SUSTAINABILITY STATEMENT

ABOUT THIS STATEMENT

INTRODUCTION

WCT Holdings Berhad ("WCT" or the "Group") presents its Sustainability Statement 2021 ("SS2021") for financial year ended 31 December 2021 ("FY2021").

SS2021 provides a comprehensive account of WCT's environmental, social and governance (ESG) performance with the goal of highlighting the Group's continued progress on its journey of sustainability.

WCT is committed to ensuring that financial value creation is sustained through a committed and strategic focus on material ESG matters. This focus is aimed at enabling effective mitigation against risks and to strengthen the business model towards ensuring resilience against emerging issues such as climate change, supply chain disruptions and others.

Through a committed and strategic ESG focus, WCT aims to strengthen its competitive ability to sustain stakeholder value creation amidst a fast-changing and dynamic business environment.

Readers can find a more comprehensive disclosure of the Group's business performance and value creation strategies by reading this SS2021 report together with the WCT's Annual Report 2021 ("AR2021").

APPLIED FRAMEWORKS

The Board of Directors of WCT Holdings Berhad duly recognises responsibility for the following: Information contained herein SS2021 has been prepared in accordance with the Global Reporting Initiative (GRI) Standards 2020 Core Option (Full GRI content index is provided at the end of SS2021).

In addition, SS2021 has been developed in reference to the following reporting frameworks and guidelines:

• Bursa Malaysia's Sustainability Reporting Guide Second Edition
• Recommendations of the Task Force on Climate-related Financial Disclosure (TCFD)

REPORTING PERIOD

SS2021 covers the reporting period from 1 January 2021 to 31 December 2021 ("FY2021"). The majority of statistics presented in this report is based on a 3-year timeframe. WCT reports its sustainability performance on an annual basis.

SCOPE & MATERIAL MATTERS BOUNDARY

SS2021's scope for disclosures comprises significant material matters arising from WCT's core business operations and activities in Malaysia. These core business operations and activities are:

• Engineering and Construction
• Property Development
• Property Investment and Management

Our boundaries are based on the prioritisation of the Group's materiality matters and the GRI's Reporting Principles for defining report content: These are stakeholder inclusiveness, sustainability context, materiality, and completeness outlining report content.

WCT has also ascertained the quality of disclosures by applying the following criteria: accuracy, balance, clarity, comparability, reliability and timeliness.

Data disclosed in SS2021 has been internally sourced and collected from official Group records and documents. Collected data and results are measured by industry standards and industry-accepted calculation methodologies such as the Greenhouse Gas (GHG) Protocol.

SUSTAINABILITY STATEMENT
cont'd

All subsidiaries under the Group's management control is included in FY2021's reporting. The disclosure of management approach and data is based on the aforementioned business divisions.

The full list of projects and offices are provided as follows:

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

SUSTAINABILITY STATEMENT
cont'd

EXCLUSIONS

Outsourced operations and activities of joint venture companies are excluded, unless otherwise stated. WCT is cognisant that despite its best efforts, data for certain disclosures may be unavailable. Among the gaps identified are disclosures on the ESG performance of the Group's supply chain.

The Group is progressively strengthening its ongoing data collection efforts to close any reporting gaps in future reports. This will necessitate continued, close collaboration with suppliers, vendors, business partners and contractors.

MEMBERSHIP IN ASSOCIATIONS

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

Engineering and Construction

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

Property Development

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

Retail Malls

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

Business Aviation Authorities

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

Hotels

- Malaysian Association of Hotels (MAH) - Première Hotel and New World PJ Hotel
- Malaysian Association of Hotel Owners (MAHO) - Première Hotel and New World PJ Hotel
- Association of Hotel Employers (AHE) - New World PJ Hotel
- Malaysia Inbound Chinese Association (MICA) - New World PJ Hotel

ASSURANCE

WCT has undertaken independent auditing and assurance for financial data presented in this report where the figures can be cross-referenced to the Financial Highlights. WCT has not acquired 3rd party assurance for non-financial, sustainability-related data.

FORWARD LOOKING STATEMENTS

This report contains forward-looking statements such as targets, prospects, future plans and reasonable assumptions that were set in regard to expected or future performances which are based on presently available data and information as well as current operating environment conditions.

It is advisable that readers refrain from placing undue reliance on such statements as our business and expectations are subject to risks and uncertainties beyond our control. Actual results may differ.
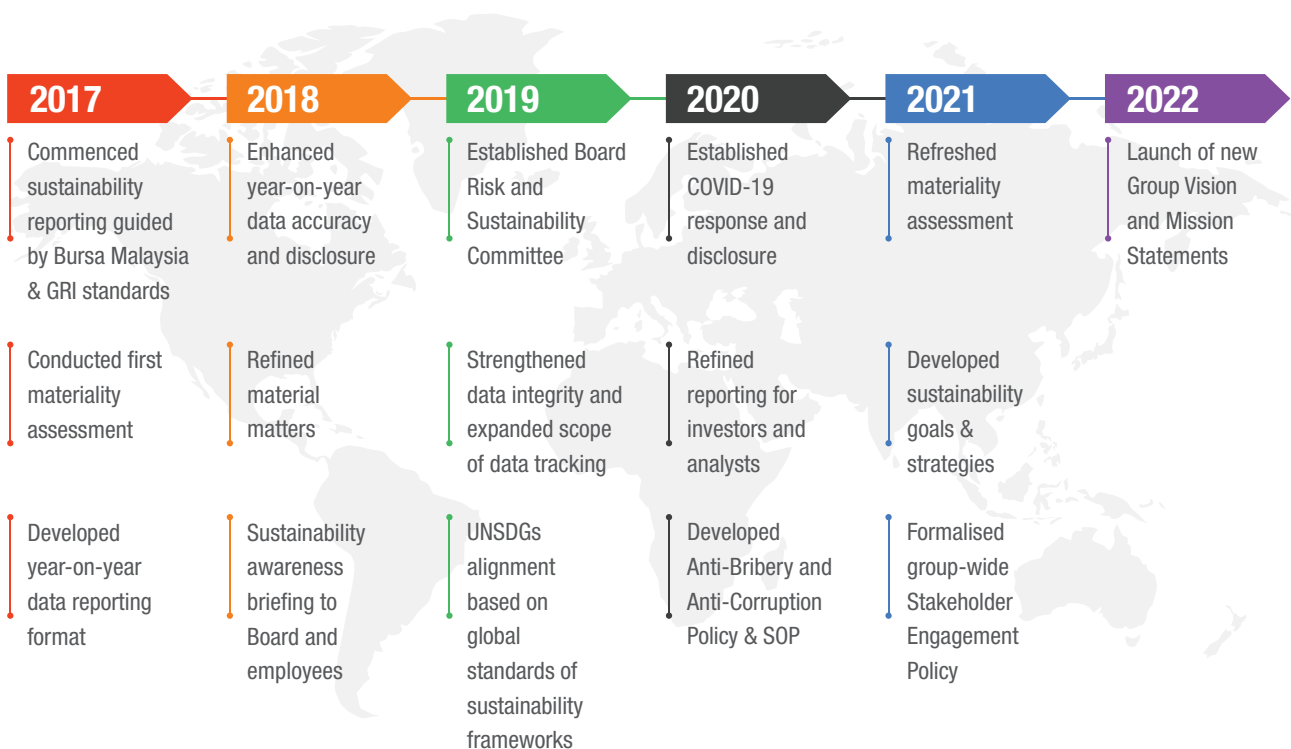
SUSTAINABILITY STATEMENT
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REPORT AVAILABILITY AND FEEDBACK

SS2021 is available for download at https://www.wct.com.my/sustainability/. The Group welcomes feedback, comments and suggestions for improvement, which can be sent to:

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

MILESTONES AND SUSTAINABILITY JOURNEY

2017	2018	2019	2020	2021	2022
Commenced sustainability reporting guided by Bursa Malaysia & GRI standards	Enhanced year-on-year data accuracy and disclosure	Established Board Risk and Sustainability Committee	Established COVID-19 response and disclosure	Refreshed materiality assessment	Launch of new Group Vision and Mission Statements
Conducted first materiality assessment	Refined material matters	Strengthened data integrity and expanded scope of data tracking	Refined reporting for investors and analysts	Developed sustainability goals & strategies	
Developed year-on-year data reporting format	Sustainability awareness briefing to Board and employees	UNSDGs alignment based on global standards of sustainability frameworks	Developed Anti-Bribery and Anti-Corruption Policy & SOP	Formalised group-wide Stakeholder Engagement Policy	

SUSTAINABILITY STATEMENT
cont'd

OTHER NOTABLE SUSTAINABILITY RELATED DEVELOPMENTS:

2017

gateway@klia2 shopping mall in Sepang, Selangor was awarded the Leadership in Energy & Environmental Design (LEED) Silver Certification by the U.S. Green Building Council. This was WCT's first LEED Silver certified sustainable mall.

2017

Completion of the Lot 2C5, Precinct 2, Putrajaya, a Green Building Index (GBI) Silver rated commercial development comprising two building blocks of 7-storey podium and 14-storey towers with retail and associated facilities and two levels of basement carpark.

2018 - 2021

Development of 1,253 affordable homes under the Rumah Selangorku project with a Gross Development Value (GDV) of RM278.5 million.

2019

Transformed an abandoned project into Paradigm Mall, Johor Bahru, a thriving urban hub for the local populace that serves as a nucleus for retail, entertainment and leisure activities.

SUSTAINABILITY STATEMENT
cont'd

SUPPORTING THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

WCT's efforts in supporting sustainability is closely aligned to larger global initiatives. In its approach to create stakeholder values and shared prosperity, the Group has adopted the following United Nations Sustainable Development Goals (UNSDG).

SDG	SDG Targets	Highlights and Achievements	Commitments, Targets and Pledges
1 NO POVERTY Corresponding Material Matter: Economic Contribution to Stakeholders Employee Welfare	**Target 1.2:** By 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions.	• WCT disbursed financial aid of approximately RM320,600 to all employees affected by the flood in December 2021. • WCT provided food aid worth RM177,000 to those affected by the COVID-19 pandemic. • WCT's retail malls and hotels continue to provide various types of food aid for the poor, especially urban poor, affected by COVID-19. • WCT's Engineering and Construction Division collaborated with CIDB Kuala Lumpur under the Industri Pembinaan food donation programme to distribute necessities to the construction workers.	1. Invest 0.2% of the preceding year's revenue to CSR.
3 GOOD HEALTH AND WELL-BEING Corresponding Material Matter: Occupational Health & Safety (OHS) Pollution Product Quality & Safety Local Community Wellbeing	**Target 3.9:** By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination.	• WCT invested approximately RM300,000 to vaccinate 2000 employees and their families against COVID-19 in 2021. • In addition, WCT installed air-cleaning devices in all offices with a total investment of approximately RM600,000 to provide a pleasant, hygienic and comfortable working environment for all.	1. Implement an Occupational Health and Safety Management System based on a recognised Standard at all Divisions by 2030.
4 QUALITY EDUCATION Corresponding Material Matter: Learning & Growth	**Target 4.4:** By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.	• 25.9% of the workforce are below 30 years old. • WCT donated over RM160,000 to educational institutions.	1. Increase average training hours to 3 hours in 2022 (Baseline: 2 hours in 2020/2021)

SUSTAINABILITY STATEMENT
cont'd

SDG	SDG Targets	Highlights and Achievements	Commitments, Targets and Pledges
5 GENDER EQUALITY Corresponding Material Matter: Diversity, Equality & Inclusion	**Target 5.5:** Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.	• 27.4% of the workforce comprises women. • 4.1% of women are in managerial roles.	1. 30% of sitting Board of Directors to be women by 2026. 2. Increase percentage of women in managerial roles by 5% by 2026 (Baseline year: 4.1% in 2021).
6 CLEAN WATER AND SANITATION Corresponding Material Matter: Pollution Water	**Target 6.3:** By 2030, improve water quality by reducing pollution, eliminating dumping and minimising release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally. **Target 6.4:** By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity. **Target 6.5:** By 2030, implement integrated water resources management at all levels, including through transboundary cooperation as appropriate.	• Zero incidents of serious effluent discharge/water pollution. • Zero fines for effluent discharge. • Increased use of rainwater harvesting to reduce consumption of potable water.	1. To reduce the Group-wide average water intensity by 10% from 2019 records which is equivalent to a reduction of 0.02 m^3/ft^2 by 2030.
7 AFFORDABLE AND CLEAN ENERGY Corresponding Material Matter: Energy	**Target 7.2:** By 2030, increase substantially the share of renewable energy in the global energy mix. **Target 7.3:** By 2030, double the global rate of improvement in energy efficiency.	• Reduction in electricity consumption and electricity intensity for FY2021.	1. Reduce the group-wide average electricity intensity by 10% from 2019 records which is equivalent to a reduction of 2.86 kWh/ft^2 by 2030.

SUSTAINABILITY STATEMENT
cont'd

SDG	SDG Targets	Highlights and Achievements	Commitments, Targets and Pledges
8 DECENT WORK AND ECONOMIC GROWTH Corresponding Material Matter: Respect for Human Rights Occupational Health & Safety (OHS)	**Target 8.5:** By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value. **Target 8.8:** Protect labour rights and promote safe and secure working environments for all workers, including migrant workers.	• WCT employed a total of 2,302 people in 2021 (380 new hires in 2021). • 85% local employment in FY2021. • 25.9% of employees aged 30 years and below.	1. Conduct human rights reviews of all divisions by 2023. 2. Incorporate human rights due diligence requirements into tendering processes for tenders valued more than RM1 million by 2023. 3. Zero incident resulting in employee and contractor* permanent disability or fatality by 2030. (Baseline: Zero in 2019). *Contractors working on locations/sites under WCT's control.* 4. Implement an OHSMS based on a recognised Standard at all Divisions by 2030. 5. Conduct SHASSIC assessment for E&C projects valued at more than RM100 million and achieve 5-star rating by 2030.
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE Corresponding Material Matter: Product Quality & Safety Economic Contribution to Stakeholders	**Target 9.1:** Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all. **Target 9.2:** Promote inclusive and sustainable industrialization and, by 2030, significantly raise industry's share of employment and gross domestic product, in line with national circumstances, and double its share in least developed countries. **Target 9.4:** By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries acting in accordance with their respective capabilities.	• WCT Land completed its third Rumah Selangorku – Aronia Apartments in November 2021 • Continued proliferation of digital tools and technologies to progressively contribute to the development of a more sustainable construction and property development industry.	1. Achieve more than 85% score on customer satisfaction surveys by 2023 (Baseline: Average 81% in 2019). 2. Maintain zero incidents of noncompliance with regulations resulting in a fine or non-monetary action by authorities or litigation. (Baseline: Zero in the past three years).

SUSTAINABILITY STATEMENT
cont'd

SDG	SDG Targets	Highlights and Achievements	Commitments, Targets and Pledges
10 REDUCED INEQUALITIES Corresponding Material Matter: Diversity, Equality & Inclusion Employee Welfare	**Target 10.2:** By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status. **Target 10.3:** Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard. **Target 10.4:** Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality.	• 27.4% of workforce comprises women. • 4.1% of women are in managerial roles. • As of 31 December 2021, 84 young graduates were selected for internship under WCT's Protégé RTW Programme. The target group are those unemployed, zero work experience and mainly from B40 Family category. By end April 2022, 39 candidates will be absorbed into full-time employment. • WCT donated over RM1 million to underprivileged communities.	1. 30% of BOD members to be women by 2026. 2. Increase the percentage of women in managerial roles by 5% by 2026 (Baseline year: 4.1% in 2021).
11 SUSTAINABLE CITIES AND COMMUNITIES Corresponding Material Matter: Local Community Wellbeing Product Quality & Safety	**Target 11.7:** By 2030, provide universal access to safe, inclusive and accessible, green and public spaces, in particular for women and children, older persons and persons with disabilities.	• High retention of green landscapes, notably for property development projects.	1. Zero official substantiated complaints from neighbouring communities at WCT locations by 2030 (Baseline: Less than 10 in 2021)
12 RESPONSIBLE CONSUMPTION AND PRODUCTION Corresponding Material Matter: Materials Pollution Waste	**Target 12.2:** By 2030, achieve the sustainable management and efficient use of natural resources. **Target 12.5:** By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse	• WCT's Landfill Waste Reduction Programme at offices diverted, 7,356 kg of waste from landfill. • 47.96 tonnes of cooking oil collected for recycling.	1. Reduce waste sent to landfill by 10% by 2026, and 20% by 2030 (Baseline: 44% in 2019). 2. Use material efficiently in the production of our goods and services to conserve natural resources. 3. Maintain zero significant instances of legal noncompliance leading to fines or non-monetary action from authorities. (Baseline: Zero in the past 2 years). 4. Zero official substantiated complaints from neighbouring communities at WCT locations by 2030 (Baseline: Less than 10 in 2021).

SUSTAINABILITY STATEMENT
cont'd

SDG	SDG Targets	Highlights and Achievements	Commitments, Targets and Pledges
13 CLIMATE ACTION Corresponding Material Matter: GHG Emissions & Climate Change	**Target 13.1:** Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries. **Target 13.2:** Integrate climate change measures into national policies, strategies and planning.	• Identification of climate change risks and opportunities and development of mitigation plans for all business divisions. • Continued participation in urban rail transportation projects that reduce cars and ultimately emissions and energy consumption.	1. Reduce CO2e intensity by 10% by 2030.
15 LIFE ON LAND Corresponding Material Matter: Biodiversity Loss	**Target 15.5:** Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species.	• 1,437 trees planted in 2021. • Compliance with all Environmental Impact Assessments ("EIA").	1. Replant 30% of felled trees or 500 trees per year (whichever lower).
16 PEACE, JUSTICE AND STRONG INSTITUTIONS Corresponding Material Matter: Ethical Business Conduct	**Target 16.5:** Substantially reduce corruption and bribery in all their forms. **Target 16.6:** Develop effective, accountable and transparent institutions at all levels. **Target 16.7:** Ensure responsive, inclusive, participatory and representative decision-making at all levels.	• Zero incidents of corruption. • Establishment of Anti-Bribery and Anti-Corruption ("ABAC") Policy. • 100% of Board of Directors and Senior Management received ABAC training.	1. Zero confirmed incidents of corruption. 2. Zero public legal cases regarding corruption brought against WCT or its employee.

As a mark of quality and continued compliance to best practice industry standards, WCT and its subsidiary companies have attained the following certifications:

MANAGEMENT SYSTEM CERTIFICATIONS

Quality Management Systems Certifications
- **ISO 9001 : 2015**
  Quality Management Systems for WCT Berhad (including WCT Construction Sdn Bhd)
  Certification No. QMS 00887
- **ISO 9001 : 2015**
  Quality Management Systems for WCT Machinery Sdn Bhd
  Certification No. QMS 01762
- **ISO 9001 : 2015**
  Quality Management Systems for WCT Land Sdn Bhd and its subsidiaries
  Certification No. QMS 01306
- **ISO 9001:2015**
  Quality Management Systems for WCT Properties Sdn Bhd
  Certification No. QMS 03141

Occupational Health & Safety Management Systems Certifications
- **ISO 45001 : 2018**
  Occupational Health and Safety Management Systems for WCT Berhad (including WCT Construction Sdn Bhd)
  Certification No. OHS 00221
- **ISO 45001 : 2018**
  Occupational Health and Safety Management Systems for WCT Machinery Sdn Bhd
  Certification No. OHS 00503
- **ISO 45001 : 2018**
  Occupational Health and Safety Management Systems for WCT Land Sdn Bhd and its subsidiaries
  Certification No. OHS 00227

Environmental Management Systems Certification
- **ISO 14001 : 2015**
  Environmental Management Systems for WCT Berhad (including WCT Construction Sdn Bhd)
  Certification No. EMS 00520
- **ISO 14001 : 2015**
  Environmental Management Systems for WCT Machinery Sdn Bhd
  Certification No. EMS 00931

SUSTAINABILITY STATEMENT
cont'd

MESSAGE FROM THE EXECUTIVE DIRECTOR AND CHAIRMAN OF WCT GROUP SUSTAINABILITY COMMITTEE

FY2021 has proven to be another year of change and challenge for the world.

From the continued effects of the COVID-19 pandemic to the COP26 summit in Glasgow, UK, and Hurricane Ria which had affected Malaysia and other countries, 2021 has seen a further awakening among stakeholders that the world we live in, is experiencing various disruptive forces.

There is the collective realisation that the prevailing issues of climate change, global warming, water security and labour rights will have a profound impact on the global agenda of socio-economic growth and prosperity. Ultimately, the onus is on all stakeholders to address the existing challenges by offering new business models and solutions to realise stakeholder value creation.

The construction sector as well as property development are significant contributors to global economic growth. They are also major contributors to environmental and social impacts. We, at WCT are cognisant of this and we continue to collectively strive as a Group to improve our ESG performance.

FY2021 has seen WCT continue to attain progress on multiple fronts; in mitigating its carbon footprint, in committing to better labour practices and keeping its stakeholders safe from the ongoing COVID-19 pandemic.

In aligning to Bursa Malaysia's climate change disclosure recommendations, WCT is bolstering its related disclosures. This includes governance in respect to climate change risks and opportunities. We will develop our disclosures accordingly in future reports.

FY2021 has been a year of growth and also many lessons learnt, which will fuel further improvements to our approaches in managing and mitigating ESG impacts. Highlights are provided in the following section: "Supporting the United Nations Sustainable Development Goals" of this report. Further specific information is discussed in detail in the subsequent pages of this Sustainability Statement.

Going forward, as a reflection of our commitment to ESG, WCT has established specific targets and tangible action plans as per its Sustainability Framework.

The Framework links our Vision and Mission, which is essentially our corporate purpose and business philosophy on sustainability. The framework establishes how WCT intends to realise its value creation aspirations and to generate robust business and financial performance via an integrated and comprehensive ESG strategy. This includes establishing KPIs and targets. KPIs and targets provide a tangible focus point and serve as a reference to measure our performance year-on-year.

WCT will continue to adopt the circular economy model across its business operations. Driven by our selected United Nations Sustainable Development Goals, inspired by the UN Global Compact Principles on Responsible Business, WCT will continue embedding sustainability across its business model towards sustaining value creation. We remain committed to playing our part for a brighter, sustainable future that the generations of today and tomorrow can confidently look forward to. The challenges abound but so do the solutions and new opportunities for value creation amidst exciting new opportunities, made possible through new approaches, ideas and digital technology.

Liang Kai Chong
Executive Director of WCT Holdings Berhad and Chairman of WCT Group Sustainability Committee

SUSTAINABILITY STATEMENT
cont'd

STAKEHOLDER ENGAGEMENT

Stakeholder inclusivity is an integral aspect of WCT's approach to sustainability. Engaging stakeholders over a wide range of issues and concerns enables the Board and Management to develop a more comprehensive perspective of materiality.

WCT defines stakeholders as individuals, groups and entities that are impacted by the Group's business operations and / or, individuals, groups or entities that are capable of impacting WCT's business and operations.

Engagement enables the views of stakeholders to come to the fore, allowing for a clearer understanding of how these individuals or groups can impact WCT's business model, its access to capitals, its brand credibility and corporate reputation and ultimately, value creation.

In essence, looking after stakeholders is imperative towards ensuring the continued growth and success of the Group.

Stakeholders are prioritised based on the degree of their influence and dependence on WCT. This prioritisation is reassessed periodically. Stakeholders' views are also garnered in determining material ESG matters for the Group.

In FY2021, WCT implemented its Stakeholder Engagement Policy. The Policy can be viewed here: https://www.wct.com.my/about/governance_and_policies/?c=stakeholder_engagement_policy. This Policy applies throughout WCT Group for any engagement with stakeholders including during planning, preparation, implementation and delivery of its products and services. External service providers working on WCT Group's behalf are also expected to uphold this Policy where applicable.

STAKEHOLDER ENGAGEMENT TABLE

No	Stakeholder	Engagement Channels	Needs And Expectations	Relevant Material Matter
1	Customers (including property developers, home buyers, mall tenants and visitors, hotel guests and visitors, aircraft operators, airlines, business aviation and general aviation customers).	• Satisfaction surveys • Suggestion boxes • Social media • Newsletters • Campaigns • Exhibitions • Mobile and email communications • Company website • Customer service concierge counters • Virtual Property Gallery • 24 hours Operations Control Centre Polymerase Chain Reaction (PCR) Test Facility and Lab	• Compliance with product specifications and other deliverables • Quality products and services • Fair product pricing • Products that meet customer's needs e.g., GBI, environmentally sound products • Timely and responsive communication and actions - good customer service • Demonstration of compliance obligations • Conducive environment to conduct business • Public safety and security • Good housekeeping • Extending fast and rapid COVID-19 test facility for business aviation customers	• Product Quality & Safety • Ethical Business Conduct • Pollution • Personal Data Protection • Local Community Wellbeing • Diversity, Equality & Inclusion • Occupational Health & Safety

SUSTAINABILITY STATEMENT
cont'd

No	Stakeholder	Engagement Channels	Needs And Expectations	Relevant Material Matter
2	Employees	• Internal communications • Virtual/Face-to-face meetings • Performance reviews • Code of Conduct & Ethics • Interviews • Community development programmes • Conferences, seminars and workshops • Whistleblowing channel • Employee Handbook	• Workplace safety and health • Fair treatment of employees according to legal requirements and labour standards (mandatory and voluntary) • Competitive remuneration (benefits) • Training, guidance and support • Equal opportunity and career development • Diversity at the workplace, representation • Secure employment • Job satisfaction	• Employee Welfare • Learning & Growth • Occupational Health & Safety • Diversity, Equality & Inclusion • Respect for Human Rights • Economic Contribution to Stakeholders • Ethical Business Conduct
3	Regulators & Local Authorities e.g., Department of Safety and Health, Ministry of Health, Construction Industry Development Board, Department of Environment, Malaysian Highway Authority	• Virtual/Face-to-face meetings • Regular engagement for knowledge sharing • Media releases • Conferences • Surveys • Attending seminars and training sessions • Site visit • Machinery inspections (for plant and machinery operation approval purposes)	• Demonstration of compliance with respective authorities' requirements • Supporting government policies and objectives • Timely and responsive communication and actions • Information sharing	• Ethical Business Conduct • Employee Welfare • Local Community and Wellbeing • Occupational Health & Safety • Personal Data Protection • Pollution • Economic Contribution to Stakeholders • GHG Emissions & Climate Change
4	External Goods and Service Providers e.g., contractors, sub-contractors, vendors, suppliers, consultants	• Virtual/Face-to-face meetings • Annual supplier re-assessments • Performance surveys	• Clear contract specifications • Honouring contractual agreements e.g., prompt payment • Fair treatment of workers according to legal requirements and labour standards (mandatory and voluntary) • Fair price • Timely and responsive communication and actions • Continued business • Support for enhancing resource capacity	• Local Sourcing • Ethical Business Conduct • Economic Contribution to Stakeholders • Respect for Human Rights • Diversity, Equality & Inclusion
5	Investors, Analysts, & Fund Managers	• Quarterly briefings • Virtual/Face-to-face meetings • Conferences • Media releases and interviews • Annual reports and sustainability reports • Company website	• Continued profitability and growth • Product innovation to meet changing demands • WCT's good image and reputation • Compliance with ESG requirements for specific funds where applicable	• Economic Contribution to Stakeholders • Ethical Business Conduct • GHG Emissions & Climate Change • Respect for Human Rights

SUSTAINABILITY STATEMENT
cont'd

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

COVID-19 RELATED STAKEHOLDER ENGAGEMENT

With the continued requirement for COVID-19 Standard Operating Procedures ("SOP"), a significant portion of WCT's stakeholder engagement centred on regulatory engagement. The engagement was based on ensuring SOP compliance, ensuring business continuity and to protecting stakeholders from infection.

Community and customer engagement was also pivoted to focus on preventing infection and ensuring SOP compliance.

The use of digital communications as well as social media and other remote channels increased in FY2021 due to the pandemic. These comprised video conferencing, virtual meetings, phone calls, online messaging and others to ensure continued business operations while enabling SOP compliance and to reduce infection risk.

SUSTAINABILITY STATEMENT
cont'd

Among key regulatory bodies engaged in FY2021 were CIDB, MBAM, Ministry of Health (MOH), Kuala Lumpur City Hall (DBKL), DOSH, Immigration Department of Malaysia, Royal Malaysia Police (PDRM), Malaysian National Security Council (MKN), CAAM and MAHB, MAVCOM, National Disaster Management Agency (NADMA), Ministry of Tourism, Arts and Culture (MOTAC), Klang Municipal Council (MPK), Selangor State Health Department (JKNS) and MAH.

Engagement with various authorities on the opening of the PPV at Première Hotel

Meeting with MOTAC and Firefly on VTL

Meeting with PDRM on business aviation operations

Engagement with CIDB for the CAKNA food distribution programme

Other stakeholder engagements held in relation to COVID-19 were meetings with the MOH and its respective agencies / regulatory bodies, airport/aviation authorities, various local city hall and municipal councils as well as police departments.

MATERIAL MATTERS

WCT in FY2021 undertook a comprehensive materiality assessment exercise ("MAE") with the intent to reassess its prioritised list of material ESG matters. The MAE will enable the group to identify its most pertinent issues or concerns and manage these accordingly.

The decision to undertake a fresh exercise in FY2021 was due to the many changes taking place within the external operating landscape, COVID-19 included. The Board and Management sanctioned the MAE towards ensuring that the Group's identification and assessment of material matters, remained market and industry relevant in light of the various disruptions experienced during the financial year.

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

SUSTAINABILITY STATEMENT
cont'd

MATERIALITY MATRIX

The FY2021 MAE enabled an accurate reassessment of topics and culminated with the development of a new materiality matrix. Details on WCT's management approach to each material topic, the effectiveness of the management approach and results achieved are provided in the subsequent sections of SS2021.

Matrix axes: Y-axis "Influence on Stakeholder Assessments and Decisions" (Medium to Very High), X-axis "Significance of WCT's Economic, Environmental and Social Impacts" (Medium to Very High). Title: "Prioritised material matters".

- Very High row: Product Service Quality, Respect for Human Rights | Ethical Business Conduct, Occupational Health & Safety, Pollution, Personal Data Protection, Product Safety | Employee Welfare
- Middle row: Waste, Energy, Water, Biodiversity Loss, Materials, Diversity, Equality & Inclusion, Local Community & Wellbeing | Economic Contribution to Stakeholders, GHG Emissions & Climate Change | Local Sourcing, Learning & Growth

WCT is cognisant that its employee welfare, as well as their safety and health, is of prime long-term importance to maintain business resilience during the COVID-19 pandemic that may continue into the next reporting year. In this vein, we also included significant COVID-19 disclosures in SS2021 to adequately reflect the pandemic scenario and its effects.

We hope to further enhance our materiality processes by garnering feedback from wider stakeholders to gain a more comprehensive understanding of our material matters as well as their relative priority to our operations across our value chain.

SUSTAINABILITY GOVERNANCE

SUSTAINABILITY GOVERNANCE STRUCTURE

In WCT, sustainability is driven by a robust Group-wide governance structure. This sustainability structure is integrated into the Group's overall corporate governance structure, thereby ensuring that the ESG agenda is given sufficient oversight by the Board and Management. This approach allows for material matters to be progressively integrated into strategic decision making as ESG concerns can now be given consideration at the highest levels of the organisation.

The goal is to have sustainability reside in its rightful place as a key corporate agenda that influences the Board and Senior Management's thinking and planning. This would include allocation of resources, prioritisation of focus areas towards more effective mitigation and management of risks.

SUSTAINABILITY STATEMENT
cont'd

The role of ESG within the business model is placed at the core of strategic discussion towards charting a sustainable path of continued value creation.

Board of Directors	Overall oversight and responsibility for the sustainability agenda. Provides strategic support by ensuring alignment between business model and strategies with ESG matters, develops policies, provides oversight on key matters such as OHS, climate change, energy, waste and more.
Board Risk and Sustainability Committee	Provides Board level oversight, setting broad goals and objectives, including alignment to UN SDGs, integration of ESG risks into business model and risk management frameworks.
Group Sustainability Committee	Helmed by an Executive Director, develops sustainability strategies and oversees implementation and results achieved.
Sustainability Working Team	Comprising reps from Engineering and Construction, Property development and Property Investment and Management Divisions. Responsible for executing strategies and reporting on progress achieved as well as issues / challenges faced so correction actions can be made.

> *WCT has applied practices (Practices 4.1 and 4.2) and adopted Practice 4.5 of the updated Malaysian Code on 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.*

The sustainability governance structure comprises several levels, including the full Board of Directors, the Board Risk and Sustainability Committee, Group Sustainability Committee and cascades down to working teams and to the respective business units. In this way, swift executive decision making by the Board and Senior Management is achieved while also paving the way for effective development of tactical action plans and programmes.

In addition, feedback, data and information from the working teams can also be promptly channelled to the Board and Senior Management for review and if necessary, further action. The Board is kept updated on the progress and performance of attaining these goals.

While the full Board has ultimate responsibility for WCT's ESG performance, specifically, the Board Risk and Sustainability Committee ("BRSC") plays a leading role in championing the ESG agenda. The latter convenes on a quarterly basis and among its tasks includes reviewing ESG data to assess the Group's sustainability performance in relation to the achievement of KPIs and macro targets.

The Governance structure monitors the Group's sustainability performance as per targets set in its Sustainability Framework. The BRSC also has oversight on all material matters deemed as being high in materiality. These are mentioned under the Materiality Matters section.

LINKING BOARD PERFORMANCE WITH SUSTAINABILITY

Moving forward, the Board is looking into how its performance evaluation process can be enhanced to incorporate ESG criterias such as achievement of material sustainability-related key performance indicators (KPIs). The idea is presently being studied further in order to understand implications this will have on other policies including the Remuneration Policy.
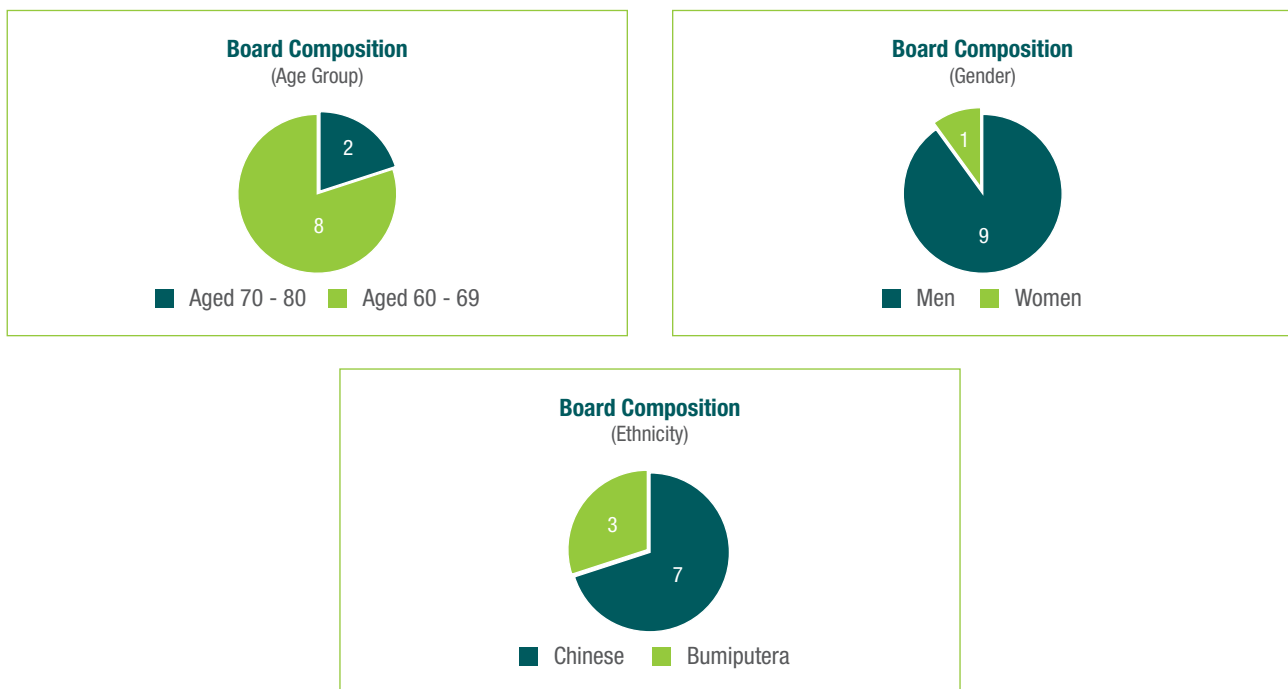
SUSTAINABILITY STATEMENT
cont'd

BOARD COMPOSITION

WCT seeks to ensure its Board comprises diverse individuals from diverse professional backgrounds, experiences and competencies. This mix of skills, talents and capabilities, enables the cultivation of richer perspectives and insights, which supports better decision making.

WCT supports the Malaysian government's aspiration as well as the MCCG 2021 to achieve at least 30% women directors on the Board of public listed companies.

Hence, going forward, the aforementioned 30% target will be given significant consideration in the selection of new appointments to the Board. As of FY2021, 10% of the Board comprises women directors. Following are further details of WCT's board composition for FY2021:

Board Composition
(Age Group)

- 2 Aged 70 - 80
- 8 Aged 60 - 69

Board Composition
(Gender)

- 1 Women
- 9 Men

Board Composition
(Ethnicity)

- 3 Bumiputera
- 7 Chinese

Further details on the Board's role in driving good corporate governance across WCT is in the Corporate Governance Overview Statement in this AR2021; or in the standalone Corporate Governance Report available at: https://www.wct.com.my/about/governance_and_policies/?c=corporate_governance.

In particular, disclosures on how WCT has applied the specific sustainability related practices of the MCCG 2021 (Practices 4.1-4.5) are provided within the Corporate Governance Overview Statement.

ETHICAL BUSINESS CONDUCT AND CORPORATE INTEGRITY

Since its inception, WCT has developed a formalised Code of Conduct and Ethics for employees as well as for company directors. The Code details rules and norms for corporate behaviour and for the manner in which representatives of WCT should conduct their professional engagements with stakeholders, especially vendors, suppliers, contractors, business partners and others.

The Code provides clarity on conflicts of interest, rules of engagement between employees and superiors on corrupt or unethical practices and more. In essence, the Code stipulates what constitutes as unacceptable behaviour or practices that no one in the Group should emulate.
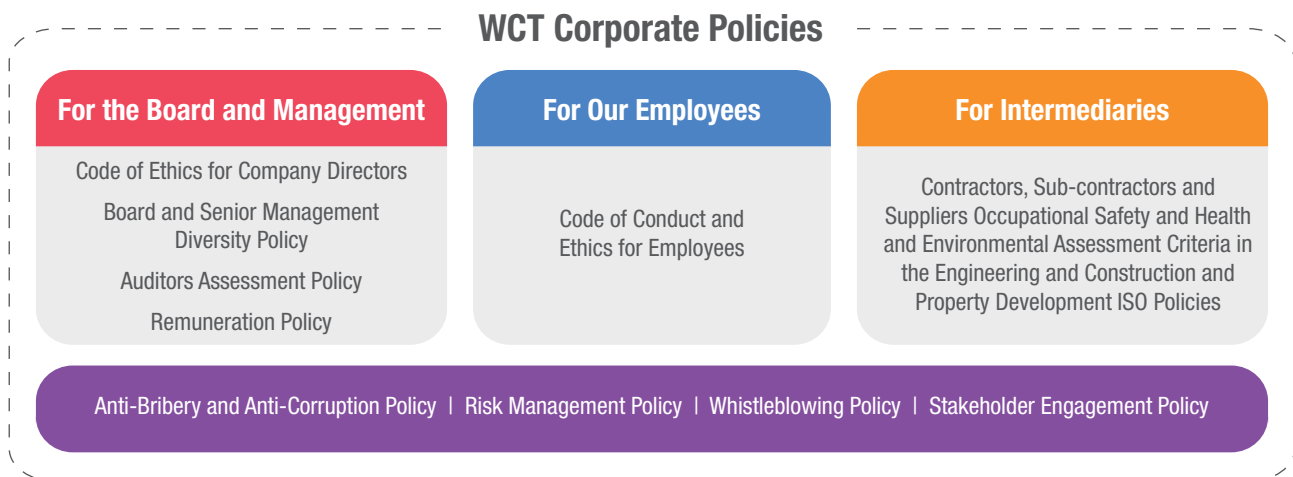
The Code is made available to all employees on the Company Intranet portal and is published in English. The Group intends to translate the Code and employee handbook into other languages, going forward.

SUSTAINABILITY STATEMENT
cont'd

WCT CORPORATE POLICIES

The Code is supported by a comprehensive list of corporate governance policies that reinforce desired good corporate governance and promote accountability, transparency, integrity, anti-corruption, equality, diversity and professionalism in the workplace.

WCT Corporate Policies

For the Board and Management

Code of Ethics for Company Directors

Board and Senior Management Diversity Policy

Auditors Assessment Policy

Remuneration Policy

For Our Employees

Code of Conduct and Ethics for Employees

For Intermediaries

Contractors, Sub-contractors and Suppliers Occupational Safety and Health and Environmental Assessment Criteria in the Engineering and Construction and Property Development ISO Policies

Anti-Bribery and Anti-Corruption Policy | Risk Management Policy | Whistleblowing Policy | Stakeholder Engagement Policy

Besides employees, all relevant external stakeholders i.e., suppliers, and contractors, must abide by these policies. Through such compliance, corporate governance is strengthened throughout the Group's value chain. More information on our policies can be found at our official company website at https://www.wct.com.my/about/governance_and_policies/?c=corporate_governance.

WCT EMPLOYEE HANDBOOK

Handbooks are distributed to all staff to further spread awareness of WCT's corporate governance standards and its policies. The handbook is available for download on the Company's Intranet portal.

WCT's overall approach to applying the various corporate governance best practices under MCCG 2021 is provided in the Corporate Governance Overview Statement.

STRONG ANTI-BRIBERY AND ANTI-CORRUPTION STANCE

WCT observes a strict zero-tolerance approach to all forms of corruption, including bribery and other malpractices. The Group implemented an organisation wide Anti-Bribery and Anti-Corruption ("ABAC") Policy in FY2020 in accordance to Section 17A of the Malaysian Anti-Corruption Commission (Amendment) Act 2018.

The Board of Directors maintains oversight of WCT's ABAC Policy and will be reviewed every three years to ensure effectiveness with any changes in the operating landscape. The full ABAC Policy can be viewed at our official website at https://www.wct.com.my/about/governance_and_policies/?c=anti_bribery_policy.

Our ABAC Policy defines what constitutes a corrupt act and strictly prohibits them to be carried out in any manner. The Policy also stipulates what punitive actions will be taken on employees or other stakeholders if engaging in corrupt acts.

The ABAC Policy denotes commercial organisations are liable if found engaging in bribery or any other acts of corruption, with liability extending to individuals and groups within the Group's purview such as the directors, employees and service providers ((including consultants, advisors, suppliers and agents).

The Policy covers commissions and incentives, unofficial payments, gifts and entertainment, political contributions and donations, gratifications, charitable support as well as other stipulated behaviours constituting bribery and corruption.

However, the Policy also stipulates when the aforementioned is permissible, on extremely rare occasions. These would be exceptions such as fruits or perishable items of non-monetary value given to any single individual due to a cultural festive occasion.

SUSTAINABILITY STATEMENT
cont'd

The ABAC Policy continues to be cascaded across our larger value chain which includes our suppliers, vendors and partners in the supply chain. In their dealings with suppliers, all business divisions, are to ensure that suppliers provide affirmation of their willingness to comply with WCT's ABAC Policy.

Acknowledgement of the policy and expressed willingness to adhere to the policy is necessary for any supplier to bid for contracts.

WCT has continued to strengthen Group-wide internal controls and procedures to minimise and mitigate corruption risks. Measures undertaken include the establishment of a comprehensive anti-bribery compliance management system that aligns with our ABAC Policy.

ANTI-CORRUPTION TRAINING

All Board directors have received some level of anti-corruption briefings and training as part of the overall training schedule established for company directors. Relevant staff have also been exposed to various levels of anti-corruption training.

In FY2020, 878 staff from across the Group attended anti-corruption related trainings or briefings. In addition, all new staff are provided a detailed briefing on the Group's ABAC Policy, the Code of Conduct and Ethics, all Group Policies and other matters of corporate governance.

The Group aims to increase the level of training and to eventually cascade anti-corruption training to all employees and subsequently to all suppliers going forward.

Anti-bribery and anti-corruption materials will be continued to be disseminated within the workplace through internal communication channels. These include bulletin boards, WCT's website, e-mails, Intranet portal, teleconferencing technology, mobile notifications and verbal reminders from peers and respective Heads of Department.

IDENTIFICATION OF OPERATIONS WITH POSSIBLE HIGHER RISK FOR CORRUPTION

From April-May 2021, a comprehensive bribery/corruption risk assessment was conducted Group-wide. The assessment identified 131 giving and 136 receiving bribery risks scenarios.

Among the additional prevention measures undertaken to increase stronger vigilance include:

* Conducting internal corruption risk assessments for respective departments and their personnel, including management.
* Provision of additional anti-corruption training for all personnel, including Heads of Department.
* To incorporate ABAC clauses into all contracts.

MANDATORY TENDER PROCESS FOR AWARDING OF CONTRACTS

Generally, all WCT contract awards of substantial value are required to have gone through a tender process, with multiple bids received. Exceptions are only permitted for specific situations where the job requires specialist, critical trades, or works that were granted approval by Management for direct negotiation.

In this regard, WCT is guided by best practices provided for in their management system procedures.

Any individual found to be in violation of our ABAC Policy or have been involved in other acts of bribery and corruption will subjected to stringent disciplinary action, including employment suspension or termination.

Legal proceedings may be instituted against offenders that may include reporting to relevant authorities such as PDRM, the Malaysian Anti-Corruption Commission MACC and others.

SUSTAINABILITY STATEMENT
cont'd

WHISTLEBLOWING MECHANISM AND REPORTED CORRUPTION CASES

WCT has put in place a designated whistleblowing procedure for whistleblowers (employees and stakeholders) to report any misconduct, wrongdoings, corruption, fraud and/ or abuse of power.

Anyone wishing to make a whistleblowing report is urged to submit a report via an online form available at the Group's website, or via e-mail to whistleblower@wct.my, or mail to 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

The Chairman of the Audit Committee would then process the report through the relevant channels for further deliberation and investigation.

The whistleblower's identity will remain anonymous throughout the whistleblowing report-making process as well as during and after subsequent investigations have been done, unless otherwise required by law or for purposes of proceeding against or by the Group.

The whistleblower is also granted immunity from any form of intimidation, punitive action or reprisal regardless of whether the allegation is proven to be true or unfounded, as long as the report has been made in good faith.

If the whistleblowing report is proven to be accurate once investigations have concluded, disciplinary proceedings will then be opened against the alleged accused, subjected to WCT's procedures for disciplinary action.

For FY2021, zero cases of corruption were reported.

REGULATORY COMPLIANCE

WCT stringently adheres to its established policies, protocols, guidelines and industry standards, and in FY2021 it has reported that it has not been censured or fined by the authorities for environmental and social non-compliance. It has also not encountered any regulatory action related to corporate ethics and integrity, corporate governance and anti-corruption matters.

POLITICAL POSITION AND POLITICAL CONTRIBUTIONS

WCT is an apolitical organisation and hence, has not made any contributions to any political parties in FY2021. The Group does not participate in any political activities nor does it advocate or subscribe to any political position.

As provided for in the laws of the country and WCT's commitment to freedom of association, staff, value chain partners and other stakeholders have the right to join or support political parties of their choosing or any civil society or NGO, so long that these entities are recognised by law to be legal entities. The Group supports the rights of citizens to vote in accordance to their conscience.

However, in supporting charitable causes or initiatives and programmes that benefit the community, WCT may participate in government-led or sponsored events. For example, WCT has actively contributed and supported the government of the day's efforts in combatting COVID-19 and preventing the spread of infections.

SUSTAINABILITY STATEMENT
cont'd

MANAGING AND RESPONDING TO THE COVID-19 PANDEMIC

The onset of the COVID-19 pandemic has resulted in substantial disruptions to regular economic and social activities. WCT proactively adapted to these difficult operational circumstances by modifying its operating conditions to adjust to the post-pandemic new normal.

The WCT COVID-19 Task Force ("Task Force"), established in March 2020, continued to play a leading role across FY2021 – driving the Group's COVID-19 related strategies and action plans. This included ensuring strict compliance with government mandated SOP and where necessary, developing and implementing additional measures to ensure optimum business continuity and to reduce the risks of infections.

The Task Force is headed by the Deputy Managing Director and supported by the Senior Management of all business divisions and Group Human Resources and Administration.

The Task Force is supported by COVID-19 response teams established at all business operations and divisions.

Deputy Managing Director

Senior Management of all business divisions and Group Human Resources and Administration

WCT COVID-19 TASKFORCE

COVID-19 ACTION PLANS AND PROGRAMMES

The establishment of a structured chain of command via the COVID-19 Taskforce enabled WCT to respond strategically in addressing the pandemic scenario. Beyond providing ad-hoc assistance or simply adopting government and industry stipulated SOP, WCT was able to develop a systematic plan to address risks to business operations as well as deliver positive impacts to the community.

The Group was able to pool its resources and capabilities to deliver maximum effect in supporting the government's efforts, particularly in ramping up vaccination rates. Meeting the vaccination rate was essential for reopening of the economy and WCT looked to support government efforts to enable more people to be vaccinated.

SUPPORTING THE GOVERNMENT'S VACCINATION EFFORT

WCT's Première Hotel in Klang operated as a 'Pusat Pemberian Vaksin' ("PPV") under the National Covid-19 Immunisation Programme from July to August 2021.

A total of 29,632 vaccine doses were administered throughout the period. Close to 130 personnel comprising hotel employees, public volunteers & medical officers were deployed to facilitate the vaccination process. Première Hotel also provided storage facilities for the vaccines.

Similarly, in December 2021, Paradigm Mall, Petaling Jaya was also designated as a PPV for booster shots. This was achieved by partnering with Pusat Perubatan Naluri to establish a PPV Centre at Level 2 of the mall. As of April 2022, over 60,000 people were vaccinated including children.

Separately, SkyPark Terminal supported the PPV at Selcare Clinic with complimentary use of the common area and provided crowd control assistance.

PPVs at Première Hotel in Klang and Paradigm Mall, Petaling Jaya

SUSTAINABILITY STATEMENT
cont'd

SAFEGUARDING EMPLOYEES AND THE SUPPLY CHAIN

Beyond supporting public health, WCT also collaborated with the Ministry of Federal Territories to vaccinate 2,000 WCT employees and their family members.

Going further, the programme was also made available to WCT's associates and sub-contractors with 1,000 individuals coming forward to be vaccinated. This is part of keeping the supply chain also vaccinated, particularly in curbing the spread within construction sites, which was quite rampant in 2021.

In 2021, WCT vaccinated 2,000 employees and their family members

UV-C downlights in use at meeting rooms

WCT implemented enhanced preventive measures across all offices and premises by installing air purifiers, UV-C downlights and UV-C air sanitising bars. Total expenditure for these installations were approximately RM600,000. In addition, staff were provided complimentary face masks, hand sanitisers and self-test kits. The construction sites and labour quarters were sanitised on a regular basis as part of the effort to reduce infections.

ECONOMIC CONTRIBUTION TO STAKEHOLDERS

ECONOMIC PERFORMANCE

WCT, in the course of its operations, has successfully generated direct and indirect economic values, both for the organisation and for its stakeholders.

The ability to create and sustain economic or financial values is fundamental. These are prerequisites for sustainable business operations and the continued realisation of the vision and mission and the very existence of the organisation.

Importantly, strategic plans to drive the sustainability agenda often go in tandem with strong fiscal positions and overall financial health of the organisation. In essence, prioritisation of ESG and its continued progress and development hinges on robust and improving direct economic performance.

SUSTAINABILITY STATEMENT
cont'd

In FY2021, following is a snapshot of WCT's economic performance:

INDICATOR	FY2019	FY2020	FY2021
Group revenue (RM'000)	1,835,615	1,704,580	1,699,668
Group profit before tax (RM'000)	11,451	(144,880)	277,875
Group (Loss)/profit after tax and minority interests (RM'000)	(27,321)	(213,573)	97,245
Shareholder funds (RM'000)	3,142,368	2,904,839	2,989,756
Total assets (RM'000)	8,820,178	8,600,153	8,228,970
Cash and bank balances (RM'000)	646,444	526,495	283,691
(Loss)/Earnings per share (sen)	(1.95)	(15.24)	6.90
Market capitalisation (RM'000)	1,226,670	743,701	722,790
Dividends (sen)	*	*	0.5

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

Specific details of the Group's financial performance and direct economic values created are provided in the Management Discussion and Analysis section of this annual report.

FINANCIAL PERFORMANCE AND ENVIRONMENTAL IMPACTS

In providing additional context to its sustainability performance, WCT has provided intensity measurements / data for several environmental indicators. These include electricity, water and emissions.

Intensity data provides a truer reflection on the Group's environmental footprint and the effectiveness of the Group's implemented measures in reducing said footprint.

Intensity data mitigates (to a certain extent) any distortions in environmental performance caused by industry downturns or existential macro circumstance i.e., the COVID-19 pandemic. Such events will likely cause a decline in business operations leading to an acute drop in energy, water and resource consumption and consequently, GHG emissions.

However, such declines are not driven by operational changes and business efficiencies, and is largely unsustainable once normal business activity resumes.

By providing intensity measurements as measured against total square feet ("sqft") of respective business division performance, a more accurate depiction of the Group's environmental performance is provided.

Intensity ratios, depict how the stronger focus on ESG by WCT's Board and leadership as well as the continued effectiveness of strategies and action plans have enabled the Group to sustain business performance while also managing environmental impacts.

For FY2021, WCT has provided intensity measurements which are measurements of electricity and water consumption as well as emissions per sqft. Details of these are provided in the respective subsections of the Environmental Performance segment of this statement.

ECONOMIC VALUE CREATED AND DISTRIBUTED FOR STAKEHOLDERS

Through its business model, WCT creates and distributes a wide range of economic value to its stakeholders. The business model creates jobs and entrepreneurship opportunities, it facilitates skills and knowledge transfer, it enables the development of local supply chains and provides other socio-economic contributions. Beneficiaries include shareholders, local communities, financiers and investors, government and others.

SUSTAINABILITY STATEMENT
cont'd

ECONOMIC VALUE CREATED FOR STAKEHOLDERS

INDICATOR	FY2019 RM ('000)	FY2020 RM ('000)	FY2021 RM ('000)
Payments to Directors, Employees and Workers (Salaries, Wages and Emoluments)	181,941	152,506	149,329
Changes in Payables	210,161	34,011	341,983
Government (Income tax)	63,505	26,629	42,800
Returns to Shareholders (dividends)	11,793	4,955	7,086
Repayment to Financiers	1,064,087	639,884	552,376
Monies Distributed for Community Development (CSR, infrastructure development and societal contributions, etc.)	1,838	5,369	2,823

SUPPORTING LOCAL PROCUREMENT AND LOCAL SUPPLY CHAINS

WCT is committed to using local procurement and in doing so, developing local supply chains, as part of its value creation strategy, and also in enabling optimum efficiency and productivity. Local is defined as in local as where we operate.

The scale of business activity created through local procurement stimulates business activity within the local vicinity, which benefits the surrounding communities in which WCT operates in.

Sourcing for goods, resources and services from local suppliers reduces environmental impact as there is typically, a shorter transportation cycle and less resources such as fuel and electricity is consumed.

WCT's management approach to procurement (centred on a preference for local suppliers) is being further affirmed through the development of a Group-wide Procurement Policy. The Policy is expected to be finalised and implemented by 2023.

In essence, said Policy will revolve around the following approach: unless goods or services cannot be procured locally or at the desired level of quality or expertise, all companies within the Group must use local procurement.

Thus far, almost 100% of WCT's requirements are sourced locally.

Supplier Composition: Local Vs Foreign
(%)

1.72%

98.38%
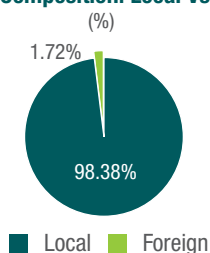
■ Local ■ Foreign

FY2021 Procurement Spend: Local Vs Foreign
(%)

1%

99%

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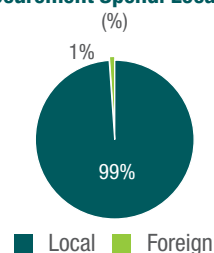
Note:
1. *Engineering and Construction Division purchases encompass those that are purchased by our procurement department. It does not include purchases by subcontractors.*
2. *Property Development Division's purchases come under subcontractors.*

SUSTAINABILITY STATEMENT
cont'd

SUPPORTING LOCAL COMMUNITY INFRASTRUCTURE AND SERVICES

WCT continues to support a wide range of community services and infrastructure. This includes developing public amenities at its own cost, public amenities. The Group leverages its inherent construction expertise to develop much-needed amenities and infrastructure to be used at no cost by the public.

These include suraus, underpasses and elevated flyovers to improve traffic flow and various other projects.

WCT together with other contractors jointly undertook the construction of a new RM700,000 Al-Nur Surau with WCT's contribution being RM250,000. The Surau can cater to 300 worshippers and serves the local community.

At a cost of RM2.05 million, WCT undertook the beautification and upgrading of an existing flyover, as well as construction of a new U-turn ramp connecting Jalan Skudai to Paradigm Mall, Johor Bahru.

This infrastructure provides easy access to the local community and eases traffic congestion in the area.

WCT constructed a 48m underpass access road connecting Jalan SS7/26A and Jalan Bahagia in Petaling Jaya at a total investment of RM11.5 million. This is a toll-free road provided to ease traffic congestion for the benefit of the local community. It is a part of a larger road improvement plan with a total cost of RM31.5 million involving several other underpasses and upgrades, all constructed by WCT.

At Paradigm Mall, Petaling Jaya, WCT provides a complimentary Reading Room for the local community.

The Reading room serves as a community library with over 800 books available from various genres.

The establishment of the room is to cultivate a reading habit, especially among children and to provide a comfortable and safe location for community members to read for free. All costs such as utility charges, cleaning and maintenance are borne by Paradigm Mall.

SUSTAINABILITY STATEMENT
cont'd

PRODUCT SAFETY & QUALITY

All WCT business divisions prioritise product and service quality, which includes ensuring that all products and services are fit for public consumption. Customer safety is ensured through conformance to ISO quality standards as well as regulatory compliance.

The Property Development division has implemented a defect rectification process to ensure a stringent quality control process during the liability period prior to delivery of vacant possession of properties to owners. The business aviation operations adhere to MAVCOM QoS standard for airports. All relevant operations adhere to their respective industry's benchmark for quality products and services as well as customer satisfaction systems.

Across all business divisions, WCT continues to achieve excellent scores for product quality and customer satisfaction. All business divisions continue to engage customers and other relevant stakeholders to gain their feedback which provide information that fuels constant refinement of products and services.

In FY2021, the Group has seen zero incidents of non-compliance with regard to serious issues of product / service quality and safety that have resulted in a regulatory warning, fine or penalty. This includes fines or censures for misleading advertising, promotions or marketing information.

ENVIRONMENTAL PERFORMANCE

Managing and reducing environmental impacts is a key aspect of WCT's approach to sustainability. The Group remains cognisant of how its business operations in particular, its engineering and construction, property development, property investment and management and airport operations impact the environment.

At its most preliminary level, WCT's approach in managing environmental impact is based on good operating practices and adherence to relevant international and local standards. These include ISO standards as well as standards for energy, water, waste and resource management set by regulatory authorities such as the Department of Environment (DOE), the CAAM or by industry bodies. The specific standards for each are provided in the relevant sections of these reports.

However, WCT aims to go beyond meeting regulatory compliance. The focus is to leverage on sustainability to create and sustain both financial and non-financial or stakeholder values.

ESG is viewed as a business and strategic enabler that addresses climate change related risks as well as risks associated with the supply chain and labour rights. ESG also promotes enhanced productivity, cost savings and certainly, reduced carbon footprint as well as waste generation and energy and water consumption.

A reflection of how WCT has made ESG a significant aspect of its strategic thinking is provided for in the Group's adoption of the UN SDGs and the development of corporate KPIs, goals and targets towards contributing to the selected UN SDGs.

With WCT Holdings Berhad setting the tone, there has been a continued and increasing push to encourage all subsidiary companies to undertake a review of their operations towards identifying and leveraging opportunities to become more resource and operationally efficient.

With the identification of material matters and significant environmental impacts for each business division, specific action plans have been developed and implemented to monitor, and to drive improvements in performance.

CLIMATE CHANGE AND EMISSIONS

WCT's principal business operations, i.e., engineering and construction, property development as well as property investment and management activities are comparatively large consumers of fossil fuels for energy. This includes a wide range of hydrocarbon fuels such as diesel and petrol. Diesel and petrol are used to power machinery on construction sites, generators and as fuel for automotive transportation.

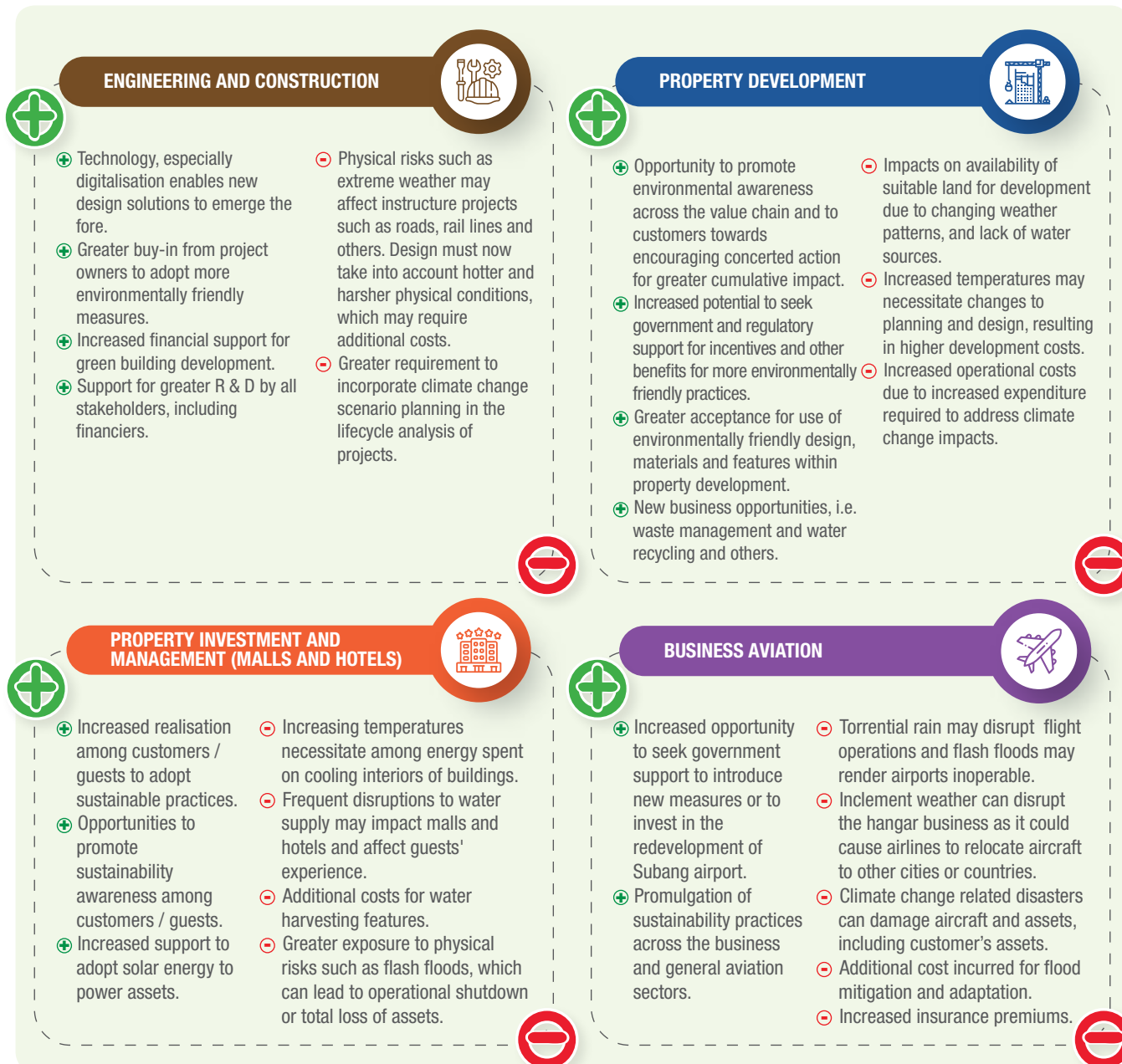Electricity is mostly sourced for the national grid and used for almost all office sites, malls and hotels and for some construction sites. Given that a large part of the grid in Peninsular Malaysia is supplied by fossil fired coal plants, consumption of electricity (unless from renewable energy sources such as solar and hydro) indirectly contributes to GHG emissions, particularly carbon emissions.

SUSTAINABILITY STATEMENT
cont'd

Climate change can significantly impact the Group's business operations. Following is a snapshot of how climate change and its related effects can / will affect WCT's business operations.

CLIMATE CHANGE: RISKS AND OPPORTUNITIES

ENGINEERING AND CONSTRUCTION

⊕ Technology, especially digitalisation enables new design solutions to emerge the fore.
⊕ Greater buy-in from project owners to adopt more environmentally friendly measures.
⊕ Increased financial support for green building development.
⊕ Support for greater R & D by all stakeholders, including financiers.

⊖ Physical risks such as extreme weather may affect instructure projects such as roads, rail lines and others. Design must now take into account hotter and harsher physical conditions, which may require additional costs.
⊖ Greater requirement to incorporate climate change scenario planning in the lifecycle analysis of projects.

PROPERTY DEVELOPMENT

⊕ Opportunity to promote environmental awareness across the value chain and to customers towards encouraging concerted action for greater cumulative impact.
⊕ Increased potential to seek government and regulatory support for incentives and other benefits for more environmentally friendly practices.
⊕ Greater acceptance for use of environmentally friendly design, materials and features within property development.
⊕ New business opportunities, i.e. waste management and water recycling and others.

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

PROPERTY INVESTMENT AND MANAGEMENT (MALLS AND HOTELS)

⊕ Increased realisation among customers / guests to adopt sustainable practices.
⊕ Opportunities to promote sustainability awareness among customers / guests.
⊕ Increased support to adopt solar energy to power assets.

⊖ Increasing temperatures necessitate among energy spent on cooling interiors of buildings.
⊖ Frequent disruptions to water supply may impact malls and hotels and affect guests' experience.
⊖ Additional costs for water harvesting features.
⊖ Greater exposure to physical risks such as flash floods, which can lead to operational shutdown or total loss of assets.

BUSINESS AVIATION

⊕ Increased opportunity to seek government support to introduce new measures or to invest in the redevelopment of Subang airport.
⊕ Promulgation of sustainability practices across the business and general aviation sectors.

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

However, climate change also offers new opportunities for the Group by accelerating the ongoing transition to a low carbon economy. Growing environmental consciousness also leads to greater receptiveness among consumers and the supply chain for the introduction of more environmentally friendly features into business processes and finished products. These include acceptance of using more sustainable or environmentally friendly building materials, energy efficient lighting, water saving faucets and more. This in turn, leads to new opportunities and business growth.

WCT is also looking at progressively cascading the same focus on climate change to its value chain of suppliers, contractors and vendors. The goal of this is to deliver positive impacts outside of the immediate scope and boundary of the Group's operations.

SUSTAINABILITY STATEMENT
cont'd

CLIMATE CHANGE SCENARIO PLANNING

Several of WCT's business divisions have developed mitigation plans in relation to climate change impacts, i.e., impacts associated with changes in temperatures as well as adverse weather conditions.

Climate change scenario planning has been incorporated by the various divisions into their Business Continuity Plans and Risk Registers, with mitigation plans and SOP developed accordingly.

CHAMPIONING GREEN TRANSPORT MOBILITY

WCT has looked to take on projects that deliver stronger sustainability impacts to the environment and society. For example, the construction of urban public transportation such as the Mass Rapid Transit 2 ("MRT2") and the Light Rapid Transit ("LRT3") projects will ease orbital movement in Klang Valley by catering to areas that is presently poorly serviced by public transport. MRT2 is projected to carry 529,000 passengers in 2022 and could potentially carry up to 1.2 million passengers by 2052. It will alleviate traffic jams, reducing idling cars and potentially, reduce carbon emission.

View of the Taman Naga Emas MRT2 station.
WCT successfully constructed the MRT2 V204 & S204 alignment from Bandar Malaysia South Portal to Kampung Muhibbah

Likewise, the LRT3 project is expected to see 18,630 passengers per hour per direction. This will also remove cars from the road and thus reduce carbon emissions.

LRT3 project is expected to connect two million people from Bandar Utama to Johan Setia Klang. Notably, it will benefit commuters in Klang as the location presently lacks adequate public transportation services.

Both projects have also been designed to optimise natural lighting to reduce energy consumption and energy costs as well as emissions. It also adopts various other environmentally friendly aspects or features.

SUSTAINABILITY STATEMENT
cont'd

ADDRESSING ENVIRONMENTAL IMPACTS USING CIRCULAR ECONOMY PRINCIPLES

WCT has and continues to adopt circular economy principles for the built environment towards managing environmental impacts. Motivation to transition to more sustainable construction methods is, as mentioned prior necessitated by the resource intensive nature of the building and construction industry.

In adopting circular economy principles WCT moves closer to sustainable sourcing of raw materials and energy sources, thus promoting resource efficiency and minimising waste throughout the product lifecycle.

Through this approach, all stakeholders across the value chain can be included in the sustainability journey. Clients, architects, town planners, raw material suppliers, equipment manufacturers, engineers and building contractors can all be brought on board to deliver more significant improvements in environmental and social performance.

ADDRESSING ENVIRONMENTAL IMPACTS THROUGH DIGITAL SOLUTIONS

WCT's increased use of Building Information Modelling (BIM) and Virtual Design and Construction (VDC) to allow for a more sustainable approach to building a project during design and construction stage. It is said that design is a key aspect of determining the environmental impacts of a building or project throughout its lifecycle.

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

The strategic usefulness of digital solutions has enabled the on-time and on-cost delivery of mega-infrastructure projects, such as the MRT V204 & S204, TRX Retail, TRX Hotel and Office and Merdeka Mall.

BIM and VDC allow for real time collaboration between multiple stakeholders and departments. For instance, client's design and project management team, nominated sub-contractors' teams, internal technical and planning department as well as the construction operation department.

Data and information can be shared seamlessly and changes to design efficiently effected. Feedback and inputs from multiple parties enable better planning on resources and supports overall improved project management. BIM's advantages are a massive asset when undertaking mega construction work.

In addition, BIM enables the development of a one stop model where all data can be stored in a single repository. This includes built and asset management data. This contributes to less paper consumption and easy retrieval and sharing of data among multiple users.

COMMITMENT TO GREEN BUILDINGS

WCT's pursuit of designing and constructing more green buildings is a natural extension of its sustainable design and circular economy approach.To this end, WCT continues to upgrade its capabilities and expertise towards meeting the growing demand for green buildings in Malaysia, which is being driven by the increasingly receptive environment from stakeholders for green buildings.

SUSTAINABILITY STATEMENT
cont'd

Following is the full list of green buildings and ratings currently being constructed by WCT:

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

In addition, WCT's Property Development Division has set the following targets or aspirations:
• Introduce at least five energy reduction design elements of each project by incorporating this in the design brief by 2023
• Introduce at least two elements of water conservation practice for each project by incorporating this in the design brief by 2023.
• Introduce good design practices i.e., include more design focus on pedestrianising integrated developments and better linkages within integrated developments by 2023.

ENERGY CONSUMPTION

An intrinsic aspect of managing environmental impacts is to address energy consumption, particularly if the business model relies on fossil fuels (or electricity produced from fossil fuels). Consumption of fossil fuels emit carbon emissions which is a major contributor to climate change. The Group's reliance on fossil fuels can also contribute to depletion of this non-renewable resource.

The Board and Management remain cognisant of the Group's energy consumption, with its malls, hotels and construction operations being the largest consumers of direct and indirect energy sources.

With this realisation, is the growing commitment to adopt new measures to reduce energy consumption and manage our carbon footprint. Beyond electricity sourced from the grid, WCT consumes diesel for its construction machinery and petrol for its fleet of vehicles. It is also exploring the feasibility of renewable energy ("RE") alternatives for its operations.

The collective approach is evident throughout the Engineering and Construction and Property Development Divisions and in the operations of WCT's retail malls and hotels.
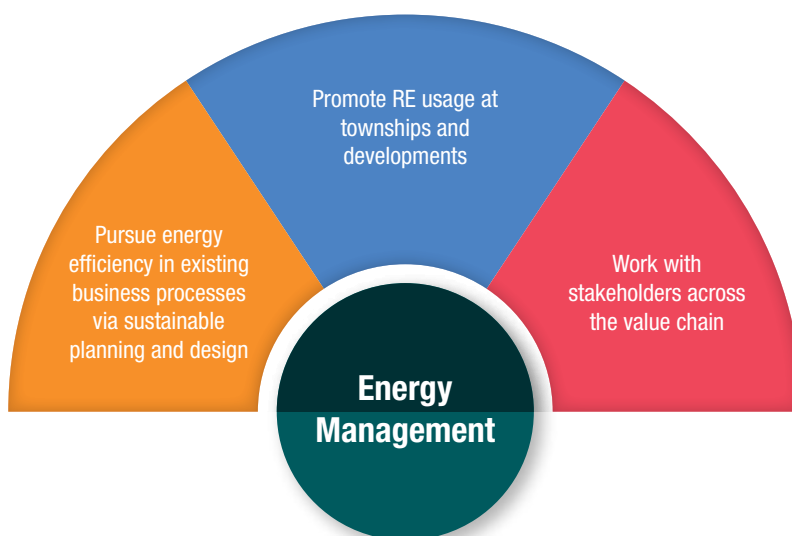
SUSTAINABILITY STATEMENT
cont'd

ENERGY SAVING MEASURES UNDERTAKEN BY BUSINESS DIVISIONS:

Engineering and Construction

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

Property Development

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

Property Investment and Management

- Malls:
  - Replaced and installed conventional lighting to LED type for energy savings. Replacement was conducted 5 years ago as an energy saving exercise
  - Installed inverters to reduce start-up energy load for each unit. Installation of inverters and filtration was executed 5 years ago for energy savings.
  - Installed filtration system at chillers for equipment efficiency as chillers are the highest electricity consumers in mall operations.
  - Staggered start-up and shutdown daily operation to reduce energy consumption. Building Management System monitors energy data and switches on / off according to schedule to reduce wastage.
  - Appointed Energy Manager to ensure equipment are well maintained and operating efficiently to prevent wastage or disruption for daily operation and report submission to Suruhanjaya Tenaga for compliance. Routine monitoring of electrical equipment's efficiency.
  - Switched off all unused AHU and FCU.
  - At gateway@klia2, utilisation of chilled water for the air-conditioning cooling system

- Hotels:
  - Usage of LED lightings. At The Ascent, appointment of Energy Manager to increase monthly energy efficiency. WCT Malls is undergoing a feasibility study with the intent to improve the energy efficiency of its Air Conditioning and Mechanical Ventilation System ("ACMV").

- Business Aviation:
  - Usage of LED lightings.

SUSTAINABILITY STATEMENT
cont'd

ENERGY PERFORMANCE DATA

Diesel Consumption (Litres)
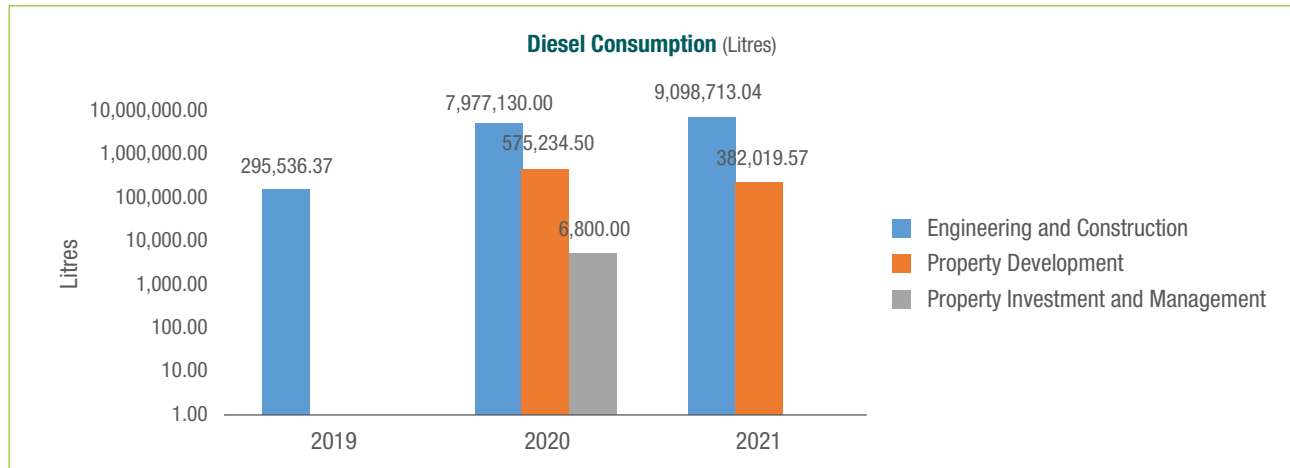
Note: Diesel consumption for 2019 is limited to six sites only under Engineering and Construction Division. Property Investment and Management Division only made significant purchases for diesel in 2020 and none in 2021.

Liqufied Petroleum Gas (LPG) Group Consumption (Litres)
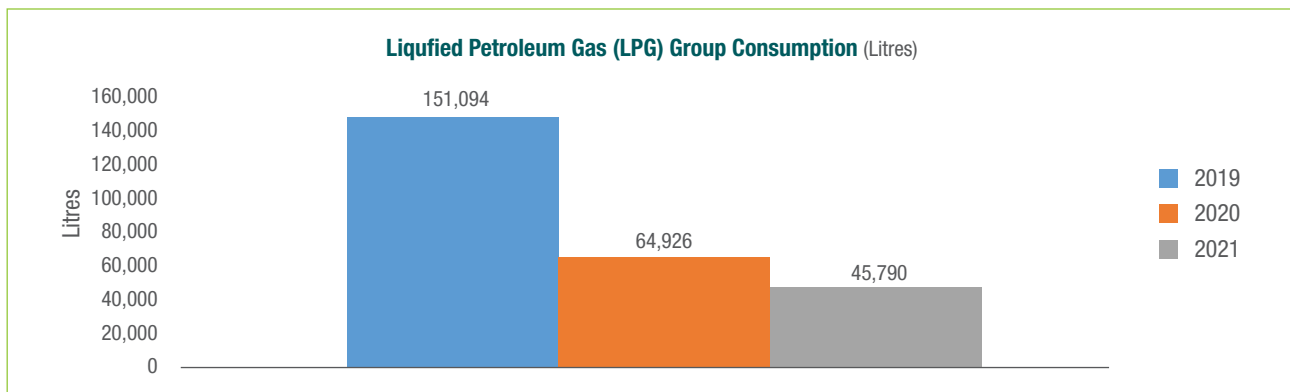
Note: LPG is consumed by the Property Investment and Management Division only for its hotel operations.

Electricity Consumption (kWh)

Electricity Intensity (kWh/sqft)
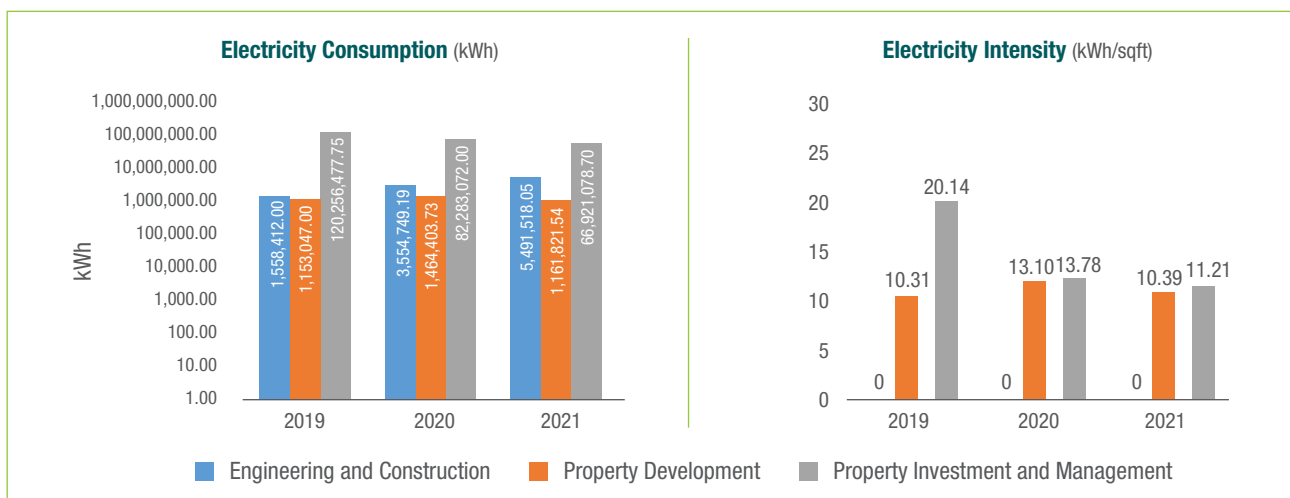
Note: Electricity intensity is measured based on total electricity consumed by the respective business division against total sqft of directly managed operations of each division. The Property Development Division's intensity ratios are only calculated against office consumption as project sites area cannot be measured accurately. Likewise, intensity data for engineering and construction is unavailable due to the difficulty in deriving accurate measurements for all construction sites. The Group intends to address this for a more precise perspective in future reports.

SUSTAINABILITY STATEMENT
cont'd

SMART METER USAGE WITHIN PROPERTY PORTFOLIO

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's (TNB) requirements. Smart meters have also been installed at all offices.

LEVERAGING RENEWABLE ENERGY

The exploration of RE usage, in particular solar was disrupted by the ongoing COVID-19 pandemic. The focus was on ensuring SOP compliance and providing assistance to stakeholders including the government in combatting the pandemic.

However, the Board and Management have again pivoted their focus to RE, with the effects of the pandemic subsiding over time. Potentials considered include installing solar photovoltaic panels on the roofs of our retail malls as well as other built-up structures and, being extended to construction sites.WCT calculates its Scope One and Scope Two emissions using the GHG Protocol Corporate Accounting and Reporting Standard (GHG Protocol) methodology as given by the Malaysia Green Technology Corporation MGTC.

EMISSIONS DATA

Scope One Emissions (Derived from Diesel Consumption) (CO_2eq Tonnes)

Year	Value
2019	566,372
2020	16,402,954
2021	18,169,066

Scope One Emissions (Derived from LPG Consumption) (CO_2eq Tonnes)

Year	Value
2019	240.02
2020	103.14
2021	72.75

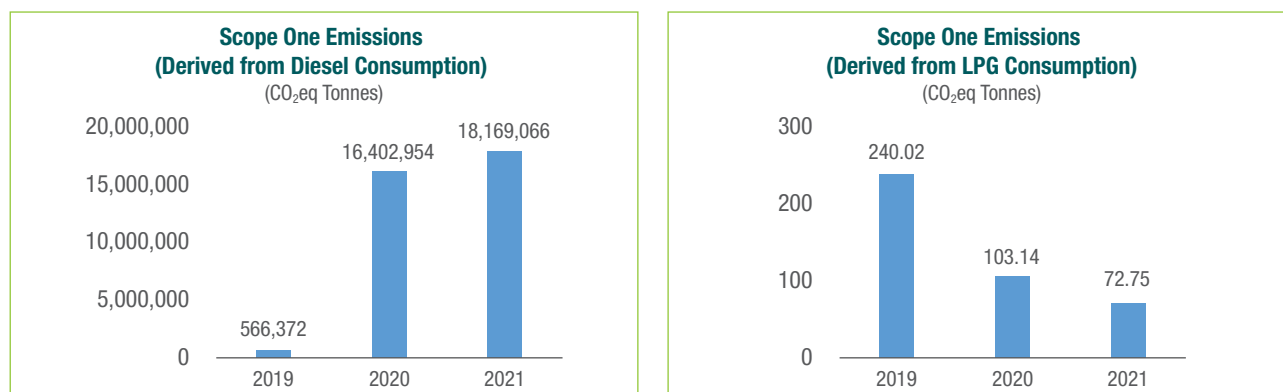*Note: Scope One emissions for 2019 is restricted to the following six sites only under the Engineering and Construction Division: MRT2 V204 & S204, Pan Borneo Highway, TRX C2, WCE, LRT3 GS02 & GS03 and TRX Retail.*

Scope Two Emissions (CO_2eq Tonnes)

Year	Value
2019	71,936.24
2020	51,071.80
2021	43,041.03

Total (Scope One and Scope Two) Emissions (CO_2eq Tonnes)

Year	Value
2019	638,548.0732
2020	16,454,128.97
2021	18,212,179.37

SUSTAINABILITY STATEMENT
cont'd

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

	2019	2020	2021
	0.1050	2.7047	2.9937
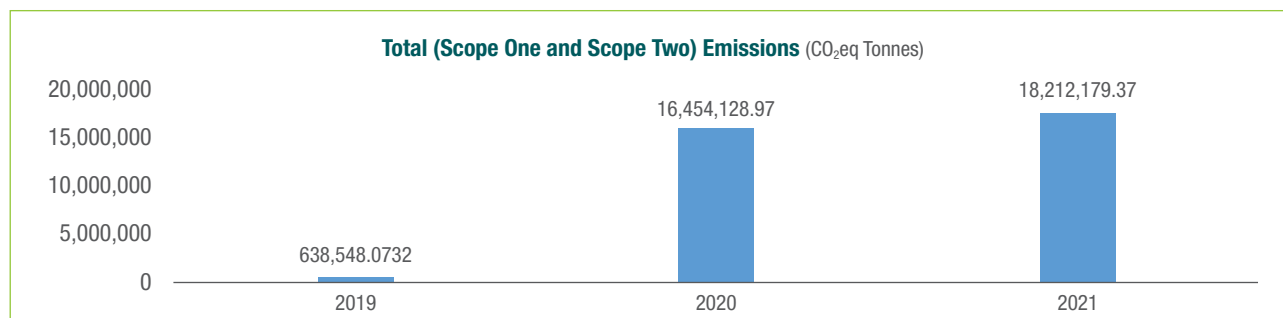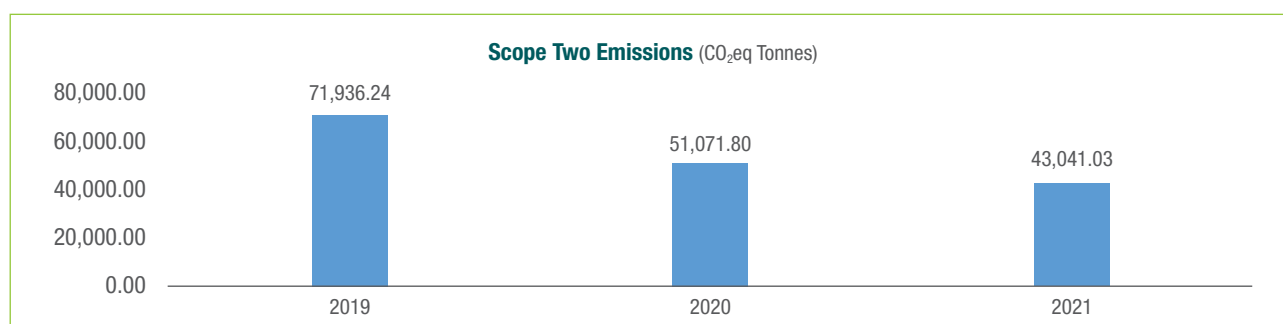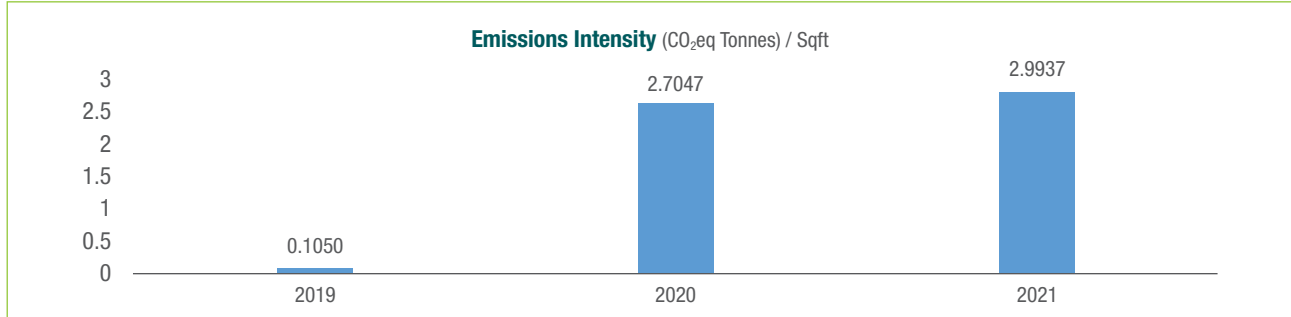
1. Emissions intensity for FY2019 is significantly lower due to lesser Scope One carbon emissions from only six project sites: MRT2 V204 & S204, Pan Borneo Highway, TRX C2, WCE, LRT3 GS02 & GS03 and TRX Retail.,
2. Emissions in FY2020 onwards increased due to a wider data scope encompassing more project sites.

RESOURCE CONSUMPTION

As prior mentioned, engineering and construction and property development activities typically consume large quantities of various natural resources. Among these include steel, cement, concrete, wood, bricks, masonry and glass.

RESOURCE CONSUMPTION DATA

Resource Consumption: Engineering and Construction Division 2021

Material	Total Volume	Total Recyclable Material
Crusher Run (m³)	711,685.00	
Aggregate (m³)	204,730.00	
Sand (m³)	134,626.00	
Ready-mixed Concrete (m³)	144,075.54	1,927.13
Steel (tonnes)	19,047.20	18,510.20

Resource Consumption: Property Development Division 2021

Material	Total Volume	Total Recyclable Material
Timber & Plywood (tonnes)	18,521.00	
Ready-mixed Concrete (m³)	38,660.00	4,648.45
BRC (tonnes)	5,467..19	5,066.22
Steel (tonnes)	9,421.14	9,087.20

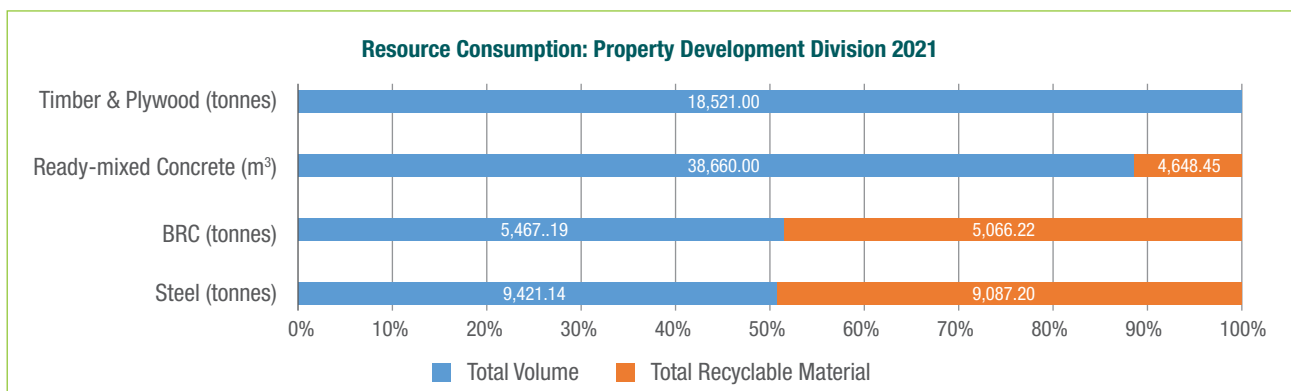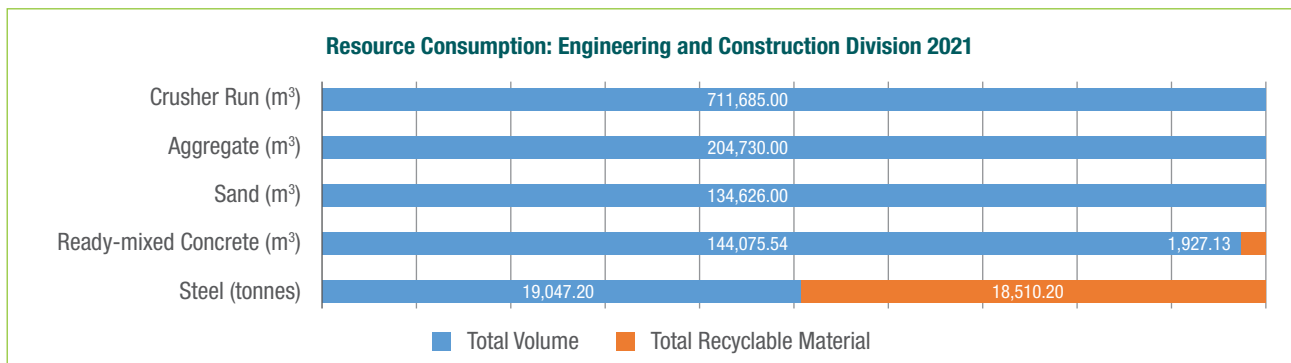However, the property investment and management division also consume resources. Aside from energy and water, resources consumed include LPG, aviation fuel and others. The data for LPG is provided under disclosures for direct energy consumption under the Energy Management sub-section.

SkyPark Aviation's fixed-based operation services have started discussion with Petronas to introduce Sustainable Aviation Fuel (SAF) for business aviation and general aviation operators' use.

The focus has been on progressively reducing consumption through circular economy principles as well as sustaining planning and design. Business and operational processes are constantly being re-engineered and redesigned towards ensuring optimum efficiency of resource use.

SUSTAINABILITY STATEMENT
cont'd

In addition, all business divisions are encouraged to use materials with minimal environmental impact. Where possible, WCT attempts to use recycled material or material with recycled contents. For example, the use of lightweight autoclaved aerated concrete (AAC) blocks, which contains a degree of recycled material content. Cement, steel bars, BRC and ready mixed concrete consumed also have recycled material content in varying degrees. Certified "Green" products are also used for green buildings.
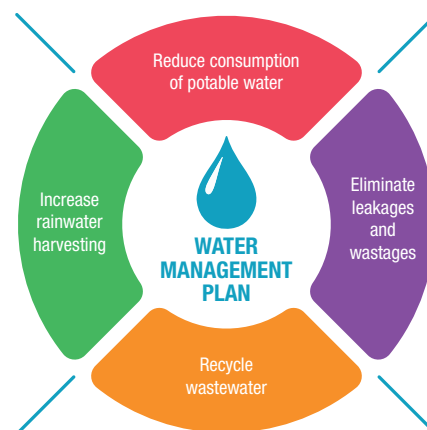
> **Fact Box story:**
>
> The Pavilion Damansara Heights project (superstructure works) uses pre-packed and pre-mixed masonry, which is a Green Mark and Green Label certified building material. This enables reduced waste compared to conventional methods of in-situ mixing that leads to higher wastage. The project also includes other Green Label certified materials for waterproofing, bricklaying and interior paint works.

WATER CONSUMPTION AND MANAGEMENT

WCT's approach across all business divisions is based on the following: to reduce demand for potable water sourced primarily from municipal sources by eliminating leakages and wastages across its operations, to tap rainwater as an additional source and where possible, implement recycling systems that enable wastewater to be converted into greywater for non-potable applications.

WCT also focuses on reducing water consumption of its consumers clients and tenants across its mall and hotel operations through education initiatives and reminders. The same education efforts have also been extended to WCT homebuyers.

Apart from education, WCT also installs fittings such as water efficient faucets as provided for under the water efficiency labelling scheme (WELS) in their properties. gateway@klia2 is an example of a business premise that uses such fittings.

Water Management Plan: Reduce consumption of potable water; Eliminate leakages and wastages; Recycle wastewater; Increase rainwater harvesting

WATER SAVING MEASURES UNDERTAKEN BY BUSINESS DIVISIONS:

Engineering and Construction

- Project site - Use of ground water and harvesting of rainwater for sanitary system (toilets) wash trough and wheel washing.
- 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 a buidling testing and commissioning.

Property Development

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

Property Investment and Management (Retail Malls and Hotels)

- Retail Malls:
  - Conduct weekly water, tap and toilet flush system checking (check for equipment defect) and maintenance to prevent wastage and conduct routine checking at incoming water pipeline for possible leakage.
  - Reduced running of chillers and cooling tower
  - Presently exploring water management strategies including proportioning of water supply inaccordance to usage for amenities, equipment and consumption by tenants.
  - Ongoing feasibility study on additional water tank storage and/or water harvesting for non-human usage due to limited or availability of space for such installation.
- Hotels:
  - Utilising rainwater harvesting for landscaping and building maintenance

SUSTAINABILITY STATEMENT
cont'd

FACT BOX STORY:

Rainwater Harvesting at Première Hotel

Currently, there are four rainwater harvesting drums of 800 gallons each with the water collected used for weekly cleaning of the premises. This equates to 3,200 gallons of reduction in potable water consumption.

The hotel plans to next use rainwater for landscaping and washing of other common areas such as the basement areas and for cleaning waste handling equipment.

Rainwater Harvesting at New World Petaling Jaya Hotel

The hotel's 4,755-gallon rainwater harvesting tank provides sufficient supply for watering plants, toilet flushing and washing of waste bins. Daily usage is presently at 1,585 gallons.

WATER CONSUMPTION DATA

Water Consumption (m³)
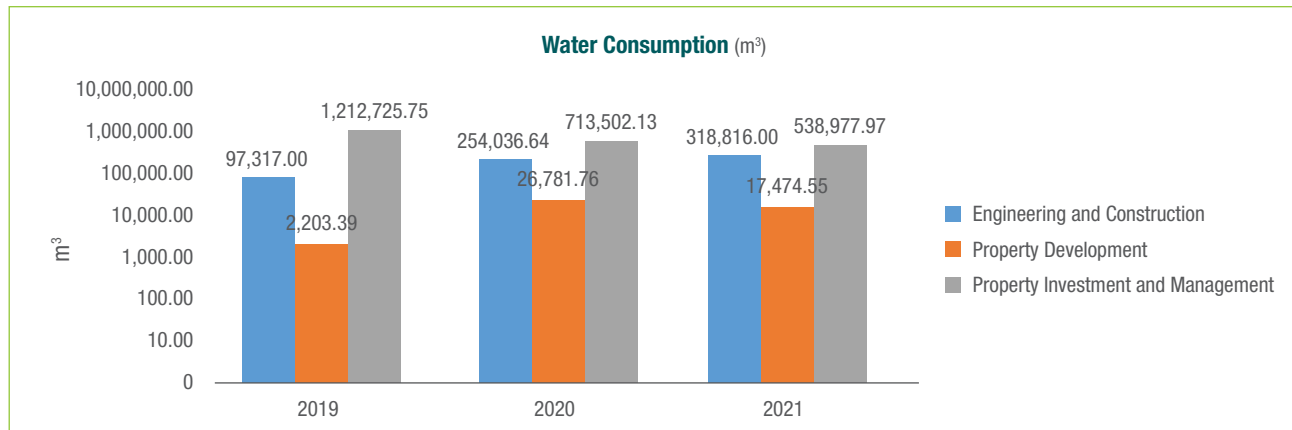
A more detailed breakdown is provided in the table below which shows water consumption in terms of offices and projects sites for the Property Development Division, as well as for retail malls, hotels and business aviation operations for the Property Investment and Management Division.

	Total Water Consumption (m³)		
Division/Year	**2019**	**2020**	**2021**
Engineering and Construction	**97,317.00**	**254,036.64**	**318,816.00**
Property Development	**2,203.39**	**26,781.76**	**705,231.75**
Offices	2,203.39	3,390.76	4,694.07
Project Sites	0.00	23,391.00	700,537.68
Property Investment and Management	**1,212,725.75**	**713,502.13**	**538,977.97**
Retail Malls	1,093,556.00	655,935.00	474,986.00
Hotels	115,718.00	55,534.00	61,186.00
Business Aviation	3,451.75	2,033.13	2,805.97
Total	**1,312,246.14**	**994,320.53**	**1,563,025.72**

SUSTAINABILITY STATEMENT
cont'd

Water Intensity (m³/sqft)

- Engineering and Construction
- Property Development
- Property Investment and Management

2019: 0 / 0.02 / 0.20
2020: 0 / 0.24 / 0.12
2021: 0 / 0.16 / 0.09
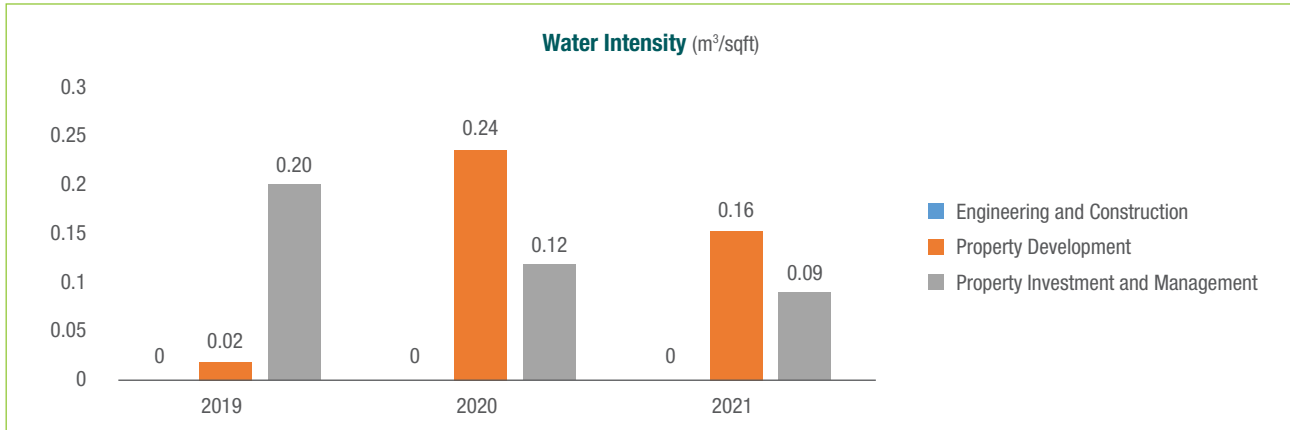
Note: Similar to electricity intensity, water intensity is measured based on total water consumed by the respective business division against total sqft of directly managed operations of said division. The Property Development Division's intensity ratios are only calculated against office consumption as project sites area cannot be measured accurately. Intensity data for engineering and construction is unavailable due to the difficulty in deriving accurate measurements for all construction sites. The Group intends to address this for a more precise perspective in future reports.

WASTE MANAGEMENT

Waste in various forms is produced by the Group's business operations. These include construction waste such as earth and other debris from excavations, concrete waste, wood and timber waste, steel scrap, plastic packaging waste and domestic waste including food waste. Waste can be further categorised into hazardous and non-hazardous waste.

WCT continues to adopt measures to reduce wastes produced from all operational sites. The primary approach is based on the 3R approach of reduce, reuse and recycle. In particular, the Group's construction sites, retail mall and hotels have adopted a wide range of 3R methodologies towards reducing the amount of waste sent to landfills.
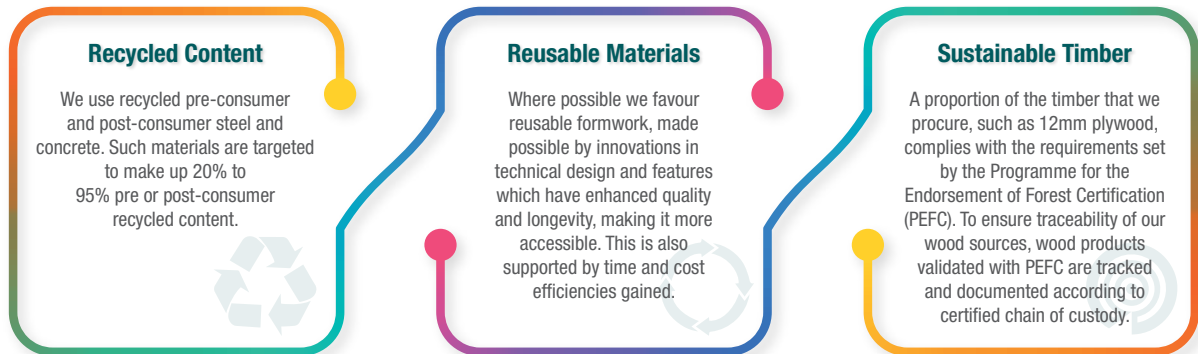
As much as possible, asphalt milling waste is used to construct the subgrade, subbase and roadbase layers for roads. Asphalt milling waste is also used as a granular backfill material for drainage works. Surplus concrete is used to repair road surfaces and fabricate concrete road barriers.

Surplus concrete is used to fabricate road barriers at one of the project sites

SUSTAINABILITY STATEMENT
cont'd

Recycled Content

We use recycled pre-consumer and post-consumer steel and concrete. Such materials are targeted to make up 20% to 95% pre or post-consumer recycled content.

Reusable Materials

Where possible we favour reusable formwork, made possible by innovations in technical design and features which have enhanced quality and longevity, making it more accessible. This is also supported by time and cost efficiencies gained.

Sustainable Timber

A proportion of the timber that we procure, such as 12mm plywood, complies with the requirements set by the Programme for the Endorsement of Forest Certification (PEFC). To ensure traceability of our wood sources, wood products validated with PEFC are tracked and documented according to certified chain of custody.

All construction sites have established a recycling system to enable the recovery of various materials.

All hazardous and non-hazardous waste is managed and disposed of, in accordance with regulatory requirements set by the Department of Environment (DOE) Malaysia and local authorities. However, where required, waste is disposed by DOE or local authority licensed third party contractors at government approved landfill sites.

SkyPark Aviation continues to advise all aircraft owners and operators to segregate domestic waste from inflight aircraft catering for recycling purposes.
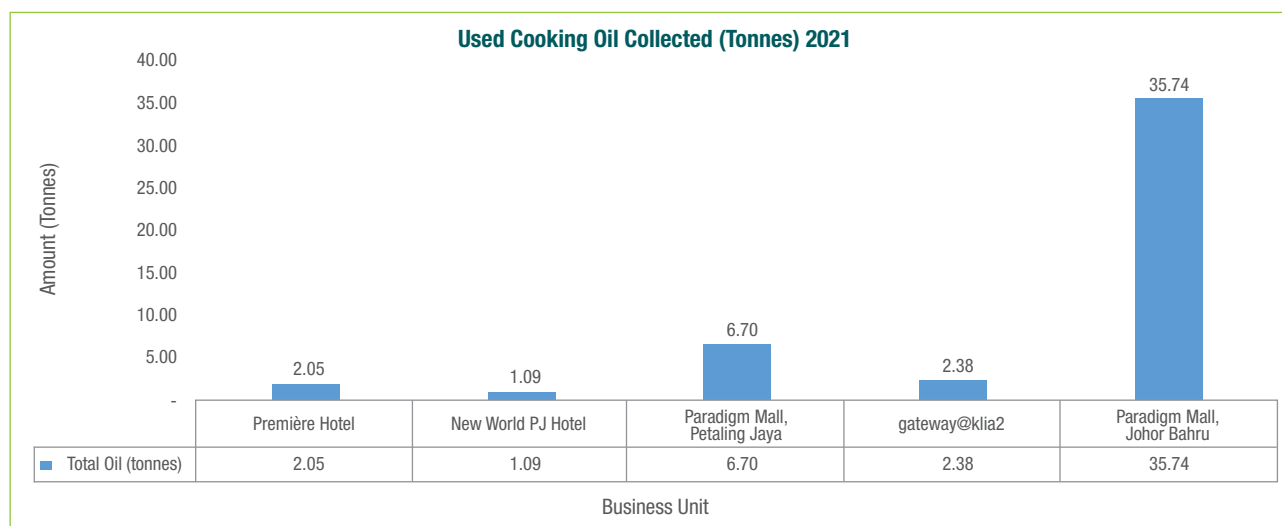
WASTE MANAGEMENT DATA

Engineering and Construction	2019	2020	2021
No of Sites Tracked	13	12	11
Landfilled (tonnes)	6,562.70	4,848.67	5,514.63
Reused waste (tonnes)	19,903.30	23,162.12	23,540.00
Reycled (tonnes)	3,956.10	9,686.17	36,608.54
Total (Non-hazardous waste)	**30,422.26**	**37,696.96**	**65,651.25**
Scheduled waste (tonnes)	51.67	56.11	47.40
Total amount of construction waste	**30,501.23**	**37,753.07**	**65,698.65**

Property Development	2019	2020	2021
No of Sites Tracked		5	6
Landfilled (tonnes)		1,511.00	917.93
Reused waste (tonnes)		N/A	348.00
Reycled (tonnes)		N/A	123.09
Total (Non-hazardous waste)		**1,511.00**	**1,389.02**
Scheduled waste (tonnes)		N/A	0.01
Total amount of construction waste		**1,511.00**	**1,389.03**

Property Investment and Management	2019	2020	2021
No of Sites Tracked	5	5	5
Landfilled (tonnes)	11,854.00	10,345.00	3,284.44
Reused waste (tonnes)	N/A	N/A	N/A
Reycled (tonnes)	552.00	300.00	175.17
Total (Non-hazardous waste)	**12,406.00**	**10,645.00**	**3,459.61**
Scheduled waste (tonnes)	N/A	N/A	N/A
Total amount of construction waste	**12,406.00**	**10,645.00**	**3,459.61**

WCT intends to improve data collection on its waste for all divisions to develop a more complete perspective of total waste produced by the Group going forward.

SUSTAINABILITY STATEMENT
cont'd

On a separate note, WCT collected 47.96 tonnes of used cooking oil, primarily from its Property Investment and Management business. This is part of its continued and concerted efforts to avoid waste products being sent to landfills.

Used Cooking Oil Collected (Tonnes) 2021

Business Unit	Première Hotel	New World PJ Hotel	Paradigm Mall, Petaling Jaya	gateway@klia2	Paradigm Mall, Johor Bahru
Total Oil (tonnes)	2.05	1.09	6.70	2.38	35.74

LANDFILL WASTE REDUCTION PROGRAMME

WCT's Landfill Waste Reduction Programme at offices and project site offices was expanded in FY2021, from the initial five sites to 17 sites in FY2021. The programme sees the placement of recycling stations at all participating locations to encourage segregation and collection of recyclable wastes such as plastic, glass, paper, aluminium, tin and e-waste. In FY2021, a total of 7,356kg of assorted waste were diverted from landfills. These included the following:

Waste collected for recycling as part of the WCT Landfill Reduction Programme

Recycled Waste Diverted From Landfills (Kg)

Paper	Plastic	Tin / Aluminium	e-waste (including batteries)	Other Wastes
2,529.75	42.85	28.5	134.5	4,621.2
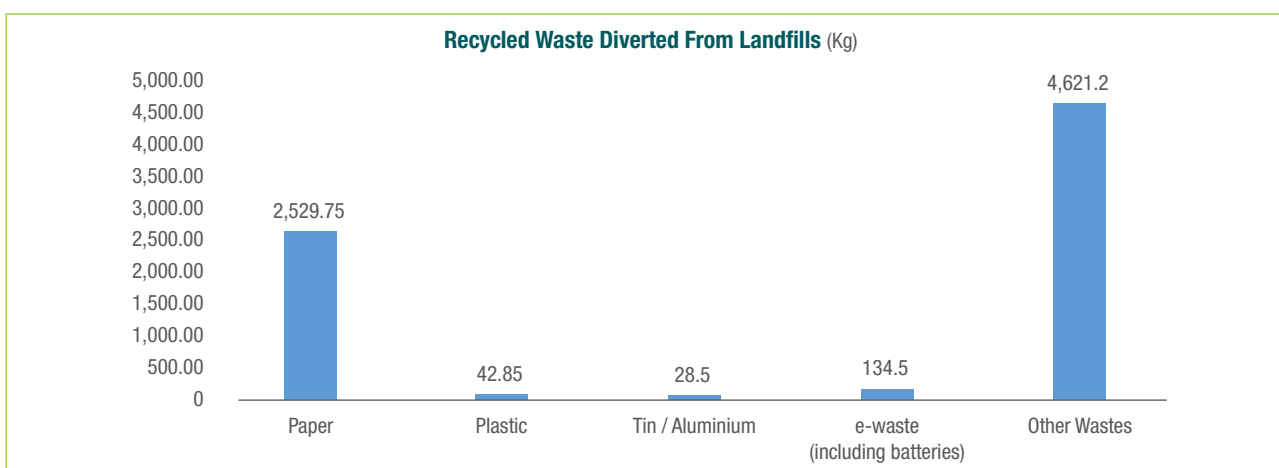
SUSTAINABILITY STATEMENT
cont'd

BIODIVERSITY

Given the importance of biodiversity in ensuring food security, the health of ecosystems, local tourism, and even scientific research (healthcare) as well as other commercial applications, it is imperative that businesses step forward to play a meaningful role in preserving biodiversity. More so in Malaysia, where the nation has a rich biodiversity of flora and fauna, and which has become part of the country's identity and heritage.

It must be highlighted however, that since most Engineering and Construction projects are contracted by clients, WCT's Engineering and Construction Division is required to adhere to client's requirements which may not place biodiversity as a focal point of the development. In this distance, the allocated space for green areas / landscapes is not within the control of WCT.

However, where the Group does have control, i.e., its Property Development Division, WCT continues to advocate green landscapes and as much as preservation of biodiversity.

All projects are planned and designed with environmental and social impacts in mind. We comply with local regulatory requirements of maintaining in-situ ecological balance in preserving existing biodiversity at project sites.

WCT conducts a site inventory, topography analysis, arborist surveys and social impact assessments, as key first steps. Prior to site clearing, an EIA is conducted where applicable. Projects by our Engineering and Construction and Property Development divisions are analysed for prudent action steps where applicable.

If and where necessary, WCT shall collaborate with external experts such as researchers towards conducting biodiversity audits at relevant operational sites.

This is the approach advocated and despite WCT's property projects primarily being standalone developments in densely populated urban areas with little biodiversity, the Group still looks to increase the green areas within each development which majority is planned to have more than 5% of green area. This is to maintain biodiversity as well as to comply with regulatory requirements.

Project	Trifolis Apartments, Bandar Bukit Tinggi 2	Aronia Apartments	W City JGCC Plot 1[1]	The Maple Residences, W City OUG	Paradigm Johor Bahru Hotel & Residences[2]	Pavilion Mont Kiara
Green Area (Acre)	0.79	1.25	0.72	1.65	0.43	0.671
Green Area (%)	15.1	23.9	8.4	33.6	3.5	21.3

Note: Above shows the percentage of green areas in WCT's property development projects.
1   *W City JGCC Plot 1: the approved on-grade green area is 0.72 acres (approximately 8.4% of land size). In addition, the project provides a total of landscape area of 2.02 acres (approximately 23.4% of building plinth) at podium level.*
2   *Paradigm Johor Bahru Hotel & Residences: the approved on-grade green area is 0.43 acre (approximately 3.5% of land size). In addition, the project provides a total landscape area of 3.57 acres (approximately 28.9% of building plinth) at podium level.*

The Group continues to explore avenues to play a meaningful role in preserving biodiversity.

As of December 31, 2021, WCT has not operated in or adjacent to sites deemed to be biodiverse or sites which contain flora and fauna species deemed to be on the IUCN Red List. At all property sites, WCT has looked to revive or introduce local vegetation such as shrubbery, plants and trees. Local plants typically are more resilient and adapt better to the surroundings and often require less maintenance such as pruning and may also consume less water.

In FY2021, 1,437 trees were planted at a single project site under the Engineering and Construction Division.

The Group has set a target of replanting 500 trees per year or at the very least, 30% of felled trees.

ENVIRONMENTAL MONITORING AND PROTECTION

WCT performs stringent periodic air, water and noise pollution monitoring at its project sites to ensure compliance with regulatory parameters. Environmental monitoring is carried out by an independent, third-party entity.

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

Before commencing any construction project, WCT conducts the relevant pre-assessments, including EIAs and SIAs for projects with said requirements. In FY2021, all project sites have adhered to the permissible air, water and noise discharge levels set by the DOE.

SUSTAINABILITY STATEMENT
cont'd

The wastewater treatment units at Kota Bharu Airport and Merdeka Mall project site.
The chemical process in the system removes suspended solids from construction activity surface runoff, rainwater runoff and wastewater generated within the project site before discharging into the public drainage system or recycled for further use.

Temporary sediment pond at W City JGCC project site to capture eroded or disturbed soil from entering watercourse.

Purpose-built sediment pond at Hilltop 2 project site to filter and treat surface run-off containing silt or effluent before releasing water into the watercourse.

SUSTAINABILITY STATEMENT
cont'd

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

Pollution Type	Pollution Monitoring and Control Guidelines	Pollution Control KPIs	General Pollution Incidents/ Causes	Environmental Monitoring PIC
Air	WCT complies with New **Malaysian Ambient Air Quality Standards (2020)** by DOE. The parameters to be monitored are differed for each project sites based on client requirements (stated in Contract, BQ) or regulatory bodies (such as DOE, EPD, NREB, etc.). For those projects subject to EIA, all the monitoring & compliances shall be adhered to **EIA requirements / EIA Conditions of Approval** by DOE.	Project sites have to comply with the recommended limits / target as stipulated by the Authorities / Client based on **Malaysian Ambient Air Quality Standard (2020)**.	Most significant impacts of air pollution from the project sites are due **to dust emission during earthwork activity** and **dark smoke emission from generator sets and heavy machineries**. If there is any non-compliance observed during site inspection, site audit or Authority enforcement, we may receive a NCR, SWO and Fine / Penalty if no proper control and mitigation measures are taken place. Besides that, public / nearby residences complaints might contribute to the NCR / SWO / Fine by the client or Authority.	
Water	For water discharges from a silt trap / sediment pond, project sites shall comply with the **Environmental Quality (Industrial Effluent) Regulation 2009** by DOE (either Standard A or Standard B, based on a project location from the raw water intake / treatment. If the construction project is located at the upstream of the water intake, Standard A shall be used). Generally, basic parameter to be monitored is Total Suspended Solid. As for river water quality, we comply with the National Water Quality Standards for Malaysia ("NWQS") based on the river water classes & uses (Class I – Class V). The parameters to be monitored for both silt trap / sediment pond and river water are differed for each project sites based on client requirements (stated in Contract, BQ) or regulatory bodies (such as DOE, EPD, NREB, etc.). For those projects subject to EIA, all the monitoring & compliances shall be adhered to EIA requirements/ EIA Conditions of Approval by DOE accordingly. Filtration systems using silt fence or gabion wrapped with geotextile are installed to treat surface run-off and effluent from project sites before entering watercourse. Wastewater treatment unit are installed to remove suspended solids from construction activity surface runoff, rainwater runoff and wastewater generated within the project site. The chemical process reduces the suspended solids content below 50 mg/litre before discharging into the public drainage system or recycled for further use.	Project sites have to comply with the recommended limits / target as stipulated by the Authorities / Client based on **Environmental Quality (Industrial Effluent) Regulation 2009** and **NWQS or EIA requirements / EIA Conditions of Approval**.	Most significant impacts of water pollution from the project sites are due to **earthwork activities; during site clearing, excavation, piling works** and the **oily surface run-off due to improper storage of diesel container, hydraulic/ lubricant oil leakage or spillage from the heavy machineries**. If there is any non-compliance observed during site inspection, site audit or Authority enforcement, we may receive a NCR, SWO and Fine / Penalty if no proper control and mitigation measures are taken place. Besides that, public / nearby residences complaints might contribute to the NCR / SWO / Fine by the client or Authority.	We have **Environmental personnel** and / or an **Environmental representative** at all our project sites to monitor the related environmental matters / issues.

SUSTAINABILITY STATEMENT
cont'd

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

Water quality non-compliance monitoring data for effluent discharged to river, marine water and monsoon drain at all sites is provided in the tables below. The non-compliance was addressed and rectified at the point of detection.

ENGINEERING AND CONSTRUCTION DIVISION:

Project Site	Year		
	2019	2020	2021
TRX C2	0	0	2
WCE	0	0	0
Pan Borneo Highway	0	10	12
MRT2 V204 & S204	0	0	5
LRT3 GS02 & GS03	0	4	9
Elevated Highway Project, Sprint Highway	0	5	0
TRX Retail	0	0	0
Pavilion Damansara Heights	0	0	0
Merdeka Mall	N/A	N/A	N/A
Sapangar Bay	N/A	N/A	9
Kota Bahru Airport	N/A	N/A	3

SUSTAINABILITY STATEMENT
cont'd

PROPERTY DEVELOPMENT DIVISION:

Project Site	Year		
	2019	2020	2021
W City JGCC	2	0	0
W City OUG	NA	0	7
Aronia Apartments	NA	NA	NA
Paradigm Hotel & Residence	NA	4	8
Parklands Sewerage Gravity	NA	NA	2
Pavilion Mont Kiara	NA	NA	2

In FY2021, WCT has not been fined or censured for any incident of environmental non-compliance. WCT conducts continuous monitoring of its environmental compliance obligations.

ENVIRONMENTAL AND SOCIAL PERFORMANCE ACROSS THE SUPPLY CHAIN

WCT's focus remains on cascading its sustainability mindset across its supply chains. The goal is to develop a more ethical base of service providers who are aligned to the Group's business philosophy and ESG approach. The support of the supply chain is crucial in developing a greater positive effect on environmental and social issues as quite often, it is in the supply chain that a wide range of issues continue to persist.

While WCT can improve its operations and become sustainable, true sustainability will be achieved when the supply chain is aligned accordingly to the Group's approach and vision.With that in mind, WCT is presently developing its Sustainable Procurement Policy, which is expected to be ready by FY2023. The Policy will serve as the basis for the selection of suppliers, expected sustainability practices and standards that all goods and service providers must adhere to and essentially, providing a comprehensive framework to ensure robust sustainability governance of the Group's supply chains.

However, standards for conduct, business practices and environmental and social performance do exist for suppliers. Following are the general principles in which suppliers must abide by in order to be eligible to bid for WCT contracts:

RESPECT FOR LOCAL REGULATIONS AND LABOUR RIGHTS	Suppliers must comply with all regulatory requirements pertaining to the environment and employment of labour. This includes minimum wage, ensuring workers rights and welfare, personal freedoms as enshrined by law and providing necessary healthcare.
ETHICAL BUSINESS PRACTICES	Suppliers must at all times, conduct themselves in all dealings in an ethical manner. No forms of corruption, bribery, illegal or poor corporate integrity will be tolerated.
PRIORITISATION OF HEALTH AND SAFETY	Suppliers must ensure a safe working environment for all workers, including providing training, equipment and undertake all required measures as stipulated by law. Suppliers must adopt a recognised Health, Safety and Environmental system.
UPHOLD QUALITY	Suppliers should attain, where relevant ISO or industry equivalent certifications that indicate compliance to high quality standards and best practices.
DO NO HARM	Suppliers must operate in a manner that does not contaminate or damage the environment.

SUSTAINABILITY STATEMENT
cont'd

SOCIAL PERFORMANCE

WCT places high importance on safeguarding its stakeholders and ensuring continued value creation for them. The social agenda is primarily focused on the following stakeholders: employees of the Group, local communities and workers who are not under direct employment of the Group, but whose work conditions and work sites come under the Group's purview. The material social matters comprise talent management, community investments, OHS, labour welfare and human rights. Increasingly, focus is also being placed on the Group's supply chain towards aligning suppliers, vendors, contractors and business partners with WCT's increased ESG commitment and focus. In FY2021, there have been zero recorded incidents of social non-compliance as per regulations. The Group has not been censured or fined and there have been zero cases brought through dispute resolution mechanisms. There have been cases of customer complaints or concerns, which have been addressed by the respective business divisions or operations who received such complaints. Such complaints are addressed and resolved in accordance with SOPs and implemented customer service processes. Further information is provided in the Customer Satisfaction section of this report.

TALENT MANAGEMENT

As the business develops, there is a greater requirement to acquire and retain professional talent across the Group. Talent attrition leads to loss of knowledge and experience, which needs to be prevented or reduced progressively. It is also essential that high-calibre professionals from diverse backgrounds are hired to provide WCT with a wide range of expertise and capabilities and offer solutions demanded by an increasingly complex and dynamic business environment.

WCT's approach to talent management is driven by the Group's Human Resource department. It is centred on recruitment, retention, reward, training and professional development.

WCT subscribes to the practice of merit towards providing equal opportunity for all positions across the Group.

WCT complies with the Malaysian Employment Act 1995 and all other relevant labour laws of Malaysia. These are in line with the International Labour Organisation (ILO).

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

For FY2021, WCT has not been fined, censured or faced any regulatory action for infringements of the rights of any persons, adult or child, nor any incidence of forced or compulsory labour.

EMPLOYEE RIGHTS

WCT supports the rights of employees as provided for by law. This includes the right to mandatory benefits and welfare, humane working conditions and the right to freedom of association, to bargain collectively and to express grievances.

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

SUSTAINABILITY STATEMENT
cont'd

As much as possible, WCT provides sufficient notice periods for both major and minor operational changes that could affect employees. Such changes include changes to employment conditions, location of work, nature of work and any changes to remunerations or benefits as well as contract status such as promotions, probationary periods and dismissals.

Employees are entitled to and are encouraged to seek further clarification or information regarding any operational change. Employees also have the right to voice any grievances or dissatisfaction arising from the change with their immediate superior or their Human Resource Department.

In FY2021, there were three complaints in relation to the operational changes which resulted in constructive dismissals. All three cases have been referred to the industrial court and WCT awaits the cases to be called.

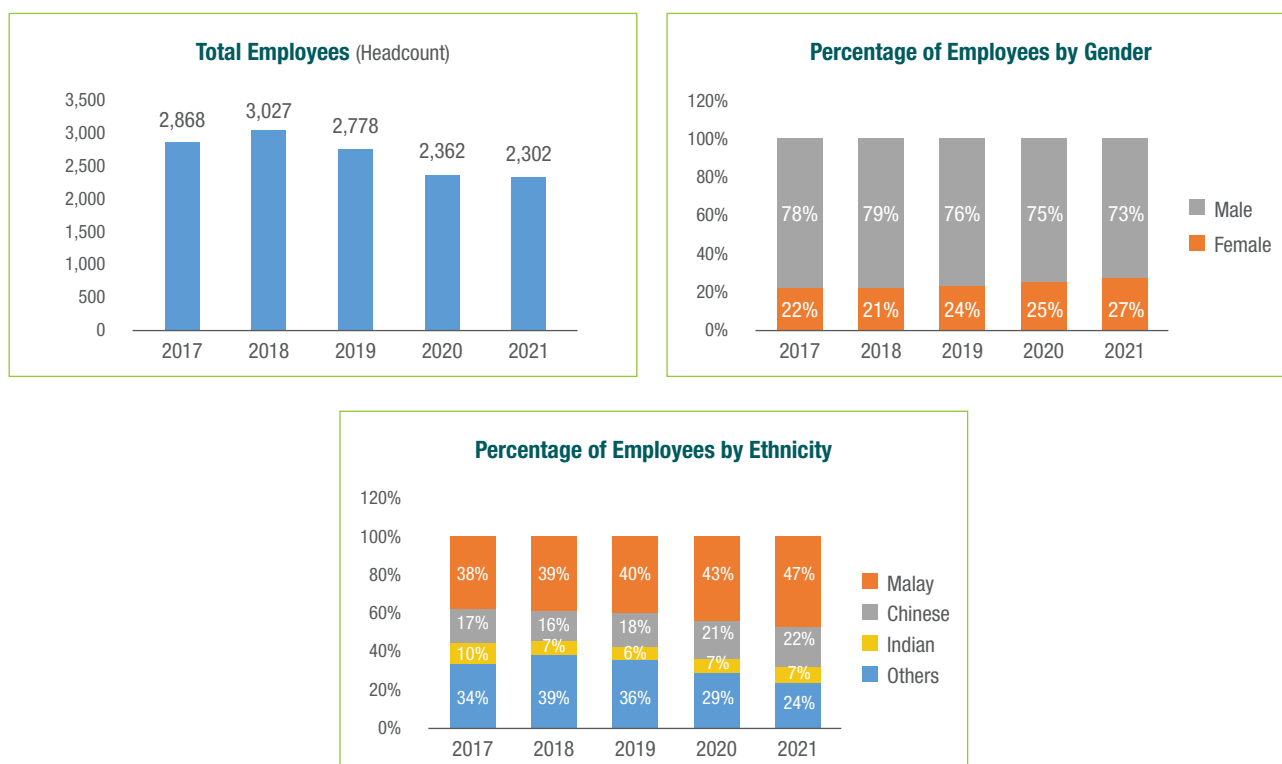## PROMOTING AN EQUAL OPPORTUNITY WORKPLACE AND GENDER / ETHNIC DIVERSITY

Diversity and equal opportunity are cornerstones of WCT's approach to talent management. The Group values diversity as it enables the development of multiple and varied perspectives and experiences that enables for richer and more insightful decision making.

Championing diversity also ensures that marginalised and under-represented groups have access to employment opportunities.

Group Human Resources ("GHR") has established clear directives that support non-discrimination, and the creation of an equal opportunity workplace centred on professionalism, meritorious performance and mutual respect.

WORKFORCE DEMOGRAPHIC DATA

While the workforce comprises significantly more men, the ratio between men and women employees indicates greater parity for office related jobs. The physically demanding and intensive nature of works on construction / operational sites is the prime reason why the overall workforce composition has a larger number of male employees.

Total Employees (Headcount)

Year	Headcount
2017	2,868
2018	3,027
2019	2,778
2020	2,362
2021	2,302

Percentage of Employees by Gender

Year	Male	Female
2017	78%	22%
2018	79%	21%
2019	76%	24%
2020	75%	25%
2021	73%	27%

Percentage of Employees by Ethnicity

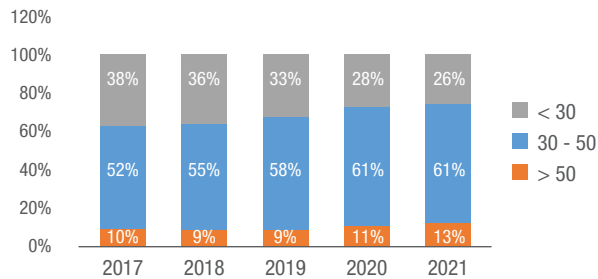| Year	Malay	Chinese	Indian	Others
2017	38%	17%	10%	34%
2018	39%	16%	7%	39%
2019	40%	18%	6%	36%
2020	43%	21%	7%	29%
2021	47%	22%	7%	24%

Note: Employees categorised under "Others" include foreigners and minority ethnic groups of Malaysia.

SUSTAINABILITY STATEMENT
cont'd

## Percentage of Employees by Age Group

| Year	< 30	30 - 50	> 50
2017	38%	52%	10%
2018	36%	55%	9%
2019	33%	58%	9%
2020	28%	61%	11%
2021	26%	61%	13%

A vast majority of the employees fall between the age group of 30-50 years old, providing WCT with sufficient talent to support succession planning initiatives across the Group.

Percentage of Employees by Contract

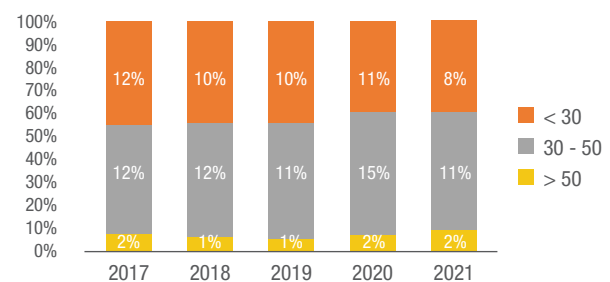| Year	Contract	Permanent
2017	35%	65%
2018	39%	61%
2019	36%	64%
2020	29%	71%
2021	32%	68%
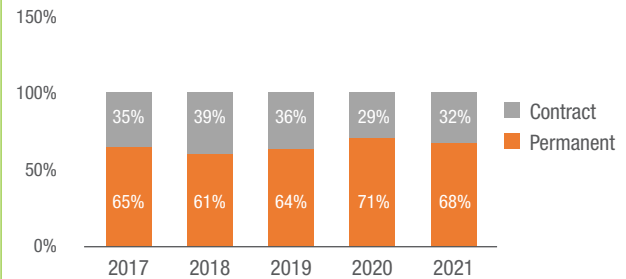
Most employees are hired on a permanent basis and are mostly locals. This enables more locals to enjoy job security and improved employment benefits.

Number of New Hires by Age Group

Year	< 30	30 - 50	> 50
2017	15%	10%	2%
2018	16%	14%	1%
2019	6%	4%	0%
2020	4%	4%	1%
2021	9%	7%	1%
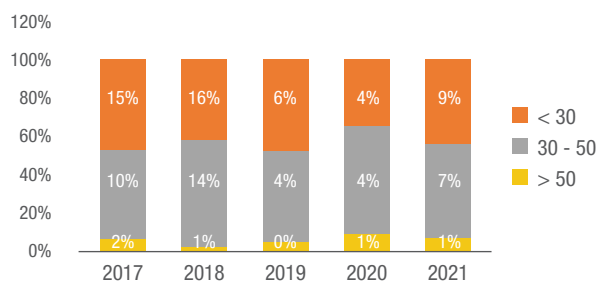
Turnover Rate by Age Group

Year	< 30	30 - 50	> 50
2017	12%	12%	2%
2018	10%	12%	1%
2019	10%	11%	1%
2020	11%	15%	2%
2021	8%	11%	2%

GHR is actively taking measures to recruit and groom more women managers to key middle and senior management positions across WCT. The Group is also looking to increase the number of women directors as recommended by Bursa Malaysia and MCCG 2021.

Percentage of Women in Management

Year	Percentage
2017	3%
2018	3.43%
2019	4.13%
2020	4.03%
2021	4.14%
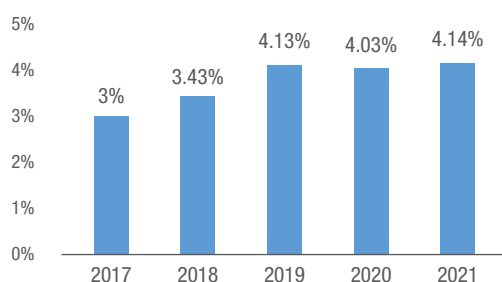
Composition of Women in Board Directors

Year	Percentage
2017	0
2018	11.1%
2019	11.1%
2020	10%
2021	10%
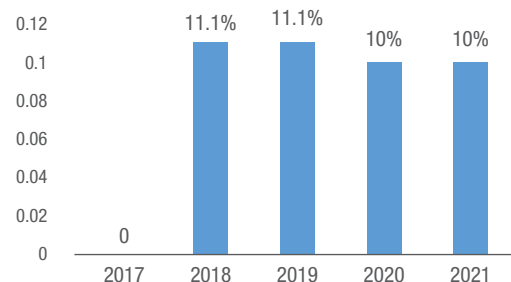
SUSTAINABILITY STATEMENT
cont'd

PERCENTAGE OF FOREIGN VS LOCAL WORKERS / EMPLOYEES (GROUP)

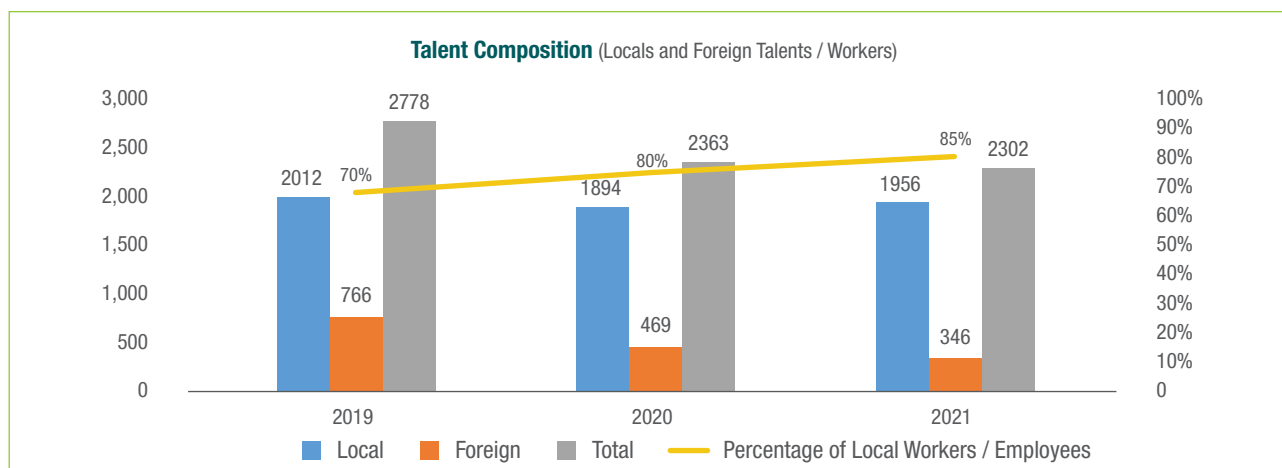Most foreign workers / employees of the Group are employed by the construction and property development arms of the Group. Following are specific data regarding foreign worker employment. Local workers / employees remain the large majority of the workforce.

Talent Composition (Locals and Foreign Talents / Workers)

RECRUITMENT

Almost 100% of WCT's workforce comprises local hires except for the Engineering and Construction Division, which employs foreign labour.

Beyond providing jobs for locals, WCT is also enabling the transfer of knowledge, especially highly niched and technical expertise to local talent, thereby developing the talent pool of Malaysians.

The wide range of employment opportunities provided by the Group through its operations also ensure that a vast number of local graduates are employed within the country, helping to prevent a brain drain, which is also an issue that Malaysia presently faces.

The jobs created also provide sustainable disposable incomes, where the multiplier effect is felt across many families and also supports the local economy.

Talent is hired based purely on merit, which is the candidates' professional qualifications, competences and related experience. The Group's Human Resource policy forbids discrimination on the grounds of ethnicity, gender, age, disabilities, political affiliations and other socio-demographic factors.

EMPLOYEE LEARNING AND GROWTH

At WCT, training requirements for individual employees are identified through a gaps assessment process as well as through an annual formalised job appraisal process. All employees receive a formal appraisal at least once a year. In FY2021, 100% of employees were appraised.

With regard to the appraisal process itself, WCT practices a closed approach, with the appraisal being conducted between the employee and his or her superior to ensure confidentiality. Areas for improvement are identified and plans formulated for the closing of performance gaps. In the event of a disagreement on the assessment, the employee has the right to channel his / her feedback to GHR. This is part of the overall grievance mechanism established for employees to voice their dissatisfaction on any matters related to their employment. For FY2021, there were zero unresolved grievance issues including on performance appraisal issues.

SUSTAINABILITY STATEMENT
cont'd

WCT pays for all training programmes attended by employees. Employees may also request for training as and when they identify such opportunities to further improve their skills to support continued professional development.
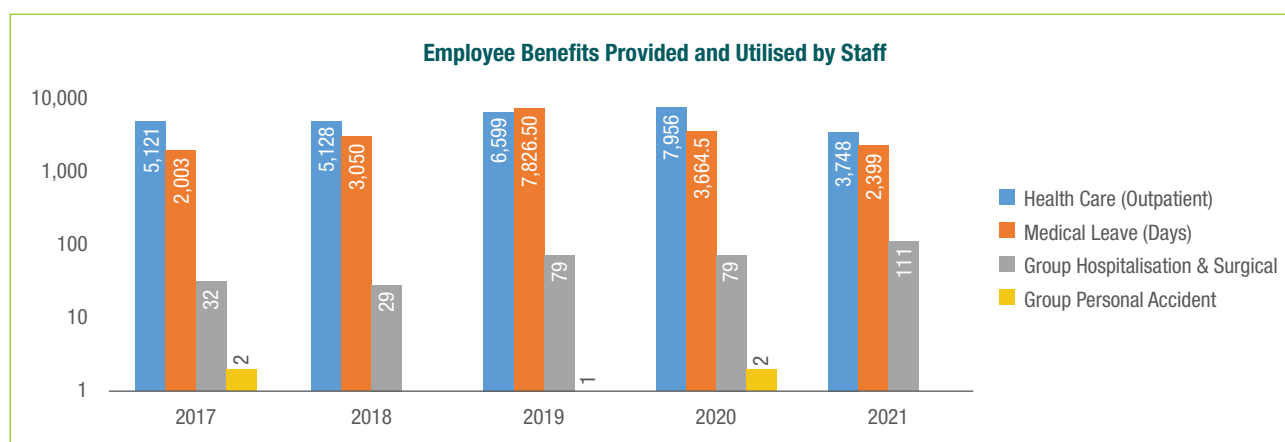
	2021	
	Management	Non-Management
Training Hours	457	13,314.81
Number of Employees attended	58	8,286
Investment spent (RM)	3,550.00	140,547.30

EMPLOYEE REMUNERATION AND EMPLOYMENT BENEFITS

WCT provides competitive compensation packages to all staff under the Group's direct employ, that commensurate with their professional qualifications, experience and seniority as well as their job performance. This is essential as compensation provided must be market competitive towards attracting and retaining talents across the Group.

Remuneration, which includes salaries, bonuses, statutory payments, healthcare, several types of leave as well as other financial and non-financial rewards comply with the Employment Act 1955 and match present market standards. WCT practices the principle of reward based on meritorious performance with no discrimination or favouritism based on gender, ethnicity, age, religion, disabilities and / or other demographic factors.

There have been zero reported incidents of discrimination based on gender, religious beliefs or ethnicity during the fiscal year.

Additional details including monies spent on benefits is provided in the table below:

Benefits	2019		2020		2021	
	Head Count	Claim Amount (RM)	Head Count	Claim Amount (RM)	Head count	Claim Amount (RM)
Health care (Outpatient)	6,599	949,712.19	7956	721,171.02	3748	589,791.96
Medical leave (days)	7,826.50	0.00	3664.5	0.00	2399	0
Group Hospitalisation and Surgical	79	777,787.72	79	1,059,650.49	111	890,363.13
Group Personal Accident	1	not claimable	2	160,000.00	0	0

SUSTAINABILITY STATEMENT
cont'd

PARENTAL LEAVE

Parental Leave Extended to Employees (Headcount)

Year	Maternity	Paternity
2017	47	43
2018	24	53
2019	33	66
2020	42	56
2021	28	51
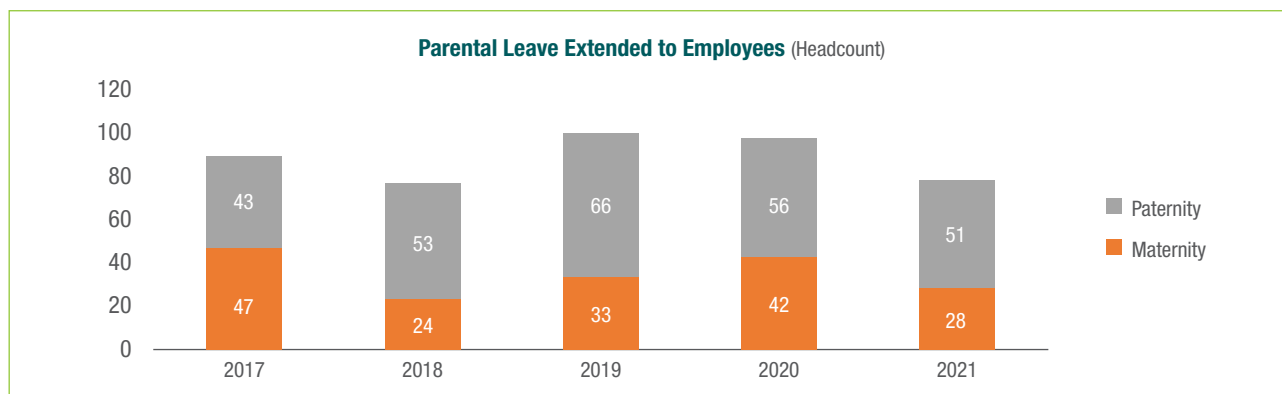
MINNIMUM WAGE

WCT complies with the Malaysian government's minimum wage policy. Even before the implementation of the minimum wage policy, all salaries paid in WCT have exceeded the minimum wage requirement of RM1,200 per month.

YOUTH UNEMPLOYMENT INITIATIVES, APPRENTICESHIPS OR GRADUATE PLACEMENTS

As of 31st December 2021, 84 young, fresh graduates were selected for internship under WCT's Protégé RTW Programme. The target group for the programme are those unemployed from the bottom 40 percent of the economic strata ("B40"). category).

Remuneration and Benefits for candidates of this programme:
- Fixed Allowance (RM2,000 per month/head)
- 10 days' Soft Skills Training Program (by engaging external training provider with cost RM700 per participant).
- Other benefits are included PERKESO contribution (RM9.75 per month/head), Employment Insurance Scheme (RM3.90 per month/head), 10 days paid leave, 10 days sick leave, outpatient medical claim's limit up to RM300, and Group Insurances (Personal Accident, and Hospitalization & Surgical Policy).

Proteges on site during their internship period

OCCUPATIONAL HEALTH AND SAFETY ("OHS")

OHS APPROACH

OHS continues to be one of WCT's most significant material matters as workplace injuries or incidents may have serious disruptions to business operations and thereby, the creation of financial and non-financial values.

In addition, OHS incidents can also impact brand credibility and reputation and relationships with clients. In effect, OHS is akin to a license to operate and to bid and secure contracts for the property development and E & C divisions.

Perceptions of fear due to an OHS incident may impact customer patronage to WCT's malls and hotels. The ultimate objective is to maintain the "SAFETY FIRST" philosophy and ensure a healthy working environment for all stakeholders.

However, beyond business and value creation considerations, WCT, being a responsible corporate citizen, believes that any OHS incident, especially incidents that lead to injuries or even loss of life, is a tragedy that must be avoided at all costs. The Group is extremely concerned about any injury or loss of life.

Given the undeniable importance of OHS, WCT adopts a no-compromise stance regarding the safety and wellbeing of all stakeholders. This includes employees, third party contract workers, customers and all other stakeholders that may be impacted by an OHS incident.

SUSTAINABILITY STATEMENT
cont'd

BOARD AND MANAGEMENT OVERSIGHT OF HEALTH AND SAFETY

OHS has been a Board level material topic since the early years of the Group's establishment. OHS performance data, incident reports and other related information are periodically brought to the Board's attention. The Board deliberates on such matters and where necessary, recommends improvements or corrective actions to the present OHS management approach.

All business divisions and operating companies as well as operating sites have a designated OHS champion, who is responsible for ensuring safe and secure work environments and the continued realisation of OHS KPIs and targets. Senior Management is responsible for establishing various approaches and planning of announced and unannounced site visits and to initiate investigations into major OHS incidents as and when needed.

In FY2021, the following OHS topics were deliberated at either Board or Senior Management level or both at either the Group level or at respective subsidiary companies:

- Health, Safety and Environmental ("HSE") management system performance
- Legal compliance and HSE contractual requirements
- OHS training and awareness
- COVID-19 prevention and control measures
- COVID-19 vaccination programme for staff and general workers
- COVID-19 emergency response
- COVID-19 awareness programme
- Environmental and sustainability requirement
- Emergency Response and Preparedness

GOVERNANCE OF OHS

All WCT's business divisions operate in compliance with OHS regulatory standards and industry benchmarks set by the Malaysian government and / or its relevant agencies. WCT adheres to the Malaysian Occupational Safety and Health Act 1994, Factory and Machinery Act 1967, Environmental Quality Act 1974, regulation orders and other Codes of Practice.

In preventing work-related injuries and illnesses at the workplace, WCT has adopted the ISO 45001:2018 OHSMS. All business divisions and operating companies are working towards this best practice standard.

In addition, the Group's supply chain, where relevant, must also comply with the same regulatory requirements and OHS KPIs and targets set by WCT.

Beyond regulatory compliance, WCT is guided by its Group OHS Policy as well as its OHS Commitments and targets as provided below:

Committed to fulfilling legal and other requirements.	Strive towards ZERO life loss at all workplaces.	Committed to the protection of environment, including prevention of pollution	Continual improvement in OHS Management System.
Committed to prevent, control, guard and eliminate hazards and reduce occupational, health and safety risks.	Committed to provide safe and healthy working conditions for the prevention of work related injury and ill health.	Committed to consultation and participation of employees as well as awareness building among employees and external parties.	Pledge to provide appropriate information, training, instruction and supervision in all aspects of occupational health and safety.

SUSTAINABILITY STATEMENT
cont'd

BUSINESS DIVISION SITE CERTIFICATION

As at end FY2021, following are the Group's OHS and other certifications by business divisions:

Business Unit	Certification	Description
Engineering and Construction Division	ISO 9001:2015	Quality Management System ("QMS")
	ISO 45001:2018	Occupational Health and Safety Management System ("OHSMS")
	ISO 14001:2015	Environmental Management System ("EMS")
Property Development Division	ISO 9001:2015	Quality Management System ("QMS")
	ISO 45001:2018	Occupational Health and Safety Management System ("OHSMS")

WORKER REPRESENTATION ON JOINT HEALTH AND SAFETY COMMITTEES

As part of the stakeholder inclusive approach practiced by WCT, all established OHS committees have strong employee representation, which also includes 3rd party workers.

Through this approach, WCT has achieved more than sufficient worker representation on joint management-worker health and safety committees.

Specifically, the Property Development Division has emphasised the importance of non-managerial workers' consultation and participation within the OHS management system.

Appropriate selection of staff representation from various departments or operational sites have been established in ensuring fair representation, involvement and participation, towards enabling optimal sharing of knowledge, especially in hazard identification, risk assessment and determination of control actions.

Prior to Management making decisions, feedback from workers is always solicited. The collective approach is always used towards ensuring workers have had a role in determining their work conditions.

Workers from all levels are encouraged to report any hazardous situation that they come across, including any unsafe acts or conditions at worksites. This enables preventive rather than corrective action to avert any untoward incidents.
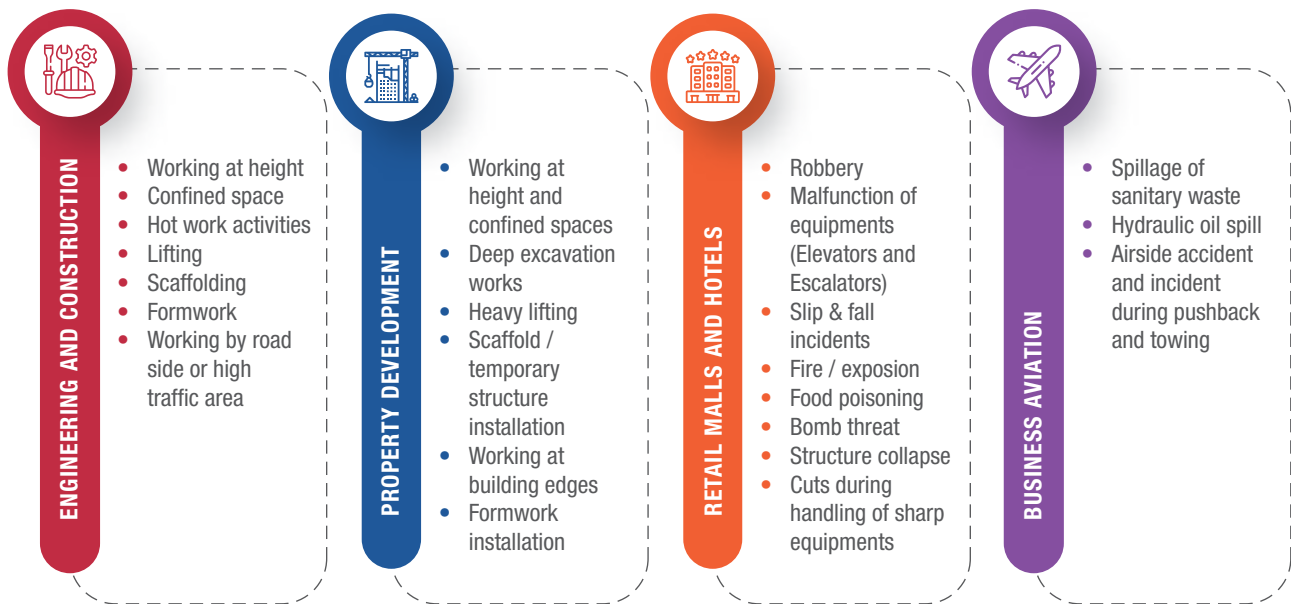
SUSTAINABILITY STATEMENT
cont'd

HAZARD IDENTIFICATION, RISK ASSESSMENT AND RISK CONTROL

Across the Group, WCT practices the Hazard Identification, Risk Assessment & Risk Control ("HIRARC") methodology to ensure that risks are identified, mitigated and reduced, if not eliminated. Workplace inspection and internal audits are regularly conducted at all operational sites. Performance is assessed against set targets and the previous year's level of achievement.

In FY2021, the following operational locations and processes have been deemed as having higher risk for an OHS incident:

ENGINEERING AND CONSTRUCTION
- Working at height
- Confined space
- Hot work activities
- Lifting
- Scaffolding
- Formwork
- Working by road side or high traffic area

PROPERTY DEVELOPMENT
- Working at height and confined spaces
- Deep excavation works
- Heavy lifting
- Scaffold / temporary structure installation
- Working at building edges
- Formwork installation

RETAIL MALLS AND HOTELS
- Robbery
- Malfunction of equipments (Elevators and Escalators)
- Slip & fall incidents
- Fire / exposion
- Food poisoning
- Bomb threat
- Structure collapse
- Cuts during handling of sharp equipments

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

INCIDENT INVESTIGATION AND RESOLUTION

When an OHS incident occurs, investigation activities are initiated soonest to determine the underlying factors behind the incident. All incidents, even incidents deemed minor or non-disruptive to business operations are thoroughly investigated with the investigation report submitted to the respective authority.

Using a lesson learnt approach, the key insight from the incident is shared to all relevant teams and employees Group-wide towards preventing a reoccurrence.

FY2021 OHS INCIDENTS

WCT has always implemented safety measures as stipulated by law and its Groupwide QESH policy. This has led to the Group maintaining an annual Incident Rate of below 0.001. However, despite continued stringent efforts to prevent or reduce the possibility of OHS incidents, we saw two fatal incidents at operational sites in FY2021. Immediate action was taken including lodging reports to the authorities and launching joint investigations involving DOSH.

In ensuring a thorough investigation process, WCT involved relevant subcontractors' in ascertaining the root cause as well as events that transpired. Insights and learnings have been tapped to strengthen the safety culture and SOPs at all operational sites. Relevant training programmes have been intensified towards ensuring stringent compliance at all construction sites at all times. The HIRADCs for all sites have also been reviewed and strengthened.

Lessons learnt have been shared with all project sites through Safety & Health Coordination Meetings. A sustainable OHS solution is being emphasised through OHS strategies and key focus areas, where the 'Zero Fatality' target is the key performance indicator as we move forward into FY2022.

OHS PROGRAMMES AND TRAINING

WCT continues to provide both mandatory as well as additional health and safety related training for relevant staff and workers. Training includes proper usage of equipment, especially heavy equipment such as forklifts, training on COVID-19 SOP, first aid and firefighting drills and proper storage and disposal of wastes.

SUSTAINABILITY STATEMENT
cont'd

Following are WCT's OHS training statistics for FY2021:

Division	No. of Employees Attended	Trained - Man hours
Engineering and Construction	64	874
Property Development and Property Investment and Management	2323	3957.8

OHS PERFORMANCE

Engineering and Construction	2019	2020	2021
Number of Active Sites/ Offices	16	14	12
Total Hours Worked (Millions)	17,099,714	14,784,657	19,272,036
Absolute number of fatalities	0	0	2
Number of LTI / Accident with lost workdays	0	2	5
LTI Frequency Rate (Number of lost-time injury cases per 1 million-man hours worked)	0	0.1353	0.2594
Injury Rate/ Frequency Rate Number of recordable incidents (LTI, Medical Treatment Case & First Aid) multiplied by 1 million per manhours worked	1.1696	0.5411	0.4151
Lost Day Rate/ Severity Rate Number of lost workdays multiplied by 1 million per manhours worked	0	1.9615	630.9660

Note:
i   Total Hours Worked for 2019 restated to include hours for offices.
ii)   Injury and Severity Rate recalculation using new parameters / 1,000,000 manhours

Property Development	2019	2020	2021
Number of Active Sites/ Offices	9	9	12
Total Hours Worked (Millions)	1,505,775	1,679,149	1,845,696
Absolute number of fatalities	0	0	0
Number of LTI / Accident with lost workdays	0	0	0
LTI Frequency Rate (Number of lost-time injury cases per 1 million-man hours worked)	0	0	0
Injury Rate/ Frequency Rate Number of recordable incidents (LTI, Medical Treatment Case & First Aid) multiplied by 1 million per manhours worked	0	1.7866	0
Lost Day Rate/ Severity Rate Number of lost workdays multiplied by 1 million per manhours worked	0	0	0

Note:
i)   Injury and Severity Rate recalculation using new parameters / 1,000,000 manhours

DATA PRIVACY

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

All collected data is safeguarded by robust security systems and is only accessible for internal use by the intended party for specific purposes. Data is not shared with third parties except by law enforcement agencies.

There have been zero cases of data breach throughout WCT's operations.

SUSTAINABILITY STATEMENT
cont'd

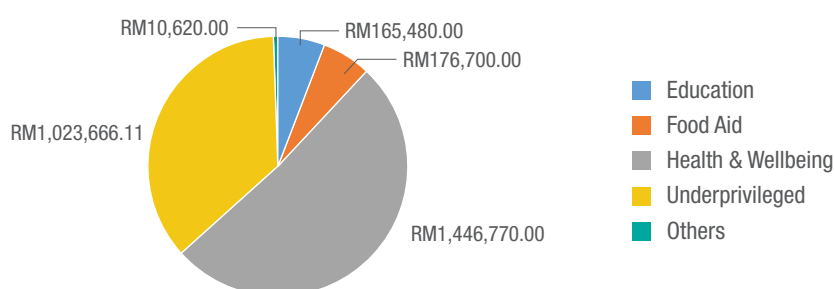## LOCAL COMMUNITY DEVELOPMENT AND EMPOWERMENT

WCT aspires to continue creating and distributing value to its diverse stakeholders. One of the strategies is to support community programmes and initiatives across the country. These comprise one-off financial and non-financial contributions as well as support and assistance rendered to medium to longer term programmes.

It is intended that beyond corporate social responsibility (CSR) based activities, WCT's interaction with local communities is to create sustainable, positive outcomes that deliver meaningful and lasting benefits to society, especially local communities.

In line with selected UNSDGs, WCT in partnership with local NGOs and government ministries and agencies, participates in and supports a wide range of community-based programmes and engagements such as promotion of health and well-being, support for disaster relief efforts, assistance to food banks and contributions to the underprivileged members of society.

The total contribution made in FY2021 for charitable causes stands at RM2.82 million. This includes RM1.87 million provided for a wide range of community-based programmes. Among aid provided included food aid as well as distribution and donation of face masks.

Contributions to Local Community 2021

RM10,620.00
RM165,480.00
RM176,700.00
RM1,023,666.11
RM1,446,770.00

- Education
- Food Aid
- Health & Wellbeing
- Underprivileged
- Others

INITIATIVES IN 2021

BLOOD DONATION DRIVES AT WCT MALLS

WCT responded to the call to replenish dwindling blood supplies by organising 20 blood donation drives at its malls. Over 1,331 pints of blood were collected in total.

SPREADING JOY DURING CHINESE NEW YEAR

For Chinese New Year, New World Petaling Jaya Hotel visited Persatuan Kebajikan Warga Emas Kenang Budi, Kuala Lumpur. Residents were served salmon Yee Sang and traditional Poon Choy and the hotel also donated bedding and personal hygiene items. Another beneficiary was the Seed of Hope, drug rehabilitation centre in PJ Old Town that also received donations in cash and kind from New World Hotel.

SUSTAINABILITY STATEMENT
cont'd

ANNUAL BUBUR LAMBUK DISTRIBUTION

During Ramadan, Première Hotel distributed 1,500 containers of Bubur Lambuk to firefighters, police officers, doctors and nurses in Hospital Tengku Ampuan Rahimah, Klang and Manipal Hospitals Klang, government authorities, worshippers at the nearby mosque and corporate clients.

IFTAR MEALS FOR THE UNDERPRIVILEGED

In the spirit of sharing and giving during the holy month of Ramadan, Première Hotel invited five underprivileged families from Kampung Jawa, Klang for a buka puasa or breaking of the fast event at the hotel's Ramadan buffet. This was followed by the hotel's distribution of necessities and duit raya to the families.

FEEDING THE NEEDY

From 21 August to 31 December 2021, Paradigm Mall, Petaling Jaya, alongside Kechara Soup Kitchen, organised a Food Bank Drive to provide necessities and food supplies to underprivileged communities affected by the pandemic. More than 20 households benefitted from this programme, receiving more than RM2,000 worth of essentials donated by the public. In addition, Paradigm Mall, Johor Bahru has a long-term partnership with Food Bank Ji Shan, where the mall designates a venue for shoppers to donate dry sundry goods.

PROVIDING FOOD AID TO NEEDY FAMILIES THROUGHOUT 2021

WCT contributed over 4,000 food packs to several food banks as part of our CSR efforts to help needy B40 families get through the challenging pandemic. The aid was channeled to the Food Relief Project by Food Aid Foundation, Kementerian Wilayah Persekutuan's COVID-19 Food Basket programme, BBT One The Towers tenant food aid programme and Ranau Chinese Chamber of Commerce (RCCC).

APPRECIATION BENTOS FOR FRONTLINERS

'Adopt A Bento' meal donation drives were launched by Paradigm Mall, Johor Bahru and gateway@klia2 to express appreciation to Malaysia's heroic medical frontliners in conjunction with Merdeka and Malaysia Day. Shoppers contributed to the initiative by 'adopting' a Bento for just RM10, allowing them to write their own thank you messages on a gift card for the frontliners. Paradigm Mall, Johor Bahru delivered 600 Bento box sets to medical frontliners at Hospital Sultanah Aminah, Johor Bahru on 31 August and 1 September 2021. On 16 September 2021, gateway@klia2 delivered 100 sets of Bento boxes to medical frontliners at Hospital Putrajaya.

SUSTAINABILITY STATEMENT
cont'd

LENDING A HAND TO GURDWARA SAHIB'S FLOOD RELIEF PROGRAMME

WCT contributed to flood relief efforts by providing transport and manpower to deliver necessities to those affected by the flood in Sri Muda, Shah Alam.

CLEANING UP AFTER THE FLOODS

WCT's Engineering and Construction Division lent expertise and machinery to help clean and restore areas in Seksyen 13, Shah Alam and Johan Setia which were severely affected in the December 2021 floods.

ENSURING ACCESS FOR THE DISABLED

All WCT projects and relevant operational sites are built with access provided to physically disabled individuals. Be it property developments or shopping malls, access and facilities for the disabled are provided. These include wheelchair ramps, disabled car park bays, easy-access lift buttons, disabled toilets and more.

The inclusive approach also extends to the provision of dedicated Ladies Only parking bays as well as various child-friendly features in all malls.

The latest efforts in enabling better accessibility include the design of light switches at a lower height to enable easier reach at the Paradigm Residence, Johor Bahru, The Maple Residences as well as future developments. Our projects developed under the Rumah Selangorku programme, namely Azaria, Asteria and Aronia Apartments are designed with a minimum of two residential units per block for people with disabilities ("OKU").

Disabled-friendly access at WCT's developments and dedicated ladies parking bays at the malls

SUSTAINABILITY STATEMENT
cont'd

GRI CONTENT INDEX

GRI Standard	Disclosure	Page number(s) and/or URLS	Referenced Section
GRI 101: Foundation 2016			
General Disclosures			
GRI 102: General Disclosures 2016	**Organizational profile**		
	102-1 Name of the organization		Report cover
	102-2 Activities, brands, products, and services	Page 4-5	Core Businesses And Operating Units
	102-3 Location of headquarters	Page 6	Corporate Information
	102-4 Location of operations	Page 7	Corporate Profile
	102-5 Ownership and legal form	Page 6	Corporate Information
	102-6 Markets served	Page 7	Corporate Profile
	102-7 Scale of the organization	Page 4-5	Core Businesses And Operating Units
	102-8 Information on employees and other workers	Page 81, 82-84	Talent Management: Promoting An Equal Opportunity Workplace And Gender / Ethnic Diversity, Workforce Demographic Data, Percentage Of Foreign VS Local Workers / Employees (Group)
	102-9 Supply chain	Page 58, 60, 80	Safeguarding Employees And The Supply Chain, Supporting Local Procurement And Local Supply Chains, Environmental And Social Performance Across The Supply Chain
	102-10 Significant changes to the organization and its supply chain	No Significant Changes To The Organisation And / Or Its Supply Chain In The Reporting Year.	
	102-11 Precautionary Principle or approach	Page 50-51, 117	Material Matters, Statement Of Risk Management And Internal Control
	102-12 External initiatives	Page 38	WCT Subscribes To A Wide Range Of External Initiatives Through Its Membership And Partnerships In Industry Bodies And Professional Associations.
	102-13 Membership of associations	Page 38	Membership In Associations
	Strategy		
	102-14 Statement from senior decision-maker	Page 46	Message From The Group Executive Director
	102-15 Key impacts, risks, and opportunities	Page 46, 50-51, 41-45, 63	Message From The Group Executive Director, Material Matters, Supporting The United Nations Sustainable Development Goals, Climate Change: Risks And Opportunities
	Ethics And Integrity		
	102-16 Values, principles, standards, and norms of behavior	Page 53-54	Ethical Business Conduct And Corporate Integrity
	102-17 Mechanisms for advice and concerns about ethics	Page 53-54, 56	Ethical Business Conduct And Corporate Integrity, Whistleblowing Mechanism And Reported Corruption Cases
	Governance		
	102-18 Governance structure	Page 51-52	Sustainability Governance Structure
	102-19 Delegating authority		
	102-20 Executive-level responsibility for economic, environmental, and social topics		
	102-21 Consulting stakeholders on economic, environmental, and social topics	Page 47-50	Stakeholder Engagement
	102-22 Composition of the highest governance body and its committees	Page 51-52, 106-110	Sustainability Governance Structure, Corporate Governance Overview Statement

SUSTAINABILITY STATEMENT
cont'd

GRI Standard	Disclosure	Page number(s) and/or URLS	Referenced Section
GRI 101: Foundation 2016			
General Disclosures			
GRI 102: General Disclosures 2016	**Governance**		
	102-23 Chair of the highest governance body	Page 104	Corporate Governance Overview Statement
	102-24 Nominating and selecting the highest governance body		
	102-25 Conflicts of interest		
	102-26 Role of highest governance body in setting purpose, values, and strategy	Page 51-52	Sustainability Governance Structure
	102-27 Collective knowledge of highest governance body	Page 106-110	Corporate Governance Overview Statement, Corporate Governance Report
	102-28 Evaluating the highest governance body's performance	Page 110	Corporate Governance Overview Statement, Corporate Governance Report
	102-29 Identifying and managing economic, environmental, and social impacts	Page 50-51	Material Matters
	102-30 Effectiveness of risk management processes	Page 50-52, 54, 117	Material Matters, Statement Of Risk Management And Internal Control
	102-31 Review of economic, environmental, and social topics	Page 50-51	Material Matters
	102-32 Highest governance body's role in sustainability reporting	Page 51-52	Sustainability Governance Structure
	102-33 Communicating critical concerns	Page 50-51	Material Matters
	102-34 Nature and total number of critical concerns		
	102-35 Remuneration policies	Page 111	Corporate Governance Overview Statement
	102-36 Process for determining remuneration		
	102-37 Stakeholders involvement in remuneration		
	102-38 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.	
	102-39 Percentage increase in annual total compensation ratio		
	Stakeholder Engagement		
	102-40 List of stakeholder groups	Page 47-49	Stakeholder Engagement: Stakeholder Engagement Table
	102-41 Collective bargaining agreements	Page 81-82	Employee Rights
	102-42 Identifying and selecting stakeholders	Page 47-49	Stakeholder Engagement: Stakeholder Engagement Table
	102-43 Approach to stakeholder engagement		
	102-44 Key topics and concerns raised		
	Reporting Practice		
	102-45 Entities included in the consolidated financial statements	Page 148	Notes To The Financial Statements
	102-46 Defining report content and topic Boundaries	Page 36-37	About This Report: Scope & Material Boundary
	102-47 List of material topics	Page 50-51	Material Matters
	102-48 Restatements of information	Page 47-49	Stakeholder Engagement: Stakeholder Engagement Table
	102-49 Changes in reporting	No Major Changes In Approach To Reporting.	

SUSTAINABILITY STATEMENT
cont'd

GRI Standard	Disclosure	Page number(s) and/or URLS	Referenced Section
GRI 101: Foundation 2016			
General Disclosures			
GRI 102: General Disclosures 2016	**Reporting Practice**		
	102-50 Reporting period	Page 36	About This Report: Reporting Period
	102-51 Date of most recent report		
	102-52 Reporting cycle		
	102-53 Contact point for questions regarding the report	Page 39	About This Report: Report Availability And Feedback
	102-54 Claims of reporting in accordance with the GRI Standards	Page 36	About This Report: Applied Frameworks
	102-55 GRI content index	Page 94-102	Provided At The End Of The FY2021 Sustainability Report
	102-56 External assurance	Page 38	About This Report: Assurance
Material Topics			
GRI 200 Economic Standard Series			
Economic Performance			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 58-60	Economic Contribution To Stakeholders
	103-2 The management approach and its components	Page 14-16, 58-62	Management Discussion And Analysis, Economic Contribution To Stakeholders
	103-3 Evaluation of the management approach	Page 12-22, 58-60	Management Discussion And Analysis, Economic Contribution To Stakeholders: Economic Value Created And Distributed For Stakeholders
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Page 58-60	Economic Contribution To Stakeholders, Economic Performance: Economic Value Created And Distributed For Stakeholders
	201-2 Financial implications and other risks and opportunities due to climate change	Page 62-63	Climate Change And Emissions: Climate Change: Risks And Opportunities
	201-3 Defined benefit plan obligations and other retirement plans	Page 85-86	Talent Management: Employee Remuneration And Employment Benefits
	201-4 Financial assistance received from government		The Group Has Not Received Any Form Of Financial Assistance, Waivers Or Subsidies From The Government, Save For COVID-19 Related Incentives / Stimulus As Provided To All Industry Players.
Market Presence			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 7, 12-22	Corporate Profile, Management Discussion And Analysis
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	Page 81-82, 82-84	Talent Management: Promoting An Equal Opportunity Workplace And Gender / Ethnic Diversity, Workforce Demographic Data, Percentage Of Foreign VS Local Workers / Employees (Group)

SUSTAINABILITY STATEMENT
cont'd

GRI Standard	Disclosure	Page number(s) and/or URLS	Referenced Section
GRI 200 Economic Standard Series			
Indirect Economic Impacts			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 61	Economic Performance: Supporting Local Community Infrastructure And Services
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported		
	203-2 Significant indirect economic impacts		
Procurement Practices			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 60	Economic Performance: Supporting Local Procurement And Local Supply Chains
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers		
Anti-corruption			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 54-55	Sustainability Governance: Strong Anti-Bribery And Anti-Corruption Stance
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Page 55	Sustainability Governance: Identification Of Operations With Possible Higher Risk For Corruption
	205-2 Communication and training about anti-corruption policies and procedures	Page 55	Sustainability Governance: Anti-Corruption Training
	205-3 Confirmed incidents of corruption and actions taken	Page 56	Whistleblowing Mechanism And Reported Corruption Cases
GRI 300 Environmental Standards Series			
Materials			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 65, 70-71	Environmental Performance: Addressing Environmental Impacts Using Circular Economy Principles, Addressing Environmental Impact Through Digital Solutions, Resource Consumption
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Page 70-71	Environmental Performance: Resource Consumption
	301-2 Recycled input materials used	Page 73-75	Environmental Performance: Waste Management

SUSTAINABILITY STATEMENT
cont'd

GRI Standard	Disclosure	Page number(s) and/or URLS	Referenced Section
GRI 300 Environmental Standards Series			
Energy			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 66	Environmental Performance: Energy Consumption
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Page 68-70	Energy Consumption: Energy Performance Data
	302-2 Energy consumption outside of the organization		
	302-3 Energy intensity		
	302-4 Reduction of energy consumption		
	302-5 Reductions in energy requirements of products and services	Page 67	Energy Consumption: Energy Saving Measures Undertaken By Business Divisions
Water			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 71-73	Environmental Performance: Water Consumption And Management
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
GRI 303: Water 2016	303-1 Water withdrawal by source		
	303-2 Water sources significantly affected by withdrawal of water		
	303-3 Water recycled and reused		
Biodiversity			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 76	Environmental Performance: Biodiversity
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		
	304-2 Significant impacts of activities, products, and services on biodiversity	No significant biodiversity impacts reported in FY2021.	
Emissions			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 62-63	Environmental Performance: Climate Change And Emissions
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Page 69-70	Climate Change And Emissions: Emissions Data
	305-2 Energy indirect (Scope 2) GHG emissions		
	305-4 GHG emissions intensity		
	305-5 Reduction of GHG emissions		

SUSTAINABILITY STATEMENT
cont'd

GRI Standard	Disclosure	Page number(s) and/or URLS	Referenced Section
GRI 300 Environmental Standards Series			
Effluents and Waste			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 73-75	Environmental Performance: Waste Management
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
GRI 306: Effluents and Waste 2016	306-1 Water discharge by quality and destination	Page 73-75	Environmental Performance: Waste Management
	306-2 Waste by type and disposal method		
	306-5 Water bodies affected by water discharges and/or runoff	Page 76-80	Environmental Performance: Environmental Monitoring And Protection
Environmental Compliance			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 76-80	Environmental Performance: Environmental Monitoring And Protection
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations		
Supplier Environmental Assessment			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 80	Environmental Monitoring And Protection: Environmental And Social Performance Across The Supply Chain
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
GRI 400 Social Standards Series			
Employment			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 81	Social Performance: Talent Management
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Page 82-83	Talent Management: Workforce Demographic Data
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 85-86	Talent Management: Employee Remuneration And Employment Benefits
	401-3 Parental leave		

SUSTAINABILITY STATEMENT
cont'd

GRI Standard	Disclosure	Page number(s) and/or URLS	Referenced Section
GRI 400 Social Standards Series			
Labor/Management Relations			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 81-82	Talent Management: Employee Rights
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes		
Occupational Health and Safety			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 86	Occupational Health And Safety ("OHS"): OHS Approach
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
GRI 403: Occupational Health and Safety 2016	403-1 Workers representation in formal joint management-worker health and safety committees	Page 88	Occupational Health And Safety ("OHS"): Worker Representation On Joint Health And Safety Committees
	403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Page 90	Occupational Health And Safety ("OHS"): OHS Performance
Training and Education			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 84-85	Social Performance: Employee Learning And Growth
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee		
	404-3 Percentage of employees receiving regular performance and career development reviews		
Diversity and Equal Opportunity			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 82	Talent Management: Promoting An Equal Opportunity Workplace And Gender / Ethnic Diversity
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Page 53	Sustainability Governance: Board Composition

SUSTAINABILITY STATEMENT
cont'd

GRI Standard	Disclosure	Page number(s) and/or URLS	Referenced Section
GRI 400 Social Standards Series			
Non-discrimination			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 82	Talent Management: Promoting An Equal Opportunity Workplace And Gender / Ethnic Diversity
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken		
Freedom of Association and Collective Bargaining			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 81	Talent Management: Employee Rights
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
Child Labor			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 81	Social Performance: Talent Management
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
Forced or Compulsory Labor			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 81	Social Performance: Talent Management
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
Local Communities			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 61, 91-93	Economic Performance: Supporting Local Community Infrastructure And Services, Local Community Development And Empowerment
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs		
	413-2 Operations with significant actual and potential negative impacts on local communities		

SUSTAINABILITY STATEMENT
cont'd

GRI Standard	Disclosure	Page number(s) and/or URLS	Referenced Section
GRI 400 Social Standards Series			
Public Policy			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 56	Sustainability Governance: Political Position And Political Contributions
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
GRI 415: Public Policy 2016	415-1 Political contributions		
Customer Health and Safety			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 62	Economic Performance: Product Safety & Quality
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services		
Marketing and Labeling			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 62	Economic Performance: Product Safety & Quality
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
GRI 417: Marketing and Labeling 2016	417-2 Incidents of non-compliance concerning product and service information and labeling		
	417-3 Incidents of non-compliance concerning marketing communications		
Customer Privacy			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 90	Economic Performance: Data Privacy
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data		
Socioeconomic Compliance			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 81	Social Performance
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
GRI 419: Socioeconomic Compliance 2016	419-1 Non-compliance with laws and regulations in the social and economic area		