



SUNWAY[®]

Sustainability Report Twenty21

**BUILDING AN
EQUITABLE &
CLIMATE-RESILIENT
SOCIETY**

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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 losses or inconveniences incurred as a result of reliance on information provided in this Report.

This interactive PDF allows you to access information easily, search for a specific item or navigate between pages, sections and links

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ABOUT THIS REPORT

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COVER RATIONALE

Our aspiration to slow down global warming and limit temperature rise to no more than 1.5 degrees Celsius is reflected in the entire cover page colour. The transition from warm orange to green and blue portrays the transition from a hotter climate to cooler conditions. We are committed to accelerating our climate actions and transitioning to a low-carbon future through efficient resource management, effective governance and well-planned initiatives, to reduce the challenging impacts of global warming on ecosystems and human health and well-being. We will continue to step up our climate action with more robust and strategic mitigation measures to build an equitable and climate-resilient society.

Welcome to Sunway Berhad's ("Sunway" or "the Group") Sustainability Report, which details the Group's Environmental, Social and Governance (ESG) performance. It communicates our journey of embedding sustainability in our business and daily operations while taking into account the interests of our stakeholders, the environment and our business growth. This Report demonstrates that we have diligently weighed all the pertinent risks and opportunities related to the ESG and economic issues that impacted our business operations and stakeholders. It also outlines our sustainability strategy, framework and initiatives, which are underpinned by the Group's five sustainability goals and aimed at achieving a carbon neutral future. Overall, this Report provides detailed information on our progress and achievements in our journey towards building a sustainable future for all.

SCOPE AND BOUNDARIES

Sunway is a listed conglomerate on Bursa Malaysia's Main Market and headquartered in Selangor, Malaysia. The scope of this Report covers only Sunway's operations in Malaysia, which contribute 89.9% of revenue to the Group. Where relevant and available, this Report provides comparative historical data.

The content of this Report has been reviewed and endorsed by our Board of Directors and the Board Sustainability Committee, who have ensured the Report's relevance to the Group's business and that current and material issues are covered. Relevant targets and key performance indicators have been established, tracked and disclosed to the best of our ability within this Report.

REPORTING PERIOD AND CYCLE

This Report covers the reporting period from 1 January to 31 December 2021, unless stated otherwise. Our Sustainability Reports are published annually, and our last Sustainability Report was published on 27 May 2021.

GUIDELINES AND STANDARDS

This Report has been developed according to the highest reporting standards and benchmarked against best industry practices. It has been prepared in accordance with the Global Reporting Initiative (GRI) Standards and meets the criteria of the Bursa Malaysia Main Market Listing Requirements on sustainability reporting.

This Report is also guided by the International Integrated Reporting Council (IIRC) and the Sustainability Accounting Standards Board (SASB), the two main entities of the Value Reporting Foundation. In addition, we have aligned this Report with the UN Sustainable Development Goals (UN SDGs) and the requirements of the S&P Global ESG Ratings. Sunway has been a constituent of the ESG-themed FTSE4Good Bursa Malaysia Index for seven consecutive years, as well as the FTSE4Good Bursa Malaysia Syariah Index, which was launched in July 2021, ranking it in the top 15% of its Industry Classification Benchmark (ICB) Supersector and receiving an MSCI ESG Rating of A at the time of publication. Sunway has been an official supporter of the Task Force on Climate-related Financial Disclosures (TCFD) since January 2021 and is pleased to share its first climate report in response to the recommendations of the TCFD (refer to page 20).

The key performance indicators in this Report have been aligned with the World Economic Forum International Business Council's (WEF-IBC) four pillars: Principles of Governance, Planet, People and Prosperity.

EXTERNAL ASSURANCE

This Report has been externally and independently assured by SIRIM QAS International Sdn Bhd, which has verified that the policies, initiatives and data disclosed here are accurate and acceptable. For more information on the assurance report, please refer to page 98.

FEEDBACK

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Feedback from our stakeholders is vital for us to continuously improve our reporting and sustainability practices. We welcome your views, comments or feedback, which may be directed to:



Jacqueline Wong Yin Teng

Group Sustainability, Sunway Berhad,
Menara Sunway, Jalan Lagoon Timur,
Bandar Sunway, 47500 Subang Jaya,
Selangor Darul Ehsan, Malaysia
Email: sustainability@sunway.com.my

FORWARD-LOOKING STATEMENTS

This Report contains forward-looking statements related to Sunway Berhad's objectives, strategies, plans and future initiatives that are linked to the Group's business, financial and non-financial performance. These statements are typically identified by words or phrases such as 'expects', 'targets', 'intends', 'anticipates', 'believes', 'estimates', 'may', 'plans', 'projects', 'should', 'would' and 'will'. Such statements should not be construed as a guarantee of future operating or financial results, considering the potential risks and uncertainties that can arise from unforeseen events beyond the Group's control. Factors that could cause actual results to differ materially from those in the forward-looking statements include global, national and regional economic and social conditions, and matters that have not been reviewed or reported on by the Group's auditors.



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ABOUT SUNWAY

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

Sunway Berhad (“Sunway” or “the Group”) is one of the largest conglomerates in Malaysia and the parent company of the Sunway Group of companies, with operations in more than 50 locations across 11 countries and with 10,889 employees. It is among the top 100 companies listed on Bursa Malaysia Securities Berhad, with a market capitalisation of RM8.4 billion as of 31 December 2021.

Sunway owns 54.6% of Sunway Construction Group Berhad, the largest pure-play construction company in Malaysia by revenue, while in REITs, Sunway has 40.9% ownership of Sunway REIT, the second-largest REIT in Malaysia by property value. Together with Sunway Group, the combined market capitalisation was RM15.2 billion as of 31 December 2021.

Established in 1974, Sunway is headquartered in Sunway City Kuala Lumpur, Malaysia, with a diverse portfolio covering property development, property investment and REIT, healthcare, hospitality, leisure, trading and manufacturing, quarry, building materials and others. Sunway currently owns about RM11.1 billion of assets under management in our property investment and REIT divisions and has delivered more than 31,000 homes in integrated developments in Malaysia and stand-alone developments in Singapore, Australia and China.

Besides property development and investment, Sunway's leisure and hospitality divisions are among our flagship brands, with 12 hotels and resorts in Malaysia, Cambodia and Vietnam, comprising over 3,700 guestrooms, suites and villas. Sunway's brand name is also propelled by two signature theme parks in Malaysia, which span more than 120 acres and have more than 100 thrilling adventures combined.

Serving millions of international and domestic customers from governments to multinational corporations, homebuyers and travellers, Sunway is dedicated to building a sustainable future for all by leveraging technology and innovation to adapt to climate change and ensure long-term value creation. Sunway's aim is to realise its sustainable development goals, which are aligned with the 17 UN SDGs, by 2030.

Vision

To be Asia's model corporation in sustainable development; innovating to enrich lives for a better tomorrow

Mission

- Empowering our people to deliver enhanced value to all stakeholders
- Embracing sustainability in our business processes and decisions
- Attracting and nurturing a talented and progressive workforce for the digital era

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 more 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.

SUNWAY®



Property Investment



Property Development



Building Materials



Trading and Manufacturing



Hospitality



Healthcare



Leisure



Construction



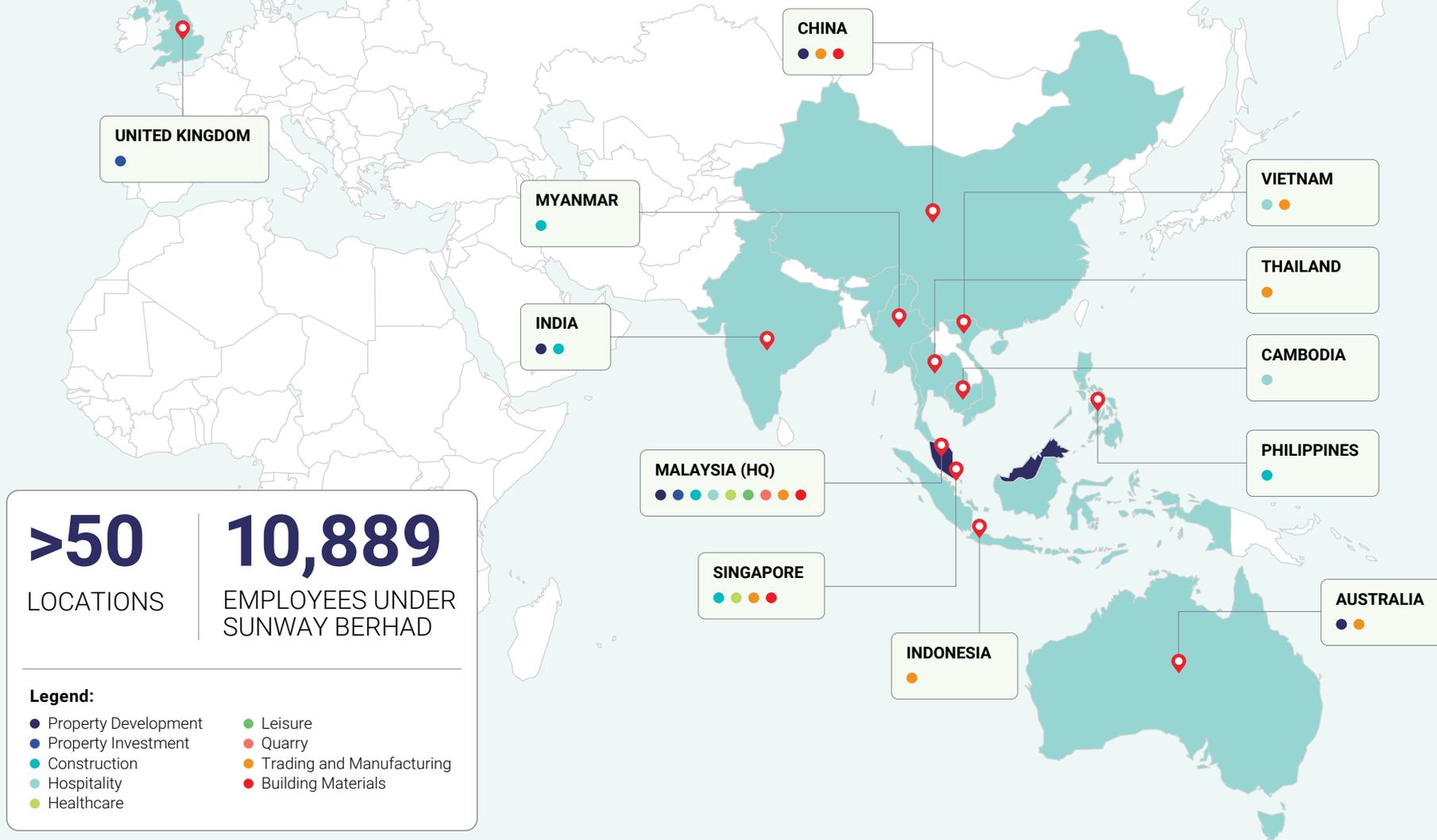
Quarry



Others

WHO WE ARE AND WHAT WE DO

GRI 2-1



>50
LOCATIONS

10,889
EMPLOYEES UNDER
SUNWAY BERHAD

Legend:

- Property Development
- Property Investment
- Construction
- Hospitality
- Healthcare
- Leisure
- Quarry
- Trading and Manufacturing
- Building Materials



VIEWS FROM OUR LEADERS

GRI 2-22

Tan Sri Dr. Jeffrey Cheah AO

Founder and Chairman
Sunway Berhad



Tan Sri Chew Chee Kin

President
Sunway Berhad



BUILDING AN EQUITABLE AND CLIMATE-RESILIENT SOCIETY

Amid another challenging year with the emergence of new COVID-19 variants, Sunway forged ahead with solid sustainability measures to generate long-term tangible impacts for the planet and future generations. Guided by its five sustainability goals, the Group took action internally and externally by combatting climate change, investing in its people and giving back to society. We are pleased to present to you our Sustainability Report 2021, which details our progress towards meeting our environmental, social and governance (ESG) goals and ambitions. We aim to walk the talk and lead the business community by example to build an equitable and climate-resilient society.

Dear Valued Stakeholders,

We have been through two years of uncertainties and disruptions as we battled the COVID-19 pandemic. As the world pulled together to combat the virus with vaccinations, we saw the effects of the virus widening the gap between the rich and the poor. Underprivileged children who could not afford digital devices to attend online school lessons were forced to be left behind while daily wage earners from the lower-income group lost their jobs during lockdown periods.

These challenges were exacerbated by destructive weather events that further disrupted daily lives. Malaysia was hit by one of the worst floods in decades in December 2021, described as 'once in a hundred years' rainfall by the government. These incidents reinforced the importance of our readiness to adopt both mitigation and adaptation actions.

VIEWS FROM OUR LEADERS

The pursuit of a sustainability agenda is in Sunway's DNA, instilled from the Board to Management and employees. It is the right thing to do, and we will continue to do well by doing good. We are relentless in advancing the sustainability agenda amid current challenging times and we will continue to integrate sustainability into our business decisions, management and operations.

PROTECTING OUR PLANET

We need to take urgent action to combat climate change and its impact. We have developed a long-term goal of reaching net zero carbon by 2050 to build a climate-resilient society. Our net zero journey has an interim checkpoint in 2030. Between now and 2030, all our efforts will be focused on minimising residual emissions through energy-efficient operations and substitution of dirty energy with clean energy.

To express our commitment to climate change, we became a member of Climate Governance Malaysia, the Malaysian chapter of the World Economic Forum's climate governance initiative, and have been an official supporter of the Task Force of Climate-related Financial Disclosures (TCFD) since 2021.

The Group has taken several solid measures to strengthen our commitment to transitioning towards a low-carbon future. One such example is Sunway City Kuala Lumpur's very own BRT-Sunway Line, which is Malaysia's first dedicated and elevated electric Bus Rapid Transit (BRT) system via a Public-Private Partnership (PPP), that serves more than 500,000 commuters in the vicinity. In 2017, Sunway University formed a partnership with the Massachusetts Institute of Technology (MIT) in Boston to conduct research on carbon capture, utilisation and storage technology at Sunway City Kuala

Lumpur. While carbon capture technology is readily available, the researchers are working on ways to turn the captured carbon dioxide into commercially viable raw materials for energy storage devices and useful chemicals. In 2021, we continued to invest in renewable energy sourced from solar photovoltaic (PV) panels and generated 8,940 MWh of clean energy.

Additionally, we appointed the Jeffrey Sachs Center on Sustainable Development (JSC) to quantify our climate Value-at-Risk based on the worst-case scenario as part of our risk analysis. We also developed an Internal Carbon Pricing framework, at RM15 per tonne of carbon emitted above a threshold level, to prepare for the potential transition risks from climate-related issues. This was to establish a workable mechanism to drive or incentivise our business divisions towards achieving the KPIs and targets set. We recognise the three major benefits of implementing Internal Carbon Pricing, as derived from the Yale Internal Carbon Pricing Report 2019,¹ which cited a report by the CDP:²

- Being better prepared for a regulatory future in which carbon is priced.
- Enabling an organisation with international operations and sourcing to start calculating, tracking and pricing emissions to ease operations across international pricing policies.
- Motivating innovation and efficiency improvements, providing a new lens for capital investment decisions and spurring carbon-efficient technologies. Investors are starting to prioritise companies that are leaders in corporate sustainability, including in carbon pricing, and are increasingly investing in them.³

However, we are aware of the pitfalls of under-pricing carbon and will continue to progressively raise our internal carbon price by balancing pragmatic internal mechanisms with external demands. We will continue to intensify our climate action to accelerate the transition towards a low-carbon future and to realise the Paris Agreement goal of limiting global temperature rise to 1.5 degrees Celsius. In 2021, we became one of the first few public listed companies in Malaysia to commit to setting near-term science-based emissions reduction targets in line with the Science Based Targets initiative (SBTi) criteria and recommendations.

We addressed pollution from our operations based on a waste management hierarchy that prioritises waste prevention and successfully diverted 6% of waste from landfills in 2021. We also strived to manage our resources responsibly by reducing water wastage through rainwater harvesting for non-potable purposes such as landscape watering and cleaning.

SUNWAY BERHAD'S CLIMATE ACTION

HALVING EMISSIONS BY 2030

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)
- Downstream - Tenants (Green Lease)

GETTING TO NET ZERO BY 2050

- Carbon storage and capture
- Investment in large-scale renewable energy



¹ <https://cbey.yale.edu/programs/internal-carbon-pricing-policy-framework-and-case-studies>

² <https://www.cdp.net/en/info/about-us>

³ <https://www.forbes.com/sites/moneyshow/2017/08/16/socially-responsible-investing-earn-better-returns-from-good-companies/#7f7f92df623d>



VIEWS FROM OUR LEADERS

BUILDING AN EQUITABLE SOCIETY

OUR PEOPLE, OUR STRENGTH

Our commitment to sustainable development starts from within our organisation, where we strive to provide a conducive and progressive work environment to develop a high-performing workforce. With close to 11,000 employees across 50 locations worldwide, our employees are our strongest pillar and hence, we have been investing in their safety, health and well-being, as well as their professional growth.

We are committed to our five-year occupational health, safety and environment (OHSE) strategy (2021 – 2025), which covers five key areas: Leadership Empowerment, People Development, Compliance, Best OHSE Practices and Best Reporting Practices. As an inclusive organisation, our safety and health management system includes our contractors and business partners. Their welfare is our priority.

In 2021, we provided learning and development opportunities for our workforce through various programmes that covered core leadership, talent development, soft skills and functional and technical skills, with each employee receiving an average of 33.0

As the COVID-19 pandemic raged on, we sponsored rental-free spaces as vaccination centres, where we administered more than **350,000** doses of vaccinations.



hours of training. Additionally, employees attended an introductory course on ESG to increase their awareness and understanding of sustainability.

OUR BUSINESS PARTNERS, OUR KEY STAKEHOLDERS

Our business partners are key stakeholders in our journey towards sustainable development. We are always striving to advocate ESG practices among our business partners through robust guidelines and policies that inculcate ethical business conduct and environmental and social consciousness. This is reflected in our Sustainable Procurement Policy, which ensures our suppliers abide by our sustainable practices. They are encouraged to declare their ESG practices during the supplier registration process.

During the pandemic, many businesses were struggling, with some failing to make it through the lockdown periods. We reached out to our retail tenants to help ease their financial burden by offering rental rebates on a case-to-case basis worth more than RM136 million, allowing flexible operating hours, providing flexible rent repayment schemes and waiving late payment interest to qualified tenants. We also collaborated with our retailers to organise various community initiatives that promoted their businesses at the same time. We will continue supporting local businesses, including our retailers, in times of need.

OUR COMMUNITY, OUR SUPPORT

As the COVID-19 pandemic raged on, we sponsored rental-free spaces as vaccination centres, where we administered more than 350,000 doses of vaccinations. This was partly made possible by more than 2,100 employees who volunteered over 22,000 hours. We also treated decanted patients from public hospitals, and contributed food and groceries to frontliners, the underprivileged and the vulnerable who lost their sources of income during the Movement Control Order (MCO).

In December 2021, we reached out to communities, including our employees, who were severely affected by the floods by partnering with non-governmental organisations (NGOs) to provide assistance and aid to the victims in Kuala Lumpur, Selangor, Johor, Pahang, Perak, Negeri Sembilan and Malacca. Apart from donating food, water and other necessities, we sponsored face masks, COVID-19 self-test kits and equipment such as high-pressure water jets to clean their houses.

Caring for society is not just about donating in cash and in kind. Our effort to build an equitable society includes respecting human rights, as outlined in the UN Guiding Principles on Business and Human Rights and the UN Global Compact Principles. To this end, we have established a new Group Human Rights Policy, which sets out our commitments and responsibilities with regard to human rights.

Our commitment to ensuring no one is left behind was reflected in our appointment as the Official Sustainability Partner of the Malaysian AIDS Foundation (MAF). Sunway's long-term partnership with MAF supports the foundation's efforts to end HIV-AIDS and assists the underprivileged communities. HIV continues to be a global public health issue and with the COVID-19 pandemic, people living with HIV are now exposed to even higher risks, limiting their access to HIV prevention services, as well as clinical care and treatment.

In December 2021, we supported the annual MAF Red Ribbon Gala, which helped to raise RM1.49 million for MAF's Medicine Assistance Scheme, an initiative that provides access to life-saving anti-retroviral treatment for underprivileged Malaysians. We were also the proud presenter of the Sunway-MAF Tun Dr. Siti Hasmah Award, in recognition of unsung heroes who demonstrated exceptional leadership and resilience in their work to support communities impacted by HIV-AIDS.

VIEWS FROM OUR LEADERS

We at Sunway are committed to advancing the sustainable development agenda and we pledge to continue helping the communities we serve and standing by them in these critical times.

LEADING WITH GOOD GOVERNANCE

Good governance and business ethics have always been a cornerstone for Sunway as we believe these are keys to long-term sustainable growth. In 2020, we set up the Board Sustainability Committee to provide oversight on key ESG matters that are material to Sunway. We have also been fortifying our efforts to integrate sustainability into our management and daily operations through regular engagement with our Sustainability Committee. In 2021, for the first time, we linked climate change and ESG-related KPIs to the remuneration of Senior Management, in line with the requirement of the Malaysian Code on Corporate Governance.

ADAPTING TO CHANGE

Having survived two economic crises in the mid-80s and late 90s, we have learned to be agile and to adopt and adapt to change. Already, we have incorporated technology into our business management and are well on our way to automating our systems and operations, powering the Company's endeavours in Sunway City Kuala Lumpur with the Internet of Things. To improve and accelerate internal processes within the townships, robotic process automation technologies, such as software robots, will automate mundane and repeatable tasks.

The intervention of technology and digitalisation in our business operations and management has enabled us to navigate challenges from the COVID-19 pandemic since 2020. Several applications were introduced in 2020, such as virtual property showrooms and virtual clinics. In 2021, we launched our very first eMall, an amalgamation of seven malls that allows customers to shop virtually at seven malls on a single platform. The platform

We launched our very first eMall, an amalgamation of seven malls that allows customers to shop virtually at seven malls on a single platform



was well-received and boosted the businesses of our retailers. Internally, we are supported by a multicloud infrastructure that enables e-procurement and e-applications, and includes e-invoicing and e-payslips for employees. We will further adopt digitalisation in our operations and management to become more data-driven and digitally connected to stay relevant.

GOING FORWARD

Sunway is committed to achieving the UN SDGs. Apart from integrating sustainability practices into our organisation, we will advocate ESG practices internally and externally by partnering with key stakeholder groups and supporting national and global policies.

We will accelerate the transition towards a low-carbon future and realising the Paris Agreement goal of limiting global temperature rise to 1.5 degrees Celsius. We also encourage the business community to commit to net zero carbon as we all journey together towards building a sustainable future for all.

“I hope what we are doing at Sunway will inspire the community and society to do more. My own personal motto is: I aspire to inspire before I expire. Let us all contribute to the 17 UN SDGs, whether directly or indirectly. It will be a long and winding road, but we are all in this together.”

Tan Sri Dr. Jeffrey Cheah AO

We will continue to prioritise our employees' welfare by providing a supportive, safe and healthy work environment and investing in their career growth. We will continue to listen to our people and give them a voice by engaging closely with them to identify and meet their needs in our aspiration to be the most preferred employer.

Holding true to our core value of integrity, we will continue to lead our organisation, our people and the community with good business governance – the foundation for sustained competitive advantage that strengthens our business as well as the management of sustainability-related risks. We will continue to uphold standards of transparency, accountability and integrity in managing the organisation and provide clear leadership and vision to our people in the pursuit of service excellence.

We believe sustainable development is not the responsibility of governments alone. It requires the commitment of all sectors – private, academic, civil society and individuals.

ACCELERATING THE UN SDGs WITH SIX TRANSFORMATIONS

GRI 2-22

The United Nations (UN) Sustainable Development Goals (SDGs) are a set of 17 global goals established by the UN General Assembly in 2015 to make the world a better place by 2030. The 17 SDGs, which focus on time-bound targets for Prosperity, People, Planet, Peace and Partnership (the 5Ps), had been agreed upon and adopted by member states earlier. By adopting the SDGs as well as the Paris Agreement on Climate Change, the UN member states have outlined a framework for national action and global cooperation on sustainable development.

To maintain conceptual coherence within the components of national plans to achieve the 2030 Agenda and also to create synergy among them, a group of leading experts on Sustainable Development, headed by Jeffrey Sachs (Jeffrey Cheah Distinguished Professor at Sunway University), has operationalised the SDG agenda in terms of transformations in six spheres: education and social protection, health, energy, forest and agriculture, urbanisation and digitalisation ("Six Transformations to Achieve the Sustainable Development Goals", Nature Sustainability, 2019).

The Transformations are effective at the global, regional and national levels, and they necessitate collaboration between governments, business corporations and civil society. By providing a holistic operational framework for action, the Six Transformations provide a straightforward programme to achieve the 17 SDGs. The Six Transformations are underpinned by the Principle of Leaving No One Behind and the Principle of Circularity and Decoupling.

To read about the Six Transformations, please refer to the Nature Sustainability journal at https://www.nature.com/articles/s41893-019-0352-9.epdf?author_access_token=PYxHlFTzicPDZ1f8Mpi4ddRgN0jAjlWl9jnR3ZoTv00UvCcY5pZ8AaTx0MkoopkKOS7OzdwrSBL-nay90SNoGqHmlDD2otpknRagcTqK2lJMLpAw86QRMHl30EjrtXGwWz5FGotx9W9uTjWK00bJVw%3D%3D

PRINCIPLE OF LEAVING NO ONE BEHIND

SIX SDG TRANSFORMATIONS



Transformation 1
Education, Gender and Inequality



Goal 3: Developing a Safe, Equal and Dignified Workforce
Goal 4: Investing in Community Inclusivity



Transformation 2
Health, Well-being and Demography



Goal 3: Developing a Safe, Equal and Dignified Workforce
Goal 4: Investing in Community Inclusivity



Transformation 3
Energy Decarbonisation and Sustainable Industry



Goal 1: Transforming Our Portfolios to Low-Carbon Sustainable Cities



Transformation 4
Sustainable Food, Land, Water and Oceans



Goal 1: Transforming Our Portfolios to Low-Carbon Sustainable Cities



Transformation 5
Sustainable Cities and Communities



Goal 1: Transforming Our Portfolios to Low-Carbon Sustainable Cities



Transformation 6
Digital Revolution for Sustainable Development



Goal 2: Advocating a Responsible Value Chain
Goal 4: Investing in Community Inclusivity
Goal 5: Respecting Ethical Principles

PRINCIPLE OF CIRCULARITY AND DECOUPLING

PRINCIPLE OF LEAVING NO ONE BEHIND

While the 2030 Agenda has pledged that no one would be left behind, many forms of inequality have continued to increase because of factors like power dynamics, discrimination, poor system design and insufficient financing. Although the SDGs may not be able to overcome the different inequalities completely, the design, implementation and monitoring of the SDG Transformations will help to attain considerable progress in attenuating inequality across the board.

PRINCIPLE OF CIRCULARITY AND DECOUPLING

To achieve the SDGs, countries should improve their consumption and production to reduce negative environmental impacts. This can be done through circularity, such as increasing the practice of reusing and recycling materials. The most important decoupling is the reduction of greenhouse gas emissions to zero by 2050. Countries should also increase circularity in agriculture and food systems and decouple freshwater and non-renewable resources from progress in the economic and social spheres.

ACCELERATING THE UN SDGS WITH SIX TRANSFORMATIONS

IMPLEMENTING THE SIX TRANSFORMATIONS

The six Transformations require long-term structural changes in resource use, infrastructure, institutions, technologies and social relations that must be implemented quickly to meet time-bound, quantitative targets such as net zero carbon emissions by mid-century. The Transformations can be developed and directed in seven ways that require support and collaboration from government and private organisations. To enable the implementation of the Transformations, the Sachs team has proposed four governance mechanisms:

i. Goal-based design and technology missions

- Two design mechanisms to support long-term SDG Transformations in every country:
 - Governments set medium-term targets with time horizons of 10 to 30 years and develop detailed policy pathways for achieving these targets.
 - Governments mobilise public opinion and public-private-university partnerships for undertaking visionary projects (e.g. the Moon Shot) for directed technological change.

ii. Goal-based organisation of government and financing

- All financing for SDG Transformations to be aligned with long-term pathways.
- Governments can mobilise private financing through taxes, regulations, land/ocean-use planning, building codes or bans on hazardous products.
- Structural reform to update the effectiveness of both the institutions and instruments of governance, e.g. office of the president or prime minister and electoral system.
- Greater engagement with the public in decision-making and promotion of transparency and accountability.

iii. Social activism to change norms and behaviours

- Changes in norms, belief systems and cognitive heuristics with large-scale shifts in perspective, normative and cognitive innovations.
- Such changes can be supported by governments through transdisciplinary research and education.

iv. Diplomacy and international cooperation for peace, finance and partnerships

- Countries need to work together to:
 - Achieve peace
 - Provide development financing to low-income countries
 - Combat crime, reduce sexual violence and end human trafficking
 - Practise a fair, rules-based trade system to support economic development in rich and poor countries alike
 - Tackle climate change issues and environmental challenges.

AN ACTION AGENDA FOR SCIENCE

While the Transformations provide a shared framework for stakeholders to implement the SDGs and overcome challenges, the researchers have acknowledged that there are knowledge gaps in the development, implementation and monitoring of the Transformations. Hence, they have proposed the following four-point action agenda for the scientific community to help boost the acceleration of the SDGs:

i. Capacity for designing transformations

- New and improved tools are needed to help model structural changes over a time horizon of 10 to 30 years, integrate science, engineering and policy analysis, identify and quantify trade-offs and communicate strategies and investment trajectories to the public and business sectors.
- The tools should be available freely and integrated with economy-wide assessments of SDGs' investment needs and financing strategies.

ii. Time-bound benchmarks

- Time-bound benchmarks are necessary to make Transformations tangible and operational for businesses, governments and other stakeholders.

iii. Stakeholder engagement and co-design

- Transformations cannot be designed and imposed from the top down, and require broad public support.
- Tools and methods for multi-stakeholder engagement are needed.

iv. Policy tracking, monitoring and evaluation

- Efforts need to be scaled up with support from the scientific community to better track and monitor progress for the SDGs.

Sunway is, by every standard, a world leader in sustainable development and an inspiration to businesses and civil societies around the world.

In every major transformation needed for a thriving and sustainable future, Sunway is demonstrating remarkable global leadership, including the world-renowned Sunway University, the groundbreaking Sunway Medical Centre, the Sunway pathway to net zero emissions by 2050, the many Sunway innovations in sustainable land use, the development of Sunway cities of the future and the Sunway digital strategy.

Sunway thrives because it prioritises human well-being and inspires the best in all of its stakeholders and admirers.

I deeply admire the philosophy of the Founder, Tan Sri Dr. Jeffrey Cheah, that "one must have a higher purpose in life" and his conviction that "we can all do well by doing good".



Professor Jeffrey D. Sachs

Professor and Director of the Center for Sustainable Development at Columbia University, USA; SDG Advocate for UN Secretary General Antonio Guterres; President of the UN Sustainable Development Solutions Network; Jeffrey Cheah Distinguished Honorary Professor; and Chairman of the Jeffrey Sachs Center on Sustainable Development at Sunway University.



MANAGING OUR RISKS

OUR RESPONSES TO RISKS AND OPPORTUNITIES IDENTIFIED FROM GLOBAL TRENDS

GRI 2-22

GLOBAL TRENDS

Identifying and managing our risks is vital for the sustainability of our business. As a conglomerate, our business operations, management and growth are influenced by a wide range of risks, ranging from local to regional and global risks.

Out of the five global shifts that are reshaping the world we live in, we recognised three that will have a significant impact on our businesses. Subsequently, we identified the risks and potential consequences of these trends, which guide us in better managing our Company's material issues in the environmental, social and governance areas.

<https://www.pwc.co.uk/issues/megatrends.html>

RAPID URBANISATION



RISK THEMES



Planetary health: The planet cannot wait

RISKS



Climate action failure



Human environmental damage

CONSEQUENCES



Extreme weather



Biodiversity loss



Natural resources crises



Zoonotic diseases

MATERIAL ISSUES

- Physical Impacts of Climate Change
- Ecology & Biodiversity

- Resource Management (Energy)
- Resource Management (Water)
- Resource Management (Supply Chain & Materials)

- Pollution (Waste / Effluents)
- Pollution (Emission)

ENVIRONMENTAL

OPPORTUNITIES AND OUR RESPONSE

Planetary Health recognises that human health and the health of our planet are inextricably linked, and that our civilisation depends on human health, flourishing natural systems and the wise stewardship of natural resources. With natural systems being degraded to an extent unprecedented in human history, both our health and that of our planet are in peril. Climate action failure and rapid negative environmental impacts from human activities will result in extreme weather conditions, biodiversity loss and natural resources crises. As a result, the physical effects of climate change, as well as the resulting ecological and biodiversity imbalance, will pose significant risks to our business and livelihood. Therefore, we are committed to better resource management in order to improve resource efficiency, reduce waste and reduce pollution through responsible business practices.



MANAGING OUR RISKS

DEMOGRAPHIC & SOCIAL CHANGE



TECHNOLOGICAL BREAKTHROUGHS



Employees Communities Customers

Workforce trends Health & well-being

Future of work Livelihood crises

Connectivity blind spots

Digital power concentration Cybersecurity failure

Digital inequality

SOCIAL

GOVERNANCE

- Indirect Economic Impact
- Diversity and Inclusion
- Customer Responsibility
- Human Capital Development
- Labour Standards and Practices
- Community Enrichment
- Health and Safety

- Corporate Governance
- Business Ethics
- Risk & Crisis Management
- Customer Responsibility
- Resource Management (Supply Chain & Materials)

After nearly two years of upheaval in labour markets caused by the COVID-19 pandemic, many advanced economies are recovering with plenty of job openings. However, workers have not yet fully returned. The introduction of a younger workforce as a result of an ageing population, combined with major human rights movements in recent years, is also influencing social change movements, characterised by the evolution of people's behaviour, cultural norms and attitudes towards the workplace environment. If the broader trend of plentiful jobs and insufficient workers continues, it can have major implications for growth, inequality and inflation. For this reason, we are committed to our employees' welfare, with an emphasis on a workspace that is safe, respectful, inclusive and diverse to ensure our talent pipeline is safeguarded. As workplaces evolve, we will be prepared for the future of work within our organisation.

New technologies lie at the heart of resolving or accelerating the megatrends (enablers). Machines will learn faster than humans and personal data will be a valuable commodity. Technology will enable solutions to climate change and population problems. The flipside to this is the risk of digital power concentration within a small number of individuals or businesses that will result in digital inequality. Additionally, a failure in cybersecurity will result in breaches of our customers' and people's privacy. While we spend to innovate our businesses with digital solutions that will boost long-term growth, we need to put in place strong governance and business ethics to minimise threats to our business security and stakeholders' privacy.

At the same time, we will continue to be involved in nation-building by supporting and contributing to our communities over time through various community enrichment projects, as well as relief efforts where livelihoods are affected by disasters.





DETERMINING HOW WE CREATE VALUE

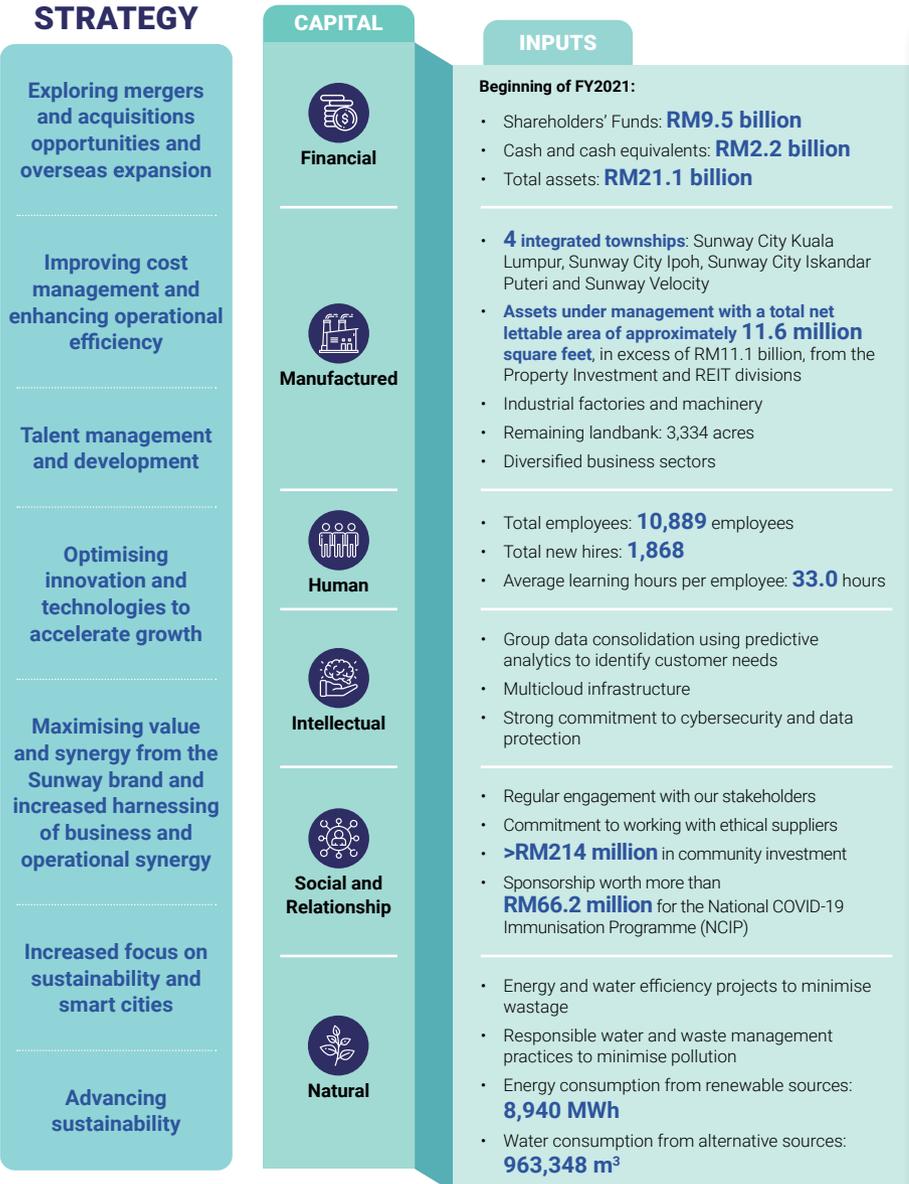
GRI 2-22

In a world with finite resources, the Group allocates its resources to optimise value creation (i.e. innovating, producing and delivering products and services to the market) and value appropriation (measured by return on capital employed) by necessitating strategic prioritisations and trade-offs. While the primary purpose of every business is to maximise profit, value creation is fundamental to support a profitable and sustainable business.

The value of the business is defined by our stakeholders, such as our community, customers, investors, suppliers and employees. The Group strives to optimise value and returns to stakeholders by taking a long-term view of value creation practices and implications.

Value creation is a set of behaviours and norms that leads to superior results in an organisation. By identifying the value that our Company aims to create and the corresponding trade-offs, we will continue to identify existing ineffective practices / shortcomings in order to implement corrective action, optimise activities to maximise output and minimise operational costs to create cost advantages in the market.

For more information on the capitals, please refer to Sunway Berhad's Integrated Annual Report 2021.



VISION

To be Asia's model corporation in sustainable development; innovating to enrich lives for a better tomorrow

MISSION

- Attracting and Nurturing a talented and progressive workforce for the digital era
- Empowering Our People to deliver enhanced value to all stakeholders
- Embracing Sustainability in our business processes and decisions

CORE VALUES

- INTEGRITY
- HUMILITY
- EXCELLENCE

OUR BUSINESS STRENGTHS

- Strong Leadership
- Proven Expertise and Track Record
- Good Marketplace Practices and Corporate Governance
- Diversified & Integrated Business Group
- International Presence
- Strong Recurring Income
- Strong Asset and Financial Base
- Highly Experienced Professional Talent
- Sustainability at the Core

BUILD AND MANAGE BUILD, OWN, OPERATE

REVENUE MODEL:
Recurring Income
Yield optimisation through creation of space and asset enhancement initiatives. Management of assets to drive operational yield for hospitality, leisure, retail, commercial, healthcare and industrial components, with potential for future REIT injection.

BUILD TO SELL

REVENUE MODEL:
One-off sales of assets and recurring income from selected assets retained by the Group to support a sustainable community/township
Maximisation of land value through strategic landbanking, master planning and development to balance growth, cash flow and management of inventory.



BUILD FOR OTHERS

REVENUE MODEL:

Project Management and Construction Income

- Integrated design and construction services contracts, i.e. roads, bridges, rails, etc., for external customers.
- Providing construction support for the Property Development division and undertaking design.



STRATEGICALLY SUPPORTED BY ADJACENT BUSINESSES

REVENUE MODEL:

Sales to Group Divisions and External Customers

Provision of raw materials, machinery, equipment and technical knowledge and undertaking R&D in support of infrastructure development.



DETERMINING HOW WE CREATE VALUE

OUTPUTS



Revenue (from continuing operations): **RM3.7 billion**

Profit before tax (from continuing operations): **RM463.9 million**

PATMI (from continuing operations): **RM293.5 million**



Outstanding Gross Development Value: **RM59.5 billion**

Property sales: **RM2.6 billion**

Acquired 4 parcels of land in FY2021 with total land size of 20.8 acres and potential GDV of **RM9.7 billion**.



Employee retention rate: **84.2%**



Achieved high customer satisfaction scores for all divisions
For more information on customer satisfaction, please refer to page 65.

Sunway's IT Shared Services Centre is certified with the ISO 27001:2013 international standard and is focused on the Information Security Management System



Zero confirmed cases of non-compliance among our suppliers

Total beneficiaries from our community enrichment initiatives: **>94,500**

Administered **>350,000** doses of vaccinations to the general public



Avoided **7,953** tonnes of CO₂e

All our buildings have implemented water crisis SOPs

Diverted **6%** of waste from landfills

OUTCOMES

- Long-term sustainable value to shareholders
- Profitability and business growth

- Continuous enrichment of existing townships and developing townships.
- Delivered goods such as building materials and properties
- Contributed to the service industry
- Contributed to national economic development

- Attracted and retained talented and diverse workforce
- High-performing workforce and delivery excellence
- Job creation

- Accelerated digitalisation
- Provided quality customer experience
- Enhanced efficiency of workflow and business applications
- Established a resilient modus operandi that can withstand crises.

- Green and responsible procurement
- Enriched and empowered underprivileged communities, especially the B40 group
- Contributed to the nation's efforts in navigating challenges from the pandemic

- Mitigated negative environmental impacts through responsible resource management
- Catalysed the shift towards decarbonisation

TRADE-OFFS

There are opportunity costs where trade-offs are required. We allocated financial capital to other non-financial capitals to produce balanced outcomes in non-financial capitals that create multiplier effects in both extrinsic and intrinsic value to our stakeholders. In 2021, we continued to invest in an environment where our employees can thrive without neglecting their welfare, to improve workforce retention and productivity. We also financed our employees' L&D needs to further develop the Company's intellectual capital in order to deliver excellence in our products and services. As a result of our investment in clean technology such as solar panels and a water treatment plant, we are also one step closer to responsible resource management and waste reduction.





MEASURING OUR PERFORMANCE

SUSTAINABILITY SCORECARD

GRI 2-22

1 NO POVERTY



Sunway teamed up with external partners, including NGOs, to sponsor close to **RM340,000** worth of aid for affected communities during the floods in December 2021.

2 ZERO HUNGER



Since 2014, **27,000** packets of bubur lambuk have been distributed during Sunway Raya Cheer events, particularly aimed at promoting food security among low-income households.

3 GOOD HEALTH AND WELL-BEING



Sunway's provision of rent-free spaces to be used as official vaccination venues enabled the administration of more than **350,000** doses of COVID-19 Vaccines.

4 QUALITY EDUCATION



Sunway sponsored seven laptops and one year's free WIFI for **230** children in orphanages in Perak during the Chinese New Year Cheer programme in 2021.

5 GENDER EQUALITY



36% of our Board of Directors in 2021 were women.

6 CLEAN WATER AND SANITATION



We consumed almost **950,000 m³** of water annually from the water treatment plant in Sunway City Kuala Lumpur. This was equivalent to 380 Olympic-sized swimming pools.

7 AFFORDABLE AND CLEAN ENERGY



The total energy generated from our solar assets in 2021 was equivalent to powering up **763** homes for one year.

8 DECENT WORK AND ECONOMIC GROWTH



Sunway provided employment to almost **11,000** people in 2021 (1,868 new hires in 2021)

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



A total of **34** start-ups have benefited from Sunway iLabs' Super Accelerator Programme.

10 REDUCED INEQUALITIES



The Autisme (Autism is Awesome) Initiative by Sunway Putra Mall made it the first autism-friendly mall in Malaysia, impacting **1,126** registered members.

11 SUSTAINABLE CITIES AND COMMUNITIES



2 of our townships, Sunway City Kuala Lumpur and Sunway City Iskandar Puteri, have been green-certified by the Green Building Index (GBI).

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



We managed to divert **6%** of our waste from landfills in 2021.

13 CLIMATE ACTION



32,126 tonnes of CO₂e were avoided since 2015. Sunway aims to achieve Net Zero Carbon Emissions by 2050.



MEASURING OUR PERFORMANCE SUSTAINABILITY SCORECARD

ALIGNED WITH:

<p>GLOBAL GOALS</p>	<p>REPORTING FRAMEWORKS</p>	<p>RATING TOOLS</p>
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SUSTAINABILITY AWARDS AND RECOGNITION



Sunway City:
Diamond Recognition
in Zone Category - MBSJ Low Carbon
Cities 2030 Challenge

National Annual Corporate Report Awards 2021

- Best Sustainability Reporting - **Silver**

ARC Awards International 2021

- Interactive Annual Report: Sustainability Report: Asia/Pacific - **Bronze**

Sustainable Business Awards Malaysia 2020/2021

- Sustainability Strategy - **Winner**
- Energy Management - **Winner**
- Climate Change & Emissions - **Significant Achievement**
- UN Sustainable Development Goals - **Significant Achievement**

RICS Awards 2021 Southeast Asia

- Property Management Team of the Year - Sunway Property & Facility Management - **Finalist**

Sustainability & CSR Malaysia Awards 2021

- Multi-Disciplinary Business: Company of the Year Award - **Winner**

Sustainable Employer Index (SEI)

- 2nd most Sustainable Employer in Malaysia

The Edge Billion Ringgit Club 2021

- Best Corporate Responsibility Initiatives

EdgeProp Malaysia's Best Managed & Sustainable Property Awards 2021

- Sunway GEO Tower: Below 10 years Single - owned Office in a Mixed Strata Category - **Gold**
- Sunway Velocity Mall: Below 10 years Retail Category - **Gold**
- Sunway Pyramid: 10 years and Above Retail Category - **Gold**

75th Anniversary Celebration of the Department of Social Welfare Malaysia

- Prestigious Recognition of CSR efforts

iProperty Development Excellence Awards (iDEA) 2021

- Community CSR Award

Selangor Innovation Awards (AINS) 2021

- Sunway Smart Parking - **1st Runner-Up**

Asia Sustainability Reporting Awards 2021

- Asia's Best Sustainability Report (Human Rights) - **Finalist**
- Asia's Best Environmental Impact Reporting - **Finalist**

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



We have installed more than **10,000** CCTVs in our townships in Malaysia and projects overseas, on top of employing about **1,082** auxiliary and plainclothes policemen and security guards.

14 LIFE BELOW WATER



Sunway Lagoon Theme Park spent **RM340,000** to conduct research on its lake and install the 'Clean-Flo' system to reverse the degradation and eutrophication process of the lake.

17 PARTNERSHIPS FOR THE GOALS



1st United Nations Sustainable Development Solutions Network (SDSN) Asian hub

Collaborations with six world-class universities (and counting), including University of Cambridge, University of Oxford, Harvard University, Massachusetts Institute of Technology, University of California, Berkeley and Lancaster University, UK.

15 LIFE ON LAND



Sunway City Kuala Lumpur provides a habitat for a total of **31,179** native plants and **142,291** adaptive plants.

The city is also home to **22** species of birds and **12** species of reptiles and amphibians.



MEASURING OUR PERFORMANCE

SUSTAINABILITY SCORECARD

Our Sustainability Scorecard helps us to track our performance against our goals and targets. In 2021, we integrated sustainability into Senior Management performance evaluations and Key Performance Indicators (KPIs), which are linked to remuneration. This included linking the remuneration for senior executives to ESG performance, such as their management of Sunway's climate change performance and material sustainability risks and opportunities.

LEGEND: PROGRESS TRACKING

Progressing with delays, to review current approach
 Progressing but slightly behind targets, to increase efforts
 Progressing well and on track to achieve targets by 2030

ENVIRONMENTAL

GOAL 1: TRANSFORMING OUR PORTFOLIOS TO LOW-CARBON SUSTAINABLE CITIES



For more information on Sunway's Goal 1 performance, please refer to pages 19-40.

2030 TARGETS	FY2021 PERFORMANCE
<ul style="list-style-type: none"> To reduce emissions intensity of revenue by 10% by 2030 (Baseline year: 2025) 	<input type="radio"/> <input type="radio"/> <input checked="" type="radio"/> Emissions intensity of revenue in 2021: 36.7 tonnes CO ₂ e /RM ('000)
<ul style="list-style-type: none"> To achieve 4% reduction annually of Building Energy Intensity/Energy Use Intensity from 2022 to 2030 for managed assets 	<input type="radio"/> <input type="radio"/> <input checked="" type="radio"/> Refer to the 2022 energy intensity targets in page 25 and the FY2021 performance in page 34
<ul style="list-style-type: none"> To achieve 3.5% reduction annually of Energy Use Intensity from 2022 to 2030 for industrial sites 	<input type="radio"/> <input type="radio"/> <input checked="" type="radio"/> Refer to the 2022 energy intensity targets in page 25 and the FY2021 performance in page 34
<ul style="list-style-type: none"> At least 25% of electricity from renewable energy sources by 2030 (5% locally generated, 20% purchased from green sources/solar farms) 	<input type="radio"/> <input type="radio"/> <input checked="" type="radio"/> 3% of electricity was generated from our solar panels
<ul style="list-style-type: none"> 40% waste diverted from landfills by 2030 	<input type="radio"/> <input checked="" type="radio"/> <input type="radio"/> 6% waste diverted
<ul style="list-style-type: none"> To reduce overall water intensity by 10% by 2030 (Baseline year: 2015) 	<input type="radio"/> <input type="radio"/> <input checked="" type="radio"/> 14% reduction from 2015 levels
<ul style="list-style-type: none"> All industrial property sites to be ISO 14001:2015 (Environmental Management Systems)-certified by 2030 	<input type="radio"/> <input type="radio"/> <input checked="" type="radio"/> 6 out of 6 (100%) building materials sites have been certified with ISO 14001:2015
<ul style="list-style-type: none"> All ongoing construction sites are ISO 14001:2015 (Environmental Management Systems)-compliant 	<input type="radio"/> <input type="radio"/> <input checked="" type="radio"/> 26 out of 26 (100%) ongoing construction sites are ISO 14001:2015-compliant

GOAL 2: ADVOCATING A RESPONSIBLE VALUE CHAIN



For more information on Sunway's Goal 2 performance, please refer to pages 42-45.

2030 TARGETS	FY2021 PERFORMANCE
<ul style="list-style-type: none"> To record a measurable reduction in environmental impact from goods and services procured from suppliers 	<input type="radio"/> <input type="radio"/> <input checked="" type="radio"/> 7,131 tonnes of CO ₂ e avoided by practising sustainable purchasing of goods from 2015-2021
<ul style="list-style-type: none"> All Sunway suppliers must comply with all relevant laws, regulations and standards, including those governing human rights and child labour. Any supplier found to have violated the law will be removed from our supply chain. 	<input type="radio"/> <input type="radio"/> <input checked="" type="radio"/> Zero confirmed incidences of non-compliance with relevant laws, regulations and standards

MEASURING OUR PERFORMANCE
SUSTAINABILITY SCORECARD

SOCIAL

GOAL 3: DEVELOPING A SAFE, EQUAL AND DIGNIFIED WORKFORCE



For more information on Sunway's Goal 3 performance, please refer to pages 47-57.

2030 TARGETS	FY2021 PERFORMANCE
• Zero tolerance for discrimination, harassment, violence, forced labour and child labour in the workplace	<input checked="" type="radio"/> <input type="radio"/> <input type="radio"/> Zero confirmed incidences of discrimination
• Zero tolerance for/against avoidable incidences of fatalities among Sunway staff and contractors	<input type="radio"/> <input type="radio"/> <input type="radio"/> Fatality rate: Sunway staff = 0.1 Contractors = 0
• Zero tolerance for/against avoidable incidences of high-consequence work-related injuries among Sunway staff and contractors	<input type="radio"/> <input type="radio"/> <input checked="" type="radio"/> High-consequence work-related injury rate: Sunway staff = 0 Contractors = 0
• Zero tolerance for/against avoidable work-related injuries among Sunway staff and contractors	<input type="radio"/> <input type="radio"/> <input type="radio"/> Recordable work-related injury rate: Sunway staff = 3.81 Contractors = 0.09
• All business divisions (where relevant and applicable) to be ISO 45001:2018 (Occupational Health & Safety Management Systems)-certified by 2030	<input type="radio"/> <input type="radio"/> <input checked="" type="radio"/> Sunway Lagoon Theme Park is certified with ISO 45001:2018
• 33 learning & development (L&D) hours per employee	<input type="radio"/> <input type="radio"/> <input checked="" type="radio"/> 33.0 L&D hours per employee

GOAL 4: INVESTING IN COMMUNITY INCLUSIVITY



For more information on Sunway's Goal 4 performance, please refer to pages 59-66.

2030 TARGETS	FY2021 PERFORMANCE
• To reach out and support over one million Malaysian communities by 2030	<input type="radio"/> <input type="radio"/> <input checked="" type="radio"/> 618,459 beneficiaries (from 2015-2021)
• To support the national Shared Prosperity Vision 2030 in addressing inequalities and wealth and income disparities by providing support and assistance to the underserved and B40 communities in particular	<input type="radio"/> <input type="radio"/> <input checked="" type="radio"/> 171,263 beneficiaries from B40 communities were impacted (from 2015-2021)

GOVERNANCE

GOAL 5: RESPECTING ETHICAL PRINCIPLES



For more information on Sunway's Goal 5 performance, please refer to pages 68-69.

2030 TARGETS	FY2021 PERFORMANCE
• Zero tolerance for bribery and corruption	<input type="radio"/> <input type="radio"/> <input checked="" type="radio"/> Zero confirmed incidences

GOAL

1

CAPITAL



Manufactured



Intellectual



Natural

MATERIAL ISSUES

- Physical Impacts of Climate Change
- Ecology & Biodiversity
- Resource Management (Energy)
- Resource Management (Water)
- Pollution (Emission)
- Pollution (Waste/Effluents)

ACTIVITIES

- Decarbonisation Initiatives
- Energy and Water Efficiency Projects
- Responsible Water and Waste Management Practices
- Transit-oriented Development

VALUE CREATED

- Efficient resource management
- Efficient energy and water management
- Reduced waste to landfills
- Well-connected communities

TRANSFORMING OUR PORTFOLIOS TO LOW-CARBON SUSTAINABLE CITIES

Sunway is committed to adapting to climate change and transforming its townships to low-carbon cities to build a sustainable future for all. Leveraging technology and innovation, the Group aims to develop smart and sustainable cities that are compact, digitalised and transit-oriented, with minimised resources to connect communities together.



Transformation 3: Energy Decarbonisation and Sustainable Industry
Transformation 4: Sustainable Food, Land, Water and Oceans
Transformation 5: Sustainable Cities and Communities

TRANSFORMING OUR PORTFOLIOS TO LOW-CARBON SUSTAINABLE CITIES

CLIMATE REPORT: NET ZERO BY 2050

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

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES

2021 was a significant year for climate action, as world leaders convened at the COP26 summit to agree on consolidated global measures to limit global warming to 1.5 degree Celsius. The year also saw Malaysia being hit by the worst floods in decades, described as "once in a hundred years" rainfall by the government, with eight states flooded, 22,000 people evacuated and 48 deaths.¹

In alignment with the global goals, the Paris Agreement and the national agenda, Sunway is taking urgent action to combat climate change and its impacts. Last year, Sunway publicly expressed its official support for the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). This year, we further strengthened our climate action by publishing our first climate report guided by the recommendations of the TCFD and appointed the Jeffrey Sachs Center on Sustainable Development (JSC) to quantify our climate Value at Risk (VaR) based on the worst-case scenario as part of our analysis of risk. The worst-case scenario is as described by the IPCC Assessment Report 6 published in August 2021. In the worst-case scenario, global annual carbon emissions are expected to rise above 120 gigatonnes per year by 2100 and the median global temperature is expected to increase by 4.4 degrees Celsius over pre-industrial levels, which is higher than the 2-degree Celsius scenario. Therefore, the climate VaR analysis assesses the potential financial losses to Sunway's property assets and identifies appropriate mitigation steps assuming the worst material physical risks in Malaysia (e.g. floods, increased rainfall intensity, landslides) materialise due to climate change.

Additionally, an internal carbon pricing framework has been approved by the Board of Directors to be adopted in our business operations as a way to prepare for a low-carbon economy. Placing a value on our GHG emissions will help us align with and support a carbon management strategy that will drive us towards achieving our Net Zero Carbon Emissions by 2050 target. Setting internal carbon pricing can also incentivise the business divisions across the Group to reduce their carbon emissions and enable low-carbon innovation. Ultimately, it will make carbon considerations more central to our business operations, promote understanding of carbon and carbon risk internally and externally and future-proof our business strategy. We are also committed to setting Science-Based Targets and will be one of the first few organisations in Malaysia to do so.



¹ <https://www.scmp.com/video/environment/3161213/48-dead-22000-living-evacuation-centres-malysias-flood-cleanup-delayed>



TRANSFORMING OUR PORTFOLIOS TO LOW-CARBON SUSTAINABLE CITIES

CLIMATE REPORT: NET ZERO BY 2050

Sunway aims to achieve Net Zero Carbon Emissions by 2050 and has prepared this Climate Report in line with the recommendations of TCFD: Governance, Strategy, Risk Management, Metrics and Targets.

GOVERNANCE

Sunway Berhad's sustainability governance is led by the Group's Board Sustainability Committee (BSC). Comprising four Directors from the Group's Board of Directors, the BSC oversees the Group's sustainability strategy and issues, including ESG targets and performance, progress and scorecard. The BSC meets at least twice a year and is supported by the Group's Sustainability Department and the JSC on Sustainable Development.

Overall, we endeavour to integrate sustainability across our business and value chain to address sustainability risks and opportunities in an integrated and strategic manner to support the Group's long-term strategy and success.

 For more information on Sustainability Governance, please refer to page 70.



We are pleased to disclose our sustainability integration, in line with the recommendations of Bursa Malaysia Securities Berhad's Listing Requirements and the guidance by the Malaysian Code on Corporate Governance (MCCG).

Practice 4.1

We strive to embed sustainability in our business management and operations to move towards our Sustainability Goals and Targets as well as the target of Net Zero Carbon Emissions by 2050. As such, each of our business divisions has the responsibility to allocate resources for sustainability initiatives to be incorporated into their annual business plans. Their targets are also aligned with the SBTi.

Practice 4.2

We communicate our sustainability strategies, priorities, targets and performance to our internal and external stakeholders regularly via various platforms and channels. Among them are the Annual Integrated Report, Annual Sustainability Report, Bulletin Sunway, employee engagement training and programmes, town hall by Senior Management, analyst and investor presentation updates, media releases and Sunway Berhad's corporate website. In 2021, we also rolled out online sustainability training for employees through an "Introduction to ESG" session as part of

our ESG and sustainability awareness initiative. We also reviewed our material matters in 2021, which were identified through an in-depth study in 2020, to further align with current trends and risks and industry peers.

Practice 4.3

We take appropriate action to ensure that the Group stays abreast of and understands the sustainability issues relevant to the Company and its business, including climate-related risks and opportunities. As such, the JSC was appointed to serve as the Advisory Panel to the BSC to ensure that the Group's sustainability strategy stays current, to enable the Group to mitigate risks and identify opportunities. Additionally, the Group is a member of Climate Governance Malaysia, the local chapter of the World Economic Forum's Climate Governance Initiative. Apart from that, the Board attends training sessions on sustainability, receives regular updates from the authorities and regulators and engages with the media to highlight the Company's strategies, initiatives and achievements relating to sustainability.

Practice 4.4

In 2021, Sunway Berhad integrated sustainability into Senior Management performance evaluations and Key Performance Indicators (KPIs), which are linked to remuneration. This included

linking the remuneration of senior executives to ESG performance, including climate change matters. The KPIs are aligned to the Sunway Sustainability 2030 Goals and Targets and have been made part of the performance review of the Group's President, Tan Sri Chew Chee Kin and Executive Director, Sarena Cheah Yean Tih. The KPIs will also be cascaded to employees within the organisation, tracked and reported annually.

Practice 4.5

Sunway Berhad has set up a Sustainability Department since 2017 to provide a dedicated focus on sustainability matters. This department is headed by a full-time Group Sustainability Manager, Ms Jacqueline Wong Yin Teng, who reports to Mr Ong Pang Yen, Executive Director of Chairman's Office. The department is responsible for coordinating the communication of the Group's sustainability direction and initiatives between the Board and business divisions, monitoring the Group's sustainability performance and ensuring that KPIs are achieved. It is also tasked with informing the BSC of the latest ESG progress and identifying opportunities for the Group to adopt relevant and current developments in sustainability matters.

 For more information, please refer to Sunway Berhad's Corporate Governance Report 2021.

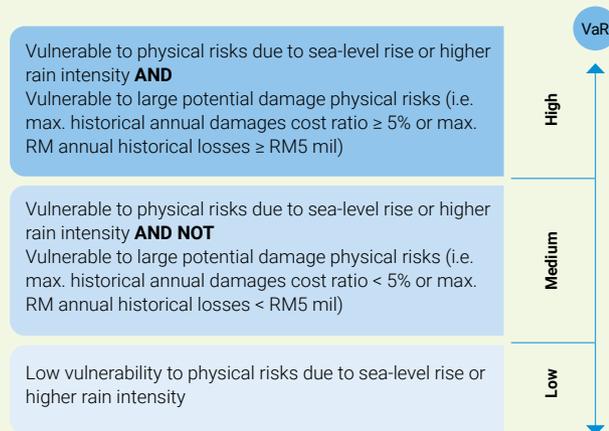
TRANSFORMING OUR PORTFOLIOS TO LOW-CARBON SUSTAINABLE CITIES

CLIMATE REPORT: NET ZERO BY 2050

RISK MANAGEMENT

Value at Risk (VaR)

As part of our risk management of climate-related issues, we appointed the Jeffrey Sachs Center on Sustainable Development (JSC) to conduct a climate Value at Risk (VaR) assessment on all our 74 properties to assess Sunway's risk exposure to climate change. JSC has categorised the levels of VaR as below:



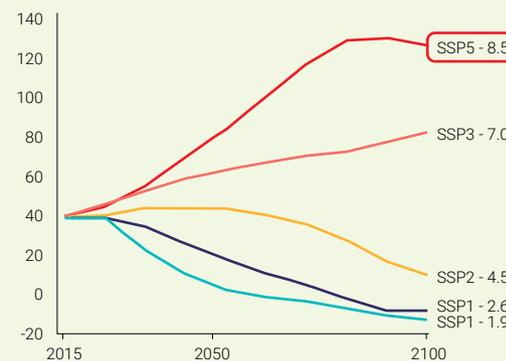
Certain properties were leased, hence did not have asset-carrying value. For such properties, RM annual historical losses were used to define VaR. The VaR assessment was conducted based on the worst-case scenario as described by the IPCC Assessment Report 6 published in August 2021, which estimated that 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.

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

Each scenario is labelled to identify both the emissions level and the so-called Shared Socioeconomic Pathway (SSP). The SSPs are based on five narratives describing broad socio-economic 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-fueled Development – Taking the Highway (High challenges to mitigation, low challenges to adaptation)

Carbon dioxide GtCO₂/yr



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
SSP5 - 8.5	1.6	1.3 to 1.9	2.4	1.9 to 3.0	4.4	3.3 to 5.7

Source: IPCC AR6 Working Group I, Assessment Report 6 Interactive Index, 2021.

In the worst-case scenario (SSP5 - 8.5), sea-level rise in S.E. Asia to increase by 0.4 m to 1.1 m between 2081 and 2100¹

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	0.4 1.1

In the worst-case scenario (SSP5 - 8.5), maximum 1-day precipitation in S.E. Asia to increase by 6.7% to 46.6% between 2081 and 2100¹

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	6.7 46.6

Source: IPCC AR6 Working Group I Interactive Index using Coupled Model Intercomparison Project Phase 6 (CMIP 6), 2021.

Note:

¹ Forecasted maximum 1-day precipitation between 2018 and 2100 is taken for discussion as properties are assumed to have a working lifespan of around 100 years.



TRANSFORMING OUR PORTFOLIOS TO LOW-CARBON SUSTAINABLE CITIES

CLIMATE REPORT: NET ZERO BY 2050

RISK MANAGEMENT (CONTINUED)

The JSC also discussed the potential financial implications of climate-related physical risks and transition risks for Sunway in the short term (1-5 years), medium term (6-10 years) and long term (≥ 11 years) based on the Taskforce on Climate-Related Financial Disclosures (TCFD) framework. To facilitate clear and insightful discussion, Sunway's nine business divisions were grouped into two categories where the constituents had similar climate risk characteristics.¹

TRANSITION RISKS

- Transition risks are changes that a firm is expected to navigate as society transitions to a low-carbon economy.
- Under the TCFD framework, there are four types of transition risks, namely policy and legal risk, technology risk, market risk and reputation risk.

Potential Transition Risks for Sunway

Type of Transition Risk	"Build" business divisions		"Own and Operate" business divisions	
	Potential Financial Risks	Potential Financial Opportunities	Potential Financial Risks	Potential Financial Opportunities
Policy and Legal Medium term (6-10 years) to Long term (>11 years) ³	<ul style="list-style-type: none"> • Regulations mandating green products and services (green buildings, green construction products and services) will increase production costs • Carbon tax increases operating costs of high carbon emission assets • Exposure to litigation 	<ul style="list-style-type: none"> • Increased demand for green products and services due to government mandate 	<ul style="list-style-type: none"> • Carbon tax increases operating costs of high carbon emission assets • Exposure to litigation 	<ul style="list-style-type: none"> • Cost savings from operating efficient green buildings (reduced electricity usage, reduced water usage)
Technology Short term (1-5 years) to Long term (>11 years) ⁴	<ul style="list-style-type: none"> • R&D costs to develop green products and services (green buildings, green construction products and services) • Costs to adopt low emissions technologies (hydrogen-powered heavy machines, carbon capture and storage) • Costs of holding impaired technology assets (fossil fuel-powered heavy machinery) 	<ul style="list-style-type: none"> • Build intellectual capital in green technology, which can be a competitive advantage 	<ul style="list-style-type: none"> • Not material 	<ul style="list-style-type: none"> • Technology to retrofit more efficient systems (reduced electricity usage, reduced water usage) • Recycling technologies (rainwater harvesting, recycling waste material)
Market Short term (1-5 years) to Long term (>11 years) ⁵	<ul style="list-style-type: none"> • Increasing consumer preferences for products and services (green buildings, green construction products and services) • Increasing cost of raw materials to produce green products and services • More volatile fossil fuel prices as energy system transitions away from fossil fuels 	<ul style="list-style-type: none"> • Be a market leader in providing green products and services 	<ul style="list-style-type: none"> • Increasing consumer preferences for green property assets • Increasing cost to own or lease green property assets 	<ul style="list-style-type: none"> • Be a market leader in providing experiences in green property assets (green leases with tenants)
Reputation Short term (1-5 years) to Long term (>11 years) ⁵	<ul style="list-style-type: none"> • Increasing consumer preferences for companies that have green reputations • Increasing stakeholder concerns about climate change (difficulty in securing government approvals, difficulty in accessing financing, increasing shareholder activism for climate action) 	<ul style="list-style-type: none"> • Be a brand leader in providing green products and services 	<ul style="list-style-type: none"> • Increasing consumer preferences for companies that have green reputations • Increasing stakeholder concerns about climate change (difficulty in securing government approvals, difficulty in accessing financing, increasing shareholder activism for climate action) 	<ul style="list-style-type: none"> • Be a brand leader in providing experiences in green property assets

Sunway Berhad's "Build" business divisions are exposed to similar risks in the property and construction production supply chain:²

- **Property Development**
- **Construction**
- **Trading and Manufacturing**
- **Quarry**
- **Building Materials**

Sunway Berhad's "Own and Operate" business divisions are exposed to similar risks in owning and operating property assets to serve consumers:

- **Property Investment and REIT**
- **Leisure**
- **Hospitality**
- **Healthcare**

¹ Grouping business divisions into "Build" business divisions and "Own and Operate" business divisions is consistent with the World Green Building Council's Net Zero Strategy approach, which segments by Net Zero Embodied Carbon and Net Zero Operational Carbon.

² Business divisions along the property and construction production supply chain are expected to be more sensitive to production and technology-related climate risks relative to operating-type business divisions.

³ In Malaysia, mandatory regulations on green buildings and green construction products are not likely in the short term.

⁴ Climate transition technology applicable to the construction supply chain ranges from mature technology that is currently commercially available (e.g. LED lights, solar panels) to commercial technologies in the medium term (e.g. hydrogen-powered heavy machinery) to commercial technologies in the long term (e.g. carbon capture and storage).

⁵ We take the view that in Malaysia, consumers and stakeholders in society (e.g. the government, investors, NGOs) already have preferences for green products and services; however, this is still at a nascent stage and not yet comprehensively embraced.

TRANSFORMING OUR PORTFOLIOS TO LOW-CARBON SUSTAINABLE CITIES

CLIMATE REPORT: NET ZERO BY 2050

PHYSICAL RISKS

- The risks of climate events physically damaging the properties in Sunway's portfolio.
- In the Malaysian context, material physical risks consist of:
 - Sea-level rise, which can lead to more coastal and riverine floods.
 - Increased rainfall intensity, which can lead to more flash floods, water seepages into buildings and landslides.

¹ Severe floods and landslides have historically been observed to affect Sunway's portfolio of property and production assets; however, they are not frequent. Moving forward, climate change will cause the frequency of these acute extreme weather events to increase.

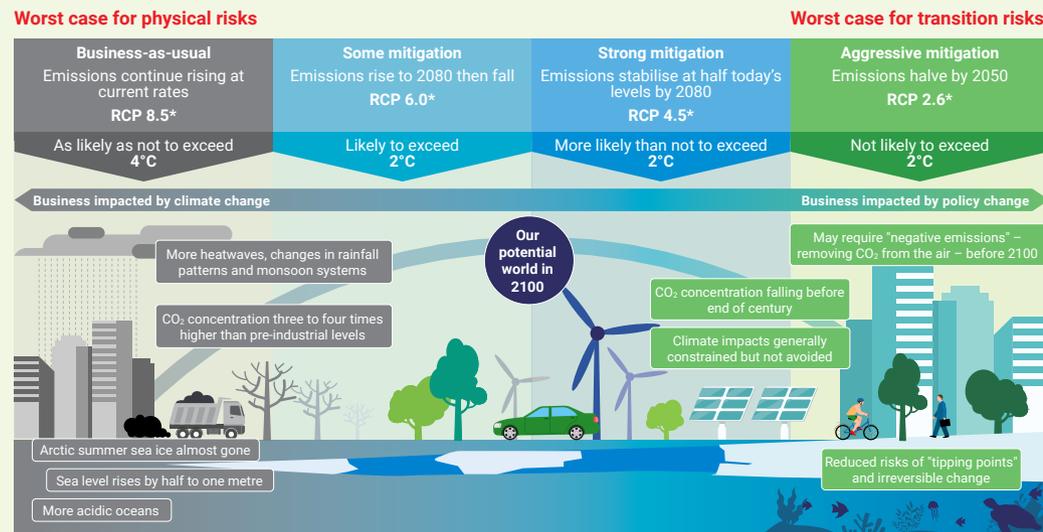
Potential Physical Risks for Sunway

Type of Physical Risk	"Build" business divisions		"Own and Operate" business divisions	
	Potential Financial Risks	Potential Financial Opportunities	Potential Financial Risks	Potential Financial Opportunities
Acute Short term (1-5 years) to Long term (>11 years) ¹	<ul style="list-style-type: none"> • Increasing frequency of extreme weather events (floods, heavy rain, landslides) • Disruption of the production schedule • Higher cost of repairs • Higher insurance premiums 	<ul style="list-style-type: none"> • Design and develop properties and materials that are safe against expected increase in frequency of acute extreme weather events 	<ul style="list-style-type: none"> • Increasing frequency of extreme weather events (floods, heavy rain, landslides) • Disruption of the provision of services dependent on the property asset, thus loss of revenue • Higher cost of repairs • Higher insurance premiums 	<ul style="list-style-type: none"> • Acquire or lease properties that have low or adequately mitigated risks of acute extreme weather events
Chronic Long term (>11 years)	<ul style="list-style-type: none"> • Higher mean temperatures • No risk as existing chiller technology can operate even if Southeast Asian temperature increases by 3.5°C in the worst case • Higher sea levels • Higher development cost of coastal properties (higher floor elevation, foundation which is resistant to seawater) 	<ul style="list-style-type: none"> • Design and develop properties and materials that are safe against expected increase in chronic weather effects 	<ul style="list-style-type: none"> • Higher mean temperatures • Higher operating cost of running chillers for longer hours • Higher sea levels • Increasing frequency of flooding damage if building is not designed to cope with sea-level rise (buffer above king tide) 	<ul style="list-style-type: none"> • Acquire or lease properties that have low or adequately mitigated risks of chronic weather effects

The following infographic illustrates the worst case for physical risks and transition risks in four different scenarios. In the Business-as-Usual (4°C) scenario, the organisation is highly impacted by physical risks, while in the Aggressive mitigation (2°C or less) scenario, the organisation is highly impacted by transition risks.

Physical risks are most material in a 4°C warming scenario when global efforts fail to limit the emissions of carbon. Conversely, transition risks are most material in the 2°C or less warming scenario due to stakeholder demands for businesses to speed up the transition to low-carbon production processes.

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



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

Conclusion

Based on the climate VaR study, Sunway's property portfolio was assessed to be low VaR because 60 of the 74 properties evaluated were low VaR. The study also noted that seven properties were medium VaR because of close proximity to coasts or rivers and another seven properties were medium VaR because they had experienced material historical climate-related damage. Sunway will continue to monitor all properties closely to ensure that they are safe against material climate-related physical risks (floods, increased rainfall intensity, landslides) and put in place mitigation measures as appropriate.

The discussion of potential financial implications of climate-related physical risks and transition risks for Sunway in the short term, medium term and long term under the TCFD framework importantly identified that climate change does not only present Sunway with potential financial risks, but also potential financial opportunities. Sunway is committed to deepening our understanding of the climate-related potential risks and opportunities, and investing in strategies and actions that will prudently mitigate material risks and enhance our business position as a provider of high-quality green and sustainable products and services.



TRANSFORMING OUR PORTFOLIOS TO LOW-CARBON SUSTAINABLE CITIES

CLIMATE REPORT: NET ZERO BY 2050

STRATEGY

SUNWAY'S 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 to low-carbon sustainable cities.

Strategic Framework:

- Decarbonisation
- Resource management
- Pollution management

ACCELERATING DECARBONISATION

From now until 2030, Sunway's focus is on reducing residual emissions by improving efficiency and using energy substitution. In 2021, we established an Internal Carbon Pricing framework to start preparing for the potential transition risks from climate-related issues at RM15 per tonne of CO₂e emitted above a threshold level. This is a mechanism/decision-making tool that can help our business divisions to understand their exposure to external carbon pricing schemes, guide their decisions and investments and put a value on their greenhouse gas (GHG) emissions in a way that drives positive change in their business.

We target for our managed and industrial properties to reduce their emissions per tonne of production by 4% and 3.5%, respectively, per year by 2030 using 2022 as a base year.

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 (Green leases)

For more information on the Group's energy consumption and GHG emissions, please refer to pages 25 and 32-34.

GETTING TO NET ZERO

To get to net zero carbon emissions by 2050, we plan to focus on carbon offset technology.

Implementation:

- Carbon storage and capture
- Investment in large-scale renewable energy

Global temperature is estimated to reach between 4.0°C and 5.0°C without any mitigation efforts.

— Net zero pathway
- - Business as usual

By 2030, we will reduce our residual emissions by 45%

By 2050, we target to reach NET ZERO

Global warming is limited to 1.5°C with mitigation efforts, in line with the Paris Agreement goal.

2021 2022 2030 2050



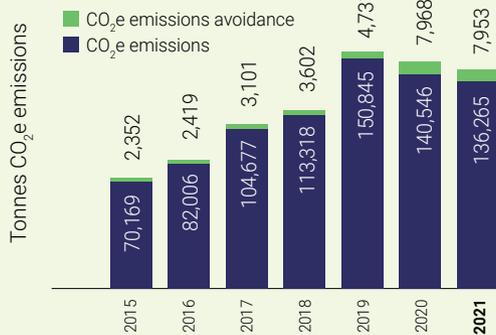
TRANSFORMING OUR PORTFOLIOS TO LOW-CARBON SUSTAINABLE CITIES

CLIMATE REPORT: NET ZERO BY 2050

METRICS AND TARGETS

TOTAL CO₂e EMISSIONS AND CO₂e EMISSIONS AVOIDANCE

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



- Notes:**
1. CO₂e emissions represent the carbon dioxide equivalent emissions.
 2. CO₂e emissions refer to total CO₂e emissions from Scope 1, 2 and 3.
 3. CO₂e emissions avoidance refers to total CO₂e emissions avoided through solar energy projects, waste diversion and sustainable purchased goods, and CO₂e emissions sequestered through tree-planting projects.
 4. 1 tree absorbs approximately 21 kg of carbon dioxide.

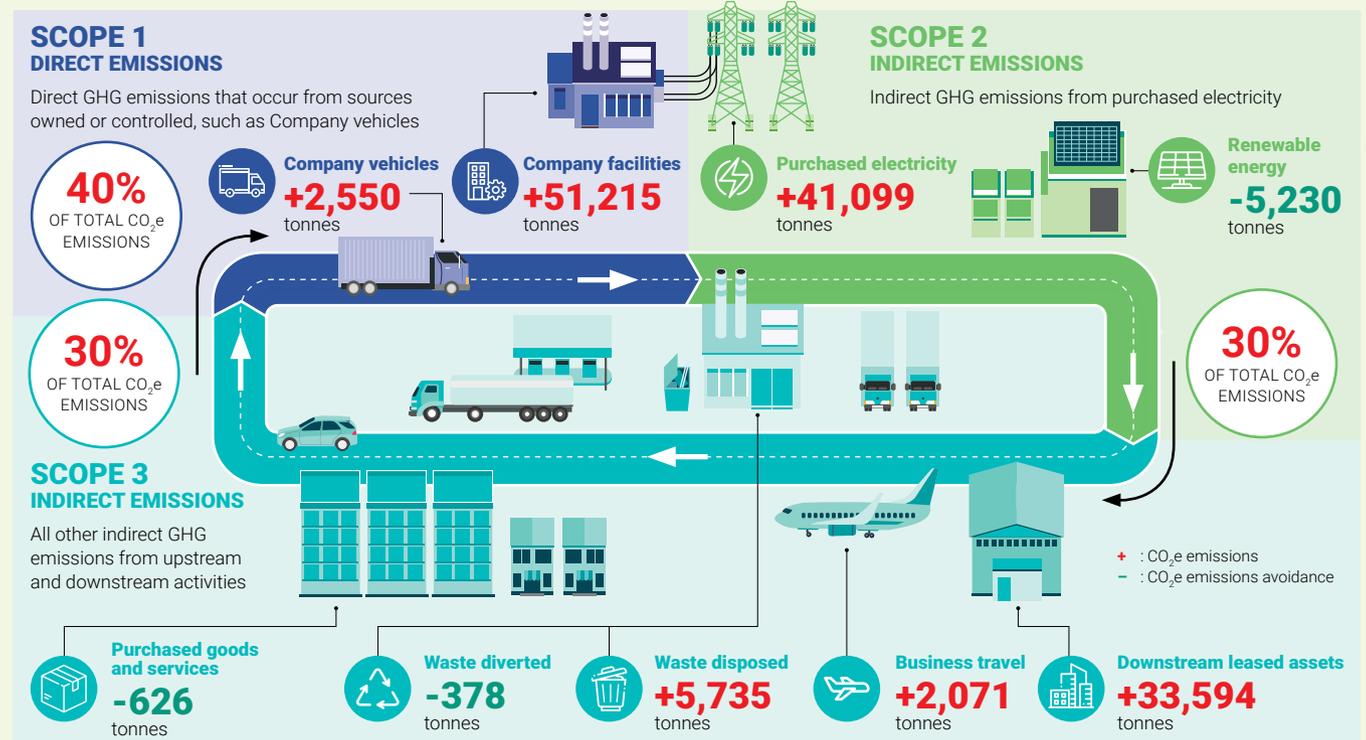
Carbon sequestered from 81,839 trees planted in Sunway townships

-1,719 tonnes of CO₂e emissions

ENERGY INTENSITY TARGETS IN 2022

No.	Business Division	Unit	2022 Targets
BUILDING ENERGY INTENSITY (BEI)			
1	Office	kWh/m ² /year	150
2	Retail	kWh/m ² /year	350
3	Hospitality	kWh/m ² /year	290
4	Healthcare	kWh/m ² /year	342
5	Education	kWh/m ² /year	314
6	Student Residence	kWh/m ² /year	96
ENERGY USE INTENSITY (EUI)			
7	Leisure	kWh/person/year	7.7
8	Sunway Paving Solutions	tonnes CO ₂ e/'000 m ² /year	1.053
	Sunway Spun Pile	tonnes CO ₂ e/tonnes/year	0.012
	Sunway VCP	tonnes CO ₂ e/tonnes/year	0.417
9	Quarry	tonnes CO ₂ e/tonnes/year	0.0071

TOTAL CO₂e EMISSIONS AND CO₂e EMISSIONS AVOIDANCE IN 2021 (SCOPE 1, 2 AND 3)



Note: The emissions reporting boundary for Scope 1, 2 and 3 has been restated based on operational control for Sunway Berhad.

We continue to monitor and report on our carbon emissions according to Scope 1, 2 and 3, as stated within best emissions reporting practices. In 2021, we recorded lower GHG emissions for Scope 1 and 2 due to work-from-home arrangements and reduced operation hours amid pandemic-led disruptions and lockdown periods. However, the easing up of lockdowns and interstate travelling towards the end of the year contributed to the increase of waste generation and business travel, increasing the emissions in Scope 3. We will incrementally lower our carbon emissions going forward through the Group's strategic approach to Net Zero Carbon.

Data for emissions generated was obtained using the relevant emission factors from the Department for Environment, Food & Rural Affairs (DEFRA), United Kingdom and Malaysian Green Technology and Climate Change Centre. Our carbon footprint is calculated in accordance with the World Business Council for Sustainable Development and World Resources Institute's (WBCSD/WRI) GHG Protocol, a corporate accounting and reporting standard. The protocol is currently deemed best practice for corporate or organisational emissions reporting.



TRANSFORMING OUR PORTFOLIOS TO LOW-CARBON SUSTAINABLE CITIES ADAPTING TO CLIMATE CHANGE

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

SUNWAY CITIES' PORTFOLIOS

INDIRECT ECONOMIC EFFECT: Attract multinational corporations and various tenants to set up offices | Indirect benefits through job creation | Vibrant community

SUNWAY CITY KUALA LUMPUR

Inception date
1986

Size
800 acres

Classification
Brownfield



LOW-CARBON
TOWNSHIP

PEDESTRIAN INFRASTRUCTURE

- 100% walkable with elevated walkway and underground connectivity

LOW-CARBON EMISSION VEHICLE SUPPORT

- Electric vehicle parking bays are provided at Sunway Pyramid Shopping Mall, The Pinnacle Sunway and Sunway Medical Centre

40%

Greenscapes & bluescapes

142,291

Adaptive plants

31,179

Native plants

22

Bird species

TOWNSHIP AWARDS / RECOGNITION

- Diamond recognition from the Subang Jaya City Council (MBSJ) at the 2021 Low Carbon City Awards
- Top 10 Green Buildings of the Decade Awards at the Malaysia Green Building Council's (MGBC) 10th Anniversary in 2019
- Malaysia Institute of Planners Low Carbon City Award in 2017
- Top Smart City Initiative (Asia Pacific) under the Smart Buildings category at the IDC Smart City Asia Pacific Awards (SCAPA) in 2017
- Best township with "The Five Elements Development" Award at the StarProperty.my Awards in 2016
- Malaysia's first Green Building Index (GBI)certified township; achieving Silver rating in 2012

COMPACT &
INTEGRATED
DEVELOPMENT



RESIDENTIAL



COMMERCIAL



RETAIL



HEALTHCARE



EDUCATION



HOSPITALITY



LEISURE



TRANSIT-ORIENTED DEVELOPMENT

- Free WiFi throughout the township
- Convenient access (within 0.5 km) to public transportation, including Sunway City Kuala Lumpur shuttle bus and Bus Rapid Transit (BRT) Sunway (RM123-million investment by Sunway)
- MyRapid Park 'N' Ride parking facility (Kompleks BRT Sunway)

SAFE CITY
CONCEPT



More than 10,000 CCTVs



14 patrol cars



No-smoking zones



Close to 900 auxiliary and plainclothes policeman and security guards



4 tourist police officers



Integrated with Crime Prevention Through Environmental Design (CPTED)



New escalators were installed with additional brakes, in accordance with British Standard EN 115. Regular inspections are conducted on all escalators and travelers

TRANSFORMING OUR PORTFOLIOS TO LOW-CARBON SUSTAINABLE CITIES ADAPTING TO CLIMATE CHANGE

SUNWAY CITY IPOH

Inception date
1995

Size
1,346 acres

Classification
Greenfield



SUNWAY CITY ISKANDAR PUTERI

Inception date
2012

Size
1,800 acres

Classification
Greenfield



PEDESTRIAN INFRASTRUCTURE

• 100% walkable

55%

Greenscapes & bluescapes¹

20-ACRE

Sunway Organic Farm²

¹ Preserved in the form of natural mountains, lakes, geothermal hot springs and landscaped buffer zones next to hills
² Types of fruits & vegetables: Durian, Rambutan, Lady's Fingers, Kangkong, Corn, Choy Sum, Cucumber, Purple Spinach

TOWNSHIP AWARDS / RECOGNITION

- Editor's Choice Award: Malaysia's Outstanding Sustainable Resort 2020 at the EdgeProp Malaysia's Best Managed and Sustainable Property Awards 2020 (The Banjaran Hot Springs Retreat)
- World Gold Winner in the Resort Category at the FIABCI Prix d'Excellence Award 2015 (Lost World of Tambun)
- The Edge-PAM Green Excellence Award 2014
- FIABCI Malaysia Property Award in 2014 (Lost World of Tambun)
- Mayor's Landscape Award by the Mayor of Ipoh in 2013
- FIABCI World Prix d'Excellence Award in 2012 under the Resort Development Category (The Banjaran Hot Springs Retreat)
- FIABCI Malaysia Property Award 2011 for Best Resort (The Banjaran Hot Springs Retreat)
- FIABCI Malaysia Property Award for the Best Master Plan township in 2010

PEDESTRIAN INFRASTRUCTURE

• 100% walkable

40%

Greenscapes & bluescapes

78

Tree species

43

Mangrove plant species

30

Bird species

TOWNSHIP AWARDS / RECOGNITION

- The Earth Conscious Award at the StarProperty Awards 2021
- Special Awards for Sustainable Development Goals and Best Green Product & Technology at the Malaysia Green Building Council's Leadership in Sustainability Awards in 2020
- Green Building Index (GBI)certified township; achieving Silver rating in 2019



RESIDENTIAL



COMMERCIAL



RETAIL
(Future Development)



HEALTHCARE
(Future Development)



EDUCATION



HOSPITALITY



LEISURE



TRANSIT-ORIENTED DEVELOPMENT



510 CCTVs



Auxiliary police



Integrated with Crime Prevention Through Environmental Design (CPTED)



Patrol cars



No-smoking zones



RESIDENTIAL



COMMERCIAL



RETAIL



HEALTHCARE
(Future Development)



EDUCATION



HOSPITALITY



LEISURE



TRANSIT-ORIENTED DEVELOPMENT



88 CCTVs



Auxiliary police



Integrated with Crime Prevention Through Environmental Design (CPTED)



3 patrol cars,
2 motorbikes,
4 bicycles



No-smoking zones



New escalators were installed with additional brakes, in accordance with British Standard EN 115. Regular inspections are conducted on all escalators and travelators



TRANSFORMING OUR PORTFOLIOS TO LOW-CARBON SUSTAINABLE CITIES

ADAPTING TO CLIMATE CHANGE

CERTIFIED GREEN BUILDINGS

CENTRAL

Type	Property	Green Certification
Township	Sunway City Kuala Lumpur	GBI - Silver (Provisional Cert)
	Sunway Nexis - SOHO	GreenMark - Gold (Provisional Cert)
Residential (Built)	Sunway Rymba Hills	GreenMark - Gold (Provisional Cert)
	Sunway SPK 3 Harmoni	GBI - Certified
	Sunway Palazzio	GreenMark - Gold
	Sunway GEOLake Residence	GreenRE - Gold (Provisional Cert)
	Sunway D'Hill	GreenRE - Gold (Provisional Cert)
	Sunway Velocity TWO - Plot A (Tower A & B)	GreenRE - Gold (Provisional Cert)
Residential (New or upcoming)	Sunway Velocity TWO - Plot B (Tower C & D)	GreenRE - Gold (Provisional Cert)
	Sunway Avila	GreenRE - Gold (Provisional Cert)
	Sunway Serene	GreenRE - Gold (Provisional Cert)
	Sunway Belfield	GreenRE - Gold (Provisional Cert)
	Sunway Jernih Residence	Green RE - Bronze (Provisional Cert)
	Sunway Vivaldi - Clubhouse	GreenMark - Certified (Provisional Cert)
Non-Residential (Existing)	The Pinnacle Sunway	GBI - Certified
	Sunway Geo Tower	GreenMark - Gold
	Sunway Geo Tower	GreenRE - Bronze (Provisional Cert)
	Sunway Clio Hotel (Sunway Pyramid Phase 3)	GreenMark - Gold (Provisional Cert)
	Sunway Clio Hotel (Sunway Pyramid Phase 3)	GBI - Certified (Provisional Cert)
Non-Residential (New or Upcoming)	Sunway Velocity TWO - Corporate Office	GreenRE - Platinum (Provisional Cert)
	Sunway International School @ USJ1	GreenRE - Platinum (Provisional Cert)
	Sunway CP2 - Office Tower	LEED - Gold

SOUTHERN

Type	Property	Green Certification
Township	Sunway City Iskandar Puteri	GBI - Silver (Provisional Cert)
Residential (New or upcoming)	Sunway GRID Residence	GreenRE - Gold (Provisional Cert)
Non-Residential (Existing)	Sunway Citrine Hub	GreenRE - Bronze (Provisional Cert)
	Sunway Southern Region Office	GBI - Certified CVA
Non-Residential (New or Upcoming)	Sunway Grid Hub	Green RE - Silver (Provisional Cert)

NORTHERN

Type	Property	Green Certification
Residential (Built)	Sunway MontBleu (Ipoh)	GreenMark - Gold (Provisional Cert)
Residential (New or upcoming)	Sunway Carnival Mall (Expansion)	GreenMark - Gold Plus (Provisional Cert)
	Sunway Onsen Suites	GreenRE - Gold (Provisional Cert)
Non-Residential (Existing)	Sunway Property @ Anson Road	GBI - Gold (Provisional Cert)



TRANSFORMING OUR PORTFOLIOS TO LOW-CARBON SUSTAINABLE CITIES ADAPTING TO CLIMATE CHANGE

GREEN BUILDING POLICY

Sunway is committed to ensuring all new townships and buildings completed from 2025 onwards are green-certified. The Group defines green townships and green buildings as developments that focus on boosting resource efficiency, while reducing building impact on human health and the environment during the buildings' life cycle through better design, construction, operation and maintenance.

Established in 2021, Sunway's Green Building Policy outlines the key requirements that are essential to the development of green townships and buildings. The guidelines ensure that the Group will integrate sustainable practices into the development, operations and management of townships and buildings. The policy also underscores the Group's commitment to designing and producing built environments that facilitate healthy lifestyles and prioritising the well-being of the stakeholders.

AN URBAN REGENERATION: INTEGRATED DEVELOPMENT AT SUNWAY VELOCITY



Sunway Velocity and Sunway Velocity TWO

The integrated development at Sunway Velocity has been a boost to the development of Cheras in Kuala Lumpur. Comprising Sunway Velocity Mall, four-star Sunway Velocity Hotel, Sunway Medical Centre Velocity, signature retail stores, offices and residences, Sunway Velocity is the largest development and integrated project on Jalan Peel in Cheras.

With its bright colours and vibrance, Sunway Velocity Mall breathes new life into the area, which was once a squatter settlement with car workshops and small businesses. Built by Sunway Group and managed by Sunway Velocity Mall Sdn Bhd, the development has catalysed economic growth in the area, turning it into a shopping and leisure destination.

Officially opened in 2016, the mall has a capacity of up to 1.3 million visitors monthly. With seven levels, five precincts and two link bridges to Cochrane and Maluri Mass Rapid Transit Stations, the mall has one million sq.ft. of net lettable area and 4,800 parking bays. The mall is supported by a solid team of 126 employees, and guided and supported by Sunway Malls' Centre of Excellence and Sunway Property & Facility Management teams.

Sunway Velocity TWO will be built on an 8.4-acre plot of land across from the mall, with an estimated gross development value of RM2 billion, to be developed over the next 10 years. The new development will comprise four residential towers, office blocks and retail units at the podium level.



Connectivity:

- Direct link to 3 MRT and 2 LRT stations
- Easy accessibility to various major highways



City Status:

MSC Malaysia Cybercentre (MSC) from the Malaysia Digital Economy Corporation (MDEC) for both Sunway Velocity and Sunway Velocity TWO, making them the first cybercentre in Cheras, Selangor



Award in 2021:

EdgeProp Malaysia's Best Managed & Sustainable Property Awards 2021 - Gold, Below 10 Years – Retail category



TRANSFORMING OUR PORTFOLIOS TO LOW-CARBON SUSTAINABLE CITIES ADAPTING TO CLIMATE CHANGE

GREEN LEASE

In 2022, we will be inviting our tenants to participate in our green lease programme, which aims to encourage our tenants to reduce their environmental footprint and promote responsible resource management.

ECOLOGY & BIODIVERSITY

Managing our ecological impact is crucial not only for the sustainability of the Group but also for the communities. We are committed to preserving the biodiversity and natural ecosystems surrounding the areas we operate in to minimise both health and environmental risks to local communities. Such actions will also enhance our reputation as a leader in sustainable development that advocates environmental conservation. Sunway will continue to implement robust policies that preserve biodiversity and create systems to manage ecosystem pollution. In 2021, there were zero confirmed cases of and fines for non-compliance with environmental laws and regulations.

MITIGATING NEGATIVE ENVIRONMENTAL IMPACTS

We are aware that the diverse nature of our businesses will inherently impact the environment and as such, we remain guided by robust and strict Group policies to mitigate and minimise negative environmental impact. We also strive to comply with all regulatory requirements to conserve the surrounding environments within which we operate.

In our property development division, we conduct an Environmental Aspect and Impact Register (EAIR) every six months to evaluate the significant impacts of design, construction and office activity. The evaluation serves as a tool for us to identify any negative environmental impact from our projects to enable appropriate mitigating actions to be taken. All controls and mitigating actions are guided by our Environmental Operational Control Work Instruction for construction activities and Good Office Management Practices Guideline for office activities.

Further to that, Operational Controls are implemented and they include management of chemicals, scheduled waste, solid waste (i.e. construction waste and domestic waste), fire hazards, open burning, effluents, air emissions, noise monitoring, sewage, erosion and surface run-off control, which are implemented at every construction site. We also conduct air, water and noise monitoring at least once every quarter across our construction sites as part of our monitoring plan to prevent pollution.

We remain focused on sustainable development practices by developing land that is suitable for compact and mixed developments in high-density urban areas to mitigate urban sprawl. We are proud to note that our mixed developments are transit-oriented, walkable and well equipped with public transport, reducing the dependency on private vehicles. As such, our developments naturally reduce carbon emissions and enable us to accelerate the transition towards a low-carbon future.

BIODIVERSITY MANAGEMENT

As a visionary conglomerate, we know the importance of preserving our environment for our future generations. Our commitment to building a sustainable future for all is reflected in our efforts to conserve and rehabilitate natural resources across all Sunway cities in Malaysia. We do not build on critical sites, and we advocate efficient land use. This includes promoting urban farming to reduce carbon footprint and contribute to climate change. We will continue to protect our biodiversity through conservation and rehabilitation efforts.



TRANSFORMING OUR PORTFOLIOS TO LOW-CARBON SUSTAINABLE CITIES ADAPTING TO CLIMATE CHANGE



BIODIVERSITY MANAGEMENT POLICY

Planetary health recognises that human health and the health of our planet are inextricably linked, and that our civilisation depends on human health, flourishing natural systems and the wise stewardship of natural resources.

Sunway Berhad has developed the Biodiversity Management Policy to guide the Group in integrating biodiversity considerations into its business activities and decision-making processes. Established in 2021, the policy aims to reduce the Group's negative impact on natural habitats and wildlife biodiversity. Preserving the biodiversity and natural ecosystems surrounding our business operations will enable us to continue operating sustainably and create value for our stakeholders. Lack of biodiversity conservation efforts will expose the organisation to risks of regulatory fines and loss of operating licences, which may affect our reputation.

Underscoring the Group's commitment to preserving the environment for future generations, the policy outlines the main principles of conduct for biodiversity management, covering regulatory compliance, the principles of mitigation hierarchy (avoid, minimise, rehabilitate/restore) and the commitment to preserving natural water bodies.

To achieve these goals, the Group will conduct ecological assessments at the pre-development stage where practicable, before reviewing and addressing biodiversity-related risks and opportunities and mitigating any impact caused by the Group's operations and activities.

The Group will also work closely with strategic partners to further improve awareness on the importance of planetary health. The Sunway Centre for Planetary Health¹ was set up in 2021 with the primary purpose of pioneering the application of the planetary health approach to address the causes and consequences of human health and environmental change in Malaysia. It will also serve as a meeting point for diverse minds to share knowledge about planetary health, translate academic discourse into easily accessible information, facilitate learning and collaborate on solutions with a diverse range of stakeholders to achieve long-term systemic change.

¹ <https://university.sunway.edu.my/research/planetaryhealth/creating-healthy-cities>



TRANSFORMING OUR PORTFOLIOS TO LOW-CARBON SUSTAINABLE CITIES MANAGING OUR ENVIRONMENTAL IMPACTS

GRI 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

Sunway is committed to mitigating and reducing the negative environmental impacts of all its operations by conserving natural resources and materials, as well as preventing and reducing waste. All its business divisions comply with the necessary rules and regulations to ensure smooth daily operations, and contribute to climate action. In 2021, there were zero confirmed cases of and fines for non-compliance with environmental laws and regulations.

MANAGING OUR ENERGY CONSUMPTION

Efficient energy management is vital for the Group as we journey towards achieving net zero emissions by 2050. Sunway's environmental stewardship remains guided by the Group Sustainability Policy, which underscores the Group's commitment to aligning its goals and targets with the UN SDGs.

In 2021, the Group continued to conserve energy usage across all its business divisions amid several lockdown periods and restricted movement due to the pandemic. Initiatives such as using LED and T5 bulbs, installing motion sensors at common areas and replacing old electrical appliances were implemented. The business divisions also optimised their energy management systems, in addition to maintaining air conditioning temperatures at 24°C and promoting energy conservation by participating in Earth Hour.

Our energy consumption decreased by a marginal 3% to 476,963 MWh compared to the previous year.

Additionally, our new buildings have sustainable designs that allow for more natural lighting, while the Sunway Monash Residence building has a smart metering system installed that tracks and sends the amount of electricity usage to the electricity supplier.

RENEWABLE ENERGY

Shifting from fossil fuel to renewable energy continues to play a key role in reducing the Group's GHG emissions. The Group has invested in solar power generation since 2018 and has generated 18,860 MWh of clean energy. In 2021 alone, 8,940 MWh or 3% was generated from our solar panels as per the target for the year.

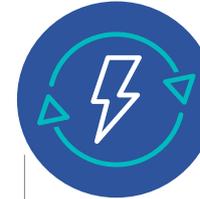
Sunway Medical Centre Tower A & B, Sunway Spun Pile and Sunway Paving Solutions were the latest buildings to be installed with solar power panels, joining eight of our buildings with existing solar panels. Going forward, we aspire to expand our solar power generation as part of our initiative to produce at least 25% of electricity from renewable energy sources by 2030.

SOLAR POWER GENERATED BY SUNWAY

Year	%	MWh
2019	1	2,513
2020	3	7,408
2021	3	8,940
Total		18,860

TONNES OF CO₂e EMISSIONS AVOIDED IN 2021: 5,230

At our Kuala Kangsar quarry, we contributed about RM2,500 to upgrade the streetlights and floodlights to solar-powered lights to conserve energy consumption.



ESTIMATED ENERGY SAVINGS IN 2021

HOSPITALITY
4,051 MWh
ENERGY SAVINGS

HEALTHCARE
4,009 MWh
ENERGY SAVINGS

LEISURE
5,478 MWh
ENERGY SAVINGS

QUARRY
10 MWh
ENERGY SAVINGS

RETAIL
21,165 MWh
ENERGY SAVINGS

OFFICE
4,843 MWh
ENERGY SAVINGS

EDUCATION
3,888 MWh
ENERGY SAVINGS

STUDENT RESIDENCE
183 MWh
ENERGY SAVINGS

OTHERS
1,336 MWh
ENERGY SAVINGS

In FY2021, Sunway estimated a total savings of **44,964 MWh** due to our energy-efficient initiatives across all operations. This was equivalent to avoiding GHG emissions from 6,866 passenger vehicles driven for one year.

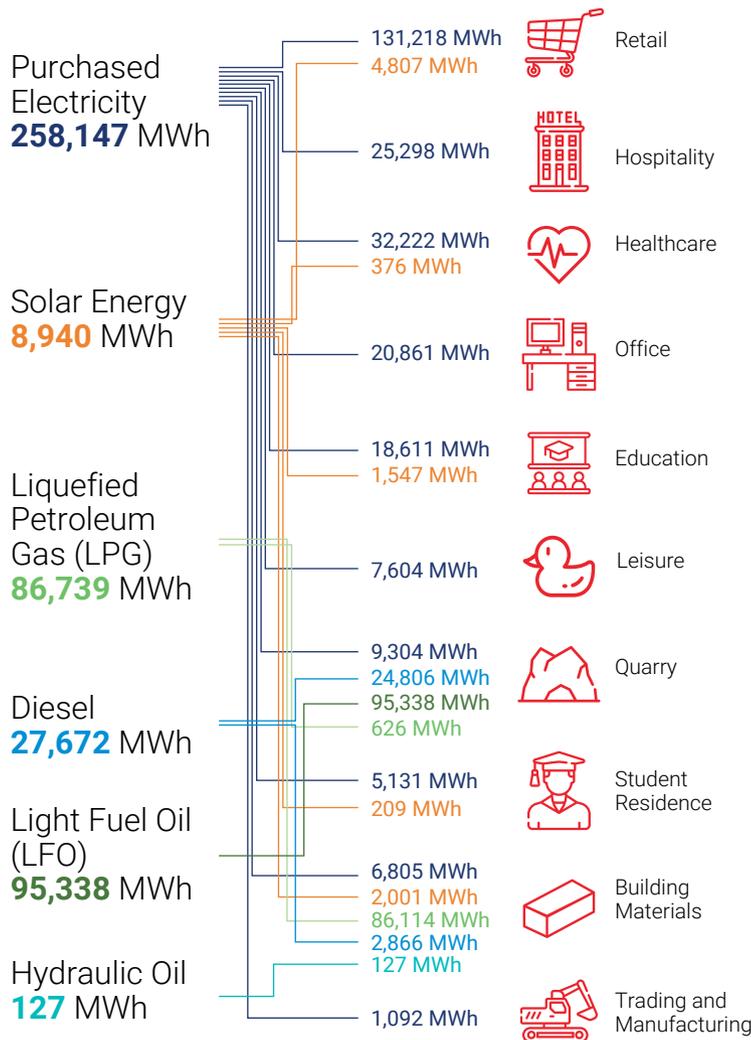
LEGEND:

- LED light replacement
- Replacement of old electrical appliances
- Installation or replacement of large appliances/systems
- Chiller optimisation
- Building Energy Management System (BEMS)
- Installation of motion sensors
- Adjusting daily operational needs

Note: The figure is based on estimated energy savings and it may not be reflected in the actual consumption due to increased usage in other building areas and/or equipment.

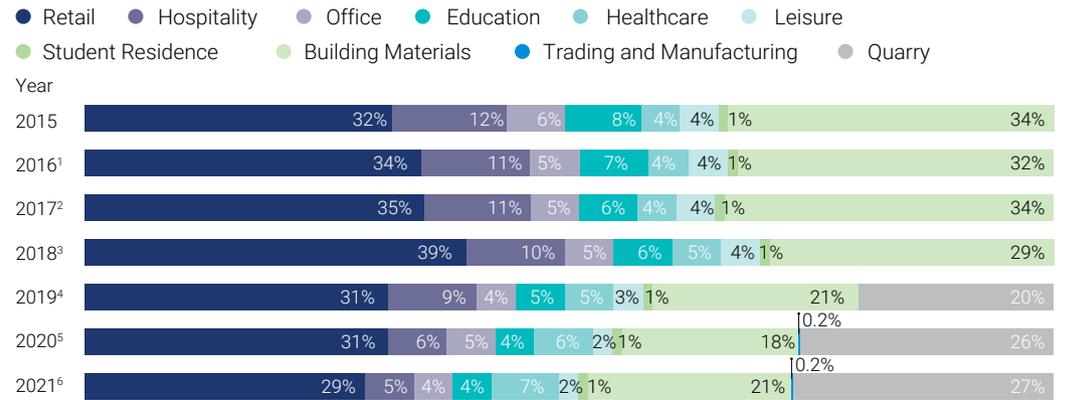
TRANSFORMING OUR PORTFOLIOS TO LOW-CARBON SUSTAINABLE CITIES MANAGING OUR ENVIRONMENTAL IMPACTS

TOTAL ENERGY CONSUMPTION (MWh) BY BUSINESS DIVISION IN 2021



TOTAL:
476,963 MWh

TOTAL ENERGY CONSUMPTION (%) BY BUSINESS DIVISION



- ¹ New properties added: Sunway Clio Hotel, Sunway Giza Mall.
- ² New properties added: Sunway Velocity Mall, Sunway Velocity Hotel, Sunway Geo Tower, Sunway Iskandar International School, Sunway Spun Pile.
- ³ New properties added: Sunway Clio Retail, Sunway Medical Residence.
- ⁴ New properties added: Sunway Medical Centre Velocity, Sunway Citrine Retail, Sunway University Apartment.
- ⁵ New business division added: Quarry.
- ⁶ New properties added: Sunway Big Box Retail Park, Sunway University Residence.

Note: Energy consumption includes electricity and fuel consumption (excludes Company vehicles). Figures stated may not add up due to rounding of decimals.

MANAGED ASSETS*:

TOTAL ENERGY CONSUMPTION (MWh) VS TOTAL GROSS FLOOR AREA ('000 m²)

Despite an increase in total Gross Floor Area, the Group's overall energy consumption has decreased since 2020 due to below-normal capacity operations in our buildings during Movement Control Orders (MCOs), which did not reflect a business-as-usual scenario. Our Building Energy Intensity (BEI) decreased overall from 2015 to 2021, except for the healthcare division. This was because the healthcare industry was not affected during the MCOs. Additionally, private healthcare institutions accepted and treated decanted patients from public hospitals, which likely contributed to the increased BEI in the healthcare division.



* Managed Assets comprise assets from the Office, Retail, Hospitality, Education, Healthcare and Student Residence divisions.

Note: Energy consumption includes electricity and fuel consumption (excludes Company vehicles).

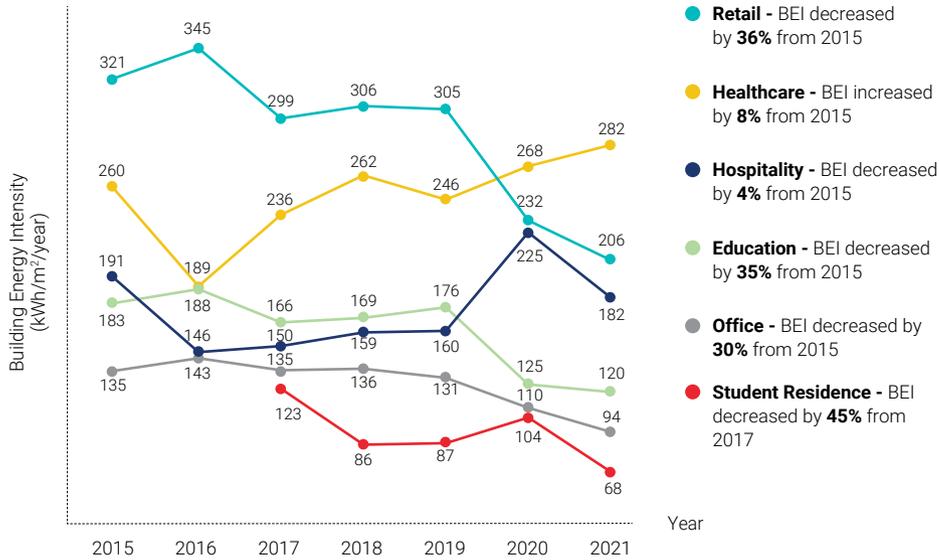


TRANSFORMING OUR PORTFOLIOS TO LOW-CARBON SUSTAINABLE CITIES

MANAGING OUR ENVIRONMENTAL IMPACTS

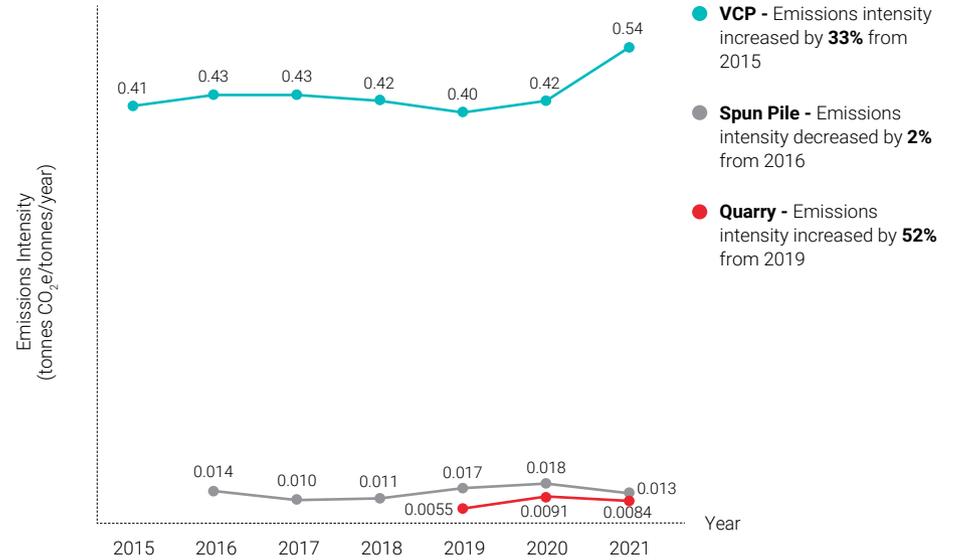
MANAGED ASSETS:¹

BUILDING ENERGY INTENSITY² (kWh/m²/year)



INDUSTRIAL SITES:³

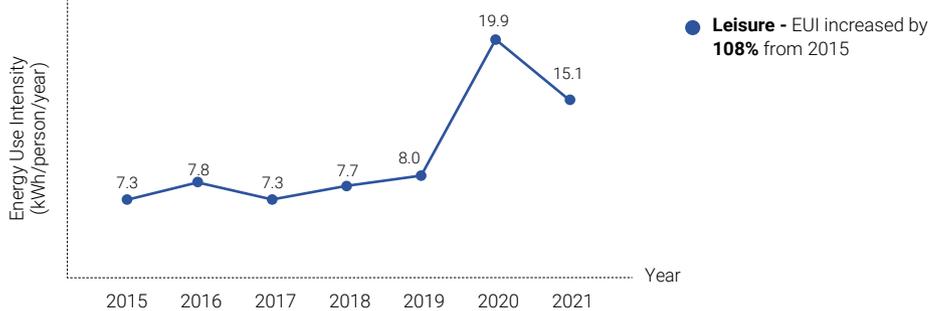
SCOPE 1 AND 2 EMISSIONS INTENSITY (tonnes CO₂e/tonnes/year)



Note: Scope 1 emissions exclude Company vehicles.

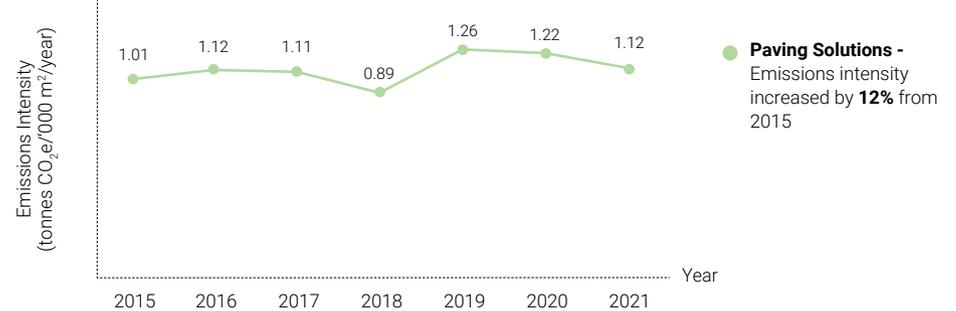
MANAGED ASSETS:

ENERGY USE INTENSITY (kWh/person/year)



INDUSTRIAL SITES:

SCOPE 1 AND 2 EMISSIONS INTENSITY (tonnes CO₂e/1000 m²/year)



Note: Scope 1 emissions exclude Company vehicles.

¹ Managed Assets comprise assets from the Office, Retail, Hospitality, Education, Healthcare, Leisure and Student Residence divisions.
² The data for Building Energy Intensity for seven years has been restated due to the application of a different formula.
³ Industrial Sites comprise sites from the Building Material and Quarry divisions.



TRANSFORMING OUR PORTFOLIOS TO LOW-CARBON SUSTAINABLE CITIES MANAGING OUR ENVIRONMENTAL IMPACTS

MANAGING OUR WATER CONSUMPTION

Water is one of the most important natural resources for our business operations. As such, we will continue to invest in technology and innovation to reduce water wastage and preserve this precious natural resource.

Our approach is focused on optimising efficiency across our value chain and identifying areas for improvement across the life cycle of all our business areas. The life cycle approach is integrated into all our sustainable building designs and management systems, centring on water conservation through reducing, recycling and reusing.

SUNWAY BERHAD'S WATER MANAGEMENT POLICY

The Group has developed a Water Management Policy to move towards best water management practices. The policy ensures that the Group is committed to:

-  Reviewing and addressing water-related risks and opportunities regularly
-  Ensuring regulatory compliance across all buildings and operation sites
-  Ensuring effluents discharged at buildings and operation sites are within permissible limits
-  Ensuring every Standard Operating Procedure is in place to address water crises in every business division
-  Ensuring water-efficient fittings at all buildings and operation sites to optimise water consumption

<https://www.sunway.com.my/wp-content/uploads/2021/12/Sunway-Berhad-Water-Management-Policy-211015.pdf>

All business divisions were required to draft a Standard Operating Procedure (SOP) by the end of 2021 on how to handle a water crisis. The SOP details the emergency response process flow when a water disruption occurs, as well as information such as the capacity of tank(s) and how long the water supply would last during a disruption.

ENSURING SUSTAINABLE WATER SUPPLY



To ensure sustainable water supply in Sunway City Kuala Lumpur, Sunway invested in an RM18 million water treatment plant in 2019. With a daily water supply capacity of up to 8.5 million litres for 51,500 people, the treatment plant recycles water from the city's lakes to produce potable drinking water, enabling the Group to reduce its water consumption cost. The lake is also a catchment area for our surface run-off, and we ensure that the water is pumped out to the river when it reaches a certain level to avoid flooding in the surrounding areas. The lake is our source of water supply during water shortage crises to ensure business continuity. In 2021, the treatment plant produced 949,993 m³ of water, 76% more compared to the previous year.

RAINWATER HARVESTING



Rainwater harvesting is one of the most efficient ways of reducing water consumption and improving our environmental footprint. The harvested rainwater is utilised mainly for non-essential usage at our operational sites, such for cleaning outdoor areas, landscape maintenance and flushing toilets, thus reducing our dependence on municipal supply. In 2021, our total water consumption from rainwater harvesting was 5,741 m³.

WATER MANAGEMENT PLAN

Our business divisions continued to implement water-saving initiatives such as creating awareness among employees, hotel guests and shoppers and installing water-efficient fixtures, as well as checking and monitoring leakages, apart from installing rainwater harvesting systems.

WE CONSERVE WATER THROUGH THESE EFFORTS

01 Water Crisis SOP

All Sunway properties have established a water crisis SOP to address the issue of water disruption. The SOP covers emergency planning to address water disruptions that occur during business operation hours

02 Water-Saving Initiatives

Installing water-efficient fittings such as sensor taps, new faucets and water-efficient taps

03 Alternative Water Sources

Apart from municipal potable water, we consume water from alternative water sources including:

- Lakewater
- Rainwater





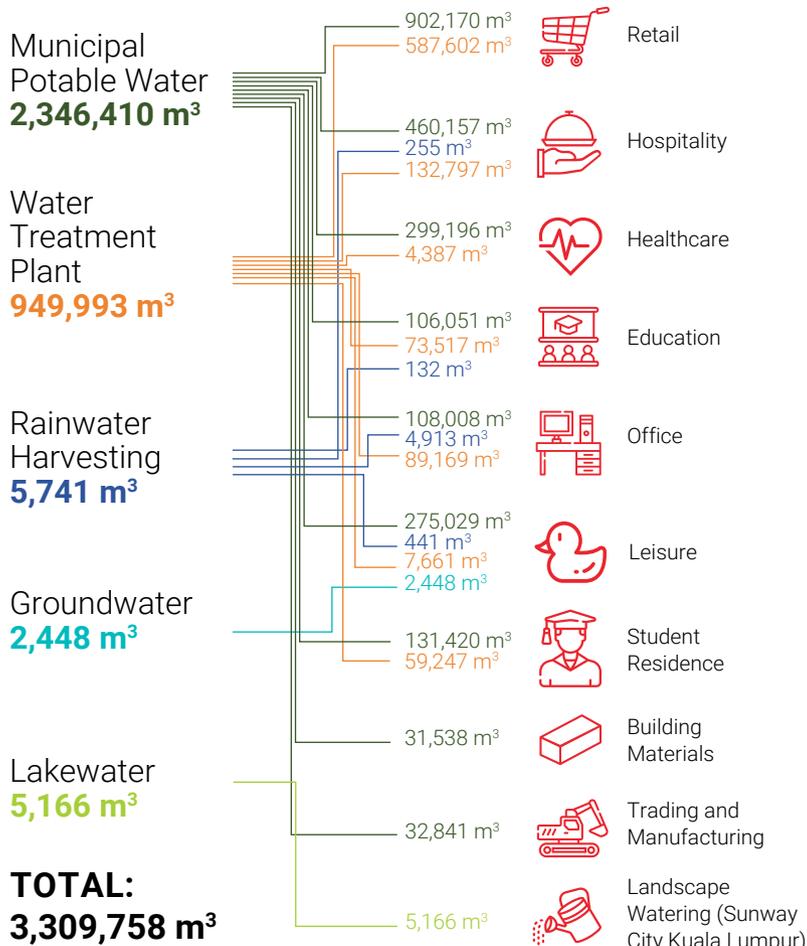
TRANSFORMING OUR PORTFOLIOS TO LOW-CARBON SUSTAINABLE CITIES

MANAGING OUR ENVIRONMENTAL IMPACTS

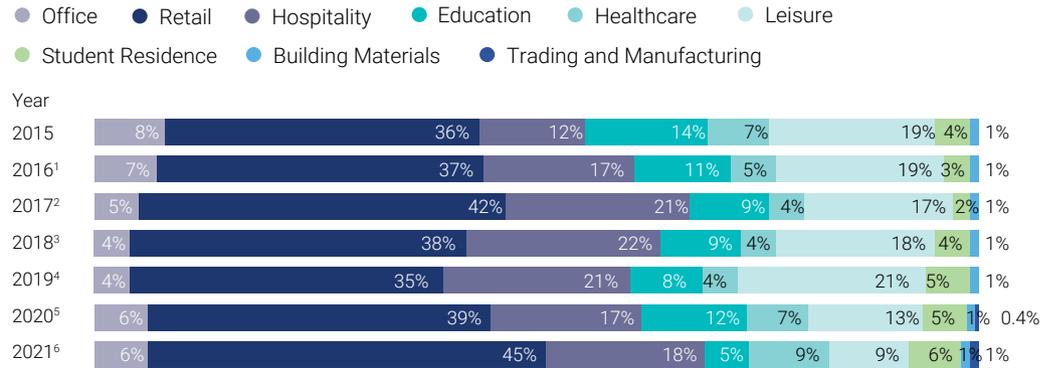
WATER CONSUMPTION

While the majority of our business divisions withdraw water from municipal water supplies, some of our operational sites withdraw from groundwater and lakewater. For instance, our quarry business division pumps water from the nearest retention pond to supply water to the plant's water sprinkler system.

TOTAL WATER CONSUMPTION (m³) BY BUSINESS DIVISION IN 2021



TOTAL WATER CONSUMPTION (%) BY BUSINESS DIVISION



- ¹ New properties added: Sunway Giza Mall, Sunway Resort Hotel, Sunway Pyramid Hotel, Sunway Clio Hotel.
- ² New properties added: Sunway Velocity Mall, Sunway Clio Retail, Sunway Iskandar International School.
- ³ New properties added: Sunway Geo Tower, Sunway Medical Residence, Sunway University Residence.
- ⁴ New properties added: Sunway Medical Centre Velocity, Sunway Citrine Retail, Sunway Spun Pile, Trading & Manufacturing (New business division).
- ⁵ New properties added: Sunway Big Box Retail Park.
- ⁶ New properties added: Sunway University Apartment, V Office (V01), Sunway Visio (V04).

Note: Ongoing construction sites are excluded. Figures stated may not add up due to rounding of decimals.

MANAGED ASSETS*:

TOTAL WATER CONSUMPTION ('000 m³) VS TOTAL GROSS FLOOR AREA ('000 m²)

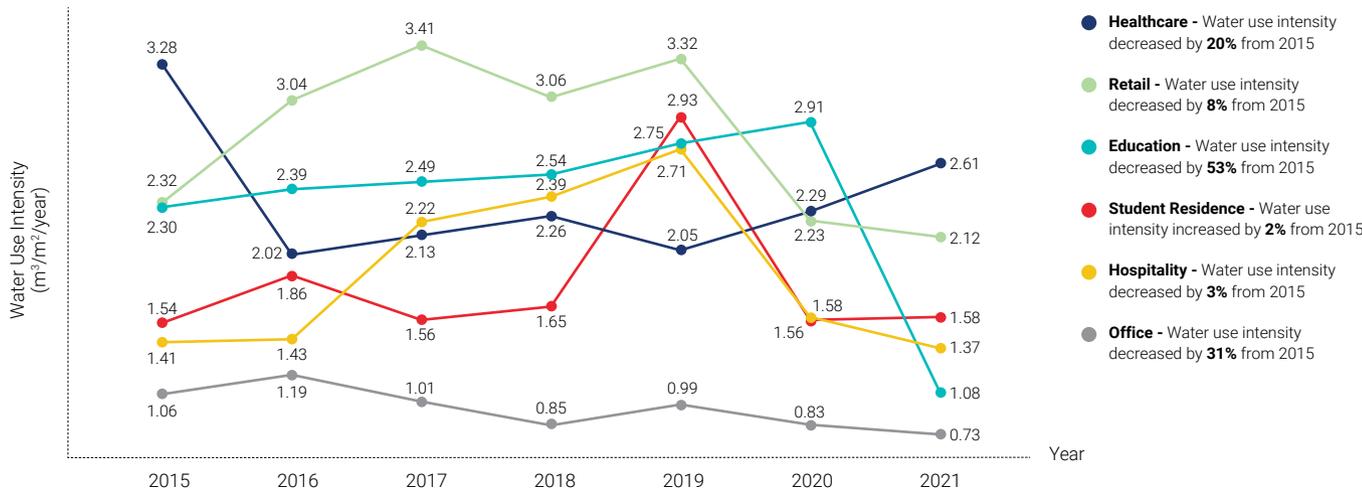
Our water consumption has steadily decreased since 2020 due to reduced operation hours during the MCO periods. In 2021, the Group's water consumption reduced by 17% to 3,309,758 m³. Going forward, we will continue with our water conservation initiatives to reduce water consumption and minimise our environmental impact.



* Managed Assets include the Office, Retail, Hospitality, Education, Healthcare, Leisure and Student Residence divisions.

TRANSFORMING OUR PORTFOLIOS TO LOW-CARBON SUSTAINABLE CITIES MANAGING OUR ENVIRONMENTAL IMPACTS

MANAGED ASSETS:¹ WATER USE INTENSITY² (m³/m²/year)



- **Healthcare** - Water use intensity decreased by **20%** from 2015
- **Retail** - Water use intensity decreased by **8%** from 2015
- **Education** - Water use intensity decreased by **53%** from 2015
- **Student Residence** - Water use intensity increased by **2%** from 2015
- **Hospitality** - Water use intensity decreased by **3%** from 2015
- **Office** - Water use intensity decreased by **31%** from 2015

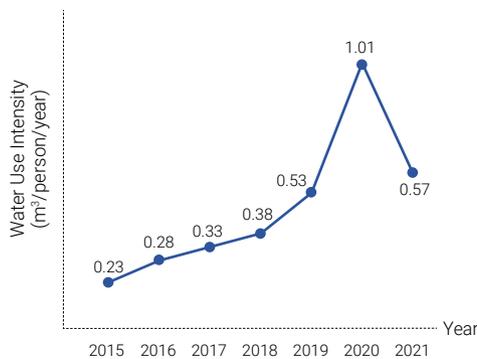
WASTEWATER MANAGEMENT

Our buildings and operational sites are committed to ensuring proper wastewater management to mitigate and reduce the Group's negative environmental impact.

We comply with all the necessary environmental rules and regulations to ensure the quality of surface water run-off is within the permissible limit. Periodic monitoring of total suspended solids (TSS) is conducted at each final discharge point to control the quality of our wastewater at our industrial sites. Silt traps are used to trap sediment from water run-off, separating silt and other particles before the water is discharged into the drainage system. In 2021, there were no reports of non-compliance with any regulations with regards to water quality.

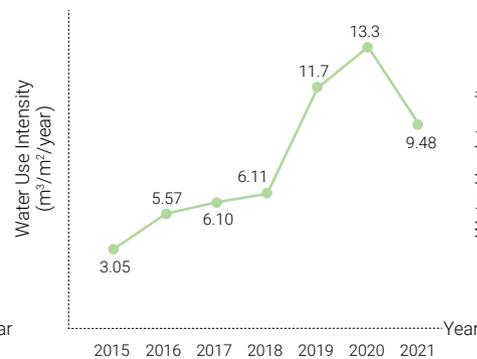
Our quarry and building materials business divisions conduct water sampling tests at the various identified water discharge points, ensuring that the water samples are within specifications as per the Environmental Management Plan (EMP) under the Department of Environment. Additionally, we monitor the flow of water in the quarries and divert it to the nearest catchment area to prevent potential landslides.

MANAGED ASSETS: WATER USE INTENSITY (m³/person/year)



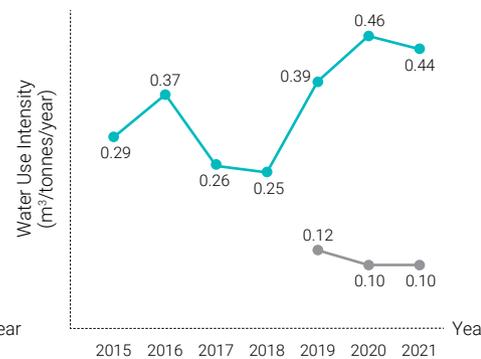
- **Leisure** - Water use intensity increased by **143%** from 2015

INDUSTRIAL SITES:³ WATER USE INTENSITY (m³/m²/year)



- **Paving Solutions** - Water use intensity increased by **211%** from 2015

INDUSTRIAL SITES: WATER USE INTENSITY (m³/tonnes/year)



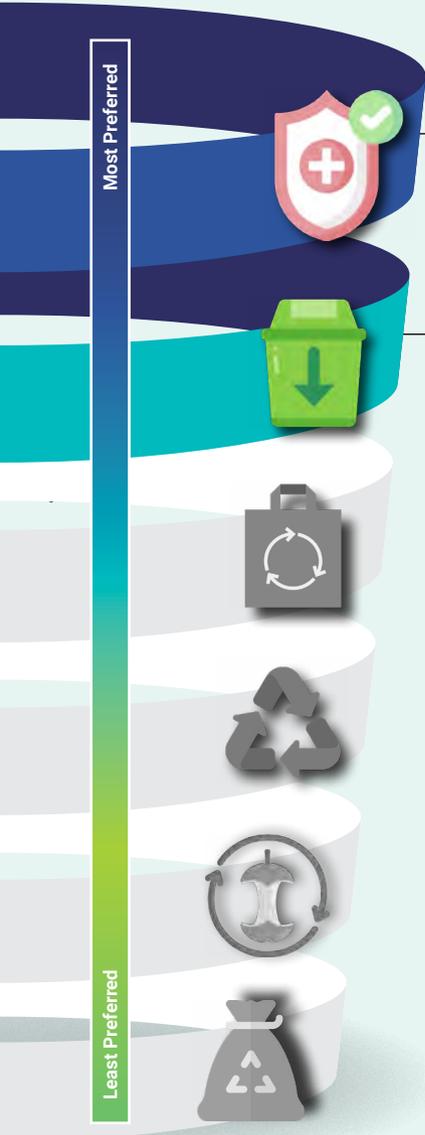
- **Sunway VCP** - Water use intensity increased by **55%** from 2015
- **Spun Pile** - Water use intensity decreased by **19%** from 2019

¹ Managed Assets comprise assets from the Office, Retail, Hospitality, Education, Healthcare, Leisure and Student Residence divisions.
² The data for water use intensity for seven years has been restated to include overall water sources.
³ Industrial Sites comprise sites from the Building Materials and Quarry divisions.



TRANSFORMING OUR PORTFOLIOS TO LOW-CARBON SUSTAINABLE CITIES

MANAGING OUR ENVIRONMENTAL IMPACTS



MANAGING OUR WASTE GENERATION

Efficient waste management continues to be a key area in our environmental management. We strongly believe in waste prevention where possible, as we strive to reduce our waste to landfills from across our operations. We remain guided by a waste management hierarchy and we comply with the Solid Waste and Public Cleansing Management Act 2007, allowing us to manage waste based on the potential benefits.

RAISING AWARENESS



World Cleanup Day

On 15 September 2021, employees from Sunway City Kuala Lumpur Hotels took part in the annual World Cleanup Day in the city, whereby 33 volunteers spent an hour cleaning targeted areas around the hotels. They collected 54 kg of rubbish and 36 kg of recyclables.



World Food Day – Let's Plant!

In October 2021, Sunway City Kuala Lumpur Hotels introduced hydroponic techniques to 43 employees to create awareness on food security, lesser waste generation and the importance of water. A total of 12 types of vegetables were harvested through this initiative.

PREVENTION

We prioritise waste prevention whenever possible in all our operations. Our aim is to optimise our resources and share our knowledge with the local communities in which we operate to reduce waste generation and GHG emissions. To educate members of the public, we regularly organise awareness campaigns or engage with the general public in projects that advocate waste prevention. Our digitalisation efforts, as detailed under [Goal 2: Advocating a Responsible Value Chain](#), also contribute to the prevention of paper waste.

REDUCTION

We strive to reduce our waste generation through various waste reduction initiatives. At Sunway Malls, Sunway Lagoon Theme Park and Sunway Pyramid Shopping Mall, the use of biodegradable plastics, metal straws and bamboo utensils is encouraged, while their staff are urged to bring their own containers to purchase food and drinks. Notices are also placed in toilets to remind users to conserve water and paper towels and educate shoppers and tenants on resource conservation.

Across our construction sites, we strive to reduce waste by applying sustainability practices such as streamlining our construction operations and leveraging technology like 7D Virtual Design Construction (VDC) and the System Framework and Industrialised Building System (IBS). This has allowed us to improve our operational efficiency by reducing waste and saving construction costs and time by using the IBS, while VDC identifies issues and gaps during the pre-construction stage, allowing us to adjust material types and layouts for real-time cost analysis.



Sunway Hotels provide toiletries in refillable bottles instead of individual disposable plastic bottles, saving 500,000 pieces of single-use plastic bottles across Sunway City Kuala Lumpur Hotels.



Sunway Resort chefs reduced food wastage by making tarts with leftover canned pineapples that were nearing their best before date. The tarts were sold to the NGO What-A-Waste at cost price, which then sold them at a higher price to contribute to the B40 community. The chefs made 21 tarts.



TRANSFORMING OUR PORTFOLIOS TO LOW-CARBON SUSTAINABLE CITIES MANAGING OUR ENVIRONMENTAL IMPACTS

REUSE

Our business divisions try to reduce waste by reusing their materials and resources whenever possible. For instance, our offices reuse their festive season decorative items while Sunway Malls exchange decorative items with each other. At Sunway Medical Centre, the hospital turns old bedsheets into pillowcases. All our business divisions also collect old fabric to contribute to NGO Kloth Cares, which donates and resells garments that are in good condition. Our trading and manufacturing division reuses paper and wooden pallets for packing materials while our construction sites recycle hydraulic oil from machinery.



During Sunway Resort's refurbishment, the hotel donated usable furniture to other business divisions and charitable organisations. Items that were not usable were segregated and recycled.

RECYCLING

Recycling is practised within all our premises, where recyclable items such as paper, cardboard boxes, plastic, bottles and cans are collected by recycling vendors. We always advocate the segregation of waste among our retail and office tenants, as well as shoppers, by providing waste segregation bins. At Sunway Pyramid Shopping Mall and Sunway Carnival Shopping Mall, a Recycling Buy-Back Centre is also provided for shoppers and tenants to drop off their recyclables. Our hotels, malls and offices continue to recycle old soap bars for prisoners and charitable organisations, as well as collect paper and e-waste.

RECYCLING EFFORTS



Paper
Amount collected
291,305 KG



e-Waste
Amount collected
11,110 KG



Metal
Amount collected
124,037 KG



Plastic
Amount collected
10,560 KG



Fabric
Amount collected
19,049 KG



Soapful soap bars
Amount repurposed
106 KG

RECOVERY

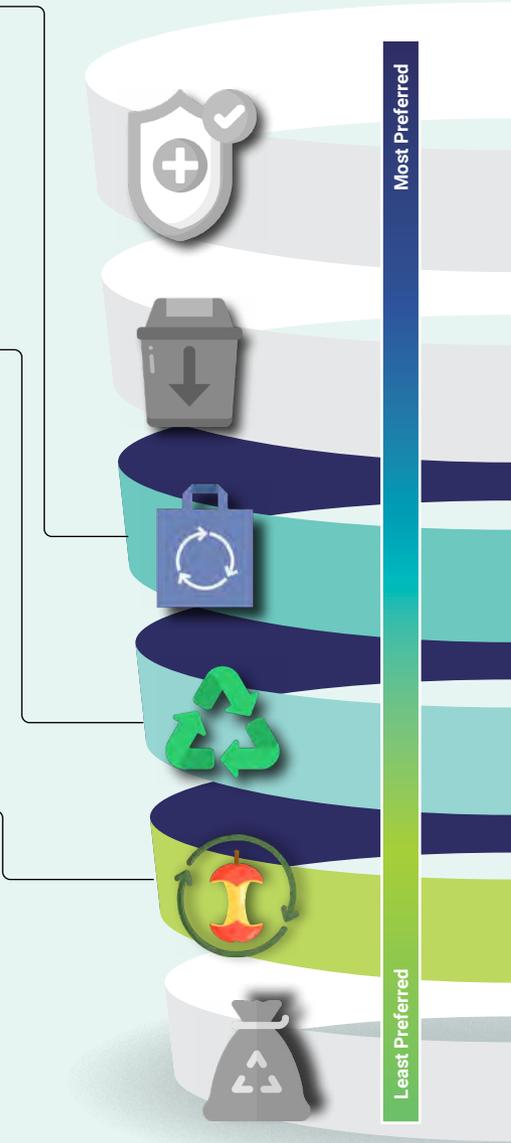
When it comes to waste that is not recyclable or reusable, we apply the recovery method and turn it into something useful. Recovery means using waste to create valuable products. Six of our hotels have been selling used cooking oil to waste energy company, FatHopes Energy, which processes the oil into biodiesel. Meanwhile, Sunway Pyramid Shopping Mall and Sunway Resort each invested in a food composting machine, which is capable of breaking down all sorts of food waste, including bones, to produce compost. The compost is shared with the local communities and sold to a local landscaping company.



FOOD WASTE COLLECTED
35,904 KG



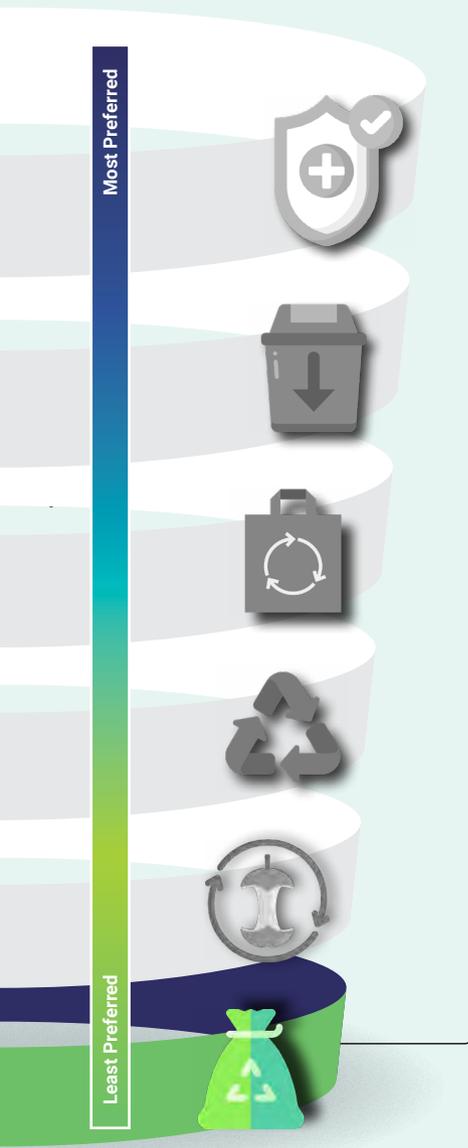
COMPOST PRODUCED
5,813 KG





TRANSFORMING OUR PORTFOLIOS TO LOW-CARBON SUSTAINABLE CITIES

MANAGING OUR ENVIRONMENTAL IMPACTS

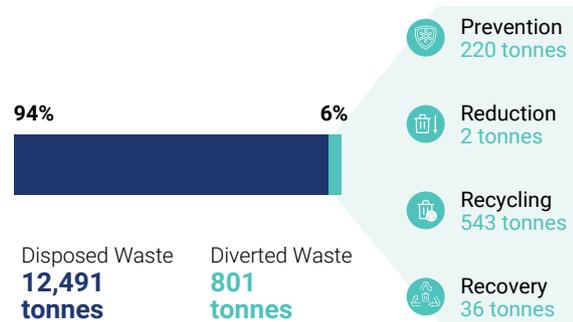


DISPOSAL

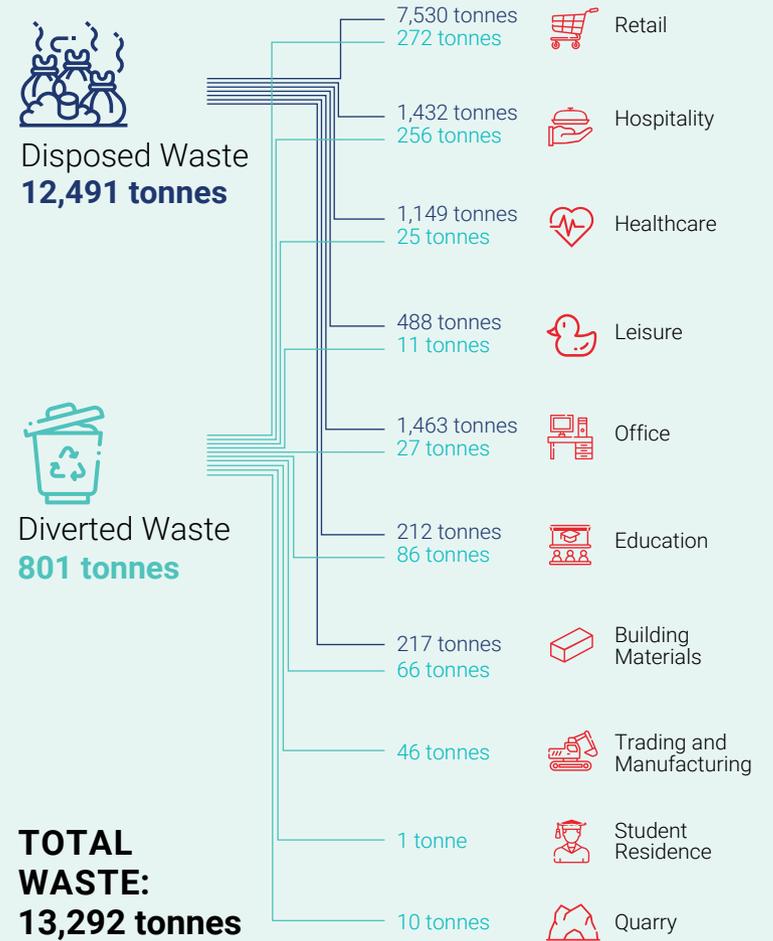
We dispose of all waste that is not recyclable or reusable in compliance with local laws and regulations. This means segregating scheduled waste, including clinical waste, from general waste. We ensure that our hazardous waste is managed by appointed and licensed vendors, who dispose of the waste in places designated by the regulators.

In 2021, we diverted 6% of waste from landfills, which was 2% higher than 2020. Based on our environmental performance indicator, our percentage of diverted waste increased from 3% to 4% from 2017 to 2019, reflecting the Group's commitment to preventing and reducing waste. This includes implementing initiatives on waste prevention, reduction, recycling and recovery. Going forward, we will continue to employ the waste management hierarchy to divert more waste from landfills.

GENERAL WASTE VS DIVERTED WASTE (TONNES, %) IN 2021



TOTAL WASTE GENERATED BY BUSINESS DIVISION (TONNES) IN 2021



Scheduled waste*
693 tonnes

* Scheduled waste includes hazardous waste, clinical waste, chemical substances, etc.

GOAL

2

CAPITAL

-  Social & Relationship
-  Natural

MATERIAL ISSUES

- Resource Management (Supply Chain & Materials)

ACTIVITIES

- Sustainable Procurement Policy
- Sustainable Purchasing of Goods
- Digitalisation of Internal and External Processes

VALUE CREATED

- Green and Responsible Procurement
- Enhanced Workflow Efficiency
- Customer Satisfaction

ADVOCATING A RESPONSIBLE VALUE CHAIN

A sustainable supply chain is integral to our journey of value creation. Sunway is committed to advocating sustainable procurement practices by instilling ESG awareness among its suppliers and vendors to safeguard a responsible value chain. The Group also embeds digitalisation in its supply chain to ensure smooth and efficient daily operations.



Transformation 6: Digital Revolution for Sustainable Development



ADVOCATING A RESPONSIBLE VALUE CHAIN EMBEDDING SUSTAINABILITY IN OUR SUPPLY CHAIN

GRI 204-1, 301-1, 301-2, 301-3, 308-1, 308-2, 407-1, 408-1, 414-1, 414-2

SUPPLY CHAIN MANAGEMENT

As one of the leading conglomerates in Malaysia, Sunway plays a vital role in supporting and reviving local businesses as the local economy recovers from the pandemic. By including local Small and Medium-sized Enterprises (SMEs) in our value chain, we are helping them to stay resilient while contributing to our economic development. Our support for local businesses goes beyond granting projects and purchasing materials, as we strive to promote sustainability practices among our vendors and suppliers in our journey of building a sustainable future.

In 2021, 95% of our procurement budget was spent on local suppliers within our significant locations of operations, which included all Sunway business divisions' operations in Malaysia.

We uphold good business ethics when engaging with our suppliers by offering them equal access to opportunities. To ensure our selected suppliers are credible and reliable, a tendering and bidding process is conducted prior to any purchases. The screening process, which is done both online and offline, is governed by clear and transparent procurement policies and practices.

We are committed to responsible procurement by working with partners who uphold the same high sustainability standards we subscribe to in the areas of ethical conduct, human rights, workplace standards and environmental management.

In 2020, Sunway Berhad established a Sustainable Procurement Policy to develop a best practice approach to sustainable procurement. Beginning in 2021, all suppliers who have completed the supplier registration form are required to declare their current ESG practices via the Supplier Environmental and Social Risk Assessment forms. The information provided will be recorded and kept by all business divisions.

We introduced sustainable procurement best practices to our employees and suppliers. Our suppliers are able to refer to the Sustainable Procurement Policy as a guideline to benchmark their ESG practices against industry best practices. All Sunway suppliers must comply with all relevant laws, regulations and standards, and any supplier found to have violated the law will be removed from our supply chain.

<https://www.sunway.com.my/wp-content/uploads/2021/11/Sunway-Sustainable-Procurement-Policy.pdf>

100%

- of new suppliers completed the supplier environmental and social risk assessment starting in July 2021.
- of new suppliers did not have negative environmental and social impacts on the supply chain and no action needed to be taken.
- of new suppliers, to our knowledge, were not identified as committing any non-compliances in the areas assessed, such as freedom of association and collective bargaining, child labour or forced or compulsory labour.

Note: New suppliers refers to suppliers who completed the Sunway Registration Form and Supplier Risk Assessment starting in 2021.

Sustainable Purchasing of Goods



We purchase products with eco-labels such as PEFC and FSC-certified products



49%

reduction in paper purchased since 2017

74%

reduction in single-use plastic bottles purchased since 2017

7,131 tonnes of CO₂e emissions avoided

by practising sustainable purchasing of goods from 2015-2021

SUPPLIER CODE OF CONDUCT

Sunway's suppliers are expected to comply with all applicable laws, codes or regulations of the countries, states and localities in which they operate, including laws and regulations relating to environmental, occupational health and safety and labour practices. This ensures that Sunway is protected against breaches involving child labour, discrimination, health and safety, working conditions, working hours, compensation, right to association and fair employment.

Suppliers must also ensure that their own vendors, including temporary labour agencies, are in compliance with such laws and regulations. They must also align their practices with any published standards for their industry.

Besides upholding the highest standards of ethical behaviour, suppliers must also comply with:

- Fair trade practices
- Laws against bribery, kickbacks and fraud
- Sunway's policies and procedures (including conflicts of interests, procurement relationships and the Code of Conduct & Business Ethics)
- Intellectual property rights
- All applicable labour and employment laws, ordinances, by-laws, rules, regulations or orders
- Stipulations on how information is managed, monitored and reviewed.



ADVOCATING A RESPONSIBLE VALUE CHAIN EMBEDDING SUSTAINABILITY IN OUR SUPPLY CHAIN



Top Materials Used by Property Development Division for Construction in 2021:

1. Reinforced Bars - **186,800** MT
2. Concrete - **165,300** MT
3. Piling - **3,663** units



Top Materials Used by Building Materials Division in 2021:

1. Quarry dust - **51,095** tonnes
2. Coarse sand - **46,226** tonnes
3. Aggregates - **40,567** tonnes



Top Materials Used by Quarry Division in 2021:

1. Light fuel oil - **13,190** m³
2. Diesel - **6,526** m³
3. Aggregates - **2,985,063** MT

SUSTAINABLE CONSTRUCTION MATERIALS

One of the most significant parts of our sustainability journey is making sure we use sustainable construction materials in our developments to better manage our environmental footprint. This includes:

- Using materials such as Autoclaved Aerated Concrete, which is a lightweight, precast, foam concrete building material that contributes to a reduction of at least 30% in industrial waste, 50% in greenhouse gas emissions and more than 60% in integrated energy on the surface of bricks.
- Using products with low volatile organic compounds to minimise the release of dangerous gases and solids from paints and lacquers, paint strippers, cleaning supplies, pesticides, building materials and furnishing and craft materials, including adhesives and permanent markers.

We are committed to sustainable development, and our building materials division has innovated a range of eco-label products that comply with eco-label and green label requirements including SIRIM ECO 023 : 2016 and SIRIM ECO 033 : 2019. Our building materials products also comply with standards such as MS1380, MS1314 and MS1601. Our manufacturing facilities are ISO-accredited in the Quality Management System and Environment Management System. Our innovative eco-friendly products include:

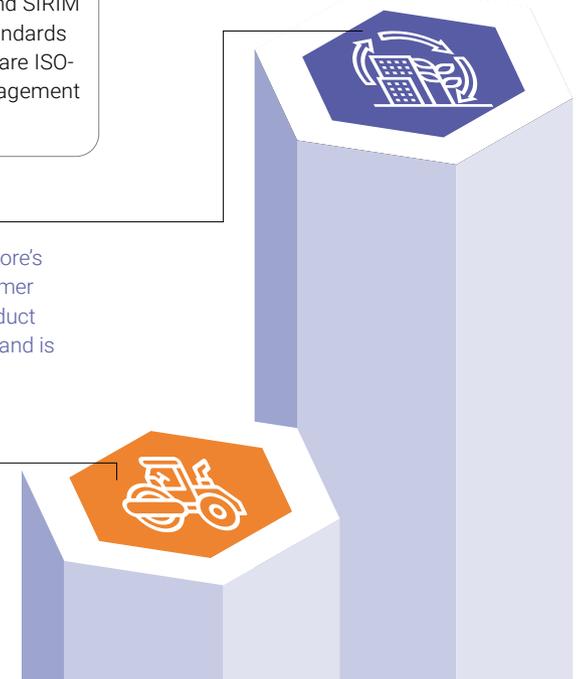
Environmental Pavers

A sustainably sourced product by Sunway, which has Singapore's Green Label, a certificate that endorses industrial and consumer products with less negative environmental impacts. The product is listed on Malaysia's MyHIJAU green-certified products list and is currently used in Sunway City Kuala Lumpur.

NeuPave¹

Innovative pavers that are water-permeable and reduce the likelihood of flooding and ponding.

¹ <https://www.sunway.com.my/stories/laying-the-groundwork-for-sustainability>





ADVOCATING A RESPONSIBLE VALUE CHAIN DIGITALISING OUR VALUE CHAIN

GRI 2-6

Digitalisation serves as an enabler in Sunway and is embedded in the upstream and downstream processes of our supply chain. It also guides our data management for workflow purposes and business applications, enabling smooth daily operations. With the utilisation of digital spaces, we are able to reduce our paper usage, which then reduces wastage and environmental pollution.



CYBERSECURITY

MULTICLOUD INFRASTRUCTURE

SUPPLIERS



E-Procurement:

Sunway established an e-procurement system in 2016 that enables all procurement approvals and documents, ranging from purchase requisitions (PR) to purchase orders (PO) and goods received, to be processed electronically. The system also has e-catalogues for Sunway users to purchase items and allows for pre-negotiated pricing, which reduces the time needed for users to source for frequently purchased items and enables business divisions to share the benefits of volume purchases.

E-Invoicing:

Transforms the manual process of supplier invoice handling into an automated and paperless Account Payable (AP) process solution to integrate with Sunway's ERP systems.

E-Applications:

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

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



OPERATIONS



Collaboration Tools

The implementation of Office 365 has enabled Sunway employees to work collaboratively and virtually. There was minimal workflow disruption during the early stages of the COVID-19 pandemic as the system was already in place and employees were familiar with navigating through the Office 365 collaboration tools. Tools such as Microsoft Teams, SharePoint and Outlook help Sunway employees to stay connected, enhance productivity and innovate. Additionally, the utilisation of such digital spaces reduces the need for printing, thus cutting down on wastage and environmental pollution.

Sunway XFarms

An urban agricultural initiative that uses soil-less smart farming systems to grow fresh produce that is pesticide-free. The fresh produce is packed in sustainable packaging and grown in decentralised urban farms equipped with smart Internet of Things (IoT) and proprietary precision farming technologies. XFarms' mission is to scale and operate sustainable farms that are close to consumers to reduce carbon footprint, food wastage and loss of nutrition due to complex food logistics.

Every year, **1.6 MIL** sheets of paper are saved in our Trading & Manufacturing division by producing Business Intelligence (BI) reports as an alternative to printed paper.

In 2021:

449,184
food miles

saved (equivalent to
722,891 km)

>7,000
plastics

prevented

>5,000 KG
vegetables

grown without pesticides

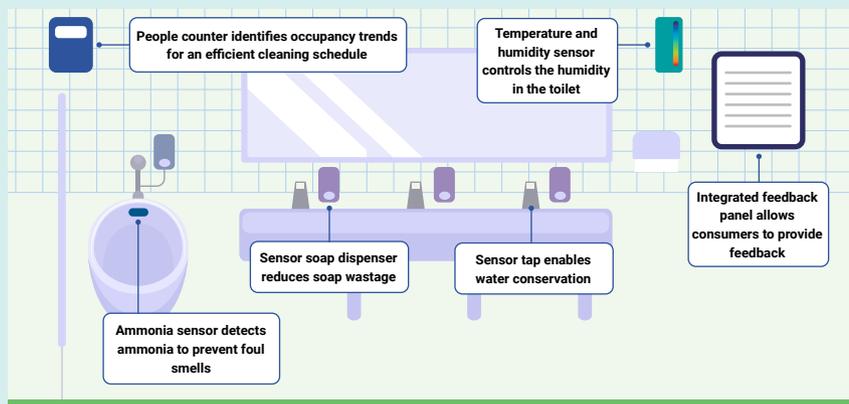


ADVOCATING A RESPONSIBLE VALUE CHAIN DIGITALISING OUR VALUE CHAIN

Internet of Toilet (IoT)

Developed with the IoT system to improve users' comfort and convenience, the system reduces downtime by notifying cleaners about issues requiring urgent attention (e.g. faulty equipment, cleanliness and materials replenishment).

<https://www.youtube.com/watch?v=9zv9LMWqKYA>



Sunway Smart Parking System

Since the launch of the Sunway Smart Parking System in 2019, the printing of 8.58 million parking tickets has been avoided, which is equivalent to avoiding 686 kg of paper.



Customers are provided with various digital payment options to pay their parking tickets. These include mobile payment, the Pals For Life app, Touch 'N Go card or cash/card payment at Licence Plate Recognition (LPR) auto pay stations.

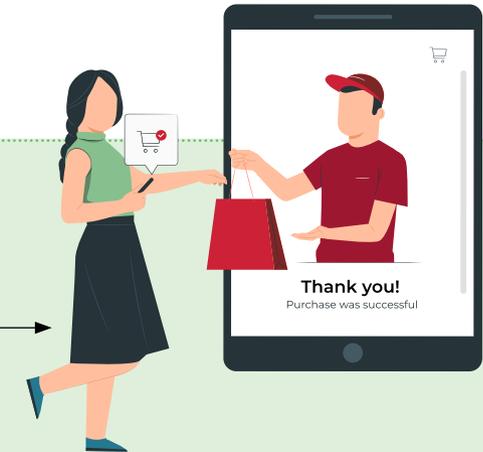
CUSTOMERS

Digitalisation enables us to better meet customer needs and provide customer satisfaction through seamless processes and convenient access to services.



Launched in October 2021, Sunway eMall is an amalgamation of seven malls that serves as a compact and comprehensive digital platform. It allows customers to enjoy seamless online shopping at all the malls and consolidate their shopping in a single delivery transaction. Other services include choice of delivery or in-store pickup and Sunway Pals integration.

<https://www.sunwayemall.com/>



Sunway Medical Centre Velocity

Launched an e-Commerce platform to promote health screening packages. This platform was very well received with close to 2,000 packages sold since the launch in July 2021 (amounting to nearly RM900k).

Sunway Property Virtual Viewing

Sunway Property's virtual showrooms started in March 2020 to allow prospective buyers and customers to view units through virtual tours (3D modelling), which include aerial views of the project sites, 360° views of the development and virtual tours of the facilities. This enables our salespersons and agents to better engage with customers and improve their online presentation during videoconferencing when promoting projects to buyers from overseas or other states. Among our latest projects with virtual viewing are Sunway Velocity TWO and Sunway Belfield.



<https://sunwayvelocitytwo.com/virtualltour/>

GOAL

3

CAPITAL

-  Social & Relationship
-  Human

MATERIAL ISSUES

- Labour Standards & Practices
- Diversity & Inclusion
- Human Capital Development
- Employee Health & Safety

ACTIVITIES

- Employee Well-being Programmes
- Family-friendly Policies
- Employee Learning and Development Programmes
- Workplace Safety Risk Identification and Assessment

VALUE CREATED

- Diverse and Talented Workforce
- High-performing Workforce
- Safe and Conducive Working Environment

DEVELOPING A SAFE, EQUAL AND DIGNIFIED WORKFORCE

Sunway's commitment to respecting human rights and safeguarding the safety, development and well-being of its people transcends the boundaries of age, race and gender as the Group strives to shape an inclusive workforce.



Transformation 1: Education, Gender and Inequality
Transformation 2: Health, Well-being, and Demography



DEVELOPING A SAFE, EQUAL AND DIGNIFIED WORKFORCE CHAMPIONING HUMAN RIGHTS

GRI 2-16, 2-23, 2-25, 2-26, 2-30, 402-1, 407-1, 408-1, 409-1, 410-1, 411-1

At Sunway, we are committed to providing a safe, equal and engaging work environment to shape a dynamic and high-performance workforce. We are invested in the well-being and development of our people as we seek to develop a resilient workforce that will contribute to the sustainable growth of our organisation and the community.

OUR COMMITMENT AND VALUES

In all that we do, we strive to protect the rights of our people, vendors and the communities in which we operate. In recent years, we have implemented appropriate and strategic measures to further uphold human rights across our operations. For instance, human rights, forced labour and child labour are part of the social risk assessment for all our new vendors. We will continue to uphold our commitment to human rights conventions, as reflected in our Human Rights Policy as well as our Supplier Code of Conduct.

 We have been a signatory of the UN Global Compact (UNGC) Principles since 2012.

We are committed to respecting human rights as outlined in the UN Guiding Principles on Business and Human Rights and the UNGC Principles. 

 We recognise the International Labour Organisation's (ILO) eight fundamental Conventions concerning:

- Freedom of association and the right to collective bargaining
- The elimination of forced labour, child labour and discrimination in the workplace.

We have zero tolerance for child labour and forced labour, and we comply with child labour laws in every country we operate in. 

 We expect all employees to adhere to the Group's Code of Conduct and Business Ethics Policy. Employees are required to acknowledge that they have read, understood and will abide by the policy through submission of the Annual Staff Declaration Form.

SUNWAY BERHAD HUMAN RIGHTS POLICY

In 2021, we established a new Group Human Rights Policy, which sets out our commitments to human rights, the implementation of the policy, our responsibilities in respecting human rights and the procedures for reporting grievances.



Developed based on the Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights, the policy underlines our commitments to:

- Providing Equal Opportunities
- Respecting Freedom of Association
- Eradicating Any Form of Harassment or Abuse
- Enhancing Health and Safety
- Eradicating Forced/Compulsory Labour
- Protecting the Rights of Children.

<https://www.sunway.com.my/wp-content/uploads/2021/12/Sunway-Human-Rights-Policy.pdf>

In 2021, 9% of our security personnel underwent human rights training, which included customer service, law and authority and domestic injuries.

GRIEVANCE MECHANISM

We have in place a whistleblowing hotline that provides a confidential and anonymous mechanism for employees and external stakeholders to raise grievances regarding suspected inappropriate behaviour or misconduct relating to fraud, corrupt practices and/or abuse involving the Group's resources, thus ensuring whistleblowers protection against any form of reprisal. Employees and external stakeholders can file their complaints through the Head of the Internal Audit Department or via whistleblowing@sunway.com.my

In 2021, we received two reports through our whistleblowing channel. However, these were not significant cases and did not need to be escalated to the Board.

We reported zero incidents of violations involving the rights of indigenous people in the year under review.

FREEDOM OF ASSOCIATION

Sunway complies with the Employment Act 1955 and all other relevant labour laws of Malaysia. We respect freedom of association, whereby our employees are free to join a trade union of their choice as long as they abide by local laws and the rules of the trade union. Where the rights to freedom of association and collective bargaining are restricted under the law, Sunway will allow its workers to choose their representatives freely.

We ensure that the Group's representatives meet with the respective unions of our workers every three years to review and update their collective agreements. The notice period and provision for consultation and negotiation is three months. For operational changes that affect employees, decisions are made on a case-by-case basis.

In 2021, four of our companies were covered by collective bargaining agreements.

Company	Names of Union	% of Employees Covered
Sunway VCP Sdn Bhd	Non-Metallic Mineral Products Manufacturing Employees' Union	38%
Sunway Lagoon Club Berhad	Club Employees Union Peninsular Malaysia	88%
Sunway Biz Hotel Sdn Bhd	National Union of Hotels, Bar & Restaurant Workers Peninsular Malaysia	80%
Sunway Hotel (Seberang Jaya) Sdn Bhd	Restaurant Workers Peninsular Malaysia	86%



DEVELOPING A SAFE, EQUAL AND DIGNIFIED WORKFORCE PRIORITISING EMPLOYEE WELL-BEING

GRI 401-2

As our most precious asset, the well-being of our employees is vital for the sustainable growth of the Group. In 2021, we continued to engage with employees through virtual Town Halls and Dialogue Sessions to address any issues amid disruptions from the COVID-19 health crisis. We also rolled out various measures to navigate challenges from the prolonged pandemic, including allowing working-from-home arrangements to keep our employees safe and healthy, physically and mentally.

During the pandemic, one of our major concerns was the health and well-being of our employees. To ensure our employees stayed healthy physically and mentally, we implemented several programmes for the health and well-being of our employees to help them cope with mental stress and lower their risk of exposure to the virus during lockdown periods. These included the provision of non-occupational medical and healthcare services to workers to address major non-work-related health risks.

Our Human Resources (HR) team plays a major role in organising and facilitating various services and programmes to raise awareness and address issues that cover mental health and well-being. We encourage employees to participate in the programmes by communicating the services and programmes through email blasts and the HR portal.



Sunway Virtual Challenge

In 2021, 1,533 employees took part in this challenge, which required participants to record 125,000 steps in 28 days. The participants logged a total of 193,229,100 steps, equivalent to travelling around the world 10 times.

- Aimed at helping our employees stay active and fit during the pandemic.
- Encouraged employees to track their steps within a set time frame.
- Employees who hit their targets were given rewards.

Employee Assistance Programme (EAP)

The Employee Assistance Programme (EAP) is an initiative that helps employees who need mental health support to manage stress, health issues and family/ financial or other personal problems.

- Provides a 24/7 hotline that ensures the confidentiality of employees.
- Provides professional help from qualified clinical psychologists, health psychologists and counsellors from The Mind. All the clinicians are registered with either the Counselling Board of Malaysia or the Malaysian Society of Clinical Psychologists.
- Employees who have been identified will be given further therapy and counselling sessions.

Health Talks

- Aimed at increasing awareness on prevention, diagnosis and treatment of illnesses.
- Covered topics on both physical and mental health, including the risks and benefits of vaccination, neuroscience, hepatitis, coronary heart disease and osteoarthritis, among others.



Flexible Work Arrangement

- Aimed at supporting working mothers with family obligations.
- Allows working mothers to opt for different working hours as long as they fulfil the working hours stipulated in their employment letters.

Agensi Kaunseling & Pengurusan Kredit (AKPK) Financial Education Talks

- Aimed at increasing the financial literacy of employees and improving their financial wellness.
- Covered topics such as cash flow management, budgeting expenditure, taking and managing loans, investments, retirement and safeguarding the future.
- In 2021, we organised eight sessions of AKPK talks, which were attended by 720 employees.

Supporting Employees during the Pandemic

- Since the start of the pandemic, the Group has assisted employees who were financially impacted. This included contributing RM800 to each non-executive employee.
- Employees who tested positive for COVID-19 or who had to quarantine were supplied with groceries.
- Sanitisation teams were mobilised to sanitise the residential units of employees with COVID-19.



DEVELOPING A SAFE, EQUAL AND DIGNIFIED WORKFORCE PRIORITISING EMPLOYEE WELL-BEING



EMPLOYEE BENEFITS

As a conglomerate, we continuously strive to be the preferred employer by compensating our employees with competitive benefits beyond regulatory requirements and monthly wages. Among the benefits provided for full-time employees are:

FAMILY-FRIENDLY POLICIES

- Supporting Working Mothers**
 - Our premises offer designated car parks and escort assistance by security officers.
 - Mother's rooms provide convenience to working mothers.
 - Mother's rooms are located at:
 - Menara Sunway
 - Sunway Malls
 - Sunway Medical Centre
 - Sunway University
 - Sunway Hotels.

- Childcare Subsidy**
 - Sunway partially subsidises the tuition fees for R.E.A.L. Kids Sunway and The Parenthood, as well as Sunway Little Sunshine, a childcare centre catering for babies from two months old to three-year-old toddlers, if parents are eligible employees.
 - This subsidy is available for up to two children per family to a maximum of RM200 per month per child.
 - Childcare subsidies of up to RM2,400 are tax-exempted.

- Leave**
 - Annual Leave
 - Emergency Leave
 - No Pay Leave
 - Medical and Hospitalisation Leave
 - Examination cum Study Leave
 - Maternity Leave
 - Extended Maternity Leave
 - Prolonged Illness Leave
 - Special Leave (e.g. Compassionate Leave, Marriage Leave, Paternity Leave, Childcare and/or Parent Care Leave, etc.)

WORK + LIFE INTEGRATION

- Kelab Sosial Sunway (KSS)**
 - A social club for Sunway employees that organises various activities such as:
 - Blood donation drives
 - CSR activities
 - Donation drives
 - Sports and recreational activities
 - Working with business divisions to obtain discounted prices and special packages for KSS members.

- Employee Health Screening**
 - Employee health screenings are available at the Group function level as well as in selected business divisions.

- Confirmed executives of Sunway Group with a minimum of six months of service may undergo the Health Screening Programme as follows:
 - Below 40 years of age: Once every two years
 - 40 years of age and above: Once a year.

The Health Screening Programme is also extended to all confirmed non-executives of Sunway Group with a minimum of six months of service and is only provided to confirmed non-executives aged 40 years and above. They may undergo the Health Screening Programme once a year and will be eligible to apply for a subsequent health screening one year from the date of their last health screening.

- Staff Discounts**
 - We act as a co-investor in our integrated communities and we manage our assets within them.
 - As part of our long-term co-investor proposition, we encourage Sunway employees to be part of the communities they serve and live, learn, play and be healthy alongside our communities.
 - Live: Discounts on property purchases.
 - Learn: Tuition fee discounts from our participating institutions.
 - Play: Discounts on theme park tickets, hotel room rates and food & beverage.
 - Health: Discounts on healthcare services.



DEVELOPING A SAFE, EQUAL AND DIGNIFIED WORKFORCE SHAPING FUTURE LEADERS

GRI 404-1, 404-2, 404-3

LEARNING AND DEVELOPMENT

Ensuring the continuous learning and development of our employees is critical to the growth of our business. By providing our employees with opportunities to upskill and upgrade their knowledge, they will be equipped with the latest industry knowledge and stay relevant, allowing a pipeline of future-proof talents who are competitive, dynamic and progressive.

Due to the continued disruptions from the pandemic, the majority of our learning and development was focused on soft skills, technical and functional training. We also expanded our learning programmes to include more digital skills programmes. With the advent of remote working and learning, more employees chose to participate in online learning this year compared to the previous year.

CORE LEADERSHIP PROGRAMMES

We continued to offer leadership programmes that are aligned with our Sunway Leadership Competencies. The objective of the programmes is to develop more agility and resilience in our employees' leadership skills, enabling them to lead our organisation and our people, especially during challenging times. In 2021, our employees participated in the following Core Leadership Programmes:

- 1 **The 7 Habits of Highly Effective People**
- 2 **Situational Leadership® II**
- 3 **First-Time Manager**

LEADER SPEAKER SERIES

As part of our knowledge-sharing initiatives, we organised the year-long Leader Speaker Series 2021 for our business leaders to share their challenges and experiences in navigating the pandemic crisis, as well as the strategies for recovery and bouncing back. The speakers included our President, leaders from the various business divisions and professors from Sunway Education Group, who shared economic forecasts to guide our business planning.

INTRODUCTION TO ESG

In 2021, we started rolling out online sustainability training for our employees by organising an "Introduction to ESG" session for Human Resources personnel from the various business divisions across the Group. This was to ensure the HR personnel were able to train the executives and non-executives within their respective business divisions. Conducted by Group Sustainability, the objective of the programme was to increase awareness on sustainability and ESG among employees. The programme covered various topics, including the 17 UN SDGs, environmental impacts of business activities, the importance of Occupational Health and Safety and Sunway's Code of Conduct and Business Ethics.

TALENT DEVELOPMENT PROGRAMMES

We continued to strengthen our young leaders' pipeline through our Management Associate Programme. In 2021, we adopted a unique approach in recruiting participants for the programme by including both internal and external candidates, enabling recent recruits to accelerate their growth within the organisation. Additionally, our talent identification process has now redefined the talent categories to provide more targeted and focused development interventions, while our mentoring programme continues with senior business leaders guiding our younger talents in the areas of leadership, business acumen and personal growth.

SOFT SKILLS PROGRAMMES

To improve the soft skills of our employees, we deepened our collaboration with Sunway Education Group and the iLabs Foundry to introduce programmes and courses conducted by professors from Sunway educational entities. We started with interpersonal and communication skills through Effective Communicative English and Effective Business Writing before introducing digital programmes that included analytics, digital marketing, data visualisation and Internet of Things (IoT) fundamentals.





DEVELOPING A SAFE, EQUAL AND DIGNIFIED WORKFORCE SHAPING FUTURE LEADERS

FUNCTIONAL AND TECHNICAL TRAINING PROGRAMMES

We conducted several core functional and technical training programmes across the Group to ensure that our employees were kept up to date in their respective areas. Most of the programmes provided were related to standard operating procedures (SOPs) and on-the-job training, including function-specific training for respective industries to enable them to adjust to new guidelines and operations within their functions. The online training programmes also covered key compliance policies, and the participants were assessed on each policy at the end of the training to ensure that they understood and would adhere to all the policies.

Core Functional and Technical Training Programmes	Compulsory Annual Training on Mandatory Policies
<ul style="list-style-type: none"> Standard Operating Procedure (SOP) Safety & Health Training Customer Services Training ISO / Quality Assurance Microsoft Training Functional Specific Training 	<ul style="list-style-type: none"> Anti-Bribery & Corruption Policy Conflict of Interest Policy Code of Conduct and Business Ethics Personal Data Protection Policy Human Rights Policy Sunway E-policy Information Security @ Work



AVERAGE TRAINING HOURS

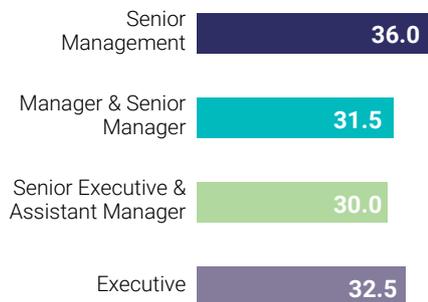
PER EMPLOYEE



BY GENDER



BY EMPLOYEE CATEGORY



TALENT MANAGEMENT

We continuously drive a high-performance culture by nurturing our talent and investing in their professional growth. To retain and attract the best talent, we ensure:

- Our salary structure is reviewed every year, in line with general industry practice
- Our total remuneration remains competitive by benchmarking against market performance from time to time
- Our performance management strategy includes a balance between performance-linked bonuses and increments and competitive benefits.

We monitor and measure our employee performance through Sunway's My Performance Focus Areas, which include conversational sessions between managers and employees and allow employees to give and receive real-time social and collaborative feedback at any point in the year.

The My Performance Focus Areas also help managers understand employees' career aspirations and enable employees to perform regular self-evaluation before they are evaluated by their supervisors, followed by the division heads and CEO.

In 2021, 100% of employees received regular performance career development reviews.



DEVELOPING A SAFE, EQUAL AND DIGNIFIED WORKFORCE INCULCATING THE VALUE OF DIVERSITY

GRI 2-7, 2-8, 2-21, 2-25, 2-26, 202-2, 401-1, 405-1, 406-1

At Sunway, we inculcate the value of diversity by hiring and promoting based on credibility and merit. Our workforce comprises employees from diverse cultures and backgrounds, which enables them to offer unique ideas and insights that will make our organisation more resilient.

We stand guided by the Group's Diversity and Inclusion Policy, which outlines our commitment to creating a culture that respects and values each other's differences. We uphold zero tolerance for any form of discrimination against race, religion, gender, age, disabilities and nationality. We practise equal opportunities and are committed to ensuring our workplace is free from any form of harassment, whether by internal or external parties, as stated in our Code of Conduct and Business Ethics Policy. Any non-compliance can be reported via our whistleblowing channels.

In 2021, there were no cases of discrimination reported.



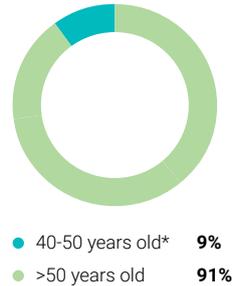
TOTAL NUMBER OF EMPLOYEES IN 2021: **10,889**

BOARD DIVERSITY

Gender



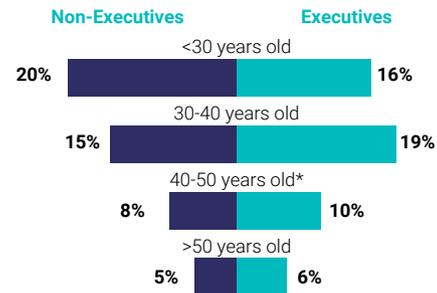
Age Group



EMPLOYEE DIVERSITY (GENDER)

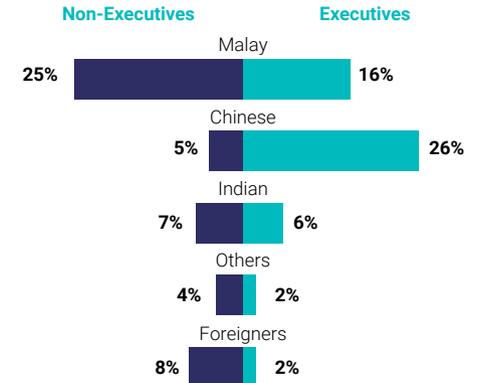


EMPLOYEE DIVERSITY (AGE GROUP)



TOTAL TURNOVER RATE: 16%

EMPLOYEE DIVERSITY (ETHNICITY)



SUPPORTING WOMEN IN LEADERSHIP

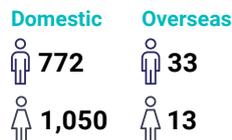
We support women in leadership in the Group and have fulfilled the requirement of 30% female Directors on our Board, as required by the Malaysian Code on Corporate Governance. Additionally, Tan Sri Dr. Jeffrey Cheah is the Founding Chair of Malaysia's 30% Club, which comprises chairpersons and business leaders who are committed to promoting women directors on corporate boards.

Sunway supports local talent and is committed to local employment. Local employment made up 96% of our Senior Management in 2021.

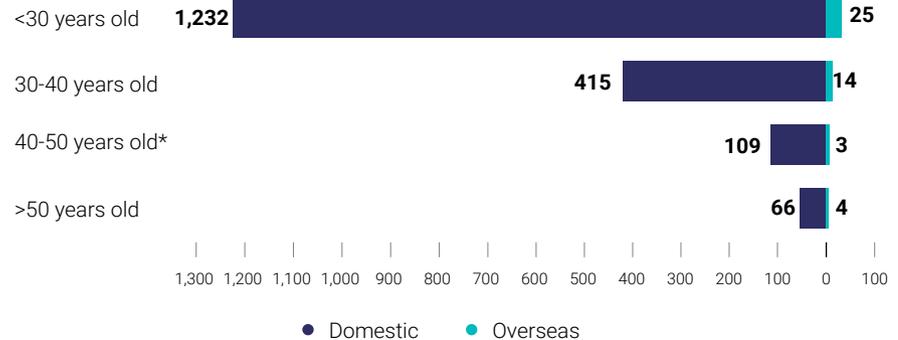
TOTAL CEO COMPENSATION (ANNUAL) TO TOTAL MEDIAN COMPENSATION (ANNUAL)
69:1

Total CEO compensation (annual)
RM3,707,369

TOTAL NUMBER OF NEW EMPLOYEE HIRES BY GENDER AND REGION



TOTAL NUMBER OF NEW EMPLOYEE HIRES BY REGION AND AGE GROUP



Annual mean pay RM81,604	Annual median pay RM53,924	Annual lowest total pay RM16,541	Annual highest total pay RM2,540,427
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* The age category of 40-50 includes employees between the ages of 40.1 and 50.
Note: Sunway's employee data is derived from both local and overseas operations.



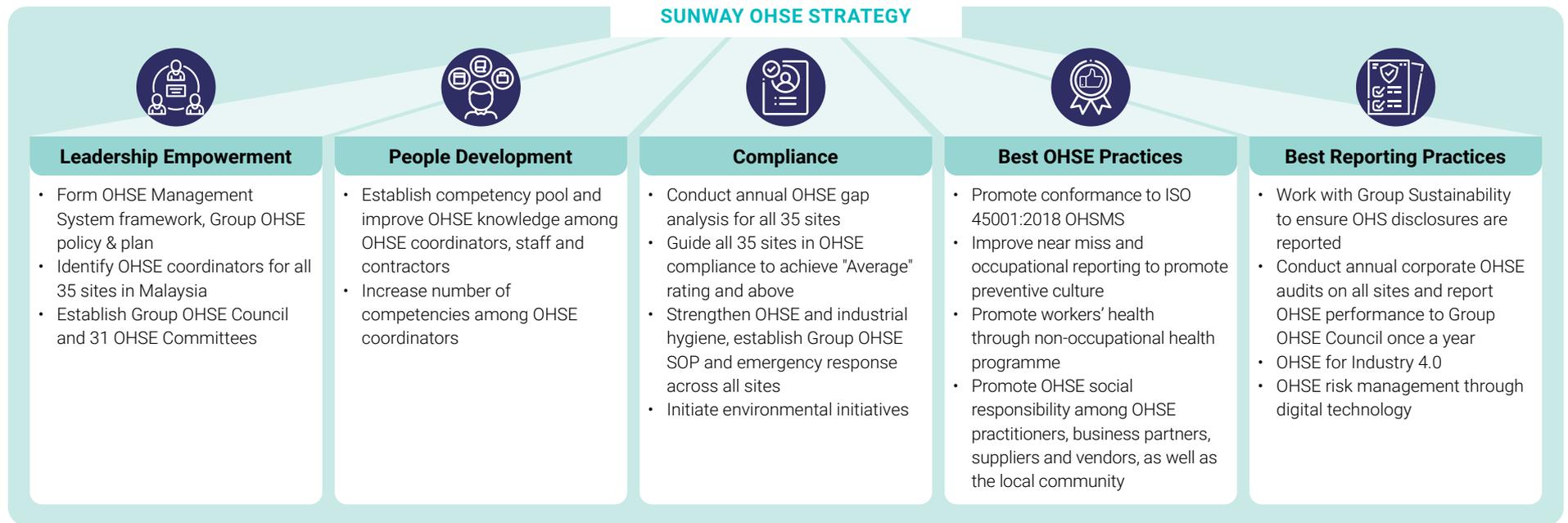
DEVELOPING A SAFE, EQUAL AND DIGNIFIED WORKFORCE SAFEGUARDING THE HEALTH AND SAFETY OF OUR PEOPLE

GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10

SUNWAY'S HEALTH & SAFETY APPROACH

Sunway is committed to the highest health and safety standards to ensure our employees and contractors always make it home safely. Our Group Occupational Health, Safety and Environment (OHSE) Policy defines our commitment and responsibility towards providing a safe and healthy work environment, as well as the responsibility of all our stakeholders to make the right decision when it comes to safety. The policy came into effect in January 2021 and is available on our corporate website.

We aim to comply with best practices across all our sites over the next 10 years and reach level 5 (generative) safety culture. This will be boosted by our five-year strategic OHSE plan from 2021 to 2025, which came into effect this year. This plan was adopted based on the National OHSMP 2021-2025 to ensure that we align with national directives. There are five strategic initiatives with 24 programmes in place.



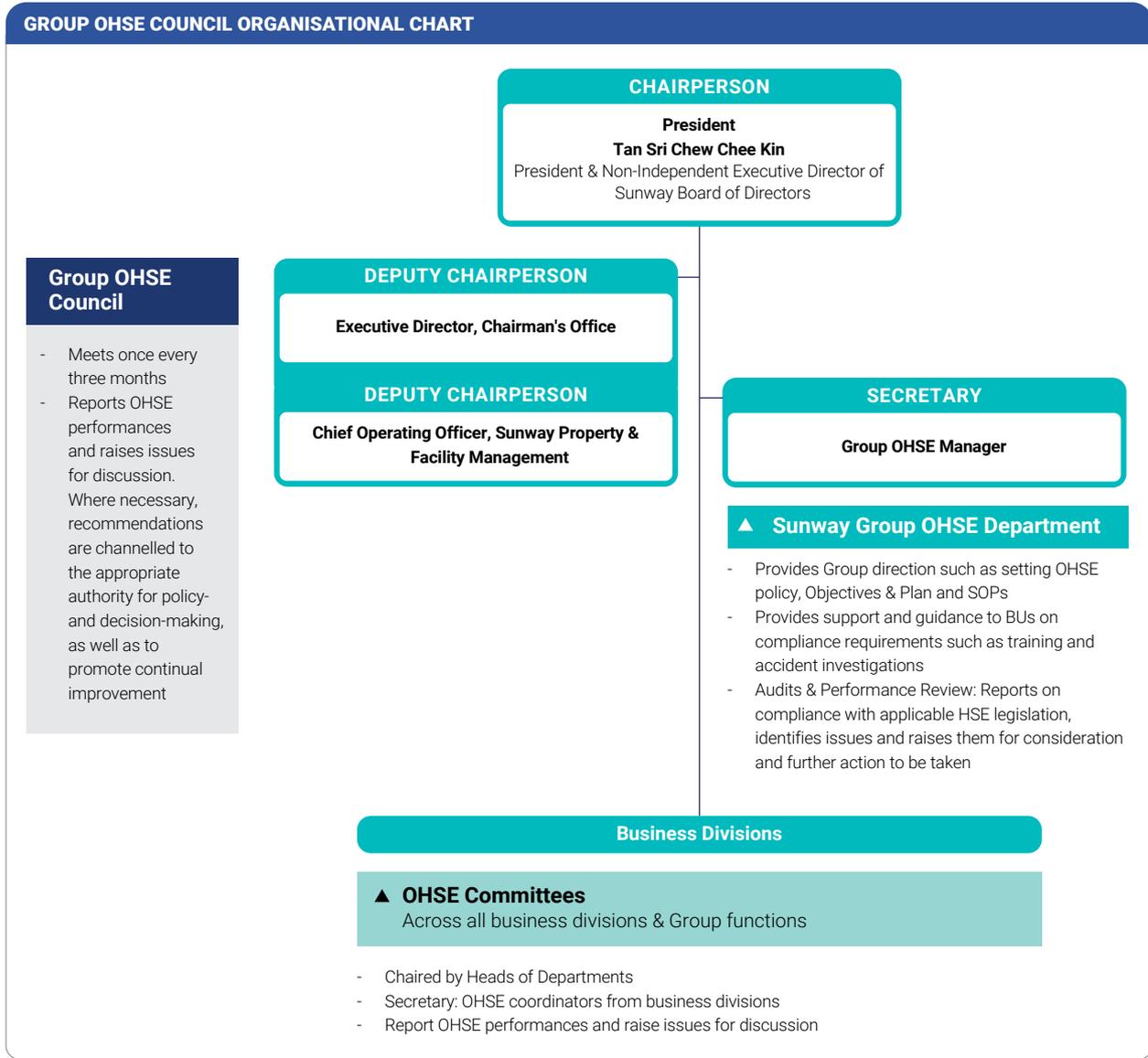
LEADERSHIP EMPOWERMENT FOR OHSE MANAGEMENT

Sunway Berhad has 35 operational sites that require OHSE management. The Board has oversight on the management of Occupational Health and Safety matters in the Group, while our Group OHSE Department is responsible for setting out the Group's OHSE objectives and targets and provides overall support to all the business divisions.

All OHSE matters are discussed at Group level as well as business division level. We have a Group OHSE Council that is chaired by the President and meets every three months. The Chairman of the OHSE Council makes the final decision on any matters raised at Group level and is also part of the Board Sustainability Committee.



DEVELOPING A SAFE, EQUAL AND DIGNIFIED WORKFORCE SAFEGUARDING THE HEALTH AND SAFETY OF OUR PEOPLE



Thirty-one of our 35 operational sites, which are required by the Occupational Health and Safety Regulations 1996 to have OHSE Committees, have already formed their respective committees. Our OHSE Committees meet every quarter and the meeting serves as a platform for employees to participate in the development, implementation and evaluation of our OHSMS. Comprising employer and employee representatives from each department, the committees are chaired by the respective department's senior management. Employees can attend the meetings if they have any relevant issues to raise. The minutes of the meetings are also shared across all business divisions to keep every employee informed and updated on health and safety issues within the Group and the industry.

OHSE TRAINING

Sunway is committed to providing a safe and healthy workplace for its employees. This means ensuring relevant OHSE training for our workers to keep them informed and aware of their roles and responsibilities as well as the risks involved in their daily jobs.

Our OHS Induction training sessions are the foundation of our safety training programme, where employees are made aware of the risks and hazards and the process for reporting any hazards and incidents. They are encouraged to be proactive and report all hazards and incidents, including near misses, to the Management and assist with actions to reduce and eliminate risks.

In 2021, we provided training on over 59 general and specialised safety topics for beginner, intermediate and advanced levels. These training sessions were conducted by trained and competent instructors during paid working hours. The training conducted included topics such as inductions & awareness, occupational safety, occupational health, industrial hygiene, management systems and the environment. The training sessions were held in both English and Malay for the benefit of non-executive employees. In total, 749 Sunway employees were inducted, and 2,443 (33%) employees attended training on various topics.



DEVELOPING A SAFE, EQUAL AND DIGNIFIED WORKFORCE SAFEGUARDING THE HEALTH AND SAFETY OF OUR PEOPLE

We identify the training needs of employees based on their job scope, operational needs and legal requirements. We also assess the need for training based on audit and observation findings, risk assessments, examinations, incidences and surveys. Training effectiveness is evaluated based on the number of accidents during the year, OHSE observation data, pre- and post-training assessments, continuous monitoring and evaluation of workers' competencies after training. Feedback from accreditation audits also helps to highlight any gaps in our training while major drills are conducted at least once a year to assess the OHSE knowledge of our employees.

In 2021, Group OHSE rolled out the "OHSE Competency Pool" to identify OHSE trainers within the Group who can conduct OHSE training for any business division. Through the programme, Group OHSE organises free OHSE training for all business divisions, enabling knowledge-sharing between various divisions and SHOs to claim CEP points. This initiative has benefited our employees, our trainers and Sunway as a whole.

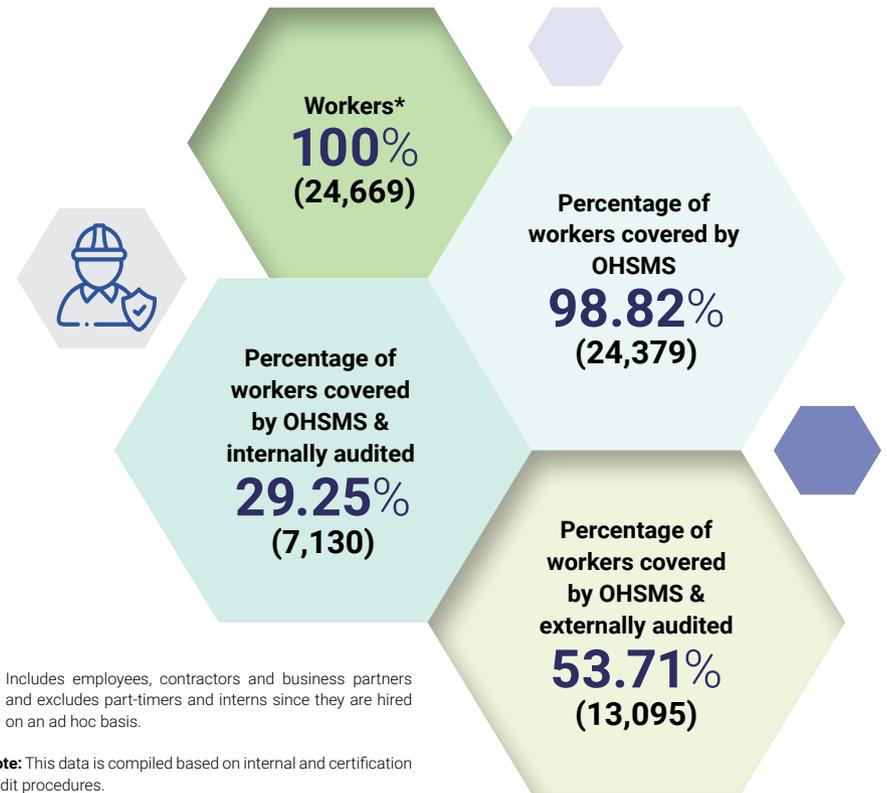
In addition, we provide committee members with training on various OHSE topics to ensure they remain updated on these issues. The topics include indoor air quality, roles and responsibilities of OSH committee members, awareness on safety, health and environment, hazard identification, risk assessment and risk control, as well as legal requirements and regulations.

OHSE COMMITTEE RESPONSIBILITIES

Develop OHSE rules and Safe System of Work 1	Review the effectiveness of OHSE programmes 2	Incident studies, corrective and preventive actions 3
Review OHSE Policy 4	Investigation of any accident 5	Inspection of place of work 6
Corrective and preventive actions (CAPA) on HSE reports 7	Investigation of any complaint 8	Resolution of complaint 9

COMPLIANCE WITH HEALTH, SAFETY AND ENVIRONMENT STANDARDS

Sunway has established an OHS Management System (OHSMS) that covers 98.82% of our workers and complies with relevant regulations such as the Occupational Health and Safety Act (OSHA 1994), Factories and Machineries Act 1967 (FMA 1967) and Environmental Quality Act 1974 (EQA 1974). In addition, one of our sites, Sunway Lagoon, is ISO 45001:2018-certified (covering 2.86% of sites).



* Includes employees, contractors and business partners and excludes part-timers and interns since they are hired on an ad hoc basis.

Note: This data is compiled based on internal and certification audit procedures.

We comply with all relevant laws and regulations as governed by local and international governmental agencies and undertake regular internal and external audits to assess compliance. Internal audits check compliance with the OSHA 1994 and are carried out at all sites by Health and Safety Practitioners. For Sunway Lagoon, this also covers conformance to the ISO 45001:2018. Internal audits are carried out for 29.25% of workers, covering both Sunway employees and other workers including contractors and tenants. Third-party (external) audits are performed by local and international certification bodies such as the Malaysian Society for Quality in Health (MSQH) and the Australian Council on Healthcare Standards (ACHS), covering 53.71% of our workers. Over 98.64% of our sites are also assessed by regulators for the renewal of our Certificate of Fitness, Fire Certificate and Halal status, as well as for COVID-19 and environmental compliance. We are working towards improving the percentage of workers and sites that are internally and externally audited.



DEVELOPING A SAFE, EQUAL AND DIGNIFIED WORKFORCE SAFEGUARDING THE HEALTH AND SAFETY OF OUR PEOPLE

Our OHSMS is based on a "plan-do-check-act" (PDCA) approach and we are continually ensuring that we are progressing and improving our safety standards. It is also important that everyone is involved in creating a safe work environment, from top Management to site workers. We clearly communicate all OHSE accountabilities, roles and responsibilities of Management and have strong competencies across a range of OHSE issues in our OHSE team. Our OHSE professionals are key in driving transformation in our OHSMS and achieving success. In 2021, we had 503 employees trained as professionals in 43 OHSE areas such as food, fire, search & rescue, train the trainer, occupational health doctor and radiation protection, among others. To further ensure OHSE remains a priority, we have an internal OHSE dashboard that is updated on a quarterly basis and presents a snapshot of Sunway's progress and performance against key safety indicators such as injury rates and number of incidents.

RISK IDENTIFICATION AND ASSESSMENT

At Sunway, we take a proactive approach to identifying and assessing risk and safety issues. Formal risk assessments are undertaken across all our business divisions before the commencement of all routine and non-routine activities, in accordance with the OHSMS. The risk assessment includes identifying ways to avoid or reduce risks as well as mitigation measures to be taken as per the hierarchy of controls. Assessments are conducted by personnel who have been trained and certified by a Safety & Health Officer (SHO) as well as a member of the business division's Health and Safety Committee. Risk assessments are approved by the Chairman of the OHSE Committee and, depending on the business division, each assessment is reviewed either every year or once in three years, or if there are any major changes that affect the risk e.g. legal requirement, activities, equipment, incident occurrence, etc. Out of 35 sites, 32 sites (91.43%) have conducted risk assessments.

The Hazard Identification, Risk Assessment and Determining Controls (HIRADC) approach is used to identify any work-related hazards that have the potential to result in high-consequence injuries and/or ill health. This could include accident statistics, site inspections, quarterly audits and assessments, as well as

employee feedback. The types of hazards that caused or contributed to reportable lost-time injuries (LTI) during the reporting period involved being hit by moving objects and slips, trips and falls. To this end, we have taken appropriate preventive and corrective measures, including establishing SOPs and holding safety briefings and specialised training to ensure that all risks are properly identified and the necessary precautions are taken before any work is carried out.

Our health and safety practices are inculcated in our suppliers. Through our Sustainable Procurement Policy and Supplier Code of Conduct, we ensure that they comply with all applicable laws, codes or regulations in the areas in which they operate. We are also looking to include a clause in the SOP of our procurement process for non-workers to comply with our OHS rules to mitigate any risks associated with our business activities and relationships.

Third-party contractors providing services at our workplace are also subject to the same health and safety requirements. All contractors are briefed on the health and safety requirements when working within the perimeter of the workplace. It is compulsory for them to do a risk assessment prior to the commencement of work to identify potential risks and implement the necessary mitigation measures to remove or reduce the risk. While work is ongoing, contractors will be supervised closely through the use of work permits and inspections by safety and security staff at the respective sites.

BEST OHSE PRACTICES

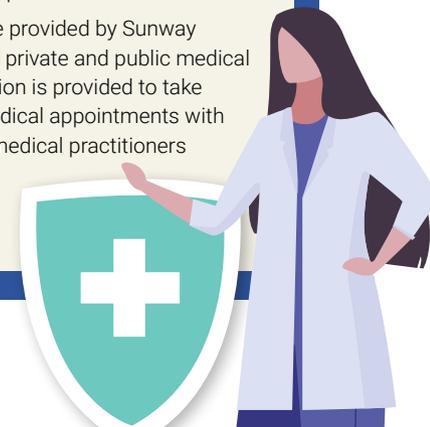
To further ensure the health and safety of our employees, we provide various occupational health services to our employees and tenants during working hours. These services help to identify and minimise health and safety risks to protect our workers and prevent work-related injuries and ill health.

The quality of the services provided is regularly assessed through engagements with professionals who provide some of these key services, including an Infection Control Nurse, Occupational Health Doctor, OHSE Manager, Fire, Life and Safety Officer and First Aider. We also ensure the confidentiality of workers who use

any of these occupational and non-occupational health services. All personal health-related information is managed by authorised staff members who are trained to follow legal requirements. Confidentiality requirements are also highlighted during OHSE training to ensure everyone is aware.

OCCUPATIONAL HEALTH SERVICES PROVIDED TO WORKERS

- Pre-employment medical examination
- Post-employment medical examination
- Health Screening Programme for employees above 40 years old
- Health assessment and medical health surveillance for staff working with chemicals
- Return to Work programme
- Investigation of occupational poisoning or diseases
- Various health promotion programmes
- Emergency response and disaster management is managed by the Crisis Management, Response and Recovery (CMRR) team, which consists of occupational health and safety experts
- Clinical services are provided by Sunway Medical Centre and private and public medical clinics. Transportation is provided to take workers to their medical appointments with private and public medical practitioners
- Health insurance





DEVELOPING A SAFE, EQUAL AND DIGNIFIED WORKFORCE SAFEGUARDING THE HEALTH AND SAFETY OF OUR PEOPLE

BEST REPORTING PRACTICES

We have a clear incident reporting process at the workplace.



All reports are private and confidential, and whistleblowers are protected under our Whistleblowing Policy. Workers are allowed to remove themselves from work situations that they believe could cause injury or ill health.

For more information on the Group's Whistleblowing Policy, please refer to page 47.

HEALTH AND SAFETY PERFORMANCE

In 2021, there was one fatality and no high-consequence work-related injuries reported. However, there was one case of reportable lost-time injury (LTI) associated with being hit by an object, resulting in 11 lost days, and four incidences associated with slips, trips and falls. Subsequent control actions were taken to prevent further recurrence. This included installing a safety chain at the pipe carriage, engineering control, additional administrative controls such as pre-inspection of equipment and machinery, organising a toolbox talk prior to work and providing an awareness briefing to staff involved in the operation.

There were also 38 recordable work-related injuries involving Sunway employees, which were mainly due to slips, trips, missteps and needle pricks. Following each incident, we acted based on the hierarchy of controls to prevent such incidents from recurring in the future. The initiatives involved engineering controls, such as the installation of handrails, and administrative controls, including providing adequate lines and lighting at high-frequency accident areas such as stairs. We also established and communicated SOPs on risk management and organised specialised training on slips, trips and missteps. Among our contractors, there were three cases of work-related injuries associated with being caught in between objects and no cases of ill health.

There were seven reports of close calls or near misses within the reporting period. We continue to create awareness and encourage employees to report near misses to enable us to implement preventative actions and prevent cases from escalating to actual accidents.

The overall number of public incidents reported was much less compared to previous years as many of our sites were closed during the MCO. Moving forward, we are looking to provide a centralised platform for the public, employees and contractors to report any OHSE complaints.

In 2021, we achieved



NUMBER OF HOURS WORKED:

**EMPLOYEES:
9.96 MIL**

**NON-EMPLOYEES:
33.31 MIL**

Notes:

- The rates are calculated based on 1,000,000 hours worked.
- For three-year comparison data, recordable work-related injuries and more details on Sunway Berhad's OHS Performance Data, please refer to Employee Performance Data on pages 85 to 91.

GOAL

4

CAPITAL

-  Social & Relationship
-  Financial

MATERIAL ISSUES

- Customer Responsibility
- Indirect Economic Impact
- Community Enrichment

ACTIVITIES

- Employee Volunteerism
- Community Investment
- Disaster Relief Programmes
- Awareness Programmes
- COVID-19 Community Care
- Diverse Cultural Celebrations

VALUE CREATED

- Empowered and Inclusive Communities
- Contribution to Nation-building



INVESTING IN COMMUNITY INCLUSIVITY

We champion good corporate social responsibility and believe in giving back to society by creating long-lasting positive impacts that will enrich the communities over the long term. Our programmes and #SunwayforGood initiatives are focused on empowering the underprivileged and marginalised to promote inclusivity.



Transformation 1: Education, Gender and Inequality
Transformation 2: Health, Well-being and Demography
Transformation 6: Digital Revolution for Sustainable Development



INVESTING IN COMMUNITY INCLUSIVITY UPLIFTING OUR COMMUNITIES

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

Giving back to the communities has always been Sunway's priority and even more so during challenging times. In the year under review, the Group went beyond uplifting the communities in need by supporting the government's National COVID-19 Immunisation Programme (NCIP) and patient-decanting effort to help the country go through the second year of the pandemic.



SUNWAY BERHAD INVESTED
>RM214 MIL
IN COMMUNITY INCLUSIVITY IN 2021.

Some of the investments included:

- >RM136 mil in rental rebates for retail tenants to ease their burden during the pandemic
- >RM66.2 mil sponsorship of rent-free vaccination centres
- >RM2.4 mil worth of discounts for COVID-19 treatment in our medical centres
- RM2.3 mil sponsorship from our hotels as quarantine centres



TOTAL GROUP DONATIONS
TO REGISTERED NOT-FOR-
PROFIT ORGANISATIONS:
>RM2.4 MIL



TOTAL BENEFICIARIES:
>94,500

Despite challenges and disruptions from the pandemic, Sunway continued to strive towards building a sustainable future in 2021 by contributing in cash and in kind to the local communities in which we operate, ensuring no one was left behind. Engaging with the local communities allows us to better understand and meet the needs of our stakeholders, apart from giving back to society and enriching lives. The Group worked closely with government bodies, non-profit organisations and charitable partners to enrich the communities and create long-lasting positive impacts.

The Group's community initiatives are guided by the **three pillars of #SunwayforGood**:

▼
HEALTHCARE

▼
EDUCATION

▼
COMMUNITY ENRICHMENT

EMPLOYEE VOLUNTEERISM

Sunway's employees played an active role in serving the Group's purpose of giving back to the communities by reaching out to the underprivileged and the marginalised through volunteering thousands of selfless hours in 2021.

The volunteers, who participated in #SunwayforGood and the Group's COVID-19 initiatives, were members of Kelab Sosial Sunway, which serves as a mechanism to facilitate employee engagement and involvement with charitable partners. Volunteers are given the flexibility to take part in #SunwayforGood initiatives during working hours and are given replacement hours if the activities are outside working hours. Apart from promoting relationship-building among employees, volunteerism instils a sense of belonging and identity in the employees and builds leadership qualities and soft skills.

TOTAL MAN-HOURS:
>38,700





INVESTING IN COMMUNITY INCLUSIVITY

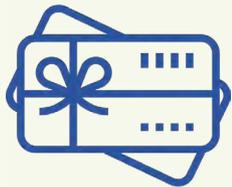
UPLIFTING OUR COMMUNITIES

CONTRIBUTING TO THE MANAGEMENT OF THE COVID-19 PANDEMIC

Sunway was one of the first few private organisations to step forward and lead the business community in helping the nation battle the COVID-19 pandemic for the second year in a row in 2021. Apart from providing rent-free spaces for the National COVID-19 Immunisation Programme (NCIP), we accepted decanted patients from public hospitals to support the public healthcare system. Our initiatives were a consolidation of efforts from the employees of all our business divisions, who reached out to our various stakeholder groups and collaborated with the government and NGOs to benefit the communities, our tenants, government hospital patients and the underprivileged and marginalised, including B40 families who were affected by the pandemic.

● AWARENESS

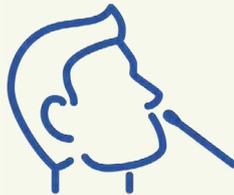
Sunway Velocity Mall and Sunway Putra Mall offered **shopping vouchers** and other freebies to vaccinated shoppers to encourage individuals to get vaccinated.



● SCREENING

We offered COVID-19 testing services across our healthcare centres:

- Sunway Medical Centre
- Sunway Medical Centre Velocity
- Sunway Specialist Centre Damansara



● QUARANTINE CENTRE

Duration:
January – December 2021

Total number of rooms:
>26,700

Value of sponsorship (PPE, sanitising equipment, accommodation and food for on-duty officers):
>RM2.3 MIL

Sunway Hotels served as quarantine centres



● TREATMENT

The Group's Healthcare division also assisted the government in decanting non-COVID-19 patients to reduce the burden on public hospitals and enable them to prioritise COVID-19 patients. The hospitals received and treated close to **300** patients from several public hospitals in 2021.

Sunway Medical Centre Velocity

Sunway Medical Centre, Sunway City Kuala Lumpur

	Discount given	▶ 40%	▶ 50%
	Services	▶ Free ambulance service, free swab tests, lowest bed rate, discounted rates for consultation and treatment	
	Number of patients	▶ 92	▶ 200
	Value of sponsorship	▶ RM360,000	▶ RM2.4 MIL

INVESTING IN COMMUNITY INCLUSIVITY UPLIFTING OUR COMMUNITIES

Legend:

- Healthcare
- Hospitality
- Retail
- Office



Scan to watch:
Sunway Healthcare's
Dedication to Building
Herd Immunity for
Malaysia

● ● VACCINATION

As part of Sunway's contribution to the NCIP, we provided our facilities rent-free to be used as vaccination centres. Employee volunteers from various business divisions in the Group helped to ensure the programme ran smoothly at the centres while Sunway Medical Centre, Sunway Medical Centre Velocity and Sunway Specialist Centre Damansara were responsible for administering the vaccinations.



Total No. of Doses Administered: >350,000 doses



Value of Sponsorship (RM): RM66.2 MIL

(Including utilities, paid volunteers, free parking spaces, publicity value, marketing & communication, vouchers and sanitisation)



Total Man-hours of Volunteers: >22,200



Total Number of Volunteers: >2,100

Vaccination Centres

- Sunway Medical Centre*
- Sunway Medical Centre Velocity
- Sunway Specialist Centre Damansara
- Sunway Pyramid Convention Centre
- Sunway Carnival Convention Centre
- SunMed Convention Centre

* Appointed as healthcare organiser to coordinate clinical management and public vaccinations for all Sunway-owned venues.

● ● ● DONATIONS TO COMMUNITY

Rental rebates for tenants from the Retail, Office, Hospitality and Student Residence divisions

>RM136 MIL

Supporting the frontliners

Various business divisions from Sunway, within and outside of Malaysia, collaborated with non-profit organisations to distribute food and drinks to the police and healthcare frontliners during MCO 3.0 to show moral support at the height of the pandemic.

Amount contributed:

>RM105,000

Total beneficiaries:

7,400

Sunway Food Bank

Sunway Food Bank was a collaboration between Sunway Group and Yayasan Kebajikan Negara Malaysia (YKN), the Malaysian Red Crescent Society, Food Aid Foundation and Kechara Soup Kitchen and helped provide food to the B40 community during the first MCO in March 2020. The success of the collaboration led to the launch of the largest food drive, the #SunwayforGood Food Bank Campaign, through a partnership with all Sunway Malls and various NGOs. We continued with the project in 2021 and benefited thousands more people in need through collaborations with various NGOs, including Adab Youth Garage, Rise Against Hunger Malaysia, Kechara Soup Kitchen and the Malaysian Red Crescent Society (MRCS).

Sunway Food Bank collection for 2021:

>48,600 KG

Beneficiaries:

B40 families, single mothers, orang asli, orphanages and old folks' homes



INVESTING IN COMMUNITY INCLUSIVITY

UPLIFTING OUR COMMUNITIES

BLOOD DONATION

In response to the nation's low blood supply during the pandemic, the Group held a series of blood donation campaigns at different locations in 2021. In addition, Sunway Pyramid Shopping Mall donated **RM942,000** to University Malaya Medical Centre (UMMC) and the National Blood Bank.



>6,600 DONORS

UPLIFTING THE B40 COMMUNITY

SUNWAY PROPERTY

Donated

RM30,000 to the office of the Setiawangsa Parliamentary Representative to support the monthly needs of about **15,000** residents at Desa Rejang PPR, including providing transportation to vaccination centres, sanitising common areas in the flats and supporting families who lost their incomes due to the pandemic.



UPCYCLED RAYA POUCH

In support of the Upcycled Raya Pouch initiative by Kloth Cares, Sunway Velocity Mall bought **300** units of Upcycled Raya Pouches to be given as redemption gifts. Sunway Carnival Mall used the proceeds it gathered from selling the pouches to purchase **225** units of oximeters for the Penang state government to distribute to COVID-19 patients under home quarantine.



HEALTHCARE

Sunway Medical Centre (SMC) continued to provide for the underprivileged by sponsoring medical services and treatment for patients who were financially challenged.

Discounts were provided to patients who were referred from public hospitals. To date, SMC has:



Sponsored 4 renal transplants

VALUE:
>RM401,000



Sponsored 9 heart surgeries for babies and children aged from 1 month to 11 years old, in partnership with Media-Prima NSTP

VALUE:
>RM409,000



Provided discounts to cancer patients

VALUE:
RM400,000

SUNWAY MEDICAL CENTRE & SUNWAY MEDICAL CENTRE VELOCITY

Offered **teleconsultation** and drive-through appointments for patients and customers during the pandemic.



SUNWAY PROPERTY

Sponsored **1** respiratory machine worth **RM22,800** at Penang General Hospital to treat COVID-19 patients.



INVESTING IN COMMUNITY INCLUSIVITY UPLIFTING OUR COMMUNITIES

YUMCHA WITH VELO

Apart from handing out donations and collecting food for the needy, Sunway Velocity Mall reached out to the wider community to create awareness on current issues and healthcare, especially mental healthcare, via the mall's Instagram account. The mall engaged subject matter experts from credible organisations such as Befrienders KL, Sunway Medical Centre, Chiropractic First and Sunway University. National badminton player Goh Liu Ying was also invited to speak about her journey and experience.



Further to that, Sunway Medical Centre Velocity organised several healthcare events, including Antenatal Talks, to keep its patients and the communities informed about healthcare.



COMMUNITY ENRICHMENT

CHINESE NEW YEAR CHEER 2021

Sunway contributed more than **RM42,300** worth of groceries, school bags, stationery, hand sanitisers, Vitamin C and festive goodies to **8** orphanages in Perak. **7** of the homes also received a laptop each while another home received a one-year subscription fee for network data. All the **230** children from the homes also received *ang pow* and packed lunches.



EDUCATION



Sunway continued with its Sunway-Oxbridge Essay Competition for the eighth year despite disruptions from the pandemic. A total of **2,762** students took part in the outreach programme that aims to promote proficiency in the English language among secondary school students.

RAYA CHEER 2021

Various business divisions from across the Group contributed food and groceries, such as *bubur lambuk* and packed food, worth more than **RM315,000** to the underserved communities in Selangor, Kuala Lumpur, Perak, Penang, Johor and Kelantan from April to June 2021.



SUNWAY GROUP

Donated **RM28,000** to Yayasan MyPrihatin to purchase **200** school uniforms sewn by single mothers for **100** students from B40 families.

Sponsored **200** units of tablets worth **RM91,800** for **200** students from B40 families.



SUNWAY PROPERTY

Sunway Property donated **20** units of used laptops and desktops to B40 students.



DEEPAVALI CHEER 2021

Sunway partnered with National Association of Women Entrepreneurs of Malaysia (NAWEM), the Development of Human Resources for Rural Areas (DHRRA) and the Malaysian Red Crescent Society (MRC) to bring light and hope to 863 underserved families especially single-parent and single-income households in Kedah, Penang, Perak, Selangor, Kuala Lumpur and Johor for three months starting October 2021. Sunway contributed more than **43,000 kg** worth of groceries, amounting to **RM175,000** to help ease their financial burden.



INVESTING IN COMMUNITY INCLUSIVITY

UPLIFTING OUR COMMUNITIES

#SUNWAYSOAPFUL



The Group continued to generate positive impacts through its #SunwaySoapful initiative, which helps to meet the needs of the less fortunate while reducing waste at the same time. During the pandemic, Sunway City Kuala Lumpur Hotels and Sunway Hotel Seberang Jaya donated bars of soap to inmates of Sungai Buloh Prison, Kajang Women's Prison and Seberang Perai Prison.

AMOUNT OF SOAP DONATED:
3,860 BARS

SUNWAY VELOCITY MALL

Partnered with various organisations to contribute to the communities in need, including sponsoring food for food delivery riders. The mall also sponsored **RM18,000** worth of groceries and necessities for **6** charitable homes for 6 months.



SUNWAY CITY IPOH

Donated a wheelchair worth **RM3,900** to a differently abled individual who collects recycled items to support his family.



COLLABORATION WITH SELANGOR YOUTH COMMUNITY (SAY)

In 2021, we partnered with Selangor Youth Community (SAY) to promote youth development and empowerment through various activities. We contributed RM737,871 towards SAY's initiatives and programmes, which also comprised in-kind sponsorships worth RM137,871. Apart from contributing to the development of the Selangor Youth Policy, SAY has organised the Selangor Youth Icon Award to recognise outstanding youths from Selangor, which will be launched in 2022. SAY also established Belia Juara, a platform to promote youth empowerment and volunteerism through the UN SDGs and will provide seed funding to youth organisations of up to RM9,000. Additionally, SAY organised various programmes under arts and creativity, entrepreneurship, community service and sports & wellness throughout the year.

NATURAL DISASTER RELIEF EFFORTS

In December 2021, the Group reached out to the communities impacted by the floods, consisting of more than 16,600 beneficiaries, by providing aid with the help of non-governmental organisations and other external partners. The total sponsorship from these efforts amounted to more than RM340,000. Overall, the Group assisted flood victims by providing sustenance and other necessary help required such as cleaning equipment, high-pressure water jets, face masks, COVID-19 self-test kits, ambulance services to bed-ridden elderly people and food. Sunway theme parks provided first aid, transportation and food to the communities in Taman Sri Muda and Hulu Langat, apart from volunteering in the event. Sunway Malls organised flood aid by encouraging shoppers to drop off their donations of food and other basic necessities for the flood victims. Tenants from our malls, including Fipper, Getha and Nanyang Cafe, as well as donors such as Kimberly-Clark and Milo, also contributed to the flood aid efforts by providing items such as slippers, towels, mineral water and face masks to the victims. Sunway City Kuala Lumpur Hotels sponsored toiletries and mineral water for the victims in Shah Alam, Selangor.



INSTA-Fashion: Suri Tote Bag CSR Element – Sunway Velocity Mall supported enterprise Suri Lifestyle by buying **600** units of handmade tote bags worth **RM10,800** as redemption gifts for shoppers.



Sunway Property and Sunway XFarms sponsored **852** Sayang Malaysia Care Packs filled with fresh produce from XFarms worth **RM1,500** to bless **11** different communities including old folks and orphans.



Sunway Lagoon Theme Park sponsored **27** children from the PDRM Autistic Centre with tickets to the park, fun activities and lunch.



In the spirit of #KitaSupportKita, Sunway Malls launched Sunway Malls' New Hope Charity Drive to collect food, clothes and other essential items for flood victims in Pahang, Perak, Terengganu, Kelantan and Johor from January to February 2021. Items such as toiletries, sarongs, and non-perishable food items were donated through the Malaysian Red Crescent Society, The Lost Food Project and The Swap Project. Sunway Resort also donated mattresses, divans, blankets and bath towels to the flood victims in Pahang.



INVESTING IN COMMUNITY INCLUSIVITY CONDUCTING BUSINESS RESPONSIBLY

GRI 416-1, 416-2, 417-1, 417-2

PRODUCT QUALITY AND SAFETY

Product quality and safety remain Sunway's top priorities as we strive to provide excellent service. Ensuring the quality of our products and the safety of our customers will allow us to gain the trust of our stakeholders while advancing our brand as a market leader.

In our Construction division, we have in place a Sunway Quality Performance System (SQMS) to assess the quality of our product workmanship in our ongoing construction projects. The SQMS is an internal assessment conducted based on the sampling of active trades during the construction of the main building works of a project. Our aim is to achieve 80% and above in the assessment for every project, which requires close monitoring and control of the quality of work for structure, architecture and M&E installation throughout a project.

As for our Quarry division, we utilise Quality Assurance and Quality Control (QA/QC) reporting, a web-based tool for laboratory users to enter and prepare test reports. The reports are accessible online, while the captured data is used for plant quality and operator performance analysis.

ESTABLISHING CUSTOMER SATISFACTION

At Sunway, we take pride in building strong relationships with people, whether they are our esteemed hotel guests, mall patrons or property tenants. To ensure our customers are completely satisfied with our services, we ensure that our employees obtain the best training in customer service to deliver a great experience and increase brand trust.

In our Property Development division, we prioritise customer experience digitalisation for property purchasers. We currently have three main channels of communication with our buyers, comprising the MySunwayProperty web-based portal, Sunway Property Facebook page and a live chatbot system.

In 2020, we upgraded the tracking of our property buyers using the Net Promoter Score (NPS) Survey via a new IT system. As a result, more customers' responses were recorded as the system allowed surveys to be conducted at our sales galleries.

In 2021, MySunwayProperty was refurbished to be more user-friendly. The portal now enables buyers to manage their properties by scheduling key collection appointments, viewing and downloading useful property documents, submitting defect reports and viewing property billing information, as well as enjoying various rewards and promotions from time to time.

The year under review also saw the Retail division's customer satisfaction survey being disrupted by lockdown periods due to the pandemic. However, as customers were highly concerned about safety, health and hygiene after the easing of movement control orders, we appointed a social listening agency to gauge the response to our various safety measures and assistance programmes for tenants and business partners. The social listening agency's observations showed that 98% of social media users responded positively to Sunway Malls' initiatives.

SUNWAY BERHAD'S CUSTOMER SATISFACTION PERFORMANCE BY BUSINESS DIVISION

	Customer Satisfaction Metric	Key Performance Indicator Tracking (%)
	Healthcare Healthcare Customer Satisfaction Index	98
	Retail Social media via social listening agency	98
	Hospitality Guest Satisfaction	91
	Office Tenant Satisfaction	99



INVESTING IN COMMUNITY INCLUSIVITY

CONDUCTING BUSINESS RESPONSIBLY

Our Building Materials division has established an internal minimum standard scoring system to measure customer satisfaction in six areas. The score ranges from 1 to 5, with 1 being the lowest rating and 5 being the best rating. In 2021, it once again exceeded the internally set benchmark score of 3.5.

	Pavers	Eurotiles	Benchmark
1. Services & Support			
Criteria 1: Accessibility & contactability	4.52	4.33	3.50
Criteria 2: Follow-up action	4.44	4.26	3.50
Criteria 3: Response to complaints	4.38	4.24	3.50
2. Design Proposal			
Criteria 1: Meeting the dateline (10 working days)	4.07	3.54	3.50
Criteria 2: Meeting the design expectations (Quality of work & creativity)	4.03	3.77	3.50
3. Delivery Services			
Criteria 1: On-time delivery. For own collection – time taken for loading	4.07	3.99	3.50
Criteria 2: Drivers' attitude and cooperation	4.01	3.94	3.50
4. Packaging			
Criteria 1: Ease of handing	4.09	3.99	3.50
Criteria 2: Stability	4.05	4.02	3.50
Criteria 3: Protection of packaging	4.09	4.08	3.50
5. Product			
Criteria 1: Aesthetic appearance	4.25	4.20	3.50
Criteria 2: Consistency of quality	4.18	4.11	3.50
Criteria 3: Colour of product	4.08	4.20	3.50
Criteria 4: Dimension tolerance	4.11	4.10	3.50
6. Value for Price			
Criteria 1: As compared to direct competitors	3.86	3.76	3.50
Criteria 2: As compared to indirect competitors	3.81	3.64	3.50

GOAL

5

CAPITAL



Intellectual



Social & Relationship

MATERIAL ISSUES

- Corporate Governance
- Business Ethics
- Risk & Crisis Management

ACTIVITIES

- Code of Conduct and Business Ethics
- Board Policies
- Corporate Policies
- Sustainability Policies
- Whistleblowing Procedure
- Risk Management
- Cybersecurity and Data Governance

VALUE CREATED

- Strong Governance
- Ethical Business Conduct
- Data Integrity

RESPECTING ETHICAL PRINCIPLES

Sunway holds true to its core value of Integrity and goes beyond compliance and regulations in all its business dealings to drive good corporate governance within the Group. We strive to ensure that our people act professionally, ethically and honourably to maintain our record of zero reported incidents of bribery and corruption. We are committed to strong governance to uphold peace, justice and strong institutions.



Transformation 6: Digital Revolution for Sustainable Development



RESPECTING ETHICAL PRINCIPLES LEADING WITH GOOD GOVERNANCE

GRI 2-19, 2-23, 2-24, 2-27, 205-1, 205-2, 205-3, 406-1, 418-1

CYBERSECURITY AND DATA GOVERNANCE

Digitalisation is vital in enhancing business operational processes and accelerating our adaptation to a low-carbon economy. However, it also increases the Group's exposure to cybersecurity risks. As we leverage digital innovation and technology to further improve our business management, operations and product offerings to enable a seamless customer experience, we are increasingly strengthening our data protection systems to ensure resiliency against cyber risks. We are committed to complying with the Personal Data Protection Act 2010 through our Sunway Compliance Manual as we seek to uphold the highest standards of data protection and privacy.

Our holistic and robust cybersecurity controls are supported by the Group's Company-wide governance infrastructure. Sunway's Information Technology (IT) Shared Services Centre is led by the Group Chief Information Officer (CIO), who is also a member of the PIKOM¹ CIO Chapter and PIKOM Cybersecurity User Group. The Group CIO updates the Board on the Group's latest cybersecurity and technology strategy whenever necessary.

Sunway's IT Shared Services Centre is certified with the ISO 27001:2013 international standard and focuses on the Information Security Management System (ISMS) – a framework of policies and procedures that includes all legal, physical and technical controls involved in an organisation's information risk management processes. As part of the international standard, the shared services centre practises periodic vulnerability assessments and patch management. It also conducts an annual review to ensure the effectiveness of the Group's Information Security and a yearly disaster recovery simulation for critical services, which is documented and audited internally as well as independently by an external party. Additionally, the shared services centre is audited internally and externally.

Our employees are guided by Sunway Group's ePolicy, which is available as an online learning module as part of the Group HR system that is accessible to all employees. To educate our employees on cybersecurity, we constantly communicate information on data protection and privacy in our monthly newsletters and create awareness through yearly employee performance reviews via the Group HR system and phishing simulation exercise. We also have in place an information security email for employees to report cybersecurity-related incidents. During the year under review, there was one reported case of a cybersecurity breach.



At Sunway, we are committed to conducting our business in an ethical and responsible manner. The Group's Code of Conduct and Business Ethics guides the way we operate and ensures we comply with all applicable laws and regulations in all jurisdictions and countries within which we operate. Its effectiveness is reviewed from time to time to ensure we maintain a culture of strong governance within the Group. All our employees are made aware of the Group's Code of Conduct and Business Ethics and are expected to comply with the policy.

The Code's core components include promoting sustainability, health and safety and non-discrimination; measures against corruption, bribery, fraud and sexual harassment; and compliance with internal controls and procedures.

ZERO TOLERANCE FOR FRAUD, BRIBERY AND CORRUPTION

The Group has a zero-tolerance stance on fraud, bribery and corruption. Apart from the Code of Conduct, we are guided by a set of robust corporate policies that address anti-bribery and corruption, anti-money laundering and whistleblowing. We communicate our Anti-Bribery & Corruption (ABC) Policy to our Senior Management and employees via various platforms, including the corporate website, training sessions and induction programmes. Our employees across all management levels are also provided with training on the ABC Policy via online learning, covering elements or types of corruption, including bribery.

We expect all our employees across all management levels and operations to conduct themselves professionally and with integrity and not engage in any form of fraudulent acts. All allegations or suspicions of fraud are taken very seriously, and we expect every employee to uphold the best business ethics in carrying out their tasks and responsibilities. As part of our procedures to address corruption, our management personnel have the responsibility of reporting all cases of alleged fraud promptly according to our fraud response plan and procedure and ensuring that each case is investigated independently and effectively. In 2021, there were zero reported cases of bribery and corruption and we aim to maintain this record by driving a positive culture of compliance. No employees were disciplined or dismissed due to non-compliance with the ABC policy. We are committed to maintaining this record and will continue to uphold our integrity and business ethics.

To further guide the Group, the Board, which has oversight on the ABC policy, has also established an Anti-Bribery and Corruption Task Force that oversees the implementation of policies and procedures related to anti-bribery and corruption to strengthen our practices against all elements or types of corruption, including bribery.

¹ PIKOM refers to The National Tech Association of Malaysia.

RESPECTING ETHICAL PRINCIPLES LEADING WITH GOOD GOVERNANCE

RISK MANAGEMENT

The Group is guided by a resilient risk management framework that integrates enterprise risk management (ERM) into key business activities, initiatives and processes to identify and mitigate risks that may impact our stakeholders and the organisation. The framework is benchmarked against the ISO31000:2018 Risk Management Guidelines.

To reduce the Group's exposure to risks, we have a Group-wide approach to non-compliance procedures to investigate and follow up on any non-compliance identified, as well as to report the number of substantiated claims or incidents of non-compliance. We also constantly communicate the Group's goals and targets, as well as policies, to the Board and employees through the corporate website, training sessions and induction programmes.

In the year under review, there were no reports of non-compliance with environmental and social laws and/or regulations.

 For more information on Sunway Berhad's enterprise risk management, please refer to Sunway Berhad's Integrated Annual Report 2021.

Board Policies

- Directors' Remuneration Policy
- External Auditors Selection Policy
- Fit and Proper Policy
- Non-Audit Services Policy
- Policy on Selection and Assessment of Members of the Board of Directors and Board Composition

Corporate Policies

- Anti-Bribery & Corruption (ABC) Policy
- Anti-Money Laundering Policy
- Diversity & Inclusion Policy
- Whistleblowing Policy & Procedure

Sustainability Policies

- Group Sustainability Policy
- Group Occupational Health, Safety and Environment Policy
- Human Rights Policy
- Sustainable Procurement Policy
- Water Management Policy
- Green Building Policy *new*
- Biodiversity Policy *new*

 <https://www.sunway.com.my/investor-relations/corporate-governance/#section-policies>

SUSTAINABILITY AT SUNWAY

SUSTAINABILITY GOVERNANCE

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

Sunway Berhad's sustainability governance is led by the Company's Board Sustainability Committee (BSC), comprising four Directors from the Group's Board of Directors.

In 2021, we strengthened our sustainability governance by incorporating sustainability into our Senior Management's KPIs and performance evaluations, which are linked to remuneration. Their ESG KPIs are linked to the reduction of energy intensity, increasing waste diverted away from landfills, OHS practices, employee L&D hours and compulsory annual training on mandatory policies.

SUSTAINABILITY GOVERNANCE STRUCTURE

The Board is responsible for the leadership of the Company and its subsidiaries and is collectively responsible for the achievement of its objectives and goals. It formulates and reviews the Group's strategic direction, core values and management of the Group to ensure that the Group operates with integrity and in compliance with all applicable laws, rules and regulations. In addition, it is responsible for ensuring a good corporate governance culture is practised within the Group.

Established in 2020, the BSC reviews, supervises and makes recommendations to the Board for approval in the areas of sustainability strategy and issues, key environmental, social and governance (ESG) targets and performance, progress and scorecard. The BSC meets at least twice a year to review Sunway's sustainability strategies.

The Group Sustainability Department (GS) helps the BSC make informed decisions that will drive the integration of sustainability strategies into business operations in order to achieve the Group's sustainability goals. The GS also oversees reporting, key sustainability risks and opportunities, stakeholder engagement and the assessment of our material issues, while monitoring sustainability trends.

The Management Sustainability Committee (MSC) comprises all Business Divisions' Heads. It is a forum where the Group's direction and strategies in the sustainability agenda are communicated and cascaded, and where feedback will be discussed and deliberated.



BOARD OF DIRECTORS



BOARD SUSTAINABILITY COMMITTEE (BSC)



THE JEFFREY SACHS CENTER ON SUSTAINABLE DEVELOPMENT (JSC)

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



SUNWAY GROUP SUSTAINABILITY DEPARTMENT (GS)



MANAGEMENT SUSTAINABILITY COMMITTEE (MSC) ACROSS ALL BUSINESS DIVISIONS & GROUP FUNCTIONS

STAKEHOLDER ENGAGEMENT

GRI 2-29

We define stakeholders as parties who are impacted by our organisation’s business decisions and activities, and as groups whose actions and decisions will influence our business growth. Stakeholders are also those with a vested interest in our corporation. We maintain regular engagement with our stakeholders, enabling us to identify and align their key priorities and concerns with organisational business practices and strategies. We have mapped our stakeholders’ concerns and our responses against our sustainability material matters, which has allowed us to identify any associated risks and opportunities arising from these concerns.





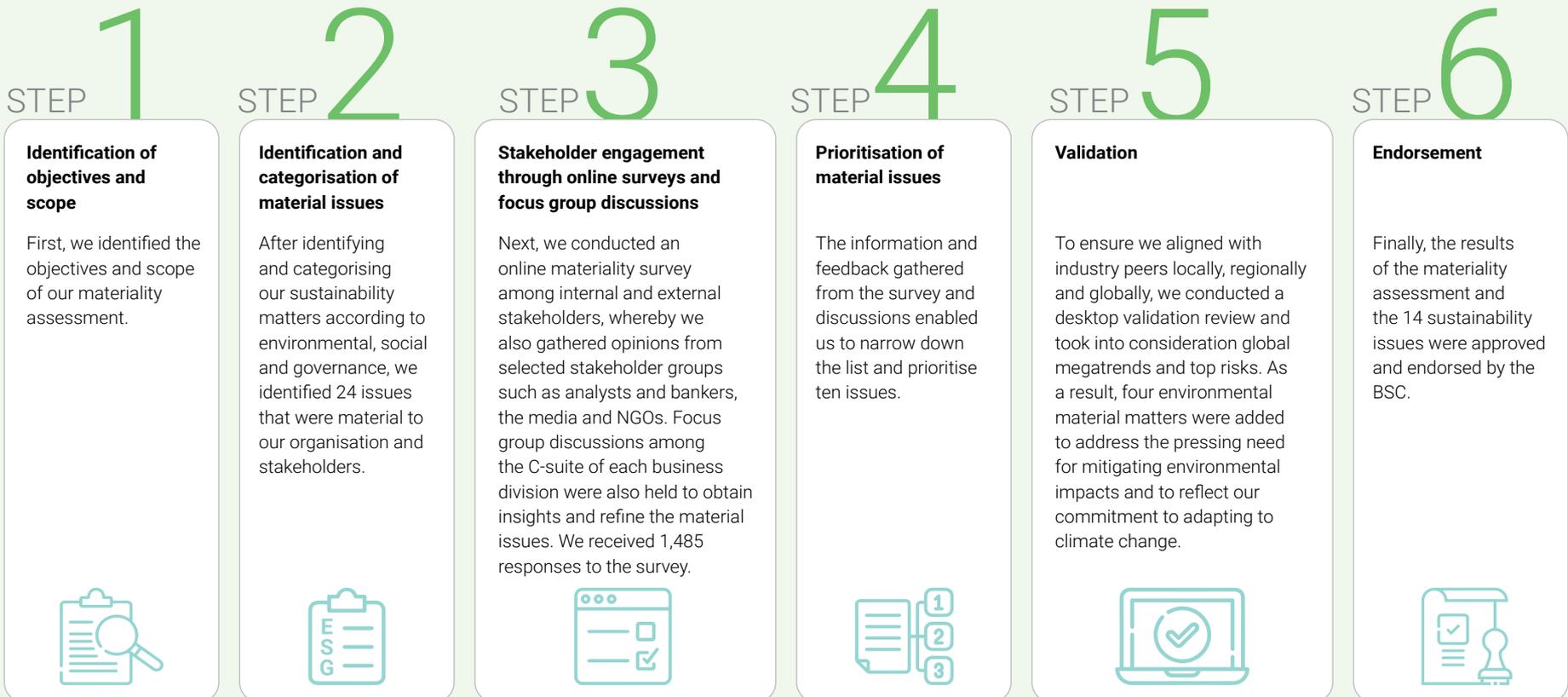
MATERIALITY

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

Materiality assessments are vital for our value creation journey as we seek to identify the ESG issues that matter most to our business and stakeholders. Conducting a materiality assessment allows us to identify opportunities and mitigate risks to ensure sustainable business growth.

In 2020, we engaged an external consultant to conduct a comprehensive materiality assessment, which allowed us to understand our challenges and priorities. The assessment included a comprehensive online survey, focus group discussions and a desktop validation against industry peers locally, regionally and globally. It resulted in 24 material matters, of which ten were prioritised. This year, we updated the list of materiality matters using desktop research and based on the review, we established that the issues identified in 2020 were still relevant to our business and stakeholders.

PROCESS OF SUNWAY BERHAD'S MATERIALITY ASSESSMENT:



MATERIALITY

In 2021, we conducted desktop research to reassess our material matters and compare them against local, regional and global industry peers. We also realigned them against global trends, risk themes, risks, consequences and opportunities to ensure our material matters were up to date and in line with the latest economic landscape and stakeholder needs.

We referenced the GRI Standards, the Sustainability Accounting Standards Board (SASB) and The Global Risks Report 2022 (17th Edition) by the World Economic Forum for our desktop research.

RESULT

We renamed, added to, and removed some of the 24 material matters from the previous year's assessment to **better reflect our management approach**. Following this reassessment exercise, we were left with 17 material matters, out of which 13 were prioritised.

MEGATRENDS

- Rapid Urbanisation
- Demographic & Social Change
- Technological Breakthroughs



ENVIRONMENTAL

- 1 Ecology & Biodiversity
- 2 Physical Impacts of Climate Change
- 3 Resource Management (Energy)
- 4 Resource Management (Water)
- 5 Pollution (Emission)
- 6 Pollution (Waste/Effluents)
- 7 Resource Management (Supply Chain & Materials)



SOCIAL

- 8 Labour Standards & Practices
- 9 Diversity & Inclusion
- 10 Human Capital Development
- 11 Employee Health & Safety
- 12 Community Enrichment
- 13 Indirect Economic Impact
- 14 Customer Responsibility



GOVERNANCE

- 15 Corporate Governance
- 16 Business Ethics
- 17 Risk & Crisis Management

Legend:

- Prioritised
- Considered

RENAMED

- 1 **Ecology & Biodiversity**
Previously known as Ecological Impact
- 3 **Resource Management (Energy)**
Previously known as Energy Management
- 4 **Resource Management (Water)**
Previously known as Water & Effluents Management
- 6 **Pollution (Waste / Effluents)**
Previously known as Waste & Hazardous Materials Management
- 7 **Resource Management (Supply Chain & Materials)**
Previously known as Supply Chain Management

- 8 **Labour Standards & Practices**
Previously known as (i) Freedom of Association and (ii) Labour Standards
- 10 **Human Capital Development**
Previously known as (i) Training & Education and (ii) Employee Engagement
- 12 **Community Enrichment**
Previously known as Community
- 14 **Customer Responsibility**
Previously known as (i) Customer Welfare, (ii) Product Design & Lifestyle Management, (iii) Product Quality & Safety, (iv) Access & Affordability and (v) Selling Practices & Product Labelling
- 17 **Risk & Crisis Management**
Previously known as (i) Systemic Risk Management and (ii) Business Model Resilience

ADDED

- 5 **Pollution (Emission)**
- 13 **Indirect Economic Impact**
- 15 **Corporate Governance**

(i) Innovation, (ii) Business Model Resilience, (iii), Economic Performance are removed from 2021 material issues as (i) and (ii) are considered as enablers while (iii) is considered as an output.



MATERIALITY

To better align our ESG impacts with stakeholder needs, we mapped our material matters against stakeholder priorities and our responses, as well as the relevant GRI Standards and UN SDGs.

Legend: Employees Customers Local Communities & NGOs Shareholders/Investors/Analysts Suppliers/Vendors Government & Industry Affiliates

ESG Material Issues	2030 Goals	Stakeholder Priorities & Concerns	Our Responses Addressed in This Report	GRI Standards	UN SDGs
ENVIRONMENTAL					
Ecology & Biodiversity	Goal 1: Transforming Our Portfolios to Low-Carbon Sustainable Cities	<ul style="list-style-type: none"> Timely and transparent dissemination of information about Sunway's business operations and their impacts on the natural habitat and biodiversity 	<ul style="list-style-type: none"> Ensuring environmental impact is disclosed in a comprehensive and transparent manner in the Sustainability Report (pg. 32). Establishing a Biodiversity Management Policy to guide the Group in integrating biodiversity considerations into its business activities and decision-making processes (pg. 31). 	304	
Physical Impacts of Climate Change	Goal 1: Transforming Our Portfolios to Low-Carbon Sustainable Cities	<ul style="list-style-type: none"> Physical and transition risks of climate change Timely and transparent dissemination of information about Sunway's business operations and their impacts on the environment 	<ul style="list-style-type: none"> Strengthening our climate action to mitigate climate risks by establishing an Internal Carbon Pricing framework (pg. 19). Bolstering our risk management by conducting a Value at Risk (VaR) assessment on the Group's properties' risk exposure to climate change (pg. 21). Supporting the government's climate ambition to achieve net zero carbon emissions by 2050 (pg. 19). Being a member of Climate Governance Malaysia to support the transition towards a low-carbon economy (pg. 20). Investing in renewable energy to reduce the Group's GHG emissions and carbon footprint (pg. 32). 	305	
Resource Management (Energy)	Goal 1: Transforming Our Portfolios to Low-Carbon Sustainable Cities	<ul style="list-style-type: none"> Timely and transparent dissemination of information about Sunway's business operations and their impacts on the environment 	<ul style="list-style-type: none"> Ensuring environmental impact is disclosed in a comprehensive and transparent manner in the Sustainability Report (pg. 32). Implementing energy and water-saving initiatives to reduce energy and water consumption and lower the Group's environmental impacts (pg. 32 and 35). Investing in sustainable water supply systems, including a water treatment plant and rainwater harvesting systems, to reduce dependency on municipal water supply (pg. 35). Applying a waste management hierarchy to prevent, reduce and minimise waste (pg. 38 - 40). 	302 303 305 306	
Resource Management (Water)	Goal 1: Transforming Our Portfolios to Low-Carbon Sustainable Cities	<ul style="list-style-type: none"> Timely and transparent dissemination of information about Sunway's business operations and their impacts on the environment 	<ul style="list-style-type: none"> Ensuring environmental impact is disclosed in a comprehensive and transparent manner in the Sustainability Report (pg. 32). Implementing energy and water-saving initiatives to reduce energy and water consumption and lower the Group's environmental impacts (pg. 32 and 35). Investing in sustainable water supply systems, including a water treatment plant and rainwater harvesting systems, to reduce dependency on municipal water supply (pg. 35). Applying a waste management hierarchy to prevent, reduce and minimise waste (pg. 38 - 40). 	302 303 305 306	
Pollution (Emission)	Goal 1: Transforming Our Portfolios to Low-Carbon Sustainable Cities	<ul style="list-style-type: none"> Timely and transparent dissemination of information about Sunway's business operations and their impacts on the environment 	<ul style="list-style-type: none"> Ensuring environmental impact is disclosed in a comprehensive and transparent manner in the Sustainability Report (pg. 32). Implementing energy and water-saving initiatives to reduce energy and water consumption and lower the Group's environmental impacts (pg. 32 and 35). Investing in sustainable water supply systems, including a water treatment plant and rainwater harvesting systems, to reduce dependency on municipal water supply (pg. 35). Applying a waste management hierarchy to prevent, reduce and minimise waste (pg. 38 - 40). 	302 303 305 306	
Pollution (Waste/ Effluents)	Goal 1: Transforming Our Portfolios to Low-Carbon Sustainable Cities	<ul style="list-style-type: none"> Timely and transparent dissemination of information about Sunway's business operations and their impacts on the environment 	<ul style="list-style-type: none"> Ensuring environmental impact is disclosed in a comprehensive and transparent manner in the Sustainability Report (pg. 32). Implementing energy and water-saving initiatives to reduce energy and water consumption and lower the Group's environmental impacts (pg. 32 and 35). Investing in sustainable water supply systems, including a water treatment plant and rainwater harvesting systems, to reduce dependency on municipal water supply (pg. 35). Applying a waste management hierarchy to prevent, reduce and minimise waste (pg. 38 - 40). 	302 303 305 306	

MATERIALITY

ESG Material Issues	2030 Goals	Stakeholder Priorities & Concerns	Our Responses Addressed in This Report	GRI Standards	UN SDGs
ENVIRONMENTAL					
Resource Management (Supply Chain & Materials)	Goal 2: Advocating a Responsible Value Chain	<ul style="list-style-type: none"> Sustainable procurement Quality products and services Accessibility of forms 	<ul style="list-style-type: none"> Having in place a Sustainable Procurement Policy and Supplier Code of Conduct to guide suppliers and vendors in ESG practices (pg. 42). Utilising an e-Procurement system (e.g. Esker software) to ease the approval process and eliminate hardcopy submissions from suppliers to maintain a systematic archive and improve customer experience (pg. 44). 	204 301 308	
SOCIAL					
Labour Standards & Practices	Goal 3: Developing a Safe, Equal and Dignified Workforce	<ul style="list-style-type: none"> Career development and progression Work-Life balance Fair and safe workplace Remuneration Compliance with laws and regulations Human rights and social inclusion 	<ul style="list-style-type: none"> Upholding zero tolerance for discrimination against race, religion, gender, age, disabilities and nationality (pg. 52) Establishing family-friendly policies and providing better-than-industry-average benefits (pg. 49) Providing work-life balance programmes, health and wellness activities (pg. 48 and 49) Having in place My Performance Focus Areas to assess employees' performance. 100% of employees received career development reviews in 2021 (pg. 51) Investing in the learning and development of employees to ensure delivery excellence to maintain high customer satisfaction scores (pg. 50). In 2021, the average training hours for each employee was 33.0 hours (pg. 51) Having in place Occupational Health, Safety and Environment (OHSE) Policy and establishing a five-year OHSE Strategy to provide safe and healthy work environment (pg. 53) 	401 402 403 404 405 406 407 408 409 410 411	
Diversity & Inclusion					
Human Capital Development					
Employee Health & Safety					
Community Enrichment	Goal 4: Investing in Community Inclusivity	<ul style="list-style-type: none"> Community enrichment initiatives Initiatives in line with Malaysia's Shared Prosperity Vision and the United Nations' 17 Sustainable Development Goals 	<ul style="list-style-type: none"> Continuously enriching and empowering the local communities in which we operate through #SunwayforGood initiatives. Invested more than RM214 million in community inclusivity programmes in 2021 (pg. 59). Contributing actively to national efforts to battle the COVID-19 pandemic, including offering our hotels as quarantine centres for overseas returnees, offering rental-free spaces as vaccination centres and receiving selected patients decanted from the Health Ministry (MoH) at our medical centres to ease the burden on public hospitals (pg. 60). Contributing to the underprivileged and B40 community during lockdowns by donating cash, food and basic necessities (pg. 61 - 64). 	203 413	





MATERIALITY

ESG Material Issues	2030 Goals	Stakeholder Priorities & Concerns	Our Responses Addressed in This Report	GRI Standards	UN SDGs
SOCIAL					
Indirect Economic Impact	Goal 4: Investing in Community Inclusivity	<ul style="list-style-type: none"> Supporting national interest policies that drive economic prosperity, sustainability and innovation Initiatives in line with Malaysia's Shared Prosperity Vision and the United Nations' 17 Sustainable Development Goals 	<ul style="list-style-type: none"> Contributing actively to the development of the national economy (pg. 59 - 62). 	203	
Customer Responsibility	Goal 4: Investing in Community Inclusivity Goal 5: Respecting Ethical Practices	<ul style="list-style-type: none"> Customer safety and data privacy Excellent customer service and proficient employees Safe and quality products Compliance with laws and regulations 	<ul style="list-style-type: none"> Ensuring updated and robust IT security systems to mitigate cyberattacks and protect data privacy (pg. 68). Ensuring products are produced in accordance with safety standards (pg. 65). 	416 417 418	
GOVERNANCE					
Corporate Governance	Goal 5: Respecting Ethical Practices	<ul style="list-style-type: none"> Compliance with laws and regulations Supporting national interest policies that drive economic prosperity, sustainability and innovation 	<ul style="list-style-type: none"> Upholding good corporate governance by having in place robust policies (pg. 68 - 69). 	2 205	
Risk & Crisis Management		<ul style="list-style-type: none"> Private partnerships to drive national agenda Sharing of best practices for industry progress Implementation of policies and requirements of relevant agencies or professional bodies Professional and transparent procurement 	<ul style="list-style-type: none"> Incorporating climate change and ESG-related KPIs into the remuneration of Senior Management, in line with the requirement of the Malaysian Code on Corporate Governance (pg. 70). Having in place a Sustainable Procurement Policy and Supplier Code of Conduct to guide suppliers and vendors in ESG practices (pg. 42). Ensuring suppliers and vendors are committed to respecting human rights as set out in the UN Guiding Principles on Business and Human Rights and UN Global Compact (UNGCC) Principles. We also recognise the International Labour Organisation's (ILO) eight fundamental Conventions concerning freedom of association and the right to collective bargaining, as well as the elimination of forced labour, child labour and discrimination in the workplace (pg. 42 and 47). 	414	
Business Ethics					



KEY PERFORMANCE INDICATORS

Sunway aligns its sustainability performance data with the three pillars of the World Economic Forum's International Business Council: Planet, People and Principles of Governance. The accuracy of data within this section has been reviewed and verified by SIRIM QAS.

PLANET

Indicator	Unit of Measurement	2015	2016	2017	2018	2019	2020	2021
Emissions								
i. GHG Emissions								
Scope 1								
Company facilities	tonnes CO ₂ e	24,509	25,848	30,331	26,432	51,690	48,388	51,215
	tonnes CO ₂	24,451	25,798	30,280	26,386	51,549	48,180	50,990
	tonnes CH ₄	27	22	21	18	52	46	53
	tonnes N ₂ O	31	28	29	28	90	163	171
Company vehicles	tonnes CO ₂ e	1	26	39	35	36	3,617	2,550
	tonnes CO ₂	1	26	38	35	36	3,567	2,511
	tonnes CH ₄	0	0	0.1	0.1	0.1	0.9	0.5
	tonnes N ₂ O	0	0.1	0.1	0.1	0.1	49	38
Sub-total Scope 1	tonnes CO₂e	24,510	25,874	30,369	26,467	51,726	52,005	53,765
	tonnes CO₂	24,452	25,824	30,318	26,421	51,585	51,747	53,501
	tonnes CH₄	27	22	22	18	52	47	53
	tonnes N₂O	31	28	29	28	90	212	210
Scope 2								
Purchased electricity	tonnes CO ₂ e	33,758	38,829	38,532	40,093	48,692	43,076	41,099
	tonnes CO ₂	33,758	38,829	38,532	40,093	48,692	43,076	41,099
Sub-total Scope 2	tonnes CO₂e	33,758	38,829	38,532	40,093	48,692	43,076	41,099
	tonnes CO₂	33,758	38,829	38,532	40,093	48,692	43,076	41,099
Scope 3								
Business travel	tonnes CO ₂ e	3,192	4,526	4,960	6,701	2,572	3,121	2,071
	tonnes CO ₂	2,628	3,735	4,054	5,348	2,075	2,448	1,612
	tonnes CH ₄	0	1	1	6	2	4	3
	tonnes N ₂ O	24	34	36	28	14	6	4
Waste generation	tonnes CO ₂ e	-	-	1,329	1,506	8,637	5,622	5,735
Downstream leased assets	tonnes CO ₂ e	8,708	12,777	29,487	38,550	39,218	36,722	33,594
	tonnes CO ₂	8,708	12,777	29,487	38,550	39,218	36,722	33,594
Sub-total Scope 3	tonnes CO₂e	11,900	17,303	35,776	46,758	50,427	45,465	41,400
	tonnes CO₂	11,336	16,511	33,540	43,898	41,293	39,170	35,207
	tonnes CH₄	0.5	1	1	6	2	4	3
	tonnes N₂O	24	34	36	28	14	6	4
Overall GHG emissions (Scope 1 and 2)	tonnes CO₂e	58,269	64,703	68,902	66,560	100,419	95,081	94,864
	tonnes CO₂	58,211	64,653	68,851	66,514	100,277	94,823	94,601
	tonnes CH₄	27	22	22	18	52	47	53
	tonnes N₂O	31	28	29	28	90	212	210
Overall GHG emissions (Scope 1, 2 and 3)	tonnes CO₂e	70,169	82,006	104,677	113,318	150,845	140,546	136,265
	tonnes CO₂	69,547	81,164	102,391	110,412	141,570	133,993	129,808
	tonnes CH₄	28	23	23	24	53	51	56
	tonnes N₂O	54	62	66	56	104	218	213

Notes:

1. '-' refers to data unavailability.
2. Figures stated may not add up due to rounding of decimals.
3. The GHG emissions data for 2015 to 2020 has been restated due to the recategorisation of the emission reporting boundary based on operational control for Sunway Berhad.
4. CO₂ refers to Carbon Dioxide, while CO₂e stands for "Carbon Dioxide Equivalent" which includes CO₂ and other greenhouse gases.

KEY PERFORMANCE INDICATORS

PLANET

Indicator	Unit of Measurement	2015	2016	2017	2018	2019	2020	2021	
Emissions									
ii. GHG Emissions Avoidance									
Scope 2									
Renewable energy	tonnes CO ₂ e	-	-	-	-	1,470	4,334	5,230	
	tonnes CO ₂	-	-	-	-	1,470	4,334	5,230	
Sub-total Scope 2	tonnes CO₂e	-	-	-	-	1,470	4,334	5,230	
	tonnes CO₂	-	-	-	-	1,470	4,334	5,230	
Scope 3									
Waste diversion	tonnes CO ₂ e	-	-	367	401	518	409	378	
Purchased goods and services	tonnes CO ₂ e	684	750	1,054	1,444	1,039	1,533	626	
Sub-total Scope 3	tonnes CO₂e	684	750	1,421	1,845	1,557	1,942	1,004	
Sequestration									
Number of trees planted in Sunway City	number of trees	79,430	79,430	80,006	83,670	81,137	80,590	81,839	
Total GHG emissions sequestration from trees planted	tonnes CO₂e	1,668	1,668	1,680	1,757	1,704	1,692	1,719	
Overall GHG emissions avoidance	tonnes CO₂e	2,352	2,419	3,101	3,602	4,731	7,968	7,953	
Energy									
i. Purchased Electricity Consumption									
Retail	MWh	117,123	138,308	159,074	176,832	174,355	146,669	131,218	
Hospitality		41,808	45,145	47,981	47,626	49,459	31,360	25,298	
Office		21,185	20,054	22,961	24,488	24,740	24,231	20,861	
Education		28,145	28,878	27,012	27,823	27,971	20,203	18,611	
Healthcare		13,425	16,197	20,161	22,358	28,438	30,809	32,222	
Leisure		14,523	17,970	17,228	17,141	17,329	9,933	7,604	
Student Residence		3,098	4,433	4,916	5,019	6,297	6,885	5,131	
Building Materials		9,525	10,227	12,295	11,100	8,166	7,893	6,805	
Trading & Manufacturing		-	-	-	-	-	999	1,092	
Quarry		-	-	-	-	9,976	8,686	9,304	
Ongoing Construction Sites		-	-	-	-	-	2,320	2,634	
Total Purchased Electricity Consumption (excluding Ongoing Construction Sites)			248,832	281,212	311,627	332,387	346,731	287,668	258,147
Total Purchased Electricity Consumption			248,832	281,212	311,627	332,387	346,731	289,988	260,780
ii. Renewable Energy Consumption - Solar Energy									
Retail	MWh	-	-	-	-	141	4,841	4,807	
Education		-	-	-	-	937	964	1,547	
Healthcare		-	-	-	-	86	198	376	
Student Residence		-	-	-	-	42	67	209	
Building Materials		-	-	-	-	1,307	1,338	2,001	
Total Renewable Energy Consumption - Solar Energy		-	-	-	-	2,513	7,408	8,940	

Notes:

1. '-' refers to data unavailability.
2. Figures stated may not add up due to rounding of decimals.
3. The GHG emissions data for 2015 to 2020 has been restated due to the recategorisation of the emission reporting boundary based on operational control for Sunway Berhad.
4. The environmental data for 2015 to 2020 may have been restated to enhance the completeness of the data.
5. GHG sequestration for seven years has been restated due to the application of a different conversion factor.
6. CO₂ refers to Carbon Dioxide, while CO₂e stands for "Carbon Dioxide Equivalent" which includes CO₂ and other greenhouse gases.

KEY PERFORMANCE INDICATORS

PLANET

Indicator	Unit of Measurement	2015	2016	2017	2018	2019	2020	2021
Energy								
iii. Overall Electricity Consumption								
Retail	MWh	117,123	138,308	159,074	176,832	174,495	151,510	136,024
Hospitality		41,808	45,145	47,981	47,626	49,459	31,360	25,298
Office		21,185	20,054	22,961	24,488	24,740	24,231	20,861
Education		28,145	28,878	27,012	27,823	28,908	21,166	20,158
Healthcare		13,425	16,197	20,161	22,358	28,525	31,007	32,599
Leisure		14,523	17,970	17,228	17,141	17,329	9,933	7,604
Student Residence		3,098	4,433	4,916	5,019	6,339	6,952	5,340
Building Materials		9,525	10,227	12,295	11,100	9,473	9,231	8,806
Trading & Manufacturing		-	-	-	-	-	999	1,092
Quarry		-	-	-	-	9,976	8,686	9,304
Ongoing Construction Sites		-	-	-	-	-	2,320	2,634
Overall Electricity Consumption (excluding Ongoing Construction Sites)			248,832	281,212	311,627	332,387	349,244	295,075
Overall Electricity Consumption		248,832	281,212	311,627	332,387	349,244	297,396	269,721
% of Renewable Energy from Overall Electricity Consumption	%	-	-	-	-	1%	3%	3%
iv. Fuel Consumption								
Diesel								
Building Materials	MWh	1,286	2,013	3,306	3,121	1,872	2,554	2,866
Quarry		-	-	-	-	-	24,944	24,806
Total Diesel Consumption		1,286	2,013	3,306	3,121	1,872	27,497	27,672
Light Fuel Oil (LFO)								
Building Materials	MWh	-	-	-	-	-	-	-
Quarry		-	-	-	-	105,358	94,745	95,338
Total Light Fuel Oil (LFO) Consumption		-	-	-	-	105,358	94,745	95,338
Liquefied Petroleum Gas (LPG)								
Building Materials	MWh	112,263	117,733	137,103	119,153	106,623	74,257	86,114
Quarry		-	-	-	-	-	-	626
Total Liquefied Petroleum Gas (LPG) Consumption		112,263	117,733	137,103	119,153	106,623	74,257	86,739
Hydraulic Oil								
Building Materials	MWh	328	306	354	340	226	263	127
Total Hydraulic Oil Consumption		328	306	354	340	226	263	127

Notes:

1. "-" refers to data unavailability.
2. Figures stated may not add up due to rounding of decimals.
3. The environmental data for 2015 to 2020 has been restated to enhance the completeness of the data.
4. The data for fuel consumption for seven years has been restated due to enhanced improvement in the data collection.



KEY PERFORMANCE INDICATORS
PLANET

Indicator	Unit of Measurement	2015	2016	2017	2018	2019	2020	2021	
Energy									
v. Overall Energy Consumption									
Retail	MWh	117,123	138,308	159,074	176,832	174,495	151,510	136,024	
Hospitality		41,808	45,145	47,981	47,626	49,459	31,360	25,298	
Office		21,185	20,054	22,961	24,488	24,740	24,231	20,861	
Education		28,145	28,878	27,012	27,823	28,908	21,166	20,158	
Healthcare		13,425	16,197	20,161	22,358	28,525	31,007	32,599	
Leisure		14,523	17,970	17,228	17,141	17,329	9,933	7,604	
Student Residence		3,098	4,433	4,916	5,019	6,339	6,952	5,340	
Building Materials		123,400	130,279	153,057	133,715	118,195	86,305	97,913	
Quarry		-	-	-	-	115,334	128,375	130,073	
Trading & Manufacturing		-	-	-	-	-	999	1,092	
Ongoing Construction Sites		-	-	-	-	-	2,320	2,634	
Overall Energy Consumption (excluding Ongoing Construction Sites)			362,708	401,264	452,389	455,002	563,323	491,838	476,963
Overall Energy Consumption		362,708	401,264	452,389	455,002	563,323	494,158	479,597	
Water									
i. Municipal Water Consumption									
Retail	m ³	900,504	1,244,478	1,897,383	1,763,393	1,943,257	1,256,489	902,170	
Hospitality		297,050	590,385	963,016	1,012,524	1,161,976	624,750	460,157	
Office		211,454	237,107	206,539	173,996	212,427	161,911	108,008	
Education		349,346	360,724	397,183	408,895	444,230	434,399	106,051	
Healthcare		165,989	170,484	179,382	190,057	234,954	258,746	299,196	
Leisure		465,967	633,955	770,220	836,231	1,144,497	494,581	275,029	
Student Residence		92,426	111,424	93,339	167,974	299,562	142,762	131,420	
Building Materials		26,451	36,099	32,311	31,943	45,809	39,543	31,538	
Trading & Manufacturing		-	-	-	-	-	16,907	32,841	
Ongoing Construction Sites		-	-	-	-	-	68,996	123,567	
Total Municipal Water Consumption (excluding Ongoing Construction Sites)			2,509,187	3,384,655	4,539,373	4,585,013	5,486,712	3,430,088	2,346,410
Total Municipal Water Consumption			2,509,187	3,384,655	4,539,373	4,585,013	5,486,712	3,499,084	2,469,977

Notes:

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3. The environmental data for 2015 to 2020 has been restated to enhance the completeness of the data.

KEY PERFORMANCE INDICATORS

PLANET

Indicator	Unit of Measurement	2015	2016	2017	2018	2019	2020	2021
Water								
ii. Water Treatment Plant								
Retail	m ³	-	-	-	9,971	13,581	311,031	587,602
Hospitality		-	-	-	23,840	9,351	57,065	132,797
Office		-	-	-	18,269	11,821	63,827	89,169
Education		-	-	-	1,036	124	49,594	73,517
Healthcare		-	-	-	597	0	4,387	0
Leisure		-	-	-	48	417	7,239	7,661
Student Residence		-	-	-	0	0	45,563	59,247
Total Water Treatment Plant			-	-	-	53,761	35,294	538,706
iii. Rainwater Harvesting								
Retail	m ³	-	-	-	0	0	2,100	0
Hospitality		-	-	-	0	0	24	255
Office		-	-	-	605	1,098	3,004	4,913
Education		-	-	-	0	0	817	132
Healthcare		-	-	-	0	0	0	0
Leisure		-	-	-	0	0	1,791	441
Student Residence		-	-	-	0	0	0	0
Building Materials		-	-	-	0	0	0	0
Trading & Manufacturing		-	-	-	0	0	0	0
Total Rainwater Harvesting			-	-	-	605	1,098	7,736
iv. Groundwater								
Leisure	m ³	-	-	-	-	-	2,419	2,448
Total Groundwater			-	-	-	-	-	2,419
v. Lakewater								
Sunway City Kuala Lumpur	m ³	-	-	-	-	-	12,800	5,166
Total Lakewater			-	-	-	-	-	12,800
vi. Overall Water Consumption								
Retail	m ³	900,504	1,244,478	1,897,383	1,773,364	1,956,838	1,569,620	1,489,773
Hospitality		297,050	590,385	963,016	1,036,364	1,171,327	681,839	593,209
Office		211,454	237,107	206,539	192,870	225,346	228,742	202,091
Education		349,346	360,724	397,183	409,931	444,354	484,810	179,700
Healthcare		165,989	170,484	179,382	190,654	234,954	263,133	299,196
Leisure		465,967	633,955	770,220	836,279	1,144,914	506,030	285,579
Student Residence		92,426	111,424	93,339	167,974	299,562	188,325	190,667
Building Materials		26,451	36,099	32,311	31,943	45,809	39,543	31,538
Trading & Manufacturing		-	-	-	-	-	16,907	32,841

Notes:

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2. Figures stated may not add up due to rounding of decimals.
3. The environmental data for 2015 to 2020 has been restated to enhance the completeness of the data.



KEY PERFORMANCE INDICATORS

PLANET

Indicator	Unit of Measurement	2015	2016	2017	2018	2019	2020	2021
Water								
vi. Overall Water Consumption								
Sunway City Kuala Lumpur	m ³	-	-	-	-	-	12,800	5,166
Ongoing Construction Sites		-	-	-	-	-	68,996	123,567
Overall Water Consumption (excluding Ongoing Construction Sites)		2,509,187	3,384,655	4,539,373	4,639,379	5,523,104	3,991,749	3,309,758
Overall Water Consumption		2,509,187	3,384,655	4,539,373	4,639,379	5,523,104	4,060,745	3,433,325
Waste								
i. Disposed Waste								
Retail	tonnes	-	-	7,633	8,282	8,654	7,223	7,530
Hospitality		-	-	2,117	2,098	2,472	2,263	1,432
Office		-	-	636	833	1,050	494	1,463
Education		-	-	362	295	356	150	212
Healthcare		-	-	820	1,028	1,006	1,164	1,149
Leisure		-	-	1,644	2,439	200	950	488
Student Residence		-	-	0	0	0	0	0
Building Materials		-	-	17	19	17	3	217
Quarry		-	-	0	0	0	0	0
Trading & Manufacturing		-	-	0	0	0	0	0
Ongoing Construction Sites		-	-	0	0	0	3,781	7,822
Total Disposed Waste (excluding Ongoing Construction Sites)		-	-	13,230	14,994	13,756	12,247	12,491
Total Disposed Waste		-	-	13,230	14,994	13,756	16,028	20,313
ii. Diverted Waste								
Retail	tonnes	-	-	294	317	426	322	272
Hospitality		-	-	80	100	90	139	256
Office		-	-	4	24	12	13	27
Education		-	-	26	20	27	14	86
Healthcare		-	-	3	5	5	17	25
Leisure		-	-	2	8	16	16	11
Student Residence		-	-	0	0	1	1	1
Building Materials		-	-	0	2	0	0	66
Quarry		-	-	0	0	0	0	10
Trading & Manufacturing		-	-	16	16	43	9	46
Ongoing Construction Sites		-	-	0	0	0	0	308
Total Diverted Waste (excluding Ongoing Construction Sites)		-	-	424	493	619	532	801
Total Diverted Waste		-	-	424	493	619	532	1,109

Notes:

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3. The environmental data for 2015 to 2020 has been restated to enhance the completeness of the data.

KEY PERFORMANCE INDICATORS

PLANET

Indicator	Unit of Measurement	2015	2016	2017	2018	2019	2020	2021
Waste								
iii. Total Waste								
Retail	tonnes	-	-	7,927	8,599	9,080	7,545	7,802
Hospitality		-	-	2,197	2,199	2,562	2,403	1,688
Office		-	-	640	857	1,062	507	1,490
Education		-	-	388	314	383	164	298
Healthcare		-	-	823	1,033	1,011	1,181	1,175
Leisure		-	-	1,646	2,448	216	967	499
Student Residence		-	-	0	0	1	1	1
Building Materials		-	-	18	21	17	3	283
Quarry		-	-	0	0	0	0	10
Trading & Manufacturing		-	-	16	16	43	9	46
Ongoing Construction Sites		-	-	0	0	0	3,781	8,130
Overall Waste (excluding Ongoing Construction Sites)		-	-	13,655	15,487	14,375	12,779	13,292
Overall Waste	-	-	13,655	15,487	14,375	16,560	21,422	
% of Waste Diverted from Landfills	%	-	-	3%	3%	4%	4%	6%
iv. Hazardous Waste								
Education	tonnes	-	-	13	26	20	14	10
Healthcare		-	-	353	262	335	437	661
Building Materials		-	-	11	8	6	11	6
Trading & Manufacturing		-	-	0	0	0	0	5
Quarry		-	-	0	0	0	1	11
Total Hazardous Waste		-	-	377	297	361	463	693
Parameter	Unit of Measurement	Compliance Limit		2021				
		Min	Max	Average				
i. Effluents								
Building Materials								
Sunway Paving Solutions and Sunway Spun Pile								
pH	-	6.0-9.0	6.2	7.8	7.3			
Biochemical Oxygen Demand (BOD)	mg/l	20-50	8	17	13			
Chemical Oxygen Demand (COD)	mg/l	80-200	Not detected	36	32			
Sunway VCP								
pH	-	6.0-9.0	6.6	7.1	6.8			
Biochemical Oxygen Demand (BOD)	mg/l	50	9	49	34			
Chemical Oxygen Demand (COD)	mg/l	200	34	197	136			
Quarry								
pH	-	6.0-9.0	5.6	7.7	6.7			
Biochemical Oxygen Demand (BOD)	mg/l	20-50	<2	10	6			
Chemical Oxygen Demand (COD)		80-200	4	28	14			
Total Suspended Solids (TSS)		50-100	<2	268*	32			
Oil & Grease		1-10	<1	<2	<1			

* Maximum limit exceeded for one site due to heavy rainfall causing surface run-off into silt trap area. Upgrading, frequent maintenance and continuous monitoring of silt trap have been carried out.

Notes:

1. '-' refers to data unavailability.
2. Figures stated may not add up due to rounding of decimals.
3. The environmental data for 2015 to 2020 has been restated to enhance the completeness of the data.



KEY PERFORMANCE INDICATORS

PLANET

Parameter	Unit of Measurement	Compliance Limit	2021		
			Min	Max	Average
Ongoing Construction Sites					
Total Suspended Solids (TSS) of Water	mg/l	100-150	No discharge	86	22
Total Suspended Solids (TSS) of Silt Trap		50-100	No discharge	122*	24
ii. Air Emissions					
Building Materials					
Sunway Paving Solutions and Sunway Spun Pile					
Particulate Matter - PM10	µg/m ³	100	0.02	63	20
Particulate Matter - PM2.5		35	4	28	14
Sulfur Dioxide (SO ₂)		250	10	31	18
Nitrogen Dioxide (NO ₂)		280	<5	23	16
Carbon Monoxide (CO)		10,000	<2	148	60
Ozone (O ₃)		100	<1	18	11
Sunway VCP					
Dust	µg/m ³	150	11	56	22
Halogenated Hydrocarbon (NMVOC)		20	3	20	10
Non-Halogenated Hydrocarbon (NMVOC)		50	2	20	10
Carbon Monoxide (CO)		1,000	17	42	32
Quarry					
Particulate Matter	mg/m ³	50-100	16	82	36
Nitrogen Dioxide (NO ₂)		500	16	32	24
Sulfur Dioxide (SO ₂)		500	4	5	5
Ambient Air	µg/m ³	260	18	103	62
Ongoing Construction Sites					
Total Suspended Particles (TSS)	µg/m ³	260	11	134	51
iii. Noise Monitoring					
Building Materials					
Sunway Paving Solutions and Sunway Spun Pile					
Boundary Noise	dB	Daytime = 75	61	67	64
		Night-time = 75	51	64	56
Sunway VCP					
Boundary Noise	dB	Daytime = 75	66	70	67
		Night-time = 75	56	58	57
Quarry					
Boundary Noise	dB	Daytime = 65	49	64	59
		Night-time = 55	45	60**	49
Ongoing Construction Sites					
Boundary Noise***	dB	Daytime = 60-95	53	93	66
		Night-time = 50-70	44	70	55

* Corrective action was taken and the TSS was reduced to within the compliance limit in the subsequent monitoring done in the next month.

** Maximum limit exceeded at one site due to other activities near the quarry site. The noise monitoring point was relocated nearer to the crusher plant for subsequent noise monitoring.

*** Noise levels were high due to traffic and activities in the surrounding area. No construction activity occurred at night.

KEY PERFORMANCE INDICATORS

PEOPLE

Indicator	2019		2020		2021	
	Number	%	Number	%	Number	%
i. Employee Count						
Total employees	11,430	-	10,111	-	10,889	-
ii. Employee Retention						
Total retention	-	82.3%	-	85.7%	-	84.2%
iii. Employee Turnover						
Total turnover	-	17.7%	-	14.3%	-	15.8%
Employee Turnover - Gender						
Turnover for male employees	1,071	53%	777	54%	842	49%
Turnover for female employees	956	47%	670	46%	882	51%
TOTAL	2,027	100%	1,447	100%	1,724	100%
Employee Turnover - Age Group						
Turnover for employees below 30 years old	1,144	56%	733	51%	909	53%
Turnover for employees between 30 and 40 years old	590	29%	447	31%	587	34%
Turnover for employees between 40 and 50 years old	188	9%	160	11%	161	9%
Turnover for employees more than 50 years old	105	5%	107	7%	67	4%
TOTAL	2,027	100%	1,447	100%	1,724	100%
Employee Turnover - Ethnicity						
Turnover for Malays	820	40%	605	42%	831	48%
Turnover for Chinese	495	24%	384	27%	513	30%
Turnover for Indians	309	15%	226	16%	227	13%
Turnover for other races	403	20%	232	16%	153	9%
TOTAL	2,027	100%	1,447	100%	1,724	100%
Employee Turnover - Employee Category						
Turnover for EG 9 & above (Senior Management)	47	2%	21	1%	13	1%
Turnover for EG 5-8 (Manager & Senior Manager)	91	4%	104	7%	99	6%
Turnover for EG 3-4 (Senior Executive & Assistant Manager)	220	11%	156	11%	240	14%
Turnover rate for EG 1-2 (Executive)	528	26%	456	32%	551	32%
Turnover for NE (Non-Executive)	1,141	56%	710	49%	821	48%
TOTAL	2,027	100%	1,447	100%	1,724	100%
iv. New Hires						
Total new hires	2,916	-	1,230	12%	1,868	-
New Hires - Gender						
New hires for male employees	1,426	49%	634	52%	805	43%
New hires for female employees	1,490	51%	596	48%	1,063	57%
TOTAL	2,916	100%	1,230	100%	1,868	100%

Notes:

1. '-' refers to data unavailability.
2. Figures stated may not add up due to rounding of decimals.
3. Employee data for seven years has been restated due to a change in the scope of percentages.



KEY PERFORMANCE INDICATORS

PEOPLE

Indicator	2019		2020		2021	
	Number	%	Number	%	Number	%
New Hires - Age Group						
New hires for employees below 30 years old	1,990	68%	734	60%	1,257	67%
New hires for employees between 30 and 40 years old	618	21%	308	25%	429	23%
New hires for employees between 40 and 50 years old	205	7%	114	9%	112	6%
New hires for employees more than 50 years old	103	4%	74	6%	70	4%
TOTAL	2,916	100%	1,230	100%	1,868	100%
New Hires - Ethnicity						
New hires for Malays	1,297	44%	482	39%	808	43%
New hires for Chinese	712	24%	376	31%	696	37%
New hires for Indians	425	15%	173	14%	219	12%
New hires for other races	482	17%	199	16%	145	8%
TOTAL	2,916	100%	1,230	100%	1,868	100%
New Hires - Employee Category						
New hires for EG 9 & above (Senior Management)	40	1%	18	1%	20	1%
New hires for EG 5-8 (Manager & Senior Manager)	123	4%	76	6%	123	7%
New hires for EG 3-4 (Senior Executive & Assistant Manager)	255	9%	182	15%	217	12%
New hires for EG 1-2 (Executive)	914	31%	358	29%	670	36%
New hires for NE (Non-Executive)	1,584	54%	596	48%	838	45%
TOTAL	2,916	100%	1,230	100%	1,868	100%
New Hires - Region						
Male domestic new hires	1,328	46%	570	46%	772	41%
Female domestic new hires	1,421	49%	571	46%	1,050	56%
Male overseas new hires	98	3%	64	5%	33	2%
Female overseas new hires	69	2%	25	2%	13	1%
TOTAL	2,916	100%	1,230	100%	1,868	100%
Domestic employees below 30 years old	1,893	65%	692	56%	1,232	66%
Domestic employees between 30 and 40 years old	577	20%	282	23%	415	22%
Domestic employees between 40 and 50 years old	182	6%	102	8%	109	6%
Domestic employees more than 50 years old	97	3%	65	5%	66	4%
Overseas employees below 30 years old	97	3%	42	3%	25	1%
Overseas employees between 30 and 40 years old	41	1%	26	2%	14	1%
Overseas employees between 40 and 50 years old	23	1%	12	1%	3	0%
Overseas employees more than 50 years old	6	0%	9	1%	4	0%
TOTAL	2,916	100%	1,230	100%	1,868	100%

KEY PERFORMANCE INDICATORS

PEOPLE

Indicator	2019		2020		2021	
	Number	%	Number	%	Number	%
v. Board Diversity						
Board Diversity - Gender						
Male Directors	7	78%	7	70%	7	64%
Female Directors	2	22%	3	30%	3	36%
TOTAL	9	100%	10	100%	10	100%
Board Diversity - Age Group						
40-50 years old	1	11%	1	10%	1	9%
>50 years old	8	89%	9	90%	9	91%
TOTAL	9	100%	10	100%	10	100%
Board Diversity - Ethnicity						
Malays	1	25%	2	20%	2	27%
Chinese	5	63%	6	60%	6	55%
Others	3	12%	2	20%	2	18%
TOTAL	9	100%	10	100%	10	100%
vi. Employee Status						
Employment Status - Gender						
Permanent male employees	5,044	44%	4,491	44%	4,467	41%
Permanent female employees	4,740	41%	4,439	44%	4,581	42%
Contract male employees	1,436	13%	1,039	10%	1,073	10%
Contract female employees	210	2%	142	1%	768	7%
TOTAL	11,430	100%	10,111	100%	10,889	100%
Part-time/Non-guaranteed hours male employees	166	27%	70	16%	558	64%
Part-time/Non-guaranteed hours female employees	443	73%	356	84%	317	36%
TOTAL	609	100%	426	100%	875	100%
Full-time male employees	6,480	57%	5,530	55%	5,540	51%
Full-time female employees	4,950	43%	4,581	45%	5,349	49%
TOTAL	11,430	100%	10,111	100%	10,889	100%

**KEY PERFORMANCE INDICATORS****PEOPLE**

Indicator	2019		2020		2021	
	Number	%	Number	%	Number	%
Employment Status - Region						
Permanent domestic employees	9,410	82%	8,631	85%	8,733	80%
Permanent overseas employees	374	3%	299	3%	315	3%
Contract domestic employees	1,627	14%	1,103	11%	1,653	15%
Contract overseas employees	19	0%	78	1%	188	2%
TOTAL	11,430	100%	10,111	100%	10,889	100%
Part-time/Non-guaranteed hours domestic employees	609	100%	426	100%	875	100%
Part-time/Non-guaranteed hours overseas employees	-	0%	-	0%	0	0%
TOTAL	609	100%	426	100%	875	100%
Full-time domestic employees	11,037	97%	9,734	96%	10,386	95%
Full-time overseas employees	393	3%	377	4%	503	5%
TOTAL	11,430	100%	10,111	100%	10,889	100%
vii. Employee Diversity						
Employee Diversity - Gender						
Male executives	2,293	20%	2,085	21%	2,190	20%
Female executives	3,225	28%	3,103	31%	3,396	31%
Male non-executives	4,187	37%	3,445	34%	3,350	31%
Female non-executives	1,725	15%	1,478	15%	1,953	18%
TOTAL	11,430	100%	10,111	100%	10,889	100%
Employee Diversity - Age Group						
Executives below 30 years old	2,014	18%	1,681	17%	1,732	16%
Executives between 30 and 40 years old	1,831	16%	1,901	19%	2,107	19%
Executives between 40 and 50 years old	1,044	9%	1,047	10%	1,116	10%
Executives more than 50 years old	629	6%	559	6%	631	6%
Non-executives below 30 years old	2,679	23%	1,896	19%	2,169	20%
Non-executives between 30 and 40 years old	1,755	15%	1,667	16%	1,655	15%
Non-executives between 40 and 50 years old	917	8%	854	8%	886	8%
Non-executives more than 50 years old	561	5%	506	5%	593	5%
TOTAL	11,430	100%	10,111	100%	10,889	100%

Notes:

1. '-' refers to data unavailability.
2. Figures stated may not add up due to rounding of decimals.

KEY PERFORMANCE INDICATORS

PEOPLE

Indicator	2019		2020		2021	
	Number	%	Number	%	Number	%
Employee Diversity - Ethnicity						
Malay executives	1,768	15%	1,630	16%	1,749	16%
Chinese executives	2,678	23%	2,521	25%	2,786	26%
Indian executives	702	6%	631	6%	659	6%
Other races executives	205	2%	214	2%	185	2%
Foreigner executives	165	1%	192	2%	207	2%
Malay non-executives	2,980	26%	2,572	25%	2,672	25%
Chinese non-executives	327	3%	290	3%	588	5%
Indian non-executives	923	8%	776	8%	801	7%
Other races non-executives	426	4%	385	4%	418	4%
Foreigner non-executives	1,256	11%	900	9%	824	8%
TOTAL	11,430	100%	10,111	100%	10,889	100%
Employee Diversity - Years of Service						
Executives employed less than 1 year	1,204	11%	499	5%	675	6%
Executives employed between 1 and 5 years	2,031	18%	2,353	23%	2,624	22%
Executives employed between 5 and 10 years	1,197	10%	1,160	11%	1,070	9%
Executives employed between 10 and 15 years	491	4%	553	5%	564	5%
Executives employed between 15 and 20 years	256	2%	263	3%	276	2%
Executives employed more than 20 years	339	3%	360	4%	377	3%
Non-executives employed less than 1 year	1,267	11%	428	4%	621	7%
Non-executives employed between 1 and 5 years	2,431	21%	2,365	23%	2,543	27%
Non-executives employed between 5 and 10 years	1,171	10%	1,084	11%	1,033	9%
Non-executives employed between 10 and 15 years	504	4%	484	5%	525	4%
Non-executives employed between 15 and 20 years	303	3%	320	3%	322	3%
Non-executives employed more than 20 years	236	2%	242	2%	259	2%
TOTAL	11,430	100%	10,111	100%	10,889	100%
viii. Women / Minority Groups						
Women in the workforce (% of total workforce)	5,393	47%	4,937	49%	5,666	48%
Number of women in senior management	77	29%	52	27%	62	27%
Number of women in executive management	4	15%	5	21%	4	20%
Women in junior management positions, i.e. first level of management (% of total junior management positions)	491	54%	524	55%	526	53%
Women in STEM-related positions (% of total STEM positions)	2,155	45%	2,123	49%	2,704	56%
Total number of ethnic minority employees	631	6%	599	6%	826	7%

KEY PERFORMANCE INDICATORS

PEOPLE

Indicator	2019		2020		2021	
	Number	%	Number	%	Number	%
ix. Others						
Women's to men's basic salary ratio, excluding foreign workers	0.89:1		0.88:1		0.9:1	
Women's to men's basic salary ratio, including foreign workers	0.95:1		0.97:1		1:1	
Proportion of senior management (EG 9 & Above) hired from local community	-	94%	-	94%	-	96%
Percentage of global staff with a disability	7	0.06%	7	0.07%	7	0.06%
Total hired interns from Sunway University and/or Sunway College	369	-	244	-	33	-
Average years employed by the Company for female employees	5.4	-	6.2	-	5.5	-
Average years employed by the Company for male employees	6.1	-	7.2	-	6.9	-
x. Learning Hours						
Average training hours per employee	30.7	-	20.2	-	33.0	-
Learning Hours - Gender						
Average training hours per male employee	-	-	-	-	17.5	-
Average training hours per female employee	-	-	-	-	27.6	-
Learning Hours - Employee Category						
Average training hours EG 9 & above (Senior Management)	-	-	19.8	-	36.0	-
Average training hours EG 5-8 (Manager & Senior Manager)	-	-	17.3	-	31.5	-
Average training hours EG 3-4 (Senior Executive & Assistant Manager)	-	-	19.9	-	30.0	-
Average training hours EG 1-2 (Executive)	-	-	21.5	-	32.5	-
xi. Performance Review						
Completion of Performance Review - Gender						
Male employees	-	100%	-	100%	-	100%
Female employees	-	100%	-	100%	-	100%
Completion of Performance Review - Employee Category						
Managers	-	100%	-	100%	-	100%
Executives	-	100%	-	100%	-	100%
Non-executives	-	100%	-	100%	-	100%
xii. Family-friendly Leave						
Number of parental/childcare leave applications	867	-	807	-	1,050	-
Number of days applied for parental/childcare leave	1,049	-	1373.5	-	1,089	-
Number of maternity leave applications	222	-	229	-	249	-
Number of days applied for maternity leave	13,319	-	13,619	-	8,589	-
Number of paternity leave applications	257	-	219	-	136	-
Number of days applied for paternity leave	706	-	640	-	376	-

Notes:

1. '-' refers to data unavailability.
2. Figures stated may not add up due to rounding of decimals.

KEY PERFORMANCE INDICATORS

PEOPLE

Indicator	2019		2020		2021	
	Number	Rate*	Number	Rate*	Number	Rate*
xiii. Work-related Injuries						
Employees						
Hours worked	13,834,219	N/A	13,917,109	N/A	9,966,848	N/A
Fatalities	0	0	0	0	1	0.1
High-consequence work-related injuries	0	0	1	0.09	0	0
Lost-time injuries	-	-	-	-	18	1.81
Recordable work-related injuries	126	9.04	85	6.79	38	3.81
Non-Employees**						
Hours worked	59,408,635	N/A	39,123,799	N/A	33,311,138	N/A
Fatalities	1	0.02	5	0.13	0	0
High-consequence work-related injuries	4	0.07	1	0.03	0	0
Lost-time injuries	-	-	-	-	1	0.03
Recordable work-related injuries	7	0.12	13	0.40	3	0.09
xiv. Work-related Ill Health						
Employees						
Number of fatalities	0	0	0	0	0	0
Recordable work-related ill health	0	0	0	0	0	0
Main types of work-related ill health	N/A	-	N/A	-	N/A	-
Non-Employees**						
Number of fatalities	0	0	0	0	0	0
Recordable work-related ill health	0	0	3	0	0	0
Main types of work-related ill health	-	-	Vibration	-	-	-

* The rates are calculated based on 1,000,000 hours worked.

** Non-employees excludes part-timers and interns since they are hired on an ad hoc basis.

Notes:

1. '-' refers to data unavailability.
2. Figures stated may not add up due to rounding of decimals.
3. Work-related hazards that pose a risk of ill health are identified using HIRARC assessment and incident statistics, chemical health risk assessments (CHRA), chemical exposure monitoring, medical records and stakeholder feedback.
4. The performance of LTIFR is measured against the industry benchmark by Safe Work Australia. Sunway achieved 0.44, which was lower than the industry benchmark of 2.8 in 2021.

MEMBERSHIP IN ASSOCIATIONS

GRI 2-28

Sunway's affiliations with various credible and prestigious associations reflect its commitment to good corporate governance, in line with Principles of Governance, the first pillar of the World Economic Forum's International Business Council.

PRINCIPLES OF GOVERNANCE

INDUSTRY	ORGANISATION	SUNWAY'S REPRESENTATION
Corporate Governance/ Leadership	Malaysian Employers Federation (MEF)	Sunway Berhad
	Sustainable Development Solutions Network Malaysia	Tan Sri Dr. Jeffrey Cheah, Chairman
	Malaysian Crime Prevention Foundation – Selangor Chapter (MCPF Selangor)	
	Jeffrey Cheah Foundation	
Property Development	International Real Estate Federation (FIABCI)	Ms Sarena Cheah, National Council Member (2018-2020)
	Real Estate and Housing Developers' Association (REHDA)	Dato' Jeffrey Ng Tiong Lip, Patron
		Mr Chong Sau Min, Committee Member, REHDA Wilayah Persekutuan, Kuala Lumpur
		Ms Sarena Cheah, National Council Member
		Mr Fong Choon Fuoi, Committee Member, REHDA Penang Branch
		Mr Adly Sham, Committee Member, REHDA Selangor Branch
		Mr Gerard Soosay, Committee Member, REHDA Johor Branch
Retail	Malaysia Shopping Malls Association	Mr Chan Hoi Choy, Advisor
		Ms Phang Sau Lian, Vice President 1
		Mr Michael Poh, Committee Member (Social)
		Mr Eugene Khoo (individual membership certificate)
		Ms Chan You Li (individual membership certificate)
Leisure	Malaysian Association of Amusement Theme Park and Family Attractions (MAATFA)	Mr Magendran Marimuthu, Honorary Secretary
	International Association of Amusement Parks and Attractions (IAAPA)	Sunway Lagoon Theme Park and Sunway Lost World of Tambun, Member
	Malaysian Association of Zoological Parks and Aquaria (MAZPA)	
Trading and Manufacturing	Master Builders Association Malaysia (MBAM)	Mr Tony Foo Yoon Seong, Committee Member, Material Resources and Exhibition Committee of MBAM
	Persatuan Pemborong Barangan Logam Malaysia	Mr Toh Soon Seng, Council Member
	National Ready Mixed Concrete Association of Malaysia	Sunway Enterprise (1988) Sdn Bhd
REIT	Malaysian REIT Managers Association (MRMA)	Dato' Jeffrey Ng Tiong Lip, Chairman
	Malaysian Investor Relations Association (MIRA)	Sunway REIT Business Division

INDUSTRY	ORGANISATION	SUNWAY'S REPRESENTATION
Healthcare	Association of Private Hospitals, Malaysia (APHM)	Sunway Medical Centre
	American Malaysian Chamber of Commerce (AMCHAM)	
	British Malaysian Chamber of Commerce (BMCC)	
	Malaysian-German Chamber of Commerce & Industry (MGCC)	
	Malaysian Dutch Business Council (MDBC)	Sunway Healthcare Group
	Malaysia-China Chamber of Commerce (MCCC)	
	China Enterprises Chamber of Commerce in Malaysia (CECCM)	
Malaysia Australia Business Council (MABC)	Sunway Healthcare Group	
EU-Malaysia Chamber of Commerce & Industry (EUROCHAM)		
Hospitality	Malaysian Association of Hotels (MAH)	All Hotels in Malaysia
	Malaysian Employers Federation (MEF)	Sunway Resort Hotel, The Banjaran Hotsprings Retreat
	Association of Hotel Employers (AHE)	Sunway Resort Hotel, Sunway Putra Hotel, Sunway Hotel Georgetown, Sunway Hotel Seberang Jaya
	Association of Malaysian Spas (AMSPA)	The Banjaran Hotsprings Retreat
	Ipoh Wine & Food Society, Perak, under the International Wine & Food Society (IWFS)	Alex Castaldi, Member
	Chaine des Rottiseurs Malaysia Chapitre	
	Construction	Construction Industry Development Board
National Institute of Occupational Health and Safety		
Human Resource Development Corporation		
Master Builders Association Malaysia		Dato' Ir Tan Kia Loke, Honorary Builder, Advisor, Education Fund Committee & Chairman, MBAM Brain Storming Strategic Roadmap
Building Materials	Road Engineering Association of Malaysia (REAM)	Sunway Paving Solutions Sdn Bhd
	International Road Federation (IRF)	
	American Concrete Institute (ACI) – Malaysian Chapter	Mr Arreshvina Naranayan, Member Mr Calvin Ooi, Member Mr Umulnajwa Samsudin, Member
Quarry	Malaysian Institute of Accountants	Mr Lee Chuan Seng
	Chartered Institute of Management Accountants (CIMA)	
	Malaysia Quarries Association (MQA) -Treasurer	
	Malaysia Quarries Association Selangor/ Kuala Lumpur Branch - Vice Chairman	

GRI CONTENT INDEX

Sunway Berhad has reported in accordance with the GRI Standards for the period from 1 January 2021 to 31 December 2021.

ESG Pillar	GRI Standard	Disclosure Number	Standards Disclosure	F4GBM ESG Themes	UN SDG	SASB	UNGC	Page reference and reasons for omissions, if applicable	Externally Assured
GENERAL DISCLOSURES									
The organisation and its reporting practices									
		2-1	Organisational details					2-3	N/A
		2-2	Entities included in the organisation's sustainability reporting					2	N/A
		2-3	Reporting period, frequency and contact point					1	Yes
		2-4	Restatements of information	-	-	-	-	Restatements were made in Managing Our Environmental Impacts and the environmental and employee data in Key Performance Indicators. 25, 34, 37, 78, 79, 85	Yes
		2-5	External assurance					98-99	Yes
Activities and workers									
		2-6	Activities, value chain and other business relationships					44	Yes
		2-7	Employees	Labour Standards	5, 8	-	Principle 6	52, 85-91	Yes
		2-8	Workers who are not employees					91	Yes
Governance									
		2-9	Governance structure and composition					70	Yes
		2-10	Nomination and selection of the highest governance body					Refer to Sunway Berhad Integrated Annual Report 2021	N/A
		2-11	Chair of the highest governance body					Refer to Sunway Berhad Integrated Annual Report 2021	N/A
		2-12	Role of the highest governance body in overseeing the management of impacts					Refer to Sunway Berhad Integrated Annual Report 2021	N/A
		2-13	Delegation of responsibility for managing impacts					Refer to Sunway Berhad Integrated Annual Report 2021	N/A
		2-14	Role of the highest governance body in sustainability reporting					70	Yes
		2-15	Conflicts of interest	Corporate Governance	5, 16	-	-	Refer to Sunway Berhad Integrated Annual Report 2021	N/A
		2-16	Communication of critical concerns					47	Yes
		2-17	Collective knowledge of the highest governance body					70	Yes
		2-18	Evaluation of the performance of the highest governance body					70	Yes
		2-19	Remuneration policies					69	Yes
		2-20	Process to determine remuneration					Refer to Sunway Berhad Integrated Annual Report 2021	N/A
		2-21	Annual total compensation ratio					52	N/A
Strategy, policies and practices									
		2-22	Statement on sustainable development strategy					4-15	Yes
		2-23	Policy commitments					69	Yes
		2-24	Embedding policy commitments	Anti-Corruption, Human Rights & Community, Risk Management	16	-	Principle 1, 2, 10	69	Yes
		2-25	Processes to remediate negative impacts					47	Yes
		2-26	Mechanisms for seeking advice and raising concerns					47	Yes
		2-27	Compliance with laws and regulations					68-69	Yes
		2-28	Membership associations					92	Yes
Stakeholder engagement									
		2-29	Approach to stakeholder engagement	Labour Standards	16	-	Principle 3	71	Yes
		2-30	Collective bargaining agreements		8	-		47	Yes
MATERIAL TOPICS									
		3-1	Process to determine material topics					72-76	Yes
		3-2	List of material topics					73	Yes

Notes:
 1. '1' means that disclosure is not required for the respective index or framework.
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GRI CONTENT INDEX

ESG Pillar	GRI Standard	Disclosure Number	Standards Disclosure	F4GBM ESG Themes	UN SDG	SASB	UNGC	Page reference and reasons for omissions, if applicable	Externally Assured	
Economic Performance										
ECONOMIC	GRI 3: Material Topics 2021	3-3	Management of material topics							
	GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed					Refer to Sunway Berhad Integrated Annual Report 2021	N/A	
		201-2	Financial implications and other risks and opportunities due					Information unavailable. Steps are being taken to include the information in the next Report.	N/A	
		201-3	Defined benefit plan obligations and other retirement plans			1, 3, 5, 8, 9, 10, 17	-	-	Refer to Sunway Berhad Integrated Annual Report 2021	N/A
		201-4	Financial assistance received from government					Information unavailable. Steps are being taken to include the information in the next Report.	N/A	
	GRI 202: Market Presence 2016	202-1	Ratios of standard entry-level wage by gender compared to local minimum wage						Information unavailable. Steps are being taken to include the information in the next Report.	N/A
202-2		Proportion of senior management hired from the local community					52	Yes		
Ecology & Biodiversity										
ENVIRONMENTAL	GRI 3: Material Topics 2021	3-3	Management of material topics					30-31	Yes	
	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	26-31	Yes	
		304-2	Significant impacts of activities, products and services					26-31	Yes	
		304-3	Habitats protected or restored					26-31	Yes	
		304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations					N/A. Sunway does not operate in these areas.	N/A	
Pollution (Emission)										
ENVIRONMENTAL	GRI 3: Material Topics 2021	3-3	Management of material topics					32-34	Yes	
	GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Climate Change, Pollution & Resources	3, 12, 13, 14	-	Principle 7, 8, 9	25, 77-78	Yes	
		305-2	Energy indirect (Scope 2) GHG emissions					25, 77-78	Yes	
		305-3	Other indirect (Scope 3) GHG emissions					25, 77-78	Yes	
		305-4	GHG emissions intensity					34, 77-78	Yes	
		305-5	Reduction of GHG emissions					33	Yes	
		305-6	Emissions of ozone-depleting substances (ODS)					Information unavailable. Steps are being taken to include the information in the next Report.	N/A	
		305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions					Information unavailable. Steps are being taken to include the information in the next Report.	N/A	
Resource Management (Energy)										
ENVIRONMENTAL	GRI 3: Material Topics 2021	3-3	Management of material topics					32-33	Yes	
	GRI 302: Energy 2016	302-1	Energy consumption within the organisation	Climate Change	7, 12, 13		Principle 7, 8, 9	IF-RE-130a.2	32-33, 78-80	Yes
		302-2	Energy consumption outside of the organisation					-	32-33, 77-80	Yes
		302-3	Energy intensity					-	34	Yes
		302-4	Reduction of energy consumption					IF-RE-130a.5	32-33	Yes
		302-5	Reductions in energy requirements of products and services					-	32-33	Yes

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GRI CONTENT INDEX

ESG Pillar	GRI Standard	Disclosure Number	Standards Disclosure	F4GBM ESG Themes	UN SDG	SASB	UNGC	Page reference and reasons for omissions, if applicable	Externally Assured	
ENVIRONMENTAL	Resource Management (Water) & Pollution (Waste / Effluents)									
	GRI 3: Material Topics 2021	3-3	Management of material topics					35-40	Yes	
	GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts				-	38-40	Yes	
		306-2	Management of significant waste-related impacts				-	38-40	Yes	
		306-3	Waste generated				-	38-40, 82-84	Yes	
		306-4	Waste diverted from disposal				-	38-40, 82-84	Yes	
		306-5	Waste diverted to disposal				-	38-40, 82-84	Yes	
	GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource		Pollution & Resources, Water Security	6, 12	IF-RE-140a.4	Principle 7, 8, 9	35-36, 80-82	Yes
		303-2	Management of water discharge-related impacts				-	37	Yes	
		303-3	Water withdrawal				-	36-37, 80-82	Yes	
		303-4	Water discharge				-	36-37, 80-82	Yes	
		303-5	Water consumption				IF-RE-140a.2, IF-RE-140a.3	36-37, 80-82	Yes	
	Resource Management (Supply Chain & Materials)									
	GRI 3: Material Topics 2021	3-3	Management of material topics					42-45	Yes	
	GRI 301: Materials 2016	301-1	Materials used by weight or volume		Supply Chain (Environmental)				43	Yes
		301-2	Recycled input materials used					42	Yes	
		301-3	Reclaimed products and their packaging materials					42	Yes	
GRI 3: Material Topics 2021	3-3	Management of material topics					42-45	Yes		
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers		Supply Chain (Environmental), Supply Chain (Social)	8, 11, 12, 16	-	Principle 7, 8, 9	42	Yes	
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria						42	Yes	
	308-2	Negative environmental impacts in the supply chain and actions taken						42	Yes	
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria						42	Yes	
	414-2	Negative social impacts in the supply chain and actions taken						42	Yes	

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GRI CONTENT INDEX

ESG Pillar	GRI Standard	Disclosure Number	Standards Disclosure	F4GBM ESG Themes	UN SDG	SASB	UNGC	Page reference and reasons for omissions, if applicable	Externally Assured	
SOCIAL	Labour Standards & Practices									
	GRI 3: Material Topics 2021	3-3	Management of material topics					47-57	Yes	
		401-1	New employee hires and employee turnover					52, 85-86	Yes	
	GRI 401: Employment 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees					49	Yes	
		401-3	Parental leave					90	Yes	
	GRI 402: Labour/ Management Relations 2016	402-1	Minimum notice periods regarding operational changes					47	Yes	
	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	Labour Standards, Human Rights & Community	5, 8, 10	-	Principle 1, 2, 3, 4, 5, 6	47	Yes	
	GRI 408: Child Labour 2016	408-1	Operations and suppliers at significant risk for incidents of child labour					42, 47	Yes	
	GRI 409: Forced or Compulsory Labour 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour					42, 47	Yes	
	GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures					47	Yes	
	GRI 411: Rights of indigenous people 2016	411-1	Incidents of violations involving rights of indigenous peoples					47	Yes	
	Human Capital Development									
	GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee						51, 90	Yes
		404-2	Programmes for upgrading employee skills and transition assistance programmes	Labour Standards	4, 5, 8	-	-	50-51	Yes	
		404-3	Percentage of employees receiving regular performance and career development reviews					51, 90	Yes	
	Diversity & Inclusion									
	GRI 3: Material Topics 2021	3-3	Management of material topics					52	Yes	
	GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Labour Standards, Corporate Governance	5, 10	-	-	52, 87-89	Yes	
		405-2	Ratio of basic salary and remuneration of women to men					90	Yes	
		406-1	Incidents of discrimination and corrective actions taken					52	Yes	
	Employee Health & Safety									
	GRI 3: Material Topics 2021	3-3	Management of material topics					53-57	Yes	
	GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system					53	Yes	
		403-2	Hazard identification, risk assessment and incident investigation					56-57	Yes	
		403-3	Occupational health services					56	Yes	
		403-4	Worker participation, consultation and communication on occupational health and safety					54-55	Yes	
		403-5	Worker training on occupational health and safety	Health & Safety	3, 8	-	-	54-55	Yes	
		403-6	Promotion of worker health					56	Yes	
403-7		Prevention and mitigation of occupational health and safety impacts directly linked by business relationships					54-56	Yes		
403-8		Workers covered by an occupational health and safety management system					55	Yes		
403-9		Work-related injuries					57, 91	Yes		
403-10		Work-related ill health					57, 91	Yes		

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GRI CONTENT INDEX

ESG Pillar	GRI Standard	Disclosure Number	Standards Disclosure	F4GBM ESG Themes	UN SDG	SASB	UNGC	Page reference and reasons for omissions, if applicable	Externally Assured
SOCIAL	Community Enrichment								
	GRI 3: Material Topics 2021	3-3	Management of material topics	Human Rights & Community	11	-	-	59-64	Yes
	GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments and development programmes					59-64	Yes
		413-2	Operations with significant actual and potential negative impacts on local communities					59-64	Yes
	Customer Responsibility								
	GRI 3: Material Topics 2021	3-3	Management of material topics	Risk Management	12, 16	-	-	65-66	Yes
	GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories					65-66	Yes
		416-2	Incidents of non-compliance concerning the health and safety impacts of products and services					65	Yes
	GRI 417: Marketing and Labelling 2016	417-1	Requirements for product and service information and labelling					65	Yes
		417-2	Incidents of non-compliance concerning product and service information and labelling					Information unavailable. Steps are being taken to include the information in the next Report.	N/A
		417-3	Incidents of non-compliance concerning marketing communications						
	GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	68	Yes				
Indirect Economic Impact									
GRI 3: Material Topics 2021	3-3	Management of material topics	-	1, 3, 5, 8, 9, 10, 17	-	-	59-64	Yes	
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported					59-64	Yes	
	203-2	Significant indirect economic impacts					59-64	Yes	
GOVERNANCE	Business Ethics								
	GRI 3: Material Topics 2021	3-3	Management of material topics	Anti-Corruption	16	-	Principle 10	68-69	Yes
	GRI 205: Anti-Corruption 2016	205-1	Operations assessed for risks related to corruption					68-69	Yes
		205-2	Communication and training about anti-corruption policies and procedures					68-69	Yes
		205-3	Confirmed incidents of corruption and actions taken					68-69	Yes
	GRI 206: Anti-competitive Behaviour 2016	206-1	Legal actions for anti-competitive behaviour, anti-trust and monopoly practices (Business code of conduct)					N/A	N/A

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EXTERNAL ASSURANCE REPORT

GRI 2-5



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INDEPENDENT ASSURANCE STATEMENT

Scope and Objective

SIRIM QAS International Sdn. Bhd., a Conformity Assessment Body in Malaysia, with extensive expertise and experience in the provision of sustainability-related assurance services, was engaged by Sunway Berhad to perform an independent verification and provide assurance of the Sunway Berhad Sustainability Report 2021. The main objective of the verification process is to provide assurance to Sunway Berhad and its stakeholders of the accuracy and reliability of the information presented in this statement. This was established through checking and verifying claims made in the report. The verification by SIRIM QAS International covered all sustainability-related activities which had been included in Sunway Berhad Sustainability Report 2021. Further details provided in Appendix 1 of this statement.

The management of Sunway Berhad was responsible for the preparation of the Sustainability Report. The objectivity and impartiality of this assurance 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 Berhad Sustainability Report and Annual Report 2021.

Verification team

- The verification team from SIRIM QAS International consists of:
- 1) Ms. Aernida Abdul Kadir : Team Leader
 - 2) Ms. Kamini Sooriamoorthy : Team Member

Methodology

- The verification process was carried out by SIRIM QAS International in March 2022. It involved the following activities:
- Reviewing and verifying the accuracy of data collected from various sources and that are presented in the statement;
 - Reviewing of internal and external documentation and displays such as awards, press releases, media publications, internal newsletters, internal systems, etc.;
 - Interviewing of key personnel responsible for collating information and writing various parts of the report in order to substantiate the veracity of the claims;
 - Evaluating the adequacy of the Sustainability Report of Sunway Berhad and its overall presentation against the GRI Standards requirement, and other relevant frameworks such as TCFD, UN-SDGs and BURSA Sustainability Reporting Guide.



A wholly-owned subsidiary of SIRIM Berhad

During the verification process, issues were raised, and clarifications were sought from the management of Sunway Berhad relating to the accuracy of some of the data and contents contained in the report. The Sustainability Report was subsequently reviewed and revised by Sunway Berhad in response to the findings of the verification team. It can be confirmed that changes that have been incorporated into the final version of the report has satisfactorily addressed all issues that had been raised.

Highlights in 2021

The review has covered all listed topics as in Appendix 1 of this statement, and data reviewed has been classified as **HIGH, in accordance with the definition referred herein.

The materiality assessment process allowed Sunway Berhad to gain information on topics pertinent to their stakeholders. In 2021, Sunway Berhad has conducted desktop research to reassess their material matters and compare them against local, regional and global industry peers. They have also realigned them against global trends, risk themes, risks, consequences and opportunities to ensure the material matters are up to date and in line with the latest economic landscape and stakeholder needs.

Environment

The material matters identified under Environment section are Ecology & Biodiversity, Physical Impacts of Climate Change, Resource Management i.e., Energy, Water and Supply Chain & Materials, and Pollution i.e., Emission, Waste/Effluents. Sunway Berhad maintained the GHG emissions reporting for Scope 1, Scope 2 and Scope 3 as described below. This year, the emission reporting boundary has been re-categorised based on the operational control for Sunway Berhad, adding the accuracy in reflecting the boundary and business nature of Sunway Berhad. The GHG emission identification and quantification has been carried out internally in accordance with TCFD recommendations and the requirements of GHG protocol, Corporate Accounting and Reporting Standard. Detailed elements in the GHG emissions accounting were, Scope 1 covers the Direct GHG emissions that occur from sources owned or controlled such as company vehicles; Scope 2 reporting Indirect GHG emissions from purchased electricity; and Scope 3 covers the Other indirect GHG emissions from upstream and downstream activities i.e., business travel, waste generated and downstream leased assets electricity consumption. In terms of their commitment to GHG emissions avoidance, Sunway Berhad continued allocating capex for installation and generation of solar-powered electricity, purchasing sustainable goods and waste diversion with a lower GHG emission factor, resulting in potential reductions to the overall GHG emissions. For the environmental measurement, Sunway Berhad sustained the operative of their dedicated internal team managing the collections and data compilations on energy and water consumption, effluents and waste generation, air and noise emissions. The monitoring activities adhering to Sunway Berhad own-developed procedure to ensure Sunway Berhad manages their environmental impact appropriately.

Social

The material matters concluded for Social are Labour Standards & Practices, Diversity & Inclusion, Human Capital Development, Employee Health & Safety, Community Enrichment, Indirect Economic Impact, and Customer Responsibility. All relevant employees-related data was collated to be in conformance with applicable frameworks complied by Sunway Berhad, including data and elements reported in occupational health and safety indicators. And while ensuring the best are provided to their customer, the similar has been extended by Sunway Berhad to the communities through their initiatives via three community-pillars i.e., healthcare, education and community enrichment.

Governance

Corporate Governance, Business Ethics, and Risk & Crisis Management are listed as material matters under Governance. Sunway Berhad's sustainability governance is led by Board Sustainability Committee, established in 2020. The Board Sustainability Committee reviews, supervises and makes recommendations to the Board for approval in the areas of sustainability strategy and issue, key environment, social and governance targets and performance and scorecard. Diverse policies developed and has been made available to staff and accessible to public through Sunway Berhad's website.

EXTERNAL ASSURANCE REPORT

Limitation

The verification process was subjected to the following limitations:

- The scope of work did not involve verification of information reported in Sunway Berhad's Annual Report 2020/2021;
- The verification was designed to provide limited assurance in reference to International Standard on Assurance Engagements (ISAE) 3000, Assurance Engagements other than Audits or Reviews of Historical Financial Information, irrespective of the organization's ability to achieve its objectives, targets or expectations on sustainability-related issues;
- The corporate office of Sunway Group Sustainability Department, at Menara Sunway, Subang Jaya, was visited as part of this assurance engagement. The verification process did not include physical inspections of any of Sunway Berhad's managed leased and leased assets; and,
- The verification team did not verify any contractor or third-party data.

Conclusion

Based on the scope of the assessment process and evidence obtained, the following represents SIRIM QAS International's opinion:

- The level of accuracy of data included in Sunway Berhad Sustainability Report 2021 is fairly stated;
- The level of 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 Sunway Berhad.

Statement Prepared by:



AERNIDA BINTI ABDUL KADIR

Team Leader
Management System Certification Department
SIRIM QAS International Sdn. Bhd.
Date: 28 March 2022

Statement Approved by:



MOHD HAMIM BIN IMAM MUSTAIN

Senior General Manager
Management System Certification Department
SIRIM QAS International Sdn. Bhd.
Date: 4 April 2022

Note 1:
This Independent Assurance Statement has been issued based on the content verified prior to the approval date. SIRIM QAS International Sdn Bhd shall not be responsible for any changes or additions made after the referred date (28 March 2022).

**Note 2:
Definition of LOW, MEDIUM, HIGH and UNSUBSTANTIATED of Appendix 1
UNSUBSTANTIATED – Data and information was not made available during the assessment review period due to reasons like confidentiality, unattainable data source and unavailable data owner. It has been identified as one of the limitations during the conduct of the assessment.
LOW – Data and information reviewed has been based on information endorsed by the data owners. Verifiers did not have the access to the source of the data origin. It has been identified as one of the limitations during the conduct of the assessment.
MEDIUM – Data and information has been confirmed with the direct owners. However, the source of the data origin has been based on secondary data which is not accessible by the verifiers during the conduct of the assessment.
HIGH – Data and information reviewed has been confirmed with the direct owners. The source of the data origin was provided during the conduct of the assessment.




GLOSSARY

ACGS	ASEAN Corporate Governance Scorecard
ACI	American Concrete Institute
AHE	Association of Hotel Employers
AMCHAM	American Malaysian Chamber of Commerce
AMSPA	Association of Malaysian Spas
APHM	Association of Private Hospitals of Malaysia
ASRA	Asia Sustainability Reporting Awards
AUM	Assets Under Management
BEI	Building Energy Intensity
BEMS	Building Energy Management System
BMCC	British Malaysian Chamber of Commerce
BRT	Bus Rapid Transit
BSC	Board Sustainability Committee
CASC	Council of Asian Shopping Centres
CIDB	Construction Industry Development Board
DEFRA	Department for Environment, Food & Rural Affairs
DOSH	Department of Occupational Safety & Health
EAP	Employee Assistance Programme
EI	Energy Efficiency Index
EESG	Economic, Environmental, Social and Governance
EMP	Environmental Management Plan
EUI	Energy Use Intensity
FIABCI	International Real Estate Foundation
FSC	Forest Stewardship Council
GBI	Green Building Index
GFA	Gross Floor Area
GRI	Global Reporting Initiative
GWP	Global Warming Potential
HSE	Health, Safety & Environment

IAAPA	International Association of Amusement Parks and Attractions
IIRC	International Integrated Reporting Council
ILO	International Labour Organisation
IMTJ	International Medical Travel Journal
IR	Investor Relations
IRF	International Road Federation
ISO	International Organisation for Standardisation
IUCN	International Union for Conservation of Nature
IWFS	The International Wine & Food Society
L&D	Learning & Development
LeAD	Leadership on Area Based Demarcation
MAATFA	Malaysian Association of Amusement Theme Park and Family Attractions
MABC	Malaysia Australia Business Council
MAH	Malaysian Association of Hotels
MAZPA	Malaysian Association of Zoological Parks and Aquaria
MBAM	Master Builders Association Malaysia
MCCC	Malaysia-China Chamber of Commerce
MCO	Movement Control Order
MCPF Selangor	Malaysian Crime Prevention Foundation – Selangor Chapter
MDEC	Malaysia Digital Economy Corporation
MEF	Malaysian Employers Federation
MFAR	Muslim Friendly Accommodation Recognition
MHTC	Malaysia Healthcare Travel Council
MIRA	Malaysian Investor Relations Association
MNZCC	Malaysia New Zealand Chamber of Commerce
MOH	Ministry of Health
MRMA	Malaysian REIT Managers Association

MSWG	Minority Shareholders Watch Group
NACRA	National Annual Corporate Report Awards
NLA	Net Lettable Area
Non-IPO	Non-Initial Public Offering
ODP	Ozone Depleting Potential
ODS	Ozone Depleting Substances
OHS	Occupational Health & Safety
PD&T	Project Delivery & Technology
REAM	Road Engineering Association of Malaysia
SASB	Sustainability Accounting Standards Board
SDG	Sustainable Development Goal
SEDA	Sustainable Energy Development Authority
SITE	Sustainable Intelligent Transport Ecosystem
GS	Sunway Group Sustainability Department
TCFD	Task Force on Climate-Related Financial Disclosures
UMMC	University of Malaya Medical Centre
UN SDGs	United Nations Sustainable Development Goals
UN-SDSN	United Nations Sustainable Development Solutions Network
VOC	Volatile Organic Compounds
WBCSD	World Business Council for Sustainable Development
WEF	World Economic Forum
WEF-IBC	World Economic Forum – International Business Council
WRI	World Resources Institute

REDUCING THE ENVIRONMENT IMPACTS OF THIS REPORT

Printed with **eco ink**

made with a higher percentage of vegetable oil to reduce the emission of volatile organic compounds (VOCs). Contains low levels of chemicals, thus contributing less pollution to the environment throughout the printing process.



Printed with **carbon neutral press machines**, eco-materials and managed and certified under the **ISO 14001:2015** environmental management system to minimise environmental impact.



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The total carbon footprint for one copy of the Sunway Berhad Sustainability Report 2021 is **13.89 kgCO₂e**.

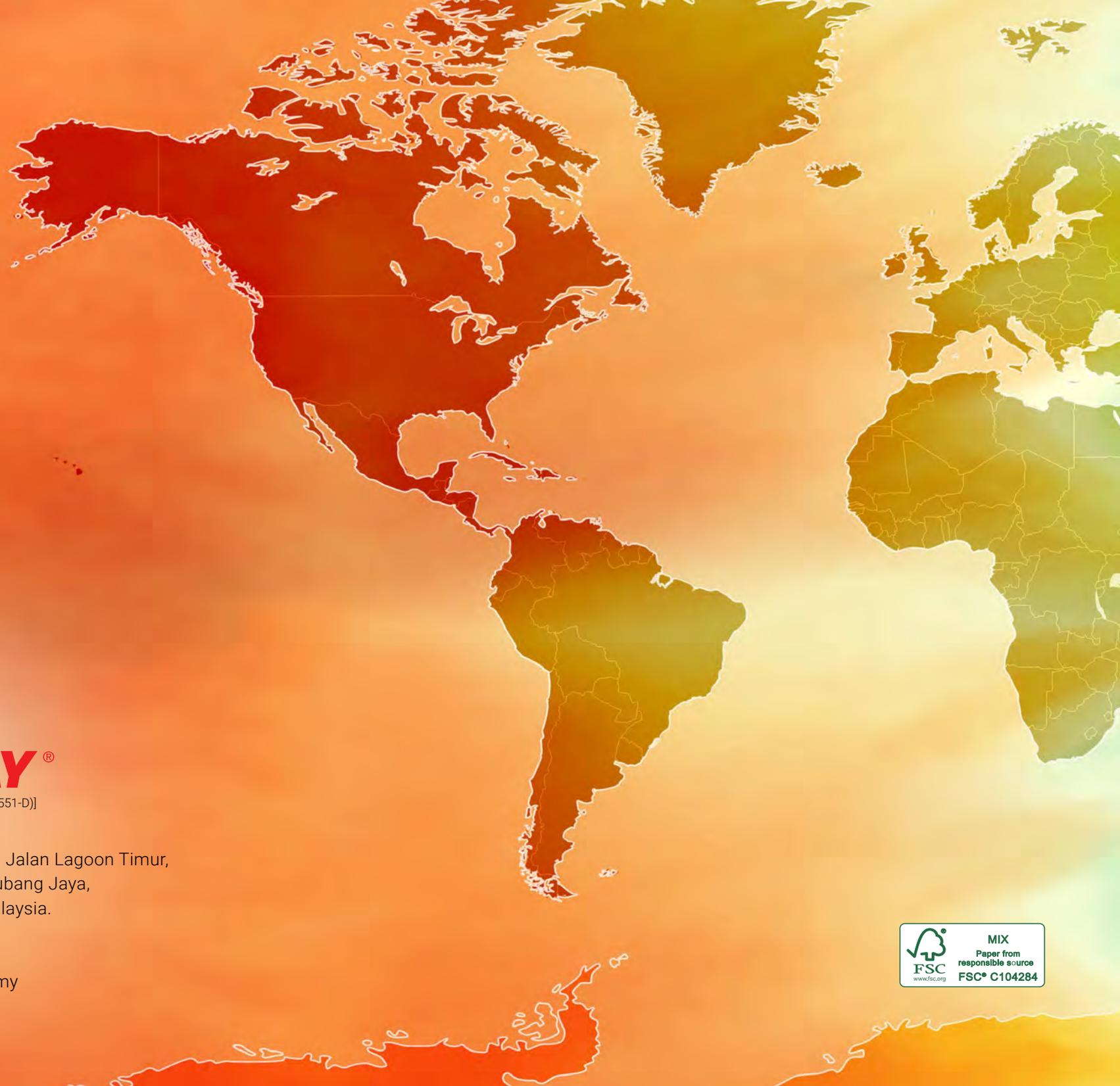


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