

RISING BEYOND 50 YEARS

SUSTAINABILITY REPORT 2024

SUNWAY



The Evolution of Sunway City Kuala Lumpur: Past, Present and Future

INSIDE THIS REPORT

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



INTRODUCTION

About This Report
About Sunway

Back To Content Index

Keyword Search 1

2

LEADERSHIP

Chairman's Statement 4
President's Statement 6
A Reflection on Sustainability through the Sunway Lens 10
Zeroing in on Transparency and Accountability 12
The Urgency of Transitioning to Low-Carbon Energy 14
Growing a Sustainable Food Future 16

Go To Page

STRATEGIC PRIORITIES

SUSTAINABILITY PROGRESS AND GOVERNANCE

ESG Benchmark 18
2024 Awards and Accolades 19
2024 Highlights 20
Sustainability Governance 21

Previous Page

PRIORITISING MATERIAL ISSUES

Value Creation Model 22
Materiality 24
Stakeholder Engagement 29
Sustainability Strategy 35

APPENDICES

Bursa Malaysia's Common and Sector-Specific Indicators 131
Key Performance Indicators 135
Restatements 161
Membership in Associations 162
IFRS S1 & S2 Content Index 164
GRI Content Index 172
Assurance Statements 180
Abbreviations 182



GOAL 1:

DRIVING CARBON REDUCTION ACROSS OUR PORTFOLIOS AND CITIES

Page 38-79

Go To Page



GOAL 2:

ADVOCATING A RESPONSIBLE VALUE CHAIN

Page 80-87



GOAL 3:

DEVELOPING A SAFE, EQUAL AND DIGNIFIED WORKFORCE

Page 88-107



GOAL 4:

INVESTING IN COMMUNITY INCLUSIVITY

Page 108-119



GOAL 5:

UPHOLDING TRANSPARENCY AND DELIVERING EXCELLENCE

Page 120-129

REFERENCE



Refers readers to more information online



Refers readers to other related parts in the Reports

DISCLAIMER

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

ABOUT THIS REPORT

GRI 2-3, 2-5

GRI Index

Go To Chapter

Sunway Berhad's (Sunway or the Group) annual Sustainability Report (this Report) highlights our sustainability efforts and discloses the Group's environmental, social and governance (ESG) performance in 2024. It communicates the sustainability initiatives we have implemented across all our business divisions and operations to generate positive impacts for the economy, environment and people. As sustainability is the foundation of Sunway, our sustainability journey is backed by a robust sustainability framework, strategies and initiatives aimed at achieving the Group's sustainability goals and targets. As such, this Report shares how our sustainability journey has progressed over the years to keep creating value for our shareholders and other key stakeholder groups. It includes our approach in capturing opportunities and mitigating risks, while stepping up climate action to future-proof our businesses and communities.

COVER RATIONALE

Sunway advocates for the planet, people and prosperity. This approach has driven our growth and overall success for five decades, which is reflected in our Sustainability Report 2024 cover themed 'Rising Beyond 50 Years'. The gradual rehabilitation of an old tin mine into a marvel of urban sustainability and biodiversity is depicted in the progressively more vibrant tapestry of properties that make our flagship Sunway City Kuala Lumpur. As we aspire to thrive for at least another 50 years, we are cognisant of the multiple challenges posed by accelerating climate change, digital disruptions and an uncertain business environment to this lofty aspiration. We refuse to be complacent and will continue to build on our resilience through embedding sustainability more deeply into our operations to benefit our Group and all our stakeholders.

FEEDBACK

We appreciate feedback, suggestions and comments from all stakeholders to enable us to fulfil our sustainability commitments and improve our reporting practices. Please send your feedback to:

Group Sustainability

Sunway Berhad,
Menara Sunway, Jalan Lagoon Timur, Bandar Sunway,
47500 Subang Jaya, Selangor Darul Ehsan, Malaysia.



sustainability@sunway.com.my

REPORTING SCOPE AND BOUNDARIES

Sunway is one of Southeast Asia's leading conglomerates listed on the Main Market of Bursa Malaysia Securities Berhad (Bursa Securities) and is headquartered in Selangor, Malaysia. The scope of this Report covers only Sunway's operations in Malaysia, which contribute 67% of revenue to the Group. This Report includes comparative historical data wherever applicable. Established relevant targets and key performance indicators have been closely monitored and disclosed as best as possible within this Report.

REPORTING PERIOD AND CYCLE

The reporting period of the Report is from 1 January to 31 December 2024, unless stated otherwise. Our Sustainability Reports are issued on an annual basis and our last Sustainability Report was published in April 2024.

APPROVAL AND ASSURANCE

This Report has been internally reviewed by Group Internal Audit and externally assured by SIRIM QAS International Sdn Bhd, which has verified that the policies, initiatives and data disclosed here are accurate and acceptable. Additionally, the contents of this Report have been reviewed and approved by our Board of Directors, Board Sustainability Committee and Audit Committee, who have ensured its contents are relevant to our business and our material issues. We have endeavoured to be transparent in the disclosures, goals and key performance indicators in this Report.



Refer to page 180 - 181 for the independent assurance statement.

GUIDELINES AND STANDARDS

We ensure that the content in this Report has been benchmarked against the highest reporting standards and best industry practices. This Report has been prepared in alignment with:

Global goals

- Intergovernmental Panel on Climate Change (IPCC)
- Planetary Health
- Science-Based Targets initiative (SBTi)
- UN Sustainable Development Goals (UN-SDGs)

Reporting frameworks

Local:

- Bursa Malaysia's Main Market Listing Requirements on Sustainability Reporting
- Malaysian Code on Corporate Governance (MCCG) of the Securities Commission Malaysia
- Sustainable and Responsible Investment (SRI) of the Securities Commission Malaysia

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- Taskforce on Nature-related Financial Disclosures (TNFD)
- Value Reporting Foundation
- World Economic Forum International Business Council (WEF-IBC)

Rating tools

- Financial Times Stock Exchange (FTSE) Russell ESG Ratings
- Malaysian Rating Corporation Berhad (MARC)
- S&P Global ESG Ratings
- Sustainalytics

Next Page

PROGRESSIVE STATEMENTS

This Report contains progressive statements in relation to the Group's objectives, strategies, plans and future initiatives that are interconnected with Sunway's business, financial and non-financial performance. These statements include words and phrases like 'expects', 'targets', 'intends', 'anticipates', 'believes', 'estimates', 'may', 'plans', 'projects', 'should', 'would' and 'will'. These statements should not be interpreted as a guarantee of future operating or financial performance, as they may bring about potential risks or unforeseen repercussions to the Group. Issues that might cause actual results to vary materially from those in the progressive statements include global, national and regional economic and social conditions or matters that have not been reviewed or reported on by the Group's auditors.

INSIDE THIS REPORT



INTRODUCTION

About This Report	1
About Sunway	2

LEADERSHIP

Chairman's Statement	4
President's Statement	6
A Reflection on Sustainability through the Sunway Lens	10
Zeroing in on Transparency and Accountability	12
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Growing a Sustainable Food Future	16

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GRI Content Index	172
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Abbreviations	182



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ABOUT SUNWAY

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

Sunway Berhad (Sunway or the Group) is one of Southeast Asia's leading conglomerates and the parent company of the Sunway Group of companies, with diverse businesses in more than 50 locations worldwide. With a market capitalisation of RM29.6 billion as of 31 December 2024, the Group has a workforce of 12,940 people and is recognised as one of the top 100 companies listed on Bursa Malaysia Securities Berhad.

Since the founding of Sunway Group in 1974, sustainable development has always been integrated in all its operations and decision-making processes. Headquartered in Sunway City Kuala Lumpur, Malaysia, the Group has developed a diverse portfolio encompassing property development, healthcare, construction, property investment and REIT, building materials, trading and manufacturing, leisure, hospitality and quarry, among others. The Group owns approximately RM13.4 billion assets under the management of its property investment and REIT divisions and has continuously delivered quality residential and commercial units, with over 39,000 units through integrated developments across Malaysia and stand-alone developments in China, Australia and Singapore.

The Group's 54.6% owned subsidiary, Sunway Construction Group Berhad, and its 40.9% owned associate, Sunway Real Estate Investment Trust, are listed on the Main Board of Bursa Malaysia Securities Berhad. Together with Sunway Berhad, the combined market capitalisation of these companies was over RM19.0 billion as of 31 December 2024.

Sunway's business divisions are wide-ranging and its business operations are extensive. In the Property Development division, its Build-Own-Operate model remains distinctive, strengthening its reputation as a Master Community Developer that continues to grow in sustainable communities and townships. Sunway Construction Group, the construction arm of the Group, is one of Malaysia's largest pure-play construction companies, providing innovative, integrated solutions across the entire project lifecycle and complementing the Group's development projects.

Sunway Healthcare Group recently opened a new tertiary hospital, Sunway Medical Centre Damansara, in December 2024. Our flagship hospital, Sunway Medical Centre at Sunway City Kuala Lumpur, is one of the largest private quaternary hospitals in Malaysia, providing world class healthcare with highly skilled medical professionals and state-of-the-art medical equipment. As the leading integrated private healthcare group, Sunway Healthcare Group offers ambulatory care services, including specialist centers, traditional and complementary medicine centers, and fertility centers.

Sunway's Hospitality division, one of Asia's leading international hotel groups, include 12 hotels and resorts comprising over 3,700 guestrooms, suites and villas in Malaysia, Cambodia and Vietnam. Meanwhile, Sunway's Leisure division owns and operates two multiple-award-winning theme parks in Malaysia, namely Sunway Lagoon Theme Park in Sunway City Kuala Lumpur and Sunway Lost World of Tambun in Sunway City Ipoh, Perak. These theme parks collectively span over 120 acres and offer more than 90 exciting attractions. The Retail segment under the Property Investment and REIT division comprises seven retail malls strategically located in master-planned townships or mixed development areas. With five additional assets in the pipeline, the Retail segment is on track to make us the largest shopping mall owner and operator in Malaysia.

Sunway's business strategies and operations, as reflected across its diverse business divisions, are committed to achieving the 17 United Nations Sustainable Development Goals (UN-SDGs) by 2030. The Group also ensures that all business divisions are aligned with its environmental, social and governance (ESG) targets. These form the Group's social responsibility towards long-term success as well as building a more inclusive and sustainable world.

OUR VISION

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

OUR 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 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.

ABOUT SUNWAY

**12,940***Employees under
Sunway Berhad**>50**Locations
Worldwide

Note:

*Excludes headcount from overseas operations, Sunway Construction Group Berhad and Sunway REIT

CORE BUSINESSES

Property
DevelopmentProperty
Investment/REIT

Leisure



Hospitality



Construction



Healthcare

Trading and
Manufacturing

Quarry

Building
Materials

CHAIRMAN'S STATEMENT

GRI 2-22

Dear Valued Stakeholders,

Sunway Group celebrated its 50th anniversary in 2024. This significant milestone puts Sunway in a rare category of companies globally that have succeeded in marking their golden jubilee.

Over the years, we have grown from our humble beginnings to become one of Southeast Asia's leading conglomerates with 13 business divisions and a 12,940*-strong workforce across 50 locations worldwide today.

But even as we marked our golden jubilee in 2024, we recognise that the world is living through a time of extreme uncertainty.

Deadly conflicts in the Middle East and rising tensions between major powers continue to disrupt lives and livelihoods globally. The widening socioeconomic inequality, deepening polarisation and the rapid advance of technology all pose significant challenges.

Climate change looms above it all, posing a threat to the very survival of humanity.

In 2024, the world endured another year of record-breaking temperatures. More than 600 extreme weather events occurred worldwide as the global average temperature exceeded the 1.5°C warming limit for the first time.

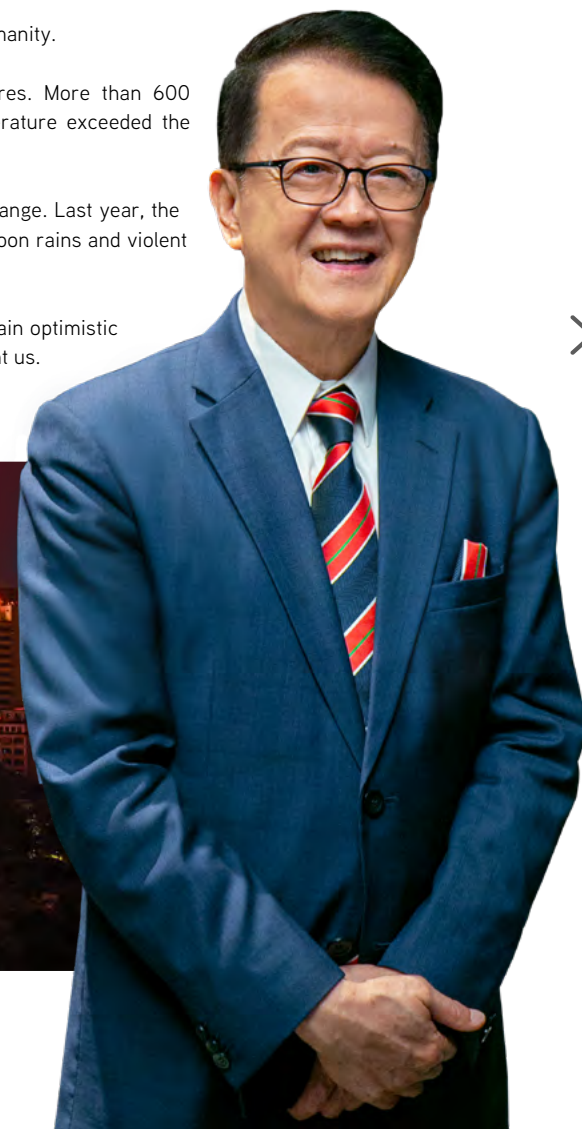
Malaysia is certainly not immune from the devastating impacts of climate change. Last year, the country faced one of the worst flooding in a decade as unprecedented monsoon rains and violent thunderstorms cut a swathe of destruction nationwide.

However, despite the deeply disturbing state of the planet and society, I remain optimistic that humanity must, can and will rise to overcome the challenges that confront us.



Note:

*Excludes headcount from overseas operation, Sunway Construction Group Berhad and Sunway REIT



CHAIRMAN'S STATEMENT



PEOPLE, PLANET AND PROSPERITY

At Sunway, we are committed to the 'Three-P' bottom line of People, Planet and Prosperity, or as we say here in Sunway, 'We can all do well by doing good.'

This is why Sunway has fully embraced the 17 Sustainable Development Goals (SDGs), which were adopted by the United Nations (UN) in 2015. For almost 10 years now, we have incorporated the SDGs into every facet of our business practices and decision-making processes.

Advancing the sustainability agenda is no longer just an option, but an urgent imperative given what is happening in the world. A commitment to the SDGs is essential if we are to successfully navigate the uncharted waters in which we find ourselves.

Sunway's efforts are driven by the conviction that realising the 17 SDGs is not the responsibility of governments alone. Building a sustainable future requires the commitment of all segments of society – the private sector, academia, civil society and, of course, every single individual.

I believe that all corporations can play their part in this necessary endeavour by adopting the 'Three-P' bottom line, broadening their focus from the financial bottom line to include the interests not just of shareholders but all their stakeholders – customers, suppliers, employees and local communities.

SUSTAINABLE CROSS-SECTOR PARTNERSHIPS

In line with SDG 17: Partnerships for the Goals, Sunway continues to establish strategic partnerships and collaborations to advance the sustainability agenda in the region.

We work closely with the Asia headquarters of the UN Sustainable Development Solutions Network (UN-SDSN), along with our experts at the Jeffrey Sachs Center on Sustainable Development and the Sunway Centre for Planetary Health, all of which are housed at Sunway University.

I am proud that the Sunway Centre for Planetary Health and Sunway University were selected to host the global Planetary Health Annual Meeting 2024 to drive actionable solutions addressing the interconnected challenges of climate change, public health and environmental sustainability. This was the first time the summit was held in Asia, with previous editions taking place at Harvard and Stanford universities in the US and the University of Edinburgh in the UK.

Our latest initiative, the Sunway Desa Mentari Community Development Programme, aims to tackle urban poverty for residents of a large public housing project in the state of Selangor. Through research and extensive cross-sector collaboration across public and private sectors, we seek to identify the roots of the problem and design a long-term solution that serves as a model which can be implemented globally.

IMPACTFUL CONTRIBUTIONS TO COMMUNITIES

At Sunway, we firmly believe that no corporation can live apart from the communities it serves. That is why most of our CSR projects are focused on helping the marginalised and, often, the forgotten sectors of society.

In 2024, Sunway's Meal Pack-a-Thon in partnership with international hunger relief agency Rise Against Hunger reached the milestone of two million packed meals since 2014. We held Southeast Asia's largest single-day meal packing which saw more than 1,200 volunteers pack half a million meals for underprivileged communities in Malaysia and the wider region.

To date, Sunway has also contributed more than RM7 million to the Selangor Youth Community NGO to empower youths from underprivileged backgrounds with the opportunities required to succeed in life. Our RM5 million donation to the Malaysian Aids Foundation has enabled improvements in healthcare access for the underprivileged communities living with HIV and help an often-stigmatised community live a life of dignity. And we have gifted more than RM3 million to the National Welfare Foundation to fund a host of long-term initiatives.

These partnerships and collaborations represent just a few examples of our commitment to make a positive and lasting impact on society. By working together with like-minded organisations, we leverage collective expertise, resources and passion to amplify our community outreach efforts.

THE NEXT 50 – MOVING FORWARD WITH CLEAR PURPOSE

For a more progressive, a more sustainable, inclusive and equitable future to become reality, we need strong political will on the part of those in power in the public sector, and a firmer commitment by the private sector.

Perhaps ASEAN, with Malaysia as its chairman for 2025, can lead the way in achieving this aspiration with a vision of shared progress, guided by the theme of 'Inclusivity and Sustainability'.

As an organisation looking ahead to the next 50 years and given all the challenges confronting the world, Sunway will continue to be a purpose-driven corporation dedicated to making a positive and lasting difference in society for the betterment of the world and humanity.

TAN SRI SIR DR. JEFFREY CHEAH FOOK LING KBE AO

*Founder and Chairman
Sunway Berhad*

PRESIDENT'S STATEMENT

GRI 2-22

Dear Valued Stakeholders,

The year 2024 marked a significant milestone for us. As we celebrated the 50th anniversary of Sunway Group, we achieved a record-high annual revenue of RM8 billion since Sunway Berhad's Main Market listing in 2011.

Sunway's remarkable journey of growth and expansion over the past five decades is a testament to the confidence of our stakeholders in the company's business strategy and its commitment to sustainability strategies and decision-making processes.

In 2024, we navigated a dynamic global landscape characterised by economic resilience at home and uncertainty abroad.

On the domestic front, Malaysia's economy achieved robust gross domestic product (GDP) growth of 5.1%, even as global inflationary pressures persisted.

Across the globe, businesses faced increasing geopolitical instabilities, disrupted global supply chains and dampened investor confidence. Following a shift in climate policy from the West, some major corporations have retreated from prior climate goals under financial pressures.

In a landscape marked with uncertainty, Sunway maintained a steady course, balancing prudent management with our unwavering commitment to the sustainability agenda and to delivering value through our five overarching sustainability goals.

TAN SRI DATO' (DR.) CHEW CHEE KIN

President, Sunway Berhad
Chairman of Board Sustainability Committee
Chairman of Management Sustainability Committee
Chairman of Group OHSE Council





PRESIDENT'S STATEMENT

LEADING WITH PROACTIVE STRATEGIES

As a conglomerate with 13 core business divisions, we are cognisant of the wide-ranging opportunities and challenges ahead. To remain relevant, we embrace change as a constant and proactively adapt to ever-evolving landscapes.

In 2024, Malaysia's sustainability agenda gained momentum with the government's new initiatives and regulatory frameworks as well as plans to implement a carbon tax on the iron, steel and energy industries, underscoring the nation's commitment to a low-carbon future, and a vision we wholeheartedly support.

As the first Malaysian corporation to implement an Internal Carbon Pricing framework for our business divisions in 2021, Sunway is well-positioned for the actualisation of Malaysia's carbon tax and the European Union's Carbon Border Adjustment Mechanism (CBAM), both in 2026.

The Malaysian government also introduced a National Sustainability Reporting Framework (NSRF), mandatory for public listed companies in 2025, which incorporates the International Financial Reporting Standards (IFRS) issued by the International Sustainability Standards Board (ISSB).

I am proud to share that Sunway proactively aligns with global best practices in our commitment to upholding transparency and accountability to all our stakeholders.

At Sunway, our sustainability reporting and disclosures are continuously enhanced by benchmarking against international standards and frameworks such as the IFRS.

Our enhanced climate risk report aligns with the requirements of the IFRS S2 (Climate-related disclosures) and physical risks disclosures.

Additionally, we have expanded Sunway's disclosure and reporting obligations through a double materiality assessment. This ensures a more comprehensive reporting on both financial and non-financial impacts of our business activities as well as risks and opportunities related to sustainability issues.

ACCELERATING OUR CLIMATE ACTION

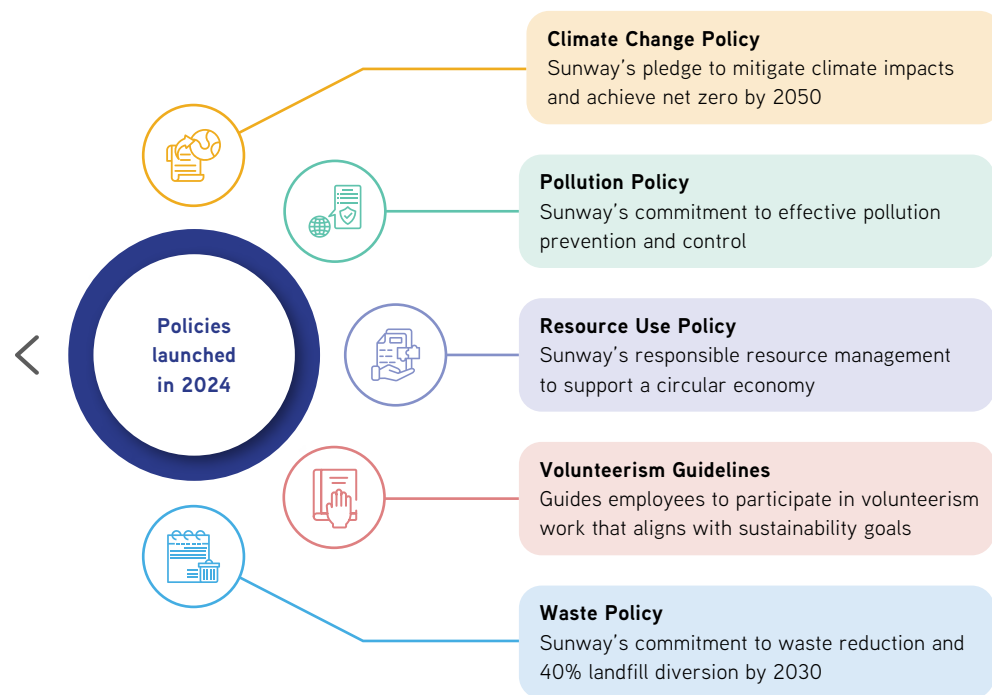
In line with our climate ambition to achieve net zero by 2050, we took a closer look at Goal 1 - Driving Carbon Reduction Across Our Portfolios and Cities of our Sunway 2030 Sustainability Goals and Targets.

PRESIDENT'S STATEMENT



We strategically revamped Goal 1 to Driving Carbon Reduction Across Our Portfolios and Cities, reflecting Sunway's growing scope of ambition and heightened intensity of decarbonisation efforts.

To drive robust climate action across our entire value chain, we launched a set of new policies to further enhance internal processes and embed sustainability into our operations.



For more information on Sunway's policies, refer to our corporate website at <https://www.sunway.com.my/corporate-sustainability/>

Minimising Our Operational Carbon Footprint

Through Sunway's Internal Carbon Pricing framework, aimed at driving innovative solutions in decarbonising efforts, we aligned the environmental performance of each division with respective financial targets. This proactive approach will ensure the readiness of our business divisions, particularly our Building Materials and Quarry divisions, when local and global regulations on carbon-intensive products are fully enforced.

We are pleased to report that almost all our business divisions met their respective greenhouse gas emissions targets in 2024.

Outcomes of the Group Internal Carbon Pricing Framework for 2024

Financial Incentives Distributed



RM112,985

to 6 business divisions for the generation of renewable energy



RM209,999

to 8 business divisions for waste diversion initiatives

Penalty

1 business division was fined **RM5,678** for not meeting its greenhouse gas emissions targets

Greening Our Value Chain

Sunway continues to actively support and guide our small and medium-sized enterprise (SME) partners on their sustainability journey.

In 2024, we hosted a bespoke workshop to encourage our business partners on their sustainability reporting journey, in alignment with Capital Markets Malaysia's Simplified ESG Disclosure Guidelines (SEDG).

Sunway's Green Lease Partnership programme, launched in 2022 through our REIT arm, continues to receive overwhelming support from business partners. The first of its kind in Malaysia, the programme saw a 100% participation from hotel master lessees, 91% retail tenants and 91% office tenants in 2024.

A SAFE AND HEALTHY WORKFORCE

As the Chairman of the Group Occupational Health, Safety and Environment (OHSE) Council, I am pleased to report that we maintained zero workplace fatalities in 2024.

PRESIDENT'S STATEMENT



We remain committed to continuously providing a safe, conducive and inclusive work environment for our 12,940-strong workforce¹ by proactively enhancing occupational health and safety (OHS) practices.

In 2024, we rolled out robust programmes to elevate the level of OHS at Sunway. We certified over 20 employees as first aiders at our inaugural Basic Occupational First Aid training, while members of the Senior Management reinforced their leadership role in driving a strong OHS culture through safety walkabouts to personally assess workplace safety improvements.

Our OHSE Week successfully increased safety awareness through expert talks, health screenings and engagements with regulatory bodies such as the Department of Safety and Health (DOSH) and Social Security Organisation (SOCSO).

We will remain committed to a proactive approach in reinforcing a preventive safety culture where employees and leaders collectively advocate for workplace safety through compliance, best practices, leadership empowerment and continuous learning.

The Communities We Serve

At Sunway, we firmly believe that no corporation can stand apart from the communities it serves. In 2024, we impacted over 60,000 beneficiaries as we continue to strive towards an inclusive and equitable society.

I am delighted to note that more than 1,100 of our #SunwayHeroes volunteered over 6,150 hours to selflessly serve communities in need, almost double the number of man-hours volunteered in the previous year.

The dedication of our employees to go beyond their daily duties and forge meaningful connections with the communities in need underscores our commitment to uplifting society, ensuring no one is left behind.

RESILIENCE THROUGH TECHNOLOGY AND INNOVATION

We drive our business forward by embracing technology and innovation, digitalising our operations and value chain, where possible. By partnering with strategic technology and AI-driven firms, we have revolutionised our operations, enhanced efficiency and offered seamless experience to our retail customers.

In 2024, Sunway advanced its digital transformation journey through a strategic partnership with SK Networks, a global AI company part of South Korea's second-largest conglomerate SK Group. It has diversified interests spanning across a wide range of industries including energy, telecommunications, green tech, semiconductors and more. This partnership leverages SK's ongoing development of innovative AI-powered products, enabling better integration of AI systems within our ecosystem.

We continued our long-standing partnership with Huawei Malaysia through our ongoing Digital Innovation Programme 2.0 that aims to drive Sunway's digital transformation across ASEAN. This programme focuses on areas such as big data, smart townships and sustainable energy solutions. Our partnership with Huawei has delivered a series of successful outcomes across various strategic initiatives, including cloud migration, app modernisation and digital growth platforms.

50 YEARS AND BEYOND

Embracing sustainability and innovation since Sunway's inception has empowered us to face challenges with resilience, adapt to change and strengthen our leadership position.

As we work towards the global net zero targets and drive climate action, we remain steadfast in our commitment to building a more equitable and sustainable world.



Note:

¹ Excludes headcount from overseas operations, Sunway Construction Group Berhad and Sunway REIT

A Reflection on




Sustainability

through the Sunway Lens

The year 2025 marks a milestone for Sunway Group as we look forward to the next 50 years in Sunway's continuous pursuit of sustainable development. This concept, defined in the UN's 1987 Brundtland Report as 'development that meets the needs of the present without compromising the ability of future generations to meet their own needs', remains a guiding principle. In other words, 'take only what you need so that others have enough', or 'live simply so others may simply live'. But these remain, at best, as quotes that are mere rhetoric at forums and seminars. Human greed and the frantic pursuit of materialism still influence human minds and behaviours.

A decade has passed since the adoption of the Paris Climate Agreement and the implementation of the 17 UN Sustainable Development Goals (UN-SDGs) in 2015. The data-driven environmental, social and governance (ESG) disclosure mechanism, driven by financial markets and regulatory bodies, has added further complexity and cost to the agenda. A critical question remains: has the world made substantial progress towards our shared sustainability objectives?

If the primary aim of the Paris Climate Agreement is the progressive reduction of global greenhouse gas (GHG) emissions, the data indicates we are way off course.



**What are we to make
out of the situation?**

To paraphrase a quote from UN Secretary-General António Guterres:

*"We are the last generation
that can prevent irreparable
damage"*

As we rise above the shadows, we remain hopeful for a brighter future just beyond the horizon.

Ong Pang Yen

Executive Director of Chairman's Office at Sunway Group
Deputy Chairman of Management Sustainability Committee
Deputy Chairperson of Group OHSE Council



Global fossil fuel and coal production continues to rise each year, leading to increasing global GHG emissions. We are far from slowing or preventing the accumulation of greenhouse gases, let alone achieving the goal of halving emissions by 2030. Without immediate and drastic action, we are nearing the point of no return as defined by scientists. In fact, if emissions continue at the current rate, we will reach that tipping point within the next decade.

Current projections indicate that atmospheric CO₂e concentrations are on track to surpass 450 ppm in the early 2030s, based on prevailing GHG emissions rates. This threshold is widely recognised by climate scientists as a critical tipping point.

A 2024 progress report by the UN Secretary-General on the 17 SDGs revealed a concerning lack of overall progress. The report indicated that only 17% of the goals showed advancement, while 17% regressed, and the majority stagnated or were moderately off track. Insufficient support systems and inadequate SDG financing were identified as key contributing factors.

Where ESG disclosures are concerned, there have been countless sustainability reports published, but apart from raising awareness, they do not seem to have made an impact in reducing GHG emissions globally, at least as at the time of writing.

From 2010 to 2022, approximately 80% of all newly installed global electricity generation capacity came from renewable sources, primarily wind and solar. Sunway Construction is among the pioneers in Malaysia involved in large scale solar since 2022. Advances in nuclear fusion technology offers significant hope for the world. Unlike nuclear fission, which powers current nuclear plants and generates radioactive waste, nuclear fusion is considered a potentially clean energy source with minimal radioactive byproducts. The Fukushima and Chernobyl disasters highlight the challenges associated with nuclear fission technology. If successful, cities will be powered by this new energy source, negating the need for fossil fuel and coal-fired power plants. GHG emissions will be greatly reduced.

Planetary health and the rapid loss of biodiversity is another major concern.

With the global population exceeding 8 billion, ensuring food security presents a critical challenge. Given that 90% of deforestation is driven by agriculture expansion and cattle ranching, increased productivity is essential to avoid further deforestation. The current trajectory pits food security against biodiversity conservation. To mitigate this conflict, we must explore strategies to significantly enhance food productivity per acre, potentially arresting and reversing deforestation. This leads us to the call for the next agricultural revolution. We recognise the need for controlled environment farming to address climate change and the necessity for a significant increase in food productivity per acre to help preserve biodiversity.

Sunway recognises vertical farming as a promising solution for addressing food security challenges. We have observed that vertical farming can achieve up to 15 times the productivity per acre compared to traditional open farming. For example, Sunway XFarms at Sunway Tower, utilising 3,800 square metres of indoor space over three floors, matches the production capacity of 89,412 square metres of open farmland. This technology represents a significant step towards ensuring food security and preserving biodiversity by reducing the pressure for deforestation.

While challenges remain, notably high energy costs and technical complexities affecting commercial viability, Sunway is committed to overcoming these obstacles. We are actively investing in scientific research to optimise operational efficiency. Sunway University and Monash University Malaysia will be commissioned as research partners to help us find viable solutions.

The world is in dire need of solutions. We should shift the focus to finding and highlighting potential solutions.

On the ESG front, disclosure mechanisms have evolved significantly over the years, starting from the very basic GRI framework to what would soon be the unified National Sustainability Reporting Framework (NSRF), which essentially adopts the newly minted IFRS S1 and S2 frameworks.

Standardised and common frameworks are necessary to ensure disclosures are comparable. Public listed companies are compelled by regulatory bodies such as Bursa Malaysia to make mandatory

disclosures. The challenge is in Scope 3 emissions reporting which requires verified and audited data from our supply chain and tenants who are mainly SMEs.

Carbon accounting and differentiating whose carbon it is according to the GHG Protocol can be complicated. If public listed companies are already facing challenges, imagine the struggle among SMEs. But disclosures will become mandatory as regulatory bodies enforce them due to the escalating climate crisis. Businesses will have to disclose the carbon footprint of their products and display their Environmental Product Declaration. Sunway's Building Materials and Quarry divisions will gain a significant competitive advantage in the evolving market by offering products with a demonstrably lower embodied carbon footprint. For all its complexities, challenges and costs, measurement and disclosure will help us improve and better understand our current standing. As the saying goes, we cannot improve on what we do not measure.

Take Sunway Malls for example. Data collected in 2015 showed that the average Building Energy Intensity (BEI) of our malls was 321 kWh/m²/year. In 2024, following our conscientious efforts to improve energy efficiency, the average BEI has dropped to 274 kWh/m²/year. Had we continued business as usual at the same BEI as in 2015, we would have consumed 33,519,887 kWh more electricity in 2024. Due to the improvements in energy efficiency, the retail division saved RM12.2 million in electricity bills. These savings go directly to the bottom line.

In terms of GHG emissions, along with some substitution with renewable energy sources (solar PV), the retail division avoided 25,944 tonnes of CO₂e. This means if a carbon tax of RM75 per tonne was imposed, the retail division would have avoided incurring RM1,945,829 in carbon tax.

Our Internal Carbon Pricing mechanism has served us well in driving our climate action agenda. In 2024 we saw six business divisions rewarded with a total of RM112,985 in carbon credit incentives for generating renewable energy (solar PV), and eight business divisions received a total of RM209,999 for successful waste diversion from landfills. Only one business division failed marginally to meet its emissions target and was fined RM5,678.

IMPACT STORY



ZEROING

in on **Transparency**

**&
Accountability**



Setting Benchmarks in Sustainability Reporting

A Unified Framework to Strengthen Reporting Comparability in Malaysia

Malaysia has taken a bold step forward in sustainability governance with the introduction of the National Sustainability Reporting Framework (NSRF), which establishes a unified, common standard for sustainability disclosures across the country's corporate practices, making sustainability reports easily comparable across issuers.

A unified framework also aims to eliminate inconsistencies, enabling investors and stakeholders to assess corporate sustainability performance more effectively, ensuring greater clarity and consistency across industries and sectors.

At its core, the framework incorporates the IFRS Sustainability Disclosure Standards issued by the International Sustainability Standards Board (ISSB), specifically, IFRS S1 – General Requirements for Disclosure of Sustainability-related Financial Information, and IFRS S2 – Climate-related Disclosures. A 2024 directive from Bursa Malaysia mandates listed companies to comply with IFRS S1 and S2 starting from financial years ending 31 December 2025, signalling the nation's commitment to aligning its economic framework with global expectations.

IFRS S1 covers an organisation's sustainability risks and opportunities, encompassing governance, strategy, risk management and metrics and targets. Meanwhile, IFRS S2 focuses on climate-related risks and opportunities, incorporating the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). These standards enable organisations to report on their sustainability strategies and climate impacts with better clarity, consistency and comparability across industries.



Assurance through Disclosures: Fostering Transparency and Accountability

A critical feature of the NSRF is its emphasis on assurance. Companies are required to ensure that their sustainability-related disclosures are independently verified, enhancing the reliability and credibility of the information presented. This includes both qualitative narratives and quantitative metrics, such as greenhouse gas (GHG) emissions data. The assurance requirement strengthens investor confidence and helps mitigate greenwashing risks.

Recognising this requirement, Sunway has aligned our reporting standards with the 17 UN Sustainable Development Goals (UNSDGs) coupled with our environmental, social and governance (ESG) disclosure framework. We view ESG as a data-based sustainability mechanism that facilitates disclosures and fosters transparency. This transparency brings about accountability and trust, promoting engagement with our stakeholders and helping keep the company on the right track to stay relevant in an ever-changing business landscape.



Closing the Gap in Scope 3 Disclosures

Small and medium enterprises (SMEs), crucial to Malaysia's economy, play an essential role in the country's transition to a low-carbon economy. While ESG awareness among SMEs has risen significantly — from 14% in 2023 to 80% by 2025 — challenges remain.

The percentage of SMEs actively exploring ESG practices has declined, from 31% to 26%, with limited financial and human resources making it difficult for SMEs to allocate time and expertise to sustainability efforts, including reporting.

As a conglomerate with 13 businesses, we are positioned to advocate for sustainable business practices across the SMEs within our supply chain. In collaboration with Capital Markets Malaysia (CMM), we organised a Simplified ESG Disclosure Guide (SEDG) Workshop to help suppliers navigate the new ESG requirements.

The workshop covered materiality and its definitions, reporting frameworks, financial and non-financial disclosures, and emissions, among others, providing practical guidance to fill knowledge gaps and build capacity.

Through our support of SMEs in meeting new ESG requirements, particularly for Scope 3 data, we help suppliers accurately report their GHG emissions, contributing to Sunway's overall Scope 3 emissions. This ensures our sustainability efforts are comprehensive and credible while aiding SMEs in adopting sustainable practices.



Claudia Cheah
Sunway Group Sustainability



As the demand for ESG considerations grows among investors, adopting standardised reporting practices is vital for attracting capital in the long run.

Impact-Focused: Going Beyond Compliance

As sustainability reporting becomes mandatory for listed companies in Malaysia, transparency and accountability will increasingly shape the corporate landscape. At Sunway, we believe that large corporations can lead by example, uplifting smaller enterprises in the process.

Our sustainability report goes beyond mere compliance with the NSRF and Bursa Malaysia's framework, which are primarily designed to serve the financial market by helping investors make informed decisions and investments.

We also aim to serve a wider audience, including all stakeholders beyond just investors. Towards this end, our report includes impact stories, offering a human perspective on how our sustainability initiatives benefit the real world.

Sustainability reporting is not merely about compliance – it is about collaboration and inclusivity. By engaging with stakeholders in our supply chain and fostering a culture of shared responsibility, we aim to create a holistic approach to sustainability, in line with our vision to be Asia's model corporation in sustainable development.



Scan the QR code to access this impact story online.

IMPACT STORY

The urgency of Transitioning to Low-Carbon Energy

The global energy landscape, dominated by fossil fuels since the Industrial Revolution, presents significant challenges for both climate and human health. The burning of fossil fuels accounts for approximately three-quarters of global greenhouse gas emissions and is a major contributor to local air pollution, resulting in an estimated 5 million premature deaths annually.¹

A rapid transition to low-carbon energy sources, such as renewable technologies and nuclear, is crucial to mitigate climate change and improve air quality. Encouragingly, in 2023, renewables generated a record 30% of global electricity, driven primarily by growth in solar and wind power.² Further demonstrating this momentum, projections from September 2024 indicated that global solar capacity additions for that year were on track to reach 593 gigawatts—approximately 200 gigawatts higher than January forecasts by the International Energy Agency and Wood Mackenzie. Notably, solar capacity additions in 2024 were likely to surpass all coal additions since 2010.³

While electricity generation is increasingly decarbonised, decarbonising other energy sectors like transport and heating, which rely heavily on oil and gas, presents a greater challenge. These sectors are concentrated in urban areas, which generate over 75% of a country's gross domestic product and are therefore key drivers of global economic growth. Cities also account for approximately 75% of global primary energy consumption and 50–60% of global greenhouse gas emissions.⁴ While renewables account for nearly one-third of global electricity generation, they currently represent only about one-seventh of global primary energy supply.¹

Nuclear power offers a versatile solution by providing both electricity and heat for diverse applications. Heat requirements vary widely, from low temperatures for hot water, steam for agro-industry, district heating and seawater desalination, to extremely high temperatures (up to 1000°C) for industrial processes such as chemical production, enhanced oil recovery and oil refining processes. Water splitting for hydrogen production also falls within this high-temperature range. While steam can provide heat up to approximately 550°C, higher temperatures require direct process heat due to increasing steam pressure.⁵



Scan the QR code to access this impact story online.



Powering ASEAN's Green Future

Beyond its direct involvement in solar installations and District Cooling Systems, Sunway, through the Jeffrey Cheah Foundation, supports the UN Sustainable Development Solutions Network (SDSN) in its efforts to advance the ASEAN Power Grid. This collaboration focuses on developing long-term vision, effective market and regulatory frameworks, and innovative financing mechanisms crucial for expanding regional power interconnections and facilitating the integration of variable renewable energy sources across Southeast Asia.



¹ <https://ourworldindata.org/renewable-energy>

² <https://ember-energy.org/latest-updates/world-passes-30-renewable-electricity-milestone/>

³ <https://ember-energy.org/latest-insights/solar-power-continues-to-surge-in-2024/>

⁴ <https://unhabitat.org/topic/urban-energy>

⁵ <https://www.iaea.org/sites/default/files/publications/magazines/bulletin/bull33-1/33104782124.pdf>

Sunway Construction's Contribution to Renewable Energy and Energy Efficiency

Sunway Construction (SunCon) plays a key role in expanding renewable energy capacity as an Engineering, Procurement, Construction and Commissioning (EPCC) contractor for large-scale solar (LSS4) photovoltaic plants. SunCon's key projects include:

- A 50 MW facility in Kapar, Klang, for Sharp Ventures Solar Sdn Bhd (SVS), awarded in October 2022 for RM185 million. This contract encompassed the construction of a new 132 kV substation, associated facilities, a transmission line and related works at the TNB Interconnection Facility.
- A 50 MW facility in Gopeng, Perak, for Gopeng Bhd, contracted in January 2023 for approximately RM200 million.

Beyond these projects, SunCon has invested in distributed generation through the ownership of multiple rooftop solar assets participating in the Net Energy Metering (NEM) programme. SunCon also acts as a solar power producer within the Corporate Green Power Programme, a virtual power purchase agreement (VPPA) framework established by the Energy Commission in November 2022 to promote corporate uptake of green energy solutions in Malaysia.

Complementing these efforts, SunCon's investment in District Cooling Systems provides a significantly more efficient and sustainable cooling solution, resulting in reduced energy consumption, lower operating expenses and a minimised environmental footprint compared to conventional building-level cooling.



Professor Leong Yuen Yoong
Director of Sustainability Studies at the UN Sustainable Development Solutions Network (Asia)

IMPACT STORY



Growing a Sustainable Food Future



Kiritharen KrishnaKumar
Sunway Group Sustainability

The world is at a pivotal moment. Climate change, population growth and the relentless demand for food are pushing our planet to its limits. Global food demand is projected to increase by 50% by 2050,¹ while climate change could reduce crop yields by up to 25%² in the same timeframe. Traditional farming methods are no longer sufficient to meet these challenges. Deforestation, biodiversity loss and resource depletion are stark reminders that we must rethink how we produce food. Every year, we lose 10 million hectares of forest,³ an area approximately the size of South Korea, to agricultural expansion.



Scan the QR code to access this impact story online.

For centuries, farming has been the backbone of human survival, feeding families and shaping entire civilisations. The Second Agricultural Revolution, which took place between the 1650s and 1900, began in England and gradually spread across Europe, ultimately influencing agriculture worldwide. This period saw major innovations that transformed how food was grown, such as systematic crop rotation, selective breeding, the mechanisation of agricultural production and the development of large-scale irrigation systems. There was a reduced need for manual labour, enabling cities to flourish with increasing population growth as food production became more efficient and abundant. However, this progress came at a cost, as forests were cleared, soil became depleted and farming increasingly relied on vast amounts of land and resources. Today, climate change is exacerbating these challenges by causing unpredictable weather patterns and extreme temperatures, threatening crop yields and food security. The challenge now is no longer just about producing more food but doing so in a way that sustains the health of our planet.

At Sunway, we believe the future of agriculture lies in innovation and sustainability. We see controlled environment farming as a transformative solution. By growing crops in controlled environments, we can optimise resource use, reduce waste and minimise environmental impact. This allows us to increase food productivity and grow crops all year round, independent of external weather conditions. Controlled environment farming conserves more water than traditional methods and eliminates the need for harmful pesticides. Additionally, it helps prevent freshwater pollution from excessive artificial fertiliser use, supporting planetary health by maintaining safe ecological boundaries. Most importantly, it enables higher food production on smaller plots of land, reducing the need to convert forests into farmland.





In Malaysia, over 35% of buildings remain vacant, yet new construction projects are still underway. Through Sunway XFarms, our flagship vertical farming initiative, we have repurposed underused spaces, such as empty buildings and rooftops, for urban farming. This allows us to grow fresh, nutritious produce in urban areas, closer to consumers, reducing the carbon footprint associated with transportation. In 2024, Sunway XFarms helped reduce over 4.6 million food miles, which refers to the distance food travels from where it is produced to where it is consumed.

By growing crops vertically, Sunway XFarms also achieves 15 times greater productivity than traditional open farming methods. This innovative approach allows for a more efficient use of space and resources in urban areas where land is scarce.

< Sunway XFarms utilises state-of-the-art technologies, including hydroponics, aeroponics and IoT-enabled systems, to monitor and optimise growing conditions. These technologies ensure that every plant receives the precise amount of light, water and nutrients it needs to thrive. This approach also minimises the risk of pests and diseases, reducing the need for harmful chemicals and ensuring the sustainability of production. As a result, Sunway XFarms can consistently deliver high-quality, fresh produce throughout the year, regardless of external weather conditions.



The circular watering system used at Sunway XFarms not only conserves water but also contributes to a more sustainable farming model. By capturing and recycling water within the system, we can significantly reduce waste and lower the environmental footprint of water usage. This efficient system also mitigates the pressure on local water supplies, especially in urban areas where water scarcity can be a concern.

Vertical farming does come with its set of challenges. The initial investment in infrastructure and technology can be high, and the energy requirements for lighting and climate control are significant. However, these challenges are not insurmountable. At Sunway, we are committed to overcoming these barriers through innovation and collaboration. By leveraging renewable energy sources and improving energy efficiency, we can make vertical farming more sustainable. As technology advances, we can expect even greater efficiencies and lower costs. Innovations in AI-driven optimisation, new crop varieties and circular economy practices will further enhance the viability of vertical farming.

The way forward is clear. We have the tools, the technology and the ingenuity to transform agriculture into a force for good — one that nourishes both people and the planet.

Rethink and Reduce

Did you know that Malaysians dispose 30,000 tonnes of municipal solid waste every day, with food waste contributing to a significant amount? This can be mitigated by ensuring that you buy only what you need, and refrain from overspending on items that end up in the trash.

Go and Grow Local

Urban farming is also something you can consider, especially by choosing to purchase locally grown produce. Sunway XFarms offers a variety of freshly grown produce you can buy, along with starter kits to help you try your hand at growing your own veggies. There's no better feeling than eating healthy, home-grown food while saving money!



¹ <https://www.wri.org/insights/how-sustainably-feed-10-billion-people-2050-21-charts>

² <https://climate.nasa.gov/news/3124/global-climate-change-impact-on-crops-expected-within-10-years-nasa-study-finds/>

³ <https://www.fao.org/state-of-forests/en/>



ESG BENCHMARK



In our commitment to sustainability, Sunway is dedicated to generating value for future generations by protecting the well-being of both humanity and the planet.

This commitment entails actively embracing sustainability principles, building resilience to environmental challenges, promoting social equality and driving economic growth. To attain our 2030 Sustainability Goals and Targets, Sunway's business practices, objectives, plans and targets are closely aligned with global goals, international and national reporting frameworks and ESG rating tools.

GLOBAL GOALS



Doughnut Economics



REPORTING FRAMEWORKS

LOCAL



GLOBAL



Taskforce on Nature-related Financial Disclosures

RATING TOOLS

2024 KEY HIGHLIGHTS

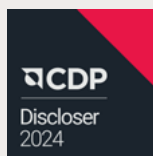


FTSE4Good

Score: **3.8** out of 5.0
Top **11%** of ICB
supersector (Real estate)



Rating:
Low ESG Risk



- Climate Change
- Water Security

SUSTAINABLE FINANCING FRAMEWORK ASSESSMENT



- Sunway Healthcare Treasury

Gold

- Sunway South Quay

Gold

- Sunway Velocity Three

Silver

2024 AWARDS AND ACCOLADES



Malaysian Low Carbon City Awards 2024

- Sunway City Kuala Lumpur (3-Diamond rating)
- Sunway City Iskandar Puteri (5-Diamond rating)
- Sunway City Iskandar Puteri (5-Diamond Design)

Australasian Reporting Awards (ARA) 2024

- Sustainability Reporting Award (Sunway Berhad Sustainability Report)

Gold

34th National Annual Corporate Awards (NACRA)

- Best Sustainability Reporting

Gold

National Corporate Governance & Sustainability Awards (NACGSA) 2024

- Overall Excellence Awards (Top 10)
- Industry Excellence Awards (Industrial Products & Services)

Sustainability & CSR Malaysia Awards 2024

- Sunway Group: Company of the Year (Conglomerate) in Sustainable Leadership
- Sunway Healthcare Group: Company of the Year (Healthcare) for Community Care & Sustainability

The Star ESG Positive Impact Awards 2023

- Energy Efficiency
- Human Rights & Labour Standards
- Good Health & Well-Being
- Water Management & Efficiency
- Renewable Energy
- Talent Management
- Governance, Reporting & Transparency
- Innovative Partnerships
- Supply Chain Management

Gold

Gold

Gold

Silver

Silver

Silver

Silver

Silver

Silver

Life at Work Awards (LAWA) 2024

- Best Organisation (Public Listed Company)
- Talent Sustainability (International/Public Listed Company)
- Corporate Social Responsibility (International/Public Listed Company)
- Environmental Practices

Winner

Winner

2nd Runner Up2nd Runner Up

GreenRE's Sustainable Development Awards (SDA) 2024

- Sunway Property: Best Master Developer
- Sunway Resort Hotel: Best Commercial Development (Hotel)
- Sunway Putra Mall: Best Commercial Development (Shopping Mall)

Luxury Lifestyle Awards International Sustainable Awards 2024

- The Banjaran Hotsprings Retreat

Winner

Health Care Climate Challenge Award 2024

- Sunway Medical Centre Velocity: Climate Commitment Recognition

Southeast Asia Green Hospital Awards 2024

- Sunway Medical Centre Velocity KL – 5 Sustainability Goals Award
- Sunway Medical Centre Velocity KL – Environmental Footprint Reduction from Hospital Waste Management

Winner

Malaysia Shopping Malls Association (PPK) Awards 2023-2024

- Top Sustainability Practices (Category A)
- Sunway Big Box Retail Park

Silver

Top Sustainability Practices (Category B)

- Sunway Velocity Mall
- Sunway Carnival Mall

Platinum

Gold

Top Sustainability Practices (Category C)

- Sunway Pyramid

Silver

Tourism Industry Awards 2024

- Best Sustainable Tourism for Theme Park – Sunway Lost World of Tambun



2024 HIGHLIGHTS



Gold

for Best Sustainability
Reporting category in the
National Annual Corporate
Report Awards (NACRA) 2024



3-Diamond rating for
Sunway City Kuala Lumpur
at the Malaysian Low Carbon
City Awards 2024

Top 11%
of the Industry Classification
Benchmark
(Real Estate) Supersector
assessed by FTSE Russell



Top 25%
by ESG Ratings among
PLCs in FBM Emas

Initiated reporting on emissions per revenue
and on track for **45%** reduction in carbon
emissions

Inaugural disbursement of incentives
amounting to **>RM322,000**
under the Internal Carbon Pricing
framework for **Renewable
Energy and Waste
Diversion**

12,933 MWh
of renewable energy
generated across our
properties

Diverted **9%** of
waste from landfills

Zero fatality rate

>60,000 beneficiaries impacted
through various community projects

Achieved MSCI
ESG Rating of AA



Established

- Climate Change Policy
- Pollution Policy
- Resource Use Policy
- Volunteerism Guidelines
- Waste Policy

Initiated efforts to evaluate and align with
International Financial Reporting Standards
IFRS S1 & S2

- Gap analysis reveals that the sustainability
report has improved from covering 75% of
IFRS S2 disclosures in 2023 to nearly full
compliance in 2024



Top 1% Winners
at the Talentbank Graduates'
Choice Awards 2024



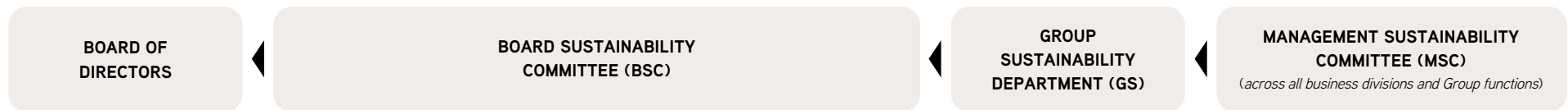
SUSTAINABILITY GOVERNANCE

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

At Sunway, the Board Sustainability Committee (BSC) holds ultimate responsibility for overseeing sustainability-related and climate change matters. The BSC comprises four Directors from Sunway's Board of Directors, who convene at least twice a year to discuss and review Sunway's sustainability progress and deliberate on key sustainability strategies and issues. This establishes robust sustainability governance, as Sunway's sustainability practices are integrated into all of its business operations.

We have incorporated sustainability components into the performance evaluations and remuneration-linked Key Performance Indicators (KPIs) of our Senior Management since 2021. The KPIs include ESG targets that focus on enhancing energy efficiency, utilising renewable energy sources for electricity generation, increasing waste diversion from landfills, improving occupational health and safety practices, expanding employee engagement scores and elevating ESG rating scores.

SUSTAINABILITY GOVERNANCE STRUCTURE



The Board guides the Group and its subsidiaries, steering them towards the attainment of the Group's goals and objectives. The Board is also accountable for developing and assessing the strategy, providing directions, core values and corporate governance, while supervising the Group's management. These actions are essential to ensure that the business operates with integrity and adheres to all the relevant rules and regulations.

The role of the BSC is to review, supervise and recommend to the Board concerning the approval of the Group's sustainability strategy, key concerns, ESG targets, performance, progress and scorecard. The BSC convenes at least twice a year to discuss, deliberate and evaluate Sunway's progress in its goal to advance its sustainability agenda.



**Tan Sri Dato' (Dr.)
Chew Chee Kin**

**Datuk Tong
Poh Keow**

**Datin Paduka Sarena
Cheah Yean Tih**

**Dr. Philip
Yeo Liat Kok**



The Jeffrey Sachs Center on Sustainable Development (JSC)

The Jeffrey Sachs Center on Sustainable Development at Sunway University advises the BSC and provides recommendations based on its academic research.

The GS department plays a critical role in ensuring that the Group and the Board discharge their obligations to ensure ESG disclosures comply with regulatory requirements. This is done primarily through the publication of the annual Sustainability Report. GS coordinates the collection, analysis and interpretation of ESG data across the Group for the purpose of disclosures. Furthermore, GS also makes policy recommendations and proposes Group-wide action plans for consideration and implementation. The GS reports to the Executive Director of the Chairman's Office.

A committee comprising Business Division Heads, the MSC is responsible for ensuring that the Group's sustainability strategy and direction from the BSC are cascaded to all employees and business divisions. The MSC also functions as a platform collecting feedback and addressing sustainability-related issues.

VALUE CREATION MODEL

GRI 2-22

As a conglomerate, our businesses rely on finite resources to innovate, produce and deliver products and services to optimise value creation and value appropriation (measured by return on capital employed) through strategic prioritisations and trade-offs. While we recognise the need to maximise profit for every business, we also acknowledge the importance of value creation to ensure long-term sustainable growth.

Value creation is a set of behaviours and practices that lead to outstanding achievements in an organisation. At Sunway, the value of our business is determined by our stakeholders such as our community, customers, investors, suppliers and employees. We take a long-term view of value creation practices and implications to strive to optimise value and returns for our stakeholders. Identifying the value that the Group aims to create and determining the corresponding trade-offs will not only enable us to continue addressing existing ineffective practices and shortcomings but also implement improvements and actions, optimising activities, maximising output and minimising operational costs to create cost advantages in the market.

For more information on the capitals, please refer to Sunway Berhad's Integrated Annual Report 2024.

STRATEGY

Exploring mergers and acquisitions opportunities and overseas expansion

Advancing sustainability

Talent management and development

Optimising innovation and technologies to accelerate growth

Maximising value and synergy from the Sunway brand and increased harnessing of business and operational synergy

Increased focus on sustainability and smart cities

Improving cost management and enhancing operational efficiency

INPUTS

Financial Capital

- Shareholders' funds: RM13.9 billion
- Cash and cash equivalents: RM2.3 billion
- Total assets: RM28.6 billion

Manufactured Capital

- 3 integrated townships
- Remaining landbank: 2,208 acres
- Diversified business sectors

Natural Capital

- Energy consumption from renewable sources: 14,791 MWh
- Volume of water recycled and treated at our water treatment plant: >438,500 m³

Human Capital

- Total employees: 12,940 employees
- Total new hires: 3,505 employees
- Average learning hours per employee: 37.3 hours

Social and Relationship Capital

- Regular engagement with our stakeholders
- Commitment to working with ethical suppliers
- >RM5 million in community investment

Intellectual Capital

- Group data consolidation using predictive analytics to identify customer needs
- Strong commitment to cybersecurity and data protection

1 BUILD, OWN, OPERATE 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

2 BUILD FOR OTHERS Project Management and Construction Income

- Integrated design and construction services contracts, i.e. roads, bridges and rails for external customers
- Providing construction support for the Property Development division and undertaking design and build of Group's investment properties



**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

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

3 BUILD TO SELL

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

4 STRATEGICALLY SUPPORTED BY ADJACENT BUSINESSES

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

OUTPUTS

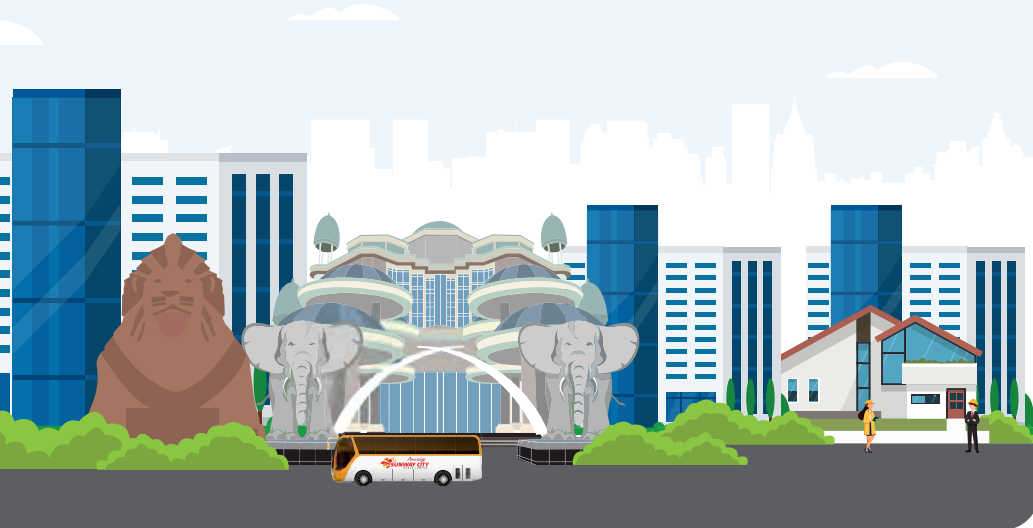
- Revenue: RM7.9 billion
- Profit before tax: RM1.5 billion
- Gross development value: RM64.5 billion
- Property sales: RM3.0 billion
- Replenished landbank of about 43.9 acres in FY2024
- Avoided more than 20,000 tonnes of CO₂e
- All our buildings have implemented water crisis SOPs
- Diverted 9% of waste from landfills
- Employee retention rate: 85%
- Total beneficiaries from our community enrichment initiatives: >60,000
- Zero confirmed cases of non-compliance among our suppliers
- Achieved good customer satisfaction scores
- Sunway Digital Hub is certified with the ISO 27001:2013 international standard and is focused on the Information Security Management System

OUTCOMES

- Long-term sustainable value to shareholders
- Profitability and business growth
- Continuous enrichment of existing townships and developing townships
- Contributed to the service industry
- Mitigated negative environmental impacts through responsible resource management
- High-performing workforce and delivery excellence
- Job creation
- Contributed to the nation's efforts in community development
- Green and responsible procurement
- Accelerated digitalisation
- Established a resilient modus operandi capable of withstanding crises

TRADE-OFFS

There are opportunity costs where trade-offs are required. We allocate financial capital to enhance non-financial capitals, ensuring balanced outcomes that generate multiplier effects, creating both extrinsic and intrinsic value for our stakeholders. In 2024, we continued to invest in an environment where our employees can thrive without neglecting their welfare.



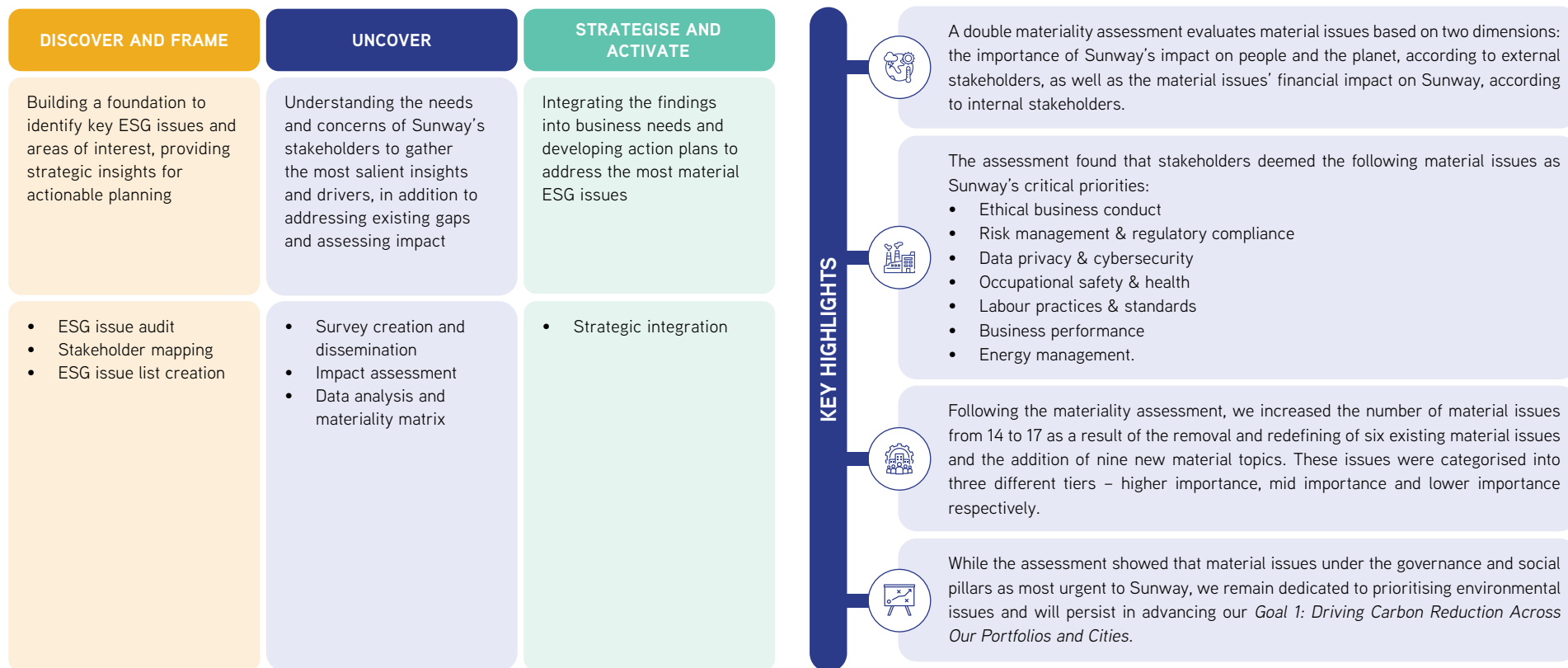
MATERIALITY

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

Sunway identifies and reviews the sustainability issues most pertinent to its business and stakeholders to ensure continuous progress on its sustainable value creation journey. We perform a comprehensive materiality assessment once every two years to align our material issues and priorities with current sustainability trends, global risks and industry peers. As part of the assessment, we collect feedback from internal and external stakeholders through a materiality survey to understand the ESG impacts of our business on stakeholders and Sunway's position in sustainability. To ensure our sustainability issues remain relevant, they are reviewed once a year to address stakeholder concerns, mitigate risks and capture opportunities.

In 2024, we enhanced our assessment process from single materiality to double materiality to align with the latest sustainability trends and reporting practices. The comprehensive assessment, which considered both inside-out and outside-in perspectives, enabled us to identify a list of ESG material issues most pertinent to Sunway Berhad as well as our stakeholders. In addition, the assessment was also intended to identify the impacts, risks and opportunities of these material issues to us. The findings of the materiality assessment have been approved and endorsed by the Board Sustainability Committee.

Our double materiality assessment involved a three-step process:

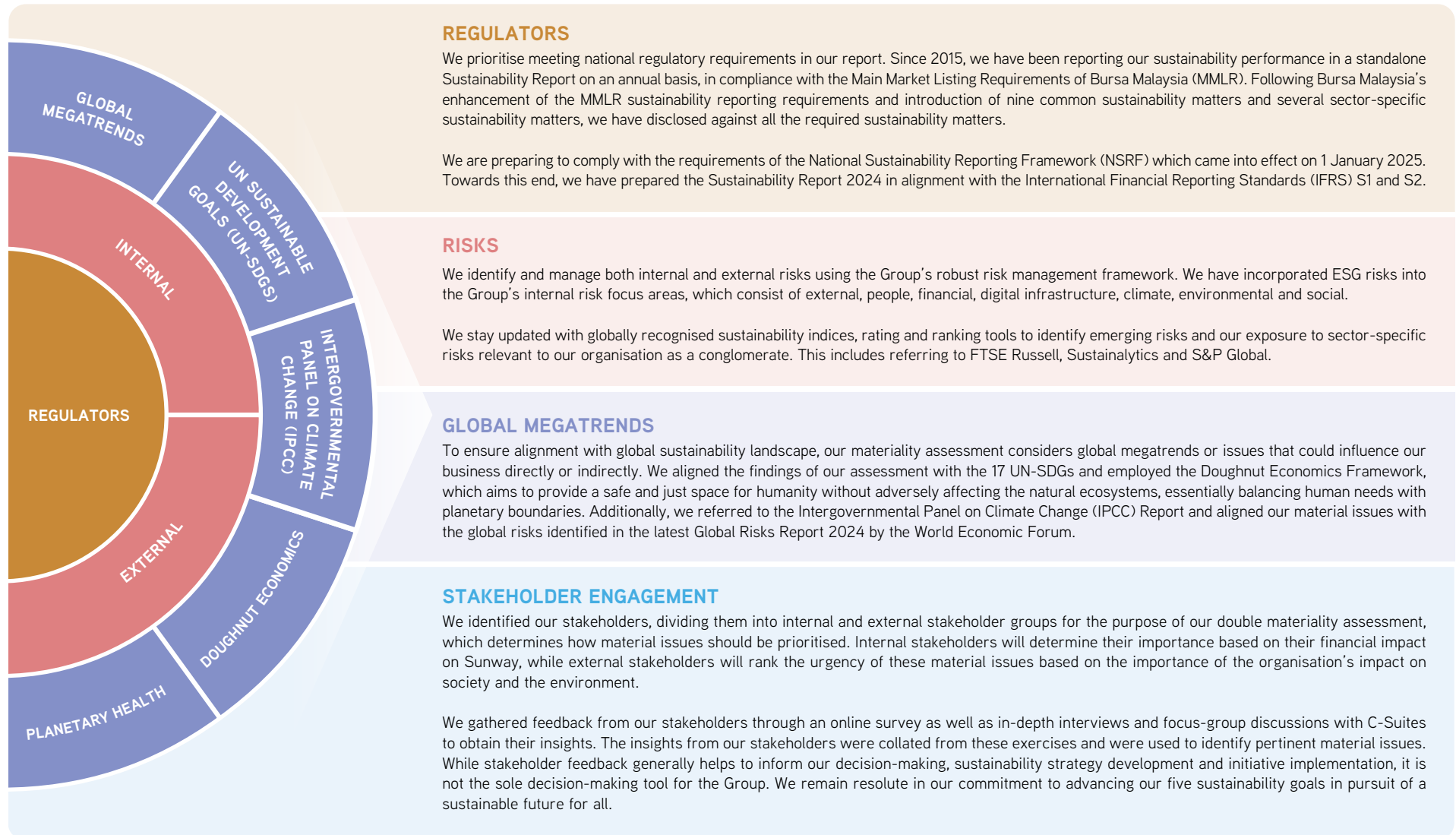


MATERIALITY



DISCOVER AND FRAME

Identification of Material Issues



MATERIALITY



Stakeholder Mapping

Next, we mapped our stakeholder groups, dividing them into internal and external stakeholders for the purposes of the two types of evaluations performed under the double materiality assessment.

INTERNAL STAKEHOLDERS

- Employees
- Senior Management
- Board of Directors

EXTERNAL STAKEHOLDERS

- Regulators and local authorities
- Suppliers
- Customers, clients, unit holders and general public
- Analysts and financiers
- Media and non-governmental organisations (NGOs)

ESG Issues List Creation

Through careful alignment with current trends and the evolving sustainability landscape, we identified material issues that are aimed at addressing stakeholder expectations and driving sustainable value creation.

ECONOMIC

- Economic performance
- Supply/value chain management
- Indirect economic business performance

ENVIRONMENTAL

- Waste & pollution management
- Energy management
- Emissions management
- Protection of biodiversity & ecology
- Physical impacts of climate change
- Materials management

SOCIAL

- Occupational safety & health
- Community engagement & social impacts
- Labour practices & standards
- Diversity, equity & inclusivity

GOVERNANCE

- Ethical business conduct
- Risk management & regulatory compliance
- Data privacy & cybersecurity
- Brand awareness & reputation

UNCOVER

Survey Creation and Dissemination

An online survey was conducted, involving 505 respondents from Sunway Berhad's various stakeholder groups, to identify and prioritise the ESG issues that are most important to our business and our stakeholders. Based on the mean scores derived from the five-point scale survey, the top issues for each ESG pillar were identified. In-depth interviews and focus-group discussions were also held among the C-Suites to gather further insights from the Group. The governance and social pillars were considered most important to stakeholders, followed closely by the economic and environmental pillars.

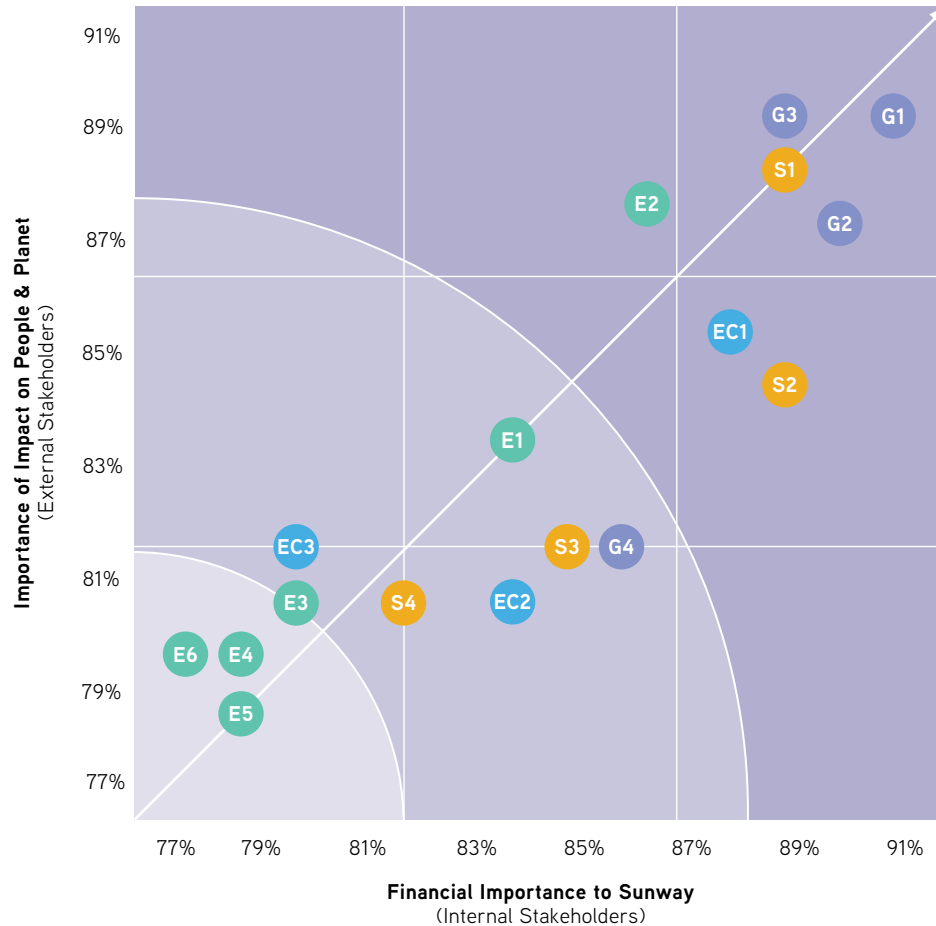
Impact Assessment

We benchmarked our findings against the best practices of local and international industry peers. The assessment revealed that Sunway not only embodies best practices but is also perceived by stakeholders as exceeding its industry peers, particularly in the governance and environmental pillars. Sunway's ESG performance reflects its deep commitment to driving positive environmental and social impacts through proactive initiatives to support local communities and contribute to environmental sustainability.

Data Analysis and Materiality Matrix

Following the benchmarking exercise, the material issues were plotted along a materiality matrix comprising two dimensions – the importance of their impact on people and planet as assessed by external stakeholders, and their financial importance to Sunway as assessed by internal stakeholders.

MATERIALITY



- Alignment of material issues along the diagonal signifies the degree of shared priorities between internal and external stakeholders.
- Shade gradations of a circular radius indicate the level of importance of a material issue. The darker the shade, the more important the issue.

HIGHER IMPORTANCE		CHANGES FROM 2022 TO 2024	Key issues to prioritise and improve visibility among stakeholders
● G1	Ethical Business Conduct	New	
● G2	Risk Management & Regulatory Compliance	New	
● G3	Data Privacy & Cybersecurity	New	
● S1	Occupational Safety & Health	Previously known as Group standards and operating procedures, retained in same tier	
● S2	Labour Practices & Standards	New	
● EC1	Business Performance	Previously known as Company's financial performance, retained in same tier	Key issues to keep track and improve performance
● E2	Energy Management	New	
MEDIUM IMPORTANCE		CHANGES FROM 2022 TO 2024	
● G4	Brand Awareness & Reputation	Down one tier	
● S3	Diversity, Equity & Inclusivity	New	
● E1	Waste & Pollution Management	Previously known as Pollution management, retained in same tier	
● EC2	Economic Performance	Previously known as Macroeconomic issues, retained in same tier	Key issues to keep track and carry on momentum
● S4	Community Engagement & Social Impacts	Previously known as Community investment, retained in same tier	
● EC3	Supply/Value Chain Management	New	
● E3	Emissions Management	Previously known as Pollution (emissions), up one tier	
LOWER IMPORTANCE		CHANGES FROM 2022 TO 2024	
● E4	Materials Management	Previously known as Resource management (materials), retained in same tier	Key issues to keep track and carry on momentum
● E5	Protection of Biodiversity & Ecology	New	
● E6	Physical Impacts of Climate Change	New	

MATERIALITY



The assessment resulted with 17 material issues, whereby five material issues were redefined under different material issues and eight issues were removed. Six material issues emerged as top priorities for stakeholders, namely Ethical Business Conduct, Risk Management & Regulatory Compliance, Data Privacy & Security, Occupational Safety & Health, Labour Practices & Standards, Business Performance and Energy Management. The evolving trends reflect a change in public perception of the governance pillar itself, whereby cybersecurity incidents and widespread disruptions have increased the perceived importance of these issues among both internal and external stakeholders.

Following the recent announcement by TNB regarding the increase in electricity tariffs (post survey), Sunway Berhad has reprioritised Energy Management as a critical action item. This decision is guided by a recent input, rather than being derived from raw data.

While the assessment found that material issues under the governance and social pillars are most significant to Sunway, we remain committed to prioritising environmental issues and will persist in advancing our Goal 1: Driving Carbon Reduction Across Our Portfolios and Cities. We will continue to embed sustainable practices in our business decisions and across our operations in pursuit of our sustainability goals and building a sustainable future for all.

Sunway's 17 Material Issues and Their Definitions

MATERIAL ISSUES	DEFINITION
Ethical Business Conduct	Upholding ethical business conduct and transparency in all our operations and activities. This includes promoting awareness of and actively preventing corruption and fraud, as well as upholding respect for human rights.
Data Privacy & Cybersecurity	Strengthening infrastructure resilience to mitigate exposure to data theft and cyber threats while elevating responsible data management.
Risk Management & Regulatory Compliance	Upholding high standards of integrity, governance and responsible business practices through policies and initiatives that prevent bribery and corruption, while regularly reassessing materiality to align with evolving standards and regulations for the Group's success.
Brand Awareness & Reputation	Cultivating stakeholders trust to enhance Sunway's reputation and brand recognition. This involves implementing comprehensive strategies to build, maintain and elevate the public image of the Sunway brand.
Business Performance	Demonstrating Sunway's ability to achieve financial, operational and strategic goals, including profitability, revenue growth, market share and operational efficiency. It reflects Sunway's capacity to sustain long-term success, growth and sustainability while balancing stakeholder expectations and adapting to changes in the market and regulatory environments.
Economic Performance	Including considerations of how Malaysia's economic status could impact Sunway's entities or sectors and potentially affecting the Group's financial performance. This recognises that all businesses impact and depend on stakeholders like the environment, society and the economy.
Supply/Value Chain Management	Promoting responsible and sustainable procurement practices by evaluating suppliers and vendors based on environmental and social impacts and incorporating digitalisation into value chain processes.
Occupational Safety & Health	Addressing health, safety and welfare issues in the workplace. This includes developing a policy, analysing and controlling health and safety risks, providing training, as well as recording and investigating health and safety incidents.
Labour Practices & Standards	Prioritising and upholding human rights by adhering to international labour standards. This includes fostering a workplace free from discrimination, ensuring fair wages and safe conditions, and prohibiting forced or child labour. Sunway also respects our employees' rights to freedom of association and collective bargaining.
Diversity, Equity & Inclusivity	Creating a diverse and inclusive workplace where everyone, regardless of who they are or what they do for the business, is equally involved in and supported in all areas of the workplace.
Community Engagement & Social Impacts	Investing in local communities through corporate social responsibility (CSR) initiatives to build a sustainable future for all, uplifting the livelihood of the underprivileged and marginalised and generating long-lasting positive social impacts.
Waste & Pollution Management	Collaborating with stakeholders to reduce and manage waste generation, minimising all forms of environmental pollution, including effluents and noise.
Energy Management	Planning and operating energy production and consumption to achieve cost savings and reduce carbon dioxide emissions.
Emissions Management	Implementing strategic climate initiatives to identify, mitigate and reduce direct and indirect carbon emissions to achieve net zero by 2050.
Materials Management	Promoting the sustainable use of materials that can be produced in required volumes without depleting non-renewable resources or disrupting the environment and key natural resource systems.
Protection of Biodiversity & Ecology	Minimising the ecological impacts of business operations to protect biodiversity and natural ecosystems.
Physical Impacts of Climate Change	Addressing physical risks such as increased rainfall intensity, extreme weather variability and rising sea levels.

STAKEHOLDER ENGAGEMENT

GRI 2-29, 3-3

Stakeholders are groups of individuals who are influenced and affected by Sunway's activities and whose decisions and actions impact the Group. They are critical to our decision-making process as their input enables us to make informed decisions and develop strategies and initiatives concerning matters that affect them. We aim to build enduring and positive relationships with all stakeholders by regularly engaging them through formal and informal avenues. By engaging with stakeholders, we can identify and respond to material issues relevant to them, understand emerging opportunities and risks, and effectively address their concerns.

To identify and manage risks, we utilise the Group's risk management framework that aligns with the ISO 31000:2018 Risk Management Guidelines. Our Enterprise Risk Management (ERM) is embedded throughout the Group's core activities, initiatives and processes to ensure effective and efficient risk management. Sunway addresses the material issues critically prioritised by its stakeholders by implementing measures to strengthen its risk identification and mitigation processes, capacity building, stepping up its cybersecurity measures and improving its internal processes and communications.

For more information on Risk Management, refer to page 127.



Legend: ● Annually ● Throughout the year

STAKEHOLDER ENGAGEMENT



GOAL 1: DRIVING CARBON REDUCTION ACROSS OUR PORTFOLIOS AND CITIES








In advancing our journey towards a more sustainable future for all, we are driving carbon reduction across our portfolios and cities by integrating ESG factors into our business strategy, operations and assets. We aim to build liveable integrated developments that leverage technology, innovation and connectivity, while reducing the negative environmental impacts of these developments as much as possible to achieve sustainable communities.

Material Issues	Global Risks	Risks	Opportunities
<ul style="list-style-type: none"> Physical Impacts of Climate Change Materials Management Emissions Management Energy Management Waste & Pollution Management Protection of Biodiversity & Ecology 	<ul style="list-style-type: none"> Biodiversity loss and ecosystem collapse Critical change to Earth systems Extreme weather events Natural resource shortages Non-weather-related natural disasters Pollution 	<ul style="list-style-type: none"> Carbon tax will increase operational expenses for assets, products or services with high carbon emissions Lack of preparation to comply with new climate-related regulations Potential damage to physical assets, financial losses and business disruptions caused by insufficient climate adaptation and mitigation measures Higher operational costs and the risk of scarcity due to inefficient water and waste management Biodiversity depletion and ecosystem collapse from natural resource destruction Financial penalties or legal actions caused by non-compliance with environmental regulations 	<ul style="list-style-type: none"> Implementing a robust climate change strategy for business continuity Establishing a strong presence in low-carbon solutions market to meet growing demand Enhancing water management and ensuring waste reduction to lower operational cost Implementing measures to prevent and mitigate biodiversity loss Implementing effective pollution management to minimise environmental footprint of operations
ESG Factors: Environment	Stakeholder Priorities and Concerns		
GRI Standards: 301, 302, 303, 304, 305, 306	<ul style="list-style-type: none"> Ensuring timely, transparent communication on Sunway's business operations and environmental impacts Addressing physical and transitional climate change risks Prioritising transit-oriented and integrated developments Focusing on improving energy and water consumption efficiency Investing in innovative, cleaner and more advanced technologies Implementing strategies for managing business operations and their impacts on the natural habitat and biodiversity Undertaking initiatives to reduce waste generation and divert waste from landfills Ensuring proper waste/effluents management to prevent environmental pollution and protect public health 		
Links to:	Our Responses		
	<ul style="list-style-type: none"> Enhanced our Climate Report by transitioning from TCFD to IFRS S2 (Climate-Related Disclosures), which involves quantifying our financial impact of climate change on our assets (pg. 39-58) Strengthened climate action through an Internal Carbon Pricing framework (pg. 45) Implemented energy and water saving initiatives for reduced consumption and environmental impacts (pg. 66-71) Invested in renewable energy to decrease GHG emissions and our carbon footprint (pg. 66) Deployed sustainable water supply systems, including a water treatment plant and rainwater harvesting, to lessen reliance on municipal water supply (pg. 69) Complied with Sunway's Biodiversity Policy on integrating biodiversity considerations into business activities and decision-making processes (pg. 61-62) Complied with Sunway's Green Township and Building Policies that address community needs while minimising environmental and societal impacts in areas surrounding built environments (pg. 61-63) Committed to building integrated developments that support urban revitalisation and brownfield redevelopment (pg. 64) Adopted a waste management hierarchy to prevent and minimise waste (pg. 72-77) Complied with Sunway's Sustainable Events Management Policy to support event organisers in planning and executing successful events while managing their impact on the environment and local community (pg. 127) Monitored effluents, air emissions and noise pollution at relevant sites (pg. 78) 		

STAKEHOLDER ENGAGEMENT

GOAL 2: ADVOCATING A RESPONSIBLE VALUE CHAIN

Ongoing supply chain challenges are expected to elevate the cost of living, driving more vulnerable people into poverty, especially in markets that rely on imports. In recognition of these challenges, we are dedicated to integrating sustainability into our supply chain as a key driver of our value creation. Our engagement with suppliers, vendors, tenants and customers across our network is based on responsible procurement practices and greater ESG awareness, with strategic digitalisation efforts reinforcing the resilience of our operations and supply chain.

Material Issues	Global Risks	Risks	Opportunities
<ul style="list-style-type: none"> Supply/Value Chain Management <hr/> <p>ESG Factors: Environmental, Economic, Social and Governance</p> <hr/> <p>GRI Standards: 204, 301, 308, 407, 408, 414, 416, 417</p> <hr/> <p>Links to:</p> <div>     </div> <div>    </div>	<ul style="list-style-type: none"> Concentration of strategic resources and technologies Disruptions to a systemically important supply chain Disruptions to critical infrastructure Inflation Talent and/or labour shortages Geoeconomic confrontation Erosion of human rights and/or civic freedoms Lack of economic opportunity or unemployment 	<ul style="list-style-type: none"> Inability to address stakeholder demand for sustainable materials could lead to smaller market share Material scarcity may cause supply chain disruptions Non-compliance of suppliers and contractors with Sunway's ethical principles and safety culture may lead to operational disruptions Failing to meet customers' expectations affects their confidence and loyalty, resulting in lower revenue 	<ul style="list-style-type: none"> Selecting sustainable materials enhances Sunway's brand image and attracts environmentally conscious customers and investors Implementing strong procurement governance attracts and retains credible and skilled suppliers and contractors Consistent supplier assessments, including on environmental and social considerations, uphold the company's commitment to high standards in environmental and social aspects Regular customer engagements enable us to continuously improve our products and services, meeting customer expectations
Stakeholder Priorities and Concerns <ul style="list-style-type: none"> Ensuring resources are efficiently managed to prevent supply chain disruptions Adapting to changing consumer behaviour and preference for more eco-friendly and green products and services Ensuring socially responsible business practices throughout the supply chain (e.g. labour standards and practices, human rights, freedom of association) Delivering products and services of exceptional quality 			
Our Responses <ul style="list-style-type: none"> Complied with Sunway's Sustainable Procurement Policy to set out the rules and guidelines for our procurement processes and communicate our ESG expectations to suppliers and vendors (pg. 81) Remain guided by Sunway's Supplier Code of Conduct to ensure adherence of suppliers to applicable laws, rules, codes and regulations (pg. 81) Formulated an embodied carbon emissions roadmap to mitigate the environmental footprint of our products (pg. 82-83) Digitalised operations and implemented decarbonisation efforts in our supply chain (pg. 84-85) Mandated suppliers' and vendors' commitment to respecting human rights based on the UN Guiding Principles on Business and Human Rights, UN Global Compact (UNGC) Principles and acknowledging the International Labour Organization's (ILO) eight fundamental conventions (pg. 89) 			

Legend:



Board of Directors



Sunway Senior Management/Business Division Heads



Employees



Customers



Suppliers/Vendors



Investors/Financiers/Analysts



Government Agencies/Regulators/Local Authorities



Media, NGOs and General Public

STAKEHOLDER ENGAGEMENT



GOAL 3: DEVELOPING A SAFE, EQUAL AND DIGNIFIED WORKFORCE

We are steadfast in fostering a secure, equitable and dignified workplace to support livelihoods and the Group's overall sustainability. By prioritising initiatives that focus on the health, safety and well-being of our workforce, we secure our talent pool, boosting talent attraction and retention while enhancing productivity. Furthermore, we nurture leaders within Sunway, building their capabilities and establishing a solid talent pipeline to fulfil future needs.

Material Issues	Global Risks	Risks	Opportunities
<ul style="list-style-type: none"> Occupational safety & health Labour practices & standards Diversity, equity & inclusivity 	<ul style="list-style-type: none"> Decline in health and well-being Erosion of human rights and/or civic freedoms Inequality Infectious diseases Insufficient public infrastructure and social protections Lack of economic opportunity or unemployment Talent and/or labour shortages 	<ul style="list-style-type: none"> Disengaged and under-skilled employees are less productive Insufficient benefits and remuneration lower employee motivation Workplace accidents and injuries lower productivity while causing legal consequences, such as penalties, and reputational damage Violations of human rights lead to regulatory penalties, while negatively influencing employee retention and culture, causing reputation damage Discriminatory employment practices damage the company's reputation 	<ul style="list-style-type: none"> Effective talent development and upskilling programmes, alongside attractive benefits packages, allow us to retain and attract the best industry talents, fostering a culture of high performance Cultivating a strong culture of workplace safety within a conducive working environment enhances employees' well-being and productivity, upholding the company's reputation Enforcing robust human rights practices reinforces Sunway's reputation as a responsible employer Nurturing an inclusive, diverse and empowering work culture attracts talents and harnesses diverse perspectives that improve decision-making
ESG Factors: Social			
GRI Standards: 202, 401, 403, 404, 405, 406, 407, 408, 409, 410, 411, 419			
Links to: 			
Stakeholder Priorities and Concerns			
<ul style="list-style-type: none"> Offering attractive benefits, competitive remuneration, career development and progression opportunities Emphasising work-life balance throughout the Group Ensuring the work environment remains conducive and safe for both employees and contractors Adhering to social laws and regulations in compliance with standards Protecting the rights of all our employees Instilling fairness, inclusivity and non-discrimination in the work culture 			
Our Responses			
<ul style="list-style-type: none"> Implemented family-friendly policies and provided attractive benefits (pg. 92) Promoted work-life balance through programmes and health and wellness activities (pg. 90-92) Continued supporting employees in their learning and development journey to ensure they continue to perform well and deliver excellence (pg. 93-95) Carried out performance assessments to facilitate continuous development and enhancement of skills and capabilities (pg. 96) Enforced an Occupational Health, Safety and Environment (OHSE) Policy supported by a five-year OHSE Strategy to foster a secure and healthy work environment (pg. 100-107) Established a Human Rights Policy to protect, uphold and respect human rights throughout our operations (pg. 89) Complied with Sunway's Diversity and Inclusion Policy that demonstrates our dedication to fostering a culture that appreciates and respects diversity (pg. 97) Kept a zero-tolerance stance against discrimination regardless of race, religion, gender, age, disability and nationality (pg. 89, 97) 			

STAKEHOLDER ENGAGEMENT



GOAL 4: INVESTING IN COMMUNITY INCLUSIVITY

As cost of living is projected to continue increasing, vulnerable communities are at risk of being left behind in areas such as education and healthcare. At Sunway, we strive to make a positive difference in our local communities through our #SunwayforGood initiatives, aiming to uplift the well-being of the underserved and underprivileged through empowering initiatives that support the development of thriving communities as well as relief efforts for those in need.

Material Issues	Global Risks	Risks	Opportunities
<ul style="list-style-type: none"> Community engagement & social impacts 	<ul style="list-style-type: none"> Decline in health and well-being Inequality Insufficient public infrastructure and social protections Lack of economic opportunity/unemployment Societal polarisation 	<ul style="list-style-type: none"> Business activities that negatively impact local communities endanger Sunway's social licence to operate 	<ul style="list-style-type: none"> Regularly conducting community impact programmes enhances Sunway's relationship with local communities
ESG Factors: Social	Stakeholder Priorities and Concerns		
GRI Standards: 203, 413	<ul style="list-style-type: none"> Undertaking impactful corporate social responsibility (CSR) activities to help local communities Addressing the impacts of the worsening cost-of-living crisis through significant programmes 		
Links to:	Our Responses		
	<ul style="list-style-type: none"> Continued implementing #SunwayforGood CSR initiatives to enrich and empower local communities (pg. 109-119) 		

Legend:



Board of Directors



Sunway Senior Management/Business Division Heads



Employees



Customers



Suppliers/Vendors



Investors/Financiers/Analysts



Government Agencies/Regulators/Local Authorities



Media, NGOs and General Public

STAKEHOLDER ENGAGEMENT



GOAL 5: UPHOLDING TRANSPARENCY AND DELIVERING EXCELLENCE

Our dedication to transparency and delivering excellence is foundational to our sustainable value creation ability. Our pursuit of excellence is supported by a strong culture of compliance and the robust corporate governance of all aspects of our business, which forms the bedrock of ethical business conduct. We continue to engage with regulators and other relevant stakeholders, while broadening our collaborative partnership network to ensure alignment with updated laws and frameworks, as well as advancing the sustainability agenda through programmes such as sustainable financing.

Material Issues	Global Risks	Risks	Opportunities
<ul style="list-style-type: none"> • Data privacy & cybersecurity • Economic performance • Risk management & regulatory compliance • Ethical business conduct • Brand awareness & reputation • Business performance 	<ul style="list-style-type: none"> • Asset bubble burst • Concentration of strategic resources and technologies • Crime and illicit economic activity • Debt • Disruptions to a systemically important supply chain • Disruptions to critical infrastructure • Economic downturn • Inflation • Adverse outcomes of AI technologies • Adverse outcomes of frontier technologies • Censorship and surveillance • Cyber espionage and warfare • Misinformation and disinformation • Online harms 	<ul style="list-style-type: none"> • Significant risks may arise from economic uncertainties or recessions, impacting employment, income levels and business performance • Supply chain disruptions resulting from geopolitical events, natural disasters or global crises can influence production and distribution • The evolution of regulations or heightened regulatory scrutiny may give rise to compliance challenges, affecting operations and profitability • Inadequate corporate governance practices can potentially damage Sunway's reputation and image • The occurrence of cyberattacks, such as the unauthorised access to customer data, can result in a loss of customer trust and harm to Sunway's reputation • Poor financial performance affects business continuity, resulting in missed investment opportunities • Shifting investor preferences and market dynamics can steer away from companies with poor financial and sustainability performance • Misrepresenting sustainability efforts can lead to allegations of greenwashing, undermining Sunway's credibility and stakeholder relationships 	<ul style="list-style-type: none"> • Consistent and strong economic growth creates favourable conditions for business expansion and success • The stability of financial markets bolsters investor confidence • Developing resilient supply chains can improve organisational flexibility and mitigate the effects of disruptions • Effective corporate governance practices enhance Sunway's reputation as a trustworthy company among stakeholders • Implementing effective corporate governance practices raises Sunway's reputation as a trustworthy entity among stakeholders • Leveraging sustainable financing to enhance reputation and appeal to an expanding market of consumers and investors who prioritise environmental and social considerations
ESG Factors: Economic, Governance	Stakeholder Priorities and Concerns		
GRI Standards: 201, 203, 205, 206, 406, 418	<ul style="list-style-type: none"> • Macroeconomic factors like economic growth and inflation influencing business and financial performance • Macroeconomic factors influencing job security • Inflation rates affecting financing costs • Policy and regulatory changes posing risks of potentially adverse impacts on business • Enforcing policies and requirements set by relevant agencies or professional bodies • Ensuring business is conducted ethically, professionally and transparently • Strengthening data protection through enforcing policies and enhancing systems • Demonstrating the capability to recognise opportunities and manage risks arising from global megatrends 		
Links to: 	Our Responses		
	<ul style="list-style-type: none"> • Reinforced business and financial resilience by implementing strategies and technology • Engaged in proactive investor relations activities to connect with the investment community • Leveraged sustainability-linked loans and sustainability sukuk by partnering with financial institutions (pg. 122-123) • Enacted careful cost management and proactive capital management measures • Ensured adherence to all applicable laws and regulations while upholding high corporate governance standards (pg. 126-127) • Upskilled employees to ensure they remain relevant and agile to boost productivity (pg. 92-95) • Established robust corporate governance by implementing rigorous policies (pg. 126-127) • Implemented and maintained robust IT security systems to protect data privacy and defend against cyber threats and attacks (pg. 127) • Implemented proper product marketing and labelling while maintaining engagement to ensure customer satisfaction 		

SUSTAINABILITY STRATEGY

GRI 2-22

Amid our ongoing advocacy of the United Nations Sustainable Development Goals (UN-SDGs) and Malaysia's Shared Prosperity Vision (SPV2030), it is crucial that we develop and implement a sustainability strategy to drive progress in our sustainability journey. The strategy is designed to provide guidance on environmentally and socially responsible ways of conducting business, while maintaining long-term economic performance. Besides facilitating the embedding of ESG considerations into our business operations, we believe the strategy will help us to reconcile profitability with sustainable business practices, address our stakeholders' requirements and build a more sustainable and just future.

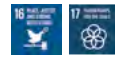
Sunway's sustainability strategy acts as an overarching guide for us to navigate important sustainability issues, including their risks and opportunities. Our materiality assessments are regularly reviewed against current global and local trends, ensuring we effectively address challenges faced by our business and stakeholders.

We have identified the sustainability issues most relevant to us and our stakeholders, recognising their potential to generate risks or opportunities that could affect our ability to create value in the short, medium and long term. These issues are addressed within the five 2030 Sustainability Goals and Targets that are central to our sustainability strategy. Our 2030 Sustainability Goals and Targets are formulated to ensure we meet stakeholders' expectations, strive to reduce our environmental footprint, empower our people and practice good governance. Each year, we measure our performance against the targets set forth in each goal.

In 2024, we reaffirmed our commitment to intensify efforts in attaining our 2030 Sustainability Goals and Targets, as well as Net Zero Carbon Emissions by 2050. Towards these ends, we refreshed the name of our first goal to 'Driving Carbon Reduction Across Our Portfolios and Cities', reflecting our comprehensive decarbonisation that extends beyond our assets to include our townships, developments and cities. The refinement of the first goal will further catalyse our progress along our Net Zero By 2050 Roadmap.

Goal 5

Ethical Business Conduct
Risk Management & Regulatory Compliance
Data Privacy & Cybersecurity
Business Performance
Brand Awareness & Reputation
Economic Performance



Goal 4

Community Engagement & Social Impacts



Legend:

- | | |
|----------------------|---------------------------------|
| Financial Capital | Human Capital |
| Manufactured Capital | Social and Relationship Capital |
| Natural Capital | Intellectual Capital |

Goal 1

Materials Management
Protection of Biodiversity & Ecology
Physical Impacts of Climate Change
Waste & Pollution Management
Energy Management
Emissions Management



Goal 2

Supply/Value Chain Management



SUNWAY 2030 SUSTAINABILITY GOALS

UPHOLDING TRANSPARENCY
AND DELIVERING
EXCELLENCE

DRIVING CARBON REDUCTION
ACROSS OUR PORTFOLIOS
AND CITIES

ADVOCATING A
RESPONSIBLE
VALUE CHAIN

DEVELOPING A
SAFE, EQUAL
AND DIGNIFIED
WORKFORCE

Occupational Safety & Health
Labour Practices & Standards
Diversity, Equity & Inclusivity



Goal 3

SUSTAINABILITY STRATEGY



2030 SUSTAINABILITY GOALS AND TARGETS

Our Sustainability Scorecard helps us track our performance against our goals and targets. In 2021, we started to integrate sustainability components into the Senior Management's performance evaluations and key performance indicators (KPIs), which are linked to remuneration. We continued to link the remuneration for senior executives to ESG performance in 2024, such as improving energy efficiency, increasing renewable energy generation, reducing waste to landfill, managing occupational health and safety performance, and maintaining good ESG ratings.

Legend: Progress Tracking

● ○ ○ On track and progressing steadily ○ ● ○ Progressing well ○ ○ ● Progress exceeds expectations

GOAL 1: DRIVING CARBON REDUCTION ACROSS OUR PORTFOLIOS AND CITIES



2030 Targets	2024 Performance	Description
Building Energy Intensity (BEI)/Energy Use Intensity (EUI) should stay below the annual targets set for the respective business divisions starting from 2022. (The business divisions should continue to stay below the BEI/EUI targets which will reduce by 3.5% to 4% on a y-o-y basis up to 2030 to align with the IPCC target of 45% reduction in carbon emissions by 2030.)	● ○ ○ Energy intensity targets and performance (pg. 55, 68)	All of the business divisions were able to meet their respective energy intensity targets set for 2024, except for the Leisure division.
At least 40% of electricity from renewable energy sources by 2030 (5% locally generated, 35% purchased from green sources/solar farms)	○ ○ ● 14,791 MWh (3%) of renewable energy was consumed	<ul style="list-style-type: none"> 12,933 MWh (3%) of solar energy was locally generated through solar PV panels installed at our properties. 1,858 MWh (0.4%) of renewable energy was purchased from the national grid (Green Electricity Tariff). The total electricity consumption in 2024 was 458,939 MWh.
40% waste diverted from landfills by 2030	○ ● ○ 9% of waste diverted from landfills	The waste diversion rate increased by 1% from 2023.
To achieve a reduction of 10% in overall water intensity target for managed assets by 2030 (Baseline year: 2015)	○ ● ○ The overall water intensity of managed assets decreased by 11% from 2023.	We will continue to strive to increase our reliance on recycled water sources.
To reduce the Group's reliance on municipal water supply by up to 50% through investment in alternative supplies and sources, thereby enhancing water security, by 2030	○ ● ○ 10% of water supply from non-municipal sources	In 2024, the total water consumption was 5,757,065 m ³ , where 10% (565,617 m ³) of the consumption was sourced from non-municipal water supply.
To achieve at least five days of uninterrupted water supply from the onset of a water disruption event via a combination of onsite reserves and/or secured offsite supplies for all properties located within KL/Selangor by 2030	○ ● ○ Four out of 14 of properties that are not located within Sunway City Kuala Lumpur (SCKL) can sustain themselves for at least five days from the onset of a water disruption event	We have a total of 32 properties located within KL/Selangor, where 18 of the properties are located in SCKL and are able to sustain themselves during a water disruption event. This is because the properties are piped to the water treatment plant in SCKL. Hence, we are strengthening the water security of the remaining 14 properties.
All industrial property sites to be ISO 14001:2015 (Environmental Management Systems)-certified by 2030	○ ● ○ Six out of six Building Materials sites are ISO 14001:2015 - certified and maintained their certification	All of our Building Materials sites have been ISO 14001-certified. The other industrial sites are progressing towards obtaining the certification.
All ongoing construction sites are ISO 14001:2015 (Environmental Management Systems)-compliant	○ ○ ● 23 ongoing construction sites are ISO 14001:2015-compliant	We continuously monitor the environmental performance of our ongoing construction sites.

SUSTAINABILITY STRATEGY



GOAL 2: ADVOCATING A RESPONSIBLE VALUE CHAIN



2030 Targets	2024 Performance	Description
To review and initiate disclosures of Scope 3 emissions where relevant and applicable	○ ● ○ Five out of 15 Scope 3 emissions categories have been disclosed (pg. 53-54).	We are reviewing the relevance of the remaining Scope 3 emissions categories and strive to expand the emissions coverage.
All suppliers to make disclosures in accordance with ESG standards and framework where relevant and applicable	○ ● ○ In progress	The enhancement of our Supplier Risk Assessment form to incorporate the Simplified ESG Disclosure Guide (SEDG) by Capital Markets Malaysia is in progress.

GOAL 3: DEVELOPING A SAFE, EQUAL AND DIGNIFIED WORKFORCE



2030 Targets	2024 Performance	Description
To be within the first quadrant of the DOSH national fatality rate by 2030 (1.46 fatalities for every 100,000 workers)	○ ○ ● Achieved a zero fatality rate	We will ensure the continuity of best OHSE practices across all sites to avoid any fatalities at sites.
To reduce the occupational accident rate to 0.95 for every 1,000 workers, which is within quadrant 1 of the DOSH national accident rate, by 2030	○ ○ ○ Occupational accident rate of 2.3 for every 1,000 workers	We will ensure the continuity of best OHSE practices across all sites to reduce the cases of accidents at sites.
All business divisions (where relevant and applicable) to be ISO 45001:2018-certified and achieve OHS culture - Level 4 and above by 2030	○ ○ ● <ul style="list-style-type: none"> 11% of our sites are ISO 45001:2018-certified 100% (35) of the sites achieved 'Excellent' in compliance 83% (29) of the sites achieved 'Platinum' and above in Best Practice ranking 	We are slightly below the target in achieving the interim targets set for 2024. Four instead of five sites were certified with ISO 45001:2018; yet 100% of our sites achieved 'Excellent,' and 83% achieved 'Platinum' in the best practice ranking in the Group OHSE Corporate Audit. We will strive more to ensure more sites are certified in the future.
36 learning and development (L&D) hours per employee (EG1 and above)	○ ● ○ 37.3 learning hours per employee	The average learning hours per employee decreased compared to 2023.

GOAL 4: INVESTING IN COMMUNITY INCLUSIVITY



2030 Targets	2024 Performance	Description
To reach out and support over two million beneficiaries from 2015 to 2030	○ ○ ● 1,317,333 beneficiaries impacted from 2015 to 2024	More than 60,000 beneficiaries in 2024.

GOAL 5: UPHOLDING TRANSPARENCY AND DELIVERING EXCELLENCE



2030 Targets	2024 Performance	Description
To maintain our position in the top 10% of the Industry Classification Benchmark (Real Estate) Supersector assessed by FTSE Russell	○ ● ○ Achieved top 11% of the Industry Classification Benchmark (Real Estate) Supersector assessed by FTSE Russell	We will continuously enhance our ESG disclosures and ensure transparent communication of our initiatives.
To achieve and/or maintain low/negligible Sustainalytics ESG Risk Rating by 2030	○ ○ ● Achieved Low ESG Risk Rating by Sustainalytics	

GOAL 1

DRIVING CARBON REDUCTION ACROSS OUR PORTFOLIOS AND CITIES



In pursuit of a more sustainable future for all, Sunway is driving carbon reduction across our portfolios and cities by incorporating ESG considerations into its business strategy and operations. The Group seeks to build liveable integrated developments where technology, innovation, connectivity and sustainability converge, while minimising the negative environmental impacts of these developments as much as possible.

39	Climate Report: Net Zero by 2050
61	Adapting to Climate Change
66	Managing Our Environmental Impact

CAPITAL



Manufactured



Intellectual



Natural

MATERIAL ISSUES

- Materials Management
- Protection of Biodiversity & Ecology
- Physical Impacts of Climate Change
- Waste & Pollution Management
- Energy Management
- Emissions Management

ACTIVITIES

- Decarbonisation initiatives
- Transit-oriented development
- Energy- and water-efficient projects
- Responsible water and waste management practices

VALUE CREATED

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



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

CLIMATE REPORT: NET ZERO BY 2050

GRI 3-3, 201-2, 302-3, 305-1, 305-2, 305-3, 305-4, 305-5

Global temperatures continued to climb in 2024 and the World Meteorological Organization (WMO) predicted that 2024 will be the hottest year on record after logging average temperatures of 1.5°C above pre-industrial levels from January to September.¹ Rising greenhouse gas (GHG) levels combined with the El Niño weather phenomenon have driven temperatures up, leading to more climate extremes that affected economies and communities across the globe. The UN Emissions Gap report published in October 2024 stressed that countries must reduce their GHG emissions even further – by 42% by 2030 and 57% by 2035 – to ensure that the Paris Agreement target of keeping the long-term increase in global average surface temperature at 1.5°C remains viable. The report warns that current international emission-lowering commitments puts us on the path for best-case global warming of 2.6°C above pre-industrial levels this century, well past the point of no return.²

MAPPING OUR CLIMATE JOURNEY TO THE LATEST GLOBAL STANDARDS

Driving carbon reduction across our portfolios and cities reflects Sunway's commitment to mitigating climate risks and adapting to climate change. Amid the growing urgency to reduce carbon emissions, the Group has intensified its ongoing climate actions and taken more concrete measures to deliver on its commitments under its larger goal of Net Zero Carbon Emissions by 2050 to arrest global warming at 1.5°C. This goal is in line with the Paris Agreement and Malaysia's ambition of reaching zero carbon emissions by 2050.

Previously we stated our aim to reach net zero by reducing Scope 1 and 2 emissions by 2030, and Scope 3 emissions by 2050. However, due to the urgent global call for decarbonisation, we have included the reduction of Scope 3 emissions in the plan to halve our emissions by 2030. To reduce Scope 3 emissions, we have implemented initiatives such as pioneering the Green Lease Partnership programme and encouraging our SME suppliers to disclose their ESG practices and performances.

As part of our journey towards net zero, we introduced Malaysia's first Internal Carbon Pricing framework. It puts a monetary value on carbon emissions to guide our business divisions and their investment strategies in mitigating transitional risks. Our framework was put in place ahead of Malaysia's proposed implementation of a carbon tax on the energy, iron and steel industries by 2026 to drive the use of low-carbon technologies.³ To adapt to the incoming tax, we acknowledge that we should adopt such mechanisms sooner rather than later.

Besides pioneering initiatives to reduce carbon emissions, we are also committed to setting near-term science-based emissions reduction targets in line with the Science Based Targets initiative (SBTi). We are also an early adopter of the Taskforce on Nature-related Financial Disclosures (TNFD), reflecting our commitment to recognising nature-related issues as critical components of our strategic risk management. We acknowledge that climate change impacts have affected our ecological systems and biodiversity. According to the World Wildlife Fund (WWF) Living Planet Report, there has been a catastrophic 73% decline in the size of monitored wildlife populations from 1970 to 2020 due to climate change and nature loss. Shrinking wildlife populations can be precursors to the loss of healthy ecosystems and extinction of species.⁴ We believe that adopting the TNFD recommendations and guidance will further empower Sunway to identify, assess and address our nature-related dependencies, impacts, risks and opportunities in a holistic manner.



Since 2021, we have aligned our climate report with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), which is now governed under the International Sustainability Standards Board (ISSB) standards. We have continuously enhanced our disclosures over the years by expanding our scope of disclosures and consistently submitting responses to the Carbon Disclosure Project (CDP) framework. In 2024, we enhanced our climate Value at Risk (VaR) report with an updated flood risk modelling for Sunway properties to quantify the financial impacts of climate change, in alignment with financial reporting standards outlined in IFRS S2. The first VaR, which was quantified by the Jeffrey Sachs Center on Sustainable Development (JSC) in 2021, assessed the potential financial risks and opportunities of climate-related physical and transition risks.



For more information on the first VaR report, refer to pages 43 to 46 in Sunway Berhad's Sustainability Report 2023.



¹ <https://wmo.int/news/media-centre/2024-track-be-hottest-year-record-warming-temporarily-hits-15degc>

² <https://www.unep.org/resources/emissions-gap-report-2024>

³ <https://theedgemalaysia.com/node/730766>

⁴ https://wwf.panda.org/wwf_news/?12179466/LPR-2024

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 the International Financial Reporting Standard S2 (IFRS S2) issued by the International Sustainability Standards Board (ISSB), addressing key sustainability-related disclosures, including climate-related risks and opportunities.

GOVERNANCE

Sunway adheres to Bursa Malaysia Securities Berhad's Main Market Listing Requirements and the Malaysian Code on Corporate Governance. The Group's sustainability is overseen by the Board Sustainability Committee (BSC), which ensures that sustainability practices and ESG considerations are embedded in Sunway's management, daily operations and value chain.

Practice 4.1

Board and management's responsibilities for the governance of sustainability

The Group maintains a top-down approach in its sustainability governance, ensuring the tone from the top and the sustainability strategy are cascaded down to the working level. The BSC has oversight of Sunway's sustainability strategies and sustainability matters, which include climate-related risks and opportunities, key ESG targets and progress scorecard. The BSC comprises four Directors from Sunway's Board of Directors and meets twice a year at minimum. Every business division ensures there are resources set aside for sustainability initiatives. These resources are part of their annual business plans to achieve the 2030 Sustainability Goals and Targets as well as Net Zero Carbon Emissions by 2050.

 For more information on Sustainability Governance, refer to page 21 of this report.

Practice 4.2

Communication of sustainability strategies, priorities, targets and performance to internal and external stakeholders

The Group regularly communicates its sustainability strategies, priorities and targets, along with performance updates, to internal and external stakeholders through various platforms and channels. These include our Integrated Annual Report and Sustainability Report, analyst and investor briefings, media releases and interviews, as well as employee engagement initiatives such as town hall meetings, training and development programmes, among others.



Practice 4.3

Staying abreast with and understanding sustainability issues relevant to the company and its business

The BSC is supported by both the Group Sustainability Department (GS) and the Jeffrey Sachs Center on Sustainable Development (JSC). The GS keeps the BSC up to date on sustainability and ESG-related matters that could impact Sunway and its businesses such as climate-related risks and opportunities, as well as evolving regulatory requirements. Meanwhile, the JSC acts as an advisory panel to the BSC, facilitating the Group in mitigating sustainability risks and identifying opportunities. It conducts research and offers academic consultation to the BSC. In 2021, the JSC was appointed to conduct a Value at Risk (VaR) assessment on the company's properties and was tasked to review the assessment in 2022. In 2024, the VaR was enhanced with a refreshed flood risk modelling for Sunway properties and to quantify the financial impacts of climate change, in alignment with financial reporting standards outlined in IFRS S2. The Group consistently equips its Board with sustainability and ESG-related knowledge through various training programmes which are listed in the 2024 Sunway Corporate Governance Report.

Practice 4.4

Performance evaluations of the board and management includes addressing company's material sustainability risks and opportunities

To embed sustainability more deeply into the Group, Sunway proactively incorporates sustainability elements into its Senior Management's performance evaluations and key performance indicators (KPIs), which are linked to remuneration. This encompasses linking the remuneration of senior executives to ESG performance. In 2024, we incorporated indicators to gauge our performance in areas including improving energy efficiency, increasing renewable energy generation, reducing waste to landfill, managing occupational health and safety performance, and maintaining good ESG ratings. The KPIs align with Sunway's 2030 Sustainability Goals and Targets and are integral to the performance evaluation of the Group's President, Tan Sri Dato' (Dr.) Chew Chee Kin, and the Group's Executive Deputy Chairman, Datin Paduka Sarena Cheah Yean Tih, both of whom are also members of the BSC. Employees across the organisation are also subjected to sustainability-related KPIs, with their performance monitored and reported annually.

Practice 4.5

Designated person within management to provide dedicated focus to manage sustainability strategically

The GS was set up in 2017 to provide dedicated focus on sustainability matters, which includes integrating sustainability considerations into daily operations. This department reports to Mr Ong Pang Yen, Executive Director of the Chairman's Office. The main function of the GS is to coordinate communications of Sunway's sustainability performance to ensure the achievement of KPIs for the BSC, the Management Sustainability Committee (MSC) and business divisions. The GS also keeps the BSC and MSC abreast with relevant and current ESG developments and explore opportunities for adoption in the Group.

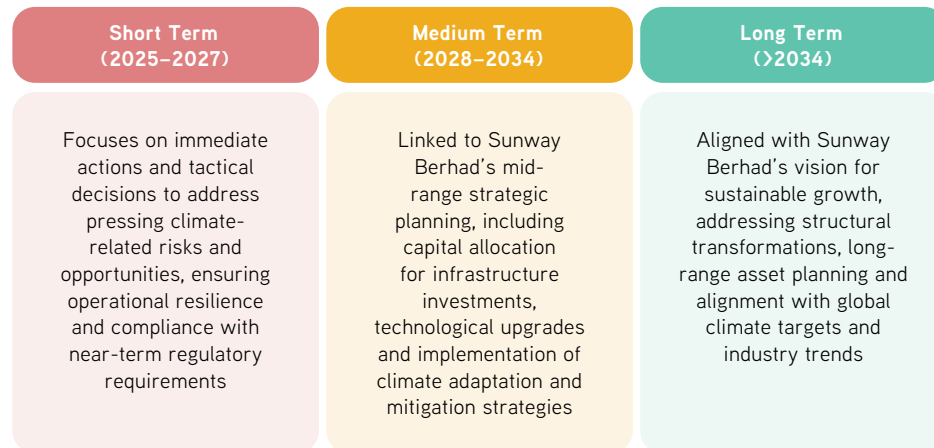
CLIMATE REPORT: NET ZERO BY 2050



RISK MANAGEMENT

Value at Risk (VaR)

Having conducted VaR scenario analyses since 2021 has provided us with insights to enhance our climate action. In 2024, we enhanced the identification of our climate-related risks and opportunities by evaluating the financial implications of climate change on our properties. In line with the IFRS S2 Climate-related disclosures, the analysis covered physical and transition risks, mitigation strategies and climate resilience planning for 70 Sunway Berhad properties, representing a subset of the Group's total portfolio of 106 properties, due to data collection limitations. This included detailed assessments of the properties' operational facilities and assets across nine states in Malaysia based on data and projections for the reporting period 1 January to 31 December 2024. The study addressed climate-related risks and opportunities, as well as potential impacts, over the short, medium and long term.



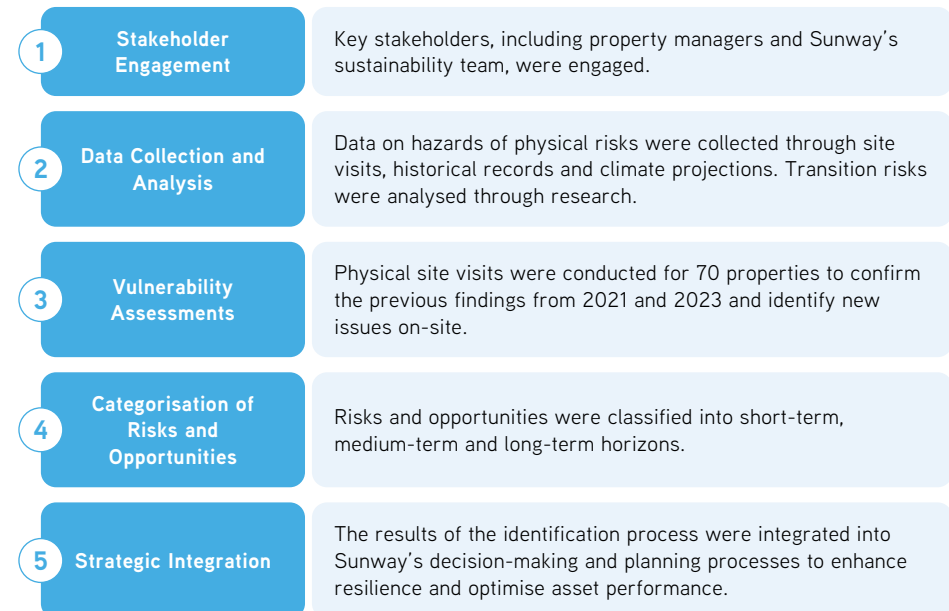
The study was conducted by consolidating Sunway's business divisions into a single framework, rather than separating them into 'Build', 'Own' and 'Operate' categories. This approach acknowledges the interconnected nature of climate-related risks and opportunities across the value chain and aligns with global sustainability reporting best practices. It allows the Group to showcase a unified strategy that demonstrates its commitment to tackling both embodied and operational carbon challenges collectively.

Climate-Related Risks and Opportunities

Sunway integrates climate-related risks and opportunities directly into its overall risk management framework to ensure long-term asset resilience and business continuity. By embedding climate-related risks into its core risk management processes, Sunway strengthens its capacity to respond to emerging challenges, safeguarding long-term asset performance and value.

We identify climate-related risks and opportunities by assessing both physical risks and transition risks to provide a comprehensive view of potential impacts across our operations. Risks are prioritised based on potential financial exposure, asset criticality and tenant vulnerability. High-risk properties are flagged for immediate mitigation measures, while lower-risk assets are monitored and assessed periodically. Evolving climate risks are monitored through regular property inspections, maintenance logs and climate trend updates. These insights are incorporated into Board-level risk reviews and inform strategic planning and investment decisions. Climate risks are embedded within Sunway's broader risk register and reviewed alongside operational, financial and strategic risks. This ensures that climate resilience is considered in capital allocation, insurance planning and asset acquisition or redevelopment decisions.

Identification of Climate Risks and Opportunities



While we currently do not record specific capital development related to achieving climate targets, we have integrated climate risks into our business strategy through physical risk mitigation and transition risk mitigation. Financial impact remains low relative to asset value, and the most significant long-term risk is regulatory-driven energy cost increases, which can be mitigated through expanded solar investments and energy efficiency initiatives. Sunway remains well-positioned to manage climate-related risks, with a structured mitigation plan and ongoing sustainability efforts.

CLIMATE REPORT: NET ZERO BY 2050



Physical Risk

Within Malaysia, the two types of physical risks with potential material adverse physical impacts on properties are sea level rise (SLR) and increased rainfall intensity. While SLR can lead to more coastal floods, increased rainfall intensity can result in flash floods and water seepages into buildings. Rainfall intensity risks, such as water seepage into buildings and riverine or rainfall-driven flooding, were selected because they can be quantified more easily, providing a clearer understanding of the associated costs and financial implications for mitigation efforts.

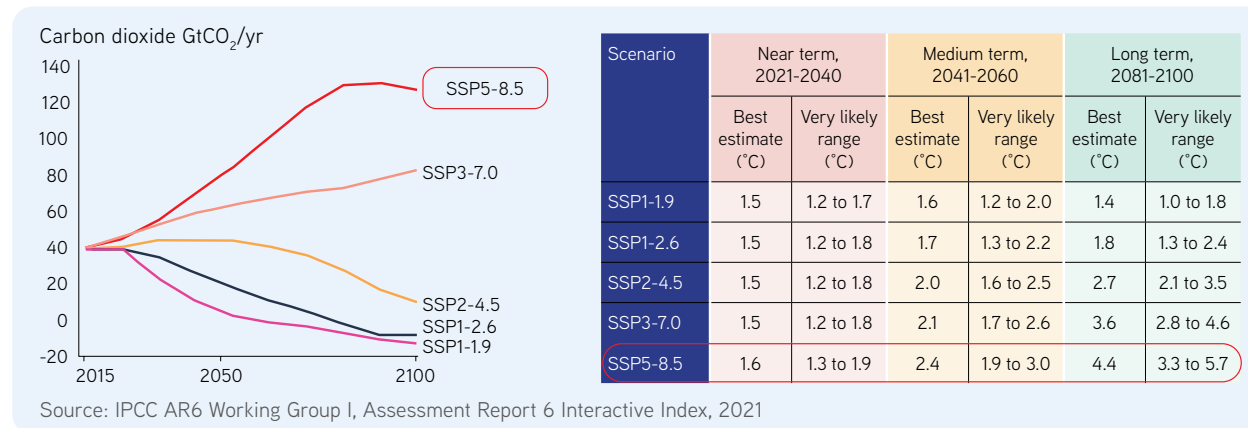
Assessment Process

We utilised the following methodology to conduct a scenario analysis and assess the material physical risks for Sunway's properties:

Step 1 Reviewed the recent scientific forecast of SLR and rainfall intensity up to 2100

We defined the worst-case scenario for Southeast Asia using data from the Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report (2021) and WGI Interactive Atlas (2023). These data provided projections of temperature anomalies, precipitation changes and sea level rise, enabling us to contextualise the potential impacts on properties and operations for Sunway.

We adopted the IPCC's Shared Socioeconomic Pathway 5-8.5 (SSP5-8.5) scenario, which represents a future with limited climate mitigation efforts and global economies remain heavily reliant on fossil fuels. Under this scenario, annual global carbon emissions could exceed 120 gigatonnes by 2100, driving a median temperature increase of 4.4°C above pre-industrial levels. This scenario also anticipates severe climate impacts, including intensified heatwaves, increased rainfall intensity and substantial sea level rise.



Under the median scenario (SSP5-8.5), we analysed SLR and maximum one-day precipitation projections from IPCC models for Southeast Asia. For SLR, projections range from 0.4 metres to 1.1 metres for 2081 to 2100. We adopted 0.7 metres, the median value, as the SLR Value at Risk (VaR) perimeter to evaluate property resilience. Similarly, projections for maximum one-day precipitation indicate increases ranging from 6.7% to 46.6% for 2081 to 2100, relative to the 1995 to 2014 baseline.

To ensure that our framework reflects a balanced risk assessment, we adopted 16.9%, the median value of these projections, as the VaR perimeter. In our previous report, we adopted worst-case scenario projections to stress-test property resilience under extreme conditions. Now, we use median values to provide a more balanced and realistic assessment of future risks, optimising resource allocation while maintaining practicality. This shift ensures alignment with the most probable climate outcomes and stakeholder expectations.

Step 2 Identified the elevation of each property vis-à-vis sea level and location relative to the coast and river

We determined the elevation of each property vis-à-vis sea level using an online topographic map, such as FloodMap and Climate Central, while location relative to the coast and river was determined using an online map (Google Earth) to gauge the SLR risk. The property was assessed to be flooded if the SLR reaches 0.7 metres or 1.1 metres. The properties that occupied areas without ground contact were excluded from the SLR consideration.

Step 3 Conducted flood map analysis to evaluate potential inundation scenarios and risks across the portfolio

Topography was the primary factor for the flood analysis and it was examined for the presence of localised depressions, or bluespots. Information such as bluespot capacity for rainfall to fill and depth are calculated and matched with the average recurrence interval (ARI) for rainfall events of the past. This established the possibility of the flooding within certain time intervals (less than 50 years, 50 to 100 years, more than 100 years).

Step 4 Obtained flooding and other rain-intensity-induced events (e.g. water seepage in buildings), historical occurrence record and damage cost for each property from the property managers

Historical occurrence records and damage costs for flooding and other rain-intensity-induced events were obtained from property managers. This data was used to assess the likelihood of such events occurring based on past incidences at the local level, considering specific local characteristics. Additionally, it helped gauge the financial cost required to repair properties in the event of damage from floods or other rain-intensity-induced events.

CLIMATE REPORT: NET ZERO BY 2050



Findings of the Assessment

Sunway does not have any assets or business activities that are significantly aligned with climate-related opportunities or at existential risk from climate change. SLR poses minimal risk to our properties while direct rainfall damage and riverine flooding present moderate risks, particularly to retail and hospitality properties. Annual maintenance costs due to rainfall damage are estimated at RM13 million (0.09% of asset value), while potential flood-related costs could reach RM379 million (2.64% of asset value).

	High Risk	Medium Risk	Low Risk
Sea Level Rise - Chronic Physical Risk <i>Long term (>11 years)</i>			
	<2 metres above mean sea level (Ground floor)	2–10 metres above mean sea level	>10 metres above mean sea level
Number of Properties Impacted	1	2	64
These properties were assessed based on key factors such as elevation above mean sea level to determine risk levels and were found with low vulnerability to SLR due to their limited exposure and proactive mitigation measures. Three properties have zero exposure to SLR risks due to their elevated starting levels.			
Direct Rainfall Damage - Acute Physical Risk <i>Short term (1-5 years) to long term (>11 years)</i>			
	Average yearly cost of repair from rainfall is >RM100,000 and above 1% of total asset value	Average yearly cost of repair from rainfall is >RM20,000	Average yearly cost of repair from rainfall is <RM20,000
Number of Properties Impacted	3	24	43
These properties were assessed based on criteria such as average annual repair costs from rainfall damage. The estimated total annual maintenance cost from direct rainfall damage is RM13 million, approximately 0.09% of the total appraised value of Sunway Berhad's properties. The relatively low percentage suggests that while rainfall damage incurs costs, its financial impact on the overall portfolio remains minimal.			
Riverine/Rainfall Driven Flooding - Acute Physical Risk <i>Short term (1-5 years) to long term (>11 years)</i>			
	<ul style="list-style-type: none"> The property is in close proximity to localised depressions which can be filled under normal rainy conditions. OR <ul style="list-style-type: none"> The property has experienced water ponding or flooding history, particularly during heavy rainfall events (e.g. once in 4 to 7 years). 	<ul style="list-style-type: none"> The property is adjacent to larger localised depressions where rainfall events between once in 50 and once in 100 years could cause flooding. OR <ul style="list-style-type: none"> The property has experienced moderate flooding, such as inundation in basements or localised depressions. 	<ul style="list-style-type: none"> The property is located in an area with adequate drainage and low probability of rainfall-driven flooding (once in more than 100 years).
Number of Properties Impacted	26	16	25
The properties were assessed based on proximity to localised depressions, historical flooding patterns and drainage capacity. The estimated potential flood-related costs for the assessed properties are approximately RM379 million or 2.64% of their appraised value, if flooding were to occur. While not all properties in Sunway Berhad's portfolio are susceptible to flooding, and such events have been infrequent, the historical impact of floods highlights the need for ongoing monitoring and targeted mitigation strategies to manage the potential risk. Despite the low likelihood of future occurrences, the frequency of extreme weather events is expected to increase as climate change progresses. Three properties have zero exposure to riverine/rainfall-driven flooding risks due to their elevated starting levels.			

CLIMATE REPORT: NET ZERO BY 2050



Transition Risk

Transition risk refers to the financial and operational challenges that arise from the shift to a low-carbon economy, including policy changes, technological advancements, and shifts in market dynamics. It is mainly driven by evolving policies and regulations, technologies, market dynamics and stakeholder expectations. Sunway's main transition risks are related to potential policy changes on electricity costs and reputational risks from non-development of land. While the risk from electricity costs is low based on asset value, any increase in tariffs could significantly affect certain operations' viability. Technology risks are minimal, while market risks related to travel and shopping behaviour shifts are low. Reputational risks, which largely involve environmental concerns in Sunway City Iskandar Puteri, are also low but difficult to predict.

All Sunway's operational units/properties are exposed to the risk of higher electricity tariffs, specifically under a scenario where the currently voluntary Green Electricity Tariffs (GET) are made mandatory for commercial entities. The estimated implementation cost of the mandatory GET is RM11 million and the Group's electricity cost would increase from RM165 million to about RM178 million. This is the most significant climate-related risk to Sunway's business model in the context of combined value-at-risk and likelihood of occurrence compared to events such as a major flood, which is unlikely to occur although the damage may be more severe, and roof rainfall damage, which is very likely to occur but has low damage values.

Assessment Process and Findings

The study found that Sunway primary transition risks are the potential increase in electricity costs due to policy changes and the financial impact of avoiding land development to protect its reputation. Transition risks were assessed at the organisational level based on four key categories: policy and legal, technology, market and reputation.

Policy and Legal

➤ Evaluated Sunway's exposure to evolving environmental regulations, carbon pricing mechanisms and compliance requirements at both national and global levels

The main risk Sunway is exposed to is policy changes related to electricity costs. This includes direct electricity cost (via solar energy installation rules) and indirect electricity cost (via increases in TNB tariffs for mandatory green energy), particularly for properties which Sunway operates. In 2024, Sunway's electricity consumption from the TNB grid for over 51 properties, where Sunway was landlord (excluding tenant electricity use), was 315.3 gigawatt-hours (GWh) and 12.8 GWh was generated from solar installations. This shows that Sunway as a group can produce about 3% of its electricity consumption through solar power.

Electricity consumption is estimated to have cost RM165.5 million a year in electricity bills in 2024, with solar output saving close to RM7.3 million. The policy risk to Sunway is expected to increase, as electricity prices will rise either due to higher fossil fuel prices or the anticipated mandatory implementation of the GET. However, this means that Sunway's carbon footprint, which is mostly from electricity usage from the national grid, will drop significantly.

The total financial exposure that Sunway has to policy and legal transitional risks is estimated to be RM12.6 million or 7.6% of the Group's current electricity cost, the highest value and most likely climate risk that the Group faces. Similarly, for water usage, there may be a tariff system similar to the GET implemented in the future.

Technology

➤ Assessed Sunway's readiness to adopt low-carbon technologies, including the feasibility of energy-efficient upgrades and renewable energy integration

Sunway has very low transitional risk from technology changes for at least in the next five to 10 years due to its business model, which is primarily based on the purchase and leasing out of real estate, primarily commercial property.

Market

➤ Analysed shifts in market demand for sustainable properties, tenant preferences and investor expectations for environmentally responsible practices

Sunway's business model has low market transitional risk, as lessons learnt from the previous lockdown has prepared the organisation to pivot and adapt swiftly to changes should there be another occurrence of pandemic-driven lockdowns.

Reputation

➤ Reviewed potential impacts on Sunway's brand and stakeholder trust due to sustainability performance or lack thereof

Sunway faces potential reputation and perception risk through its general exposure to the Johor Iskandar project due to a risk of being linked to the clearing of mangroves adjacent to the Pendas River. We remain committed to responsible land use and ethical practices aligned to environmental and development regulations. This risk can be managed with robust and transparent communication to foster public trust and manage community and stakeholders' expectations.

Overall, Sunway's assets face low reputational risk, barring any major accidental or criminal event beyond the control of the company. However, should any such events were to occur, the reputational risk will likely be borne by the operator of the leased property.

CLIMATE REPORT: NET ZERO BY 2050



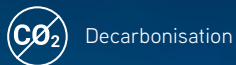
STRATEGY

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 drive carbon reduction across our portfolios and cities.

Strategic Framework:



Decarbonisation



Resource management



Pollution management

ACCELERATING DECARBONISATION

Implementation:



Internal Carbon Pricing

- Emissions avoidance (Energy efficiency improvement, waste diversion)
- Energy substitution (Renewable energy)



Engaging with stakeholders to reduce Scope 3 emissions

- Upstream - Suppliers (Sustainable procurement and supply chain practices)
- Downstream - Tenants (Green leases)

- Supported the recommendations of the **Task Force on Climate-related Financial Disclosures (TCFD)**

- Committed to setting near-term science-based emissions reduction targets in line with the **Science Based Targets initiative (SBTi)**

- Introduced the **nation's first Internal Carbon Pricing** framework

- Introduced the **Green Lease Partnership Programme**

- Submitted reports on climate change and water security to the **Carbon Disclosure Project (CDP)**

- Embarked on **sustainable financing** to accelerate ESG transformation

- Introduced **incentives** under the Internal Carbon Pricing framework for renewable energy and waste diversion

- Established an **embodied carbon emissions roadmap** for Building Materials and Quarry products

- Launched a **black soldier fly composting site** to tackle food waste

- Initiated efforts to evaluate and align with **International Financial Reporting Standards (IFRS) S1 and S2**

- Installed more than 11 MWp of **rooftop solar PV cells** as of 2024

GETTING TO NET ZERO

- To achieve net zero carbon emissions by 2050, we plan to focus on carbon offset technology and have invested in a research centre for carbon dioxide capture and utilisation.

- Carbon offset is the last resort after we have maximised our resources.

Implementation:



Carbon capture and storage



Investment in large-scale renewable energy

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

Global temperature is estimated to rise between 4.0°C and 5.0°C above pre-industrial levels without any mitigation efforts.

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

— Net zero pathway
--- Business as usual

2010

2021

2022

2023

2024

2030

2050

CLIMATE REPORT: NET ZERO BY 2050



Climate Risk Impacts on Business Model, Strategy and Financial Performance

Sunway adopts a proactive approach to adapting its strategy and business model in response to climate change over the short, medium and long term. Sunway's resilient financial position and cash flow allow for climate risk mitigation without material strain. Short-term measures, such as drainage improvements and regular maintenance, are budgeted annually. Medium- to long-term capital is allocated for largest resilience projects, ensuring sustained asset protection across sectors. There is no significant risk of material adjustments to Sunway's financial statements anticipated within the next annual reporting period. Additionally, there are no technology-based and market-based transition risks to Sunway's business model.

Rooftop damage due to rainfall will cause a higher damage cost than flooding, which is only a theoretical possibility. Enhanced mitigation measures to reduce current and future water seepage issues are necessary for most of the rooftops of Sunway's properties. The issue will become more prevalent and damaging in the next 80 years when rainfall intensity is expected to increase by 16%. Sunway's forward-thinking approach protects asset value and supports long-term growth in an evolving climate landscape. The Group is currently focusing its investments on flood prevention and sustainable building practices. Going forward, Sunway plans to adopt nature-based solutions and climate-adaptive designs, enhancing resilience while attracting tenants and investors committed to sustainability. A key component of this would be conducting climate risk assessments on all new property purchases and planning for each business division to eventually subscribe to the TNB GET tariff rates, as part of our commitment to net zero by 2050.

The table in the next pages presents the impacts of physical and transition risks on Sunway's business model, value chain and strategy. It also highlights the mitigation efforts and outlines the effects on Sunway's financial position, performance and cash flows for both current and future reporting period.

CLIMATE REPORT: NET ZERO BY 2050



Physical Risk

Legend:



Financial Position



Financial Performance



Cash Flow

Direct Rainfall Damage Risk

*Short term (1-5 years) to long term (>11 years)***Arises from structural vulnerabilities of the property, including insufficient waterproofing, cracks in roofs and walls, and water accumulation on flat roofs**

Stable, with no significant impairments to property valuations from rainfall damage risks



Not materiality affected



No significant strain on cash flow

Current Effects

- Operational Disruptions: Frequent maintenance, higher repair costs and potential business interruptions
- Decreased Asset Value: Reduced market value and appeal to tenants and buyers
- Increased Insurance Costs: Higher premiums due to increased physical risks

Anticipated Effects

- Future Maintenance Challenges: Ongoing repairs and costly renovations as vulnerabilities worsen
- Impact on Leasing Strategy: Need for aggressive marketing to attract tenants, possibly affecting rental income and occupancy
- Long-Term Asset Management Strategies: Implementing resilience measures, upgrading construction and redesigning waterproofing systems

Mitigation Strategies

Investing in resilience (waterproofing) may incur initial costs but will save long-term costs by reducing repairs, stabilising property values, and improving financial performance and cash flow.

Direct Mitigation and Adaptation Efforts

Investing in resilience (waterproofing) may incur initial costs but will save long-term by reducing repairs, stabilising property values, and improving financial performance and cash flow. Some Sunway properties have already enhanced or are planning to upgrade their waterproofing systems. This includes reinforcing walls, windows and roofs to prevent water seepage, as well as sealing cracks in these areas.

Indirect Mitigation and Adaptation Efforts

Regular maintenance and building repairs including enhancing waterproofing and draining systems are also taken. For leased properties, the Sunway team actively collaborates with property owners, sharing expertise and recommendations to implement long-term solutions. Additionally, Sunway encourages property owners to adopt preventive measures, such as structural reinforcements and regular inspections, to minimise future risks and disruptions.

Changes in Financial Performance and Cash Flows

	Short Term	Medium Term	Long Term
	Increased repair costs for waterproofing, cracks and water accumulation. Minor impact on property value	Ongoing repairs, potential moderate decline in property valuation, more resources allocated to manage risks	Significant repair costs, severe property value impairment, major resource allocation affecting asset stability
	Minor profitability impact due to immediate repairs and resource allocation	Higher repair costs and impairments reduce profitability, ongoing resource allocation affects performance	Notable profitability declines if vulnerabilities remain unaddressed, sustained resource allocation weakens performance
	Slight cash flow strain from initial repairs and improvements	Increased strain from higher repair costs and mitigation efforts	Major liquidity challenges due to large-scale structural improvements

CLIMATE REPORT: NET ZERO BY 2050



Riverine/Rainfall-Driven Flooding Risk

Short term (1-5 years) to long term (>11 years)

Arises from the properties' locations and the design limitations of their drainage and gutter systems



Stable, with no significant impairments to property valuations from rainfall damage risks



Not materiality affected



No significant strain on cash flow

Current Effects

- Increased Maintenance Costs: Frequent repairs due to inadequate drainage and gutter systems
- Reputation Risk: Frequent water issues may harm reputation, affecting tenant retention and leasing

Anticipated Effects

- Rising Repair Costs: Increased repair expenses as climate risks like heavy rainfall and flooding worsen
- Capital Allocation for Upgrades: Significant investments needed for drainage and gutter system improvements
- Value Chain Impact: Specialised contractors and stricter building codes may affect supply chains and future property strategies
- Portfolio Shift: Long-term properties with outdated systems may be phased out for more resilient assets

Mitigation Strategies

Investing in flood resilience (e.g. flood barriers, drainage improvements) may incur initial costs but will save long-term costs by reducing repair needs, stabilising property values, and improving financial performance and cash flow

Direct Mitigation and Adaptation Efforts

To better manage excess water and reduce flood risk, many properties have implemented measures such as sump pits, submersible pumps and regular maintenance of drainage and gutter systems. Some properties are also planning to expand their drainage systems to further improve flood resilience.

Indirect Mitigation and Adaptation Efforts

Actively collaborating with local governments to address flooding issues caused by an inadequate drainage systems. These efforts aim to minimise traffic disruptions affecting visitors to Sunway Big Box Mall and Hotel in Johor and Sunway Winstar Kuching in Sarawak.

Changes in Financial Performance and Cash Flows

	Short Term	Medium Term	Long Term
	Increased repair costs for flood damage and prevention measures. Minor impact on property value	Ongoing repairs, potential moderate decline in property valuation, increased resource allocation for flood risk management	Significant repair costs, severe property value impairment, major resource allocation affecting asset stability
	Minor profitability impact due to flood-related repairs and resource allocation	Increased repair costs and impairments reduce profitability, ongoing resource allocation impacts performance	Notable profitability declines if flood risks remain unaddressed, sustained resource allocation weakens performance
	Slight strain on cash flow from flood-related repairs and improvements	Increased strain from higher repair costs and mitigation efforts	Major liquidity challenges due to large-scale flood resilience investments

CLIMATE REPORT: NET ZERO BY 2050



Sea Level Rise Risk

Long term (>11 years)

Arises from the properties' locations and their elevation relative to mean sea level



No Sunway properties are at direct risk of sea level rise. As such, there is low impact of this risk on the financial position and performance in Sunway Berhad's overall portfolio.

Current Effects

- Property Value: Reduced value for coastal flood-prone properties
- Higher Costs: Increased maintenance and insurance premiums
- Tenant Disruptions: Risk of tenant relocations and lower occupancy

Anticipated Effects

- Capital Expenditures: Investments in flood mitigation and infrastructure upgrades
- Regulatory Compliance: Need for sustainability measures and climate resilience
- Revenue Impact: Potential declines in rental income and occupancy
- Reputation: Proactive climate measures could enhance brand value
- Investment Shifts: Focus may shift to more climate-resilient properties

Mitigation Strategies

None have been identified

Direct Mitigation and Adaptation Efforts

No properties have been identified as requiring significant attention or major mitigation measures in response to sea level rise.

Indirect Mitigation and Adaptation Efforts

No properties have been identified as requiring significant attention or major mitigation measures in response to sea level rise.

Changes in Financial Performance and Cash Flows

There are no Sunway Berhad properties that are at direct risk of sea level rise. There is unlikely to be any change in financial performance over the short, medium and long term.

CLIMATE REPORT: NET ZERO BY 2050



Transition Risk

Policy and Legal Risk

Medium term (6-10 years) to long term (>11 years)

The highest transition risk to Sunway's business model is the expected future cost of regulations on electricity and water usage, as national tariffs are expected to increase to expand the national renewable energy system in order to reach the national net zero targets.



The risk of policy changes affecting cash flow during the reporting period is low. In the next reporting period, Sunway should expect an increase in its annual electricity expenses should the government's recent increase of 14.2% in the base tariff applies to all current tariffs. Over the long term, higher electricity and water tariffs will impact the cash flow and financial performance of Sunway.

Effects

Sunway's electricity bills are expected to rise by about RM12.6 million or by 7% from a base value of RM165.5 million. The estimated potential increase was based on the GET tariff add-on commercial cost of 20 sen/kWh as a benchmark. This electricity cost is offset by the exemption of the ICPT surcharge of 16 sen/kWh, for a net increase in cost of 4 sen/kWh. A similar percentage of expected increase can be expected for water rate, should water treatment plants be powered by renewable energy.

Mitigation Strategies**Direct Mitigation and Adaptation Efforts**

Solar panel arrays have been built across multiple Sunway Berhad properties. Current solar production is roughly 3% of total electricity used.

For water, a direct mitigation programme such as installing more rainwater harvesting systems could help reduce the impact of higher water costs.

Indirect Mitigation and Adaptation Efforts

Electricity efficiency campaigns are held across Sunway's properties to reduce energy use per unit area. A penalty system is in place for failing to meet efficiency targets, calculated based on the Group's internal carbon pricing.

For water, mitigation efforts will rely on the operations of Sunway's water treatment plant, which is a major source of water supply for Bandar Sunway properties.

CLIMATE REPORT: NET ZERO BY 2050



Reputation Risk

Short term (1-5 years) to long term (>11 years)

Sunway faces potential reputation and perception risk through its general exposure to the Sunway Iskandar project at Johor due to a risk of being linked to the clearing of mangroves adjacent to the Pendas River.



While there were initial concerns related to banking financing, these were effectively addressed through our transparent engagement. As a result, no further issues arose with other financial institutions. With a clearer understanding now established, and as we continue to foster open and strategic communication, we do not anticipate similar risks recurring in the future.

Effects

There are no significant effects on Sunway's business model and value chain.

Mitigation Strategies

Efforts have been taken to mitigate flooding as a reputational risk, such as improving sump pumps in carparks.

In Sunway Iskandar, developing a strategy to mitigate the environmental damage to the mangrove area would also be an indirect effort to mitigate climate change effects such as flooding.

Climate-Related Transition Plan and Opportunities

Sunway's main pathway to achieve net zero carbon emissions by 2050 is through decarbonising all energy used by 2050 by enhancing energy efficiency, switching from fossil fuel vehicles to electric vehicles, installing solar arrays and purchasing renewable energy from the national grid.

Furthermore, we have established multiple solar panel arrays via the operation of the Solar Engineering division of Sunway Engineering Sdn Bhd, with a lifetime historical contract sum of almost RM100 million in about 40 different projects. Within Sunway, solar power panels have been installed across 18 properties, with a total capital expenditure (CAPEX) of RM34.7 million. Assuming all solar installations will remain viable for the next 20 years, the amortised CAPEX cost of RM1.5 million is significantly lower than the generated value of electricity per annum (RM6.8 million).

CLIMATE REPORT: NET ZERO BY 2050



METRICS & TARGETS

Sunway is committed to ensuring that all its new buildings and townships developed from 2025 onwards will achieve green certification. This includes attaining certifications such as GreenRE and Green Building Index (GBI), among others, enabling the Group to align with broader climate-related targets. It also supports the Group's commitment to reducing electricity consumption.

To support its ambition of net zero carbon emissions by 2050, including its interim goal of reducing GHG emissions by 50% by 2030, the Group has implemented a carbon pricing framework and the following climate strategy:

- Adopting solar energy across multiple business divisions to reduce dependence on fossil fuel-based electricity
- Implementing operational efficiency improvements to lower energy consumption and emissions
- Conducting risk assessments and developing mitigation strategies to address both physical and transition risks related to climate change.

In 2024, almost all business divisions achieved their GHG emissions intensity targets, except for the Leisure division, which encountered challenges in reducing emissions. Since 2019, Sunway has avoided more than 63,000 tonnes of CO₂ equivalent, reflecting tangible progress in emissions reductions. Among the key initiatives that led to the reductions include:

- Internal carbon pricing: Assigning a monetary value to carbon emissions to guide investment and operational decisions
- Expansion of renewable energy: Increasing solar energy installations across the business
- Enhanced energy efficiency: Implementing energy-saving measures across properties and business divisions.

These efforts underscore Sunway's commitment to achieving its 2030 and 2050 GHG emissions reduction targets, ensuring alignment with global climate action frameworks and regulatory requirements.



CLIMATE REPORT: NET ZERO BY 2050



Over the years, we have progressively expanded our measures to track and reduce our carbon emissions. We began monitoring and tracking our carbon emissions closely based on Scopes 1, 2 and 3, in line with the best emissions reporting practices. We use relevant emission factors from the Malaysian Energy Commission and the United Kingdom's Department for Environment, Food and Rural Affairs (DEFRA). We calculate our carbon emissions in accordance with the GHG Protocol, a globally recognised corporate accounting and reporting standard. The protocol is currently deemed best practice for corporate or organisational emissions reporting. We also adhere to the control approach for carbon accounting under the GHG Protocol, ensuring that we account for 100% of the GHG emissions from Scopes 1 and 2, or operations within our control.

As we work towards lowering Scope 1 and 2 emissions, we also aim to improve our measurement of Scope 3 emissions. To achieve this goal, we engage with our suppliers, tenants and customers who are our partners in this journey to lower their carbon emissions.



From 2019 to 2022, we used an emission factor of 0.78 tCO₂/MWh, followed by 0.758 tCO₂/MWh in 2023 and 0.774 tCO₂/MWh in 2024, based on the grid emission factor for Peninsular Malaysia and Sabah, as calculated by the Energy Commission.

To achieve data completeness and accuracy, we have disclosed Scope 1 and 2 emissions, and up to five of the 15 categories of Scope 3 emissions that are relevant to our business. We will continue to expand our disclosures by seeking to disclose emissions from upstream and downstream distribution of our products in the near future. We aim to eventually set a science-based reduction target.

SCOPE 1 DIRECT EMISSIONS

Direct emissions that occur from sources owned or controlled by Sunway Berhad



Company vehicles



Company facilities

SCOPE 2 INDIRECT EMISSIONS

Indirect emissions from purchased electricity (landlord's portion) by Sunway Berhad



Purchased electricity

SCOPE 3 INDIRECT EMISSIONS

All other indirect emissions from upstream and downstream activities by Sunway Berhad



Category 1:
Purchased goods and services
(toilet paper, photocopier paper and plastic bottles)



Category 5:
Waste generated in operations



Category 6:
Business travel



Category 7:
Employee commuting



Category 13:
Downstream leased assets
(tenants and subcontractors' energy consumption)

Calculation methodology

Average data

- Collecting data on the weight of purchased goods and multiplying by the relevant secondary emission factors
- Collecting data on the weight of waste generated by type and multiplying by the relevant secondary emission factors

Distance-based

- Determining the transportation mode and distance travelled for business trips from company claims and petrol cards and multiplying by the relevant secondary emission factors
- Determining the transportation mode and distance from home to the workplace through an annual survey and multiplying by the relevant secondary emission factors

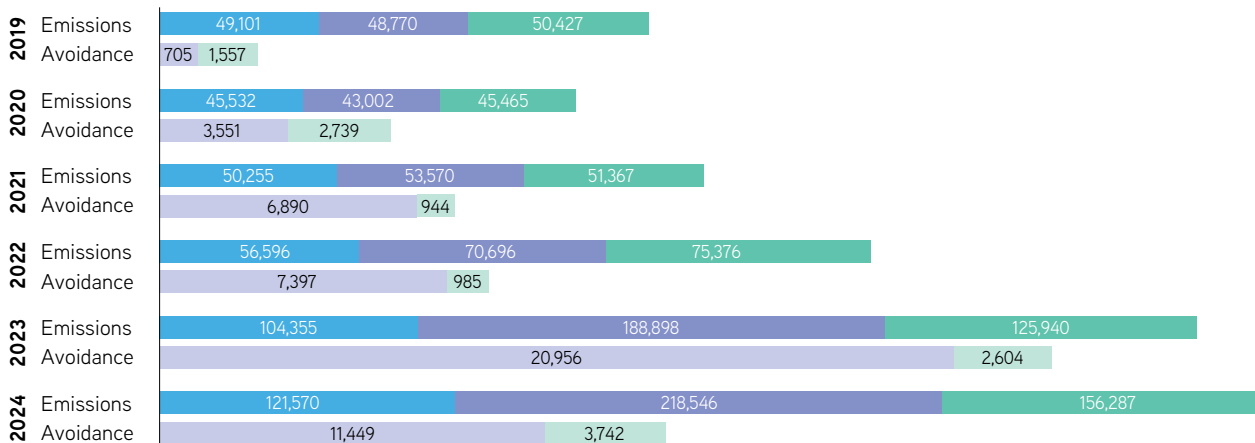
Asset-specific

- Collecting energy data from individually leased tenant and subcontractor spaces and multiplying by the relevant secondary emission factor

CLIMATE REPORT: NET ZERO BY 2050

TOTAL CO₂e EMISSIONS AND CO₂e EMISSIONS AVOIDANCEtonnes CO₂e (Emissions)

Legends: ● Scope 1 ● Scope 2 ● Scope 3



Carbon sequestered from
274,242 trees¹ planted
 in Sunway townships

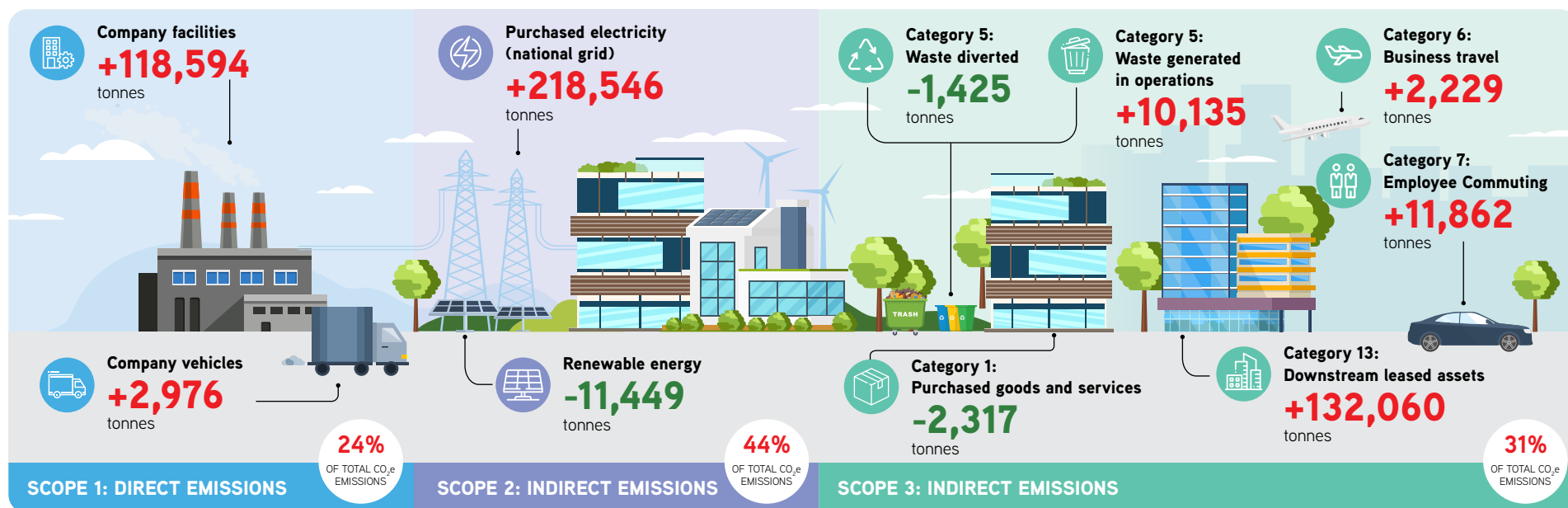
-5,759 tonnes of CO₂e emissions

Note:

¹ One tree absorbs approximately 21 kg of CO₂e.

Note:

The increase in Scope 1 emissions from 2023 to 2024 is primarily due to the expanded data coverage of light fuel oil and natural gas usage across the Quarry, Hospitality, Retail and Healthcare divisions. The rise in Scope 2 emissions reflects the inclusion of new properties and sites in data collection. Meanwhile, the growth in Scope 3 emissions is attributed to higher overall energy consumption.

TOTAL CO₂e EMISSIONS AND CO₂e EMISSIONS AVOIDANCE IN 2024 (SCOPES 1, 2 AND 3)Legends: + : CO₂e emissions - : CO₂e emissions avoidance

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

CLIMATE REPORT: NET ZERO BY 2050



EMISSIONS REDUCTION TARGETS

We are determined to step up our efforts to reduce our residual emissions by improving energy efficiency and transitioning to cleaner energy. Our managed assets and industrial sites are expected to stay below the targets set, which will reduce by 3.5% to 4%, respectively, on an annual basis up to 2030 to align with the IPCC target of 45% reduction in carbon emissions by 2030. This is also in line with Malaysia's Nationally Determined Contribution (NDC) to reduce carbon intensity against gross domestic product by 45% by 2030 relative to 2005 levels.

Currently, we are improving our data completeness to move towards submitting our targets for validation by the Science-Based Targets initiative (SBTi). To improve our energy efficiency, we have set energy intensity targets for our managed assets that include the building's consumption from purchased electricity and renewable energy.

We benchmark our energy intensity target baseline against industry guidelines such as the Green Building Index (GBI) and Singapore's Building and Construction Authority (BCA) Benchmarking Report. In addition, we have also set emissions intensity targets that include Scope 2 and 3* emissions. Energy consumption from renewable energy is excluded from our emissions intensity performance as we transition towards the use of cleaner energy.

Upon further review and reference to the updated benchmarking reports, we have revised the energy intensity targets for Healthcare division beginning 2025 onwards. The respective 2024 intensity performance is based on the updated benchmark methodology.

For more information on Restatements, refer to page 161.

Energy Intensity Targets

Business Division	Unit	Target									Performance
		2022	2023	2024	2025	2026	2027	2028	2029	2030	2024
Office	kWh/m ²	150	144	138	133	127	122	117	113	108	137
Retail		350	336	323	310	297	285	274	263	252	274
Hospitality		290	278	231	222	213	205	197	189	181	200
Healthcare		342	328	315	329	316	303	291	279	268	286
Education - Universities		314	301	180	172	165	159	152	146	141	160
Education - Private Colleges/Private Schools				94	90	87	83	80	77	74	74
Student Residence	kWh/person	104	100	96	92	88	85	81	78	75	94
Leisure		7.02	6.78	6.54	6.31	6.09	5.88	5.67	5.47	5.28	6.86

Emissions Intensity Targets

Business Division	Unit	Target									Performance
		2022	2023	2024	2025	2026	2027	2028	2029	2030	2024
Office	tonnes CO ₂ e/m ²	0.146	0.141	0.135	0.130	0.124	0.119	0.115	0.110	0.106	0.109
Retail		0.297	0.286	0.274	0.263	0.253	0.243	0.233	0.224	0.215	0.212
Hospitality		0.254	0.244	0.233	0.223	0.214	0.206	0.198	0.190	0.182	0.155
Healthcare		0.255	0.245	0.235	0.246	0.236	0.226	0.217	0.209	0.200	0.221
Education - Universities		0.413	0.138	0.131	0.125	0.120	0.116	0.111	0.107	0.102	0.120
Education - Private Colleges/Private Schools				0.068	0.066	0.063	0.061	0.058	0.056	0.054	0.050
Student Residence	tonnes CO ₂ e/person	0.130	0.125	0.120	0.115	0.111	0.106	0.102	0.098	0.094	0.072
Leisure		0.0053	0.0051	0.0050	0.0048	0.0046	0.0045	0.0043	0.0041	0.0040	0.0054
Building Materials	Sunway Paving Solutions	1.92	1.85	1.79	1.73	1.67	1.61	1.55	1.50	1.44	1.16
	Sunway Spun Pile	0.0160	0.0154	0.0149	0.0143	0.0138	0.0134	0.0129	0.0124	0.0120	0.0067
	Sunway VCP	0.80	0.77	0.74	0.72	0.69	0.67	0.64	0.62	0.60	0.08
Quarry	Premix Products	0.049	0.047	0.044	0.043	0.041	0.040	0.038	0.037	0.036	0.002
	Quarry Products	0.00191	0.00184	0.00178	0.00172	0.00166	0.00160	0.00154	0.00149	0.00144	0.00060

Note:

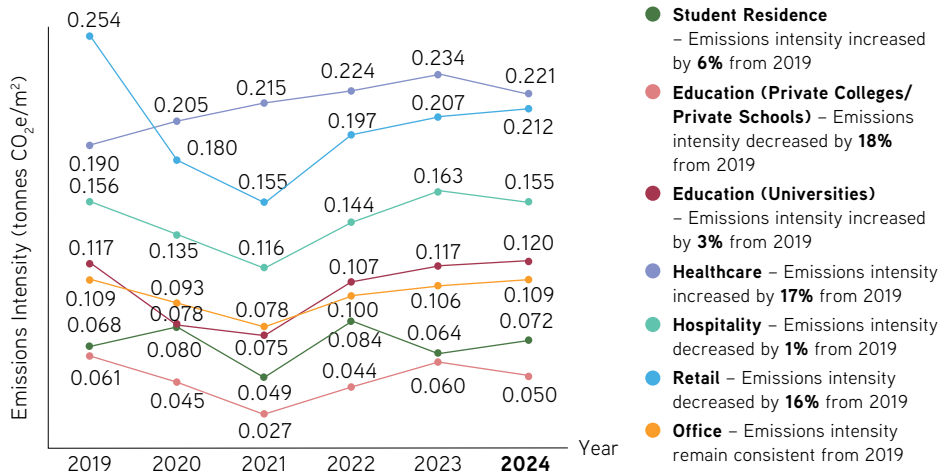
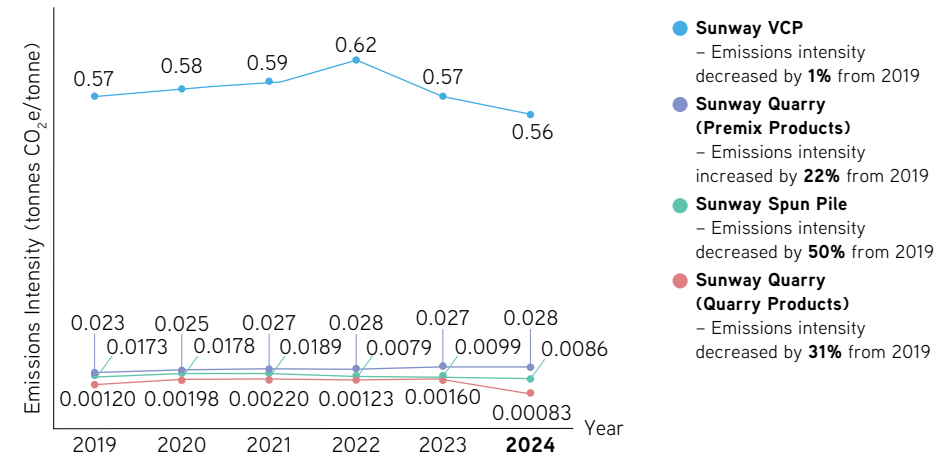
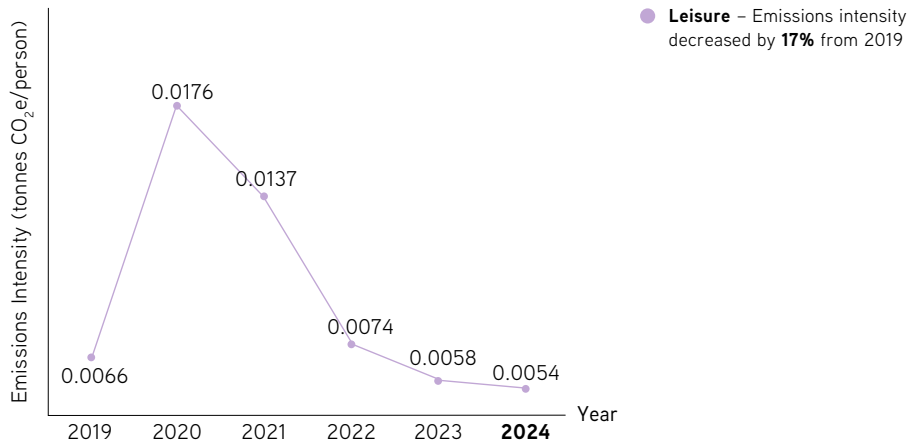
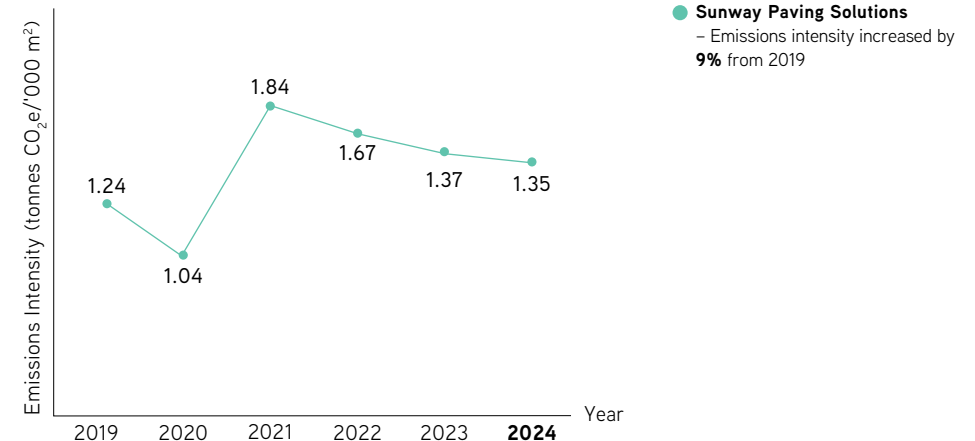
1. Figures stated may be different due to rounding of decimals.

* Scope 3 emissions only consist of emissions from tenants' energy consumption which are categorised under Category 13: Downstream Leased Assets.

CLIMATE REPORT: NET ZERO BY 2050

EMISSIONS INTENSITY PERFORMANCE

In 2024, the emissions intensity for Healthcare, Student Residence, Education (Universities) and Sunway Paving Solutions showed an upward trend compared to 2019. The increase in emissions intensity may be attributed to business growth and expansion to meet rising customer demand. Meanwhile, the increase for Sunway Quarry - Premix Products could be due to the inclusion of new sites in data collection.

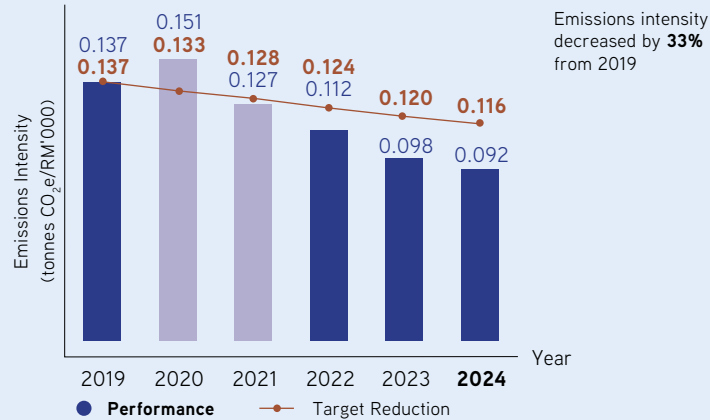
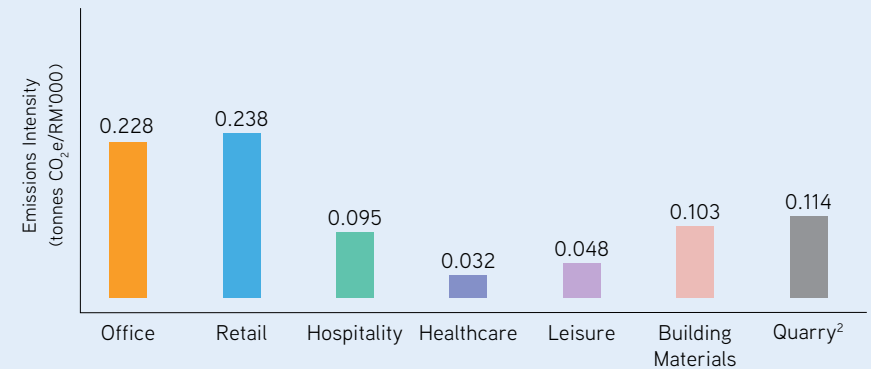
MANAGED ASSETS: SCOPE 1, 2 AND 3 EMISSIONS INTENSITY (tonnes CO₂e/m²)INDUSTRIAL SITES: SCOPE 1 AND 2 EMISSIONS INTENSITY (tonnes CO₂e/tonne)MANAGED ASSETS: SCOPE 1, 2 AND 3 EMISSIONS INTENSITY (tonnes CO₂e/person)INDUSTRIAL SITES: SCOPE 1 AND 2 EMISSIONS INTENSITY (tonnes CO₂e/'000 m²)

Note: Figures stated may be different due to rounding of decimals.

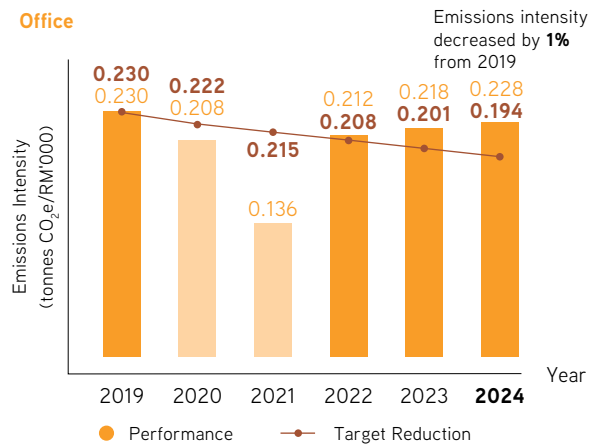
CLIMATE REPORT: NET ZERO BY 2050



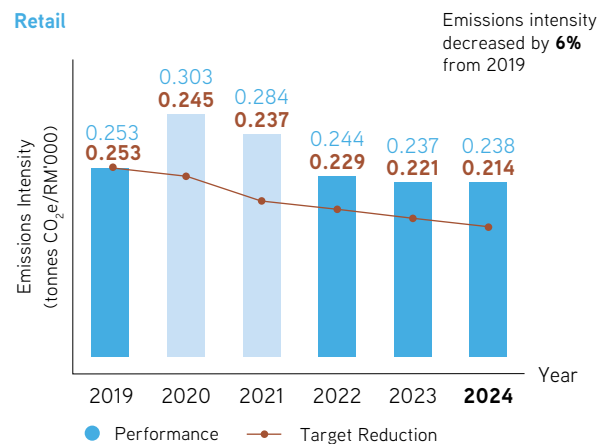
Our target reduction supports the IPCC's goal of a 45% reduction in emissions by 2030 to limit global warming to 1.5°C. The emissions intensity in 2020 and 2021 was affected by the COVID-19 pandemic, with factors like rental rebates, lower occupancy and fewer visitors influencing the revenue base.

SCOPE 1, 2 AND 3 EMISSIONS INTENSITY (tonnes CO₂e/RM'000)Overall Group¹Scope 1, 2 and 3 Emissions Intensity by Business Divisions for 2024 (tonnes CO₂e/RM'000)

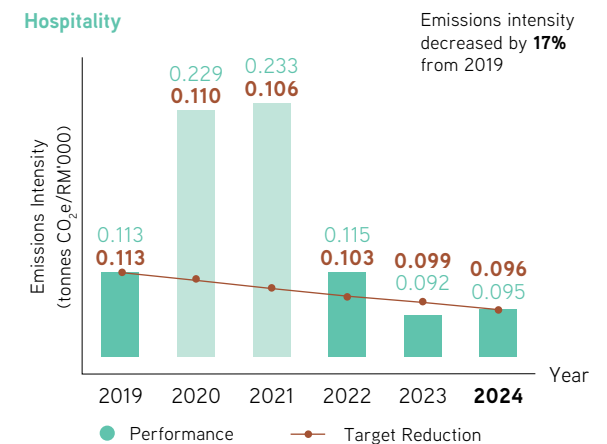
Office



Retail



Hospitality



Notes:

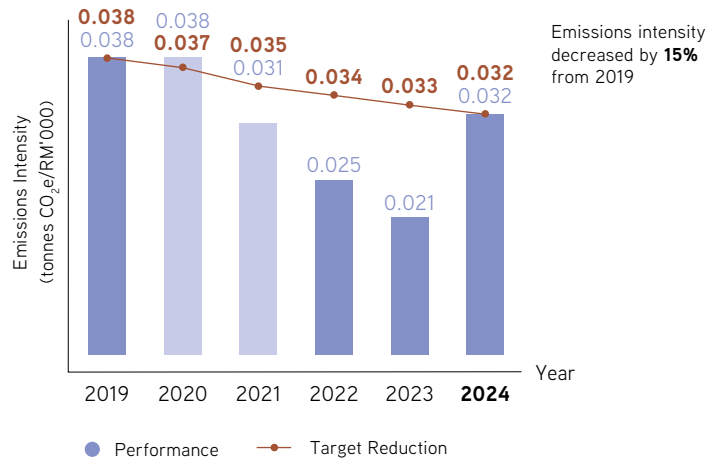
- Group refers to the following business divisions: Office, Retail, Leisure, Hospitality, Healthcare, Building Materials and Quarry.
- Quarry only includes Sunway Quarry Industries.

- Emissions per revenue are based on the latest available data, with a 3.3% target reduction applied. Figures reflect the most current information at the time of reporting and may be refined as part of ongoing data validation efforts.

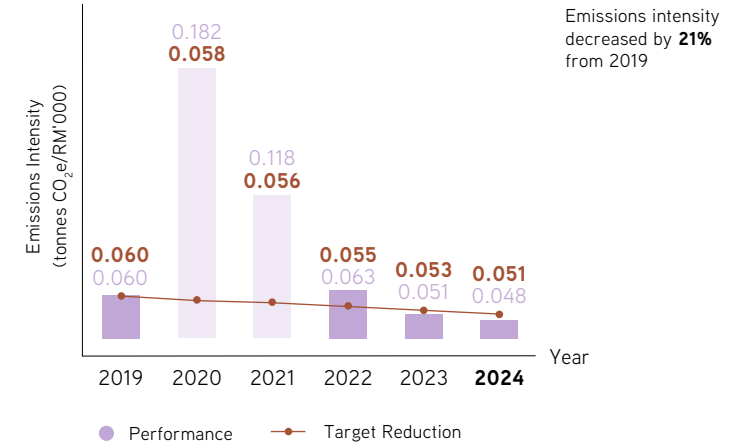
CLIMATE REPORT: NET ZERO BY 2050

SCOPE 1, 2 AND 3 EMISSIONS INTENSITY (tonnes CO₂e/RM'000)

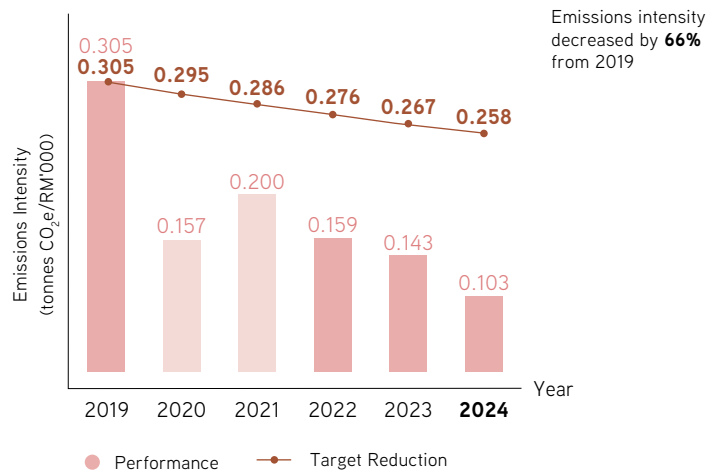
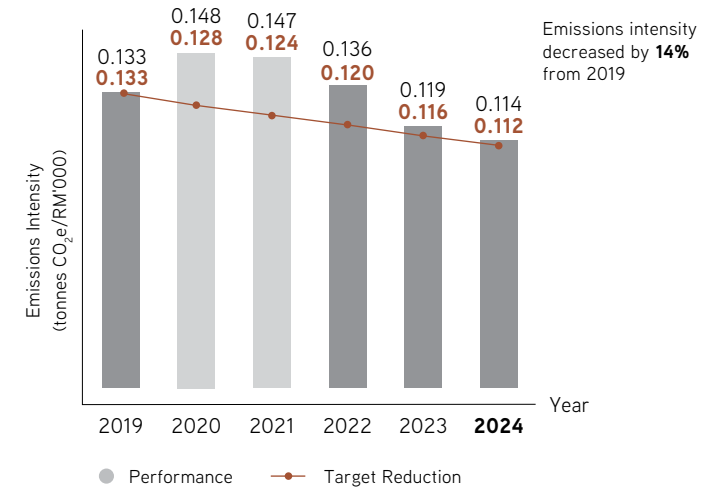
Healthcare



Leisure



Building Materials

Quarry¹

Notes:

1. Quarry only includes Sunway Quarry Industries.

2. Emissions per revenue are based on the latest available data, with a 3.3% target reduction applied. Figures reflect the most current information at the time of reporting and may be refined as part of ongoing data validation efforts.

SUNWAY CITIES' PORTFOLIO



SUNWAY CITY KUALA LUMPUR

Inception date
1986

Inception size
800 acres

Classification
Brownfield



PEDESTRIAN INFRASTRUCTURE

- 100% walkable with elevated walkways and underground connectivity

LOW-CARBON EMISSIONS VEHICLE SUPPORT

- Electric vehicle parking bays are provided at Sunway Pyramid Mall, Sunway Pinnacle and Sunway Medical Centre at Sunway City Kuala Lumpur

40% Greenscapes & bluescapes | **22** Bird species | **31,179** Native plants | **142,291** Adaptive plants

TOWNSHIP AWARDS & RECOGNITIONS

- FIABCI Malaysia Property Award 2023 – Residential High Rise Category (Sunway GEOLake Residences)
- Subang Jaya City Council (MBSJ) Low Carbon City Awards 2021 – Diamond recognition
- Malaysia Green Building Council (MGBC) 10th Anniversary 2019 – Top 10 Green Buildings of the Decade Award
- Malaysia Institute of Planners Low Carbon City Award 2017
- IDC Smart City Asia Pacific Awards (SCAPA) 2017 – Top Smart City Initiative (Asia Pacific), Smart Buildings category
- StarProperty.my Awards 2016 – Best Township with 'The Five Elements Development' Award
- Malaysia's First Green Building Index (GBI)-Certified Township 2012 – Silver rating

SAFE CITY CONCEPT

- More than 10,000 CCTVs
- 4 tourist police officers
- Integrated with Crime Prevention Through Environmental Design (CPTED)
- 14 patrol cars
- No-smoking zones
- Close to 900 auxiliary and plainclothes police and security guards

SUNWAY CITY IPOH

Inception date
1995

Inception size
1,346 acres

Classification
Greenfield and Brownfield



PEDESTRIAN INFRASTRUCTURE

- 100% walkable

55% Greenscapes & bluescapes¹ | **20 acres** 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 and vegetables: durian, rambutan, okra, water spinach, corn, choy sum, cucumber, purple spinach

TOWNSHIP AWARDS & RECOGNITIONS

- FIABCI Prix d'Excellence Award – 2015 World Gold Winner, Resort Category (Lost World of Tambun); 2012 Resort Development Category (The Banjaran Hot Springs Retreat)
- FIABCI Malaysia Property Award – 2014 Resort Category (Lost World of Tambun); 2010 Best Master Plan Township
- The Edge Property Excellence Award – 2024 Master Plan (Sunway Property Ipoh); 2014 Green Excellence Award
- The Edge Malaysia's Outstanding Sustainable Resort 2020 – The Banjaran Hot Springs Retreat
- The Star Best Holiday Homes 2020 – Onsen Suites
- Mayor's Landscape Award 2013 – By the Mayor of Ipoh

SAFE CITY CONCEPT

- 510 CCTVs
- Auxiliary police
- Integrated with Crime Prevention Through Environmental Design (CPTED)
- Patrol cars
- No-smoking zones

SUNWAY CITIES' PORTFOLIO



SUNWAY CITY ISKANDAR PUTERI

Inception date
2012Inception size
2,000 acresClassification
Greenfield

LOW-CARBON EMISSIONS VEHICLE SUPPORT

- Electric vehicle parking bays are provided at Sunway Big Box Retail Park, Sunway Citrine Hub, Sunway GRID Residence and X Park Sunway Iskandar, Starbucks Drive Thru and Wisma Sunway Big Box

40% Green & open spaces**30** Species of birds and mammals**>534,000** Trees and shrubs planted

PEDESTRIAN INFRASTRUCTURE

- Ground walkway

TOWNSHIP AWARDS & RECOGNITIONS

- Jom Hijau Landscape Competition 2023 – Best Recreational Park (Majlis Bandaraya Iskandar Puteri)
- FIABCI Malaysia Property Award – 2023 Masterplan Category (Sunway City Iskandar Puteri)
- The Edge Best Managed & Sustainable Property Award 2023 – Gold, Below 10 Years Multiple-Owned Strata Residential Category (Sunway Emerald Residence)
- Green Accord Initiative Award (GAIA) 2021/2022 – Green Townships (Sunway City Iskandar Puteri) and Model Green Commercial & Industrial Buildings (Sunway GRID)

- StarProperty Awards 2021 – The Earth Conscious Award
- Malaysia Green Building Council's Leadership in Sustainability Awards 2020 – Special Awards for Sustainable Development Goals and Best Green Product & Technology
- Green Building Index (GBI)-Certified Township 2019 – Silver rating
- Johor Smart City Award 2024 – Private Sector Category
- MIP Planning Excellence Awards 2024 – Masterplan Category (Silver)

SAFE CITY CONCEPT

More than 1,000 CCTVs

Auxiliary police

No-smoking zones

 2 patrol cars
2 patrol bikes
2 bicycles
3 NineBots

Integrated with Crime Prevention Through Environmental Design (CPTED)

COMPACT & INTEGRATED DEVELOPMENT



Residential



Education



Retail



Leisure



Commercial



Hospitality



Healthcare



Transit-Oriented Development



Free Commercial Zone

ADAPTING TO CLIMATE CHANGE

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

The World Bank has estimated that about seven in 10 people will live in cities by 2050.¹ With increased urbanisation, however, comes greater opportunities and risks. For instance, a study in the journal *Nature Cities* found that increased urbanisation worsened extreme drought worldwide as it induced drier urban environments that suppress light rainfall and exacerbated extreme local drought conditions.² However, as over 80% of global GDP is generated in cities, there are opportunities for urbanisation to contribute to sustainable growth through increased productivity and innovation, if it is well managed.³ At Sunway, we acknowledge that rapid urbanisation is a megatrend that comes with challenges. As we strive to build a harmonious future for all, we understand that social and economic challenges such as the effects of climate change and brain drain must be addressed. Thus, we are committed to building sustainable townships and integrated developments while adapting to climate change and contributing to a resilient and thriving community.


BUILDING SUSTAINABLE CITIES AND TOWNSHIPS

Sunway targets for all new buildings and townships that are developed from 2025 onwards to be green-certified to lower the overall negative impact of the built environment on their surroundings. Sunway also seeks to inspire other developments in the region to reduce the overall impact of the built environment on their surroundings, by focusing on preservation, conservation, restoration and rehabilitation.

We have established policies to ensure that we effectively mitigate the impacts of the development on the environment and society by regenerating the areas surrounding the built environment while striving to meet the community's needs.


PRINCIPLES OF CONDUCT

GREEN TOWNSHIP POLICY

 <https://www.sunway.com.my/wp-content/uploads/2023/04/Sunway-Berhad-Green-Township-Policy.pdf>

- Integrating sustainable practices in development, operations and management, from the conceptualisation process up to the design, construction, operation and maintenance of buildings and infrastructure
- Designing and producing built environment that facilitates healthy lifestyles and emphasises the well-being of the community

GREEN BUILDING POLICY

 <https://www.sunway.com.my/wp-content/uploads/2022/04/Sunway-Berhad-Green-Building-Policy-4Apr2022.pdf>

BIODIVERSITY POLICY

- Complying with all relevant environmental legislation and obligations imposed by governments or regulators
- Integrating biodiversity considerations in internal strategic and decision-making processes of the Group, as well as in the analysis, management and reporting of long-term risks
- Applying the principle of mitigation hierarchy (avoiding, minimising, restoring and compensating as a last resort) in negative impacts, for all phases of our businesses/projects
- Avoiding or reducing deforestation associated with our activities and supply chain
- Maintaining natural water bodies to serve as retention ponds to mitigate flooding and enable aquatic creatures to thrive

 <https://www.sunway.com.my/wp-content/uploads/2023/01/Sunway-Berhad-Biodiversity-Policy-4Jan2023.pdf>

 ^{1,3} <https://www.worldbank.org/en/topic/urbandevelopment/overview>
² <https://www.nature.com/articles/s44284-024-00102-z>

ADAPTING TO CLIMATE CHANGE



BUILDING RESILIENT CITIES

We outline our approach to sustainable development, which entails designing and constructing green buildings and townships, reducing negative impacts to the local ecology and biodiversity, as well as establishing standard operating procedures for:

BIODIVERSITY CONSERVATION

Optimising land use, conserving green areas, reducing impact on the environment, protecting natural hydrological systems and water bodies, and reducing water pollutants

GREEN CONSTRUCTION MANAGEMENT

Practising waste separation at source, minimising construction waste, reducing material usage by recycling and refurbishing materials for infrastructure works, conserving resources in construction and reducing site sedimentation and pollution

WATER MANAGEMENT

Utilisation of water-efficient fixtures and efficient management of water usage in buildings and facilities

BUSINESS AND INNOVATION

Generating opportunities and collaborations for businesses in the public-private sector and promoting the use of innovative and sustainable solutions to reduce carbon emissions

OTHER GREEN FEATURES

Incorporate any other green features that will enable environmental data in the building to be recorded, tracked and monitored for performance improvement

ENERGY EFFICIENCY

Utilisation of renewable energy, energy-efficient technologies and efficient management of energy usage in buildings and facilities

INDOOR ENVIRONMENTAL QUALITY

Design for minimum Indoor Air Quality (IAQ) performance in buildings to ensure comfort and well-being of building occupants

SUSTAINABLE MATERIALS

Encourage and promote the use of sustainable building materials to reduce demand for virgin materials and reduce waste

TRANSPORTATION AND CONNECTIVITY

Providing pedestrian walkways to reduce the use of vehicles and promoting well-connected internal and external roads and linkages, as well as sustainable public transportation facilities

SOCIAL COHESION AND COMMUNITY PLANNING

Provision of inclusive facilities within walking distance, robust security system, facilities for the disabled and an extensive range of facilities to support the communities' educational, social and economic needs



ADAPTING TO CLIMATE CHANGE



Certified Green Townships and Buildings

We continue to enhance and upgrade our townships and buildings by incorporating sustainability practices and elements into our development to build more sustainable cities. We are pleased to report that as of 2024, two of our townships and 48 buildings attained green certifications.

CENTRAL

Type	Property	Green Certification
Township	Sunway City Kuala Lumpur	GBI - Silver (Provisional Cert)
Residential (Built)	Sunway Nexis - SOHO	GreenMark - Gold (Provisional Cert)
	Sunway Rymba Hills	GreenMark - Gold (Provisional Cert)
	Sunway SPK 3 Harmoni	GreenMark - Gold (Provisional Cert)
	Sunway Palazzo	GreenMark - Gold
	Sunway GEOLake Residence	GreenRE - Gold
	Sunway Velocity TWO - Plot A (Tower A & B)	GreenRE - Gold (Provisional Cert)
	Sunway Velocity TWO - Plot B (Tower C & D)	GreenRE - Gold (Provisional Cert)
	Sunway Serene	GreenRE - Gold (Provisional Cert)
	Sunway Avila	GreenRE - Gold
Residential (New or Upcoming)	Sunway Floral	GreenRE - Platinum (Provisional Cert)
	Sunway Belfield	GreenRE - Platinum (Provisional Cert)
	Sunway D'Hill	GreenRE - Gold (Provisional Cert)
	Sunway Alishan	GreenRE - Gold (Provisional Cert)
	Sunway Artessa	GreenRE - Gold (Provisional Cert)
	Sunway Jernih Residence	GreenRE - Bronze (Provisional Cert)
	Sunway Velocity 3	GreenRE - Gold (Provisional Cert)

NORTHERN

Type	Property	Green Certification
Residential (Built)	Sunway MontBleu (Ipoh)	GreenMark - Gold (Provisional Cert)
	Sunway Onsen Suites	GreenRE - Silver (Provisional Cert)
Residential (New or Upcoming)	Sunway Wellesley Serene Villas	GreenRE - Bronze (Provisional Cert)
	Sunway Dora	GreenRE - Bronze (Provisional Cert)
Non-Residential (Existing)	Sunway Property @ Anson Road	GBI - Gold (Provisional Cert)
	Sunway Carnival Mall (Expansion)	GreenMark - Gold Plus (Provisional Cert)
		GreenRE - Gold (Provisional Cert)

CENTRAL

Type	Property	Green Certification
Non-Residential (Existing)	Sunway Geo Tower	GreenRE - Bronze
	Sunway Vivaldi - Clubhouse	GreenMark - Certified (Provisional Cert)
	Sunway Lagoon Hotel	GreenMark - Gold (Provisional Cert)
		GBI - Certified (Design Assessment)
	Sunway Pinnacle	GBI - Certified (CVA Cert)
		GreenMark - Gold
	Sunway Visio Tower	GreenRE - Silver
	Sunway Resort Hotel (Renovation)	GreenRE - Platinum
	Sunway International School SCKL	GreenRE - Platinum
	Sunway Putra Hotel	GreenRE - Gold
	Sunway University - New Block	GreenRE - Platinum
	Sunway Velocity TWO - Corporate Office	GreenRE - Platinum (Provisional Cert)
Non-Residential (New or Upcoming)	Sunway Medical Centre - Phase 4	GreenRE - Bronze (Provisional Cert)
	Sunway Square - Office Tower 1	GreenRE - Platinum (Provisional Cert)
		LEED - Gold
	Sunway Square - Office Tower 2	GreenRE - Platinum (Provisional Cert)
		LEED - Gold
	Sunway Square - Retail and Cinema	GreenRE - Platinum (Provisional Cert)
	Sunway Medical Centre Velocity (Phase 2)	GreenRE - Silver (Provisional Cert)
	Sunway Square - University Campus and Sir Jeffrey Cheah Performing Arts Centre	GreenRE - Gold (Provisional Cert)
	Sunway Enterprise Park (Phase 2)	GreenRE - Silver (Provisional Cert)
	Sunway PIER	GreenRE - Silver (Provisional Cert)

SOUTHERN

Type	Property	Green Certification
Township	Sunway City Iskandar Puteri	GBI - Silver (Provisional Cert)
Residential (New or Upcoming)	Sunway GRID Residence	GreenRE - Gold
	Sunway Lenang Heights	GreenRE - Silver (Provisional Cert)
	Sunway Aviana	GreenRE - Silver (Provisional Cert)
Non-Residential (Existing)	Sunway Citrine Hub	GreenRE - Bronze (Provisional Cert)
	Sunway Southern Region Office	GBI - Certified (CVA Cert)
	Sunway Big Box Retail Park	GreenRE - Bronze (Provisional Cert)
	Sunway Grid Hub	GreenRE - Silver (Provisional Cert)
	SJK (C) Cheah Fah	GreenRE - Platinum (Provisional Cert)

ADAPTING TO CLIMATE CHANGE



INTEGRATED URBAN REGENERATION

Urban regeneration is a key strategy in building sustainable cities, especially as greenfield opportunities grow scarcer. At Sunway, we practise urban regeneration through building integrated developments within brownfield developments while enhancing existing ones with integrated transport systems to improve accessibility. By restoring older buildings and locations within the city, we can preserve the communities in the inner cities, ensure that our cities remain thriving, bustling spaces, while reviving underused assets and redistributing economic opportunities. Two of our most successful urban regeneration projects are Sunway Velocity and Sunway Putra.

Breathing Life into Downtown Kuala Lumpur

Accessibility:

- Connected to public transportation through two MRT and one LRT stations
- Accessible via major highways

Malaysia Digital Status:

Sunway Velocity and Sunway Velocity TWO have obtained Malaysia Digital Status (formerly known as MSC status), securing their positioning as the first Cybercentre in Cheras, Kuala Lumpur

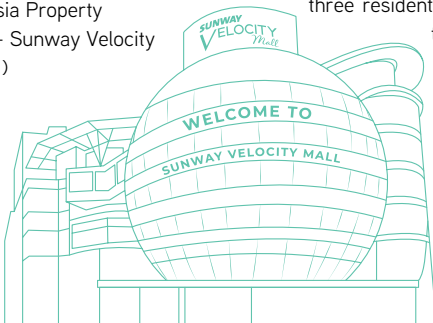
Award-Winning Recognition:

- Asia Pacific Property Awards 2013-2014 - Best Mixed-use Development
- iProperty.com Malaysia – People’s Choice Awards 2014 - Best Integrated Development
- The EdgeProp Malaysia’s Best Managed & Sustainable Property Award 2021 - Below 10 Years, Retail Category
- The EdgeProp Malaysia’s Best Managed & Sustainable Property Award 2023 - Below 10 Years, Mixed Development
- FIABCI Malaysia Property Award 2024 - Sunway Velocity TWO (Phase 1)

Once home to squatters, car workshops and small traders, Sunway Velocity’s site along Jalan Peel in Kuala Lumpur is now a lively commercial centre anchored by a shopping mall, the four-star Sunway Velocity Hotel, Sunway Medical Centre Velocity, Sunway College @ Velocity, retail shops, offices and residences.

This integrated development by Sunway Group is managed by Sunway Velocity Mall Sdn Bhd, which is supported by capable teams led by Sunway Malls’ Centre of Excellence and Sunway Property and Facility Management.

The mall features 1.4 million square feet of net rental area across seven floors, divided into five precincts, and 4,800 parking bays. Officially opened in 2016, it draws over 1.5 million visitors per month. Its success paved the way for the expansion of Sunway Velocity TWO, a completed development comprising four residential towers, a GreenRE Platinum-certified office block and 18 fully tenanted retail units. Building on this momentum, Sunway Velocity 3 is the newest addition to the integrated Sunway Velocity township. Launched in May 2024, it will feature three residential towers with direct connectivity to the mall and Sunway Velocity TWO via link bridges and it is slated for completion by the end of 2028.



Restoring Kuala Lumpur’s Urban Heritage

Accessibility:

- Accessible via major highways
- Connected to public transportation such as the LRT, KTM and RapidKL

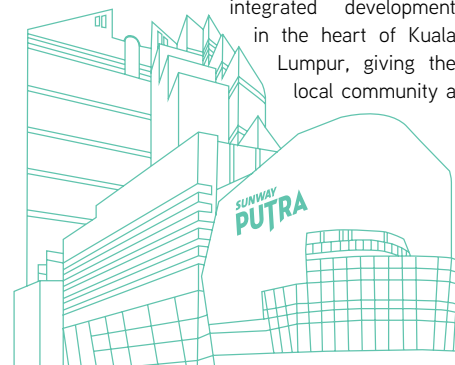
Award-Winning Recognition:

- Trip.com’s Top Producing Hotel Award in 2024
- Luxury Lifestyle Award 2024 (Best City Hotel Kuala Lumpur)
- KAYAK Travel Award (Top 3% of Best Properties in Kuala Lumpur)

much-needed dose of vigour within this historical part of the city. The buildings had a synergistic relationship, with hotel guests, visitors and office workers within the development feeding the mall’s traffic.

Sunway has continued to upgrade the buildings to keep them relevant to the needs of the local population. For instance, Sunway Putra Mall is fitted with interiors designed to promote awareness on Autism Spectrum Disorder and cater to children within the spectrum. True to Sunway’s commitment to sustainability, the hotel seeks to reduce waste by installing sensors in the toilets to reduce water wastage, replacing single-use toiletries with refillable dispensers of shampoo, conditioner and soap, and devising an efficient system to collect, sort and recycle used mineral water bottles. The hotel is also using vegetable trimmings to make stock for sauces and other dishes, as well as creating displays out of inedible fruit skins. In addition, the hotel implements a waste weighing process for its housekeeping and kitchen teams, to help them track waste more accurately and optimise their processes. The process has enabled the kitchen team to better gauge the amount of food needed for their daily buffet meals to avoid food wastage. Sunway Putra Hotel has planned more upgrades through refurbishing its guest rooms, upgrading its convention facilities and renovating the guest toilets in a bid to keep up with the times.

Sunway Putra Tower, Sunway Putra Mall and Sunway Putra Hotel are a trio of integrated structures within the Diamond Triangle of Kuala Lumpur, a stone’s throw away from the Putra World Trade Centre. At over thirty years old, the buildings were extensively refurbished by Sunway and reintroduced as the Group’s integrated development in the heart of Kuala Lumpur, giving the local community a



IMPACT STORY



THE GROUP'S INVOLVEMENT IN LARGE-SCALE SOLAR FARMING



Malaysia's National Energy Transition Roadmap (NETR), which aims to achieve a 70% renewable energy mix by 2050, serves as a guiding framework for the country's clean energy transition. Aligned with this vision, Sunway Construction Group Berhad (SunCon) is actively contributing to Malaysia's transition to cleaner energy through renewable energy services such as large-scale solar farms and rooftop solar solutions for commercial and industrial buildings. This is part of SunCon's steadfast commitment to reducing carbon emissions and supporting SDG 7 (Affordable and Clean Energy).

Since 2015, more than 80% of all new energy generation globally has come from renewable sources, primarily solar. This shift highlights a growing commitment to sustainable energy solutions and the urgent need to address the global climate crisis. SunCon's Sustainable Energy division has reached a significant milestone by securing an 11.8 MW quota under the Corporate Green Power Programme (CGPP) from the Energy Commission. The CGPP Kapar plant, owned by SunCon, is anticipated to be operational starting early 2026 and is expected to generate 14,594 MWh of renewable energy annually, preventing 11,295 tonnes of CO₂ emissions each year.

Beyond CGPP projects, SunCon has also played a key role in delivering solar installations for various commercial, industrial and institutional clients with a cumulative capacity of 196,704 kWp. As of 2024, these projects collectively generate 243,274 MWh of clean energy annually, enabling SunCon's stakeholders to offset 188,294 tonnes of CO₂ emissions per year.



Scan the QR code to access this impact story online.

In addition to serving external stakeholders, SunCon owns and operates its own solar system installations at locations including BRT Sunway Line Stations and Depot, as well as several of its commercial and industrial properties. These self-owned installations contribute to 4,688 tonnes of CO₂ reductions annually.

In total, for 2024, SunCon's contributions across these three key categories — CGPP projects, stakeholder projects and SunCon's owned assets — have resulted in the generation of 263,924 MWh of clean energy per year, preventing approximately 204,277 tonnes of CO₂ emissions annually. This reduction is equivalent to the carbon sequestration capacity of 9.73 million trees, underscoring SunCon's significant role in advancing Malaysia's clean energy transition.

At its core, SunCon's commitment to renewable energy reflects its broader vision of building sustainable communities and creating a lasting environmental impact. Through its expertise as an Engineering, Procurement, Construction, and Commissioning (EPCC) contractor for large-scale solar power plants and rooftop solar projects, SunCon is shaping Malaysia's energy landscape. As the world accelerates toward a net-zero future, SunCon is demonstrating how construction companies can lead in addressing global sustainability challenges and inspire others to transition to cleaner, greener energy.

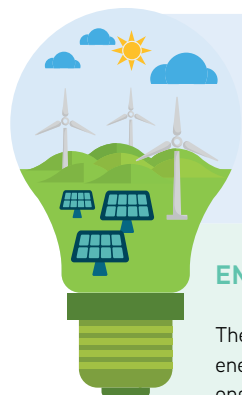


Nor Shamirah Mohamad Ali
Sunway Construction Sustainability

MANAGING OUR ENVIRONMENTAL IMPACT

GRI 3-3, 302-1, 302-2, 302-3, 302-4, 302-5, 303-1, 303-2, 303-3, 303-4, 303-5, 305-4, 305-5, 305-6, 305-7, 306-1, 306-2, 306-3, 306-4, 306-5

We have been consistent in our efforts to effectively manage the environmental footprint of our operations and activities. This includes investing in clean technology to transition towards renewable energy and further improving our energy, water and waste management. We also adopt best practices in pollution management and actively promote the concept of circular economy.



IMPROVING ENERGY EFFICIENCY

Improving energy efficiency is vital in our commitment to achieving the IPCC target of 45% reduction of emissions by 2030. Our business divisions strive to uphold this commitment by consistently enhancing their energy efficiency. We acknowledge that some business divisions may consume more energy than others due to the nature of their operations. To support the efforts of our business divisions, we have implemented several measures, including tracking our energy consumption closely and engaging with our stakeholders to raise awareness on improving energy efficiency.

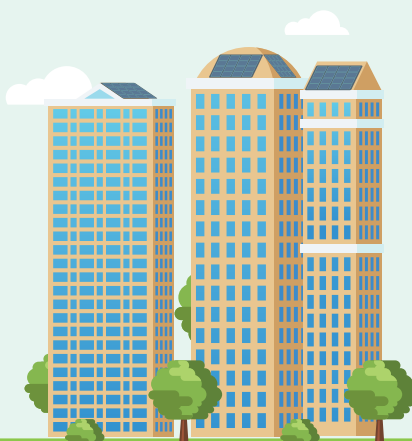
ENERGY EFFICIENCY

The implementation of the following energy efficiency initiatives is an ongoing effort across our operations:

- Replacing conventional lights with LED lights
- Upgrading old electrical appliances and parts with newer, efficient ones
- Installing or replacing large appliance such as chillers
- Optimising air-conditioning temperatures to save energy
- Fixing motion sensors to detect movement and adjust lighting accordingly
- Turning off lights and reducing lighting at set hours every day
- Renovating buildings to maximise natural light and ventilation
- Conducting maintenance on amenities like elevators
- Applying Building Energy Management System (BEMS)
- Utilising smart meter systems

LOW-CARBON ENERGY ALTERNATIVES

Our business divisions with high energy consumption have taken a proactive approach to reduce their carbon footprint by switching to cleaner fuels. One of the divisions is Building Materials, which uses natural gas (NG) at its sites for kiln firing purposes. Another division is Quarry, which also uses NG to heat aggregates.



ENERGY CONSERVATION

Awareness Programmes

Each year, we take part in Earth Hour to symbolise our commitment to the well-being of the planet. We shut off the lights across our businesses for one hour to raise awareness about ways to limit energy consumption, while our offices hold Earth Hour quizzes.

Optimising Daily Energy Usage

We optimise energy usage throughout our properties to eliminate excessive consumption. For example, our hotels turn off air conditioning when occupancy levels are low. Within our malls and offices, we manually adjust the operational times and temperatures of their chillers based on the needs of tenants. At our theme park, some of the attractions' operation controls use one motor pump instead of two. In addition, we also revise operating hours for these attractions.

RENEWABLE ENERGY

Since 2018, we have been installing solar panels in our buildings to generate clean energy. In 2024, we installed solar panels in four more buildings, namely in Sunway Medical Centre Velocity, Sunway Pristine Laundry, Sunway Lagoon Theme Park and Sunway Velocity Mall. We have generated a total of 12,933 MWh of renewable energy in 2024.

Year	Installed Capacity	Solar PV Energy Generation	
	kWp	MWh	%
2019	5,536	2,513	1%
2020	7,092	7,408	3%
2021	7,897	8,940	3%
2022	9,384	9,743	3%
2023	10,642	12,002	3%
2024	11,527	12,933	3%

In 2024, we avoided **10,010 tonnes of CO₂e** emissions by using renewable energy generated by rooftop solar panels.

Note:

Figures stated may be different due to rounding of decimals.



ENERGY CONSUMPTION

In 2024, our energy consumption increased by 12% from 2023 particularly due to an expansion in data collection of new properties and sites. We will continue to implement energy efficiency measures across all our properties and sites.

TOTAL ENERGY CONSUMPTION (MWh) BY BUSINESS DIVISION IN 2024

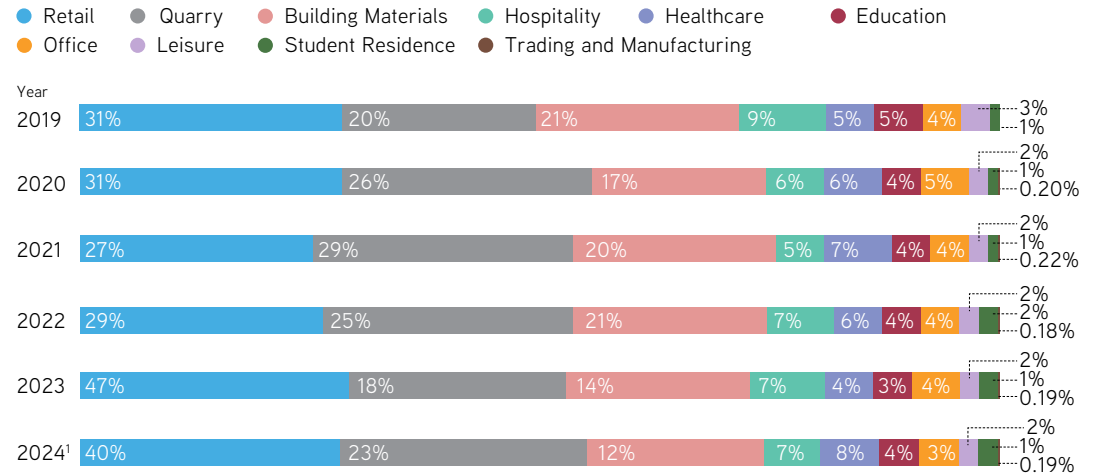
● Purchased Electricity	195,274 MWh 6,185 MWh 183,516 MWh 27 MWh 7,942 MWh	Retail
● Renewable Energy	52,906 MWh 665 MWh 5,707 MWh 71 MWh 6,789 MWh	Hospitality
● Liquefied Petroleum Gas (LPG)	75,991 MWh 542 MWh 75 MWh 153 MWh 659 MWh	Healthcare
● Diesel	32,761 MWh	Office
● Light Fuel Oil (LFO)	171,450 MWh	Education
● Natural Gas (NG)	126,001 MWh	Leisure
	17,210 MWh 28,443 MWh 171,450 MWh 9,807 MWh	Quarry
	14,107 MWh 238 MWh	Student Residence
	8,276 MWh 3,976 MWh 3,997 MWh 100,803 MWh	Building Materials
	1,876 MWh	Trading and Manufacturing
	746 MWh	Others
Total:	984,342 MWh	

Note:

- Figures stated may not add up due to rounding of decimals.
- Renewable energy includes solar PV generation and purchase of Green Electricity Tariff (GET)

MANAGING OUR ENVIRONMENTAL IMPACT

TOTAL ENERGY CONSUMPTION (%) BY BUSINESS DIVISION

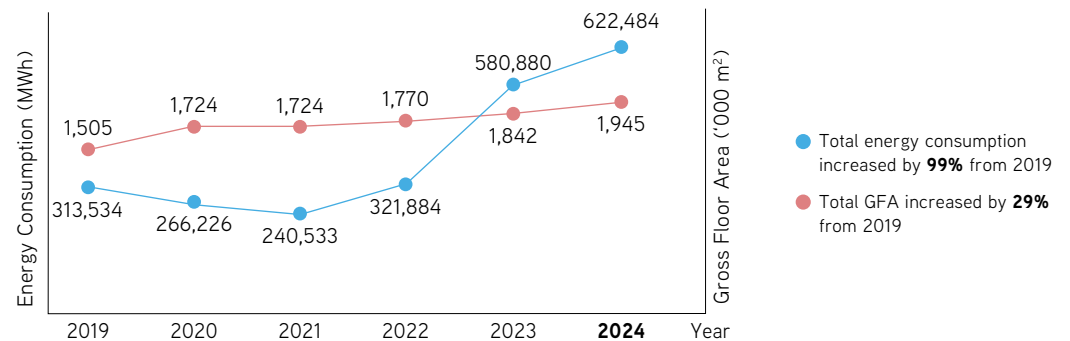


¹ New properties added: Sunway Pristine Laundry, Sunway International School KL, Sunway Medical Centre Penang, Blacktop Industries

Note: Energy consumption includes electricity and fuel consumption (excluding company vehicles).

MANAGED ASSETS*:

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



Note:

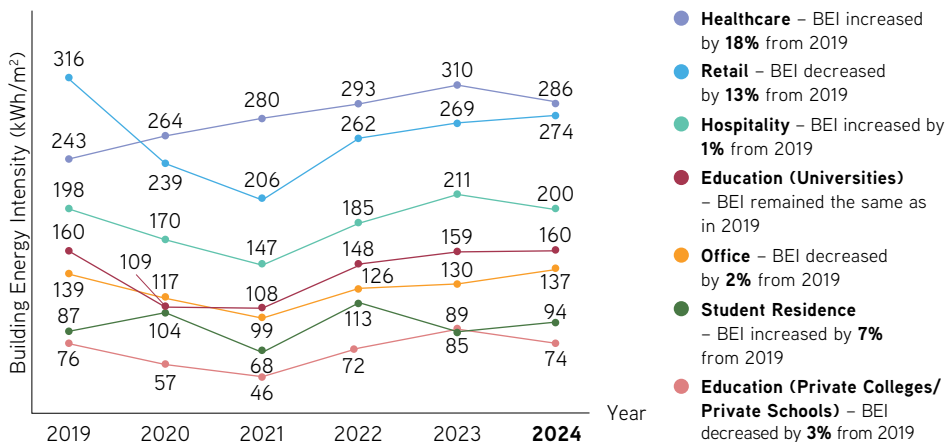
- Energy consumption includes electricity and fuel consumption (excluding company vehicles)
- Managed assets comprise assets from the Office, Retail, Hospitality, Education, Healthcare and Student Residence divisions.

MANAGING OUR ENVIRONMENTAL IMPACT

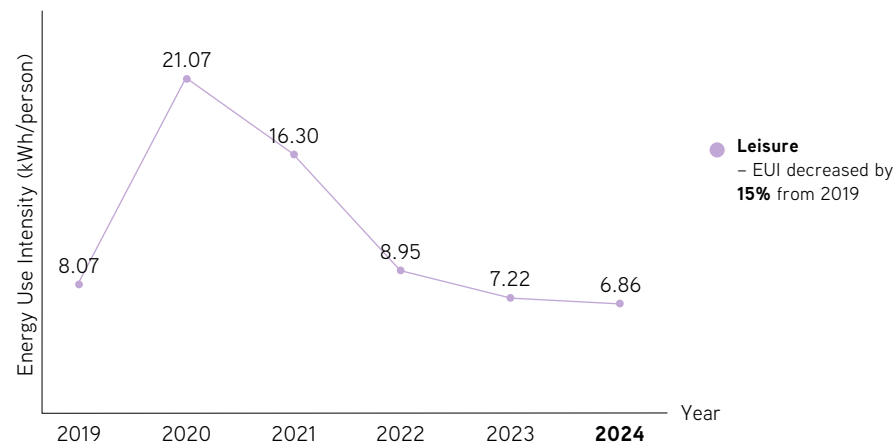
ENERGY INTENSITY PERFORMANCE

In 2024, the energy intensity for the Healthcare, Student Residence and Sunway Quarry divisions showed an upward trend compared to 2019. Similar to the emissions intensity trend, this increase may be attributed to business growth and expansion.

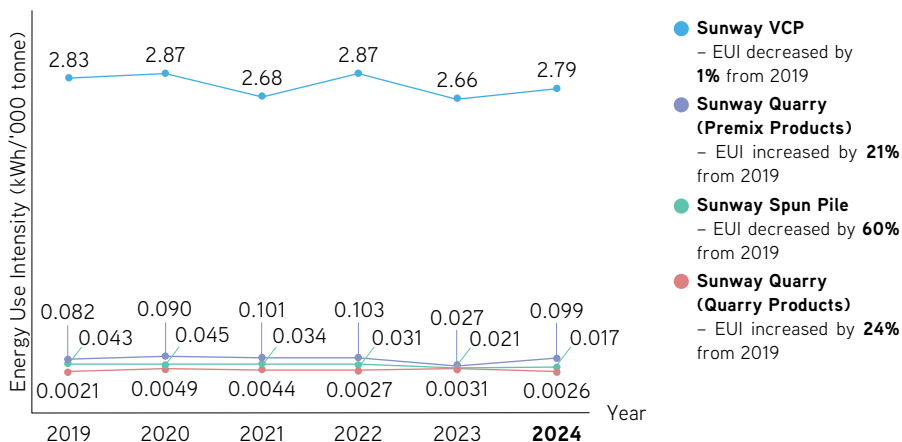
MANAGED ASSETS: BUILDING ENERGY INTENSITY (kWh/m²)



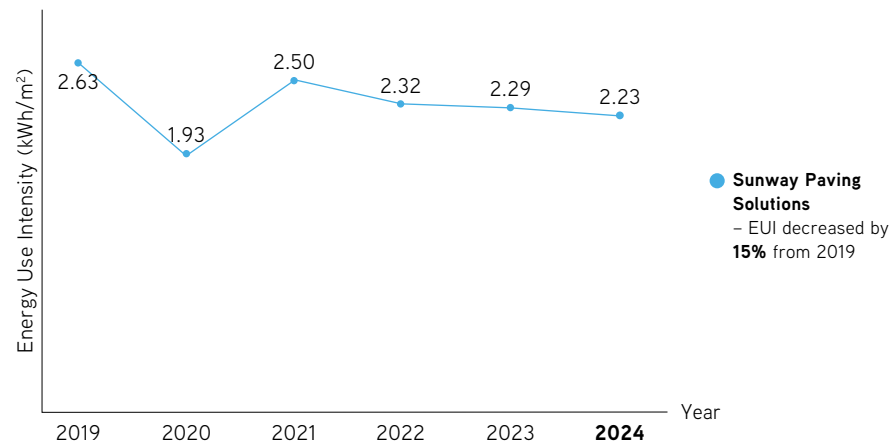
MANAGED ASSETS: ENERGY USE INTENSITY (kWh/person)



INDUSTRIAL SITES: ENERGY USE INTENSITY (kWh/'000 tonne)

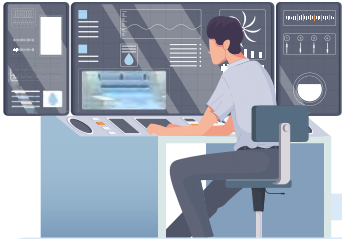


INDUSTRIAL SITES: ENERGY USE INTENSITY (kWh/m²)



Note: Figures stated may be different due to rounding of decimals.

MANAGING OUR ENVIRONMENTAL IMPACT



MAINTAINING WATER SECURITY

Our properties are not located in water-stressed areas and regions. However, the operations of our diverse business divisions rely heavily on water, a natural resource that will deplete if it is not well-managed. Our Water Management Policy guides our water consumption and security, while prescribing ways to handle disruptions, including optimising alternative water resources. This ensures that we can continue to operate even during water shortages. For example, Sunway City Kuala Lumpur is equipped with a water treatment plant to produce potable drinking water from an adjacent lake.

MUNICIPAL POTABLE WATER

Drinking water from municipal sources is deemed safe for consumption and meets the Drinking Water Quality Standards published by the Ministry of Health (MOH). Air Selangor, which is one of our municipal water sources, regularly keeps tabs on the quality of raw and treated water by testing samples taken from various points in their laboratories that have been accredited with ISO 17025 (Laboratory Accreditation) Certification.

We ensure prudent consumption of water by implementing water conservation measures and water crisis standard operating procedures (SOP), as follows:

WATER CONSERVATION MEASURES

Our business divisions are required to implement measures to conserve water, such as installing motion sensor taps and waterless urinals, conducting regular checks on taps and pipes for leakages, as well as increasing the awareness of employees and other stakeholders about water-saving initiatives.

WATER CRISIS SOP

All of the properties managed by Sunway as well as our operational sites have water crisis SOPs implemented to address water shortages. The SOPs outline emergency plans that mitigate the impact of water disruptions during business hours.

LAKE WATER

WATER TREATMENT PLANT

At our water treatment plant in Sunway South Quay, Sunway City Kuala Lumpur, we use a combination of ultrafiltration and reverse osmosis processes to ensure that the water meets the quality standards of potable water. The RM18 million plant turns excess water from the Sunway South Quay lake, which has served as a water catchment area since 2019, into potable water. The treated water is then supplied to various residential and commercial buildings within Sunway City Kuala Lumpur as an alternative water source. This cuts our dependence on municipal water sources and acts as a backup water supply during shortages.

To conserve potable water, we use alternative sources for non-essential activities that do not require drinking-quality water such as landscaping and cleaning. For example, water taken directly from the Sunway South Quay lake is used to water the landscape in our township.

GROUNDWATER

At Sunway Lagoon Theme Park, we use groundwater to clean common walkways and maintain the landscape.

There were **ZERO incidents** of non-compliance with water quality/quantity permits, standards and regulations.

RAINWATER HARVESTING

Our properties have rainwater harvesting tanks which collect water for activities such as flushing toilets, cleaning outdoor areas and watering the landscape.

In 2024, we harvested and used **14,113 m³** of rainwater, as well as **108,128 m³** of groundwater.



WATER DISCHARGE












Waste water from our properties are treated at the plants of Indah Water Konsortium, Malaysia's waste water treatment and sanitation services provider. We obtain our water discharge data from monthly utility bills, as the waste water is directly channeled into the municipal sewerage system. Grease traps are installed in our hospitality properties' kitchens to ensure that greases and solids are intercepted before they enter the wastewater system. Water discharged from Sunway Pyramid Mall is periodically tested for the Legionella bacteria, which can cause Legionnaire's disease, a pneumonia-like illness. At the Lost World of Tambun theme park, our water discharge conforms with the National Water Quality Standards for Malaysia, set by the Department of Environment. The theme park meets the requirements of Class IIB, or water for recreational use with body contact.

MANAGING OUR ENVIRONMENTAL IMPACT

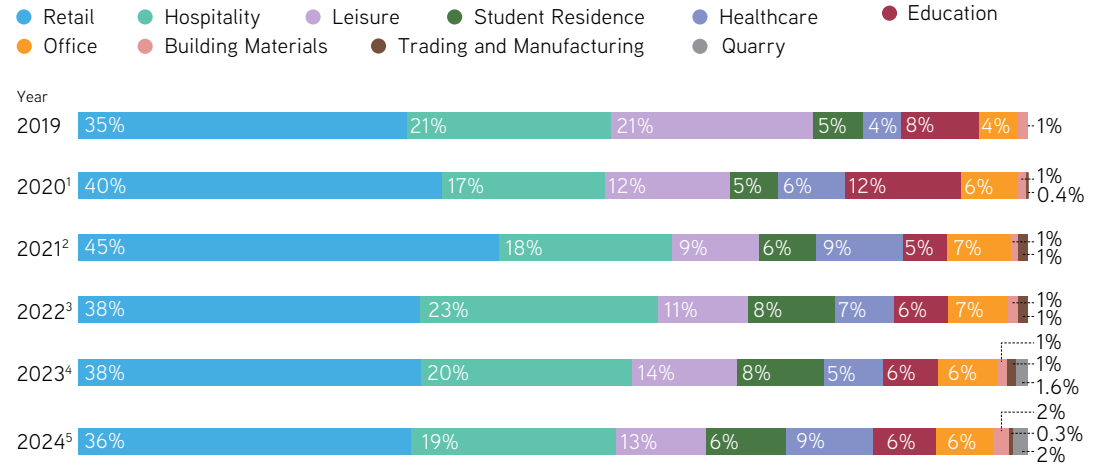
WATER CONSUMPTION

The total water consumption in 2024 increased by 10% from 2023, reflecting improved data collection across new properties and sites. Additionally, system enhancements have enabled more accurate tracking of water usage at previously unrecorded locations. To further optimise water management, we continue to utilise alternative sources such as rainwater and lake water for non-essential activities, reducing reliance on municipal potable water.

TOTAL WATER CONSUMPTION (m³) BY BUSINESS DIVISION IN 2024

● Municipal Potable Water	1,976,913 m³		Retail
	5,191,448 m³		
	74,421 m³		Hospitality
	434 m³		
● Water Treatment Plant	980,193 m³		
	125,325 m³		Healthcare
	505 m³		
● Rainwater Harvesting	297,730 m³		Education
	14,113 m³		
	55,184 m³		Office
	5,831 m³		
● Groundwater	238,554 m³		Leisure
	108,128 m³		
	8,968 m³		Student Residence
	2,130 m³		Building Materials
	1,207 m³		Trading and Manufacturing
	218 m³		
● Lake Water	310,412 m³		Quarry
	4,792 m³		
	60,142 m³		Landscape Watering (Sunway City Kuala Lumpur)
	31,294 m³		
	80,504 m³		
	15,091 m³		
	61,164 m³		
	26,417 m³		
	4,574 m³		
Total:			5,757,065 m³

TOTAL WATER CONSUMPTION (%) BY BUSINESS DIVISION

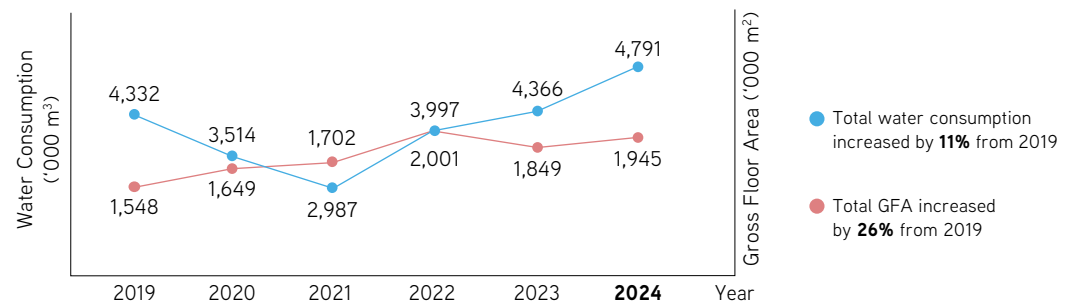


¹ New properties added: Sunway Pristine Laundry, Sunway International School KL, Sunway Medical Centre Penang, Blacktop Industries

Note: Ongoing construction sites are excluded.

MANAGED ASSETS*:

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



Note:

1. Figures stated may not add up due to rounding of decimals.

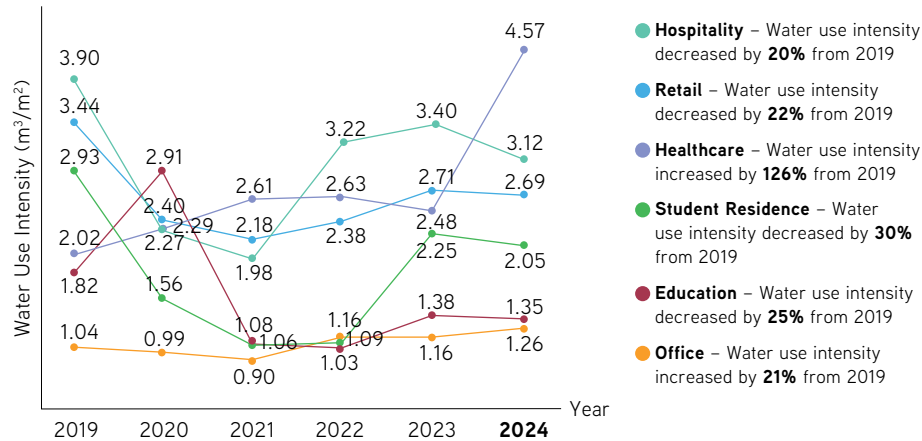
* Managed assets comprise assets from the Office, Retail, Hospitality, Education, Healthcare and Student Residence divisions.

MANAGING OUR ENVIRONMENTAL IMPACT

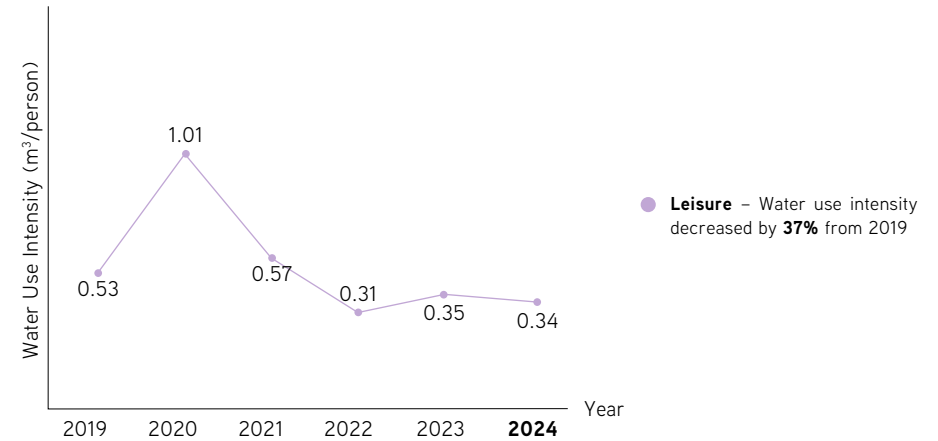
WATER INTENSITY PERFORMANCE

In 2024, the majority of the business divisions' water intensity performance decreased compared to 2019, except for Office, Healthcare and Building Materials divisions. The increase in water intensity for these divisions may be attributed to higher water consumption demands driven by business needs and the newly operational medical centre. Sunway Paving Solutions and Sunway Spun Pile recorded a higher water use intensity due to long-standing system issues that previously prevented accurate tracking of groundwater consumption.

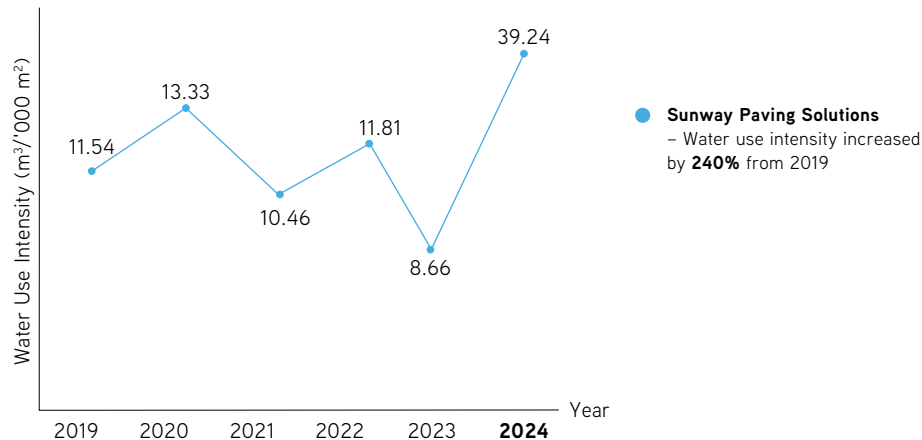
MANAGED ASSETS: WATER USE INTENSITY (m³/m²)



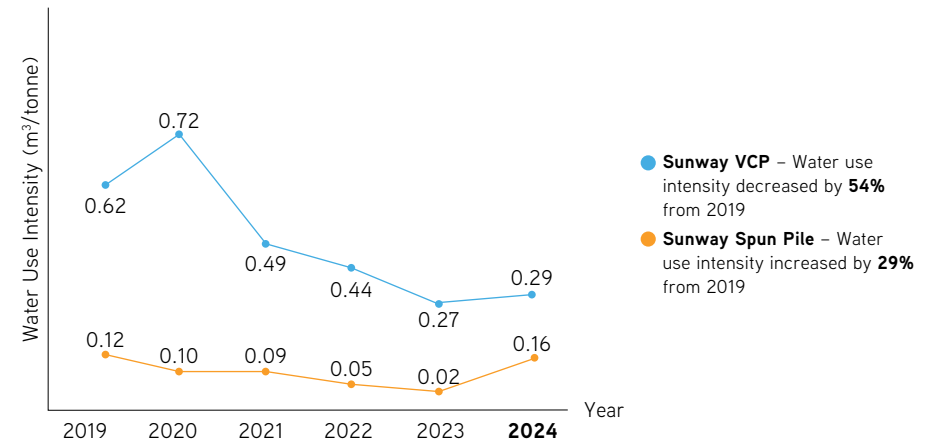
MANAGED ASSETS: WATER USE INTENSITY (m³/person)



INDUSTRIAL SITES: WATER USE INTENSITY (m³/000 m²)



INDUSTRIAL SITES: WATER USE INTENSITY (m³/tonne)



Note: Figures stated may be different due to rounding of decimals.

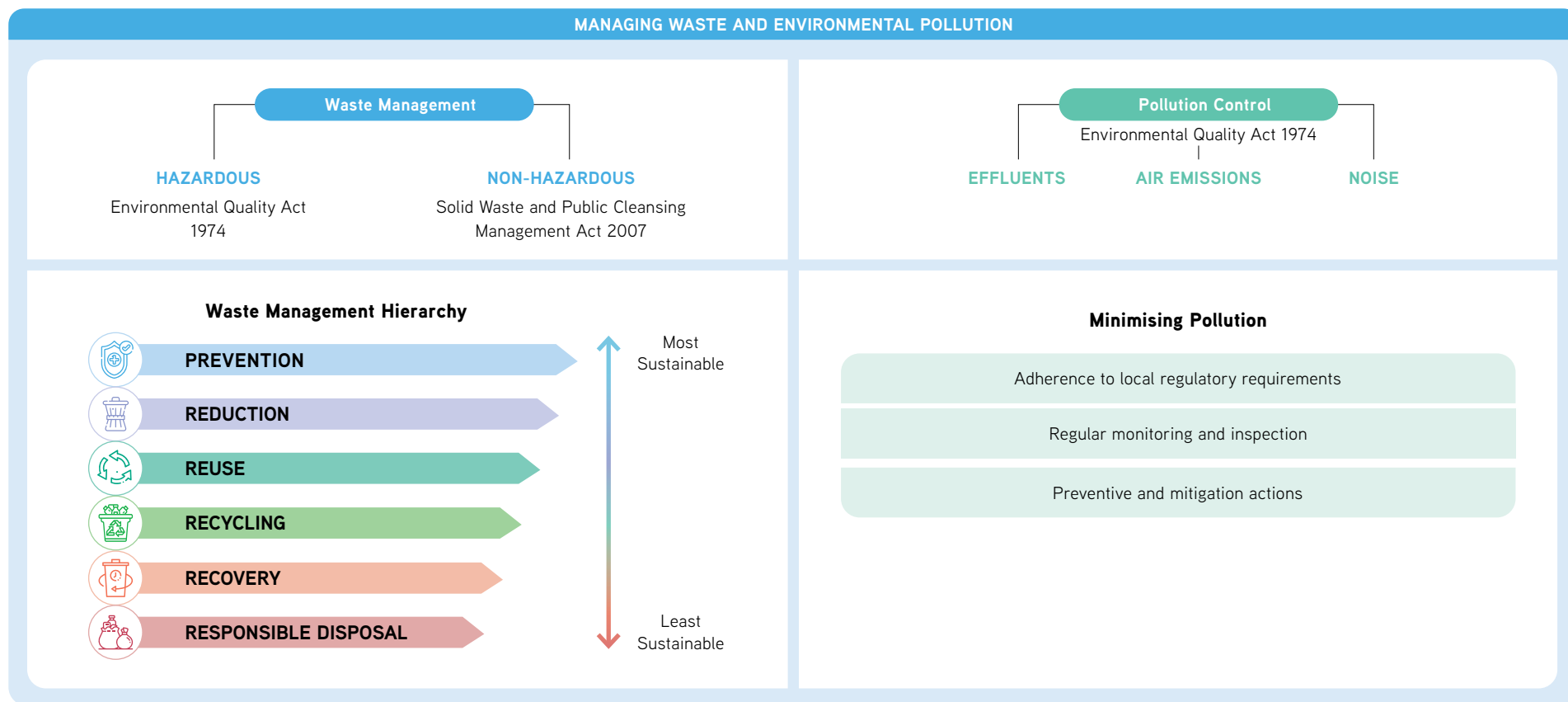
MANAGING OUR ENVIRONMENTAL IMPACT



POLLUTION MANAGEMENT

At Sunway, we manage pollution control as part of a comprehensive approach to environmental stewardship. We seek to limit the actual and potential negative impacts of our business activities by controlling pollution from all our operations. We acknowledge that inefficient pollution control may affect our licence to operate and expose us to reputational, legal and financial risks. Our environmental pollution control includes local regulatory compliance, frequent monitoring and inspection, as well as preventative and mitigation measures. This consists of monitoring sediment, effluents, emissions and noise levels, ensuring they are within permissible levels.

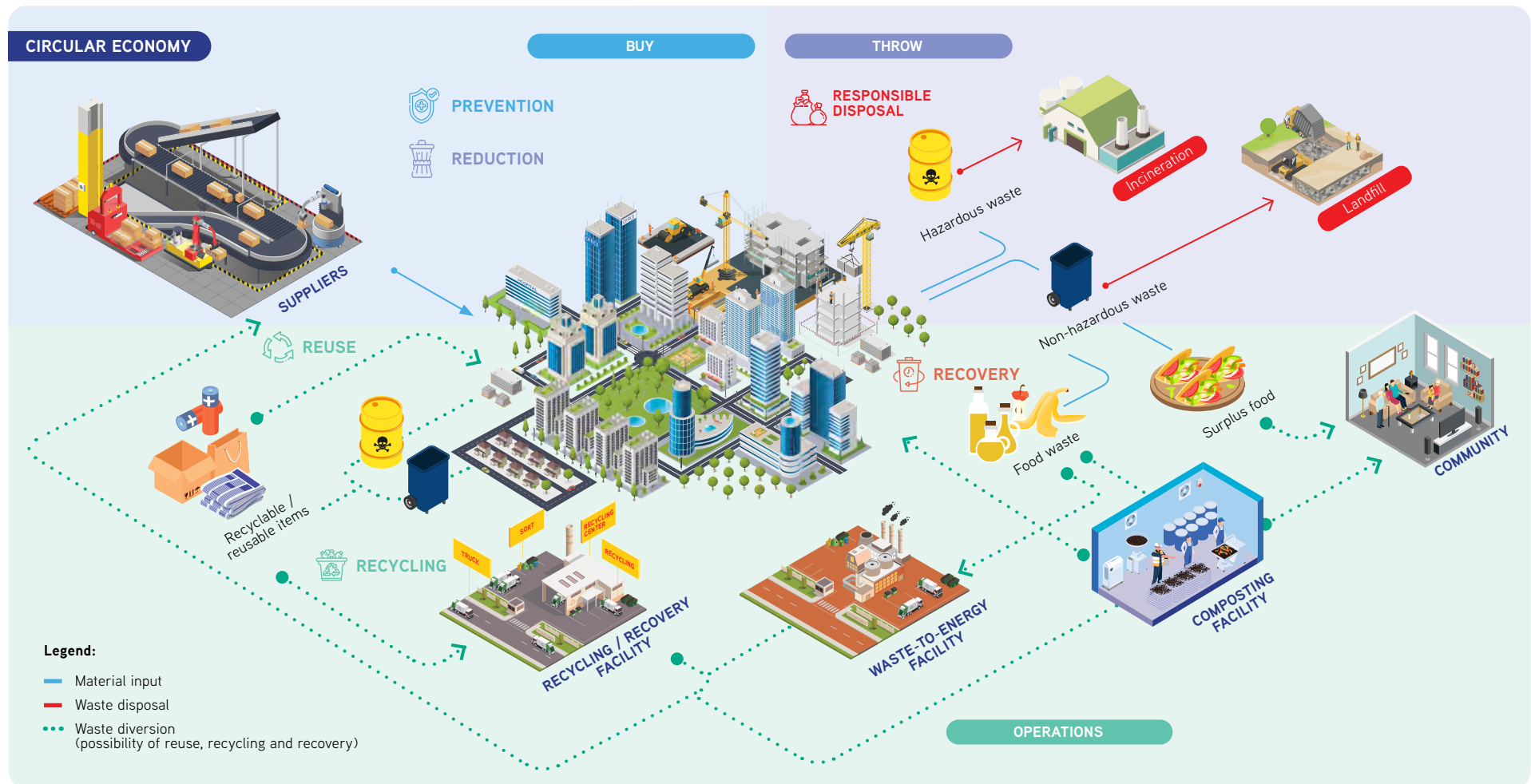
Our waste management approach addresses two categories of waste, namely hazardous and non-hazardous waste. We comply with the Environmental Quality Act 1974 and Solid Waste and Public Cleansing Management Act 2007 to manage both types of wastes. Beyond managing waste, we seek to limit unnecessary waste generation and divert waste from landfills, which aligns with our six-tier waste management hierarchy. The hierarchy, which guides us on managing waste responsibly through environmental preservation, categorises our actions into diverting waste and disposing of waste responsibly.



MANAGING OUR ENVIRONMENTAL IMPACT

MANAGING WASTE EFFECTIVELY

We strive to minimise our environmental impact through effective waste management, which entails investing in proper handling, storage, collection, transportation and the right treatment and disposal of waste. We continue to push for a circular economy through responsible and innovative practices that fit into our six-tier waste management hierarchy. We prioritise prevention and reduction of waste generation, followed by reusing and recycling to ensure that we can save resources. This includes recovery efforts and extracting value from discarded materials to give them a new lease of life. After attempting all other steps in the hierarchy, we responsibly dispose of any waste that is left over. We maximise our efforts by finding the best method to manage our waste before disposing as our last resort. The entire process is depicted in the infographic below:



MANAGING OUR ENVIRONMENTAL IMPACT



Prevention

We prioritise waste prevention in our waste management process as it contributes to the elimination of waste generation at the source. This step is achieved through minimising or avoiding purchases of materials that are for single-use purposes. If purchasing new materials is unavoidable, we make sure to find alternative sustainable materials where possible. Our suppliers are important partners in this process, as they advise us on the availability of sustainable alternatives.

Our Hospitality division's initiatives to phase out single-use plastic item amenities and reduce overall plastic use is ongoing. Additional practices include:

- Progressively replacing plastic toothbrushes with compostable bamboo toothbrushes
- Replacing plastic laundry baskets with rattan ones
- Stocking hotel rooms with refillable shampoo, soap and conditioner dispensers in lieu of single-use toiletries.

The efforts complement our Leisure division's Zero Plastics policy, which requires tenants and F&B shops to stop offering customers plastic packaging. In addition, employees must also bring their own containers for food and drinks. At Sunway Medical Centre Velocity, rewashable white laundry bags are used in place of transparent plastic to hold used linen, eliminating the need to use 5,000 plastic bags per month.

Reduction

We prioritise sustainable materials whenever we need to use new materials, in line with our broader goal of reducing environmental impact. Sunway Medical Centre at Sunway City Kuala Lumpur continues reducing its plastic consumption by replacing plastic laundry bags with eco-OXO alginate bags for all isolation linens. These semi-soluble laundry bags are biodegradable and will not harm the environment or cause drain blockage. Sunway Medical Centre Velocity allows its patients to choose a smaller rice portion to reduce waste and has refurbished its waiting room chairs instead of replacing them with new ones.

Reuse

Our business divisions prioritise reusing of materials, including decorations for festive seasons and furniture. Old furniture is either sold back to the contractors or disposed of to landfills if the condition is beyond repair or reuse.

Recycling

Embracing efficient recycling methods, we collaborate with various stakeholder groups to foster a collective commitment to environmental sustainability.



PAPER
900 tonnes



METAL
245 tonnes



FABRIC
80 tonnes



PLASTIC
62 tonnes



e-WASTE
16 tonnes



GLASS
3 tonnes



ORGANIC
2 tonnes



OTHERS*
15 tonnes

Note:

* Includes various materials that do not fall under specific waste streams, such as recycled furniture and other mixed waste items

Employees

- In conjunction with World Earth Day, Sunway Hotel Georgetown, Sunway Hotel Seberang Jaya and Sunway Velocity Hotel set up collection stations for employees to drop off recyclable items. Sunway Resort Hotel also organised a clothes swapping event for employees to swap clothing which are still in good condition. The remaining clothes were placed in Kloth Care bins to be upcycled.
- The Trading and Manufacturing division, which primarily handles heavy equipment, material and hardware recycled cardboard and paper, wire rope and plastic.
- At Sunway Putra Hotel, we set up an efficient system to collect, sort and recycle used mineral water bottles.
- Sunway Putra Tower and Sunway Tower organised annual recycling events for e-waste, fabric and paper.
- Sunway Velocity Hotel held a recycling initiative in conjunction with World Cleanup Day to reduce waste, promote environmental awareness and encourage sustainable practices among employees.
- Sunway Geo continues to carry out its paper recycling exercise throughout the year.
- Wisma Sunway Big Box collected recyclable items from all tenants every fortnight.

Local Councils and Authorities

- Our Hospitality division worked with the Subang Jaya City Council, City Council of Penang Island (MBPP) and Seberang Perai City Council (MBSP) to clear rubbish and recyclables from the surrounding areas around Sunway City Kuala Lumpur hotels, Sunway Hotel Georgetown and Sunway Hotel Seberang Jaya.
- Wisma Sunway teamed up with the Selangor State Environmental Department and T-Pot Electrical Management to collect e-waste from its building tenants.

Other Organisations and Companies

- Sunway Hotel Georgetown continued its partnership with the Penang Cheshire Home to sell used clothes or handicrafts made from these garments generating income for the home.
- Sunway Resort Hotel and Sunway Pyramid Hotel continued their participation in the Nespresso Capsule Recycling initiative to recycle used Nespresso capsules.

MANAGING OUR ENVIRONMENTAL IMPACT



Recovery

We collect, treat and transform waste materials into valuable products or sources of energy to minimise waste disposal in landfills or incinerators. We aim to reduce our impact on landfill waste, preserve valuable resources and mitigate environmental pollution.

Surplus Food



Food donation

3 tonnes

Sunway City Kuala Lumpur Hotels has been donating surplus food through Sunway's #ZEROFOODWASTAGE initiative in collaboration with Kechara Soup Kitchen.

Waste to Energy



Used cooking oil

72 tonnes

Sunway Hospitality division collaborated with FatHopes Energy to repurpose used cooking oil (UCO) generated from daily cooking and operations. The collection of UCO has helped significantly in reducing the strain on the sewer system and preventing environmental contamination. The Sunway community and residents were encouraged to contribute their UCO to FatHopes Energy in exchange for cash rewards facilitated through Sunway Super App's points collection system.

Compost



Food waste collected

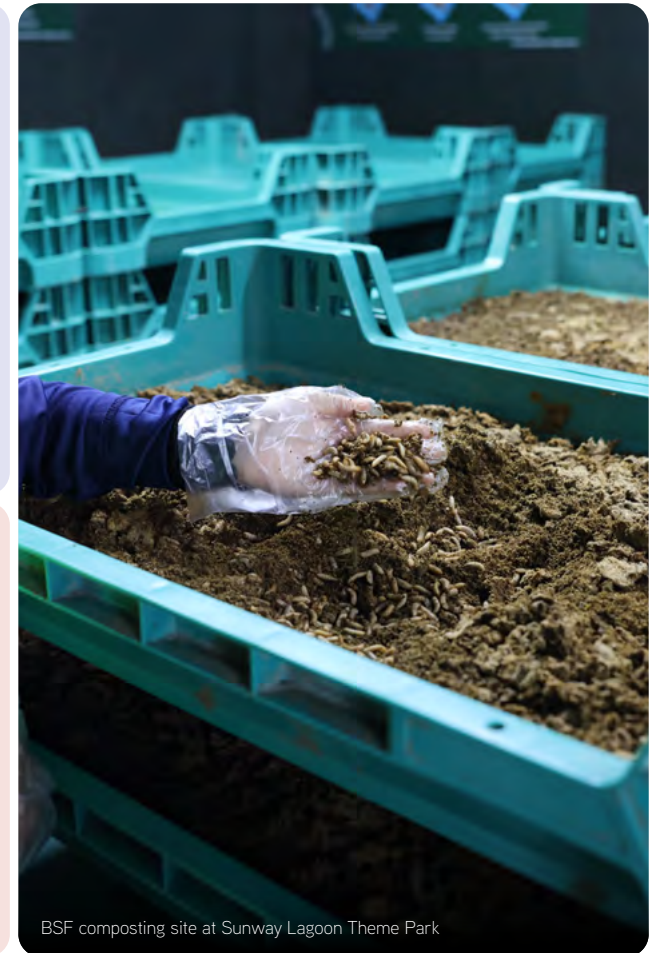
414 tonnes



Compost produced

62 tonnes

Sunway Pyramid Mall, Sunway Resort Hotel and Sunway University continued to utilise the food composting machines to turn food waste into compost. Meanwhile, Sunway Lagoon Theme Park kickstarted a food waste composting initiative using black soldier flies (BSF) with Entomal Biotech.



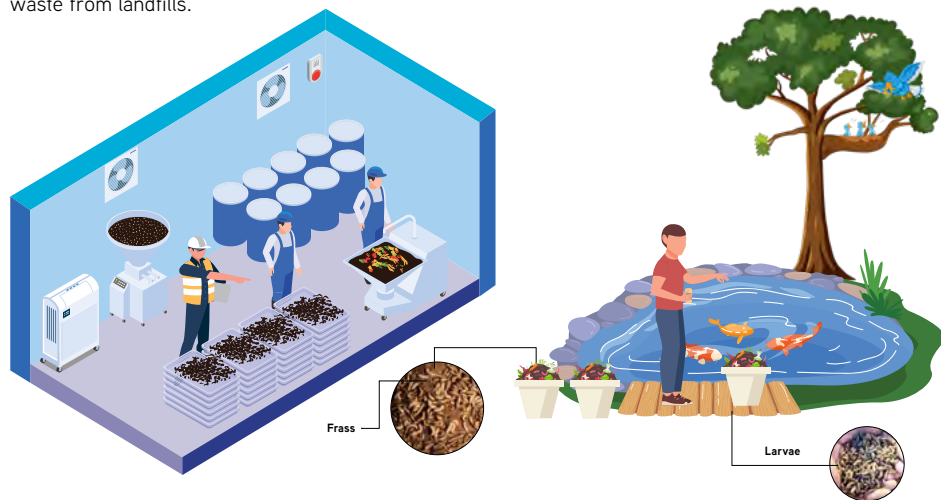
BSF composting site at Sunway Lagoon Theme Park

MANAGING OUR ENVIRONMENTAL IMPACT



REDUCING FOOD WASTE WITH BLACK SOLDIER FLIES

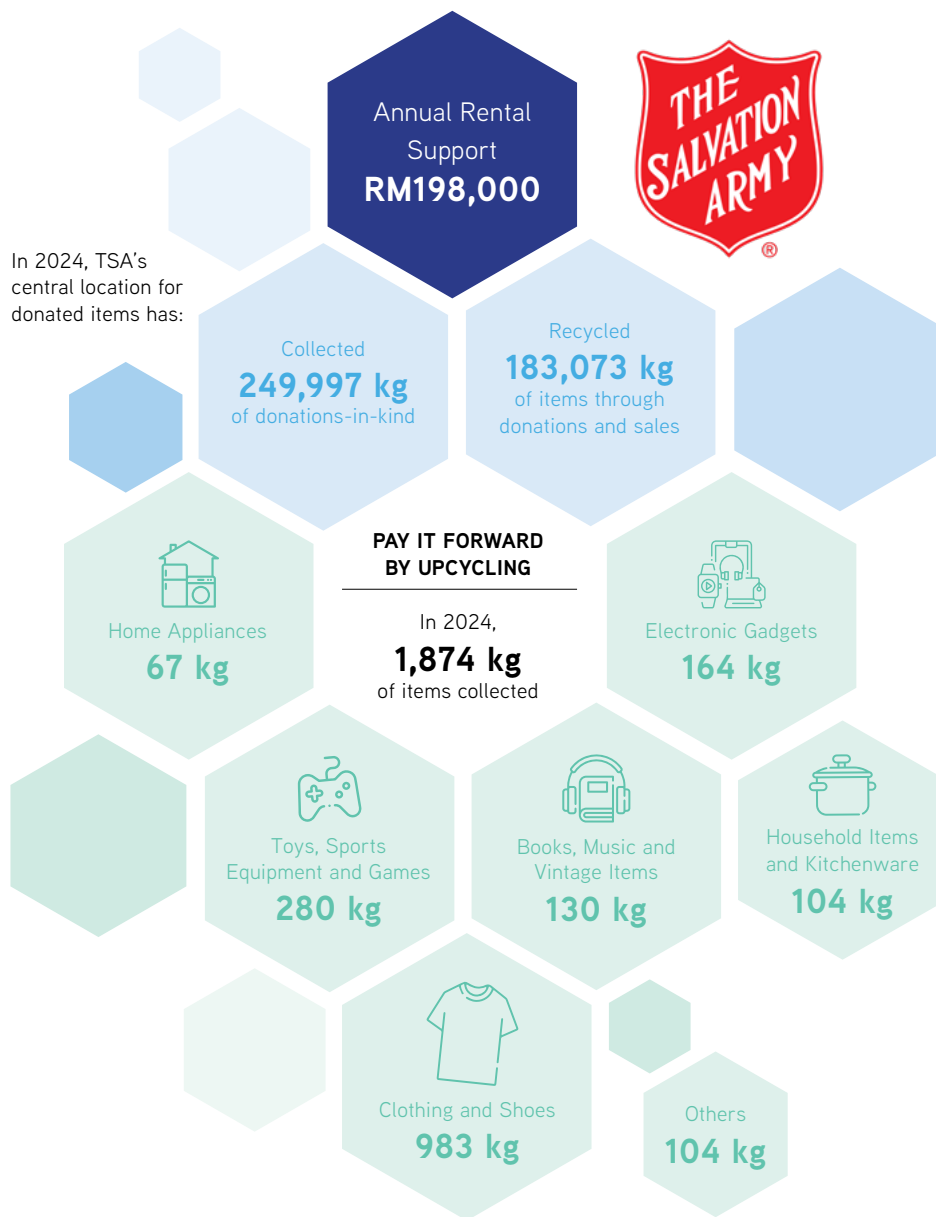
At Sunway Lagoon Theme Park, food waste is composted using black soldier flies (BSF) through a collaboration with Entomal Biotech. BSF larvae can break down food waste easily, including food scraps that are typically hard to compost such as meat, dairy and citrus. The larvae can be used as animal feed and the frass as fertiliser for landscaping. In 2024, the theme park diverted close to 14 tonnes of food waste from landfills.



CONTINUING OUR COLLABORATION WITH THE SALVATION ARMY

In 2024, Sunway Berhad continued its efforts to generate greater positive impact on the community through its ongoing collaboration with The Salvation Army (TSA), a global NGO that advocates sustainable practices while addressing the varied needs of the underprivileged. Into its second year, the collaboration entails Sunway sponsoring TSA's multifunctional premises. It serves as the NGO's central location for organising donated items from its 68 collection points, which are then categorised according to different purposes, namely donation, recycling or disposal. Additionally, it is also used to house its processing, warehousing, retailing and administrative activities, while hosting several activities and initiatives that are sometimes undertaken in collaboration with other NGOs and volunteers. Sunway's collaboration with TSA also included a 'Pay it Forward by Upcycling' initiative, where the Group's employees donate new, preloved and unused items to a collection point in Menara Sunway.

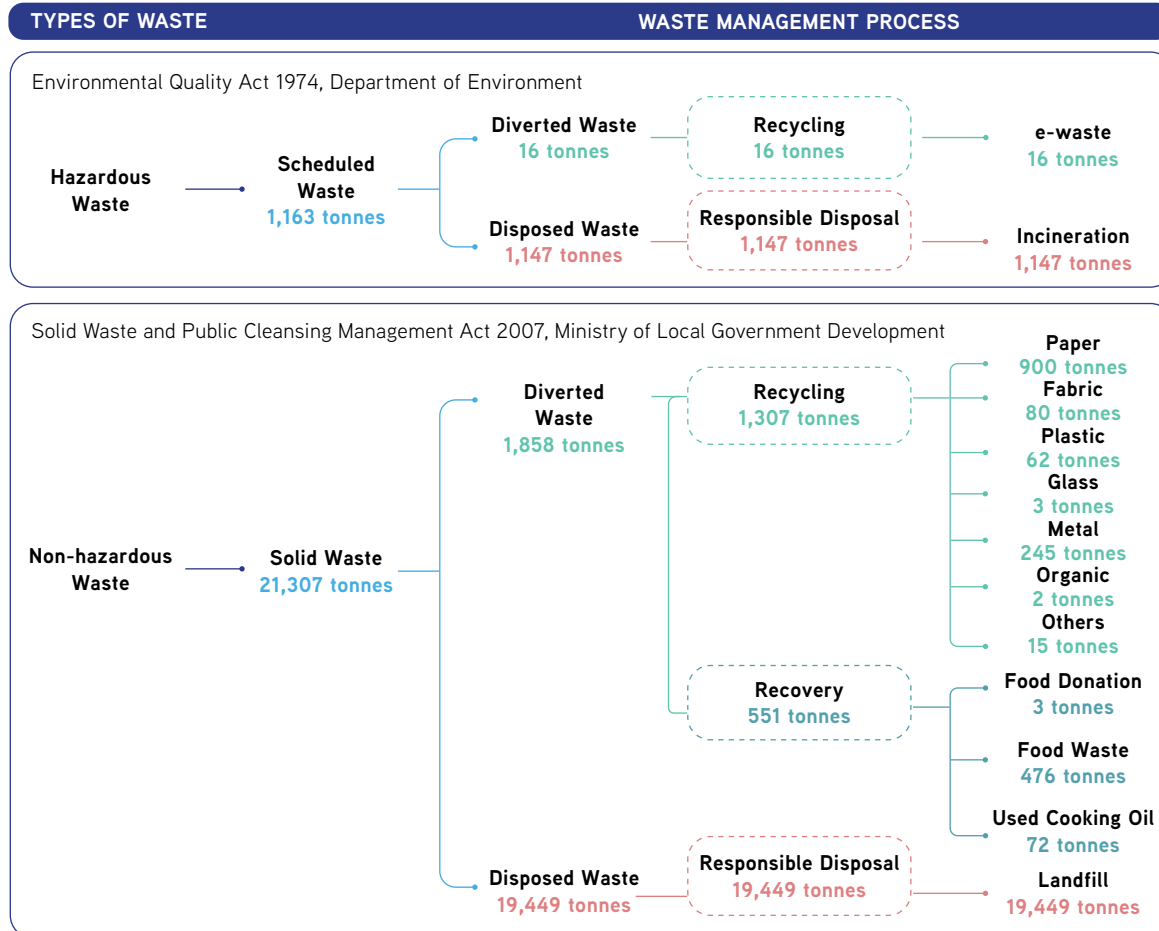
Sunway's support enables TSA's social enterprise arm, Red Shield Industries (RSI), which operates Family Thrift Stores that recycle and reuse in-kind donations, generating funds to support the NGO's holistic care initiatives for the community. This includes providing specialised residential care work with young people, along with homes for the elderly, daycare centres, kindergartens and community service centres.





Responsible Disposal

Waste disposal remains our last resort after we have explored all avenues of reusing, recycling and recovery. We make sure to conduct waste disposal responsibly and in full compliance with local laws and regulations through our appointed contractors. Our scheduled waste is also managed by licensed contractors and treated per the Environment Quality (Scheduled Wastes) Regulations. For instance, Sunway Healthcare division's clinical waste and chemicals are carefully disposed of in designated areas that are in full compliance with the Department of Environment (DOE) regulations and guidelines by a recognised and licensed clinical waste disposal contractor.



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

MANAGING OUR ENVIRONMENTAL IMPACT

TOTAL WASTE GENERATED BY BUSINESS DIVISION IN 2024

● Disposed Waste (Landfill) 19,449 tonnes	10,178 tonnes 1,128 tonnes		Retail
	2,398 tonnes 127 tonnes		Hospitality
	1,918 tonnes 269 tonnes		Healthcare
	1,605 tonnes 62 tonnes		Leisure
	543 tonnes 35 tonnes		Office
	1,715 tonnes 26 tonnes		Education
	407 tonnes		Student Residence
	452 tonnes 3 tonnes		Trading and Manufacturing
	4 tonnes 20 tonnes		Quarry
	230 tonnes 206 tonnes		Building Materials

● **Diverted Waste**
1,874 tonnes

TOTAL: 21,323 tonnes

	Scheduled Waste:	Disposed: 1,147 tonnes	Diverted: 16 tonnes
	Construction / Industrial Waste:	Disposed: 8,602 tonnes	Diverted: 47,462 tonnes

Note:

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

MANAGING OUR ENVIRONMENTAL IMPACT



POLLUTION CONTROL

To minimise the negative impacts of our operations on the environment, our business divisions comply with the Environmental Quality Act 1974 and implement strict pollution control. This includes monitoring effluents, air and noise emissions to assess conditions, our compliance with regulations and the effectiveness of our initiatives.

Due to the nature of the business, the Property Development, Quarry and Building Materials divisions have a higher exposure to risks of negative environmental impact. Mindful of their potential impact, these divisions have implemented measures to monitor and regulate the quality of their effluents, air emissions and noise levels. These measures are carried out at different intervals across different sites, depending on the work and size of the project. Our divisions take immediate actions to rectify any potential incidence of non-compliance and carefully document all received complaints, maintaining detailed records of investigations and the following corrective measures.

We conduct best practices across the operational sites of Property Development, Quarry and Building Materials to implement preventive and mitigation measures:

To minimise potential adverse impacts to the environment, we:

- Adhere to local regulatory requirements
- Conduct regular monitoring and inspection
- Implement prevention and mitigation actions.

	Sediment	Effluents	Air Emissions	Noise Pollution
Property Development 	Execute Erosion Sediment Control Plan: <ul style="list-style-type: none"> • Channel water from sites into on-site drains leading to silt traps or filters before release • Minimise the risk of trapped sediment and chemical spills through the establishment of bunds, spill traps and sediment tanks at sites • Prevent sediment run-off by shielding exposed slopes with protective or plastic covers 	Not relevant	<ul style="list-style-type: none"> • Install wash troughs to prevent dust pollution from vehicles • Carry out water browsing to capture dust particles emitted from construction works • Ensure vehicles move within the speed limits to reduce air emissions 	<ul style="list-style-type: none"> • Control the construction activity within the permissible allowed timing which has been approved • Working beyond allowed timing is not permitted
Quarry 	<ul style="list-style-type: none"> • Prevent interaction between groundwater, surface water and mine faces • Divert stormwater away from quarry operations and reduce earthwork activities during heavy rainfall • Use hydroseeding to prevent erosion 	<ul style="list-style-type: none"> • Ensure wastewater is treated and safe for discharging to prevent pollution 	<ul style="list-style-type: none"> • Ban open burning at all work sites • Impose a speed limit and install warning signs at sites • Deter dust particle pollution from lorries by utilising load covers 	<ul style="list-style-type: none"> • Place silencers on equipment and screen houses
Building Materials 	Not relevant	<ul style="list-style-type: none"> • Manage and ensure effluent discharge remains within acceptable limits by using filter membranes 	<ul style="list-style-type: none"> • Ensure regular maintenance routine for air filters • Frequent observation of material transfer process to maintain functional filters and prevention of dust leakage 	<ul style="list-style-type: none"> • Build localised insulators and containment compartments for machinery

In addition to the operational control measures, Property Development requires its contractors to implement daily, monthly and quarterly environmental monitoring during the construction stage. Data is entered into the dashboard, which is used to oversee all construction projects within our supply chain.

Driving



Carbon Reduction



Across Our Portfolios and Cities





ADVOCATING A RESPONSIBLE VALUE CHAIN



Sunway Berhad is committed to embedding supply chain sustainability as a core driver of our value creation. Responsible procurement practices and enhanced ESG awareness underpin our engagement with suppliers, vendors, tenants and customers across our integrated network. Strategic digital transformation strengthens our operational efficiency and supply chain resilience.

CAPITAL



Social and Relationship



Natural

MATERIAL ISSUES

- Supply/Value Chain Management

ACTIVITIES

- Supplier Code of Conduct
- Sustainable Procurement Policy
- Supplier environmental and social risk assessment
- Sustainable materials
- Green lease partnership programme

VALUE CREATED

- Sustainable value chain
- Collaboration with stakeholders
- Minimal negative environmental and social impacts



- Transformation 6:
Energy Decarbonisation and Sustainable Industry

EMBEDDING SUSTAINABILITY IN OUR SUPPLY CHAIN

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

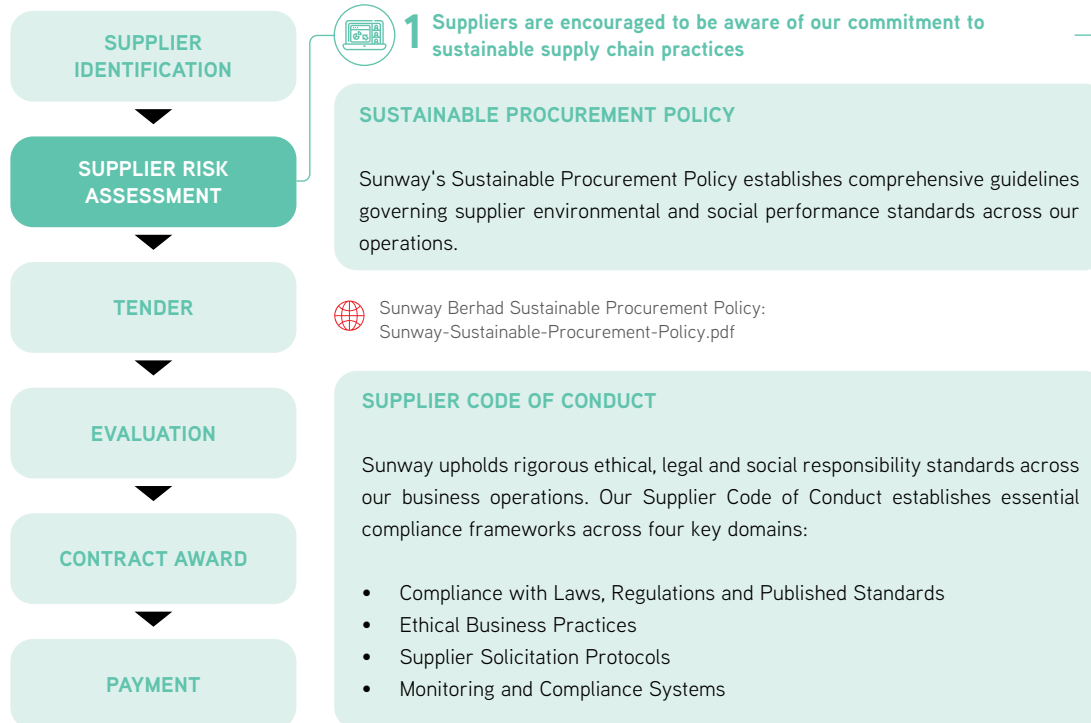
While global supply chains have recovered from COVID-19 disruptions, climate-induced events such as floods and droughts pose significant operational risks. Stakeholders are calling for corporate organisations to integrate sustainability measures across supply chains to reduce industry-wide ecological impacts and advance climate mitigation objectives.¹ Malaysia's supply chain ecosystem, dominated by small and medium enterprises (SMEs) at 97%,² necessitates such structured sustainability integration. Responding to market demands, Capital Markets Malaysia, an affiliate of the Securities Commission Malaysia, established the Simplified ESG Disclosure Guide (SEDG) in 2023 to enhance SME sustainability performance and standardise ESG reporting protocols.

As one of the largest conglomerates in Malaysia with an extensive supply chain, we aspire to lead the SMEs in embracing sustainable practices by supporting them through partnerships and educational initiatives. Our strategic approach involves conducting Supplier Risk Assessment (SRA) incorporated with ESG indicators from the SEDG, established by Capital Markets Malaysia. Our collaborative ecosystem supports SME partners in developing robust sustainability capabilities, driving collective progress towards environmentally and socially responsible supply chain practices.

In the year under review, **67%** of our procurement budgets was spent on local suppliers for all Sunway business divisions' operations in Malaysia.

SUPPLIER RISK MANAGEMENT

Guided by our Sustainable Procurement Policy and SRA, we promote the integration of sustainable practices among our suppliers.



2 Suppliers are required to fill up the Supplier Risk Assessment form

The objective of the SRA is to review and identify potential environmental and social risks related to the business activities of our suppliers. Our digitalised SRA has been enhanced with SEDG's requirements and is guided by the Group's Sustainable Procurement Policy. To this end, our supplier selection criteria mandate detailed environmental and social risk disclosures, ensuring systematic sustainability performance evaluation.

- 100% of new suppliers completed the SRA
- 100% of new suppliers were not found to have any negative environmental or social impacts
- 100% of new suppliers, to our knowledge, were not identified as having committed any non-compliance in the areas assessed



¹ <https://www.entrepreneur.com/en-in/news-and-trends/sustainability-in-the-supply-chain-is-the-need-of-the-hour/450611>

² <https://www.thestar.com.my/business/business-news/2023/02/09/enabling-smes-to-be-a-catalyst-to-advance-malaysia-forward#:~:text=To%20improve%20innovation%20capabilities%2C%20the>



EMBEDDING SUSTAINABILITY IN OUR SUPPLY CHAIN



ADVOCATING A SUSTAINABLE SUPPLY CHAIN TOWARDS DECARBONISATION



Effective supply chain decarbonisation requires comprehensive management of Scope 3 emissions across upstream and downstream value chain operations. This complex undertaking demands credible carbon accounting and tracking mechanisms, alongside sustained collaboration with customers, supply networks and industry stakeholders to monitor sustainability performance.

At Sunway, we recognise the challenges of Scope 3 emissions reduction, including extended implementation periods and continuous stakeholder engagement requirements. To this end, we emphasise eco-practice awareness programmes and decarbonisation initiatives, allowing us to deliver measurable long-term environmental outcomes.

Upstream: Suppliers

Purchase of Eco-label Products

Sunway Malls maintains exclusive procurement partnerships with FSC-certified suppliers for toilet paper products, sourcing materials from FSC-managed forests and certified production facilities. This strategic procurement protocol supports forest preservation through verified sustainable harvesting and systematic replanting programmes, safeguarding critical forest ecosystems.



In 2024, more than **196 million** sheets of paper purchased were FSC-certified.



Operations

Embodied Carbon Emissions

In October 2023, the European Union introduced the Carbon Border Adjustment Mechanism (CBAM), implementing carbon dioxide (CO₂) emissions tariffs on carbon-intensive products with significant carbon leakage risks. The regulation covers cement, iron and steel, aluminium, fertilisers, electricity and hydrogen sectors. EU importers must report import volumes and embedded GHG emissions during production. The 2023–2025 transitional period serves as an implementation phase, with mandatory CBAM certificate procurement for embedded emissions beginning in 2026.

Sustainable Construction Materials

Sunway's sustainable construction strategy drives green building development through targeted integration of environmentally-certified materials. This approach optimises building performance while reducing operational costs and environmental impacts.

100% of projects used green and/or recycled materials in ongoing developments

Furthermore, we select materials based on established recyclable content and environmental certifications, driving measurable reductions in carbon footprint across sourcing and lifecycle operations. Our green building requirements also encourage the use of green-certified products in all key construction elements — from waterproofing systems and skim coating to timber flooring, ceiling materials, tiles, paints and pavers — with specifications customised for each development's sustainability objectives.

Sustainable Products

In our Building Materials division, we maintain stringent environmental certification standards through SIRIM ECO 023:2016 and SIRIM ECO 033:2019 eco-labels. Our product quality assurance adheres to MS1380, MS1314 and MS1061 specifications, supported by ISO 9001 and ISO 14001 certifications across operational sites.

Our sustainable product portfolio features the MyHIJAU-certified Environmental Pavers, which have also secured Singapore's Green Label certification. We engineered NeuPave as a water-permeable paving solution that addresses urban flooding challenges while supporting groundwater recharge and soil stability.



EMBEDDING SUSTAINABILITY IN OUR SUPPLY CHAIN

Downstream: Customers

Green Lease Partnership Programme

Our Retail, Hospitality and Office divisions implement targeted sustainability programmes that align with international best practices, supporting behavioural transformation and Malaysia's 2050 net zero emissions commitment.

To this end, we achieved the following outcomes: optimised building management costs, strengthened green asset value and enhanced ESG investment appeal. In addition, we build a strategic partnership with our tenants to minimise environmental impacts and strengthen resource management protocols in alignment with net zero objectives.

Furthermore, our Office and Retail divisions provide tenants with detailed design and fit-out guidelines to advance green building adoption, emphasising energy efficiency and water conservation compliance requirements.



In 2024, the programme garnered the participation of:

100% hotel master lessees
91% retail tenants
91% office tenants

Note:
Percentage of participation is based on Sunway REIT properties only.

Sustainability Collaboration Alliance Network

Sunway Malls has put in place a Sustainability Collaboration Alliance Network (SCAN), a structured three-tier learning framework that elevates sustainability practices across the retail sector. Our programme sets industry benchmarks for environmental responsibility, encouraging retailers and retail centres to embed sustainability within their core business strategies.



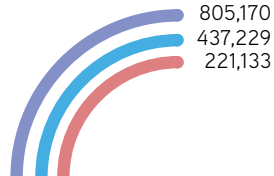
TOP MATERIALS USED IN 2024



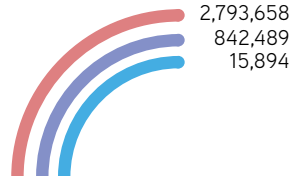
Property Development

● 2022 ● 2023 ● 2024

Concrete (metric tonnes)



Reinforced Bars (metric tonnes)

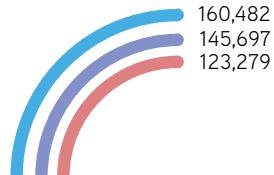


Formwork (metric tonnes)

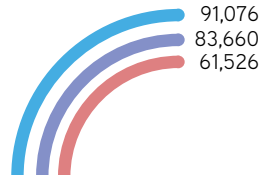


Building Materials

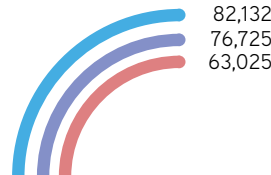
Coarse Sand (metric tonnes)



Aggregate - 20MM (metric tonnes)

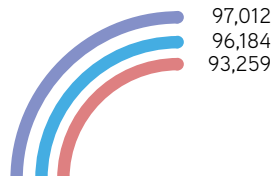


Aggregate - 10MM (metric tonnes)

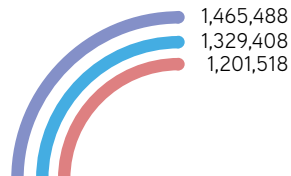


Quarry

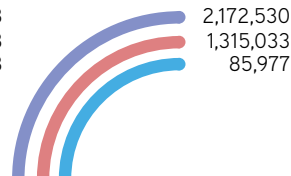
Bitumen (metric tonnes)



Aggregates (metric tonnes)



Fibre (kg)



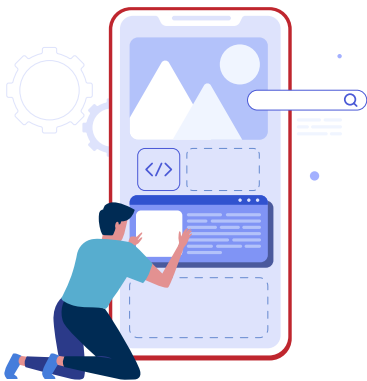
EMBEDDING SUSTAINABILITY IN OUR SUPPLY CHAIN



DIGITALISING OUR VALUE CHAIN

Digital technology integration drives transformative improvements across Sunway's supply chain operations, encompassing production, distribution and delivery networks. Our transition from manual to digital processes ensures operational excellence and seamless business continuity throughout the value chain.

Sunway's digital infrastructure enables real-time data exchange and streamlined collaboration among supply chain stakeholders. We leverage integrated platforms to enhance data management, process efficiency and strategic decision-making capabilities. Our technology-driven approach facilitates immediate information sharing across suppliers, manufacturers, distributors and retailers, strengthening operational responsiveness and business agility.



Upstream: Suppliers

e-Procurement

Sunway's advanced e-procurement platform transforms procurement workflows through streamlined electronic processing of purchase requisitions (PR), purchase orders (PO) and goods received documentation.

Our integrated e-catalogue system empowers users with efficient procurement capabilities, leveraging pre-negotiated pricing structures to optimise purchasing cycles. This enabled Sunway's business divisions to maximise volume purchase benefits without compromising procurement governance standards.

e-Invoicing

Sunway's digital transformation journey commenced in 2015, converting manual supplier invoicing into an automated, paperless accounts payable (AP) solution. In 2019, we elevated operational efficiency by integrating Robotics Process Automation into our AP framework. Our fully automated AP system now seamlessly connects with Sunway's enterprise resource planning (ERP) infrastructure, enabling efficient supplier invoicing and payment processing workflows.

Operations

e-Applications

Sunway has digitised traditional filing operations through integrated e-Applications platforms. This has allowed us to enhance operational productivity through efficient document retrieval systems, reducing paper consumption and physical storage requirements.

Smart Parking System

Introduced in 2019, our Sunway Smart Parking System has revolutionised parking management across Sunway City Kuala Lumpur through cashless and ticketless operations. Our integrated digital payment framework offers multiple transaction channels, including mobile payments, Sunway Super App, Touch 'n Go cards and automated Licence Plate Recognition (LPR) payment stations.

In 2024,

Education

- **199** apprentices trained
- **2,400** people educated through workshops

Yield and Production

- **126,000 kg** vegetables grown without pesticides
- **68** varieties planted

Environmental Impact

- **>4.6 million** food miles saved
- **>500,000 units** of plastics prevented

Community Engagement

- **>3,000** families nourished
- **>200 kg** of healthy food donated to urban poor



In 2024, more than
10.5 million
physical parking tickets
were avoided.



Sunway XFarms: Smart Urban Farming

XFarms advances sustainable urban agriculture through innovative soil-less farming systems, producing pesticide-free fresh produce with minimal environmental impact. Our decentralised farming operations integrate Internet of Things (IoT) capabilities and precision farming technologies, packaged in sustainable materials. The strategic placement of urban farms near consumer markets reduces carbon footprint, minimises food waste and preserves nutrient quality by optimising supply chain logistics.



Hotels' Digital Transformation

Sunway Resort Hotel elevates guest experience through digital transformation, implementing streamlined check-in and check-out processes via a dedicated mobile application. In this regard, the technology-enabled hospitality solution integrates e-payment capabilities while reducing operational friction. Furthermore, the launch of the Sunway Moments membership programme enhances our value proposition through premium dining, accommodation and lifestyle benefits.

Enhanced Data Management

Ultimate Framework

Sunway Property's integrated platform consolidates real-time project development costs and revenue tracking across operational stages. Our digital infrastructure strengthens data-driven decision-making capabilities, enhancing project accuracy and operational efficiency.

Autodesk Construction Cloud

Since 2022, Sunway Property has leveraged the Autodesk Construction Cloud (ACC) platform as our centralised project management solution, integrating file management, drawing controls, work inspections and site documentation. The platform connects over 1,000 staff members, workers, consultants and subcontractors across our operations. Furthermore, our real-time costs and revenue monitoring systems strengthen project accuracy, productivity and operational efficiency, enabling data-driven decision-making throughout development cycles.



Sunway Flora:

- Cloud Advocate of the Year by Autodesk – Country Winner

Elevating Real Estate with Artificial Intelligence

Sunway Property integrates artificial intelligence (AI) and machine learning capabilities to analyse data patterns, generating valuable insights into customer preferences and market dynamics. This analytical approach strengthens our understanding of customer requirements, while providing actionable feedback to project teams. Leveraging AI-driven market intelligence also enabled us to align property development strategies with evolving customer needs, optimising marketing effectiveness and customer engagement outcomes.

eHousing Development Account (eHDA)

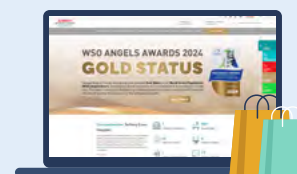
Sunway Belfield's strategic partnership with HSBC Bank streamlines the standard HDA processes through digital document submission via HSBCnet, replacing traditional manual withdrawal protocols and enhancing operational efficiency in our operation.

EMBEDDING SUSTAINABILITY IN OUR SUPPLY CHAIN

Downstream: Customers

Sunway Super App

Sunway Super App advances digital loyalty engagement through an integrated rewards ecosystem spanning our business portfolio. The app enables point accumulation and privilege redemption across more than 1,000 merchants within Sunway Malls, Theme Parks, Medical Centre, Education, Property and associated business divisions.



e-Commerce Platform for Hospitals

Sunway Medical Centre Velocity enhances healthcare accessibility through an integrated e-commerce platform for health screening packages. Our Buy Now, Screen Later option provides scheduling flexibility through a streamlined online appointment management system.

Digitalised Customer Experience

Sunway Booking System

In 2023, Sunway Property launched a digital property booking platform to modernise project launches and enhance market accessibility. This integrated system enables comprehensive property exploration, detailed documentation review and virtual site tours, allowing customers to complete booking processes remotely without physical sales gallery visits.

Automating Customer Billing and Payment

Sunway Property implemented automated billing and payment systems into the following services:

- e-Progress Billing
- e-Official Receipt (OR)
- e-Payment Reminder
- e-Statement of Account



IMPACT STORY



PARTNERSHIPS TO CHANGE THE WORLD

Sunway embraces the principle that true progress in sustainability is achieved through collective and collaborative action, leveraging a robust network of business partners and sustainability-focused organisations to unite diverse stakeholders in driving strategic, impactful solutions to critical challenges.

The 17 SDGs adopted by the UN lay down a clear proposition: that the most daunting challenges of our time, such as climate change, inequality and resource depletion, cannot be solved in silos.

They demand collaboration on a grander scale, transcending geographies, industries and mindsets. Partnerships have always been the backbone of advancing the SDGs. Such collaborative partnerships are key to creating value and unearthing new opportunities for sustainable innovation and growth.

The pursuit of sustainability is not a zero-sum game. Instead, it creates a future far greater than the sum of its parts.

“Achieving the SDGs is not the responsibility of governments alone. It requires the collective effort of all sectors — business, academia, civil society and every single individual. We are all in this together, and together, we can create a future that goes beyond what any one entity can accomplish alone.”

Tan Sri Sir Jeffrey Cheah

Sunway Group Founder and Chairman



Allies in Sustainability

As one of Southeast Asia's leading conglomerates, we recognise and leverage the unique position that Sunway has across 13 industries.

Our robust network of business partners and long-standing relationship with sustainability-focused organisations has enabled us to form meaningful partnerships to engage strategically and effectively.

Crossing sectors, borders and ideologies, diverse stakeholders — banks, governments, small businesses and transnational organisations — have convened in Sunway City Kuala Lumpur as a collective unit to confront critical challenges.

Sunway City Kuala Lumpur is home to several institutions and centres that lead continent-wide sustainable initiatives, such as the Jeffrey Sachs Center on Sustainable Development, the Sunway Centre for Planetary Health, the Jeffrey Cheah Institute on Southeast Asia and the UN Sustainable Development Solutions Network Asia headquarters.

Based at Sunway University, these leading institutions facilitate collaboration between local and global organisations to advance the sustainability agenda through initiatives such as the ASEAN Workshop on Sustainable Development, the Asia-Pacific Solutions Forum and the Education for Sustainable Development 2030 Asia Pacific Regional Meeting.



Across Borders for a Sustainable Future

At Sunway, we recognise that strategic partnerships are crucial in the face of insurmountable challenges to sustainable development, such as climate change and poverty.

To amplify the impact of initiatives and advocacy for the sustainability agenda, we formed a strategic partnership with the European Union (EU) to leverage mutual strengths, shared knowledge and funding, capacity building and joint initiatives.

In 2024, the fourth global coral bleaching event unfolded as the world's three largest ocean basins; the Atlantic, Pacific and Indian; experienced record-shattering marine heatwaves — a stark indication of climate change.

To raise awareness about the coral crisis, we organised a vibrant exhibition at Sunway Pyramid to feature the fragile beauty of marine ecosystems, while communicating the urgency of conservation.

Mall-goers also enjoyed a fundraising game of 'Hoops for Reefs' that translated into donations from the EU to support Reef Check Malaysia's marine conservation and restoration efforts.

The campaign was a microcosm of Sunway's ethos: small, everyday actions amplified through collaboration to create meaningful impact.

Local Actions for Global Goals

In Malaysia, more than 405,000 people live in absolute poverty, facing challenges that include poor living conditions, limited education and unemployment. Located just two kilometres from Sunway City Kuala Lumpur, the Desa Mentari public housing project is one such community.

The Sunway Desa Mentari Community Development Programme, initiated by our education arm Sunway University and the Jeffrey Cheah Foundation (JCF), aims to tackle urban poverty through education, community engagement and sustainable solutions.

This research-driven programme adopts a multisectoral team of experts and is a collaborative effort between JCF, Sunway University, NGOs, local councils, government agencies, educational institutions, industry partners, civil society groups and the Desa Mentari community.

Various community transformation projects have been led by more than 1,200 Sunway University students, who are working closely with the residents to bring about lasting change.

To ensure the sustainability of these initiatives, 48 Desa Mentari community leaders and representatives have pledged to form an activation task force, ensuring these initiatives continue to grow and thrive.

Through research and cross-sector collaboration, we hope to design a long-term solution that effectively addresses urban poverty worldwide.

Building Green Knowledge Through Conversations

As a firm believer of progress over perfection, Sunway embraces open dialogues with business partners and industry peers to lead impactful and meaningful communication towards shared environmental, social and economic goals.

By creating deeper dialogue that engenders understanding and learning, we can learn from one another and work together in advancing our sustainability goals.



Scan the QR code to access this impact story online.

This philosophy extends to Malaysia's small and medium enterprises (SMEs) and future business leaders, whom we aim to future-proof through education.

- At **Public Bank's Embracing Sustainable Development** programme for over 200 SME property developers, Sunway Group Executive Director of the Chairman's office, Mr Ong Pang Yen, posed a thought-provoking question: "Why should you care about sustainability?" He also highlighted how integrating sustainable practices is not just an ethical imperative, but a smart business move that will equip SMEs to thrive in a rapidly changing world.
- At the **British Malaysian Chamber of Commerce's ESG Horizons 2024 Conference**, panellists came together to explore the intersection of sustainability, economic growth and technological innovation. Sunway University's Head of the Jeffrey Sachs Center of Sustainable Development and Associate Professor in the School of Biological Studies at Sunway University, Dr Chen Jit Ern, emphasised the critical role of research in anchoring Malaysia's sustainability goals.
- Raising changemakers in sustainability, **OCBC Bank's Graduate Talent Immersion Programme** gathered over 100 young, budding leaders from across Asia at Sunway City Kuala Lumpur to experience firsthand what it means to balance growth with social and environmental responsibility and how ambitious goals are backed by actionable strategies.

Staying True to Our Vision

As we look towards Sunway's next 50 years and beyond, we remain fully committed to the sustainability agenda and our belief that progress is possible when businesses, governments and communities stand not apart, but together. Climate action, poverty alleviation and sustainable development are not standalone issues; they are threads in the same tapestry.



Lee Shaowen
Sunway Group Brand Marketing & Communications

GOAL 3

DEVELOPING A SAFE, EQUAL AND DIGNIFIED WORKFORCE

89 Human Capital

100 Protecting the Health and Safety of Our People

CAPITAL



Human



Social and Relationship

MATERIAL ISSUES

- Occupational Safety & Health
- Labour Practices & Standards
- Diversity, Equity & Inclusivity

ACTIVITIES

- Human Rights Policy
- Employee Well-being Programmes
- Family-friendly Practices
- Employee Learning and Development
- Employee Health and Safety

VALUE CREATED

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



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

Nurturing a safe, equal and dignified workforce is critical to sustaining Sunway's performance, growth and success. Our employees play a crucial role in propelling our operations towards the achievement of our vision and goals. To build a supportive workplace, we implement initiatives to protect employee health, safety and well-being, foster a culture of inclusivity, build a robust pipeline of high-performing talent and develop their capabilities. Beyond ensuring legal compliance, our efforts enhance employee well-being, boost productivity and improve talent attraction and retention, while strengthening employee branding. We are also committed to safeguarding the well-being of our partners, contractors, vendors and local communities in the vicinity of our operations.

HUMAN CAPITAL

GRI 2-7, 2-16, 2-21, 2-25, 2-26, 2-30, 3-3, 202-2, 401-1, 401-2, 401-3, 402-1, 404-1, 404-2, 404-3, 405-1, 406-1, 407-1, 408-1, 409-1, 410-1, 411-1

Sunway strives to instil a culture of dignity, inclusion, equity, respect and fairness among its people. We are committed to upholding the right of our employees to equal pay and opportunities, decent work, fair working hours, protection from discrimination, freedom of association, as well as a safe and healthy workplace. To this end, the Group implements the necessary policies and initiatives while observing the relevant laws. To ensure that we meet the needs and expectations of our employees, we adjust our approach with feedback obtained from regular engagement activities.

UPHOLDING HUMAN RIGHTS

Embedding human rights into our operations is key to Sunway's long-term viability and responsible corporate stewardship. As an advocate of social justice, we constantly seek to align our actions with our values. We are committed to giving our employees equal pay for equal work, eliminating discrimination, observing fair working hours and upholding their right to a safe and secure workplace. In addition, we respect the freedom of association and the right to collective bargaining.

Sunway operates in strict legal compliance with the Employment Act 1995 and all other relevant labour laws in Malaysia, as well as legislation that prohibit child labour and forced labour in the countries where it operates. In addition, we adhere to the UN Guiding Principles on Business and Human Rights. Our adoption of the UN Global Compact (UNGC) Principles since 2012 and International Labour Organization's (ILO) eight fundamental conventions reaffirms our commitment to the well-being of our people, partners and stakeholders. The essence of these laws and principles are distilled into Sunway's Human Rights Policy and Supplier Code of Conduct, which outline our human rights obligations.

For more information on the Supplier Code of Conduct and Sunway's integration of ESG into its supply chain, refer to pages 81-85 of this report.

HUMAN RIGHTS POLICY

Sunway's Human Rights Policy outlines our human rights commitment, its implementation and the procedure for reporting grievances. The policy obligates the Group and all its employees to uphold the following:

- Promoting Equal Opportunities Across Sunway
- Upholding Freedom of Association
- Eradicating All Forms of Abuse and Harassment
- Enhancing Health and Safety Measures
- Eliminating Forced/Compulsory Labour
- Protecting the Rights of Children

Established in 2021, our Human Rights Policy is based on the principles of the Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights. All Sunwayians must affirm that they understand and acknowledge the policy by undergoing an annual mandatory assessment in relation to the policy.

The Board of Directors and Board Sustainability Committee have oversight of the policy, with support from the Group Internal Audit and Group Human Resources (GHR). Furthermore, the leadership of each business division is responsible for the management and implementation of the policy.

Sunway Human Rights Policy:
<https://www.sunway.com.my/wp-content/uploads/2022/05/Sunway-Human-Rights-Policy.pdf>

GRIEVANCE MECHANISM

Sunway has a grievance mechanism in place that comprises an employee grievance procedure and whistleblowing hotline, enabling the Group to address concerns about the recruitment process or problems at the workplace in a transparent and confidential manner. We encourage our employees and external stakeholders to raise concerns about or report any issues, including inappropriate behaviour, misconduct, fraud and corrupt practices. Complaints can be directed to our Head of the Internal Audit Department for prompt action and fair resolution.

Whistleblowing Hotlines



+603 5639 8025



whistleblowing@sunway.com.my

In 2024, we received

ZERO substantiated complaints regarding human rights violations

ZERO incidents of violations involving the human rights of indigenous people

In 2024, **94%** of our security personnel received human rights training.



HUMAN CAPITAL



EMPOWERING WORKERS THROUGH FREEDOM OF ASSOCIATION

Sunway supports the rights to freedom of association and collective bargaining in its endeavour to provide an inclusive and united work environment. By joining or forming groups, including labour unions, our employees are able to collectively negotiate for better working conditions, fair wages and other employment-related matters. By empowering them to speak up, we foster a balanced and equitable employer-employee relationship that encourages a democratic and participatory organisational culture.

Our provision of collective bargaining agreements conform with Malaysia's Employment Act 1955 and other relevant labour laws, guaranteeing our employees the freedom to choose their representatives. The workers' unions meet management representatives regularly to review and update collective bargaining agreements, with any negotiations and discussions carried out within a three-month notice period. Decisions motivated by operational changes that could impact employees are made on a case-by-case basis.

In 2024, four of our companies upheld their collective bargaining agreements.

Company	Name of Union	Employees Covered (%)
Sunway VCP Sdn Bhd	Non-metallic Mineral Products Manufacturing Employees' Union	9
Sunway Lagoon Club Berhad	Club Employees Union Peninsular Malaysia	60
Sunway Biz Hotel Sdn Bhd	National Union of Hotels, Bar & Restaurant Workers Peninsular Malaysia	50
Sunway Hotel Seberang Jaya Sdn Bhd		74

CARING FOR THE WELL-BEING OF OUR PEOPLE

The well-being of our people has significant impacts on the Group's productivity, success and growth. We prioritise our employees' well-being by investing in their physical, mental and social health, professional and personal development, as well as safety at work. This includes offering various programmes and initiatives on health and wellness, career progression prospects and work-life balance. In addition, we strive to build a safe and inclusive work environment where employees feel free to speak without fear of repercussions, and where they are appreciated and respected.

SUPPORTING THE PHYSICAL, MENTAL AND FISCAL HEALTH OF SUNWAYIANS

Sunway's GHR department implements various programmes that support overall wellness. In 2024, our talks featured various topics on health and mental health, as well as financial literacy. Our financial health talks aim to enhance our employees' financial literacy and arm them with the practical knowledge to make the right decisions.

Employee Assistance Programme

- Offers mental health support to employees struggling with stress, family tensions, health problems, financial difficulties and other challenges.
- Allows employees access to a 24/7 hotline, available in English and Malay and manned by trained counsellors to ensure complete confidentiality.
- Includes professional therapy services from registered and qualified clinical psychologists, health psychologists and counsellors. The therapy sessions are conducted in English, Malay, Mandarin or Cantonese to cater for the diverse linguistic needs of our workforce. To enhance accessibility and encourage more employees to use this resource, therapy sessions are available both in person and virtually. Absolute confidentiality is guaranteed, ensuring that employees feel safe and comfortable seeking help.



Health Talks and Workshops

- A series of health talks comprising physical and mental health, including overall wellness to raise awareness among employees.
- Equipped employees with the necessary knowledge to look after their own physical and psychological well-being when dealing with work and personal stressors.
- Aimed to promote the resources available within our ecosystem to our employees, encouraging them to access these support services whenever needed.

Experts from Sunway Medical Centre and The Mind Psychological Services and Training covered key topics related to mental well-being at work, including posture, nutrition, heart health and communication. They also provided practical tips for maintaining a healthy mind both at work and at home.



A total of
1,532 participants
attended these talks.

HUMAN CAPITAL



REWARDING EMPLOYEES WITH COMPELLING BENEFITS

Benefits are an important part of our toolkit for building a pleasant workplace and productive business. They are a key component of a holistic compensation package to reward the hard work and dedication of Sunwayians. To attract, retain and motivate our talent, we offer a competitive and comprehensive suite of benefits that covers the well-being of our employees' health and finances, as well as their families.

WORK + LIFE INTEGRATION

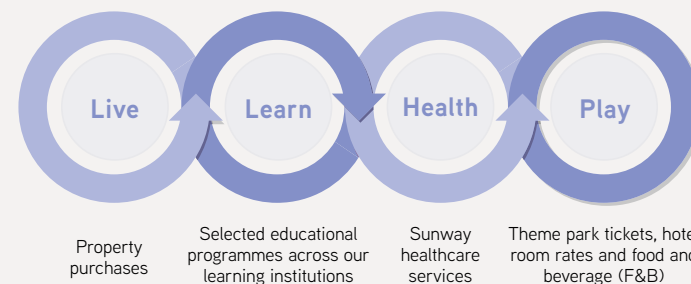
Employee Health Screenings



- Employee health screenings are available at the Group level and in selected business divisions.
- Confirmed executives of Sunway Berhad who have served for at least six months may undergo the Health Screening Programme on the following basis:
 - Below 40 years old: Once every two years
 - Above 40 years old: Once a year
- The Health Screening Programme is also extended to all confirmed non-executives of Sunway Berhad, depending on their age range and duration of service. They may undergo the Health Screening Programme once a year, and will be eligible to apply for subsequent health screenings one year from the date of their last health screening.

Staff Discounts

- We are a co-investor in our integrated communities, managing 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. We enable Sunwayians to live, learn, play and be healthy alongside members of our communities by offering them staff discounts on the following:



Kelab Sosial Sunway



A social club for Sunway employees that organises various activities, including:

- Blood donation drives
- Corporate social responsibility (CSR) activities
- Donation drives
- Health talks
- Sports and recreational activities
- Domestic and overseas holiday trips

In addition, the club offers discounts and subsidies on a range of essential goods, such as:

- Fresh vegetables from Sunway XFarms
- Pharmacy retail goods such as supplements, personal protective equipment (PPE) and hygiene products from Sunway Multicare Pharmacy

Perks@Sunway

- A comprehensive platform for all Sunwayians powered by the Sunway Super App.
- It features various benefits, such as points, rebates, discounts and exclusive events from merchants and vendors within the Sunway community.
- The eStaff ID feature was introduced to enhance the Sunwayian experience.
- We have deals posted on Perks@Sunway exclusively for our employees.



HUMAN CAPITAL



Flexible Working Arrangements

We offer flexible working arrangements, such as staggered hours, in line with the Flexible Working Arrangements Policy under the amended Employment Act 1995. This is not just to accommodate the varied needs of parents, guardians and caregivers among our employees, but also how we empower Sunwayians to find a work-life balance that suits them best.

FAMILY-FRIENDLY POLICIES

Working Mothers Support

- Our premises offer designated car parks and escort assistance for expectant mothers by security officers.
- Mother's rooms that are designed to support working mothers are available in our malls, education buildings, hotels, office (Menara Sunway) and hospital (Sunway Medical Centre).

Childcare Subsidy

- Sunway partially subsidises tuition fees for R.E.A.L. Kids Sunway, The Parenthood and Sunway Little Sunshine Childcare.
- This subsidy is available for up to two children per family for a maximum of RM250 per month per child.
- Childcare subsidies of up to RM3,000 annually are tax-exempted.

Sunway Little Sunshine Childcare Centre

- A flagship facility offering a nurturing environment for employees' children aged from two months to four years old.
- Conveniently and strategically located near multiple Sunway office buildings, the centre alleviates the stress and time constraints of finding reliable childcare by allowing employees to have their children nearby, enhancing their peace of mind and productivity.
- The centre is equipped with state-of-the-art amenities and staffed by qualified professionals who create a safe and stimulating environment for children to learn, play and grow.
- The centre's excellence has been recognised with the Parents' Choice Award for Best Baby & Childcare Centre for three consecutive years, from 2022 to 2024.

Care Support

- Sunway Sanctuary, our premier senior living facility located in the heart of Sunway City, is strategically situated just 69 metres, or a one-minute walk, from Sunway Medical Centre, ensuring immediate access to world-class healthcare services.
- Employees benefit from special rates on a range of services.

Leaves

- | | | |
|-------------------|---------------------------------|----------------------------|
| • Annual leave | • Medical/Hospitalisation leave | • Special leave |
| • Emergency leave | • No pay leave | - Parental/Childcare leave |
| • Maternity leave | • Prolonged illness leave | - Compassionate leave |
| • Paternity leave | | - Marriage leave |

ENHANCING EMPLOYEE EXPERIENCE

A positive employee experience correlates with improved satisfaction levels at work, driving organisational performance and success. At Sunway, we continue to set the benchmark for sustainable leadership, management and people practices, finding new and novel ways to engage with our employees more meaningfully.

Deepening Employee Engagement

We seek to engage with Sunwayians in a unified manner that aligns with our brand identity. Initiatives that embrace their lives inside and outside of work enable us to foster stronger relationships with our people, earning their trust. This encourages our employees to speak up, allowing us to better understand their needs and expectations and take measures to address them, creating a virtuous cycle of improving employer-employee relationships.

Life at Work Awards 2024

Clinching four accolades at the Life at Work Awards 2024, Sunway was among the top winners recognised for excellence in corporate sustainability and workplace practices — taking home the Best Organisation for the Public Listed Company category and the Talent Sustainability awards for the International Organisation/Public Listed Company category, as well as recognition in the Corporate Social Responsibility and Environmental Practices categories.



HUMAN CAPITAL

Wellness@Sunway



- The two-day event at Menara Sunway aimed to create a healthier and happier workplace.
- The event brought the four pillars of wellness to life and complemented our monthly health talk agenda.
- It featured health talks, activities, a marketplace, health screenings and vaccination drive, a career clinic and wellness booths.

MyVoice: Gateway to Real-Time Insights



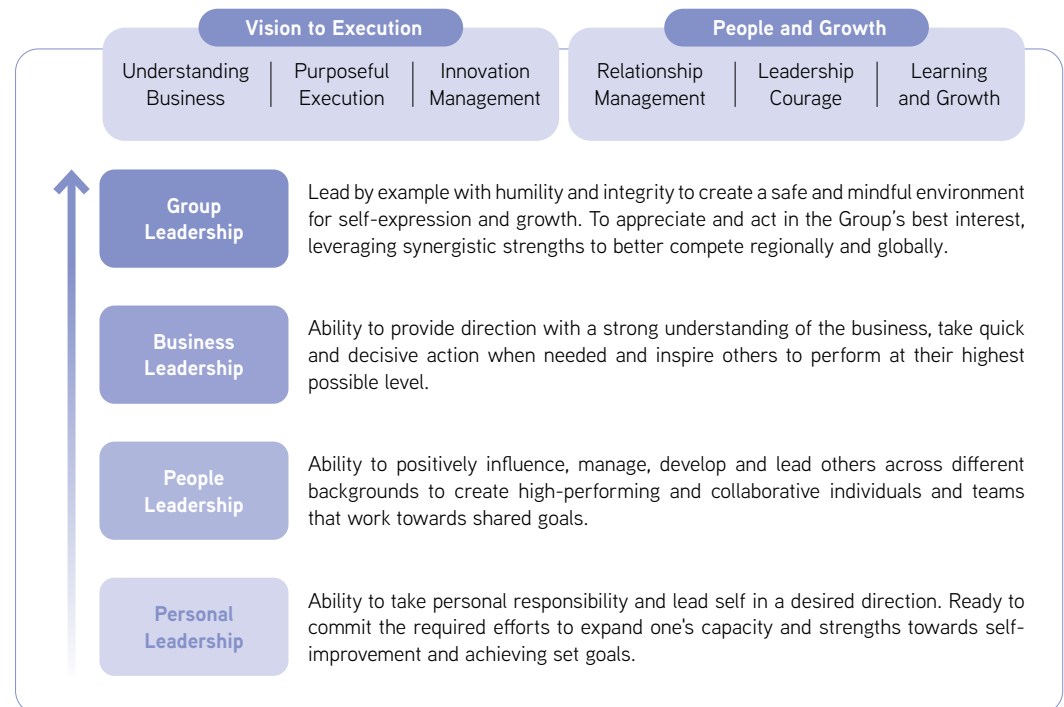
- In 2023, we launched MyVoice, an innovative employee feedback gathering platform that analyses previously-gathered feedback, giving us real-time insights into the dynamic needs and expectations of our employees.
- The platform allows us to develop prompt and actionable responses to employee feedback, giving them the confidence to speak up, provide their input in the group's decision-making process and drive positive change at the workplace.
- In 2024, we enhanced our employee listening strategy by introducing an onboarding survey. In addition, we developed personalised listening programmes for our business divisions that focus on engagement and effectiveness, as well as in-depth surveys.
- We sent out 21,481 Pulse invitations across all programmes. The Sunwayian Pulse engagement survey achieved an impressive 93% response rate, indicating a positive trend in employee engagement compared to previous years.
- We empower leaders and managers to access team results. With the platform's integrated analysis and machine learning insights, they can leverage resources to develop actionable steps and monitor ongoing progress.
- MyVoice reinforces our commitment to building an inclusive environment where all employees know their opinions matter.

Nurturing the Leaders of Tomorrow

Sunway is committed to the professional growth of its employees. We invest in learning and development programmes to enhance their skills and capabilities, while charting a clear career pathway for them that is supported by an effective feedback mechanism. Together, these approaches lay a foundation for their ongoing career progression. Expanding the capabilities, knowledge and expertise of our employees is vital to improving their confidence, motivation and satisfaction levels, leading to higher performance and productivity. In addition, a highly skilled workforce can better meet the evolving challenges of a dynamic business environment.

In 2024, most of our learning and development programmes focused on soft skills and technical and functional training, supplemented by digital skills programmes. As remote working and learning became more commonplace, the popularity of online learning among our employees also grew.

In 2024, we invested about **RM5,503,653** in learning and development programmes for employees.



HUMAN CAPITAL



CORE LEADERSHIP PROGRAMMES

The Sunway Leadership Centre has formulated several developmental programmes aimed at cultivating key leadership competencies that support the success of our transformation plans and goals for 2030 and beyond. These programmes cover eLearning, classroom-based learning and simulations, and updates will be shared with employees in subsequent communications. The rollout schedule has been made available in the monthly learning calendar disseminated by the Sunway Leadership Centre. In addition to these learning programmes, we encourage employees to undertake stretch assignments and projects that provide practical opportunities to develop these competencies.

We continue 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 people, especially during challenging times.

We also offer Knolskape programmes, which include four-hour virtual leadership learning sessions with simulations. These interactive programmes offer employees an engaging and practical way to develop leadership skills, simulating real-world scenarios to enhance learning and application.

For employees interested in self-paced online learning, we provide access to LinkedIn Learning which offers a vast library of courses covering a wide array of topics, including leadership, technical skills and personal development. This platform empowers employees to take charge of their growth by learning at their own pace and selecting courses tailored to their career aspirations.

These initiatives are part of our continuous effort to provide diverse and flexible learning opportunities that meet the evolving needs of our employees.

Since 2021, we have been providing sustainability training for our employees through the Introduction to ESG session, designed for Human Resources (HR) personnel from various business divisions across the Group. This initiative ensures that HR personnel are equipped to train executives and non-executives within their respective divisions. The programme aims to increase awareness of sustainability and ESG among employees. It covers a range of topics, including the 17 UN-SDGs, environmental impacts of business activities, importance of Occupational Health and Safety and Sunway's Code of Conduct and Business Ethics.

In addition to this programme, ESG principles are also integrated into the Sunway Corporate Orientation Programmes for New Employees (SCOPE), ensuring that new hires recognise ESG as a core element of Sunway. To make learning more engaging, we have introduced gamification elements, such as ESG board games, in SCOPE. These additions provide a fun and interactive learning experience to help new employees better understand ESG concepts.



Soft Skills Programmes

We strive to equip our people with the necessary technical and soft skills that enable them to stay agile in an evolving business landscape. Employees who are empowered with the knowledge to excel in their roles are more confident, innovative, engaged and motivated, becoming a major driving force of our performance and growth.

We continue to offer soft skills programmes to groom our employees through a holistic approach of learning and development. Our collaboration with Sunway Education Group enables programmes and courses to be conducted by professors from Sunway educational entities. Participants will learn interpersonal and communication skills through Effective Communicative English and Effective Business Writing, before advancing to digital programmes that include analytics, digital marketing, data visualisation and Internet of Things (IoT) fundamentals.

We collaborated with Sunway iLabs on the Young Innovator Bootcamp. In addition, we partnered with 42KL on programmes such as ChatGPT and Python Fundamentals. Both initiatives are highly hands-on, enabling learners to immediately apply their newly acquired skills in the workplace, enhancing the practical application and impact of the training.

Functional and Technical Training Programmes

Our employees are equipped with various core functional and technical training programmes to ensure that they know the latest industry knowledge in their specific areas. The programmes mostly consist of standard operating procedures and on-the-job training, including function-specific training for respective industries, enabling employees to adjust to the latest guidelines and operations within their functions. Online training programmes, which cover key compliance policies, assess the participants at the end of the training to evaluate their level of comprehension and compliance preparedness.

HUMAN CAPITAL



SUNWAY LEADERSHIP COMPETENCIES

In 2024, the Sunway Leadership Centre continued to roll out developmental programmes designed to help our workforce achieve the Sunway Leadership Competencies. These competencies were identified as necessary to support Sunway's organisational and transformational goals for 2030 and beyond, while also helping our employees thrive in the current volatility, uncertainty, complexity and ambiguity (VUCA) world.

The developmental programmes include eLearning, classroom-based learning and simulations that are shared with employees in communications following their sessions. We keep our people updated on the availability of classes through a monthly learning calendar shared by the Sunway Leadership Centre.

To complement their classroom lessons, we encourage employees to take on assignments and projects outside their current skillsets as practical opportunities to enhance their learning and development.

Core Functional and Technical Training Programmes



Safety & Health
Training



Customer Services
Training



ISO/Quality
Assurance



Microsoft
Training



Functional Specific
Training



Standard Operating
Procedures

Compulsory Annual Training on Mandatory Policies



Anti-Bribery &
Corruption Policy



Conflict of Interest
Policy



Code of Conduct and
Business Ethics



Personal Data
Protection Policy



Human Rights
Policy



Sunway
E-policy



Sunway e-OSHE
Policy



AVERAGE LEARNING HOURS PER EXECUTIVE

Total Learning Hours

274,768
hours

Per Employee



37.3
hours



By Employee Category

Senior Management



37.9
hours

Manager & Senior Manager



47.2
hours

Senior Executive & Assistant Manager



38.9
hours

Executive



33.3
hours



Employees who have received
training on anti-corruption

90.6%

Note: Includes contract and part-time staff

HUMAN CAPITAL



MANAGING OUR TALENT

High-performing employees are essential to developing a sustainable edge in business. We drive their performance through integrated people management practices, where we track the development of our talent pool and sustain their motivation and loyalty through a constructive employee evaluation process and competitive remuneration.

Our employees' performance is tracked on Sunway's MyPerformance platform. The platform offers managers insights into the career goals of their subordinates and allows employees to perform regular self-assessments prior to being evaluated by supervisors, business division heads and the President. MyPerformance also includes one-to-one sessions between managers and employees, while giving employees the chance to give feedback throughout the year.

Our key approaches to people management consist of:

- Reviewing salary structures yearly according to industry standards
- Keeping our total remuneration competitive and benchmarked against market performance
- Balancing performance bonuses, increments and benefits in our performance management strategy



MAINTAINING A STRONG TALENT PIPELINE

The overall success and sustainability of Sunway is highly dependent on a strong pipeline of talent. Investing in this pipeline ensures that we can tap into a steady stream of capable, high-performing individuals, building our resilience, adaptability and competitiveness. Initiatives to secure talent include offering job opportunities to the younger generation and cultivating their leadership qualities. We have implemented the Sunway Management Associate Programme, a structured, progressive, empowering and entrepreneurial training programme that seeks to identify and train future leaders of Sunway. In addition, we extend internships to students, allowing them to earn valuable hands-on experience and explore different career paths.

As part of our initiatives to support nation building and construct a talent pipeline within the organisation, Sunway has been actively engaging and recruiting TVET students. In 2024, we hired 230 interns and direct hires under the programme, apart from sponsoring 17 TVET students for their studies. We also strengthened our partnership with TVET institutions through signing a Memoranda of Understanding with three main institutions: Universiti Teknologi MARA (with over 34 campuses), IKTBN Dusun Tua and Politeknik Ibrahim Sultan.

To support the expanding responsibilities of our talent, we have implemented a comprehensive leadership development framework. Through strategic group-wide mobility initiatives, we consistently

broaden their professional experiences. Our commitment to talent development is reflected in our metrics: 80% of our talent have experienced career movements within the past three years, with 40% undertaking expanded roles or rotational assignments in 2024 alone.

Recognising the dual importance of cultivating future leaders while enhancing current leadership capabilities, the Group launched the Sunway LEADERISE Programme in 2024 in partnership with the Asian Strategy & Leadership Institute. This innovative six-month leadership initiative strengthens collaboration across business divisions while broadening our leaders' perspectives through distinctive modules. The programme features unique experiences, including Parliament visits, Protocol and Etiquette training and insights into Police Force leadership strategies. These elements are designed to foster meaningful public-private sector partnerships.

As a conglomerate deeply invested in nation building, this programme reinforces our commitment to developing leaders who will sustain Sunway's legacy of community development and social impact.

EMBRACING DIVERSITY

At Sunway, we view diversity as a strength, giving us access to fresh ideas and perspectives that reflect the multicultural landscape of our operations. We are committed to ensuring that diversity and inclusion is instilled in our workplace, and our Diversity and Inclusion Policy was designed with this goal in mind. We seek to inculcate an appreciation for differences in background and identities, foster a culture that prizes collaboration, flexibility and fairness, while promoting dignity and respect for all. In addition, we do not tolerate any form of direct or indirect discrimination, victimisation, intimidation, bullying or harassment in the workplace, as outlined in Sunway's Code of Conduct and Business Ethics Policy. This includes zero discrimination against race, religion, gender, age, disability and nationality.



In 2024, there were
ZERO cases of
discrimination reported.



Diversity and Inclusion Policy
<https://www.sunway.com.my/wp-content/uploads/2021/12/Sunway-Diversity-and-Inclusion-Policy.pdf>

As part of our commitment to the nation, the Group is also actively creating career opportunities for the community. As of 2024, Sunway Lagoon hired 19 retirees as Senior Park Ambassadors, while our hotels provided career opportunities for eight individuals with distinctive talents. We also put in place special job coaches to support the development of these unique talents.

UPLIFTING WOMEN LEADERS

As part of Sunway's commitment to promoting diversity and inclusion, the Group strives to give women more opportunities to lead within the organisation. We believe that they possess leadership qualities, the ability to motivate others and a spirit of teamwork, all of which contribute significantly to Sunway's overall success.

HUMAN CAPITAL

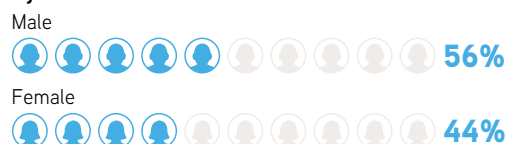


In 2024, we continued to meet the Malaysian Code on Corporate Governance's requirement of having more than 30% female Directors on our Board. In addition, we continue to grow our already significant proportion of female executives. We have also participated in LeadWomen and sent our female leaders to the six-month Women in Leadership (WiL) Programme. It aims to help them navigate complex career landscapes, encouraging them to identify and embrace the leader within as they strive towards work-life balance.

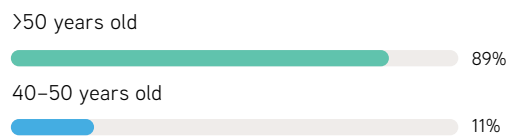
Sunway continues to prioritise local talents and in 2024, **97%** of our Senior Management were locals.

BOARD DIVERSITY (Gender and Age Group)

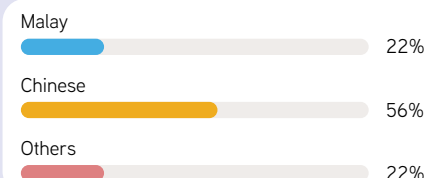
By Gender



By Age Group



BOARD DIVERSITY (Ethnicity)

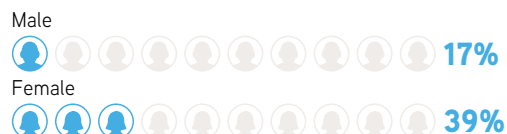


TURNOVER RATE

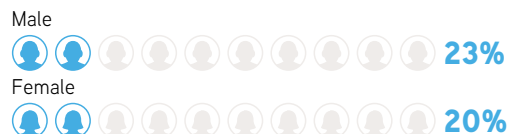
Total Turnover Rate:
1,926 (14.9%)

EMPLOYEE DIVERSITY (Gender and Age Group)

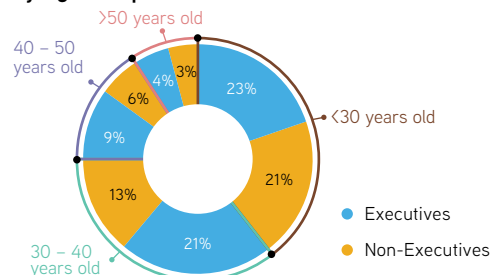
Executives



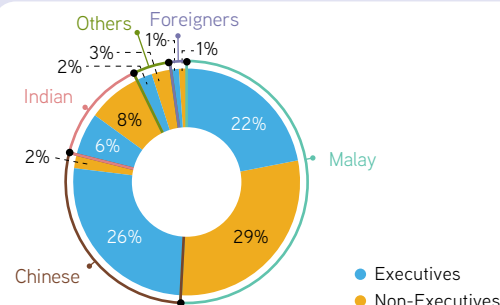
Non-Executives



By Age Group



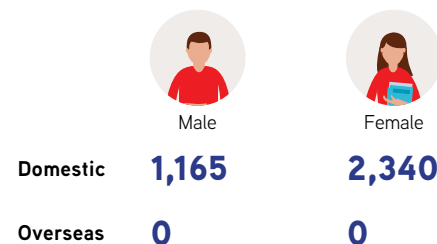
EMPLOYEE DIVERSITY (Ethnicity)



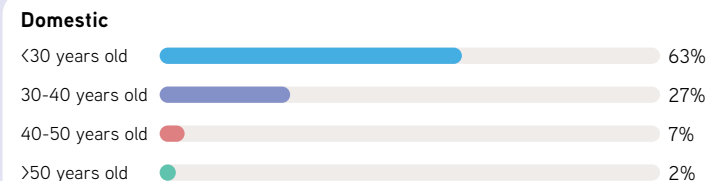
PAY AND COMPENSATION

Annual Mean Pay	RM99,400	Total Annual CEO Compensation to Total Median Compensation:
Annual Median Pay	RM70,200	128:1
Annual Highest Total Pay	RM6,148,800	Total Annual CEO Compensation:
Annual Lowest Pay	RM21,000	RM8,954,600

TOTAL NUMBER OF NEW HIRES (Gender and Region)



TOTAL NUMBER OF NEW HIRES (Region and Age Group)



Note: Sunway's employee data is derived from operations in Malaysia only. Domestic or local talent refers to Malaysians, while overseas talent refers to foreigners working at our Malaysia operations or entities.

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

IMPACT STORY



A COLLECTIVE COMMITMENT TO HEALTH AND SAFETY

Sunway's efforts in creating safe and sustainable workplaces for employees

To ensure safer and healthier workplaces for all, the government outlined its vision in the National Occupational Safety and Health Master Plan 2021–2025 (OSHMP25).

The national plan focuses on fostering compliance, adopting best practices, leveraging data for continual improvement and empowering people and leaders towards safer work environments.

The government's enhanced focus comes at a time when industries are increasingly prioritising employee well-being and sustainability in response to both regulatory requirements and rising stakeholder expectations.

For a Safer and Healthier Malaysia

In line with the goals of OSHMP25, the Occupational Safety and Health Act 1994 (OSHA 1994) was significantly amended, and enforced in June 2024, to cover all workplaces, impose substantially increased penalties and punishments for violations and introduce new duties of an employer, among others.

OSHA Amendments 2022

Item	Key Amendment
Scope and applicability	Extension of applicability to all workplaces, except domestic workers, armed forces and work on board ships.
Increase of penalties for breach	<p>Increased penalties and punishments for employers, self-employed persons, principals and manufacturers. Overall, the changes reflect a 900% increase in the maximum possible fine.</p> <p>For employers, self-employed persons and principals: from RM50,000 to RM500,000 [a 900% increase] For designers, manufacturers and suppliers: from RM20,000 to RM200,000 [a 900% increase]</p>
New rights for employees	Employees have the statutory right to remove themselves from imminent danger at work.
New duties for employers and self-employed person	Additional duties to develop and implement procedures for dealing with emergencies.

Similarly, the Environmental Quality (Amendment) Act 2024 (EQA) enforced in July mandates significantly stricter penalties, enabling decisive action to be taken against environmental offenders.

Deemed the most severe of environmental violations — water pollution and improper disposal of scheduled waste — the amended legislation stipulates fines ranging from RM50,000 to RM10 million and mandatory imprisonment of up to five years.

Key Amendments to the EQA

Section	Amendment	Obsolete	Updated
22	Restrictions on pollution of the atmosphere	Fine <RM100 k, or prison <5 years, or both	Fine RM10 k–RM1 million, or prison <5 years, or both
23	Restrictions on noise pollution	Fine <RM100 k, or prison <5 years, or both	Fine RM10 k–RM250 k, or prison <5 years, or both
24	Restrictions on pollution of the soil	Fine <RM100 k, or prison <5 years, or both	Fine RM50 k–RM500 k, or prison <5 years, or both
31	Power to require occupier to install, operate, repair, etc.	Fine <RM25 k, or prison <2 years, or both	Fine RM50 k–RM1 million, or prison <5 years, or both
32	Owner or occupier to maintain and operate equipment	-	Fine RM5 k–RM100 k, or prison <5 years, or both + RM1 k every day that the offence continues
33	Power to prohibit or control licensed persons from discharging, etc., of wastes in certain circumstances	Fine <50 k, or prison <5 years, or both	Fine RM50 k–RM1 million, or prison <5 years, or both
51	Regulation	Fine <RM100 k, or prison <2 years, or both	Fine <RM100 k, or prison <5 years, or both + RM1 k every day that the offence continues

Stakeholder Safety as a Priority

At Sunway, our strategic Occupational Health, Safety and Environment (OHSE) plan integrates core principles, including compliance, best practices, advanced reporting, people or talent development and leadership empowerment, into all operational aspects. Towards our vision of a generative safety culture by 2030, our OHSE strategy includes a five-year plan to instil self-regulation and achieve the highest level of safety maturity by 2030.

This journey is guided by the Safety Culture Journey framework which outlines five levels of safety maturity, namely pathological, reactive, calculative, proactive and generative.



The final level of safety maturity (generative) is achieved when safety is fully integrated into the organisation's culture, with all stakeholders autonomously advocating for and practising safety.

Our goal at Sunway is to reach this generative level, where trust, accountability and informed decision-making are inherent across all operations.

Collaboration and Engagement

Building a culture requires outreach and support from our stakeholders. In 2024, Sunway engaged with various professional bodies to share knowledge and learn alongside fellow OSH practitioners.

2024 External Engagements

- The senior management of several of our business divisions had a successful and fruitful OHS Dialogue Session with Selangor's Department of Occupational Safety and Health (DOSH) on 4 November 2024.
- Ms Khadijah Hussin from Sunway Property was invited by DOSH to share her experience with the newly introduced Construction Works Design & Management (CWDM) Regulations 2024 to an audience of different industry players.
- Mr Harcharan Singh from Sunway Building Materials Group was invited by DOSH to represent Malaysia and deliver a keynote speech at the ASEAN OSHNET Award in Singapore in September 2024.
- We were also invited by local universities to give career talks and OSH awareness sharing sessions, benefitting more than 1,000 students from UPM, UiTM and UNISEL to name a few.

To promote awareness while highlighting the importance of safety education and collaboration within our Sunway community, we organised a number of successful events throughout 2024.

We conducted our first Basic Occupational First Aid internal training session and successfully trained over 20 employees of Menara Sunway to be certified first aiders.

To identify areas of improvement in Menara Sunway facilities and encourage meaningful conversations around workplace safety and health, we initiated our first Senior Management safety walkabout led by Sunway Group President Tan Sri Dato' (Dr) Chew Chee Kin.

The Chairman of both the Group OSHE Council and Board of Sustainability Committee, Tan Sri Chew takes a proactive approach to reinforcing preventive safety culture by initiating our inaugural Occupational Health, Safety and Environment (OHSE) Week to promote awareness and engagement on OSHE topics.

OSHE Week 2024 Highlights

- We collaborated with several speakers to provide talks on occupational health topics, ranging from Automated External Defibrillator (AED) Awareness to The Art of Sustainable Weight Loss.
- We facilitated free health screenings and a blood donation drive during the event.
- We invited the Social Security Organisation (SOCSO) to present and share their data on commuting accidents.
- We held an e-waste recycling booth and invited a Department of Environment officer to address the issue on environmental pollution from improper e-waste disposal.
- We invited the DOSH to do a briefing on the newly amended OSHA 1994 for our stakeholders, which included our top management, OHS practitioners and coordinators from all business divisions and other relevant workers.

These initiatives reflect our commitment to integrating education, engaging employees and fostering collaboration to enhance a safety culture across all levels.

Guided by our strategic OHSE plan, we strive to empower our stakeholders to adopt health and safety principles, creating a more resilient environment where everyone contributes to a safe and thriving community.



Nurul Syuhada Abdullah
Sunway Group Occupational Safety,
Health & Environment




Scan the QR code to access this impact story online.

PROTECTING THE HEALTH AND SAFETY OF OUR PEOPLE

GRI 2-7, 2-8, 3-3, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10, 419-1

Creating a safe and healthy environment for our employees, contractors, visitors and other stakeholders enables Sunway to continue operating efficiently and productively, while fulfilling our sustainable development goals. Our Occupational Health, Safety and Environment (OHSE) Policy guides us on how to create a secure work environment, prescribing frameworks and measures that are proactive, systematic, empowering and consultative.

We strive to instil self-regulation on OHSE across our business divisions as part of the development of a generative safety culture within the Group by 2030. We aim to have our stakeholders embrace and promote health and safety principles and practices, cultivating a resilient environment where everyone contributes to building a secure and thriving community.

 Group Occupational Health, Safety and Environment Policy
<https://www.sunway.com.my/wp-content/uploads/2021/01/sunway-group-ohs-policy-2021.pdf>

STRATEGIC OHSE PLAN

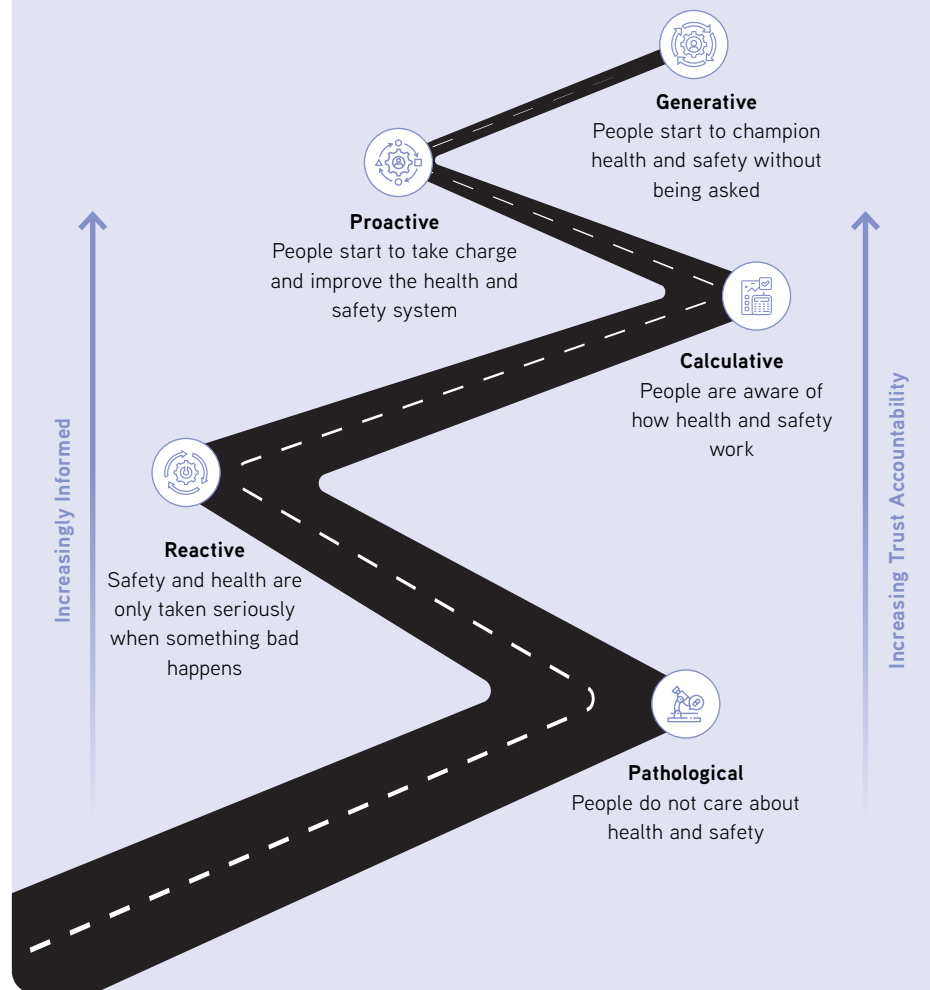
Health and safety considerations are important to ensure the smooth running of our businesses and operations. Thus, we strive to provide a healthy, safe and conducive workplace for employees, contractors, visitors and the general public. We continued to review 100% of the high consequence work-related injuries (HCWRI) and fatality cases in 2024, up from 80% prior to 2024, as advised by the Board of Directors. Besides enhancing our review process, we also reaffirmed our commitment to preventing occupational injuries and illnesses among our employees and other stakeholders through the adoption of the Occupational Safety and Health Master Plan 2021-2025 (OSHMP25). This national five-year strategic plan focuses on the following:



SAFETY CULTURE JOURNEY

by Professor Patrick Hudson

At Sunway, we adopted the Safety Culture Journey by Professor Patrick Hudson. By 2030, we aim to attain the generative level, where stakeholders take the initiative to advocate for health and safety practices.



PROTECTING THE HEALTH AND SAFETY OF OUR PEOPLE



UPHOLDING STRONG OHSE GOVERNANCE

We are committed to preventing occupational injuries and illnesses among our employees by managing risks in our operations and inculcating a culture of continuous improvement within our organisation. Sunway has implemented robust OHSE Management Systems (OHSEMS) in all our operational sites to identify, manage and mitigate risks effectively. The systems adhere to the Occupational Safety and Health (Amendment) Act 2022 and the Environmental Quality (Amendment) Act 2024, while containing elements of ISO 45001:2018. The systems ensure that we can continuously improve our processes and site safety measures.

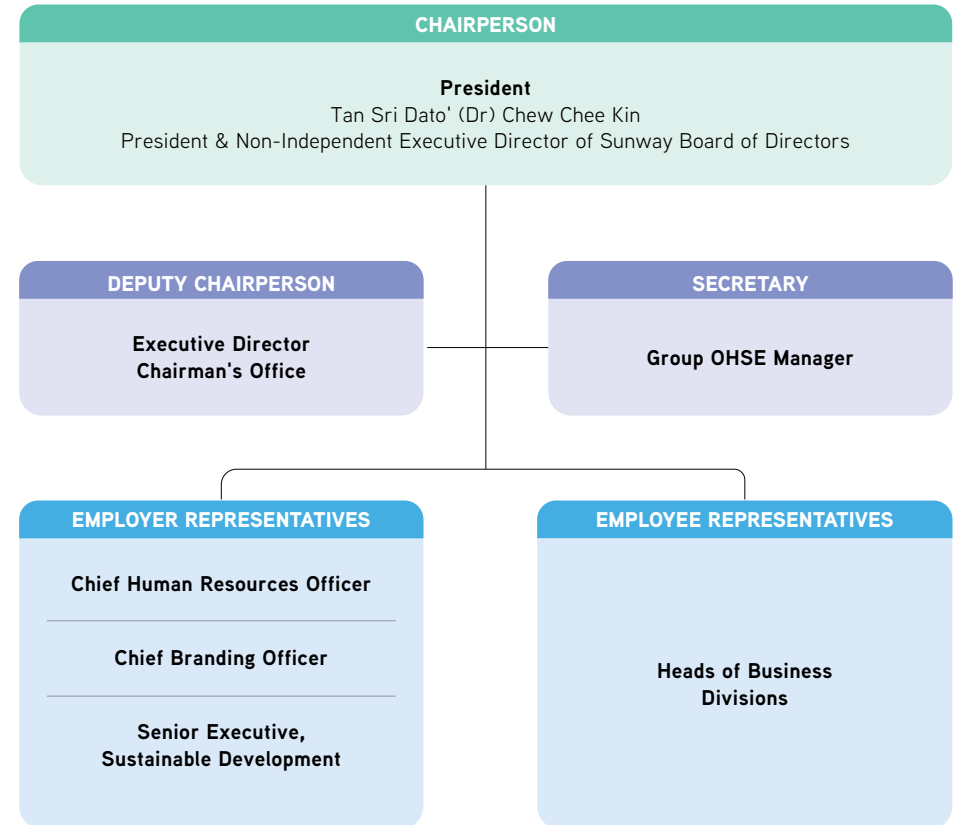
Sunway's Board of Directors oversees OHSE matters by setting the direction, objectives and targets and providing support for all business directions. The Group OHSE Council, chaired by Sunway's President Tan Sri Dato' (Dr) Chew Chee Kin, who is also a member of the Board Sustainability Committee, meets every three months to discuss and review OHSE matters, making the final decisions on OHSE issues at both the Group and business division levels.

The Board of Directors is supported by OHS Committees, set up in accordance with the Occupational Safety and Health (Safety and Health Committee) Regulations 1996. These committees are chaired by their respective heads of departments and comprise employee and employer representatives. The committees meet every three months, where they deliberate OHSEMS reviews, development and implementation. Employees who are not representatives may also attend the meetings to address OHSE-related matters. The minutes of these meetings are made available to all employees to keep them apprised of the latest OHSE developments within the Group and industry.

BUSINESS DIVISIONS' OCCUPATIONAL SAFETY AND HEALTH COMMITTEES

- Meet once every three months
- Chaired by Heads of Departments and comprise employer and employee representatives
- Encourage employee participation in the development, implementation and review of OHSE matters at the workplace

Group OHSE Council Organisational Chart

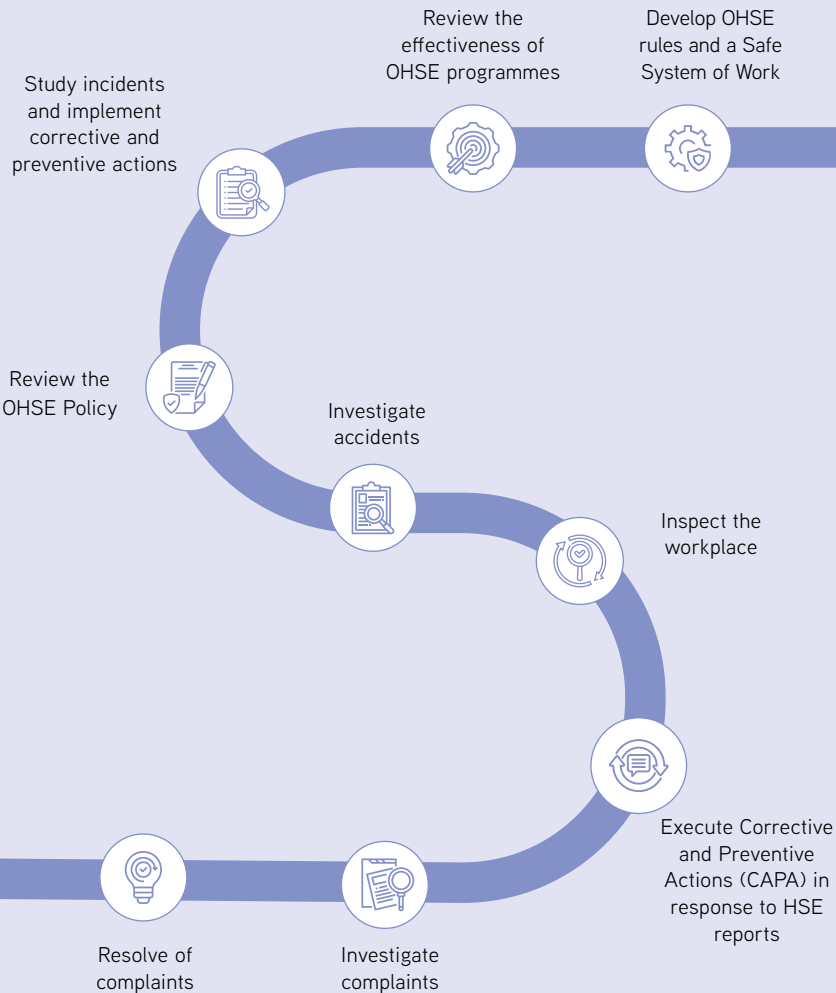


Note: The organisational chart is in effect as of 2025.

PROTECTING THE HEALTH AND SAFETY OF OUR PEOPLE

OHSE COMMITTEES' RESPONSIBILITIES

The key functions of the OHSE Committees are to:



REINFORCING WORKPLACE SAFETY AND HEALTH WITH OHSE TRAINING



OHS Induction Training

We organise and conduct OHSE-related training at both the central Group and individual business divisions levels. In 2024, we introduced a newly formatted online induction course, which is mandatory for all employees. All existing and new staff are required to complete the course, covering OHSE-related topics such as the responsibilities of employers and employees, hazard and risk identification and incident reporting.

In 2024, 811 employees participated in the OHSE online induction training



Group OHSE Auditors' Training

We continue to train our internal OHSE practitioners from various business divisions to become our internal OHSE auditors for 35 sites across Peninsular Malaysia. Our auditors are all trained as lead auditors for ISO 45001:2018. The audit focuses not only on compliance with the relevant health and safety legislations, but also conformance with the ISO 45001:2018 management system. Trainers and auditors were compensated through a reward system. The training programme is a continuation of the 2021 OHSE Competency Pool initiative which identifies potential OHSE trainers for knowledge-sharing across business divisions, benefitting their colleagues, trainers and the Group as a whole.



Annual Assessment

We conduct annual safety drills for our employees to evaluate their OHSE knowledge, reiterating the importance of integrating safety and health considerations and practices into their daily tasks.

PROTECTING THE HEALTH AND SAFETY OF OUR PEOPLE

Safety Training



Following the amendments to OSHA 1994 that took effect in June 2024, we engaged with DOSH to deliver an awareness talk on the changes made to the Act to our stakeholders, including our top management, OHSE Committees and OHSE practitioners across all business divisions. OSHA 1994 was amended to expand the scope and applicability of the Act to all workplaces in Malaysia, include mandatory risk assessments and appointments of OSH coordinators, increase maximum fines for non-compliance by ten times and empower employees to remove themselves from imminent danger at work if employers fail to act after being notified of the danger. In addition, OSHA 1994 also subsumes the Factories and Machinery Act (FMA 1967) which was repealed in tandem with the amendment to the OSHA 1994.

We continued making progress in increasing our competency pool. Some of the competencies we have sent our practitioners to be trained and certified in include:

- ISO 45001:2018 Occupational Safety and Health Management System
- Noise Risk Assessor
- Hygiene Technician 1
- Ergonomics Trained Person



In 2024, there was one incident* of non-compliance related to environmental and social laws and/or regulations in the area of occupational health and safety.

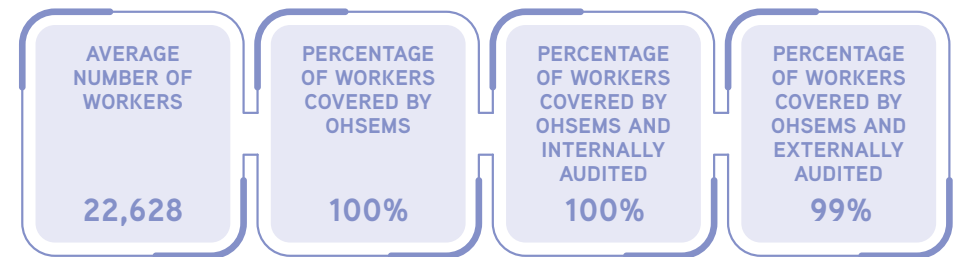
Note:

*The incident was associated with the working hours of contractors exceeding the permissible hours. We have taken corrective measures to address this incident and continue to improve our OHSE practices to maintain the health and well-being of our stakeholders.

HEALTH, SAFETY AND ENVIRONMENTAL STANDARDS

Our resolve to ensure the well-being and safety of our employees and stakeholders across all business operations is established in our Occupational Health, Safety and Environment (OHSE) Policy. The policy guides us on how to foster a safe and healthy workplace and establish processes to continuously improve our approach. In addition, it mandates our adherence to relevant regulations, such as OSHA 1994 (Amendment 2022) and EQA 1974 (Amendment 2024).

Our approach to safety is distilled into our OHSE Management System (OHSEMS), a holistic framework designed to protect 100% of our workers. In addition, we carry out internal and external audits regularly to ensure continued compliance with local and international regulations. The Group OHSE Corporate Audit started in 2023 to include all Sunway employees and contractors and has been ongoing since. Group OHSE Auditors skilled in OHS and certified Lead Auditors for ISO 45001:2018 OHSMS conducted cross-functional internal audits to verify compliance with OSHA 2022 across all Sunway sites.



Notes:

1. The number of workers includes employees, contractors and business partners and excludes part-timers and interns.
2. The data is compiled based on internal and certification audit procedures.

ENSURING ADHERENCE TO SAFETY REGULATIONS AND THE AUTHORITIES

We affirmed our commitment to safety standards by engaging third-party local entities to conduct external audits. These included the Malaysian Society for Occupational Safety and Health (MSOSH) for award audits, as well as certification bodies such as the Malaysian Society for Quality in Health (MSQH) and the Australian Council on Healthcare Standards (ACHS). We track our OHSE performance across all our business divisions through an internal dashboard that is updated every year.

The following business divisions are certified with

ISO 45001:2018 :

- Sunway Building Materials Group
- Sunway Medical Centre at Sunway City Kuala Lumpur
- Sunway Property
- Sunway Lagoon Theme Park

PROTECTING THE HEALTH AND SAFETY OF OUR PEOPLE



SUPPORTING OUR OHSE PROFESSIONALS

We empower our employees to foster a generative health and safety culture through easily-applied systems designed to prevent accidents, clear designation of roles and responsibilities, as well as ongoing training.

We take a proactive and preventive approach to safety, seeking to continuously improve our risk mitigation processes. Under the OHSEMS, our employees and contractors practise Plan-Do-Check-Act (PDCA), permeating safety and health considerations throughout their operations.

Job descriptions and delegation letters are carefully and clearly worded to convey OHSE accountabilities, management roles and responsibilities, making sure there are no gaps in the practice, oversight and promotion of health and safety at the workplace.

Finally, our people undergo professional training to enhance their competency and address any shortfalls in knowledge and skills, developing their overall capabilities. We began building an internal pool of OHSE competency in 2023, comprising practitioners with expertise in ergonomics, noise risk assessment and chemical health risk assessment. The pool is intended to promote the sharing of knowledge and skills across our business divisions.

Number of Employees Who Participated in OHSE Training

Year	2022	2023	2024
Number of OSH Coordinators	110	127	140
Number of Employees Trained	-	3,200	1,234
Number of Training Participation in Various OHS Topics	9,181	6,524	3,783

OSH COORDINATORS

OSH Coordinators (OSH-C) are trained and appointed to represent their business division's health and safety management. Their responsibilities include:

- Assisting employers on the implementation of necessary measures to safeguard workers' safety and health
- Conducting workplace inspections
- Reporting workplace accidents, dangerous occurrences and occupational poisoning/diseases to DOSH using forms JKPP 6, JKPP 7 and JKPP 8
- Conducting risk assessments of the workplace
- Carrying out instructions from employers regarding safety and health-related matters at the workplace

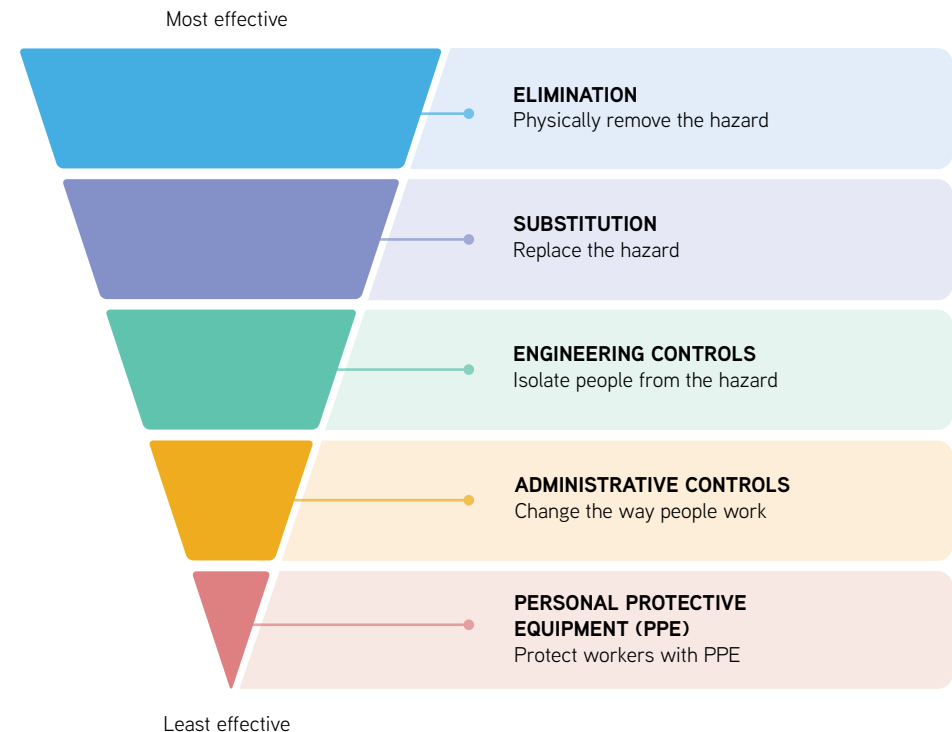
MITIGATING OPERATIONAL THREATS

Risk Identification and Assessment

To effectively manage operational risks, it is important that we establish a strong process for identifying and assessing risks. We actively identify risks and perform assessments across our business divisions before we undertake routine and non-routine activities, in accordance with the OHSEMS.

This involves determining the appropriate measures to minimise and prevent risks, prior to developing mitigation measures that are applied according to the hierarchy of controls. We conduct Hazard Identification, Risk Assessments and Risk Control (HIRARC) using accident statistics, site inspections, quarterly assessments and employee feedback. HIRARC is designed to identify work-related hazards that could cause high-consequence injuries and/or ill health.

Hierarchy of Controls



PROTECTING THE HEALTH AND SAFETY OF OUR PEOPLE



Group Incident Investigations Team

The HIRARC process is supported by a Group Incident Investigations Team, comprising experienced OHS practitioners from various business divisions. The team is tasked with investigating fatalities or high-consequence work-related injuries (HCWRI) thoroughly and professionally to identify the underlying causes of these incidents and recommend preventive measures. Their efforts include specific-task risk assessments, as well as ensuring that safe work procedures are established and implemented, training and supervision are improved and safety alerts are issued.

We are committed to ensuring that by 2030, the fatality rate does not exceed the first quadrant of the DOSH national fatality rate of 1.46 deaths per 100,000 workers. In 2024, we maintained zero fatalities. There were also no incidents of HCWRI.

The most common injuries among employees include injuries associated with machinery hazards and slips, trips and missteps. After applying the HIRARC process, we implemented remedies to reduce these incidents, including improving the current standard operating procedures (SOPs), organising relevant trainings and increasing supervision.

PROTECTING SUPPLIERS AND CONTRACTORS

At Sunway, all suppliers must follow our Sustainable Procurement Policy and Supplier Code of Conduct. The policy and code require, among other things, adherence to the relevant laws and regulations where we operate, such as the Employment Act 1995. We have added a clause to our procurement SOP which mandates that non-workers follow OHS rules to reduce the likelihood of health and safety incidents. We have also extended our health and safety standards to all third-party contractors at our workplaces, clearly communicating these requirements to them. These contractors must perform a risk assessment prior to starting any work and implement mitigation measures to eliminate or lower these risks. In addition, we monitor our contractors closely through the issuance of work permits and routine inspections by safety and security personnel at the relevant sites.

OCCUPATIONAL AND NON-OCCUPATIONAL HEALTH SERVICES

At Sunway, we take a holistic approach to the well-being of our employees to safeguard their mental and physical fitness for work. This is reflected in the comprehensive health services we offer that address both occupational and non-occupational health risks. In addition, our HR departments and OHSE Coordinators organise and facilitate programmes that deal with health issues, encourage good habits and practices and raise awareness about mental and physical health. These programmes are promoted to employees through email blasts and the HR portal.

HEALTH SERVICES PROVIDED FOR EMPLOYEES

Occupational Health Services

- Medical or health surveillance for chemical health risk assessment
- Return to Work programme
- Pre- and post-employment health examination
- Investigation of occupational disease/illness

Non-Occupational Health Services


- Fitness programmes, such as Zumba and badminton
- Provision of healthy lunch and snacks
- Employee Assistance Programme (EAP)
- Sunway-Rapid KL Good Run
- Mental and physical well-being awareness programmes – Virtual Health Talk, My Sunway Journey by GHR
- Long-term medical benefits



PROTECTING THE HEALTH AND SAFETY OF OUR PEOPLE

BEST REPORTING PRACTICES

We have implemented specific steps to report incidents across our operations that make it easier for employees to report hazards and incidents. Our Whistleblowing Policy grants our whistleblowers anonymity. In addition, it mandates that all reports are to remain private and confidential. Workers can remove themselves from any work situation with potential risks or hazards that may cause injury or ill health.

 Sunway Whistleblowing Policy & Procedures
https://www.sunway.com.my/wp-content/uploads/2022/04/Sunway-Whistleblowing-Policy-and-Procedures_240322.pdf

We remain fully committed to continuously upholding safety and health in the workplace, while also strengthening our proactive and preventive measures to prevent accidents in the future.

INCIDENT REPORTING AND INVESTIGATION PROCESS

Employee reports hazard and/or incident, either through an internal system or their safety coordinator.

An experienced safety professional investigates the report, performing a root cause analysis in consultation with Operations, HR and OHSE Committee members.

OHSE Committee members recommend risk mitigation methods that follow the hierarchy of controls for the identified hazard/incident.

Preventive and corrective measures are put in place.

The report is presented to the Management at the Group OHSE Council and Management review meeting.

The report is also submitted to DOSH as part of our commitment to complying with its incident reporting requirements.

SAFETY AND HEALTH PERFORMANCE

In 2024,

Number of hours worked

Employees

23,980,713
hours

Non-Employees

23,094,824
hours

Rates were

calculated based on

1,000,000
hours worked

	Employees	Non-Employees
Fatalities	0	0
High-consequence work-related injuries (HCWRI)	0	0
HCWRI rate	0	0
Recordable work-related injuries	50	2
Recordable work-related injuries rate	2.09	0.09
Lost Time Injury (LTI)	47	2
Lost Time Incident Rate (LTIR) ¹	0.39	0.02
Lost Time Injury Frequency Rate (LTIFR) ²	1.96	0.09

Notes:

¹ LTIR is based on 200,000 hours worked.

² LTIFR is based on 1,000,000 hours worked.

SPOTLIGHT ON THE FIRST EVER OCCUPATIONAL HEALTH, SAFETY AND ENVIRONMENT WEEK

Our inaugural two-day event on 28 and 29 May 2024 saw a dedicated crowd of safety practitioners from various business divisions come together at the Sunway Leadership Centre to focus on raising awareness about OHSE in the Group. This event included talks, booths and programmes that showcased safety, health and environment-related topics, such as:

- Automated External Defibrillator (AED) Awareness by Umedic Healthcare
- Commuting Accident by SOCSO
- The Art of Sustainable Weight Loss: Fix It, Lose It, Maintain It! by Diet Ideas
- E-Waste Management Talk by the Department of Environment
- Blood Donation Drive by Pusat Darah Negara
- Health Consultation Programme by Diet Ideas
- E-Waste Collection and Recycling by Meriahtek
- Booths that showcased safety - and health-related items, including personal protective equipment, healthy snacks and supplements, and information such as insurance planning



PROTECTING THE HEALTH AND SAFETY OF OUR PEOPLE



A GET-TOGETHER WITH OUR OHSE PRACTITIONERS

To appreciate OHSE practitioners for their hard work and contributions to their respective business divisions, Group OHSE organised an OHSE Practitioner Networking Lunch to celebrate safety and health milestones achieved over the years. The lunch gave these practitioners an opportunity to get to know their colleagues from other business divisions, while also developing a deeper understanding of and appreciation for their work. This fosters valuable and supportive connections among the practitioners to increase the sharing of knowledge and experience.

RECOGNITION FOR OUR OHSE PRACTITIONERS

Managing health and safety in a workplace can be a challenging task, as it requires constant legal compliance and the motivation to implement best practices. OHSE practitioners are vital to managing health and safety, coordinating audits and implementing OHS programmes at the sites. To recognise their efforts and contributions, Group OHSE organised a Group OHSE Appreciation event, where all OSH practitioners were invited to a celebratory dinner. At the event, awards were presented to business divisions that surpassed their competency standards in OHSE compliance based on the Group OHSE Corporate Audit 2023. Two additional awards were added to the recognition ceremony, namely OHSE Leader of the Year and People's Choice Award for OHSE Practitioner.

SAFETY AND HEALTH AWARDS

MSOSH Award

Sunway Medical Centre Kuala Lumpur was honoured at the 42nd Malaysian Society for Occupational Safety and Health (MSOSH) Awards in 2024. The awards are presented annually to companies that have been audited and demonstrated outstanding OSH performances. This award ceremony is intended to recognise organisations that have achieved commendable OSH performance through sound and systematic Safety and Health Management Systems. Award recipients are subjected to stringent documentation checks and site verification by a panel of qualified auditors before they are deemed worthy of receiving the award.

Sunway Medical Centre Kuala Lumpur

Award received: Gold Class I



NCOSH Award

The National Occupational Safety and Health Excellence Award is an annual event organised by the National Council for Occupational Safety and Health (NCOSH) to recognise organisations and individuals from various industrial sectors that excel in the safety and health management of their workplaces.

Sunway Integrated Properties Sdn Bhd

Award received: Winner under Real Estate Category



ASEAN-OSHNET Award

The ASEAN-OSHNET Awards signify the commitment of ASEAN to promote closer public-private partnerships for improving workers' well-being, safety and health in the region. Sunway Paving Solutions Sdn Bhd was recognised by the labour ministries of ASEAN Member States and DOSH for its excellence and best practices in promoting safety and health standards in the workplace. The company represented Malaysia as one of eight recipients of the Best Practice Award at the 5th ASEAN Occupational Safety and Health Network (OSHNET) Awards ceremony.

Sunway Paving Solutions Sdn Bhd

Award received: ASEAN-OSHNET Best Practice Award 2024

GOAL 4

INVESTING IN COMMUNITY INCLUSIVITY



CAPITAL



Financial



Social and Relationship

MATERIAL ISSUES

- Community Engagement & Social Impacts

ACTIVITIES

- Employee volunteerism
- Disaster relief programmes
- Awareness programmes
- Diverse cultural celebrations

VALUE CREATED

- Empowered and inclusive communities
- Contribution to nation-building



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

At Sunway, we strive to make a positive difference in the communities where we have a presence through our impactful #SunwayforGood initiatives. Our goal is to uplift the well-being of the underserved and underprivileged by implementing empowering programmes that promote the development of thriving communities. Through our investment in community inclusivity, we aim to build trust and establish deep connections with the people around us and cultivate a spirit of unity and common goals that contribute to the sustainable development of society.

GIVING BACK TO SOCIETY

GRI 3-3, 203-1, 203-2, 413-1, 413-2

At Sunway, we are committed to creating values that transcend generations and strengthen the communities we serve. We will continue our partnerships with non-profits, government agencies and local communities to enable us to deliver initiatives that address pressing societal needs while building a foundation for sustainability within Sunway.

In 2024,

Contributed more than **RM5.7 million**
to the communities we served

Contributed more than **RM3.2 million**
to not-for-profit organisations



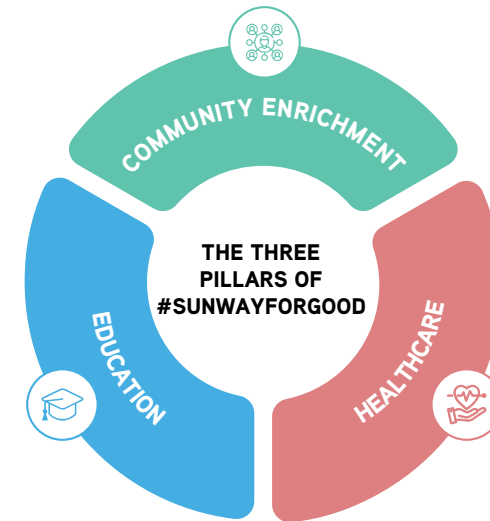
Impacted over
60,000 beneficiaries



Dedicated **6,152**
man-hours in volunteerism



1,100 volunteers involved in
our initiatives



EMPLOYEE VOLUNTEERISM

Sunway's volunteerism initiatives created a unique platform where professional excellence goes hand in hand with social responsibility. Through active community service, our employees are able to cultivate leadership capabilities, strengthen workplace bonds and reinforce our standing as an organisation that champions both business excellence and societal advancement.

Furthermore, the dedication of our #SunwayHeroes resonates across underprivileged communities as they spearhead #SunwayforGood initiatives in collaboration with Kelab Sosial Sunway. Our employees have transformed Sunway's vision and mission into tangible social impact through their steadfast commitment to sustainable community development.

Our #SunwayHeroes have dedicated more than
107,000 man-hours to volunteerism since 2015.

Volunteer hours

2024	6,152
2023	3,761
2022	3,977
2021	38,700
2020	18,474
2019	7,612
2018	16,801
2017	4,521
2016	3,535
2015	3,725

IMPACT STORY



BUILDING RESILIENT COMMUNITIES BEYOND CORPORATE RESPONSIBILITY

Fostering Resilient Communities Beyond Corporate Responsibility

Across the world, vulnerable and marginalised communities continue to face economic disparities, social inequalities and limited resources as well as opportunities. The effects of poverty extend beyond the personal experience of the individual or family itself, it impacts society as a whole and hampers overall economic growth.

The United Nations calls for governments and corporations across the world to implement stronger social protection systems by improving access to education, healthcare, food security and economic opportunities; central to breaking the vicious circle of inequality and deprivation.

For Sunway Group founder and chairman Tan Sri Sir Dr. Jeffrey Cheah, this is the heart of our corporate strategy and social responsibility.

"We firmly believe that no corporation can stand apart from the communities it serves. That is why most of our CSR projects are focused on helping the marginalised and, often, the forgotten sectors of society."

This conviction has guided Sunway through a wide range of corporate social responsibility (CSR) initiatives under the #SunwayforGood umbrella, addressing inequality at its roots, while anchored on three key pillars: Education, Healthcare and Community Enrichment.

A Hunger for Change

At the 2024 Sunway Meal Pack-a-thon, which marks 10 years since Sunway's partnership with Rise Against Hunger began, Tan Sri Sir Dr. Jeffrey Cheah highlighted a concerning statistic,

"In Malaysia, more than 20% of children below five years old are either stunted or undernourished, according to UNICEF."

This is a humbling statistic for a nation that seeks to join the ranks of developed and high-income countries. If Malaysia is to achieve its ambitious goals, we must ensure no child goes hungry.



Key milestones:

- Sunway's cumulative total surpassed **two million** meals packed since 2014.
- The 2024 Sunway Pack-a-thon saw **1,200** volunteers pack **500,000** meals in Southeast Asia's largest single-day meal-packing event.
- Additionally over **8,300** beneficiaries including Orang Asal families and refugees, were sustained.
- Since the initiative began in 2014, more than **30,000** volunteer hours have been clocked in through this initiative under the #SunwayforGood CSR umbrella.

Healthcare Without Borders

In the dense green depths of Borneo, People Living with HIV (PLHIV) are compounded by a trifecta of challenges: scarce clinics, expensive treatments, and HIV stigma.

To broaden our scope and advocacy in helping marginalised communities, we entered a long-term partnership with the Malaysian AIDS Foundation (MAF) to revolutionise remote access to healthcare with practicality and compassion. With RM1 million in annual funding, the MAF-Sunway Health Outreach for Everyone (HOPE) Borneo Project removes barriers to treatment by providing second-line antiretroviral therapies and travel subsidies for low-income patients.

Key milestones:

In 2024,

- **1,000** beneficiaries received critical support through Sunway HOPE
- The Red Ribbon Gala 2024 raised a record **RM2.8 million**, the highest ever in the gala's 15-year history.

Transforming Urban Communities

Sunway is also embarking on a long-term and multi-pronged project to address urban poverty and other quality-of-life issues through the Sunway Desa Mentari Community Development Programme (SDMCDP). In this research-driven programme, we aim to address the disparity of Desa Mentari, a low-cost housing area just two kilometres away from the affluent Sunway City Kuala Lumpur.

Guided by insights from a baseline study conducted with Sunway University, a series of programmes was developed to address the community's most pressing needs. Key initiatives include:

- **Back-to-School Programme** – Providing 1,174 children with school supplies and uniforms to ensure they return to the classroom with confidence.
- **Healthcare Outreach** – Bringing essential health screenings and preventive care to underserved residents.
- **Kafe Kak Ecah** – Sunway University students collaborate with local entrepreneurs to rebrand the café, boosting the business's visibility and supporting local economic growth.

A pilot community observatory will facilitate real-time tracking and continuous refinement of interventions, ensuring measurable and impactful interventions aligned with SDG 3 targets on combating communicable diseases.

With plans for a community learning hub, vocational training, and healthcare support, this initiative empowers Desa Mentari residents to drive their progress. Additionally, it provides policymakers with valuable insights into creating sustainable living environments aligned with the United Nations Sustainable Development Goals (UN-SDGs).

Collaborations That Drive Impact

Sunway recognises that meaningful progress for society requires collaboration. By working alongside non-profits, government agencies, and cross-industry partners, we enhance the effectiveness and reach of our CSR programmes. Our key partnerships include:

- **Prasarana and Subang Jaya City Council** – Our partnership in the **Sunway-Rapid KL Good Run** raised **RM430,000** to benefit five charitable organisations for a good cause, demonstrating the power of collective action in driving social impact.
- **Selangor Youth Community (SAY)** – We invested nearly **RM400,000** in 2024 to empower marginalised communities.
- **National Kidney Foundation of Malaysia (NKF)** – In 2024, we conducted health screenings for 28 Orang Asli communities, bringing the total to **50 communities** since 2022. This initiative also reached underserved populations nationwide, enabling early detection and intervention for chronic illnesses while promoting long-term well-being, healthcare access and economic stability for vulnerable groups.
- **Friends to Mankind** – Through the Sunway READ programme, we are bridging educational gaps and fostering nationwide development. We have already surpassed our goal of establishing 50 libraries by 2024 and will continue to uplift communities through education.



IMPACT STORY



A Culture of Volunteerism

CSR has always been part of Sunway's DNA, with our CSR success driven by the dedication of our staff, whose volunteerism embodies our commitment to social responsibility.

To ensure long-term continuity in our CSR strategies, we introduced a Volunteerism Guideline in November 2024. This guideline embeds community engagement within our organisation, encouraging employees to align their passions with corporate sustainability goals and advance the 17 UN-SDGs.

Volunteering has become a deeply personal way for many people to forge meaningful connections and rediscover purpose beyond their daily roles while reinforcing Sunway's commitment to sustainable and impactful growth.

Key Volunteerism Highlights:

- Employees are encouraged to contribute **up to 16 hours annually** to CSR initiatives.
- **Replacement leave** is provided upon prior approval.
- **Certificates of appreciation** are awarded to outstanding volunteers, fostering a culture of giving back.



By aligning personal passions, staff well-being, and corporate sustainability, Sunway transforms CSR into a shared mission that benefits individuals and communities alike. Our dedication goes beyond corporate responsibility – it is about creating lasting change where it matters most. Through meaningful collaborations across various sectors of society, we strive to uplift communities, open doors to opportunities, and build a future where no one is left behind.



Raphael Siah
Sunway Group Brand Marketing & Communications



Scan the QR code to access this impact story online.

GIVING BACK TO SOCIETY

HEALTHCARE

Community health and well-being remain central to Sunway's mission. We aim to build vibrant and resilient communities while driving sustainable development for generations to come via Sunway's targeted initiatives.



SUPPORTING THE UNDERSERVED COMMUNITIES

- Collaborated with the **National Kidney Foundation (NKF)** to promote kidney health awareness through basic health screenings and health consultations for those requiring immediate referrals to government hospitals.
- Assisted patients from low-income, self-paying and underinsured backgrounds to undergo robotic surgery at Sunway Medical Centre Velocity (SMCV) at a subsidised cost.
- Provided financial support to B40 patients at Sunway Medical Centre Penang (SMCP) who struggled with cancer treatment costs, ensuring they received a fixed discount to ease their financial burden.

RM239,369

ENHANCING COMMUNITY HEALTH



SUNWAY MEDICAL CENTRE (SMC), SUNWAY CITY

- Collaborated with **Pusat Aktiviti Warga Emas Subang Jaya (PAWE SJ)** to promote healthy living among senior citizens during the Global Day of Parents and International Day of Older Persons Celebrations.
- Organised a **World Health Day event** to promote awareness of non-communicable diseases (NCDs) through health talks, complimentary screenings and interactive activities.
- Collaborated with **Sin Chew Media Corporation Berhad** to raise awareness of cancer, scoliosis and diabetes while providing free health screenings for the attendees.
- Organised monthly community outreach programmes across multiple locations, offering the residents complimentary health screenings and consultations.

SUNWAY MEDICAL CENTRE VELOCITY (SMCV)

- Partnered with **Prudential PruTechno Agency** and the **Federation of Private Medical Practitioners Associations Malaysia** to promote health awareness, free screenings, specialist consultations and emergency care education.

SUNWAY MEDICAL CENTRE PENANG (SMCP)

- Organised health screening events to promote community health, offering free checks for blood pressure, glucose, cholesterol, BMI and physiotherapy evaluations to help attendees understand their health status better.
- Supported the **Program Larian Kami Anak Penang 2024** on 16 November by providing an ambulance, first aid services and free health screenings to ensure participant safety and raise awareness on preventive healthcare.

GIVING BACK TO SOCIETY

SPONSORSHIP TO EXTERNAL PARTIES

- Sponsored the **Malaysian AIDS Foundation's (MAF)** initiative to provide access to medical care for HIV patients in Sabah and Sarawak.
- Sponsored the **Malaysian AIDS Council** for the AIDS Council Conference in Germany.
- Sponsored **Sunway's limited edition canvas tote bags** as door gifts for all those attending the 2024 Malaysian AIDS Foundation Red Ribbon Gala fundraiser event.
- Sponsored the event venue for **Program Minggu Kesedaran Penyakit Malaria Sempena Sambutan Hari Malaria Sedunia Peringkat Negeri Pulau Pinang 2024** on 24 July to support the local government and raise awareness about malaria.
- Sponsored **Sepeda Amal Borneo**, an annual charity cycling event organised by the Malaysian Medical Association, where 20 cyclists rode over 800km from Miri to Kuching from 28 July to 3 August to raise RM500,000 for Program ROSE, an initiative to provide screening and raise awareness cervical cancer awareness across Kapit, Miri, Bintulu, Kuching and Puncak Borneo.

RM775,500



BLOOD DONATION INITIATIVES

- Collaborated with public hospitals, government sectors and external parties to organise blood donation drives throughout the year to ensure a steady supply for hospitals and clinics.

10

Sunway premises across Office and Healthcare business division participated in this initiative, collecting

786

bags of blood



GIVING BACK TO SOCIETY

EDUCATION

Education is key to a sustainable future and one of the cornerstones of Sunway's community transformation strategy. We are committed to empowering future generations to pioneer positive change and to cultivating resilient communities that thrive across generations.

SUPPORTING A CONDUCIVE LEARNING ENVIRONMENT



- Collaborated with Mattel to provide Autisme Starter Kits and toys to **Early Autism Project Malaysia** for individuals from B40 families.
- Improved the learning environment at **NASOM Butterworth** by refurbishing priority areas and supporting efforts to increase awareness of Autism Spectrum Disorder (ASD) among the general public.
- Sponsored a 75-inch Smart TV to SK Ladang Pendas to enable interactive digital learning opportunities for students from B40 families.
- Provided Sekolah Pendidikan Khas Nur Azalea with essential learning materials, including printers, A4 paper, books and stationeries.

RM34,940

SUPPORTING THE UNDERSERVED COMMUNITIES

- Raised RM6,000 for Sekolah Kebangsaan Pendidikan Khas Jalan Peel to purchase essential school and sports supplies for the students.

ENCOURAGING LITERACY

- Collaborated with The Oxford & Cambridge Society Malaysia on the **Sunway-Oxbridge Essay Competition**, sponsoring cash prizes for winners across two categories.
- Partnered with **Friends to Mankind** to establish 15 libraries at schools and orphanages primarily serving individuals from B40 communities. Also, equipped them with new books from diverse literature to encourage reading and improve literacy amongst the community members.

RM179,886

BACK-TO-SCHOOL INITIATIVES



- Sponsored school essentials for 2,057 students from B40 families at SK Sungai Rual, SMK Jeli, SK Ladang Pendas, students identified by **ADUN Sg Acheh in Penang**, students from the **Desa Mentari community**, as well as students from **Kechara Soup Kitchen's Food Bank programme**, ensuring they have the necessary uniforms, shoes and stationery to kickstart their school session.

RM191,109

GIVING BACK TO SOCIETY



COMMUNITY ENRICHMENT

Sunway continues to forge meaningful relationships between townships and surrounding communities. In 2024, we continued to oversee and implement targeted initiatives that enhance community vitality while tackling varied societal needs to ensure our development aligns with our sustainability goals.

CRISIS RELIEF EFFORTS

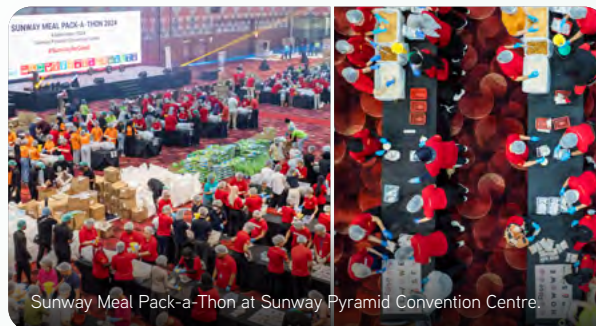
- Donated RM1,000,000 to the **Ihsan Madani initiative** through the Implementation Coordination Unit (ICU) of the Prime Minister's Department to support flood victims nationwide.
- Donated RM65,000 to the **Malaysian Red Crescent Society** to provide hygiene kits, towels, and blankets for flood victims in Johor and Kedah.



PROVIDING SUSTENANCE



Sunway Hotel Big Box supported the 'Feeding the Needy' initiative by MAH & SHF.



Sunway Meal Pack-a-Thon at Sunway Pyramid Convention Centre.

- Supported an initiative by the **MAH Johor Chapter and Social Hero Foundation (SHF)** to provide daily food packs to individuals living below the poverty line in Johor.
- Distributed rice packs to individuals at Masjid Kampung Talang and donated rice packs to families through Masjid Abu Ubaidah Al-Jarrah.

Collaborated with **Rise Against Hunger Malaysia** to pack 500,000 nutritious meals for 8,333 individuals from seven vulnerable groups in Malaysia and Timor Leste.

List of NGOs involved:

- Rise Against Hunger Malaysia
- 4 X 4 Relief Malaysia
- Sahabat Orang Asli (Ipoh)
- Rotary Club USJ
- Rotary Club Bandar Utama
- Rotary Penang Straits Club
- The Lost Food Project
- KENYANG @ Ipoh

RM824,138

CONTRIBUTING TO NGOS / ASSOCIATIONS / BODIES

We extended our support to various organisations through cash sponsorships, venue provisions and programme funding, focusing on youth development, civil service organisations, educational publications and sports events for differently-abled athletes and science awards.

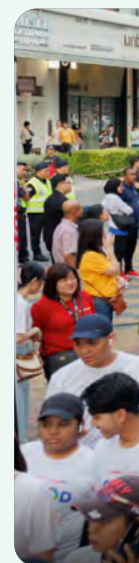
List of beneficiaries:

- Selangor Youth Community (SAY)
- The National Cancer Society of Malaysia
- Kiwanis Club of Johor Bahru

- Police Administrative and Civilian Staff Union (PACSU)
- MCPF Shah Alam
- Berita Kesatuan Pekerja Bomba Dan Penyelamat S.M.
- Kelab Polis Diraja Kontijen Selangor
- SK Ladang Pendas
- Tunku Laksamana Johor Cancer Foundation
- Malaysian Association for the Blind
- Kesatuan Pegawai Kastam Semenanjung Malaysia
- Persatuan Sukan dan Rekreasi Orang Kurang Upaya Kuala Lumpur
- SJK(C) Cheah Fah

- Johor Deaf Sports Association
- Malaysian Federation of the Deaf
- Mahathir Science Award Foundation
- Yayasan Asiaworks Selangor dan Wilayah Persekutuan
- Kelab Bolasepak Pendas Baru

RM542,495



GIVING BACK TO SOCIETY



FULFILLING THE DREAMS OF CHILDREN IN NEED



We partnered with **Make-A-Wish Foundation and Children Wish Society** to fulfil wishes for five children facing critical illnesses:

- ⌚ Supported Ana Raisha, a child with Aplastic Anaemia, in her first-ever theme park visit to Sunway Lagoon.
- ⌚ Hosted Nur Izzati, a 5-year-old with Posterior Fossa Ependymoma, at Sunway Lagoon for a memorable family day.
- ⌚ Organised a royal mermaid-themed celebration at Surf Beach for Ayra, a 9-year-old with Stage 4 neuroblastoma, featuring a coronation ceremony by Royal Patron Tengku Zatahah Idris.
- ⌚ Arranged a visit and two-night stay at Sunway Lost World of Tambun and the Sunway Lost World Hotel for Muhammad Rifqi, providing him and his family with precious final memories before his peaceful passing.
- ⌚ Supported Nur Maryam Ameena, a 1 year and 7-month-old with Juvenile Myelomonocytic Leukaemia, in fulfilling her wish to visit Sunway's Lost World of Tambun and stay at the Sunway Lost World Hotel.



NURTURING COMMUNITIES LIVES



- ⌚ Organised a charity run for Sunway's 50th Anniversary, attracting 10,004 runners across four categories, with proceeds distributed to five beneficiaries, including **UNICEF and The National Cancer Society** of Malaysia.
- ⌚ Supported township communities with funding for local activities, including gotong-royong, exercise programmes and community gardens.
- ⌚ Sponsored 237 individuals from Pertubuhan Kebajikan Harapan Baru, Rainbow Children's Home, Rumah KIDS, Praise Emmanuel Children's Home, Pertubuhan Kebajikan Anak Yatim Mary and Kriyalakshmi Charitable Society to Sunway's Lost World of Tambun.
- ⌚ Distributed 1,500 meals to visitors and devotees during Thaipusam in George Town.
- ⌚ Recycled used plastics into an artful cultural display with the help of Pertubuhan Kebajikan dan Perkhidmatan Sosial (PSPK) EcoHub to empower the individuals at PSPK and raise awareness of recycling.
- ⌚ Donated 150kg of toilet rolls to What A Waste, a social enterprise, for distribution to their identified beneficiaries.
- ⌚ Transformed used cooking oil into scented candles to be sold at Santa's Bake Shop. All proceeds from the sale went to Trinity Children's Home.
- ⌚ Donated 101kg of used bar soaps from Sunway Resort Hotel to a non-profit organisation to recycle into new products.
- ⌚ Participated in a tree-planting activity at the Food Forest together with Project M.A.R.S to contribute to environmental sustainability.

RM754,318

GIVING BACK TO SOCIETY



FESTIVE DELIGHTS FOR THE UNDERSERVED

RM771,588



Chinese New Year Cheer 2024 at Sunway Lost World of Tambun

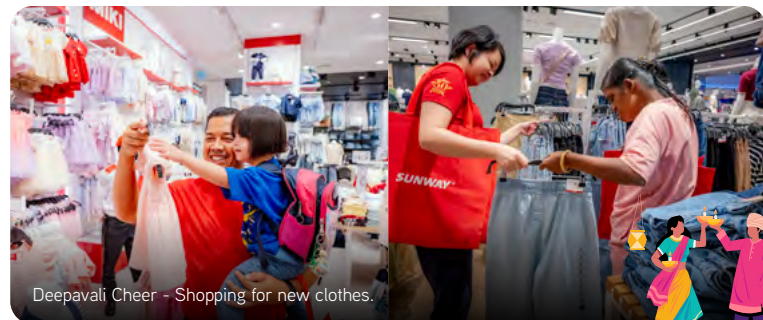
Chinese New Year and Mid-Autumn Festivals

- Hosted Chinese New Year Cheer 2024 at Sunway Lost World of Tambun for underprivileged children to participate in festive celebrations.
- Fulfilled over 100 wishes from shoppers both online and in-person at Sunway Velocity Mall.
- Assisted in the renovation of the Salvation Army Kindergarten located at Taman OUG, including structural repairs and facility upgrades.
- Purchased 400 handcrafted baskets from Johor Area Rehabilitation Organisation for shoppers to redeem during Chinese New Year.
- Visited the elderly residents at Taman Sri Orkid Old Folks Home to celebrate Chinese New Year with the residents.
- Collaborated with Ti-Ratana Home to organise and host Mid-Autumn Festival celebrations at Sunway Velocity Mall for underprivileged children to participate in a reunion feast.



Christmas

- Collaborated with Better Vision and Miss Tourism International to support the Autistic Spectrum Disorder (ASD) Society by providing free eye check-ups and fulfilling wish list items for children from Popular, Parkson and Home's Harmony.
- Invited children and caretakers from Trinity Children's Home to a specially curated buffet dinner at Sunset Terrace, Sunway Resort Hotel, in conjunction with the 2024 Christmas Tree Lighting Ceremony. Donated to the home after selling candles made from used cooking oil.



Deepavali Cheer - Shopping for new clothes.

Deepavali

- Organised Deepavali Cheer to provide new clothes for children from homes and B40 families.
- Provided wardrobe shopping, dental check-ups at KL Dental, dinner at Dave's Deli and treats from Châteraisé for children from Pertubuhan Kebajikan Lindungan Ikhlas KL.



Ramadan and Hari Raya



Raya Cheer

- Collaborated with five (5) external parties to provide festive meals, Raya clothing and essential supplies to 10 communities across five (5) states in Peninsular Malaysia.
- Hosted and provided meals for children and caregivers from Praise Emmanuel Children's Home at Sunway Resort Hotel.
- Distributed 700 packets of bubur lambuk to motorists along Jalan Putra and 550 packets to community members at nearby government buildings and mosque during Ramadan.
- Partnered with Hop On Hop Off KL for a Buka Puasa cheer event, bringing together 80 children and their caregivers from Rumah Kasih Harmoni Paya Jeras and Rumah Anak-Anak Rahoma.
- Donated two (2) cartons of Chipsmore cookies to Sekolah Kebangsaan Pendidikan Khas Jalan Peel for their Buka Puasa event.
- Hosted a Buka Puasa event for children from Tahfiz Ar-Rayan at Pendas Cafe to share the spirit of Ramadan.
- Sponsored Masjid Al-Husna to prepare buka puasa meals for the B40 communities surrounding the mosque.

GIVING BACK TO SOCIETY



SUNWAY FOOD BANK

RM493,772

Total Beneficiaries: 13,805



Groceries for the Communities

- Collaborated with Red Crescent Society Johor Bahru and National Kidney Foundation to provide dry groceries to the orang asli communities in Selangor, Johor and Kelantan.
- Collaborated with Persatuan Kebajikan Alahendran Love & Care and Malaysian Red Crescent Society Johor Bahru to provide groceries for families in Pahang and Johor.
- Supported Kechara Soup Kitchen initiatives to provide groceries for low-income households and single-parent families facing severe food insecurity in Peninsular Malaysia.

Sunway Food Back Cheer Initiatives

- Collaborated with the Malaysian Red Crescent Society and Majlis Pengurusan Komuniti Kampung Penang to sponsor groceries and grocery boxes for families across Perak and Penang during Chinese New Year.
- Collaborated with Masjid Al Madinah USJ 18, Persatuan Kewajipan Warga Murni and the Malaysian Red Crescent Society Johor Bahru to sponsor groceries for families, orphanages and senior homes during Ramadan.
- Collaborated with the Malaysian Red Crescent Society Johor Bahru, Persatuan Kebajikan Thirumular Malaysia and Kechara Kitchen to provide groceries to children's homes and families in Selangor, Pahang and Johor during Deepavali.



Sunway Food Bank at Kampung Pendas Baru, Gelang Patah

GOAL 5

UPHOLDING TRANSPARENCY AND DELIVERING EXCELLENCE



Upholding transparency is crucial in fulfilling our environmental, social and governance (ESG) commitments, as we remain true to our core value of Integrity. We nurture a positive compliance culture and good corporate governance across all of our business divisions and operations.

121	Delivering Excellence through Transparent Economic Practices
126	Inculcating a Strong Governance Culture
128	Conducting Business Responsibly

CAPITAL



Financial



Intellectual



Social and Relationship

MATERIAL ISSUES

- Ethical Business Conduct
- Risk Management & Regulatory Compliance
- Data Privacy & Cybersecurity
- Business Performance
- Brand Awareness & Reputation
- Economic Performance

ACTIVITIES

- Economic value generated and distributed
- Sustainable investment and financing
- Code of conduct and business ethics
- Board policies
- Corporate policies
- Sustainability policies
- Risk management
- Cybersecurity and data governance
- Customer satisfaction survey

VALUE CREATED

- Shared prosperity and robust economic growth
- Equality in progress
- Ethical society with integrity
- Resilience against cyber risk
- Maintaining good product & services' quality and safety



- Transformation 6: Digital Revolution for Sustainable Development

DELIVERING EXCELLENCE THROUGH TRANSPARENT ECONOMIC PRACTICES

GRI 3-3, 201-1, 203-1, 203-2

Sound financial practices are essential to building long-term value while supporting our sustainability goals. Our focus on transparency enhances our disclosures across the key areas of economic performance, environmental stewardship, community initiatives and workplace well-being. This approach underscores our endeavour to operate and grow responsibly.

ADVANCING TRANSPARENT ESG REPORTING AND PERFORMANCE

We anchor disclosure practices on a robust ESG framework, which enables us to measure our progress against established local and international reporting standards and ESG rating tools. Clear communication on our ESG performance serves as a bridge to addressing stakeholder priorities and building lasting trust as we prioritise transparent reporting. Our strong performance in ESG ratings across credible and global indices, which informs and shapes the progress of our sustainability practices, demonstrates the efficacy of our approach.

 For more information on our ESG ratings, refer to page 18 of this report.

CONTRIBUTING TO ECONOMIC GROWTH

As a responsible corporate citizen, we create job opportunities and support economic growth in our communities. Our focus on strategic asset management and value sharing with stakeholders helps us build long-term resilience. We achieve strong economic results by aligning our business strategy with market needs, implementing sound financial management practices and leveraging technological innovation to stay relevant and fulfil customers' demands. Our growth is fuelled by identifying new opportunities, employing robust risk management techniques and expanding our market presence across diverse regions and demographics.

The effectiveness of our approach is evident in our remarkable performance, with the Group achieving a record-high revenue of RM8 billion in 2024.

DIRECT ECONOMIC VALUE GENERATED

SUNWAY

Sales Revenue
RM8 billion

ECONOMIC VALUE DISTRIBUTED

Employees
(Salaries and other staff costs)
RM1,015 million

Government
(Corporate taxation)
RM243 million

Providers of capital
(Dividends)
RM358 million

Providers of capital
(Finance costs)
RM369 million

Providers of capital
(Minority interests)
RM128 million

Purchases of goods
and services
RM5,376 million

ECONOMIC VALUE RETAINED

Reinvestment and growth
(Depreciation and amortisation)
RM144 million

Reinvestment and growth
(Income retained by the Group)
RM923 million



For more information on the Economic Performance, please refer to Sunway Berhad's Integrated Annual Report 2024

DELIVERING EXCELLENCE THROUGH TRANSPARENT ECONOMIC PRACTICES



SUSTAINABLE FINANCING

Sustainable financing refers to the process of embedding ESG considerations into business decision-making and investment strategies, allowing an organisation to grow responsibly in the long term. ESG investments continue to grow worldwide, with assets under management (AuM) projected to exceed US\$50 trillion by 2025.

In June 2024, the Green, Social, Sustainability and Sustainability-linked (GSSS) bond issuance globally reached US\$5.7 trillion, including US\$636 billion in new issuances during the first six months. Green bonds dominate this market with a 60% share of total issuances, while ASEAN+3 markets contribute a significant 20% to this financial landscape.^{1,2}

In Malaysia, the country's sustainable financing sector has seen continued progress, marked by significant growth in Sustainable and Responsible Investment (SRI) funds and green sukuk issuances. By the end of 2023, the country recorded 68 SRI funds worth RM7.7 billion³, demonstrating the increasing adoption of ESG principles in investment strategies.

At Sunway Berhad, we stay true to our focus on ESG principles by consistently collaborating with financial institutions to identify opportunities for sustainability-linked loans or financing for our projects. This has enabled us to create sustainable value and work closely with our stakeholders towards our sustainable goals.

¹ <https://thedocs.worldbank.org/en/doc/dacb969cc71f53abde2d2758f1cc13ed-0340012024/original/GSSS-Quarterly-Newsletter-Issue-No-8.pdf>

² <https://www.adb.org/news/sustainable-bond-market-posts-strong-growth-asean3-economies>

³ <https://www.sc.com.my/annual-report-2023/strengthening-the-sustainability-and-competitiveness-of-the-capital-market/facilitating-esg-through-the-capital-market?>

OUR CURRENT PROGRAMMES

SUSTAINABILITY-LINKED FINANCIAL INSTRUMENTS

Since 2022, Sunway Treasury has collaborated with Sumitomo Mitsui Banking Corporation on a sustainability-linked loan (SLL) and subscribed to a sustainability-linked derivative volume programme with CIMB Bank Berhad. The initiatives have continued to drive ESG performance through specific sustainability performance targets (SPTs). In 2023, Sunway Treasury expanded the SLL with Standard Chartered Saadiq Bank.

The SPTs for the programmes span the following indicators:

Key Performance Indicators	2024 Targets		
	Sumitomo Mitsui Banking Corporation	CIMB Bank Berhad	Standard Chartered
ENERGY EFFICIENCY Building Energy Intensity (BEI) reduction for Sunway Malls ¹	276 kWh/m ² /year	Tier 1: ≤ 287.1 kWh/m ² /yr Tier 2: > 287.1 kWh/m ² /yr & ≤ 290.82 kWh/m ² /yr	-
RENEWABLE ENERGY Increase annual renewable energy generation	12 GWh	Tier 1: ≥ 13,000 MWh Tier 2: < 13,000 MWh, ≥ 12,500 MWh	12 GWh
WASTE DIVERSION Increase waste diversion from landfills	-	Tier 1: ≥ 10% Tier 2: ≥ 8% & < 10%	-
WATER USE INTENSITY Reduce water use intensity for managed assets	-	Tier 1: ≤ 2.32m ³ /m ² Tier 2: > 2.32m ³ /m ² , ≤ 2.36m ³ /m ²	-
EMPLOYEE LEARNING HOURS Increase the average learning and development hours of employees	-	-	41.8 hours

The 2024 performance is as such: 286 kWh/m²/year in energy efficiency¹, 12,933 MWh in renewable energy, 9% waste diversion, 2.46 m³/m² water use intensity, and 37.3 learning hours per employee.

Note:

¹ Sunway Pyramid Shopping Mall, Sunway Carnival Shopping Mall, Sunway Velocity Mall, Sunway Putra Mall

DELIVERING EXCELLENCE THROUGH TRANSPARENT ECONOMIC PRACTICES



SUSTAINABILITY SUKUK

We are committed to sustainable financing and attracting investors who prioritise ESG principles. In 2022, the sukuk wakalah programme and Sustainable Financing framework, launched by Sunway Healthcare Treasury and Sunway South Quay, earned prestigious 'Gold' rating from the Malaysian Ratings Corporation (MARC).

In 2023, Sunway Property launched a Sustainable Financing Framework for Sunway Velocity Three – a 5.5-acre residential leasehold development with a GDV of RM1.2 billion. The proceeds were channelled to eligible projects evaluated against the criteria listed in the framework that was rated 'Silver' by MARC.



COLLABORATION WITH FINANCIAL INSTITUTIONS

Since 2022, Sunway Property has partnered with several financial institutions to offer sustainable financing to customers who purchase green-certified properties from Sunway. These customers are able to enjoy preferential end-financing rates and fast lane approval from Public Bank Berhad, Standard Chartered Bank Malaysia and Alliance Bank.

We also inked an MoU with UOB Malaysia in 2023 to jointly accelerate our shared mission of net zero carbon emissions by 2050. The partnership has allowed us to integrate sustainable financing solutions, infrastructure and technologies into Sunway's various business divisions, facilitating capacity-building programmes, scaling sustainability initiatives and addressing Scope 3 emissions.

IMPACT SUMMARY OF SUNWAY PROPERTY'S SUSTAINABILITY SUKUK

No.	Eligible Project	Type of utilisation	Status	Green Certification	Amount Allocated
1	Sunway Square - Office Tower 2	New project	Under construction	<ul style="list-style-type: none"> • LEED – Gold • GreenRE - Platinum (Provisional Cert) 	RM300 million
2	Sunway Square - University Campus and Sir Jeffrey Cheah Performing Arts Centre	New project	Under construction	GreenRE – Gold (Provisional Cert)	RM132.4 million
3	Sunway Velocity Three	New project	Under construction	GreenRE – Gold (Provisional Cert)	RM264 million

Total amount allocated for

- Sunway South Quay Sdn Bhd **RM432.4 million**
- Sunway Velocity Three Sdn Bhd **RM264 million**

Note: The amount allocated as of December 2024

SUSTAINABILITY SUKUK IMPACT SUMMARY



Energy efficiency

- LED lighting and motion sensor control lighting
- Energy-efficient lifts and escalators
- Renewable energy
- Centralised chiller plants - District Cooling System*



Water efficiency

- Low-flow sanitary fittings
- Rainwater harvesting system for irrigation
- Water usage and leak detection monitoring system

*Only applicable to Sunway Square.



Environmental practices

- Sustainable products - Green Tag-certified/ Eco Label
- Sustainable practices during construction and occupancy stage
- Accessibility and connectivity to facilities and public transport



Indoor environmental quality

- Low-VOC paint for interior walls and ceilings
- Air filtration media provisions for AHUs

IMPACT STORY



DELIVERING EXCELLENCE: SUNWAY MEDICAL CENTRE'S COMMITMENT TO QUALITY CARE

Sunway Medical Centre, Sunway City Kuala Lumpur (SMC), Malaysia's largest private quaternary hospital, is renowned for its unwavering commitment to delivering exceptional healthcare. As the flagship hospital of Sunway Healthcare Group, SMC integrates advanced medical technology, state-of-the-art facilities and a highly skilled team of healthcare professionals to ensure the best possible care for its patients.

Commitment to Quality Healthcare

Ensuring quality healthcare is at the core of everything we do. We continuously invest in cutting-edge medical technology and cultivate the expertise of our multidisciplinary team to provide a comprehensive range of specialised services. From oncology and cardiology to orthopaedics and women's health, our goal is to meet the diverse healthcare needs of our patients.

Our pursuit of excellence has earned us several prestigious accreditations, including the Joint Commission International (JCI) from the United States. Notably, SMC is the first hospital in Malaysia to achieve three major hospital-wide accreditations: JCI, the Australian Council on Healthcare Standards (ACHS), and the Malaysian Society for Quality in Health (MSQH). These recognitions affirm our commitment to global healthcare standards.

We have also been recognised on the international stage. For two consecutive years (2024 and 2025), Newsweek has ranked us among the top 250 hospitals worldwide in its World's Best Hospitals ranking. Additionally, Newsweek has placed us on its Best Specialised Hospitals Asia Pacific list for two years (2023 and 2024). Our dedication to excellence has also been acknowledged with the Hospital of the Year in Malaysia award at the Healthcare Asia Awards for three consecutive years since 2022.





Most recently, SMC was honoured in Newsweek's inaugural Asia's Top Private Hospitals 2025 ranking, where we were recognised as the top hospital in Malaysia for four out of five key procedures: knee surgery and knee replacement, shoulder surgery, cataract surgery, and eye refractive surgery. We also ranked second for cataract surgery, and the third for refractive eye surgery in Asia. Furthermore, we secured top 10 positions in Asia's rankings for hip surgery and hip replacement (6th), knee surgery and knee replacement (6th), and shoulder surgery (10th). These accolades reaffirm our dedication to providing the highest quality care while continuously evolving to meet the needs of our patients.

Environmental Responsibility and Social Well-being

Beyond providing exceptional medical care, we take our environmental and social responsibilities seriously. At SMC, we actively implement energy-efficient technologies, waste reduction strategies, and water conservation initiatives throughout our facility. By choosing biodegradable and reusable materials and encouraging patients and visitors to bring their own bags, we are committed to reducing our reliance on single-use plastics.



Scan the QR code to access this impact story online.

The various health and wellness programmes we organise for the broader community reflect our commitment to social well-being. In 2024 alone, we hosted 18 events, including the Wesak Day Community Outreach, SunMed Health Carnival, and International Day of Older Persons. These initiatives and our ongoing health outreach programmes, enabled us to provide care to over 6,000 underserved individuals last year.

Investing in People and Innovation

At SMC, we believe that a thriving workforce is essential for delivering outstanding patient care. We prioritise continuous training and professional development, ensuring that our staff remains at the forefront of medical advancements and the best practices.

Innovation is also at the heart of our approach. By embracing digital health technologies such as cloud-based healthcare information systems, electronic medical records (EMR), telemedicine, and advanced diagnostic tools, we enhance the efficiency, accessibility, and personalisation of patient care. These innovations not only improve patient outcomes but also streamline our operations for better overall efficiency.

Looking Ahead: A Vision for the Future

As we look to the future, our vision for SMC remains clear—to uphold our commitment to excellence in healthcare and drive meaningful advancements in patient care. We will continue to shape the future of healthcare in Malaysia and beyond, making a lasting impact on the well-being of our patients and the communities we serve.



Dr Seow Vei Ken
Chief Executive Officer, Sunway Medical Centre

INCULCATING A STRONG GOVERNANCE CULTURE


GRI 2-19, 2-23, 2-24, 2-27, 3-3, 205-1, 205-2, 205-3, 206-1, 406-1, 418-1

We are committed to growing responsibly by upholding the values of good business ethics and inculcating a resilient corporate culture. This encompasses complying with the Group Standard Operating Procedures (SOPs) and enhancing our governance standards, compliance and procedures by leveraging technology and innovation.

EMBEDDING GOOD GOVERNANCE AND COMPLIANCE

Sunway adheres to established laws and regulations, implementing group standards and operational procedures that embed ethical practices into daily operations. This safeguards our business growth by mitigating financial, legal and operational risks.


The Group's Code of Conduct and Business Ethics sets forth clear operational standards, providing a framework that guides employees to uphold high ethical practices in their daily tasks, professional relationships and business interactions. The holistic policy extends across key operational areas, including sustainability, health and safety, anti-bribery and corruption, non-discrimination and internal procedures. It ensures that ethical principles are firmly integrated into every aspect of our organisation.

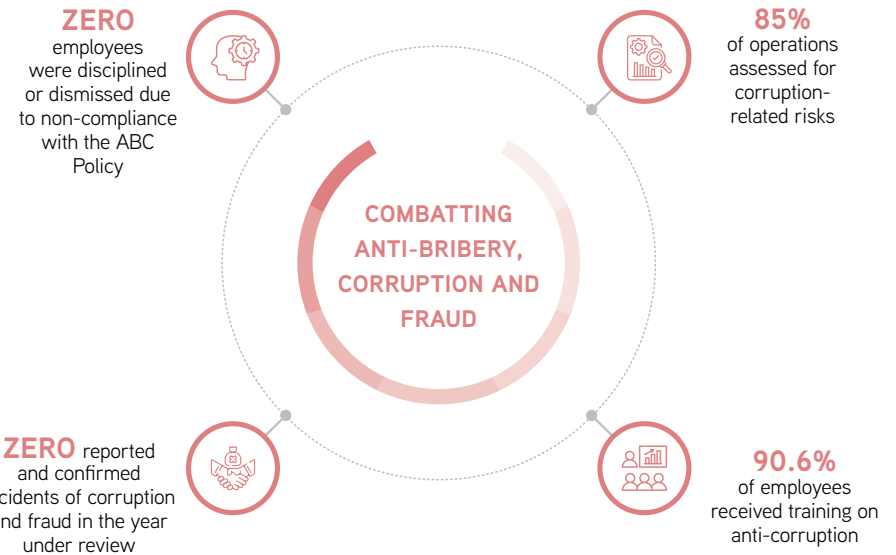
 Sunway Berhad Code of Conduct and Business Ethics Policy:
https://ir2.chartnexus.com/sunway/doc/cg/CCBE%20Policy_Final.pdf

COMBATTING ANTI-BRIBERY, CORRUPTION AND FRAUD

We uphold a zero-tolerance approach to bribery and corruption. Our robust framework to combat bribery, corruption and fraud builds on comprehensive systems aligned with our Code of Conduct. We implement it through specific bribery, corruption, money laundering and whistleblowing policies. The Anti-Bribery and Corruption (ABC) Policy is communicated to all our directors, business partners, senior management and employees across the organisation through multiple platforms, including our induction programme and corporate website. Training related to the ABC policy and procedures are mandatory. It is provided through online learning and e-modules to increase understanding of anti-bribery and anti-corruption practices, regulations, and compliance.

The Board, which an Anti-Bribery and Corruption Task Force supports, oversees the Group's ABC Policy. The task force ensures that the ABC Policy and procedures are implemented efficiently across the organisation. As part of the implementation process, every business division must submit quarterly reports on bribery and corruption risk assessments to Group Risk and Compliance (GRC) Department.

 Sunway Berhad Anti-Bribery and Corruption Policy:
<https://www.sunway.com.my/wp-content/uploads/2021/12/Sunway-Anti-Bribery-and-Corruption-Policy.pdf>



The GRC department is responsible for reporting and addressing any suspected fraud according to its fraud response plan and procedure to prevent fraudulent activities within the organisation. Furthermore, Sunway employees must uphold high standards of ethics, integrity and professionalism in their daily tasks to minimise legal risk, fines or penalties to demonstrate their commitment to the Group ABC Policy.

We remain firm in our zero-tolerance stance towards bribery and corruption. We are pleased to report that there were no legal cases related to bribery and corruption involving Sunway in 2024. We will continue strengthening our commitment through ongoing reminders, awareness initiatives and training programmes for employees, vendors and suppliers.

INCULCATING A STRONG GOVERNANCE CULTURE

ADVANCING CYBERSECURITY AND DATA PROTECTION

In today's digital world, where technology shapes business competition and growth, we harness innovation to stand out in the market. At Sunway, our digital systems strengthen how we work and serve our clients, using advanced data analysis, connected systems, improved productivity tools, cost management and quick market responses. As we expand our digital capabilities, we know robust security must grow alongside our business.

We comply with the Personal Data Protection Act 2010, as outlined in the Sunway Compliance Manual. The Group Chief Information Officer (CIO) at Sunway Digital Hub oversees our cybersecurity strategy. The CIO brings valuable insights as a member of the PIKOM CIO Chapter and PIKOM Cybersecurity User Group. The CIO keeps the Board informed about cybersecurity strategies, new implementations and potential risks, ensuring we remain vigilant about cybersecurity risks across our operations.

Sunway Digital Hub is certified with ISO 27001:2013 Information Security Management Systems (ISMS). This enables us to adopt high standards in legal, physical and technical controls in information risk management. The Digital Hub undergoes internal and external ISO 27001:2013 audits annually to ensure the progress of our cybersecurity is in tandem with the planned objectives.

We protect our systems by regularly conducting assessments, including phishing simulations and an annual disaster recovery simulation test that assesses the effectiveness of each recovery phase. In addition, we continue to raise awareness by keeping our employees informed through monthly newsletters and training sessions. We maintain open communication channels for quick incident reporting and response, supported by everyone's active participation in securing our systems. Employees can directly report cybersecurity incidents to Group Cybersecurity. We promptly address all feedback regarding information security to ensure effective management of concerns while maintaining high-security standards.

In 2024, there were **ZERO**

- reported cases of cybersecurity
- substantiated complaints concerning breaches of customer privacy or loss of customer data



POLICIES

BOARD POLICIES

- Economic Sanctions Compliance Policy
- External Auditor Policy
- Fit and Proper Policy
- Policy on Selection and Assessment of Members of the Board of Directors and Board Composition
- Remuneration Policy for Directors and Senior Management

CORPORATE POLICIES

- Anti-Bribery and Corruption (ABC) Policy
- Anti-Money Laundering, Countering Financing of Terrorism and Countering Proliferation Financing Policy
- Diversity and Inclusion Policy
- Whistleblowing Policy & Procedure
- Code of Conduct and Business Ethics Policy

Our Policies: <https://www.sunway.com.my/investor-relations/corporate-governance/>

SUSTAINABILITY POLICIES

- Biodiversity Policy
- Climate Change Policy
- Green Building Policy
- Green Township Policy
- Group Sustainability Policy
- Group Occupational Health, Safety and Environment Policy
- Human Rights Policy
- Pollution Policy
- Resource Use Policy
- Sustainable Events Management Policy
- Sustainable Procurement Policy
- Volunteerism Guidelines
- Waste Policy
- Water Management Policy

MANAGING RISK EFFECTIVELY

Sunway Berhad's risk management plan is an essential tool that proactively identifies and navigates potential risks, streamlines costs and bolsters our reputation. This approach safeguards the business from financial loss and ensures its continued prosperity. Our risk management framework complies with the ISO 31000:2018 Risk Management Guidelines, allowing us to incorporate Enterprise Risk Management (ERM) into our key business activities, initiatives and processes.

In addition, we have developed a comprehensive Group-wide approach to non-compliance procedures to demonstrate our commitment to compliance. This approach enables us to investigate and resolve any identified instances of non-compliance, supported by detailed reports on confirmed claims or incidents. Recognising the importance of keeping internal stakeholders well-informed, we proactively share the Group's goals, targets and policies with the Board and employees via our corporate website, training sessions and induction programmes.

For more information on Enterprise Risk Management, refer to Sunway Berhad's Integrated Annual Report 2024.

CONDUCTING BUSINESS RESPONSIBLY

GRI 3-3, 416-1, 416-2, 417-1, 417-2, 417-3



Our comprehensive quality control systems ensure exceptional product and service delivery, strengthening stakeholder confidence while maintaining our position as an industry leader in responsible business practices.

Sunway Berhad's Property Development division employs the Sunway Quality Merit System (SQMS) to evaluate workmanship quality via systematic sampling of active trades during main building construction. A stringent benchmark score of 80% or above remains mandatory for each project, covering structural work, architectural elements, and M&E installations. Such meticulous standards led to completed projects in 2024 to achieve an average score of 84% in the Construction Industry Development Board's (CIDB) Quality Assessment System in Construction (QLASSIC), an independent assessment based on the Construction Industry Standard (CIS) 7. Additionally, the Quarry division implements quality management through an integrated Quality Assurance and Quality Control (QA/ QC) reporting system for plant operations and performance metrics. Laboratory personnel use the web-based platform to document test results and generate reports.

PRODUCT LABELLING

Our product labelling protocols strictly adhere to regulatory standards, while customer education programmes enhance informed product utilisation.



Compliance

Product certification processes maintain rigorous compliance with international and local industry standards.



Traceability

Product traceability measures incorporate complete manufacturing data, including serial numbers and production dates.



Communication

Product specifications are communicated via detailed brochures, supplemented by technical presentations and facility visits. Customer feedback mechanisms remain integral to our product development cycle.

ZERO incidents of non-compliance concerning:

- Health and safety impacts of products and services
- Product and service information and labelling
- Marketing communications

ESTABLISHING CUSTOMER SATISFACTION

We measure customer satisfaction to elevate our service and product offerings. Our established feedback channels across business divisions provide valuable market insights, enabling us to advance product innovation that meets evolving market needs.



PROPERTY DEVELOPMENT

91% Net Promoter Score

Innovation drives our customer relations and business productivity at Sunway Malls. To this end, Sunway Berhad's Customer Engagement Hub at Sunway Malls integrates generative AI-powered chatbots to optimise response efficiency. We have also enhanced our RetailTECH system for streamlined asset management and maintenance protocols, centralising tenant communications, compliance monitoring, facility inspections and operational announcements. Our retail division conducts annual sentiment analysis through Sunway Mall's Customer Relationship Management (CRM), gathering quantifiable data from mall visitors to measure satisfaction metrics.



RETAIL

79% Customer Satisfaction

We leverage the MySunwayProperty web portal to provide customers with comprehensive project information and management tools. Our integrated platform enables key collection scheduling, property document access, defect reporting and billing reviews. Customers receive exclusive rewards while contributing valuable feedback through our digital channels. Social media engagement and toll-free support services further complement this.



HOSPITALITY

90% Customer Satisfaction

Guest satisfaction metrics are monitored via feedback mechanisms, including dedicated hotel surveys, TripAdvisor reviews and the Global Review Index by ReviewPro, an internationally recognised benchmarking tool for hospitality reputation management.

CONDUCTING BUSINESS RESPONSIBLY



OFFICE

98% Tenant Satisfaction

Our office management team uses an advanced mobile application for streamlined service request management, enabling tenants to submit and track requests within our established service level agreement parameters. We designed our digital platform to ensure efficient processing and resolution of tenant needs across our office management operations.

We measure tenant satisfaction through multiple engagement channels, incorporating our Sunway Community App, internal communications protocols, QR code systems and direct tenant consultations. Our evaluation metrics encompass facility maintenance standards, amenity management effectiveness and service delivery performance. We also gather feedback on tenant needs, services, and property management to ensure continuous improvement of our services.



LEISURE

We maintain rigorous standards at our theme parks, prioritising exceptional guest experiences that align with our Best Day Ever service commitment. Furthermore, our comprehensive attraction portfolio integrates seasonal promotional initiatives that ensure sustained delivery value while maximising guest engagement throughout the operational calendar.



HEALTHCARE

91% Patient Satisfaction Index

Sunway Medical Centre launched a mobile application to streamline patient appointment management and deliver essential hospital information. Our digital platform provides comprehensive medical service listings, promotional programmes, and educational health resources.

Our Healthcare division's customer service unit operates a robust Feedback Management System for patient and visitor communications. We maintain prompt response protocols, implementing targeted action plans to address received feedback systematically.

Our customer service department employs the Customers Experience Management Platforms for Insights and Actions (CEMPIA) for systematic feedback tracking. Our corporate communications team oversees Google Review monitoring, while dedicated service personnel manage customer engagement via email, corporate website and whatsapp queries.



BUILDING MATERIALS

The Building Materials division maintains an internal evaluation framework measuring customer satisfaction across six key performance areas. Our assessment employs a five-point scoring matrix, where 1 indicates baseline performance and 5 represents exceptional standards. In 2024, all three companies (Sunway Paving Solutions Sdn Bhd, Sunway Spun Pile (M) Sdn Bhd and Sunway VCP Sdn Bhd) exceeded the benchmark in the areas they were assessed, particularly in product quality, pricing, and delivery efficiency. Sunway Paving Solutions and Sunway Spun Pile demonstrated strong customer service and logistics. At the same time, Sunway VCP stood out in product quality and value for money.

APPENDICES



131	Bursa Malaysia's Common and Sector-specific Indicators
135	Key Performance Indicators
161	Restatements
162	Membership in Associations
164	IFRS S1 & S2 Content Index
172	GRI Content Index
180	Assurance Statements
182	Abbreviations

BURSA MALAYSIA'S COMMON AND SECTOR-SPECIFIC INDICATORS

As part of the Main Market Listing Requirements, we have reported our ESG disclosures in line with Bursa Malaysia's enhanced Sustainability Reporting Guide, 3rd Edition.

Indicator	Measurement Unit	2022	2023	2024
Bursa (Anti-corruption)				
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category				
All employees	Percentage	100%	95.8%	90.6%
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	100%	85%	85%
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0	1	0
Bursa (Community/Society)				
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	6,290,000.00	7,820,000.00	5,725,065.97
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	85,860	202,950	60,048
Bursa (Diversity)				
Bursa C3(a) Percentage of employees by gender and age group, for each employee category				
Age Group by Employee Category				
Executives Below 30 years old	Percentage	22%	19%	23%
Executives Between 30 to 40 years old	Percentage	20%	22%	21%
Executives Between 40 to 50 years old	Percentage	10%	10%	9%
Executives More than 50 years old	Percentage	5%	4%	4%
Non-executives Below 30 years old	Percentage	19%	20%	21%
Non-executives Between 30 to 40 years old	Percentage	14%	14%	13%
Non-executives Between 40 to 50 years old	Percentage	6%	7%	6%
Non-executives More than 50 years old	Percentage	4%	4%	3%
Gender Group by Employee Category				
Executives Male	Percentage	19%	18%	17%
Executives Female	Percentage	37%	37%	39%
Non-executives Male	Percentage	26%	25%	23%
Non-executives Female	Percentage	17%	20%	20%
Bursa C3(b) Percentage of directors by gender and age group				
Male	Percentage	60%	60%	56%
Female	Percentage	40%	40%	44%
Between 40 to 50 years old	Percentage	10%	10%	11%
More than 50 years old	Percentage	90%	90%	89%

Notes:

- Figures stated may not add up due to rounding of decimals.
- The data and information provided have been prepared to the best of our ability in ensuring completeness, accuracy and reliability.

Internal assurance

External assurance

No assurance

(*)Restated

BURSA MALAYSIA'S COMMON AND SECTOR-SPECIFIC INDICATORS

Indicator	Measurement Unit	2022	2023	2024
Bursa (Energy management)				
Bursa C4(a) Total energy consumption	Megawatt	622,620.00	875,618.00	984,342.00
Bursa (Health and safety)				
Bursa C5(a) Number of work-related fatalities	Number	0	0	0
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	0.26	0.59	0.39
Bursa C5(c) Number of employees trained on health and safety standards	Number	-*	3,200*	1,234
Bursa (Labour practices and standards)				
Bursa C6(a) Total hours of training by employee category				
Senior Management (EG9 & above)	Hours	6,204	11,358	8,342
Manager and Senior Manager (EG5-8)	Hours	34,685	53,027	56,056
Senior Executive and Assistant Manager (EG3-4)	Hours	62,191	73,929	82,826
Executives (EG1-2)	Hours	121,120	126,729	127,451
Others (Executives)	Hours	0	2	93
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	5%	6%	6%
Bursa C6(c) Total number of employee turnover by employee category				
Senior Management (EG9 & above)	Number	26	16	9
Manager and Senior Manager (EG5-8)	Number	142	135	135
Senior Executive and Assistant Manager (EG3-4)	Number	317	306	293
Executives (EG1-2)	Number	698	637	638
Non-executives	Number	1,453	1,011	851
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0	0	0
Bursa (Supply chain management)				
Bursa C7(a) Proportion of spending on local suppliers	Percentage	93%	85%	67%
Bursa (Data privacy and security)				
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0	0	0

Notes:

1. The data and information provided have been prepared to the best of our ability in ensuring completeness, accuracy and reliability.
2. Figures stated may not add up due to rounding of decimals.

Internal assurance

External assurance

No assurance

(*)Restated

BURSA MALAYSIA'S COMMON AND SECTOR-SPECIFIC INDICATORS

Indicator	Measurement Unit	2022	2023	2024
Bursa (Water)				
Bursa C9(a) Total volume of water used	Megalitres	4,587.949000	5,256.734000	5,757.065000
Bursa (Waste management)				
Bursa C10(a) Total waste generated	Metric tonnes	18,054.00	20,182.00	21,323.00
Bursa C10(a)(i) Total waste diverted from disposal	Metric tonnes	722.00	1,584.00	1,874.00
Bursa C10(a)(ii) Total waste directed to disposal	Metric tonnes	17,332.00	18,597.00	19,449.00
Bursa (Emissions management)				
Bursa C11(a) Scope 1 emissions in tonnes of CO ₂ e	Metric tonnes	56,596.00	104,355.00	121,570.00
Bursa C11(b) Scope 2 emissions in tonnes of CO ₂ e	Metric tonnes	70,696.00	188,898.00	218,546.00
Bursa C11(c) Scope 3 emissions in tonnes of CO ₂ e (at least for the categories of business travel and employee commuting)	Metric tonnes	75,376.00	125,940.00	156,287.00
Category 1: Purchased goods and services	tonnes CO ₂ e	-455	-1,457	-2,317
Category 2: Capital goods	tonnes CO ₂ e	0	0	0
Category 3: Fuel- and energy- related activities	tonnes CO ₂ e	0	0	0
Category 4: Upstream transportation and distribution	tonnes CO ₂ e	0	0	0
Category 5: Waste generated in operations	tonnes CO ₂ e	7,955	9,704	10,135
Category 6: Business travel	tonnes CO ₂ e	1,210	2,883	2,229
Category 7: Employee commuting	tonnes CO ₂ e	19,231	10,843	11,862
Category 8: Upstream leased assets	tonnes CO ₂ e	0	0	0
Category 9: Downstream transportation and distribution	tonnes CO ₂ e	0	0	0
Category 10: Processing of sold products	tonnes CO ₂ e	0	0	0
Category 11: Use of sold products	tonnes CO ₂ e	0	0	0
Category 12: End-of-life treatment of sold products	tonnes CO ₂ e	0	0	0
Category 13: Downstream leased assets	tonnes CO ₂ e	46,979	102,510	132,060
Category 14: Franchises	tonnes CO ₂ e	0	0	0
Category 15: Investment	tonnes CO ₂ e	0	0	0
Bursa (Emissions - Air Quality/Pollution) ^a				
Bursa S4(a) Amount of air emissions of pollutants and particulate matter	N/A	0	0	0

Notes:

1. Figures stated may not add up due to rounding of decimals.

2. The data and information provided have been prepared to the best of our ability in ensuring completeness, accuracy and reliability.

^a Sector-specific indicator S4(a) is not applicable to Sunway Berhad. We monitor these parameters according to the Environmental Quality Act 1974.

Internal assurance

External assurance

No assurance

(*)Restated

BURSA MALAYSIA'S COMMON AND SECTOR-SPECIFIC INDICATORS



Indicator	Measurement Unit	2022	2023	2024
Bursa (Materials)				
Bursa S5(a) Total weight or volume of materials that are used to produce and package products and services				
Property Development - Concrete	Metric tonnes	221,133.00	805,170.00	437,229.00
Property Development - Formwork	Metric tonnes	831.00	1,013.00	91.00
Property Development - Reinforced bars	Metric tonnes	2,793,658.00	842,489.00	15,894.00
Quarry - Bitumen	Metric tonnes	93,259.00	97,012.00	96,184.00
Quarry - Aggregates	Metric tonnes	1,201,518.00	1,465,488.00	1,329,408.00
Quarry - Fibre	Kilograms	1,315,033.00	2,172,530.00	85,977.00
Building Materials - Aggregate - 20MM	Metric tonnes	61,526.00	83,660.00	91,076.00
Building Materials - Aggregate - 10MM	Metric tonnes	63,025.00	76,725.00	82,132.00
Building Materials - Coarse sand	Metric tonnes	123,279.00	145,697.00	160,482.00
Bursa (Supply Chain (Environmental) / Supplier Environmental Assessment)				
Bursa S6(a) Percentage of new suppliers that were screened using environmental criteria	Percentage	100%	100%	100%
Bursa S6(b) Number of suppliers assessed for environmental impacts	Number	0	2,233	4,209
Bursa (Supply Chain (Social)/Supplier Social Assessment)				
Bursa S7(a) Percentage of new suppliers that were screened using social criteria	Percentage	100%	100%	100%
Bursa S7(b) Number of suppliers assessed for social impacts	Number	0	2,233	4,209
Bursa (Effluents)^b				
Bursa S8(a) Total volume of water (effluent) discharge over the reporting period	N/A	0	0	0

Notes:

1. The data and information provided have been prepared to the best of our ability in ensuring completeness, accuracy and reliability.

2. Figures stated may not add up due to rounding of decimals.

^b Emissions from Category 1 is stated as avoided emissions due to the reduced purchase of goods compared to the previous year as well as the purchase of more sustainable products which are FSC and PEFC-certified. The emissions for Category 14 and 15 are not applicable to Sunway Berhad, meanwhile the other categories with no values are in the midst of review for disclosure.

Internal assurance

External assurance

No assurance

(*)Restated

KEY PERFORMANCE INDICATORS

GRI 2-4

The accuracy of the 2024 data within this section has been reviewed by our Internal Audit Department as well as SIRIM QAS International Sdn Bhd. We have restated some of the figures from 2019 to 2023 under the Planet and People pillars, which are detailed in page 161.

PLANET

Indicator	Unit of Measurement	2019	2020	2021	2022	2023	2024
Emissions							
i. GHG Emissions							
Scope 1							
Company facilities	tonnes CO ₂ e	49,065	41,915	47,705	55,557	101,559	118,594
	tonnes CO ₂	48,916	41,763	47,530	55,356	101,266	118,207
	tonnes CH ₄	63	52	65	76	122	150
	tonnes N ₂ O	86	100	110	125	171	237
Company vehicles	tonnes CO ₂ e	36	3,617	2,550	1,039	2,796	2,976
	tonnes CO ₂	36	3,567	2,511	1,030	2,760	2,939
	tonnes CH ₄	0.1	0.9	0.5	0.4	0.8	0.8
	tonnes N ₂ O	0.1	49	38	9	35	36
Scope 1 Subtotal	tonnes CO ₂ e	49,101	45,532	50,255	56,596	104,355	121,570
	tonnes CO ₂	48,952	45,330	50,041	56,386	104,026	121,146
	tonnes CH ₄	63	53	65	76	123	151
	tonnes N ₂ O	86	149	148	134	206	273
Scope 2							
Purchased electricity	tonnes CO ₂ e	48,770	43,002	53,570	70,696	188,898	218,546
	tonnes CO ₂	48,770	43,002	53,570	70,696	188,898	218,546
Scope 2 Subtotal	tonnes CO ₂ e	48,770	43,002	53,570	70,696	188,898	218,546
	tonnes CO ₂	48,770	43,002	53,570	70,696	188,898	218,546
Scope 3							
Category 1: Purchased goods and services	tonnes CO ₂ e	-	-	-	-	-	-
Category 2: Capital goods	tonnes CO ₂ e	-	-	-	-	-	-
Category 3: Fuel- and energy- related activities	tonnes CO ₂ e	-	-	-	-	-	-
Category 4: Upstream transportation and distribution	tonnes CO ₂ e	-	-	-	-	-	-

Notes:

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2. Figures stated may not add up due to rounding of decimals.
3. The data and information provided have been prepared to the best of our ability in ensuring completeness, accuracy and reliability.

KEY PERFORMANCE INDICATORS



PLANET

Indicator	Unit of Measurement	2019	2020	2021	2022	2023	2024
Scope 3 (continued)							
Category 5: Waste generated in operations	tonnes CO ₂ e	8,637	5,622	5,767	7,955	9,704	10,135
Category 6: Business Travel	tonnes CO ₂ e	2,572	3,121	2,071	1,210	2,883	2,229
	tonnes CO ₂	2,075	2,448	1,612	1,168	2,336	1,814
	tonnes CH ₄	2	4	3	2	4	2
	tonnes N ₂ O	14	6	4	7	10	8
Category 7: Employee commuting	tonnes CO ₂ e	-	-	-	19,231	10,843	11,862
Category 8: Upstream leased assets	tonnes CO ₂ e	-	-	-	-	-	-
Category 9: Downstream transportation and distribution	tonnes CO ₂ e	-	-	-	-	-	-
Category 10: Processing of sold products	tonnes CO ₂ e	-	-	-	-	-	-
Category 11: Use of sold products	tonnes CO ₂ e	-	-	-	-	-	-
Category 12: End-of-life treatment of sold products	tonnes CO ₂ e	-	-	-	-	-	-
Category 13: Downstream leased assets	tonnes CO ₂ e	39,218	36,722	43,529	46,979	102,510	132,060
	tonnes CO ₂	39,218	36,722	43,529	46,979	102,510	132,060
Category 14: Franchises	tonnes CO ₂ e	N/A	N/A	N/A	N/A	N/A	N/A
Category 15: Investment	tonnes CO ₂ e	N/A	N/A	N/A	N/A	N/A	N/A
Scope 3 Subtotal	tonnes CO₂e	50,427	45,465	51,367	75,375	125,940	156,287
	tonnes CO₂	41,293	39,170	45,142	48,147	104,846	133,874
	tonnes CH₄	2	4	3	2	4	2
	tonnes N₂O	14	6	4	7	10	8
Overall GHG Emissions							
Scope 1 and 2	tonnes CO ₂ e	97,871	88,534	103,825	127,292	293,253	340,116
	tonnes CO ₂	97,722	88,332	103,611	127,082	292,924	339,692
	tonnes CH ₄	63	53	65	76	123	151
	tonnes N ₂ O	86	149	148	134	206	273

Notes:

1. '-' refers to data not available.
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3. The data and information provided have been prepared to the best of our ability in ensuring completeness, accuracy and reliability.
4. Scope 3 emissions includes well-to-tank emissions (in tonnes CO₂e).

KEY PERFORMANCE INDICATORS



PLANET

Indicator	Unit of Measurement	2019	2020	2021	2022	2023	2024
Overall GHG Emissions (continued)							
Scope 1, 2 and 3	tonnes CO ₂ e	148,298	133,999	155,192	202,667	419,194	496,402
	tonnes CO ₂	139,015	127,502	148,752	175,229	397,770	473,566
	tonnes CH ₄	65	57	68	78	126	153
	tonnes N ₂ O	100	155	152	141	216	281
ii. GHG Emissions Avoidance							
Scope 2							
Renewable energy - Solar PV	tonnes CO ₂ e	705	3,551	6,890	7,397	9,098	10,010
	tonnes CO ₂	705	3,551	6,890	7,397	9,098	10,010
Renewable energy - Green Electricity Tariff (GET)	tonnes CO ₂ e	-	-	-	-	11,858	1,438
	tonnes CO ₂ e	-	-	-	-	11,858	1,438
Scope 2 Subtotal	tonnes CO₂e	705	3,551	6,890	7,397	20,956	11,449
	tonnes CO₂	705	3,551	6,890	7,397	20,956	11,449
Scope 3							
Category 1: Purchased goods and services	tonnes CO ₂ e	1,039	2,330	610	455	1,457	2,317
Category 5: Waste generated in operations	tonnes CO ₂ e	518	409	334	530	1,147	1,425
Scope 3 Subtotal	tonnes CO₂e	1,557	2,739	944	985	2,604	3,742
Carbon Sequestration							
Number of trees in Sunway townships	number of trees	177,168	222,459	253,977	270,621	272,315	274,242
Total GHG emission sequestration from trees planted	tonnes CO ₂ e	3,721	4,672	5,334	5,683	5,719	5,759
Overall GHG Emissions Avoidance							
GHG emissions avoidance	tonnes CO ₂ e	5,983	10,962	13,168	14,065	29,278	20,949

Notes:

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3. The data and information provided have been prepared to the best of our ability in ensuring completeness, accuracy and reliability.

KEY PERFORMANCE INDICATORS



PLANET

Indicator	Unit of Measurement	2019	2020	2021	2022	2023	2024
Energy							
i. Electricity Consumption							
Purchased Electricity							
Retail	MWh	174,355	146,669	131,218	175,433	189,236	195,274
Hospitality		49,458	31,360	25,298	42,361	48,882	52,906
Office		24,740	24,231	20,861	26,923	30,289	32,419
Education		29,040	20,203	18,611	26,291	28,330	30,926
Healthcare		28,438	30,809	32,475	33,940	35,389	75,991
Leisure		17,329	9,933	7,604	14,842	15,075	15,163
Student Residence		6,297	6,885	5,131	9,371	11,238	14,107
Building Materials		8,299	6,428	6,970	9,028	10,073	8,276
Trading and Manufacturing		-	999	1,092	1,146	1,670	1,876
Quarry		9,976	8,686	9,304	10,484	14,261	17,210
Ongoing Construction Sites		-	2,320	2,634	4,942	6,934	7,654
Total Purchased Electricity (Excluding Ongoing Construction Sites)		347,932	286,202	258,564	349,819	384,444	444,148
Total Purchased Electricity		347,932	288,523	261,198	354,761	391,377	451,801
Renewable Energy - Solar PV							
Retail	MWh	141	4,841	4,807	4,942	6,230	6,185
Hospitality		-	-	-	292	320	665
Office		-	-	-	89	158	157
Education		937	964	1,547	1,524	1,695	2,228
Healthcare		86	198	376	472	465	542
Leisure		-	-	-	-	-	54
Student Residences		42	67	209	247	241	238
Building Materials		-	-	2,151	2,194	2,171	2,118
Others		-	-	-	-	724	746
Total Renewable Energy - Solar Panels		1,205	6,070	9,090	9,759	12,002	12,933

Notes:

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KEY PERFORMANCE INDICATORS



PLANET

Indicator	Unit of Measurement	2019	2020	2021	2022	2023	2024
Renewable Energy - Green Electricity Tariff (GET)							
Retail	MWh	0	0	0	0	14,185	0
Office		0	0	0	0	563	0
Student Residence		0	0	0	0	896	0
Building Materials		0	0	0	0	0	1,858
Total Renewable Energy - GET		0	0	0	0	15,644	1,858
Total Electricity Consumption							
Retail	MWh	174,495	151,510	136,024	180,375	209,652	201,459
Hospitality		49,458	31,360	25,298	42,654	49,201	53,571
Office		24,740	24,231	20,861	27,012	31,010	32,576
Education		29,977	21,166	20,158	27,814	30,025	33,154
Healthcare		28,525	31,007	32,851	34,411	35,854	76,533
Leisure		17,329	9,933	7,604	14,842	15,075	15,217
Student Residence		6,339	6,952	5,340	9,618	12,375	14,346
Building Materials		8,299	6,428	9,121	11,222	12,243	12,252
Trading and Manufacturing		-	999	1,092	1,146	1,670	1,876
Quarry		9,976	8,686	9,304	10,484	14,261	17,210
Others		-	-	-	-	724	746
Ongoing Construction Sites		-	2,320	2,634	4,942	6,934	7,654
Total Electricity Consumption (Excluding Ongoing Construction Sites)		349,137	292,272	267,654	359,578	412,090	458,939
Total Electricity Consumption		349,137	294,592	270,288	364,521	419,024	466,593
% of Renewable Energy	%	0.3%	2%	3%	3%	3%	3%
ii. Fuel Consumption							
Diesel							
Retail	MWh	-	-	-	-	24	27
Hospitality		-	-	-	-	21	71

Notes:

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3. The data and information provided have been prepared to the best of our ability in ensuring completeness, accuracy and reliability.

KEY PERFORMANCE INDICATORS



PLANET

Indicator	Unit of Measurement	2019	2020	2021	2022	2023	2024
ii. Fuel Consumption (continued)							
Office	MWh	-	-	-	-	34	26
Building Materials		1,872	1,910	3,095	5,129	4,309	3,997
Quarry		-	24,944	24,806	19,266	19,779	28,443
Leisure		-	-	-	-	-	45
Healthcare		-	-	-	-	-	153
Total Diesel		1,872	26,853	27,900	24,394	24,167	32,761
Light Fuel Oil							
Quarry	MWh	105,358	94,745	95,553	108,185	103,140	171,450
Total Light Fuel Oil		105,358	94,745	95,553	108,185	103,140	171,450
Natural Gas							
Building Materials	MWh	110,425	76,905	89,185	113,432	102,793	100,803
Quarry		-	-	17,030	17,030	20,745	9,807
Hospitality		-	-	-	-	-	6,789
Retail		-	-	-	-	-	7,942
Healthcare		-	-	-	-	-	659
Total Natural Gas		110,425	76,905	106,214	130,462	123,538	126,001
Liquefied Petroleum Gas							
Retail	MWh	-	-	-	-	204,084	183,516
Hospitality		-	-	-	-	8,599	5,707
Education		-	-	-	-	-	5,880
Healthcare		-	-	-	-	-	75
Leisure		-	-	-	-	-	13
Total Liquefied Petroleum Gas		-	-	-	-	212,684	195,191

Notes:

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3. The data and information provided have been prepared to the best of our ability in ensuring completeness, accuracy and reliability.

KEY PERFORMANCE INDICATORS



PLANET

Indicator	Unit of Measurement	2019	2020	2021	2022	2023	2024
Total Fuel Consumption							
Retail	MWh	-	-	-	-	204,108	191,485
Hospitality		-	-	-	-	8,621	12,567
Office		-	-	-	-	34	26
Building Materials		112,297	78,814	92,279	118,561	107,102	104,800
Quarry		105,358	119,689	137,389	144,481	143,663	209,700
Healthcare		-	-	-	-	-	888
Leisure		-	-	-	-	-	57
Education		-	-	-	-	-	5,880
Total Fuel Consumption		217,656	198,503	229,668	263,042	463,528	525,403
iii. Total Energy Consumption							
Retail	MWh	174,495	151,510	136,024	180,375	413,760	392,943
Hospitality		49,458	31,360	25,298	42,654	57,822	66,138
Office		24,740	24,231	20,861	27,012	31,044	32,601
Education		29,977	21,166	20,158	27,814	30,025	39,034
Healthcare		28,525	31,007	32,851	34,411	35,854	77,421
Leisure		17,329	9,933	7,604	14,842	15,075	15,275
Student Residences		6,339	6,952	5,340	9,618	12,375	14,346
Building Materials		120,596	85,242	101,400	129,783	119,345	117,052
Quarry		115,334	128,375	146,692	154,965	157,924	226,910
Others		-	-	-	-	724	746
Trading and Manufacturing		-	999	1,092	1,146	1,670	1,876
Ongoing Construction Sites		-	2,320	2,634	4,942	6,934	7,654
Total Energy Consumption (Excluding Ongoing Construction Sites)		566,793	490,776	497,322	622,620	875,618	984,342
Total Energy Consumption		566,793	493,096	499,956	627,562	882,552	991,995

Notes:

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KEY PERFORMANCE INDICATORS



PLANET

Indicator	Unit of Measurement	2019	2020	2021	2022	2023	2024
iv. Others							
Company's total property portfolio certified to a recognised building management standard for property							
Green townships	Number	2	2	2	2	2	2
Green buildings		13	18	27	33	41	48
Water							
i. Municipal Water Consumption							
Retail	m ³	1,943,257	1,320,055	902,170	983,876	1,320,905	1,976,913
Hospitality		1,161,976	624,750	460,157	704,334	687,965	980,193
Office		212,427	195,508	140,197	147,751	178,392	238,554
Education		444,230	434,399	106,051	121,344	175,659	297,730
Healthcare		234,954	258,746	299,196	306,930	284,874	546,080
Leisure		1,144,497	494,581	275,029	500,728	721,737	734,017
Student Residence		299,562	142,762	131,420	354,007	405,358	310,412
Building Materials		46,048	39,544	34,059	42,003	28,893	31,294
Trading and Manufacturing		-	16,907	32,841	28,654	34,849	15,091
Quarry		-	-	-	-	5,248	61,164
Ongoing Construction Sites		-	68,996	123,567	200,160	193,256	476,729
Total Municipal Water Consumption (Excluding Ongoing Construction Sites)			5,486,951	3,527,252	2,381,120	3,189,627	3,843,879
Total Municipal Water Consumption		5,486,951	3,596,248	2,504,687	3,389,787	4,037,135	5,668,177
ii. Water Treatment Plant							
Retail	m ³	13,581	311,031	587,602	757,819	685,887	74,421
Hospitality		9,351	57,065	132,797	336,536	339,078	125,325
Office		11,821	63,827	89,169	146,890	146,249	114,544
Education		124	49,594	73,517	130,691	136,547	55,184
Healthcare		0	4,387	0	0	0	0

Notes:

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3. The data and information provided have been prepared to the best of our ability in ensuring completeness, accuracy and reliability.

KEY PERFORMANCE INDICATORS



PLANET

Indicator	Unit of Measurement	2019	2020	2021	2022	2023	2024
ii. Water Treatment Plant (continued)							
Leisure	m ³	417	7,239	7,220	10,893	9,120	8,968
Student Residence		-	45,563	59,247	0	0	60,142
Total Water Treatment Plant		35,294	538,706	949,552	1,382,828	1,316,881	438,584
iii. Rainwater Harvesting							
Retail	m ³	-	2,100	0	0	0	434
Hospitality		-	24	255	259	414	505
Office		1,098	3,004	4,913	5,936	4,385	4,894
Education		-	817	132	576	523	5,831
Healthcare		-	-	-	-	-	319
Leisure		-	1,791	441	1,158	1,441	2,130
Student Residence		-	-	-	167	218	0
Total Rainwater Harvesting		1,098	7,736	5,741	8,096	6,980	14,113
iv. Groundwater							
Leisure	m ³	-	2,419	2,448	2,450	2,689	1,207
Building Materials		-	-	-	-	-	80,504
Quarry		-	-	-	-	-	26,417
Total Groundwater		-	2,419	2,448	2,450	2,689	108,128
v. Lake Water							
Leisure	m ³	-	-	-	-	-	218
Quarry		-	-	-	-	81,095	0
Sunway City Kuala Lumpur		-	12,800	5,166	4,949	5,210	4,574
Total Lake Water		-	12,800	5,166	4,949	86,305	4,792

Notes:

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KEY PERFORMANCE INDICATORS



PLANET

Indicator	Unit of Measurement	2019	2020	2021	2022	2023	2024
vi. Overall Water Consumption							
Retail	m ³	1,956,838	1,633,186	1,489,773	1,741,695	2,006,792	2,051,768
Hospitality		1,171,327	681,839	593,209	1,041,129	1,027,456	1,106,023
Office		225,346	262,339	234,280	300,577	329,026	357,992
Education		444,354	484,810	179,700	252,611	312,728	358,745
Healthcare		234,954	263,133	299,196	306,930	284,874	546,399
Leisure		1,144,914	506,030	285,138	515,229	734,987	746,540
Student Residences		299,562	188,325	190,667	354,174	405,576	370,554
Building Materials		46,048	39,544	34,059	42,003	28,893	111,798
Trading and Manufacturing		-	16,907	32,841	28,654	34,849	15,091
Quarry		-	-	-	-	86,343	87,581
Sunway City Kuala Lumpur		-	12,800	5,166	4,949	5,210	4,574
On-going Construction Sites		-	68,996	123,567	200,160	193,256	476,729
Overall Water Consumption (Excluding Ongoing Construction Sites)		5,523,343	4,088,913	3,344,027	4,587,949	5,256,734	5,757,065
Overall Water Consumption		5,523,343	4,157,909	3,467,594	4,788,109	5,449,990	6,233,794
vii. Others							
The number and/or proportion of sites with a water management plan	Number	100%	100%	100%	100%	100%	100%
The number and/or proportion of facilities, assets, production, revenue in water-stressed regions		0	0	0	0	0	0
Water withdrawals/consumption in water stressed regions		0	0	0	0	0	0
Number of incidents of non-compliance with water quality/ quantity permits, standards and regulations		0	0	0	0	0	0

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KEY PERFORMANCE INDICATORS



PLANET

Indicator	Unit of Measurement	2019	2020	2021	2022	2023	2024
Waste							
i. Non-Hazardous Waste							
Disposed Waste							
Retail	tonnes	8,654	7,223	7,530	11,990	11,762	10,178
Hospitality		2,472	2,263	1,432	1,892	2,191	2,398
Office		1,050	494	1,463	576	522	543
Education		356	149	284	562	785	1,715
Healthcare		1,006	1,164	1,149	1,229	1,728	1,918
Leisure		200	950	488	976	998	1,605
Student Residence		-	-	-	106	230	407
Building Materials		17	3	217	0	293	230
Quarry		-	-	-	1	8	4
Trading and Manufacturing		-	-	-	0	80	452
Ongoing Construction Sites		-	3,781	7,822	4,785	307	39,319
Total Disposed Waste (Excluding Ongoing Construction Sites)		13,756	12,246	12,563	17,332	18,597	19,449
Total Disposed Waste		13,756	16,027	20,386	22,117	18,904	58,768
Diverted Waste							
Retail	tonnes	424	322	272	425	847	1,128
Hospitality		89	141	36	78	162	127
Office		12	13	27	34	44	35
Education		27	14	13	24	43	26
Healthcare		5	17	25	27	127	269
Leisure		16	16	11	20	20	62
Student Residence		1	1	1	1	0	0
Building Materials		-	-	66	59	218	206
Quarry		-	-	10	29	85	20
Trading and Manufacturing		43	9	46	27	40	3

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KEY PERFORMANCE INDICATORS



PLANET

Indicator	Unit of Measurement	2019	2020	2021	2022	2023	2024
Diverted Waste (continued)							
Ongoing Construction Sites		-	-	308	286	734	6,729
Total Diverted Waste (Excluding Ongoing Construction Sites)	tonnes	617	533	508	724	1,584	1,874
Total Diverted Waste		617	533	816	1,010	2,318	8,603
Overall Waste							
Retail		9,078	7,545	7,802	12,415	12,609	11,306
Hospitality		2,561	2,404	1,468	1,970	2,353	2,525
Office		1,062	507	1,490	610	566	578
Education		383	163	297	586	828	1,740
Healthcare		1,011	1,181	1,175	1,256	1,855	2,186
Leisure	tonnes	216	967	499	996	1,017	1,666
Student Residence		1	1	1	106	230	407
Building Materials		17	3	283	59	511	435
Quarry		-	-	10	30	93	24
Trading and Manufacturing		43	9	46	27	120	455
Ongoing Construction Sites		-	3,781	8,130	5,071	1,041	46,048
Overall Non-Hazardous Waste (Excluding Ongoing Construction Sites)		14,373	12,780	13,071	18,055	20,182	21,323
Overall Non-Hazardous Waste		14,373	16,561	21,201	23,126	21,223	67,371
ii. Hazardous Waste							
Disposed Waste (Incineration)							
Education		20	14	10	22	28	32
Healthcare		335	437	661	762	852	1,068
Leisure	tonnes	0	0	0	0	1	5
Building Materials		6	11	6	19	20	26
Quarry		0	1	11	19	15	16

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KEY PERFORMANCE INDICATORS



PLANET

Indicator	Unit of Measurement	2019	2020	2021	2022	2023	2024
Disposed Waste (Incineration) (continued)							
Trading and Manufacturing	tonnes	0	0	5	0	2	0
Ongoing Construction Sites		-	-	-	-	-	1
Total Disposed Waste (Incineration) (Excluding Ongoing Construction Sites)		361	463	693	822	919	1,147
Total Disposed Waste (Incineration)		361	463	693	822	919	1,149
Diverted Waste							
Retail	tonnes	1.9	0	0	0	1.0	0
Hospitality		0.4	0.3	0.1	1.0	1.9	1.4
Office		-	0.2	9.0	0	6.8	3.3
Education		-	0.6	2.0	2.2	3.2	0
Healthcare		-	-	-	-	9.1	1.6
Leisure		-	-	-	-	3.2	1.3
Building Materials		-	-	-	-	-	3.6
Trading & Manufacturing		-	-	-	-	-	1.7
Quarry		-	-	-	-	-	3.3
Total Diverted Waste		2	1	11	3	25	16
% of Waste Diverted from Landfill	%	4.3%	4.2%	4.0%	4.0%	8.0%	8.8%
iii. Others							
Total costs of environmental fines and penalties during financial year*	RM	0	0	0	0	0	0
Sites covered by recognised environmental management systems such as ISO14001 or EMAS	Number	6	6	6	6	6	10

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- *The fines and penalties disclosed here are limited to only those determined as significant according to local authorities and regulations.

KEY PERFORMANCE INDICATORS



PLANET

Parameter	Unit of Measurement	Compliance Limit	2024		
			Min	Max	Average
Environmental Pollution Control					
i. Effluent					
Building Materials					
Sunway Paving Solutions and Sunway Spun Pile					
pH	Number	5.5-9.0	6.5	8.6	7.2
BOD	mg/l	20-50	2	23	12
COD		80-200	12	102	39
Sunway VCP					
pH	Number	5.5-9.0	6.4	6.8	6.6
BOD	mg/l	50	3	9	6
COD		200	14	35	26.5
Quarry					
pH	mg/l	6.0-9.0	0.0	7.9	6.1
BOD		20-50	0	5	1
COD		80-200	0	24	4
TSS		50-100	0	264	23
Oil and Grease		1-10	0	42	8
Ongoing Construction Sites					
TSS in Inland Water	mg/l	88	0	70	15
TSS in Silt Trap		92	0	748	29
ii. Air Emission					
Building Materials					
Sunway Paving Solutions and Sunway Spun Pile					
PM10	µg/m³	100	23	96	45
PM2.5		35	12	33	23
SO ₂		250	<0.1	5	1
NO ₂		280	<0.1	6	2
CO		10000	<0.1	2	1
O ₃		100	14	21	17

Note:

1. We ensure that mitigation actions are taken at sites which exceeded the compliance limit.

KEY PERFORMANCE INDICATORS



PLANET

Parameter	Unit of Measurement	Compliance Limit	2024		
			Min	Max	Average
ii. Air Emission (continued)					
Building Materials					
Sunway VCP					
Dust	µg/m³	150	5	30	17
NM VOC (Halogenated Hydrocarbon)		20	<0.01	<0.01	<0.01
NM VOC (Non Halogenated Hydrocarbon)		50	1	4	3
Carbon Monoxide		1,000	1	3	2
Quarry					
Particulate Matter	mg/m³	50-100	15	51	39
Ambient Air		260	48	227	126
Ongoing Construction Sites					
PM10	µg/m³	100	4	77	30
iii. Noise Monitoring					
Building Materials					
Sunway Paving Solutions and Sunway Spun Pile					
Boundary Noise	dB	Day time = 75	54	68	63
		Night time = 75	49	60	55
Sunway VCP					
Boundary Noise	dB	Day time = 75	65	66	66
		Night time = 75	51	54	52
Quarry					
Boundary Noise	dB	Day time = 65	49	64	60
		Night time = 55	44	54	49
Ongoing Construction Sites					
Boundary Noise	dB	Day time = 60-95	47	90	63
		Night time = 50-70	43	86	55

Note:

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KEY PERFORMANCE INDICATORS



PLANET

Indicator	Unit of Measurement	2019	2020	2021	2022	2023	2024
Supply Chain							
i. Materials used to produce and package products and services							
Property Development							
Concrete	metric tonnes	-	-	165,300	221,133	805,170	437,229
Formwork		-	-	17,650	831	1,013	91
Reinforced bars		-	-	186,800	2,793,658	842,489	15,894
Building Materials							
Coarse sand	metric tonnes	-	-	73,245	123,279	145,697	160,482
Aggregate - 20MM	metric tonnes	-	-	28,754	61,526	83,660	91,076
Aggregate - 10MM		-	-	41,662	63,025	76,725	82,132
Quarry							
Bitumen	metric tonnes	-	-	104,664	93,259	97,012	96,184
Aggregates		-	-	1,611,443	1,201,518	1,465,488	1,329,408
Fibre	kg	-	-	1,004,280	1,315,033	2,172,530	85,977
ii. Suppliers							
Proportion of spending on local suppliers	%	95%	95%	95%	93%	85%	67%
Percentage of new suppliers that were screened using environmental criteria	%	-	-	100%	100%	100%	100%
Number of suppliers assessed for environmental impacts	Number	-	-	-	-	2,233	4,209
Percentage of new suppliers that were screened using social criteria	%	-	-	100%	100%	100%	100%
Number of suppliers assessed for social impacts	Number	-	-	-	-	2,233	4,209

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KEY PERFORMANCE INDICATORS



PEOPLE

Indicator		2022		2023		2024	
		Number	%	Number	%	Number	%
Employee Profile							
Total employees		9,479	-	11,828	-	12,940	-
Total attrition		2,636	27.8%	2,105	17.8%	1,926	14.9%
Total retention		-	72.2%	-	82.2%	-	85.1%
i. Board Diversity							
Gender							
Male		6	60%	6	60%	5	56%
Female		4	40%	4	40%	4	44%
Total		10	100%	10	100%	9	100%
Age Group							
40-50 years old		1	10%	1	10%	1	11%
>50 years old		9	90%	9	90%	8	89%
Total		10	100%	10	100%	9	100%
Ethnicity							
Malay		2	20%	4	40%	2	22%
Chinese		6	60%	5	50%	5	56%
Others		2	20%	1	20%	2	22%
Total		10	100%	10	100%	9	100%
ii. Employee Diversity							
Gender							
Executives	Male	1,843	19%	2,121	18%	2,262	17%
	Female	3,536	37%	4,411	37%	5,105	39%
Non-executives	Male	2,490	26%	2,922	25%	2,953	23%
	Female	1,610	17%	2,374	20%	2,620	20%
Total		9,479	100%	11,828	100%	12,962	100%

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KEY PERFORMANCE INDICATORS



PEOPLE

Indicator		2022		2023		2024	
		Number	%	Number	%	Number	%
Age Group							
Executives	Below 30 years old	2,128	22%	2,279	19%	2,955	23%
	Between 30 to 40 years old	1,871	20%	2,553	22%	2,732	21%
	Between 40 to 50 years old	915	10%	1,179	10%	1,149	9%
	More than 50 years old	465	5%	521	4%	531	4%
Non-executives	Below 30 years old	1,804	19%	2,342	20%	2,770	21%
	Between 30 to 40 years old	1,300	14%	1,694	14%	1,656	13%
	Between 40 to 50 years old	616	6%	817	7%	728	6%
	More than 50 years old	380	4%	443	4%	419	3%
Total		9,479	100%	11,828	100%	12,940	100%
Ethnicity							
Executives	Malay	1,846	19%	2,404	20%	2,830	22%
	Chinese	2,657	28%	3,130	26%	3,323	26%
	Indian	627	7%	723	6%	837	6%
	Other races	205	2%	241	2%	292	2%
	Foreigner	44	0%	34	0%	85	1%
Non-executives	Malay	2,610	28%	3,456	29%	3,695	29%
	Chinese	231	2%	322	3%	310	2%
	Indian	777	8%	908	8%	977	8%
	Other races	355	4%	404	3%	410	3%
	Foreigner	127	1%	206	2%	181	1%
Total		9,479	100%	11,828	100%	12,940	100%
Years of Service							
Executives	Less than 1 year	1,626	17%	1,402	12%	1,800	14%
	Between 1 to 5 years	2,084	22%	3,175	27%	3,516	27%
	Between 5 to 10 years	801	8%	948	8%	968	7%
	Between 10 to 15 years	385	4%	462	4%	524	4%
	Between 15 to 20 years	228	2%	274	2%	285	2%
	More than 20 years	255	3%	271	2%	274	2%

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KEY PERFORMANCE INDICATORS



PEOPLE

Indicator		2022		2023		2024	
		Number	%	Number	%	Number	%
Years of Service (continued)							
Non-executives	Less than 1 year	1,282	14%	1,189	10%	1,238	10%
	Between 1 to 5 years	1,308	14%	2,390	20%	2,651	20%
	Between 5 to 10 years	665	7%	804	7%	793	6%
	Between 10 to 15 years	385	4%	402	3%	391	3%
	Between 15 to 20 years	274	3%	285	2%	274	2%
	More than 20 years	186	2%	226	2%	226	2%
Total		9,479	100%	11,828	100%	12,940	100%
iii. New Hires							
Total new hires		3,616	-	4,171	-	3,505	-
Gender							
Male		1,562	43%	1,647	39%	1,165	33%
Female		2,054	57%	2,524	61%	2,340	67%
Total		3,616	100%	4,171	100%	3,505	100%
Age Group							
Below 30 years old		2,390	66%	2,545	61%	2,222	63%
Between 30 to 40 years old		892	25%	1,227	29%	942	27%
Between 40 to 50 years old		234	6%	312	7%	259	7%
More than 50 years old		100	3%	87	2%	82	2%
Total		3,616	100%	4,171	100%	3,505	100%
Ethnicity							
Malay		1,874	52%	2,257	54%	1,894	54%
Chinese		926	26%	1,000	24%	895	26%
Indian		518	14%	576	14%	495	14%
Other races		298	8%	338	8%	221	6%
Total		3,616	100%	4,171	100%	3,505	100%

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KEY PERFORMANCE INDICATORS



PEOPLE

Indicator		2022		2023		2024	
		Number	%	Number	%	Number	%
Employee Category							
Senior Management (EG 9 & above)		27	1%	18	0%	10	0%
Manager and Senior Manager (EG 5-8)		196	5%	219	5%	201	6%
Senior Executive & Assistant Manager (EG 3-4)		469	13%	447	11%	528	15%
Executives (EG 1-2)		1,191	33%	1,256	30%	1,258	36%
Non-executives		1,733	48%	2,231	53%	1,508	43%
Total		3,616	100%	4,171	100%	3,505	100%
Region							
Domestic	Male	1,562	43%	1,647	39%	1,165	33%
	Female	2,054	57%	2,524	61%	2,340	67%
Overseas	Male	0	0%	0	0%	0	0%
	Female	0	0%	0	0%	0	0%
Total		3,616	100%	4,171	100%	3,505	100%
Domestic	Below 30 years old	2,390	66%	2,545	61%	2,222	63%
	Between 30 to 40 years old	892	25%	1,227	29%	942	27%
	Between 40 to 50 years old	234	6%	312	7%	259	7%
	More than 50 years old	100	3%	87%	2%	82	2%
Overseas	Below 30 years old	0	0%	0	0%	0	0%
	Between 30 to 40 years old	0	0%	0	0%	0	0%
	Between 40 to 50 years old	0	0%	0	0%	0	0%
	More than 50 years old	0	0%	0	0%	0	0%
Total		3,616	100%	4,171	100%	3,505	100%
iv. Employment Status							
Gender							
Permanent	Male	4,072	43%	4,548	38%	4,766	37%
	Female	4,952	52%	6,535	55%	7,459	58%
Contract	Male	261	3%	495	4%	449	3%
	Female	194	2%	250	2%	266	2%
Total		9,479	100%	11,828	100%	12,940	100%

Notes:

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KEY PERFORMANCE INDICATORS



PEOPLE

Indicator		2022		2023		2024	
		Number	%	Number	%	Number	%
Part-time/Non-guaranteed hours	Male	97	1%	93	1%	95	1%
	Female	0	0%	0	0%	0	0%
Full-time	Male	4,236	45%	4,950	42%	5,120	40%
	Female	5,146	54%	6,785	57%	7,725	60%
Total		9,479	100%	11,828	100%	12,940	100%
Region							
Permanent	Domestic	9,024	95%	11,083	94%	12,225	94%
	Overseas	0	0%	0	0%	0	0%
Contract	Domestic	455	5%	745	6%	715	6%
	Overseas	0	0%	0	0%	0	0%
Total		9,479	100%	11,828	100%	12,940	100%
Part-time/Non-guaranteed hours	Domestic	97	1%	93	1%	95	1%
	Overseas	0	0%	0	0%	0	0%
Full-time	Domestic	9,382	99%	11,735	99%	12,845	99%
	Overseas	0	0%	0	0%	0	0%
Total		9,479	100%	11,828	100%	12,940	100%
v. Employee Turnover							
Total turnover		2,636	27.8%	2,105	17.8%	1,926	14.9%
Gender							
Male		1,279	49%	889	42%	705	37%
Female		1,357	51%	1,216	58%	1,221	63%
Total		2,636	100%	2,105	100%	1,926	100%
Age Group							
Below 30 years old		1,509	57%	1,049	50%	1,056	55%
Between 30 to 40 years old		703	27%	702	33%	633	33%
Between 40 to 50 years old		241	9%	217	10%	161	8%
More than 50 years old		183	7%	137	7%	76	4%
Total		2,636	100%	2,105	100%	1,926	100%

Notes:

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KEY PERFORMANCE INDICATORS



PEOPLE

Indicator	2022		2023		2024	
	Number	%	Number	%	Number	%
Ethnicity						
Malay	1,283	49%	1,019	48%	982	51%
Chinese	654	25%	616	29%	592	31%
Indian	385	15%	354	17%	256	13%
Other races	314	12%	116	6%	96	5%
Total	2,636	100%	2,105	100%	1,926	100%
Employee Category						
Senior Management (EG 9 & above)	26	1%	16	1%	9	0%
Manager and Senior Manager (EG 5-8)	142	5%	135	6%	135	7%
Senior Executive & Assistant Manager (EG 3-4)	317	12%	306	15%	293	15%
Executives (EG 1-2)	698	26%	637	30%	638	33%
Non-executives	1,453	55%	1,011	48%	851	44%
Total	2,636	100%	2,105	100%	1,926	100%
vi. Women Diversity						
Women in workforce	5,146	54%	6,785	57%	7,725	60%
Management Positions						
Women in executive management (Board of Directors)	4	40%	4	40%	4	40%
Women in all management positions	1,583	60%	2,372	61%	2,248	64%
Women in top management positions (EG 9 & above)	69	35%	75	36%	85	39%
Women in junior management positions (EG 3 & EG 4)	512	33%	1,198	68%	1,501	70%
Women in management positions in revenue-generating functions	125	48%	333	52%	159	53%
Women in STEM-related positions	2,941	70%	3,662	74%	4,354	77%
Women's to men's basic salary ratio	Excluding foreign workers		0.90 : 1		0.89 : 1	
	Including foreign workers		0.98 : 1		0.99 : 1	
Average years employed by the company	Male	6.2	-	6.0	-	4.0
	Female	4.7	-	4.3	-	5.7
Average annual compensation (RM)	Male	-	-	108,600	-	106,300
	Female	-	-	92,900	-	94,600

Notes:

1. '-' refers to data not available.
2. Figures stated may not add up due to rounding of decimals.
3. The data and information provided have been prepared to the best of our ability in ensuring completeness, accuracy and reliability.

KEY PERFORMANCE INDICATORS



PEOPLE

Indicator		2022		2023		2024	
		Number	%	Number	%	Number	%
vii. Minority Groups							
Total number of ethnic minority employees		171	2%	240	2%	-	-
Proportion of senior management hired from local community (EG 9 & above)		-	97%	-	98%	-	97%
Percentage of global staff with a disability		5	0.05%	4	0.03%	6	0.05%
viii. Learning and Development							
Average learning hours							
Per employee		41.7	-	40.6	-	37.3	-
Gender	Male	34.7	-	40.1	-	43.0	-
	Female	45.3	-	40.8	-	34.8	-
Employee Category	Senior Management (EG 9 & above)	31.0	-	54.3	-	37.9	-
	Manager and Senior Manager (EG 5-8)	37.8	-	49.7	-	47.2	-
	Senior Executive & Assistant Manager (EG 3-4)	40.5	-	41.8	-	38.9	-
	Executives (EG 1-2)	44.4	-	38.8	-	33.3	-
Ethnicity	Malay	39.2	-	37.8	-	34.0	-
	Chinese	45.2	-	43.9	-	38.4	-
	Indian	36.3	-	34.7	-	38.7	-
	Other races	35.9	-	43.1	-	48.7	-
Total learning hours							
Gender	Male	64,068	-	85,048	-	97,304	-
	Female	160,132	-	179,997	-	177,464	-
	Total	224,200	-	265,045	-	274,768	-
Employee Category	Senior Management (EG 9 & above)	6,204	-	11,358	-	8,342	-
	Manager and Senior Manager (EG 5-8)	34,685	-	53,027	-	56,056	-
	Senior Executive & Assistant Manager (EG 3-4)	62,191	-	73,929	-	82,826	-
	Executives (EG 1-2)	121,120	-	126,729	-	127,451	-
	Others	0	-	2	-	93	-
Learning and development cost (RM)							
Total expenditure		2,636,676	-	12,288,183	-	5,503,653	-

Notes:

1. '-' refers to data not available.
2. Figures stated may not add up due to rounding of decimals.
3. The data and information provided have been prepared to the best of our ability in ensuring completeness, accuracy and reliability.

KEY PERFORMANCE INDICATORS



PEOPLE

Indicator		2022		2023		2024	
		Number	%	Number	%	Number	%
Average amount spent (RM)							
Per employee		490	-	1,881	-	747	-
Gender	Male	550	-	2,168	-	1,079	-
	Female	459	-	1,743	-	600	-
Age Group	Below 30 years old	408	-	1,130	-	460	-
	Between 30 to 40 years old	505	-	1,553	-	813	-
	Between 40 to 50 years old	738	-	3,340	-	1,021	-
	More than 50 years old	253	-	3,639	-	1,110	-
Ethnicity	Malay	345	-	842	-	523	-
	Chinese	630	-	2,889	-	990	-
	Indian	234	-	1,230	-	618	-
	Other races	719	-	1,198	-	581	-
Employee Category	Senior Management (EG 9 & above)	1,147	-	6,301	-	2,205	-
	Manager and Senior Manager (EG 5-8)	710	-	3,525	-	1,476	-
	Senior Executive & Assistant Manager (EG 3-4)	448	-	1,843	-	756	-
	Executives (EG 1-2)	391	-	1,125	-	432	-
ix. Performance Review*							
Gender	Male	-	100%	-	100%	-	100%
	Female	-	100%	-	100%	-	100%
Employee Category	Executives	-	100%	-	100%	-	100%
	Non-executives	-	100%	-	100%	-	100%
x. Family-friendly Leaves							
Parental/childcare leave	Number of leave applications	1,559	-	2,055	-	2,582	-
	Number of days applied	1,680	-	2,100	-	2,751	-
Maternity leave	Number of leave applications	162	-	267	-	445	-
	Number of days applied	9,078	-	22,330	-	31,423	-
Paternity leave	Number of leave applications	136	-	96	-	158	-
	Number of days applied	350	-	641	-	1,097	-

Notes:

1. '-' refers to data not available.

2. Figures stated may not add up due to rounding of decimals.

3. The data and information provided have been prepared to the best of our ability in ensuring completeness, accuracy and reliability.

* The performance review is based on the best available data.

KEY PERFORMANCE INDICATORS



PEOPLE

Indicator	2022		2023		2024	
	Number	Rate	Number	Rate	Number	Rate
Occupational Health and Safety						
i. Work-related injuries						
Employees						
Hours worked	12,014,601	-	18,916,654	-	23,980,713	-
Fatalities	0	0	0	0	0	0
High-consequence work-related injuries	0	0	4	0.21	0	0
Recordable work-related injuries	47	3.91	78	4.12	50	2.09
Lost time Injury (LTI)	35	-	56	0.59	47	0.39
Lost Time Incident Rate (LTIR)	-	-	-	0.59	-	0.39
Lost Time Injury Frequency Rate (LTIFR)	-	2.91	-	-	-	1.96
Non-Employees ¹						
Hours worked	17,642,823	-	19,717,964	-	23,094,824	-
Fatalities	0	0	0	0	0	0
High-consequence work-related injuries	0	0	0	0	0	0
Recordable work-related injuries	8	0.45	2	0.10	2	0.09
Lost time Injury (LTI)	3	0.17	-	0	2	0.02
Lost Time Incident Rate (LTIR)	-	-	-	-	-	0.02
Lost Time Injury Frequency Rate (LTIFR)	-	-	-	-	-	0.09
ii. Work-related ill health						
Employees						
Number of fatalities	0	-	0	-	0	-
Number of recordable work-related ill health	1	-	5	-	4	-
Main types of work-related ill health	Needle stick injury and manual handling	-	Overexertion or strenuous movements and manual handling	-	Noise and ergonomic hazards	-
Non-Employees ¹						
Number of fatalities	0	-	0	-	0	-
Number of recordable work-related ill health	0	-	0	-	1	-
Main types of work-related ill health	N/A	-	N/A	-	Noise	-
iii. Trainings and certifications						
Number of employees trained on health and safety standards	-	-	3,200	-	1,234	-
Sites with ISO 45001 certification	2	-	4	-	4	-

Notes:

1. Non-employees excludes part-timers and interns since they are hired on an ad-hoc basis.
2. The rates are calculated based on 1,000,000 hours worked (excluding LTIR).

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, stakeholder feedback.
4. '-' refers to data not available.

KEY PERFORMANCE INDICATORS



PEOPLE

Indicator	Unit of Measurement	2022	2023	2024
Community Investment				
Amount invested in the community where the target beneficiaries are external to the listed issuer	RM (in million)	6.29	7.82	5.72
Total number of beneficiaries of the investment in communities	Number	85,860	202,950	60,048
Total employee volunteer hours on community impact programmes	Hours	3,977	3,761	6,152
Customer				
i. Customer satisfaction index				
Office	%	99%	99%	98%
Retail		57%	78%	79%
Hospitality		89%	89%	90%
Healthcare		89%	91%	91%
Property Development		99%	91%	91%
ii. QLASSIC Score				
Property Development	%	84%	82%	84%

Notes:

- Figures stated may not add up due to rounding of decimals.
- The data and information provided have been prepared to the best of our ability in ensuring completeness, accuracy and reliability.

RESTATEMENTS

GRI 2-4



ENVIRONMENTAL



EMISSIONS

Scope 2 emissions:

We have updated our Scope 2 (Purchased electricity) emissions for 2024 to reflect the revised Grid Emissions Factor established by the Energy Commission.

ENERGY

Purchased electricity:

We have restated the electricity consumption of the following business divisions due to improvements in data collection:

2019: Hospitality and Education

2020: Building Materials

WATER

Water consumption and water intensity performance:

We have restated municipal water consumption for Office in 2020 and 2021 following improvements in data collection.

The water use intensity performance for Leisure in 2022 has been restated due to adjustments of the number of visitors.



SOCIAL



HEALTH AND SAFETY

We have restated the data and information relating to health and safety for 2022 and 2023 due to improvements in data collection. This includes figures on the hours worked by employees and number of employees trained on health and safety standards.



MEMBERSHIP IN ASSOCIATIONS

GRI 2-28

Sunway's affiliations with various credible and prestigious associations reflect its commitment to good corporate governance.

Business Division	Name of Organisation	Sunway's Representation
Corporate Governance / Leadership	Climate Governance Malaysia	Sunway Berhad
	Malaysian Employers Federation	Sunway Berhad
	Sustainable Development Solutions Network (SDSN) Malaysia	Tan Sri Sir Dr. Jeffrey Cheah, Chairman
	Malaysian Crime Prevention Foundation - Selangor Chapter	Tan Sri Sir Dr. Jeffrey Cheah, Chairman
	Jeffrey Cheah Foundation	Tan Sri Sir Dr. Jeffrey Cheah, Founder and Trustee
	British Malaysian Chamber of Commerce	Tan Sri Sir Dr. Jeffrey Cheah - Distinguished Co-Patron Ms. Nik Tasha Nik Kamaruddin - Deputy Chair
Building Materials	Federation of Malaysian Manufacturers (FMM)	Sunway Paving Solutions Sdn Bhd, Member
		Sunway Spun Pile (M) Sdn Bhd, Member
		Sunway VCP Sdn Bhd, Member
	International Road Federation (IRF)	Sunway Paving Solutions Sdn Bhd, Member
	Road Engineering Association of Malaysia (REAM)	Sunway Paving Solutions Sdn Bhd, Institution Member
Trading & Manufacturing	American Concrete Institute - Malaysia Chapter	Mr. Calvin Ooi Jieun Lin, Associate Member
	Persatuan Pemborong Barangan Logam Malaysia (PPBLM)	Mr. Foong Wooi Fatt (Sunway Winstar Sdn Bhd), Committee Member
	Malaysia Automobile Association (MAA)	Mr. Benjamin Kek Boon Hau (Dongfeng Commercial Vehicle (Malaysia) Sdn Bhd), General Manager
	Persatuan Insurans Am Malaysia (PIAM)	Mr. Benjamin Kek Boon Hau (Dongfeng Commercial Vehicle (Malaysia) Sdn Bhd), General Manager
Property Development	Real Estate and Housing Developers' Association (REHDA)	Mr. Chong Sau Min, Committee Member, Wilayah Persekutuan Branch
		Mr. Adly Sham, Committee Member, Selangor Branch
		Mr Fong Choon Fuoi, Hon. Secretary, Penang Branch
		Mr Gerard Soosay, Deputy Chairman, Johor Branch
Retail	Malaysia Shopping Malls Association (MSMA)	Ms. Phang Sau Lian, Corporate Member
		Mr. Chai Wen Yew, Corporate Member
		Mr. Danny Lee Yan Leng, Corporate Member
		Mr. Albert Cheok Kok Wei, Corporate Member
		Mr. Allan Tay Tiong Kiat, Corporate Member
Quarry	Malaysia Quarries Association (MQA)	Mr. Stewart Lee Siew Kit, Corporate Member
		Mr. Lee Chuan Seng, Deputy President
		Mr. Lee Chuan Seng, Vice Chairman - Kuala Lumpur Branch
		Mr. Dennis Lim Sing Chew, Ordinary Member - Melaka Branch Mr. Teoh Peng Seah, Ordinary Member - Selangor/Kuala Lumpur Branch

MEMBERSHIP IN ASSOCIATIONS

GRI 2-28



Business Division	Name of Organisation	Sunway's Representation
Hospitality	Malaysian Association of Hotels (MAH)	Sunway Resort Hotel, Member
		Sunway Pyramid Hotel, Member
		Sunway Lagoon Hotel, Member
		Sunway Putra Hotel KL, Member
		Sunway Velocity Hotel, Member
		The Banjaran Hotsprings Retreat, Member
		Sunway Hotel Big Box, Member
		Sunway Hotel Georgetown, Member
		Sunway Hotel Seberang Jaya, Member
	Association of Hotel Employers (AHE)	Sunway Resort Hotel, Member
		Sunway Putra Hotel, Member
Leisure	International Association of Amusement Parks and Attractions (IAAPA)	Sunway Lagoon Sdn Bhd, Member
	Malaysian Association of Theme Parks and Family Attractions (MATFA)	Mr. Magendaran Marimuthu, Deputy President
	Malaysian Association of Zoological Parks and Aquaria (MAZPA)	Dr Pakeeyaraj Nagalingam, Committee Member
		Mr. Nurul Nuzairi, Senior General Manager STP Operations, Member
	Malaysian Association of Amusement Themepark & Family Attractions	Mr. Calvin Ho, Executive Director, Member
Healthcare	Association of Private Hospitals, Malaysia (APHM)	Sunway Medical Centre
		Sunway Medical Centre Velocity
		Sunway Medical Centre Penang
	Global Green & Healthy Hospitals	Sunway Medical Centre
		Sunway Medical Centre Velocity
		Sunway Medical Centre Penang
	Malaysian Society for Quality in Health (MSQH)	Sunway Medical Centre
		Sunway Medical Centre Velocity
		Sunway Medical Centre Penang
Office	Board of Valuers, Appraisers, Estate Agents, and Property Managers (BOVAEP)	Ms. Ana Nofita, Registered Property Manager
		Mr. Aw Yong Pei Loon, Registered Property Manager
		Mr. Goh Leng Seng, Registered Property Manager
		Mr. Ng Wee Chiang, Registered Property Manager
		Mr. Vasantakumar A/I Machap, Registered Property Manager
	Malaysian Institute of Property & Facility Managers (MIPFM)	Mr. Aw Yong Pei Loon, Member
		Mr. Goh Leng Seng, Member
		Mr. Ng Wee Chiang, Registered Property Manager
	Institute of Workplace and Facilities Management	Mr. Zamzul Khairi Bin Zulkifli, Certified Grade

IFRS S1 CONTENT INDEX



IFRS S1 Indicator	Description	Section	Page Reference
Governance			
27(a)(i)	How responsibilities for sustainability-related risks and opportunities are reflected in the terms of reference, mandates, role descriptions and other related policies applicable to that body(s) or individual(s)	Sustainability Governance	21, 40
27(a)(ii)	How the body(s) or individual(s) determines whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to sustainability-related risks and opportunities	Please refer to Sunway Berhad's Corporate Governance Report 2024	
27(a)(iii)	How and how often the body(s) or individual(s) is informed about sustainability-related risks and opportunities	Sustainability Governance	21, 40
27(a)(iv)	How the body(s) or individual(s) takes into account sustainability-related risks and opportunities when overseeing the entity's strategy, its decisions on major transactions and its risk management processes and related policies, including whether the body(s) or individual(s) has considered trade-offs associated with those risks and opportunities	Sustainability Governance	21, 40
27(a)(v)	How the body(s) or individual(s) oversees the setting of targets related to sustainability-related risks and opportunities, and monitors progress towards those targets, including whether and how related performance metrics are included in remuneration policies.	Sustainability Governance	21, 40
27(b)(i)	Whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee	Sustainability Governance	21, 40
27(b)(ii)	Whether management uses controls and procedures to support the oversight of sustainability-related risks and opportunities and, if so, how these controls and procedures are integrated with other internal functions.	Sustainability Governance	21, 40
Strategy			
29(a)	The sustainability-related risks and opportunities that could reasonably be expected to affect the entity's prospects	Materiality, Stakeholder Engagement	24 - 34
29(b)	The current and anticipated effects of those sustainability-related risks and opportunities on the entity's business model and value chain	Materiality, Stakeholder Engagement	24 - 34
29(c)	The effects of those sustainability-related risks and opportunities on the entity's strategy and decision-making	Materiality, Stakeholder Engagement	24 - 34
29(e)	The resilience of the entity's strategy and its business model to those sustainability-related risks	Materiality, Stakeholder Engagement	24 - 34
30(a)	Describe sustainability-related risks and opportunities that could reasonably be expected to affect the entity's prospects	Materiality, Stakeholder Engagement	24 - 34
32(a)	A description of the current and anticipated effects of sustainability related risks and opportunities on the entity's business model and value chain	Materiality, Stakeholder Engagement	24 - 34
33(a)	How the entity has responded to, and plans to respond to, sustainability-related risks and opportunities in its strategy and decision-making	Materiality, Stakeholder Engagement	24 - 34
33(b)	The progress against plans the entity has disclosed in previous reporting periods, including quantitative and qualitative information	Materiality, Stakeholder Engagement	24 - 34
33(c)	Trade-offs between sustainability-related risks and opportunities that the entity considered (for example, in making a decision on the location of new operations, an entity might have considered the environmental impacts of those operations and the employment opportunities they would create in a community).	Materiality, Stakeholder Engagement	24 - 34

IFRS S1 CONTENT INDEX



IFRS S1 Indicator	Description	Section	Page Reference
Risk Management			
44(a)(i)	The inputs and parameters the entity uses (for example, information about data sources and the scope of operations covered in the processes);	Materiality, Stakeholder Engagement	24 - 34
44(a)(iii)	How the entity assesses the nature, likelihood and magnitude of the effects of those risks (for example, whether the entity considers qualitative factors, quantitative thresholds or other criteria)	Materiality, Stakeholder Engagement	24 - 34
44(a)(iv)	Whether and how the entity prioritises sustainability-related risks relative to other types of risk	Materiality, Stakeholder Engagement	24 - 34
44(a)(v)	How the entity monitors sustainability-related risks	Materiality, Stakeholder Engagement	24 - 34
44(a)(vi)	Whether and how the entity has changed the processes it uses compared with the previous reporting period	Materiality, Stakeholder Engagement	24 - 34
44(b)	The processes the entity uses to identify, assess, prioritise and monitor sustainability-related opportunities	Materiality, Stakeholder Engagement	24 - 34
44(c)	The extent to which, and how, the processes for identifying, assessing, prioritising and monitoring sustainability-related risks and opportunities are integrated into and inform the entity's overall risk management process.	Materiality, Stakeholder Engagement	24 - 34
Metrics and targets			
50(a)	How the metric is defined, including whether it is derived by adjusting a metric taken from a source other than IFRS Sustainability Disclosure Standards and, if so, which source and how the metric disclosed by the entity differs from the metric specified in that source	Sustainability Strategy	35
50(b)	Whether the metric is an absolute measure, a measure expressed in relation to another metric or a qualitative measure (such as a red, amber, green—or RAG—status)	Sustainability Strategy	35 - 37
50(c)	Whether the metric is validated by a third party and, if so, which party	Assurance Statements	180 - 181
50(d)	The method used to calculate the metric and the inputs to the calculation, including the limitations of the method used and the significant assumptions made.	Sustainability Strategy	35 - 37
51(a)	The metric used to set the target and to monitor progress towards reaching the target	Sustainability Strategy	35 - 37
51(b)	The specific quantitative or qualitative target the entity has set or is required to meet	Sustainability Strategy	35 - 37
51(c)	The period over which the target applies	Sustainability Strategy	35 - 37
51(d)	The base period from which progress is measured	Sustainability Strategy	35 - 37
51(e)	Any milestones and interim targets	Sustainability Strategy	35 - 37
51(f)	Performance against each target and an analysis of trends or changes in the entity's performance	Sustainability Strategy	35 - 37
51(g)	Any revisions to the target and an explanation for those revisions	Sustainability Strategy	35 - 37

IFRS S2 CONTENT INDEX



IFRS S2 Indicator	Description	Section	Page Reference
Governance			
6(a)(i)	How responsibilities for climate-related risks and opportunities are reflected in the terms of reference, mandates, role descriptions and other related policies applicable to that body(s) or individual(s)	Sustainability Governance	21, 40
6(a)(ii)	How the body(s) or individual(s) determines whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to climate related risks and opportunities	Please refer to Sunway Berhad's Corporate Governance Report 2024	
6(a)(iii)	How and how often the body(s) or individual(s) is informed about climate-related risks and opportunities	Sustainability Governance	21, 40
6(a)(iv)	How the body(s) or individual(s) takes into account climate-related risks and opportunities when overseeing the entity's strategy, its decisions on major transactions and its risk management processes and related policies, including whether the body(s) or individual(s) has considered trade-offs associated with those risks and opportunities	Sustainability Governance	21, 40
6(a)(v)	How the body(s) or individual(s) oversees the setting of targets related to climate-related risks and opportunities, and monitors progress towards those targets, including whether and how related performance metrics are included in remuneration policies	Sustainability Governance	21, 40
6(b)(i)	Management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities, including information about: Whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee	Sustainability Governance	21, 40
6(b)(ii)	Whether management uses controls and procedures to support the oversight of climate-related risks and opportunities and, if so, how these controls and procedures are integrated with other internal functions	Sustainability Governance	21, 40
Strategy			
10(a)	Describe climate-related risks and opportunities that could reasonably be expected to affect the entity's prospects	Risk Management, Strategy	41 - 51
10(b)	Explain, for each climate-related risk the entity has identified, whether the entity considers the risk to be a climate-related physical risk or climate-related transition risk	Risk Management	41 - 51
10(c)	Specify, for each climate-related risk and opportunity the entity has identified, over which time horizons—short, medium or long term—the effects of each climate-related risk and opportunity could reasonably be expected to occur	Risk Management	47 - 51
10(d)	Explain how the entity defines 'short term', 'medium term' and 'long term' and how these definitions are linked to the planning horizons used by the entity for strategic decision-making	Risk Management	41
13(a)	A description of the current and anticipated effects of climate-related risks and opportunities on the entity's business model and value chain	Strategy	46 - 51

IFRS S2 CONTENT INDEX



IFRS S2 Indicator	Description	Section	Page Reference
Strategy (continued)			
13(b)	A description of where in the entity's business model and value chain climate-related risks and opportunities are concentrated (for example, geographical areas, facilities and types of assets)	Risk Management	41 - 43
14(a)(i)	Current and anticipated changes to the entity's business model, including its resource allocation, to address climate-related risks and opportunities (for example, these changes could include plans to manage or decommission carbon-, energy- or water-intensive operations; resource allocations resulting from demand or supply-chain changes; resource allocations arising from business development through capital expenditure or additional expenditure on research and development; and acquisitions or divestments)	Strategy	46 - 51
14(a)(ii)	Current and anticipated direct mitigation and adaptation efforts (for example, through changes in production processes or equipment, relocation of facilities, workforce adjustments, and changes in product specifications)	Strategy	46 - 51
14(a)(iii)	Current and anticipated indirect mitigation and adaptation efforts (for example, through working with customers and supply chains)	Strategy	46 - 51
14(a)(iv)	Any climate-related transition plan the entity has, including information about key assumptions used in developing its transition plan, and dependencies on which the entity's transition plan relies	Strategy	46 - 51
14(a)(v)	How the entity plans to achieve any climate-related targets, including any greenhouse gas emissions targets	Metrics and targets	45, 55
14(b)	Information about how the entity is resourcing, and plans to resource, the activities disclosed	Strategy	45 - 51
14(c)	Quantitative and qualitative information about the progress of plans disclosed in previous reporting periods	Climate Report: Net Zero by 2050, Managing Our Environmental Impact	54 - 58, 66 - 77
16(a)(i)	How climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period	Strategy	46 - 51
16(c)(i)	its investment and disposal plans (for example, plans for capital expenditure, major acquisitions and divestments, joint ventures, business transformation, innovation, new business areas, and asset retirements), including plans the entity is not contractually committed to	Strategy, Metrics & Targets	45 - 52
22(a)(i)	The implications, if any, of the entity's assessment for its strategy and business model, including how the entity would need to respond to the effects identified in the climate-related scenario analysis	Strategy	46 - 51
22(a)(ii)	The significant areas of uncertainty considered in the entity's assessment of its climate resilience	Strategy	46 - 51
22(a)(iii)	The entity's capacity to adjust or adapt its strategy and business model to climate change over the short, medium and long term, including: 1. the availability of, and flexibility in, the entity's existing financial resources to respond to the effects identified in the climate-related scenario analysis, including to address climate-related risks and to take advantage of climate-related opportunities 2. the entity's ability to redeploy, repurpose, upgrade or decommission existing assets 3. the effect of the entity's current and planned investments in climate-related mitigation, adaptation and opportunities for climate resilience	Strategy	46 - 51

IFRS S2 CONTENT INDEX



IFRS S2 Indicator	Description	Section	Page Reference
Strategy (continued)			
22(b)(i)	Information about the inputs the entity used, including: (1) which climate-related scenarios the entity used for the analysis and the sources of those scenarios (2) whether the analysis included a diverse range of climate-related scenarios (3) whether the climate-related scenarios used for the analysis are associated with climate-related transition risks or climate-related physical risks (4) whether the entity used, among its scenarios, a climate-related scenario aligned with the latest international agreement on climate change (5) why the entity decided that its chosen climate-related scenarios are relevant to assessing its resilience to climate-related changes, developments or uncertainties (6) the time horizons the entity used in the analysis (7) what scope of operations the entity used in the analysis (for example, the operating locations and business units used in the analysis)	Risk Management	41 - 44
22(b)(ii)	The key assumptions the entity made in the analysis, including assumptions about: (1) climate-related policies in the jurisdictions in which the entity operates (2) macroeconomic trends (3) national- or regional-level variables (for example, local weather patterns, demographics, land use, infrastructure and availability of natural resources) (4) energy usage and mix (5) developments in technology	Risk Management, Strategy	41 - 51
22(b)(iii)	The reporting period in which the climate-related scenario analysis was carried out	Risk Management	41
Risk Management			
25(a)(i)	The processes and related policies the entity uses to identify, assess, prioritise and monitor climate-related risks, including information about: The inputs and parameters the entity uses (for example, information about data sources and the scope of operations covered in the processes)	Risk Management	41 - 44
25(a)(ii)	Whether and how the entity uses climate-related scenario analysis to inform its identification of climate-related risks	Risk Management	41 - 44
25(a)(iii)	How the entity assesses the nature, likelihood and magnitude of the effects of those risks (for example, whether the entity considers qualitative factors, quantitative thresholds or other criteria)	Risk Management	41 - 44
25(a)(iv)	Whether and how the entity prioritises climate-related risks relative to other types of risk	Risk Management	41 - 44
25(a)(v)	How the entity monitors climate-related risks	Risk Management	41 - 44
25(a)(vi)	Whether and how the entity has changed the processes it uses compared with the previous reporting period	Risk Management	41 - 44

IFRS S2 CONTENT INDEX



IFRS S2 Indicator	Description	Section	Page Reference
Risk Management (continued)			
25(b)	The processes the entity uses to identify, assess, prioritise and monitor climate-related opportunities, including information about whether and how the entity uses climate-related scenario analysis to inform its identification of climate-related opportunities	Risk Management	41 - 44
25(c)	The extent to which, and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the entity's overall risk management process	Risk Management	41 - 44
Metrics and targets			
29(a)(i)	Disclose its absolute gross greenhouse gas emissions generated during the reporting period, expressed as metric tonnes of CO ₂ equivalent, classified as: (1) Scope 1 greenhouse gas emissions (2) Scope 2 greenhouse gas emissions (3) Scope 3 greenhouse gas emissions	Metrics and targets	53 - 58
29(a)(ii)	Measure its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) unless required by a jurisdictional authority or an exchange on which the entity is listed to use a different method for measuring its greenhouse gas emissions	Metrics and targets	53 - 58
29(a)(iii)	Disclose the approach it uses to measure its greenhouse gas emissions including: (1) the measurement approach, inputs and assumptions the entity uses to measure its greenhouse gas emissions; (2) the reason why the entity has chosen the measurement approach, inputs and assumptions it uses to measure its greenhouse gas emissions; and (3) any changes the entity made to the measurement approach, inputs and assumptions during the reporting period and the reasons for those changes	Metrics and targets	53 - 58
29(a)(v)	For Scope 2 greenhouse gas emissions disclosed, disclose its location-based Scope 2 greenhouse gas emissions, and provide information about any contractual instruments that is necessary to inform users' understanding of the entity's Scope 2 greenhouse gas emissions	Metrics and targets	53 - 58
29(a)(vi)	For Scope 3 greenhouse gas emissions (1) the categories included within the entity's measure of Scope 3 greenhouse gas emissions, in accordance with the Scope 3 categories described in the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011) (2) additional information about the entity's Category 15 greenhouse gas emissions or those associated with its investments (financed emissions), if the entity's activities include asset management	Metrics and targets	53 - 58
29(b)	Climate-related transition risks—the amount and percentage of assets or business activities vulnerable to climate-related transition risks	Risk Management	44
29(c)	Climate-related physical risks—the amount and percentage of assets or business activities vulnerable to climate-related physical risks	Risk Management	43
29(d)	Climate-related opportunities—the amount and percentage of assets or business activities aligned with climate-related opportunities	Strategy	51
29(e)	Capital deployment—the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities	Strategy	51

IFRS S2 CONTENT INDEX



IFRS S2 Indicator	Description	Section	Page Reference
Metrics and targets (continued)			
29(f)	Internal carbon prices—the entity shall disclose: (i) an explanation of whether and how the entity is applying a carbon price in decision-making (for example, investment decisions, transfer pricing and scenario analysis) (ii) the price for each metric tonne of greenhouse gas emissions the entity uses to assess the costs of its greenhouse gas emissions"	Strategy	45
29(g)	Remuneration—the entity shall disclose: (i) a description of whether and how climate-related considerations are factored into executive remuneration (ii) the percentage of executive management remuneration recognised in the current period that is linked to climate-related considerations	Governance	40
32	An entity shall disclose industry-based metrics that are associated with one or more particular business models, activities or other common features that characterise participation in an industry.	Metrics and targets	53
33(a)	An entity shall disclose the quantitative and qualitative climate-related targets it has set to monitor progress towards achieving its strategic goals, and any targets it is required to meet by law or regulation, including any greenhouse gas emissions targets. For each target, the entity shall disclose	Metrics and targets	55
33(b)	The objective of the target (for example, mitigation, adaptation or conformance with science-based initiatives)	Metrics and targets	55
33(c)	The part of the entity to which the target applies (for example, whether the target applies to the entity in its entirety or only a part of the entity, such as a specific business unit or specific geographical region)	Metrics and targets	55
33(d)	The period over which the target applies	Metrics and targets	55
33(e)	The base period from which progress is measured	Metrics and targets	55
33(f)	Any milestones and interim targets	Metrics and targets	55
33(g)	If the target is quantitative, whether it is an absolute target or an intensity target	Metrics and targets	55
33(h)	How the latest international agreement on climate change, including jurisdictional commitments that arise from that agreement, has informed the target	Metrics and targets	55
34(a)	An entity shall disclose information about its approach to setting and reviewing each target, and how it monitors progress against each target, including: Whether the target and the methodology for setting the target has been validated by a third party	Metrics and targets	55, 180 - 181
34(b)	The entity's processes for reviewing the target	Metrics and targets	55
34(c)	The metrics used to monitor progress towards reaching the target	Metrics and targets	55
34(d)	Any revisions to the target and an explanation for those revisions	Metrics and targets	55
35	An entity shall disclose information about its performance against each climate-related target and an analysis of trends or changes in the entity's performance	Metrics and targets, Managing Our Environmental Impact	55 - 68

IFRS S2 CONTENT INDEX



IFRS S2 Indicator	Description	Section	Page Reference
Metrics and targets (continued)			
36(a)	For each greenhouse gas emissions target, an entity shall disclose: Which greenhouse gases are covered by the target	Metrics and targets	53 - 55
36(b)	Whether Scope 1, Scope 2 or Scope 3 greenhouse gas emissions are covered by the target	Metrics and targets	53 - 55
36(c)	Whether the target is a gross greenhouse gas emissions target or net greenhouse gas emissions target. If the entity discloses a net greenhouse gas emissions target, the entity is also required to separately disclose its associated gross greenhouse gas emissions target	Metrics and targets	53 - 55
36(d)	Whether the target was derived using a sectoral decarbonisation approach	Strategy	51
36(e)(i)	The entity's planned use of carbon credits to offset greenhouse gas emissions to achieve any net greenhouse gas emissions target. In explaining its planned use of carbon credits the entity shall disclose information including, The extent to which, and how, achieving any net greenhouse gas emissions target relies on the use of carbon credits	A Reflection on Sustainability through the Sunway Lens	11
36(e)(ii)	Which third-party scheme(s) will verify or certify the carbon credits	Assurance Statements	180 - 181
36(e)(iii)	The type of carbon credit, including whether the underlying offset will be nature-based or based on technological carbon removals, and whether the underlying offset is achieved through carbon reduction or removal	Strategy	45
36(e)(iv)	Any other factors necessary for users of general purpose financial reports to understand the credibility and integrity of the carbon credits the entity plans to use (for example, assumptions regarding the permanence of the carbon offset)	Strategy	45

GRI CONTENT INDEX



Statement of use	Sunway Berhad has reported in accordance with the GRI Standards for the period of 1 January 2024 to 31 December 2024.
GRI 1 used	GRI 1 : Foundation 2021
Applicable GRI Sector Standard(s)	Not applicable

ESG Pillar	GRI Standard	Disclosure Number	Disclosure Title	Bursa Malaysia	F4GBM ESG Themes	UN SDG	Page reference and reasons for omissions, if applicable
	General Disclosures						
	GRI 2: General Disclosures 2021	The organization and its reporting practices					
		2-1	Organizational details	-	-	-	2 - 3
		2-2	Entities included in the organization’s sustainability reporting				3
		2-3	Reporting period, frequency and contact point				1
		2-4	Restatements of information				161
		2-5	External assurance				1, 180 - 181
		Activities and workers					
		2-6	Activities, value chain and other business relationships	Labour Practices & Standards	Labour Standards	5, 8	2 - 3, 81 - 85
		2-7	Employees				89 - 107, 151 - 160
		2-8	Workers who are not employees				159
		Governance					
		2-9	Governance structure and composition	-	Corporate Governance	5, 16	21
		2-10	Nomination and selection of the highest governance body				Please refer to Sunway Berhad's IAR2024
		2-11	Chair of the highest governance body				Please refer to Sunway Berhad's IAR2024
		2-12	Role of the highest governance body in overseeing the management of impacts				21
		2-13	Delegation of responsibility for managing impacts				21
		2-14	Role of the highest governance body in sustainability reporting				21
		2-15	Conflicts of interest				Please refer to Sunway Berhad's IAR2024
		2-16	Communication of critical concerns				81, 89
		2-17	Collective knowledge of the highest governance body				21
		2-18	Evaluation of the performance of the highest governance body				21
	2-19	Remuneration policies	127				
	2-20	Process to determine remuneration	Please refer to Sunway Berhad's IAR2024				
	2-21	Annual total compensation ratio	97				

GRI CONTENT INDEX



ESG Pillar	GRI Standard	Disclosure Number	Disclosure Title	Bursa Malaysia	F4GBM ESG Themes	UN SDG	Page reference and reasons for omissions, if applicable
	Strategy, policies and practices						
		2-22	Statement on sustainable development strategy	Anti-Corruption	Anti-Corruption	16	4 - 11, 22 - 23, 35 - 37
		2-23	Policy commitments		127		
		2-24	Embedding policy commitments		126 - 127		
		2-25	Processes to remediate negative impacts		89		
		2-26	Mechanisms for seeking advice and raising concerns		89		
		2-27	Compliance with laws and regulations		126 - 127		
		2-28	Membership associations		162 - 163		
	Stakeholder engagement						
		2-29	Approach to stakeholder engagement	Labour Practices & Standards	Labour Standards	16	29 - 34
	2-30	Collective bargaining agreements	8		90		
Material Topics							
GRI 3: Material Topics 2021	3-1	Process to determine material topics	-	-	-	24 - 28	
	3-2	List of material topics				24 - 28	
ECONOMIC	Company's economic performance						
	GRI 3: Material Topics 2021	3-3	Management of material topics	-	-	-	121
	GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	-	-	1, 3, 5, 8, 9, 10, 17	121
		201-2	Financial implications and other risks and opportunities due				41 - 44
		201-3	Defined benefit plan obligations and other retirement plans				Not applicable
		201-4	Financial assistance received from government				Not applicable
	Macroeconomic issues						
	GRI 3: Material Topics 2021	3-3	Management of material topics	-	-	-	121
	GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	-	-	1, 3, 5, 8, 9, 10, 17	Not disclosed due to confidentiality constraints
		202-2	Proportion of senior management hired from the local community				97
	GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported				2, 59 - 60, 109 - 119, 121
		203-2	Significant indirect economic impacts				59 - 60, 109 - 119, 121

GRI CONTENT INDEX



ESG Pillar	GRI Standard	Disclosure Number	Disclosure Title	Bursa Malaysia	F4GBM ESG Themes	UN SDG	Page reference and reasons for omissions, if applicable
ECONOMIC	Responsible and sustainable financing						
	GRI 3: Material Topics 2021	3-3	Management of material topics	-	-	-	122 - 123
	Capital allocation strategy						
	GRI 3: Material Topics 2021	3-3	Management of material topics	-	-	-	121
	Brand and reputation						
	GRI 3: Material Topics 2021	3-3	Management of material topics	-	-	-	128 - 129
ENVIRONMENTAL	Climate action						
	GRI 3: Material Topics 2021	3-3	Management of material topics	-	-	-	39, 61, 66
	GRI 302: Energy 2016	302-1	Energy consumption within the organization	Energy Management	Climate Change	7, 12, 13	66 - 68, 138 - 141
		302-2	Energy consumption outside of the organization				66 - 68, 138 - 142
		302-3	Energy intensity				55, 68
		302-4	Reduction of energy consumption				66 - 68
		302-5	Reductions in energy requirements of products and services				66 - 68
	GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Emissions Management Emissions - Air Quality/Pollution	Climate Change Pollution & Resources	3, 12, 13, 14	53 - 58, 135 - 136
		305-2	Energy indirect (Scope 2) GHG emissions				53 - 58, 135 - 137
		305-3	Other indirect (Scope 3) GHG emissions				53 - 58, 135 - 137
		305-4	GHG emissions intensity				55 - 58, 135 - 136
		305-5	Reduction of GHG emission				54 - 58, 135 - 137
		305-6	Emissions of ozone-depleting substances (ODS)				135 - 137
		305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions				148 - 149

GRI CONTENT INDEX



ESG Pillar	GRI Standard	Disclosure Number	Disclosure Title	Bursa Malaysia	F4GBM ESG Themes	UN SDG	Page reference and reasons for omissions, if applicable
ENVIRONMENTAL	Protection of biodiversity and ecology						
	GRI 3: Material Topics 2021	3-3	Management of material topics	-	-	-	61
	GRI 304: Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside	-	Biodiversity	13, 14, 15	59 - 60
		304-2	Significant impacts of activities, products, and services				59 - 60
		304-3	Habitats protected or restored				59 - 60
		304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations				Not applicable
	Pollution management						
	GRI 3: Material Topics 2021	3-3	Management of material topics	-	-	-	72
	GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	Water	Pollution & Resources	6, 12	69 - 71
		303-2	Management of water discharge-related impacts				69, 78, 148
		303-3	Water withdrawal				69 - 71
		303-4	Water discharge				69, 78, 148
		303-5	Water consumption				69 - 71
	GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Waste Management	Water Security		72 - 77
		306-2	Management of significant waste-related impacts				72 - 77
		306-3	Waste generated				72 - 77, 145 - 147
		306-4	Waste diverted from disposal				72 - 77, 145 - 147
		306-5	Waste diverted to disposal				72 - 77, 145 - 147

GRI CONTENT INDEX



ESG Pillar	GRI Standard	Disclosure Number	Disclosure Title	Bursa Malaysia	F4GBM ESG Themes	UN SDG	Page reference and reasons for omissions, if applicable
SOCIAL	Employee well-being						
	GRI 3: Material Topics 2021	3-3	Management of material topics	-	-	-	89 - 96, 100 - 107
	GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Health & Safety	Health & Safety	3, 8	100
		403-2	Hazard identification, risk assessment, and incident investigation				104 - 105
		403-3	Occupational health services				105
		403-4	Worker participation, consultation, and communication on occupational health and safety				101 - 103
		403-5	Worker training on occupational health and safety				102 - 103
		403-6	Promotion of worker health				104 - 106
		403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships				104 - 106
		403-8	Workers covered by an occupational health and safety management system				103
		403-9	Work-related injuries				106, 159
		403-10	Work-related ill health				106, 159
	GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Labour Practices & Standards	Labour Standards	4, 5, 8	95, 157
		404-2	Programs for upgrading employee skills and transition assistance programs				93 - 96
		404-3	Percentage of employees receiving regular performance and career development reviews				96, 158
	Human rights						
	GRI 3: Material Topics 2021	3-3	Management of material topics	-	-	-	89
	GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Labour Practices & Standards	Labour Standards	5, 8	97, 153 - 156
		401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employee				90 - 92
		401-3	Parental leave				92, 158
	GRI 402: Labor/Management Relations 2016	402-1	Minimum notice periods regarding operational changes				90

GRI CONTENT INDEX



ESG Pillar	GRI Standard	Disclosure Number	Disclosure Title	Bursa Malaysia	F4GBM ESG Themes	UN SDG	Page reference and reasons for omissions, if applicable	
SOCIAL	GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Labour Practices & Standards	Labour Standards	5, 10	97, 151 - 157	
		405-2	Ratio of basic salary and remuneration of women to men				156	
	GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Diversity	Corporate Governance		96, 126	
	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 Practices & Standards	Human Rights & Community	10	89 - 90	
	GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor				89	
	GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor				89	
	GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures				89	
	GRI 411: Rights of indigenous people 2016	411-1	Incidents of violations involving rights of indigenous peoples				89	
	GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories				Health & Safety	Health & Safety
		416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	128				
	Community investment							
	GRI 3: Material Topics 2021	3-3	Management of material topics	-	-	-	109	
	GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Community / Society	Human Rights & Community	11	109 - 119	
		413-2	Operations with significant actual and potential negative impacts on local communities				109 - 119	

GRI CONTENT INDEX



ESG Pillar	GRI Standard	Disclosure Number	Disclosure Title	Bursa Malaysia	F4GBM ESG Themes	UN SDG	Page reference and reasons for omissions, if applicable
SOCIAL	Value chain improvement						
	GRI 3: Material Topics 2021	3-3	Management of material topics	-	-	-	81
	GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	Supply Chain Management	Supply Chain (Environmental)	8, 11, 12, 16	81, 150
	GRI 301: Materials 2016	301-1	Materials used by weight or volume	Materials			83, 150
		301-2	Recycled input materials used	Supply Chain (Environmental) / Supplier Environmental Assessment			82
		301-3	Reclaimed products and their packaging materials		82		
	GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria		81, 150		
		308-2	Negative environmental impacts in the supply chain and actions taken		81, 150		
	GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Supply Chain Management	Supply Chain (Social)	8, 11, 12, 16	81, 150
		414-2	Negative social impacts in the supply chain and actions taken				81, 150
	GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	Supply Chain (Social) / Supplier Social Assessment	Risk Management	12, 16	128
		417-2	Incidents of non-compliance concerning product and service information and labeling				128
		417-3	Incidents of non-compliance concerning marketing communications				128
	GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data privacy and security	-	16	127

GRI CONTENT INDEX



ESG Pillar	GRI Standard	Disclosure Number	Disclosure Title	Bursa Malaysia	F4GBM ESG Themes	UN SDG	Page reference and reasons for omissions, if applicable
GOVERNANCE	Group standards and operating procedures						
	GRI 3: Material Topics 2021	3-3	Management of material topics	-	-	-	126
	GRI 205: Anti-Corruption 2016	205-1	Operations assessed for risks related to corruption	Anti-Corruption	Anti-Corruption	16	126 - 127
		205-2	Communication and training about anti-corruption policies and procedures				95, 126-127
		205-3	Confirmed incidents of corruption and actions taken				126 - 127
	GRI 206: Anti-Competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices (Business code of conduct)				126 - 127
	GRI 419: Socioeconomic Compliance 2016	419-1	Non-compliance with laws and regulations in the social and economic area				103
	Innovation and technology						
	GRI 3: Material Topics 2021	3-3	Management of material topics	-	-	-	127

ASSURANCE STATEMENTS

GRI 2-5

INDEPENDENT ASSURANCE STATEMENT



SIRIM QAS INTERNATIONAL SDN BHD INDEPENDENT ASSURANCE STATEMENT

To Board of Directors, Stakeholders, and Interested Parties,

SIRIM QAS International Sdn. Bhd. was engaged by Sunway Berhad to perform an independent verification and provide assurance of the Sunway Berhad Sustainability Report 2024. The main objective of the verification process is to provide assurance to Sunway Berhad and its stakeholders on the accuracy and reliability of the information as presented in this statement. The verification by SIRIM QAS International pertains to sustainable performance information (subject matter) within the assurance scope which is included in Sunway Berhad Sustainability Report 2024.

The management of Sunway Berhad was responsible for the preparation of the Sustainability Report. The objective and impartiality of this statement is assured as no member of the verification team and no other employee of SIRIM QAS International was involved in the preparation of any part of Sunway Berhad's Sustainability Report and Integrated Annual Report 2024.

The assurance engagement was designed to provide limited assurance in accordance with the International Standard on Assurance Engagements (ISAE) 3000, Assurance Engagements other than Audits or Reviews of Historical Financial Information, and BURSA Sustainability Reporting Guide, irrespective of the organization's ability to achieve its objectives, targets or expectations on their subject matter and sustainability-related issues. The assurance activity evaluates the adequacy of Sunway Berhad Sustainability Report and its overall presentation against respective frameworks such as UN-SDGs, GRI Standards requirement, TCFD, CDP and other relevant frameworks. The assurance process involves verification of applicable subject matter as presented in the report through these goals i.e., Driving Carbon Reduction Across Our Portfolios and Cities, Advocating a Responsible Value Chain, Developing a Safe, Equal and Dignified Workforce, Investing in Community Inclusivity, and Upholding Transparency and Delivering Excellence. In addition to this, we also review and verify the sustainability indicators outlined by Bursa Malaysia to ensure the accuracy, completeness, and reliability of the reported information. The results of this verification process have been systematically tabulated in Appendix 1 and the Report to Management, with further details provided therein.

The verification was carried out by SIRIM QAS International in March 2025, with the following methodologies:

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

The verification process was subjected to the following limitations:

- The scope of work did not involve verification of other information reported in Sunway Berhad Integrated Annual Report 2024.
- The review excluded all financial-related data, as these are subjected to the company's financial audit.
- As part of this assurance engagement, the verification team visited Sunway Berhad's corporate office at Menara Sunway. However, the verification process did not include physical inspections of any of Sunway Berhad's buildings, managed leased and leased assets.
- The verification team did not assess or verify any data related to contractors or third parties.

Conclusion

SIRIM QAS International, a Conformity Assessment Body in Malaysia, is accredited to both ISO/IEC 17021-1:2015 and ISO/IEC 17065:2012 covering all our operational activities. The appointed assessors performing the assurance engagement were selected appropriately based on our internal qualifications, training and experience. The verification process is reviewed by management to ensure that the approach and assurance are strictly followed and operated transparently. During the verification process, issues were raised, and clarifications were sought from the management of Sunway Berhad relating to the accuracy of some of the information contained in the report. In response to the findings raised, the Sustainability Report was subsequently reviewed and revised by Sunway Berhad. It is confirmed that changes that have been incorporated into the final version of the report have satisfactorily addressed all issues. Based on the scope of the assessment process and evidence obtained, nothing has come to our attention that causes us to believe that Sunway Berhad has not complied, in all material respects, with the referred assurance standard and guide. The following represents SIRIM QAS International's opinion:

- The level of data accuracy included in Sunway Berhad Sustainability Report 2024 is fairly stated;
- The level of disclosure of the specific sustainability performance information presented in the report was found to be properly prepared;
- The personnel responsible were able to demonstrate the origin(s) and interpretation of data contained in the report;
- The Sustainability Report provides a reasonable and balanced presentation of Sunway Berhad's sustainability performance.

ASSURANCE STATEMENTS



List of Assessors.

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

Statement Prepared by:

AERNIDA BINTI ABDUL KADIR

Team Leader
Management System Certification Department
SIRIM QAS International Sdn. Bhd.

Date: 21 March 2025

Statement Approved by:

AMINUDIN BIN ABD AZIZ

Acting Senior General Manager
Management System Certification Department
SIRIM QAS International Sdn. Bhd

Date: 26 March 2025

ASSURANCE STATEMENT BY INTERNAL AUDIT DEPARTMENT

Assurance undertaken

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

Subject matter

All Common Sustainability Matters and accompanying Indicators identified by Bursa for FY2024.

Scope

The boundary of the internal review includes all Sunway Berhad's operations in Malaysia.

Sunway Group Internal Audit Department (GIAD)
26 March 2025

Note 1: This Independent Assurance Statement has been issued based on the content verified prior to the approval date. SIRIM QAS International Sdn Bhd does not express an opinion on, nor guarantees the integrity and/or accuracy of the information provided with the view that the conclusion was conducted post verification assessment, hence not verified. SIRIM QAS International shall not be responsible for any changes or additions made after the referred date (21 March 2025).

ABBREVIATIONS

AHU	Air Handling Unit	HCWRI	High-consequence Work-related Injuries	SLL	Sustainability-Linked Loan
AI	Artificial Intelligence	HIRARC	Hazard Identification, Risk Assessment and Risk Control	SMC	Sunway Medical Centre
AP	Accounts Payable	HOPE	Health Outreach Programme for Everyone	SMCV	Sunway Medical Centre Velocity
BEI	Building Energy Intensity	IoT	Internet of Things	SMEs	Small-to-Medium Enterprises
BEMS	Building Energy Management System	IPCC	Intergovernmental Panel on Climate Change	SOPs	Standard Operating Procedures
BOD	Biochemical Oxygen Demand	ISO	International Organization for Standardization	SO _x	Sulfur Oxide
BSC	Board Sustainability Committee	ISSB	International Sustainability Standards Board	SPV2030	Shared Prosperity Vision 2030
BSF	Black Soldier Fly	JCF	Jeffrey Cheah Foundation	SQMS	Sunway Quality Merit System
CBAM	Carbon Border Adjustment Mechanism	KPI	Key Performance Indicator	SRA	Supplier Risk Assessment
CDP	Carbon Disclosure Project	L&D	Learning and Development	SRI	Sustainable and Responsible Investment
CH ₄	Methane	LEED	Leadership in Energy and Environmental Design	SSP	Shared Socioeconomic Pathway
CO	Carbon Monoxide	LPR	License Plate Recognition	TCFD	Task Force on Climate-related Financial Disclosures
CO ₂	Carbon Dioxide	LTJ	Lost Time Injury	TNB	Tenaga Nasional Berhad
CO ₂ e	Carbon Dioxide Equivalent	LTIR	Lost Time Incident Rate	TSA	The Salvation Army
COD	Chemical Oxygen Demand	M&E	Mechanical and Electrical	TSS	Total Suspended Solids
CSR	Corporate Social Responsibility	MIP	Malaysia Institute of Planners	VCP	Vitrified Clay Pipe
CVA	Completion and Verification Assessment	MSC	Management Sustainability Committee	VOC	Volatile Organic Compound
DOSH	Department of Occupational Safety and Health	MSCI	Morgan Stanley Capital International		
EQA	Environmental Quality Act	N ₂ O	Nitrous Oxide		
ESG	Environmental, Social and Governance	NASOM	National Autism Society of Malaysia		
EUI	Energy Use Intensity	NO _x	Nitrogen Oxide		
F&B	Food and Beverage	NSRF	National Sustainability Reporting Framework		
FBM Emas	FTSE Bursa Malaysia Emas Index	O ₃	Ozone		
FIABCI	The International Real Estate Federation	OHSEMS	Occupational Health, Safety and Environment Management System		
FSC	Forest Stewardship Council	OHSMP25	Occupational Safety and Health Masterplan 2021 - 2025		
FTSE	Financial Times Stock Exchange	PIKOM	The National Tech Association of Malaysia		
GBI	Green Building Index	PLC	Public Listed Companies		
GDV	Gross Development Value	PV	Photovoltaic		
GFA	Gross Floor Area	QA/QC	Quality Assurance and Quality Control		
GHG	Greenhouse Gas	QLASSIC	Quality Assessment System in Construction		
GHR	Group Human Resources	R&D	Research and Development		
GIAD	Group Internal Audit	REIT	Real Estate Investment Trust		
GRC	Group Risk and Compliance (GRC) Department	SCKL	Sunway City Kuala Lumpur		
GRI	Global Reporting Initiative	SDSN	Sustainable Development Solutions Network		
GS	Group Sustainability Department	SEDG	Simplified ESG Disclosure Guide		

REDUCING THE ENVIRONMENTAL IMPACT OF THIS REPORT



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



Printed with **carbon neutral press machines**, using eco-materials and managed and certified under the
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Environmental Management System to minimise environmental impact.



Eco-design is both a principle and an approach. It consists of **integrating environmental protection criteria** over a service or a product's life cycle.



The total carbon footprint for one copy of the Sunway Berhad Sustainability Report 2024 is

6.984 kg CO₂e.

We are committed to reducing the environmental impact of our Sustainability Report and will continue working to reduce the amount of greenhouse gases (GHG) emitted throughout the entire design and printing process.



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waste is responsibly handled

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