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# SUNWAY

## HEALTHCARE

### SUNWAY HEALTHCARE HOLDINGS BERHAD (Registration No. 202101000296 (1400594-U))

# SUSTAINABILITY POLICY

Version 1.0 (13 August 2025)

Process Owner : Group Sustainability  
Intended Users : Sunway Healthcare Group – All Users  
Approved by the Board : 13 August 2025  
Last Updated : 13 August 2025

COMMITTED TO  
SUSTAINABLE DEVELOPMENT GOALS



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(Last updated on 13 August 2025)

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**1. INTRODUCTION AND PURPOSE**

This Sustainability Policy (the “**Policy**”) is intended to ensure the alignment of all conducts of Sunway Healthcare Holdings Berhad and its subsidiaries and business units (“**Sunway Healthcare**” or “**Group**”) with its purpose as well as with the Group’s commitment to the United Nations Sustainable Development Goals (“**UNSDGs**”).

**2. SCOPE**

2.1. This Policy applies at the Group level and to all Business Units, including its hospitals and supporting entities. Where applicable, Sunway Healthcare encourages companies affiliated with the Group to align their policies with those of Sunway Healthcare, such that they adhere to principles and guidelines consistent with those established in this Policy, particularly in relation to environmental, social and corporate governance (“**ESG**”) and regulatory compliance.

**3. DEFINITIONS**

<b>Board</b>	The Board of Directors of Sunway Healthcare Holdings Berhad.  When this Policy is adopted by a Subsidiary, references to the Board may be understood to mean the respective roles and responsibilities of the Chief Executive Officer or Head of the Subsidiary.
<b>Business Unit(s)</b>	A business unit of Sunway Healthcare.
<b>Business Unit Management</b>	The Chief Executive or Head of each Business Unit.
<b>Group Corporate Function</b>	The respective corporate services function of Sunway Healthcare Holdings Berhad.
<b>Group Corporate Function Management</b>	The Chief Executive or Head of each Group Corporate Function.
<b>Management</b>	Business Unit Management and Group Corporate Function Management.
<b>Employee</b>	Anyone engaged under a contract of employment, including permanent, temporary, contract, and part-time basis, and directors of Sunway Healthcare.

**4. POLICY STATEMENT**

4.1. Sunway Healthcare is committed to achieving net-zero carbon emissions by 2050, ensuring current health needs are met while safeguarding the well-being of future generations.

4.2. Sunway Healthcare strives to serve as a responsible global corporate citizen, which not only takes responsibility for its own healthcare activities, but also its impact on people, the environment and society in general.

4.3. Sunway Healthcare's sustainability initiatives are guided by four core pillars with strong fundamentals. These include:

- **PATIENTS**

Delivering exceptional care through integrated and patient-centered healthcare services, leveraging digital technologies and staying abreast of medical advancements for a resilient and sustainable healthcare system.

- **EMPLOYEES**

Cultivating an optimal work environment that strengthens our health workforce, fostering a diverse and inclusive organizational culture that continuously supports and values our people.

- **COMMUNITY**

Promoting healthy lifestyles, through community outreach and corporate responsibility programs and empowering individuals and communities to lead health promotion and disease prevention initiatives.

- **ENVIRONMENT**

Mitigating climate change by utilizing resources responsibly, diverting waste from landfill, constructing green hospitals, and reducing carbon emissions.

4.4. Sunway Healthcare endeavours to maintain a structured and active engagement with stakeholders to identify, analyse and manage their expectations, and also recognise risks and opportunities that exist in the operations. The findings of these engagements are presented to the Board.

## **5. BUSINESS RESPONSIBILITY**

### **5.1. APPROACH**

To achieve long-term business sustainability by delivering exceptional, patient-centred care while ensuring resilient operations through continuous innovation, digital integration, and responsible resource management. Sunway Healthcare strives for consistent and strong performance over time through the application of sound healthcare and business practices.

### **5.2. PRINCIPLES**

Sunway Healthcare shall focus on the following principles:

5.2.1. Deliver integrated and high-quality healthcare services that are patient-focused, digitally enabled, and aligned with evolving medical advancements, thereby enhancing the resilience and sustainability of healthcare delivery.

5.2.2. Maintain operational excellence and financial prudence in all aspects of healthcare service delivery, ensuring cost efficiency, reliability, and continuity of care in line with recognised

sector practices and applicable regulations.

5.2.3. Proactively manage risks, including those arising from public health threats, supply chain disruptions, and environmental factors, through robust business continuity planning and crisis preparedness.

5.3. Sunway Healthcare is committed to creating long-term value for stakeholders through the pursuit of ethical healthcare practices and sustainability-driven innovation. This commitment supports the Group's competitive advantage in maintaining enduring patient relationships and delivering consistent value to shareholders.

5.4. Sunway Healthcare is committed to complying with good business practice as stipulated in its Code of Conduct and Business Ethics (CCBE) Policy and corporate governance structure.

5.5. To ensure transparency, consistency, and comparability in sustainability reporting, the Group aligns its disclosures with the requirements of the Main Market Listing Requirements of Bursa Malaysia Securities Berhad and the Sustainability Reporting Guide (3rd Edition) issued by Bursa Malaysia. The Group also adheres to the principles of the Malaysian Code on Corporate Governance (MCCG) 2021. Where applicable, the Group references international frameworks such as the International Financial Reporting Standards (IFRS) S1 and S2 issued by the International Sustainability Standards Board (ISSB), the Global Reporting Initiative (GRI), and the Task Force on Climate-related Financial Disclosures (TCFD). In delivering sustainable healthcare, the Group complies with relevant healthcare regulations and environmental standards as required by the Ministry of Health Malaysia and the Ministry of Natural Resources and Environmental Sustainability.

## **6. SOCIAL RESPONSIBILITY**

### **6.1. APPROACH**

Sunway Healthcare strives for an equitable society by being a responsible and respectful employer and a good corporate citizen. The Group is committed to contributing to improved social progress within the communities in which it operates, while fostering a healthcare environment that prioritises the wellbeing of patients, employees, and the public.

### **6.2. PRINCIPLES**

Sunway Healthcare shall focus on the following principles:

6.2.1. Deliver equitable, inclusive, and patient-centred care that respects individual dignity, diversity, and the right to informed healthcare decisions.

6.2.2. Cultivate an optimal work environment that strengthens the health workforce, fostering a diverse and inclusive organisational culture that continuously supports and values our people.

6.2.3. Ensure employee wellbeing by promoting occupational health and safety, fair and non-discriminatory employment practices, and opportunities for continuous learning and

development.

6.2.4. Promote healthy lifestyles through community outreach and corporate responsibility initiatives, empowering individuals and communities to lead health promotion and disease prevention efforts.

6.2.5. Support the Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights, and uphold the rights of all employees, contractors, and communities. SHG aims to provide a fair, safe, and non-discriminatory environment for all stakeholders. Further details are outlined in the Group's Human Rights Policy.

6.2.6. Uphold ethical conduct, compassion, and accountability in all aspects of healthcare delivery and stakeholder engagement, thereby strengthening public trust and social resilience.

## **7. ENVIRONMENTAL RESPONSIBILITY**

### **7.1. APPROACH**

Sunway Healthcare is committed to mitigating climate change and reducing its environmental footprint through responsible resource use, waste reduction, and green infrastructure. The Group aims to reduce its carbon emissions, divert waste from landfills, and construct sustainable hospital infrastructure while delivering safe, high-quality healthcare services. In doing so, SHG supports a resilient and climate-conscious healthcare system aligned with national environmental regulations and healthcare standards.

### **7.2. PRINCIPLES**

Sunway Healthcare shall focus on the following principles:

7.2.1. Promote efficient resource usage, particularly energy and water, through sustainable technologies, preventive maintenance, and behavioural change initiatives across all facilities.

7.2.2. Reduce carbon emissions and environmental pollutants by optimising energy consumption and explore renewable energy where feasible.

7.2.3. Ensure compliant and responsible waste management — especially for clinical, pharmaceutical, cytotoxic, chemical, radioactive, and general waste — in line with the Environmental Quality Act 1974, Scheduled Waste Regulations 2005, and the Ministry of Health's Guidelines for Healthcare Waste Management, while actively working to divert waste from landfills.

7.2.4. Minimise environmental risks from chemical handling, medical gases, and hazardous substances through strict protocols and staff training, in accordance with healthcare and environmental safety standards.

7.2.5. Design, construct, and retrofit healthcare buildings to green standards, improving environmental performance and resilience.

7.2.6. Implement structured internal environmental management practices and promote a culture of environmental responsibility through staff education, awareness campaigns, and operational guidelines.

7.2.7. Practice responsible procurement by selecting partners who uphold high environmental standards and support a sustainable supply chain.

7.2.8. Monitor, report, and improve environmental performance across the Group, including indicators such as energy and water use, carbon emissions, waste weightage, and environmental compliance.

## **8. GOVERNANCE OF OUR SUSTAINABILITY PRACTICES**

8.1. The governance of Sunway Healthcare's sustainability practices is led by the Board, which reviews and provides strategic direction on the Group's sustainability agenda. This includes oversight of Sunway Healthcare's environmental, social, and governance (ESG) strategy, the setting of key sustainability goals and targets, and the review of the Group's progress and scorecard to ensure alignment with Sunway Healthcare's vision for a resilient and sustainable healthcare system.

8.2. Supporting the Board, the Sunway Healthcare Sustainability Financing Committee, chaired by the Sunway Healthcare President is responsible for screening, selecting, and approving eligible projects in accordance with the Group's Sustainability Financing Framework. This Committee ensures that environmental and social risks are appropriately evaluated and managed in capital allocation decisions. The framework has been awarded a GOLD rating by the Malaysian Rating Corporation Berhad (MARC), reflecting Sunway Healthcare's commitment to transparency and impact-driven sustainability financing.

8.3. Acting as the 'executive arm' of the Board, the Sunway Healthcare Group Sustainability ("**GS**") helps the Board to make informed decisions to integrate the Group's sustainability strategy into the business operations and implement initiatives towards achieving the Group's sustainability goals. Apart from overseeing key sustainability risks and opportunities, stakeholder engagement as well as materiality assessment, the GS also oversees and monitors sustainability trends including governance and reporting. The GS reports updates on the Group's sustainability performance during Sunway Healthcare's Executive Team Meetings chaired by the Sunway Healthcare President, who is also a member on the Board.

8.4. The Sunway Healthcare Sustainability Working Committee ("**SWC**") — chaired by the Sunway Healthcare Managing Director — functions as the central platform for driving and operationalising Sunway Healthcare's sustainability strategy. The SWC, comprising the GS and representative from each hospital, plays a central role in planning, coordinating, and monitoring the implementation of sustainability initiatives across all hospitals within the Group.

8.5. At the hospital level, Hospital Sustainability Committees — reporting to the Sunway Healthcare SWC — are chaired by the respective Chief Operating Officer or Heads of Operations who are also member of the Sunway Healthcare SWC. These committees include cross-functional

representatives from nursing, allied health, support services, and administration. These teams drive local implementation, encourage staff engagement, and ensure alignment with Sunway Healthcare's overarching strategy. Progress and updates from these hospital-level committees are reported during Management Team Meetings chaired by the hospital Chief Executive Officer.

- 8.6. As part of the Group's commitment to embedding sustainability into its long-term growth strategy, each hospital incorporates a five-year sustainability plan into its annual business plan. These plans are aligned with the Group's corporate sustainability framework and reflect the Group's dedication to responsible healthcare delivery, stakeholder well-being, and environmental stewardship. Each hospital are accountable for their ESG performances that are linked to their yearly appraisal scorecards.

**9. EFFECTIVE DATE AND REVIEW**

This Policy is approved by the Board of Directors and effective as of 13 August 2025, and shall be periodically reviewed and approved by the Board, as and when necessary to ensure that it continues to remain relevant, appropriate and effective in the enforcement of the principles herein.