



POLICY STATEMENT

GROUP SUSTAINABILITY POLICY

Process Owner	Group Sustainability Department
Intended Users	Sunway Group – All Users
Knowledge Expert	Jacqueline Wong
Approved by	Sunway Berhad Board of Directors
Process / Knowledge Area	Policy Statement
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Sunway Berhad Sustainability Policy (2021)

The Sunway Group Board of Directors has the authority to design, assess and continuously revise the sustainability strategies, and specifically to approve and update the corporate policies, which contain the guidelines governing the conduct of the Company and of the companies belonging to the Group.

The policies and rules that make up the Sustainability Agenda are intended to ensure the alignment of all conduct of the Group with its purpose, as well as with the commitment of the Company to the Sustainable Development Goals (“SDGs”) approved by the United Nations.

PURPOSE

The Sustainability Policy (the “Policy”) lays down the general principles and structures the foundations that must govern the sustainability strategy of the Group to ensure that all its corporate activities and businesses are carried out while fostering the sustainable creation of value for shareholders and taking into account the other Stakeholders related to its business activities and institutional reality, equitably compensating all groups that contribute to the success of its business enterprise, promoting the values of sustainability, integration and dynamism, favouring the achievement of the SDGs and rejecting actions that contravene or hinder them.

The Group's sustainability strategy revolves around 5 main goals:

1. Transforming Our Portfolios to Low Carbon Sustainable Cities
2. Advocating A Responsible Value Chain
3. Developing A Safe, Equal and Dignified Workforce
4. Investing in Community Inclusivity
5. Respecting Ethical Principles

The general principles and foundations set forth in this Policy are further developed and specified in specific environmental, social and corporate governance and regulatory compliance policies that address certain needs and expectations of the main Stakeholders of the Sunway Group.

SCOPE

This Policy applies at Group level, and may be adopted by companies dependent thereon. At those companies in which the Group has an interest but that do not form a part thereof, the Company will promote, through its representatives on the boards of directors thereof, the alignment of their own policies with those of the Company, such that they adhere to principles and guidelines that are consistent with those established in this Policy and in the environmental, social and corporate governance and regulatory compliance policies in further development thereof.

POLICY STATEMENT

The Group’s ambition is to continuously develop the business from a broad and long-term perspective – to conduct a profitable and sound business today without compromising the opportunities to do so in the future. This means the Group strives to serve as a good corporate citizen, which not only takes responsibility for its own development, but also its impact on all people, the environment and society generally.

The Group's sustainability work is conducted from a triple bottom line perspective, which considers business, social and environmental aspects:

- **BUSINESS SUSTAINABILITY:**
Striving for a stable and profitable progress over time and applying good business practice.
- **SOCIAL SUSTAINABILITY:**
Acting as a responsible employer as well as contributing to improved social progress within the geographies we are operating.
- **ENVIRONMENTAL SUSTAINABILITY:**
Protecting the environment by actively striving to reduce our own and our customers' environmental impacts as well as optimising the resources we use.

Within these areas, the Group has fundamental positions of sustainability principles, described in this Sustainability Policy.

To understand how operations, affect the business environment and the expectations on the Group, the company endeavours to maintain a structured and active dialogue with stakeholders in order to identify, analyse and manage their expectations, but also recognise risks and opportunities that exist in our operations. This dialogue is summarized and reviewed by the Board Sustainability Committee.

BUSINESS RESPONSIBILITY

APPROACH

The overall ambition within the business area is to achieve long-term business sustainability by striving for stable and profitable progress over time and by applying good business practice.

In order to get there, the Group needs to provide a competitive, professional and value-adding service delivery based on continuously improved operations. This ensures good demand for our services and long-lasting customer collaboration. A sharp focus on results is also important, as well as respecting laws, and applying good business practice. This also applies to our suppliers.

PRINCIPLES

Within the business area, the Group focuses on the following:

- It should conduct a professional operation, delivering value-adding and innovative solutions based on our customer's standards of functionality, finances and reliability.
- It should perform our duties professionally and in accordance with laws, regulations and sector practice, and actively endeavour to minimize the consequences of potential disruptions through good business continuity planning.
- It should add customer value by continuously developing, improving and adapting services delivered to changes in the customer's operation. This is conducted through a pronounced improvement culture and structured work on innovation.

The Group will progress stably and profitably proceeding from a good ethical and moral attitude. By providing a value-added and competitive service delivery, the Group will safeguard its long-term customer relationships, which combined with a professional sales approach, sharp focus on financial

results and cash flow, will provide stable financial progress. All operations will comply with good business practice, as stated in our Code of Conduct. The Group will provide accurate and relevant information in a secure manner. The Group's corporate communication work should be conducted in accordance with its group-wide Communication Policy. To aid transparency and comparability in its financial reporting, the group complies with accepted standards and principles where applicable.

SOCIAL RESPONSIBILITY

APPROACH

The overall ambition within the social area is to strive for a better society by acting as a responsible and respectful employer as well as contributing to improved social progress within the geographies we are operating.

This will be achieved by the Group taking all people's equal value and rights into account, and by providing all staff with a good, safe, fair, non-discriminatory work environment. In addition to this, employee development is a priority. We also make a difference by numerous types of local community involvement.

The Group complies with the United Nations Global Compact and the Universal Declaration of Human Rights. This means focusing on occupational health and safety as well as management and employee development.

PRINCIPLES

Within the social area, the Group focuses on the following:

- It actively works for the well-being of employees and a safe working environment.
- It offers its employees a safe and sound working environment, which means a strong focus on occupational health and safety and a pronounced culture of continuous improvement.
- It strives to stimulate good health and seeks to achieve a good work-life balance.
- It pursues a clear vision of zero workplace accidents, which is achieved by a strong risk awareness and structured work within and safe working environment.
- The Group nurtures diversity, equality and the professional development of our employees, it pursues an inclusive environment and strives for a fair and equitable treatment of all employees regardless of sex, age, sexual orientation, disability, ethnicity or religion.
- It offers all employees yearly appraisals, and professional development through training and other measures to improve competence. A strong culture of continuous improvement also ensures all employees have the opportunity to contribute to greater productivity.
- It offers all employees fair and equal market terms and benefits.
- It contributes to social progress by local community involvement.

ENVIRONMENTAL RESPONSIBILITY

APPROACH

The Group's environmental responsibility is to protect the environment by actively endeavouring to reduce our own and our customers' environmental impact, as well as to reduce the resource we use.

In order to achieve this, the Group aims for improved environmental performance by seeking avenues to reduce our environmental impact whether it be energy usage, waste management, chemical usage, carbon emissions from transport and through resource efficiency.

PRINCIPLES

Within the environmental area, the Group focuses on the following:

- It actively endeavours to minimise its environmental impact.
- It conducts structured and proactive internal environmental management practices.
- It works proactively to minimise the environmental impact arising from its own operations – as well as for purchased goods and/or services. It hopes to achieve this by endeavouring to minimise our own environmental impact, not least in terms of CO2 emissions from transportation, energy consumption, waste management, chemical handling and resource efficiency.

THE GOVERNANCE OF OUR SUSTAINABILITY PRACTICES

The Group's sustainability governance is led by the Group's Board Sustainability Committee (BSC), which comprises Directors from the Group's Board of Directors. The BSC reviews, supervises and recommends Sunway's sustainability strategy and issues, key economic, social and governance (ESG) targets and performance, progress and scorecard to advance the Group's sustainability leadership.

Acting as the 'executive arm' of the BSC, the Group Sustainability Department (SSS) helps the BSC to make informed decisions to integrate the Group's sustainability strategies into business operations and implement initiatives towards achieving the Group's sustainability goals. Apart from overseeing key sustainability risks and opportunities, stakeholder engagement as well as materiality assessment, the SSS also oversees and monitors sustainability trends including governance and reporting. The SSS chairs the Sustainability Committee (SC), which consists of members across all departments and operational units in Sunway Berhad, and communicates the Group's sustainability direction to the SC across business and operational units.

The SC comprises Business Units' Heads of Departments and their line managers, who are accountable for their ESG performances that are linked to their yearly remuneration and appraisal.

To further strengthen our sustainability strategy, the Board is advised and supported by the Jeffrey Sachs Center on Sustainable Development (JSC) in Sunway University, which acts as the Advisory Panel.