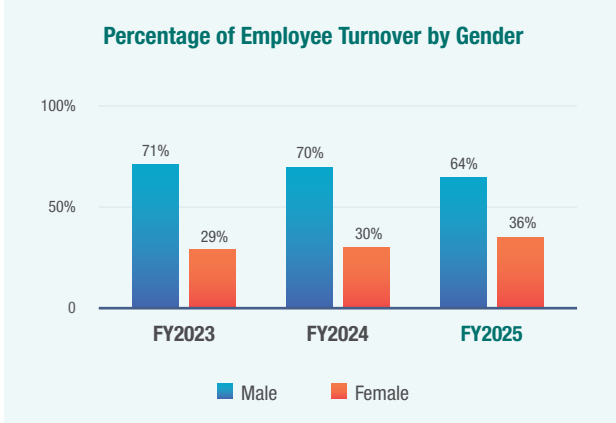


Towards maintaining a healthy workforce composition and capacity, GHR ensures that WCT's annual voluntary attrition rates do not exceed a certain percentage by consistently monitoring and analysing employee turnover on quarterly basis, conducting exit interviews to identify key reasons for resignation and mitigate any potential issues in future hiring drives.

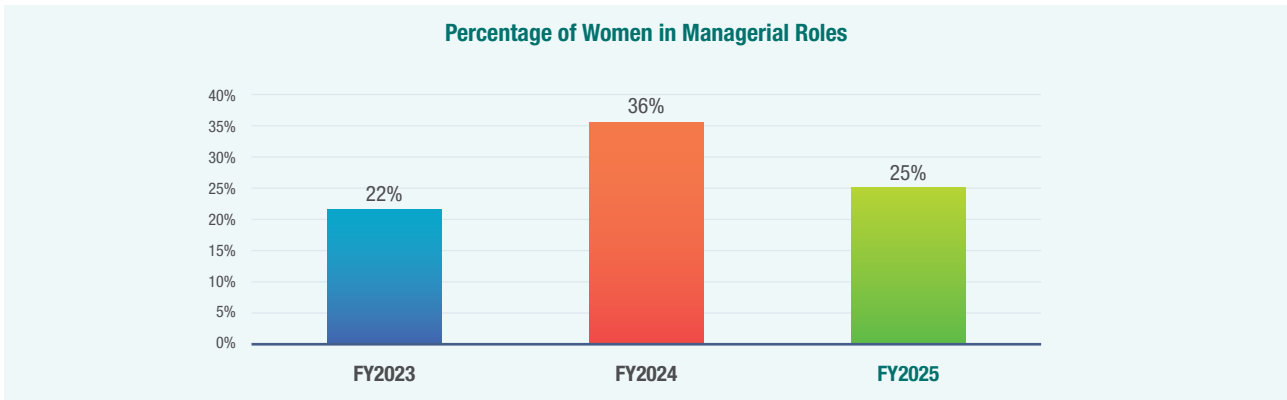


SUSTAINABILITY STATEMENT

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WCT is committed to upholding its responsibility in creating a work environment where all employees are treated fairly and respectfully regardless of an employee’s physical ability. WCT has always remained open to hiring individuals with disabilities, meaning those who have enduring physical, mental, intellectual or sensory impairments, who are suitable for available positions within the Group. As of FY2025, 0.001% (or 3 employees) of WCT’s global staff has a disability.



The GHR is taking proactive steps towards recruiting and developing more female managers for critical middle and senior management roles across WCT, such as ensuring fair and unbiased selection and promotion practices as well as monitoring and reporting gender representation in management regularly.

WCT aims to maintain the percentage of women in managerial roles at 35% or more annually, with the Group achieving 25% representation in FY2025.

Regarding basic salaries and employee compensation, the Group has identified the ratio of average employee salaries of male to female employees is 1.00:0.87 in FY2025. WCT is committed to narrowing the gender pay gap and enhancing its capacity to collect and analyse data by employee category to proactively manage and monitor the pay gap. The table below provides the breakdown of ratio of average employee salaries of male to female for each business division and employee category.

Employee Category/ Division	Ratio of Average Employee Salaries of Male to Female in FY2025		
	Engineering and Construction Division	Property Development Division	Property Investment and Management Division
Top Management	1.00:0.56	1.00:0.00	1.00:2.68
Senior Management	1.00:0.99	1.00:0.89	1.00:1.10
Middle Management	1.00:0.90	1.00:1.11	1.00:0.97
Executive	1.00:0.82	1.00:0.87	1.00:1.07
Non-Executive	1.00:1.18	1.00:1.08	1.00:1.06
Division Level	1.00:0.77	1.00:0.79	1.00:1.23
WCT Group	1.00:0.87		

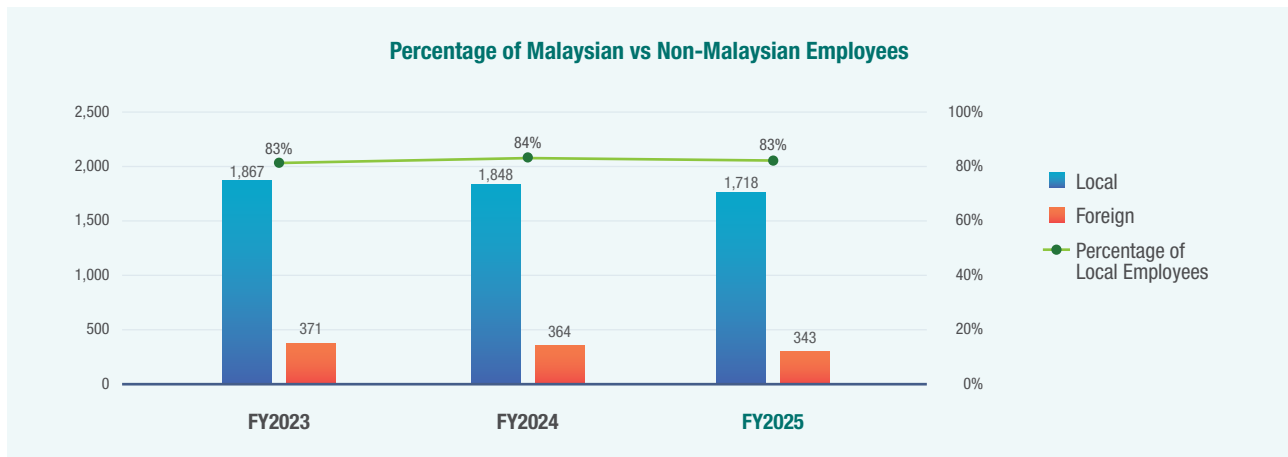
Note: The ‘General Worker’ employee category is excluded from the calculation of the ratio of average employee salaries of male to female at both the division and Group levels.

SUSTAINABILITY STATEMENT

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PERCENTAGE OF MALAYSIAN VS NON-MALAYSIAN EMPLOYEES

The Engineering and Construction Division employs the majority of foreign labourers in the Group, who hail from various source countries approved by the Ministry of Home Affairs. Despite the decline in the number of foreign labourers, the percentage of local employees in the overall workforce have continued to show a positive trend, demonstrating that the Group remains committed to promoting local employment. The table below presents the percentages of Malaysian and non-Malaysian employees.



Note: 'Non-Malaysian' refers to foreign employees from other countries such as Indonesia, Australia, Singapore, Bangladesh, Nepal, United States of America, and more.

BOARD DIVERSITY

The Group maintains its commitment to promoting diversity within its Board by appointing individuals from a variety of professional backgrounds, experiences, and skill sets. This diversity of expertise, talents, and capabilities strongly cultivates a broader range of perspectives and insights that ultimately lead to improved top-level decision-making.

At the same time, WCT aligns with the Malaysian government's aspirations and follows the MCGG 2021 guideline, which aims to have a minimum of 30% women directors on the boards of publicly listed companies. Therefore, the 30% target remains a significant factor in the selection of new Board members. As of FY2025, the proportion of women directors on the Board stands at 25%.

Board Composition (Ethnicity) (%)	FY2023	FY2024	FY2025
Bumiputera	37.5	37.5	37.5
Chinese	62.5	62.5	62.5

Board Composition (Gender) (%)	FY2023	FY2024	FY2025
Female	12.5	12.5	25.0
Male	87.5	87.5	75.0

Board Composition (Age) (%)	FY2023	FY2024	FY2025
50 to 59 years old	-	-	12.5
60 to 69 years old	50	25	37.5
70 to 80 years old	50	75	50.0

Board Composition (Disability) (%)	FY2023	FY2024	FY2025
Non-disabled	100	100	100
Disabled	0	0	0

SUSTAINABILITY STATEMENT

cont'd

RECRUITMENT

Apart from the Engineering and Construction Division, which employs foreign labour, nearly all of WCT's workforce comprises of 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 Human Resource Policy strictly prohibits discrimination based on ethnicity, gender, age, disabilities, political affiliations, and other socio-demographic factors.

As for the recruitment of foreign labour, WCT collaborates with the Construction Labour Exchange Centre Bhd ("CLAB"), an organisation established by CIDB to hire and redistribute foreign labourers to companies with approved foreign labourers' quota in Malaysia. Employers are required to adhere to regulatory requirements, ensure that the welfare of the foreign labourers is taken care of, and prevent instances of forced labour.

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

Employee Induction and Exit Interviews

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

Induction programmes play an important role in creating awareness and communicating WCT's stringent standards regarding the Group's SOPs. Employees who leave WCT will be required to complete an exit process with a review or exit form to identify key reasons for the resignation which would inform more targeted opportunities for improvement.

HUMAN RIGHTS AND LABOUR MATTERS

Human rights and labour matters are critical material issues for WCT, as the construction and property development industry often involve complex supply chains and a high reliance on foreign labour. Salient human rights risks include forced labour, poor working conditions, wage exploitation and a lack of access to grievance mechanisms, which, if left unaddressed, can lead to legal, reputational and operational risks.

In WCT's supply chain, ethical labour practices are essential to maintaining compliance with human rights standards and fostering trust among stakeholders. To mitigate these risks, WCT maintains strict adherence to the Employment Act 1955 (Amendment 2022) and all other relevant local labour laws, 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 commits to comply with, and supports, the International Bill of Human Rights, Universal Declaration of Human Rights as well as the Voluntary Principles on Security and Human Rights. The Group also strongly adheres to the UN Guiding Principles on Business and Human Rights, and is committed to human rights and labour practices as outlined in the principles of the United Nations Global Compact Principles, where businesses should:

<p>01 PRINCIPLE</p> <p>Support and respect the protection of internationally-proclaimed human rights</p>	<p>02 PRINCIPLE</p> <p>Not be complicit in human rights abuses</p>	<p>03 PRINCIPLE</p> <p>Uphold the freedom of association and the effective recognition of the right to collective bargaining</p>
<p>04 PRINCIPLE</p> <p>Support the elimination of all forms of forced and compulsory labour</p>	<p>05 PRINCIPLE</p> <p>Support the effective abolition of child labour</p>	<p>06 PRINCIPLE</p> <p>Support the elimination of discrimination in respect of employment and occupation</p>

These global and local laws and principles have informed the development of the Group's Human Rights Policy and Diversity, Equity and Inclusion Policy. The Group's subscribed human rights and labour standards are communicated globally through these policies as well as the Employee Handbook. Employee training related to human rights policies and procedures is incorporated into the orientation process of new hires via the Employee Handbook. WCT's Quality, and Safety & Health Policy, which covers certain labour standards, is available in English and Bahasa Melayu.

SUSTAINABILITY STATEMENT

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To reinforce these commitments, the Group's Sustainable Procurement Policy incorporates human rights considerations across its supply chain. In addition, WCT Engineering and Construction and Property Development Divisions operations are certified to the ISO 45001:2018 standard, supporting the prevention of injury and ill health and the provision of a safe and healthy workplace.

Among the human rights and labour practices implemented and maintained by WCT are the following:

Human Rights and Labour Matters	Practices at WCT
Recruitment & Equal Opportunities	WCT strongly emphasises meritocracy and equal opportunity across all positions, complying with Malaysia's minimum wage policy. All salaries exceed the RM1,700 minimum.
Working Hours & Employment Policies	In line with the Employment Act 1955 (Amendment 2022), WCT limits working hours to 45 per week.
Grievances & Employee Rights	Employees can raise grievances through WCT's whistleblowing mechanism. WCT upholds legal entitlements, freedom of association, collective bargaining, and fair treatment.
Children's Rights & Hiring	WCT monitors employees' and workers' ages to prevent child labour during recruitment, in line with UNICEF Children's Rights and Business Principles.
Freedom of Association	Employees may join or support any legal association, society, professional body, or political entity, provided participation is lawful.
Religious Freedom & Diversity	WCT supports religious freedom and accommodates diverse practices, including prayer rooms at selected sites and the Ascent office, promoting equal opportunity and reducing discrimination.

WCT's Stakeholder Engagement Policy outlines the Group's commitment to engaging relevant stakeholders to identify and address any salient human right issues as part of its overall approach to assessing environmental, economic and social impacts, as well as material matters, risks and opportunities linked to stakeholders' needs and expectations.

When it comes to oversight responsibility to ensure respect for human rights within the organisation, day-to-day responsibilities are embedded across management, with every manager accountable for ensuring employees' awareness and adherence to the Human Rights Policy, supported through Group-wide dissemination and induction training.

Beyond its own organisation, WCT actively participates in industry-related initiatives and collaborations addressing various labour standards. In FY2025, these included:

Initiative	Description
HR Compliance Masterclass: Payroll Tax & Employer Tax Obligations	Participation in an external HR compliance programme covering employer statutory obligations and regulatory requirements relating to payroll and employment matters.
How to Manage Employee Under Performance and Renewals/Non-Renewals	Engagement in external training on employee performance management and the administration of fixed term employment contracts, in line with applicable employment laws.
Seminar on Employee Termination under the Industrial Relations Act 1967	Participation in a seminar addressing lawful termination practices and employer obligations under Malaysian labour and industrial relations legislation.
Managing Complex HR Issues	Participation in an external seminar focusing on the management of complex employee relations issues and compliance with applicable labour laws.

Additionally, WCT adopts a two-pronged approach to addressing bullying and harassment. In 2023, internal sexual harassment awareness sessions were conducted for HODs and managers to raise awareness of employee protections under the Employment Act 1955 (Amendment 2022), reporting avenues, and actions to be taken in the event of harassment, supported by prominently displayed Sexual Harassment notices across headquarters and site offices for all employees.

Complementing this awareness-based approach, HR managers participated in an external workplace sexual harassment training programme in 2024, which focused on the management of harassment cases, including legal responsibilities, complaint handling and investigation, and maintaining a harassment-free workplace.

SUSTAINABILITY STATEMENT

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In FY2025, there were zero substantiated incidents concerning human rights violations. The Group is pleased to report that it has not incurred any fines, censures or regulatory action related to any human rights violation, and has not engaged in any instances of child, forced or slave labour. Towards meeting these human rights targets, WCT's ensures that all new hires meet the legal working age requirements, provides regular reminders and training on fair and ethical labour practices, and maintains compliance with its Human Rights Policy.

	FY2023	FY2024	FY2025
Number of substantiated complaints concerning human rights violations	0	0	0

In pursuing meaningful stakeholder engagement on human rights issues, WCT conducted a Human Rights Labour Impact Assessment at selected Engineering and Construction sites, namely 118 Mall, Kwasa Damansara, and Sultan Ismail Petra Airport.

The assessment involved structured consultations and documented meetings with relevant internal stakeholders, including project management teams and Human Resources, as well as engagement with site level representatives, to evaluate migrant worker practices against international human rights and labour standards.

The outcomes of these engagements were formally documented in a Verification and Validation Report on Human Rights Standards, which outlines key observations, identified gaps and practical recommendations for improvement. The results and recommendations from the assessment have been used in subsequent communications to project teams and the Human Resources Department for further action.

Progress on the implementation of relevant recommendations will be monitored and reported through quarterly updates to the Group Sustainability Committee and the Board Risk and Sustainability Committee.

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 Act 1955 (Amendment 2022) and market standards.

WCT adheres to the principle of merit-based rewards without any discrimination or favouritism based on demographic factors such as gender, ethnicity, age, religion or disabilities. Full-time employees enjoy the following benefits:

Leave	<ul style="list-style-type: none"> - Annual - Compassionate - Examination - Marriage 	<ul style="list-style-type: none"> - Maternity/Paternity - Medical and hospitalisation - Prolonged illness
Medical and Life	<ul style="list-style-type: none"> - Group hospitalisation & surgical insurance - Group personal accident insurance - Group Term Life 	<ul style="list-style-type: none"> - Outpatient medical treatment - Specialised medical/dental treatment
Reimbursement and Entitlements	<ul style="list-style-type: none"> - Accommodation for business matters - Meal allowance for eligible employees 	<ul style="list-style-type: none"> - Mileage, toll and parking reimbursement - Travel allowance for eligible employees
Other Benefits	<ul style="list-style-type: none"> - Annual membership fees for one professional body for eligible employees - Employee discounts at selected food and beverage outlets at the Group's shopping malls 	<ul style="list-style-type: none"> - Employee referral incentives - Employee Share Option Scheme - WCT property purchase discount for eligible employees

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. Further information, including expenditure on employee benefits, is presented in the table below.

SUSTAINABILITY STATEMENT

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Benefits	FY2023		FY2024		FY2025	
	Head Count	Amount Paid (RM)	Head Count	Amount Paid (RM)	Head Count	Amount Paid (RM)
Health Care (Outpatient Visits)	2,201	675,089.25	2,632	860,630.62	1,450	1,235,839.34
Group Hospitalisation & Surgical Insurance	1,737	1,077,818.06	1,261	1,698,004.75	1,559	1,999,288.76
Group Personal Accident Insurance	1,737	621,835.00	1,042	129,197.00	1,559	121,310.00
Group Term Life	-	-	-	-	1,488	24,763.00

Disability and Invalidity Coverage	FY2023		FY2024		FY2025	
	Head Count	Claim Amount (RM)	Head Count	Claim Amount (RM)	Head Count	Claim Amount (RM)
SOCSO Claims	4	15,786.66	13	52,131.56	8	2,393.58
Workman Compensation	0	0	0	0	0	0

Note: The SOCSO claims presented refer to employee commuting accidents that occur during or outside of work hours. Consequently, these claims do not correspond with the number of lost time incident cases reported in the 'OHS Performance and Targets' section of this SS2025.

PARENTAL LEAVE

Female employees are given 98 days of paid maternity leave for each confinement period, in line with the Employment Act 1955 (Amendment 2022), while married male employees are entitled to seven paid paternity days annually.

The table below shows parental leave utilisation, as well as associated return to work and retention outcomes.

Parental Leave (Headcount)	FY2023	FY2024	FY2025
i) Maternity	13	27	26
ii) Paternity	20	34	35

Return to Work Rates (%)	FY2023	FY2024	FY2025
i) Post Maternity	100	100	100
ii) Post Paternity	100	100	100

Retention Rates (Post Parental Leave) (%)	FY2023	FY2024	FY2025
i) Post Maternity	100	100	100
ii) Post Paternity	100	100	100

Note: "Return to Work" refers to employees who took leave during the financial year and returned to work. "Retention" refers to employees who took leave in the past two years of the reporting financial year and remained with the organisation for 12 months or more.

MINIMUM NOTICE PERIODS AND OPERATIONAL CHANGES

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, including grievances that arise from any operational changes to their immediate supervisor or the Human Resources Department via the Whistleblowing mechanism in place.

In FY2025, there was zero complaints in relation to the operational changes which resulted in constructive dismissals.

SUSTAINABILITY STATEMENT

cont'd

WORKFORCE LEARNING & DEVELOPMENT

Continuous upskilling and knowledge enhancement are critical for WCT to maintain a competitive edge in the construction and property development industry. A strong learning culture helps retain talent, supports adaptability to evolving market demands, and drives innovation and operational excellence. WCT’s talent management strategy focuses on four core components that create opportunities to strengthen workforce capabilities and overall well-being:

- **Recruitment**
- **Retention**
- **Reward**
- **Professional development and training**

Training and development are guided by the Group’s Training and Development Policy and relevant ISO standards (ISO 9001 QMS, ISO 45001 OHSMS, and ISO 14001 EMS) across divisions. Employee training requirements are identified through a Training Needs Analysis (“TNA”), gaps assessment, and an annual formal performance appraisal, conducted confidentially between employee and superior. In FY2025, WCT achieved 100% appraisal coverage, with zero unresolved appraisal-related issues reported. Employees may provide feedback through the GHR grievance mechanism if they disagree with assessment outcomes. Training plans are coordinated throughout the year, reviewed quarterly for effectiveness, and used to support continuous capability development and upskilling.



Additionally, in FY2025, WCT strengthened its commitment to upskilling by introducing LinkedIn Learning as part of its Learning and Development strategy. This initiative provided employees with access to a global library of courses and video tutorials, enabling them to develop new skills and enhance existing ones at their own pace. Topics covered included sustainability, technical expertise, digital competencies, data analytics, artificial intelligence, soft skills, and leadership development. Since its launch, the programme has garnered strong interest among employees, resulting in 617 learning hours and 502 number of courses completed across diverse subject areas.

In FY2025, WCT implemented a Performance Management System (“PMS”) to align individual development plans with business objectives and foster a performance-based culture. KPI workshops were conducted to guide employees in understanding the system and their role in achieving shared goals.

WCT fully funds all training and encourages employees to request additional development opportunities. Employees requiring retraining are shortlisted for future sessions to ensure continuous skill improvement. Training in FY2025 covered occupational health & safety, regulatory compliance, human rights and labour practices, environmental and sustainability awareness, governance and ethics, technical competencies, leadership, and service excellence.

SUSTAINABILITY STATEMENT

cont'd

The tables below present total and average training hours per employee by category.

Year	FY2023		FY2024		FY2025	
Employee Category	Management	Non-Management	Management	Non-Management	Management	Non-Management
Total Training Hours (Group)	4,610	6,798	4,900	9,540	7,350	15,937
Total Number of Employees in Each Category	354	620	439	1,161	365	979
Training Fees (RM)	213,114.38	199,879.13	254,559.48	225,566.80	215,876.19	468,061.84
Average Training Hours per Employee Category	13.02	10.96	11.16	8.22	20.14	16.28
Average Training Hours per Employee (Group)	11.71		9.02		17.33	

Note:

1. Management-level employees refer to the top, senior, and middle management employees, whereas non-management employees refer to executive and non-executive employees.
2. 'General Worker' employee category is excluded from the training hours data presented.

Year	FY2024				FY2025			
Employee Category	Management		Non-Management		Management		Non-Management	
Gender	Male	Female	Male	Female	Male	Female	Male	Female
Average Training Hours per Employee	10.04	13.39	7.75	8.91	10.00	10.00	8.00	13.00

Going forward, WCT will strive to develop talent by providing technical skill trainings in areas such as ISO Management System (ISO 9001:2015, ISO 45001:2018 and ISO 14001:2015), Microsoft Word and Excel, as well as Primavera P6. WCT also aims to enhance critical thinking, inculcate problem-solving skills, and equip employees to navigate complex situations through soft skills training in leadership, communication, performance management, and emerging areas such as artificial intelligence ("AI").

EMPLOYEE ENGAGEMENT

Employee Satisfaction

Employees are recognised as key stakeholders in driving value creation. To support talent retention and foster a positive work environment, the GHR conducts an annual staff satisfaction survey to gather employee feedback and enhance workplace experiences.

Committed to maintaining an open feedback culture, WCT conducts annual employee satisfaction surveys to gather feedback from employees across its offices and operational sites. In FY2025, the Group also carried out the Company Climate Survey, which provides insights into key aspects of the work environment, including communication, collaboration, leadership, and overall job satisfaction, enabling the Group to refine its employee engagement strategies.

	FY2023	FY2024	FY2025
Employee Satisfaction Index Score (%)	74	80	80

GHR has set a target to maintain an annual employee satisfaction rating of at least 80%. In FY2025, WCT successfully met this target, achieving a satisfaction score of 80%. To support and enhance employee satisfaction outcomes, WCT implemented a range of employee engagement and wellbeing initiatives during the year, as outlined below.

SUSTAINABILITY STATEMENT

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Engagement Activities FY2025

To support employee satisfaction outcomes and strengthen workplace culture, WCT organised a wide range of engagement activities throughout FY2025. These initiatives were designed to promote work-life balance, enhance employee well-being, and encourage collaboration across teams. The list of activities organised includes:

Date	Activity
April - June 2025	Dengue Awareness at project sites
6 August 2025	Biodiversity Conservation Awareness with RIMAU (Tiger Protection Society of Malaysia)
21 & 22 August 2025	WCT Health & Wellness Fair 2025
9 September 2025	Health Awareness Program at Sultan Ismail Petra Airport, Kelantan
1 & 2 November 2025	Engineering and Construction Division Team Building 2025
10 October 2025	World Mental Health Day at Première Hotel and Hyatt Place Johor Bahru Paradigm Mall
27 November 2025	Diabetes Awareness Talk on "Preventing Limb Loss: The Silent Threat of Diabetes"

Various festive celebrations are also held by WCT throughout the year to reflect and celebrate the diversity of its workforce. These celebrations provide opportunities for employees to appreciate different cultural traditions while fostering greater understanding and inclusivity across the organisation.

In addition, recreational activities, friendly sporting events and staff appreciation programmes are organised to promote employee well-being, strengthen teamwork and encourage interaction among colleagues across different divisions.

Collectively, these activities contribute to a supportive workplace culture while enhancing staff morale and camaraderie.

YOUTH UNEMPLOYMENT INITIATIVES, APPRENTICESHIPS OR GRADUATE PLACEMENTS

WCT remains committed to equipping trainees with valuable industry experience and skills that enhance their employability in the job market, as shown with the following initiatives:

PROTÉGÉ-RTW Programme	Internships at Hotels	Internship at SkyPark Aviation
WCT remains committed to equipping trainees with valuable industry experience and skills that enhance their employability in the job market. Since 2018, a total of 478 fresh graduates have been recruited for the PROTÉGÉ-RTW Programme which provides training and placement opportunities for unemployed youths from lower income or B40 groups, as well as other under-privileged groups in various communities. Under the programme, each candidate received a comprehensive compensation package along with several benefits such as leaves and Group insurance coverage.	WCT's hotels continued to collaborate with hospitality schools of tertiary education institutes, such as Sunway University, Taylor's University, MSU, etc., to conduct three-to six-month internship programmes that allow WCT to develop future talents and leverage the talents and ideas of the younger generation. Interns under this programme received monthly training allowance and other benefits such as regular duty meals, possibility of full-time opportunities and more.	A total of 14 students from diverse academic institutions participated in internship programmes with SkyPark Aviation Group, gaining valuable hands-on experience in real-world operations.

The table below shows WCT's PROTÉGÉ-RTW and overall internship placement data in FY2025.

FY2025	PROTÉGÉ-RTW Programme	Internship
Total Hires	124	311
Converted to full-time employment	4	13

SUSTAINABILITY STATEMENT

cont'd

OCCUPATIONAL HEALTH AND SAFETY

Being in the construction and property development industry, WCT prioritises the health and safety of its employees and other workers. WCT's firm commitment to maintaining effective management of Occupational Health and Safety ("OHS") is aimed at preventing and managing workplace accidents or incidents that may lead to loss of life or ability. The Group believes that a strong OHS culture also goes a long way in boosting staff morale and minimising potential disruptions to construction site development and business operations.

OHS MANAGEMENT APPROACH

All employees and other workers in the Engineering and Construction and Property Development Divisions are covered under the ISO 45001:2018 standard. Any OHS incident, particularly those resulting in injuries or fatalities, is a tragedy that must be prevented at all costs.

WCT adopts a no-compromise stance on OHS to maintain a high level of OHS application, improvement, and performance across all divisions.

This steadfast dedication marks the cornerstone of the Group's efforts to continuously enhance its safety and health record. Overall, the Group recognises that effective safety and health management will contribute to a productive workforce that can, in turn, drive consistent and valuable economic growth.

OHS GOVERNANCE AND MANAGEMENT OVERSIGHT OF OHS

WCT's business divisions operate in full compliance 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, regulatory orders, and relevant Codes of Practice. WCT has also implemented the ISO 45001:2018 Occupational Health and Safety Management System ("OHSMS"). All business divisions and operating companies are working towards adopting this best practice standard to prevent workplace injuries and illnesses.

An OHS champion is assigned to each of the Group's business divisions, operating companies and operating sites with the duty of ensuring safe and secure work environments and achieving OHS-related KPIs and targets. Meanwhile, guided by Board oversight on OHS, Senior Management is responsible for implementing various safety measures, including announced and unannounced site visits to investigate major OHS incidents when necessary.

In line with the enforcement of the Occupational Safety and Health (Construction Work) (Design and Management) Regulations 2024 ("CDM"), WCT's Engineering and Construction and Property Development Divisions are compliant with the applicable requirements. The Engineering and Construction Division has taken proactive steps by sending representatives to CDM training to gain insights into the new regulatory framework. This effort aligns with WCT's commitment to enhancing occupational health and safety and ensuring that stakeholders — such as clients, designers, and contractors — collaborate in identifying, eliminating, or mitigating foreseeable design risks.

In FY2025, a range of 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 and monitoring
- Compliance with HSE regulatory and client requirements
- Workplace inspection and hazard identification
- Management and supervision of high-risk activities
- Environmental and sustainability requirements
- HSE awareness and training initiatives
- Emergency preparedness and response

SUSTAINABILITY STATEMENT

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<i>Fulfill legal and other requirements</i>	<i>Strive towards ZERO life loss at all workplaces</i>	<i>Provide safe and healthy working conditions to prevent work-related injury and ill health</i>	<i>Consultation and participation of employees, and awareness building among employees and external parties</i>
<i>Prevent, control, guard, and eliminate hazards and reduce occupational health and safety risks</i>	<i>Adopt security principles of early detection and deterrence of potential threat</i>	<i>Continual improvement of OHS Management System</i>	<i>Provide appropriate information, training, instruction and supervision in all aspects of OHS</i>

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's Engineering and Construction and Property Development Divisions are guided by its QESH Policy and OHS Policy, respectively as well as its OHS commitments, pledges and targets outlined here:

EMPLOYEE REPRESENTATION ON JOINT HEALTH AND SAFETY COMMITTEES

WCT adopts a stakeholder-inclusive approach, where all established OHS committees include strong employee representation. This has enabled ample employee representation on joint management-employee health and safety committees.

WCT places special emphasis on the consultation and participation of non-managerial employees in the OHS management system. To ensure fair representation, involvement and participation, staff representation from various departments or operational sites are appropriately selected, enabling optimal knowledge sharing, particularly in hazard identification, risk assessment and determination.

Management always makes sure to gather feedback from employees prior to making decisions. A collective approach is also employed to ensure that employees have a role and say in determining their work conditions. Employees 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.

Following is a list of project sites and their corresponding employee representatives on the OHS committees for FY2025:

No	Engineering and Construction Division	Chairman	Secretary	Employer Representative	Employee Representative
1	118 Mall	2	9	10	27
2	TRX Hotel and Office	1	2	10	12
3	Pavilion Damansara Heights, Kuala Lumpur	2	2	18	42
4	LRT3 GS02 & GS03	1	1	12	25
5	WCT Machinery	1	1	7	7
6	Container Port	2	1	10	10
7	Jetty Extension	1	1	7	3
8	Sultan Ismail Petra Airport, Kelantan	2	1	18	21
9	PLUS Phase 1A	1	1	10	13
10	PLUS Phase 2	1	1	9	9
11	Kwasa Damansara	1	1	15	16
12	The Ascent (Level 3, 17, 29, 30, 31)	1	2	6	6

SUSTAINABILITY STATEMENT

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No	Property Development Division	Chairman	Secretary	Employer Representative	Employee Representative
1	WCity OUG	1	1	6	7
2	Water Tank Project	1	1	3	2
3	Pavilion Mont' Kiara	1	1	3	4
4	W City Larkinton	1	1	6	10
5	The Ascent (Level 19, 29)	1	1	4	5
6	The Maple Residences, WCity OUG	1	1	3	2

No	Property Investment & Management Division	Chairman	Secretary	Employer Representative	Employee Representative
1	Paradigm Mall Petaling Jaya	1	1	7	6
2	Paradigm Mall Johor Bahru	1	2	9	10
3	gateway@klia2	1	1	12	14
4	SkyPark Terminal	0	0	1	0
5	Première Hotel	2	1	8	8
6	Le Méridien Petaling Jaya	2	1	7	10
7	Hyatt Place Johor Bahru	1	1	10	10
8	SkyPark Aviation Group	1	1	1	1

HAZARD IDENTIFICATION, RISK ASSESSMENT AND RISK CONTROL

WCT practices the Hazard Identification, Risk Assessment and Risk Control (“HIRARC”) methodology by DOSH to identify, eliminate, mitigate, reduce and control the hazard to manage the Group-wide OHS-related risks. Regular workplace inspections and internal audits are conducted at all operational sites, with performance assessed against set targets and the previous year’s level of achievement. For new, or potential new operations or projects, OHS requirements are incorporated during the tendering stage through the presentation of relevant procedures for each scope of work. Project-specific risk assessments regarding health and safety are then carried out prior to project execution, followed by ongoing inspections and audits throughout the project lifecycle.

For FY2025, the following operational locations and activities were identified and reviewed as having a higher risk for OHS incidents:

- Heavy lifting
- Electrical testing & commissioning
- Working along perimeter at height
- Scaffolding
- Confined space
- Working by road side or high traffic area
- Deep excavation works
- Scaffold / temporary structure installation
- Working at building edges
- Formwork installation

Engineering and Construction and Property Development

- Robbery
- Malfunction of equipment (Elevators and Escalators)
- Slip and fall incidents
- Fire / explosion
- Food poisoning
- Bomb threat
- Ground settlement
- Cuts during handling of sharp equipment
- Ergonomics hazard

Shopping Malls and Hotels

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

Business Aviation

SUSTAINABILITY STATEMENT

cont'd

OHS TRAINING AND PROGRAMMES

As part of its pledge to always ensure the health and safety of its employees and other workers, WCT offers mandatory and supplementary training across all its business divisions. This training is tailored to suit the specific nature of the division's operations and encompasses a range of topics such as the proper use of equipment, regulatory safety compliance, emergency with specific scenario handling, as well as operation security for shopping malls and hotels.

In FY2025, WCT conducted a broad range of OHS-related trainings focusing on regulatory compliance, emergency preparedness, first aid and medical response, construction and equipment safety, fire and evacuation procedures, ergonomics, and safety management systems.

TOWARDS A DENGUE-FREE ENVIRONMENT

As a global health issue, WCT remains cognisant of the dangers of dengue which is a potentially fatal disease carried by the Aedes mosquito and is prone to spread in construction sites.

This is why in conjunction with World Dengue Day in June 2025, WCT's Engineering & Construction Division conducted dengue awareness campaigns over the past three months across project sites including Sultan Ismail Petra Airport in Kelantan, Kwasa Damansara Township in Selangor, and Sapangar Bay Container Port in Sabah. The campaign not only raised awareness of dengue prevention but also reinforced workplace integrity and the shared responsibility of maintaining safe, healthy worksites. Activities such as clean-up drives, prevention demonstrations, and integrity pledges highlighted the division's collective commitment to eliminating risks.

The Group continues to implement the Four-Pronged Anti-Dengue Strategy to eradicate dengue from all worksites. This strategy is carried out daily or weekly involving:

1. Search and Destroy
2. Larvaciding and Fogging
3. Gotong-Royong
4. Anti-dengue Awareness and Communications

WCT always works closely with state health departments to reinforce the anti-dengue strategy and combat dengue at all workplaces.

SAFEGUARDING WORKER HEALTH WITH A DISEASE-FREE WORKPLACE

Recognising the potential prevalence of communicable diseases like HIV/AIDS, tuberculosis, malaria (vector-borne) and more in certain parts of our overall operating landscape, WCT integrated communicable disease management into its OHS programmes that covers HIV, tuberculosis, malaria as well as non-communicable diseases such as diabetes, as and when needed to ensure the sites our workers operate and the workers themselves are disease-free and safe:

1. HIV, tuberculosis, malaria and other related screenings and blood tests are part of WCT's yearly medical checkup (Fomema) for its foreign workers before the Group can proceed to extend (with approval by immigration) their work permit for another year.
2. Held a Diabetes Awareness Talk for relevant employees and workers.

WCT's overall OHS training details are outlined below:

	FY2023	FY2024	FY2025
Number of Employees Attended Health and Safety Training	1,308*	1,182	440
Total Man-hours Trained (hours)	4,964.5	8,092.5	2,893.5

Note: *FY2023 data is restated to reflect refined data. The significantly lower number of OSH training programmes conducted during FY2025, compared to FY2024 and FY2023, reflects a shift towards more targeted, role-specific training as well as project scheduling and operational priorities across several subsidiaries.

SUSTAINABILITY STATEMENT

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OHS PERFORMANCE AND TARGETS

Engineering and Construction	FY2023	FY2024	FY2025
Number of Active Sites/Offices	13	15	12
Total Man-hours Worked (hours)	22,067,444	13,954,375	18,504,645
Number of Fatalities	1*	0	1*
Number of Lost Time Incident ("LTI") Cases	1	0	2
LTI Rate <i>Number of LTI cases per total man-hours worked multiplied by 1,000,000</i>	0.0453	0	0.1081
Frequency Rate <i>Number of recordable incidents (LTI, Medical Treatment & First Aid Cases) per total man-hours worked multiplied by 1,000,000</i>	0.4985	0.0717	0.2162
Severity Rate <i>Number of lost workdays due to LTI per total man-hours worked multiplied by 1,000,000</i>	271.8937	0	324.2429

Note: *The fatalities involved subcontractors' workers.

Property Development	FY2023	FY2024	FY2025
Number of Active Sites/Offices	22	18	19
Total Man-hours Worked (hours)	3,723,004	5,028,532	5,191,849
Number of Fatalities	0	0	0
Number of Lost Time Incident ("LTI") Cases	0	0	0
LTI Rate <i>Number of LTI cases per total man-hours worked multiplied by 1,000,000</i>	0	0	0
Frequency Rate <i>Number of recordable incidents (LTI, Medical Treatment & First Aid Cases) per total man-hours worked multiplied by 1,000,000</i>	0.8058	0.3977	0
Severity Rate <i>Number of lost workdays due to LTI per total man-hours worked multiplied by 1,000,000</i>	0	0	0

The OHS performance data for Engineering and Construction and Property Development Divisions cover the operations presented in the 'Reporting Scope and Boundary' section of this SS2025 and the data type includes both employees and other workers. For both divisions, LTI cases are defined as occupational incidents that result in fatalities, require four or more days of medical leave, or cause temporary or permanent disability. The number of lost workdays for fatality cases is assumed to be 6,000 lost workdays.

Relevant OHS performance data indicators for Engineering and Construction and Property Development Divisions are reviewed by SIRIM QAS International Sdn Bhd, as part of the ISO 45001 certification surveillance or recertification audit.

SUSTAINABILITY STATEMENT

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Property Investment & Management	Hotels			Shopping Malls			Business Aviation		
	FY2023	FY2024	FY2025	FY2023	FY2024	FY2025	FY2023	FY2024	FY2025
Number of Active Sites/ Offices	2	3	3	4	4	6	2	2	3
Total Man-hours Worked (hours)	864,734	1,439,838	1,443,539	491,474	531,261	436,164	159,242	165,723	184,827
Number of Fatalities	0	0	0	0	0	0	0	0	0
Number of Lost Time Incident ("LTI") Cases	3	8	15	0	2	0	0	0	0
LTI Rate <i>Number of LTI cases per total man-hours worked multiplied by 1,000,000</i>	3.4693	5.5562	10.3911	0	3.7646	0	0	0	0
Frequency Rate <i>Number of recordable incidents (LTI, Medical Treatment & First Aid Cases) per total man-hours worked multiplied by 1,000,000</i>	21.9721	18.7521	24.9387	2.0347	5.6469	0	0	0	0
Severity Rate <i>Number of lost workdays due to LTI per total man-hours worked multiplied by 1,000,000</i>	38.1620	72.9288	92.8274	0	24.4701	0	0	0	0

The OHS performance data for the Property Investment and Management Division covers the operations outlined in the 'Reporting Scope and Boundary' section of this SS2025 and includes only employees, with the exception of Hotels, where the data also encompasses interns, as well as contract workers and casual labourers who are specifically engaged for operational functions such as housekeeping, kitchen, and security services. For the Property Investment and Management Division, LTI cases are defined as occupational incidents that result in fatalities, require one or more days of medical leave, necessitate medical treatment (excluding first aid), or cause temporary or permanent disability.

More information on the Group's regulatory compliance is detailed in the Compliance to Laws and Regulations section of this SS2025.

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, including those deemed minor or non-disruptive to business operations, are thoroughly investigated with an investigation report submitted to the respective authorities.

In FY2025, one work-related fatality involving a local subcontractor worker was reported within the Engineering and Construction Division. The incident occurred during the transfer of GFRC panels at a project site. Following the incident, a stop-work order limited to lifting operations was imposed by DOSH, while other construction activities were allowed to continue. Upon verification and compliance with DOSH requirements, the stop work order was officially lifted.

From the investigation, the cause of the incident was identified as improper work techniques and unsafe acts. Corrective actions were subsequently implemented to address this cause, including targeted awareness and safety training for subcontractors involved in lifting operations.

SUSTAINABILITY STATEMENT

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Post-incident mitigation measures were also initiated to prevent recurrence of similar incidents. These included strengthening operating procedures through the review of formal GFRC panel lifting procedures, the introduction of a pre-lift checklist and sign-off process prior to any panel movement, and the establishment of clear stop-work criteria where hazards are detected. The project team also reinforced the requirement for all site activities to be monitored and supervised by competent supervisors or personnel with adequate knowledge of the work involved.

In addition, targeted corrective actions were undertaken with the subcontractor, including an incident briefing to communicate the incident, root causes, lessons learnt and required corrective actions, a safety briefing on lifting to reinforce safe lifting procedures and site compliance, and Signalman and Rigger training to strengthen competency in lifting operations and signal communication.

The incident has also informed the Group's ongoing review of subcontractor management for high-risk works, including competency requirements, method statement review, supervision expectations and performance evaluation in future procurement and appointment processes. Critical insights from the incident are shared with relevant teams and employees across the Group to reinforce safe work practices and prevent recurrence. The Group remains committed to continuous improvement in OHS performance and continues to strive towards its zero-fatality target for all employees and contractors.

PERSONAL DATA PROTECTION

The Group handles substantial volumes of data from customers and other stakeholders, given its business model. The risks involved in not protecting this data include regulatory penalties and loss of stakeholder trust, which is why in managing this data and where they concern personal data specifically, WCT strictly complies with the Personal Data Protection Act ("PDPA 2010"). All personal data, including information such as demographics, income levels and contract details, is treated with the utmost confidentiality and collected only with the explicit consent of the data owner.

All collected data is protected by robust security systems, ensuring that it is accessible solely for internal use by intended parties for specific purposes. Data is not shared with third parties unless mandated by law enforcement agencies.

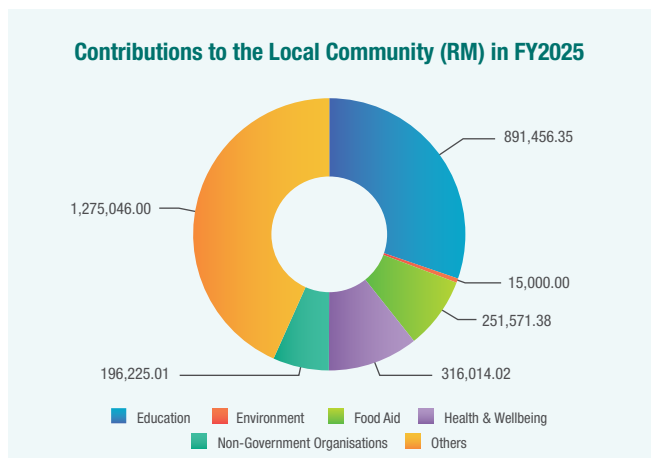
In FY2025, there have been zero reported cases of data breaches throughout WCT's operations and zero official substantiated complaints concerning breaches of customer privacy and losses of customer data, aligning with WCT's Group-wide target on personal data protection.

	FY2023	FY2024	FY2025
Number of official substantiated complaints concerning breaches of customer privacy and losses of customer data	0	0	0

COMMUNITY ENGAGEMENT

Staying true to its vision and mission of bettering the society and environment, WCT continues to serve as a force for good by sharing the positive values created through its business model. Extending beyond corporate social responsibility ("CSR") based activities, WCT's interaction with local communities is intended to create sustainable, positive outcomes that deliver meaningful and lasting benefits. WCT allocates 0.1% of its total annual revenue to fund its various CSR programmes across all business divisions.

In FY2025, WCT contributed RM2,945,312.76 benefitting 54 organisations and creating a positive impact in the areas of benefiting education, the environment, food aid, health & wellbeing, and community empowerment to non-government organisations.



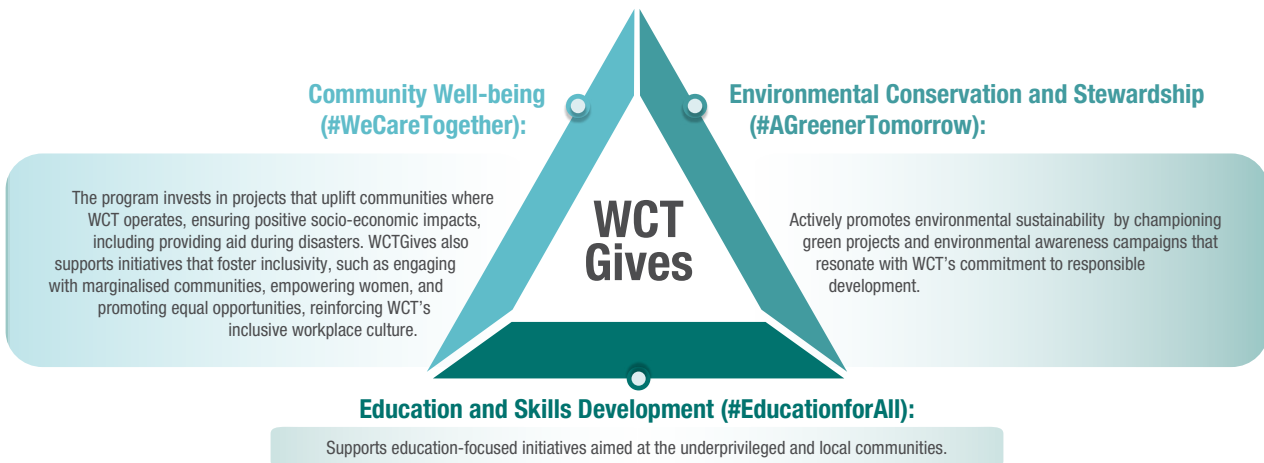
SUSTAINABILITY STATEMENT

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	FY2023	FY2024	FY2025
Total amount invested in the community where the target beneficiaries are external to the listed issuer	RM2,880,571.68	RM2,923,209.66	RM2,945,312.76
Total number of beneficiaries (organisations) of the investment in communities	49	66	54

Out of WCT's total CSR contribution in 2025, approximately RM91,454.14 went to charitable causes under WCTGives, impacting a total of 2,337 individuals, including B40 families and underprivileged students. Launched in 2022, WCTGives reflects the Group's commitment to sustainability, inclusivity, and social impact, guided by a structured process to engage with the community on social issues. This initiative strengthens WCT's CSR programmes and demonstrates its organised approach to contributing to a better society and environment. Guided by principles of stakeholder engagement and aligned with the Group's business strategy, WCTGives focuses on addressing real community needs while fostering long-term value creation. The process involves identifying initiatives that align with WCT's core competencies as a property development and construction company, the UNSDGs and the interests of key stakeholders including employees, local communities, and business partners.

WCTGives encompasses three pillars, namely #WeCareTogether, #EducationforAll, and #AGreenerTomorrow, with each pillar focused on various programmes that aim to enrich different aspects of the community:



WCTGives allows employees to volunteer and participate in CSR activities, also holding open recruitment drives for employees regarding all WCTGives activities so that they can be aware of those activities and freely choose to join as volunteers. With a total of 58 employees who participated in community volunteering, the Group has accumulated approximately 221 hours of employee community volunteering in FY2025. WCT recognises the importance of continuing to align its CSR efforts with selected UN SDGs and collaborating with local NGOs, government ministries and agencies to support community-based programmes.

Full details on WCT's CSR programmes are available to read on the WCTGives website at <https://www.wct.com.my/sustainability/wctgives/>.

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PRESCRIBED TABLE

WCT Holdings Berhad
BMLR Transition Period

Date & Time: 2026-04-24_11:30:10
FYE 31/12/2025

Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance	Remarks
Ethical Business Conduct	Percentage of new WCT employees that completed ABAC training by the end of the financial year.	Percentage	51.40%	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.	No assurance	
Ethical Business Conduct	Percentage of existing WCT employees that attended ABAC training every five years of service, in the financial year.	Percentage	82.00%	Ensure that 90% of existing WCT employees attend an ABAC refresher training session every five years of service.	No assurance	
Ethical Business Conduct	Number of public legal cases regarding corruption brought against WCT or its employees.	Number	0	Zero public legal cases regarding corruption brought against WCT or its employees.	No assurance	
Contribution to the Economy	Percentage invested to CSR from the preceding year's revenue.	Percentage	0.61%	Invest 0.1% of the preceding year's revenue to CSR. (Target for 2025 – RM1,834,010.00)	No assurance	
Product Safety & Quality	Percentage of scores on customer satisfaction surveys annually.	Percentage	72%	Achieve more than 85% score on customer satisfaction surveys annually. (Baseline: 2024 – 82%).	No assurance	
Product Safety & Quality	Number of significant instances* of legal non-compliance in public safety related laws and regulations.	Number	0	Continually improve on the legal compliance status in public safety across all business operations of the Group.	No assurance	*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.

SUSTAINABILITY STATEMENT

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Date & Time: 2026-04-24_11:30:10
 FYE 31/12/2025

WCT Holdings Berhad
 BMLR Transition Period

Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance	Remarks
GHG Emissions & Climate Change	Progress of Group-wide average electricity intensity targets as per measured against total built-up area in square metre ("m2") across the Group.	kWh/m2	52.24	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)	External (Limited)	Locations included in the Organisational Boundary for External Limited Assurance: a) WCT HQ (The Ascent – Levels 3A, 17, 19, 29, 30 & 31) b) 118 Mall c) Kwasa Damansara d) gateway@kila2 e) Le Méridien Petaling Jaya f) Première Hotel g) The Ascent (Building Management)
GHG Emissions & Climate Change	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.	kg CO2e /m2	2.6503	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).	External (Limited)	Locations included in the Organisational Boundary for External Limited Assurance: a) WCT HQ (The Ascent – Levels 3A, 17, 19, 29, 30 & 31) b) 118 Mall c) Kwasa Damansara d) gateway@kila2 e) Le Méridien Petaling Jaya f) Première Hotel g) The Ascent (Building Management)
Waste & Environmental Pollution	Weight of Group-wide waste directed to disposal (landfilled waste).	Metric tonnes	12,853.48	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)	No assurance	
Waste & Environmental Pollution	Number of significant instances* of legal non-compliance in environmental related laws and regulations, especially concerning environmental pollution.	Number	0	Process target to continually improve on the legal compliance status in environmental pollution across all business operations of the Group.	No assurance	*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.

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WCT Holdings Berhad
BMLR Transition Period

Date & Time: 2026-04-24_11:30:10
FYE 31/12/2025

Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance	Remarks
Water Use	Progress on Group-wide water intensity targets as per measured against total built-up area in square metre ("m ² ") across the Group.	m ³ /m ²	0.8029	To reduce water resource use by reducing the Group-wide average water intensity by 10% by 2030. (Baseline: 2024 - 1.6552 m ³ /m ²)	No assurance	
Biodiversity	Number of trees planted per year.	Number	664	Plant 500 trees per year.	No assurance	
Responsible Sourcing & Supplier Management	Percentage of locally sourced materials purchased by the Group.	Percentage	99.82	To ensure 95% of materials purchased by the Group are locally sourced.	No assurance	
Responsible Sourcing & Supplier Management	Materials procured that are in accordance with WCT Material Use Policy.	In accordance/Not in accordance	In accordance	Procure materials in accordance with WCT Material Use Policy.	No assurance	
Diversity, Equity & Inclusion	Percentage of women comprising of the Board of Directors.	Percentage	25.0%	30% of the Board of Directors to be women by 2026.	No assurance	
Diversity, Equity & Inclusion	Percentage of women in managerial roles.	Percentage	25%	Maintain the percentage of women in managerial roles at 35% or more annually.	No assurance	
Human Rights & Labour Matters	Number of substantiated incidents relating to human rights violations (child labour and forced labour) throughout business operations.	Number	0	Zero substantiated incidents relating to human rights violations (child labour and forced labour) throughout business operations annually.	No assurance	
Human Rights & Labour Matters	Number of significant instances* of legal non-compliance in labour-related laws and regulations.	Number	0	Process target to continually improve on the legal compliance status in labour-related matters across all business operations of the Group.	No assurance	*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.

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WCT Holdings Berhad

BMLR Transition Period

Date & Time: 2026-04-24_11:30:10
FYE 31/12/2025

Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance	Remarks
Workforce Learning & Development	Average training hours provided per employee annually.	Hours	1733	Provide an average of 8 hours of training per employee annually.	No assurance	
Occupational Health & Safety	Number of fatalities among employees and other workers annually.	Number	1*	Zero fatality for employees and other workers annually.	No assurance	'Other workers' refer to non-employees such as, contractors, subcontractors, consultants on sites, interns, graduates hired under the PROTÉGÉ-RTW Programme and more. *The fatality involved subcontractor's worker.
Occupational Health & Safety	Number of accidents resulting in permanent disability for employees and other workers annually.	Number	0	Zero accidents resulting in permanent disability for employees and other workers annually.	No assurance	'Other workers' refer to non-employees such as, contractors, subcontractors, consultants on sites, interns, graduates hired under the PROTÉGÉ-RTW Programme and more.
Personal Data Protection	Number of official substantiated complaints* received concerning breaches of customers' personal data on an annual basis.	Number	0	Zero official substantiated complaints received concerning breaches of customers' personal data annually.	No assurance	*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.
Personal Data Protection	Number of identified leaks, thefts, or losses of customer data on an annual basis.	Number	0	Zero identified leaks, thefts, or losses of customer data annually.	No assurance	

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WCT Holdings Berhad
BMLR Transition Period

Date & Time: 2026-04-24_11:30:10
FYE 31/12/2025

Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance	Remarks
Community Engagement	Number of official substantiated complaints* related to environmental pollution from neighbouring communities at WCT locations.	Number	0	Zero official substantiated complaints related to environmental pollution from neighbouring communities at WCT locations.	No assurance	*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.

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GRI CONTENT INDEX

Statement of use	WCT Holdings Berhad has reported the information cited in this GRI content index for the period 1 January 2025 to 31 December 2025 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	PAGE NUMBER(S)	SECTION REFERENCE
General Disclosures			
GRI 2: General Disclosures 2021	2-1 Organizational details	8-9	Corporate Profile
	2-2 Entities included in the organization's sustainability reporting	46-48, 85, 141-144	About This Statement: Reporting Scope and Boundary, GHG Emissions Data, Appendix 1: BSI Verification Report
	2-3 Reporting period, frequency and contact point	46-48, 50	About This Statement: 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	50, 141-144	About This Statement: Assurance, Appendix 1: BSI Verification Report
	2-6 Activities, value chain and other business relationships	6-7	Core Business and Operating Units
	2-7 Employees	108-113, 117-119	Well Being of People: Diversity, Equity & Inclusion, Workforce Learning & Development
	2-8 Workers who are not employees	N/A	N/A
	2-9 Governance structure and composition	146-147	Corporate Governance Overview Statement
	2-10 Nomination and selection of the highest governance body	150-153	Corporate Governance Overview Statement
	2-11 Chair of the highest governance body	146	Corporate Governance Overview Statement
	2-12 Role of the highest governance body in overseeing the management of impacts	58-59	Sustainability Governance: Sustainability Governance Structure
	2-13 Delegation of responsibility for managing impacts	58-59	Sustainability Governance: Sustainability Governance Structure
	2-14 Role of the highest governance body in sustainability reporting	58-59	Sustainability Governance: Sustainability Governance Structure
	2-15 Conflicts of interest	148	Corporate Governance Overview Statement
	2-16 Communication of critical concerns	67	Whistleblowing Mechanism
	2-17 Collective knowledge of the highest governance body	147-153	Corporate Governance Overview Statement, Corporate Governance Report
	2-18 Evaluation of the performance of the highest governance body	153	Corporate Governance Overview Statement, Corporate Governance Report
	2-19 Remuneration policies	153-154	Corporate Governance Overview Statement
	2-20 Process to determine remuneration	153-154	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	

SUSTAINABILITY STATEMENT

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GRI STANDARD	DISCLOSURE	PAGE NUMBER(S)	SECTION REFERENCE
General Disclosures			
	2-22 Statement on sustainable development strategy	57	Message from the Chairman of WCT's Board Risk and Sustainability Committee
	2-23 Policy commitments	64-67, 68	Ethical Business Conduct: Zero-Tolerance Approach to Bribery and Corruption, WCT Corporate Policies
	2-24 Embedding policy commitments	64-67, 68	Ethical Business Conduct: Zero-Tolerance Approach to Bribery and Corruption, WCT Corporate Policies
	2-25 Processes to remediate negative impacts	67	Ethical Business Conduct: Whistleblowing Mechanism
	2-26 Mechanisms for seeking advice and raising concerns	67	Ethical Business Conduct: Whistleblowing Mechanism
	2-27 Compliance with laws and regulations	68	Ethical Business Conduct: Compliance With Laws and Regulations
	2-28 Membership associations	48-49	About this Statement: Membership in Associations
	2-29 Approach to stakeholder engagement	60-62	Stakeholder Engagement
	2-30 Collective bargaining agreements	113	Human Rights and Labour Matters
Material Topics			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	63	Materiality
	3-2 List of material topics	63	Materiality
Economic Performance			
GRI 3: Material Topics 2021	3-3 Management of material topics	8-9, 16-30, 69	Corporate Profile, Management Discussion and Analysis, Contributing to the Economy: Direct Economic Value Created and Distributed
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	69	Contributing to the Economy: Direct Economic Value Created and Distributed
	201-2 Financial implications and other risks and opportunities due to climate change	74-82	IFRS S2 Climate-Related Disclosures: Strategy
	201-3 Defined benefit plan obligations and other retirement plans	115-116	Human Rights and Labour Matters: Employee Remuneration and Employment Benefits
	201-4 Financial assistance received from government	WCT did not receive any assistance from the government	

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GRI STANDARD	DISCLOSURE	PAGE NUMBER(S)	SECTION REFERENCE
Market Presence			
GRI 3: Material Topics 2021	3-3 Management of material topics	8-9, 51, 69	Corporate Profile, Notable Sustainability-Related Developments, Contributing to the Economy: Direct Economic Value Created and Distributed
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	N/A	N/A
	202-2 Proportion of senior management hired from the local community	112	Diversity, Equity & Inclusivity: Percentage of Malaysian vs. Non-Malaysian Employees
Indirect Economic Impacts			
GRI 3: Material Topics 2021	3-3 Management of material topics	51, 69, 126-127	Notable Sustainability-Related Developments, Contributing to the Economy: Direct Economic Value Created and Distributed, Community Engagement
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	69	Contributing to the Economy: Direct Economic Value Created and Distributed
	203-2 Significant indirect economic impacts	51, 69, 126-127	Notable Sustainability-Related Developments, Contributing to the Economy: Direct Economic Value Created and Distributed, Community Engagement
Procurement Practices			
GRI 3: Material Topics 2021	3-3 Management of material topics	104-105	Responsible Sourcing and Supplier Management: Local Procurement Management
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	104-105	Responsible Sourcing and Supplier Management: Local Procurement Management
Anti-corruption			
GRI 3: Material Topics 2021	3-3 Management of material topics	64-67	Ethical Business Conduct: Zero-Tolerance Approach to Bribery and Corruption
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	65	Ethical Business Conduct: Identification Of Operations with Possible Higher Risk for Corruption
	205-2 Communication and training about anti-corruption policies and procedures	66-67	Ethical Business Conduct: Anti-Bribery and Anti-Corruption Training, Communication of Anti-Corruption Awareness
	205-3 Confirmed incidents of corruption and actions taken	67	Ethical Business Conduct: Incidents of Corruption Training and Action Taken
Materials			
GRI 3: Material Topics 2021	3-3 Management of material topics	105-107	Responsible Sourcing and Supplier Management: Resource Consumption
GRI 301: Materials 2016	301-1 Materials used by weight or volume	105-106	Resource Consumption: Resource Consumption Data
	301-2 Recycled input materials used	94-95	Waste and Environmental Pollution: Waste Management Data
	301-3 Reclaimed products and their packaging materials	N/A	N/A

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GRI STANDARD	DISCLOSURE	PAGE NUMBER(S)	SECTION REFERENCE
Energy			
GRI 3: Material Topics 2021	3-3 Management of material topics	87-91	GHG Emissions & Climate Change: Energy Consumption
GRI 103: Energy 2025	103-1 Energy policies and commitments	87-90	GHG Emissions & Climate Change: Energy Consumption, Energy Consumption: Energy Saving Measures Undertaken by Business Divisions, Energy Management in WCT's Property Portfolio
	103-2 Energy consumption and self-generation within the organization	90-91	Energy Consumption: Energy Consumption Data
	103-3 Upstream and downstream energy consumption	87-90	GHG Emissions & Climate Change: Energy Consumption, Energy Consumption: Energy Saving Measures Undertaken by Business Divisions, Energy Management in WCT's Property Portfolio
	103-4 Energy intensity	90-91	Energy Consumption: Energy Consumption Data
	103-5 Reduction in energy consumption	88-89	Energy Consumption: Energy Saving Measures Undertaken by Business Divisions, Energy Management in WCT's Property Portfolio
Water and Effluents			
GRI 3: Material Topics 2021	3-3 Management of material topics	99-102	Protecting the Environment: Water Use
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	99-102	Protecting the Environment: Water Use
	303-2 Management of water discharge-related impacts	96-98	Environmental Monitoring and Performance: Construction Activities Water Discharge
	303-3 Water withdrawal	100-102	Water Use: Water Consumption Data
	303-4 Water discharge	96-98	Environmental Monitoring and Performance: Construction Activities Water Discharge
	303-5 Water consumption	100-102	Water Use: Water Consumption Data
Biodiversity			
GRI 3: Material Topics 2021	3-3 Management of material topics	103-104	Protecting the Environment: Biodiversity
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	103-104	Protecting the Environment: Biodiversity
	101-2 Management of biodiversity impacts	103-104	Protecting the Environment: Biodiversity
	101-3 Access and benefit-sharing	N/A	N/A
	101-4 Identification of biodiversity impacts	103-104	Protecting the Environment: Biodiversity
	101-5 Locations with biodiversity impacts	103-104	Protecting the Environment: Biodiversity
	101-6 Direct drivers of biodiversity loss	103-104	Protecting the Environment: Biodiversity
	101-7 Changes to the state of biodiversity	103-104	Protecting the Environment: Biodiversity
	101-8 Ecosystem services	103-104	Protecting the Environment: Biodiversity

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GRI STANDARD	DISCLOSURE	PAGE NUMBER(S)	SECTION REFERENCE
Climate Change			
GRI 3: Material Topics 2021	3-3 Management of material topics	73-87	GHG Emissions & Climate Change
GRI 102: Climate Change 2025	102-1 Transition plan for climate change mitigation	81-82	IFRS S2 Climate-Related Disclosures: WCT Climate-Aligned Transition Plan for Business Transformation, Climate Resilience
	102-2 Climate change adaptation plan	74-83	IFRS S2 Climate-Related Disclosures: Strategy, Risk Management
	102-3 Just transition	81-82	IFRS S2 Climate-Related Disclosures: WCT Climate-Aligned Transition Plan for Business Transformation, Climate Resilience
	102-4 GHG emissions reduction targets and progress	84-87	IFRS S2 Climate-Related Disclosures: GHG Emissions Data
	102-5 Scope 1 GHG emissions	84-87	IFRS S2 Climate-Related Disclosures: GHG Emissions Data
	102-6 Scope 2 GHG emissions	84-87	IFRS S2 Climate-Related Disclosures: GHG Emissions Data
	102-7 Scope 3 GHG emissions	84-87	IFRS S2 Climate-Related Disclosures: GHG Emissions Data
	102-8 GHG emissions intensity	84-87	IFRS S2 Climate-Related Disclosures: GHG Emissions Data
	102-9 GHG removals in the value chain	N/A	N/A
	102-10 Carbon credits	N/A	N/A
Waste			
GRI 3: Material Topics 2021	3-3 Management of material topics	92-98	Protecting the Environment: Waste and Environmental Pollution
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	92-98	Protecting the Environment: Waste and Environmental Pollution
	306-2 Management of significant waste-related impacts	92-98	Protecting the Environment: Waste and Environmental Pollution
	306-3 Waste generated	94-95	Waste and Environmental Pollution: Waste Management Data
	306-4 Waste diverted from disposal	94-95	Waste and Environmental Pollution: Waste Management Data
	306-5 Waste directed to disposal	94-95	Waste and Environmental Pollution: Waste Management Data
Supplier Environmental Assessment			
GRI 3: Material Topics 2021	3-3 Management of material topics	107-108	Responsible Sourcing and Supplier Management: Environmental and Social Compliance and Performance Across the Supply Chain and Value Chain
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	107-108	Responsible Sourcing and Supplier Management: Environmental and Social Compliance and Performance Across the Supply Chain and Value Chain
Employment			
GRI 3: Material Topics 2021	3-3 Management of material topics	108-113	Well-being of People: Diversity, Equity & Inclusivity
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	108-111	Diversity, Equity & Inclusivity: Our Workforce
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	115-116	Human Rights and Labour Matters: Employee Remuneration and Employment Benefits
	401-3 Parental leave	116	Human Rights & Labour Matters: Parental Leave

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GRI STANDARD	DISCLOSURE	PAGE NUMBER(S)	SECTION REFERENCE
Labour/Management Relations			
GRI 3: Material Topics 2021	3-3 Management of material topics	113-116	Well-being of People: Human Rights & Labour Matters
GRI 402: Labour/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	113-116	Well-being of People: Human Rights & Labour Matters
Occupational Health and Safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	120	Occupational Health and Safety: OHS Management Approach, OHS Governance and Management Oversight of OHS
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	120	Occupational Health and Safety: OHS Management Approach, OHS Governance and Management Oversight of OHS
	403-2 Hazard identification, risk assessment, and incident investigation	122, 125-126	Occupational Health and Safety: Hazard Identification, Risk Assessment and Risk Control, Incident Investigation and Resolution
	403-3 Occupational health services	123	Occupational Health and Safety: Safeguarding Worker Health with a Disease-Free Workplace
	403-4 Worker participation, consultation, and communication on occupational health and safety	121-122	Occupational Health and Safety: Employee Representation on Joint Health and Safety Committees
	403-5 Worker training on occupational health and safety	123	Occupational Health and Safety: OHS Training Programmes
	403-6 Promotion of worker health	123	Occupational Health and Safety: OHS Training Programmes, Safeguarding Worker Health with a Disease-Free Workplace
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	123, 125-126	Occupational Health and Safety: Safeguarding Worker Health with a Disease-Free Workplace, Incident Investigation and Resolution
	403-8 Workers covered by an occupational health and safety management system	120	Occupational Health and Safety: OHS Governance and Management Oversight of OHS
	403-9 Work-related injuries	124-125	Occupational Health and Safety: OHS Performance and Targets
	403-10 Work-related ill health	124-125	Occupational Health and Safety: OHS Performance and Targets
Training and Education			
GRI 3: Material Topics 2021	3-3 Management of material topics	117-119	Well-being of People: Workforce Learning and Development
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	117-119	Well-being of People: Workforce Learning and Development
	404-2 Programs for upgrading employee skills and transition assistance programs	117-119	Well-being of People: Workforce Learning and Development
	404-3 Percentage of employees receiving regular performance and career development reviews	117-119	Well-being of People: Workforce Learning and Development

SUSTAINABILITY STATEMENT

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GRI STANDARD	DISCLOSURE	PAGE NUMBER(S)	SECTION REFERENCE
Diversity and Equal Opportunity			
GRI 3: Material Topics 2021	3-3 Management of material topics	108-113	Diversity, Equity & Inclusion: Our Workforce
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	108-112	Diversity, Equity & Inclusion: Our Workforce
	405-2 Ratio of basic salary and remuneration of women to men	111	Diversity, Equity & Inclusion: Our Workforce
Non-discrimination			
GRI 3: Material Topics 2021	3-3 Management of material topics	108-115	Well-being of People: Diversity, Equity & Inclusion, Human Rights & Labour Matters
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	108	Well-being of People: Diversity, Equity & Inclusion
Freedom of Association and Collective Bargaining			
GRI 3: Material Topics 2021	3-3 Management of material topics	113-115	Well-being of People: Human Rights & Labour Matters
Child Labour			
GRI 3: Material Topics 2021	3-3 Management of material topics	113-115	Well-being of People: Human Rights & Labour Matters
Forced or Compulsory Labour			
GRI 3: Material Topics 2021	3-3 Management of material topics	113-115	Well-being of People: Human Rights & Labour Matters
Local Communities			
GRI 3: Material Topics 2021	3-3 Management of material topics	126-127	Well-being of People: Community Engagement
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	126-127	Well-being of People: Community Engagement
Supplier Social Assessment			
GRI 3: Material Topics 2021	3-3 Management of material topics	107-108	Responsible Sourcing and Supplier Management: Environmental and Social Compliance and Performance Across the Supply Chain and Value Chain
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	107-108	Responsible Sourcing and Supplier Management: Environmental and Social Compliance and Performance Across the Supply Chain and Value Chain
Public Policy			
GRI 3: Material Topics 2021	3-3 Management of material topics	68	Ethical Business Conduct: Apolitical Stance
GRI 415: Public Policy 2016	415-1 Political contributions	68	Ethical Business Conduct: Apolitical Stance

SUSTAINABILITY STATEMENT

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GRI STANDARD	DISCLOSURE	PAGE NUMBER(S)	SECTION REFERENCE
Customer Health and Safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	70-72	Contributing to the Economy: Product Safety and Quality
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	70-72	Contributing to the Economy: Product Safety and Quality
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	70-72	Contributing to the Economy: Product Safety and Quality
Customer privacy			
GRI 3: Material Topics 2021	3-3 Management of material topics	126	Well-being of People: Personal Data Protection
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	126	Well-being of People: Personal Data Protection

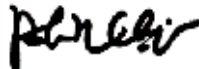
SUSTAINABILITY STATEMENT

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Appendix 1: BSI Verification Report



Verification Opinion

Verified as Satisfactory	
Based on the process and procedures conducted, there is no evidence that the GHG statement contained in WCT GHG Inventory Report FYE2025 produced by WCT Holdings Berhad	<ul style="list-style-type: none"> is not materially correct and is not a fair representation of GHG data and information.
	<ul style="list-style-type: none"> has not been prepared in accordance with GHG Protocol Corporate Accounting and Reporting Standard Revised edition and its principles.
Lead Verifier	Salmiah Hasbullah
Verifier Team Member	Shaiful Rahman
Independent Reviewer	Wan Muqtadir Wan Abdul Fatah
Signed on behalf of BSI	Evelyn Chye - Managing Director, Malaysia 
Issue Date	9 March 2026
BSI Malaysia Suite 29.01, Level 29, The Gardens North Tower, Mid Valley City, Lingkaran Syed Putra, 59200 Kuala Lumpur, Malaysia.	
NOTE: BSI Malaysia is independent to and has no financial interest in WCT Holdings Berhad. This third-party Verification Opinion has been prepared for WCT Holdings Berhad only for the purposes of verifying its statement relating to its GHG emissions more particularly described in the scope above. It was not prepared for any other purpose. In making this Statement, BSI Malaysia has assumed that all information provided to it by WCT Holdings Berhad is true, accurate and complete. BSI Malaysia accepts no liability to any third party who places reliance on this statement.	

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SUSTAINABILITY STATEMENT

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Verification Engagement

Organization	WCT Holdings Berhad
Responsible party	WCT Holdings Berhad B-30-01, The Ascent, Paradigm, No. 1, Jalan SS7/26A, Kelana Jaya, 47301 Petaling Jaya, Selangor, Malaysia
Verification Objectives	To express an opinion on whether the organizational GHG Statement which is historical in nature: <ul style="list-style-type: none"> • Is accurate, materially correct and is a fair representation of GHG data and information • Has been prepared in accordance with GHG Protocol Corporate Accounting and Reporting Standard Revised and the criteria used by BSI to verify the GHG Organizational Statement
Materiality Level	5 %
Level of Assurance	Limited
Verification evidence gathering procedures	<ul style="list-style-type: none"> • Evaluation of the monitoring and controls systems through interviewing employees' observation & inquiry • Verification of the data through sampling recalculation, retracing, cross checking and reconciliation • Verification of the default-value/emission factor data through reference of publicly available sources
The verification activities applied in a limited level of assurance verification are less extensive in nature, timing and extent than in a reasonable level of assurance <i>verification</i>	
Verification Standards	The verification was carried out in accordance with ISO 14064-3: 2019, ISO 14065: 2020 and ISO 17029:2019
Note: WCT Holdings Berhad is responsible for the preparation and fair presentation of the GHG statement and report in accordance with the agreed criteria. BSI is responsible for expressing an opinion on the GHG statement based on the verification.	

SUSTAINABILITY STATEMENT

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Organizational GHG Statement

Organization		WCT Holdings Berhad B-30-01, The Ascent, Paradigm, No. 1, Jalan SS7/26A, Kelana Jaya, 47301 Petaling Jaya, Selangor, Malaysia
Organization's GHG Report containing GHG Statement		WCT GHG Inventory Report FYE 2025 produced by WCT Holdings Berhad
Organizational Boundary		Operational Control
Locations included in the Organizational Boundary		See Appendix A
Scope of activities:		Engineering and construction of major infrastructure, development of residential and commercial properties and management of investment property assets
Operational Boundary:	Scope 1: Direct GHG emissions	<ol style="list-style-type: none"> 1. Stationary Combustion (Diesel and LPG) 2. Mobile Combustion (Diesel and Gasoline) 3. Fugitive Emissions (Refrigerants and Fire Suppression) 4. Process Emissions (Sewage Treatment)
	Scope 2: Indirect emissions from purchased energy	<ol style="list-style-type: none"> 1. Purchase Electricity (Location-Based Method) 2. Chilled Water for Cooling
	Additional Direct Emissions (Reported Separately)	<ol style="list-style-type: none"> 3. Sewage Treatment (Biogenic CO₂) 4. Food Composting
	Criteria for developing the GHG inventory	<ol style="list-style-type: none"> 1. GHG Protocol Corporate Accounting and Reporting Standard Revised edition 2. WCT Holdings Berhad: GHG Information Management Procedure 3. Intergovernmental Panel on Climate Change (IPCC) 4. DESNZ (UK) 5. US Environmental Protection Agency (US EPA)
	Reporting period	01/01/2025 to 31/12/2025

SUSTAINABILITY STATEMENT

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Summary of Emissions

Operational Boundary	Location Based (tCO ₂ e)	
	2025	
Scope 1: Direct emissions		6,335.50
Scope 2: Indirect emissions from purchased of energy		25,755.53
Total GHG Emissions		32,091.03

Additional Direct Emissions (Reported Separately)	Total Emissions	
	2025	
Sewage Treatment (Biogenic CO ₂)		34.76 tCO ₂
Food Composting		36.90 tCO ₂ e

Appendix A

No.	List of Sites
1	WCT HQ (The Ascent - Levels 3A, 17, 19, 29, 30 & 31)
2	118 Mall
3	Kwasa Damansara
4	gateway@klia2
5	Le Méridien Petaling Jaya
6	Première Hotel
7	The Ascent (Building Management)

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