

# 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 the WET 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 the WET's personnel.

The Directors of the WET is committed to comply with the MACC Act 2009. Thus, this ABMS Policy sets out the WET's overall position to strictly prohibit any acts of bribery and corruption, and requires all its personnel to observe and apply the WET 8 core value of PRACTICE (Passion, Results Oriented, Accountability, Change Responsiveness, Teamwork, Integrity & Loyalty, Creative & Innovative, Equity) in their day-to-day operations and business affairs for the interest and reputation of the WET.

## PRINCIPAL ON ANTI-BRIBERY

### Conflict of Interest

All personnel must ensure that personal interest and business affairs or other activities outside the WET whether it benefits or their closely related person(s), i.e. relatives or close associated, do not conflict or may appear to be compete or conflict with the interests of the WET. All personnel shall declare their conflict of interest as soon as they are aware to their relevant heads of departments/business.

### 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 bone 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 allowed 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 the 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. The 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: 1<sup>ST</sup> DECEMBER 2025**



**Water Engineering Technology Sdn. Bhd.**