



SUSTAINABILITY POLICY

Version 3

1.0 Introduction

The Sustainability Policy (the "Policy") ensures alignment of all conducts of UEM Sunrise Berhad ("UEM Sunrise" or "the Company") with its strategic goals as well as with the Company's commitment to the United Nations Sustainable Development Goals ("SDGs").

2.0 Purpose

- 2.1 UEM Sunrise shares a common belief that how we do business is as important as what we do.
- 2.2 At UEM Sunrise, sustainability means building for the long-term by making decisions that balance our economic aspirations as well as our commitments in advocating environmental stewardship and societal wellbeing. Our goal is to secure long-term business sustainability without compromising the opportunities for the Company to enhance its value in the future.
- 2.3 UEM Sunrise's Sustainability Policy ("the Policy") will serve as the overarching policy covering Environmental, Social, and Governance ("ESG") principles. It outlines our commitments to integrating sustainability principles into our business operations and decision-making process.
- 2.4 Our aspiration is to become the industry leader with sustainability as the hallmark of operational efficiencies and corporate responsibility.

3.0 Key Guiding Principles

UEM Sunrise's sustainability journey is governed by **four** key guiding principles.

- 3.1 We share a common belief that sustainability drives **long-term value**. By inculcating forward-thinking perspective and integrating ESG issues into our business strategy, we will be in a better position to navigate complex challenges while seizing new opportunities for innovations and improvements, delivering sustainable returns to our shareholders.
- 3.2 As a leading property developer, we recognise our role in **responsible stewardship**. It embodies a holistic approach to property development that considers triple bottom line, going beyond compliance and profit maximisation. We understand that the built environment we build today will have lasting impacts on both the natural environment and the communities it serves.
- 3.3 To build trust, we strive to align our actions with our stated values and commitments. Walking the talk requires consistency in demonstrating our actions. This way, we foster a culture of **integrity and transparency** about our achievement and progress as well as challenges.
- 3.4 We are cognisant that collective effort is key to address complex challenges leading to sustainability. Through **partnership and collaboration** with our business partners, we believe that we are able to make a lasting impact and address these complex challenges within the value chain more effectively. With this in mind, we endeavour to cultivate conscientious culture and responsible behaviour among our employees and business partners.

4.0 Our Commitments

The Policy defines our commitments in sustainability which are categorised into four pillars namely Economic, Environment, Social and Governance.

4.1 Economic

As a public-listed company and leading property developer, we play a key role in contributing to the **growth of the local economy** and **development of our nation**, and we strive to do so in a way that is sustainable and responsible. To uphold this commitment, we aim to:

- 4.1.1 Create positive economic impact to local economy and communities through **job creation, fair remuneration** and **infrastructure investment**.
- 4.1.2 Prioritise **local suppliers** in our procurement process, where possible, who demonstrate genuine commitment to sustainability and transparency.

4.2 Environmental

We are committed to reducing environmental impact arising from our operations through safe, efficient and environmentally conscious operations. As part of our long-term plan, we are committed to building a low carbon future by 2030 and to achieve **Carbon Neutrality by 2050**. Towards this end, we aim to:

- 4.2.1 Take steps to **reduce carbon footprint** in our operations and our products, in line with the global effort to mitigate climate change.
- 4.2.2 Design and develop with sustainability in mind, seeking to achieve **environmentally sustainable design** certifications for all relevant projects.
- 4.2.3 Prioritise **energy-efficient designs** and promote the use of **renewable energy** sources in our projects and operations.
- 4.2.4 Prioritise **resource-efficient** and **environmentally** sustainable construction methods and materials, where possible.
- 4.2.5 Promote efficient and responsible consumption of **energy, water** and **materials** in our daily operations.
- 4.2.6 Implement **circular economy** principles in our operations, promote effective use of resources, recycling, and upcycling to minimise waste.
- 4.2.7 Protect natural environment and **conserve biodiversity** through conservation effort.
- 4.2.8 Promote adoption of good environmental practices across our **supply chain**.

4.3 Social

We are committed to creating positive social impact within the communities where we operate in. Our priority is to create **safe spaces** and **vibrant communities** where everyone can thrive and prosper. While doing that, we are also dedicated to fostering an **inclusive workplace** to empower our employees. To this end, we strive to:

- 4.3.1 Build **trust** and long-term relationship with our customers prioritising on customer-centric experiences.
- 4.3.2 Create long-term social impacts to the local communities through **community engagement** and **education enhancement**.
- 4.3.3 Ensure continuous pipeline and delivery of **attainable housing**, providing accessibility to housing to **diverse communities**.
- 4.3.4 Uphold respect for **human rights** and **responsible labour standards**, ensuring our employees are treated fairly, with respect and dignity.
- 4.3.5 Embrace **diversity, equity, and inclusion** at the workplace by promoting a culture that respects and appreciates differences.
- 4.3.6 Foster a **culture of learning** and promote equity and fairness among employees to maximise their abilities.
- 4.3.7 Provide working environment that is **healthy, safe, conducive** and **empowering** for our **employees** and **contractors**.

4.4 Governance

We are committed to the **highest standards** of corporate governance and integrity. We have **zero-tolerance policy** towards all forms of corruption and will not tolerate any behaviour that violates our commitment to ethical and legal business practices. To uphold this commitment, we strive to:

- 4.4.1 Uphold the highest standards of **integrity, accountability** and **ethical behaviour** in our business conduct and operations, consistent with our corporate values.

- 4.4.2 Adhere to **all applicable laws**, legislations and industry standards.
- 4.4.3 Provide **effective leadership** by embracing and fortifying corporate governance policies and practices.
- 4.4.4 Uphold **ethical business** and **responsible procurement practices**.
- 4.4.5 Safeguard **data privacy** and our organisation's **digital assets** and infrastructure against evolving cyber threats.
- 4.4.6 Build trust with our stakeholders through **regular interactions** and **reporting** to foster transparency and accountability.

5.0 Scope and Responsibilities

- 5.1 This Policy applies to UEM Sunrise and all its subsidiaries.
- 5.2 This Policy is a matter reserved for the Board of Directors of UEM Sunrise (the Board) with the Chief Executive Officer (CEO) being responsible for the effective implementation and overall compliance of these policies and procedures.
- 5.3 The Policy is subject for biennial review or as and when it is necessary.