WHISTLEBLOWING POLICY

WCT BERHAD (WCTB) &

WCT CONSTRUCTION SDN BHD (WCTC)

In line with good corporate governance practices, the Board of Directors ("BOD") and the Management of WCTB and WCTC (collectively "Company") encourage all its directors, employees and business associates (collectively "Reporting Individuals") to commit to the highest possible standards of ethical, moral, and legal conduct. Consistent with this commitment, the policy aims to support good management practices and sound corporate governance practices within the Company.

This policy aims to provide a structured mechanism for the Reporting Individuals to rise or report any suspected and/or known misconduct, wrongdoings, corruption and instances of fraud, waste, and/or abuse involving the resources of the Company and to provide reassurance that they shall be protected from reprisals or victimisation for whistleblowing in good faith.

For the purpose of this policy, wrongful activities or wrongdoings refers to any potential violations or concerns relating to any laws, rules, regulations, acts, ethics, integrity and business conduct, including any violations or concerns relating to malpractice, illegal, immoral, embezzlement and fraudulent activities which will affect the business and image of the Company.

The BOD of the Company has a stewardship and responsibility to communicate the requirements of this policy and to guide the organisation in dealing with concerns arising from wrongful activities or wrongdoings.

The Policy of the BOD is:

1. **To encourage active and moral obligation to report wrongdoings**
   All Reporting Individual are required to report any ongoing or suspected wrongful activities or wrongdoings involving any directors and employees of the Company at the earliest possible through the proper channel of reporting so that immediate action can be taken.

2. **To protect the whistle blower**
   Where disclosure is made in good faith, the Reporting Individual shall be protected against victimisation or any other adverse treatment.

3. **To ensure implementation of appropriate and fair disciplinary actions**
   All disciplinary actions taken against the alleged wrongdoers would be appropriate and fair.

4. **To establish and maintain an effective whistleblowing standard operating procedure.**

WCT Berhad (198101000433/66538-K)
(A member of WCT Group)

B-30-01, The Ascent, Paradigm, No. 1, Jalan SS7/26A, Kelana Jaya
47301 Petaling Jaya, Selangor Darul Ehsan, Malaysia
Tel: +(603) 7806 6688   Fax: +(603) 7806 6633
Email: enquiries@wct.my   www.wct.com.my

CERTIFIED TO ISO 9001 : 2015
CERT NO : QMS 00887

CERTIFIED TO ISO 45001 : 2018
CERT NO : OHS 00227

CERTIFIED TO ISO 14001 : 2015
CERT NO : EMS 00520

Any of the following channels outlined below can be used for the purpose of reporting:

1. The Reporting Individual shall as soon as reasonably practicable provide all relevant and important information pertaining to the suspected wrongdoing including the name and/or identity of the accused person and witness (if any), date and time of the incident and any documentary evidence which support the act of suspected wrongdoing by email to the Head of Compliance Function at whistleblower@wct.my or by mail to the following address:

> To: Chairman of Compliance Function
> c/o: B-30-1, The Ascent, Paradigm,
> No. 1 Jalan SS7/26A, Kelana Jaya,
> 47301 Petaling Jaya, Selangor.

2. The Reporting Individual shall as soon as reasonably practicable provide all relevant and important information pertaining to the suspected wrongdoing including the name and/or identity of the accused person and witness (if any), date and time of the incident and any documentary evidence which support the act of suspected wrongdoing by using an online form that is available at the https://www.wct.com.my.

3. The Reporting Individual may also directly write to the BOD at the following address if he or she has a reasonable belief that there is serious malpractice relating to any of the wrongful activities or wrongdoings involving any directors or employee of the Company
To:

> Board of Directors
> B-30-1, The Ascent, Paradigm,
> No. 1 Jalan SS7/26A, Kelana Jaya,
> 47301 Petaling Jaya, Selangor.

IR. ANTHONY TEOH

MANAGING DIRECTOR – E&C

Date : 3rd June 2025

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