STAKEHOLDER ENGAGEMENT

Engagement Frequency: A Annually Q Quarterly M Monthly R As and when required O On-going

EMPLOYEES

Sunway REIT does not have any direct employees, as the Trust is managed by the Manager and overseen by the Trustee. The term "employees" refers to the employees of the Manager, who are responsible for the effective execution of the Trust's business and operational plans.

Related Material Matters:

- S1 Talent Development & Retention
- S2 Occupational Safety & Health
- S4 Labour Practices & Standards
- S5 Diversity, Equity & Inclusivity

Related UN SDGs:

3 Good Health and Well-Being; 4 Quality Education; 5 Gender Equality; 8 Decent Work and Economic Growth

Engagement Objectives:

- Strengthen employee productivity, morale and retention, leading to higher performance and lower turnover
- Provide clear direction on job roles and responsibilities, including expected outcomes
- Promote a diverse and inclusive workplace that offers equal opportunities to all
- Empower employees with relevant skills and competencies
- Foster a positive working environment that encourages a motivated, productive and loyal workforce

Stakeholder Expectations:

- Attractive benefits and fair, competitive remuneration
- Opportunities for career progression
- Support work-life balance
- Safe and conducive workplace
- Fair, inclusive and non-discriminatory work culture
- Protection of employees' rights
- Job security and a sense of belonging at work

Initiatives:

- Implemented family-friendly policies and offered attractive benefits
- Promoted work-life balance through health and wellness activities
- Supported employees in providing learning and development to ensure they continue to perform well and deliver excellence
- Carried out annual performance assessments to facilitate continuous development and enhancement of skills and capabilities
- Maintained a zero-tolerance stance against discrimination regardless of race, religion, gender, age, disability and nationality
- Organised wellness talks and campaigns to promote a healthier lifestyle
- Established a grievance mechanism for human rights-related concerns

Engagement Platform:

- R CEO Townhall Sessions providing updates on financial performance, growth plans and employee matters
- R Electronic communication platform (email newsletters, Microsoft Teams, Life@ Sunway and other virtual channels)
- A Performance review (Sunway MyPerformance)
- R Digital learning ecosystem with 24/7 accessibility (Sunway MyLearning)
- A Employee Engagement Survey
- A Team building

ASSET MANAGERS

Asset managers play a critical role in Sunway REIT's operations by ensuring efficient day-to-day management of assets, maintaining tenant satisfaction and compliance with sustainability standards. Their responsibilities include building maintenance, energy optimisation and implementation of green initiatives across Retail, Office and Industrial & Others properties.

Related Material Matters:

- EC1 Business Performance & Resilience
- E1 Water Management
- E2 Waste & Pollution Management
- E3 Energy Management
- E5 Physical Impacts of Climate Change
- S2 Occupational Safety & Health
- S3 Tenant Satisfaction
- S4 Labour Practices & Standards
- G2 Risk, Compliance & Crisis Management

Related UN SDGs:

3 Good Health and Well-Being; 8 Decent Work and Economic Growth; 11 Sustainable Cities and Communities; 12 Responsible Consumption and Production; 13 Climate Action; 17 Partnerships for the Goals

Engagement Objectives:

- Ensure reliable building operations, responsive tenant services and minimal downtime
- Execute procedures consistent with Sunway REIT's governance, risk and compliance frameworks
- Implement sustainability programmes, contribute data and evidence for IAR / SR disclosures and support to the Trust's sustainability goals and commitments
- Drive leasing support, tenant fit-out coordination and community activities that enhance occupancy, NPI and tenant satisfaction
- Propose and deliver AEIs and preventive maintenance to safeguard asset value
- Provide accurate, timely operational and ESG data for assurance and external reporting (IAR / SR), enabling continuous performance tracking

Stakeholder Expectations:

- Fair contracting terms and prompt vendor payment cycles to maintain service continuity
- Clear roadmaps for certifications, green leases, decarbonisation measures and targets that are achievable within operational constraints

Initiatives:

- Engaged with asset managers via monthly management meetings and monthly SWG meetings to discuss any operational issues and review financial and sustainability performance (e.g. energy, water consumption and waste management, etc.)
- Established Scope 2 emissions intensity reduction targets

Engagement Platform:

- R Electronic communication platform (email and other virtual channels)
- M Business Unit Management Meetings (Monthly SWG meetings, Monthly Management meetings)