

# TRANSFORMING REAL ESTATE & CREATING SUSTAINABLE VALUE

Sustainability Report 2023



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## GOVERNANCE

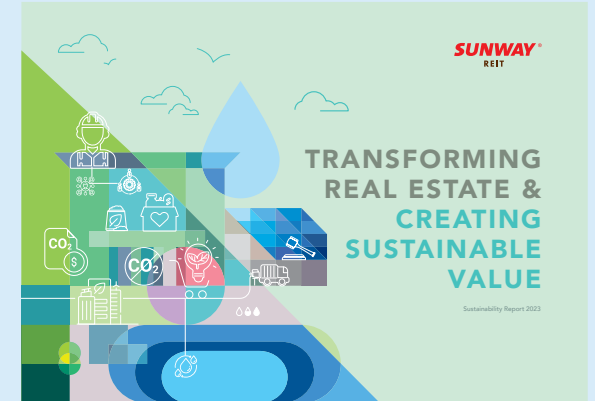
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## TRANSFORMING REAL ESTATE & CREATING SUSTAINABLE VALUE

Our Sustainability Report cover, titled 'Transforming Real Estate & Creating Sustainable Value,' reflects Sunway REIT's commitment to revolutionise real estate through sustainable practices. We pursue economic growth while prioritising environmental and societal well-being. Icon elements symbolise our diverse sustainable initiatives, contributing to four key goals in environmental, social, and governance aspects.

## DISCLAIMER

The statements, data and information provided in this Report have been prepared to the best of our ability in ensuring completeness, accuracy, and reliability. We shall not be liable for any errors or omissions that may remain and any loss or inconvenience incurred as a result of reliance on information provided in this Report.

### REFERENCE

-  Refers readers to more information online.
-  Refers readers to other related parts in the Reports.

## ABOUT THIS REPORT

GRI 2-2, 2-3, 2-5, 2-14

Sunway REIT's annual Sustainability Report, referred to as 'this Report,' comprehensively covers our sustainability efforts and highlights the REIT's Environmental, Social, and Governance (ESG) performance in 2023. We are delighted to announce that this marks Sunway REIT's first standalone Sustainability Report. It outlines the sustainability initiatives we have implemented in our business and operations for the interest and benefit of our stakeholders and the environment to propel our business forward. This Report also delves into the significant risks and opportunities that impacted our business operations, including ESG and economic challenges, in the year under review. At the core of our sustainability journey lie our strategies, a robust framework, and initiatives that enable us to achieve the REIT's sustainability goals and targets. In essence, this Report captures the progress, achievements, and challenges of our sustainability journey in 2023.

### REPORTING SCOPE AND BOUNDARIES

Sunway Real Estate Investment Trust (Sunway REIT or Trust) is one of the largest diversified Real Estate Investment Trusts (REITs) in Malaysia, with a diverse portfolio strategically located across award-winning integrated townships in key locations in Klang Valley, Penang, and Perak. This Report focuses solely on Sunway REIT's properties under our operational control. Data from properties with master lease income on a triple net basis, where tenants cover all expenses, is excluded unless mentioned in this Report. Sunway Medical Centre was sold in August 2023; consequently, we have omitted any information beyond that specific date related to this property.


### REPORTING PERIOD AND CYCLE

This Report covers 1 January to 31 December, 2023; unless specified otherwise. Our Sustainability Reports are issued on an annual basis and our last Sustainability Statement was published in February 2023.

### ASSURANCE

In strengthening the credibility of our Sustainability Report, this Report has been subjected to the following:

- an internal review by the company's internal auditors for all Common Sustainability Matters and accompanying Indicators identified by Bursa for FY2023
- independent assurance in accordance with recognised assurance standards for all indicators by Standard and Industrial Research Institute of Malaysia (SIRIM) Quality Assurance Services (QAS) International Sdn Bhd
- approval by the company's Audit Committee

 For more information on assurance reports, please refer to pages 104-105

### GUIDELINES AND STANDARDS

We strive to align this Report with the highest reporting standards and industry best practices. This Report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards. It also adheres to the following reporting frameworks:

- Bursa Malaysia Main Market Listing Requirements
- Malaysian Code on Corporate Governance (MCCG)
- Sustainable and Responsible Investment (SRI) of Securities Commission Malaysia
- Value Reporting Foundation (VRF), formerly known as International Integrated Reporting Council (IIRC) & Sustainability Accounting Standards Board (SASB)
- Task Force on Climate-related Financial Disclosures (TCFD)
- World Economic Forum International Business Council (WEF-IBC)

This Report also includes ESG disclosures for which we are being rated by the following ESG rating tools:

- Financial Times Stock Exchange (FTSE) Russell ESG Ratings
- Morgan Stanley Capital International (MSCI) ESG Ratings
- S&P Global ESG Ratings
- Carbon Disclosure Project (CDP)
- Global Real Estate Sustainability Benchmark (GRESB)
- Sustainalytics
- Malaysian Rating Corporation Berhad (MARC)

### PROGRESSIVE STATEMENTS


Our Report contains progressive statements concerning our objectives, strategies, plans and future initiatives that are interconnected with Sunway REIT's business, financial and non-financial performance. These statements include words and phrases like 'expects', 'targets', 'intends', 'anticipates', 'believes', 'estimates', 'may', 'plans', 'projects', 'should', 'would', and 'will'. It is important to note that these statements should not be interpreted as a guarantee of future operational or financial performance, as they may carry potential risks or unforeseen repercussions to Sunway REIT.

Factors that might lead to actual results to differ materially from those outlined in progressive statements include global, national, and regional economic and social conditions or matters that have not been reviewed or reported on by Sunway REIT's auditors.

### FEEDBACK

Your feedback, suggestions, and comments are warmly welcomed to help us improve our sustainability efforts, reporting, and overall performance. Kindly share your feedback with us at:

**Jacqueline Wong Yin Teng**  
 Head of Sustainability  
**Sunway REIT Management Sdn Bhd**  
 Level 15, Menara Sunway,  
 Jalan Lagoon Timur, Bandar Sunway,  
 47500 Subang Jaya,  
 Selangor Darul Ehsan,  
 Malaysia

 **E-mail:** [irsunreit@sunway.com.my](mailto:irsunreit@sunway.com.my)

## ABOUT SUNWAY REIT

GRI 2-1, 2-2, 2-6, 203-1

**Sunway Real Estate Investment Trust (Sunway REIT) boasts a distinctive portfolio and stands as one of Malaysia's largest and most diversified Real Estate Investment Trusts (REITs). Its assets are strategically located across award-winning integrated townships in key locations within Klang Valley, Penang, and Perak.**

Sunway REIT was listed on the Main Market of Bursa Malaysia since 8 July 2010. The market capitalisation of Sunway REIT stood at RM5.3 billion as of 31 December 2023. Its diverse portfolio comprises 19 assets, including retail properties, hotels, offices, industrial properties, and an education asset, with a combined value of RM9.0 billion.

Sunway REIT's assets are primarily situated in Sunway City Kuala Lumpur where its flagship asset, Sunway Pyramid Mall, is located. Other assets in Sunway City include Sunway Resort Hotel, Sunway Pyramid Hotel, Sunway Lagoon Hotel, Menara Sunway, Sunway Pinnacle and Sunway university & college campus.

In Kuala Lumpur, Sunway REIT holds four properties namely Sunway Tower, and three integral assets forming Sunway Putra. Sunway Putra consists of Sunway Putra Mall, Sunway Putra Hotel and Sunway Putra Tower. In Selangor, it includes Wisma Sunway, Sunway REIT Industrial properties in Shah Alam and Petaling Jaya, and Sunway Pier. In the northern region, Sunway REIT has SunCity Ipoh Hypermarket in Perak, Sunway Hotel Seberang Jaya, Sunway Hotel Georgetown, and Sunway Carnival Mall in Penang.

### VISION

To be a leading diversified REIT in Malaysia committed to enhancing stakeholder value – Sustainable Growth, Environmental Stewardship and Community Engagement

### MISSION

To deliver sustainable income distribution over the long-term through responsible business strategies supported by adaptive innovation solutions, management, and sustainability practices.

### CORPORATE CORE VALUES



#### Integrity

We not only do the right things but do things right. We conduct ourselves in an honest, professional, and ethical manner at all times.



#### Humility

We believe in being humble, polite, and respectful. It is about displaying empathy and demonstrating daily that we care and listen. It reminds us that no matter how much we think that we know, we still have a lot to learn.



#### Excellence

We are committed to the pursuit of excellence and delivering high-quality products and services in the sectors we are involved in.

Main Market of Bursa Malaysia

**8th July 2010**

Number of Assets

**19 assets**

Combined Property Value

**RM9 billion**

as of 31 December 2023

Market Capitalisation

**RM5.3 billion**

as of 31 December 2023





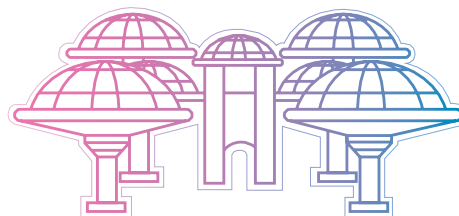
### RETAIL

- Sunway Carnival Mall
- SunCity Ipoh Hypermarket
- Sunway Pyramid Mall
- Sunway Putra Mall
- Sunway Pier



### SERVICES

- Sunway university & college campus



### HOTEL

- Sunway Hotel Georgetown
- Sunway Hotel Seberang Jaya
- Sunway Resort Hotel
- Sunway Pyramid Hotel
- Sunway Lagoon Hotel
- Sunway Putra Hotel



### INDUSTRIAL

- Sunway REIT Industrial – Shah Alam 1
- Sunway REIT Industrial – Petaling Jaya 1

## ABOUT SUNWAY REIT



- Legends**
- PENANG
  - PERAK
  - SELANGOR / KUALA LUMPUR

### OFFICE

- Menara Sunway
- Sunway Tower
- Wisma Sunway
- Sunway Putra Tower
- Sunway Pinnacle



## CEO'S STATEMENT

GRI 2-22



## DEAR VALUED STAKEHOLDERS,

**It gives me great pleasure to present this statement in our inaugural independent Sustainability Report. Sunway REIT is pleased to record continued progress in our sustainability initiatives and this Report represents another major step in our commitment to our Environmental, Social, and Governance (ESG) agenda by being laser-focused on the goals and ensuring comprehensive reporting on the progress made towards the targets.**

**We take pride in our vision, 'To be a leading diversified REIT in Malaysia committed to enhancing stakeholder value through Sustainable Growth, Environmental Stewardship, and Community Engagement'. Our sustainability commitment is more than symbolic and it is achieved through a tangible and strategic approach. We pursue long-term success while actively contributing to nation-building by setting clear interim ESG targets while staying on course to achieve our long-term targets by 2030.**

**As we chart our course towards sustainable growth, we call upon all our stakeholders to join us on this transformative journey. Together, we are not just building structures; we are building a future that will be sustainable, inclusive, and thriving.**

### OUR SUSTAINABILITY AGENDA

We focus on achieving four key Sustainability Goals in the areas of ESG. In this Report, we will share our efforts and progress in achieving the goals outlined below:

#### ENVIRONMENT

GOAL 1: Transforming Our Portfolios To Low-Carbon Assets

GOAL 2: Advocating A Responsible Value Chain

#### SOCIAL

GOAL 3: Investing In Community Inclusivity

#### GOVERNANCE

GOAL 4: Respecting Ethical Principles

**Clement Chen**  
 Chief Executive Officer,  
 Sunway REIT

We are pleased to report the following progress highlights for 2023:

### SUSTAINABLE FINANCE

We partnered with Hongkong and Shanghai Banking Corporation (HSBC) to launch the first green Cross Currency Swap (CCS) in Malaysia, a RM200 million initiative in June 2023. This bespoke CCS provides direct sustainability incentives while mitigating currency and interest rate risks associated with Sunway REIT's foreign currency loan from HSBC. As of FY2023, over 97.5% of Sunway REIT's corporate borrowings have been structured based on sustainable finance terms.

### CERTIFIED GREEN BUILDINGS

Sunway Resort Hotel, the flagship hotel in Sunway REIT's portfolio, achieved GreenRE Platinum status post-refurbishment in 2023, making it Malaysia's first Platinum-certified hotel. Costing approximately RM300 million, the refurbishment incorporated green features, such as an intelligently designed facade, energy-efficient AC systems, natural ventilation, and innovative water management. This positions Sunway Resort Hotel as a pioneer in sustainable hospitality.

Additionally, Sunway Putra Mall also secured its GreenRE Gold status, bringing the total number of green-certified properties to five, with 35% of our portfolio's gross floor area managed are now green certified. These certifications resonate with tenants, corporations and brands seeking Scope 3 emissions control, opening our doors to new business opportunities and aligning our value chain to our commitment to sustainability. In addition, we anticipate energy savings and operational expenditure reduction through energy audits and equipment enhancements during the process.

## CEO'S STATEMENT

### GREEN LEASE PARTNERSHIP PROGRAMME

I am excited to share the latest updates regarding our Sunway Green Lease Partnership Programme, a testament to our commitment to sustainability, collaboration, and innovation. As of December 2023, we have achieved a tenant participation of 82% from both our Retail and Office tenants.

As an extension of our Green Lease Programme, our Retail business segment has launched Sustainability Education Tiering Study Programmes, aiming to equip tenants with knowledge and resources for an enhanced sustainability journey. To broaden our impact, our team initiated the Sustainability Collaboration Alliances Network (SCAN), partnering with prominent organisations like the United Nations Sustainable Development Solutions Network (SDSN), Jeffrey Sachs Center (JSC), Malaysia Retailers Association (MRA), and Malaysia Retail Chain Association (MRCA), with plans to influence the 900,000-member organisations. This collaboration is dedicated to designing SDG Education Programmes for our business partners and retailers.

Recognising that financial concerns may deter certain tenants from embracing sustainability initiatives, we are proactively partnering with United Overseas Bank (UOB) Malaysia to provide sustainable financing solutions. Under this collaboration, tenants participating in the Green Lease Partnership Programme and meeting specific KPIs will have the opportunity to access financing options offered by UOB Malaysia.

We are in the early phases of developing a 'Sustainability Management System', representing a substantial advancement in empowering both our organisation and esteemed tenants to comprehensively monitor, manage, and improve sustainability efforts. Operating as a dashboard, the system will monitor key indicators at the individual tenant level, encompassing energy consumption, water usage, and waste management. Our goal is to implement a user-friendly, robust, and efficient measurement system for effective sustainability management.



Sustainability  
Education Tiering  
Study Programmes



Sustainable  
Capital



Sustainable  
Management  
System

### EMPLOYEE EMPOWERMENT

We consistently consider our people's needs and invest in their development and growth. Our succession planning allows us to identify strengths and areas for development of our talents through activities such as the Annual Talent Review (ATR) and Leadership Development Centre (LDC). In response to the 2023 Employee Engagement Survey, we introduced initiatives such as 'Staggered Work Hours,' 'Work from Anywhere,' and 'No Meetings after 6 pm' to enhance work-life balance and promote agile working, thereby boosting productivity. These initiatives collectively highlight our commitment to employee well-being, growth, and professional development.

### KEY AWARDS & RECOGNITION

Sunway REIT's commitment to sustainability garnered notable achievements in FY2023. Our inaugural GRESB Real Estate Assessment in October 2023 resulted in a 3-star rating for Standing Investments and an 'A' for public disclosure. This positions Sunway REIT as amongst the pioneers in the Malaysian real estate industry taking on the challenge of benchmarking against and aligning with global ESG standards.

In August 2023, our proactive ESG management was recognised with a two-notch improvement, moving from a 'BB' to an 'A' MSCI ESG rating. MSCI ESG ratings are widely regarded in global capital markets as a crucial tool measuring a company's resilience to long-term ESG risks and is relied upon by a vast number of capital market investors for ethical investment decision making.

Our ESG efforts also culminated in prestigious awards locally, including the Silver Excellence Award at the National Annual Corporate Report Awards (NACRA) 2023, recognising our transparent and informative reporting practices. This marked our 12th consecutive recognition from NACRA.


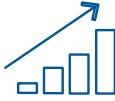






Additionally, we secured the Silver award in the REIT category at The Edge Malaysia ESG Awards – Equity Awards, reinforcing our leadership in sustainability within the Malaysian REIT sector. These accolades affirm Sunway REIT's commitment to excellence in corporate and sustainability reporting, establishing our position as a leading ESG performer in the Malaysian corporate landscape.

### GOING FORWARD







As we reflect on the significant strides we have made to date, we appreciate that sustainability is an ongoing journey, one to which Sunway REIT remains committed. Guided by our strategic priorities and under the leadership of the Board and Sustainability Committee, we pledge to continue collaborating with all stakeholders, making a genuine and lasting impact on our customers, communities, employees, and future generations.

At the heart of our commitment lies our purpose: to ensure sustainable income distribution through responsible business strategies, adaptive innovation solutions, and steadfast sustainability practices. We embrace the heartfelt pursuit of a sustainable future.

## 2023 KEY HIGHLIGHTS

 <p>2 buildings are GreenRE certified (<b>Platinum &amp; Gold</b>)</p>	 <p>More than <b>97.5%</b> of our borrowings have been structured with sustainable finance mechanism</p>	 <p><b>RM4.7 billion</b> of our borrowing facilities are secured through sustainable finance commitment</p>	 <p><b>A</b> from previous BB for MSCI</p>
 <p>Established <b>Sustainable Procurement Policy</b></p>	 <p><b>82% tenants</b> participation in Green Lease combined from both Retail and Office</p>	 <p><b>Expanded Scope 3</b> GHG Inventory (9 categories are reported)</p>	 <p><b>35</b> total learning hours (average per employee)</p>

### 2023 ACCOLADES AND AWARDS


**'A'** rating
 
 Diversified; GRESB **3-star** rating
 
 Score **3.6** out of 5.0
 
**'Low ESG Risk'** rating
 
**B** Climate Change 2023
 
**C** Water Security 2023

#### Australasian Reporting Awards 2023

- Distinguished Achievements in Reporting
- Distinguished Achievements in Sustainability Reporting

**GOLD**

#### Best Experiential Marketing (Cahaya Raya Campaign by PPK Malaysia)

Sunway Carnival Mall

**PLATINUM**

#### The Edge Malaysia ESG Awards—Equity Awards

**SILVER**

#### ASEAN Public Toilet Standard (National) 2023-2025

Sunway Pyramid Mall

**SILVER**

#### Best Managed & Sustainable Property Awards 2023

Sunway Putra Hotel

**BRONZE**

#### Talentbank Graduates' Choice of Employer 2023

Sunway City Kuala Lumpur Hotels  
Sunway Pyramid Convention Centre

**1<sup>st</sup> RUNNER-UP**

**4<sup>th</sup> PLACE**

#### MSOSH Occupational Safety and Health Awards 2023

- Sunway Pyramid Mall
- Sunway Carnival Mall
- Sunway Putra Mall
- Menara Sunway

**GOLD CLASS 2**

**GOLD CLASS 2**

**GOLD CLASS 2**

**GOLD CLASS 2**

#### Best Executive Coaching Programme (Employee Experience Awards (EXA) Malaysia)

Sunway Malls

#### Tatler Dining Awards 2023

Gordon Ramsay Bar & Grill - Best New Restaurant and Top 20 Restaurants

#### HAPA AWARDS Malaysian Series 2023-2024

- **Malaysia's Best 20 Hotels & Resorts and The Resilience Award**  
Sunway Resort Hotel
- **Best 20 Service Excellence Establishments and Malaysia's Best 30 Restaurants**  
Gordon Ramsay Bar & Grill

**5-STAR RESORT**

#### Top Producing Hotel (Trip.com)

Sunway Hotel Georgetown

#### Malaysia Tourism Quality Assurance (MyTQA)

Sunway Carnival Mall

**GOLD**



# SUSTAINABILITY GOVERNANCE

GRI 2-9, 2-12, 2-13, 2-14, 2-17, 2-18

Sunway REIT's corporate policies and ESG commitments have beautifully interwoven a solid fabric of tapestry that ensures sound corporate governance, underpinning our dedication to safeguarding business integrity and fair practices. This commitment goes beyond mere regulatory compliance, allowing us to maintain a high level of trust and confidence among our stakeholders.

At its core, our sustainability governance structure involves a Board of Directors (The Board), guided by the Sustainability Committee (SC), which oversees ESG-related risks and opportunities. The strategic direction set by this committee is then brought to life by the Sustainability Working Group (SWG), who is responsible for the day-to-day implementation of sustainability initiatives. This collaborative approach ensures that our sustainability efforts are integrated seamlessly into our business operations, upholding transparency and accountability while fostering trust among our stakeholders.

## SUSTAINABILITY GOVERNANCE STRUCTURE

### BOARD OF DIRECTORS

#### SUSTAINABILITY COMMITTEE



Sarena Cheah  
Yean Tih, S.M.S.

Member



Yeo Kar Peng

Chairperson



Clement Chen

Member



The Jeffrey Sachs Center on Sustainable Development (JSC) at Sunway University acts as an advisor to the Sustainability Committee, supporting its recommendations with academic research.

#### SUSTAINABILITY WORKING GROUP



Clement Chen

CEO



Ng Bee Lien

CFO



Jacqueline Wong  
Yin Teng

Head of  
Sustainability



Crystal Teh  
Lay Ling

Head of Investor  
Relations of Sunway  
Berhad



Chong Sau Min

Head  
Office Segment



Chan Hoi Choy

Head  
Retail Segment



Alex Castaldi

Head  
Hotel Segment I



Wilfred Yeo

Head  
Hotel Segment II

### BOARD OF DIRECTORS

The Board carries the crucial responsibility of steering the entire organisation to attain the organisation goals and objectives.

### SUSTAINABILITY COMMITTEE

The Sustainability Committee meticulously reviews, supervises, and provides recommendations to the Board of Directors on three key sustainability areas: (i) sustainability strategy and issues, (ii) key ESG goals, targets, and performance, and (iii) progress and scorecard tracking. The Committee is supported by the SWG and the newly appointed Head of Sustainability. The Committee meets at least twice annually.

### SUSTAINABILITY WORKING GROUP (SWG)

Sunway REIT's SWG works closely with Sustainability Committee, meticulously steering the integration of sustainability blueprints into business operations. The SWG is made up of Sunway REIT's Senior Management, Head of Sustainability, and Business Segment Heads. The SWG meets monthly to communicate and align the Board's direction on ESG and sustainability matters across the business segments.

### HEAD OF SUSTAINABILITY

Reporting to the CEO, the Head of Sustainability directs Sunway REIT's sustainability strategy, ensuring ESG compliance, providing updates to the Board and committees, coordinating communication across business segments, and driving awareness and capacity-building initiatives.



# MATERIALITY ASSESSMENT

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

We embrace a dual-materiality approach, meticulously presenting financial aspects in our Annual Integrated Report and addressing non-financial material issues in our dedicated Sustainability Report. This comprehensive strategy ensures stakeholders gain a nuanced understanding of our performance, covering traditional financial metrics and broader non-financial factors. The Annual Integrated Report details financial performance, while the Sustainability Report delves into environmental, social, and governance commitments. This transparent framework reinforces our commitment to sustainability, accountability, and responsible corporate citizenship, aligning with best practices in corporate reporting.

In 2021, we engaged an extensive materiality survey involving both internal and external stakeholders that would give us profound insights into our position and our ESG impacts on the parties whom we interact with. As we progress in the year 2023, our material issues remain unchanged upon review. We plan to revisit and refresh our materiality assessment in the coming year, ensuring that we maintain our resilience to the evolving landscape of sustainability in our business operations.

### Steps of the Materiality Assessment:

- A. Identification of Material Issues
- B. List of Material Issues
- C. Stakeholder Engagement
- D. Online Survey
- E. Focus Group Discussion
- F. Prioritisation of Material Issues
- G. Endorsement

## A IDENTIFICATION OF MATERIAL ISSUES

### REGULATORY REQUIREMENTS

Since 2015, Bursa Malaysia, operating under the Main Market Listing Requirements (MMLR) and Ace Market Listing Requirements, has mandated that all publicly listed companies in Malaysia publish a sustainability statement. With that, Sunway REIT has adhered to this regulation annually since then to ensure full compliance with local regulatory directive.

In September 2022, Bursa Malaysia updated the sustainability reporting requirements in the MMLR with the objective of raising the bar for sustainability practices and disclosures of listed issuers. The enhancement includes a list of 11 common sustainability matters and several sector-specific sustainability matters, ensuring a more detailed approach to the reporting.

### RISKS

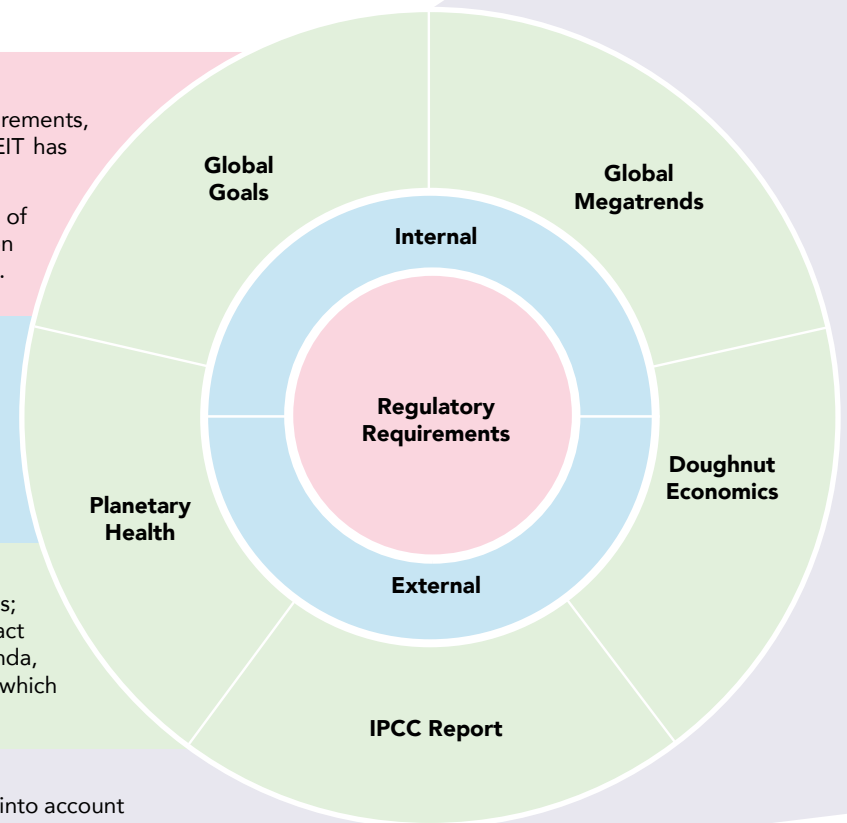
Our assessment extended to involve the risks confronting our Company, which span across both the internal and external factors. The identified ESG risks are seamlessly integrated into Sunway REIT’s internal focus areas, including external, financial, operations, suppliers, regulatory, and legal. Simultaneously, we also reference major sustainability indices and utilise rating and ranking tools like FTSE Russell, MSCI, and Standard & Poor’s Corporate Sustainability Assessment (S&P CSA), among others. These resources help us in gaining insights into sector-specific risks that are prevalent within our industry classification.

### GLOBAL AGENDA

We had monitored global megatrends and emerging issues that had not been previously factored into our considerations; this exercise involved an inclusive analysis of the global risks linked to these issues that may directly or indirectly impact our Company. In response, we strategically aligned our course of action to support the achievement of the global agenda, particularly the 17 UNSDGs. This is accomplished by adopting the application of Doughnut Economic Model Framework, which aims to provide a safe and equitable space for humanity while staying within the confines of ecological sustainability.

### STAKEHOLDER ENGAGEMENT

We conducted an online survey among our stakeholders to assess which material issues should take precedence, taking into account the resources available to us.



## MATERIALITY ASSESSMENT

### B LIST OF MATERIAL ISSUES

We have identified 18 material issues by consolidating the common concerns found across the various regulatory requirements and business risks. These issues have been categorised according to the ESG indices as shown below.

<b>ENVIRONMENTAL</b>	1. Physical Impacts of Climate Change	4. Resource Management (Materials)
	2. Resource Management (Energy)	5. Pollution (Water / Effluents)
	3. Resource Management (Water)	6. Pollution (Emissions)
<b>SOCIAL</b>	7. Indirect Economic Impact	11. Community Enrichment
	8. Human Capital Development	12. Health and Safety
	9. Diversity and Inclusion	13. Customer Welfare
	10. Labour Standard and Practices	
<b>GOVERNANCE</b>	14. Corporate Governance	17. Tax Transparency
	15. Anti-Bribery and Corruption	18. Business Ethics
	16. Risk and Crisis Management	

This year, we have reviewed, recategorised and renamed the above material issues as part of our efforts to better support integrated thinking between financial and non-financial disclosures. We included Economic material issues to address matters beyond ESG. You can explore this revised categorisation under **Re-categorisation of Material Issues**.

### C STAKEHOLDER ENGAGEMENT

In 2021, we undertook a comprehensive online survey to determine the material issues that should be prioritised by considering the resources at our disposal. A focus group discussion involving our Senior Management was carried out. Additionally, we also conducted an online survey for both our internal and external stakeholders based on the 18 identified material issues.

**INTERNAL STAKEHOLDERS** *included*

- Board of Directors
- Senior Management of Business Segments
- Employees

---

**EXTERNAL STAKEHOLDERS** *included*

- Business Partners (Tenants and Lessees)
- Investment Community (Unitholders, Analysts, Fund Managers)
- Government, Local Authorities, Regulators and Industry Affiliations
- Customers
- Media
- Suppliers

### D ONLINE SURVEY

Our engagement with our stakeholders through an online survey solicited their evaluation of the significance of each material concern. The survey also sought their perspectives on the importance of sustainability to Sunway REIT and the effectiveness of our sustainability integration efforts within our business operations.

The survey outcomes were meticulously compiled and visualised on a materiality matrix, wherein the prioritised issues found their place in the top right-hand corner of the materiality matrix quadrant, emphasising their importance to both our business and stakeholders.



## MATERIALITY ASSESSMENT

### E FOCUS GROUP DISCUSSION

Following that, a focus group discussion was conducted with the C-suite of each business division to gain insights and further fine tune the material issues. The C-suite members unanimously concurred that Corporate Governance, Business Ethics and Anti-Corruption, Pollution (Waste / Effluents), and Human Capital Development should be incorporated into the list of prioritised material matters.

In conclusion, the resounding consensus among the C-suite members was that Sunway REIT should continue its commitment to integrating sustainability into its business management and operations. This dedication is viewed as the linchpin for continuous value creation, for the benefit of both the organisation and its stakeholders.

### F PRIORITISATION OF MATERIAL ISSUES

As a result of a comprehensive reassessment to reflect our management approach, of the 18 material matters identified, 7 were given priority. To drive long-term stakeholder value to fruition, understanding stakeholders' interests and needs is key; we also allocate resources strategically to achieve desired outcomes that yield significant benefits for our stakeholders. This is eloquently reflected by our value creation model, which links the Company's growth strategy with inputs, outputs, and their broader impacts.



### G ENDORSEMENT

The results of the materiality assessment were approved and endorsed by the Board of Directors.

## RE-CATEGORISATION OF MATERIAL ISSUES

As part of our efforts to better support integrated thinking and decision-making, we have recategorised and renamed previously identified material issues to integrate both financial and non-financial considerations. The application of integrated thinking and decision-making involves assessing how we interact with our external environment as well as the capitals we use or affect in the creation, preservation, and erosion of value over the short, medium, and long-term.

This move will not only help us be more strategic in our initiatives but also assist us in consolidating our reporting for financial and non-financial disclosures in preparation for the implementation of International Sustainability Standards Board (ISSB)'s standards.

	Sunway REIT redefined material issue name	Original material issue name
<b>ECONOMIC</b>	<b>Company's Financial Performance</b>	Tax Transparency
	<b>Macro-economic Issues</b>	Risk and Crisis Management
	<b>Responsible and Sustainable Financing</b>	Indirect Economic Impact
	<b>Brand and Reputation</b>	Business Ethics
<b>ENVIRONMENTAL</b>	<b>Climate Action</b>	Physical Impacts of Climate Change
	<b>Resource Management</b>	Resource Management (Energy), Resource Management (Water), Resource Management (Materials)
	<b>Pollution Management</b>	Known as Pollution (Water/ Effluents), Pollution (Emissions)
<b>SOCIAL</b>	<b>Value Chain Improvement</b>	Customer Welfare
	<b>Employee Well-being</b>	Human Capital Development, Health and Safety
	<b>Human Rights</b>	Diversity and Inclusion, Labour Standard and Practices
	<b>Community Investment</b>	Community Enrichment
<b>GOVERNANCE</b>	<b>Group Standards and Operation Procedure</b>	Anti-Bribery and Corruption
	<b>Innovation and Technology</b>	Corporate Governance

**Note:**

In our ongoing commitment to transparency, certain Economic issues have emerged as material considerations, although not identified in previous ESG materiality studies. Refer to our Integrated Annual Report 2023 for a comprehensive understanding of our financial performance



# STAKEHOLDER ENGAGEMENT

GRI 2-29, 3-3

## RESPONDING TO STAKEHOLDERS' PRIORITIES AND CONCERNS

### ECONOMIC

In the wake of the COVID-19 pandemic, the global economic landscape witnessed a diverse recovery, with nations experiencing varying degrees of resilience. Despite these challenges, the world's economic trajectory remains intertwined with prevailing trends. Issues such as supply chain disruptions, inflation concerns, and the persistent effects of remote work and digital acceleration continue to shape the global economic narrative. As we navigate these complexities, achieving socially just and net-zero transitions in our financing endeavors is now confronted with an added layer of intricacy, underscoring the need for a nuanced and adaptive approach to address the evolving dynamics of the world economy.

Global Outlook	Material Issues	Risks, Stakeholder Priorities and Concerns	Opportunities and Our Responses Addressed in this Report	GRI Standards	UNSDGs
<p><b>Global Megatrends</b></p> <ul style="list-style-type: none"> <li>Shifting economic power</li> <li>Globalisation</li> <li>Industrial Revolution 4.0</li> <li>Digitalisation</li> </ul> <p><b>Global Issues</b></p> <ul style="list-style-type: none"> <li>Recession</li> <li>Economic crisis</li> <li>Financial crisis</li> <li>Supply chain disruption</li> </ul>	<p><b>Company's Financial Performance</b></p>	<p><b>Risks:</b></p> <ul style="list-style-type: none"> <li>Interest rate risk</li> <li>Market volatility</li> <li>Debt levels and leverage</li> <li>Tenant default and vacancy risk</li> <li>Operational and maintenance costs</li> <li>Market demand and property values</li> <li>Regulatory and tax risks</li> <li>Liquidity risks</li> <li>Supply chain risks</li> </ul> <p><b>Stakeholder Priorities and Concerns:</b></p> <ul style="list-style-type: none"> <li>Effective interest rate risk management strategies</li> <li>Strategies that mitigate market volatility</li> <li>Strong tenant relationships and diversified tenant bases</li> <li>Maintain adequate liquidity buffer</li> </ul>	<ul style="list-style-type: none"> <li>Timely dissemination of financial information to stakeholder via Annual Integrated Report and Quarterly Reports</li> <li>Implement robust financial modelling and contingency planning to navigate potential economic fluctuations</li> <li>Conduct market analysis to enhance our competitive edge and market positioning</li> <li>Diversification of assets</li> <li>Proactive tenant management and lease diversification (pages 51 - 55)</li> <li>Maintain a balanced and sustainable capital structure</li> <li>Keep up-to-date with regulatory updates (pages 28, 71 - 73)</li> <li>Conduct Supplier Environmental and Social Risk Assessment to mitigate impact of supply chain disruptions (page 49)</li> </ul>	201	 





For more information, please refer to Sunway REIT's Integrated Annual Report 2023

**Legend:**

-   
 Board of Directors
-   
 Senior Management of Business Segments
-   
 Employees
-   
 Business Partners (Tenants and Lessees)
-   
 Investment Community (Unitholders, Analysts, Fund Managers)
-   
 Government, Local Authorities, Regulators and Industry Affiliations
-   
 Media
-   
 Customers
-   
 Suppliers

## STAKEHOLDER ENGAGEMENT

Global Outlook	Material Issues	Risks, Stakeholder Priorities and Concerns	Opportunities and Our Responses Addressed in this Report	GRI Standards	UNSDGs
	<b>Macro-economic Issues</b>	<p><b>Risks:</b></p> <ul style="list-style-type: none"> <li>• Changes in interest rates</li> <li>• Inflation</li> <li>• Reduced demand for commercial properties</li> </ul> <p><b>Stakeholder Priorities &amp; Concerns:</b></p> <ul style="list-style-type: none"> <li>• Potential interest rate hikes</li> <li>• Maintaining portfolio resilience and operational efficiency</li> <li>• Capital preservation and dividend stability</li> <li>• Rising costs of maintenance, repairs, and property management, potentially impacting the profitability of the REIT</li> <li>• Staying informed about regulatory changes</li> </ul>	<ul style="list-style-type: none"> <li>• Prioritise effective interest rate risk management strategies</li> <li>• Deploy inflation-hedging strategies</li> <li>• Implement effective cost control</li> </ul>	202 203	
	<b>Responsible and Sustainable Financing</b>	<p><b>Risks:</b></p> <ul style="list-style-type: none"> <li>• Inability to attract green financing</li> <li>• Refinancing risk</li> <li>• High cost of debt</li> <li>• Capital market conditions</li> </ul> <p><b>Stakeholder Priorities &amp; Concerns:</b></p> <p>Building strong relationships with green investors and ensuring transparent communication about sustainable finance initiatives</p>	<ul style="list-style-type: none"> <li>• Maintaining strong relationships with capital providers</li> <li>• Establish Sustainable Finance Framework (pages 24 - 25)</li> <li>• Diversify sources of debt</li> <li>• Optimise cost of debt</li> <li>• Integrate sustainability considerations into its capital management strategy (pages 24 - 25)</li> <li>• 97.5% of our borrowings have been structured with sustainable finance mechanism (pages 24 - 25)</li> </ul>	-	



 For more information, please refer to Sunway REIT's Integrated Annual Report 2023



 For more information, please refer to Sunway REIT's Integrated Annual Report 2023

**Legend:**



Board of Directors



Senior Management of Business Segments



Employees



Business Partners (Tenants and Lessees)



Investment Community (Unitholders, Analysts, Fund Managers)



Government, Local Authorities, Regulators and Industry Affiliations



Media






Customers



Suppliers



## STAKEHOLDER ENGAGEMENT

Global Outlook	Material Issues	Risks, Stakeholder Priorities and Concerns	Opportunities and Our Responses Addressed in this Report	GRI Standards	UNSDGs
	<b>Brand and Reputation</b>	<p><b>Risks:</b></p> <ul style="list-style-type: none"> <li>Property Portfolio Performance</li> <li>Tenant Relations and Satisfaction</li> <li>Ethical and responsible business practices</li> <li>Environmental, Social, and Governance (ESG) Performance</li> <li>Innovation and technology adoption</li> </ul> <p><b>Stakeholder Priorities &amp; Concerns:</b></p> <ul style="list-style-type: none"> <li>Well-managed and high-performing property portfolio</li> <li>Strong tenant relations</li> <li>Commitment to innovation and technology in property operations</li> </ul>	<ul style="list-style-type: none"> <li>Sunway REIT is one of the Largest Diversified REITs in Malaysia (<i>page 1</i>)</li> <li>Conduct regular tenant and customer satisfaction surveys (<i>page 54</i>)</li> <li>Strong governance structure with robust policies (<i>page 71</i>)</li> <li>25% of Sunway REIT's Senior Management's scorecard is intricately linked to the company's ESG performance (<i>page 22</i>)</li> <li>Digitalisation of tenants and customers' experience (<i>page 55</i>)</li> </ul>	-	
	  For more information, please refer to Sunway REIT's Integrated Annual Report 2023				

**Legend:**



Board of Directors



Senior Management of Business Segments



Employees



Business Partners (Tenants and Lessees)



Investment Community (Unitholders, Analysts, Fund Managers)



Government, Local Authorities, Regulators and Industry Affiliations



Media



Customers



Suppliers

## STAKEHOLDER ENGAGEMENT

### RESPONDING TO STAKEHOLDERS' PRIORITIES AND CONCERNS

#### ENVIRONMENTAL

Planetary Health underlines the inseparable connection between human well-being and the health of our planet, and that the prosperity of our civilisation hinges on the interplay of human health, the state of the natural ecosystems, and the responsible stewardship of our natural resources. Unfortunately, in a world where our natural systems are facing unprecedented heavy degradation, both our health and that of our earth are at grave risk. The consequences of failing to address climate change and continuous negative environmental impacts from human activities will manifest in the form of extreme weather conditions, the loss of biodiversity, and natural resources crises.

These physical manifestations of climate change and the resulting ecological imbalances pose substantial risks to our businesses and the sustainability of our livelihoods. Therefore, our commitment to improve resource management, foster greater resource efficiency, reduce waste, and mitigate pollution through the practice of responsible business ethics is resolute. This is not just a matter of sustainability but also the safeguarding of our collective future.

Global Outlook	Material Issues	Risks, Stakeholder Priorities and Concerns	Opportunities and Our Responses Addressed in this Report	GRI Standards	UNSDGs
<p><b>Global Megatrend</b></p> <ul style="list-style-type: none"> <li>Rapid Urbanisation</li> </ul> <p><b>Global Issues</b></p> <ul style="list-style-type: none"> <li>Planetary health: The planet cannot wait</li> </ul> <p><b>Sunway REIT 2030 Goals</b></p> <ul style="list-style-type: none"> <li>Goal 1: Transforming Our Portfolios to Low-Carbon Sustainable Assets</li> <li>Goal 2: Advocating Responsible Value Chain</li> </ul>	<p><b>Climate Action</b></p>	<p><b>Risks:</b></p> <ul style="list-style-type: none"> <li>Climate action failure</li> <li>Extreme weather</li> <li>Human environmental damage</li> <li>Natural resource crises</li> </ul> <p><b>Stakeholder Priorities and Concerns:</b></p> <ul style="list-style-type: none"> <li>Adherence to environmental regulations, robust environmental data collection and reporting</li> <li>Reduction of greenhouse gas (GHG) emissions, alignment with national/international climate goals</li> <li>Climate change-related impacts on property values and operational costs, regulatory pressure, reputational damage</li> <li>Indoor air quality, access to natural light, thermal comfort</li> <li>Preservation of green spaces, wildlife corridors, impact on local ecosystems</li> </ul>	<ul style="list-style-type: none"> <li>Proactively disclose environmental data, set ambitious sustainability targets, report progress regularly via annual Sustainability Report (pages 22 - 23)</li> <li>Commission Climate Report (pages 27 - 36)</li> <li>Improve risk management via a Value at Risk (VaR) assessment on our properties' risk exposure to climate change (pages 32 - 33)</li> <li>Implement Internal Carbon Pricing Framework (page 29)</li> <li>Obtain relevant environmental and green building certifications (page 38)</li> <li>Retrofit existing buildings for energy efficiency and water conservation (page 37)</li> <li>Implement energy-efficient technologies, offset carbon emissions through renewable energy sources (pages 39 - 40)</li> <li>Promote walking, public transit and electric vehicle (EV) charging infrastructure (pages 38 - 40)</li> <li>Implement ESG due diligence on new property acquisition (page 37)</li> </ul>	<p>302 305</p>	



**Legend:**

Board of Directors

Senior Management of Business Segments

Employees

Business Partners (Tenants and Lessees)

Investment Community (Unitholders, Analysts, Fund Managers)


Government, Local Authorities, Regulators and Industry Affiliations

Media

Customers

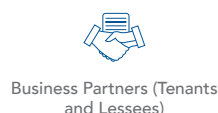
Suppliers

## STAKEHOLDER ENGAGEMENT

Global Outlook	Material Issues	Risks, Stakeholder Priorities and Concerns	Opportunities and Our Responses Addressed in this Report	GRI Standards	UNSDGs
	<b>Resource Management</b>	<p><b>Risks:</b></p> <ul style="list-style-type: none"> <li>Natural resource crises</li> </ul> <p><b>Stakeholder Priorities and Concerns:</b></p> <ul style="list-style-type: none"> <li>Increased energy costs</li> <li>Availability of water</li> <li>Supply chain disruptions due to material scarcity</li> <li>Transparency in supply chains</li> </ul>	<ul style="list-style-type: none"> <li>Retrofit existing buildings for energy efficiency and water conservation (pages 39 - 43)</li> <li>Implement energy-efficient technologies, offset carbon emissions through renewable energy sources (page 40)</li> <li>Implement water crisis SOP (page 42)</li> <li>Invest in sustainable water systems, water treatment plant and rainwater harvesting systems to reduce reliance on municipal water supply (page 42)</li> <li>Launch Green Lease Partnership Programme (page 52)</li> <li>Establish Sustainable Procurement Policy (page 49)</li> <li>Enhance supplier environmental and social risk assessment (page 49)</li> <li>Establish Code of Conduct and Business Ethics (pages 49 &amp; 71)</li> </ul>	304	
	<b>Pollution Management</b>	<p><b>Risks:</b></p> <ul style="list-style-type: none"> <li>Human environmental damage</li> <li>Natural resource crises</li> </ul> <p><b>Stakeholder Priorities and Concerns:</b></p> <ul style="list-style-type: none"> <li>Circular economy</li> <li>Waste reduction, recycling facilities, sustainable landscaping</li> <li>Air and water quality, noise pollution</li> </ul>	<ul style="list-style-type: none"> <li>Implement composting programmes, promote reusable packaging, reduce single-use plastics (pages 50 - 51)</li> <li>Organise eco-friendly events, provide recycling and sustainability resources for tenants (page 45)</li> <li>Launch Green Lease Partnership Programme (page 52)</li> <li>Establish Sustainable Procurement Policy (page 49)</li> <li>Enhance supplier environmental and social risk assessment (page 49)</li> </ul>	303 306	



**Legend:**



## STAKEHOLDER ENGAGEMENT

### RESPONDING TO STAKEHOLDERS' PRIORITIES AND CONCERNS

#### SOCIAL

After nearly three years of labour market disruptions caused by the COVID-19 pandemic, the global economy is now experiencing a gradual but mixed recovery. The job market has witnessed notable transformations, including the return to onsite work but with more flexibility, a growing demand for technology-related skills, and an intensified focus on human rights, diversity, and inclusion in workplaces.

Our commitment to our social responsibility remains unchanged as we address and navigate through these shifts. We continue to prioritise the well-being of our employees, with a strong focus on providing a safe and respectful workplace that values inclusivity and diversity, which ensures the preservation of our talent pool. At the same time, we continue to actively participate in nation-building by supporting and contributing to our communities through various projects aimed at enriching the community and providing relief to those affected by natural disasters.

Global Outlook	Material Issues	Risks, Stakeholder Priorities and Concerns	Opportunities and Our Responses Addressed in this Report	GRI Standards	UNSDGs
<p><b>Global Megatrend</b></p> <ul style="list-style-type: none"> <li>Demographic &amp; Social Change</li> </ul> <p><b>Global Issues</b></p> <ul style="list-style-type: none"> <li>Workforce trend</li> <li>Health and well-being</li> <li>Future of work</li> </ul> <p><b>Sunway REIT 2030 Goals</b></p> <ul style="list-style-type: none"> <li>Goal 2: Advocating Responsible Value Chain</li> <li>Goal 3: Investing in community inclusivity</li> </ul>	<p><b>Value Chain Improvement</b></p>	<p><b>Risks:</b></p> <ul style="list-style-type: none"> <li>Labour issues</li> <li>Products and services</li> </ul> <p><b>Stakeholder Priorities and Concerns:</b></p> <ul style="list-style-type: none"> <li>Transparency in supply chains</li> <li>Fair labour standards and practices</li> <li>Human rights violations</li> <li>Freedom of association</li> <li>Supporting local businesses</li> <li>Transparent communication and feedback mechanisms</li> <li>Customer satisfaction</li> <li>Secure commercial environments, crime prevention measures</li> <li>Changes in consumer behaviour and preference</li> </ul>	<ul style="list-style-type: none"> <li>Establish Sustainable Procurement Policy (page 49)</li> <li>Establish Code of Conduct and Business Ethics (page 71)</li> <li>Prioritise sourcing from local businesses when practicable (page 49)</li> <li>Maintain and improve amenities, ensure quick and efficient maintenance service (page 55)</li> <li>Create regular communication channels with tenants (page 55)</li> <li>Conduct regular satisfaction survey with tenants, building occupants and customers (page 54)</li> <li>Ensure all facilities meet accessibility standards (page 69)</li> <li>Invest in security technology (page 55)</li> </ul>	<p>204</p> <p>301</p> <p>308</p> <p>414</p> <p>417</p> <p>418</p>	



**Legend:**



Board of Directors



Senior Management of Business Segments



Employees



Business Partners (Tenants and Lessees)



Investment Community (Unitholders, Analysts, Fund Managers)



Government, Local Authorities, Regulators and Industry Affiliations



Media




Customers



Suppliers

## STAKEHOLDER ENGAGEMENT

Global Outlook	Material Issues	Risks, Stakeholder Priorities and Concerns	Opportunities and Our Responses Addressed in this Report	GRI Standards	UNSDGs
	<b>Employee Well-being</b>	<p><b>Risks:</b></p> <ul style="list-style-type: none"> <li>Livelihood crises</li> <li>Mental health deterioration</li> </ul> <p><b>Stakeholder Priorities and Concerns:</b></p> <ul style="list-style-type: none"> <li>Barrier-free facilities, diverse and welcoming workplaces</li> <li>Work-life balance, mental health support, access to training and development</li> </ul>	<ul style="list-style-type: none"> <li>Promote a diverse and inclusive work environment (page 61)</li> <li>Implement programmes to promote employee well-being, mental health, and work-life balance (page 58)</li> <li>Implement family friendly policies and provide better than industry average benefits (page 58)</li> <li>Provide annual performance review to 100% of employees across all employee categories (page 59)</li> <li>Invest in employees' learning and development (pages 60 - 61)</li> <li>Provide safe environment (pages 63 - 66)</li> </ul>	403 404	
	<b>Human Rights</b>	<p><b>Risks:</b></p> <ul style="list-style-type: none"> <li>Livelihood crises</li> </ul> <p><b>Stakeholder Priorities and Concerns:</b></p> <ul style="list-style-type: none"> <li>Human rights violations</li> </ul>	<ul style="list-style-type: none"> <li>Establish Human Rights Policy (page 57)</li> </ul>	401 402 405 406 407 408 409 410 411 416	
	<b>Community Investment</b>	<p><b>Risks:</b></p> <ul style="list-style-type: none"> <li>Livelihood crises</li> <li>Social cohesion erosion</li> </ul> <p><b>Stakeholder Priorities and Concerns:</b></p> <ul style="list-style-type: none"> <li>Opportunities to connect with and give back to the local community</li> </ul>	<ul style="list-style-type: none"> <li>Collaboration on disaster preparedness</li> <li>Actively involve in local events (pages 67 - 69)</li> <li>Sponsor health programmes (page 68)</li> </ul>	413	

**Legend:**

  
Board of Directors

  
Senior Management of Business Segments

  
Employees

  
Business Partners (Tenants and Lessees)

  
Investment Community (Unitholders, Analysts, Fund Managers)

  
Government, Local Authorities, Regulators and Industry Affiliations

  
Media

  
Customers

  
Suppliers






















## STAKEHOLDER ENGAGEMENT

### RESPONDING TO STAKEHOLDERS' PRIORITIES AND CONCERNS












#### GOVERNANCE

Corporate governance covers various critical areas, including environmental consciousness, ethical conduct, corporate strategy, compensation structures, and risk management. Effective governance relies heavily on transparency, where records and processes are accessible to shareholders and stakeholders. The establishment of clear and unambiguous rules and controls is imperative. This will offer guidance to leadership, bring alignment to the interests of shareholders, directors, management, and employees, while simultaneously building trust among investors, the community, and public officials.

The 2022 Corruption Perceptions Index (CPI) (1) exhibits a dim picture of a stagnated movement in anti-corruption efforts globally. Corruption, when pervasive within a business, casts a shadow over the broader business environment and erode public trust. Additionally, corruption exerts a host of adverse impacts on businesses including the depletion of valuable resources and impeding business growth, eventually contributing to an upsurge in criminal activities and tarnishing the company's hard-earned reputation.

Global Outlook	Material Issues	Risks, Stakeholder Priorities and Concerns	Opportunities and Our Responses Addressed in this Report	GRI Standards	UNSDGs
<p><b>Global Megatrend</b></p> <ul style="list-style-type: none"> <li>ESG mandate in corporate governance</li> <li>Technological Breakthroughs</li> </ul> <p><b>Global Issues</b></p> <ul style="list-style-type: none"> <li>Increase ESG regulations</li> <li>Cybersecurity Failure</li> <li>Digital inequality</li> </ul> <p><b>Sunway REIT 2030 Goals</b></p> <ul style="list-style-type: none"> <li>Goal 4: Respecting Ethical Principles</li> </ul>	<p><b>Group Standards and Operating Procedures</b></p>	<p><b>Risks:</b></p> <ul style="list-style-type: none"> <li>Delisting</li> <li>Insolvency</li> <li>Bureaucratic obstacles</li> <li>Discourage private sector development</li> </ul> <p><b>Stakeholder Priorities and Concerns:</b></p> <ul style="list-style-type: none"> <li>Effective board composition, clear independence and expertise, commitment to ethical business practices</li> <li>Consistent, accurate, and accessible reporting on all ESG matters</li> <li>Robust internal controls, proactive identification and mitigation of risks</li> <li>Diversify board composition (gender, ethnicity, skills), strengthen director training and oversight, implement robust conflict-of-interest policies</li> </ul>	<ul style="list-style-type: none"> <li>Diversify board composition (gender, ethnicity, skills), strengthen director training and oversight, implement robust conflict-of-interest policies (pages 62 &amp; 71)</li> <li>Align with recognised reporting standards, expand disclosure on material ESG issues and engage independent assurance (page 1)</li> <li>Carrying out effective risk and crisis management (page 71)</li> <li>Public disclosure of company policies (page 71)</li> <li>Enforce strict whistleblower protections (page 66)</li> </ul>	<p>205</p> <p>206</p>	
<p><b>Legend:</b></p> <ul style="list-style-type: none"> <li> Board of Directors</li> <li> Senior Management of Business Segments</li> <li> Employees</li> <li> Business Partners (Tenants and Lessees)</li> <li> Investment Community (Unitholders, Analysts, Fund Managers)</li> <li> Government, Local Authorities, Regulators and Industry Affiliations</li> <li> Media</li> <li> Customers</li> <li> Suppliers</li> </ul>	        				

## STAKEHOLDER ENGAGEMENT

Global Outlook	Material Issues	Risks, Stakeholder Priorities and Concerns	Opportunities and Our Responses Addressed in this Report	GRI Standards	UNSDGs				
	<b>Innovation and Technology</b>	<p><b>Risks:</b></p> <ul style="list-style-type: none"> <li>• Theft of corporate information</li> <li>• Theft of financial information</li> <li>• Loss of business or contract</li> <li>• Breach of customer privacy</li> <li>• Digital power concentration</li> <li>• Cybersecurity failure</li> <li>• Digital inequality</li> </ul> <p><b>Stakeholder Priorities and Concerns:</b></p> <ul style="list-style-type: none"> <li>• Data security and privacy</li> <li>• Protecting sensitive tenant information and building operational data within technology system</li> </ul>	<ul style="list-style-type: none"> <li>• Increase digitalisation, automation, and adoption of smart technologies (pages 50, 55 &amp; 73)</li> <li>• Employ robust cybersecurity protocols, conduct regular vulnerability assessments, and prioritise data privacy (page 73)</li> <li>• Compliance the Personal Data Protection Act 2010 (PDPA) (page 73)</li> <li>• Implementation of e-Policy training for all employees (page 61)</li> </ul>	-					
									
<b>Legend:</b>	 Board of Directors	 Senior Management of Business Segments	 Employees	 Business Partners (Tenants and Lessees)	 Investment Community (Unitholders, Analysts, Fund Managers)	 Government, Local Authorities, Regulators and Industry Affiliations	 Media	 Customers	 Suppliers

## STAKEHOLDER ENGAGEMENT

Stakeholders are parties impacted by our business decisions and influential in our trajectory. We are dedicated to engaging them consistently, aligning their priorities with our policies, and mapping responses systematically against sustainability issues. This integrated approach enhances our understanding, informing better decision-making and alignment with stakeholder concerns.

### OUR ENGAGEMENT APPROACH

- Annual Sustainability Report
  - Integrated Annual Report
  - Materiality Assessment
- 
- Analysts and investors briefings
  - Corporate publications
  - Corporate website
  - Media releases and interviews
  - Social media
  - Sustainability and ESG-related events

#### Legend

- Internal Stakeholders
- External Stakeholders
- Annually
- Throughout the year

### STAKEHOLDER GROUPS AND THEIR ROLES



# UNSDGs SCORECARD

GRI 2-22

The UNSDGs represents a collective framework designed to protect peace and prosperity for both humanity and the earth, both today and for generations to come. These goals were unanimously agreed upon and adopted by all United Nations Member States in 2015, embodying a resounding global commitment to collaboratively pursue a more equitable and sustainable future. Covering 17 interconnected goals, the framework is an urgent call to action to ensure that no one is marginalised.

In 2023, Sunway REIT remains dedicated to advancing selected UNSDGs, making meaningful contributions to various key areas:



## 1 No Poverty

- ▲ Collaborated with external partners, Sunway REIT contributed **goods and monetary support** to aid the underprivileged community

## 2 Zero Hunger

- ▲ Distributed **2,500** meals to visitors /devotees in George Town during Thaipusam

## 3 Good Health and Well-being

- ▲ **388** free dental treatment to tenants during Dental Health Week

## 4 Quality Education

- ▲ Launched **Sustainability Education Tiering Study Programmes** to educate our business partners and retailers, ensuring they have the knowledge and resources essential for sustainable practices

## 5 Gender Equality

- ▲ **43%** of our Board of Directors are women, and **87%** of our employees are female

## 6 Clean Water and Sanitation

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

## 7 Affordable and Clean Energy

- ▲ Generated a total of **4,307** MWh of solar energy in 2023

## 8 Decent Work and Economic Growth

- ▲ Established **Diversity and Inclusion Policy** to ensure equal opportunities and decent workplace for employees including individuals with disabilities

## 9 Industry, Innovation and Infrastructure

- ▲ Eliminated a total of **6.2** million parking tickets in 2023 via implementation of Sunway Smart Parking System

## 10 Reduced Inequalities

- ▲ Pioneered Autism Spectrum Disorder (ASD) awareness in Malaysia by integrating **autism-friendly** features in the mall

## 11 Sustainable Cities and Communities

- ▲ **35%** of total gross floor area managed are green certified

## 12 Responsible Consumption and Production

- ▲ Diverted **8%** of our waste away from landfills in 2023

## 13 Climate Action

- ▲ **15,260** tonnes of CO<sub>2</sub>e emissions avoided in 2023

## 14 Life Below Water

- ▲ Sunway Resort Hotel has reaffirmed its commitment to elevate **responsible seafood procurement** and signed a memorandum of agreement (MOA) with WWF-Malaysia to review its seafood procurement policies.

## 15 Life on Land

- ▲ Established **Biodiversity Policy** to guide our commitment to serve as a regional catalyst, prioritising principles of preservation, conservation, restoration, and rehabilitation across all activities

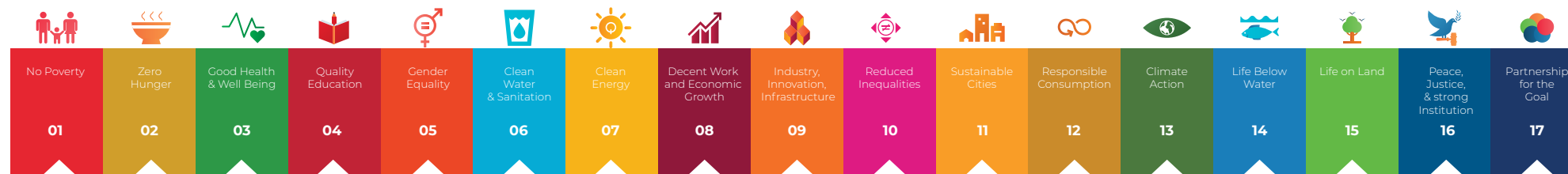
## 16 Peace, Justice and Strong Institutions

- ▲ **ZERO** reported cases of bribery and corruption

## 17 Partnership for the Goals

- ▲ **82%** of Retail and Office tenants participated in the Green Lease Partnership Programme

**100%** Hotel master lessees participated in the Green Lease Partnership Programme



# SUSTAINABILITY SCORECARD

GRI 2-22

Our sustainability scorecard is pivotal in tracking our journey towards meeting goals and targets. Since 2022, sustainability has been seamlessly integrated into the evaluation and key performance indicators (KPIs) for our Senior Management and respective Heads of Business Segments, directly shaping their remuneration. This marks a notable paradigm shift, as now, up to 25% of the scorecard is intricately linked to our Senior Management's ESG performance. This includes critical aspects like overseeing Sunway REIT's climate change initiatives. Such an approach emphatically reinforces our dedication to aligning executive compensation with our sustainability objectives.

## Sustainability Targets, Performance & Description

**Legend: Progress Tracking** ● ○ ○ Progressing with delays, to review current approach ○ ● ○ Progressing but slightly behind targets, to increase efforts ○ ○ ● Progressing well and on track to achieving targets by 2030

### GOAL 1: TRANSFORMING OUR PORTFOLIO INTO LOW-CARBON ASSETS



2030 Targets	2023 Performance	Description
<p>Building Energy Intensity (BEI) should <b>stay below the annual target set</b> for the respective business divisions starting from 2022. (The business segments should continue to stay below the BEI targets that will be lowered by <b>4% on a y-o-y</b> basis up till 2030 to align with the Intergovernmental Panel on Climate Change (IPCCS)'s target of <b>45%</b> reduction in carbon emissions by 2030.)</p> <p>Green Building Index's BEI baseline minimum (kWh/m<sup>2</sup>/year)  Retail : <b>350</b>  Office : <b>150</b>  Hotel : <b>290</b></p>	<p>○ ○ ● kWh/m<sup>2</sup>/year  Retail : <b>288</b>  Office : <b>139</b>  Hotel : <b>182</b></p> <p><i>Sunway REIT 2023 BEI Targets (kWh/m<sup>2</sup>/year)</i>  Retail : <b>336</b>  Office : <b>144</b>  Hotel : <b>278</b></p>	<p>BEI is calculated by taking the ratio between annual energy consumption of a building (kWh/year) and occupied gross floor area of the building. A lower BEI indicates a more energy-efficient building, while a higher BEI indicates a less efficient building.</p> <p>Each business segment successfully achieved or met its respective BEI targets set in 2023.</p>
<p>At least of <b>40%</b> of electricity from renewable energy sources by 2030 (<b>5%</b> locally generated, <b>35%</b> purchased from green sources/solar farms)</p>	<p>○ ○ ●</p> <ul style="list-style-type: none"> <li>Total renewable energy generated on all Sunway REIT properties: <b>18,629 MWh</b></li> <li><b>8.28%</b> of total energy consumed by our owned and managed properties (<b>1.92%</b> locally generated, <b>6.37%</b> purchased via GET)</li> </ul>	<p>Owned and Managed Assets:</p> <ul style="list-style-type: none"> <li>Total renewable energy: <b>16,578 MWh</b></li> <li>Total RE locally generated on our properties: <b>2,256 MWh</b></li> <li>Total RE purchased (via GET): <b>14,322 MWh</b></li> </ul> <p>Leased Assets:</p> <ul style="list-style-type: none"> <li>Total renewable energy: <b>2,052 MWh</b></li> <li>Total renewable energy locally generated on our properties: <b>2,052 MWh</b></li> </ul>
<p><b>40%</b> waste diverted away from landfills by 2030</p>	<p>○ ○ ● <b>8%</b> of waste diverted away from landfills</p>	<p>In 2023, we diverted <b>8%</b> of waste from landfills, which was an increase of <b>4%</b> in diverted waste from 2022. Going forward, we will continue to employ the waste management hierarchy to divert more waste away from landfills.</p>

## SUSTAINABILITY SCORECARD

Legend: Progress Tracking ● ○ ○ Progressing with delays, to review current approach ○ ● ○ Progressing but slightly behind targets, to increase efforts ○ ○ ● Progressing well and on track to achieving targets by 2030

## GOAL 2: ADVOCATING A RESPONSIBLE VALUE CHAIN



2030 Targets	2023 Performance	Description
Achieve and maintain <b>100%</b> tenant participation in Sunway Green Lease Partnership Programme	○ ○ ● <ul style="list-style-type: none"> <li>Achieved <b>82%</b> Retail and Office tenant participation in Sunway Green Lease Partnership Programme</li> <li>Achieved <b>100%</b> Hotel master lessees' participation in Sunway Green Lease Partnership Programme</li> </ul>	Sunway REIT implemented the Sunway Green Lease Partnership Programme in 2022.

Goal 2: Advocating A Responsible Value Chain

## GOAL 3: INVESTING IN COMMUNITY INCLUSIVITY



2030 Targets	2023 Performance	Description
To reach out and support <b>1 million</b> beneficiaries	○ ○ ● <b>443,104</b> beneficiaries impacted from 2021 to 2023	Sunway REIT contributed to Sunway Group's effort to reach out and support more than <b>92,087</b> beneficiaries in 2023.  Sunway REIT reached out and supported more than <b>28,321</b> beneficiaries in 2023.

Goal 3: Investing in Community Inclusivity

## GOAL 4: RESPECTING ETHICAL PRINCIPLES



2030 Targets	2023 Performance	Description
To achieve and / or maintain MSCI ESG Rating of ' <b>A</b> ' and <b>above</b> by 2030	○ ○ ● Achieved MSCI ESG Rating of ' <b>A</b> '	Sunway REIT improved its rating from ' <b>BB</b> ' in 2022 to an ' <b>A</b> ' in 2023.
To achieve and maintain FTSE4GOOD Bursa Malaysia ESG <b>rating higher than country average (Malaysia)</b> by 2030	○ ○ ● Top <b>22%</b> performer in the FTSE4Good ESG rating	Sunway REIT improved its FTSE5Good Bursa Malaysia ESG Score from <b>3.2 to 3.6</b> .

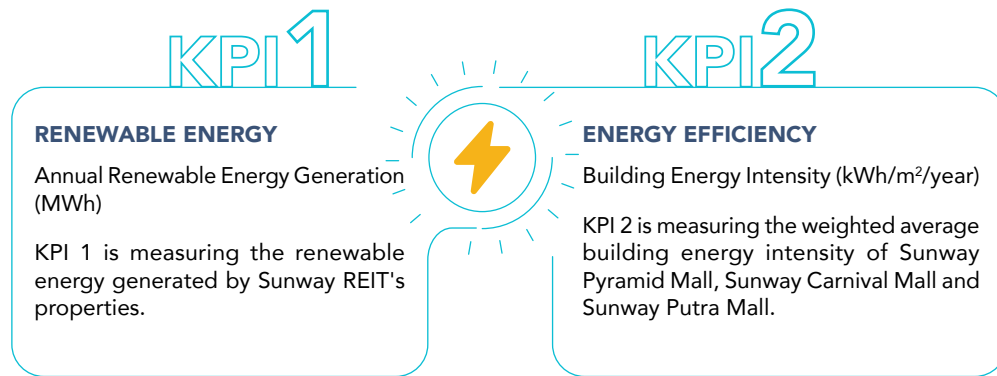
Goal 4: Respecting Ethical Principles



## SUSTAINABLE FINANCE

In 2021, Sunway REIT became the first Malaysian Real Estate Investment Trust (M-REIT) to integrate sustainability considerations into its capital management strategy through the issuance of Malaysia's first-ever Sustainability-Linked Bond (SLB) under SUNREIT Bond Berhad (formerly known as SUNREIT Unrated Bond Berhad) (SUB). The SLB featured pricing adjustments tied to predefined Sustainability Performance Targets (SPTs). Building on this momentum, in 2022, Sunway REIT continued its dedication by securing a substantial total commitment exceeding RM2.0 billion in sustainable finance. In 2023, we executed our first sustainability-linked CCS in collaboration with HSBC and further increased the total commitment to RM4.7 billion. More than 97.5% of our borrowings have been structured with sustainable finance mechanism.

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



Sunway REIT is pleased to have achieved the SPTs set for Sunway REIT for the first 2 years of 2021 and 2022, and Sunway REIT was rewarded with lower financing costs and total savings verified of approximately RM1.8 million since 2021.

MARC

SILVER

The SLB framework, which governs the terms of the SLB, received a Silver Impact Bond Assessment from the MARC. MARC expressed the view that the framework aligns with the fundamental components of:

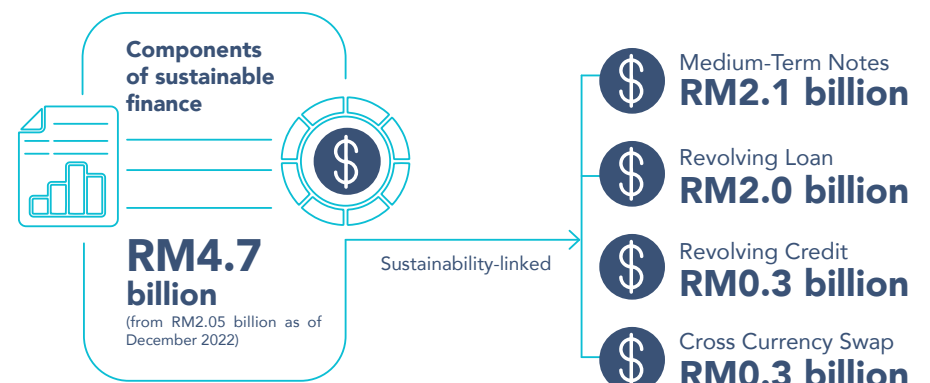
Green Bond Principles and Social Bond Principles of the International Capital Markets Association (ICMA)	ASEAN Green Bond Standards and ASEAN Social Bond Standards of the ASEAN Capital Markets Forum	Green Loan Principles and Social Loan Principles of the Loan Market Association
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In April 2023, Sunway REIT executed our first sustainability-linked CCS in Malaysia, with HSBC serving as the lender and swap bank. This one-year RM200 million transaction converts a floating-rate foreign currency loan into fixed-rate obligations in Malaysian Ringgit, providing Sunway REIT with a mechanism to hedge against both currency and interest rate risks, thereby enhancing the predictability of its cash flow projections. This innovative solution also connects the economic terms of the swap with the two sustainability KPIs mentioned above.

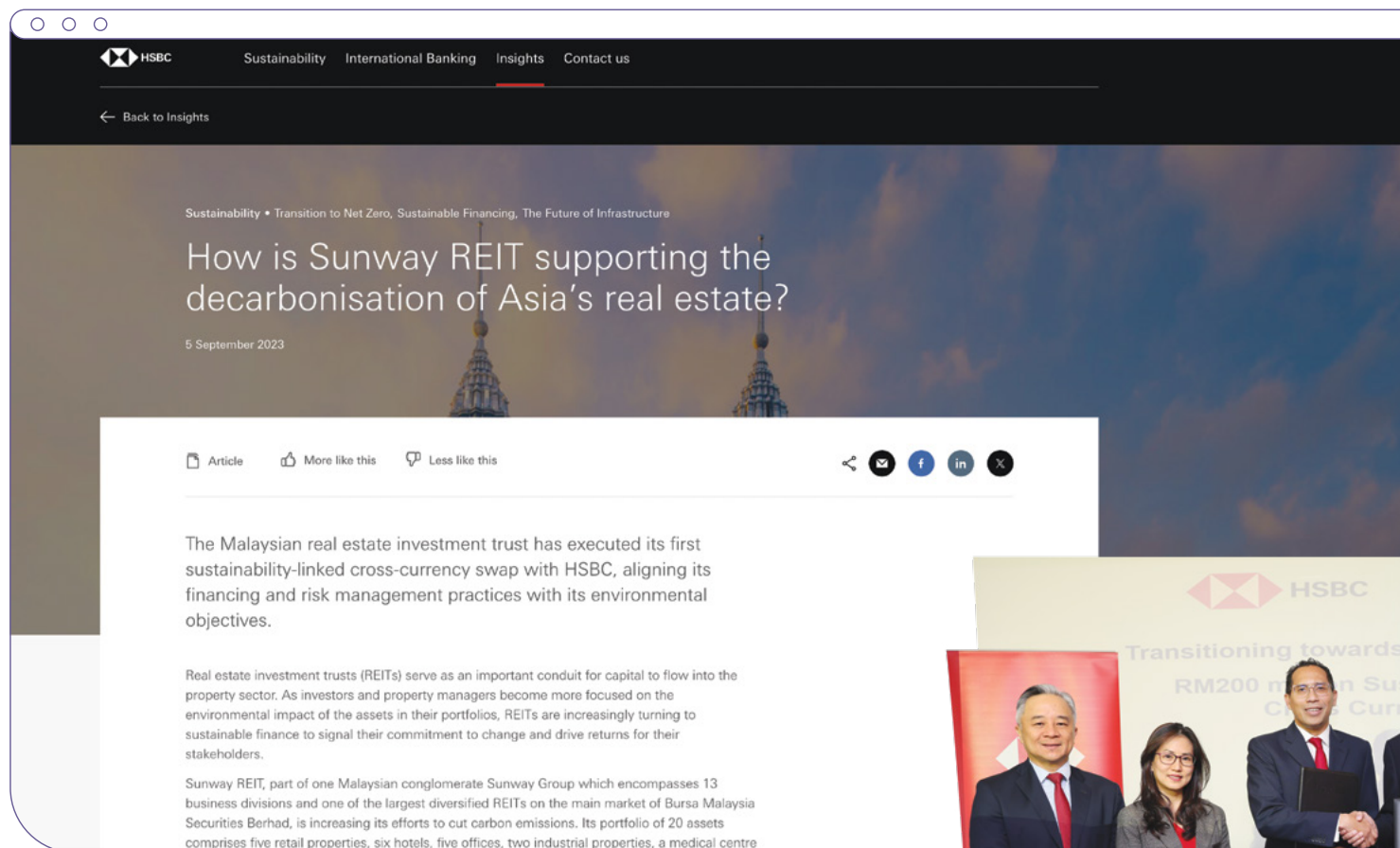
HSBC collaborated closely with Sunway REIT to ensure that the targets are aligned with Sunway REIT's overall sustainability objectives and are ambitious enough to stimulate improvements in the portfolio. Sunway REIT's performance against the KPIs will influence the net swap financing cost, with pre-agreed sustainability adjustments, thereby contributing to potential interest savings if the SPTs are met.

This collaboration with HSBC on the sustainability-linked CCS enables the conversion of over 90% of Sunway REIT's borrowing facilities into sustainable finance, delivering positive environmental impacts while encouraging lower financing costs. Linking the CCS to precise sustainability performance targets enabled a customised structure, providing tangible and measurable incentives for Sunway REIT to realise our sustainability aspirations. The CCS solution signifies another stride forward in advancing Malaysia's sustainable finance market and aligns with Sunway REIT's ambition to meet its ESG goals.

As of December 2023, Sunway REIT has successfully secured a total commitment of RM4.7 billion in sustainable finance from the following sources:



## SUSTAINABLE FINANCE



HSBC Sustainability International Banking Insights Contact us

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Sustainability • Transition to Net Zero, Sustainable Financing, The Future of Infrastructure

## How is Sunway REIT supporting the decarbonisation of Asia's real estate?

5 September 2023

Article More like this Less like this

The Malaysian real estate investment trust has executed its first sustainability-linked cross-currency swap with HSBC, aligning its financing and risk management practices with its environmental objectives.

Real estate investment trusts (REITs) serve as an important conduit for capital to flow into the property sector. As investors and property managers become more focused on the environmental impact of the assets in their portfolios, REITs are increasingly turning to sustainable finance to signal their commitment to change and drive returns for their stakeholders.

Sunway REIT, part of one Malaysian conglomerate Sunway Group which encompasses 13 business divisions and one of the largest diversified REITs on the main market of Bursa Malaysia Securities Berhad, is increasing its efforts to cut carbon emissions. Its portfolio of 20 assets comprises five retail properties, six hotels, five offices, two industrial properties, a medical centre

➔ How is Sunway REIT supporting the decarbonisation of Asia's real estate?: <https://www.business.hsbc.com/en-gb/insights/sustainability/sunway-reit#:~:text=Sunway%20REIT%20has%20adopted%20a%20waste%20away%20from%20the%20landfill>.





# GOAL

# 1

# TRANSFORMING OUR PORTFOLIO INTO LOW-CARBON ASSETS

## CAPITAL



Natural



Portfolio



Social And Relationship

## MATERIAL ISSUES

- Climate Action
- Resource Management
- Pollution Management

## ACTIVITIES

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

## VALUE CREATED

- Resource Optimisation
- Minimal Negative Environmental and Social Impacts
- Enhancing Circular Economy Practices



Sunway REIT is committed to achieving net-zero emissions by 2050 through the comprehensive decarbonisation of portfolios. We have outlined initiatives such as an internal carbon pricing mechanism, efficient resource management, and pollution control measures, alongside the pursuit of green-building certifications, to reduce the overall impact throughout our buildings' lifecycle.



## CLIMATE REPORT: NET ZERO BY 2050

GRI 201-2, 305-1, 305-2, 305-3

**In the Climate Report: Net Zero by 2050 section, we provide a transparent account of our robust strategy and initiatives in addressing climate change and water security issues, aligning with internationally recognised frameworks for disclosing climate-related information.**

Climate change presents an array of significant challenges to Malaysia; affecting its environment, economy, and society on many levels. In the World Bank Group and Asian Development Bank's Climate Risk Country Profile: Malaysia (2021) Report, a disconcerting picture was painted, projecting a potential temperature rise of 3.11°C by the 2090s under the worst-case climate change scenario.

Malaysia is already dealing with the implications of a surge in extreme weather events. As of 27 Dec 2023, Agensi Pengurusan Bencana Malaysia (NADMA) reported flooding and in 17 districts in the states of Johor, Kelantan, Pahang, Sabah, and Terengganu with a total of 2 persons dead and 7,975 families/ 25,676 persons displaced in 133 evacuation centres. In addition, a total of 17 families / 87 people remain displaced due to a landslide at Cameron Highlands (Pahang) since week 41 of 2023. According to Jabatan Kerja Raya (JKR) as of 27 Dec 2023, a total of 82 roads were affected by flooding, 10 roads were affected by slope landslides, 2 roads collapsed, and 2 bridges were damaged.

Amidst global concerns raised by environmentalists and climate activists, the impending threats of severe heat waves, rising sea levels from melting glaciers and polar ice caps, as well as flash floods, hurricanes, drought, and heavy rainfall, demand the urgent need to address climate change. This growing apprehension warns of dire consequences, including the loss of biodiversity, water scarcity, increased health risks, social displacement, and economic disruption. These potential calamities loom if the planet's average temperature exceeds 1.5°C above pre-industrial levels.

Our strategies to address climate-related and water security risks include setting emission reduction targets, implementing water management Standard Operating Procedure (SOP), diversifying water source and stakeholder engagement. We also set a price on carbon emission to embed the cost of carbon emissions in our business decisions. This practice guides investment strategies, encourages emission reduction initiatives, and helps achieve our carbon reduction targets. Internal carbon pricing fosters accountability, drives innovation, and positions us to effectively navigate evolving regulatory landscapes while advancing our sustainability goals.



Source: Selangor floods: Surprise or failure?: <https://www.malaysiakini.com/newsletter/603755>

In 2021, Sunway REIT was one of the first few Malaysian companies to join over 1,700 organisations worldwide to support the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). The recommendations support the goals of the Paris Agreement to limit global warming to below two degrees Celsius, compared with pre-industrial levels and aims to achieve a carbon neutral world by 2050.


Following the publication of the inaugural International Sustainability Standards Board (ISSB) Standards—International Financial Reporting Standards (IFRS) S1 and IFRS S2; the Financial Stability Board has asked the International IFRS Foundation to take over the monitoring of the progress on companies' climate-related disclosures from the TCFD. As IFRS S1 and IFRS S2 fully incorporate the recommendations of the TCFD, Sunway REIT will start preparations to adopt ISSB's Standards in our future climate report to further enhance our reporting standards.

## CLIMATE REPORT: NET ZERO BY 2050

### ▶ GOVERNANCE

Sunway REIT aims to achieve Net Zero Carbon Emissions by 2050 and have prepared this Climate Report in line with the recommendations of TCFD to better identify and manage climate-related and water security risks, ensuring a more resilient business strategy.

Sustainability at Sunway REIT is governed by the REIT's Sustainability Committee through a top-down approach. The Sustainability Committee has oversight of the REIT's sustainability strategies and issues, including climate-related risks and opportunities, key ESG targets and performances, as well as progress and scorecard. Comprising of three Directors from REIT's Board of Directors, the Sustainability Committee meets at least twice a year and is supported by the SWG which meets on a monthly basis.

 For more information on Sustainability Governance, please refer to page 7

**Sustainability is integrated into our management and daily operations, in line with the recommendation of Bursa Malaysia Securities Berhad's Listing Requirements and the Malaysian Code on Corporate Governance (MCCG) requirements.**

#### Practice 4.1

##### Responsibilities and Strategies for Sustainable Governance

The Board, the Sustainability Committee, and the SWG meet regularly in their respective settings to identify material ESG issues and allocate resources accordingly to address these issues.

#### Practice 4.2

##### Transparency and Communication

Sunway REIT is committed to transparency and regularly communicates its sustainability strategies, priorities, and targets, as well as performance against these targets to its stakeholders via various platforms and channels. These avenues of communication include the annual Integrated Report and Sustainability Report, analyst and investor updates, media releases and interviews, and employee engagement such as town hall meetings and training, as well as development programmes, among others.

#### Practice 4.3

##### Up-To-Date Knowledge

Sunway REIT's Board Members, Sustainability Committee, Senior Management and SWG are kept updated with the rapidly evolving regulatory requirements and ESG updates. The Board has also appointed the Jeffrey Sachs Center on Sustainable Development (JSC) to conduct VaR assessment on the Company's properties and to assess climate-related risks at the due diligence stage for new property acquisition.

#### Practice 4.4

##### Climate-related Performance Metrics

In 2023, Sunway REIT continued to integrate sustainability into Senior Management's performance evaluations and Key Performance Indicators (KPIs), which are linked to ESG performance, including climate change matters. The KPIs are aligned with Sunway REIT's 2030 Sustainability Goals and Targets. They are cascaded to leaders and employees of the business segments within Sunway REIT, tracked, and reported annually. The heads of each business segment have had their remuneration linked to ESG performance since 2022.

#### Practice 4.5

##### Step Up

Ms. Jacqueline Wong Yin Teng assumed the role of Head of Sustainability on 1st July 2023, focusing on integrating ESG considerations into the business and operations to achieve Board-approved sustainability targets. Reporting directly to the CEO, her responsibilities include developing and executing sustainability strategies, ensuring compliance with sustainability-related regulatory requirements and facilitating effective communication between the Board, Sustainability Committee, Working Group, and across the business segments. Additionally, she is tasked with fostering sustainability awareness and capacity-building across the business segments.

▶ STRATEGY

CLIMATE CHANGE

Sunway REIT is committed to achieving net zero carbon emissions and has drawn out a roadmap with a three-pronged strategic framework roadmap.

Our net zero roadmap outlines specific actions, milestones, and a timeline to guide the transition toward a net zero carbon emissions footprint.






Sunway REIT 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 into low-carbon sustainable assets.

**Strategic Framework:**

-  Decarbonisation
-  Resource Management
-  Pollution Management

**Accelerating Decarbonisation**

From now until 2030, Sunway REIT’s focus is on reducing residual emissions by improving efficiency and using energy substitution. In 2021, we established an Internal Carbon Pricing framework to prepare for potential transition risks arising from climate-related issues, setting it at RM15 per tonne of Carbon Dioxide equivalent (CO<sub>2</sub>e) emission emitted above a threshold level. This decision-making tool helps our business segments understand their exposure to external carbon pricing schemes, guides their decisions and investments, and assigns a value to their GHG emissions in a way that drives positive change in their business.

Our managed assets should continue to stay below the set targets, reducing by 3.5% to 4% annually up to 2030 to align with the IPCC target of a 45% reduction in carbon emissions by 2030.

**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 achieve net zero carbon emissions by 2050, we plan to explore Corporate Green Power Programmes and Virtual Power Purchase Agreements.

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.





## CLIMATE REPORT: NET ZERO BY 2050

### STRATEGY

#### WATER SECURITY

While Malaysia generally faces low water risk and our properties are mostly not in water-stressed areas, we have experienced frequent unscheduled disruptions from the municipal water supply. Water security is crucial for Sunway REIT due to water-intensive activities, especially in food & beverages (F&B) outlets, cooling towers, toilets, pantries, water features, irrigation, and washing. Hotels, too, rely on a continuous water supply to cater to various hospitality services, including stays and events like conferences and banquets.

By implementing preventive and sustainable measures, we ensured a continuous water supply to sustain our business operations. Here are some of the strategies and measures to enhance our water security:

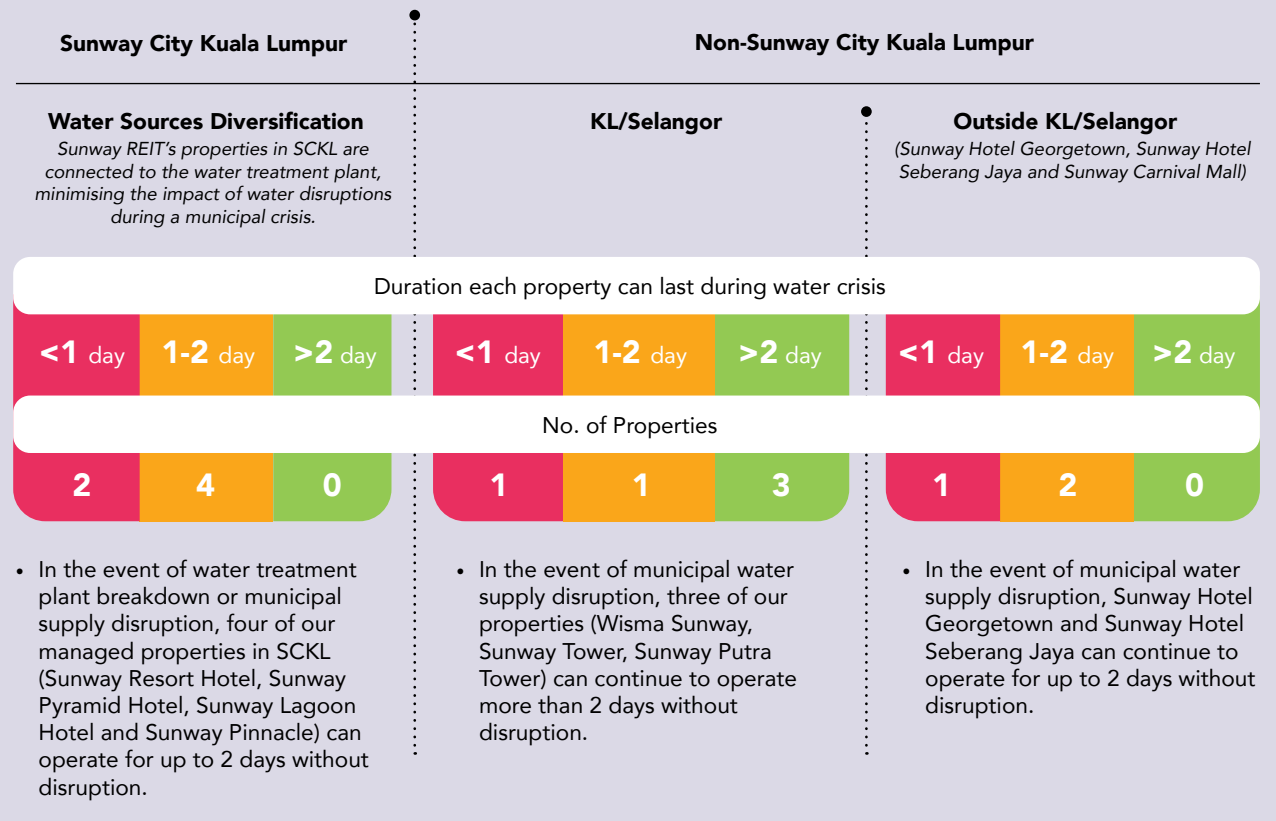
**Implement Water-efficient Fittings** within our buildings, such as self-closing taps and waterless urinals to minimise water wastage.

**Diversify Our Water Sources** to reduce our reliance on a single supply. In addition to our municipal water supply, we also source water from Sunway South Quay Lake which accounts for 51% of our water supply.

**Develop a Water Crisis Standard Operating Procedure (SOP)** that specifies the emergency response process flow when a water disruption occurs, including measures such as:

- Reducing the number of operating toilets and turning off the pressure pumps to minimise flushing volume.
- Reducing air-conditioning usage and increasing the temperature in our malls to reduce the water consumption by the cooling towers.
- Rescheduling activities that require a substantial amount of water, such as for air-conditioning equipment servicing.

All our managed properties were required to produce a Water Crisis SOP, enabling us to craft a more detailed action plan. Water crisis is defined as water supply disruption from both municipal water supply and supply from water treatment plant. This plan includes important information such as the capacity of tanks and how long the water supply would last during a disruption, as shown below:



Water tankers are on standby mode for deployment in the event of water crises.

The deployment priority will be based on availability of water in each of the properties' water tanks.

**RISK MANAGEMENT**



Climate Change 2023 **B**

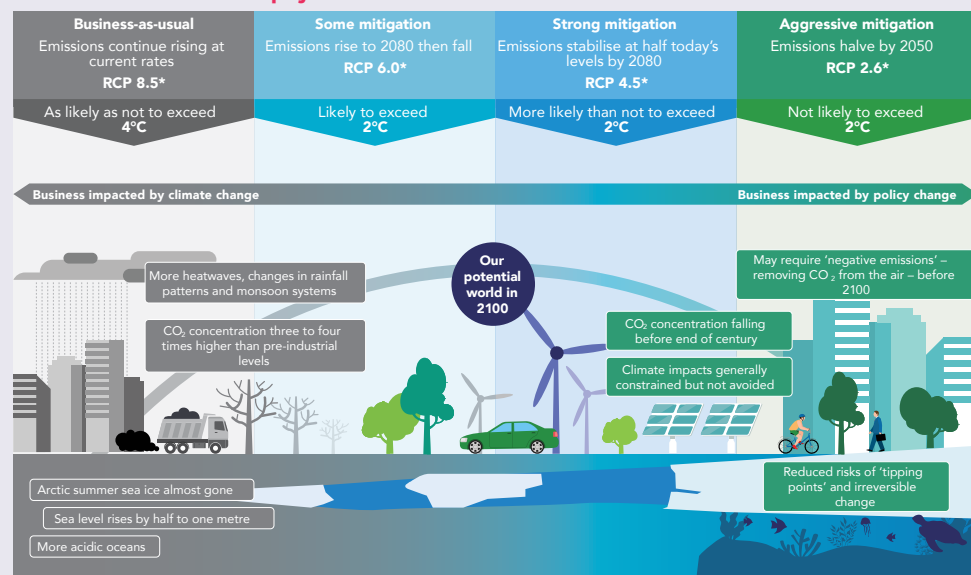
**CLIMATE CHANGE - Scenario Analysis**

A climate Value at Risk (VaR) assessment was carried out on the REIT's 19 properties by JSC in 2021 and updated in 2022. No reassessment of VaR has been done in 2023 as there is no occurrence of significant event or change in circumstances that will affect climate-related risks and opportunities throughout our value chain.

**Worst-case Scenarios**

**Worst-case scenario for physical risks**

**Worst-case scenario for transition risks**



Source: IPCC (2013) Climate Change Action, Trends and Implications for Business, IPCC 5th Assessment Report.  
\* The four Representative Concentration Pathway (RCP) scenarios each predict carbon emissions and resultant warming.

**In the Business-as-usual (4°C) scenario, the firm is highly impacted by physical risks; in the Aggressive mitigation (2°C or less) scenario, the firm is highly impacted by transition risks.**

The above following infographic illustrates the potential climate change outcomes in four different scenarios and determines which risks would most affect an organisation. Physical risks to an organisation are most apparent in the Business-as-usual (4°C warming) scenario as climate changes significantly, whereas transition risks are most material in the 2°C or less warming scenario, driven by stakeholder demands to speed up the transition to a low-carbon economy.

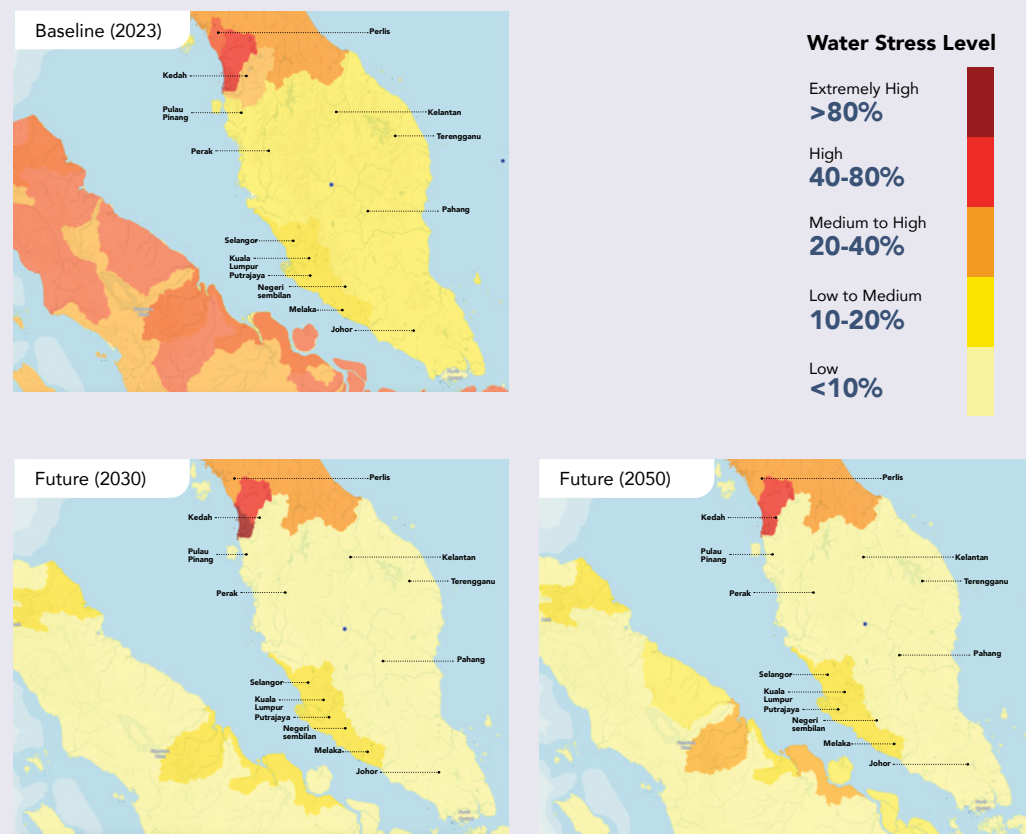


Water Security 2023 **C**

**WATER SECURITY - Scenario Analysis**

In addition to the VaR study, we have reviewed our water-related risks using the World Resource Institute (WRI)'s Aqueduct tool on the same set of properties. The assessment focuses on water availability in terms of quality and quantity, as unavailability of both could potentially impact our business operations.

**Aqueduct Water Risk Atlas**

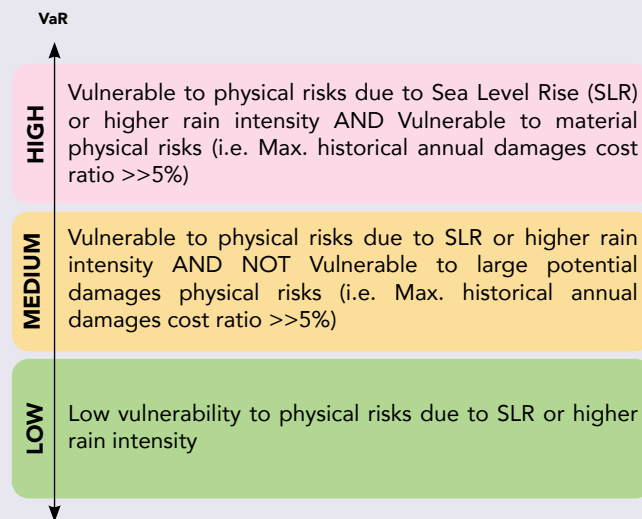


## CLIMATE REPORT: NET ZERO BY 2050

### CLIMATE CHANGE

#### VaR Assessment

The objective of the VaR is to evaluate Sunway REIT's risk exposure to climate change. The levels of VaR were categorised by the JSC as follow:



The VaR assessment was conducted based on the worst-case scenario as described by the IPCC Assessment Report 6 published in August 2021, which estimated that the sea-level rise in Southeast Asia will increase between 0.4 m and 1.1 m in the long-term (2081-2100), and that maximum one-day precipitation will increase between 6.7% and 46.6.% within the same period.

#### Scenario Analysis

Intergovernmental Panel on Climate Change Assessment Report 6 (IPCC AR6) Working Group I describes five scenarios, of which the worst-case scenario, Shared Socioeconomic Pathway 5 (SSP5) - 8.5, was used in this climate VaR assessment.

Each scenario is labelled to identify both the emissions level and the so-called 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)

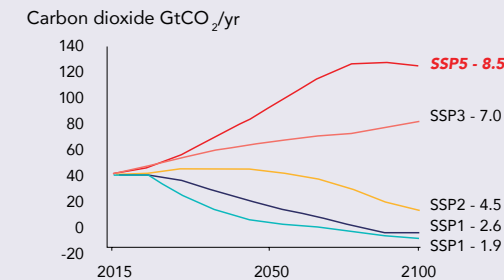
**SSP2** Middle of the Road (Medium challenges to mitigation and adaptation)

**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



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
<b>SSP5-8.5</b>	<b>1.6</b>	<b>1.3 to 1.9</b>	<b>2.4</b>	<b>1.9 to 3.0</b>	<b>4.4</b>	<b>3.3 to 5.7</b>

#### SLR forecasted range for the SSP5-8.5 worst-case scenario for 2081 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	<b>0.4 1.1</b>

#### 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	<b>6.7 46.6</b>

↻ 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](https://www.ipcc.ch/report/ar6/wg1/downloads/report/IPCC_AR6_WGI_SPM_final.pdf)

## CLIMATE REPORT: NET ZERO BY 2050

**Physical Risk**

Refer to risks of climate events physically damaging the properties in Sunway REIT's portfolio.

The three types of material physical risks in Malaysia

- SLR
- Increased Rainfall Intensity
- Rising Temperatures

**Physical Risks**

The VaR study states that Malaysia is not expected to experience wind speed changes 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 are designed to operate under far harsher conditions than those expected in Malaysia even at more than 4°C. As such, the 19 properties of Sunway REIT were assessed against the following two types of physical risks, acute and chronic, which could have, which could have material adverse impacts on buildings in Malaysia.

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

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

**Transition Risk**

Refer to changes that an organisation is expected to face and navigate as society transitions to a low-carbon economy.

The four types of transition risks identified by TCFD

- Policy and Legal
- Technology
- Market
- Reputation

**Transition Risks**

Transition risks are changes that a firm is expected to navigate as society transitions to a low-carbon economy. The impact of these 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; policy and legal risk, technology risk, market risk, and reputation risk. These 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
<b>Policy and Legal</b> Medium-term (6-10 years) to Long-term (≥11 years) <sup>1</sup>	<ul style="list-style-type: none"> <li>• <b>Carbon tax</b> increases operating costs of high-carbon emission assets</li> <li>• Exposure to <b>litigation</b></li> <li>• <b>Regulations</b> mandating green products and services (i.e., green buildings) increase asset enhancement initiatives</li> </ul>	<b>Cost savings from operating efficient green buildings</b> (reduced electricity usage, reduced water usage)
<b>Technology</b> Short term (1-5 years) to Long-term (≥11 years) <sup>2</sup>	Not material	<ul style="list-style-type: none"> <li>• Technology to <b>retrofit more efficient systems</b> (reduced electricity usage, reduced water usage)</li> <li>• <b>Recycling technologies</b> (rainwater harvesting, recycling waste material)</li> </ul>
<b>Market</b> Short term (1-5 years) to Long-term (≥11 years) <sup>3</sup>	<ul style="list-style-type: none"> <li>• Increasing <b>consumer preferences</b> to patronise a green property asset</li> <li>• Increasing <b>cost to own or lease</b> green property assets</li> </ul>	Be a <b>market leader</b> in providing experiences in a green property asset (green lease with tenants)
<b>Reputation</b> Short term (1-5 years) to Long-term (≥11 years) <sup>3</sup>	<ul style="list-style-type: none"> <li>• Increasing <b>consumer preferences for companies</b> that have green reputation</li> <li>• Increasing <b>stakeholder concern</b> about climate change (difficulty to secure government approvals, difficulty in accessing financing, increasing shareholder activism for climate action)</li> </ul>	Be a <b>brand leader</b> in providing experiences in a green property asset

**Notes:**

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

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

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



## CLIMATE REPORT: NET ZERO BY 2050

### CLIMATE CHANGE

#### Conclusion

Based on the climate VaR study, Sunway REIT's property portfolio has an overall low VaR, 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 SLR and floods estimated in the IPCC Assessment Report 6's worst-case scenario.

Therefore, the REIT will continue to monitor all our properties to protect them against material climate-related physical risks (floods, increased rainfall intensity, and landslides) and to put appropriate mitigation measures in place.



### WATER SECURITY

#### AVAILABILITY OF WATER

Water security requires a balance between the quantity and quality of water resources.

Water scarcity and poor water quality can contribute to social unrest, conflicts over resources, and population displacement. In some regions, competition for water resources has the potential to escalate into geopolitical tensions.

Additionally, inadequate water quantity and poor water quality make communities more vulnerable to shocks, such as natural disasters, environmental degradation, and disease outbreaks.

#### WATER-RELATED RISKS

##### Quality

##### Poor Water Supply:

Disruption to business operations and legal implications

##### Non-compliant Wastewater Discharge / Effluent:

Potential fines, penalties and legal implications

##### Quantity

##### Excess Water:

Increased frequency and intensity of heavy rainfall events causing floods and water seepage into buildings and landslides

##### Shortage of Water:

Disruption to business operations if water security is not prioritised

### RISKS

#### Quality

Access to high-quality freshwater, requiring minimal treatment, is vital for our operations. Our reliance on municipal supply and water treatment is contingent on freshwater availability. Any contamination could disrupt our withdrawal and supply operations, potentially affecting business activities. Conversely, we are required to ensure that water discharged from our assets is within permissible limits.

Flooding poses a serious threat to Sunway REIT's assets, potentially causing extensive damage and substantial repair costs. In addition to temporary inhabitation or unavailability for tenants, there is a risk of income loss during repairs. Business interruption, insurance claims, temporary relocations and supporting tenants in resuming operations may incur additional costs.

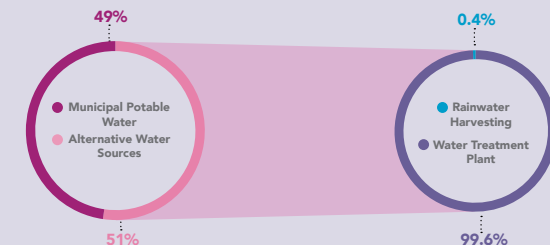
#### Quantity

Sunway REIT uses the Aqueduct Water Risk Atlas developed by the WRI to assess and visualise water-related risks in our properties as these risks could potentially impact our business operations.

All of Sunway REIT's properties are located in Malaysia, assessed by WRI to have a low-medium overall water risk despite exposure to the risk of flash floods and water seepage. Within the country, the majority of our properties are situated in urban areas, which are not considered water-stressed areas.

### OPPORTUNITIES

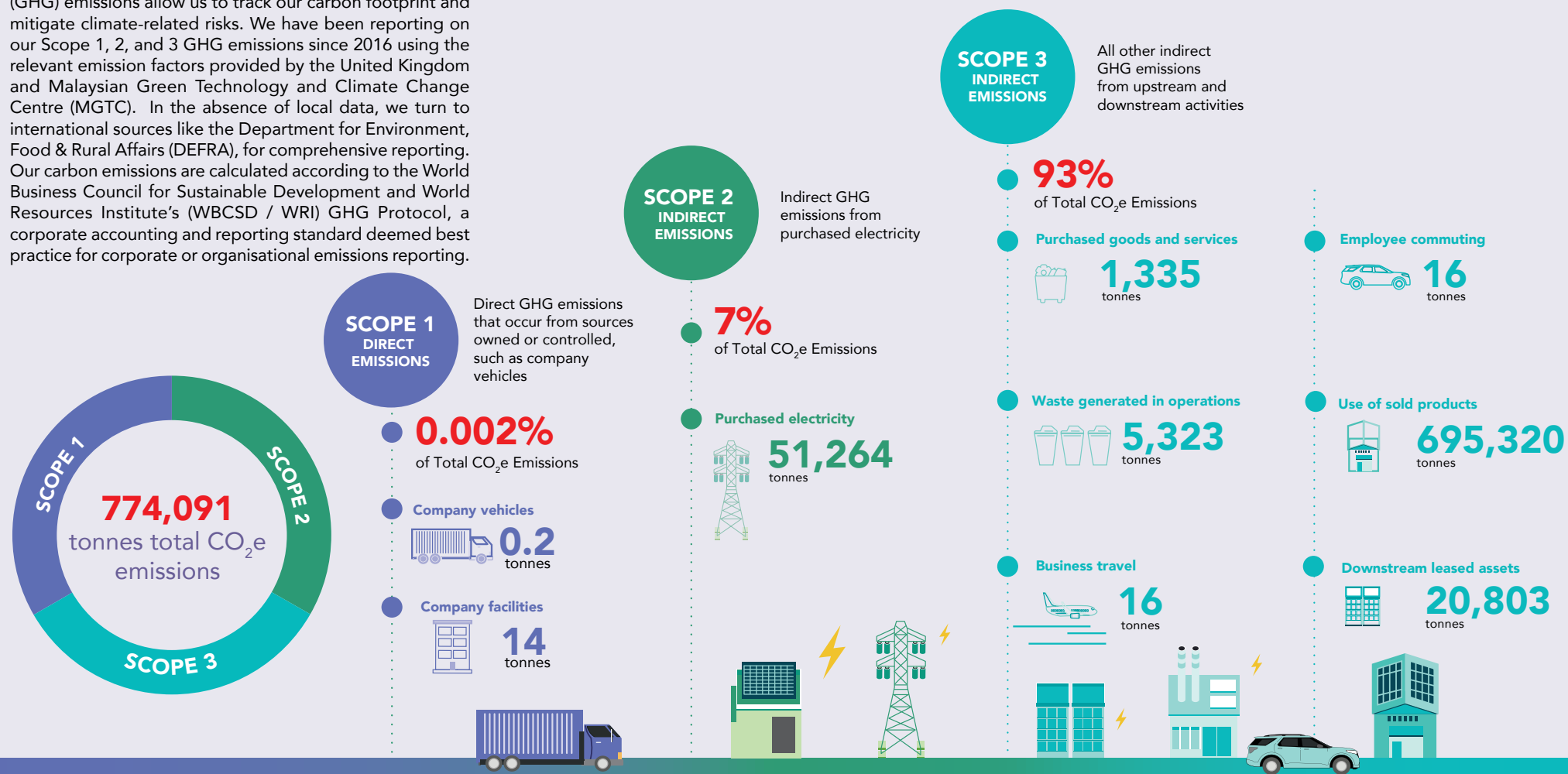
Over 51% of our total water withdrawal comes from fresh surface water treated at the Sunway South Quay Lake water treatment plant. The remaining 49% is supplied by municipal sources. This minimises business interruption during regional water disruptions, enabling tenants in our retail and office properties within Sunway City KL to operate without disruption. Likewise, our hotel guests within Sunway City KL can experience an uninterrupted stay despite water cuts.



**METRICS AND TARGET**

Monitoring and reporting on our Greenhouse Gases (GHG) emissions allow us to track our carbon footprint and mitigate climate-related risks. We have been reporting on our Scope 1, 2, and 3 GHG emissions since 2016 using the relevant emission factors provided by the United Kingdom and Malaysian Green Technology and Climate Change Centre (MGTC). In the absence of local data, we turn to international sources like the Department for Environment, Food & Rural Affairs (DEFRA), for comprehensive reporting. Our carbon emissions are calculated according to 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.

**TOTAL CO<sub>2</sub>e EMISSIONS IN 2023 (SCOPE 1, 2 AND 3)**



Notes:  
 1 Figures stated may not add up due to rounding of decimals  
 2 Scope 1, Scope 2 and Scope 3 emissions data from 2019 to 2022 are restated, reflecting enhancements in data collection and recategorisation of Sunway REIT's GHG inventory



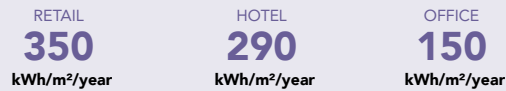
## CLIMATE REPORT: NET ZERO BY 2050

### METRICS AND TARGET

#### BUILDING ENERGY INTENSITY TARGETS

There is a strong correlation between CO<sub>2</sub>e emissions and building energy consumption. By utilising the available Building Energy Intensity (BEI) benchmark provided by the Green Building Index (GBI) Malaysia, we use GBI's baseline minimum as a reference to establish BEI targets for both our owned and managed properties.

GBI's BEI baseline minimum for different types of buildings is as follows:

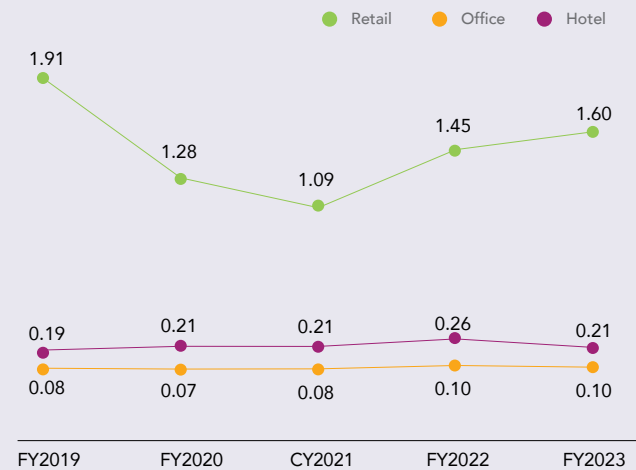


Starting with GBI's BEI baseline minimum as the target for our properties, we aim for our properties' BEI performance to stay below the targets. These targets will be lowered by 4% on a year-on-year basis until 2030, aligning with the IPCC's goal of a 45% reduction in carbon emissions by 2030.

As part of our commitment to sustainability, we have pledged to set Science-Based Targets Initiative (SBTi) targets in 2022. Our goal is to submit these targets for validation by SBTi in 2024.

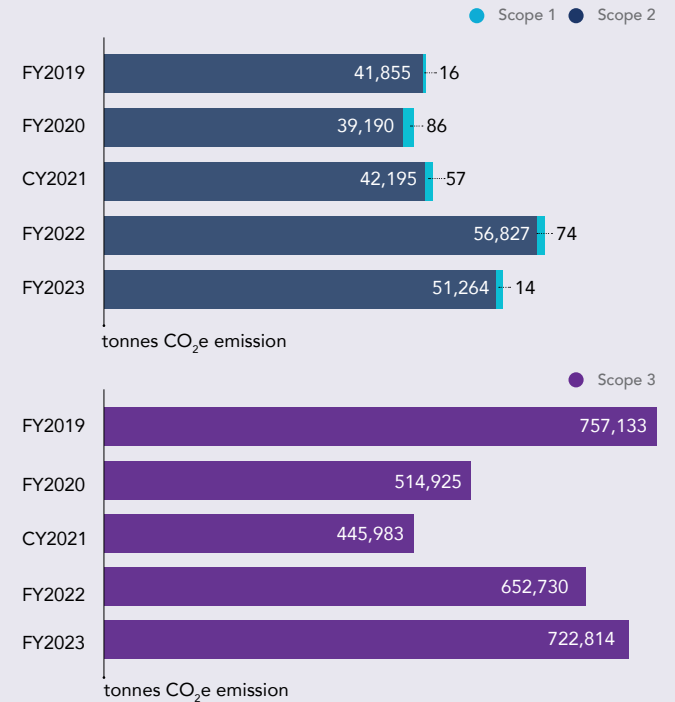
Business Division	Retail	Hotel	Office
Unit	kWh/m <sup>2</sup> /year	kWh/m <sup>2</sup> /year	kWh/m <sup>2</sup> /year
2023 Performance	<b>288</b>	<b>182</b>	<b>139</b>
2023 Targets	<b>336</b>	<b>278</b>	<b>144</b>
2024 Targets	<b>323</b>	<b>276</b>	<b>138</b>
2030 Targets	<b>252</b>	<b>209</b>	<b>108</b>

#### CO<sub>2</sub>e EMISSION INTENSITY (tonnes CO<sub>2</sub>e/m<sup>2</sup>)



- Notes:**
- Hotel properties are master leased assets
  - Tenants' fuel and electricity consumption are factored into the calculation

#### TOTAL CO<sub>2</sub>e EMISSION (tonnes)



- Notes:**
- Figures stated may not round up due to rounding of decimals
  - The emissions reporting boundary for Scope 1, 2, and 3 is disclosed based on the operation control for Sunway REIT
  - Scope 1 includes direct emissions from fuel used generator set and petrol for company vehicles
  - Scope 2 includes indirect emissions from purchased electricity consumed by operational activities of Sunway REIT
  - Scope 3 includes emissions arising from property maintenance / development operational activities (e.g. purchased goods and services, waste generated, business travel, employee commuting) and tenants' operational activities (e.g. downstream leased assets)
  - Scope 1, Scope 2 and Scope 3 emissions data from 2019 to 2022 are restated, reflecting enhancements in data collection and recategorisation of Sunway REIT's GHG inventory
  - Sunway REIT completed the disposal of Sunway Medical Centre (Tower A & B) in August 2023. GHG emission data are accounted up to August 2023

# TRANSFORMING CITIES WITH SUSTAINABLE BUILDINGS

GRI 203-1, 203-2, 304-1, 304-2, 304-3

**Sustainable buildings prioritise smart choices in design, construction, and operation; aiming to achieve environmental friendliness, energy efficiency, and occupant well-being for long-term social and environmental sustainability.**

## GREEN BUILDING COMMITMENT

According to the World Economic Forum (WEF) Green Building Principles: The Action Plan for Net-Zero Carbon Buildings Report, the increase in global temperatures is largely a result of human-generated emissions. Among these emissions, buildings account for 38%, with 28% coming from day-to-day operations and 10% from materials and construction.

Sunway REIT has laid out a 10-year roadmap with a commitment to achieve green building certification for all Sunway REIT's existing buildings by 2014. Buildings purchased after 2024 will either have a green certification already in place or have the ability to achieve green certification status within three years from the acquisition date. Sunway REIT acknowledges that while green buildings may require higher initial investments, they yield long-term benefits. These benefits include lower utility bills due to energy-efficient designs, as well as reduced maintenance costs, offsetting the upfront expenses.

Green-certified buildings are in high demand among reputable multinational corporations (MNCs) seeking eco-friendly spaces. These tenants are willing to pay extra for sustainability, which not only aligns with their environmental objectives but also enhances their corporate image. The increased rental income is what helps balance the initial higher development cost. Average occupancy rate for Sunway Pinnacle, which is a GBI-certified corporate office hovers at 99% between years 2019 to 2023.

➔ Green Building Principles: The Action Plan for Net-Zero Carbon Buildings: [https://www3.weforum.org/docs/WEF\\_Green\\_Building\\_Principles\\_2021.pdf](https://www3.weforum.org/docs/WEF_Green_Building_Principles_2021.pdf)

## BROWNFIELD RESTORATION



Artist impression for Sunway Pier redevelopment

In 2022, Sunway REIT embarked on a brownfield investment by acquiring the formerly abandoned Sunway Pier, a step toward transforming unutilised spaces into sustainable structures. The plan involves redeveloping the property into a retail-focused destination for domestic and international tourists. This development will not only create more jobs and attract new private investments but also prioritise components considered in our ESG due diligence. In 2023, we secured development approvals for this urban rejuvenation project, encompassing the revival of jetty services and diverse attractions. From a neglected space to an upcoming vibrant and environmentally-conscious development, we anticipate the economic and social impact this project will bring to our community and nation.

## ESG DUE DILIGENCE FOR NEW ACQUISITIONS

Starting in 2022, Sunway REIT began incorporating ESG due diligence for new building acquisitions. It is a strategic decision that considers long-term sustainability, risk management, and stakeholder expectations, ultimately contributing to the overall success and value of the investment.

The following components are considered in our ESG due diligence:

-  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
-  Water efficiency
-  Waste management
-  Water supply

### BIODIVERSITY POLICY

Sunway REIT's Biodiversity Policy is a comprehensive commitment to environmental responsibility and biodiversity conservation, harmonising seamlessly with the rigorous ESG assessments which includes:

- ✓ Mitigating ecosystem impact
- ✓ Adhering to key principles by complying with environmental laws
- ✓ Implementing strategies to address biodiversity-related risks and opportunities
- ✓ Promoting urban agriculture

➔ Biodiversity Policy: <https://www.sunwayreit.com/wp-content/uploads/2024/02/231112-Sunway-REIT-Biodiversity-Policy-v7.pdf>

## TRANSFORMING CITIES WITH SUSTAINABLE BUILDINGS

### Green Buildings

Recognising the growing significance of green building certifications, we anticipate these certifications to become integral considerations for funding from financial institutions. To date, we have successfully secured green building certifications for five of our buildings, with Sunway Resort Hotel obtaining GreenRE Platinum certification and Sunway Putra Mall obtaining the GreenRE Gold certification in 2023. This represents 35% of the total gross floor area (GFA) managed, certified as green.

#### Sunway Lagoon Hotel *(previously Sunway Clio Hotel)*

GBI - Certified  
*(Design Assessment Cert)*

GreenMark  
*(Provisional)* **GOLD**

#### Sunway Putra Mall

GreenRE  
*(Final Cert) New!* **GOLD**

#### Sunway Carnival Mall *(Expansion)*

GreenMark  
*(Provisional Cert)* **GOLD PLUS**

GreenRE  
*(Provisional Cert)* **GOLD**

#### Sunway Pinnacle

GBI - Certified  
*(Renewal Verification Assessment Cert)*

GreenMark  
*(Final Cert)* **GOLD**

#### Sunway Resort Hotel *(Renovation)*

GreenRE  
*(Final Cert) New!* **PLATINUM**



### GREEN BUILDING POLICY

Sunway REIT strengthens its commitment to sustainability practices through this policy. The policy's purpose is to define green buildings as those that enhance resource efficiency while minimising their impact on human health and the environment. It sets out guidelines for green building development that include:

- ✓ Optimising energy efficiency
- ✓ Promoting environmental protection
- ✓ Enhancing water conservation
- ✓ Ensuring indoor air quality (IAQ)
- ✓ Implementing additional green features

➔ Green Building Policy:  
<https://www.sunwayreit.com/wp-content/uploads/2024/02/231107-Sunway-REIT-Green-Building-Policy-v7.pdf>



### SMART PARKING SYSTEM

Sunway introduced the Sunway Smart Parking System, offering a seamless and cashless parking experience within Sunway City Kuala Lumpur. Customers can conveniently pay for parking through digital options such as mobile payment, the Sunway Super App, Touch 'n Go card, or cash / card payments at License Plate Recognition (LPR) autopay stations.

In 2023, a total of 6.2 million pieces of parking tickets were avoided.

### Similar Features

#### Energy Efficiency

- Low Overall Thermal Transfer Value (OTTV)
- CO sensors equipped car parks
- Smart lifts and escalators

#### Other Sustainability Initiatives

- Various recycling efforts
- Covered walkway to LRT and KTM
- Environmental-friendly refrigerants

**Sunway Resort Hotel**  
*(GreenRE Platinum Hotel Building)*

**Sunway Putra Mall**  
*(GreenRE Gold Shopping Mall)*

### Energy Efficiency

- Energy-efficient air conditioning system
- Energy-efficient lightings
- Natural ventilation in selected areas
- LED energy-efficient light fittings
- Naturally ventilated leveled carparks
- Energy Star-rated products
- Solar panels

### Water Efficiency

- Water sub-meters
- Alternative water sourced
- Water Efficiency Labelling and Standards (WELS) rated water efficient fittings

### Environmental Protection

- Extensive greenery
- Green guide on guest TV screens
- PEFC / FSC-certified paper usage (Programme for the Endorsement of Forest Certification / Forest Stewardship Council)
- Waste storage for centralised recycling
- Green label material finishes used in buildings
- EV charging stations

### Indoor Environmental Quality

- Eco-friendly materials and finishes
- Room temperature display and controls
- Light & noise level controls in the guest rooms
- Low volatile organic compound (VOC) interior paint

### Green Features & Innovation

- Food waste composting machine
- Ticketless smart parking system
- Rooftop urban farming
- Green Lease Partnership Programme with tenants
- Sensory walls and calm room to support autism community

# A BLUEPRINT FOR EFFICIENCY

GRI 2-4, 302-1, 302-2, 302-3, 302-4, 302-5, 303-1, 303-2, 303-3, 303-4, 303-5, 305-4, 305-5, 306-1, 306-2, 306-3, 306-4, 306-5

**Sustainable management and operations entail making eco-friendly decisions in business practices, aiming to meet present needs while contributing to a healthier and more sustainable future.**

## RESOURCE MANAGEMENT

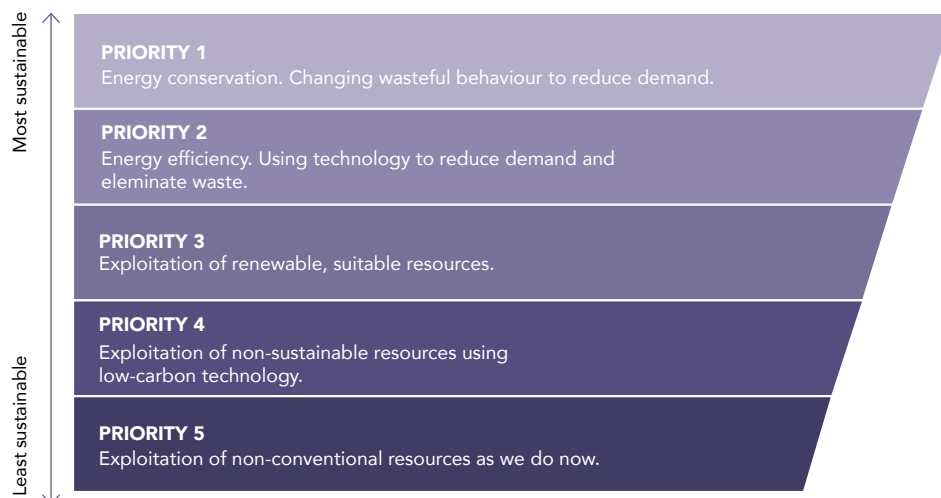
Resource management involves strategically developing environmentally sustainable and socially responsible processes, incorporating innovative waste management approaches to promote conscientious utilisation of essential resources, such as energy and water.

With the increasing global demand for resources and energy, we are now faced with shortages and unstable prices due to resource scarcity and environmental pollution. By adopting effective and sustainable resource management principles, we actively promote responsible resource utilisation, thereby mitigating shortages and price instability.

## ENERGY

The discourse on energy, where it is sourced, and the energy consumption remain pivotal in addressing our ongoing climate crisis. One proposed approach to shift towards a sustainable energy system is through the adoption of the Energy Hierarchy. The Energy Hierarchy is a classification of energy options, prioritised to assist progress towards a more sustainable energy system. As we move through this section, we will share our application of the Energy Hierarchy in our operations.

### The Energy Hierarchy



## Energy Conservation

We actively conserve energy to reduce energy wastage and the increased cost associated with energy bills through some of the following practices:

- Switch off lightning and air-conditioning when not in use, during low occupancy periods and off-peak hours.
- Shorten operational lighting hours for common areas.
- Conduct awareness activities such as:
  - » Educating tenants on the importance of energy-saving via the Green Lease Forum.
  - » Participating and encouraging tenants to participate during Earth Hour (switching off for an hour).

In conjunction with Earth Hour, several of our Sunway REIT-owned and managed joined in by turning off their lights for an hour on 25 March 2023. The properties also conducted Earth Hour quizzes to promote awareness of energy conservation.

## Energy Efficiency

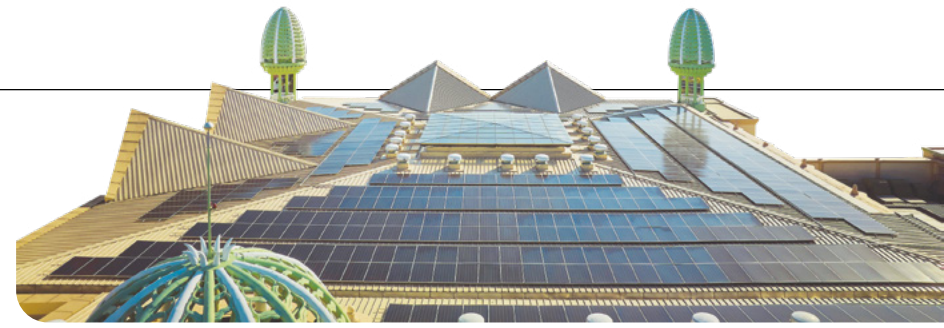
Sunway REIT places a strong emphasis on energy efficiency to enhance performance, thereby reducing carbon emissions and lowering energy intensities. We have established building energy intensity targets for our managed properties, refining their energy performance through energy-focused initiatives. Throughout the year, Sunway REIT actively engages stakeholders to raise awareness of renewable energy utilisation and embed energy efficiency in operational practices to minimise our carbon footprint.

In 2023, we continue to implement energy-efficient initiatives through these efforts:

Initiatives	Estimated Energy-savings	Property
Installation of LED light	4,548 kWh	Sunway Hotel Seberang Jaya
	2,304 kWh	Sunway Putra Hotel
	15,943 kWh	Wisma Sunway
	31,364 kWh	Sunway Pinnacle
Installation of chiller plant energy efficiency device	31,187 kWh	Sunway Pinnacle



Total estimated energy-savings **85 MWh**



## A BLUEPRINT FOR EFFICIENCY

### BUILDING ENERGY INTENSITY LABEL

In response to the recent enactment of the Energy Efficiency and Conservation Bill 2023 (EECA) by the Dewan Rakyat, office buildings exceeding 8,000 sqm are now subject to the EECA. Building owners must obtain building energy intensity (BEI) label from the Energy Commission (EC) to ensure compliance with energy efficiency ratings set by the EC, and undergo compulsory energy audits.

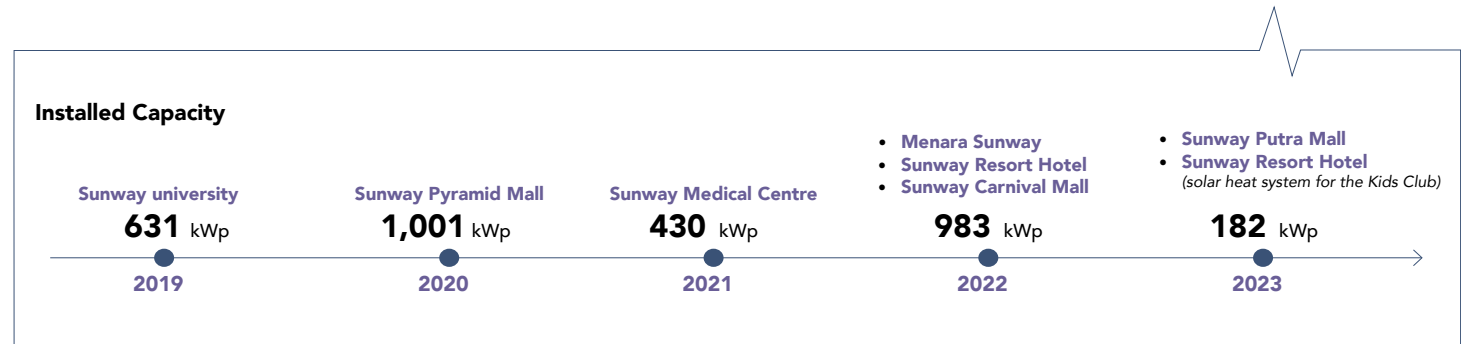
The BEI Label for our buildings are as follows:

- 5-STAR**  
Sunway Pinnacle
- 5-STAR**  
Sunway Tower
- 5-STAR**  
Wisma Sunway
- 3-STAR**  
Menara Sunway

### Renewable Energy

The Ministry of Energy and Natural Resources is ready to execute the Malaysia Renewable Energy Roadmap (MyRER) to reach a 31% renewable energy (RE) capacity by 2025 and 40% by 2035. Aligned with this, Sunway REIT targets a minimum of 40% electricity consumption from renewable energy sources by 2030. Transitioning to renewable energy represents a practical and impactful stride towards significantly reducing carbon emissions and moving closer to net-zero emissions.

We actively reduce reliance on non-renewables by utilising solar energy atop our buildings. Our team of engineers continue to identify suitable locations, monitor energy consumption patterns, and explore innovative strategies for efficient energy management.



In 2023, Sunway REIT installed additional electronic vehicle (EV) charging bays across our properties, augmenting the total charging facilities to 51.



### New installation of EV Charging Bays in 2023:

**3** Sunway Pyramid Mall    **6** Sunway Resort Hotel    **9** Sunway Putra Mall

### Energy Consumption

#### Adjusting Daily Operational Needs

At Sunway REIT, we prioritise sustainable practices to reduce energy consumption. We switch off lights and air conditioning in meeting and event spaces when not in use to minimise energy consumption. Additionally, we optimise hot water temperatures in hotel rooms for efficiency.

Meanwhile, our Office and Retail properties flexibly adjust chiller set points within acceptable parameters. To further our energy conservation efforts, we have also curtailed the operational hours of car park lighting. These combined initiatives emphasise our vow to conscientious energy management.

#### Fuel

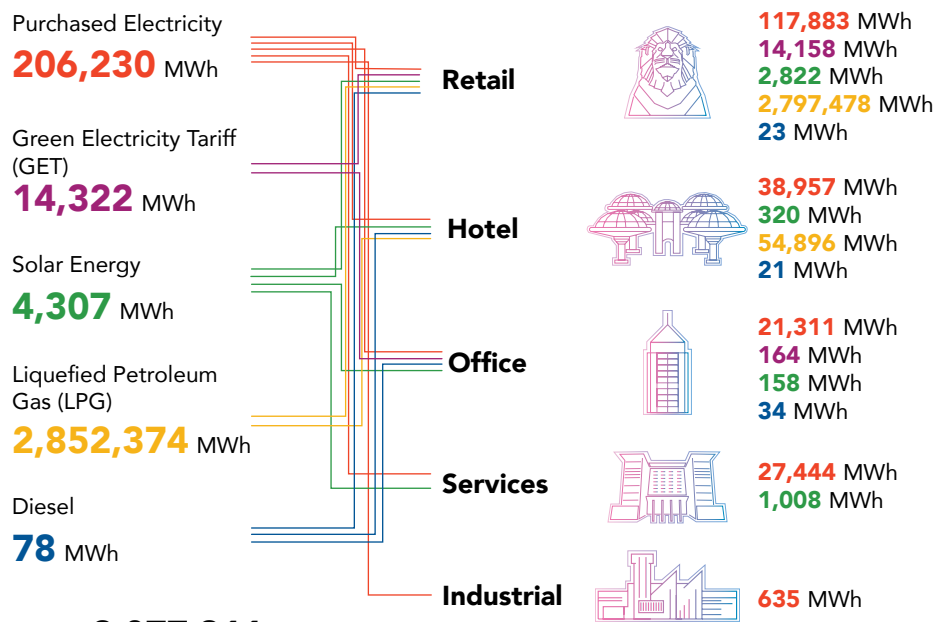
In 2023, Sunway REIT has initiated the collection of fuel data as part of our ongoing efforts to enhance our GHG inventory. This effort includes detailed tracking of diesel purchases, primarily utilised for our backup power supply generators. Additionally, the usage of liquefied petroleum gas (LPG) is also recorded. The LPG is used in Hotels' cooking facilities and by our F&B tenants.



## ENERGY CONSUMPTION

### TOTAL ENERGY CONSUMPTION (MWh) BY BUSINESS SEGMENTS IN 2023

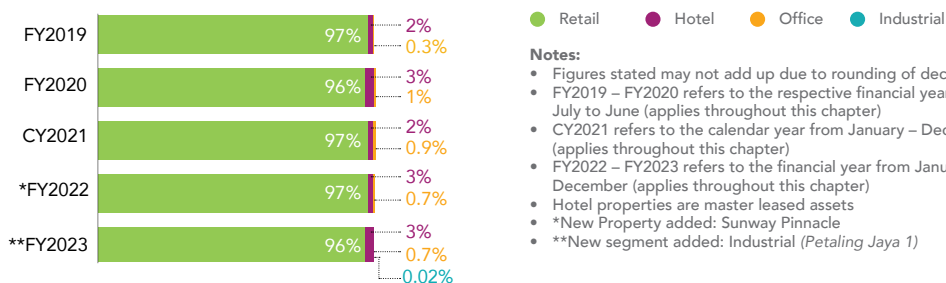
Our energy consumption increased by **10%** compared to 2022 due to full operations and normalisation of economic activities in 2023.



**TOTAL: 3,077,311 MWh**

- Notes:**
- Figures stated may not add up due to rounding of decimals
  - Hotel properties are master leased assets
  - Services properties are triple-net leased assets. Sunway REIT completed the disposal of Sunway Medical Centre (Tower A & B) in August 2023. Energy data of the property are accounted up to August 2023
  - New segment added: Industrial (Petaling Jaya 1)

### TOTAL ENERGY CONSUMPTION (%) BY BUSINESS SEGMENTS

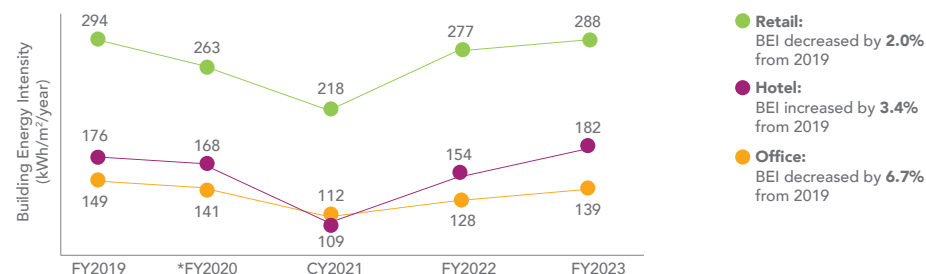


- Notes:**
- Figures stated may not add up due to rounding of decimals
  - FY2019 – FY2020 refers to the respective financial year from July to June (applies throughout this chapter)
  - CY2021 refers to the calendar year from January – December (applies throughout this chapter)
  - FY2022 – FY2023 refers to the financial year from January to December (applies throughout this chapter)
  - Hotel properties are master leased assets
  - \*New Property added: Sunway Pinnacle
  - \*\*New segment added: Industrial (Petaling Jaya 1)

## A BLUEPRINT FOR EFFICIENCY

### BUILDING ENERGY INTENSITY (kWh/m<sup>2</sup>/year)

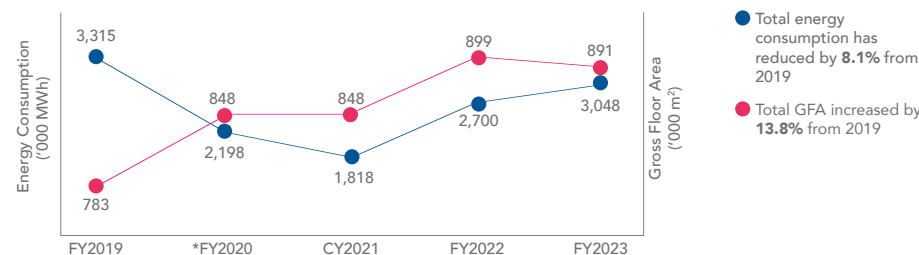
From 2019 to 2023, the Building Energy Intensity for these three business segments went down during the few years of the Covid outbreak but subsequently increased to pre-pandemic levels due to the normalisation of economic activities.



- Notes:**
- Figures stated may not add up due to rounding of decimals
  - GFA from 2019 – 2022 are restated, reflecting improvement in the data collection
  - Hotel properties are master leased assets
  - \*New Property added: Sunway Pinnacle

### TOTAL ENERGY CONSUMPTION (MWh) AND TOTAL GROSS FLOOR AREA ('000 m<sup>2</sup>)

Despite an increase in total Gross Floor Area from 2019 to 2023, the REIT's overall energy consumption has reduced due to the impact of COVID outbreak over the past few years.



- Notes:**
- Figures stated may not add up due to rounding of decimals
  - GFA from 2019 – 2022 are restated, reflecting improvement in the data collection
  - GFA in 2023 are smaller, reflecting enhanced improvement in the data collection
  - Energy consumption is confined to consumption from Office, Retail and Hotel segments only
  - Fuel consumption is factored into the energy consumption
  - Hotel properties are master leased assets
  - \*New Property added: Sunway Pinnacle

## A BLUEPRINT FOR EFFICIENCY

### WATER

With strategically located assets spread across award-winning integrated townships in key areas, Sunway REIT establishes itself as a significant contributor to Malaysia's real estate sector. As such, Sunway REIT aligns its mission with the global initiative of ensuring access to safe water, sanitation, and hygiene, as outlined in the UNSDGs.

Recognising the multifaceted importance of this mission, Sunway REIT acknowledges that adequate access to clean water not only supports fundamental life processes but also plays a pivotal role in sustaining livelihoods, enhancing human well-being, fostering socio-economic development, mitigating waterborne pollution, averting disasters, and preserving ecosystems.



#### WATER MANAGEMENT POLICY

This policy reflects our commitment to integrate optimal water management practices into all our business segments.

The policy ensures that Sunway REIT commits to:

- ✓ Review and address water-related risks and opportunities regularly
- ✓ Ensure buildings and operation sites implement water-efficient fittings
- ✓ Ensure buildings and operation sites have backup supply and water storage capacity exceeding authority requirements
- ✓ Explore feasible alternative water sources at buildings and operation sites

➔ Water Management Policy: <https://www.sunwayreit.com/wp-content/uploads/2024/02/230704-Sunway-REIT-Water-Management-Policy-v4.pdf>

In 2023, our operations have remained free from any fines, enforcement orders, or other penalties associated with water-related regulatory violations.

### Water Usage

Water withdrawal is channelled for use in our properties before being discharged for treatment by Indah Water Konsortium, the Malaysian national wastewater and sanitation company. Our water resources primarily come from municipal potable water, which undergoes treatment by local water companies before distribution. To enhance the water quality for use in our properties, Sunway REIT additionally treats incoming water using a Bacfree filtration system. This extra step reflects our commitment to providing the best possible water quality for hotel guests and building tenants.

### Water Security

Water security is crucial for Sunway REIT given the water-intensive nature notably in F&B outlets within Retail and Hotel operations. Disruption in the water supply chain poses a significant threat to seamless business operations, affecting productivity and profitability. Sunway REIT ensures reliable potable water supply from municipal sources, and adheres to stringent regulatory standards. These services are accessible to employees, tenants, visitors, and customers.

In an effort to anticipate potential water-related risks, a Water Risk Assessment using the WRI Aqueduct Tool was conducted providing insights on the outlooks for 2030 and 2050 of the water availability, consistency, and quality that could impact its properties.

📄 For more information on Water Security Risk Assessment, please refer to pages 30-31

We have taken the following initiatives to improve our water security.

#### Alternative Water Sources

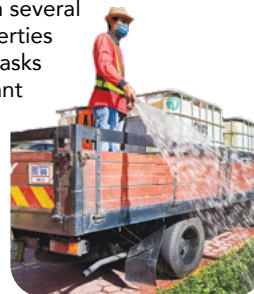
Apart from municipal potable water, Sunway REIT makes use of alternative water sources to ensure sustainability as well as security:

##### Lake water

Both Sunway Lagoon Lake and Sunway South Quay Lake can collect anywhere from 230 million to 2 billion litres of water a year. The lakes also play important roles in stormwater management as they reduce the risk of flooding.

##### Rain water

Sunway REIT uses rainwater collection systems on several of its properties for minor tasks such as plant watering or general cleaning.



### Water-saving Initiatives

We recognise that reducing water usage is a collective effort across all business operations. Sunway REIT takes a proactive approach to minimise water usage through initiatives such as installing water-efficient fixtures such as motion-sensor taps, monitoring leakages in pipes, and educating shoppers, hotel guests, and employees on water conservation.

#### Water Treatment Plant

In 2019, Sunway Berhad invested RM18 million in a water treatment plant in Sunway South Quay to ensure a 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 quality and channelling it into our buildings for use as an alternate water source. This has helped to reduce reliance on municipal water supply while also acting as backup water supply during a water shortage crisis.

The city's lake also serves as a water catchment area for surface run-off. The treatment plant releases water back into the lakes when the water reaches maximum capacity in the treatment plant to prevent flooding in the surrounding areas. In 2023, the treatment plant supplied 1,307,760 m<sup>3</sup> of water to our buildings, which was more than 51% of our total needs.

#### Water Crisis SOPs

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

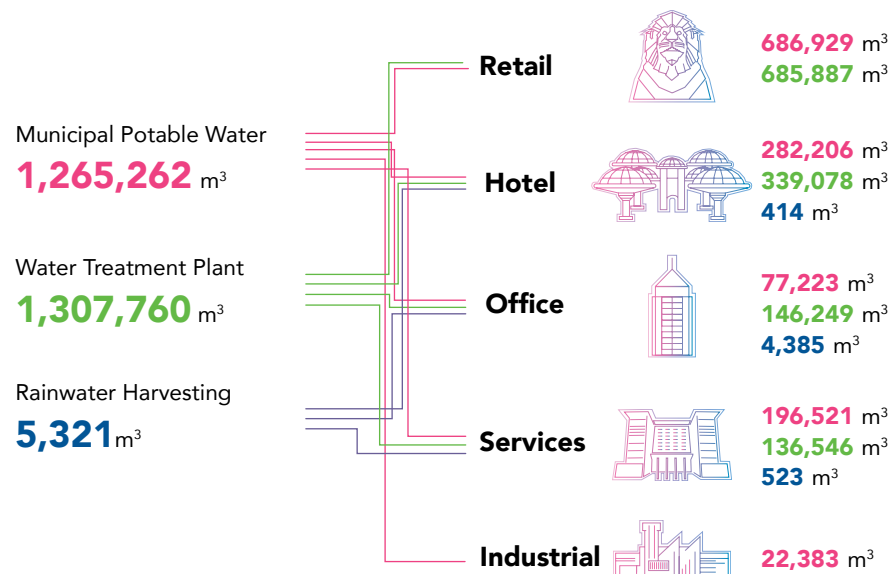


## A BLUEPRINT FOR EFFICIENCY

### WATER USE

#### TOTAL WATER USE (m<sup>3</sup>) BY BUSINESS SEGMENTS IN 2023

Our water usage decreased by **2.9%** compared to 2022.

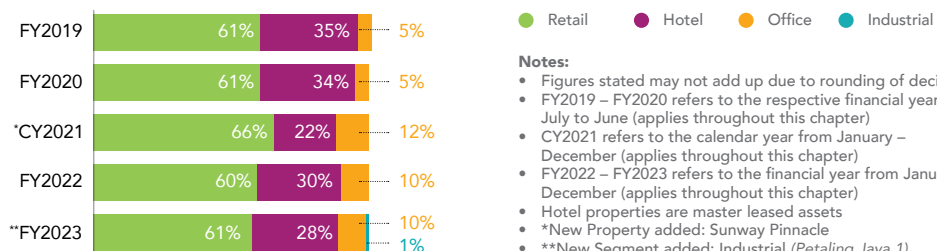


**TOTAL: 2,578,343 m<sup>3</sup>**

**Notes:**

- Figures stated may not add up due to rounding of decimals
- Hotel properties are master leased assets
- Services properties are triple-net leased assets. Sunway REIT completed the disposal of Sunway Medical Centre (Tower A & B) in August 2023. Water data of the property are accounted up to August 2023
- New segments added: Services and Industrial (Petaling Jaya 1)

#### WATER USE (%) BY BUSINESS SEGMENTS

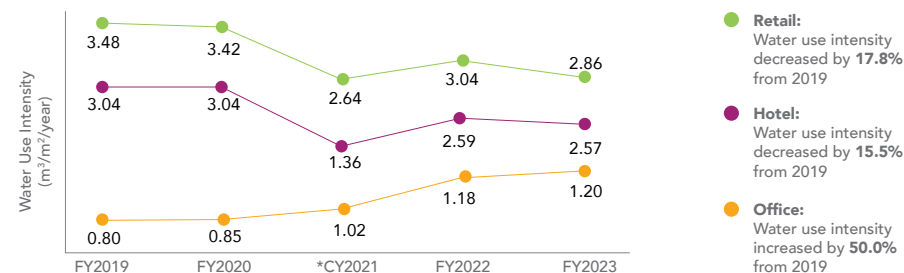


**Notes:**

- Figures stated may not add up due to rounding of decimals
- FY2019 – FY2020 refers to the respective financial year from July to June (applies throughout this chapter)
- CY2021 refers to the calendar year from January – December (applies throughout this chapter)
- FY2022 – FY2023 refers to the financial year from January to December (applies throughout this chapter)
- Hotel properties are master leased assets
- \*New Property added: Sunway Pinnacle
- \*\*New Segment added: Industrial (Petaling Jaya 1)

#### WATER INTENSITY (m<sup>3</sup>/m<sup>2</sup>/year)

From 2019 to 2023, the water use intensity for Retail and Hotel segments went down during the few years of the COVID outbreak but subsequently increased to pre-pandemic levels due to the normalisation of economic activities. Only the Office segment showed an increase during the same time.

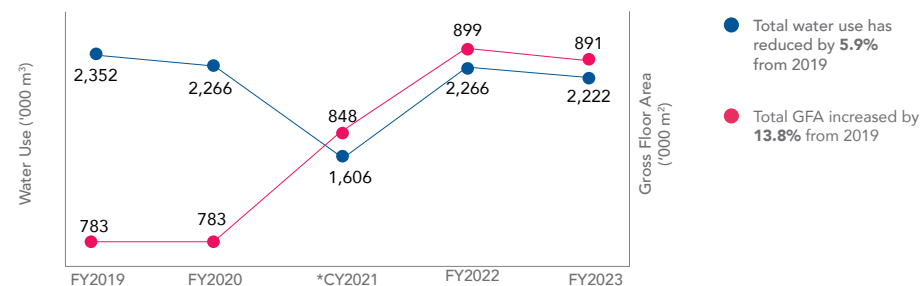


**Notes:**

- Figures stated may not add up due to rounding of decimals
- GFA from 2019 – 2022 are restated, reflecting improvement in the data collection
- Hotel properties are master leased assets
- \*New Property added: Sunway Pinnacle

#### TOTAL WATER USE ('000 m<sup>3</sup>) AND TOTAL GROSS FLOOR AREA ('000 m<sup>2</sup>)

From 2019 to 2023, the water use intensity for Retail and Hotel segments went down during the few years of the COVID outbreak but subsequently increased to pre-pandemic levels due to the normalisation of economic activities. Only the Office segment showed an increase during the same time.



**Notes:**

- Figures stated may not add up due to rounding of decimals
- GFA from 2019 – 2022 are restated, reflecting improvement in the data collection
- GFA in 2023 are smaller, reflecting improvement in the data collection
- Water usage is confined to usage from Office, Retail, and Hotel segments
- Hotel properties are master leased assets
- \*New Property added: Sunway Pinnacle

## A BLUEPRINT FOR EFFICIENCY

### POLLUTION MANAGEMENT

Effectively managing pollution is fundamental to our commitment to environmental stewardship. Through comprehensive waste management practices, we ensure the responsible disposal and recycling of materials to minimise our ecological footprint. At the same time, our rigorous effluent management strategies prioritise the treatment and responsible discharge of wastewater, adhering to stringent environmental standards.

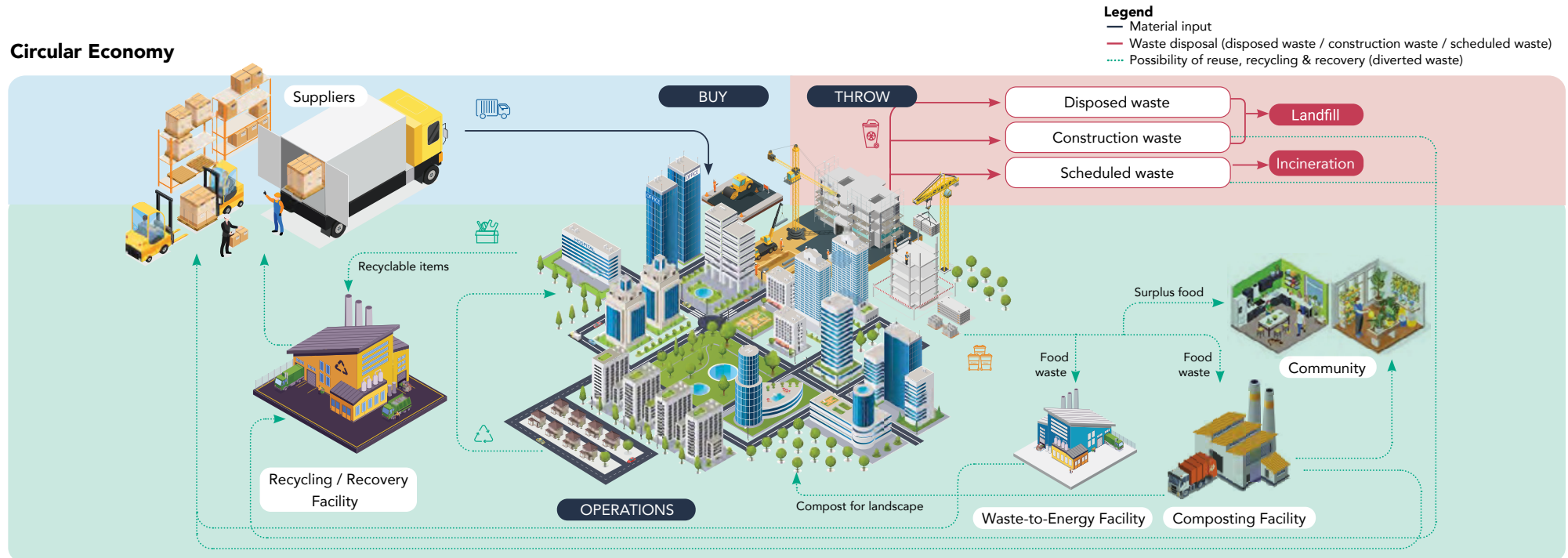
### WASTE MANAGEMENT

As part of our commitment to environmental stewardship, pollution management remains a top priority in all our operations. We are dedicated to making lasting positive contributions to the communities we serve and maintaining a sustainable future for all. We proactively improve our waste management and promote a circular economy by collaborating with external stakeholders. Through planning, innovative solutions, and collaborative partnerships, we aim to address the challenges associated with waste generation and disposal while aligning our practices with all relevant environmental laws and local regulations.

We comply with:

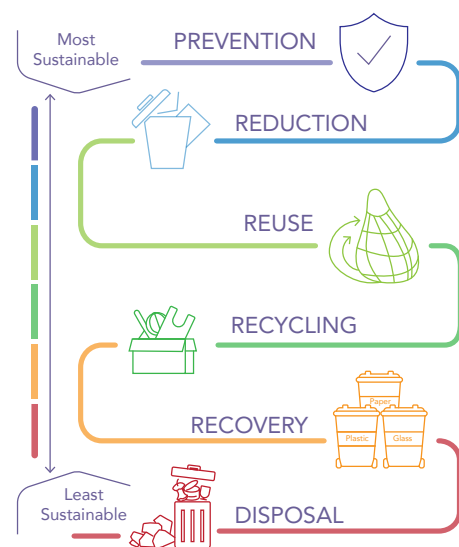


### Circular Economy



### Six-level waste management hierarchy

Sunway REIT adheres to the proven six-level waste management hierarchy, integral across all business segments. Our primary focuses are on waste prevention and reduction, prioritising strategies to minimise waste generation within the economy.



### 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 2023, the Hotels successfully eliminated more than 862,408 pieces of single-use plastic by:

- Changing single-use amenities to refillable amenities
- Changing plastic drinking water bottles to recyclable glass bottles for all guest rooms
- Wrapping slippers and toilet rolls in bulk to avoid individual plastic wrappers
- Replacing plastic toothbrush and conventional toothpaste to compostable toothbrush and chewable toothpaste

#### Elimination of Parking Tickets in SCKL

Sunway REIT properties in SCKL avoided the printing of 6.2 million parking tickets through the Sunway Smart Parking System in 2023, which recognises car registration numbers.

### Reduction

#### Digitalisation

By transitioning from physical filing systems to online platforms through the implementation of e-applications, we significantly reduced our paper usage. This led to a decrease in rented storage space and boosted productivity due to the streamlined file retrieval process.

### Reuse

#### Festive Decorations and Furniture

In all business segments, there's a focused effort on maximising the reuse of festive decorations and furniture whenever possible. Additionally, items that are no longer in use, were purposefully transferred to another entity for continued utilisation, in line with our commitment to sustainability and responsible resource management.

#### Discarded Linen

Sunway Resort Hotel reused discarded linen such as towels and bed linens as cleaning rags.

### Recycling

#### World Earth Day Awareness Campaign

Sunway Hotel Georgetown Penang and Sunway Hotel Seberang Jaya collected 67kg of recyclable items in 2023 through the organisation of an initiative called the 'Global Recycling Day Awareness Campaign'

#### Waste Segregation and Recycling

Sunway REIT's Offices also made significant progress in waste reduction by segregating and collecting recyclable items. In 2023, we have successfully diverted more than 40 tonnes of paper, glass, cardboard and other recyclable materials from landfills.

#### Recycling Old / Used Fabrics

Sunway REIT continuously organises old fabric collection drives to donate to Kloth Cares, an NGO that donates and resells used clothes. Sunway Hotel Georgetown also regularly donates used clothing to Penang Cheshire Home which they use to make handicrafts to sell.

#### E-waste Collection and Recycling

Wisma Sunway collaborated with Jabatan Alam Sekitar (JAS) Negeri Selangor and T-Pot Electrical & Management for an e-waste collection event in January 2023. Tenants exchanged e-waste for cash based on agreed rates, resulting in 148.5 kg being collected and responsibly recycled. Sunway Putra Tower and Sunway Tower also practised e-waste collection and recycling.

### Recovery

#### Waste-to-Energy

Hotel and Office segments diverted used cooking oil (UCO) by partnering with FatHopes Energy, which converts the oil into biofuels. This initiative encouraged Sunway City Community to contribute their UCO in exchange for cash rewards, earned through the Sunway Pals points system. In 2023, eight collection campaigns yielded an estimated donation of 293 kg of UCO per month.

#### Food Waste Composting

Food waste is treated on-site using food waste compost machines at Sunway Resort Hotel and Sunway Pyramid Mall. The compost produced is used for landscape around Sunway City KL with the remainder being distributed for free to the mall shoppers.

### Disposal

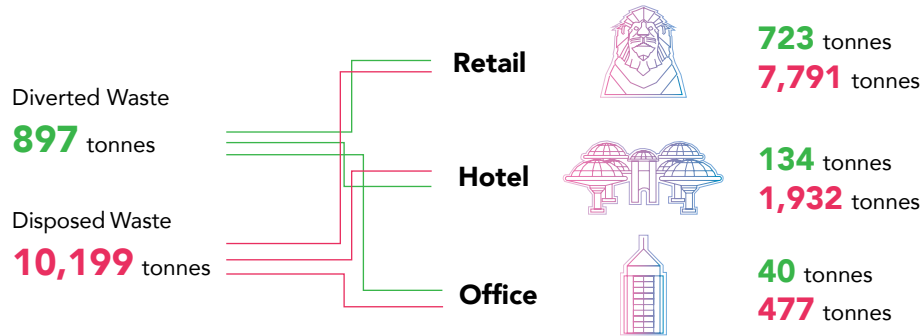
Our waste disposal practices are grounded in the principle of exhaustively exploring reuse, recycling, and recovery options before resorting to disposal. When waste disposal becomes necessary, we ensure responsible and lawful methods, executed by our designated waste contractors according to the local legislation and regulations.

A BLUEPRINT FOR EFFICIENCY

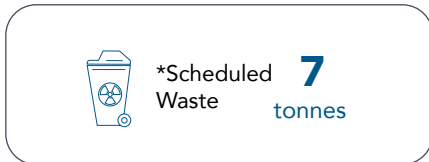
**POLLUTION MANAGEMENT**

**TOTAL WASTE GENERATED (TONNES) BY BUSINESS SEGMENTS IN 2023**

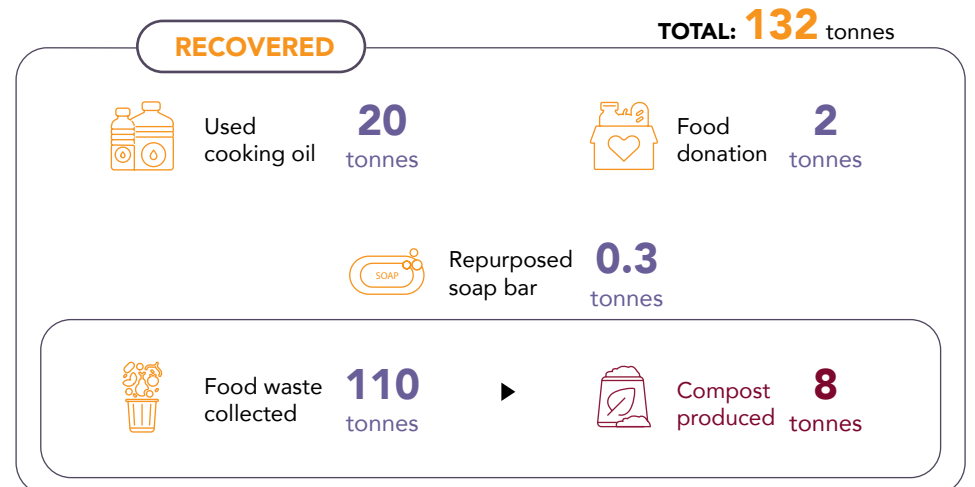
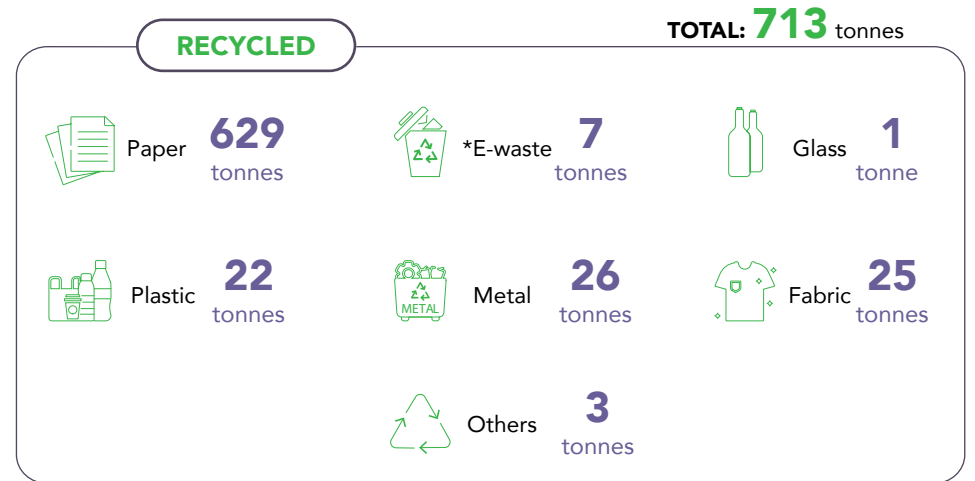
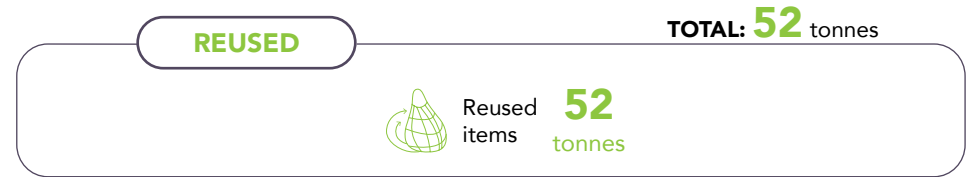
The amount of waste diverted away from the landfill has increased by 4% compared to 2022.



**TOTAL WASTE: 11,096 tonnes**



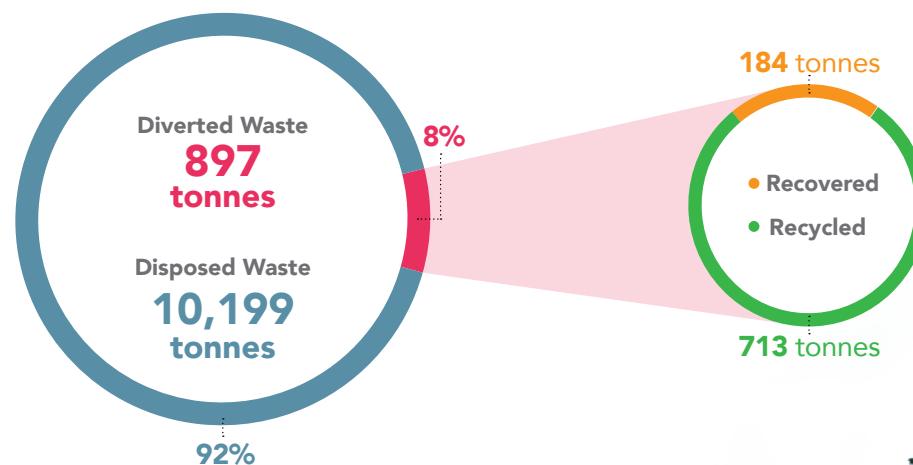
- Notes:**
- Figures stated may not add up due to rounding of decimals
  - Diverted waste figure include scheduled waste that are diverted
  - Construction Waste refers to metal scrap, concrete, and wood that cannot be recycled will be transported to a landfill for proper disposal
  - Construction waste figures are not factored in the disposed waste and diverted waste figure
  - \*Scheduled waste refers to hazardous waste. In 2023, our scheduled waste only consists of e-waste which is sent for recycling





## A BLUEPRINT FOR EFFICIENCY

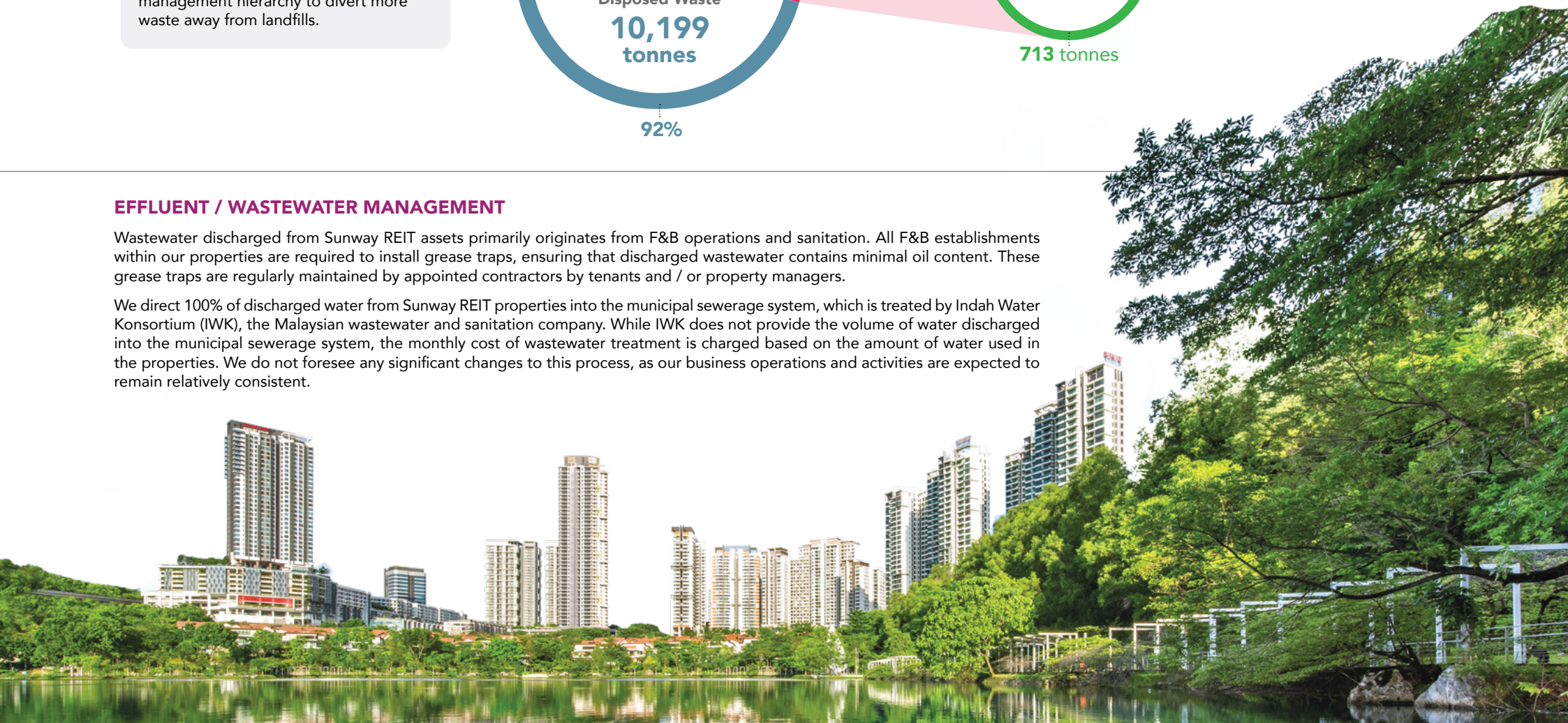
We diverted 8% of waste from landfills, which was an increase of 4% in diverted waste from 2022. Going forward, we will continue to employ the waste management hierarchy to divert more waste away from landfills.



## EFFLUENT / WASTEWATER MANAGEMENT

Wastewater discharged from Sunway REIT assets primarily originates from F&B operations and sanitation. All F&B establishments within our properties are required to install grease traps, ensuring that discharged wastewater contains minimal oil content. These grease traps are regularly maintained by appointed contractors by tenants and / or property managers.

We direct 100% of discharged water from Sunway REIT properties into the municipal sewerage system, which is treated by Indah Water Konsortium (IWK), the Malaysian wastewater and sanitation company. While IWK does not provide the volume of water discharged into the municipal sewerage system, the monthly cost of wastewater treatment is charged based on the amount of water used in the properties. We do not foresee any significant changes to this process, as our business operations and activities are expected to remain relatively consistent.





# GOAL 2

## ADVOCATING A RESPONSIBLE VALUE CHAIN

### CAPITAL



Natural



Social And Relationship

### MATERIAL ISSUES

- Value Chain Improvement
- Climate Action
- Resource Management
- Pollution Management

### ACTIVITIES

- Sustainable Procurement Policy
- Supplier Environmental and Social Risk Assessment
- Sunway Green Lease Partnership Programme

### VALUE CREATED

- Responsible Supply Chain
- Value Chain Improvement
- Minimal Negative Environmental and Social Impacts



Sunway REIT is spearheading a responsible value chain, employing strategic measures upstream and downstream.

Upstream, the REIT conducts supplier Environmental & Social (E&S) risk assessments and compiles greenhouse gas emissions data on purchased goods, proactively addressing potential disruptions in the supply chain.

Downstream, Sunway REIT collaborates with tenants through the Green Lease Partnership Programme, actively working to reduce environmental impact within its properties. This holistic approach reflects the company's commitment to responsible business practices, transparency in environmental impact assessments, and a collective effort towards sustainable stewardship across its operations.

## SUPPLY CHAIN RESILIENCE

GRI 2-6, 2-16, 2-30, 204-1, 301-2, 301-3, 308-1, 308-2, 407-1, 408-1, 409-1, 414-1, 414-2

**As organisations increasingly recognise their responsibility to operate ethically, sustainable supply chain practices emerge as a linchpin for fostering positive environmental and social change. Moreover, in an era marked by global interconnectedness and unforeseen challenges, a resilient and sustainable supply chain is pivotal for minimising risks and ensuring business continuity.**

### SUPPLIER E&S RISK ASSESSMENT

We conduct supplier E&S risk assessments to evaluate the impact and potential supply chain disruptions resulting from current practices and any past or ongoing violations of laws and regulations by suppliers. All new suppliers are required to complete the assessment during the registration stage.



#### SUSTAINABLE PROCUREMENT POLICY

The purpose of the sustainable procurement policy is to establish guidelines for responsible sourcing by implementing a code of conduct for suppliers. The policy includes outlined criteria, and preference will be given to suppliers who demonstrate a strong commitment to sustainable practices. This approach aims to promote environmentally and socially responsible procurement practices within the organisation's supply chain.

- ✓ **Supplier Code of Conduct**
  - Business ethics
  - Human rights and labour practices
  - Environmental regulations and standards
- ✓ **Guiding Principles**
  - Suppliers to provide ESG disclosures where practicable
  - Minimal environmental footprint of goods and services provided
  - Provision of Water, Sanitation, and Hygiene Water, Sanitation, and Hygiene (WASH) services for supplier's workers
  - Safe and healthy working environment for suppliers' workers

↔ Sustainable Procurement Policy:  
<https://www.sunwayreit.com/wp-content/uploads/2024/02/231106-Suway-REIT-Sustainable-Procurement-Policy-v9.pdf>

In 2023,

**99%** new suppliers completed the environmental and social assessment form

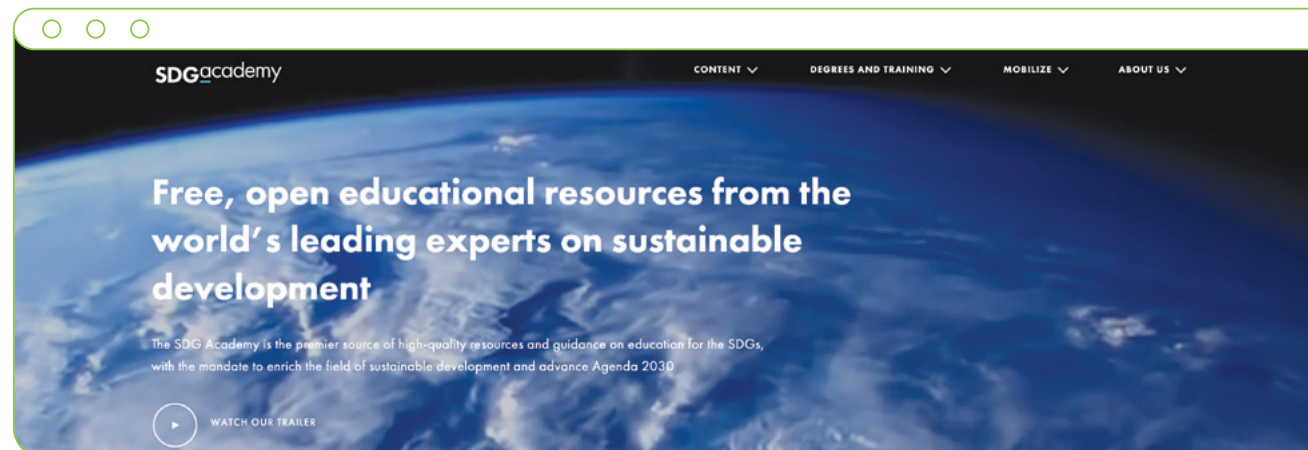
**100%** of the newly assessed suppliers, to our knowledge, were not identified as having committed any non-compliances in the areas assessed including freedom of association, collective bargaining, child labour and forced or compulsory labour

**100%** of our suppliers are locally sourced

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

### SUPPLIER AWARENESS PROGRAMME

As part of our continuous improvement processes, we will explore the implementation of ESG programmes for our suppliers to enhance their awareness of sustainability best practices. Currently, free resources are available via the SDG Academy, which is also supported by the Sunway Group, Sunway REIT's sponsor.



↔ Source: SDG Academy <https://sdgacademy.org/>

## SUPPLY CHAIN RESILIENCE

In this section, we delve into collecting and analysing comprehensive impacts across our entire value chain. Whether it's the procurement of goods and services directly utilised in our operations or indirectly connected to the activities of our tenants, we strive to provide an overview of sustainability-related impacts throughout every stage of our operations.



### UPSTREAM - SUPPLIERS



#### e-Procurement

Following the leadership of Sunway Group, Sunway REIT implemented an e-procurement system that facilitates the electronic processing of all procurement approvals and documents, including purchase requisitions, purchase orders and goods received.



#### e-invoicing

In November 2015, the Sunway Group transitioned from manual paper invoice handling to an automated, paperless accounts payable process. Supplier e-invoice onboarding workshops were conducted to promote digital invoicing benefits. In January 2019, Robotics Process Automation was integrated, achieving a fully automated AP solution seamlessly connected to Sunway REIT's enterprise resource planning systems for efficient supplier invoicing and payment processing.



#### Sustainable Sourcing

Sustainable sourcing entails the conscientious acquisition of goods, materials, or services, taking into account their environmental, social, and economic impacts. Consequently, we are advancing our approach by actively working with suppliers to ensure their compliance with sustainable practices, demonstrating a commitment to a more holistic and responsible procurement process.

#### Tissue and Hygiene Products

*(Products: jumbo tissue rolls, bathroom tissues, paper hand towels, facial tissues)*

Our Retail and Office segments prioritise sustainability through sourcing FSC-certified which helps to safeguard the sustainable cycle of responsible harvesting and replanting to maintain the ecology of the forests.

#### Computer Hardware

Technology offers a substantial opportunity to achieve emission reduction on a large scale. We engage with suppliers that are committed to innovation, advancing products and solutions that not only provide product's end-of-life management but also product's carbon footprint. This enables us to understand the product's impact on the environment, giving valuable insights to help us to be aware of the product's emissions.

**1,335** tonnes  
CO<sub>2</sub>e emissions from  
purchased goods



### OPERATIONS



#### e-Applications

Our organisation went paperless by moving our conventional filing system from storerooms to online platforms. This not only cut down on rented space, but also increased productivity through seamless file retrieval systems. e-Applications in place to manage our employees' needs include:

- ePayslip System
- eLeave System
- eTicketing System
- eBenefits-in-Kind
- eEmployee Referral Programme (eERP)
- eHealth Screening Programme (eHSP)
- eStaff Confirmation (eSC)
- eStaff Requisition (eSR)
- eTuition Fee Discount (eTuitionFee)
- eClaim System

#### Partnership with WWF-Malaysia

Sunway Resort Hotel has formed a transformative collaboration with WWF-Malaysia, focusing on initiatives like implementing food waste management at one of our F&B outlets and reassessing seafood procurement policies. Committed to shaping sustainable markets, our goal is to empower the hospitality industry to embrace responsible practices within our Food and Beverage operations.



#### Smart Washroom

Sunway Pyramid Mall implemented an Internet of Toilet (IoT) system designed to enhance user comfort and convenience. This innovative system minimises downtime by promptly notifying cleaners of urgent matters, ranging from faulty equipment and cleanliness concerns to the need for materials replenishment.



#### Digital Transformation

Hotel segment introduced the Sunway Hotels & Resorts App for expedited check-ins and check-outs, reducing reception queues. The app supports e-payment, aligning with the group's vision of becoming a technology-enabled hospitality provider.

Sunway Resort Hotel also launched Sunway Moments, an exclusive membership programme offering unparalleled benefits, including exceptional dining, accommodation, and lifestyle benefits at the hotel.



#### Urban Farm

We converted an underutilised space within Sunway Pyramid Mall into an Urban Farm which serves as an educational corner. This project showcases various urban farming techniques, including hydroponics, polybag cultivation and timber planting to the public.





### Plastic Waste Management at Sunway Hotels

Sunway REIT recognises the risks and potential implications linked to plastic usage across our operational spectrum. Our proactive approach involves addressing these risks through a phased transition, particularly in our hotels and shopping malls where plastics are commonly used in packaging, amenities and single-use items. Our strategy is to promote the use of reusable items and a concerted effort to shift from single-use to multi-use alternatives.

Embarking on the journey towards a plastic-free future by 2030, the following efforts reflect our dedication to reducing the environmental impact of single-use plastic across our properties:

**Laundry Bag Evolution**  
Single-use plastic laundry bag



Eco-friendly rattan baskets

**Toothbrush Solutions**  
Plastic toothbrush and toothpaste sets



Bamboo toothbrush and chewable toothpaste in biodegradable packaging

**Glass Bottle Adoption**  
Plastic bottles



Glass bottles

**Refillable Amenities**  
Single-use Amenities



Refillable Amenities

The following outlines the accumulated impact and cost savings resulting from the efforts mentioned:

Reduction in Pieces  
(2019-2023):

**862,408**



Reduction in KG  
(2019-2023):

**11,190**



Cost Savings  
(2019-2023):

**RM255,147**



By transitioning to refillable alternatives, we anticipate a reduction in procurement costs for single-use plastics, resulting in long-term cost savings. These fiscal impacts will be carefully assessed and reported in the upcoming years.



## DOWNSTREAM - TENANTS & LESSEES



### Engaging Tenants, Enacting Change

Demonstrating an unwavering commitment to its 2050 Net Zero Carbon Emissions Roadmap, Sunway REIT continuously explores innovative methods to reduce emissions across its properties. While successfully decreasing Scope 1 and 2 emissions through operational streamlining, we recognise the significant impact of Scope 3 emissions generated by our tenants. In response, we have actively spearheaded the Green Lease Partnership Programme, engaging with the Retail, Office and Hotel segments.

This impactful initiative fosters the best international sustainability practices and drives behavioural change, propelling both individual tenant progress and Malaysia's overall net-zero goals. Notably, our dedicated Retail and Office teams have proactively developed tenant design and fit-out guidelines, providing tenants with clear steps to incorporate key green building code requirements like energy efficiency and water conservation measures. Through collaborative efforts and innovative solutions, Sunway REIT paves the way for a truly sustainable future.

For more information on Green Lease Partnership Programme, please refer to pages 52-53



### Green Lease Partnership Programme

In 2023, the programme garnered the participation of:

**100%** Hotel master lessees

**82%** Retail and Office tenants

2030 Target:

**100%** tenant participation in Sunway Green Lease Partnership Programme



Empowering tenants to become sustainability leaders, Sunway REIT goes beyond Green Lease Partnerships. The Green Lease Forum, an interactive platform, equips tenants with knowledge and tools to implement energy-saving, water-saving, and waste-reduction practices. Last year, our innovative Earth Hour Quiz, challenging participants on green concepts, saw engagement with 544 entries. This enthusiastic response underscores the success of our tenant-focused approach to environmental sustainability.

## IMPACT STORY

# EMPOWERING CHANGEMAKERS



### SUNWAY GREEN LEASE PARTNERSHIP PROGRAMME

**One of Sunway REIT's key highlights in 2023 is the implementation of the Sunway Green Lease Partnership Programme, making Sunway REIT Malaysia the first Real Estate Investment Trust in the industry to introduce a green lease programme to its tenants.**

#### What is a green lease?

A green lease is a specialised lease agreement that integrates environmentally friendly and sustainable practices into commercial property management; it brings together the interests of property owners and tenants in pursuit of long-term sustainable goals such as energy efficiency, water conservation, waste reduction, and other eco-friendly practices.

#### Why did Sunway REIT introduce the Green Lease Partnership Programme?

Sunway REIT leads the way in Malaysia's sustainability journey through the Green Lease Partnership Programme, an innovative initiative uniting tenants in shared environmental responsibility. Aligned with Malaysia's sustainability goals, the programme empowers businesses to reduce their environmental impact by pledging to eco-friendly practices across resource conservation, carbon emissions reduction, and responsible waste management. We recognise that collective action is key to achieving lasting change. Partnering with our tenants, we aim for 100% programme participation by 2030, not only strengthening Malaysia's commitment to net-zero carbon emissions by 2050 but also setting a powerful example for businesses across the region.

Source: Sustainable Development Report:  
<https://dashboards.sdindex.org/profiles/malaysia>

#### How was the Green Lease Partnership Programme introduced and what is its current status?

At Sunway REIT, we believe in building a greener future, hand-in-hand with our tenants. That is why the Sunway Green Lease Partnership Programme welcomes every tenant, new and existing, to join the sustainability journey.

##### New tenants - Seamless Start

Sustainability is woven into the fabric of our ecosystem from day one. By signing the tenancy agreement, new tenants automatically commit to upholding core environmental responsibilities like resource conservation and waste reduction. This ensures a smooth transition towards greener practices within their businesses.

##### Existing tenants - Empowering Pledge

Green Lease Memorandum of Understanding (MoU) is offered to existing tenants, outlining achievable targets for improving energy efficiency, water conservation, and waste diversion. This MoU serves as a platform for existing businesses to publicly declare their commitment to environmental sustainability.

As of December 2023, we have achieved a tenant participation of 82% from both our Retail and Office tenants. Prominent tenants like The Body Shop, Muji, L'OCCITANE, Starbucks Coffee, Roche (Malaysia), Accenture Technology Solutions, and Sunway Hotels have already embraced the Sunway Green Lease Partnership Programme.

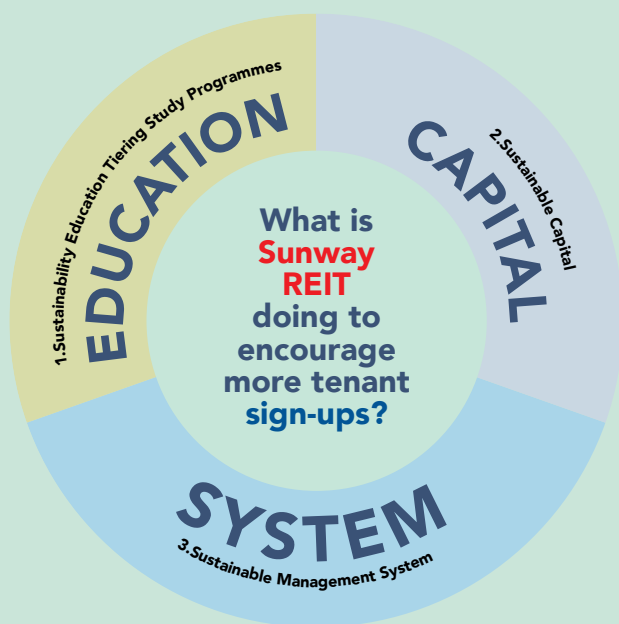
We recognise the need to bridge the knowledge gap to further improve our tenant participation in the Programme. Addressing the lack of understanding around sustainable practices is crucial to encouraging MoU sign-ups. Education, therefore, becomes the key to unlocking widespread participation.

Source: Sunway REIT first in Malaysia to introduce Green Lease Partnership Programme:  
<https://www.edgeprop.my/content/1905008/sunway-reit-first-malaysia-introduce-green-lease-partnership-programme>



## EMPOWERING CHANGEMAKERS

What is Sunway REIT doing to encourage more tenant sign-ups?



### 1. Sustainability Education Tiering Study Programmes

The Sustainability Education Tiering Study Programmes are launched with one clear objective: to inject confidence in the tenants to sign the Green Lease MoU by providing them with the knowledge and resources needed to embrace sustainability.

We have launched the Sustainability Collaboration Alliances Network (SCAN), a collaborative effort with the United Nations Sustainable Development Solutions Network (UN SDSN), JSC, Malaysia Retail Association (MRA), and Malaysia Retail Chain Association (MRCA). This network, encompassing a substantial 900,000-member profile, is dedicated to designing and implementing SDG Education Programmes aimed at educating our business partners and retailers.

Collaborating with these esteemed parties has allowed us to reach out to a wider network of retailers, hence raising awareness at a greater speed on the importance of sustainability efforts.

With the inauguration of the ReX (Retail Extended Learning) platform, a three-tiered educational programme is now in place to train the retail sector.

Source: Sunway Malls to spread sustainability in retail sector: <https://www.thestar.com.my/business/business-news/2023/08/25/sunway-malls-to-spread-sustainability-in-retail-sector>



### Sustainability Collaboration Alliance Network 'SCAN'

- 1** Introduction
- 2** Green Lease
- 3** Energy Management
- 4** Water Management
- 5** Waste Management
- 6** Green Fit-Out
- 7** Green Procurement
- 8** Journey to Net Zero Carbon Emission

### 2. Sustainable Capital

We understand that some tenants may be hesitant to commit to sustainability initiatives due to perceived financial constraints. In response, we are actively collaborating with UOB Malaysia on sustainable financing solutions.

Under the agreement, tenants who sign the Green Lease Partnership Programme and achieve certain KPIs will have the opportunity to benefit from financing options offered by UOB.

### 3. Sustainable Management System

As part of our unwavering commitment to environmental responsibility and sustainability, we are in the beginning stages of developing a comprehensive monitoring system and tool called the 'Sustainability Management System'.

This upcoming innovative system is one leap forward in our journey to enable our organisation and our valued tenants to track, manage, and improve our sustainability efforts.

The Sustainability Management System will allow us to track key indicators at an individual tenant level, which includes energy consumption, water usage and waste management.

It will also act as a dashboard, providing our mall tenants with a productive tool to measure and analyse their progress and consumption, thereby helping them make informed decisions to reduce their carbon footprint.

Our goal is to deploy a user-friendly, solid, and effective measuring system to manage sustainability efforts.

In conclusion, our commitment to promoting sustainability through the Sunway Green Lease Partnership Programme reflects our dedication towards creating a sustainable future through joint efforts.

We recognise that through education, collaboration, and data-centric tools, we can all play our part to ensure our environmental responsibilities are met while nurturing a healthy business ecosystem.

By implementing these initiatives, we look forward to inspiring and enabling not only our tenants, but retailers by and large, to do their part in building a sustainable world for all.

# A FOCUS ON CUSTOMER SATISFACTION

GRI 2-25, 416-1

At Sunway REIT, we understand that true success in maintaining a sustainable value chain includes fostering thriving communities and delivering value to our stakeholders. This underlines the paramount need for customer satisfaction. We are dedicated to crafting exceptional experiences for all those who touch our portfolio, whether they are tenants headquartered at our offices, shoppers seeking curated retail havens or hotel guests escaping into curated comfort. By nurturing satisfaction at every corner of our portfolio, we're building a legacy that extends far beyond bricks and mortar, one positive experience at a time.



**OFFICE**  
Tenant satisfaction

Tenant satisfaction is facilitated internally through various channels, including the Sunway Community App, internal distribution, QR Codes, and direct visits to tenants' offices. These surveys gather feedback on tenants' needs, services, and property management.



**RETAIL**  
Customer satisfaction

Retail team conducts online surveys annually through Sunway Malls Customer Relationship Management (CRM) among mall shoppers to gain deeper insights into their sentiments.

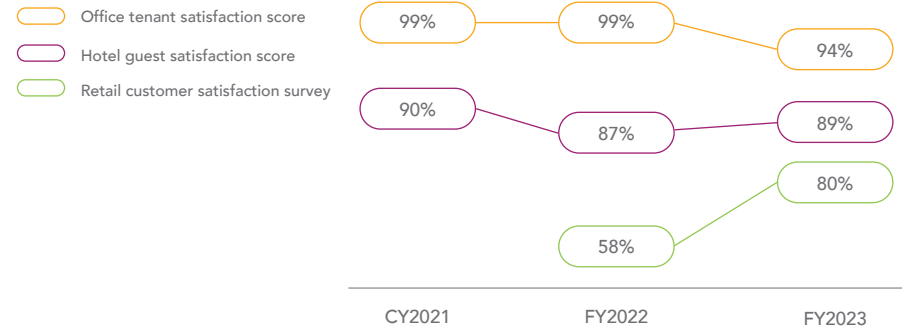


**HOTEL**  
Guest satisfaction

Reviews of hospitality properties are measured via feedback forms from hotel guests, TripAdvisor reviews, and the Global Review Index by ReviewPro. The Global Review Index is a tool used by thousands of hotels worldwide as a benchmark for reputation management efforts.



## SATISFACTION SURVEY



**Notes:**

- In 2021, customer satisfaction surveys have been suspended by Retail segment due to the COVID-19 pandemic
- In 2021-2022, Sunway Resort Hotel was under renovation hence Sunway Resort Hotel was not scored



## A FOCUS ON CUSTOMER SATISFACTION

### TECH-DRIVEN EXCELLENCE IN PROPERTY MANAGEMENT

Harnessing the power of automation, Sunway REIT implements standardised protocols and data-driven insights to revolutionise property management. This seamless technological integration elevates service consistency, propels productivity, minimises error margins, and fuels our competitive edge. At the heart of this initiative lie key systems for asset modelling, customer relationship management, lease administration, and facility upkeep. Sunway REIT's unwavering commitment to technological innovation ensures we remain at the forefront of the real estate industry, constantly surpassing expectations.



#### OFFICE

**Empowering our tenants, anytime, anywhere**

Our Office management team introduces a mobile app that streamlines service requests. With a few taps, tenants can submit their needs, ensuring prompt attention within the agreed-upon timelines outlined in their service level agreements. This commitment to convenience and efficiency reflects our unwavering focus on tenant satisfaction.

We go beyond mere responsiveness by actively seeking feedback through surveys and measurement tools to truly understand the needs of our building occupants. This dedication to continuous improvement ensures we consistently exceed expectations and cultivate a thriving community within our properties.

Tenant satisfaction is measured based on the following:



Maintenance of Facilities & Amenities



Service Quality – Responsiveness & Quality



#### RETAIL

**Elevating experiences through AI**

Sunway Malls' endeavours in innovation has always been a forefront to drive customer relation and business productivity. From Smart Parking to Smart Washroom, our latest venture includes the consolidation of our individual malls' mobile apps into one 'Sunway Malls mobile app' for customer convenience. Additionally, our Customer Engagement Hub is optimised to include chatbots powered by Generative AI for quicker response time.

The Virtual Concierge service is extended to Sunway Carnival Mall for improvement in productivity. To ensure efficiency in asset management and preventive maintenance, our RetailTECH system is also optimised to manage daily tasks such as tenant complaints, misconducts, inspections, permit applications, after-operation hour access, and announcements within the same platform.

Future innovation drive continues with escalator monitoring system and AI powered CCTVs. Our venture into innovation encompasses a holistic vision of elevating experiences, through provision of excellent facilities, customer service, and high-performance facility management.



#### HOTEL

**Exceeding guests' expectations**



**TripAdvisor Traveller's Choice Hotel Awards 2023**

- Sunway Resort Hotel**
- Sunway Pyramid Hotel**
- Sunway Putra Hotel**
- Sunway Hotel Georgetown**
- Sunway Lagoon Hotel**

Earning TripAdvisor's 2023 Travellers' Choice Award is more than just an accolade; it is a resounding validation of our Hotels' excellence, directly from the voices of satisfied guests. This prestigious recognition is a testament to our unwavering commitment to exceptional hospitality. It signifies that our efforts to curate unforgettable experiences, from luxurious comfort to attentive service, have truly resonated with our guests, propelling us to the pinnacle of traveller preference.

With this badge of honour, we stand proudly before the world, knowing that our Hotels truly deliver on the promise of an extraordinary stay.

#### KAYAK Travel Awards

- Sunway Hotel Georgetown
- Sunway Hotel Seberang Jaya

#### World Islamic Tourism Award (Wita) 2023

Sunway Resort Hotel - Best Muslim Friendly Resort Hotel

#### International Travel Awards 2023 – 'Best Family Hotel 2023'

Sunway Putra Hotel



# GOAL 3

## INVESTING IN COMMUNITY INCLUSIVITY

### CAPITAL



Human



Social and Relationship

### MATERIAL ISSUES

- Company's Financial Performance
- Employee Well-being
- Human Rights
- Community Investment
- Value Chain Improvement

### ACTIVITIES

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

### VALUE CREATED

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



Sunway REIT is committed to establishing lasting value and promoting a sustainable future for our stakeholders. We focus on cultivating an inclusive and supportive workplace, prioritising employee development through quality training and leadership programmes. Sunway REIT is dedicated to investing in workplace safety not just for our people, but also for our contractors, visitors, clients, customers and our Sunway communities. Additionally, our commitment to empower others goes beyond internal growth, as we also strive to empower marginalised communities through impactful initiatives.

## UPHOLDING HUMAN RIGHTS

GRI 2-26, 407-1, 408-1, 409-1, 410-1, 411-1

**Human rights are the fundamental entitlements and inherent protections afforded to all individuals, guaranteeing fairness, dignity, and equality. They constitute a universal framework guiding the treatment and respect for everyone**

At Sunway REIT, we value human rights as a cornerstone of responsible business. Our Human Rights Policy, aligned with global standards such as the Universal Declaration of Human Rights and UN Guiding Principles underscores our commitment to equality and fair treatment. We also recognise the International Labour Organisation (ILO) eight fundamental conventions and as such, we maintain a zero-tolerance approach towards child labour and forced labour across all our operations. This proactive approach includes a grievance mechanism, ensuring swift resolution and reinforcing our dedication to a workplace that upholds the dignity of every individual.



### HUMAN RIGHTS POLICY

This Policy articulates our commitment to respecting and upholding fundamental human rights principles, promoting equality, fair treatment, and ethical conduct within our operations and supply chain.

We commit to:

- ✓ Equal opportunities
- ✓ Freedom of Association
- ✓ Protection from Any Form of Harassment and Abuse
- ✓ Safety and Health
- ✓ Avoidance of Any Forced or Compulsory Labour
- ✓ The Rights of Children

🔗 Human Rights Policy:  
<https://www.sunwayreit.com/wp-content/uploads/2024/02/240901-Sunway-REIT-Human-Rights-Policy-v2.pdf>

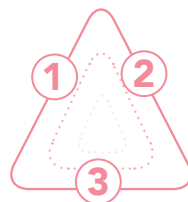
**In 2023,**

**ZERO** Reported cases of confirmed discrimination or violation of human rights

### HUMAN RIGHTS DUE DILIGENCE

Sunway REIT's approach to prevent negative impacts on human rights is in three parts:

A public commitment to respecting human rights



An ongoing process of human rights due diligence

A process to ensure access to remedy for anyone adversely affected or harmed directly or indirectly caused, or contributed to, by our business activities

### LABOUR DUE DILIGENCE

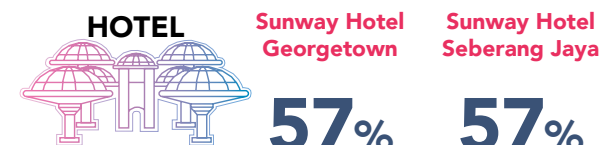
Our Human Rights Policy mandates that Sunway REIT, its suppliers, and subcontractors shall not knowingly engage in or endorse the use of forced or bonded labour. They are expected to proactively implement measures to prevent the use of such labour in any business dealings or activities associated with Sunway REIT.

### POLICY AGAINST HUMAN RIGHTS VIOLATION

Every Sunway REIT employee is required to adhere to all relevant federal and state laws, regulations, and ordinances governing their work and responsibilities. Violation of any applicable federal and state laws may result in disciplinary action, including termination of employment.

### FREEDOM OF ASSOCIATION

We comply with the Employment Act of 1955 and all relevant labour laws in Malaysia. Triennial meetings between employer representatives and unions reassess and revise collective agreements. Notice period and provisions for consultation and negotiation are three months. Decisions affecting employees during operational changes are handled on a case-by-case basis.



of employees covered under National Union of Hotels, Bar & Restaurant Workers Peninsular Malaysia.

### GRIEVANCE MECHANISM

Sunway REIT has well-established grievance procedures and whistleblowing channels accessible to both our employees and external parties. Employees who whistle blow are accorded confidentiality protection for their identity and safeguarded against any adverse or detrimental actions for disclosing any instances of improper conduct.

**Whistleblowing Hotline :** +603 5639 8025

**Whistleblowing Email :** whistleblowing@sunway.com.my

🔗 Whistleblowing Policy -  
<https://www.sunwayreit.com/wp-content/uploads/2023/11/SUNREIT-Whistleblowing-Policy-v5.pdf>



## PEOPLE AT THE CORE

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, 405-2, 406-1, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 408-1, 409-1

**Human Capital Management involves optimising the potential of a workforce, aligning business goals with employee growth and well-being. It is a strategic approach that recognises people as a critical asset, crucial for organisational success and sustainability.**

This section delves into our conscientious efforts in Human Capital Management, where we align our business goals with the well-being, growth, and diversity of our workforce. From prioritising employee well-being and development to fostering a culture of inclusion, we recognise that sustainable success is intricately linked to cultivating and managing our human capital.

### EMPLOYEE WELLBEING

We prioritise employees' well-being, organising events like celebrations and team bonding. We have an Employee Assistance Programme (EAP) in place, offering free, confidential mental health support 24/7 through hotline +6018-3893220, handled by professional counsellors, emphasising our commitment to their holistic welfare.

### EMPLOYEE BENEFITS

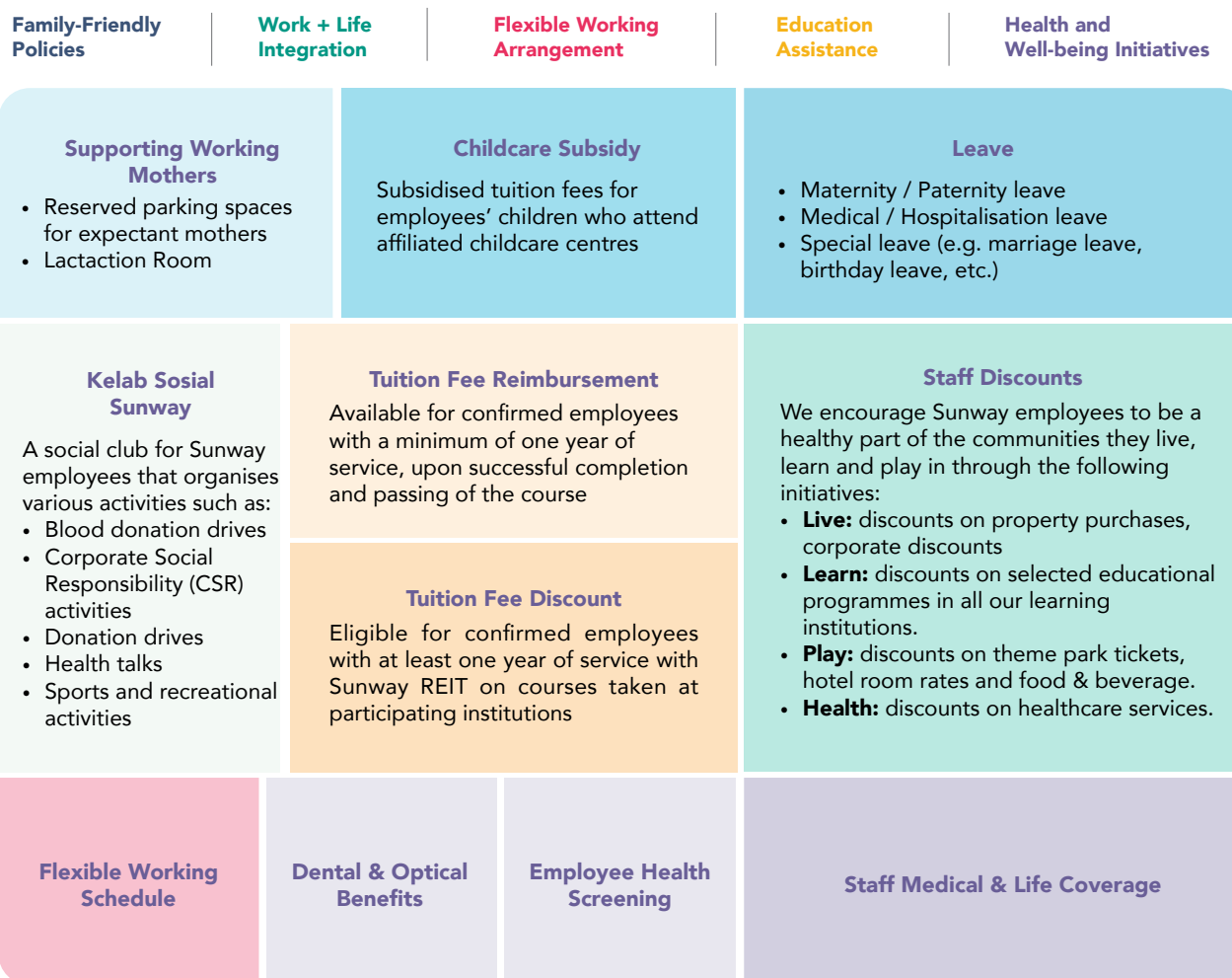
In our commitment to becoming an employer of choice, we go beyond the regulatory obligations to offer compelling benefits. In line with the amended Employment Act (Amendment 2022), we have increased maternity leave from 60 to 98 days and have introduced flexible working arrangements. Starting 1 January 2024, the following additional benefits have been included:

- Increased childcare subsidy and tax exemption for the subsidy.
- Newly added benefit covered for all employees under staff medical and life coverage.

### EMPLOYEE ENGAGEMENTS

We strive to foster a positive and fulfilling work environment through employee engagement activities. In 2022, we conducted an Employee Engagement Survey. In response to the feedback received, we introduced various initiatives to improve employee morale such as:

- Implementation of Staggered Work Hours, 'Work from Anywhere' and 'No Meetings after 6pm' to address work-life balance.
- Improved computing hardware to enhance user experience when meeting the escalating demand of digitalisation at workplace.



## PEOPLE AT THE CORE

### HUMAN CAPITAL DEVELOPMENT

The Sustainable Events Management Policy is applicable to our employee engagement activities. By aligning employee events with our values, we strive for positive social and environmental impact, ensuring a sustainable and enriching experience for all.



#### SUSTAINABLE EVENTS MANAGEMENT POLICY

The policy reflects our commitment to minimising environmental impact, prioritising energy efficiency, waste reduction, and sustainable procurement.

The policy guides Sunway REIT to adhere to the best practices and principles of sustainable events, applying them to all employee engagement activities:

- ✔ Reduce / avoid single-use decorations
- ✔ Consider digital giveaways
- ✔ Consider environmentally friendly alternatives to plastics and other non-degradable materials
- ✔ Encourage employees to consider public transportation or carpool for official out-of-office events whenever possible
- ✔ Encourage attendees to bring their own reusable water bottles / containers

➔ Sustainable Events Management: <https://www.sunwayreit.com/wp-content/uploads/2024/02/231219-Sunway-REIT-Sustainable-Events-Management-Policy-v4.pdf>

#### TALENT MANAGEMENT

At Sunway REIT, we endeavour to enhance the long-term capabilities of our employees by focusing on talent management. We diligently strive to attract top-tier industry talents through a range of dedicated efforts, which include:



#### LEADERSHIP PROGRAMME

Employees' growth areas are identified through the Executive Development Programmes and Sunway Leadership Competencies, with joint efforts from Sunway Group leaders to:

- maintain the consistency of standards and expectations.
- develops personalised learning opportunities and a focused development journey



In 2023, 100% of employees received performance and career development reviews conducted by their managers and supported by our HR Department.

## PEOPLE AT THE CORE

### TRAINING AND DEVELOPMENT

We deliver our leadership and training programmes through four key learning platforms: online learning, physical classroom sessions, conferences, and seminars. These platforms cover a diverse array of topics designed to equip our employees with essential industry skills and knowledge, including professional certification courses, career workshops, as well as leadership and soft skills training sessions.

**In 2023,**

Average training hours by gender:

MALE **43** hours      FEMALE **34** hours

Average training hours by employee category:

Senior Management	Manager & Senior Manager	Senior Executive & Assistant Manager	Executive
<b>28</b> hours	<b>44</b> hours	<b>34</b> hours	<b>42</b> hours

Total Learning Hours:

**815** hours

Average Training Hours Per Employee Per Year:

**35** hours

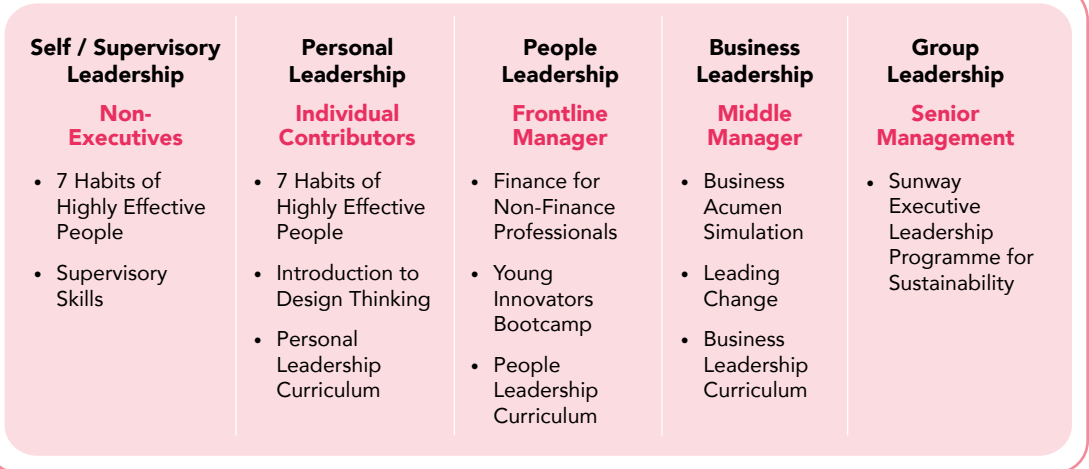
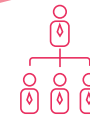
Training & Development Investment:

**>RM41,000**

In 2023, we invested over RM41,000 in employee learning and development programmes, guided by our Sunway Leadership Competencies. Our focus areas drive leadership development at all levels from individual and team leadership to overarching business leadership. Our initiatives encompass a variety of learning and development programmes, including soft skills training, talent development, and diverse functional and technical training programmes. Notably, safety training is mandatory for new hires, ensuring a comprehensive approach to skill enhancement and professional growth.

### LEARNING AND DEVELOPMENT PROGRAMMES

#### Leadership Curriculum



We have also continued partnerships with the Sunway Education Group (SEG) to offer diverse formal and informative educational programmes. Our informative programmes feature webinars covering UNSDGs and training courses with 42KL. We will also continue to collaborate with Sunway iLabs to conduct a Design Thinking Workshop for our employees. Employees aiming to pursue post-graduate or professional certifications through SEG will benefit from discounted tuition fees.

### SUSTAINABILITY AND ESG TRAINING PROGRAMME

We prioritise employee education on sustainability, fostering awareness of ESG, which includes 17 UNSDGs, environmental impacts, occupational health and safety, and other ESG-related aspects. Sustainability is integrated into our Corporate Orientation Programme for new employees, providing an overview of Sunway REIT's business, values, and sustainability efforts.

## PEOPLE AT THE CORE

## FUNCTIONAL AND TECHNICAL TRAINING PROGRAMMES

## Compulsory Annual Training on Mandatory Policies

Trainings include:

- Sunway Anti-Bribery & Corruption Policy
- Sunway Code of Conduct and Business Ethics
- Sunway Personal Data Protection Notice
- Sunway E-Policy
- Sunway Human Rights Policy
- Sunway Conflict of Interest Declaration (COID)

## Learning / Career Toolkits

1. Learning Catalogue 2023
2. Career Conversation Toolkit

## Core Functional and Technical Training Programmes

Programmes include:

- Financial Mastery Training
- Real Estate Industry Training
- Microsoft Training
- Functional Specific Training
- Safety & Health Training

## Learning and Development Courses / Programmes

Courses / Programmes include:

- Coaching Workshop
- Effective Business Writing, Email & Minutes Writing
- First Time Manager
- Data Visualisation for Better Decision Making
- Simulated Learning:
  - » Agile Leadership
  - » Agile Ways of Working
  - » Influencing Skills for Leading without Authority
  - » Developing Emotional Intelligence

## DIVERSITY AND INCLUSION

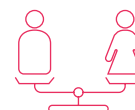
At Sunway REIT, we prioritise diversity and inclusion, recognising the significant value that different segments of society bring to our organisation. Our commitment is evident in a diverse workforce that represents various backgrounds, enriching perspectives, accelerating problem-solving, improving engagement, and enhancing customer understanding.

Adhering to local labour laws and our comprehensive Diversity and Inclusion Policy, we maintain a zero-tolerance stance against discrimination. We strive for equal opportunities, irrespective of gender, age, ethnicity, disability, religion, or any other status.

Sunway REIT aims to create a culture that:



Respects and values others' differences



Promotes equality and diversity



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



## DIVERSITY AND INCLUSION POLICY

The Diversity and Inclusion Policy is designed to foster an inclusive workplace by promoting equal opportunities and preventing discrimination. It outlines principles and commitments that celebrate diversity, creating a culture where individuals of various backgrounds feel valued. This policy contributes to a more innovative, collaborative, and supportive work environment.

Guiding Principles:

- ✓ Respect differences
- ✓ Value diversity of ideas
- ✓ Zero tolerance for discrimination

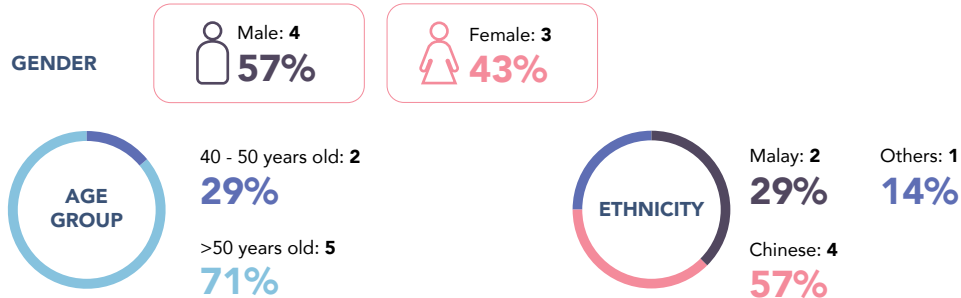
➔ Diversity and Inclusion Policy: <https://www.sunwayreit.com/wp-content/uploads/2024/02/240901-Sunway-REIT-Diversity-and-Inclusion-Policy-v3.pdf>

Our commitment to diversity is illustrated through our support for women in leadership positions, with 43% of our Board being female, surpassing the 30% requirement set by the Malaysian Code on Corporate Governance. Notably, Tan Sri Dr. Jeffrey Cheah, Chairman of Sunway Berhad, is a member of the Advisory Council of Malaysia's 30% Club. This council consists of chairpersons and business leaders dedicated to advancing the presence of women directors on corporate boards. This speaks of our active involvement in promoting gender diversity at the highest levels of leadership.

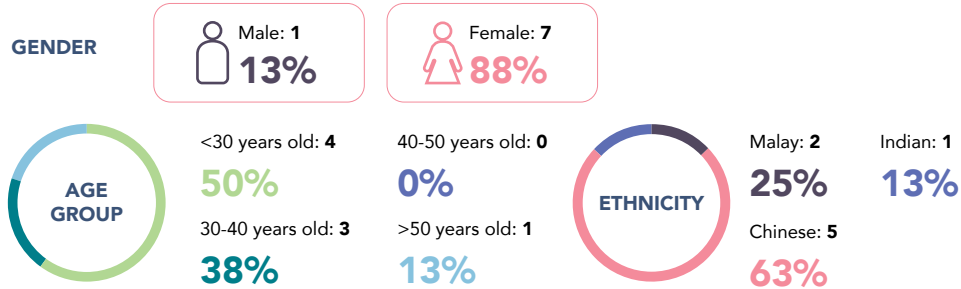
In 2023, Sunway REIT continues to prioritise local talents with 100% of our employees being locals.

PEOPLE AT THE CORE

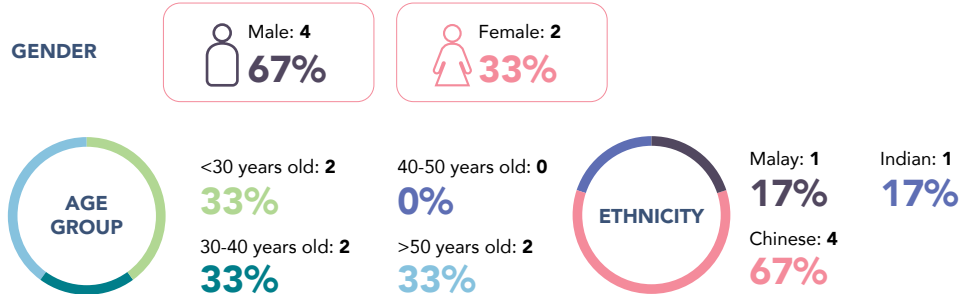
**BOARD DIVERSITY** - Total Number of Board Members: 7



**NEW HIRE DIVERSITY** - Total Number of New Hires: 8



**TOTAL TURNOVER RATE** - 6 (26%)



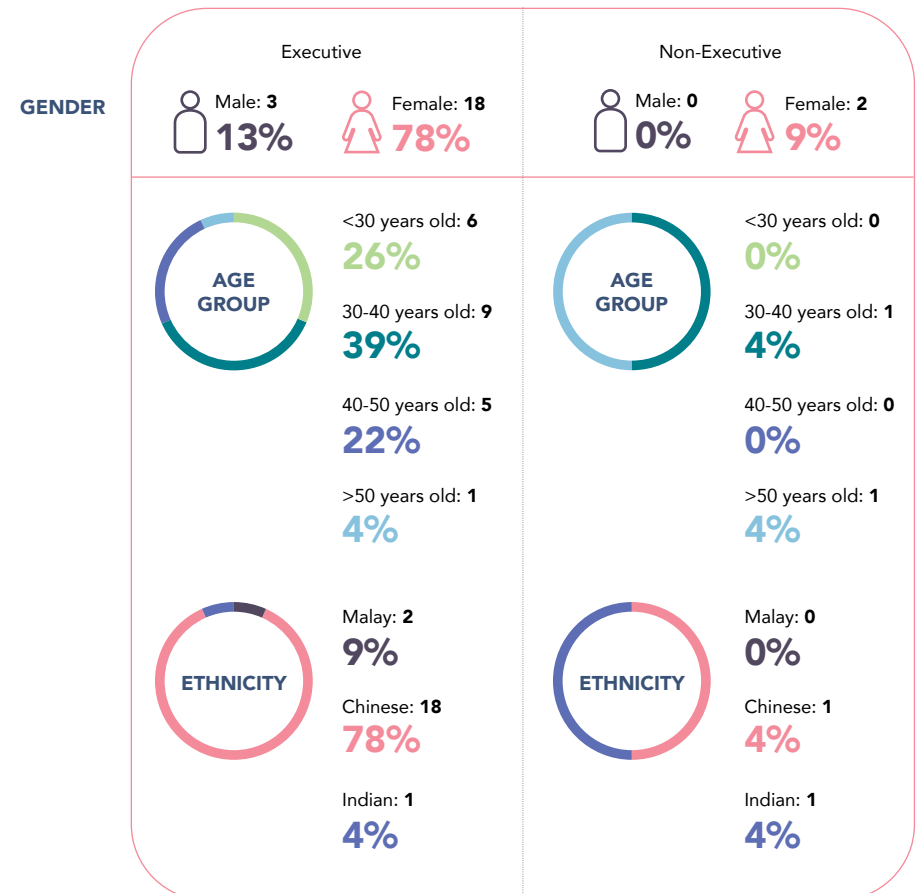
**100%**

of our Senior Management are local hires

**100%**

of our employees are local hires

**EMPLOYEE DIVERSITY** - Total Number of Employees: 23



**Note:**  
Figures stated may not add up to rounding of decimals



## WORK SAFE, LIVE WELL

GRI 2-8, 403-1, 403-2, 403-4, 403-5, 403-8, 403-9

At the heart of our operations lies an unwavering dedication to creating a secure and healthy work environment. We recognise the paramount importance of prioritising the well-being of our employees, ensuring their safety is integrated into every facet of our business practices. The initiatives outlined in this section specifically cover both the employees of our business segments and non-employees, such as contractors providing services to these business segments.

### SAFETY AND HEALTH

Prioritising occupational health and safety goes beyond being a legal obligation for Sunway REIT; it is a strategic and ethical imperative. This commitment is integral to our overall success, sustainability, and positive reputation in the real estate market.

Our dedication extends not only to creating a safe and healthy work environment for employees but also for contractors, visitors, clients, customers, and our Sunway communities.

Each of our business segments has its respective Occupational Health, Safety and Environment (OHSE) Committee to ensure a safe and healthy environment for both our occupants and visitors. All stakeholders share a duty in upholding workplace health and safety.

Safety is a journey, as illustrated by the visual below:



### SUNWAY GROUP OHSE BUSINESS PLAN

#### Leadership Empowerment

- Set up Occupational Health, Safety and Environment Management System (OHSEMS) framework by establishing Group OHSE policy & plan.
- Identify Occupational Health and Safety (OHS) coordinators for all sites in Malaysia.
- Establish Group OHSE Council and sites OHSE Committees.

#### People Development, Sharing & Network

- Establish OHSE Competency Pool in Sunway Group.
- Improve OHSE knowledge among OHSE coordinators such as establishment of Group OHSE Induction module and at least 50% (4) of annual OHSE technical trainings.
- Increase number of competencies among OHSE coordinators.
- Increase OHSE knowledge for staff.
- Increase OHSE knowledge among Sunway contractors.

#### Support Compliance through workplace guided self regulation

- Conduct Annual OHSE gap analysis for all sites.
- Encourage Occupational safety and health compliance to ensure all sites achieve 'Average' rating above.
- Investigate all fatalities and high consequence work related injuries (HCWRIs) involving Sunway staff.
- Strengthen occupational health and services and industrial hygiene at workplace.
- Establish Group OHSE SOPs.
- Establish emergency response procedures at all sites.
- Initiate environmental initiatives such as waste, air, water, environmental noise, etc.

#### Promote implementation of best practice

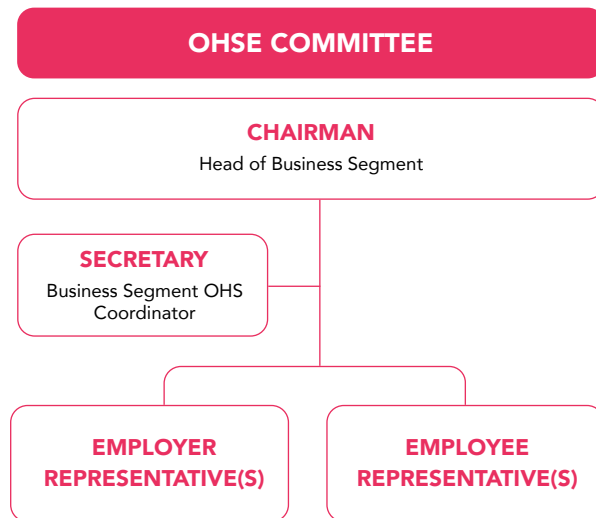
- Promote conformance to International Organisation for Standardisation (ISO) 45001:2018 Occupational Health and Safety Management System.
- Improve near-miss record and occupational health reporting to promote preventive culture.
- Promote workers health through non-occupational health programmes.
- Conduct OHSE Social Responsibility programmes that caters to new OHSE practitioners, other parties directly linked to business operations (supplier / contractor) and communities (universities, school, SMEs, general public).

#### Advance reporting and continual improvement

- Work with Group Sustainability to ensure relevant OHS disclosures (for ESG disclosure) are reported.
- Conduct Annual Corporate OHSE Audit at 100% of sites in Malaysia.
- Occupational Health, Safety and Environment for Industry 4.0.
- OHSE Risk Management through digital technology.
- Report OHSE performance to Group OHSE Council at least once per year.

## WORK SAFE, LIVE WELL

### Organisational Structure for OHSE Standards in Each Business Segment



Since 2021, trained OSH Coordinators (OHS-Cs) are strategically placed across Business Segments to oversee safety initiatives. With on-site personnel, including OHSE Committees, they manage the OHSEMS, conducting meetings chaired by Senior Management, at most quarterly annually. This structure enhances communication, development, and issue resolution, supported by relevant training.



#### The key functions of the OHSE Committee are:

- Developing OHS rules and safe system of work
- Reviewing the effectiveness of OHS programmes
- Conducting incident studies, and ensuring corrective and preventive action
- Reviewing of OHS policy
- Investigating accidents
- Inspecting the workplace
- Implementing Preventive and Corrective actions (PACA). actions (PACA) on OHSE reports
- Investigating complaints
- Resolving of complaints

### OHSE COMPLIANCE AND AUDIT FRAMEWORK

OHSEMS ensures full compliance with key regulations, including the Occupational Safety and Health Act (OSHA 1994), Factories and Machineries Act (FMA 1967), and Environmental Quality Act (EQA 1974).

Annually, Sunway REIT's Business Segments undergo internal audits by certified ISO45001:2018 Lead Auditors. In 2023, all 12 properties were audited for legal compliance and standards conformity, focusing on Sunway REIT internal operations, excluding contractors, business partners, and tenants.

External audits by authorities like the Department of Occupational Safety and Health (DOSH) and the Fire & Rescue Department of Malaysia (JBPM) are conducted for assessing compliance and certificate renewal, while NGO audits by the Malaysian Society for Occupational Safety and Health (MSOSH) contribute to continual improvement based on the Plan-Do-Check-Act (PDCA) cycle.

#### In 2023,

**623** Employees were inducted on OHSE awareness

**903** Employees received OHSE training

**100%** Workers were covered by OHSMS

**100%** Workers were covered by OHSMS & internally audited

**61.83%** Workers were covered by OHSMS & externally audited

#### Note:

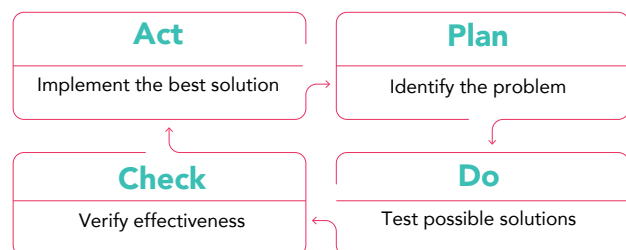
Employees and workers are specific to Sunway REIT's business segments

Providing comprehensive training to employees is imperative to ensure their competence, readiness, and expertise in their respective roles. These tailored training sessions are meticulously designed based on workers' job scopes, operational requirements, and legal mandates.

In 2023, we conducted more than 10 safety and health topics that include general safety inductions and specialised training such as working at height, fire safety, first aid, kitchen safety and food safety. All training sessions were led by proficient instructors or experienced OHS practitioners, using both English and Bahasa Malaysia as mediated languages to ensure thorough comprehension among employees.

## WORK SAFE, LIVE WELL

## MITIGATING OPERATIONAL THREATS: RISK IDENTIFICATION AND ASSESSMENT



Promoting a workplace safety culture commences with instilling proactive behaviour among our workforce. Our Business Segments uphold this commitment by mandating formal risk assessments before commencing any activity, aiming to minimise and eliminate workplace health and safety risks. Identifying potential hazards significantly reduces workplace incidents, preventing severe injuries, illnesses, and disruptions to business operations. They implement control hierarchies for identified risks, conducting annual reviews or comprehensive risk assessments when significant changes or incidents occur.

## Health Services Provided to Employees

Occupational health services are offered to enhance employees' well-being during employment, ensuring easy access to medical attention. We are committed to safeguarding the health of Sunway employees, emphasising mental and physical fitness for optimal performance. Our HR and OHSE team organise various services and programmes, including those addressing non-work-related health risks, mental health, and well-being. We promote awareness and encourage participation through email blasts and the HR portal.

## Occupational Health Services

- Pre-employment medical examination
- Return to Work SOP for employees impacted from occupational injuries or illness (e.g., medical removal, rehabilitation).
- Investigation of occupational poisoning / disease
- Clinical services
- Health promotion

## Well-being Improvement Programmes

- Mental health and well-being seminars
- Vaccination (e.g. Typhoid, COVID-19)
- Awareness on physical inactivity
- Seminar on healthy diet
- Health Screening Programme
- Provision of gym

## INCIDENT REPORTING AND INVESTIGATION PROCESS

Based on Heinrich's theory of accident, in the event of one major injury, there are 29 minor injuries and 300 no-injury accidents. Mitigating minor accidents significantly reduces the likelihood of major incidents. Vital to this effort is encouraging individuals to promptly report hazards and near misses. Early detection is key to preventing recurrence or escalation to major accidents.



Reference: Heinrich's theory of accident

One way to minimise such circumstances is by implementing a systematic incident reporting and investigation process. Business Segment utilise systems like E-Log and Knowledge Portal 4.0. All employees are trained to report hazards during their OHSE Induction Programmes. Reports are confidential, with experienced safety personnel conducting root cause analyses. Consultation with OHSE Committee members identifies preventive and corrective actions. After implementation and case closure, the report is presented to Management in the Review meeting. We also report incidents to DOSH for compliance.

Follow up actions have been taken based on the hierarchy of controls to prevent cases mainly associated with cuts from sharp objects and slips, trips and falls from occurring again. Some of the proposed measures include implementation of safe work procedures, usage of personal protective equipment such as cut-resistant gloves, and instructions such as signages for slippery floor.



In 2023,

## Number of Fatalities

**ZERO** Employees

**ZERO** Non-employees

## High Consequence Work-Related Injuries

**ZERO** Employees

**ZERO** Non-employees

## WORK SAFE, LIVE WELL

### INCIDENT REPORTING AND INVESTIGATION PROCESS

Our business segments implement a streamlined incident reporting process, encouraging easy reporting of hazards and incidents.

Our Whistleblowing Policy ensures confidentiality for whistleblowers. Workers have the right to remove themselves from potentially risky situations. Collecting data on occupational health and safety performance aids in improving safety levels across operational sites, fostering a healthier work environment.

**In 2023,**

#### Recordable Work-Related Injuries:

**9** Employees

**ZERO** Non-employees

#### Recordable Work-Related Injuries Rate:

**2.41** Employees

**ZERO** Non-employees

#### Lost Time Injury (LTI):

**9** Employees

**ZERO** Non-employees

#### Lost Time Injury (LTIR):

**0.48** Employees

**ZERO** Non-employees

#### Lost Time Injury Frequency Rate (LTIFR):

**2.41** Employees

**ZERO** Non-employees

#### Number of Hours Worked:

**3,731,290** Employees

**1,977,974** Non-employees



#### MSOSH Awards

Sunway Pyramid Mall, Sunway Putra Mall, Sunway Carnival Mall and Sunway Property & Facility Management (Menara Sunway) won Gold Class II Award at the 41st 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 organisation in Malaysia with proven outstanding occupational safety and health performance. Award participants are subjected to stringent document with site verification audits by a panel of qualified and dedicated auditors before they are deemed credible for the awards.

### INCIDENT REPORTING AND INVESTIGATION PROCESS

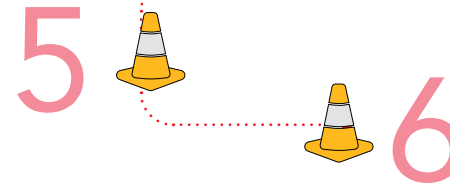
1 Employee reports hazard and / or incident through an internal system or through their safety coordinator



3 Safety and Health Committee members recommend risk mitigation methods that are equivalent to a hierarchy of controls for the identified hazard



5 Report is presented to the Management at the Group OHSE Council and Management review meeting



2 An experienced safety person investigates the claim. A root cause analysis is conducted in consultation with Operations, HR and Safety & Health Committee members

4 Preventive and corrective actions are taken

6 Report is also presented to DOSH as commitment to compliance with incident reporting

#### Notes:

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

## COMMUNITY DEVELOPMENT THROUGH FOSTERING INCLUSIVITY

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

Corporate responsibility is integral to our identity, driving our vision to enhance stakeholder value through Community Engagement. As an inclusive organisation, we actively connect with and uplift marginalised communities through partnerships with non-governmental / not-for-profit organisations. Each collaboration positively impacts lives, fostering lasting changes within the community. Our endeavours are aligned with Sunway Group's commitment to the UNSDGs, evident in the #SunwayforGood initiatives in Healthcare, Education, and Community Enrichment.



### Three pillars of #SunwayforGood



EDUCATION



HEALTHCARE



COMMUNITY ENRICHMENT

In 2023, Sunway REIT supported part of Sunway Group's contribution on the following

**>RM3.8 million**

in Community Inclusivity



Impacted more than

**92,087**

beneficiaries



Dedicated

**3,108**

man-hours to volunteerism  
by Sunway employees

### EDUCATION

Sunway REIT continues to empower society through education with sustainable initiatives aimed at nurturing future generations.

#### TOGETHER FOR GOOD BOOKLET

**20,000** booklets

Sunway Malls Together For Good Booklet is crafted to engage children in entertaining yet educational activities with a core focus on sustainability. This booklet is extensively distributed to kindergartens and primary schools in the Klang Valley, as well as within our malls. A total of 20,000 booklets were printed for direct distribution to schools and within the malls, reflecting a direct investment of RM31,950.



#### PAINTING MORE THAN COLOURS

**6** classrooms

This project by Sunway Carnival Mall revitalised all six (6) Form 5 classrooms, actively engaging with the students and cultivating a sense of ownership in them. Volunteers, including students and teachers, participated in tasks such as scraping old paint, filling holes, and applying fresh coats of paint.





## COMMUNITY DEVELOPMENT THROUGH FOSTERING INCLUSIVITY

### HEALTHCARE

Health and well-being continue to be a key priority for Sunway REIT and we strive to promote good civic consciousness.

#### BLOOD DONATION DRIVE

The blood donation drive held at Wisma Sunway garnered significant public participation, and received support from Jabatan Kesihatan Negeri Selangor (JKNS) and the Blood Transfusion Unit at Hospital Tengku Ampun Rahimah (HTAR). In an effort to overcome the shortage in blood supply, Sunway Carnival Mall organised separate blood donation drives at Hospital Seberang Jaya and Hospital Pulau Pinang.



Wisma Sunway



Sunway Carnival Mall



#### FREE DENTAL TREATMENT

Wisma Sunway hosted a transformative event during Dental Health Week with Jabatan Kesihatan Negeri Selangor's Dental Unit, offering free dental treatment to tenants from 3 -7 July 2023. The event focused on the theme 'Mulut Sihat Pilihan Saya', raising awareness about dental cleanliness and health. With a commitment to tenant well-being, JKNS efficiently scheduled time slots, minimising wait time for minor dental check-ups and treatments in a mobile clinic. This initiative not only prioritises dental health but also reflects Sunway REIT's dedication to a community-centric environment.

### 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.

#### GENERATING POSITIVE IMPACT THROUGH AUTSOME

According to the National Autism Society of Malaysia (NASOM)<sup>1</sup>, autism and its associated behaviours have been estimated to affect as many as one in 68 newborns. Recognising the needs, Sunway Putra Mall has pioneered Autism Spectrum Disorder (ASD) awareness in Malaysia. As the first mall to integrate autism-friendly features, it offers sensory walls, a calm room, dimmed lights, reduced volume, Autsome shopping, and reserved parking. Launched in 2019, the Autsome Programme provides special promotions and discounts, aligning with SDG 3: Good Health and Wellbeing and SDG 10: Reduced Inequalities.

Educate the society on autism awareness

Advocate for acceptance of the autism community

Celebrate inclusiveness and togetherness in the community

Source: NASOM (The National Autism Society of Malaysia): <https://www.nasom.org.my/>



We are committed to prioritising autism awareness but our efforts extend beyond that to actively championing initiatives that promote inclusivity, accessibility, and opportunities for individuals with autism to thrive in various aspects of life. These initiatives are the fruits of our firm belief in the importance of empowering individuals with autism within our society.

#### AUTSOME STARTER KIT

Sunway Pyramid Mall has partnered with the Early Autism Project for the Autsome Starter Kit initiative, sponsoring 15 kits valued at approximately RM225 each for the B40 families. This exemplifies Sunway Pyramid Mall's commitment to inclusivity and making a positive impact on the lives of those in need.

#### RAYA FUNDRAISING FOR AUTISM

In a heartfelt gesture, Sunway Putra Mall presented the joy of Hari Raya Aidilfitri with World Autism Awareness Month through the Cahaya Raya X Autsome campaign. This initiative raised a remarkable total fund of RM7,380, supporting four deserving beneficiaries and exemplifying the mall's commitment to making a meaningful difference in the lives of the autism community.

#### TOY LIBRARIES FOR AUTISM

In its continuous collaboration with the Early Autism Project, Sunway Pyramid Mall partnered with The Hope Project to sponsor three fully-equipped toy libraries for NASOM centres in Titiwangsa, Gombak and Teluk Pulau on 23 April 2023. Items include sensory toys, stationery, shelves and children's tables and chairs. This is a one-off initiative.

## COMMUNITY DEVELOPMENT THROUGH FOSTERING INCLUSIVITY

### FOSTERING POSITIVE IMPACT THROUGH INCLUSIVITY

#### SUPPORTED EMPLOYMENT

- Sunway Resort Hotel has welcomed **2** individuals with disabilities into the Reservation Department, with the assistance of a Job Coach. This collaborative effort is dedicated to offering meaningful employment to individuals who may face additional challenges in the workplace.

#### CELEBRATING UNSUNG HEROES

- Sunway Putra Hotel celebrated **50** casual and part-time staff that migrated from another country as unsung heroes that played an integral role in supporting the Hotel's operation.

### FESTIVALS

Celebrations, while joyous, present a financial challenge for underserved communities. In response, we have made a substantial contribution to ensure that less fortunate communities can partake in these significant festive occasions, spreading joy and inclusivity.

#### RAMADAN AND HARI RAYA

- Sunway Putra Hotel contributed Buka Puasa meals to children and their caregivers. The children were also given stationery kits and duit raya.
- Sunway Putra Hotel distributed bubuk lambuk to motorists along Jalan Putra.

#### THAIPUSAM

- Sunway Hotel Seberang Jaya and Sunway Hotel Georgetown distributed **2,500** meals to visitors / devotees in George Town during Thaipusam.

#### DEEPAVALI

- Sunway Pyramid Mall partnered with Getha to furnish NASOM Group Home in Bandar Puteri with new household appliances, bed and mattress sets worth **RM10,000**



#### CHRISTMAS

- Sunway Resort Hotel successfully raised around **RM3,800** through the sale of handmade Christmas ornaments acquired from Batik Boutique. The entire proceeds will go towards supporting Praise Emmanuel Children's Home.
- Sunway Pyramid Mall donated **RM2,000** to Hopes Malaysia Welfare Association to rebuild the deteriorating 34-year-old Kampung Kougung Malaan bridge in Sabah
- Sunway Pyramid Mall contributed **RM5,000** to aid in the repair of Stepping Stones Living Centre, which faced damage from floods and landslides two years ago.

### UNIVERSAL ACCESSIBILITY

Sunway REIT champions an all-inclusive society through the implementation of our Universal Accessibility Policy. This policy underscores our commitment to ensuring physical accessibility in our buildings, wherever practical and feasible, striving to create spaces that are welcoming and accessible to everyone.



#### UNIVERSAL ACCESSIBILITY POLICY

This policy details the principles and practices of physical accessibility to be implemented in common areas and infrastructure, like toilets, lifts, and other relevant spaces:

- ✓ Building spaces that are easily accessible for people with limited mobility
- ✓ Accommodating assistive devices by constructing curb cuts and sidewalk ramps
- ✓ Implementing the use of lever handles for doors requiring manual lockset
- ✓ Standardising fire alarm pull stations with single-hand, closed fist operation



Universal Accessibility Policy:  
<https://www.sunwayreit.com/wp-content/uploads/2023/10/230803-Sunway-REIT-Universal-Accessibility-Policy-v2.pdf>

# GOAL 4

## RESPECTING ETHICAL PRINCIPLES

### CAPITAL



Social and Relationship



Intellectual

### MATERIAL ISSUES

- Responsible and Sustainable Financing
- Innovation and Technology
- Group Standards and Operation Procedures
- Macro-economic Issues
- Company's Financial Performance

### ACTIVITIES

- Code of Conduct and Business Ethics
- Mandatory Training on Anti-Bribery & Corruption
- Corporate, Board and Sustainability Policies
- Cybersecurity and Data Governance

### VALUE CREATED

- **Strong Governance**
- **Zero Tolerance for Fraud, Bribery and Corruption**
- **Data Security and Privacy for Customers**



At Sunway REIT, a deep commitment to ethical principles is at the core of our corporate policies and our dedication to ESG principles. This commitment, which includes upholding business integrity and promoting equitable practices, enables us to cultivate a high level of trust and confidence among our stakeholders, going beyond mere regulatory compliance.

To ensure the continuity of this commitment, we have carefully crafted a resilient framework that ensures sound corporate governance. The collaboration between The Board, the Sustainability Committee, and the SWG promotes transparency and trust among stakeholders.

For more information on Sustainability Governance, please refer to page 7



## BUILDING RESILIENT GOVERNANCE

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

**Our dedication to sound governance is evident in the REIT's exceptional ESG scores on globally recognised and established ESG indices. These ratings not only demonstrate our commitment to sustainability but also function as a data-driven tool for reflection and self-assessment. In 2023, Sunway REIT's FTSE Russell ESG Rating increased from 3.2 to 3.6 while our MSCI ESG Rating improved from 'BB' to 'A' and our CDP Climate Change Score upgraded from 'C' to 'B'.**

Sunway REIT upholds elevated ethical standards and robust governance through well-established Group Standards and Operating Procedures, rigorously forbidding fraud, bribery, and corruption. Our Code of Conduct, Business Ethics, along with comprehensive policies, not only provides guidance for our Directors and employees but also extends to anyone engaging with us.

### ZERO TOLERANCE FOR FRAUD, BRIBERY AND CORRUPTION

At Sunway REIT, our Anti-Bribery & Corruption (ABC) Policy maintains a strict zero-tolerance stance against fraud, bribery, and corruption. The ABC policy is communicated extensively through various channels like our website, training sessions, and induction programmes. We also engaged in proactive risk management by identifying, assessing and mitigating ABC risks as reflected in quarterly reports to our Risk Management Committee and conducting detailed assessments every three years.

### CODE OF CONDUCT AND BUSINESS ETHICS

Our materiality survey revealed that anti-corruption and business ethics are our top two priorities, echoing our resolution in upholding the highest standards of ethical business practices.

Our Code of Conduct and Business Ethics is a comprehensive guide designed to ensure compliance with all relevant laws and regulatory requirements across our operations and activities. It contains regularly updated corporate policies to remain aligned with evolving regulations. It also acts as an ethical compass for our directors, employees, business partners, vendors, and anyone engaging with Sunway REIT.

### RISK MANAGEMENT

We prioritise protecting our people and organisation from risks that could harm our finances, business, or reputation. Our risk management plan not only identifies and minimises risks, but also saves costs and strengthens our company's reputation. Sunway REIT's risk management framework, aligned with ISO 31000:2018 guidelines, integrates Enterprise Risk Management (ERM) into critical business activities to identify and address potential risks affecting our organisation and stakeholders.

Our non-compliance procedures allow us to thoroughly investigate and report identified issues. Additionally, we ensure continuous communication with the Board and employees, updating them on our goals and policies through our corporate website, training sessions, and induction programmes.

 For more information on Risk Management, please refer to Sunway REIT's Integrated Annual Report 2023

In 2023,

**ZERO** reported cases of anti-competitive behaviours, violations of anti-trust and monopoly

**ZERO** reported cases of bribery and corruption

**ZERO** reported cases of non-compliance with laws and regulations in environmental, social and economic areas

**ZERO** reported cases of non-compliance concerning the health and safety impacts of products and services

## SUNWAY REIT'S POLICIES

### Board Policies

- Directors' Remuneration Policy
- Non-Audit Services Policy
- Policy on Selection and Assessment of Board of Directors
- Policy on Selection of External Auditors

### Corporate Policies

- Anti-Bribery and Corruption Policy (ABC)
- Anti-Money Laundering Policy (AML)
- Diversity & Inclusion Policy
- Whistleblowing Policy & Procedures

### Sunway REIT's Sustainability Policies

- Sustainability Policy *Updated!*
- Donations, Sponsorship and Corporate Responsibility Policy *Updated!*
- Biodiversity Policy *New!*
- Diversity and Inclusion *New!*
- Green Building Policy *New!*
- Human Rights Policy *New!*
- Water Management Policy *New!*
- Sustainable Procurement Policy *New!*
- Sustainable Events Management Policy *New!*
- Universal Accessibility Policy

### Sunway Berhad's Policy

Sunway REIT is aligned with Sunway Berhad's policy:

- Group Occupational Health, Safety & Environmental Policy

 Sunway REIT's policies:  
<https://www.sunwayreit.com/corporate-sustainability/governance/>

## BUILDING RESILIENT GOVERNANCE

### DONATIONS, SPONSORSHIPS AND CORPORATE RESPONSIBILITY

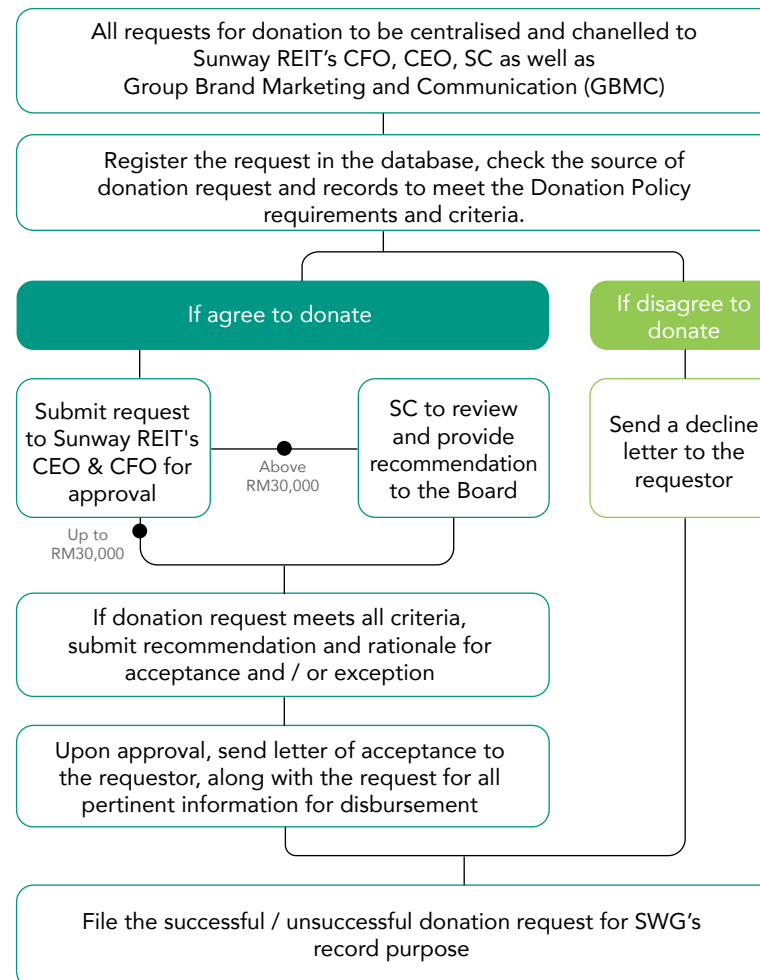
Sunway REIT has outlined a comprehensive strategy for managing donations, contributions, and sponsorships, emphasising ethical considerations and adherence to corporate responsibility. The policy involves thorough due diligence, risk assessment, and monitoring to ensure alignment with corporate values and legal compliance. Sunway REIT aims to contribute positively to social causes, support communities, and align with the national agenda for growth. All donations adhere to Malaysian laws, are directed towards established entities, and strictly prohibited for illicit purposes. The policy emphasises transparency through regular disclosures and internal audit records, aligning with Sunway REIT's commitment to ethical business practices and corporate citizenship.

Each sponsorship initiative is designed to contribute positively to the community, support causes integral to our mission, and foster mutually beneficial partnerships. With a commitment to transparency and responsible corporate citizenship, our sponsorships aim to make a meaningful impact on the well-being of individuals, communities, and the broader societal landscape.

Category	Objective
Goodwill Sponsorships	To respect existing stakeholder relationships and / or build new networks while meeting various business objectives.
Media Sponsorships	In support of true and fair reporting and disclosure of information or events that will increase awareness and bring positive actions that are aligned with Sunway REIT's sustainability agenda.
Community-driven Sponsorships	To support various stakeholder communities to include institutions for the disadvantaged and underprivileged groups, etc.

#### Approval / Declining Process

In adhering to a structured and transparent approach, the following outlines our rigorous approval / declining process. This process is designed to ensure scrutiny, strategic alignment, and adherence to established criteria in evaluating proposals. We uphold the principles of accountability, consistency, and responsible decision-making in all sponsorship matters.



#### DONATIONS, SPONSORSHIPS AND CORPORATE RESPONSIBILITY POLICY

The policy sets out best practices in making donations and contributions. The purpose of the policy is to:

- ✓ Provide guidance for strategic donations and sponsorships
- ✓ Emphasise due diligence to identify potential affiliations
- ✓ Implement proper controls to mitigate the risk of kickbacks

🔗 Donations, Sponsorships and Corporate Responsibility Policy: <https://www.sunwayreit.com/wp-content/uploads/2023/10/230803-Sunway-REIT-Donations-Sponsorship-ad-CR-Policy-v2.pdf>



## SECURING THE DIGITAL LANDSCAPE

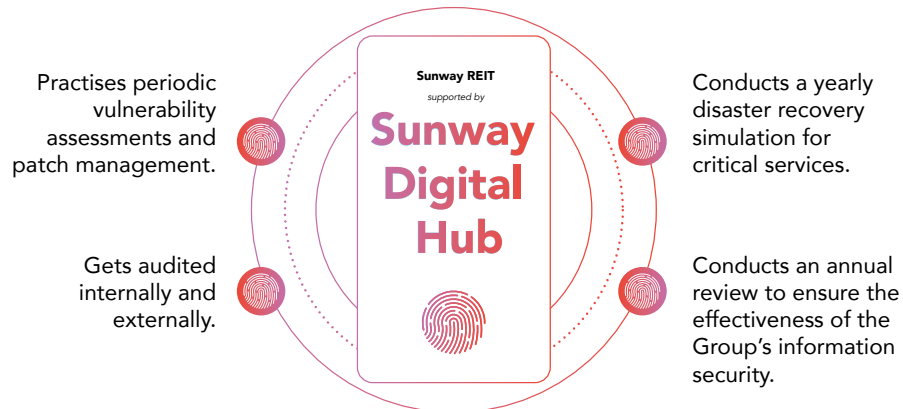
GRI 418-1

**Innovation and Technology are essential for every organisation to stay at the industry's forefront. Yet, careful navigation in cybersecurity, data governance and safeguarding customer privacy is crucial to business health.**

### CYBERSECURITY & DATA GOVERNANCE

The enhanced online presence in Sunway REIT's business, due to digital acceleration, exposes us to potential cyber threats. We have implemented multiple measures and invested in robust solutions to strengthen our cyber resilience, mitigating legal, financial, and reputational risks associated with cybercrime.

Sunway REIT is supported by Sunway Digital Hub, led by the Chief Information Officer (CIO) of Sunway Berhad. The CIO is a member of the National Tech Association of Malaysia (PIKOM) CIO Chapter and PIKOM Cybersecurity User Group. Moreover, the CIO oversees the management of the Shared Services Centre and is tasked with submitting periodic reports to the Board on the Group's latest cybersecurity and technology strategies.



In 2023,

**ZERO** reported cases of cybersecurity breaches

We have introduced an accessible ePolicy through our Online Learning System, emphasising the importance of data protection and privacy via monthly newsletters, annual performance reviews, and regular phishing simulation exercises. Additionally, we have established a dedicated email for reporting cybersecurity incidents.

Sunway Digital Hub, certified to meet ISO 27001:2013 international standards, prioritises the efficiency of its Information Security Management System (ISMS). It maintains a comprehensive set of policies and procedures that encompass various legal, physical, and technical controls within Sunway REIT's information risk management processes.

### CUSTOMER PRIVACY PROTECTION

We are committed to safeguarding customer privacy and their data, ensuring we foster trust and uphold customer satisfaction. Some of our practices include:

#### Adherence to the Personal Data Protection Act 2010 (PDPA);

Sunway REIT and 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 conduct an annual internal audit of PDPA compliance.

#### Implementation of Data Governance Framework, Policies & Procedures

Our Group Information Technology (GIT) team has developed and implemented the Data Governance Framework, Policies, and Procedures. This comprehensive guide is instrumental for Sunway in the domains of data management and security, ensuring consistency and efficiency in data handling across the Group. This initiative effectively reduces the risk of data misuse, holding every employee to the highest standards of privacy and confidentiality.

#### Privacy Policies Across Our Properties

In Sunway Malls, we prioritise customer privacy by respecting their preferences, allowing them to choose their preferred contact method, and providing clear reminders about the use of pictures and video footage captured within the malls. All requested personal information is handled in accordance with PDPA privacy regulations.

Moreover, in our Hotels, access to guests' personal data is restricted to authorised personnel only. Similarly, in office spaces, tenants' information is kept confidential, and disclosure requires prior consent from the tenants, ensuring stringent data access control across our properties.

In 2023,

**ZERO** reported cases of customer privacy breaches or loss of customer data



# Appendices

Memberships In Associations

Building Management Standards

Key Performance Indicators

Bursa Malaysia's Enhanced Sustainability Report Requirements

GRI Content Index

Glossary

Assurance Statements





# MEMBERSHIPS IN ASSOCIATIONS

GRI 2-28

Sunway REIT is actively engaged in multiple industry associations, holding key positions that contribute significantly to industry advancement. Our affiliations with esteemed associations underscore our unwavering dedication to robust corporate governance, aligning with the Principles of Governance—a cornerstone of the World Economic Forum’s International Business Council.

## PRINCIPLES OF GOVERNANCE

Business Segment	Name of Organisation	Sunway REIT’s Representation
REIT	Asia Pacific Real Assets (APREA)	Sunway REIT
	Climate Governance Malaysia	Sunway REIT
	Institute of Chartered Accountants in England & Wales	Mr. Clement Chen Kok Peng, Member
	Malaysian Institute of Accountants	Mr. Clement Chen Kok Peng, Chartered Accountant
		Ms. Ng Bee Lien, Chartered Accountant
		Ms. Cheng Shiau Ling, Chartered Accountant
	Association of Chartered Certified Accountants	Ms. Rachel Soo Wei Hong, Fellow Chartered Certified Accountant
	Board of Engineer, Malaysia	Ms. Jacqueline Wong Yin Teng, Graduate Engineer
		Ms. Angeline Sie Ing Swan, Graduate Engineer
	The Institute of Engineers Malaysia	Ms. Angeline Sie Ing Swan, Graduate Engineer
	GreenRE Sdn Bhd	Ms. Koh Sin Yee, GreenRE Manager
		Ms. Hoh Ming Hooi, GreenRE Manager
		Ms. Angeline Sie Ing Swan, GreenRE Manager
Ms. Yeoh Wei Ni, GreenRE Manager		
Green Building Index (GBI)	Ms. Angeline Sie Ing Swan, GBI Facilitator	
U.S. Green Building Council (USGBC)	Ms. Angeline Sie Ing Swan, LEED Accredited Professional	
Association of Valuers, Property Managers, Estate Agents and Property Consultants in the Private Sector (PEPS)	Mr. Yu Kok Kwang, Ordinary Member	
Retail	Malaysia Shopping Malls Association	Mr. Chan Hoi Choy, Advisor
		Ms. Phang Sau Lian, Vice President 1
		Mr. Michael Poh Oon Howe, Committee Member (Social)
		Mr. Chai Wen Yew, representative for Sunway Carnival Mall
		Mr. Danny Lee Yan Leng, representative for Sunway Putra Mall
		Mr. Stewart Lee Siew Kit, representative for Sunway Pyramid Mall
Hotel	Malaysia Association of Hotels (Security KL Chapter)	Muhammad Azim bin Abd Jabar
	Pacific Asia Travel Association (PATA) Malaysia	Sunway Hotel Georgetown & Sunway Hotel Seberang Jaya
	Malaysian Association of Hotels (MAH)	Sunway Resort Hotel, Member
		Sunway Putra Hotel KL, Member
		Sunway Hotel Georgetown
		Sunway Hotel Seberang Jaya
	Association of Hotel Employers (AHE)	Sunway Resort Hotel, Ms. Eugenia Tan, EXCO 2023-2024 (Committee Member)
Sunway Putra Hotel, Nurul Ain Mohamed Tahir, EXCO 2022-2023 (Committee Member)		
British Malaysian Chamber of Commerce Berhad	Sunway Resort Hotel, Member	

Business Segment	Name of Organisation	Sunway REIT’s Representation
Office	Board of Engineer, Malaysia	Mr. Michael Kwan Ching Dao, Professional Engineer with Practising Certificate
	Board of Quantity Surveyor	Mr. Miracle Liam Wee Lit, Professional Quantity Surveyor
	Board of Valuers, Appraisers, Estate Agents and Property Managers (BOVEAP)	Ms. Ana Nofita, Member
		Mr. James Chan Ngai Toh, Member
		Mr. Goh Hai Thun, Member
		Mr. Goh Leng Seng, Member
		Mr. Goo Chee Kang, Member
		Mr. Lee Chin Hong, Member
		Mr. Ng Wee Chiang, Member
	Mr. Vasantakumar A/I Machap, Member	
	GreenRE Sdn Bhd	Mr. Ahmad Faisal Bin Che Mohamad, GreenRE Manager
	Institute of Workplace and Facilities Management	Mr. Zamzul Khairi Bin Zulkifli, Certified Grade
	Institution of Mechanical Engineers, United Kingdom	Mr. Michael Kwan Ching Dao, Fellow
	Malaysia Association of Energy Service Companies	Mr. Zamzul Khairi Bin Zulkifli, Energy Measurement & Verification Professional
	Malaysia Association of Facility Management	Mr. Vasantakumar A/I Machap, Member
	Malaysia Board of Technologists	Zamzul Khairi Bin Zulkifli, Professional Technologist
	Malaysian Institute of Property & Facility Managers	Mr. Vasantakumar A/L Machap, Member
		Mr. Goh Leng Seng, Member
		Mr. Ng Wee Chiang, Member
	Royal Institute of Surveyors Malaysia	Mr. Miracle Liam Wee Lit, Member
Suruhanjaya Tenaga Malaysia	Mr. Sathish Kumar A/L Ramaiah, Registered Electrical Energy Manager	
The Institute of Engineers Malaysia	Mr. Shaun Yap Jian Aun, Graduate Engineer	
	Mr. Michael Kwan Ching Dao, Member	

## BUILDING MANAGEMENT STANDARDS

Business Segment	Building Management Standards	Details	
<b>Managed Assets</b>			
Office	Menara Sunway	ISO 9001: 2015 (Quality Management System)	Achieved in 2018 (Latest recertification in December 2021, valid until January 2025)
		ISO 27001: 2013 (Information Security Management System)	Achieved in 2016 (Valid until 2025. Via Digital Hub)
	Sunway Tower	ISO 9001: 2015 (Quality Management System)	Achieved in 2018 (Latest recertification in December 2021, valid until January 2025)
		ISO 27001: 2013 (Information Security Management System)	Achieved in 2016 (Valid until 2025. Via Digital Hub)
	Sunway Putra Tower	ISO 9001: 2015 (Quality Management System)	Achieved in 2018 (Latest recertification in December 2021, valid until January 2025)
		ISO 27001: 2013 (Information Security Management System)	Achieved in 2016 (Valid until 2025. Via Digital Hub)
	Wisma Sunway	ISO 9001: 2015 (Quality Management System)	Achieved in 2018 (Latest recertification in December 2021, valid until January 2025)
		ISO 27001: 2013 (Information Security Management System)	Achieved in 2016 (Valid until 2025. Via Digital Hub)
	Sunway Pinnacle	ISO 9001: 2015 (Quality Management System)	Achieved in 2018 (Latest recertification in December 2021, valid until January 2025)
		ISO 27001: 2013 (Information Security Management System)	Achieved in 2016 (Valid until 2025. Via Digital Hub)
Green Building Index - Certified Green Mark		Renewal Verification Assessment Certificate Gold (Final Certificate)	
Retail	Sunway Pyramid Mall	ISO 9001: 2015 (Quality Management System)	Achieved in June 2011 (Latest recertification in June 2023, valid until June 2026)
	Sunway Carnival Mall	ISO 9001: 2015 (Quality Management System)	Achieved in 2012 (Latest recertification in June 2023, valid until June 2026)
		Green Mark	Gold Plus (Provisional Certificate)
		GreenRE	Gold (Provisional Certificate)
	Sunway Putra Mall	ISO 9001: 2015 (Quality Management System)	Achieved in 2019 (Latest recertification in June 2023, valid until June 2026)
		GreenRE	Gold (Final Certificate)
<b>Leased Assets</b>			
Hotel	Sunway Resort Hotel	GreenRE	Platinum (Final Certificate)
	Sunway Lagoon Hotel	Green Building Index - Certified	Design Assessment Certificate
		Green Mark	Gold (Provisional Certificate)

# KEY PERFORMANCE INDICATORS

GRI 2-4

Sunway REIT aligns sustainability performance data with the three pillars of the World Economic Forum's International Business Council: Principles of Governance, Planet, and People. The precision of the data in this section has undergone rigorous review by SIRIM QAS International Sdn Bhd, ensuring its accuracy and reliability.

## PLANET

Indicator	Unit of Measurement	FY2019	FY2020	CY2021	FY2022	FY2023	
<b>Emissions</b>							
<b>i. GHG Emissions</b>							
<b>Scope 1</b>							
Company vehicles	tonnes CO <sub>2</sub>	0	80.0	52.2	63.1	0.24	
	tonnes CH <sub>4</sub>	0	0.12	0.09	0.12	0	
	tonnes N <sub>2</sub> O	0	0.30	0.12	0.14	0	
	tonnes CO <sub>2</sub> e	0.0	80.4	52.4	63.3	0.24	
Company facilities	tonnes CO <sub>2</sub>	15.9	6.0	4.5	10.9	13.5	
	tonnes CH <sub>4</sub>	0	0	0	0	0	
	tonnes N <sub>2</sub> O	0.21	0.08	0.06	0.14	0.18	
	tonnes CO <sub>2</sub> e	16.1	6.0	4.6	11.1	13.6	
Sub-total Scope 1	tonnes CO <sub>2</sub>	15.9	85.9	56.7	74.0	13.7	
	tonnes CH <sub>4</sub>	0	0.12	0.09	0.12	0	
	tonnes N <sub>2</sub> O	0.21	0.37	0.18	0.29	0.18	
	<b>tonnes CO<sub>2</sub>e</b>	<b>16.1</b>	<b>86.4</b>	<b>57.0</b>	<b>74.3</b>	<b>13.9</b>	
<b>Scope 2</b>							
Purchased Electricity	tonnes CO <sub>2</sub> e	41,854.5	39,190.1	42,195.4	56,827.4	51,263.5	
<b>Sub-total Scope 2</b>	<b>tonnes CO<sub>2</sub>e</b>	<b>41,854.5</b>	<b>39,190.1</b>	<b>42,195.4</b>	<b>56,827.4</b>	<b>51,263.5</b>	
<b>Scope 3</b>							
Category 1	Purchased Goods and Services	tonnes CO <sub>2</sub> e	1,265.3	832.4	776.0	1,520.5	1,335.3
Category 2	Capital goods	tonnes CO <sub>2</sub> e	N/A	N/A	N/A	N/A	N/A
Category 3	Fuel- and energy- related activities	tonnes CO <sub>2</sub> e	N/A	N/A	N/A	N/A	N/A
Category 4	Upstream transportation and distribution	tonnes CO <sub>2</sub> e	N/A	N/A	N/A	N/A	N/A
Category 5	Waste generated in operations	tonnes CO <sub>2</sub> e	867.6	3,932.6	3,250.0	5,001.6	5,323.4
Category 6	Business travel	tonnes CO <sub>2</sub>	158.4	267.0	33.7	278.3	16.2
		tonnes CH <sub>4</sub>	0.2	0.4	0.1	0.6	0.04
		tonnes N <sub>2</sub> O	0.9	0.7	0.2	1.2	0.03
		tonnes CO <sub>2</sub> e	198.2	336.4	42.7	353.0	16.3
Category 7	Employee commuting	tonnes CO <sub>2</sub> e	-	-	-	24.0	16.0
Category 8	Upstream leased assets	tonnes CO <sub>2</sub> e	N/A	N/A	N/A	N/A	N/A
Category 9	Downstream transportation and distribution	tonnes CO <sub>2</sub> e	N/A	N/A	N/A	N/A	N/A
Category 10	Processing of sold products	tonnes CO <sub>2</sub> e	N/A	N/A	N/A	N/A	N/A



## KEY PERFORMANCE INDICATORS

### PLANET

Indicator	Unit of Measurement	FY2019	FY2020	CY2021	FY2022	FY2023
<b>Scope 3</b>						
Category 11: Use of sold products	tonnes CO <sub>2</sub>	734,587.5	491,896.6	414,616.5	614,784.5	694,449.6
	tonnes CH <sub>4</sub>	585.8	379.3	315.1	470.7	531.8
	tonnes N <sub>2</sub> O	373.0	241.4	200.6	299.7	338.6
	tonnes CO <sub>2</sub> e	735,546.3	492,517.3	415,132.2	615,554.9	695,320.0
Category 12: End-of-life treatment of sold products	tonnes CO <sub>2</sub> e	N/A	N/A	N/A	N/A	N/A
Category 13: Downstream leased assets	tonnes CO <sub>2</sub> e	19,255.4	17,306.5	26,782.4	30,276.0	20,803.0
Category 14: Franchises	tonnes CO <sub>2</sub> e	N/A	N/A	N/A	N/A	N/A
Category 15: Investments	tonnes CO <sub>2</sub> e	N/A	N/A	N/A	N/A	N/A
Sub-total Scope 3	tonnes CO <sub>2</sub>	734,745.9	492,163.6	414,650.1	615,062.8	694,465.8
	tonnes CH <sub>4</sub>	586.1	379.8	315.2	471.3	531.9
	tonnes N <sub>2</sub> O	373.8	242.2	200.7	301	338.6
	<b>tonnes CO<sub>2</sub>e</b>	<b>757,132.9</b>	<b>514,925.1</b>	<b>445,983.2</b>	<b>652,730.0</b>	<b>722,814.0</b>
<b>Overall GHG emission (Scope 1 and 2)</b>	<b>tonnes CO<sub>2</sub></b>	<b>15.9</b>	<b>85.9</b>	<b>56.7</b>	<b>74.0</b>	<b>13.7</b>
	<b>tonnes CH<sub>4</sub></b>	<b>0.002</b>	<b>0.12</b>	<b>0.09</b>	<b>0.12</b>	<b>0.002</b>
	<b>tonnes N<sub>2</sub>O</b>	<b>0.21</b>	<b>0.37</b>	<b>0.18</b>	<b>0.29</b>	<b>0.18</b>
	<b>tonnes CO<sub>2</sub>e</b>	<b>41,870.7</b>	<b>39,276.5</b>	<b>42,252.4</b>	<b>56,901.7</b>	<b>51,677.6</b>
<b>Overall GHG emission (Scope 1, 2 and 3)</b>	<b>tonnes CO<sub>2</sub></b>	<b>734,761.9</b>	<b>492,249.5</b>	<b>414,706.8</b>	<b>615,136.8</b>	<b>694,479.5</b>
	<b>tonnes CH<sub>4</sub></b>	<b>586.1</b>	<b>379.9</b>	<b>315.3</b>	<b>471.4</b>	<b>531.9</b>
	<b>tonnes N<sub>2</sub>O</b>	<b>374.0</b>	<b>242.5</b>	<b>200.9</b>	<b>301.3</b>	<b>338.8</b>
	<b>tonnes CO<sub>2</sub>e</b>	<b>799,003.6</b>	<b>554,201.6</b>	<b>488,235.6</b>	<b>709,631.7</b>	<b>774,091.4</b>

**Notes:**

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- '-' indicates the data is not available
- N/A denotes that the category is not applicable to Sunway REIT
- The emissions reporting boundary for Scope 1, 2, and 3 is disclosed based on the operation control for Sunway REIT
- Scope 1, Scope 2 and Scope 3 emissions data from 2019 to 2022 are restated, reflecting enhancements in data collection and recategorisation of Sunway REIT's GHG inventory
- CO<sub>2</sub>e, or carbon dioxide equivalent, encompasses all GHG emitted, including CH<sub>4</sub>, N<sub>2</sub>O
- Sunway REIT completed the disposal of Sunway Medical Centre (Tower A & B) in August 2023. GHG emission data of the property are accounted up to August 2023
- The data and information provided have been prepared to the best of our ability in ensuring completeness, accuracy and reliability

## KEY PERFORMANCE INDICATORS

## PLANET

Indicator	Unit of Measurement	FY2019	FY2020	CY2021	FY2022	FY2023	
<b>Energy</b>							
<b>i. Purchased Electricity</b>							
<b>Managed Assets</b>							
Office	Landlord controlled	MWh	6,234	12,100	10,009	12,105	13,020
	Tenant controlled	MWh	5,009	7,855	5,826	8,014	8,291
	Total	MWh	11,242	19,955	15,835	20,119	21,311
Retail	Landlord controlled	MWh	65,312	54,892	45,658	62,865	54,160
	Tenant controlled	MWh	61,073	52,821	42,697	57,626	63,723
	Total	MWh	126,385	107,713	88,355	120,491	117,883
Industrial	Landlord controlled	MWh	-	-	-	-	450
	Tenant controlled	MWh	-	-	-	-	185
	Total	MWh	-	-	-	-	635
<b>Total Purchased Electricity Consumption (Managed Assets)</b>		<b>MWh</b>	<b>137,627</b>	<b>127,668</b>	<b>104,189</b>	<b>140,610</b>	<b>139,828</b>
<b>Leased Assets</b>							
Hotel	MWh	40,583	36,245	21,468	32,955	38,957	
Services	MWh	32,915	29,584	35,333	39,942	27,444	
*Retail	MWh	-	-	-	-	-	
Total Purchased Electricity Consumption (Leased Assets)		MWh	73,498	65,829	56,801	72,897	66,401
<b>Total Purchased Electricity Consumption</b>		<b>MWh</b>	<b>211,126</b>	<b>193,497</b>	<b>160,991</b>	<b>213,507</b>	<b>206,230</b>
<b>ii. Renewable Energy Consumption - Green Electricity Tariff (GET) Subscription</b>							
<b>Managed Assets</b>							
Office	Landlord controlled	MWh	-	-	-	-	164
	Tenant controlled	MWh	-	-	-	-	0
	Total	MWh	-	-	-	-	164
Retail	Landlord controlled	MWh	-	-	-	-	10,513
	Tenant controlled	MWh	-	-	-	-	3,645
	Total	MWh	-	-	-	-	14,158
Industrial	Landlord controlled	MWh	-	-	-	-	0
	Tenant controlled	MWh	-	-	-	-	0
	Total	MWh	-	-	-	-	0
<b>Total Renewable Energy Consumption - GET Subscription (Managed Assets)</b>		<b>MWh</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>14,322</b>

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- Renewable energy is consumed by landlord shared services
- Sunway REIT completed the disposal of Sunway Medical Centre (Tower A & B) in August 2023. Energy data of the property are accounted up to August 2023
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## KEY PERFORMANCE INDICATORS

### PLANET

Indicator	Unit of Measurement	FY2019	FY2020	CY2021	FY2022	FY2023
<b>Leased Assets</b>						
Hotel	MWh	-	-	-	-	0
Services	MWh	-	-	-	-	0
*Retail	MWh	-	-	-	-	-
Total Renewable Energy Consumption - GET Subscription (Leased Assets)	MWh	-	-	-	-	0
<b>Total Renewable Energy Consumption - GET Subscription</b>	<b>MWh</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>14,322</b>
<b>% of Renewable Energy Purchased via GET Subscription</b>	<b>%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>6.37%</b>
<b>iii. Renewable Energy Consumption - Solar Energy</b>						
<b>Managed Assets</b>						
Office	MWh	0	0	0	89	158
Retail	MWh	0	533	1,168	1,481	2,098
Industrial	MWh	0	0	0	0	0
Total Renewable Energy Consumption - Solar Energy (Managed Assets)	MWh	0	533	1,168	1,570	2,256
<b>Leased Assets</b>						
Hotel	MWh	0	0	0	292	320
Services	MWh	336	550	1,071	1,146	1,008
*Retail	MWh	0	0	646	667	724
Total Renewable Energy Consumption - Solar Energy (Leased Assets)	MWh	336	550	1,717	2,105	2,052
<b>Total Renewable Energy Consumption - Solar Energy</b>	<b>MWh</b>	<b>336</b>	<b>1,084</b>	<b>2,886</b>	<b>3,675</b>	<b>4,307</b>
<b>% of Renewable Energy Generated from Solar Panels on Sunway REIT properties</b>	<b>%</b>	<b>0.16%</b>	<b>0.56%</b>	<b>1.76%</b>	<b>1.69%</b>	<b>1.92%</b>
<b>iv. Total Electricity Consumption (Purchased Electricity + Renewable Energy)</b>						
<b>Managed Assets</b>						
Office	MWh	11,242	19,955	15,835	20,208	21,632
Retail	MWh	126,385	108,246	89,523	121,972	134,139
Industrial	MWh	-	-	-	-	635
Overall Electricity Consumption (Managed Assets)	MWh	137,627	128,201	105,358	142,180	156,406

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- Renewable energy is consumed by landlord shared services
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## KEY PERFORMANCE INDICATORS

## PLANET

Indicator	Unit of Measurement	FY2019	FY2020	CY2021	FY2022	FY2023	
<b>Leased Assets</b>							
Hotel	MWh	40,583	36,245	21,468	33,247	39,277	
Services	MWh	33,251	30,134	36,404	41,088	28,452	
*Retail	MWh	-	-	646	667	724	
Overall Electricity Consumption (Leased Assets)	MWh	73,834	66,379	58,518	75,002	68,453	
<b>Overall Electricity Consumption</b>	<b>MWh</b>	<b>211,462</b>	<b>194,580</b>	<b>163,876</b>	<b>217,182</b>	<b>224,859</b>	
<b>Overall Renewable Energy Consumption</b>	<b>MWh</b>	<b>336</b>	<b>1,084</b>	<b>2,886</b>	<b>3,675</b>	<b>18,629</b>	
<b>% of Renewable Energy from Overall Electricity Consumption</b>	<b>%</b>	<b>0.16%</b>	<b>0.56%</b>	<b>1.76%</b>	<b>1.69%</b>	<b>8.28%</b>	
<b>v. Total fuel consumption</b>							
<b>Managed Assets</b>							
Office	Landlord controlled	MWh	46	21	15	21	34
	Tenant controlled	MWh	0	0	0	0	0
	Total	MWh	46	21	15	21	34
Retail	Landlord controlled	MWh	21	4	4	25	23
	Tenant controlled	MWh	3,104,651	2,005,007	1,671,983	2,487,896	2,797,408
	Total	MWh	3,104,672	2,005,011	1,671,987	2,487,922	2,797,501
Industrial	Landlord controlled	MWh	-	-	-	-	-
	Tenant controlled	MWh	-	-	-	-	-
	Total	MWh	-	-	-	-	-
<b>Total Fuel Consumption (Managed Assets)</b>	<b>MWh</b>	<b>3,104,718</b>	<b>2,005,032</b>	<b>1,672,002</b>	<b>2,487,943</b>	<b>2,797,535</b>	
<b>Leased Assets</b>							
Hotel	MWh	31,992	28,731	18,709	36,774	54,917	
Services	MWh	-	-	-	-	-	
*Retail	MWh	-	-	-	-	-	
Total Fuel Consumption (Leased Asset)	MWh	31,992	28,731	18,709	36,774	54,917	
<b>Total Fuel Consumption</b>	<b>MWh</b>	<b>3,136,710</b>	<b>2,033,763</b>	<b>1,690,711</b>	<b>2,524,716</b>	<b>2,852,452</b>	
<b>Total Energy Consumption</b>	<b>MWh</b>	<b>3,348,171</b>	<b>2,228,343</b>	<b>1,854,587</b>	<b>2,741,899</b>	<b>3,077,311</b>	

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## KEY PERFORMANCE INDICATORS

### PLANET

Indicator	Unit of Measurement	FY2019	FY2020	CY2021	FY2022	FY2023
<b>Water</b>						
<b>i. Municipal Water Consumption</b>						
<b>Managed Assets</b>						
Office	m <sup>3</sup>	98,818	104,162	96,786	66,240	77,223
Retail	m <sup>3</sup>	1,402,335	1,380,075	477,077	619,313	686,929
Industrial	m <sup>3</sup>	-	-	-	-	22,383
Total usage from Municipal Potable Water (Managed Assets)	m <sup>3</sup>	1,501,153	1,484,237	573,863	685,553	786,535
<b>Leased Assets</b>						
Hotel	m <sup>3</sup>	779,319	779,945	217,354	346,718	282,206
Services	m <sup>3</sup>	486,120	458,823	366,446	257,211	196,521
Total usage from Municipal Potable Water (Leased Assets)	m <sup>3</sup>	1,265,439	1,238,768	583,800	603,929	478,727
<b>Total usage from Municipal Potable Water</b>	<b>m<sup>3</sup></b>	<b>2,766,592</b>	<b>2,723,005</b>	<b>1,157,663</b>	<b>1,289,482</b>	<b>1,265,262</b>
<b>ii. Water Treatment Plant</b>						
<b>Managed Assets</b>						
Office	m <sup>3</sup>	14,519	0	89,169	150,875	146,249
Retail	m <sup>3</sup>	23,446	0	587,602	757,819	685,887
Industrial	m <sup>3</sup>	0	0	0	0	0
Total usage from Water Treatment Plant (Managed Assets)	m <sup>3</sup>	37,965	0	676,771	908,694	832,136
<b>Leased Assets</b>						
Hotel	m <sup>3</sup>	33,191	0	132,797	318,690	339,078
Services	m <sup>3</sup>	0	0	73,517	130,691	136,546
Total usage from Water Treatment Plant (Leased Assets)	m <sup>3</sup>	33,191	0	206,314	449,381	475,624
<b>Total usage from Water Treatment Plant</b>	<b>m<sup>3</sup></b>	<b>71,156</b>	<b>0</b>	<b>883,085</b>	<b>1,358,075</b>	<b>1,307,760</b>
<b>% of usage from Water Treatment Plant</b>	<b>%</b>	<b>2.51%</b>	<b>0%</b>	<b>43.16%</b>	<b>51.16%</b>	<b>50.72%</b>
<b>iii. Rainwater Harvesting</b>						
<b>Managed Assets</b>						
Office	m <sup>3</sup>	0	1,504	4,913	6,356	4,385
Retail	m <sup>3</sup>	0	0	0	0	0
Industrial	m <sup>3</sup>	0	0	0	0	0
<b>Total Rainwater Harvested (Managed Assets)</b>	<b>m<sup>3</sup></b>	<b>0</b>	<b>1,504</b>	<b>4,913</b>	<b>6,356</b>	<b>4,385</b>

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## KEY PERFORMANCE INDICATORS

## PLANET

Indicator	Unit of Measurement	FY2019	FY2020	CY2021	FY2022	FY2023
<b>Leased Assets</b>						
Hotel	m <sup>3</sup>	0	36	255	293	414
Services	m <sup>3</sup>	0	0	0	467	523
Total Rainwater Harvested (Leased Assets)	m <sup>3</sup>	0	36	255	760	936
<b>Total Rainwater Harvested</b>	<b>m<sup>3</sup></b>	<b>0</b>	<b>1,540</b>	<b>5,168</b>	<b>7,116</b>	<b>5,321</b>
<b>% of Rainwater Harvested</b>	<b>%</b>	<b>0%</b>	<b>0.06%</b>	<b>0.25%</b>	<b>0.27%</b>	<b>0.21%</b>
<b>vi. Overall Water Usage (Municipal Water + Water Treatment Plant + Rainwater)</b>						
<b>Managed Assets</b>						
Office	m <sup>3</sup>	113,337	105,666	190,868	223,471	227,858
Retail	m <sup>3</sup>	1,425,781	1,380,075	1,064,679	1,377,132	1,372,815
Industrial	m <sup>3</sup>	-	-	-	-	22,383
Overall Water Usage (Managed Assets)	m <sup>3</sup>	1,539,118	1,485,741	1,255,547	1,600,603	1,623,056
<b>Leased Assets</b>						
Hotel	m <sup>3</sup>	812,510	779,981	350,406	665,701	621,697
Services	m <sup>3</sup>	486,120	458,823	439,963	388,369	333,589
Overall Water Usage (Leased Assets)	m <sup>3</sup>	1,298,630	1,238,804	790,369	1,054,070	955,287
<b>Overall Water Usage</b>	<b>m<sup>3</sup></b>	<b>2,837,748</b>	<b>2,724,545</b>	<b>2,045,916</b>	<b>2,654,673</b>	<b>2,578,343</b>
<b>Overall Water Usage from alternative sources (Water Treatment Plant + Rainwater)</b>	<b>m<sup>3</sup></b>	<b>71,156</b>	<b>1,540</b>	<b>888,253</b>	<b>1,365,191</b>	<b>1,313,081</b>
<b>% of Water Usage from alternative sources</b>	<b>%</b>	<b>2.51%</b>	<b>0.06%</b>	<b>43.42%</b>	<b>51.43%</b>	<b>51.03%</b>
<b>v. Wastewater Discharged</b>						
<b>Managed Assets</b>						
Office	m <sup>3</sup>	-	-	-	-	-
Retail	m <sup>3</sup>	-	-	-	-	-
Industrial	m <sup>3</sup>	-	-	-	-	-
Overall Water Consumption (Leased Assets)	m <sup>3</sup>	-	-	-	-	-
<b>Leased Assets</b>						
Hotel	m <sup>3</sup>	-	-	-	-	-
Services	m <sup>3</sup>	-	-	-	-	-
Overall Water Consumption (Leased Assets)	m <sup>3</sup>	-	-	-	-	-
<b>Overall Water Discharge</b>	<b>m<sup>3</sup></b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

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- Water consumption in 2020 are restated, reflecting enhancements in data collection
- Wastewater from all properties is discharged to a third-party, Indah Water Konsortium. Wastewater are not discharged to surface water, ocean, subsurface or well
- IWK does not provide the volume of water discharged into the municipal sewerage system
- Sunway REIT completed the disposal of Sunway Medical Centre (Tower A & B) in August 2023. Water data of the property are accounted up to August 2023
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## KEY PERFORMANCE INDICATORS

## PLANET

Indicator	Unit of Measurement	FY2019	FY2020	CY2021	FY2022	FY2023
<b>Waste</b>						
<b>i. Disposed Waste</b>						
<b>Managed Assets</b>						
Office	tonnes	513	382	879	542	477
Retail	tonnes	6,059	5,782	4,780	8,108	7,791
Total Disposed Waste (Managed Assets)	tonnes	6,572	6,164	5,659	8,650	8,268
<b>Leased Assets</b>						
Hotel	tonnes	2,032	2,401	1,412	2,042	1,932
Total Disposed Waste (Leased Assets)	tonnes	2,032	2,401	1,412	2,042	1,932
<b>Total Disposed Waste</b>	<b>tonnes</b>	<b>8,604</b>	<b>8,565</b>	<b>7,071</b>	<b>10,692</b>	<b>10,199</b>
Disposed waste	%	94.74%	95.36%	95.18%	96.03%	91.92%
<b>ii. Diverted Waste</b>						
<b>Managed Assets</b>						
Office	tonnes	15	17	16	28	40
Retail	tonnes	308	345	232	349	723
Total Diverted Waste (Managed Assets)	tonnes	323	362	248	377	763
<b>Leased Assets</b>						
Hotel	tonnes	155	55	110	65	134
Total Diverted Waste (Leased Assets)	tonnes	155	55	110	65	134
<b>Total Diverted Waste</b>	<b>tonnes</b>	<b>478</b>	<b>417</b>	<b>358</b>	<b>442</b>	<b>897</b>
Diverted waste	%	5.26%	4.64%	4.82%	3.97%	8.08%
<b>iii. Total Waste (Disposed waste + Diverted waste)</b>						
<b>Managed Assets</b>						
Office	tonnes	528	399	895	507	517
Retail	tonnes	6,367	6,127	5,012	8,457	8,514
Total Waste Produced (Managed Assets)	tonnes	6,895	6,526	5,907	9,027	9,031
<b>Leased Assets</b>						
Hotel	tonnes	2,187	2,456	1,522	2,107	2,065
Total Waste Produced (Leased Assets)	tonnes	2,187	2,456	1,522	2,107	2,065
<b>Total Waste Produced</b>	<b>tonnes</b>	<b>9,082</b>	<b>8,982</b>	<b>7,429</b>	<b>11,134</b>	<b>11,096</b>

**Notes:**

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## KEY PERFORMANCE INDICATORS

## PEOPLE

Indicator	FY2019		FY2020		CY2021		FY2022		FY2023		
	Number	%	Number	%	Number	%	Number	%	Number	%	
<b>A. Board Members</b>											
Total Board Members	7		7		7		7		7		
<b>i. Board Diversity</b>											
<b>Gender</b>											
Male	4	57%	4	57%	4	57%	4	57%	4	57%	
Female	3	43%	3	43%	3	43%	3	43%	3	43%	
<b>TOTAL</b>	<b>7</b>	<b>100%</b>	<b>7</b>	<b>100%</b>	<b>7</b>	<b>100%</b>	<b>7</b>	<b>100%</b>	<b>7</b>	<b>100%</b>	
<b>Age Group</b>											
Below 40 years old	0	0%	0	0%	0	0%	0	0%	0	0%	
Between 40-50 years old	1	14%	1	14%	1	14%	1	14%	2	29%	
More than 50 years old	6	86%	6	86%	6	86%	6	86%	5	71%	
<b>TOTAL</b>	<b>7</b>	<b>100%</b>	<b>7</b>	<b>100%</b>	<b>7</b>	<b>100%</b>	<b>7</b>	<b>100%</b>	<b>7</b>	<b>100%</b>	
<b>Ethnicity</b>											
Malay	2	29%	2	18%	2	18%	2	29%	2	29%	
Chinese	4	57%	4	36%	4	36%	4	57%	4	57%	
Others	1	14%	1	9%	1	9%	1	14%	1	14%	
<b>TOTAL</b>	<b>7</b>	<b>100%</b>	<b>7</b>	<b>64%</b>	<b>7</b>	<b>64%</b>	<b>7</b>	<b>100%</b>	<b>7</b>	<b>100%</b>	
<b>B. Employees</b>											
<b>i. Employee Count</b>											
Total employees	22		22		22		21		23		
<b>ii. Employee Retention</b>											
Total employees	18	82%	18	82%	17	77%	14	67%	17	74%	
<b>iii. Employee Diversity</b>											
<b>Gender</b>											
Executive	Male	4	18%	4	15%	5	23%	6	29%	3	13%
	Female	17	77%	17	63%	16	73%	13	62%	18	78%
Non-executive	Male	0	0%	0	0%	0	0%	0	0%	0	0%
	Female	1	5%	1	4%	1	5%	2	10%	2	9%
<b>TOTAL</b>	<b>22</b>	<b>100%</b>	<b>22</b>	<b>81%</b>	<b>22</b>	<b>100%</b>	<b>21</b>	<b>100%</b>	<b>23</b>	<b>100%</b>	

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## KEY PERFORMANCE INDICATORS

### PEOPLE

Indicator	FY2019		FY2020		CY2021		FY2022		FY2023		
	Number	%	Number	%	Number	%	Number	%	Number	%	
<b>Age Group</b>											
Executive	Below 30 years old	1	5%	2	9%	6	27%	5	24%	6	26%
	Between 30 to 40 years old	11	50%	11	50%	11	50%	7	33%	9	39%
	Between 40 to 50 years old	6	27%	6	27%	3	14%	5	24%	5	22%
	More than 50 years old	3	14%	2	9%	1	5%	2	10%	1	4%
Non-executive	Below 30 years old	0	0%	0	0%	0	0%	0	0%	0	0%
	Between 30 to 40 years old	0	0%	0	0%	0	0%	1	5%	1	4%
	Between 40 to 50 years old	0	0%	0	0%	0	0%	0	0%	0	0%
	More than 50 years old	1	5%	1	5%	1	5%	1	5%	1	4%
<b>TOTAL</b>	<b>22</b>	<b>100%</b>	<b>22</b>	<b>100%</b>	<b>22</b>	<b>100%</b>	<b>21</b>	<b>100%</b>	<b>23</b>	<b>100%</b>	
<b>Ethnicity</b>											
Executive	Malay	0	0%	0	0%	0	0%	1	5%	2	9%
	Chinese	21	95%	21	78%	21	95%	17	81%	18	78%
	Indian	0	0%	0	0%	0	0%	1	5%	1	4%
	Other races	0	0%	0	0%	0	0%	0	0%	0	0%
	Foreigner	0	0%	0	0%	0	0%	0	0%	0	0%
Non-executive	Malay	0	0%	0	0%	0	0%	0	0%	0	0%
	Chinese	0	0%	0	0%	0	0%	1	5%	1	4%
	Indian	1	5%	1	4%	1	5%	1	5%	1	4%
	Other races	0	0%	0	0%	0	0%	0	0%	0	0%
	Foreigner	0	0%	0	0%	0	0%	0	0%	0	0%
<b>TOTAL</b>	<b>22</b>	<b>100%</b>	<b>22</b>	<b>81%</b>	<b>22</b>	<b>100%</b>	<b>21</b>	<b>100%</b>	<b>23</b>	<b>100%</b>	
<b>Women / Minority Groups</b>											
Women in workforce	18	82%	18	82%	17	77%	15	71%	20	87%	
Share of women in senior management	3	14%	3	14%	2	9%	2	10%	2	67%	
Share of women in executive management	3	14%	3	14%	3	14%	3	14%	6	46%	
Share of women in junior management positions	-	67%	-	83%	-	57%	-	50%	7	88%	
Share of women in STEM positions	-	0%	-	0%	-	0%	-	0%	5	100%	
Total number of ethnic minority employees	0	0%	0	0%	0	0%	0	0%	0	0%	
Percentage of global staff with a disability	0	0%	0	0%	0	0%	0	0%	0	0%	
Proportion of senior management hired from local community		100%		100%		100%		100%		100%	

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## KEY PERFORMANCE INDICATORS

## PEOPLE

Indicator		FY2019		FY2020		CY2021		FY2022		FY2023	
		Number	%	Number	%	Number	%	Number	%	Number	%
<b>iv. Employment Status</b>											
<b>Gender</b>											
Permanent	Male	3	14%	3	14%	4	18%	5	24%	3	13%
	Female	17	77%	17	77%	17	77%	15	71%	19	83%
Contract	Male	1	5%	1	5%	1	5%	1	5%	0	0%
	Female	1	5%	1	5%	0	0%	0	0%	1	4%
<b>TOTAL</b>		<b>22</b>	<b>100%</b>	<b>22</b>	<b>100%</b>	<b>22</b>	<b>100%</b>	<b>21</b>	<b>100%</b>	<b>23</b>	<b>100%</b>
Part-time / Non-guaranteed hours	Male	0	0%	0	0%	0	0%	0	0%	0	0%
	Female	0	0%	0	0%	0	0%	0	0%	0	0%
<b>TOTAL</b>		<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
Full-time	Male	4	18%	4	18%	5	23%	6	29%	3	13%
	Female	18	82%	18	82%	17	77%	15	71%	20	87%
<b>TOTAL</b>		<b>22</b>	<b>100%</b>	<b>22</b>	<b>100%</b>	<b>22</b>	<b>100%</b>	<b>21</b>	<b>100%</b>	<b>23</b>	<b>100%</b>
<b>Region</b>											
Permanent	Domestic	20	91%	20	91%	21	95%	20	95%	22	96%
	Overseas	0	0%	0	0%	0	0%	0	0%	0	0%
Contract	Domestic	2	9%	2	9%	1	5%	1	5%	1	4%
	Overseas	0	0%	0	0%	0	0%	0	0%	0	0%
Part-time	Domestic	0	0%	0	0%	0	0%	0	0%	0	0%
	Overseas	0	0%	0	0%	0	0%	0	0%	0	0%
<b>TOTAL</b>		<b>22</b>	<b>100%</b>	<b>22</b>	<b>100%</b>	<b>22</b>	<b>100%</b>	<b>21</b>	<b>100%</b>	<b>23</b>	<b>100%</b>
Part-time/ Non-guaranteed hours	Domestic	0	0%	0	0%	0	0%	0	0%	0	0%
	Overseas	0	0%	0	0%	0	0%	1	100%	0	0%
<b>TOTAL</b>		<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
Full-time	Domestic	22	100%	22	100%	22	100%	21	100%	23	100%
	Overseas	0	0%	0	0%	0	0%	0	0%	0	0%
<b>TOTAL</b>		<b>22</b>	<b>100%</b>	<b>22</b>	<b>100%</b>	<b>22</b>	<b>100%</b>	<b>21</b>	<b>100%</b>	<b>23</b>	<b>100%</b>

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## KEY PERFORMANCE INDICATORS

### PEOPLE

Indicator	FY2019		FY2020		CY2021		FY2022		FY2023		
	Number	%	Number	%	Number	%	Number	%	Number	%	
<b>v. New Hires</b>											
Total new hires	4		1		7		6		8		
<b>Gender</b>											
Male	1	25%	0	0%	1	14%	3	50%	1	13%	
Female	3	75%	1	100%	6	86%	3	50%	7	88%	
<b>TOTAL</b>	<b>4</b>	<b>100%</b>	<b>1</b>	<b>100%</b>	<b>7</b>	<b>100%</b>	<b>6</b>	<b>100%</b>	<b>8</b>	<b>100%</b>	
<b>Age Group</b>											
Below 30 years old	2	50%	1	100%	3	43%	2	33%	4	50%	
Between 30 to 40 years old	1	25%	0	0%	3	43%	2	33%	3	38%	
Between 40 to 50 years old	1	25%	0	0%	1	14%	1	17%	0	0%	
More than 50 years old	0	0%	0	0%	0	0%	1	17%	1	13%	
<b>TOTAL</b>	<b>4</b>	<b>100%</b>	<b>1</b>	<b>100%</b>	<b>7</b>	<b>100%</b>	<b>6</b>	<b>100%</b>	<b>8</b>	<b>100%</b>	
<b>Ethnicity</b>											
Malay	0	0%	0	0%	0	0%	1	17%	2	25%	
Chinese	4	100%	0	0%	7	100%	4	67%	5	63%	
Indian	0	0%	1	100%	0	0%	1	17%	1	13%	
<b>TOTAL</b>	<b>4</b>	<b>100%</b>	<b>1</b>	<b>100%</b>	<b>7</b>	<b>100%</b>	<b>6</b>	<b>100%</b>	<b>8</b>	<b>100%</b>	
<b>Employee Category</b>											
EG 9 and above (Senior Management)	0	0%	0	0%	1	14%	2	29%	0	0%	
EG 5 - 8 (Manager & Senior Manager)	2	50%	0	0%	3	43%	0	0%	4	50%	
EG 3 - 4 (Senior Executive & Assistant Manager)	1	25%	0	0%	1	14%	1	14%	2	25%	
EG 1 - 2 (Executive)	1	25%	1	100%	2	29%	3	43%	1	13%	
Non-Executive	0	0%	0	0%	0	0%	1	14%	1	13%	
<b>TOTAL</b>	<b>4</b>	<b>100%</b>	<b>1</b>	<b>100%</b>	<b>7</b>	<b>100%</b>	<b>7</b>	<b>100%</b>	<b>8</b>	<b>100%</b>	
<b>Region</b>											
Domestic	Male	1	25%	0	0%	1	14%	3	50%	1	13%
	Female	3	75%	1	100%	6	86%	3	50%	7	88%
Overseas	Male	0	0%	0	0%	0	0%	0	0%	0	0%
	Female	0	0%	0	0%	0	0%	0	0%	0	0%
<b>TOTAL</b>	<b>4</b>	<b>100%</b>	<b>1</b>	<b>100%</b>	<b>7</b>	<b>100%</b>	<b>6</b>	<b>100%</b>	<b>8</b>	<b>100%</b>	

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## KEY PERFORMANCE INDICATORS

## PEOPLE

Indicator		FY2019		FY2020		CY2021		FY2022		FY2023	
		Number	%	Number	%	Number	%	Number	%	Number	%
<b>Region</b>											
Domestic	Below 30 years old	2	50%	1	20%	3	43%	2	33%	4	50%
	Between 30 to 40 years old	1	25%	3	60%	3	43%	2	33%	3	38%
	Between 40 to 50 years old	1	25%	1	20%	1	14%	1	17%	0	0%
	More than 50 years old	0	0%	0	0%	0	0%	1	17%	1	13%
Overseas	Below 30 years old	0	0%	0	0%	0	0%	0	0%	0	0%
	Between 30 to 40 years old	0	0%	0	0%	0	0%	0	0%	0	0%
	Between 40 to 50 years old	0	0%	0	0%	0	0%	0	0%	0	0%
	More than 50 years old	0	0%	0	0%	0	0%	0	0%	0	0%
<b>TOTAL</b>		<b>4</b>	<b>100%</b>	<b>5</b>	<b>100%</b>	<b>7</b>	<b>100%</b>	<b>6</b>	<b>100%</b>	<b>8</b>	<b>100%</b>
<b>vi. Employee Attrition</b>											
Total employees		4	18%	4	18%	5	23%	7	33%	6	26%
<b>Gender</b>											
Male		2	50%	0	0%	0	0%	2	29%	4	67%
Female		2	50%	4	100%	5	100%	5	71%	2	33%
<b>TOTAL</b>		<b>4</b>	<b>100%</b>	<b>4</b>	<b>100%</b>	<b>5</b>	<b>100%</b>	<b>7</b>	<b>100%</b>	<b>6</b>	<b>100%</b>
<b>Age Group</b>											
Below 30 years old		1	25%	2	50%	1	20%	2	29%	2	33%
Between 30 to 40 years old		1	25%	2	50%	2	40%	4	57%	2	33%
Between 40 to 50 years old		2	50%	0	0%	2	40%	0	0%	0	0%
More than 50 years old		0	0%	0	0%	0	0%	1	14%	2	33%
<b>TOTAL</b>		<b>4</b>	<b>100%</b>	<b>4</b>	<b>100%</b>	<b>5</b>	<b>100%</b>	<b>7</b>	<b>100%</b>	<b>6</b>	<b>100%</b>
<b>Ethnicity</b>											
Malay		1	25%	0	0%	0	0%	0	0%	1	17%
Chinese		3	75%	3	75%	5	100%	7	100%	4	67%
Indian		0	0%	1	25%	0	0%	0	0%	1	17%
<b>TOTAL</b>		<b>4</b>	<b>100%</b>	<b>4</b>	<b>100%</b>	<b>5</b>	<b>100%</b>	<b>7</b>	<b>100%</b>	<b>6</b>	<b>100%</b>
<b>Employee Category</b>											
EG 9 and above (Senior Management)		0	0%	0	0%	2	40%	1	14%	1	17%
EG 5 - 8 (Manager & Senior Manager)		2	50%	0	0%	1	20%	2	29%	2	33%
EG 3 - 4 (Senior Executive & Assistant Manager)		0	0%	1	25%	1	20%	1	14%	1	17%
EG 1 - 2 (Executive)		2	50%	3	75%	1	20%	3	43%	1	17%
Non-Executive		0	0%	0	0%	0	0%	0	0%	1	17%
<b>TOTAL</b>		<b>4</b>	<b>100%</b>	<b>4</b>	<b>100%</b>	<b>5</b>	<b>100%</b>	<b>7</b>	<b>100%</b>	<b>6</b>	<b>100%</b>

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## KEY PERFORMANCE INDICATORS

### PEOPLE

Indicator	FY2019		FY2020		CY2021		FY2022		FY2023		
	Number	%	Number	%	Number	%	Number	%	Number	%	
<b>vii. Years of Service</b>											
Average years employed by the company for female employees	6.3		5.6		3.3		6.9		4.4		
Average years employed by the company for male employees	5.7		5.7		4.8		6.3		4.7		
Executive	Less than 1 year	0	0%	0	0%	8	36%	3	14%	4	17%
	Between 1 to 5 years	9	41%	11	50%	8	36%	7	33%	8	35%
	Between 5 to 10 years	11	50%	9	41%	4	18%	4	19%	5	22%
	Between 10 to 15 years	1	5%	1	5%	1	5%	2	10%	1	4%
	Between 15 to 20 years	0	0%	0	0%	0	0%	3	14%	3	13%
	More than 20 years	0	0%	0	0%	0	0%	0	0%	0	0%
Non-executive	Less than 1 year	0	0%	0	0%	0	0%	1	5%	1	4%
	Between 1 to 5 years	0	0%	0	0%	0	0%	0	0%	1	4%
	Between 5 to 10 years	1	5%	1	5%	1	5%	0	0%	0	0%
	Between 10 to 15 years	0	0%	0	0%	0	0%	0	0%	0	0%
	Between 15 to 20 years	0	0%	0	0%	0	0%	0	0%	0	0%
	More than 20 years	0	0%	0	0%	0	0%	1	5%	0	0%
<b>TOTAL</b>	<b>22</b>	<b>100%</b>	<b>22</b>	<b>100%</b>	<b>22</b>	<b>100%</b>	<b>21</b>	<b>100%</b>	<b>23</b>	<b>100%</b>	

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## KEY PERFORMANCE INDICATORS

## PEOPLE

Indicator	FY2019		FY2020		CY2021		FY2022		FY2023	
	Number	%	Number	%	Number	%	Number	%	Number	%
<b>C. Learning and Development Hours</b>										
Total learning and development hours	101		410		1,402		625		815	
Average training and development hours per employee	7		27		93		30		35	
<b>i. Average training hours</b>										
<b>Gender</b>										
Male	5		29		55		35		44	
Female	7		27		107		28		34	
<b>Employee Category</b>										
EG 9 and above (Senior Management)	2		32		19		24		28	
EG 5 - 8 (Manager & Senior Manager)	7		34		88		26		44	
EG 3 - 4 (Senior Executive & Assistant Manager)	6		30		151		33		34	
EG 1 - 2 (Executive)	8		14		111		55		42	
<b>D. Learning and Development Expenditure (RM)</b>										
Total Expenditure	764		7,831		3,730		15,616		41,680	
Average amount spent per employee on training and development	51		522		249		744		1,812	
<b>i. Average amount spent per employee (RM)</b>										
<b>Gender</b>										
Male	0		1,099		100		408		1,465	
Female	69		312		303		878		1,864	
<b>Age Group</b>										
Below 30 years old	64		58		0		980		1,053	
Between 30 to 40 years old	127		656		50		864		2,554	
Between 40 to 50 years old	0		829		758		952		1,826	
More than 50 years old	0		0		400		0		345	
<b>Ethnicity</b>										
Malay	0		0		0		0		1,633	
Chinese	51		522		249		771		2,022	
Indian	0		0		0		200		0	
Other Races	0		0		0		0		0	

**Notes:**

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- '-' refers to data is not available.
- The data and information provided have been prepared to the best of our ability in ensuring completeness, accuracy and reliability.



## KEY PERFORMANCE INDICATORS

### PEOPLE

Indicator	FY2019		FY2020		CY2021		FY2022		FY2023	
	Number	%	Number	%	Number	%	Number	%	Number	%
<b>Employee Category</b>										
EG 9 and above (Senior Management)	0		1,105		167		167		1,627	
EG 5 - 8 (Manager & Senior Manager)	25		787		306		1,058		2,532	
EG 3 - 4 (Senior Executive & Assistant Manager)	0		0		33		940		1,483	
EG 1 - 2 (Executive)	159		145		0		1,275		1,287	
<b>E. Family-friendly Leave</b>										
Parental / childcare leave	Number of parental / childcare leave applications	8		8		8		10		12
	Number of days applied for parental / childcare leave	13		8		8		15		13
Maternity leave	Number of maternity leave applications	3		2		0		1		0
	Number of days applied for maternity leave	180		120		0		60		0
Paternity leave	Number of paternity leave applications	0		0		4		0		0
	Number of days applied for paternity leave	0		0		6		0		0
<b>F. Performance Review</b>										
<b>i. Completion of Performance Review</b>										
<b>Gender</b>										
Male		100%		100%		100%		100%		100%
Female		100%		100%		100%		100%		100%
<b>ii. Completion of Performance Review</b>										
<b>Employee Category</b>										
EG 9 and above (Senior Management)		100%		100%		100%		100%		100%
EG 5 - 8 (Manager & Senior Manager)		100%		100%		100%		100%		100%
EG 3 - 4 (Senior Executive & Assistant Manager)		100%		100%		100%		100%		100%
EG 1 - 2 (Executive)		100%		100%		100%		100%		100%

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## KEY PERFORMANCE INDICATORS

## PEOPLE

Indicator	FY2019		FY2020		CY2021		FY2022		FY2023	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate	Number	Rate
<b>G. Safety and Health</b>										
<b>i. Work-related Injuries</b>										
<b>Employees</b>										
Total hours worked	-	-	1,728,088		4,644,338		2,816,526		3,731,290	
Fatalities	-	-	0		0		0		0	
High-consequence work-related injuries	-	-	0	0	0	0	0	0	0	0
Lost time injury	-	-	0	0	0	0	0	0	9	0.48
Lost time injury frequency rate				-		-		-		2.41
Recordable work-related injuries	-	-	6	3.47	8	1.72	2	0.71	9	2.41
<b>Non-Employees</b>										
Total hours worked	-	-	954,796		1,822,801		511,186		1,977,974	
Fatalities	-	-	0		0		0		0	
High-consequence work-related injuries	-	-	0	0	0	0	0	0	0	0
Lost time injury	-	-	0	0	0	0	0	0	0	0
Lost time injury frequency rate	-	-		-		-		-		0
Recordable work-related injuries	-	-	0	0	0	0	4	7.82	0	0
<b>ii. Work-related Ill Health</b>										
<b>Employees</b>										
Number of fatalities	-	-	0	0	0	0	0	0	0	0
Number of recordable work-related injuries	-	-	0	0	0	0	0	0	0	0
<b>Non-Employees</b>										
Number of fatalities	-	-	0	0	0	0	0	0	0	0
Number of recordable work-related injuries	-	-	0	0	0	0	0	0	0	0

**Notes:**

- Figures stated may not add up to rounding of decimals
- '-' refers to data is not available
- The rates are calculated based on 1,000,000 hours worked
- Employees and workers are specific to Sunway REIT's business segments
- Non-employees exclude part-timers and interns since they are hired on an ad-hoc basis
- Main types of work-related injury include slips, trips and missteps
- The data and information provided have been prepared to the best of our ability in ensuring completeness, accuracy and reliability

## BURSA MALAYSIA'S ENHANCED SUSTAINABILITY REPORT REQUIREMENTS

Common Indicators		Unit of measurement	FY2021	FY2022	FY2023	
<b>1. Anti-corruption</b>						
C1(a)	Percentage of employees who have received training on anti-corruption by employee category					
	Executive		%	95.5	90.5	91.3
	Non-executive		%	4.5	9.5	8.7
C1(b)	Percentage of operations assessed for corruption-related risks		%	100	100	100
C1(c)	Confirmed incidents of corruption and action taken		Number	0	0	0
<b>2. Community / Society</b>						
C2(a)	Total amount invested in the community where the target beneficiaries are external to the listed issuer		RM	1,100,000	780,000	1,600,000
C2(b)	Total number of beneficiaries of the investment in communities		Number	316,058	6,638	120,408
<b>3. Diversity</b>						
C3(a)	Percentage of employees by gender and age group, for each employee category					
	Gender - Executive	Male	%	23%	29%	13%
		Female	%	73%	62%	78%
	Gender - Non-executive	Male	%	0%	0%	0%
		Female	%	5%	10%	9%
	Age - Executive	Below 30 years old	%	27%	24%	26%
		Between 30 to 40 years old	%	50%	33%	39%
		Between 40 to 50 years old	%	14%	24%	22%
		More than 50 years old	%	5%	10%	4%
	Age - Non-executive	Below 30 years old	%	0%	0%	0%
		Between 30 to 40 years old	%	0%	5%	4%
		Between 40 to 50 years old	%	0%	0%	0%
More than 50 years old		%	5%	5%	4%	
C3(b)	Percentage of directors by gender and age group:					
	Gender	Male	%	57%	57%	57%
		Female	%	43%	43%	43%
	Age Group	Below 40 years old	%	0%	0%	0%
		Between 40-50 years old	%	14%	14%	29%
		More than 50 years old	%	86%	86%	71%
<b>4. Energy management</b>						
C4(a)	Total energy consumption		MWh	1,854,587	2,741,899	3,077,311
<b>5. Health and safety</b>						
C5(a)	Number of work-related fatalities		Number	0	0	0
C5(b)	Lost time incident rate		Rate	0	0	0.48
C5(c)	Number of employees trained on health and safety standards		Number	370	1,113	903

**Notes:**

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- '-' indicates the data is not available
- \* refers to Retail and Office properties which are operational sites managed by Sunway REIT
- Energy management includes electricity and fuel consumption
- The data and information provided have been prepared to the best of our ability in ensuring completeness, accuracy and reliability

## BURSA MALAYSIA'S ENHANCED SUSTAINABILITY REPORT REQUIREMENTS

Common Indicators			Unit of measurement	FY2021	FY2022	FY2023
<b>6. Labour practices and standards</b>						
C6(a)	Total hours of training by employee category:					
	Employee category	EG 9 and above (Senior Management)	Hours	-	80	83
		EG 5 - 8 (Manager & Senior Manager)	Hours	-	208	443
		EG 3 - 4 (Senior Executive & Assistant Manager)	Hours	-	133	205
		EG 1 - 2 (Executive)	Hours	-	109	84
C6(b)	Percentage of employees that are contractors or temporary staff		%	-	5	4
C6(c)	Total number of employee turnover by employee category:					
	Employee category	EG 9 and above (Senior Management)	Number	2	1	1
		EG 5 - 8 (Manager & Senior Manager)	Number	1	2	2
		EG 3 - 4 (Senior Executive & Assistant Manager)	Number	1	1	1
		EG 1 - 2 (Executive)	Number	1	3	1
Non-executive		Number	0	0	1	
C6(d)	Number of substantiated complaints concerning human rights violations		Number	0	0	0
<b>7. Supply chain management</b>						
C7(a)	Proportion of spending on local suppliers		%	100	100	100
<b>8. Data privacy and security</b>						
C8(a)	Number of substantiated complaints concerning breaches of customer privacy and losses of customer data		Number	0	0	0
<b>9. Water</b>						
C9(a)	Total volume of water used		m <sup>3</sup>	2,045,916	2,654,673	2,578,343
<b>10. Waste management</b>						
C10(a)	Total waste generated, and a breakdown of the following:					
	(i) total waste diverted from disposal		tonnes	358	442	897
	(ii) total waste directed to disposal			7,071	10,692	10,199
<b>11. Emission management</b>						
C11(a)	Scope 1 emissions in tonnes of CO <sub>2</sub> e		tonnes CO <sub>2</sub> e	57	74	14
C11(b)	Scope 2 emissions in tonnes of CO <sub>2</sub> e		tonnes CO <sub>2</sub> e	42,195	56,827	51,264
C11(c)	Scope 3 emissions in tonnes of CO <sub>2</sub> e:					
	Category 1: Purchased Goods & Services		tonnes CO <sub>2</sub> e	776	1,520	1,335
	Category 5: Waste generated in operations		tonnes CO <sub>2</sub> e	3,250	5,002	5,323
	Category 6: Business travel		tonnes CO <sub>2</sub> e	43	353	16
	Category 7: Employee commuting		tonnes CO <sub>2</sub> e	-	24	16
	Category 11: Use of sold products		tonnes CO <sub>2</sub> e	415,132	615,555	695,320
Category 13: Downstream leased assets		tonnes CO <sub>2</sub> e	26,782	30,276	20,803	
<b>Sector-specific Indicators</b>						
<b>Sector-specific Sustainability Matter 6: Supply chain (environmental) / Supplier environmental assessment</b>						
S6(a)	Percentage of new suppliers that were screened using environmental criteria		%	100	80	99
S6(b)	Number of suppliers assessed for environmental impacts		Number	-	-	456
*S6(c)	Percentage of the company's total property portfolio certified to a recognised building management standard for property		%	100	100	100

# GRI CONTENT INDEX

This Report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards.

ESG Pillar	GRI Standard	Disclosure Number	Disclosure Title	Bursa Malaysia	F4GBM ESG Themes	UNSDG	SASB	UNGC	Page reference and reasons for omissions, if applicable
	<b>GENERAL DISCLOSURES</b>								
		<b>The organisation and its reporting practices</b>							
		2-1	Organisational details						2, 7
		2-2	Entities included in the organisation's sustainability reporting						7
		2-3	Reporting period, frequency and contact point	-	-	-	-	-	1
		2-4	Restatements of information						39-43, 47, 76-95
		2-5	External assurance						1, 104-105
		Activities and workers							
		2-6	Activities, value chain and other business relationships						2-3, 49
		2-7	Employees	Labour Practices & Standards	Labour Standards	5, 8, 10	-	Principle 6	57, 62, 85-93
		2-8	Workers who are not employees						
		<b>Governance</b>							
	GRI 2: General Disclosures 2021	2-9	Governance structure and composition						7
		2-10	Nomination and selection of the highest governance body						Refer to IAR 2023
		2-11	Chair of the highest governance body						Refer to IAR 2023
		2-12	Role of the highest governance body in overseeing the management of impacts						7
		2-13	Delegation of responsibility for managing impacts						7
		2-14	Role of the highest governance body in sustainability reporting						7
		2-15	Conflicts of interest	-	Corporate Governance	5, 10, 16	-	-	Refer to IAR 2023
		2-16	Communication of critical concerns						49, 57
		2-17	Collective knowledge of the highest governance body						7
		2-18	Evaluation of the performance of the highest governance body						7
		2-19	Remuneration policies						59
		2-20	Process to determine remuneration						Not disclosed due to confidentiality constraints
		2-21	Annual total compensation ratio						Not disclosed due to confidentiality constraints

## Notes:

- \*Sector Specific Matters for REIT's, Property and Industrial Products and Services sector
- N/A denotes that the category is not applicable to Sunway REIT



## GRI CONTENT INDEX

ESG Pillar	GRI Standard	Disclosure Number	Disclosure Title	Bursa Malaysia	F4GBM ESG Themes	UNSDG	SASB	UNGC	Page reference and reasons for omissions, if applicable
<b>GENERAL DISCLOSURES</b>									
<b>Strategy, policies and practices</b>									
GRI 2: General Disclosures 2021	2-22	2-22	Statement on sustainable development strategy	Anti-Corruption	Anti-Corruption Human Rights & Community Risk Management	16, 17	-	Principle 1, 2, 10	4-6, 22-23
	2-23	2-23	Policy commitments						71
	2-24	2-24	Embedding policy commitments						71
	2-25	2-25	Processes to remediate negative impacts						57, 71
	2-26	2-26	Mechanisms for seeking advice and raising concerns						57
	2-27	2-27	Compliance with laws and regulations						71-72
	2-28	2-28	Membership associations						75
	<b>Stakeholder engagement</b>								
2-29	2-29	Approach to stakeholder engagement	Labour Practices & Standards	Labour Standards	16, 17	-	Principle 3	11-20	
2-30	2-30	Collective bargaining agreements			8, 10	-		57	
<b>MATERIAL TOPICS</b>									
GRI 3: Material Topics 2021	3-1	3-1	Process to determine material topics	-	-	-	-	-	8
	3-2	3-2	List of material topics	-	-	-	-	-	9-10
<b>Company's economic performance</b>									
GRI 3: Material Topics 2021	3-3	3-3	Management of material topics	-	-	-	-	-	11
GRI 201: Economic Performance 2016	201-1	201-1	Direct economic value generated and distributed	-	-	1, 3, 5, 8, 9, 10, 17	-	-	Refer to IAR 2023
	201-2	201-2	Financial implications and other risks and opportunities due to climate change						33
	201-3	201-3	Defined benefit plan obligations and other retirement plans						N/A
	201-4	201-4	Financial assistance received from government						N/A
<b>Macroeconomic issues</b>									
GRI 3: Material Topics 2021	3-3	3-3	Management of material topics	-	-	-	-	-	11

**Notes:**

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## GRI CONTENT INDEX

ESG Pillar	GRI Standard	Disclosure Number	Disclosure Title	Bursa Malaysia	F4GBM ESG Themes	UNSDG	SASB	UNGC	Page reference and reasons for omissions, if applicable		
	<b>Macroeconomic issues</b>										
	GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	-	-	1, 3, 8, 9, 10, 17	-	-	Principle 6	Not disclosed due to confidentiality constraints	
		202-2	Proportion of senior management hired from the local community						-	61	
	GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	-	-	-	-	-	-	2, 37-38, 67	
		203-2	Significant indirect economic impacts						-	Refer to IAR 2023	
	<b>Responsible and sustainable financing</b>										
	GRI 3: Material Topics 2021	3-3	Management of material topics	-	-	-	-	-	-	11, 24-25	
	<b>Build, own, operate business model and capital allocation strategy</b>										
	GRI 3: Material Topics 2021	3-3	Management of material topics	-	-	-	-	-	-	11	
	<b>Brand and reputation</b>										
GRI 3: Material Topics 2021	3-3	Management of material topics	-	-	-	-	-	-	11		
<b>ENVIRONMENTAL</b>	<b>Climate action</b>										
	GRI 3: Material Topics 2021	3-3	Management of material topics	-	-	-	-	-	-	14, 27, 29, 31-34, 39	
	GRI 302: Energy 2016	302-1	Energy consumption within the organisation	Energy Management	Climate Change	7, 12, 13	-	-	Principle 7, 8, 9	IF-RE-130a.2 IF-RE-130a.3	39-41, 79-81
		302-2	Energy consumption outside of the organisation							-	39-41, 79-81
		302-3	Energy intensity							-	41
		302-4	Reduction of energy consumption							IF-RE-130a.5	41
		302-5	Reductions in energy requirements of products and services							-	41
	GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Emissions Management	Climate Change	3, 7, 12, 13, 14	-	-	Principle 7, 8, 9	-	35-36, 77-78
		305-2	Energy indirect (Scope 2) GHG emissions							-	35-36, 77-78
		305-3	Other indirect (Scope 3) GHG emissions	Emissions - Air Quality / Pollution	Pollution & Resources	-	-	-	-	-	35-36, 77-78
		305-4	GHG emissions intensity							-	35-36, 77-78
305-5		Reduction of GHG emission	-							35-36, 77-78	

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## GRI CONTENT INDEX

ESG Pillar	GRI Standard	Disclosure Number	Disclosure Title	Bursa Malaysia	F4GBM ESG Themes	UNSDG	SASB	UNGC	Page reference and reasons for omissions, if applicable
ENVIRONMENTAL	<b>Climate action</b>								
	GRI 305: Emissions 2016	305-6	Emissions of ozone-depleting substances (ODS)	Emissions Management	Climate Change	3, 7, 12, 13, 14	-	Principle 7, 8, 9	77, 78
		305-7	Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions	Emissions - Air Quality/ Pollution	Pollution & Resources				
	<b>Protection of biodiversity and ecology</b>								
	GRI 3: Material Topics 2021	3-3	Management of material topics	-	-	-	-	-	14, 37
	GRI 304: Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	-	Biodiversity	13, 14, 15	-	Principle 7, 8, 9	37-38
		304-2	Significant impacts of activities, products and services on biodiversity						37-38
		304-3	Habitats protected or restored						N/A
		304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations						
	<b>Pollution management</b>								
	GRI 3: Material Topics 2021	3-3	Management of material topics	-	-	-	-	-	15, 39, 44
	GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	Water Waste Management	Pollution & Resources Water Security	6, 12, 14	IF-RE-140a.4	Principle 7, 8, 9	42-43
		303-2	Management of water discharge-related impacts						43, 47, 82
		303-3	Water withdrawal						42-43
		303-4	Wastewater discharge						43, 47, 82
		303-5	Water consumption						42-43
	GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts			12, 13, 15			44-47
		306-2	Management of significant waste-related impacts						44-47
		306-3	Waste generated						44-47, 84
		306-4	Waste diverted from disposal						44-47, 84
306-5		Waste diverted to disposal	44-47, 84						

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## GRI CONTENT INDEX

ESG Pillar	GRI Standard	Disclosure Number	Disclosure Title	Bursa Malaysia	F4GBM ESG Themes	UNSDG	SASB	UNGC	Page reference and reasons for omissions, if applicable	
SOCIAL	<b>Employee well-being</b>									
	GRI 3: Material Topics 2021	3-3	Management of material topics	-	-	-	-	-	17, 57, 63	
	GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Health & Safety	Health & Safety	3, 8	-	-	-	64
		403-2	Hazard identification, risk assessment, and incident investigation							64-65
		403-3	Occupational health services							64-65
		403-4	Worker participation, consultation, and communication on occupational health and safety							63-64
		403-5	Worker training on occupational health and safety							64
		403-6	Promotion of worker health							64-65
		403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships							64-65
		403-8	Workers covered by an occupational health and safety management system							64
		403-9	Work-related injuries							65, 93
		403-10	Work-related ill health							65, 93
	GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Labour Practices & Standards	Labour Standards	4, 5, 8, 10	-	-	-	60, 91
		404-2	Programmes for upgrading employee skills and transition assistance programmes							59-61
		404-3	Percentage of employees receiving regular performance and career development reviews							60, 91
	<b>Human rights</b>									
	GRI 3: Material Topics 2021	3-3	Management of material topics	-	-	-	-	-	-	17, 57
	GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Labour Practices & Standards	Labour Standards	3, 5, 8, 10	-	-	-	62, 87-88
		401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees							58
		401-3	Parental leave							58, 92
GRI 402: Labour/Management Relations 2016	402-1	Minimum notice periods regarding operational changes							57	
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Labour Practices & Standards	Labour Standards	5, 8, 10, 16	-	-	Principle 3, 6	61-62, 85-90	
	405-2	Ratio of basic salary and remuneration of women to men							61-62, 90	
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Diversity	Corporate Governance					61	

**Notes:**

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## GRI CONTENT INDEX

ESG Pillar	GRI Standard	Disclosure Number	Disclosure Title	Bursa Malaysia	F4GBM ESG Themes	UNSDG	SASB	UNGC	Page reference and reasons for omissions, if applicable	
SOCIAL	<b>Human rights</b>									
	GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Community / Society	Human Rights & Community	8, 10, 16	-	Principle 1, 2, 3, 4, 5, 6	57	
	GRI 408: Child Labour 2016	408-1	Operations and suppliers at significant risk for incidents of child labour						49, 57	
	GRI 409: Forced or Compulsory Labour 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour						57	
	GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures						57	
	GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples						57	
	GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	Health & Safety	Health & Safety	3, 8	-	-	N/A	
		416-2	Incidents of non-compliance concerning the health and safety impacts of products and services							
	<b>Community investment</b>									
	GRI 3: Material Topics 2021	3-3	Management of material topics	-	-	-	-	-	-	17, 67-69
	GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programmes	Community / Society	Human Rights & Community	1, 3, 11, 17	-	-	-	67-69
		413-2	Operations with significant actual and potential negative impacts on local communities							67-69
	<b>Value chain improvement</b>									
	GRI 3: Material Topics 2021	3-3	Management of material topics	-	-	-	-	-	-	16, 49
	GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	Supply Chain Management	Supply Chain (Environmental) Supply Chain (Social)	8, 11, 12, 13, 15, 16	-	Principle 7, 8, 9	49	
	GRI 301: Materials 2016	301-1	Materials used by weight or volume	Materials *Supply Chain (Environmental) / Supplier Environmental Assessment					N/A	
		301-2	Recycled input materials used						50-51	
		301-3	Reclaimed products and their packaging materials						50-51	
	GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria						49	
		308-2	Negative environmental impacts in the supply chain and actions taken		49					

**Notes:**

- \*Sector Specific Matters for REIT's, Property and Industrial Products and Services sector
- N/A denotes that the category is not applicable to Sunway REIT



ESG Pillar	GRI Standard	Disclosure Number	Disclosure Title	Bursa Malaysia	F4GBM ESG Themes	UNSDG	SASB	UNGC	Page reference and reasons for omissions, if applicable	
SOCIAL	<b>Value chain improvement</b>									
	GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Supply Chain Management	Supply Chain (Social)	8, 10, 11, 12, 16	-	Principle 7, 8, 9	49	
		414-2	Negative social impacts in the supply chain and actions taken						49	
	GRI 417: Marketing and Labelling 2016	417-1	Requirements for product and service information and labelling		Data Privacy and Security	Risk Management	12, 16	-	-	Not applicable to Sunway REIT operations.
		417-2	Incidents of non-compliance concerning product and service information and labelling							N/A
		417-3	Incidents of non-compliance concerning marketing communications							N/A
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	-		16	-	-	73		
GOVERNANCE	<b>Group standards and operating procedures</b>									
	GRI 3: Material Topics 2021	3-3	Management of material topics	-	-	-	-	-	18, 71	
	GRI 205: Anti-Corruption 2016	205-1	Operations assessed for risks related to corruption	Anti-Corruption	Anti-Corruption	16	-	Principle 10	71	
		205-2	Communication and training about anti-corruption policies and procedures						71	
		205-3	Confirmed incidents of corruption and actions taken						71	
	GRI 206: Anti-Competitive Behaviour 2016	206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices (Business code of conduct)						71	
	GRI 415: Public Policy 2016	415-1	Political Contributions	Anti-Corruption	Anti-Corruption	16	-	Principle 10	Refer to Donation, Sponsorship & Corporate Responsibility Policy	
<b>Innovation and technology</b>										
GRI 3: Material Topics 2021	3-3	Management of material topics	-	-	-	-	-	19		

**Notes:**

- \*Sector Specific Matters for REIT's, Property and Industrial Products and Services sector
- N/A denotes that the category is not applicable to Sunway REIT

## GLOSSARY

ABC	Anti-Bribery & Corruption
AHE	Association of Hotel Employers
AML	Anti-Money Laundering
APREA	Asia Pacific Real Assets
ASD	Autism Spectrum Disorder
BEI	Building Energy Intensity
CCS	Cross Currency Swap
CDP	Carbon Disclosure Project
CEO	Chief Executive Officer
CIO	Chief Information Officer
CMIP 6	Coupled Model Intercomparison Project Phase 6
CO	Carbon Monoxide
CO <sub>2</sub>	Carbon Dioxide
CO <sub>2</sub> e	Carbon Dioxide Equivalent
COID	Conflict of Interest Declaration
CPI	Corruption Perceptions Index
CSA	Corporate Sustainability Assessment
CSR	Corporate Social Responsibility
DEFRA	Department for Environment, Food and Rural Affairs
DOSH	Department of Occupational Safety and Health
EAP	Employee Assistance Programme
ESG	Environmental, Social and Governance
EV	Electric Vehicle
ExCeL	Excellence in My Career and Leadership
F&B	Food & Beverages
FMA	Factories and Machineries Act
FSC	Forest Stewardship Council
FTSE	Financial Times Stock Exchange
FY	Fiscal Year
GBI	Green Building Index
GHG	Greenhouse Gases
GIT	Group Information Technology
GreenRE	Green Real Estate
GRESB	Global Real Estate Sustainability Benchmark
GRI	Global Reporting Initiative
HCWRIs	High Consequence Work-related Injuries
HR	Human Resources
HSBC	Hongkong and Shanghai Banking Corporation
HTAR	Hospital Tengku Ampuan Rahimah
IAQ	Indoor Air Quality
ICMA	International Capital Markets Association
IFRS	International Financial Reporting Standards
IIRC	International Integrated Reporting Council
ILO	International Labour Organisation
IPCC	Intergovernmental Panel on Climate Change
ISMS	Information Security Management System
ISO	International Organisation for Standardisation
ISSB	International Sustainability Standards Board
IWK	Indah Water Konsortium
JAS	Jabatan Alam Sekitar
JBPM	Fire & Rescue Department of Malaysia
JKNS	Jabatan Kesihatan Negeri Selangor
JSC	Jeffrey Sachs Center on Sustainable Development
KPI	Key Performance Indicator
LDC	Leadership Development Centre
LED	Light-Emitting Diode
LPG	Liquefied Petroleum Gas
LTI	Lost Time Injury
M-REIT	Malaysian Real Estate Investment Trust
MARC	Malaysian Ratings Corporation
MCCG	Malaysian Code on Corporate Governance
MGTC	Malaysian Green Technology and Climate Change Centre
MMLR	Main Market Listing Requirements
MNCs	Multinational Corporations
MoU	Memorandum of Understanding
MRA	Malaysian Retail Association
MRCA	Malaysia Retail Chain Association
MSCI	Morgan Stanley Capital International
MSOSH	Malaysian Society for Occupational Safety and Health
MWh	MegaWatt Hour
MyRER	Malaysia Renewable Energy Roadmap
NASOM	National Autism Society of Malaysia
NDAs	Non-Disclosure Agreements
NGOs	Non-Governmental Organisations
NO <sub>2</sub>	Nitrogen Dioxide
OHS	Occupational Health and Safety
OHS-C	OHS Coordinators
OHSE	Occupational Health, Safety and Environment
OHSEMS	Occupational Health, Safety and Environment Management System
OHSMS	Occupational Health and Safety Management System
OSHA	Occupational Safety and Health Act
OTTV	Overall Thermal Transfer Value
PACA	Preventive and Corrective Actions
PATA	Pacific Asia Travel Association
PDCA	Plan-Do-Check-Act
PDPA	Personal Data Protection Act
PEFC/FSC	Programme for the Endorsement of Forest Certification/Forest Stewardship Council
PIKOM	National Tech Association of Malaysia
QAS	Quality Assurance Services
RCP	Representative Concentration Pathway
RE	Renewable Energy
REIT	Real Estate Investment Trust
ReX	Retail Extended Learning
S&P	Standard & Poor's
SASB	Sustainability Accounting Standards Board
SCAN	Sustainability Collaboration Alliances Network
SCKL	Sunway City Kuala Lumpur
SDG	Sustainable Development Goals
SEG	Sunway Education Group
SIRIM	Standard and Industrial Research Institute of Malaysia
SLB	Sustainability-Linked Bond
SLR	Sea Level Rise
SMEs	Small and Medium-sized Enterprises
SMK	Sekolah Menengah Kebangsaan
SOP	Standard Operating Procedure
SPTs	Sustainability Performance Targets
SRI	Sustainable and Responsible Investment
SSP5	Shared Socioeconomic Pathway 5
SUB	SUNREIT Unrated Bond
SWG	Sustainability Working Group
TCFD	Task Force on Climate-related Financial Disclosures
UCO	Used Cooking Oil
UN SDSN	United Nations Sustainable Development Solutions Network
UNSDGs	UN Sustainable Development Goals
UNGC	UN Global Compact
UOB	United Overseas Bank
VaR	Value-at-Risk
VOC	Volatile Organic Compounds
VRF	Value Reporting Foundation
WASH	Water, Sanitation, and Hygiene
WBCSD	World Business Council for Sustainable Development
WEF-IBC	World Economic Forum International Business Council
WRI	World Resources Institute

# ASSURANCE STATEMENTS

GRI 2-5

## INDEPENDENT ASSURANCE STATEMENT



### SIRIM QAS INTERNATIONAL SDN BHD INDEPENDENT ASSURANCE STATEMENT

#### To Board of Directors, Stakeholders, and Interested Parties,

SIRIM QAS International Sdn. Bhd. was engaged by Sunway REIT Management Sdn Bhd (hereafter referred to as Sunway REIT) to perform an independent verification and provide assurance of the Sunway REIT Sustainability Report 2023. The main objective of the verification process is to provide assurance to Sunway REIT and its stakeholders on the accuracy and reliability of the information as presented in this statement. The verification by SIRIM QAS International applied to specific sustainability performance information (subject matter) within the assurance scope which is included in Sunway REIT Sustainability Report 2023.

The management of Sunway REIT was responsible for the preparation of the Sustainability Report. The objectivity and impartiality of this statement is assured as no member of the verification team and no other employee of SIRIM QAS International was involved in the preparation of any part of the Sunway REIT Sustainability Report and Integrated Report 2023.

The assurance engagement was designed to provide limited assurance in accordance with International Standard on Assurance Engagements (ISAE) 3000, Assurance Engagements other than Audits or Reviews of Historical Financial Information, and Bursa Sustainability Reporting Guide, irrespective of the organization's ability to achieve its objectives, targets or expectations on their subject matter and sustainability-related issues. The assurance activity evaluates the adequacy of Sunway REIT Sustainability Report and its overall presentation against respective framework such as UN-SDGs, GRI Standards requirement, TCFD, CDP and other relevant frameworks. The assurance process involves verification of the following subject matter. Details provided in Appendix 1 of this statement.

The verification was carried out by SIRIM QAS International between January and February 2024, with the following methodologies:

- Reviewing and verifying the traceability, consistency and accuracy of information collected from various sources; internal and external documentation which are made available during the conduct of assessment.
- Verification of data presented in the Sustainability Report includes a detailed review of the sampled data.
- Interviewing key personnel responsible for collating information and writing various parts of the report to substantiate the veracity of the claims.

#### Enhancement in 2023

Sunway REIT has made significant strides in elevating its sustainability reporting practices. Notably, they restated their 2019-2022 greenhouse gas (GHG) emissions data to reflect the revision in national default value for the grid emission factor, meticulous data collection and recategorization of emissions in relation to the Greenhouse Gas Protocol and standardized tools. Furthermore, they revised their material issues to ensure integrated financial and non-financial disclosures, now encompassing broader economic concerns. Their commitment to rigorous control extends to involving the internal audit team in reviewing key sustainability matters, reinforcing transparency and accountability. This was achieved through the involvement of the internal audit team in providing assurance reviews on all common sustainability matters and accompanying indicators mandated for disclosure by Bursa.

The verification process was subjected to the following limitations:

- The scope of work did not involve verification of other information reported in Sunway REIT's Integrated Report 2023.
- The corporate office of Sunway REIT at Menara Sunway, Sunway City KL was visited as part of this assurance engagement. The verification process did not include physical inspections of any of Sunway REIT's managed leased and leased assets. And,
- The verification team did not verify any contractor or third-party data.

#### Conclusion

SIRIM QAS International, a Conformity Assessment Body in Malaysia, is accredited to both ISO 17021-1:2015 and ISO 17065:2012 covering all our operational activities. The appointed assessors performing the assurance engagement were selected appropriately based on our internal qualifications, training and experience. The verification process is reviewed by management to ensure that the approach and assurance are strictly followed and operated transparently. During the verification process, issues were raised, and clarifications were sought from the management of Sunway REIT relating to the accuracy of some of the information contained in the report. In response to the raised findings, the Sustainability Report was subsequently reviewed and revised by Sunway REIT. It is confirmed that changes that have been incorporated into the final version of the report have satisfactorily addressed all issues. Based on the scope of the assessment process and evidence obtained, the following represents SIRIM QAS International's opinion:

- The level of data accuracy included in Sunway REIT Sustainability Report 2023 is fairly stated;
- The level of disclosure of the specific sustainability performance information presented in the report was found to be properly prepared;
- The personnel responsible were able to demonstrate the origin(s) and interpretation of data contained in the report;
- The sustainability report provides a reasonable and balanced presentation of the sustainability performance of Sunway REIT.

## ASSURANCE STATEMENTS

### ASSURANCE STATEMENT BY INTERNAL AUDIT DEPARTMENT

#### Assurance undertaken

In strengthening the credibility of the Sustainability Report, selected indicators of this Sustainability Report has been subjected to an internal review by the company's internal auditors and has been approved by the company's Audit Committee.

#### Subject matter

All Common Sustainability Matters and accompanying Indicators identified by Bursa for FY2023

#### Scope

The boundary of the internal review includes all Sunway REIT's properties under the Manager's operational control.

#### List of Assessors.

- |    |                            |   |             |
|----|----------------------------|---|-------------|
| 1) | Ms. Aernida Abdul Kadir    | : | Team Leader |
| 2) | Ms. Kamini Sooriamorthy    | : | Team Member |
| 3) | Ms. Farhanah Ahmad Shah    | : | Team Member |
| 4) | Ms. Suzalina Kamaralarifin | : | Team Member |

Statement Prepared by:



**AERNIDA BINTI ABDUL KADIR**

Team Leader

Management System Certification Department  
SIRIM QAS International Sdn. Bhd.

Date: 5 February 2024

Statement Approved by:



**Ts. MD ADHA BIN RAHMAT**

Senior General Manager

Management System Certification Department  
SIRIM QAS International Sdn. Bhd.

Date: 9 February 2024

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# **SUNWAY<sup>®</sup>**

## **REIT**

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