

Sustainability Highlights

Net Zero by 2050



Established internal carbon pricing framework at **RM15 per tonne** of CO₂e emitted



Implemented **Green Lease Partnership Programme**



Disclosed climate report which is aligned with the recommendations of the **Task Force on Climate-related Financial Disclosures (TCFD)**



Expanded **Scope 3 GHG emissions**



Established **ESG due diligence** for new land acquisition



3,008 MWh of renewable energy generated



Appointed Jeffery Sachs Center on Sustainable Development (JSC) to quantify to climate **Value at Risk (VaR)**



Implemented **Green Building Policy**



43% of our Board of Directors in 2022 were women, which is higher than the 30% recommendation by the Malaysian Code on Corporate Governance (MCCG)



Established **Universal Accessibility Policy**



Maintained **Zero fatalities**



Secured a total commitment for sustainable finance of **more than RM2.0 billion** since 2021

Advancing Sustainability in Sunway REIT

GRI 2-22

Sunway REIT remains committed to advancing the sustainability agenda and continues to push for a sustainable future for all. In striving to deliver Sunway REIT's sustainability vision, we are guided by Sunway REIT's overarching Net Zero Carbon Emissions by 2050 Roadmap to transition towards a low-carbon economy. We go beyond meeting minimum regulatory compliance to create value through our sustainability efforts, which are led by four sustainability goals across the pillars of environmental, social and governance (ESG). In 2022, we made significant progress in our sustainability journey and enhanced various positive ESG impacts.



STRONGER GOVERNANCE

Since 2021, Sunway REIT has integrated sustainability at the highest governance level, enabling strategic oversight of ESG issues for longer-term value creation. Sustainability at Sunway REIT is led by the Sustainability Committee, which includes ESG considerations in the process of determining the strategic direction and policies. Sunway REIT was also one of the first few publicly listed companies in Malaysia that incorporated sustainability into Senior Management's performance evaluation and KPIs which are linked to remuneration.

In 2022, Sunway REIT's Sustainability Committee reviewed and approved various robust sustainability initiatives, including revising the 2030 goals and targets. The Donations, Sponsorships and Corporate Responsibility Policy was also enhanced while a new Universal Accessibility Policy was rolled out to underpin the commitment to embracing inclusivity.



Please refer to Goal 4: Respecting Ethical Principles section



BETTER CLIMATE ACTION

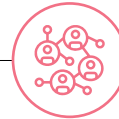
In 2022, Sunway REIT further deepened its commitment to accelerating its climate action, which is driven by its Net Zero Carbon Emissions by 2050 Roadmap. Apart from strengthening its efforts internally through policies, Sunway REIT introduced the Sunway Green Lease Partnership Programme to work closely with its tenants to reduce their Scope 1 and Scope 2 greenhouse gas (GHG) emissions.

Sunway REIT also submitted its first climate change and water security report to Carbon Disclosure Project (CDP).

We continue to support the recommendations of Task Force on Climate-Related Financial Disclosures (TCFD) and have prepared a climate report in-line with TCFD recommendations.



Please refer to Goal 1: Transforming Our Portfolios to Low-Carbon Assets and Goal 2: Advocating A Responsible Value section



BIGGER SOCIAL IMPACT

Sunway REIT rolled out Universal Accessibility Policy in 2022 as part of our commitment to be inclusive and improve accessibility in our properties.

Meanwhile, Sunway REIT's commitment to diversity and women in leadership is reflected in 43% female representation on the Board of Directors, which is higher than the 30% recommendation by the Malaysian Code on Corporate Governance (MCCG).

Sunway REIT continued to invest in its employees capacity development by providing a safe workplace for them. Various community enrichment projects were also undertaken by the business segments.



Please refer to Goal 3: Investing in Community Inclusivity section

Highlights in 2022

► Remained a constituent of FTSE4Good Bursa Malaysia Index for 7th consecutive year

► Implemented Sunway Green Lease Partnership Programme for Retail, Hotel and Office segments

► Revised 2030 targets

► Established Universal Accessibility Policy

UN SDGs Scorecard

GRI 2-22

The United Nations Sustainable Development Goals (UN SDGs) represent a shared blueprint developed to achieve peace and prosperity for people and the planet, now and into the future. The blueprint was agreed on and adopted by all UN Members States in 2015 and acts as an urgent call by the countries to work towards an equitable future through 17 interlinked goals to ensure no one is left behind. These goals cover all the key areas required for sustainable development, from eradicating poverty and reducing inequality to improving health and education and boosting economic growth, while addressing climate change and preserving the environment.

In 2022, Sunway REIT continued to contribute to a range of key areas and selected SDGs. For more information on our initiatives and how we contributed to the SDGs, please click on the icons below, which will take you to the respective section.



Zero Hunger

Distributed **1,000** packets of *bubur lambuk* to the B40 community during Deepavali 2022



Good Health and Well-being

646 donors participated in blood donation campaigns across our properties



Gender Equality

43% of our Board of Directors in 2022 were women
71% of our employees in 2022 were female



Clean Water and Sanitation

Water crisis SOPs implemented in **all REIT-managed properties** to ensure water security



Affordable and Clean Energy

We generated a total of **3,008 MWh** of solar energy in 2022 and installed new solar panels at Sunway Resort Hotel, Menara Sunway and Sunway Carnival Mall



Industry, Innovation and Infrastructure

Since the implementation of the Sunway Smart Parking System in 2021, we have eliminated a total of **10.32 million** parking tickets



Sustainable Cities and Communities

4 of our buildings have been green-certified



Responsible Consumption and Production

We diverted **4%** of our waste from landfills in 2022



Climate Action

2,154 tonnes of CO₂e emissions avoided in 2022



Peace, Justice and Strong Institutions

Zero reported cases of bribery and corruption



Partnership for the Goals

Collaborated with Jeffrey Sachs Center on Sustainable Development (JSC) to derive Value at Risk for properties exposed to the risks of climate change

Sustainability Scorecard – Goals and Targets

GRI 2-20

Our sustainability scorecard helps us to track our performance against our goals and targets. In 2022, we integrated sustainability into Senior Management performance evaluations and KPIs, which are linked to remuneration. This includes linking the remuneration for senior executives to ESG performance, such as their management of Sunway's climate change performance and material sustainability risks and opportunities.

Legend: Progress Tracking

●●● Progressing with delays, to review current approach

●●● Progressing but slightly behind target, to increase efforts

●●● Progressing well and on track to achieve targets by 2030

ENVIRONMENTAL

GOAL 1: TRANSFORMING OUR PORTFOLIOS TO LOW-CARBON ASSETS



2030 TARGETS	2022 PERFORMANCE	DESCRIPTION
<ul style="list-style-type: none"> Building energy intensity (BEI) should stay below the annual target set for the respective business divisions starting from 2022. (The business segments should continue to stay below the BEI targets that will be lowered by 4% on a y-o-y basis up till 2030 to align with the IPCC's target of 45% reduction in carbon emissions by 2030.) <p>Green Building Index's BEI baseline minimum (kWh/m²/year) Office: 150 Retail: 350 Hotel: 290</p>	<p>●●● kWh/m²/year Office: 113 Retail: 264¹ Retail: 265² Hotel: 204</p> <p>Notes: ¹ Consisted of Sunway Pyramid Mall, Sunway Carnival Mall, Sunway Putra Mall and Sunway Clio Retail (Properties). ² Consisted of Sunway Pyramid Mall, Sunway Carnival Mall and Sunway Putra Mall.</p>	<p>The BEI increased from 2021 to 2022 amongst all business segments as customers return after MCO ended.</p>
<ul style="list-style-type: none"> At least of 40% of electricity from renewable energy sources by 2030 (5% locally generated, 35% purchased from green sources/solar farms) 	<p>●●● 3,008 MWh (1.39%) of solar energy is locally generated on solar PV panels on our properties</p>	<p>There is an increment from 2,240 MWh in 2021 to 3,008 MWh due to the installation of new solar PV panels in Menara Sunway, Sunway Carnival Mall and Sunway Resort Hotel.</p>
<ul style="list-style-type: none"> 40% waste diverted from landfills by 2030 	<p>●●● 4% of waste diverted from landfills</p>	<p>In 2022, we diverted 4% of waste from landfills, which was 1% lower than 2021. Based on our environmental performance, the disposed waste increased as business operations resumed to normal, post-MCO. Going forward, we will continue to employ the waste management hierarchy to divert more waste from landfills.</p>

Please refer to Goal 1: Transforming our Portfolios to Low-Carbon Assets section.

Sustainability Scorecard – Goals and Targets

GOAL 2: ADVOCATING A RESPONSIBLE VALUE CHAIN



2030 TARGETS	2022 PERFORMANCE	DESCRIPTION
<ul style="list-style-type: none"> Achieve and maintain 100% tenant participation in Sunway Green Lease Partnership Programme 	<ul style="list-style-type: none"> ●●● Achieved 21% retail and office tenant participation in Sunway Green Lease Partnership Programme ●●● Achieved 100% from hotel master lessees participation in Sunway Green Lease Partnership Programme 	Sunway REIT implemented the Sunway Green Lease Partnership Programme in 2022.

↪ Please refer to Goal 2: Advocating A Responsible Value Chain section.

SOCIAL

GOAL 3: INVESTING IN COMMUNITY INCLUSIVITY



2030 TARGETS	2022 PERFORMANCE	DESCRIPTION
<ul style="list-style-type: none"> To reach out and support 1 million beneficiaries 	<ul style="list-style-type: none"> ●●● 2022: 322,696 beneficiaries (Cumulative from 2021 - 2022) 	-

↪ Please refer to Goal 2: Advocating A Responsible Value Chain section.

GOVERNANCE

GOAL 4: RESPECTING ETHICAL PRINCIPLES





2030 TARGETS	2022 PERFORMANCE	DESCRIPTION
<ul style="list-style-type: none"> To achieve and/or maintain MSCI ESG Rating of A and above by 2030 	<ul style="list-style-type: none"> ●●● Achieved MSCI ESG Rating of BB 	-
<ul style="list-style-type: none"> To achieve and maintain FTSE4GOOD Bursa Malaysia ESG rating higher than country average (Malaysia) by 2030 	<ul style="list-style-type: none"> ●●● In the top 25% by ESG Ratings among PLCs in FBM EMAS that were assessed by FTSE Russell 	In 2021 and 2022, Sunway REIT was in the top 25% by ESG Ratings among PLCs in the FBM EMAS that were assessed by FTSE Russell.

↪ Please refer to Goal 4: Respecting Ethical Principles section.

Sustainable Finance

In 2021, Sunway REIT became the first M-REIT to incorporate sustainable finance considerations into its capital management strategy via the issuance of its inaugural Sustainability-Linked Bond (SLB). Issued under SUNREIT Unrated Bond Berhad (SUB), the SLB was part of SUB's RM10 billion existing unrated medium-term notes (MTNs) programme. OCBC Bank (Malaysia) Berhad (OCBC) was the appointed sustainability structuring coordinator of the SLB. In December 2021, SUB issued the first tranche of the SLB in December 2021, which featured a pricing adjustment mechanism benchmarked against the achievement of predetermined Sustainability Performance Targets (SPTs).

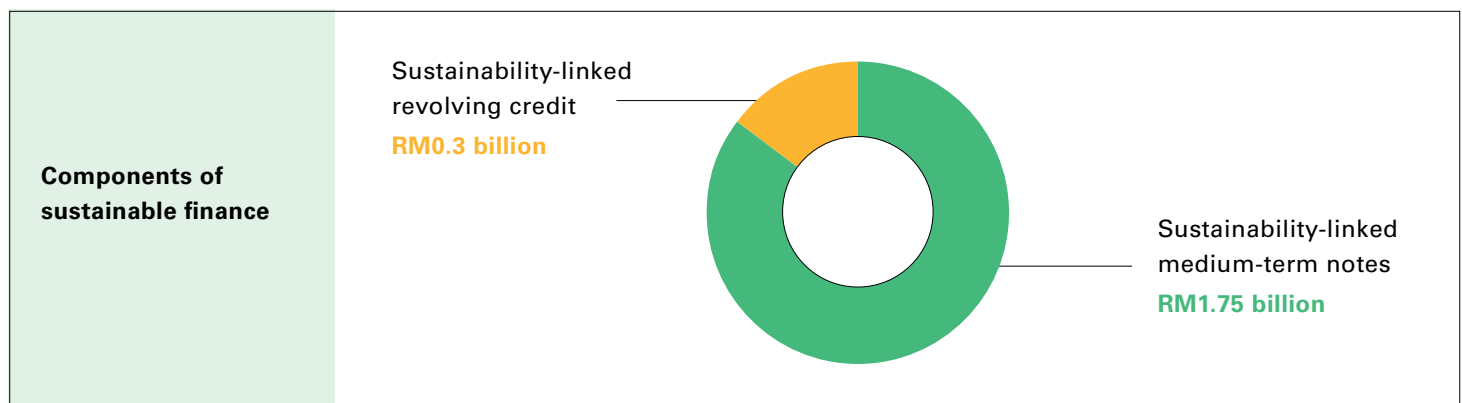
The SPTs are measured against the following two selected KPIs, which are core, relevant and material to the business of Sunway REIT.

 <p>KPI 1</p> <p>RENEWABLE ENERGY Annual Renewable Energy Generation (MWh) KPI 1 is measured based on renewable energy generated by Sunway REIT's properties.</p>	 <p>KPI 2</p> <p>ENERGY EFFICIENCY Building Energy Intensity (kWh/m²/year) KPI 2 is measured based on the weighted average building energy intensity of Sunway Pyramid Mall, Sunway Carnival Mall and Sunway Putra Mall.</p>
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The SLB's framework, which governs the terms of the SLB, was accorded a Silver Impact Bond Assessment by Malaysian Rating Corporation Berhad (MARC). MARC was of the opinion that the framework was aligned with the core components of the:

<p>Green Bond Principles and Social Bond Principles of the International Capital Markets Association (ICMA)</p>	<p>ASEAN Green Bond Standards and ASEAN Social Bond Standards of the ASEAN Capital Markets Forum</p>	<p>Green Loan Principles and Social Loan Principles of the Loan Market Association</p>	<p>Securities Commission Malaysia's Sustainable and Responsible Investment (SRI) Sukuk Framework</p>
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Sunway REIT has successfully secured a total commitment for sustainable finance of more than RM2.0 billion since 2021.



GOAL 1

TRANSFORMING OUR PORTFOLIOS TO LOW-CARBON ASSETS



At Sunway REIT, we work closely with internal and external stakeholders to decarbonise our portfolios. In 2021, we aligned with Sunway Group to establish the Net Zero Carbon Emissions by 2050 Roadmap through implementing an internal carbon pricing mechanism and engaging with our stakeholders to reduce Scope 3 GHG emissions.

We published our first climate report, which was aligned with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), in 2021. This year, we have disclosed a more comprehensive climate report in the Integrated Annual Report on pages 137 to 146.

The year under review saw Sunway REIT eliminating the use of single-use plastics by phases in our hotels.

► CAPITAL



Natural



Manufactured



Social and
Relationship

► MATERIAL ISSUES

- Physical Impacts of Climate Change
- Resource Management (Energy)
- Resource Management (Water)
- Pollution (Waste/ Effluents)
- Pollution (Emissions)

► ACTIVITIES

- Energy-saving Initiatives
- Water-efficient Fittings
- Rainwater Harvesting
- Waste Reduction
- Renewable Energy
- Waste Diversion from Landfills

► VALUE CREATED

- Responsible Supply Chain
- Collaboration with Tenants
- Minimal Negative Environmental and Social Impacts

CLIMATE REPORT: NET ZERO BY 2050

GRI 2-22, 305-1, 305-2, 305-3

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES

Climate change impacts have worsened in recent years and affected lives around the world. In the last two years, Malaysia has been hit by major flash floods, which displaced thousands from their homes. Fifty-five people were killed from December 2021 to January 2022 across the nation when it was hit by a 'once in 100 years' flood, based on police statistics.¹ In November 2022, 500 people were relocated to 11 temporary relief shelters due to heavy and continuous rain in Selangor.²

In line with global goals, the Paris Agreement and the national agenda, we are taking urgent climate action and have been stepping up measures to mitigate climate change risks. We remain committed to combatting climate change and limiting global temperature rise to 1.5° Celsius. We are on track to achieving our Net Zero Carbon Emissions by 2050 ambition through strategic and robust climate action.



In 2021, we publicly expressed our support for the Task Force on Climate-related Financial Disclosures (TCFD) and published our first climate report that was aligned with the four pillars of the TCFD to identify climate-related risks and opportunities. The report, which addressed the Governance, Risk Management, Strategy and Metrics & Targets of our climate risk management, underpins our official support for the TCFD.

- Governance
- Risk Management
- Strategy
- Metrics & Targets


The Jeffrey Sachs Center on Sustainable Development (JSC) was appointed to quantify our climate Value at Risk (VaR) based on the worst-case scenario as described in the Intergovernmental Panel of Climate Change (IPCC) Assessment Report 6 published in August 2021. The VaR analysis assessed our assets' potential financial losses and recommended steps to mitigate the worst material physical risks in Malaysia such as increased rainfall intensity and landslides.

The IPCC Assessment Report 6 states that global annual carbon emissions are expected to rise above 120 gigatonnes per year by 2100 in the worst-case scenario while the median global temperature is expected to increase by 4.4° Celsius over

pre-industrial levels, higher than the 2° Celsius scenario. In 2022, we updated the VaR to include transitional financial risks and opportunities.

We have also introduced an internal carbon pricing framework to better prepare the organisation for potential transitional risks from climate-related issues. In addition, we are committed to setting Science-based Targets and have submitted a climate report and water security report to CDP in 2022. Based on observation and study over the years, we recognised the impact of our business activities across our value chain and collaborated with our tenants to minimise the environmental and social impacts of our operations.

In 2022, we established the Sunway Green Lease Partnership Programme in our operations by committing to reducing environmental impacts in a joint agreement with our tenants. This included improving energy efficiency and reducing waste to landfill by implementing better waste management practices. The Sunway Green Lease Partnership Programme has been approved by the Board of Directors for adoption in our business operations as part of our transition to a low-carbon economy.

 Please refer to Goal 2 Advocating A Responsible Value Chain section

¹ Please refer to Floods: 55 fatalities from December 2021 to January 2022 - <https://www.thestar.com.my/news/nation/2022/03/08/floods-55-fatalities-from-december-2021-to-january-2022>

² Please refer to Floods: Almost 500 people evacuated in Selangor on Nov 17 - <https://www.thestar.com.my/news/nation/2022/11/17/floods-almost-500-people-evacuated-in-selangor-on-nov-17>

Goal 1: Transforming Our Portfolios to Low-Carbon Assets

CLIMATE REPORT: NET ZERO BY 2050

GOVERNANCE

Sunway REIT's sustainability governance is led by Sunway REIT's Sustainability Committee, which comprises members from the Board. Led by Yeo Kar Peng, the Sustainability Committee advises the Board, which has oversight of climate-related risks and opportunities. The Sustainability Committee also advises the Board on sustainability strategy and climate mitigation measures such as the implementation of the Internal Carbon Pricing framework and conducting a VaR study on Sunway REIT's assets.

➡ Please refer to Goal 4: Respecting Ethical Principles section.

We continue to embed sustainability practices and principles in our management and operations and are pleased to report our disclosures in accordance with the latest sustainability requirements of the MMLR and the Malaysian Code on Corporate Governance (MCCG). This section discloses Sunway REIT's efforts in addressing sustainability risks and opportunities in an integrated and strategic manner to support its long-term strategy and success.



CHAIRPERSON



Yeo Kar Peng

COMMITTEE MEMBERS



Dato' Jeffrey
Ng Tiong Lip



Sarena
Cheah Yean Tih

Practice 4.1

Sunway REIT's Board and its Management are responsible for the governance of sustainability, including the Trust's sustainability strategies, priorities and targets. In 2021, Sunway REIT set up a Sustainability Committee, which is tasked with reviewing, supervising and recommending to the Board sustainability strategy and issues, key ESG goals, targets and performance, as well as ESG progress and scorecard. The Sustainability Committee met four times during the financial year under review to fulfil its responsibilities.

The Sustainability Committee is supported by a Sustainability Working Group (SWG), which was established in 2015, and led by Sunway REIT CEO, Dato' Jeffrey Ng. Comprising representatives from Sunway Berhad, Managed Asset's Senior Management, Business Segment Heads and the Sustainability Officer, the SWG meets on a monthly basis to help the Sustainability Committee make informed decisions in embedding sustainability strategies in the Trust business operations and in implementing sustainability initiatives. The SWG also updates the Sustainability Committee on the progress of sustainability initiatives, ensures regulatory and reporting framework compliance, communicates the Board's direction on ESG and sustainability matters to all business segments and receives progress reports from all business segments.

Practice 4.2

Sunway REIT's sustainability strategies, priorities, targets and performance against the targets are communicated to its internal and external stakeholders regularly via various channels of engagement. These include the Integrated Annual Report, Annual Sustainability Statement, corporate publications and analysts' and investors' presentation updates, apart from media releases and interviews, corporate website, social media and sustainability and ESG-related events such as conferences and forums. As for employees, we engage with them through employee engagement training and programmes, learning and development via the Learning Management System and town halls by Senior Management.

Practice 4.3

Sunway REIT's Sustainability Officer is in charge of keeping the Board, Senior Management and the relevant employees updated with the sustainability issues relevant to the Trust and its business, including climate-related risks and opportunities. The Sustainability Officer shares sustainability and ESG-related information with the Company Secretary, who will disseminate the information to the relevant individuals. The information consists mostly of updates on regulatory requirements and sustainability-related training, webinars, conferences and developments from Corporate Governance Malaysia, Bursa Sustain and the Securities Commission Malaysia, among others.

Practice 4.4

In 2022, Sunway REIT incorporated sustainability into the performance evaluations and KPIs of its Senior Management. This included linking the remuneration of senior executives to ESG performance, including climate change matters. The KPIs are aligned with Sunway's Sustainability 2030 Goals and Targets and have been made part of the performance review of Sunway REIT's CEO, Dato Jeffrey Ng Tiong Lip, Deputy CEO, Clement Chen Kok Peng and CFO, Ng Bee Lien. The KPIs will be cascaded to employees within the organisation, tracked and reported annually.

Practice 4.5

Sunway REIT's Sustainability Officer, Ng Poh Li, was appointed in 2021 to provide a dedicated focus on sustainability matters. She has oversight in the management of sustainability matters, which resides with the Board, including the integration of sustainability considerations into Sunway REIT's business operations.

The Sustainability Officer reports to the CFO and is responsible for ensuring that the Trust's sustainability direction and initiatives are communicated by the Board to all business segments. The Sustainability Officer also monitors Sunway REIT's sustainability performance to ensure that the sustainability KPIs of the CEO, Deputy CEO, CFO and all business segments are achieved. Other responsibilities include keeping the Sustainability Committee and Sustainability Working Group updated with relevant and current ESG developments, apart from exploring opportunities to adopt relevant and current ESG developments.

 Please refer to Sunway REIT's Corporate Governance Report.

RISK MANAGEMENT

Value at Risk (VaR) Assessment

The VaR, which was conducted by the JSC in 2021 and updated in 2022, identified and evaluated the physical risks and transition risks and opportunities of all our 19 properties¹, including leased properties, across our business segments.

The VaR assessment was conducted based on the worst-case scenario described by the IPCC Assessment Report 6 published in August 2021. In the worst-case scenario, it was estimated that the sea-level rise in Southeast Asia would increase between 0.4 m and 1.1 m in the long term (2081 - 2100) from a 1995 - 2014 base, and that maximum one-day precipitation would increase between 6.7% and 46.6% within the same period. The median temperature is expected to increase by 4.4°C over pre-industrial levels (higher than the 2°C scenario) and the mitigation efforts to combat climate change will be unsuccessful, as the economy will continue to depend on fossil fuels.

¹ The number of properties assessed has been restated to 19 to include Sunway Pier, which was acquired in 2022. It was reported 18 properties in SunREIT's 2021 Sustainability Statement although Sunway Pier was part of the study, as the acquisition of the property was still under consideration during the assessment.

Goal 1: Transforming Our Portfolios to Low-Carbon Assets

CLIMATE REPORT: NET ZERO BY 2050

Intergovernmental Panel on Climate Change Assessment Report 6 (IPCC AR6) Working Group I describes five scenarios, of which the worst-case scenario, SSP5 - 8.5, was used in this climate VaR assessment.

Each scenario is labelled to identify both the emissions level and the so-called Shared Socioeconomic Pathway (SSP). The SSPs are based on five narratives describing broad socioeconomic trends that could shape future society.

SSP1

Sustainability - Taking the Green Road
(Low challenges to mitigation and adaptation)

SSP2

Middle of the Road
(Medium challenges to mitigation and adaptation)

SSP3

Regional Rivalry - A Rocky Road
(High challenges to mitigation and adaptation)

SSP4

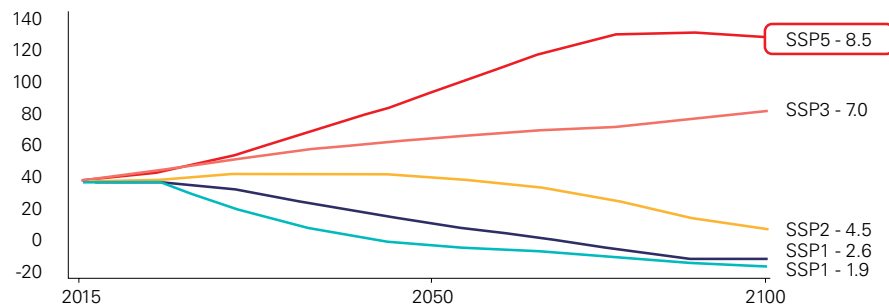
Inequality - A Road Divided
(Low challenges to mitigation, high challenges to adaptation)

SSP5

Fossil-fuelled Development - Taking the Highway
(High challenges to mitigation, low challenges to adaptation)

8.5 Worst-case scenario relative to other scenarios

Carbon dioxide GtCO₂/yr



Source: IPCC AR6 Working Group I, Assessment Report 6 Interactive Index, 2021.

Scenario	Near term (2021-2040)		Mid-term (2041-2060)		Long term (2081-2100)	
	Best estimate (°C)	Very likely range (°C)	Best estimate (°C)	Very likely range (°C)	Best estimate (°C)	Very likely range (°C)
SSP1-1.9	1.5	1.2 to 1.7	1.6	1.2 to 2.0	1.4	1.0 to 1.8
SSP1-2.6	1.5	1.2 to 1.8	1.7	1.3 to 2.2	1.8	1.3 to 2.4
SSP2-4.5	1.5	1.2 to 1.8	2.0	1.6 to 2.5	2.7	2.1 to 3.5
SSP3-7.0	1.5	1.2 to 1.8	2.1	1.7 to 2.6	3.6	2.8 to 4.6
SSP5-8.5	1.6	1.3 to 1.9	2.4	1.9 to 3.0	4.4	3.3 to 5.7

SLR forecasted range for the SSP5-8.5 worst-case scenario for 2018 to 2100 in the Southeast Asian region

Period	Scenario	Median (metres)	P25 P75	P10 P90	P5 P95
Near term (2021-2040)	SSP5-8.5	0.1	0.1 0.1	0.0 0.2	0.0 0.2
Mid-term (2041-2060)	SSP5-8.5	0.3	0.2 0.3	0.1 0.4	0.1 0.4
Long term (2081-2100)	SSP5-8.5	0.7	0.5 0.9	0.4 1.0	0.4 1.1

Range of maximum one-day precipitation for 2081 to 2100 for the Southeast Asian region

Period	Scenario	Median (%)	P25 P75	P10 P90	P5 P95
Near term (2021-2040)	SSP5 - 8.5	4.2	2.1 7.1	1.2 8.0	0.1 8.9
Mid-term (2041-2060)	SSP5 - 8.5	9.0	4.5 13.9	2.6 17.5	1.8 20.3
Long term (2081-2100)	SSP5 - 8.5	22.3	9.7 35.5	7.2 45.2	6.7 46.6

➡ Please refer to: IPCC AR6 Working Group I Interactive Index using Coupled Model Intercomparison Project Phase 6 (CMIP 6), 2021 - https://www.ipcc.ch/report/ar6/wg1/downloads/report/IPCC_AR6_WGI_SPM_final.pdf

PHYSICAL RISKS

The VaR study states that Malaysia is not expected to experience wind speed change that could damage buildings, as it is not located within a hurricane/typhoon zone. Existing chillers in buildings do not need to be enhanced, as chillers can operate in desert conditions. As such, the 19 properties of Sunway REIT were assessed against the following two types of physical risks, which could have material adverse impacts on buildings in Malaysia:

Sea Level Rise (SLR)

This will lead to more coastal and riverine floods

Increased rainfall intensity

This will lead to more flash floods and water seepage into buildings

Site inspections were also conducted at some properties to determine the risk level of the buildings and the mitigation measures taken. To systematically assess the material physical risks for each property, the JSC utilised the following analytical procedure:

1

The buildings were categorised according to Low, Medium and High VaR. While high-risk properties have higher physical risks and financial risks such as building repair costs due to floods, low-risk buildings have lower exposure to the risks. The VaR is categorised according to Low, Medium and High, as illustrated below:

High VaR

Vulnerable to physical risks due to sea level rise (SLR) or higher rain intensity **AND** Vulnerable to material physical risks (i.e. Max. historical annual damages cost ratio >>5%)

Medium VaR

Vulnerable to physical risks due to SLR or higher rain intensity **AND NOT** Vulnerable to large potential damages physical risks (i.e. Max. historical annual damages cost ratio >>5%)

Low VaR

Low vulnerability to physical risks due to SLR or higher rain intensity

2

The properties were assessed against the worst-case scenario as described by the Intergovernmental Panel on Climate Change (IPCC) Assessment Report 6, which was published in August 2021.

3

The elevation of each property vis-à-vis sea level was determined using an online topographic map, and the location relative to the coast and rivers was determined using Google Maps to gauge SLR risk.

4

The historical flooding and water seepage incidences and damage cost of each property were obtained to gauge the likelihood of floods and water seepage as suggested by historical incidences at the local level.

Potential Financial Risks and Potential Financial Opportunities of Climate-related Physical Risks

Types of Physical Risks	Potential Financial Risks	Potential Financial Opportunities
Acute Short term (1-5 years) to Long term (≥11 years)*	Increasing frequency of extreme weather events (floods, heavy rain, landslides) <ul style="list-style-type: none"> • Disruption of the provision of services dependent on the property asset thus loss of revenue • Higher cost of repairs • Higher insurance premiums 	Acquire or lease properties that have low physical risks or have adequately mitigated physical risks
Chronic Long term (≥11 years)	<ul style="list-style-type: none"> • Higher operating cost of running chillers for longer hours • Increasing frequency of flooding damage if building is not designed to cope with sea level rise (buffer above king tide) 	Acquire or lease properties that have low physical risks or have adequately mitigated physical risks

* Material floods have historically been observed to affect Sunway REIT's portfolio of property assets; however, they are not frequent. Moving forward, climate change will cause the frequency of these extreme acute weather events to increase.

Goal 1: Transforming Our Portfolios to Low-Carbon Assets

CLIMATE REPORT: NET ZERO BY 2050

TRANSITION RISKS

Transition risks are changes that a firm is expected to navigate as society transitions to a low-carbon economy. The impact of the transition risks is expected to be more material in the 2°C or less warming scenario. Under the TCFD framework, there are four types of transition risks, namely policy and legal risk, technology risk, market risk and reputation risk. The table below presents the potential financial risks and potential financial opportunities for Sunway REIT that could result from these transition risks.

The VaR reported four types of transition risks, namely policy and legal risk, technology risk, market risk and reputation risk, in alignment with the TCFD framework. The risks are presented alongside potential financial risks and potential financial opportunities.

Potential Financial Risks and Potential Financial Opportunities of Climate-related Transition Risks

Types of Transition Risks	Potential Financial Risks	Potential Financial Opportunities
Policy and Legal Medium term (6-10 years) to Long term (≥11 years) ¹	<ul style="list-style-type: none"> Carbon tax increases operating costs of high-carbon emission assets Exposure to litigation 	Cost savings from operating efficient green buildings (reduced electricity usage, reduced water usage)
Technology Short term (1-5 years) to Long term (≥11 years) ²	Not material	<ul style="list-style-type: none"> Technology to retrofit more efficient systems (reduced electricity usage, reduced water usage) Recycling technologies (rainwater harvesting, recycling waste material)
Market Short term (1-5 years) to Long term (≥11 years) ³	<ul style="list-style-type: none"> Increasing consumer preferences to patronise a green property asset Increasing cost to own or lease green property assets 	Be a market leader in providing experiences in a green property asset (green lease with tenants)
Reputation Short term (1-5 years) to Long term (≥11 years) ³	<ul style="list-style-type: none"> Increasing consumer preferences for companies that have green reputation Increasing stakeholder concern about climate change (difficulty to secure government approvals, difficulty to access financing, increasing shareholder activism for climate action) 	Be a brand leader in providing experiences in a green property asset

Notes:

¹ In Malaysia, mandatory regulations on green buildings are not likely in the short-term (1-5 years).

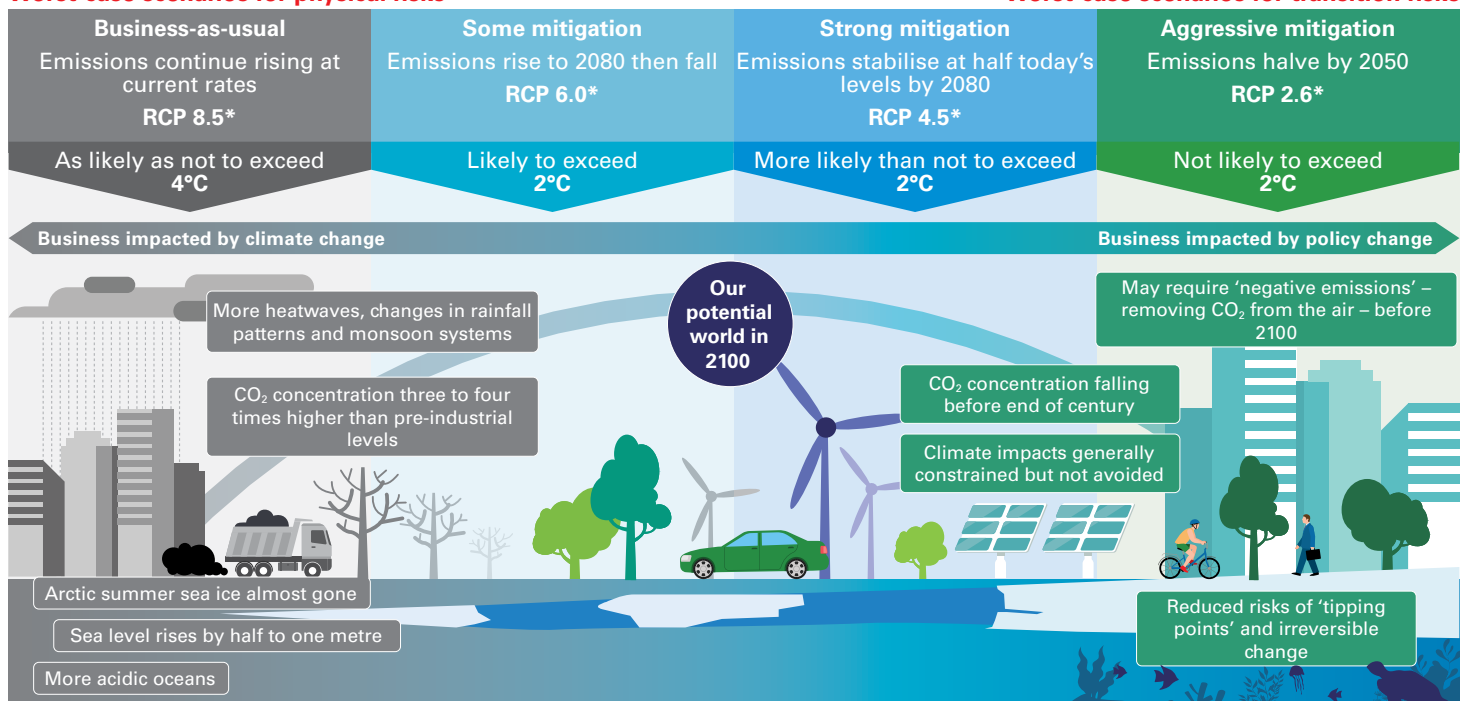
² Climate transition technology applicable to the property owned and operated sector is currently commercially available (e.g. LED lights, solar panels, energy-efficient cooling systems).

³ We take the view that in Malaysia, consumers and stakeholders in society (e.g. the government, investors, NGOs) already have preferences for green products and services; however, they are still at a nascent stage and not yet comprehensively embraced.

The following infographic explains how the worst-case scenario for physical risks and transition risks impacts a business organisation in four different scenarios. Under the Business-as-usual scenario (4°C), the organisation will be severely affected by physical risks. Physical risks are most material in a 4°C warming scenario when global efforts fail to limit the emissions of carbon. In the Aggressive mitigation (2°C or less) scenario, the organisation will be highly impacted by transition risks. Transition risks are most material in the 2°C or less warming scenario due to stakeholder demands for businesses to speed up the transition to low-carbon production processes.

Worst-case scenarios for physical risks

Worst-case scenarios for transition risks

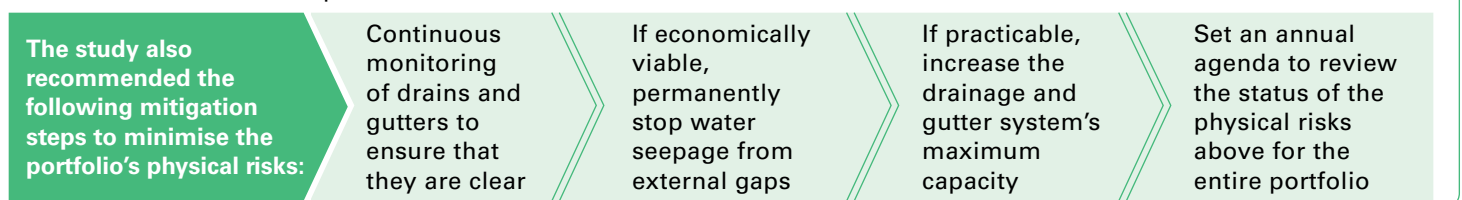


Source: Please refer to: IPCC (2013) *Climate Change Action, Trends and Implications for Business*, IPCC 5th Assessment Report - https://www.ipcc.ch/site/assets/uploads/2018/03/WG1AR5_SummaryVolume_FINAL.pdf

* The four RCP (Representative Concentration Pathway) scenarios each predict carbon emissions and resultant warming.

Conclusion

Based on the climate VaR study, Sunway REIT's property portfolio has low VaR overall although it is exposed to risks of flash floods and water seepage during heavy rain. Ten of the properties have low VaR while eight have medium VaR. One property, Sunway Pier, is classified as high VaR because of its close proximity to the coastline. However, extensive mitigation measures have been taken by Sunway REIT to enable the property to cope with the SLR and floods estimated in the IPCC Assessment Report 6's worst-case scenario.



Setting out the potential implications of climate-related physical risks and transition risks for Sunway REIT in the short, medium and long term based on the TCFD framework did not only identify potential financial risks but also potential financial opportunities. To this end, we are committed to continuing to improve our understanding of the climate-related potential risks and opportunities and investing in strategies and actions that will effectively mitigate material risks. This will be in addition to enhancing Sunway REIT's business position as a provider of high-quality, green and sustainable properties.

Goal 1: Transforming Our Portfolios to Low-Carbon Assets

CLIMATE REPORT: NET ZERO BY 2050

STRATEGY

SUNWAY NET ZERO CARBON EMISSIONS BY 2050

ROADMAP

In 2021, Sunway rolled out its Net Zero Carbon Emissions by 2050 Roadmap, which underlines its commitment to achieving net zero carbon emissions. Based on the roadmap, Sunway will reduce its residual emissions by 45% by 2030 and reach net zero carbon status by 2050 through a three-pronged strategic framework.

To reach the goal by 2050, Sunway will implement internal carbon pricing, the framework for which was established in 2021, to prepare for potential transitional risks from climate-related issues. The initiative will focus on emissions avoidance and energy substitution. Sunway will also intensify its efforts in engaging with upstream and downstream stakeholders to reduce Scope 3 emissions.

As part of an engagement initiative with upstream stakeholders, we have incorporated environmental and social criteria into supplier risk assessment since 2021.¹ For downstream stakeholders, we launched a Green Lease Partnership Programme for our tenants² in 2022, which calls for a joint effort to cut carbon emissions.

STRATEGY

Sunway's Net Zero Carbon Emissions By 2050 Roadmap

ON TRACK TOWARDS ACHIEVING 2030 TARGETS

We have set future value goals and 2030 targets to transform our portfolios to low-carbon sustainable cities.

Strategic Framework:



Decarbonisation



Resource management



Pollution management

ACCELERATING DECARBONISATION

From now until 2030, Sunway's focus is on reducing residual emissions by improving efficiency and using energy substitution. In 2021, we established an Internal Carbon Pricing framework to start preparing for the potential transition risks from climate-related issues at RM15 per tonne of CO₂e emitted above a threshold level. This is a decision-making tool that can help our business segments to understand their exposure to external carbon pricing schemes, guide their decisions and investments and put a value on their greenhouse gas (GHG) emissions in a way that drives positive change in their business.

We target for our managed properties to reduce their emissions by 4% per year, respectively, by 2030 using 2022 as a base year.

Implementation:



Internal Carbon Pricing

- Emissions avoidance (Energy efficiency improvement)
- Energy substitution (Renewable energy)



Engaging with stakeholders to reduce Scope 3 emissions

- Upstream - Suppliers (Sustainable procurement & supply chain practices)
- Downstream - Tenants (Sunway Green Lease Partnership Programme)

GETTING TO NET ZERO

To get to net zero carbon emissions by 2050, we plan to focus on carbon offset technology.



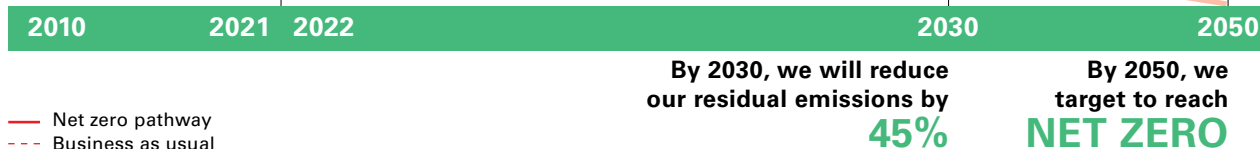
Carbon storage and capture



Investment in large-scale renewable energy

Global temperature is estimated to reach between 4.0°C and 5.0°C without any mitigation efforts.

Global warming is limited to 1.5°C with mitigation efforts, in line with the Paris Agreement goal.



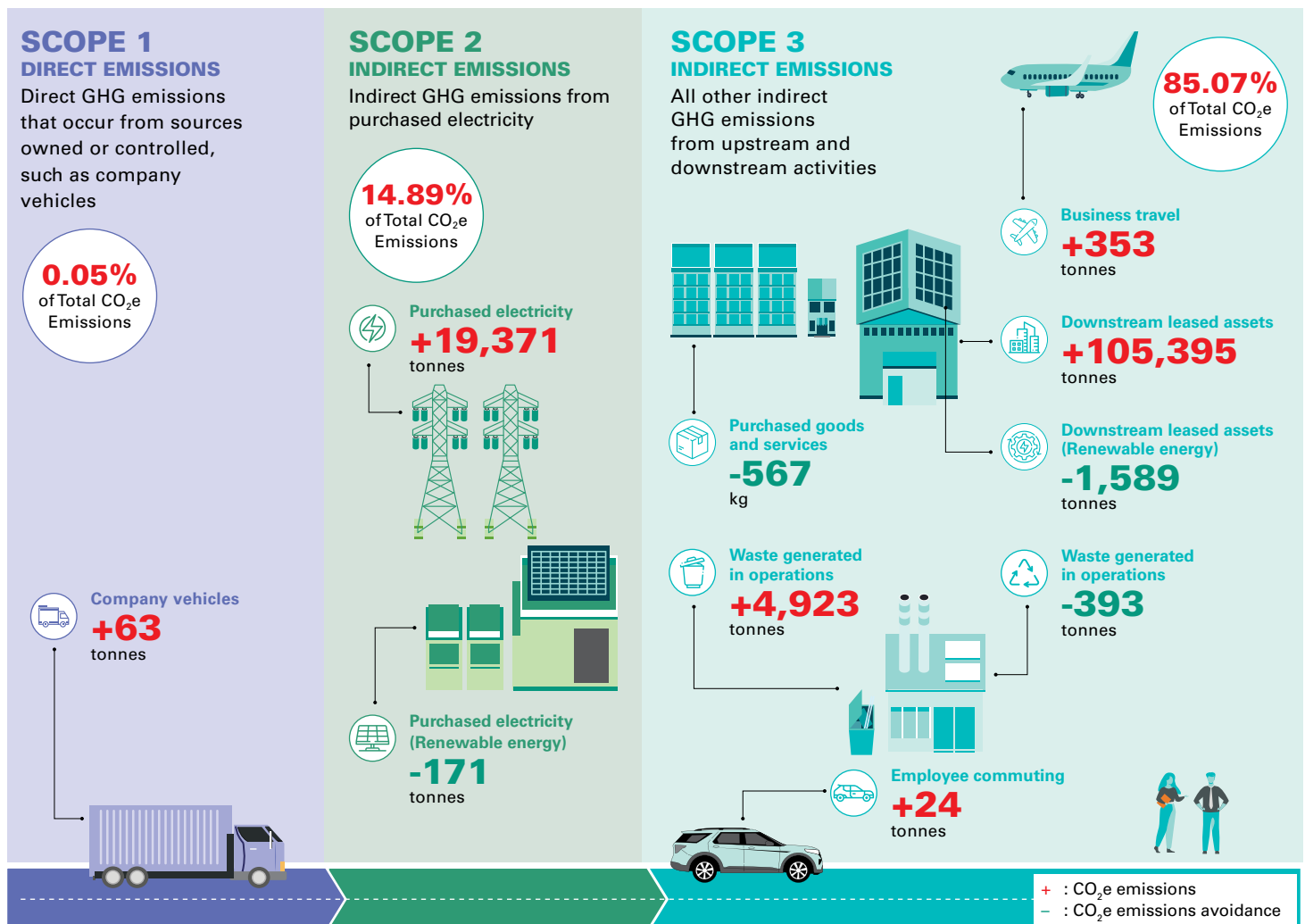
¹ Please refer to Goal 2: Advocating A Responsible Value Chain section.

METRICS AND TARGETS

Monitoring and reporting on our greenhouse gas (GHG) emissions allow us to track our carbon footprint and step up our climate action to mitigate climate-related risks. We have been reporting on our Scope 1, 2 and 3 GHG emissions since 2016 by using the relevant emission factors from the Department for Environment, Food & Rural Affairs (DEFRA), United Kingdom and Malaysian Green Technology and Climate Change Centre (MGTC). Our carbon emissions are calculated in accordance with the World Business Council for Sustainable Development and World Resources Institute's (WBCSD/WRI) GHG Protocol, a corporate accounting and reporting standard deemed best practice for corporate or organisational emissions reporting.

As part of our sustainability strategy, the Sustainability Committee endorsed four sustainability goals and seven targets in 2021. To ensure Sunway REIT is on track to meet the goals and targets, progress against the targets is tracked and reported in the annual Sustainability Statement.

TOTAL CO₂e EMISSIONS AND CO₂e EMISSIONS AVOIDANCE IN 2022 (SCOPE 1, 2 AND 3)



Note:

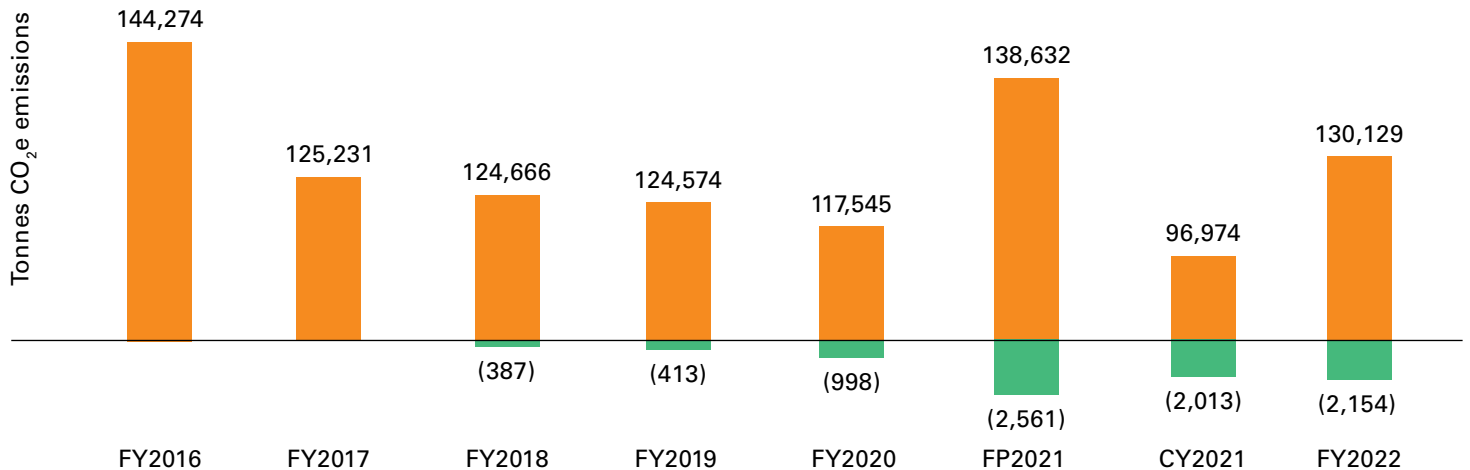
1. Figures stated may not add up due to rounding of decimals.

Goal 1: Transforming Our Portfolios to Low-Carbon Assets

CLIMATE REPORT: NET ZERO BY 2050

TOTAL CO₂e EMISSIONS AND CO₂e EMISSIONS AVOIDANCE

GRI 305-1, 305-2, 305-3

■ CO₂e emissions ■ CO₂e emissions avoidance



Notes:

- CO₂e emissions represent the carbon dioxide equivalent emissions.
- CO₂e emissions refer to total CO₂e emissions from Scope 1, 2 and 3.
- CO₂e emissions avoidance refers to total CO₂e emissions avoided through solar energy projects, waste diversion and sustainable purchased goods.
- The scope 3 data and information provided have been prepared to the best of our ability in ensuring completeness, accuracy and reliability.

ENERGY INTENSITY TARGETS IN 2022

Building energy intensity (BEI) should stay below the annual targets set for the respective business divisions, starting from 2022. The business segments should continue to stay below the BEI targets that will be lowered by 4% on a y-o-y basis up till 2030 to align with the IPCC target of 45% reduction in carbon emissions by 2030.


The Green Building Index (GBI) has derived BEI values for different types of buildings based on industry data and in close consultation with industry players. To be considered an efficient building, the building must achieve a BEI that is lower than the baseline minimum that has been derived for the respective types of buildings.

 Please refer to Green Building Index's building energy intensity framework - <https://www.greenbuildingindex.org/>

Business Division	Unit	2022 Performance	2022 Targets	2023 Targets	2030 Targets
BUILDING ENERGY INTENSITY (BEI)					
Office	kWh/m ² /year	113	150	144	108
Retail	kWh/m ² /year	264 ¹ 265 ²	350	336	252
Hotel	kWh/m ² /year	204	290	278	209

Notes:

- Consisted of Sunway Pyramid Mall, Sunway Carnival Mall, Sunway Putra Mall and Sunway Clio Retail (Properties).
- Consisted of Sunway Pyramid Mall, Sunway Carnival Mall and Sunway Putra Mall.

 Please refer to Sustainability Scorecard - Goals and Targets section.

BUILDING FOR A SUSTAINABLE FUTURE

GRI 3-3, 203-1, 203-2, 302-4, 305-5

GREEN BUILDING POLICY

The WEF Green Building Principles: The Action Plan for Net-Zero Carbon Buildings Report states that the rise of global temperature is ‘a direct result of emissions generated by human’.¹ This includes 38% emissions from buildings, whereby 28% is from operational emissions and 10% is from materials and construction. We understand that green building is the practice of creating structures and using processes that are environmentally responsible and resource-efficient throughout a building’s lifecycle, from siting, design, construction and operation to maintenance, renovation and deconstruction. The concept of green building emphasises the output of environmental and energy efficiency and can contribute to reducing carbon emissions.

In alignment with Sunway Berhad’s Green Building Policy, Sunway REIT is committed to developing all new buildings acquired from 2025 onwards to be green building-certified to reduce the overall impact of the built environment on its surroundings.



Sunway Carnival Mall rooftop

Sunway REIT’s Certified Green Buildings

We strive to increase the number of our properties that achieve green building status each year. Four of our buildings has obtained green building accreditation over the years.

Property	Green Certification
Sunway Carnival Mall (Expansion)	GreenMark - Gold Plus (Provisional Cert)
	GreenRE - Gold (Provisional Cert) - New
Sunway Pinnacle	GBI - Certified (Renewal Verification Assessment Cert)
	GreenMark - Gold
Sunway Resort Hotel (Renovation)	GreenRE - Gold (Provisional Cert) - New
Sunway Lagoon Hotel (previously known as Sunway Clio Hotel)	GBI - Certified (Design Assessment Cert)
	GreenMark - Gold (Provisional)

¹ Please refer to Green Building Principles: The Action Plan for Net-Zero Carbon Buildings - <https://www.weforum.org/reports/green-building-principles-the-action-plan-for-net-zero-carbon-buildings>

Goal 1: Transforming Our Portfolios to Low-Carbon Assets

AN URBAN BROWNFIELD FIELD DEVELOPMENT AT SUNWAY PIER

Brownfield investment happens when a company purchases an existing facility. Sunway Pier is an example of Sunway REIT's brownfield investment, as the building was previously abandoned.

Sunway REIT acquired the land in 2022 and it is slated for redevelopment into a retail-focused property targeting mainly domestic and foreign tourists.

By investing in and redeveloping this property, local jobs will be created, simultaneously attracting new private investment that would not have existed.



➡ Please refer to Goal 1: Transforming Our Portfolios to Low-carbon Assets section.

➡ Please refer to Smart Growth, Brownfields, and Infill Development - <https://www.epa.gov/smartgrowth/smart-growth-brownfields-and-infill-development>

BIODIVERSITY POLICY

Sunway REIT has adopted the Sunway Berhad's Biodiversity Policy to guide our business segments in minimising their ecological footprint and negative impacts on biodiversity.

➡ Please refer to Biodiversity Policy - <https://www.sunway.com.my/wp-content/uploads/2023/01/Sunway-Berhad-Biodiversity-Policy-4Jan2023.pdf>

ESG DUE DILIGENCE FOR NEW ACQUISITIONS

Sunway REIT has been embedding sustainability practices in its business activities and one of them is to include ESG due diligence for land acquisition. In 2022, Sunway REIT performed asset-level environmental and/or social risk assessments as a standard part of its due diligence process for new acquisitions that included the following:



Biodiversity and habitat



Building safety



Climate change adaptation



Compliance with regulatory requirements



Energy efficiency



Energy supply



Flooding



GHG emissions



Health and well-being



Indoor environmental quality



Socioeconomic



Transportation



Waste management



Water efficiency



Water supply

ENERGY MANAGEMENT

GRI 3-3, 302-1, 302-2, 302-3, 302-4, 302-5

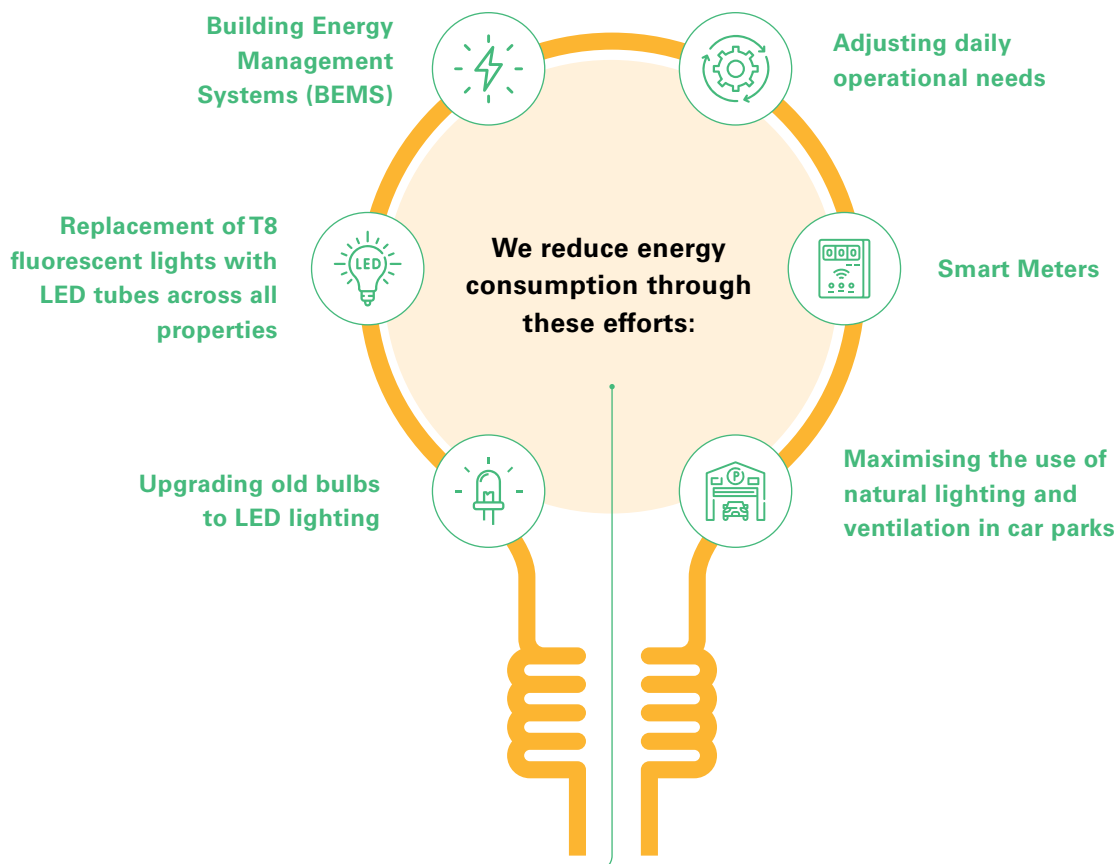
ENERGY MANAGEMENT INITIATIVES

Electricity constitutes a significant proportion of Sunway REIT's managed properties' operational expenditure. It impacts the total amount of Scope 2 emissions released through our business activities. Sunway REIT places great emphasis on energy efficiency by improving energy performance to reduce carbon emissions and energy intensities.

We have set the building energy intensity targets for our managed properties, while continually improving their energy performance through the energy initiatives. Throughout the year, Sunway REIT has been proactive in minimising our carbon footprint by engaging with stakeholders to increase awareness on using renewable energy and ensuring energy efficiency across our operations.

We have a group of engineers who diligently monitor our energy consumption and research innovative ways to ensure efficient energy management in our organisation. In 2022, we continued to improve our energy consumption by installing solar photovoltaic (PV) panels and smart meters in our existing buildings and changing old bulbs to LED lighting. We were able to generate 3,008 MWh of solar energy, which was equivalent to avoiding 1,760 tCO₂e or carbon sequestered by 83,810 trees* in a year.

* 1 tree absorbs approximately 21 kg of carbon dioxide.



Goal 1: Transforming Our Portfolios to Low-Carbon Assets

RENEWABLE ENERGY

In addition to improving our building energy efficiency, we also reduce our dependence on non-renewable energy sources by maximising the use of solar energy on the rooftops of our existing buildings. Our engineers will continue to study and propose suitable locations for Sunway REIT's managed properties to install renewable energy. In 2022, we installed new solar PV panels in Menara Sunway, Sunway Carnival Mall and Sunway Resort Hotel. We produced 1.39% of electricity from all our rooftop solar panels in 2022.



Sunway Resort Hotel rooftop

RENEWABLE ENERGY ROADMAP (INSTALLED CAPACITY)

Sunway University

631 kWp

2019

Sunway Pyramid Mall

1,001 kWp

2020

Sunway Medical Centre

430 kWp

2021

- ▶ Menara Sunway
- ▶ Sunway Resort Hotel
- ▶ Sunway Carnival Mall

983 kWp

2022



IMPACT STORY

Kumpool Ride

As part of Sunway's efforts to reduce its carbon footprint, Sunway Pyramid Mall collaborated with Kumpool Ride to provide e-hailing bus booking services for Sunway Pyramid Mall visitors and community in Sunway City Kuala Lumpur. Kumpool Ride gathers passengers' bookings in real-time before starting its journey based on the passengers' pick-up and drop-off stops. The initiative also aims to ease the traffic in Sunway City Kuala Lumpur and encourage commuters to use public transport, ultimately reducing fossil fuel energy consumption and carbon emissions.

In 2022, Kumpool Ride provided e-hailing services to more than

14,000

passengers to and from Sunway Pyramid Mall.

IMPACT STORY

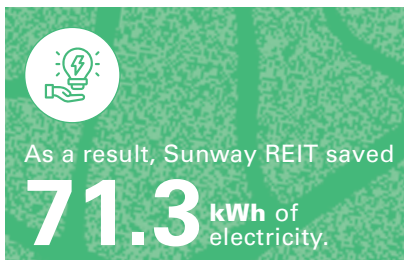
Stakeholder Engagement Awareness: Earth Hour 2022



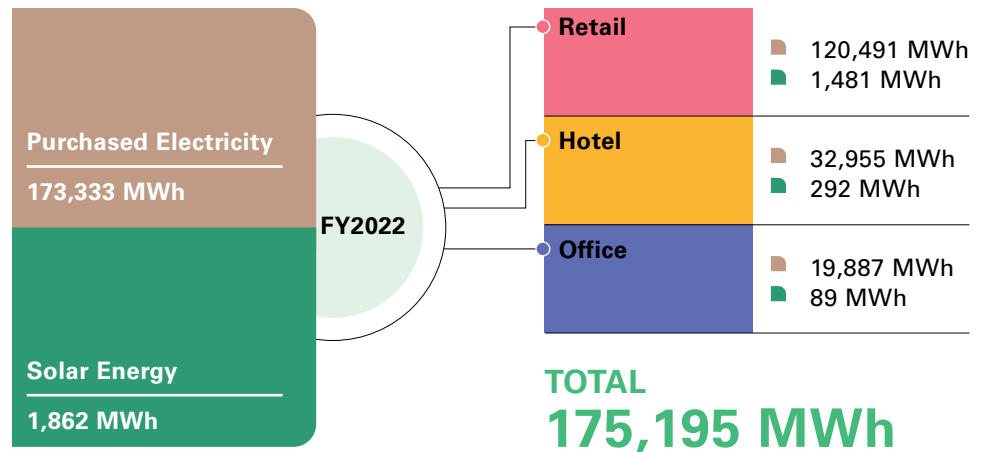
Sunway REIT supports Earth Hour annually.

On 26 March 2022, Sunway REIT switched off the facade lights and non-essential lighting of its properties from 8.30pm to 9.30pm to mark its commitment to combatting climate change.

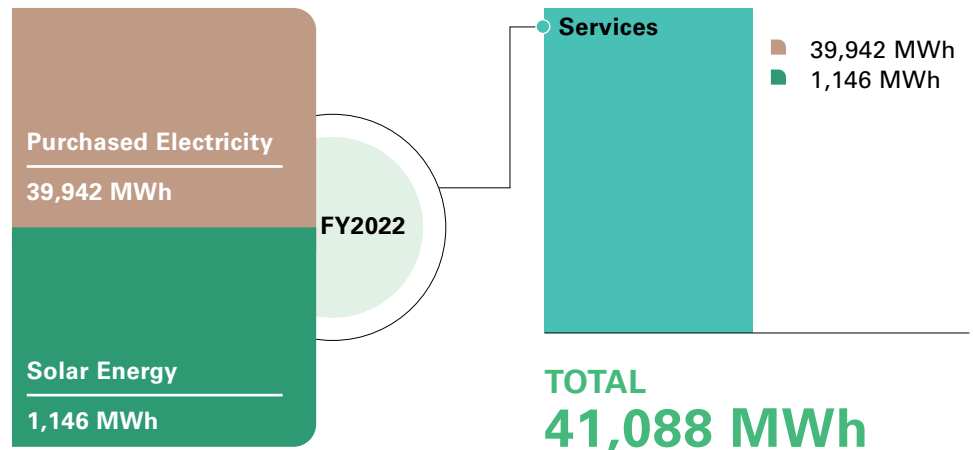
This year, Sunway REIT reached out to its stakeholders to raise awareness on climate change in conjunction with Earth Hour observation. An Earth Hour Fun Quiz about climate change was organised and shared among Sunway REIT's office tenants and other stakeholders. The quiz, which featured questions on climate change, global warming and greenhouse gases, attracted 98 entries, of which 80 were from various office tenants.



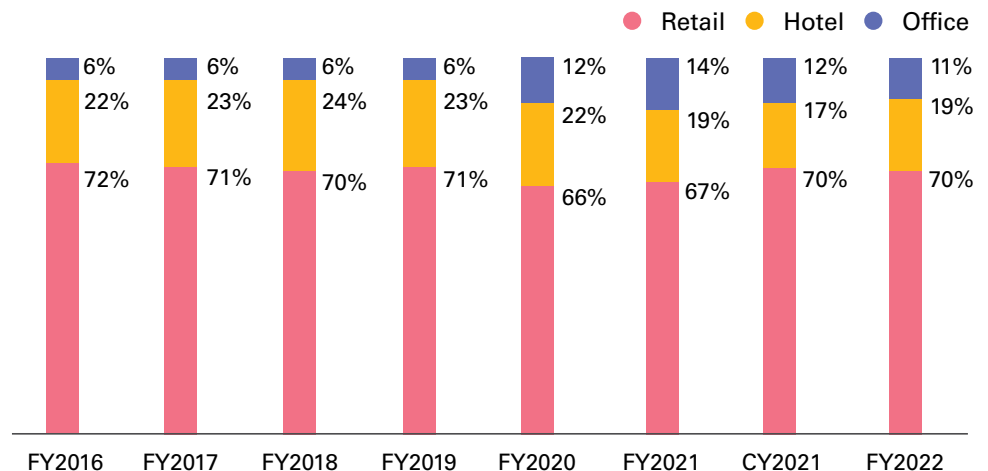
Managed Assets: Total Energy Consumption (MWh) by Business Segments in 2022



Leased Assets: Total Energy Consumption (MWh) by Business Segments in 2022



Managed Assets: Total Energy Consumption (%) by Business Segments



Notes:

- FY in FY2016 to FY2020 refers to the respective financial year from July to June.
- FY2021 refers to the financial period from July 2020 to Dec 2021.
- CY2021 refers to the calendar year from Jan 2021 to Dec 2021.
- FY2022 refers to the financial year from Jan 2022 to Dec 2022.

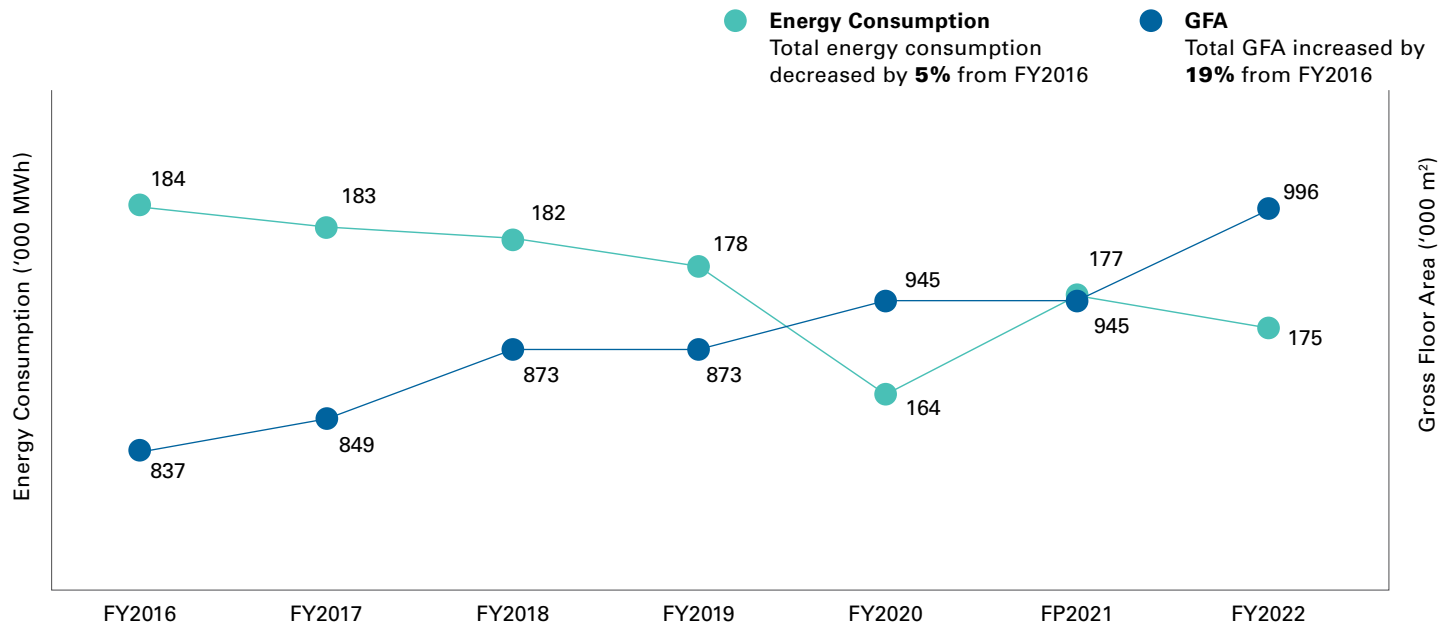
Goal 1: Transforming Our Portfolios to Low-Carbon Assets

Managed Assets: Total Energy Consumption ('000 MWh) and Total Gross Floor Area ('000 m²)

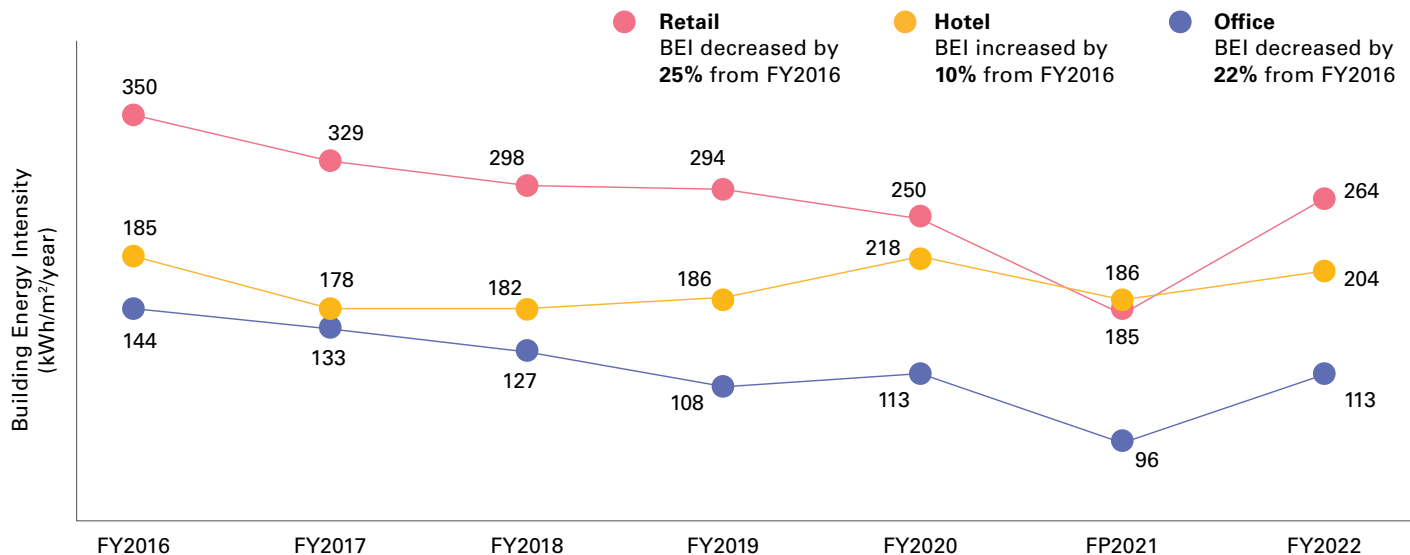
Albeit the increase in GFA from FY2016 to FY2022, the overall energy consumption did not increase as much.

From FY2016 to FY2022, the BEI for Retail and Office decreased due to improvement in energy efficiency. Meanwhile, the BEI for Hotel has increased during the similar period due to the increase in energy-intensive F&B operations in Sunway Resort Hotel.

The noticeable drop in FP2021 across all three segments can be attributed to below-normal capacity operations in our buildings during Movement Control Orders (MCOs).



Managed Assets: Building Energy Intensity (kWh/m²/year)



Notes:

1. Managed Assets included properties from the Office, Retail and Hotel segments.
2. The Services segment included Sunway university & college campus and Sunway Medical Centre (Tower A & B).
3. Figures stated may not add up due to rounding of decimals.

WATER MANAGEMENT

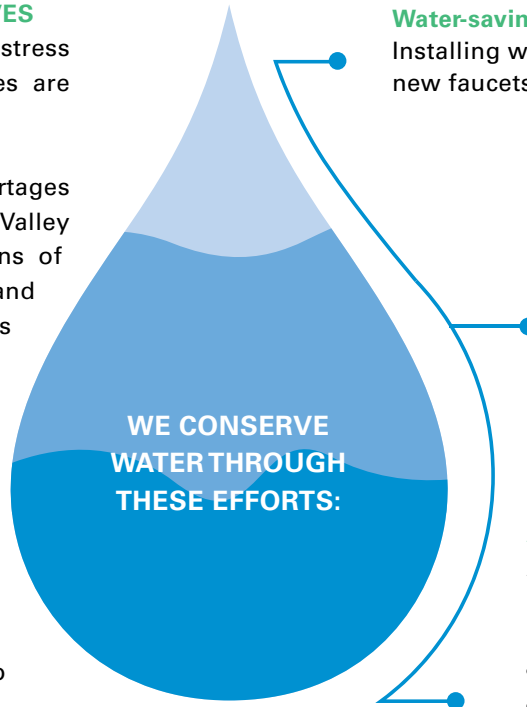
GRI 3-3, 303-1, 303-2, 303-3, 303-4, 303-5

WATER MANAGEMENT INITIATIVES

Our operations are not in water stress areas, as most of our properties are located in urban areas.

Between 2019 to 2021, water shortages and disruptions in the Klang Valley minimally affected the operations of several Sunway REIT's owned and managed properties. This was due to water security measure that had been put in place to ensure business continuity with minimum disruption.

Our buildings in Sunway City Kuala Lumpur (SCKL) withdraw water from the treatment plant, which recycles water from the nearby lakes to produce potable drinking water.



Water-saving Initiatives

Installing water-efficient fittings such as sensor taps, new faucets and water-efficient taps.

Water Crisis SOPs

All Sunway REIT properties have established water crisis standard operating procedures (SOPs) to address the issue of water disruption. The SOPs cover emergency planning to address a water disruption that occurs during business operation hours.

Alternative Water Sources

Apart from municipal potable water, we consume water from alternative water sources including:

- Lake water
- Rainwater


Water Management Policy

We adopted Sunway Berhad's Water Management Policy to embed best water management practices in all our business segments. The policy ensures that Sunway REIT is committed to:

- Reviewing and addressing water-related risks and opportunities regularly
- Ensuring regulatory compliance across all buildings
- Ensuring effluents discharged at buildings are within permissible limits
- Ensuring every standard operating procedure is implemented to address water crises in all business segments
- Ensuring water-efficient fittings at all buildings to optimise water consumption

Water Treatment Plant

In 2019, Sunway Berhad invested RM18 million in a water treatment plant in Sunway South Quay to ensure sustainable water supply in Sunway City Kuala Lumpur. The treatment plant is capable of supplying up to 8.5 million litres of water to 51,500 people per day by recycling water from the city's lakes to produce potable drinking water. The treatment plant releases water back into the lakes when the water reaches a certain level in the treatment plant to prevent flooding in the surrounding areas. The lakes serve as a source of water supply for our business segments in the city during water shortage crises. In 2022, the treatment plant supplied 1,227,384 m³ of water to our buildings, which was 54% of our total needs.

 Please refer to Water Management Policy - <https://www.sunway.com.my/wp-content/uploads/2021/12/Sunway-Berhad-Water-Management-Policy-211015.pdf>

Goal 1: Transforming Our Portfolios to Low-Carbon Assets

WATER SECURITY

In recent years, Sunway REIT's managed properties in Malaysia have experienced frequent unscheduled water disruptions from municipal supply. However, through preventive and sustainable measures, we were able to ensure that our taps continued to have water supply to keep our business operations running. These are some of the measures to secure our water resources:

Implementing water-efficient fittings within our buildings, such as self-closing taps and waterless urinals, to minimise water wastage.

Reducing the number of operating toilets and turning off the pressure pumps to reduce flushing volume during water disruptions. In our malls, air-conditioning usage was reduced while the temperature was increased to reduce the water consumption of the cooling towers. Additionally, activities that required a substantial amount of water, such as for cleaning loading bays and air-conditioning equipment servicing, were rescheduled.

To strengthen our water security strategy, all our managed properties were required to produce a Water Crisis SOP in 2021. The SOP specifies the emergency response process flow when a water disruption occurs, as well as important information such as the capacity of tanks and how long the water supply would last during a disruption. This enabled us to craft a more detailed action plan to ensure greater water security among Sunway REIT's managed properties:

Sunway City Kuala Lumpur (SCKL)

- All Sunway REIT's managed properties in SCKL are already connected to the water treatment plant and will be minimally impacted by any water supply disruptions during a municipal water crisis event.
- However, if the water treatment plant breaks down during the municipal water crisis event, six managed properties in SCKL (Sunway Pyramid Mall, Sunway Resort Hotel, Sunway Pyramid Hotel, Sunway Lagoon Hotel, Menara Sunway and Sunway Pinnacle) will be able to continue operating without disruptions to their water supply for at least a few days. This is due to their water tanks, which exceed the requirement of 24 hours' minimum capacity, mandated by the local authority.

Duration each property can last during water crisis	< 1 day	1-2 days	> 2 days
No. of Properties	2	4	0

Non - Sunway City Kuala Lumpur

KL/Selangor

- Despite not being connected to any water treatment plant, all Sunway REIT's managed properties in the Klang Valley are assured of water security, as we have a water tanker on standby to be deployed to these assets during a municipal water crisis event.
- We have also determined the priority of deploying supply from the water tanker based on the water capacity of the five non-SCKL managed properties – Sunway Putra Mall, Sunway Putra Hotel, Sunway Tower, Sunway Putra Tower and Wisma Sunway. This guides us in deploying the water tanker accordingly based on the level of priority during water disruptions.

Duration each property can last during water crisis	< 1 day	1-2 days	> 2 days
No. of Properties	2	1	2

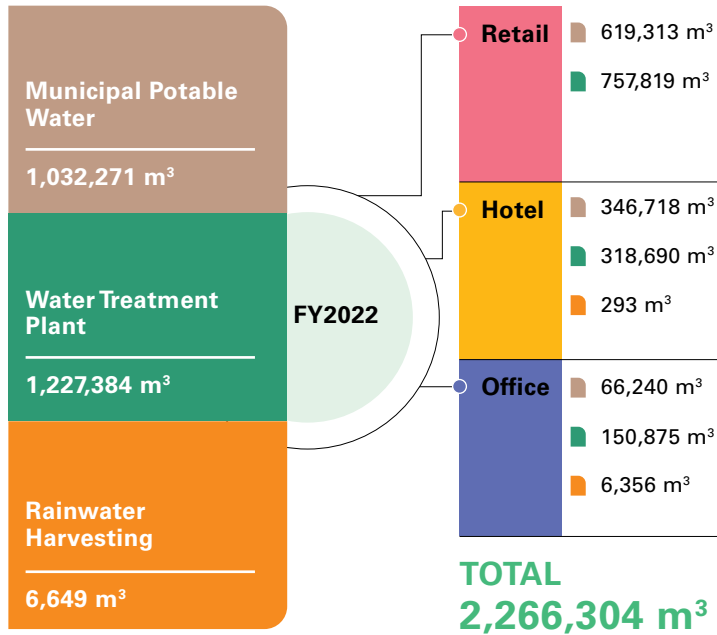
Outside KL/Selangor

Sunway Hotel Georgetown, Sunway Hotel Seberang Jaya and Sunway Carnival Mall

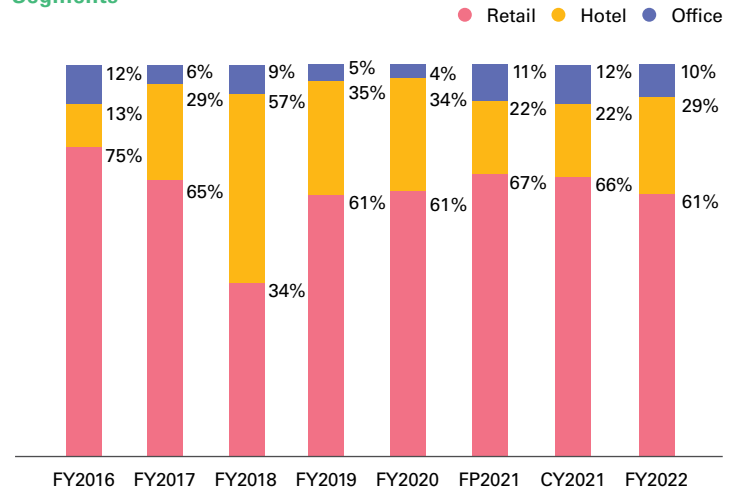
- For the three managed properties located outside the Klang Valley, we have determined the duration the assets can last based on their water storage tank capacity.

Duration each property can last during water crisis	< 1 day	1-2 days	> 2 days
No. of Properties	1	2	0

Managed Assets: Total Water Consumption (m³) by Business Segments in 2022



Managed Assets: Total Water Consumption (%) by Business Segments



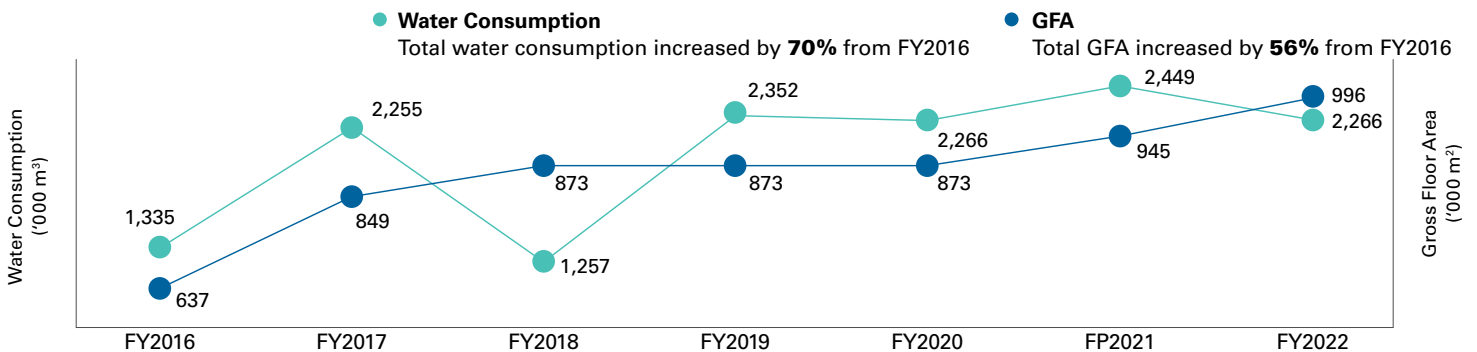
Notes:

- FY in FY2016 to FY2020 refers to the respective financial year from July to June.
- FP2021 refers to the financial period from July 2020 to Dec 2021.
- CY2021 refers to the calendar year from Jan 2021 to Dec 2021.
- FY2022 refers to the financial year from Jan 2022 to Dec 2022.

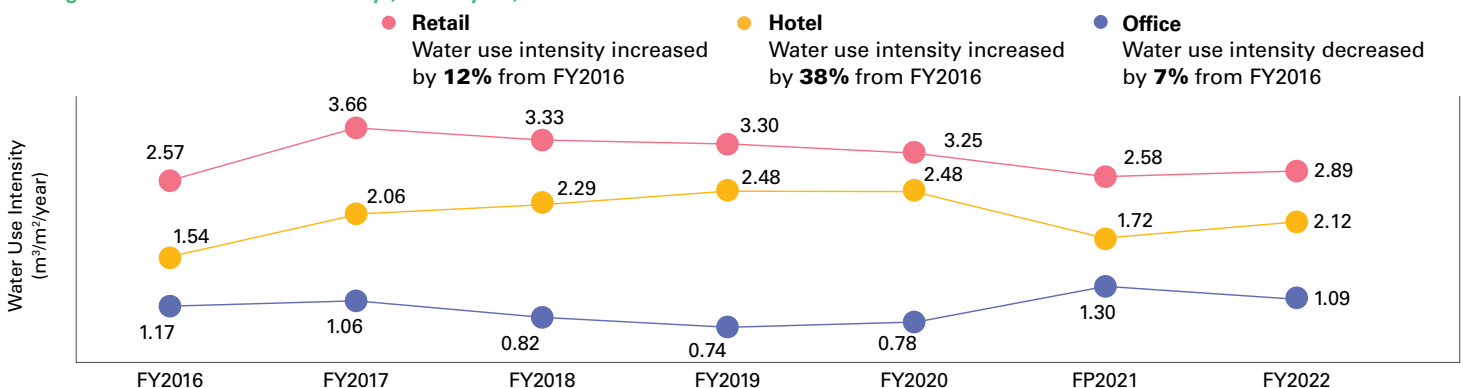
Managed Assets: Total Water Consumption ('000 m³) and Total Gross Floor Area ('000 m²)

The total water consumption from FY2016 to FY2022 has increased along with the total GFA. From FY2016 to FY2022, the water use intensity for Retail and Hotel increased due to the water usage in F&B operations. On the other hand, the water use intensity for Office has decreased due to water efficiency measures.

Going forward, we will continue with our water conservation initiatives to reduce water consumption and minimise our environmental impact.



Managed Assets: Water Use Intensity (m³/m²/year)



Notes:

1. Managed assets included properties from the Office, Retail and Hotel segments.
2. Figures stated may not add up due to rounding of decimals.

Goal 1: Transforming Our Portfolios to Low-Carbon Assets

POLLUTION MANAGEMENT

GRI 3-3, 306-1, 306-2, 306-3, 306-4, 306-5, 307-1

WASTE

In Malaysia, the population is increasing rapidly, reaching 32.8 million in 2021, and generating a tremendous amount of solid waste, which was estimated to be 38,427 metric tonnes per day in 2021 (1.17 kg/capita/day). Of this, 82.5% is disposed of in landfills. By 2022, the amount of the world's municipal solid waste collected would be 14 million metric tonnes per annum, enough to fill the Petronas Twin Towers every seven days.¹

In 2019, it was reported that the national waste contributed to more than 20 million tonnes of CO₂e emissions².

Six-Level Waste Management Hierarchy

In Sunway REIT, we have adopted a six-level waste management hierarchy to manage our waste effectively, which has proven to be successful over the years.

Our business segments will continue to employ the hierarchy system, which prioritises prevention before resorting to reduction, reuse, recycling and recovery. Disposal, which is at the bottom of the hierarchy, is the least preferred method of waste management at Sunway REIT.



PREVENTION

- **Removal of single-use plastics**

Sunway REIT's hotels aim to eliminate the use of plastic and single-use amenities in phases by providing reusable and refillable amenities. In 2022, the hotels successfully eliminated 680,000 pieces of single-use plastic.

- Sunway Resort Hotel implemented various new plastic-free initiatives such as replacing plastic bottles in guestrooms with glass bottles and disposable plastic laundry bags with rattan baskets
- Sunway Pyramid Hotel & Sunway Lagoon Hotel replacing single-use bath amenities such as shampoo, shower gel and conditioner with refillable amenities.

- **Elimination of parking tickets in SCKL**

Sunway REIT properties in SCKL avoided producing 6.8 million pieces of parking tickets through the Sunway Smart Parking System in 2022, which recognises car registration numbers.

- **Elimination of disposable paper hand towels**


Sunway Tower and Sunway Putra Tower stopped providing disposable hand towels in April 2022 and were installed with hand dryers. The initiative saved 567 kg in Sunway Tower and 736 kg in Sunway Putra Tower.




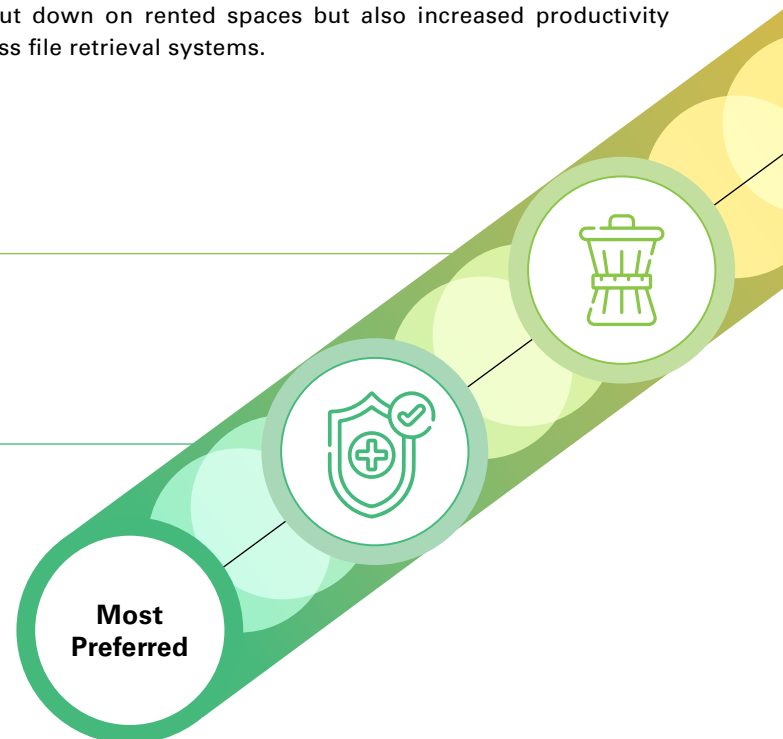
REDUCTION

- **Digitalisation**

We reduced our usage of paper by moving our conventional filing system from storerooms to online platforms such as deployment of E-applications. This not only cut down on rented spaces but also increased productivity through seamless file retrieval systems.

 ¹ Please refer to Waste to Energy for a Sustainable Future - <https://www.mida.gov.my/waste-to-energy-for-a-sustainable-future/#:~:text=By%202022%2C%20the%20amount%20of,Twin%20Towers%20every%20seven%20days.>

 ² Please refer to Our World in Data - <https://ourworldindata.org/>



RECYCLING

- **Global Awareness Day with employees**
Sunway Hotel Georgetown Penang and Sunway Hotel Seberang Jaya organised Global Recycling Day Awareness Campaign to raise awareness on recycling among its employees. The initiative collected 17 kg of recyclable items from the hotels' employees in 2022.
- **Recycling campaign with tenants**
Recycling is part of the business segments' initiatives, where recyclable items such as papers, cardboard, bottles are collected by recycling vendors. As part of the initiatives, Sunway Office has collected 646 kg of paper in a recycling campaign 2022.
- **Involving the community with donation of old fabrics**
Throughout the year, the managed properties collecting old fabric or contribute to NGO Kloth Cares, which donates and resells garments that are in good condition. Sunway Hotel Seberang Jaya has donated 471 kg of used clothes to Penang Cheshire Home to be made into handicrafts to increase the home's income.

Least
Preferred

DISPOSAL

- All waste that is not recyclable or recoverable is disposed off in accordance with local environmental regulations and rules.

REUSE

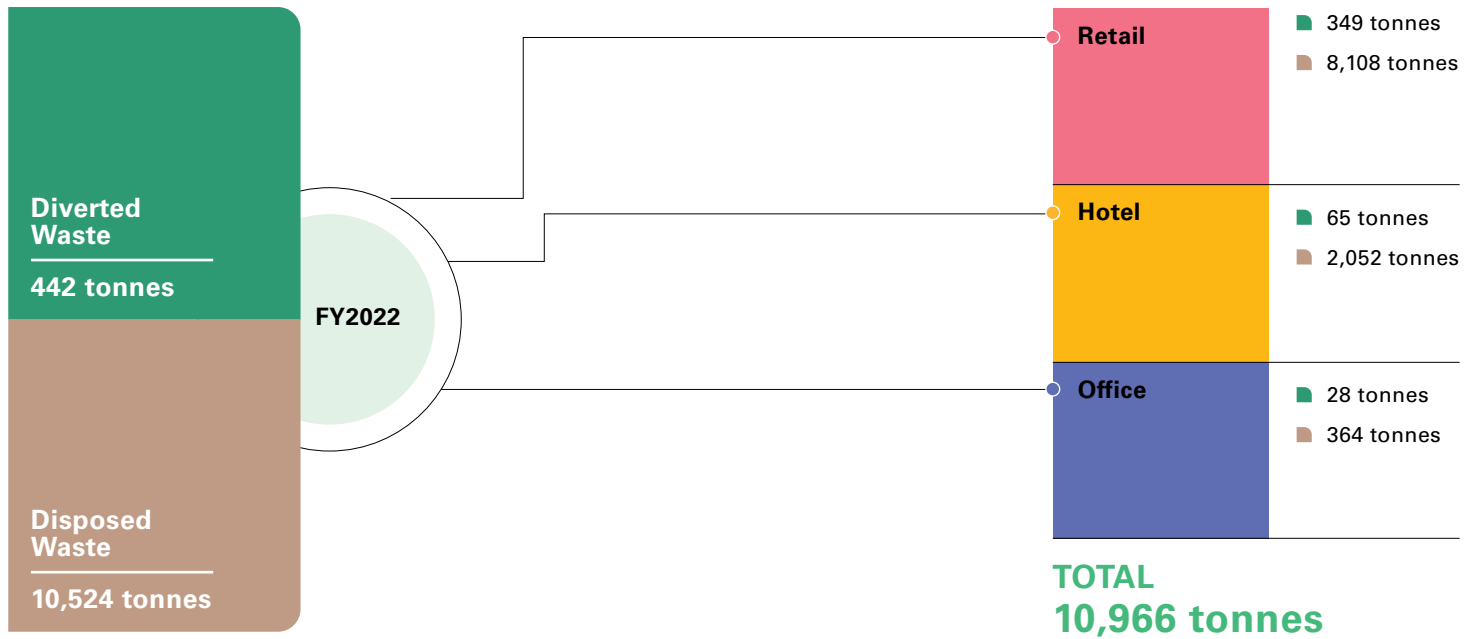
- **Reuse festive decorations and furnitures**
All business segments and managed properties reuse their festive decorations and furniture where possible.
- **Hari Raya Office Deco Competition**
Sunway Putra Hotel organised a Hari Raya Office Deco Competition in April 2022, which encouraged employees to decorate their offices or areas based on the theme *Jom Beraya Bersama Keluarga Sunway Putra 2022* using recyclable items.

RECOVERY

- **Waste-to-energy**
The Sunway #ZEROFOODWASTAGE initiative focuses on SDG 2: Zero Hunger, which aims to end hunger, achieve food security and improved nutrition and promote sustainable agriculture. Through the initiative, Sunway City Kuala Lumpur hotels have been collaborating with the Kechara Soup Kitchen Society since 2017 to donate surplus food from buffets to the society to feed the homeless and urban poor in Malaysia. The hotels also partnered with non-governmental organisation, What-A-Waste to distribute surplus food to the communities nearby. In 2022, a total of 2,138 kg of food waste, equivalent to 8,550 meals, was avoided.
- **Food waste composting**
Food waste is composted at site at Sunway Resort Hotel and Sunway Pyramid Mall.
- **Donation of used cooking oil**
To create awareness on recycling used cooking oil (UCO), Sunway City Kuala Lumpur Hotels, Menara Sunway and Sunway Pinnacle led a monthly UCO campaign to allow Sunwayians and residents within the city to donate their UCO to FatHopes Energy in exchange for cash through points collected by Sunway Pals. In 2022, eight collections were organised with a total of 277 kg of UCO donated.

Goal 1: Transforming Our Portfolios to Low-Carbon Assets

Managed Assets: Total Waste Generated (Tonnes) by Business Segments in 2022



Note:

1. Figures stated may not add up due to rounding of decimals.

Breakdown of Waste Generated in 2022



Note:

1. Figures stated may not add up due to rounding of decimals.

Data collection and reporting process for waste is constantly being improved and independently reviewed internally to ensure data accuracy and completeness.



IMPACT STORY

Engagement with Tenants to Tackle E-Waste



E-Waste Collection Campaign with Tenants

Old electronic devices and electrical appliances are among the largest amounts of waste that are not recycled. The International Waste Electrical and Electronic Equipment (WEEE) forum estimated that 5.3 billion mobile phones would be thrown away in 2022, and by 2030, electrical and electronic waste will grow to 74 million tonnes a year.¹ These old phones and devices have precious minerals such as copper or cobalt in rechargeable batteries.

With e-waste becoming a growing concern as toxic waste gets discharged into the environment, Sunway REIT offices took a proactive approach and collaborated with e-waste collectors to collect old devices for recycling. In July 2022, Menara Sunway and Sunway Pinnacle organised an e-waste collection campaign with Roche Malaysia, a tenant in Sunway Pinnacle, to raise awareness on environmental impacts as individuals, and as Roche and Sunway employees. The campaign also aimed to:

- Educate on and promote the importance of environmental sustainability
- Create a better world for future generations
- Support and contribute to SDGs 12, 14 and 17
- Embed sustainability in Sunway's business strategy and entrench it in the daily duties of Roche's and Sunway's employees.

In April 2022, Wisma Sunway organised a virtual talk on the awareness of segregation of domestic waste and e-waste by KDEB Waste Management and the Selangor Department of Environment (DOE). The talk aimed to educate Wisma Sunway occupants and increase awareness on waste segregation, recycling, recovery and upcycling to reduce negative environmental impacts.



¹ Please refer to E-waste: Five billion phones to be thrown away in 2022 - <https://www.bbc.com/news/science-environment-63245150>

Goal 1: Transforming Our Portfolios to Low-Carbon Assets



IMPACT STORY

Combatting Plastic Pollution

- Our shopping malls reduce plastic usage through various initiatives, including eliminating single-use plastics in packaging from 2022 onwards and ensuring that their suppliers and vendors adopt the plastic-free practice. For instance, there was no plastic packaging in our festive gift redemption of 30,000 Chinese New Year *ang pao* packets and 10,700 Hari Raya *duit raya* packets. This initiative removed 40,700 of plastic packaging that could otherwise pollute our rivers and oceans, which are vital sources of water and food for us.
- All the malls achieved Sunway Mall's target of ensuring 30% of their festive decorations were sourced from recyclable or reusable materials. In some malls, recyclable materials and plastic items were used by local artists to create installation art and murals to raise awareness on sustainability in art, allowing the malls to save about RM30,000 on art materials. The art display included:
 - **Sunway Carnival Mall, June 2022**
 - > 'Love' – Approximately 2,000 plastic bottle caps were used to form the word 'Love'. The bottle caps made up 90% of the art on a hoarding.
 - > 'Gadis Tropika' – 100% of recycled materials consisting of wood, air pumps and aluminium hoses were used to complete a brightly coloured mural of a woman's portrait on a hoarding.
 - **Sunway Pyramid Mall, October 2022**
 - > 'Gadis Metropolitan' – About 1,000 plastic bottles were used to make up 80% of a mural of a girl on a hoarding.



GOAL 2

ADVOCATING A RESPONSIBLE VALUE CHAIN



Sunway REIT is committed to being a responsible global corporate citizen that goes beyond taking responsibility for its development by striving to positively impact its people, the environment and society in general. Sunway REIT is the first REIT in Malaysia integrated a Green Lease Partnership Programme into its operations, Sunway REIT and its tenants will jointly commit to improving their environmental performance through increased efficiency in energy consumption and waste management.

► CAPITAL



Natural



Social and Relationship

► MATERIAL ISSUES

- Indirect Economic Impact
- Resource Management (Material)
- Pollution (Emissions)

► ACTIVITIES

- Supplier Code of Conduct
- Sustainable Procurement Policy
- Supplier Environmental and Social Risk Assessment
- Supplier Risk Management
- Sunway Green Lease Partnership Programme

► VALUE CREATED

- Responsible Supply Chain
- Collaboration with Tenants
- Minimal Negative Environmental and Social Impacts

Goal 2: Advocating A Responsible Value Chain

MAKING OUR VALUE CHAIN SUSTAINABLE

GRI 2-6, 2-15, 2-30, 3-3, 204-1, 308-1, 308-2, 407-1, 408-1, 409-1, 414-1, 414-2

EMBEDDING SUSTAINABILITY IN THE SUPPLY CHAIN PROCESS

We recognise the impact of our business activities throughout our value chain and work with our stakeholders to reduce the environmental and social impacts due to our operations. As part of our Net Zero Emissions by 2050 goal, we will be working with our tenants to reduce our Scope 3 emissions. Sunway REIT has implemented a Green Lease Partnership Programme with our tenants to commit to a set of common targets to be jointly achieved. We are also increasing awareness among our suppliers by indicating our preference to work with suppliers who adopt the best practices that are outlined in our supplier policies.

In 2022,



100%

of our procurement budget was spent on local suppliers within our significant locations of operation, which included operations in Malaysia



80%

of new suppliers completed the supplier environmental and social risk assessment



100%

of the newly assessed suppliers, to our knowledge, were not identified as having committed any non-compliances in the areas assessed including freedom of association, collective bargaining, child labour and forced or compulsory labour



Zero suppliers were known to have any significant actual and potential negative environmental and social impacts

Supplier Code of Conduct

Sunway is committed to conducting its business in an ethical, legal and socially responsible manner. We are guided by Sunway Berhad's Supplier Code of Conduct, which outlines the minimum requirements for suppliers to conduct business with Sunway. This includes complying with all applicable laws, codes or regulations of the countries, states and localities in which the suppliers operate, including laws and regulations relating to environmental, occupational health and safety and labour practices. This also protects Sunway against breaches involving child labour, discrimination, health and safety, working conditions, working hours, compensation, right to association and fair employment.

Sustainable Procurement Policy

Since 2020, Sunway REIT has adopted Sunway Berhad's Sustainable Procurement Policy, which guides us in benchmarking our suppliers' ESG practices against industry best practices. Applicable to both internal and external stakeholders but not limited to Sunway Group's suppliers, the Policy outlines the environmental and social criteria that suppliers are required to fulfil.



Please refer to Sustainable Procurement Policy -

<https://www.sunway.com.my/wp-content/uploads/2021/11/Sunway-Sustainable-Procurement-Policy.pdf>

SUPPLIER RISK MANAGEMENT

As part of our best practice approach to sustainable procurement, we require all newly registered suppliers to declare their ESG practices via Supplier Environmental and Social Risk Assessment forms.

In 2022, critical and non-critical suppliers have been identified. Critical suppliers refer to suppliers who are of high significance due to their vital role in function and business operations and are contracted in high volume while non-critical suppliers' role is non-vital and they are contracted in low volume and can be substituted.

In 2023, we will enhance Supplier Risk Management by updating the supplier risk management assessment and automating the assessment via online forms.

To the Manager's knowledge, none of Sunway REIT's suppliers have been identified as committing any non-compliances in the areas assessed such as freedom of association and collective bargaining, as well as child labour, or forced or compulsory labour.

Moving forward, we will continue working closely with our suppliers to manage supplier risk management, particularly with critical suppliers, in order to mitigate risk.

SUPPLIER ENGAGEMENT

In 2022, the business segments of Sunway REIT integrated ESG-specific activities into its procurement processes. Moving forward, Sunway REIT will improve on supplier engagement to make sure suppliers are aligned with Sunway REIT's agenda. In addition the business segments also engage with the suppliers and tenants by conducting an annual programme review and evaluation, as well as feedback sessions with stakeholders.

SUNWAY GREEN LEASE PARTNERSHIP PROGRAMME

Sunway REIT remains committed to its Net Zero Carbon Emissions by 2050 Roadmap and will continue to explore further methods of cutting emissions from its properties. Operationally, our focus has been on reducing Scope 1 and 2 emissions. However, in the context of our business, it is Scope 3, in particular our tenants, that contributes the highest emissions.



For instance, a simple comparison of electricity usage in Sunway Pyramid Mall demonstrates that the common areas managed by landlord and tenanted areas are almost equally split. This indicates the strong potential for emissions reduction that can be obtained by engaging with and guiding our tenants in best energy practices. Other benefits for Sunway include a reduction in the building's overall management cost, added value as a green building and increased appeal for ESG-oriented investors.

Thus, it is crucial to the success of our net zero journey that we recruit and partner with our tenants to collaborate and find ways to reduce our environmental footprint and promote responsible resource management. To do this, we rolled out a Green Lease Partnership Programme in July 2022 and became the first REIT in Malaysia to implement a green lease programme. The programme aims to encourage best international practices in sustainability and drive sustainable solutions through behavioural change, while boosting Malaysia's commitment to net zero carbon emissions by 2050.

As of 31 December 2022, the Green Lease Partnership Programme has garnered the participation of 100% of hotel master lessees and 21% of retail and office tenants. The tenants have signed a memorandum of understanding (MoU) and are committed to working closely with us to improve building energy efficiency, water-saving measures and diversion of waste from landfills towards a circular economy. Among the prominent tenants were The Body Shop, Muji, L'OCCITANE, Starbucks Coffee, Roche (Malaysia), Accenture Technology Solutions and Sunway Hotels. These global brands have long embraced and cultivated sustainable practices within their respective organisations as well as their product and service offerings.



The Green Lease Partnership Programme has garnered the participation of

21%
Office and Retail Tenants

100%
Hotel Master Lessees



We target to have
100% tenant participation
with more than 1,300 tenants
on board the Green Lease
Partnership Programme by 2030

Goal 2: Advocating A Responsible Value Chain

> IMPACT STORY Sunway Malls: Together for Good

Advocating sustainability is at the heart of Sunway Malls, as it strives to support Sunway Group's contribution to the UN Sustainable Development Goals (SDGs). In 2022, it launched a SDG campaign themed 'Together for Good' to educate tenants and shoppers about sustainability and create awareness on the 17 global goals. The campaign, which was held from 10 September to 2 October 2022, successfully reached out to more than eight million shoppers and tenants, impacting their understanding and knowledge on sustainability and the SDGs.

Sunway Malls identified eight SDGs relevant to its goals:



The campaign featured various hands-on activities that were anchored on six pillars:



**SUNWAY GREEN LEASE
PARTNERSHIP PROGRAMME**
Achieving Goals Together with Retailers



SUSTAINABLE OPERATIONS
Conserving, Renewing & Regenerating



COMMUNITY BUILDING
Supporting Communities



URBAN FARMING
Promoting Sustainable Living



GREEN PROCUREMENT
Sourcing & Producing Responsibly



WASTE MANAGEMENT
Preventing & Managing Waste

During the campaign, shoppers took part in various SDG-related activities by registering via the Sunway Pyramid mobile app. The activities organised included a sustainability-related quiz, an upcycling contest and the collection of recyclable items. Shoppers also participated in workshops on weekends, which taught the participants about making aromatherapy bath salts, upcycling crushed glass and building eco-farms and ecobricks using recyclable items.

In addition, Sunway Malls collaborated with various non-governmental organisations to promote sustainability, and this included collaborations with:

Buku Jalanan
Chow Kit to
**collect books,
stationery and
educational
materials** for
underprivileged
students

Kloth Cares
to **educate
shoppers
about recycling
old/unwanted
fabric**

Forest
Stewardship
Council
(FSC) to
**reduce paper
wastage**

GOAL 3

INVESTING IN COMMUNITY INCLUSIVITY



In Sunway REIT, we seek to continuously create value and contribute to a sustainable future for all. We invest in our people (the Manager) by providing a safe and conducive work environment without discrimination and upskilling our employees through quality training and leadership programmes. Further to that, we empower the vulnerable and the underserved through various impactful programmes and initiatives in our journey towards achieving our mission.

The Manager plays a key role in enabling Sunway REIT to achieve sustainable long-term growth. Thus, we invest significantly in impactful programmes and initiatives to keep our people safe at work and help them grow professionally. We are proud to note that our commitment to workplace health and safety was recognised by the leading global human resources consultancy firm, Randstad Malaysia, in 2021. Sunway Berhad were named as the only local private sector conglomerate among the top 10 most attractive employers to work for in Malaysia.

▶ CAPITAL



Human



Social and Relationship

▶ MATERIAL ISSUES

- Indirect Economic Impact
- Human Capital Development
- Diversity and Inclusion
- Labour Standards and Practices
- Health and Safety
- Community Enrichment
- Customer Welfare

▶ ACTIVITIES

- Employee Engagement
- Employee Learning and Development
- Health and Safety Training
- Community Investment

▶ VALUE CREATED

- Upskilled workforce
- High-performing Workforce
- Safe and Healthy Communities

Goal 3: Investing in Community Inclusivity

EMPLOYEE ENGAGEMENT

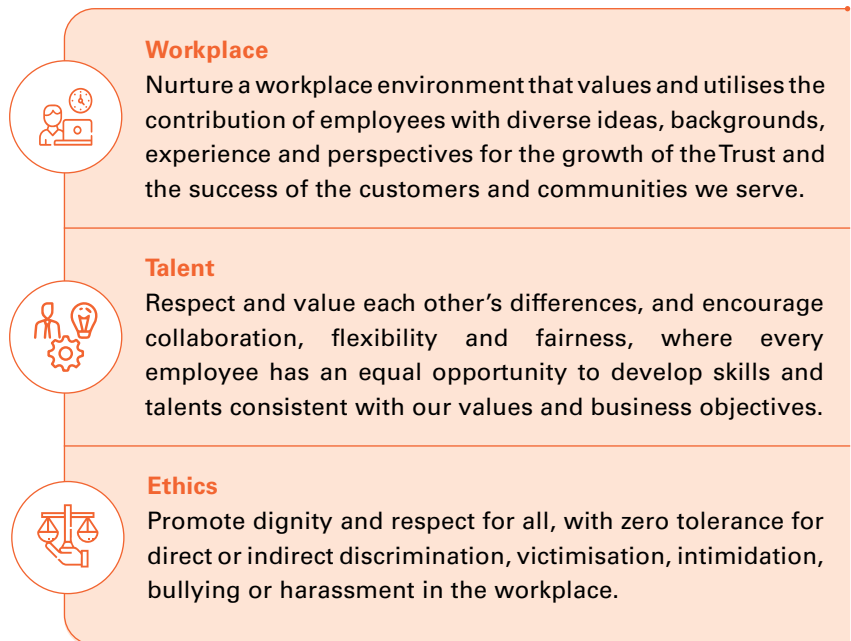
GRI 2-7, 3-3, 202-1, 202-2, 401-1, 401-2, 401-3, 402-1, 404-1, 404-2, 404-3, 405-1, 406-1, 410-1, 411-1

Employee engagement plays a key role in allowing the Manager to identify and meet the needs of employees to ensure job satisfaction and retain our best talent. We continuously strive to engage with our employees through various platforms and ways such as birthday and festive celebrations, fruit day and team-building events. The Manager also communicates any changes to employment terms and conditions by issuing notifications, which are done at its discretion and on an individual case basis.

In 2022, we conducted an Employee Engagement Survey, which found that our employees needed more flexibility at work, a better work-life balance, a better compensation package, more opportunities for promotion and accelerated career growth. In response, we introduced various initiatives to improve work-life balance such as 'Staggered Work Hours', 'Work from Anywhere' and 'No Meetings after 6pm'. We also provided better laptops and extra monitors to ease their daily tasks, benchmarked our salary scale against industry peers and held briefings on opportunities for career and learning development and staff benefits.

DIVERSITY AND INCLUSION

At Sunway REIT, we prioritise diversity and inclusion to provide a fair and non-discriminatory work environment. Having a diverse workforce with employees from wide-ranging backgrounds and unique qualities will enhance innovation for business growth. Our employment practices strictly adhere to local labour laws as well as Sunway Berhad's Diversity and Inclusion Policy. This Policy applies to all employees and Directors of Sunway REIT. We uphold zero tolerance for all forms of discrimination, as we strive to provide equal opportunities to all employees regardless of gender, age, ethnicity, disability, religion or any other status. To develop a thriving work environment, we are guided by the following three pillars:



The Manager aims to create a culture that:

Respects and values each other's differences

Promotes equality and diversity

Encourages individuals to grow and develop in order to realise their full potential

➔ Please refer to Diversity and Inclusion Policy - <https://www.sunwayreit.com/wp-content/uploads/2022/06/Sunway-Diversity-and-Inclusion-Policy-2021.pdf>

SUPPORTING WOMEN IN LEADERSHIP

Our support for women in leadership is reflected in the diversity of our Board, whereby 43% of the Board is female. This is more than the 30% requirement by the Malaysian Code on Corporate Governance. Furthermore, Sunway Berhad's Chairman, Tan Sri Dr Jeffrey Cheah, is the Founding Chair of Malaysia's 30% Club, which comprises chairpersons and business leaders who are committed to promoting women directors on corporate boards.

TOTAL NUMBER OF BOARD MEMBERS: 7**GENDER**

Male



Female

**AGE GROUP**40 - 50
years old>50
years old**ETHNICITY**

Malay



Chinese



Others

TOTAL NUMBER OF EMPLOYEES: 21**Executives****Non-Executives**

Male



Male

Female

**Gender**

Female

Malay



Chinese

Chinese

**Ethnicity**

Indian

Indian

<30
years old<30
years old30 - 40
years old**Age Group**30 - 40
years old40 - 50
years old40 - 50
years old>50
years old>50
years old**TOTAL NUMBER OF NEW HIRES: 6**

Male

**Gender**

Female

Malay

**Ethnicity**

Chinese



Indian

<30
years old**Age Group**30 - 40
years old40 - 50
years old>50
years old**EMPLOYEE TURNOVER RATE: 18%****GENDER**

Male



Female

**AGE GROUP**<30
years old30 - 40
years old40 - 50
years old>50
years old**ETHNICITY**

Malay



Chinese



Indian

Goal 3: Investing in Community Inclusivity

HUMAN RIGHTS

Our Commitment and Values

As an ESG proponent, we uphold human rights by respecting and supporting the Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights. This is underpinned by our commitment to safeguarding the human rights of all employees, as well as our business associates.

We remain guided by Sunway Berhad's Human Rights Policy, which is premised on the UN Guiding Principles on Business and Human Rights. Beyond that, we recognise the International Labour Organization's (ILO) eight fundamental conventions, which highlight:



Freedom of association and the right to collective bargaining



The elimination of forced labour, child labour and discrimination in the workplace

As such, we maintain a zero-tolerance approach towards child labour and forced labour across all our operations. Moreover, the REIT Manager adheres to the Group's Code of Conduct and Business Ethics Policy. It is a requirement for the Manager to acknowledge that it has read and understood the policy and affirm that it will comply with the policy in the Annual Staff Declaration Form.

HUMAN RIGHTS POLICY

The Human Rights Policy, which was established in 2021, applies to all Directors, employees of Sunway REIT and our business associates such as partners, agents, vendors, suppliers, contractors, consultants and any other third-party service providers or persons who perform services for or on behalf of the REIT. We continue to guide our business partners, vendors and suppliers in adopting similar human rights commitments within their own business practices by providing training and awareness programmes.

As part of human rights awareness, we have made it mandatory for all newly registered suppliers to undergo Supplier Environmental & Social Risk Assessment in our procurement process since July 2021. The assessment enables us to identify suppliers who need guidance to improve their environmental and social performance. Internally, we have embedded human rights principles and practices in our daily operations and activities through various awareness programmes. This includes making the Human Rights Policy a part of our mandatory e-learning for all employees in 2022.

Further to that, we ensure that we comply with the Employment Act 1995 and other labour laws of Malaysia by implementing fair working hours, fair payment of wages and fair treatment of all regardless of age, race, gender and religion. We have also put in place robust whistleblowing procedures for employees and external parties. Whistleblowers will be accorded confidentiality of identity and protected against any adverse and detrimental actions for disclosing any improper conduct committed. In 2022, there were no incidences and grievances of discrimination, child labour and forced labour reported as well as no violation of rights of indigenous peoples in Sunway REIT.

We respect the rights of our employees, stakeholders and communities through our commitments that include, but are not limited to:



Providing Equal Opportunities



Respecting Freedom of Association



Eradicating Any Form of Harassment or Abuse



Enhancing Safety and Health



Eliminating Forced/Compulsory Labour



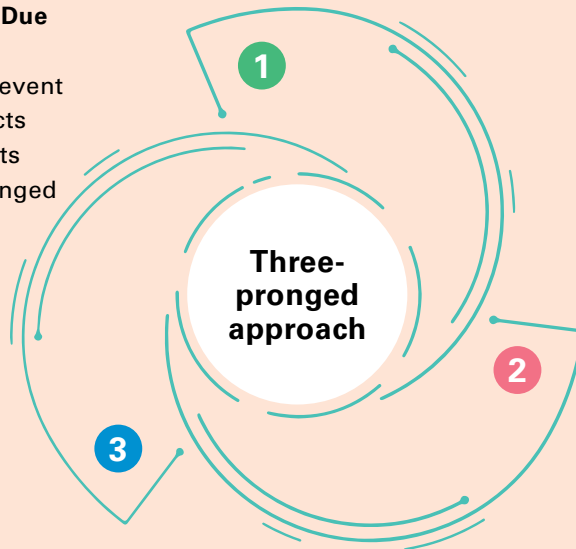
Protecting the Rights of Children



Please refer to Human Rights Policy - <https://www.sunwayreit.com/wp-content/uploads/2022/06/Sunway-Human-Rights-Policy-2021.pdf>

Human Rights Due Diligence

We strive to prevent negative impacts on human rights via a three-pronged approach:



1

A public commitment to respecting human rights

2

An ongoing process of human rights due diligence

3

A process for providing access to remedy to anyone who is harmed where the harm is caused or contributed directly or indirectly by our business activities

In Sunway, there are firmly established grievance procedures and whistleblowing channels that are accessible to all our employees and external parties. An employee who whistleblows will be assured of identity and confidentiality protection, as well as protection against any adverse and detrimental actions for disclosing any improper conduct committed.

Labour Due Diligence

Our Human Rights Policy ensures that Sunway and its suppliers, as well as subcontractors, shall not knowingly use or promote the use of forced or bonded labour. They are expected to take appropriate measures to prevent the use of such labour in any business dealings or activities related to Sunway.

Policy against Human Trafficking

All Sunway employees, including the Manager, are expected to comply with all federal and state laws, regulations and ordinances that are applicable to work and responsibilities. Any violation of any applicable federal and state laws may lead to disciplinary action, including termination of employment.

GRIEVANCE MECHANISM

We strive to provide a safe and equal workplace by ensuring our Whistleblowing Policy protects employees and allows them to report any cases of discrimination without fear of reprisal. As such, we have in place a Whistleblowing hotline (+603 5639 8025) and email (whistleblowing@sunway.com.my) that serve as a grievance mechanism. In 2022, there were zero reported cases of discrimination received via the hotline and the email.

➔ Please refer to Whistleblowing Policy - <https://www.sunwayreit.com/wp-content/uploads/2022/07/SUNREIT-Whistleblowing-Policy-v5.pdf>

FREEDOM OF ASSOCIATION

We comply with the Employment Act 1955 and all other relevant labour laws of Malaysia and respect freedom of association, whereby our employees are free to join a trade union. To this end, employer representatives of the various business segments meet with the respective unions of their workers every three years to review and update their collective agreements. The notice period and provision for consultation and negotiation is three months. For operational changes that affect employees, decisions are made on a case-by-case basis.

In 2022, there were two hotels whose workers were covered by collective bargaining agreements.

Hotel

**Sunway Hotel
Georgetown**

84%
of employees
covered

**Sunway Hotel
Seberang Jaya**

81%
of employees
covered

Name of Union

National Union of Hotels, Bar & Restaurant
Workers Peninsular Malaysia

Goal 3: Investing in Community Inclusivity

HUMAN CAPITAL DEVELOPMENT

The Manager is always investing in its people to empower them to grow professionally and contribute to the sustainable growth of the Trust. Our structured training and development programmes are designed to shape a progressive and agile workforce.

In our 2021 materiality assessment study, 'Human Capital Development' was one of the prioritised ESG issues. This reflected our stakeholders' concern for the employees of Sunway REIT to be provided with opportunities to upskill and upgrade their knowledge. This will help ensure a pipeline of future-proof talents who are competitive, dynamic and progressive which is critical to the growth of the business.

Training & Development

For Sunway REIT, aligning our aspirations with Sunway Group and driving teamwork and development across leadership and training programmes are key priorities. Our leadership and training programmes are delivered via four key learning platforms, namely online learning, physical classroom learning, conferences and seminars. These platforms include a diverse range of topics to equip our employees with the necessary industry skills and knowledge. With the workforce returning to office after the COVID-19 pandemic, we have customised the learning programmes to include physical and online classes to meet different learning needs. Among the programmes offered are professional certification, career workshop, leadership and soft skills training.

In 2022, **100%** of Sunway REIT employees received performance and career development reviews conducted by their managers.

In 2022, we achieved:

625 total learning hours
30 average training hours per employee per year

Average training hours by gender:

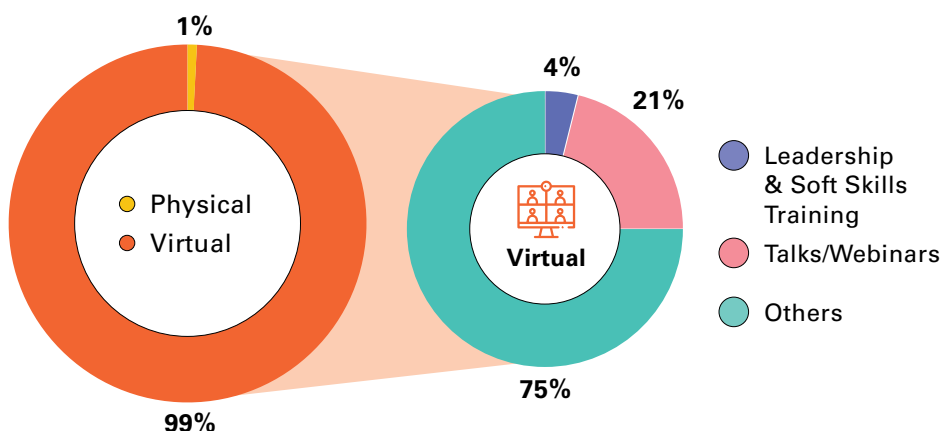


We invested **more than RM15,000** in the training and development of employees

Average training hours by employee category:



Breakdown of Sunway REIT's Learning and Development Programmes in 2022

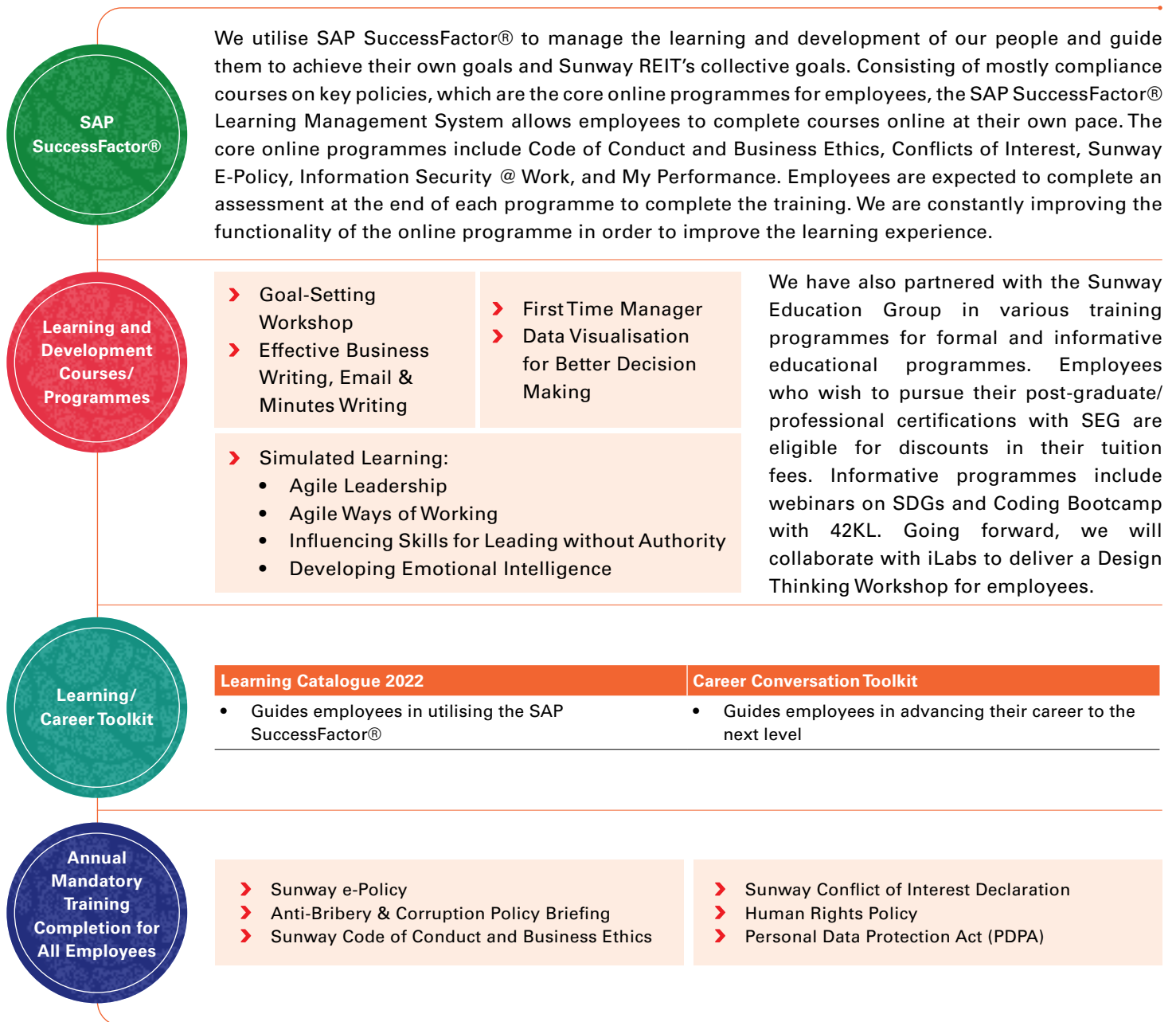


Leadership Programme

We believe in nurturing and shaping young leaders to build a quality leadership pipeline and retain the best talent. Our leadership programme is anchored on Sunway Group's Excellence in My Career and Leadership (ExCeL@Sunway) programme. ExCeL@Sunway, which was established in 2018 to support employees in their leadership and career development, is applicable to all Sunway employees.

The platform identifies growth areas in both personal and professional capacities, facilitates frequent and meaningful career conversations with leaders and develops personalised learning opportunities and a focused development journey. Employees' growth areas are identified through the Leadership Development Centre with joint efforts from leaders in Sunway Group to maintain the consistency of standards and expectations. Sunway's other leadership competencies training programmes include First-Time Manager, Situational Leadership® II and 7 Habits of Highly Effective People.

LEARNING AND DEVELOPMENT PROGRAMMES



Goal 3: Investing in Community Inclusivity

TALENT MANAGEMENT

At Sunway REIT, we strive to build the long-term capacity of our employees through significant efforts in talent management. We make every effort to attract the best industry talents, including collaborating with Sunway Group in various talent acquisition initiatives such as university outreaches, campus and Management Associate Programme (MAP).

As a responsible employer, we believe continuous learning is key to maintaining a skilled, productive and engaged workforce, as each employee is empowered to maximise their potential through leadership and training, networking opportunities and professional certifications. Sunway REIT continues to benefit from Sunway Group's commitment to learning and development. Our learning platforms encompass a broad range of topics to equip employees with the relevant capabilities to excel in their individual roles. These include professional certifications, leadership and on-the-job training, soft skills training and specific training sessions such as KnolScape simulated learning programmes, as well as ESG awareness workshops and talks on enhancing well-being.



Additionally, we consistently conduct talent reviews annually to keep track of our talents' growth and progression, which also enables us to curate development plans accordingly to accelerate the development of our employees' leadership and technical skills. Our employee performance is measured through Sunway's My Performance Focus Areas, which include conversational sessions between managers and employees, enabling employees to give and receive real-time and collaborative feedback at any point. As such, it also allows us to understand our people's ambitions and enable employees to perform regular self-evaluations before they are evaluated by their supervisors.

Apart from that, Sunway REIT provides career advancement by leveraging Sunway Berhad. In 2022, we successfully mobilised successors within the Sunway Berhad ecosystem, leading up to the appointments of our Deputy Chief Executive Officer and Chief Financial Officers. This is testament to our commitment to developing our talents internally as well as providing career advancement opportunities for employees.

We review our salary structure annually, in line with general industry practice. Our total remuneration also remains competitive and is benchmarked against market performance from time to time. As for our performance management strategy, we ensure that there is a balance between performance-linked bonuses and increments and competitive benefits.



In FY2022,
100% of employees

received performance and career development reviews conducted by their managers and supported by our HR Department. Incentives such as increments, promotions and bonuses are given out based on employees' performance and merit, subject to the Trust's FY performance.

EMPLOYEE WELL-BEING

We take care of our employees' well-being to boost their morale and foster a conducive work environment. To improve employees' work experience, we introduced the Idea Box initiative in 2022, which allows an exchange of ideas on how we can cultivate a workplace that is inspiring and motivating. The Idea Box was set up for two weeks for employees to share employee engagement ideas, which were later forwarded to the Management to be reviewed and implemented through action plans.

The ideas included birthday celebrations and fruit days on a monthly or bi-weekly basis. Employees also proposed the provision of better tools to perform their jobs, such as laptops with higher specifications and extra monitors to facilitate their day-to-day operations. To this end, we have responded by implementing the appropriate measures such as providing more flexible working hours, upgrading digital devices and reinstating fruit days.



IMPACT STORY

Promoting a Low-Carbon Diet

As one of the largest diversified REITs in Malaysia, we are highly conscious of our civic duty to help build a sustainable community. In 2022, we promoted a low-carbon diet among our employees, in line with SDG 3: Good Health and Well-being, by introducing a 'foodprint' calculator. The initiative aimed to emphasise the critical state of our environment due to the impact of food production, especially meat, which accounts for almost 44% of global GHG emissions.¹

A vegetarian meal initiative was launched across all divisions to create awareness on the importance of reducing emissions from reducing the consumption of food such as beef which has a higher carbon footprint.










**More than
10,000**





of vegetarian meals
were provided to the
employees in 2022

Goal 3: Investing in Community Inclusivity

Employee Benefits

We strive to be a preferred employer by going beyond our regulatory obligations and providing attractive benefits. To remain competitive, we review our salary structure each year against industry peers and best practices. In 2022, we enhanced our employee benefits to comply with the amended Employment Act (Amendment 2022), which started taking effect from 1 January 2023. The amendments included increasing maternity leave from 60 to 98 days, reducing weekly working hours from 48 to 45 hours and allowing employees a flexible working arrangement. Employees can access the enhanced benefit policies via the Human Resource Portal.

Programmes	Description
Family-friendly Policies	
 Supporting Working Mothers	<ul style="list-style-type: none"> Our premises offer designated car parks and escort assistance by security officers. Mother's rooms provide convenience to working mothers. Mother's rooms are present in our malls, education buildings, office (Menara Sunway) and hospital (Sunway Medical Centre).
 Childcare Subsidy	<ul style="list-style-type: none"> Sunway partially subsidises the tuition fees for R.E.A.L. Kids Sunway and The Parenthood as well as Sunway Little Sunshine, a childcare centre catering to babies from two to three months old, if parents are employees. This subsidy is available for up to two children per family for a maximum of RM200 per month per child. Childcare subsidies of up to RM2,400 are tax-exempted.
 Leave	<ul style="list-style-type: none"> Extended maternity leave Maternity leave Medical/Hospitalisation leave Parental/Childcare leave Paternity leave Special leave (e.g. compassionate leave, marriage leave) Examination/Study leave
Work + Life Integration	
 Kelab Sosial Sunway	<p>A social club for Sunway employees that organises various activities such as:</p> <ul style="list-style-type: none"> Blood donation drives CSR activities Donation drives Health talks Sports and recreational activities
 Staff Discounts	<ul style="list-style-type: none"> As part of our long-term co-investor proposition, we encourage Sunway employees to be part of the communities they serve and live, learn, play and be healthy alongside our communities: Live: Discounts on property purchases. Learn: Discounts on selected educational programmes in all our learning institutions. Play: Discounts on theme park tickets, hotel room rates and food & beverage. Health: Discounts on healthcare services.
Health and Well-being Initiatives	
 Employee Health Screening	<ul style="list-style-type: none"> Employee health screenings are available at the Group function level as well as in selected business segments. Confirmed executives of Sunway Berhad with a minimum of six months' service may undergo the Health Screening Programme either once every two years or once a year, depending on their age range. Confirmed executives are eligible to apply for subsequent health screenings either one year or two years from the date of the last health screening, depending on their age range. The Health Screening Programme is also extended to all confirmed non-executives of Sunway Berhad depending on their age range and duration of service. They may undergo the Health Screening Programme once a year and will be eligible to apply for subsequent health screenings one year from the date of their last health screening.
 Dental & Optical Benefits	<ul style="list-style-type: none"> Dental and optical benefits are extended to permanent confirmed executives; they are eligible for a maximum amount of MYR500 per year. For permanent confirmed non-executives, they are eligible for a maximum amount of MYR150 per year for dental benefits only.

Programmes	Description																						
Health and Well-being Initiatives																							
 Staff Medical & Life Coverage	<ul style="list-style-type: none">Medical coverage is provided to all staff, including both inpatient & outpatient. <p>Medical Coverage (Inpatient & Outpatient)</p> <p>Inpatient</p> <table><tr><th>NE</th><th>EG1-EG4</th><th>EG5-EG9</th></tr><tr><td>RM20,000 per annum</td><td>RM40,000 per annum</td><td>RM60,000 per annum</td></tr></table> <p>Dependents - Inpatient</p> <table><tr><th>EG1-EG4</th><th>EG5-EG9</th></tr><tr><td>RM10,000 per annum/ per dependent</td><td>RM14,000 per annum/ per dependent</td></tr></table> <p>Outpatient</p> <table><tr><th>NE</th><th>EG1-EG4</th><th>EG5-EG9</th></tr><tr><td>RM1,500 per annum</td><td>RM2,500 per annum</td><td>RM3,500 per annum</td></tr></table> <p>Dependents - Outpatient</p> <table><tr><th>NE</th><th>EG1-EG4</th><th>EG5-EG9</th></tr><tr><td>RM5,000 per annum/ per dependent</td><td>RM1,000 per annum/ per dependent</td><td>RM2,500 per annum/ per dependent</td></tr></table>	NE	EG1-EG4	EG5-EG9	RM20,000 per annum	RM40,000 per annum	RM60,000 per annum	EG1-EG4	EG5-EG9	RM10,000 per annum/ per dependent	RM14,000 per annum/ per dependent	NE	EG1-EG4	EG5-EG9	RM1,500 per annum	RM2,500 per annum	RM3,500 per annum	NE	EG1-EG4	EG5-EG9	RM5,000 per annum/ per dependent	RM1,000 per annum/ per dependent	RM2,500 per annum/ per dependent
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	RM5,000 per annum/ per dependent	RM1,000 per annum/ per dependent	RM2,500 per annum/ per dependent																				
	 Return-to-Office Care Kit	Care kits were prepared for all staff, including: <ul style="list-style-type: none">Masks (K95 mask, 4-ply mask)COVID-19 Self-Testing KitOximeter																					
Flexible Working Hours																							
 Flexible Working Arrangement	<ul style="list-style-type: none">The flexible work arrangement allows all confirmed Sunway working mothers with a minimum of one year of service to opt for a variety of start and end times as long as they fulfil the working hours stipulated in their employment letters.Each request will be assessed and approved on a case-by-case basis by the Line Manager and Head of Department.For general employees, flexibility may be granted at the discretion of the Management, including the option to Work From Anywhere/Home on a needs basis <p>Employees whose working hours are between 9.00am and 6.00pm may opt to start work at 8.00am, 9.00am or 10.00am. Core times are between 10.00am and 5.00pm and all employees are required to be on duty during these hours.</p> <table><tr><th>Start Time</th><th>End Time</th></tr><tr><td>8.00am</td><td>5.00pm</td></tr><tr><td>9.00am</td><td>6.00pm</td></tr><tr><td>10.00am</td><td>7.00pm</td></tr></table> <p>As for employees whose working hours are between 8.30am and 5.30pm, they may opt to start work at 7.30am, 8.30am or 9.30am. Core times are between 9.30am and 4.30pm and all employees are required to be on duty during these hours.</p> <table><tr><th>Start Time</th><th>End Time</th></tr><tr><td>7.30am</td><td>4.30pm</td></tr><tr><td>8.30am</td><td>5.30pm</td></tr><tr><td>9.30am</td><td>6.30pm</td></tr></table>	Start Time	End Time	8.00am	5.00pm	9.00am	6.00pm	10.00am	7.00pm	Start Time	End Time	7.30am	4.30pm	8.30am	5.30pm	9.30am	6.30pm						
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8.30am	5.30pm																						
9.30am	6.30pm																						
Working from Home Arrangements																							
 Movement Control Order Period	Throughout the various MCOs implemented by the government, Sunway REIT implemented several work from home arrangements including a team rotation system that allowed staff to take turns to go into office on a weekly/fortnightly basis.																						

Goal 3: Investing in Community Inclusivity

ENSURING A SAFE AND HEALTHY WORKPLACE

GRI 2-7, 2-8, 3-3, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10, 416-1, 416-2



KEEPING OUR PEOPLE SAFE

We are deeply committed to the health and safety of our employees, tenants, customers and contractors from all the business segments, as we strive to continuously create value for all our stakeholders. Our occupational health and safety (OHS) is anchored on Sunway Berhad's Occupational Health, Safety and Environment (OHSE) Policy, which was established in 2021 and revised on 30 March 2022, and is available on Sunway Berhad's corporate website. The policy ensures that all employees, contractors, visitors and stakeholders are aware of their responsibility in upholding workplace health and safety.

We aim to integrate the policy into our all our operational sites through providing workplace training and a robust framework to mitigate health and safety risks. To move towards realising a shared safety and health vision with our stakeholders and reaching a Level 5 (generative) safety culture by 2030, we are guided by Sunway Berhad's five-year strategic OHS plan from 2021 to 2025, which aims to achieve the following:

STRATEGIC OBJECTIVES

01 Leadership empowerment

02 People development and networking

03 Compliance

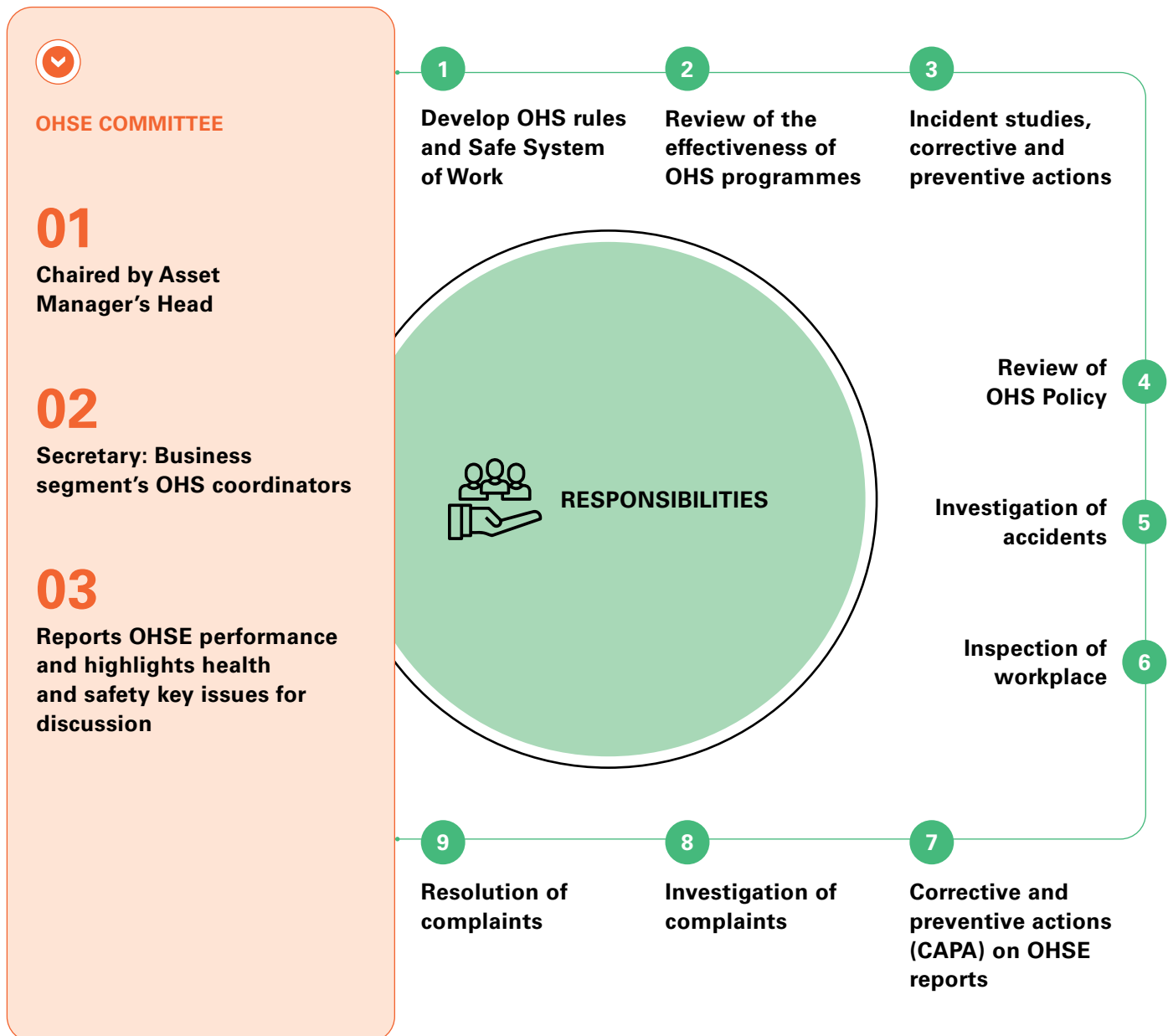
04 Best practices

05 Advance reporting and continual improvement

LEADERSHIP EMPOWERMENT FOR OHSE MANAGEMENT

The business segments under Sunway REIT adopts OSHE governance and practices that are practiced by Sunway Berhad. Sunway Berhad employs a top-down approach in cascading OSHE accountabilities, roles and responsibilities from the Board to the Management and employees across the business segments.

In compliance with the Occupational Safety and Health (Safety and Health Committee) Regulations 1996, the business segments have put in place OHSE Committees at eight sites office buildings are normally covered by the SPFM OHSE Committee. Each OHSE Committee is in charge of the OHS Management System (OHSMS) within the respective business segment and holds quarterly meetings that are led by the business segment's Senior Management. The meetings, which are attended by both employee and employer representatives, serve as an avenue for employees to participate in the development, implementation and evaluation of the OHSMS. Each OHSE Committee will communicate its OHSE Committee meeting minutes to its site people. Additionally, the OHSE Committee members are given relevant training to equip them with the necessary knowledge and skills in resolving workplace health and safety issues.



Goal 3: Investing in Community Inclusivity

PEOPLE DEVELOPMENT

To embed a culture of health and safety in the DNA of our workforce, the business segments have put in place trained individuals in their respective business segments with specific OHSE competencies such as site safety supervisor, OHS executive/coordinator, food trainer, fire fighter and first aider as required by the law. This is in addition to OHSE training for all employees and workers based on their operational needs, scope of work and regulatory compliance at beginner, intermediate and advanced levels on over 53 general and specialised safety topics. The training programmes, comprising induction and awareness, occupational safety, industrial hygiene and management systems, are led by trained instructors in English and Bahasa Malaysia to ensure that the training programmes are understood by all employees including non-executives. As for OHSE coordinators and members, the training includes roles and responsibilities of OHSE Committee members, legal requirements and regulations, hazard identification, health, safety and environmental awareness, risk assessment and risk control, as well as indoor air quality.

COMPLIANCE WITH OHSE STANDARDS

As required by law, the OHSMS across business segments are complies with the necessary laws and regulatory rules, including the Occupational Safety and Health Act (OSHA) 1994, Environmental Quality Act 1974 (EQA 1974) and Factories and Machinery Act 1967 (FMA 1967).

Sunway REIT's business segments undergo internal audits by safety and health practitioners on a regular basis. In 2022, all of our 12 properties were audited on OSHA 1994 compliance, covering Sunway REIT employees but excluding contractors, business partners and tenants. They were all trained as Lead Auditor for ISO 45001:2018 Occupational Health and Safety Management System. Third-party audits were also performed by regulators and NGOs such as the Malaysian Society for Occupational Health and Safety (MSOSH) at all sites involving Sunway employees, mainly for the renewal of the certificate of fitness and fire, electrical and gas licences. We will continue to ensure that internal and external audits are carried out regularly to enable business segments to improve their OHSMS based on the 'plan-do-check-act' (PDCA) cycle.

RISK IDENTIFICATION AND ASSESSMENT

At Sunway REIT, the business segments adopt a proactive approach to minimise and eliminate workplace health and safety risks. Prior to the commencement of any activity, all business segments are required to conduct formal risk assessments, including routine and non-routine activities, as stated in the OHSMS. The objective is to identify potential occupational hazards that could lead to high-consequence injuries and disrupt business operations. During a risk assessment, an OHSE Committee member and personnel who have been trained and certified by a Safety & Health Officer (SHO) will identify ways to reduce and mitigate risks according to the hierarchy of controls. Risk assessment is reviewed on an annual basis or when it is determined by the person in charge depending on the business segment, and are approved by the OHSE Committee Chairman. A business segment may also conduct a risk assessment whenever there is a significant change that could impact its risk exposure, such as legal requirements, activities, equipment and incident occurrences, among others.

In 2022,

571

employees were inducted

1,113

employees received OHSE training

1,113

OHS professionals from the various business segments were engaged

Percentage of workers covered by OHSMS

100%

Percentage of workers covered by OHSMS & internally audited

49.79%

Percentage of workers covered by OHSMS & externally audited

17.73



In 2022,

100%

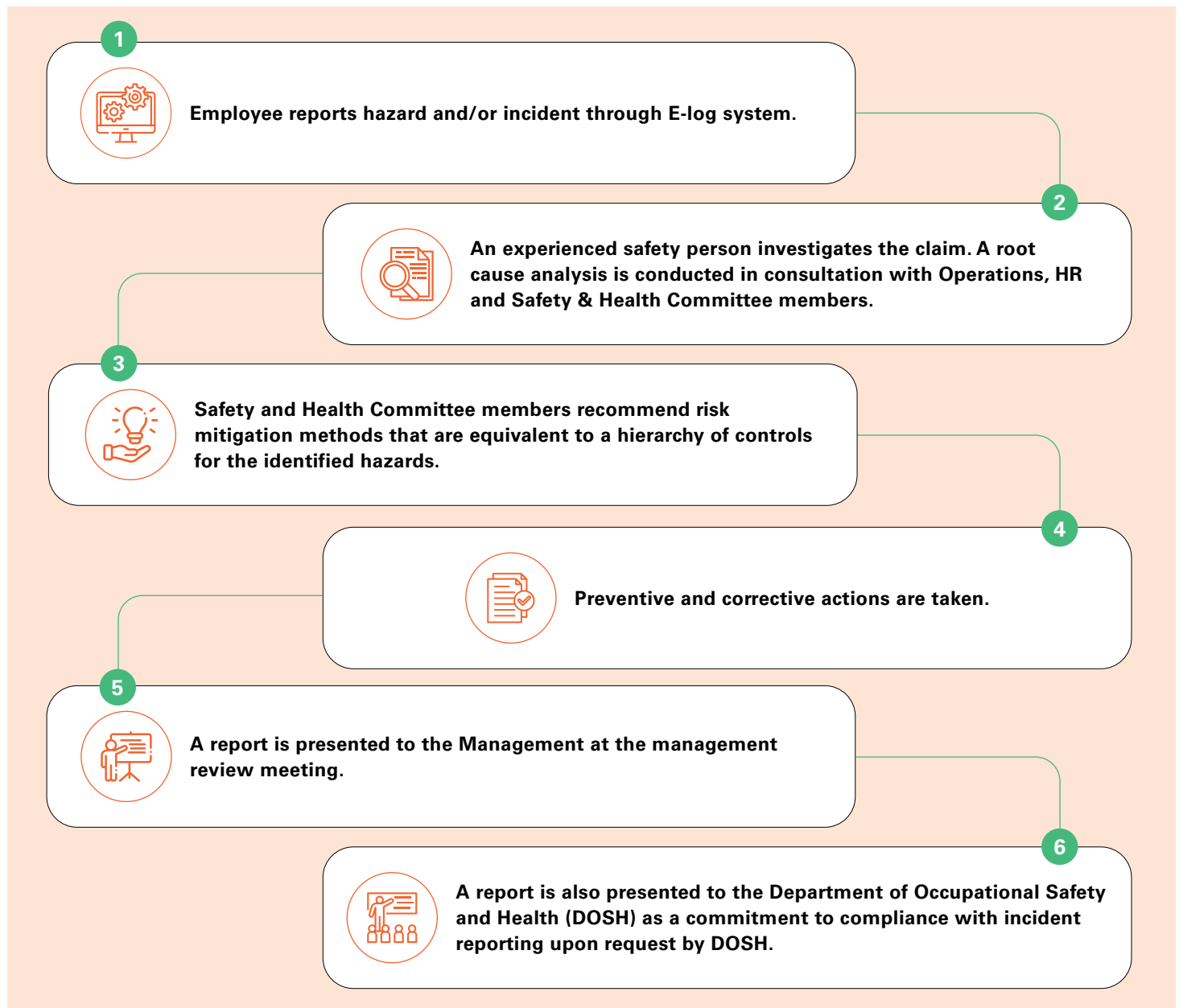
of sites (**12 sites**) conducted risk assessments

BEST OHSE PRACTICES

Incident Reporting and Investigation Practices

Ensuring health and safety at the workplace is a shared responsibility. As such, the business segments ensure that all their employees are aware of their role and responsibility in minimising and eliminating occupational hazards and incidents, including near-misses, by reporting to the Management using respective sites incident reporting system such as E-Log System, Knowledge Portal KP 4.0. The process for identifying and reporting occupational hazards and incidents is communicated to all employees through OHS Induction training sessions. Our OHSE incident reporting process is aligned with Sunway Berhad's reporting and investigation process.

All reports are treated as private and confidential to allow employees to report on health and safety matters freely without fear of reprisal. To protect the confidentiality of workers' personal health-related information, the E-Log System is only accessible by authorised staff who have been trained to adhere to legal requirements. The confidentiality requirement is also highlighted during OHSE training.



Goal 3: Investing in Community Inclusivity

OCCUPATIONAL HEALTH AND SERVICES

The business segments provide various occupational health (OH) services for their employees and tenants that are available during working hours to further help identify and minimise health and safety risks, thus preventing harm and protecting workers from work-related injuries and ill health.

Pre-employment medical examination.	Post-employment medical examination.	Health assessment and medical health surveillance for staff working with chemicals.	Return-to Work programme.	Investigation of occupational poisoning or diseases.
Various health promotion programmes.	Emergency response and disaster management is managed by the Crisis Management, Response and Recovery (CMRR) team, which consists of occupational health and safety experts.		Clinical services are provided by Sunway Medical Centre and private and public medical clinics. Transportation is provided to take workers to their medical appointments with private and public medical practitioners.	
			Health insurance.	

The business segments also provide non-occupational medical and healthcare services to workers to address major non-work-related health risks. The HR team plays a major role in raising awareness about these services and programmes. Information is communicated through email blasts and the HR portal to encourage participation.

Voluntary health promotion services/programmes include the prevention/treatment/promotion of:	Facilitated by organising the following programmes:
Mental health and well-being	Stress-reducing programme
Substance abuse (drugs and alcohol)	Health services
Unhealthy diet	Providing healthy food in cafeteria
	Provision of gym
	Provision of fitness programme
	Zumba
	Health Talks

The quality of the services provided are regularly assessed through the engagement of a number of competent persons to provide some of these key services, such as an OHSE Manager, Fire, Life and Safety Officer and First Aider. To maintain the confidentiality of workers' personal health-related information, only authorised staff are allowed to view the reports in the E-Log System and are trained to follow legal requirements. Confidentiality requirements are also highlighted during OHSE training to ensure everyone is aware.

Ensuring the Safety of Our Suppliers

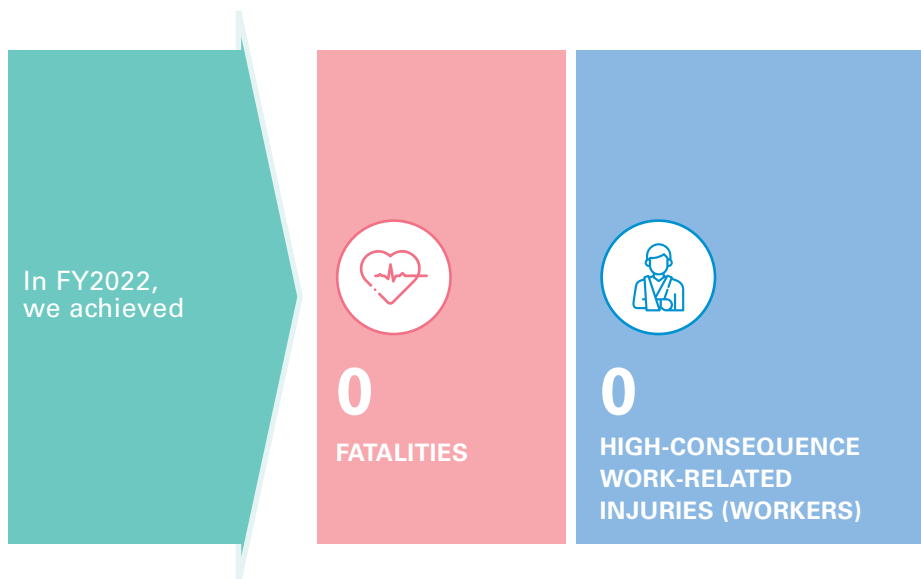
The business segments efforts in providing a safe workplace are extended to our suppliers, who are expected to comply with all applicable laws, codes and regulatory rules by which they operate, as stated in the Sustainable Procurement Policy and Supplier Code of Conduct. Prior to the start of a job, all contractors will be briefed on the safety and health aspects of a workplace and are required to conduct a risk assessment to identify potential hazards and implement mitigation measures to remove or reduce risks. In addition, the business segments supervise contractors closely through work permits and inspections by security staff at the respective workplaces. Going forward, we will consider extending our OHS rules to non-workers and incorporate them in the SOP for our procurement process.

BEST REPORTING PRACTICES

Collecting and monitoring data on our occupational health and safety performance across the business segment will help us improve the safety level across our operational sites and provide a safer and healthier work environment for employees. In 2022, the number of public incidents reported increased to 9 cases compared to previous years.

Moving forward, the public can report any OSH complaints to a centralised platform. In the year under review, we recorded zero fatalities and zero high-consequence work-related injuries.

SAFETY PERFORMANCE



Recordable Work-Related Injuries

FY2022

2

Employees

4

Non-Employees

Lost Time Injury (LTI)

FY2022

0

Employees

0

Non-Employees

NUMBER OF HOURS WORKED:

FY2022:

Employees

2,816,526

hours

Non-Employees

511,186

hours

Notes:

1. Employees refers to employees from business segments.
2. Non-employees refer to volunteers, contractors, and agency workers, among other types of worker. They might also include those working for the organisation, or for the organisation's suppliers and customers.
3. The rates are calculated based on 1,000,000 hours worked
4. The data and information provided have been prepared to the best of our ability in ensuring completeness, accuracy and reliability.

Please refer to Sustainability KPI Section.

Follow-up actions have been taken based on the hierarchy of controls to prevent cases mainly associated with slips, trips and missteps occurring again. Some of the proposed initiatives include engineering controls such as flattening the walkway surfaces and administrative controls such as organising specialised training on slips, trips and missteps.



MSOSH Awards

Sunway Malls won three awards at the 40th Malaysian Society for Occupational Safety and Health (MSOSH) Awards, signifying its commitment to workplace health and safety. The MSOSH Award is an annual award that recognises organisations in Malaysia with proven outstanding occupational safety and health performance. Award participants are subjected to stringent document and site verification audits by a panel of qualified and dedicated auditors before they are deemed credible for the awards.

Goal 3: Investing in Community Inclusivity

COMMUNITY INCLUSIVITY

GRI 3-3, 203-1, 203-2, 413-1, 413-2

Corporate responsibility is part of our DNA, as it enables us to move towards our vision of enhancing stakeholder value through Community Engagement. Building on our strength as an inclusive organisation, we strive to reach out to the community to enrich and empower the marginalised and the underserved through collaborations with non-governmental and not-for-profit organisations. With every partnership, we are able to touch the lives of more individuals and families, ultimately creating long-lasting positive impacts for the community. Our efforts are aligned with Sunway Group's commitment to the UN SDGs, which are anchored on #SunwayforGood initiatives in Education, Healthcare and Community Enrichment.

EDUCATION

Ensuring accessibility to education for all is part of our efforts to build a sustainable future. We strive to contribute to SDG 4: Quality Education by helping to provide access to education to the lower-income, marginalised and underprivileged communities. In 2022, Sunway Putra Mall helped to raise fund for Buku Jalanan Chow Kit, a non-profit organisation that provides education to underprivileged children in Chow Kit, Kuala Lumpur to enable them to escape the cycle of poverty. The initiative was implemented through Christmas 2022 – Wander Wonder Forest/ Wonderful Deeds, which encouraged Sunway Putra Mall shoppers to donate a minimum of RM5 via Sunway Pay in exchange for gift-wrapping services.



HEALTHCARE

Blood Donation

As always, Sunway REIT strives to promote good civic consciousness by contributing to a caring society. In 2022, Sunway Pyramid Mall and Sunway Putra Mall organised a blood donation drive with the University Malaya Medical Centre. Successful donation will be used for clinical transfusion for patients in University Malaya Medical Centre. According to Community Blood Center (1), one pint of blood can save up to three lives.

↪ Please refer to blood facts by Blood Community Center - <https://givingblood.org/about-blood/blood-facts.aspx>



NO. OF DONORS

Wisma
Sunway

38

Sunway
Putra Mall

300

Sunway
Pyramid Mall

308

COMMUNITY ENRICHMENT

Reaching out to the underprivileged and the underserved is part of our corporate social responsibility, as we aim to ensure no one is left behind. In 2022, we continued to contribute to the communities that were most in need, in particular, the Bottom 40 (B40) income group, orphans, flood victims and HIV patients, among others. Sunway Pyramid also sponsored UN High Commissioner for Refugees (UNHCR) and UNICEF event spaces to support them in promoting their cause. In the spirit of Malaysia's 15th General Election, Sunway Pyramid provided 11 wheelchairs at designated polling stations in Subang Jaya to assist voters in fulfilling their civic duty on polling day.



Donated RM15,000 worth of AEON vouchers to help underprivileged families



Distributed 1,000 packet of bubuk lambuk to B40 in Wangsa Maju, Selangor



Distributed 100 portions of individual Yee Sang to the urban poor and the homeless



Contributed RM4,000 to pay for the electricity bills of 20 families from the lower income group



100% of the sales' proceeds were donated to Rumah Hope

Festivities

1

Sunway Pyramid collaborated with MBPJ and donated RM15,000 worth of AEON vouchers to help the underprivileged families in Subang Jaya, Selangor to purchase groceries and prepare for the *Hari Raya* celebration. The mall also donated an additional RM3,350 worth of AEON vouchers to four homes in Selangor, which benefitted 200 children.

2

Sunway Putra Hotel also contributed to the *Ramadhan* and *Raya* celebrations with the underprivileged by distributing food and groceries to communities in need. The contributions consisted of:

- Distributing 1,000 packets of *bubur lambuk* to the B40 community in Wangsa Maju, Selangor.
- Visiting *Pusat Jagaan Anak Yatim, Pertubuhan Rahoma Darul Fakir* and *Saudara Baru An-Najjah* for *buka puasa* and contributing nutritious food boxes and RM 5,000 worth of essential groceries.

3

During Chinese New Year, Sunway Resort Hotel collaborated with Kechara Soup Kitchen and distributed 100 portions of individual *Yee Sang* to the urban poor and the homeless in Kuala Lumpur. The initiative aimed to enrich the community with a balanced diet, besides sharing the joy of the Lunar New Year celebration.

4

In conjunction with Deepavali, the festival of lights, Sunway Putra Mall contributed RM4,000 to pay for the electricity bills of 20 families from the lower income group in Taman Tun Dr Ismail, Kuala Lumpur. The contribution was part of the Light of Happiness initiative under the #SegambutCares collaboration with Member of Parliament for Segambut, Hannah Yeoh.

5

In the spirit of giving, Sunway Resort Hotel invited guests to purchase Christmas ornaments that were made from upcycled batik fabric and handsewn by Batik Boutique. The initiative raised RM3,300 and 100% of the sales' proceeds were donated to Rumah Hope, a sanctuary for abused, neglected and under-privileged children. Batik Boutique is a company that supports the artisan community by providing skills training and income opportunities across Malaysia.

Goal 3: Investing in Community Inclusivity



Flood Relief

Sunway Malls organised a flood relief mission to reach out to the victims during the floods, which occurred from December 2021 to January 2022. Working closely with the Malaysian Red Crescent and Bernama, Sunway Malls successfully collected about 4,000 kg of donated items from shoppers and sent food supplies and daily essentials to individuals and families impacted by the floods in Selangor and Kuala Lumpur. In November 2022, Sunway Pyramid collaborated with the Malaysian Red Crescent to collect necessities donated by shoppers for flood victims.

Preserving Wildlife

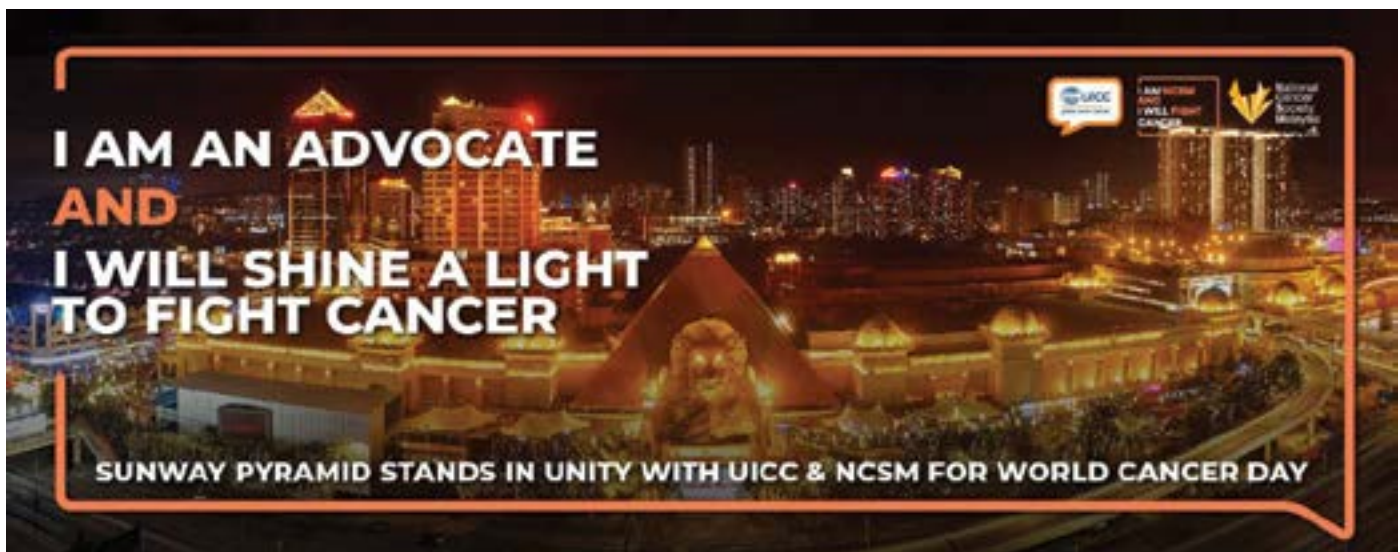
In our effort to preserve wildlife, Sunway Malls collaborated with the World Wildlife Fund (WWF) Malaysia and promoted awareness on threats against tigers and other wildlife. In January and February 2022, shoppers in Sunway Putra Mall who donated RM15 via Sunway Pay, Sunway's e-payment gateway, received merchandise from the mall and WWF Malaysia such as key chains and T-shirts. WWF Malaysia also set up a booth in the mall, and later in Sunway Pyramid in October 2022, to educate the general public about wildlife conservation and gather support for their cause.



Apart from that, Sunway REIT donated RM5,000 to the Malaysian Nature Society, the country's oldest and most established conservation society, in support of the organisation's publication of its 80th Anniversary Commemorative Book.

Promoting World Cancer Day

Sunway Pyramid Mall supported World Cancer Day by allowing the LED billboard near the Sunway City entrance on the New Pantai Expressway to advertise the World Cancer Day's website. This initiative was carried out on 4 February 2022 in collaboration with the National Cancer Society Malaysia and the Union for International Cancer Control.





IMPACT STORY

Generating Positive Impact through Autisme

Autism and its associated behaviors have been estimated to occur in as many as one in 68 newborns, according to the National Autism Society of Malaysia (NASOM)¹. As such, Sunway Putra Mall has taken on the role of advocate to create awareness on autism spectrum disorder (ASD) by being the first mall in Malaysia to incorporate Autism-friendly features and elements. These include sensory walls, a calm room, dimmed lights, decreased volume, autism shopping and reserved parking. Lights and music at common areas and participating outlets are dimmed and lowered, while customer care is provided when assistance is required. There are also special promotions and discounts for members of the mall's Autisme Programme, which was launched in 2019. The Autisme Programme is in line with SDG 3: Good Health and Well-being and SDG 10: Reduced Inequalities. It aims to educate, advocate for and celebrate individuals with ASD.



Educate

The society on autism awareness



Advocate for

Acceptance of the autism community



Celebrate

Inclusiveness and togetherness among the community

In 2021, Sunway Putra Mall persevered with its admirable initiative to educate, advocate for and celebrate individuals with ASD amid the pandemic. In 2022, the mall displayed seven Hari Raya-themed décor pieces that were hand-painted by two autistic artists, Izzati Shahrin and Haziq Izmi from NAKSENI. In support of World Autism Awareness Day, the mall also organised an array of exciting and fun activities that showcased the creativity of the autistic community as well as creating awareness on ASD. From 28 to 30 March 2022, Sunway Putra Mall organised Autism Through My Eyes.

Autisme Talks

Two talks on autism were held virtually on Sunway Putra Mall's Instagram platform, @SunwayPutraMall, via Instagram Live, to share the experiences of two celebrities with family members with ASD. The talks were hosted by celebrities Aishah Amin, whose child is on the spectrum, and Arena Wan, whose brother has ASD.

Autisme Bazaar

17 vendors showcased and sold handmade products made by autistic individuals. Part of the sales proceeds of the bazaar was channelled to NASOM, enabling visitors and shoppers to support the development of the talents of differently-abled individuals.

Free Autism Screening by Special Education Needs Institute (SENI)

Provided families with further insights by offering free autism consultations. SENI aims to help individuals with special needs to integrate into society as contributing members of the workforce, through their holistic programmes for individuals of all ages.

Autism Rules Fashion Show

Organised by JayK Fashion and PERSAMA, the fashion show featured a Raya collection inspired by the artwork of autistic individuals. JayK Fashion is a brand that carries a range of ethnic designs, infusing and featuring the artwork of children with autism in their fashion wear. Together with autism NGO PERSAMA, they work with autistic children, giving them a guided programme to earn a sustainable income.

Sensory Kit Box

Shoppers were given the opportunity to redeem a Sensory Kit Box worth RM50 with a minimum spend of RM150 in two receipts mall-wide from 28 March to 7 April 2022. The sensory kit is suitable for all children, including children with ASD.

Fundraising

Shoppers were encouraged to donate to NASOM.

We will continue to make autism awareness our priority as we believe in empowering those with autism in our society.

¹ Please refer to NASOM - <https://www.nasom.org.my/>

Goal 3: Investing in Community Inclusivity



IMPACT STORY

Community Inclusivity



World Clean-up Day

Keeping the streets clean is a priority in Sunway City Kuala Lumpur. In the year under review, Sunway City Kuala Lumpur hotels within the city held nine 'Clean-Up Day' events, whereby employees from each department took part in cleaning up the streets, parks and public areas around the hotels. The initiative, which was made a KPI of each department, effectively removed 480 kg of trash and recyclables at Sunway City Kuala Lumpur.



Plogging at Penang Hill

At Sunway REIT, we are active in both advocating for and participating in hands-on activities to make the world a better place. On 13 November 2022, Sunway Malls took part in Trash Free Hill 2022 in Penang by sponsoring RM5,000 and volunteering 10 employees to take part in the event. Trash Free Hill 2022 is an annual plogging activity on the iconic Penang Hill organised by the Penang Hill Corporation, which involves picking up litter while hiking up the scenic hill. The initiative collected 436 kg of garbage.

AWARDS

Sunway Malls was recognised for its innovative marketing efforts when two of its malls garnered top awards at PPK Malaysia's Best Experiential Marketing Awards 2020 – 2022.

Sunway Velocity Mall won the Best Experiential Marketing Platinum Award for its Chinese New Year 100 Blessings campaign (Category B) while Sunway Putra Mall bagged the Best Experiential Marketing Silver Award (Category B) for its Ikatan Mesra Raya campaign. The recognitions underscored Sunway REIT's consistent drive to better impact the communities in which it operates, in line with Sunway's core values of integrity, humility and excellence, as well as Sunway's commitment to advancing the UN SDG.

Organised by the Malaysia Shopping Malls Association, the PPKM Awards aim to honour innovative efforts by mall operators in marketing strategies amid the rapid growth and evolution of the retail industry across the region. This includes recognising malls for their grand decorations and creative marketing campaigns that enhance the shopping and leisure experience.

International Customer Experience (CX) Awards

Sunway Malls won seven International Customer Experience (CX) Awards and secured the coveted title of Overall Winner, which paid tribute to its dedication in providing outstanding customer service. With the highest scores across all award categories, Sunway Malls prevailed over 200 other contenders across 41 countries worldwide, reflecting its commitment to its core values of integrity, humility, excellence and dedication to pursuing its UN SDG goals.



Goal 3: Investing in Community Inclusivity

ENSURING SUSTAINABLE BUSINESS GROWTH

GRI 3-3, 413-1, 413-2

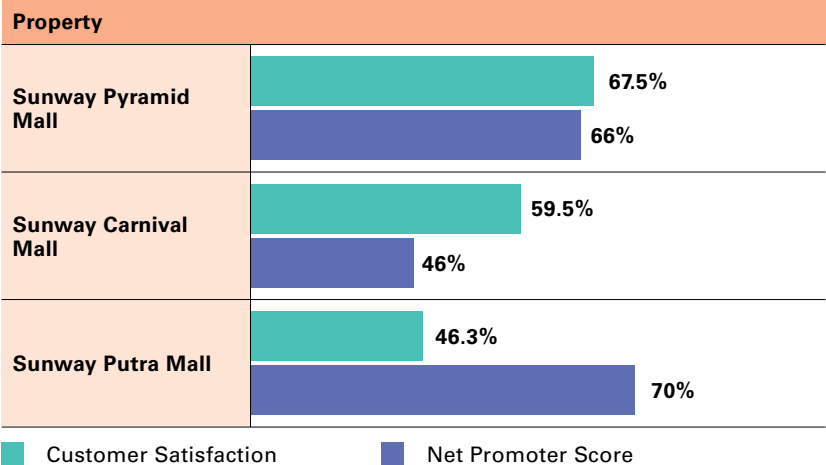
ESTABLISHING CUSTOMER SATISFACTION

Meeting customer expectations will allow us to continue to grow and remain relevant. To better understand the needs of our customers and tenants, we have been collecting data and feedback via surveys and measurement tools to gather insights. Feedback from customers and tenants is vital for us to continue to innovate and enhance our services to boost customer satisfaction.

Retail

As the nation transitioned from pandemic to endemic, Sunway Malls reinstated its Customer Satisfaction Survey to understand new customer sentiments that may have changed during the two years of sporadic movement control order phases. The results achieved in 2022 will be used as a new benchmark for the coming years, as businesses restart, restore and recover in the post-pandemic new normal.

Sunway REIT's Retail Segment's Net Promoter Score (NPS) and Customer Satisfaction for 2022

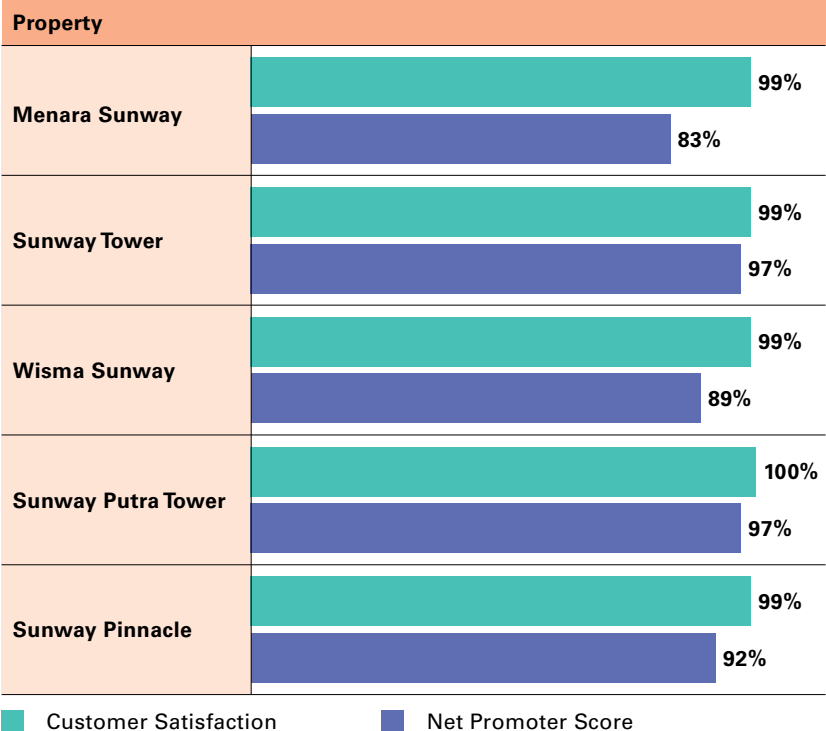


Office

Sunway Offices continued to maintain high customer satisfaction scores at 99% in 2022, with nearly all five properties reaching near-perfect scores. This was the second consecutive year that the Office segment retained such high scores.

One of the reasons for the significant improvements in the NPS and the customer satisfaction scores was the strong support extended by the Company to the tenants during the COVID-19 pandemic. Another reason was because of our ability to systematically track all service requests submitted by our building tenants through the e-service request software to ensure we achieve 100% completion of the services on a timely basis. The Sunway Property Management App, which allows tenants to submit service requests in a seamless manner was introduced in 2017 as a proof of concept and subsequently widely proliferated in 2019. Based on the feedback, tenants were happy with the shorter downtime of their buildings' equipment and facilities.

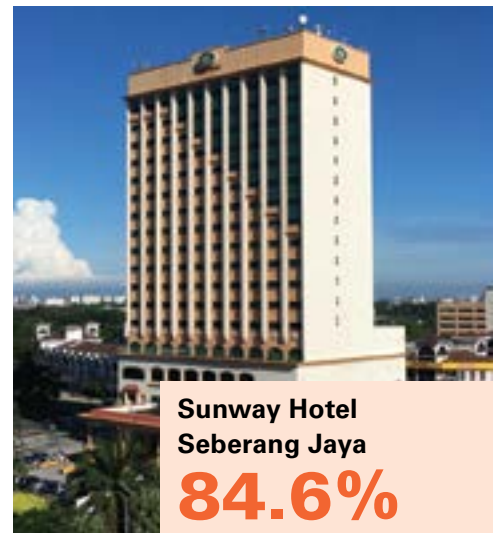
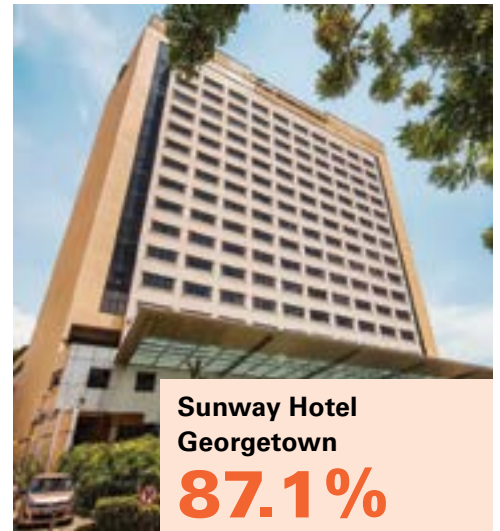
Sunway REIT's Office Segment's Net Promoter Score (NPS) and Customer Satisfaction for 2022



Hotel

Sunway Resort Hotel, which was undergoing renovation in 2022, was rated highly by TripAdvisor. Guest satisfaction and feedback were collected via feedback Forms and TripAdvisor reviews.

Global Review Index Score FY2022



Tripadvisor Ranking 2022

 SUNWAY LAGOON HOTEL (FORMERLY KNOWN AS SUNWAY CLIO HOTEL) <hr/> Rank 1 of 89 hotels	 SUNWAY PYRAMID HOTEL <hr/> Rank 2 of 89 hotels	 SUNWAY RESORT HOTEL <hr/> Rank 6 of 89 hotels
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GOAL 4

RESPECTING ETHICAL PRINCIPLES



► CAPITAL



Social and Relationship

► MATERIAL ISSUES

- Indirect Economic Impact
- Corporate Governance
- Anti-Corruption
- Business Ethics

► ACTIVITIES

- Board Policies
- Corporate Policies
- Code of Conduct and Business Ethics
- Whistleblowing Procedure
- Cybersecurity and Data Governance

► VALUE CREATED

- Strong Governance
- Zero Tolerance for Fraud, Bribery and Corruption

Sunway REIT's corporate policies and ESG commitments have built a strong foundation for sound corporate governance. Our commitment to safeguarding business integrity and fair practices allows us to maintain a high level of trust and confidence among our stakeholders to deliver beyond meeting minimal regulatory compliance.

SUSTAINABILITY GOVERNANCE

GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-14, 2-16, 2-17, 2-18, 2-19, 2-23, 2-24, 2-25, 2-26, 2-27, 3-3

SUSTAINABILITY COMMITTEE

Sunway REIT's Sustainability Committee is chaired by Yeo Kar Peng, an Independent Non-Executive Director. The Sustainability Committee, which is supported by the Sustainability Working Group (SWG) and a Sustainability Officer, meets four times a year to evaluate Sunway REIT's sustainability plan.

The Sustainability Committee has oversight of climate-related risks and opportunities. It reviews, supervises and recommends to the Board of Directors matters pertaining to three key sustainability areas that are aligned with Sunway Berhad's sustainability commitment. These areas are:

Sustainability strategy and issues	Key ESG goals, targets and performance	Progress and scorecard
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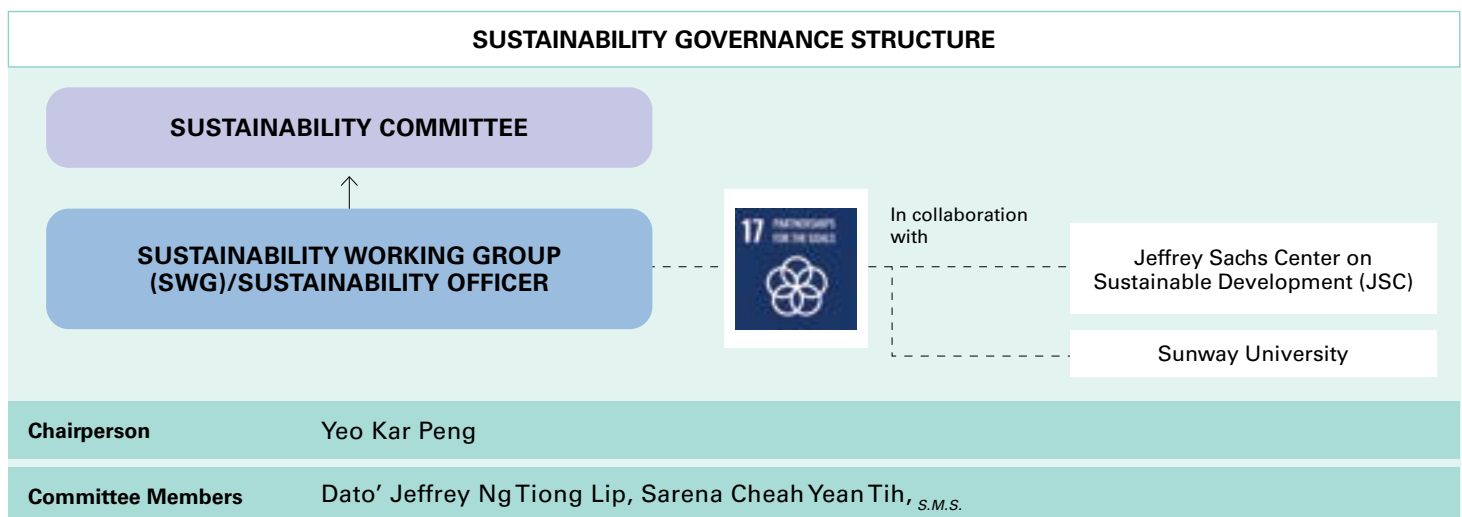
Prior to advising the Board, the Sustainability Committee reviews feedback from relevant stakeholders, including authorities, regulators, investors and index funds, on matters related to sustainability. Since its establishment in 2021, the Sustainability Committee has developed robust policies, as well as the Internal Carbon Framework and the 2030 Sustainability Goals and Targets. The Sustainability Committee is supported by the SWG and Sustainability Officer.

In the year under review, the Sustainability Committee approved:

Revised 2030 targets	Sustainability linked to remuneration of Senior Management (CEO and CFO)	Universal Accessibility Policy
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SUSTAINABILITY WORKING GROUP (SWG) AND SUSTAINABILITY OFFICER

The SWG is led by Sunway REIT's Chairperson, Dato' Jeffrey Ng. Serving as the executive arm of the Sustainability Committee, the SWG helps the Sustainability Committee to roll out sustainability initiatives and integrate sustainability strategies into the business operations. Apart from monitoring and updating the Sustainability Committee on the progress of sustainability projects, the SWG ensures Sunway REIT complies with sustainability guidelines and regulatory requirements and identifies sustainability risks relevant to Sunway REIT.



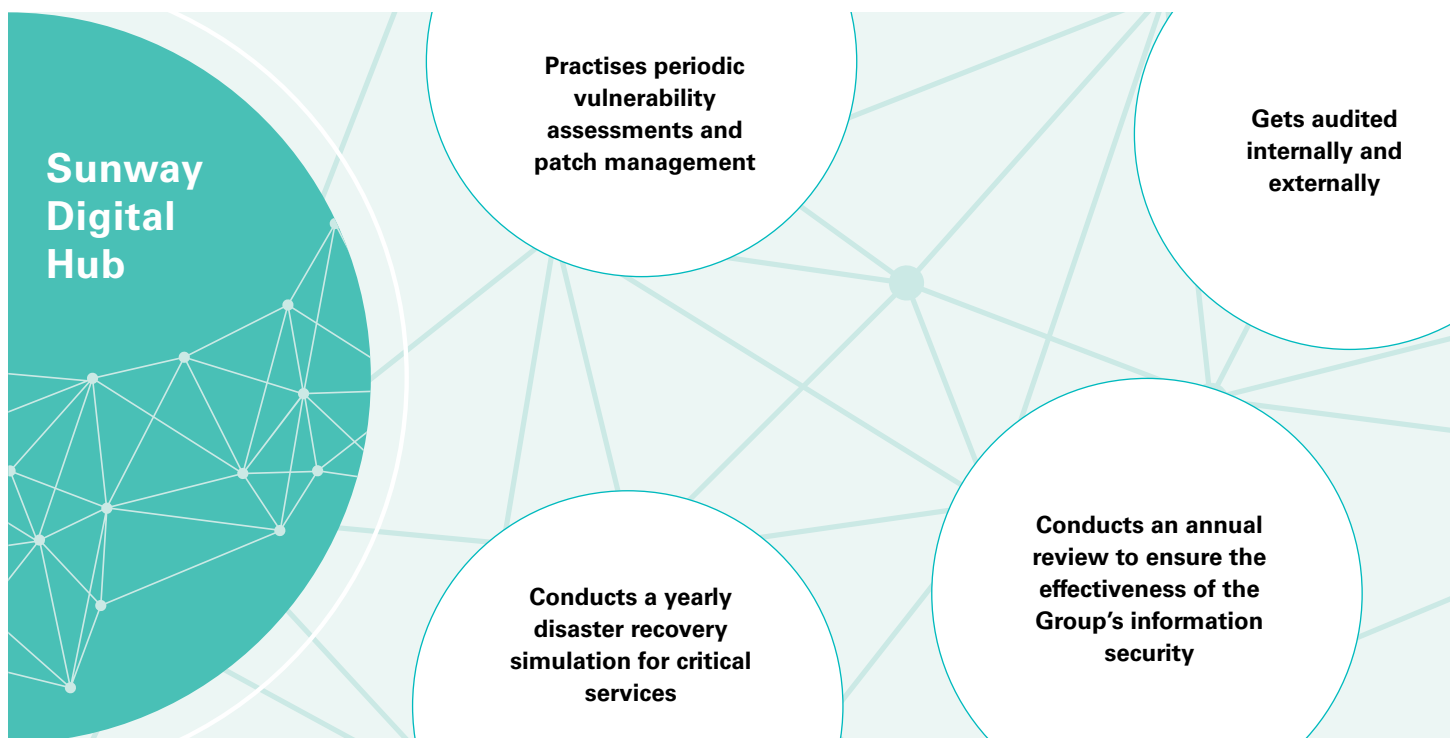
Goal 4: Respecting Ethical Principles

UPHOLDING GOOD BUSINESS ETHICS

GRI 3-3, 2-15, 2-19, 2-22, 2-23, 2-24, 2-25, 2-26, 2-27, 206-1, 205-1, 205-2, 205-3, 307-1, 416-1, 416-2, 419-1

CYBERSECURITY & DATA GOVERNANCE

At Sunway REIT, we have accelerated the digitalisation of our business to transform our operations and enhance our business, which may leave us susceptible to cyberattacks. To this end, we have taken measures to reinforce our cyber resilience by investing in reliable solutions to ensure our digital platforms are free from cybercrime to prevent any legal, financial and reputational risks.



Our organisation is supported by a resilient and comprehensive governance framework. With its **certification of ISO 27001: 2013 international standards**, Sunway Digital Hub prioritises the efficiency of its Information Security Management System (ISMS) and infrastructure of policies and procedures that cover a broad range of legal, physical and technical controls in the Trust's information risk management processes.

Sunway REIT is supported by Sunway Digital Hub, which is headed by Sunway Berhad's Chief Information Officer (CIO). He is a member of the National Tech Association of Malaysia (PIKOM) CIO Chapter and PIKOM Cybersecurity User Group, and is responsible for the management of the Shared Services Centre. The CIO is required to submit reports to the Board on the Group's latest cybersecurity and technology strategy whenever necessary.

The Group has also adopted an ePolicy to guide employees, which can be accessed through our Online Learning System. We continue to highlight the importance of data protection and privacy by circulating tips and reminders in our monthly newsletters and annual performance reviews, which are conducted over the Online Learning System. We also regularly conduct phishing simulation exercises to enable our employees to recognise and avoid phishing scams. In addition, we have in place an information security email for employees to report any cybersecurity-related incidents. There were zero reported cases of cybersecurity breaches in the year under review.

CODE OF CONDUCT & BUSINESS ETHICS

Our 2021 materiality survey showed that anti-corruption and business ethics were our top priorities. The importance of integrity and good business conduct is reflected in our commitment to upholding the highest standards of good business ethics and principles to safeguard integrity and strong corporate governance.

Our Code of Conduct and Business Ethics provides guidance in ensuring we comply with all the necessary laws and regulatory rules across our operations and activities. It comprises a set of corporate policies, which we review from time to time to stay updated on the developments in the regulations. It also consists of an ethical framework to guide our Directors and employees, as well as our business partners, vendors and anyone who wants to engage in a business dealing with Sunway REIT.

In 2022, there were zero reported cases of:

Non-compliance with laws and regulations in the social and economic areas

Legal action for anti-competitive behaviour, or anti-trust and monopoly practices

Non-compliance with environmental laws and regulations

Non-compliance concerning the health and safety impacts of products and services

ZERO TOLERANCE FOR FRAUD, BRIBERY AND CORRUPTION

Sunway REIT has a zero-tolerance stance on fraud, bribery and corruption. We strictly abide by our Anti-Bribery & Corruption (ABC) Policy, a robust corporate policy that addresses anti-bribery and corruption, anti-money laundering and whistleblowing in all our business dealings and activities. The ABC policy is communicated to all our Senior Management and employees through several channels of communication such as the corporate website, training sessions and the induction programme. In 2022, 100% of our employees and the Senior Management undertook mandatory e-learning on the ABC Policy, which covered elements or types of corruption, including bribery.

All employees, associates, partners, agents, vendors, suppliers, contractors, consultants and other third-party service providers are expected to sign an agreement to comply with this Policy where appropriate. In 2022, there were zero reported cases of bribery and corruption.

PROTECTING OUR CUSTOMERS' PRIVACY

We strive to protect the privacy of customers and their personal data to cultivate trust and ensure customer satisfaction. We continue to comply with the Personal Data Protection Act 2010 (PDPA), which emphasises our approach to data privacy and security. In 2022, there were zero reports of substantiated complaints concerning breaches of customer privacy and loss of customer data.

The Manager, employees of Sunway Malls, Sunway Offices and Sunway Hotels are required to:

Comply with the PDPA

Adhere to Sunway's compliance manual and all Sunway policies related to the PDPA

Read, understand and acknowledge non-disclosure agreements (NDAs)

Attend PDPA training and an annual internal audit of PDPA compliance

Our Group Information Technology (GIT) has developed and established a Data Governance Framework, Policies and Procedures as a guideline for Sunway to improve its management and security of data. The framework ensures consistency and efficiency in the management of data within the Group and reduces the risk of data abuse.

Our cybersecurity challenges are managed through a stringent series of codes, policies and security controls to ensure customers' data are protected from exploitation and unauthorised access. All employees are subject to the strictest standards of privacy and confidentiality. Additionally, GIT has established a comprehensive governance infrastructure to ensure data privacy and security across all our operations, including the protection of privacy of all stakeholders, such as the shoppers in our malls.

Sunway Malls assure customers and shoppers of their privacy by allowing them to select their preferred contact method and reminding them of the malls' right to use pictures and video footage recorded in the malls. Sunway Malls also ensure that all personal detail requested comply with the PDPA. In our hotels, the personal data of our hotel guests are only accessed by authorised users. As for offices, information about tenants is not divulged without prior approval from the tenants.

Goal 4: Respecting Ethical Principles

SUNWAY REIT'S POLICIES

Sunway REIT's Board Policies and Corporate Policies are aligned with Sunway Berhad's policies. In 2022, we updated the Donations, Sponsorships and Corporate Responsibility Policy and have included the Human Rights Policy as part of Sunway REIT's mandatory e-learning for all employees.

 Please refer to Sunway REIT's policies - <https://www.sunwayreit.com/about-us/corporate-governance/>

BOARD POLICIES

01



Directors' Remuneration Policy

02

Non-Audit Services Policy



03

Policy on Selection and Assessment of Board of Directors



04



Policy on Selection of External Auditors

CORPORATE POLICIES

01

Anti-Bribery and Corruption Policy (ABC)



02



Anti-Money Laundering Policy (AML)



03

Donations, Sponsorships and Corporate Responsibility Policy

04

Sustainability Policy



05



Universal Accessibility Policy

06

Whistleblowing Policy & Procedures



SUNWAY BERHAD'S POLICIES


Sunway REIT is aligned with Sunway Berhad's policies, including:

Biodiversity Policy	Sustainable Procurement Policy	Green Building Policy
Human Rights Policy	Group Occupational Health, Safety & Environment Policy	Water Management Policy
Diversity and Inclusion Policy	Sustainable Event Management Guidelines (to be endorsed in 2023)	Green Township Policy (to be endorsed in 2023)

DONATIONS, SPONSORSHIPS AND CORPORATE RESPONSIBILITY POLICY

Sunway REIT is guided by its Donations, Sponsorships and Corporate Responsibility Policy when giving back to society. The policy, which was updated in 2022 to strengthen the governance of our corporate responsibility, sets out best practices in making donations and contributions. It includes the types of organisations and activities that Sunway REIT is allowed to contribute to, the objectives of corporate responsibility efforts, the exceptions of the policy and the procedure to handle a donation request.

The policy also defines the boundaries for contributing to events and programmes affiliated with political parties. Sunway REIT does not grant any donations requested by politicians except if it is for a good cause and the donations will be provided directly to the beneficiaries.


 Please refer to Donations, Sponsorships and Corporate Responsibility Policy - <https://www.sunwayreit.com/wp-content/uploads/2023/01/210608-Sunway-REIT-Donations-Sponsorship-and-CR-Policy.pdf>

UNIVERSAL ACCESSIBILITY POLICY

This new policy underpins Sunway REIT's commitment to promoting inclusiveness through its buildings and services. The policy, which will be applied in the common areas of Sunway REIT's buildings, lays out best practices and/or principles of universal accessibility.

In 2022, the Board approved the Universal Accessibility Policy, which sets out Sunway REIT's commitment to promoting an all-inclusive society by providing universal accessibility in our buildings, where practicable and/or feasible. The policy includes best practices and/or principles of physical accessibility and will be implemented in the common areas of our buildings, such as toilets and lift lobbies, and in all our infrastructure, features and open spaces where relevant.

The policy underlines Sunway REIT's endeavour to further improve physical accessibility for owned and managed properties, as well as new acquisitions and projects, which may need asset enhancements, where practicable. The policy, which will be cascaded to all business segments, is available on Sunway REIT's corporate website.

 Please refer to Universal Accessibility Policy - <https://www.sunwayreit.com/wp-content/uploads/2023/01/221108-Sunway-REIT-Universal-Accessibility-Policy.pdf>