

## PRIVACY NOTICE

### 1. Introduction

PESTEC International Berhad and its subsidiaries ("PESTEC", "we", "our", or "us") are committed to safeguarding the personal data of individuals in accordance with the Personal Data Protection Act 2010 of Malaysia ("PDPA") and applicable data protection and privacy laws.

This Privacy Notice ("Notice") sets out the basis upon which PESTEC may collect, use, process, disclose, and otherwise handle personal data in connection with our business, operational, employment, and corporate activities.

By engaging with PESTEC, accessing our website, or providing your personal data to us, you acknowledge that you have read and understood this Notice and consent to the processing of your personal data in accordance with its terms, where such consent is required under applicable law.

### 2. Personal Data We May Collect

"Personal data" refers to any information relating directly or indirectly to an identifiable individual.

Personal data processed by PESTEC may include personal data relating to employees, directors, shareholders, customers, vendors, contractors, consultants, job applicants, business partners, and other individuals dealing with PESTEC.

The Personal Data collected and processed by PESTEC may include, without limitation:

- Name, identification number (NRIC, passport, or equivalent), and nationality religion, photograph, signatures and information collected when you register or update your personal information with us
- Contact information, including address, email address, and telephone number
- demographic information, including age, gender, citizenship, ethnicity, date of birth, family or marital status, household income, education, professional and employment information, family health and number of children
- Employment and professional information
- Financial and banking information, where applicable
- Company and business affiliation details
- Security and access information, including CCTV recordings and access logs
- Technical data such as IP address, browser type, and system access information
- Biometric Information such as fingerprints, facial recognition data and voiceprints
- Marketing preferences and personalization information, including any consents you have given us
- Communications history such as content of emails, text messages and other communication platform
- Any other information necessary or incidental to the purposes described in this Notice

Personal data may be collected directly from you or from lawful third-party sources, including employers, business partners, service providers, regulatory authorities, and publicly available sources.

### 3. Purposes of Processing Personal Data

PESTEC may collect, use, and process personal data for purposes including, but not limited to:

- Establishing and administering employment relationships
- Managing contractual and business relationships
- Engaging vendors, contractors, consultants, and service providers
- Providing, managing, and delivering our products and services
- Facilitating corporate governance, compliance, audit, and risk management functions
- Ensuring the security and integrity of our premises, systems, and operations
- Complying with applicable legal, regulatory, and statutory obligations
- Protecting and enforcing our legal rights and interests
- Responding to inquiries, requests, or communications
- Any other purpose reasonably related or incidental to the foregoing

**4. Disclosure of Personal Data**

PESTEC may disclose personal data to third parties where necessary and appropriate, including:

- Our subsidiaries, affiliates, and related companies
- Contractors, vendors, consultants, and service providers engaged by us
- Professional advisers, including legal counsel, auditors, and consultants
- Financial institutions and insurers
- Government authorities, regulators, statutory bodies, and law enforcement agencies
- Any other party where disclosure is required or permitted by law

All such disclosures are undertaken subject to appropriate confidentiality and security safeguards.

**5. Protection of Personal Data**

PESTEC maintains appropriate administrative, technical, and physical safeguards to protect Personal Data against unauthorized access, disclosure, alteration, misuse, or destruction.

These safeguards include access controls, secure information systems, personnel confidentiality obligations, and internal governance procedures designed to ensure the security and integrity of Personal Data.

**6. Retention of Personal Data**

Personal data will be retained only for as long as necessary to fulfil the purposes for which it was collected, or as required to satisfy legal, regulatory, accounting, or reporting obligations. Upon expiry of the applicable retention period, Personal Data will be securely destroyed, deleted, or anonymized in accordance with applicable laws and PESTEC's internal policies and procedures.

**7. Cross-Border Transfer of Personal Data**

Where necessary for business, operational, or legal purposes, Personal Data may be transferred to jurisdictions outside Malaysia.

PESTEC shall take reasonable steps to ensure that any such transfer is carried out in compliance with applicable legal requirements and that the recipient is subject to legally enforceable obligations to provide a standard of protection comparable to that required under applicable data protection laws.

**8. Your Rights**

Subject to applicable laws and regulatory requirements, you may have the right to:

- Request access to your Personal Data held by PESTEC
- Request correction of inaccurate, incomplete, or outdated Personal Data
- Withdraw your consent to the processing of your Personal Data, where applicable

Requests to access or correct Personal Data may be subject to verification of identity and applicable legal requirements. PESTEC reserves the right to impose a reasonable administrative fee where permitted by law.

**9. Cookies and Website Usage**

PESTEC's website may use cookies and similar technologies to enhance user experience, improve website functionality, and analyse website traffic.

Cookies are small text files placed on your device when you visit a website. These cookies enable the website to recognise your device and store certain information regarding your preferences or past actions.

PESTEC may use cookies for purposes including:

- Ensuring the proper functioning and security of the website
- Improving website functionality and user experience
- Analysing website traffic and usage patterns
- Supporting system administration and security

You may configure your browser settings to refuse or disable cookies. However, doing so may affect certain features or functionality of the website.

By continuing to use our website, you consent to the use of cookies in accordance with this Notice.

**10. Updates to this Notice**

PESTEC reserves the right to amend, revise, or update this Notice from time to time to reflect changes in legal, regulatory, operational, or business requirements.

Any updated version will be published on this website and shall take effect upon publication.

**11. Contact Information**

If you have any inquiries, requests, or concerns relating to this Notice or the handling of your Personal Data, please contact:

Data Protection Officer  
PESTEC International Berhad  
Wisma Masyhur  
45, Jalan Medan Setia 1,  
Bukit Damansara,  
50490 Kuala Lumpur  
Malaysia

Email: [dataprotection@pestec-internation.com](mailto:dataprotection@pestec-internation.com)

PESTEC International Berhad

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**About PESTEC**

PESTEC is a leading provider of engineering and infrastructure solutions, specialising in the design, development, and delivery of power transmission, distribution, and rail electrification projects. With a strong track record in innovation and technical expertise, PESTEC continues to drive sustainable growth while contributing to the advancement of critical infrastructure across its markets.