

GIFT POLICY

Water Engineering Technology Sdn. Bhd. (“WET”) is committed in conducting our business to the highest standard of integrity and good governance. WET has established the Gift Policy to ensure that WET stringently comply with WET Anti-Bribery Management System Policy in giving, receiving, or accepting gift both within and outside of the work premises.

WET requires all its personnel to observe and apply WET 8 core value of PRACTICE (Passion, Results Oriented, Accountability, Change Responsiveness, Teamwork, Integrity & Loyalty, Creative & Innovative and Equity) in their day-to-day operations and business affairs for the interest and reputation of the Company.

This policy provides guidance on how to recognize and deal with the difference forms of gifts and benefits which may lead to bribery and corruption issues.

The following are strictly prohibited:

- i. Cash or cash equivalents (e.g., vouchers, gift cards)
- ii. Gifts intended to influence a business decision
- iii. Gifts or hospitality during active tender or procurement processes
- iv. Personal benefits given in exchange for favourable treatment
- v. Donations made to disguise bribery

This policy governs the provision of benefits to WET employee and aims to prevent improper conduct by clearly defining permissible and prohibited forms of gifts and hospitality. It is intended to avoid conflicts of interest and ensure that all individuals and organisations with whom the Company interacts or conducts business are treated impartially and ethically.

WET Gift Policy requires WET to demonstrate the highest standard of ethics and conduct in all matters when dealing with third parties, to maintain ethical work and business relationships and to avoid any conflicts of interest or the appearance of a conflict of interest.

WET Gift Policy is to be read together with WET Anti-Bribery Management Systems Policy and Whistleblowing Policy. Any violation of this Gift Policy shall constitute violation of the Company’s Anti-Bribery Management Systems Policy.

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.