

ANTI-BRIBERY MANAGEMENT SYSTEMS POLICY

Water Engineering Technology Sdn. Bhd. ("WET") is committed to conduct its business in a fair, open, honest, legal, and ethical manner. The company practices high ethical standards of professionalism and with integrity in everything that we do. This Anti-Bribery Management Systems Policy ("ABMS") represents WET's commitment in zero tolerance to all forms of bribery and corruption. As such, it provides a clear policy of the conduct which is expected of WET's personnel.

The Directors of WET are committed to comply with the MACC Act 2009. WET encourages employees and its Business Associates to raise their concerns in good faith or on the basis of reasonable belief, in confidence without fear of reprisal, to the Integrity Unit. The Integrity Unit directly reports to the Director and shall act independently, opening investigation report, and keep the whistleblower identity confidential, along with plan, implement, monitor, and report the ABMS activities. Any breach of this policy may result in disciplinary action, termination, and/ or legal proceedings. Business Associates failing to comply may have their contracts terminated.

PRINCIPALS ON ANTI-BRIBERY

Conflict of Interest

All personnel must ensure that their personal interest, business interest, and any external activities outside of WET (including those of their immediate family members or closely associated persons) do not conflict, or give rise to an actual or perceived conflict, with the interest of WET. All personnel shall promptly disclose any actual, potential, or perceived conflict of interest to their respective Head of Departments or business unit upon becoming aware of such conflict.

Gift and Hospitality

As a general normal business hospitality principle, personnel may accept or offer gifts and hospitality as long as it is infrequent, reasonable, and modest in value where there is no risk of improper influence on a decision and is a bona fide corporate social hospitality.

Entertainment

WET allows appropriate business-related entertainment. Personnel are allowed to offer or accept entertainment/recreation of a moderate and reasonable value, which comes with proper justification, without the intention of influencing someone to act improperly, or as a reward for having acted improperly or in a position of conflict.

Donation and Sponsorships, Including Political Contributions

WET allows charitable donations and sponsorships including political contributions for legitimate reasons as permitted under applicable laws and regulations but subject to due diligence and the relevant management approval.

Tender Process

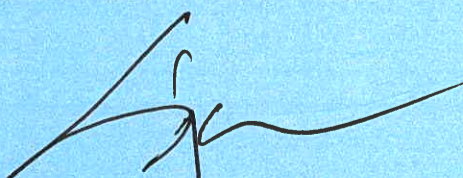
Any bidding process participated by any company under WET should be done in an appropriate and transparent manner according to the tender board procedures.

Third Parties and Agencies

All third parties, including without limitations to agents, consultants, contractors, subcontractors, supplier and joint venture partners should be aware of this ABMS Policy. WET expects them to comply with the minimum standards and procedure relating to anti-bribery.

WET reserves the right to amend this policy from time to time.

WATER ENGINEERING TECHNOLOGY SDN BHD



TAN SWEE HING
CHIEF OPERATING OFFICER/ DIRECTOR
DATE: 5th JUNE 2026 (REV. 01)



Water Engineering Technology Sdn. Bhd.