



DIVERSITY AND INCLUSION POLICY

Version 1.1 (2025)

Process Owner: Sunway REIT – Human Resources

Intended Users: Sunway REIT

Process / Knowledge Area: Policy Statement

Last Updated: 12 August 2025



(The Board of Sunway REIT endorses the policy, and it is effective on 12 August 2025)

CONTENTS

1. PURPOSE	3
2. RESPONSIBILITIES AND REPORTING	3

1. PURPOSE

- 1.1. Sunway REIT Management Sdn Bhd (hereinafter referred to as "Manager") is committed to encouraging diversity and inclusion in the workplace. Diversity and inclusion are closely tied to our core values of integrity, humility and excellence, which are embedded into every facet of our business and goals.
- a) We foster a culture that respects and values each other's differences, and encourages collaboration, flexibility and fairness, where every employee has equal opportunity to develop skills and talents consistent with our values and business objectives.
 - b) We nurture a workplace environment that values and utilises the contributions of employees with diverse ideas, backgrounds, experiences and perspectives for the growth of Sunway REIT and the success of the customers and communities we serve.
 - c) We promote dignity and respect for all, with zero tolerance for discrimination, victimisation, intimidation, bullying, and harassment in the workplace.

2. RESPONSIBILITIES AND REPORTING

- 2.1. The oversight of this Policy is led by the Board of Directors, Sustainability Committee ("SC"), Group Internal Audit and Group Human Resources. The implementation and administration of this policy are the responsibility of the management in each of the Business Units ("BU"). This Policy applies to all employees and directors of Sunway REIT.
- 2.2. Failure to comply with the Company's diversity and inclusion policy and procedure, or engaging in any form of unlawful discrimination, may result in disciplinary action.
- 2.3. Within Sunway, there are firmly established grievance procedures and whistle blowing channels which are available to all of our employees and external parties. An employee who whistleblow will be accorded with protection of confidentiality of identity, be protected against any adverse and detrimental actions for disclosing any improper conduct committed.

We commit to investigate all violations of this policy through:

Whistleblowing Email: whistleblowing@sunway.com.my

Or

Head of Internal Audit Department
Level 4, Menara Sunway
Jalan Lagoon Timur, Bandar Sunway
46500 Petaling Jaya
Selangor Darul Ehsan, Malaysia