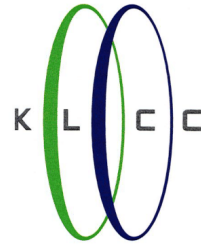


KLCCH Policy on Substance Misuse



KLCC (Holdings) Sdn Bhd (KLCCH) is committed to provide a Substance Misuse-free workplace as Substance Misuse impairs employees' work performance and the safety of one's self and others, posing a threat to Health, Safety and Environment.

Under this policy, Substance of Misuse includes any illegal drugs, alcoholic beverages containing ethanol, legal psychoactive drugs obtained or used without legal prescription, and legally prescribed psychoactive drugs consumed beyond their therapeutic or prescribed uses.

It is KLCCH policy that the unauthorised consumption, possession, distribution, purchase, or sale of any Substance of Misuse, or being under the influence of any such Substance of Misuse either within its premises, or while performing work and/or business for or on behalf of KLCCH, is prohibited. KLCCH shall promote awareness on the hazards associated with Substance Misuse.

KLCCH reserves the right to test and search for Substance Misuse on any employee, contractor and sub-contractor and their employees, as well as third parties within its premises.

KLCCH employees who breach any provision of this policy will be subjected to disciplinary action, which may include termination of employment.

KLCCH contractors and sub-contractors and their employees, as well as third parties who breach any provision of this policy shall be barred from working or visiting any KLCCH premises for a duration at the Company's sole discretion.

KLCCH requires its employees, contractors and sub-contractors and their employees, as well as third parties within its premises to adhere to this policy at all times.

A handwritten signature in black ink, appearing to read 'Md Shah Mahmood', with a horizontal line drawn underneath it.

Md Shah Mahmood

Group Chief Executive Officer
KLCC (Holdings) Sdn Bhd
1 December 2021