

Our People Our Strength

“Growing Together”

I will be graduating from the Sunway Managerial Advancement for Recruited Trainees (“SMART”) programme after 2 years. Through this program, I was given many different opportunities and extensive exposure – from risk management to corporate finance to manufacturing projects as well as events organisation. Sunway’s culture is performance-driven, but rewards passion and hard work. We work hard, but play just as hard. I have been a committee member of our very active Sunway Sports Club, organising various activities, which never fail to receive great response. All this definitely makes Sunway an exciting company to work with! In the light of this all, I believe that not only have I grown to become a better executive, but definitely also a better person.

EL REGINA TAJUDIN
SUNWAY MANAGERIAL ADVANCEMENT FOR RECRUITED
TRAINEES
2nd INTAKE (2004)
SUNWAY HOLDINGS INCORPORATED BERHAD
MALAYSIA

Our People Our Strength

At SunInc, we believe that our strategies are solely dependent on the talent, skills and passion of our people. In turn, we are passionate about finding the best talents and making sure they develop and grow with us.

We believe that “Our People are Our Strength”. Their commitment, alignment, skills, competencies and determination drive the Group towards excellence.

What inspires our employees most is working in an environment which resembles a big and happy family, despite being in different geographical regions globally.

There are many different nationalities within our organisation, different cultures, yet we work as one team, with one vision. We face challenges together, share our experiences as well as continuously motivate and learn from each other.

As we continue to expand “glocally” (globally and locally), we will continuously need energetic and dynamic people with strategic and innovative ideas. Our people are the real source in pushing our competitive advantage. We value skills and competencies and more importantly we encourage candour (speaking without fear or favour) to forge ahead of competition.

At SunInc, we listen attentively and encourage participation in the decision making process. The Group also believes in empowering its people and providing them with the right tools and support to enable them to do their jobs efficiently and effectively.

Our Culture

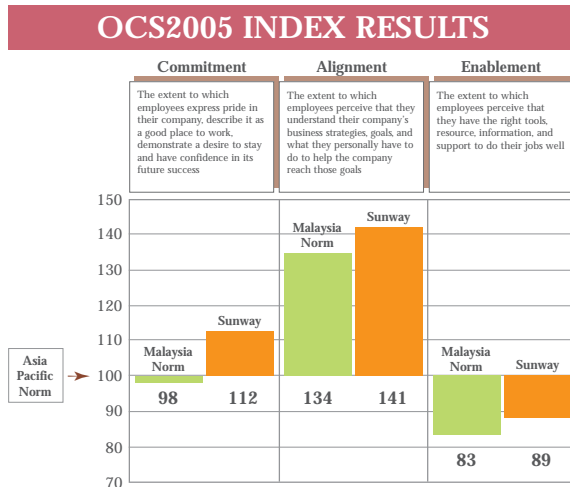
We encourage continuous learning and development and propagate the culture of candour. We encourage the practice of knowledge management principles and we reward innovation, especially breakthrough ideas for our products and services.

Communicating with Our People

We have constant communication with our employees through various channels, such as Coffee Sessions, Hang

Loose Nites, Tea Sessions (with non-executive staff), Annual Managers’ Conference, e-bulletins, Sunway Portal and Plasma Television insertions etc., just to name a few.

The results of our 2005 Organisational Climate Survey (“OCS2005”) (which can be benchmarked with participating companies in Asia Pacific as well as Malaysia) were encouraging and we will continue to work harder to further value add to all our stakeholders.



Employee Development - Recognise, Nurture and Support

It is our mission to recognise, nurture and support our employees at every level and to continuously provide opportunities for them to develop their competencies and to realise their full potential.

■ Training and Development

The year 2005 saw a total of 37 value-based training and development programmes organised by Group Human Resources as well as 11 sessions of Saturday Seminar Series, a 3-hour short presentation on soft skills enhancement involving between 80 and 120 employees per session. These programmes organised

By far the most outstanding aspect of the Sunway company culture is the sense of “Group”. It never fails to surprise or please me the reaction I receive when walking into Menara Sunway in Malaysia no matter how long I have been away. From the security guard onwards, a sea of familiar and unfamiliar faces greet me by name (embarrassingly I can remember far fewer than those I cannot) and ask how I am and how are the tidings in Vietnam. Likewise, by the end of the first day back, I have been able to find out exactly the latest on who, how and why of the Group. This care for each other and care for the Group in my mind is the best aspect of Sunway’s rich culture.

SCOTT STACEY
GENERAL DIRECTOR
SUNWAY HATAY CONSTRUCTION &
BUILDING MATERIALS JV CO. LTD.
VIETNAM



Our People Our Strength (Cont'd)

by Group Human Resources were attended by a total of 2,132 employees. In addition, employees were also sent to external courses.

■ Talent Pool Development

The Sunway Group has initiated the Talent Identification and Development ("TID") programme, whereby 8 sessions were conducted in the year 2005. Essentially, this programme is a systematic way of identifying and assessing talents among employees. These identified talents are then put through a regime of training and development programmes to close any competency gaps. One-on-one coaching is provided to anchor these individualised plans.

■ Succession Planning

As a follow up to the TID initiative, we have rolled-out Succession Planning for SunCon in October 2005. Succession Planning is of crucial importance for The Sunway Group. It aims to fill in key positions now and in the future; develop competent people needed for our highly diversified and competitive environment; and to grow and develop our key employees for future leadership requirements.

■ Sunway Managerial Advancement for Recruited Trainees ("SMART") Programme

The SMART programme was initiated in 2002 with the aim of bringing potential talents into The Sunway Group. Under this programme, candidates with excellent academic results and a track record of leadership capabilities, are offered an initial "Training and Education" programme followed by job rotation within identified business units, thereby equipping talents with a basic operational knowledge. This will in turn help fast-track their careers within The Sunway Group. We are now in our 4th successful year in the running of the SMART programme. These initiatives are aimed at ensuring a succession pool for The Sunway Group.

■ The Institute of Chartered Accountants in England and Wales ("ICAEW") Programme

In 2004, The Sunway Group was appointed as an Approved Training Organisation by ICAEW to run the Association of Chartered Accountants ("ACA") programme. The Sunway Group is the 1st non-accounting related firms outside of the United Kingdom to be accorded such an appointment. To date, 2 individuals have been recruited and offered training contracts under this programme. We will continue to recruit graduates to participate in this programme on an annual basis.



The "TAP" signifies a steady stream of water flowing through. We use this symbol to represent what we envisage in the future - a strong leadership pipeline to lead the future of The Sunway Group.

Sports and Social Activities

The Sunway Group believes that sports and social activities foster closer relationships amongst our employees. Such activities help in building a greater sense of identification and pride within The Sunway Group thus enhancing better rapport among our employees and improve quality of work.

The Kelab Sukan Sunway ("KSS") Clubhouse, located at Basement 1, Menara Sunway is equipped with recreational facilities such as a gymnasium, sauna, squash court, snooker table, Astro, table tennis table and carrom set, for the exclusive use of our employees.

KSS also provides avenues for our employees to pursue healthy lifestyles by organising sporting and social programmes such as bowling tournaments, futsal competitions, local and overseas trips, community services, car treasure hunts, white water rafting, family days, health and informative talks, as well as annual KSS Dinner and Dance Nites.

"One Vision One Team!"

I have just completed my 7th year in SunCon as a Project Manager. My journey with the Group has taken me to greater horizons. I have been given responsibilities which I could only dream of getting elsewhere. Everything we do here at Sunway, is cutting edge. But in my opinion, the best thing about working for this organisation, is its people and the culture. The company has a unique culture, one in which working together is the cornerstone of everything we do. Sunway places a high emphasis on innovation and being passionate about your job. I work with an incredible team that shares my passion, my dreams and my aspirations. Hence, I am inspired and encouraged to fulfill my dreams and lead my team to greater heights!

GERARD SOOSAY
SENIOR MANAGER – PROJECT
SUNWAY CONSTRUCTION SDN BHD
MALAYSIA



Our People Our Strength (Cont'd)

These informal get-togethers have fostered a sense of family-like atmosphere throughout The Sunway Group.

Employee Benefits

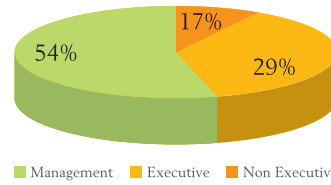
The Sunway Group continuously encourages employees towards performance enhancement and career advancement by providing tuition fee discounts when employees embark on courses offered by Sunway University College and Monash University Malaysia. This discount scheme is also extended to our employees' immediate family members, which is in tandem with The Sunway Group's emphasis on caring for its employees' welfare.

There is also an Employee Tuition Assistance Scheme where employees may seek financial assistance to take external courses which are relevant to their work, leading to certificate, diploma, graduate degrees as well as post graduate. This is in line with The Sunway Group's focus on the continuous development in our employees.

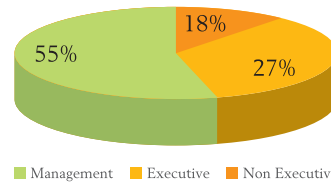
The Sunway Group Scholarship

As a responsible corporate citizen and in alignment with The Sunway Group's commitment to education, full scholarships have been awarded to deserving students with excellent academic achievements. Currently, there are 2 students under this scholarship scheme.

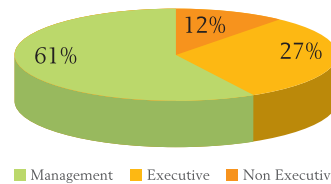
Employee by Classification 2004



Employee by Classification 2005



Employee by Classification 2006



The best part of SunInc's construction division is that the management looks at all its employees and families as its greatest assets. The management's relationship with its employees is founded on a climate of mutual trust and respect within an environment for listening and personal expression. They involve working with and through people and seeing them as partners, not just as costs to be minimised or avoided. To ensure all employees be part of the company, the management always share and communicate, letting employees know the goals, the plans, why we're doing what we're doing and how we're doing. This recognition for each other in my opinion is the most productive working environment.

ERIC TAN CHEE HIN
SENIOR MANAGER - PROJECT
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