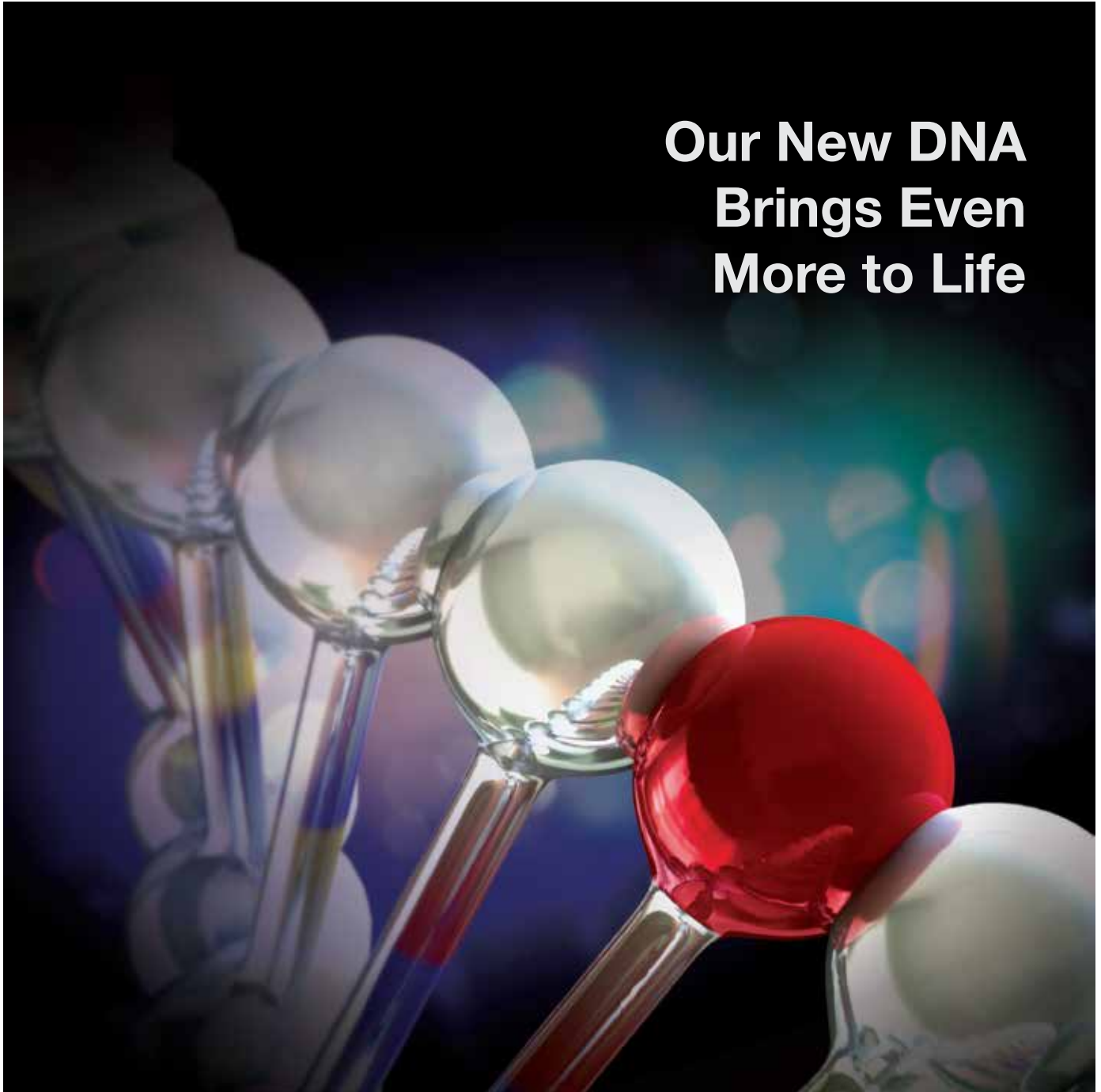




A member of **UEM Group**

Our New DNA Brings Even More to Life



Sustainability Report **2013**



Our New DNA Brings Even More to Life

We are unified internally and externally to be more responsive to society's needs. This not only involves collaborations but complete symbiosis with the community to grow and flourish together as one.

Sustainability is the underlying principle of our joint DNA. We embrace diverse cultures, expertise and knowledge, which strengthens us. Our unified behaviour reflects our identity and is instrumental in earning our stakeholders' trust. With this spirit, we will continue to grow and evolve as we progress.

Our Vision

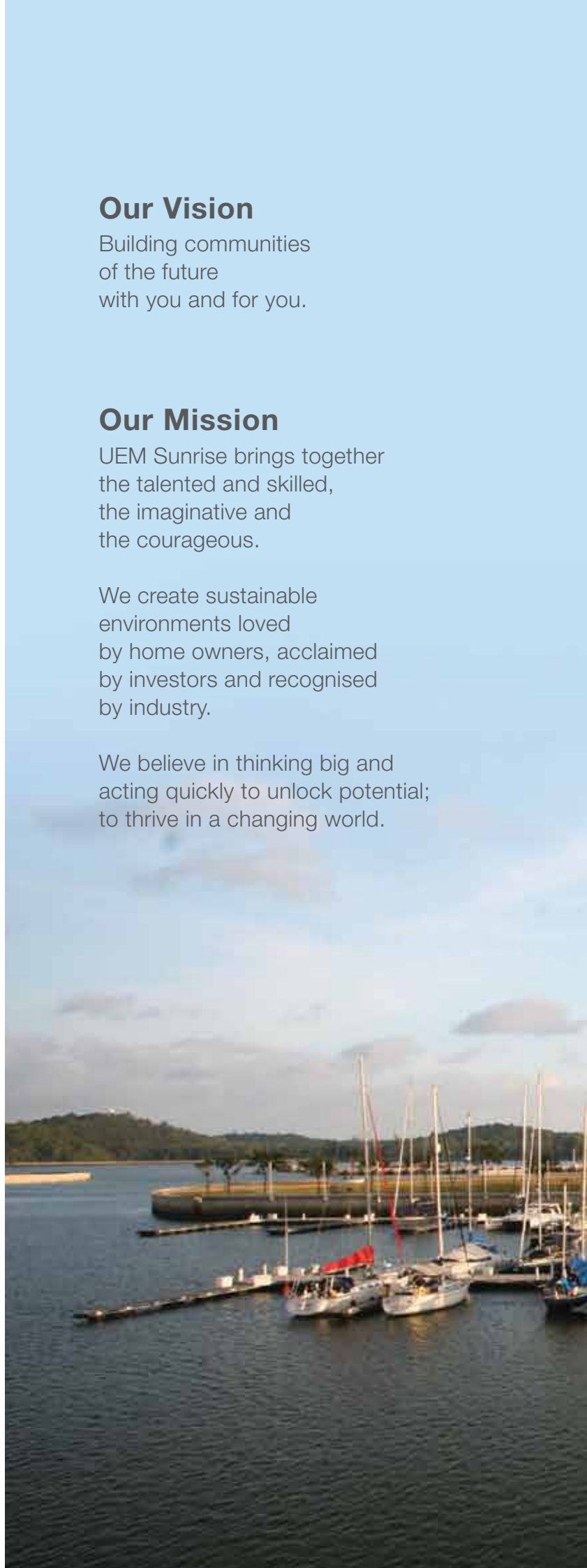
Building communities of the future with you and for you.

Our Mission

UEM Sunrise brings together the talented and skilled, the imaginative and the courageous.

We create sustainable environments loved by home owners, acclaimed by investors and recognised by industry.

We believe in thinking big and acting quickly to unlock potential; to thrive in a changing world.



Living Our Values

Our core values have stood the test of time. Acronymed as TIPS, these values play a vital part in defining who we are as a diverse group of people with skills, expertise and knowledge that allow us to deliver innovative products and service excellence to our customers.

Teamwork

Cooperative effort by the members of a group or team to achieve a common goal.

Integrity

The state of having steadfast adherence to a strict moral or ethical code.

Passion for Success

A relentless drive to achieve excellence; commitment to meet and exceed targets.

Sincerity of Intent

Something that is intended to be taken into action with consideration of the quality or condition of being sincere.





Quintet in Vancouver, Canada

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Feedback

This Report is available to all stakeholders in hard copy on request and can be downloaded from our corporate website (www.uemsunrise.com).

For further information and comments please contact:

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About this Report

This is the first Sustainability Report to be produced since the rebranding of UEM Sunrise Berhad ("UEM Sunrise") (formerly known as UEM Land Holdings Berhad) in 2013. Through this Report, we would like to communicate to the public our new, reformed, combined DNA, which is stronger than before. This Report provides a clear, comprehensive and transparent representation of the Company's performance in managing the economic, social and environmental aspects of its operations.

In writing this report, we have been guided by the Global Reporting Initiative ("GRI"), an internationally recognised standard for sustainability reporting. Other local and international guidelines relevant to our business have also been considered. Four sections have been devoted to our sustainability efforts in the Workplace, Marketplace, Environment and Community. These four pillars are suggested by Bursa Malaysia's Corporate Social Responsibility ("CSR") Guidelines.

This report features Disclosures on Management Approach ("DMA") and provides information on the nature of our business in each area of the GRI Guidelines. Our strategies, achievements and future plans for sustainability management are all aligned with these guidelines, especially in the areas of sustainable environmental management, community, social contributions, ethics and corporate culture.

Where company-wide information is not available, we have provided performance data and case studies which are representative of our general approach. In this report, we have also tracked performance data and statistics to date and evaluated our progress towards achieving targets.

Our transparency efforts are not limited to this report. Other material issues such as detailed Corporate Governance, operations data and business activities information are reported in our Annual Report.

Scope of Report

Reporting period : 1 January to 31 December 2013

Reporting Cycle : Annually

Coverage : UEM Sunrise company-wide

Reference and Guidelines

Principal Guidelines

- GRI-G3.1 Sustainability Reporting Framework

Additional Guidelines

- Bursa Malaysia's Corporate Social Responsibility ("CSR") Framework
- ACCA Malaysia Sustainable Reporting Guidelines for Malaysian Companies
- ISO 26000: Guidance on Social Responsibility

ABOUT UEM SUNRISE BERHAD



UEM Sunrise Berhad (“UEM Sunrise” or “the Company”), formerly known as UEM Land Holdings Berhad, is a public company listed on the Main Market of Bursa Malaysia Securities Berhad. UEM Sunrise is the flagship company for township and property development businesses of UEM Group Berhad (“UEM Group”) and Khazanah Nasional Berhad (“Khazanah”), an investment holding company of the Malaysian Government. UEM Group is a wholly-owned subsidiary of Khazanah.

UEM Sunrise has core competencies in macro township development, high-rise residential, commercial, retail and integrated developments, as well as property management and project & construction services.

The Company, the master developer of Nusajaya is currently undertaking the development of Nusajaya, one of the five flagship zones of Iskandar Malaysia, Johor into Southeast Asia’s newest regional city. Upon completion, it will be the largest fully integrated urban development in Southeast Asia that will provide significant investment, financial and business opportunities to economic growth and development in the Johor region.

Embracing innovation and technology, Nusajaya will be a role model of an economically, socially and environmentally sustainable city for South East Asia. With its modern infrastructure and cutting edge architectural masterplan, the expected local and foreign investment inflows into Nusajaya will propel economic growth and transform South Johor into an exciting centre of economic development.

Nusajaya spans a total of 23,875 acres, with approximately 7,600 acres currently owned by UEM Sunrise and at various stages of development. Nusajaya comprises a range of catalytic developments including Kota Iskandar, the Johor State new administrative centre which houses State and Federal Government offices; the luxurious award winning Puteri Harbour integrated waterfront development; the ‘green’ and ‘clean’ Southern Industrial and Logistics Clusters (“SiLC”); Afiat

Healthpark, a comprehensive medical park offering modern, traditional, complementary medicine and wellness; and Gerbang Nusajaya, a 4,551-acre development comprising mixed, commercial projects with activity malls, campus offices, trade centres and residential developments.

Together with a mix of residential and commercial properties, hotels, resorts and many other amenities, Nusajaya will emerge as a vibrant and dynamic destination that offers a holistic and integrated lifestyle, and holds immense potential growth for investors.

In the Central Region, UEM Sunrise is renowned for its award-winning, up-market high rise residential projects as well as commercial developments largely in the Mont’Kiara enclave, including 11 Mont’Kiara, 28 Mont’Kiara, Arcoris Mont’Kiara and Residensi 22. It is also responsible for introducing the concept of creative retail in Solaris Dutamas known as Publika.

UEM Sunrise is also the owner of 98 acres of freehold site adjacent to the Central Business District of Cyberjaya where Symphony Hills, an exclusive residential development and the Country’s first Connected Intelligent Community (“CIC”) resides, offering smart-home features and community connectivity through high-speed broadband.

UEM Sunrise’s presence extends internationally into Singapore via Marina One and Duo mixed-use developments as well as Melbourne, Australia. Outside of Asia Pacific, it has expanded into Vancouver, Canada through Quintet mixed-use development, and retains a land bank in Durban, South Africa. The Company has ready access to a large pool of talents, considerable depth and breadth of skills, knowledge and expertise across the property chain. As a Group, the Company has the advantages of economies of scale, operational efficiencies and extensive resources, enabling UEM Sunrise to deliver better value for all its developments. The Company is thus well positioned to seek and secure new development opportunities and accelerate its business expansion to enhance its overall performance.

AWARDS & RECOGNITION 2013

ASIA PACIFIC PROPERTY AWARDS



Verdi Eco-dominiums

5-Star Best Apartment, Verdi Eco-dominiums, (Malaysia Category)

Highly Commended Landscape Architecture, Verdi Eco-dominiums (Malaysia Category)



Mall of Medini

Highly Commended Retail Development, Mall of Medini (Malaysia Category)



Radia Bukit Jelutong

Best Commercial High Rise Development, Radia Bukit Jelutong (Asia Pacific Category)

5-Star Best Commercial High Rise Development, Radia Bukit Jelutong (Malaysia Category)

THE EDGE TOP PROPERTY DEVELOPERS AWARDS 2013



The Edge Malaysia
Fourth Top Property Developer

THE EDGE BILLION RINGGIT CLUB



The Edge Billion Ringgit Club
Member for Fourth Consecutive Year

BCA GREEN MARK



Gold Certification for 28 Mont'Kiara

ACCA MALAYSIA SUSTAINABILITY AWARDS ("MasRA") 2013



Shortlisted

THE BRANDLAUREATE AWARDS 2012 - 2013



Best Brands in Real Estate Lifestyle Mall, Publika

MALAYSIAN RESERVE PROPERTY PRESS AWARDS 2013



Almās @Puteri Harbour Verdi Eco-dominiums
Best Green & Smart High-rise Residential Development, Verdi Eco-dominiums
Best Integrated High-rise Development, Almās @Puteri Harbour

CORPORATE GOVERNANCE INDUSTRY EXCELLENCE AWARD



Property Category

THE HOLMES REPORT ASIA PACIFIC GOLD SABRE AWARD



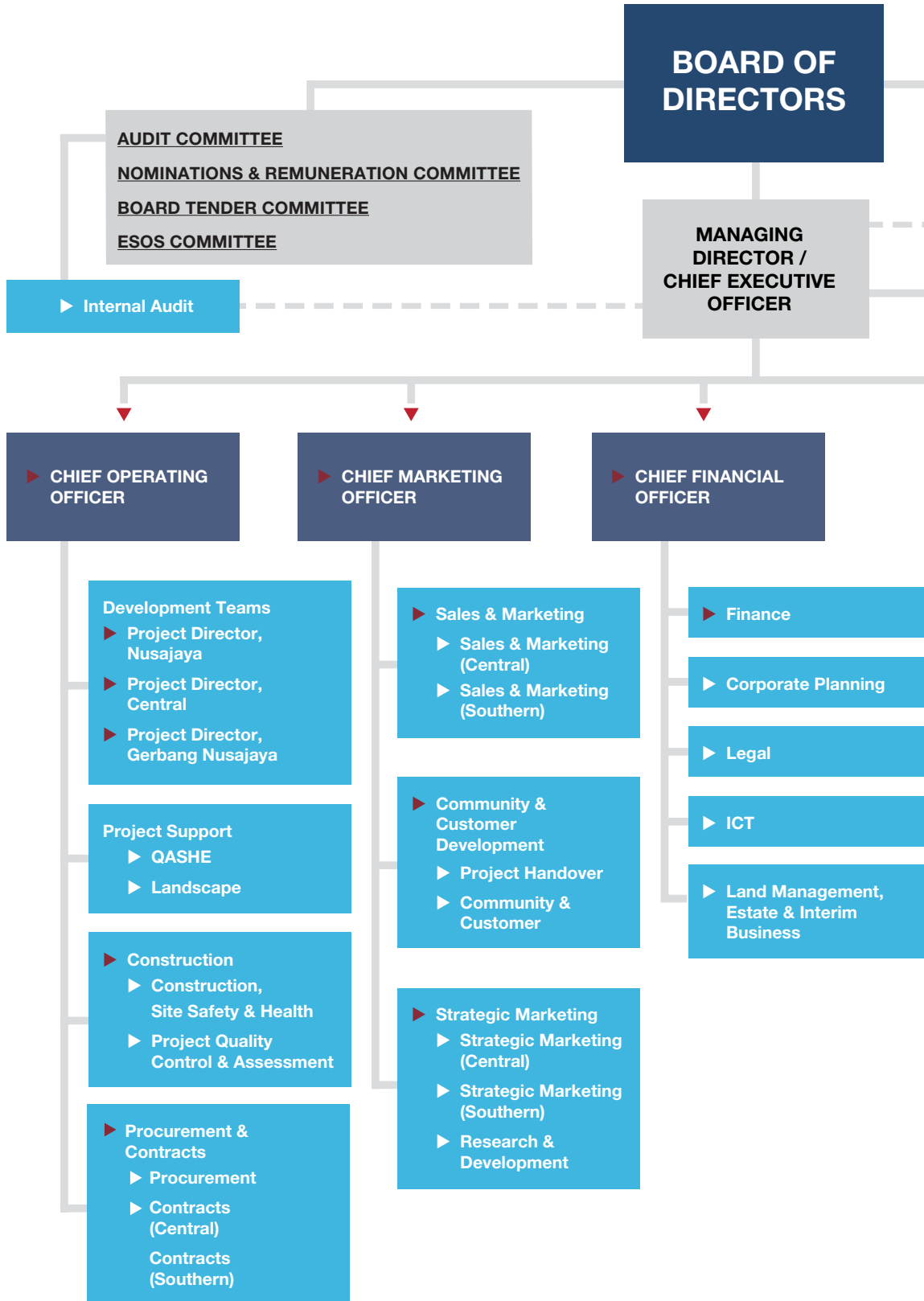
Employee Communication for "Unleashing the Power of One Programme"

NATIONAL ANNUAL CORPORATE REPORT (NACRA) 2013



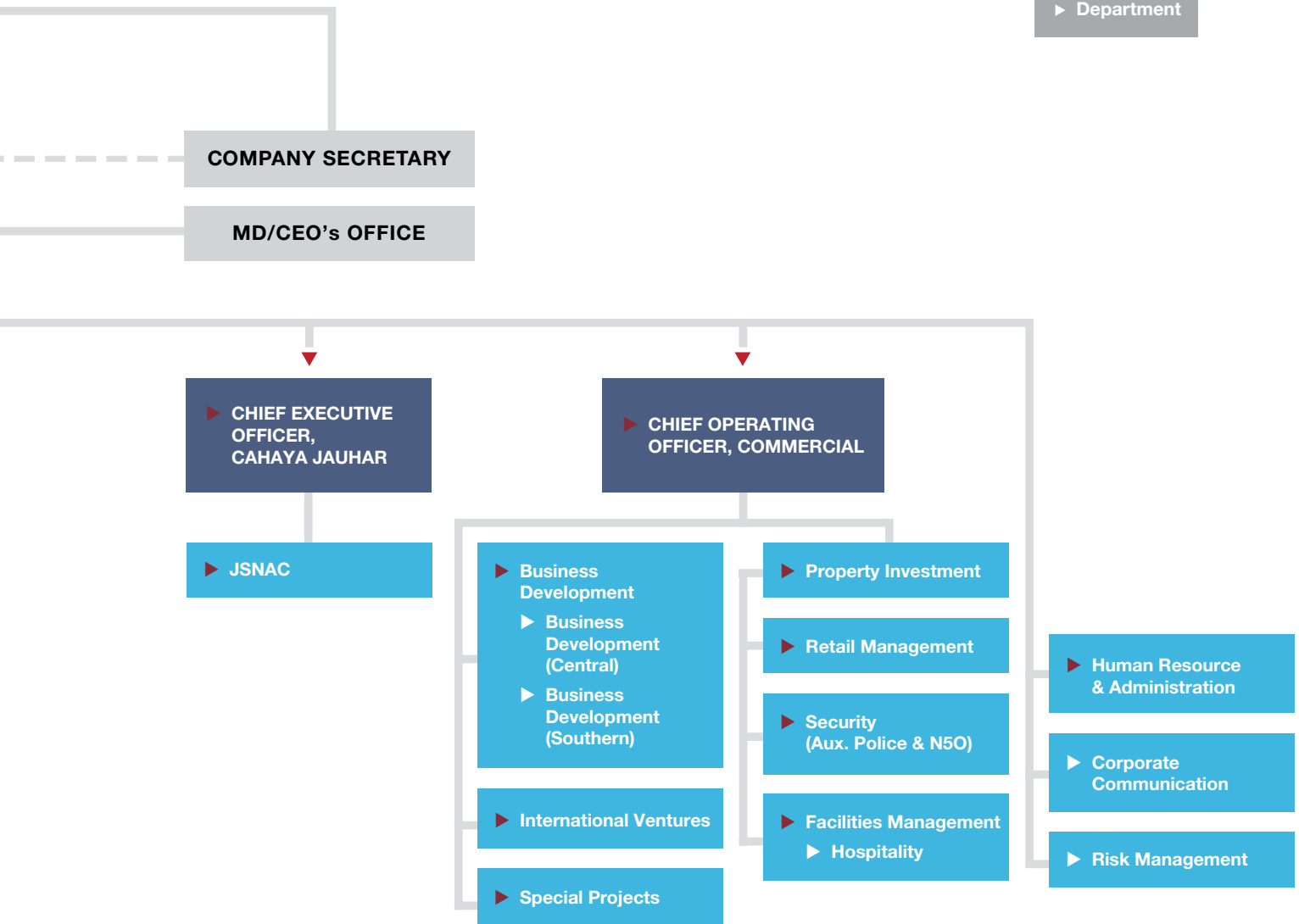
Certificate of Merit

ORGANISATION STRUCTURE



LEGEND:

- ▶ Division
- ▶ Department



A MESSAGE FROM OUR EXECUTIVE DIRECTOR



Dear Stakeholders,

I am pleased to present to you our fifth Sustainability Report. It has been a great year for us and many changes have resulted from the integration of two distinct, but complementary organisations of UEM Land Holdings Berhad and Sunrise Berhad. It is the beginning of many great years ahead as we are now stronger than before. The joint DNA brings together diverse cultures, expertise and knowledge.

In June 2013, we officially launched the UEM Sunrise brand and rolled out our corporate rebranding exercise. Our “Unleashing the Power of One” programme communicates the Company's enhanced brand, vision, mission, values and future journey to all employees to achieve our business ambitions. The programme was carried out from January to June last year. Our employees were brought together and stayed focused on our ultimate goal, which is building communities of the future. It was an inspirational programme involving a series of conferences and workshops for our top 100 leaders, followed by 28 road shows and monthly team meeting activities. The programme prepared and united the UEM Sunrise family for a rebranding exercise. The programme aimed to create one identity and a sense of ownership by instilling the Company's new vision, mission and values into them. I invite you to read more about the programme in the Workplace section of this Report.

At the heart of our Company is a strong commitment to provide our customers with world-class products backed by technical project management expertise. During the year, we maintained high standards of quality, safety, environment and value

engineering in our projects for the benefit of our customers, society and the nation. Our team continually strives for excellence when facing the ever increasing challenges of the industry. We devote our full efforts to exceed our customers' expectations.

Our transparent corporate governance systems were recognised when we were awarded the Corporate Governance Industry Excellence Award for the property category. We were also shortlisted for the ACCA Malaysia Sustainability Reporting Awards (“MaSRA”). These are testament to the effectiveness of our sustainability programmes and further motivates us to improve our performance and disclosure in the future.

In 2013, we launched the Arcoris Mont'Kiara which is a mixed-use commercial development on Lot 80199 in Mont'Kiara. This development integrates five components of business suites, SoHo, service residences, retail and a hotel. It consists of two blocks of 18 and 26 storeys that are linked by a landscaped central plaza. Arcoris Mont'Kiara is a Green Building Index (“GBI”) certified development. Its design incorporates green building features including an energy management control system, natural cross ventilation, rainwater harvesting and the use of zero Ozone Depleting Potential (“ODP”) refrigerants.

New windows of opportunity are opening up as we prepare for an eventful future marked with important milestones. I am excited to announce that we will deliver more green projects in the coming years. Commitment, hard work and perseverance have helped UEM Sunrise to be on par with international companies in terms of standards and project quality. UEM Sunrise has a rich and diversified presence across the industry's core growing sectors.

Our past focus was on the timely completion and delivery of our projects, which is the bedrock of the Company's performance and financial results. During the year, we continued to engage with our customers and measure their satisfaction levels. We successfully maintained a TR*M index score of 74 points. Our aim is to offer a service that delights our customers. This commitment is embedded in our corporate DNA and exemplified by UEM Sunrise employees. They act with full awareness that safeguarding quality and customer satisfaction are of the utmost importance.

Sustainability is part of our DNA

We have retained our focus on creating value for all our stakeholders, who consist of customers, investors, employees and suppliers. In 2013, the Company actively pursued numerous projects under its key CSR programmes. Our educational programmes remain strong as we believe in nurturing the younger generation to become our future leaders.



Arcoris Mont'Kiara, Kuala Lumpur

UEM Sunrise also took a more active role in educational and community-based social activities in 2013. The Company continued its educational support programme for 17 schools under the PINTAR (“Promoting Intelligence, Nurturing Talent and Advocating Responsibility”) programme. This programme currently benefits more than 6,000 students annually and all schools are located in the communities in which the Company operates. We have conducted numerous activities for these PINTAR schools in order to make learning fun yet effective. They have benefited from our continuous efforts of custom-designed activities such as a Motivational Camp; Road Safety Programme; Spelling Competition; Exam Seminars for PMR, UPSR & SPM; Exam Clinics; Green Campaign; English Boot Camp; and a Health and Hygiene Programme.

We also support our major shareholder, UEM Group Berhad’s (“UEM Group”) initiative by adopting 10 schools under the UEM English Literacy Programme (“UELPP”). UELPP was sponsored by UEM Group in collaboration with PINTAR Foundation and the British Council. This community engagement programme is

designed to strengthen the teaching and learning of English by improving teachers’ teaching abilities. It is achieved through a variety of methods that include quality delivery structures, supportive intervention and community involvement. UELPP aims to enhance children’s understanding of the language and develop their reading, writing and oral skills. These programmes also encourage parental involvement.

UEM Sunrise supports the Government’s 10th Malaysia Plan, which focuses on 12 National Key Economic Areas (“NKEAs”). These areas include education services, information, communications and technology. With this, we have introduced the INTERAKTIF-Tuisyen Rakyat 1 Malaysia (“i-TR1M”) to 1,600 students from Form 3 and Form 5 of our PINTAR Schools and the programme was launched at SMK Kompleks Sultan Abu Bakar, Gelang Patah on 23 April 2013. The i-TR1M programme introduces the students to an interactive software platform whereby they are provided with personalised user names and passwords for them to revise and complete exercises online.

Sustainability is rooted in our DNA. We do our best to provide educational assistance and learning opportunities to underprivileged children. Our Back to School Programme sponsors school uniforms and other necessities for 44 orphans aged between seven and 17 from *Pertubuhan Kebajikan Anak-anak Yatim Darul Aitam, Tapah, Perak*. Following this, we have also contributed school uniforms, socks and shoes to 198 *Orang Asli* children from Kampung Simpang Arang, Gelang Patah in Johor, as well as 53 *Orang Asli* children from Kampung Sungai Geroyang and Kampung Sungai Merbau in Tapah, Perak.

Our sustainability programme also encourages spiritual growth by guiding the future generations on faith. 134 pre-schoolers aged five and six have completed their *Al-Quran* recital classes under the Pintar *Al-Quran* Programme. Their notable achievements were celebrated during the Khatam Ceremony in November 2013.

As a community developer, we take proactive steps to understand our residents better and work towards enhancing their social and lifestyle needs, by delivering a sustainable community living in our developments.

In Mont'Kiara and Dutamas, UEM Sunrise Fun Zone and UEM Sunrise Chill-Out Zone facilities were set-up for the residents' engagement programmes such as festive celebrations, language classes, cooking & baking, and arts workshops. Both centres also act as cross-cultural platforms for the multinational communities residing in the global township of Mont'Kiara. The occasional sports tournament and recreational outing are also organised and are seen as particularly effective in building camaraderie.

In Nusajaya, festive celebrations and thematic events were organised for the community of UEM Sunrise-developed properties. This is part of our commitment in addressing the social and lifestyle needs of the ever-growing communities in our completed developments such as Ledang Heights, East Ledang, Nusa Idaman and Nusa Bayu.

At UEM Sunrise, we are driven by our passion to make a difference in people's everyday lives. We continue to strive to become an employer of choice. We offer competitive remuneration packages coupled with promising career growth opportunities. Our training programmes cater to our employees' needs and the industry's expectations. Safety is never compromised in our workplace, especially due to the nature of our industry. We have strict safety guidelines, which apply to all employees and contractors entering our premises.

Acknowledgement

The continued success of UEM Sunrise would not be possible without the ongoing support from its shareholders, customers, business associates and the relevant authorities. It is an honour to share this report with you on behalf of my colleague and friend Dato' Wan Abdullah Wan Ibrahim, who sadly passed away in February 2014 after a short illness. He was a great sustainability champion and we will continue to develop our sustainability agenda as envisioned by him.

Finally, my utmost appreciation goes to our dedicated management team and employees for their continuous commitment and contribution to the overall achievement of the Company's goals and objectives.

Dato' Izzaddin Idris
Executive Director



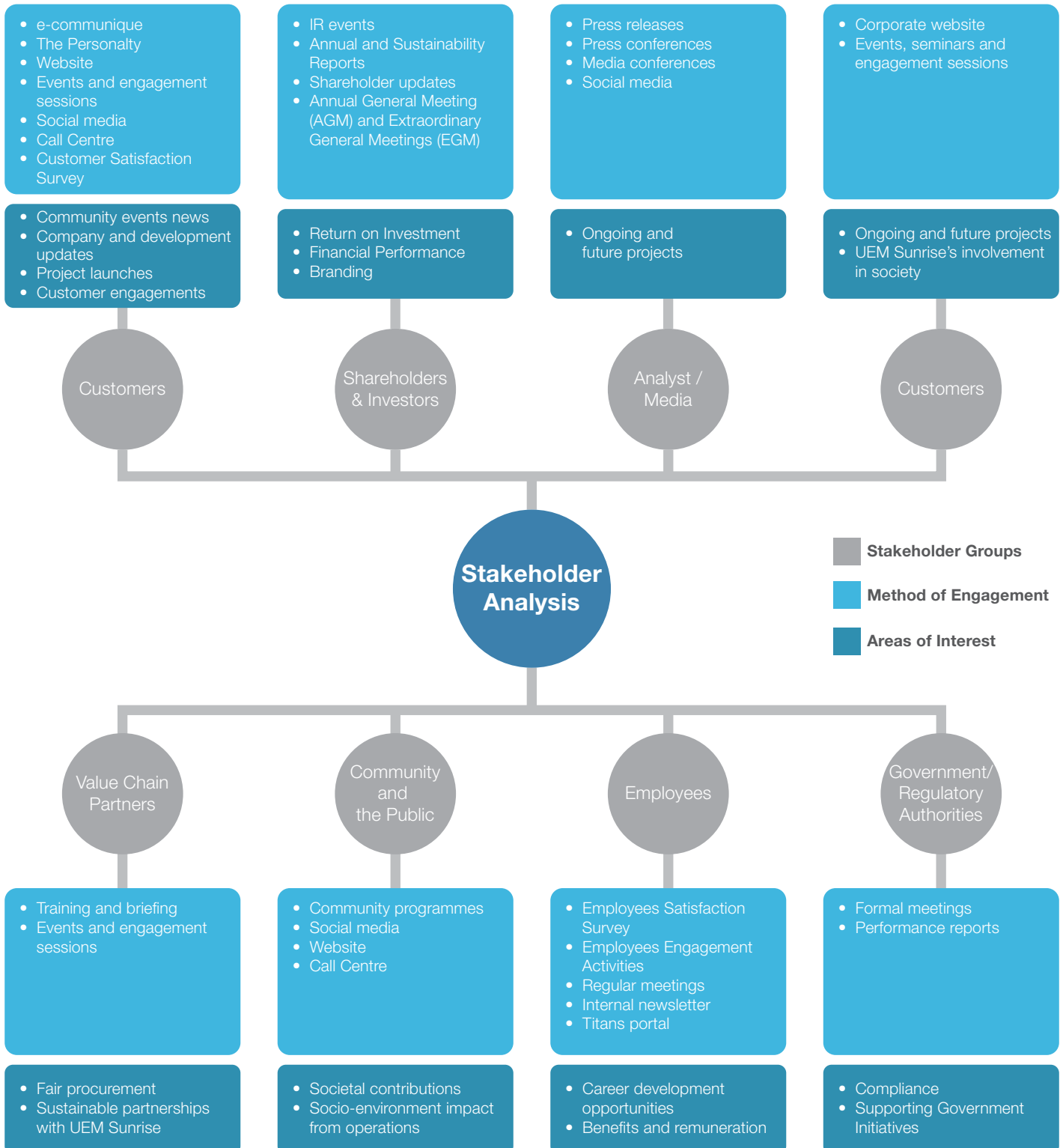
STAKEHOLDER ANALYSIS



UEM Sunrise focuses on value-based activities and is an advocate of conducting business in a way that creates value for all stakeholders. Stakeholder relationships, engagement and collaborations are at the core of the Company's ethos. Past experience plays a vital role in improving engagement with a

diverse range of stakeholders to achieve the common goal of building the communities of the future.

The diagram below lists the key stakeholder groups that UEM Sunrise engages with regularly and their areas of interest.





UEM Sunrise engaging with Singapore Media

Engaging with Singapore Media

UEM Sunrise briefed its media stakeholders on 19 September at the UEM Sunrise Property Gallery in Singapore. The briefing shared UEM Sunrise's current and future developments, particularly those popular with Singaporeans in Nusajaya. The event was led by Dato' Wan Abdullah Wan Ibrahim, the late Managing Director and Chief Executive Officer of UEM Sunrise. An in-depth presentation of the Company's business activities was provided. Progress updates were delivered and several statistics on the property trends of UEM Sunrise's portfolios in Nusajaya were released.

Representatives from Straits Times, The Edge, Channel News Asia, Lianhe Zao Bao, Business Times and Bloomberg were among the attendees. The briefing ended with a luncheon for UEM Sunrise's Senior Leadership Team and key editors at the Royal Plaza on Scotts Hotel in Singapore.

Updates for Central Region Media

On 26 September, UEM Sunrise gave media representatives a tour of its property portfolios in the Central Region. First-hand information and the progress of current and future developments in the Central Region were shared.

The tour began with a project briefing at the UEM Sunrise Property Showcase in Mont'Kiara featuring developments such as Arcoris Mont'Kiara and Residensi 22 Mont'Kiara. Members of the media viewed the interior of Arcoris Residence's two-bedroom unit, the service residences component of Arcoris Mont'Kiara before touring other projects in Mont'Kiara and Dutamas. They passed several residential and commercial developments and stopped at 28 Mont'Kiara, UEM Sunrise Fun Zone and UEM Sunrise Chill-Out Zone.

In Cyberjaya, UEM Sunrise's Development General Manager, Sazali Salleh provided an overview of the 98 acre Symphony Hills development. He also joined members of the media on a tour of the Schubert (superlink homes), Verdi Eco-dominiums show units and Symphony Hills' newly completed clubhouse known as the Opera House.

The tour ended with a presentation and press conference led by the late YBhg. Dato' Wan Abdullah Wan Ibrahim, accompanied by Azhar Othman, Chief Financial Officer and Siti Mariam Mohd Desa, Chief Marketing Officer. Representatives from The New Straits Times, The Star, The Sun, Utusan Malaysia, The Edge, China Press, Sin Chew Daily, Kosmo, Focus Malaysia, TV3, Astro Awani and BERNAMA were among the media that attended this half-day event.



UEM Sunrise engaging with media representatives at its Central Region Media Tour



Friendly bowling match for Johor Media

Friendly Bowling Match for Johor Media

On 12 December 2013, UEM Sunrise organised a Friendly Bowling Match exclusively for the Johor media at Daiman Bowling, Johor Jaya, Johor Bahru. This is the third year a media engagement event was held in Johor where 42 reporters and photographers competed in a casual and enjoyable event.

Bowling is known to be one of the Johor media's favourite pastime activities. The event was held to show the company's appreciation to the Johor media through this fun and entertaining match.

The champion for UEM Sunrise Friendly Bowling Match 2013 was RTM, which received a cash prize of RM3,000. The first and second runner-up prizes went to Astro Awani and Medkom respectively, which won RM2,500 and RM2,000. Best Male Kegler went to Azizi Harun from RTM while Best Female Kegler went to Junita Mat Rashid from Berita Harian. Both winners took home a cash prize of RM500.

Traditionally, UEM Sunrise also rewarded the most cheerful team and the most unlucky player. This year's "Most Sporting Team" was Utusan Malaysia. The "Longkang Star" title went to one of the media personnel for his 14 *longkang* strikes within three frames.

'Year-End Escapades' for Loyal Customers

An exclusive event dubbed 'Year-End Escapades' which took loyal customers on a cruise ship at Danga Bay, Johor Bahru was organised on 21 December 2013 with more than 200 guests attending the event.

Held in conjunction with the holiday season, UEM Sunrise expressed its appreciation to its loyal customers as part of the company's engagement programmes. Siti Mariam Mohd Desa, was on hand to welcome the guests.

Themed 'Flash Back to the Grand Oldies', guests struck some funky retro poses at the vintage photo booth before boarding the cruise ship in various colourful outfits and exciting eye-catching apparels. The fun-filled evening started with a buffet feast on the cruise while guests mingled with each other. The evening was made more eventful with entertainment by "Glen & The Element".

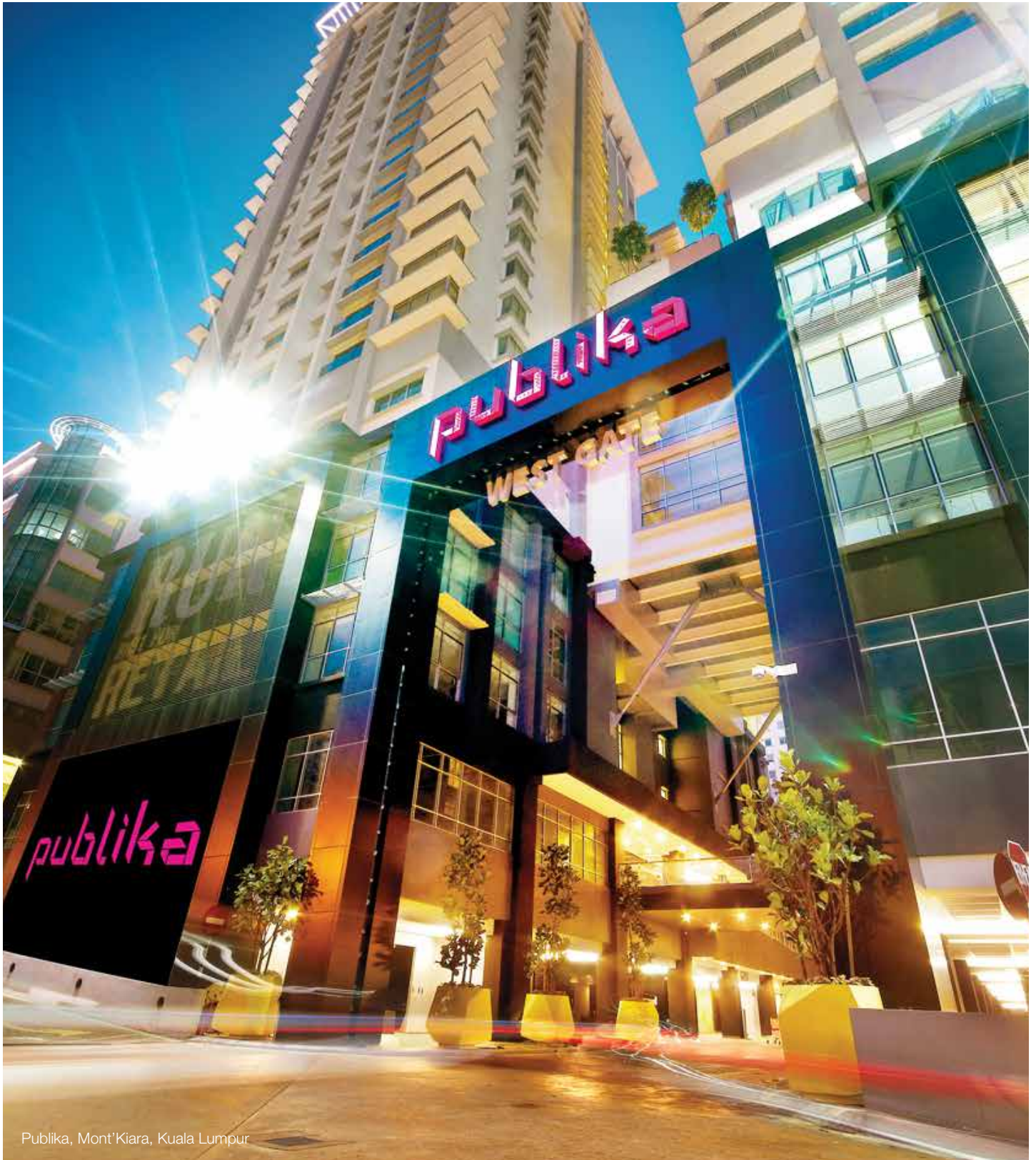


Siti Mariam (left) with loyal customers



The Cruise hosts the funky retro Escapades at Danga Bay

MATERIALITY ANALYSIS



Publika, Mont'Kiara, Kuala Lumpur

The GRI Sustainability Reporting Guidelines (GRI-G3.1) define material topics as those that have a direct or indirect impact on an organisation's ability to create, preserve or erode economic, environmental and social value for itself, its stakeholders and the society at large.

UEM Sunrise strives to address topics that reflect significant economic, environmental and social impacts, or that would influence the assessments and decisions of its stakeholders.

Conducting a materiality analysis is essential to ensure material content is disclosed in each Sustainability Report. Repeating this process annually enables us to focus on the current concerns of stakeholders. It helps ensure that the most critical societal needs are addressed in our evolving sustainability and business strategies.

The key issue of stakeholders and areas of interest have been identified through our engagement platforms. We developed a materiality matrix to map these issues against the level of impact on our business and to our stakeholders. The salient points of this mapping exercise are presented below.

'High Material' categories are reported extensively here. These categories are of high importance to our stakeholders and have a high level of impact on our operations. 'Material' issues consist of those that are important to our stakeholders and relevant to the nature of our business. 'Low Material' issues are neither applicable nor directly relevant to our nature of business. The disclosure of these issues is minimal.

Level of Materiality	Areas/Topics	UEM Sunrise's Approach
High Material	Quality of Service	Building safety into the design and development stage is crucial to ensure that customers can trust our projects and developments with confidence. We strictly adhere to all relevant safety standards and continually raise our quality expectations.
	Impact of Operations	We continue to engage with the surrounding community to understand and address their concerns especially those who are affected by our development work. Our environmental performance in areas such as noise and emissions are monitored regularly so that corrective action can be taken immediately if non-compliance is detected.
	Customers Satisfaction	Beyond simply listening to feedback, UEM Sunrise perceives feelings and expectations that customers may not be able to articulate. Our systematic complaints management categorises feedback received based on their nature and are escalated to the respective heads for monitoring and action.
Medium Material	Greening the Future	Our upcoming projects focus on green developments. Green certifications such as the GBI, LEED and BCA Certifications are being examined.
	Strong DNA in the workplace	We strive to be an employer of choice by providing a competitive remuneration package, promoting work-life balance, ensuring safety in the workplace and encouraging two-way communications between the management and employees.
Low Material	Biodiversity and Conservation	Due to our nature of business, biodiversity and conservation is not of high importance to our stakeholders and the Company. However, we ensure that our operations do not damage the flora and fauna of the areas surrounding our projects.

CORPORATE GOVERNANCE



Kota Iskandar Mosque, Nusajaya



UEM Sunrise's Board of Directors at the 5th Annual General Meeting

The UEM Sunrise Board of Directors ("Board") remain committed to a strong and effective corporate governance culture. The ultimate objective is protecting and enhancing shareholders' value, the financial performance of the Company and that of its subsidiaries (the Group).

The Board recognises that maintaining good corporate governing practices is key to business integrity and delivering sustainable long-term shareholder value. The Board evaluates and continues to enhance these existing corporate governance practices in order to remain relevant to developments in both market practice and regulations.

As required under the Main Market Listing Requirements of Bursa Malaysia Securities Berhad ("Bursa Securities") (Listing Requirements), this Corporate Governance Statement reports on how the Company has applied its principles and recommendations of good corporate governance during the financial year under review as set out in the Malaysian Code on Corporate Governance 2012 issued by the Securities Commission.

The Board and Management Committees

Board Committees	Management Committees
Audit Committee	Development Committee
Nomination & Remuneration Committee	Management Committee
Board Tender Committee	Management Tender Committee
ESOS Committee	Risk Management Committee

Access to Information and Advice

The Directors have full and unrestricted access to all information pertaining to the Group's business affairs, whether as a full Board or in an individual capacity, to enable them to perform their duties. There are matters specifically reserved for the Board's decision to ensure that the direction and control of the Group lies in its hands.

The Board is furnished with an agenda and a set of Board papers containing the matters to be discussed before each Board meeting for the Directors to study and evaluate. The Board papers contain both quantitative and qualitative information that is presented in a certain manner. These include comprehensive management reports, minutes of meetings, proposal papers and supporting documents. This enables the Directors to review, consider and if necessary, obtain further information or research on the matters to be deliberated in order to be properly prepared for the meetings, thereby allowing informed decisions to be made.

In discharging their duties, the Directors are assured of full and timely access to all relevant information. The Directors may, if necessary, obtain independent professional advice from external

consultants, at the Company's expense with consent from the Chairman and Committee Chairman, as the case may be.

Remuneration Policies and Procedures

The Company's policy on Directors' remuneration is to attract and retain directors of high calibre needed to lead the Group successfully. The MD/CEO was paid by a subsidiary and is in-line with the Company's general remuneration policy for senior management. His remuneration was structured to link rewards to corporate and individual performance. He was not paid a Directors' fee nor any meeting allowances for any Board and Board Committee meetings that he attended.

In evaluating the MD/CEO's remuneration, the Nomination and Remuneration Committee considers corporate financial performance, as well as performance on a range of non-financial factors including the accomplishment of strategic goals. The Nomination and Remuneration Committee recommends the remuneration package for an Executive Director to the Board. It is the Board's responsibility to approve the remuneration package for an Executive Director, with the Executive Director concerned abstaining from the deliberation and voting process.

Annual Assessment of Independence

The Board acknowledges the importance of independent directors that are tasked with ensuring proper check and balances on the Board. They are able to provide unbiased and independent views in Board deliberations and decision-making, taking into account the interest of the Group and its minority shareholders. The Independent Directors are also proactively engaged with both the internal and external auditors and especially the Chairman of the Audit Committee.

Taking cognisance of the importance of the interests of shareholders and stakeholders, the Board has identified Independent Non-Executive Director, Md Ali Md Dewal, as the designated Senior Independent Director to whom concerns relating to the Company may be conveyed shareholder and stakeholder.

In its annual assessment, the Nominations and Remuneration Committee reviewed the independence of Independent Directors as defined by the Listing Requirements. The assessment also took into account that the individual Director is independent of management and free from any business or other relationships that could interfere with the exercise of independent and objective judgement, and his or her ability to advise the Board on matters relating to existing transactions where conflicts of interest may exist. Based on the assessment in respect of the financial year 2013, the Board is satisfied with the level of independence demonstrated by the Independent Directors.

**Full disclosure on our Corporate Governance can be found in our Annual Report 2013*

COMMUNITY



Back to School Programme with *Anak-Anak Orang Asli*, Tapah, Perak

Our CSR programmes are designed to improve the living conditions of the local communities that we serve. Our initiatives help build the nation through community education, social engagement and charitable donations.

CSR at UEM Sunrise is categorised into two main pillars - **Education Enhancement** and **Community Development**, which guide our community initiatives. Our objective is to create a positive impact especially on the communities surrounding our operations.

Education Enhancement

The **Education Enhancement** approach was based on a firm belief that education is a fundamental human right and must be extended to every child regardless of sex, race, religion or economic status. UEM Sunrise brings educational benefits to “every citizen in every society.”

PINTAR, a programme spearheaded by Khazanah Nasional Berhad, was launched in December 2008. UEM Sunrise has adopted 17 schools within Nusajaya in Iskandar Malaysia under the PINTAR programme. Since 2008, UEM Sunrise has implemented four Core Modules of the PINTAR programme:

Team Building, Educational Support, Capability & Capacity Building and Reducing Vulnerabilities and Social Issues. These programmes aim to achieve the objectives and aspirations of PINTAR which are to provide better educational outcomes for underserved students in predominantly rural locations in Malaysia. The minimum annual allocation for PINTAR initiatives is RM600,000. This money is used to fund programmes such as the Academic Excellence Programme, ICT Knowledge and Appreciation Programme, Micro Controller Project, English Programme, Green School project, Road Safety Programme, Motivational Camp and a Hygiene Talk.

UEM Sunrise Aspiration on CSR

We balance our economic ambitions with socially responsible initiatives by creating awareness of the importance of education. Our educational support programmes inspire younger community members to become architects of their own futures. We reach out to the local communities by providing various forms of related social assistance.

Currently, the following 17 schools have been adopted nationwide. 13 of these schools are primary schools and four are secondary schools. The UEM Sunrise PINTAR programme currently benefits more than 6,000 students annually.

1. Sekolah Jenis Kebangsaan Tamil Gelang Patah
2. Sekolah Kebangsaan Kg Pulau
3. Sekolah Kebangsaan Nusantara
4. Sekolah Kebangsaan Taman Nusa Perintis 1
5. Sekolah Kebangsaan Ladang Pendas
6. Sekolah Kebangsaan Sikijang
7. Sekolah Kebangsaan Sg Melayu
8. Sekolah Kebangsaan Kompleks Sultan Abu Bakar
9. Sekolah Kebangsaan Tiram Duku
10. Sekolah Kebangsaan Morni Pok
11. Sekolah Kebangsaan Tg Adang
12. Sekolah Kebangsaan Tg Kupang
13. Sekolah Kebangsaan Pendas Laut
14. Sekolah Menengah Kebangsaan Gelang Patah
15. Sekolah Menengah Kebangsaan Taman Nusa Jaya
16. Sekolah Menengah Kebangsaan Kompleks Sultan Abu Bakar
17. Sekolah Menengah Kebangsaan Tg Adang

Activities with UEM Sunrise PINTAR Schools



PINTAR Health and Hygiene Programme

• PINTAR Health and Hygiene Programme

On 7 November, UEM Sunrise organised a Health and Hygiene Programme for 150 students from its PINTAR primary schools at the Theatre Hall, Bangunan Dato' Jaafar Muhammad, Kota Iskandar in Nusajaya.

The programme, which is currently in its third year, witnessed the inaugural collaboration between UEM Sunrise and the Johor Bahru District Health Department. Speakers from the Johor Bahru District Health Department provided health diet tips and explained proper hygiene skills and practices, which included hand washing techniques, self-care hygiene and grooming.

Exciting yet educational activities included a safe sandwich making demonstration by the students entitled "Do-It-Yourself". Games and mini exhibitions such as Johor *Bebas Asap Rokok*, full body screening, healthy food information, dengue awareness and a dental showcase were held during this half-day programme. The students learnt the importance of proper personal hygiene, self-care and healthy living. Poor personal hygiene increases the risk of illness which leads to increased absence rates, poor concentration in class and ultimately poor academic performance.

“



UEM Sunrise has been involved in the PINTAR programme since 2008. It has adopted 17 underserved schools – four secondary and 13 primary schools. All are in the communities where their largest development is located – Nusajaya. UEM Sunrise has implemented programmes ranging from motivation and team-building camps for students to building teachers' capacities to teach English and providing extra tuition to weak students. Students' interest in mastering the English language is developed through English boot camps, spelling competitions and choral speaking competitions. The Teacher Development Programme in English has benefited 30 teachers from 13 primary schools.

By joining the PINTAR programme, UEM Sunrise has reached out and adopted struggling, underserved schools in Gelang Patah. Educational experience, beyond the classroom, opens young minds up to the many possibilities available in this world. They bring inspiration and hope to their adopted schools, and awareness that education can make a difference to their lives.”

Puan Karimah Tan

Programme Director
PINTAR Foundation



SMK Gelang Patah's Library refurbished

• *PINTAR Schools Learning Centre Opening Ceremony*

UEM Sunrise continued its Learning Centre Enhancement Centre Project under its CSR-Education programme in 2013. This year, SMK Gelang Patah was selected to receive funding and sponsorship that provided easy and direct access to valuable knowledge resources. The programme also aims to promote and inculcate good reading habits in all of UEM Sunrise's PINTAR schools. English reading materials, chairs, desks, trolleys, sofas, curtains and book stands worth more than RM35,000 were presented to SMK Gelang Patah in this programme.

The opening ceremony of the newly refurbished and enhanced Learning Centre was held on 4 March 2013 at SMK Gelang Patah. This event was attended by 170 guests including principals from other PINTAR schools and representatives from the Johor Bahru District Education Department Office.

• *Motivational Camp for UEM Sunrise's PINTAR Secondary Schools*

In many cases, lack of motivation and interest towards their studies resulted in perceptible gaps between the students' abilities and academic efforts. As a caring and responsible corporate citizen, we would like to play a part in helping the schools and Education Department guide these students in their learning.

A motivational camp was held from 22 to 24 March 2013 at Kem Tiram Indah Village, Ulu Tiram, Johor Bahru. The objective was to inculcate important values and achieve goals. These teenagers were made to understand the essential character building values required to develop their leadership traits, strengths and interpersonal skills. The camp was attended by 120 students from all four of UEM Sunrise's PINTAR secondary schools.

These students were provided with an opportunity to realise their potential and discover their talents. They were encouraged to stay focused and work towards their goals. During the camp, students discovered the importance of time management, team work, determination, commitment and perseverance. These are important ingredients for anyone's success. Students were also taught to be accountable for their own actions and to have respect for each other.

Touching moments were felt when the teenagers recalled their wrongdoings to their parents, teachers and to themselves and pledged to change in the future.

• *Spelling Competition for UEM Sunrise's PINTAR Schools*

The spelling competition for UEM Sunrise's PINTAR primary schools served as a platform for students to explore their capabilities. The programme encourages and promotes English Language in UEM Sunrise's PINTAR schools. The third year competition was held on 31 October 2013 at Bangunan Dato'

Jaafar Muhammad, Kota Iskandar, Nusajaya, Johor. The Spelling Competition consists of three rounds of challenges: a written test for all 90 contestants, followed by a verbal spelling test for top 20 contestants and a final round of Spelling Bee. Spelling Bee is a new challenge introduced this year. It is a traditional competition in which contestants spell a given English word aloud. Contestants who misspell the word are eliminated from the contest. In this final challenge, only 10 finalists competed for the title of Spelling Bee Champion.

The winner of UEM Sunrise PINTAR Schools' Spelling Competition this year was Gauthama Rueben a/l Ganesan of Sekolah Kebangsaan Nusa Perintis 1 who received a gold medal and a cash prize of RM500. Silver and bronze medals went to Mohd Izz bin Zakaria from Sekolah Nusa Perintis 1 and Nurul Najwa binti Barni from Sekolah Kebangsaan Nusantara with cash prizes of RM350 and RM200 respectively.

The competition was graced by YB Datuk Haji Jemale bin Paiman, English Language Senior Officer from Johor State Education Department who presented the prizes to all winners.



School children participating in the PINTAR spelling competition

• *SPM Examination Seminar and Clinic for PINTAR Schools*

UEM Sunrise collaborated with Berita Harian under the Academic Excellence Programme. The SPM Examination Seminar was conducted for 250 form five students from four UEM Sunrise's PINTAR Secondary Schools held at Universiti Teknologi Malaysia ("UTM"), Skudai on 27 and 28 April 2014.

The programme, which was introduced in 2008, aims to provide explicit guidance on enhancing the students' skills at answering SPM exam papers. The second phase of the SPM Clinic was held on 14 and 15 September 2013 attended by 250 students and 15 teachers.



PINTAR school children actively participating in the Star-NIE Sponsorship Programme

• *The Star- Newspaper-In-Education ("NIE") Sponsorship Programme for PINTAR Schools*

On 11 April 2013, UEM Sunrise renewed its collaboration with The Star Publication (M) Sdn Bhd to sponsor the exclusive Star Newspaper in Education ("NIE") supplement to 17 of UEM Sunrise's PINTAR schools in Gelang Patah.

With this sponsorship, each UEM Sunrise PINTAR school received 33 issues of Star-Nie and Star-stuff@school pullout published every Wednesday and Monday respectively.

The programme initiated in 2010 is part of UEM Sunrise's strategic initiative to develop and produce an English proficient community in Nusajaya. The programme also aims to motivate and encourage UEM Sunrise's PINTAR students to develop an interest in the language.



Best UPSR PINTAR student at SJKT Gelang Patah, Johor Bahru

• *UPSR Examination Seminar and Clinic for PINTAR schools*

The UPSR examination seminar and clinic has been organised by UEM Sunrise in collaboration with Berita Harian since 2008. It is part of UEM Sunrise's Academic Excellence Programme, which helps its PINTAR schools to prepare their students for the examination. The programme also aims to help raise the academic performance of students in Nusajaya.

In 2013, this Examination Seminar was held on 16 and 17 February at UTM, Skudai, Johor Bahru and was attended by 250 students and 20 teachers from 13 of UEM Sunrise's PINTAR primary schools around Gelang Patah. The second phase of the clinic was held on 18 and 19 May 2013 with the same number of participants attending. The seminar and clinic was conducted by experienced teachers and professional trainers pre-selected by Berita Harian.



Demonstrating the online tuition platform, iTR1M

• *INTERAKTIF-Tuisyen Rakyat 1 Malaysia (i-TR1M)*

i-TR1M is an interactive online tuition subscription that is aligned with the schools' syllabus. This revision platform uses attractive visuals and graphics that the students can use at their own convenience. The inaugural i-TR1M programme provides additional assistance for UEM Sunrise's PINTAR schools' Form Three and Form Five students when sitting for their PMR and SPM examinations respectively.

Sunrise's PINTAR schools' Form Three and Form Five students when sitting for their PMR and SPM examinations respectively.

The programme was held from April until October this year. Each student was given a personalised user name and password to access the software. This login allowed access to online self-revision and exercises that were not limited to school hours.

Approximately 1,000 students from Form 3 and Form 5 of UEM Sunrise's secondary PINTAR schools benefited from this programme. It offered core examination subjects like Bahasa Melayu, English, Mathematics, Science and History. It also covers additional subjects including Additional Mathematics, Biology, Chemistry and Physics.

“ I am really thankful for UEM Sunrise's contribution of educational materials. It has helped me a great deal in making learning fun for my students. The education assistance provided our students with an opportunity to learn. This is really important especially for students who come from low-income families. I would like thank UEM Sunrise for this. I hope the Company could consider sponsoring school visits to provide our students with a learning experience outside the classroom. ”

Rohaizan Bt Patoni

Teacher
SK Taman Nusa Perintis 1

“ Thank you so much, UEM Sunrise, for giving me the opportunity to learn. The Company's contributions of educational materials have helped me and my family. With this I am motivated to learn and perform at school. I hope the Company will one day provide a field trip for us to visit iconic places such as the Petronas Twin Towers. ”

Walter Edison Raj

Student
SJKT Gelang Patah, Johor

“ Our students have gained great knowledge and a valuable learning experience through various activities by UEM Sunrise's PINTAR programme. I am happy to see that my students are learning good moral values, teamwork and self-confidence. The Star-NIE programme, which is sponsored by UEM Sunrise, has helped to improve the teaching and learning atmosphere. It builds students' interest in learning. ”

Malarkodi A/P Neelamekam

Headmaster
SJKT Gelang Patah, Johor



Children participating in a choral speaking competition during the National Day Campaign

• *Green Programme and National Day Campaign in conjunction with Malaysia's 55th Independence Day*

On 24 September 2013, UEM Sunrise organised a prize giving ceremony for the "National Day Campaign" and "Green Programme" competitions, at Theatre Hall, Bangunan Sultan Ismail, Kota Iskandar.

The National Day Campaign's Choral Speaking competition themed "Unity" aimed to test the students' competencies at orally interpreting and reciting a text from memory. The students are taught to speak clearly and audibly. They learned how to improve their pitch, tone, volume, rate, diction and enunciation and build cooperation amongst one another.

The competition received a total of nine entries from UEM Sunrise's PINTAR schools (six primary schools and three secondary schools). The champions, SMK Gelang Patah and SK Kompleks Sultan Abu Bakar for secondary and primary categories were awarded cash prizes of RM600 and RM500 respectively.

At the same event, a prize giving ceremony was also held for the Green Programme – a design competition using recycled materials. This competition aimed to equip the students with creative thinking and foster a socially responsible green generation. Eight UEM Sunrise PINTAR schools participated in the Green Programme Competition. The champions, SK Tiram Duku for primary category and SMK Kompleks Sultan Abu Bakar for secondary category each won cash prizes of RM1,000.



English Boot Camp for UEM Sunrise's PINTAR students

• *English Boot Camp*

An inaugural English Boot Camp was organised at Savanah Hills, Bukit Tiram, Johor Bahru on 29 June 2013. The two-day/one-night camp promoted a greater use of English for 130 Year Five UEM Sunrise PINTAR School students. It also generated awareness on the importance of English as a second language. The camp was filled with fun activities such as a Sing Along and Project Runaway. The students' self-confidence, pronunciation and vocabulary improved as a result. It helped

them overcome their fear of conversing in English through group presentations and activities. This English Boot Camp is part of UEM Sunrise's ongoing quest under its CSR Education – Academic Excellence Programme to help raise the academic performance of its PINTAR students.

Students Achievements at our PINTAR Schools

UPSR	Average Pass Rates (%)		
	2011	2012	2013
SJK(T) Gelang Patah	65	72.1	63
SK Kg Pulai	80.5	78.57	75.61
SK Ladang Pendas	0	0	40
SK Morni Pok	72.4	74.5	74.6
SK Nusantara	68.5	100	95.3
SK Pendas Laut	100	100	100
SK Sg Melayu	53.3	100	85.7
SK Sikijang	100	100	100
SK Tmn Nusa Perintis 1	65.2	78	79.79
SK Tg Adang	65.2	87.1	66.7
SK Tg Kupang	54.7	68.7	83.3
SK Tiram Duku	97	87.1	96.6
SK Kompleks Sultan Abu Bakar	100	97.9	95

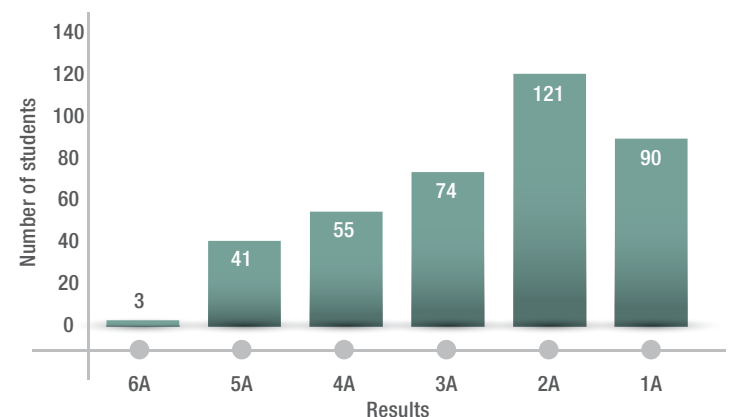
PMR Examination Seminar and Clinic

The first phase of the PMR Examination Seminar and Clinic was attended by 250 PMR candidates from four UEM Sunrise PINTAR secondary schools around Gelang Patah. The seminar, organised in collaboration with Berita Harian at Universiti Teknologi Malaysia ("UTM"), was held on 16 and 17 March 2014.

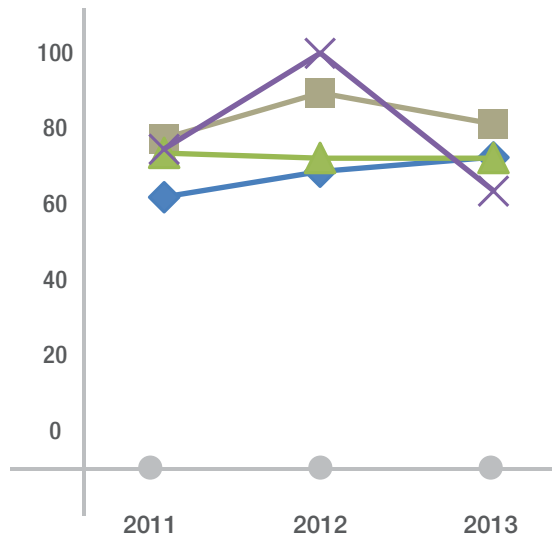
The second phase of the PMR Examination Seminar and Clinic was held on 22 and 23 June 2014. The students were guided and given handy tips on answering questions accurately by experienced teachers selected by Berita Harian. This helped them avoid making repetitive and careless mistakes.

The PMR Examination Seminar and Clinic has been held for six consecutive years. It aimed to enhance students' confidence in all subjects during the examination

Summary of UPSR achievements in 13 primary schools

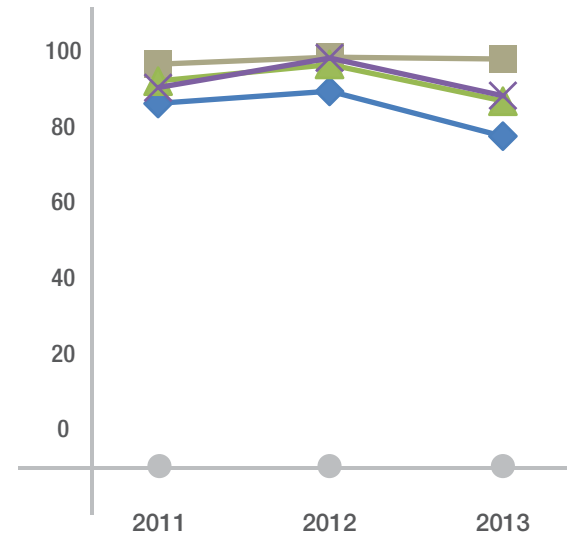


Average PMR Pass Rates (%)



◆ SMK Gelang Patah	60.24	66.90	70.70
■ SMK Kompleks Sultan Abu Bakar	75.64	87.70	79.41
▲ SMK Tmn Nusa Jaya	71.84	70.50	70.50
✕ SMK Tanjung Adang	72.86	98.10	61.82

Average SPM Pass Rates (%)



◆ SMK Gelang Patah	86	89.16	77.27
■ SMK Kompleks Sultan Abu Bakar	96.40	98.20	97.78
▲ SMK Tmn Nusa Jaya	91.90	96.30	86.62
✕ SMK Tanjung Adang	90.20	98	88



Pre-schoolers completing the Pintar *Al-Quran* Programme

Pintar *Al-Quran* Programme

UEM Sunrise pioneered the Pintar *Al-Quran* Programme which was launched in 2008 in collaboration with Yayasan Islam Terengganu ("YIT"). This programme provides pre-schoolers from five kindergartens in Gelang Patah with the opportunity to learn to read the *Al-Quran*. In 2011, the Johor Religious Department ("JAJ") undertook the roles previously performed by YIT. JAJ made substantial changes to the programme's modules introduced by YIT to make it more effective and easier to adopt by the students.

The list of UEM Sunrise Pintar *Al-Quran* Kindergartens are as follows:

1. Tabika KEMAS An-Nur Kg Ulu Pulai
2. Tabika KEMAS Cahaya, Kompleks Sultan Abu Bakar
3. Tabika KEMAS Sayang, Kg Morni Pok
4. Tabika KEMAS Murni, Kg Tiram Duku
5. Tabika KEMAS Wawasan, Kg Melayu Baru

The fifth Pintar *Al-Quran* Khatam Ceremony was held for UEM Sunrise's KEMAS Kindergartens on 16 November 2013. The event took place at Bangunan Dato' Jaafar Muhammad, Kota Iskandar, Nusajaya.

The event's objectives were to commemorate and mark the notable achievements of 134 pre-school children who had completed their *Al-Quran* reading classes. The efforts, commitments and determination of the students and teachers were also acknowledged.

The year's programme benefited 271 pre-school children from a total of 1,163 *Al-Quran* graduates since its inception. Out of the 271 pre-schoolers, 134 children aged between five and six years old, completed their *Al-Quran* recital classes. The remaining 137 children are at various stages of the programme.



"I would like to express my gratitude and a big thank you to UEM Sunrise for providing me with an opportunity to serve the community through the Pintar *Al-Quran* programme. I can see the children are now more eager to read *Al-Quran*. More parents are aware of the Pintar *Al-Quran* programme and the registration rate continues to increase. On behalf of UEM Sunrise, I am proud of this achievement. I hope that these students can get more exposure by being involved in Majlis Khatam."

Ustazah Zaidah Binti Yusof
Teacher Pintar *Al-Quran* Programme
Tadika KEMAS An-Nur
Kg. Ulu Pulai, Gelang Patah



Back to School Programme with *Pertubuhan Kebajikan Anak-Anak Yatim Darul Aitam*, Tapah, Perak



Back to School Programme with *Anak-Anak Orang Asli Kg. Simpang Arang*, Gelang Patah, Johor

Back to School Programme

The Back to School Programme is an extension of UEM Sunrise's CSR mission in Tapah. The programme contributes to the children's schooling needs for 2014 and the day-to-day running costs of the orphanage.

The first event was held for *Pertubuhan Kebajikan Anak-anak Yatim Darul Aitam*, Tapah, Perak on 21 November 2013. This orphanage received a cheque for RM18,400 to purchase 40 uniforms and other necessities for 44 school children aged between seven and 17. The event was attended by the *Penghulu* of Mukim Chenderiang, Tapah, Perak.

For the second event on 28 November, the Back to School programme was held for the *Orang Asli* children in Kampung Simpang Arang, Gelang Patah. Two sets of school uniforms, socks and shoes worth RM250 each were given to 145 students.

The third programme was held with the *Orang Asli* children in Kampung Sungai Geroyang, Tapah, Perak on 13 December 2013. The event was attended by 200 local community members.

These activities help UEM Sunrise reach out to its stakeholders and touch more lives while enhancing the Company's brand and visibility in the local community.

UEM Sunrise in supporting the UEM Group's Programme via UELP

In addition to its PINTAR Schools Programme, UEM Sunrise is also involved in the UEM Group English Literacy Programme

("UELPP"). This is a three-year collaboration programme between UEM Group and the PINTAR Foundation which started in April 2012. It promotes English Literacy to the parents and students of Year 1, Year 2 and Year 3 at the selected schools.

The UEM English Literacy Programme ("UELPP") is designed to strengthen the teaching and learning of English by improving the teachers' teaching abilities. The programme enhances the students' understanding of English and develops their reading, writing and oral skills over three years.

PINTAR Foundation and the British Council were engaged to steward the Group's CR educational and national flagship programme. The programme is organised, coordinated and monitored by PINTAR Foundation and the British Council as its appointed Programme Partner.



Parents and students participating in the UELP

50 underperforming schools within Peninsular Malaysia were selected to participate. This initiative is scheduled to run from April 2012 to March 2015 in three zones: Central (Selangor, Kuala Lumpur and Negeri Sembilan), North (Perlis, Kedah, Penang and Perak) and South (Melaka and Johor). UEM Sunrise adopted a total of 10 schools under this programme. It is hoped that a cadre of 100 primary English teachers will be developed within three years from the project's implementation. Teachers will be equipped with the necessary skills and knowledge in English to effectively deliver the new primary curriculum.

Under the UELP umbrella, Learning English Family (“LEF”) workshops were conducted by UEM Sunrise volunteers. Parents were exposed to English language learning materials to encourage them to inspire their children to learn the language. Our volunteers attended a one-day training course by The British Council prior to implementation of the LEF.

In 2013, the LEF programme was held in four schools below:

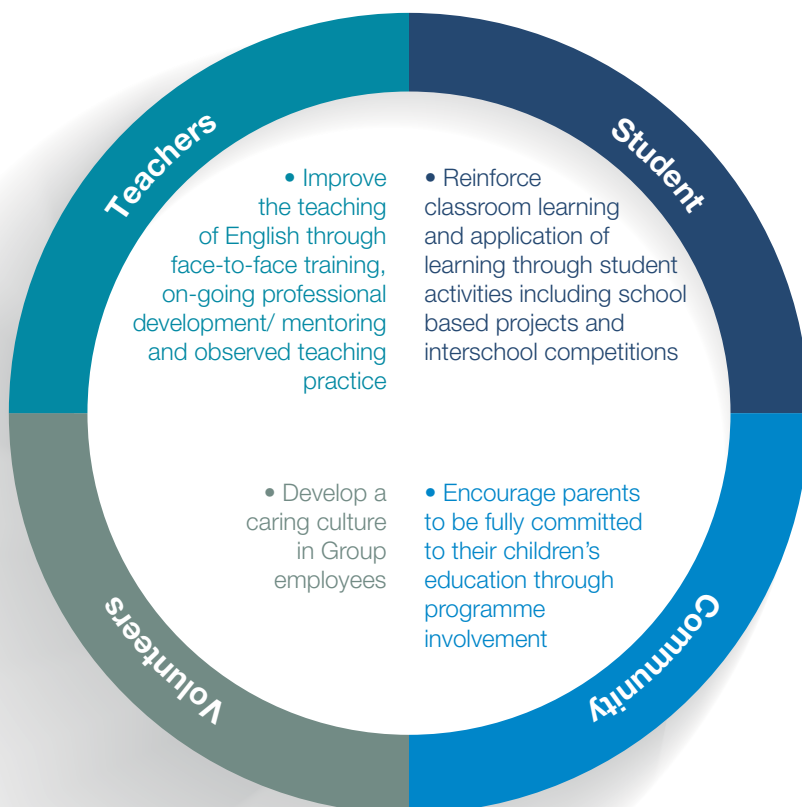
UEM Sunrise UELP Adopted Schools	Date	Attendance
SJKC Kepong 1, Kuala Lumpur	6 April 2013	17
SK Seri Delima, Jalan Ipoh, Kuala Lumpur	6 April 2013	33
SK Sungai Buaya, Banting, Selangor	11 May 2013	14
SK Lubok Rendan, Masjid Tanah, Melaka	18 May 2013	12

We hope our support for this good cause will develop a caring culture in our employees and encourage parental involvement in their children’s learning.

The list of UEM Sunrise adopted UELP Schools are as follows:

1. SK Lubok Redan, Melaka
2. SK Perlok, Perak
3. SK Besout 3, Perak
4. SJKT Bagan Serai, Perak
5. SK Bidor, Perak
6. SJK(C) Kepong 1, Kuala Lumpur
7. SK Seri Delima, Kuala Lumpur
8. SJKC Chap Khuan, Selangor
9. SJKC Kampung Gurney, Selangor
10. SK Sungai Buaya, Selangor

UELP Target Groups



UEM Sunrise’s educational assistance has helped to improve the education level of our community. It has generated interest from local citizens to learn and gain knowledge. A big thank you to UEM Sunrise and we hope that such contributions will continue.”

Nizam Bin Karnoh
Villager
Kampung Simpang Arang, Gelang Patah



“UEM Sunrise’s contributions to these schools are significant especially in the improved language skills of our students. The educational materials are very useful for them to gain additional knowledge. Their reading, writing and speeches have improved as a result of the educational assistance sponsored by UEM Sunrise.”

Saliman Bin Selamat
Penolong Unit Pengurusan Sekolah
Pejabat Pelajaran Daerah Johor Bahru



“No words can describe how much we appreciate the contributions from UEM Sunrise to upgrade our hall. This facility is important for us here as it is where we hold various daily activities. With a hall that is conducive for learning, children here are more motivated in their studies. We appreciate UEM Sunrise’s contributions and look forward to more exposure given by the Company such as educational visits for our students.”

Ustaz Haji Omar Fikri B.Haji Md Busra
Treasurer
Pertubuhan Kebajikan Anak Yatim Darul Aitam,
Tapah, Perak

Community Development

Our approach to community development is to engage regularly with local people. Social events are organised and the appropriate level of assistance is provided to build the community's trust in the Company. Through our programmes, we seek to build closer relationships with the communities and bridge the gap between the underprivileged groups and our developments.



UEM Sunrise contributes a hearse to Gelang Patah Community

Van Jenazah Contributions to Kg Pok Residents

UEM Sunrise donated a hearse to Kg Pok's Muslim community after a request was made by representatives from Masjid An-Nur. The community was in need of a hearse to transport the deceased to the mosque for funerals and last rites. The existing vehicle was in a poor state of repair and there was no other means of transport available. We agreed to fulfil their needs and handed over a 14-seater hearse valued at RM90,000 on 30 January 2013 at An-Nur Mosque, Kg Pok, Gelang Patah, Johor. This is one of our commitments to meet the needs of the Nusajaya community and strengthen UEM Sunrise's relationship with the surrounding community.



Visitors at Dataran Mahkota, Kota Iskandar, Nusajaya

ISKARNIVAL 2013

ISKARNIVAL 2013 was jointly organised by Khazanah Nasional Berhad, UEM Sunrise and Iskandar Investment Berhad. It was also supported by Iskandar Regional Development Authority ("IRDA") and the Johor State Government which showcased the opportunities available for locals in the booming region of Iskandar Malaysia.

The two-day carnival was held on 7 and 8 December 2013 at Dataran Mahkota, Kota Iskandar. The event attracted more than 80,000 visitors and was graced by the Johor State Secretary, YB Dato' Hj Obet bin Tawil.

Themed "1 Impian Raikan Bersama!", the carnival outlined the numerous benefits and opportunities generated by Iskandar Malaysia including the social inclusiveness that is fundamental to its growth and development. The Property Showcase and Career Expo unveiled a range of different affordable housing projects and career opportunities in Iskandar Malaysia. Highlights of the event included a giant playground, local food festival and concert featuring some of Malaysia's most popular artists.



Diwali Dazzle @UEM Sunrise Fun Zone

Diwali Dazzle

UEM Sunrise's community centre in Mont'Kiara, known as UEM Sunrise Fun Zone organised a Deepavali celebration as part of its ongoing efforts to enhance lifestyles of its residents. This grand indulgence with colourful entertainment gave much joy to the children especially as it coincided with the November birthday celebrations for children born in that month.



Wanko Soba Eating Challenge @Publika

Wanko Soba Eating Challenge

Publika, a retail development by UEM Sunrise, collaborated with Ichiban Boshi to hold the first ever Wanko Soba Eating Challenge event on 10 November. Participants gobbled down bowls and bowls of noodles in just three minutes. The Wanko Soba Eating Challenge was organised as part of its efforts to position Publika as an international hub for cultural activities that appeal to the communities of UEM Sunrise-managed properties in Mont'Kiara and Dutamas. The funds collected from the registration fees and donations received during the event was channelled to the Japan Foundation for the restoration of tsunami-hit Iwate Prefecture.



Children of Al-Kausar Orphanage Home

Majlis Berbuka Puasa with Orphans of Rumah Bakti Al-Kausar, Cyberjaya

In conjunction with *Aidilfitri*, UEM Sunrise organised a Majlis Berbuka Puasa with the orphans of Rumah Bakti Al-Kausar and the Putrajaya Media Bureau at Cyberview Resort & Spa. During the event, we presented a contribution of RM2,000 for Rumah Bakti Al-Kausar. We also distributed *duit raya* to 28 orphans of the home which brought smiles to their faces.



Ramadan cheer with the Gelang Patah community

Presentation of Hari Raya Goodies to the Less Fortunate in Gelang Patah/Nusajaya

Hari Raya Goodies were presented to the less fortunate in Gelang Patah/Nusajaya, a tradition that was initiated in 2007. This programme aims to help ease the burden of single mothers, the disabled as well as senior citizens from several villages around Gelang Patah. A total of 180 less fortunate were exclusively invited to the *Majlis Penyampaian Sumbangan Aidilfitri* to receive their *duit raya* and *Raya* goodies amounting to RM300 per person.



Celebrating iftar with the orphans

2013 Iftar with orphans from Gelang Patah/Nusajaya

60 orphans from Gelang Patah together with the members of the Johor media participated in this breaking fast event. Presentations of *duit raya* were made to the orphans in a warm family atmosphere so they could experience joy and happiness during this festive period.



“ We, residents of Kg Sungai Geroyang are very thankful with the contribution from UEM Sunrise. It has helped the people in my village to enjoy better living conditions. UEM Sunrise extended assistance to parents whose children are still at school. These contributions have helped to reduce their financial burden. I hope UEM Sunrise will continue to extend its help in the future. ”

Bah Tempoh A/L Kadap

Tok Batin
Kampung Sungai Geroyang, Tapah Road, Perak



“ The hearse donated by UEM Sunrise has been useful and we are most thankful for this. This hearse provides us with dignified transportation during funerals. ”

Tuan Haji Maso'od Bin Abd Rahman

Ketua Kampung
Kampung Pok, Gelang Patah, Johor



“ I would like to thank UEM Sunrise for its contributions to the community at Kg Kassim. I have witnessed a great improvement in the socio-economic development of this village since UEM Sunrise extended its contributions here. The living standards of our community are better. I hope to see more activities hosted by UEM Sunrise for our villagers to take part in. ”

Tuan Haji Yaacob Hj Hassan

Ketua Kampung
Kampung Kassim, Tapah Road, Tapah, Perak

MARKETPLACE



Showcasing a model of UEM Sunrise's Almās @Puteri Harbour, Nusajaya

UEM Sunrise sets clear goals and a robust strategy which guide us through challenges in order to uphold an ethical, responsible marketplace approach. Our combined DNA gives us a competitive advantage to take great strides to achieve a more sustainable market. Practically, this means working with our suppliers, our customers and our stakeholders to achieve a responsible, sustainable supply chain.

Conflict of interest

UEM Sunrise understands the importance of managing the risks that occur through conflicts of interest. Employees may not engage directly or indirectly in any other business or occupation whether as a principal, agent, servant or broker. They may not engage in any activity that can be detrimental to the Company's interests.

Employees must not participate in or influence the purchase of goods and services from any company or person that they have an interest or benefit in.

All employees must declare all conflicts of interests and sign a declaration form. This form highlights the types of interests that must be declared.

Responsible Marketing and Communication

UEM Sunrise conducts socially responsible marketing and communication, either at the corporate level or at each project

entry. It also considers what is in the best interest of its relevant stakeholders, namely the current and potential customers, the community and society as a whole. The marketing collaterals are clear, accurate and informative. Properties under development are showcased at its respective sales galleries close to the project site. This includes Nusajaya, Mont'Kiara and Cyberjaya's Symphony Hills. These galleries allow us to promote our projects and act as an information centre catering for current and prospective customers and investors. Our sales personnel are customer-centric and are trained to attend to any queries pertaining to our projects and developments.

Process-flow for Collateral Production





Aerial View of Mont'Kiara, Kuala Lumpur

Transparent and Sustainable Procurement

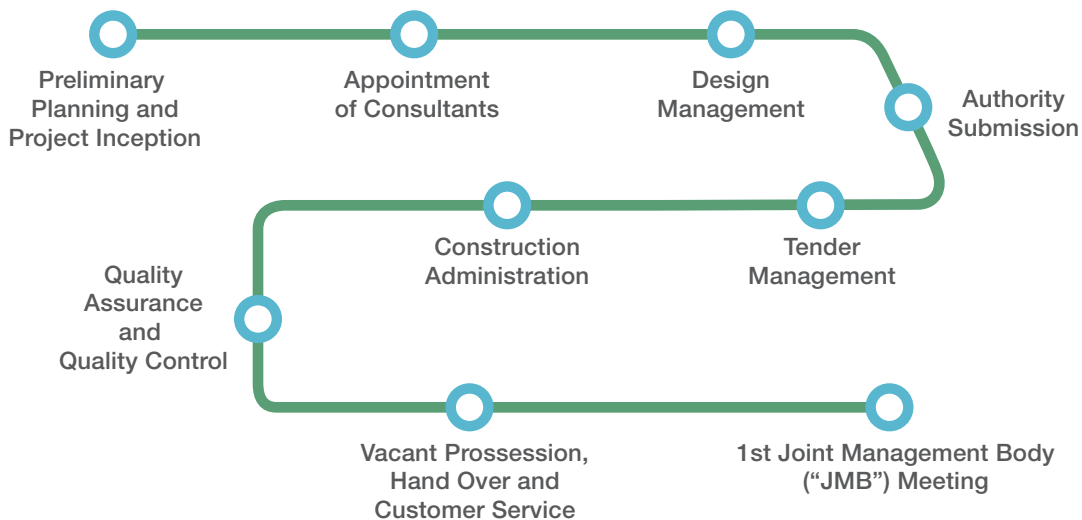
UEM Sunrise acknowledges that each purchasing decision it makes has an impact on the environment and on society. UEM Sunrise carefully considers these impacts when choosing what it buys. The following principles are practised during the procurement process:

- **Deliver Best Affordable Value** – the best affordable value is achieved in delivering UEM Sunrise’s high level objectives. Opportunities for efficiency and economies of scale are sought by working with industry partners.
- **Establish Effective Governance and Control** – procurement activities are conducted in a manner that satisfies the requirements of accountability and internal control, fulfils UEM Sunrise’s legal obligations, complies with financial constraints and effectively manages commercial risk.
- **Apply Standardised Approaches** – effective, efficient and consistent commercial arrangements are provided and enforced to procure works, products and services of a common nature.
- **Build and Maintain Effective Supplier Relationships** – it is recognised that in order to achieve the best affordable value, appropriate relationships must be developed and maintained with suppliers and their supply chains.

We practice a transparent procurement process which is fair for both parties. Although we do not have a formal policy on the hiring of local suppliers, it is our common practice to source locally whenever possible without compromising quality. More than 90% of our suppliers are local. Other factors are considered when selecting suppliers as highlighted in the chart below.



Product Life-cycle



Incorporating Safety, Health and Environmental Factors into our Procurement Standard

UEM Sunrise incorporates aspects of safety, health and environment into its procurement processes. Contractors must submit a Project Safety, Health & Environmental Compliance Plan (“PSHECP”) and Emergency Response Procedures (“ERP”). These documents outline training, monitoring, reporting procedures, compliance with statutory regulations, standards and Code of Practices to be implemented throughout the contract period. Environmental, safety and health factors are also included in contract agreements with supply chain partners. Examples of these are summarised in the table below.



Opera House, Symphony Hills, Cyberjaya

Aspect of Sustainability	Responsibility of Contractor
Security, Safety and Health Requirements	<p>Contractors must comply with all statutory requirements and clauses under the:</p> <ul style="list-style-type: none"> • Occupational Safety and Health Act and Regulations 1994 (OSHA), • Factory and Machinery Act 1967 (FMA) • CIDB Guidelines on First-Aid Facilities in the Workplace • UEM Sunrise Site Security, Safety and Health Regulations for Sub-Contractors and workers.
Cleanliness and Noise Control	<p>Contractors must:</p> <ul style="list-style-type: none"> • Take the necessary precautions to overcome any nuisance and noise pollution resulting from their works on site. • Regularly maintain the cleanliness of work areas, storage areas and site offices. • Carry out daily site housekeeping and clear all construction debris resulting from their work. Surplus materials must be removed from the premises and disposed of properly.

Our procurement guidelines also include environmental protection. This is in line with our Green Plan and our commitment to environmental conservation. Our contractors must familiarise themselves with the environmental conditions of the site and the areas surrounding the site. Contractors must ensure that all work does not directly or indirectly pollute or contaminate the environment.

The Contractor is solely responsible for the sufficiency of precautions taken to protect the environment. The requirements imposed by the relevant authorities must be complied with, in particular:

- Environmental Quality Act 1974
The Contractor must comply with all aspects of the Environmental Quality Act 1974 that are relevant to the design, construction, equipping and commissioning of the project.
- Environmental Impact Assessment
The contractor must follow the Environmental Impact Assessment (EIA) approval conditions and incorporate all abatement and mitigation measures for environmental protection and environmental monitoring into the works as required by the Department of Environment (DOE).

It is always emphasised that contractors must take sufficient measures to protect the environment from air pollution, water pollution, noise pollution and conserve the surrounding habitat.

The Procurement Team recognises the importance of effective and open working relationships with its suppliers. It is committed to:

- Early engagement in the market and with suppliers to discuss delivery options and identify issues to achieve best value;
- Delivering tangible savings through developing collaborative relationships and strategic alliances with key suppliers;
- Measuring and managing the performance of suppliers to support the delivery of best value;
- Working with the market to achieve maximum competition to ensure that as far as possible, all potential suppliers understand the requirements and programmes, and have the capacity and capability to tender for opportunities; and
- Working with the market and suppliers to understand areas of possible resource pressure and develop plans and programmes which allow resources to be used as effectively and efficiently as possible.

Ensuring Quality

We continue to lay down various check and balances throughout our operations to effectively control quality. Our Quality Environment Management System helps to increase productivity and quality within our organisation (5S) as well as Six Sigma Implementation Activities. Periodic quality assessment such as the Quality Assessment Systems in Construction ("QLASSIC") and the Construction Quality Assessment System ("CONQUAS") incentivise us to set international-grade quality and workmanship standards throughout our projects and products.

Customer Satisfaction

Customer satisfaction is at the core of everything we do. It begins with the adoption of a deep understanding of what the customer needs. Beyond simply listening to feedback, UEM Sunrise strives to perceive feelings and expectations that customers may not be able to articulate. Solutions are proposed based on the customer's perspective. The aim is to offer a service that delights all our customers. This commitment is embedded in the corporate DNA that all UEM Sunrise employees are expected to uphold. This ensures that they act with full awareness while ensuring quality and customer satisfaction is of the utmost importance.

Building with safety from the design and development stage is crucial to ensure that customers can trust our projects and developments with confidence. The QASHE Department works very closely with the Sales & Marketing and Development Departments to review product safety standards. We strictly adhere to all relevant safety standards and continually upgrade our quality expectations.

In 2013, UEM Sunrise's TNS Customer Satisfaction Survey recorded a slight increase in the customer satisfaction index. We scored 74 this year compared to 73.5 points in 2012. The table on the following page presents our TR*M index which measures customer satisfaction levels. Moving forward, a more concerted customer service improvement initiative including the Customer Centric Organisation ("CCO") programme will be progressively implemented to address the full spectrum of our customer experience.

TR*M index by site

Development	Year	Sample size	Corporate Reputation	Customer Retention	*Overall Score
Central Region	2010	-	-	-	-
	2011	125	67	66	67
	2012	45	80	76	78
	2013	182	79	75	77
Southern Region	2010	160	65	63	-
	2011	158	68	64	66
	2012	201	53	61	57
	2013	265	75	66	71
SiLC Business Customers	2010	160	86	74	-
	2011	10	84	62	73
	2012	13	84	89	87
	2013	20	73	75	74



I am delighted with the warmth that UEM Sunrise is giving its residents. It means a lot, especially to people who do not come from this country, like me. The various events, which are ongoing throughout the year, make me feel welcome. It feels like home. UEM Fun and Chill-Out Zones are perfect for residents with families. We get to mingle with other residents while our children get to enjoy fun-filled activities.”

Deborah Insook Kim

Resident of UEM Sunrise-Managed Property



I am impressed with the conduciveness and the ambience of Taman Nusantara. The services and facilities provided by UEM Sunrise in its residences are outstanding especially The Anjung. Since my stay in Nusa Idaman four years ago, I feel that UEM Sunrise has organised a number of activities to build rapport with the residents by having get-togethers. My family really enjoys every engagement session with the other residents. We feel like a family with strong community ties with each other.”

Mohammed Khaer Bin Abdul Karim

Resident of UEM Sunrise-Managed Property



Father and child enjoying the tranquil surroundings at 10 Mont'Kiara

Customer Privacy

The Personal Data Protection Act 2010 (“PDPA”) came into force on 15 November 2013 to protect individual’s personal data in commercial transactions. As required by the PDPA 2010, UEM Sunrise is required to get consent from its customer or potential customer prior to use it for commercial transactions.

UEM Sunrise has issued a Notice on Personal Data Protection to existing customers and received their consent in February 2014. However, for new customers or potential customers the consent is required immediately. In the notice, it is mentioned that UEM Sunrise is requesting the consent to use, process, record and ensure all personal data is not misused. Its systems also prevents any unauthorised processing of its customers’ personal data.

Engagement with Customers

At UEM Sunrise, we recognise that regular interactions with our customers help build trust and loyalty. If our customers believe that we are communicating with them openly, they will feel their relationship with us is one of mutual trust. Our communication channels with our customers include the customer care email, social media, call centre and our newsletter “e-communique”.

The engagement activities with our customers held during the year include the Chinese New Year Celebration, Mother’s Day Hi-Tea, *Hari Raya* Open House and Year-End Escapades. Other activities held at Publika include Supercars Weekend Road Show, the Wanko Soba Eating Challenge, Bon Odori Festival as well as the Publika Anniversary Jazz Fest.

Home technology has been integrated into our Symphony Hills development. This system allows our customers to register on a customer care portal which allows the submission of feedback, booking a place or hall, organising an event and engaging with other residents.

UEM Sunrise also engages regularly with its communities during festive celebrations, appreciation dinners, and activities at our UEM Sunrise Fun Zone and Chill-Out Zone.



Flagging off riders at the ‘Harley & Ducati Expedition 2013’

Vroom! To the Hills

Approximately 150 Malaysian and Thai bikers took part in the UEM Sunrise’s inaugural ‘Harley & Ducati Expedition 2013’.

This awareness tour brought an insight knowledge of the Company’s developments in Kuala Lumpur and Cyberjaya to potential customers. Singer, Fauziah Latiff joined in the camaraderie as the power packed duo teams of Harley and Ducati wound their way to the Opera House – Symphony Hill’s newly completed clubhouse. The prestigious event was also marked by a hunt, a sumptuous dinner and uproarious entertainment.

Fanning Out Spreading Joy

Hundreds of residents from the multinational community of Mont’Kiara enjoyed a pink-out picnic in the family friendly atmosphere of UEM Sunrise’s Fun Zone. The Spring Festival celebration included a Yasoki So-Ran dance, energetic K-Pop dancers, child gymnasts, water shooting and arm-wrestling.

Tribute to the Merlions

UEM Sunrise hosted an appreciation dinner for its loyal Singaporean customers to thank them for their continuous support. Guests were entertained by nu versatile performers Dan Thompson and the three-piece band Tes Trio.

The most exciting moment was the lucky draw session with 20 customers each taking home an attractive prize.

Evening with Nusajaya Residents

Nusajaya Residents had an enjoyable evening with their loved ones celebrating the double occasions of Mother’s and Father’s Day. The children dressed their parents in a Makeover Contest to create the best fashionable clothes using newspapers. The models demonstrated their catwalking prowess by entertaining the guests with spontaneous acts and poses on stage to wild cheers all around.

Other highlights include decorating cupcakes, making DIY cards for parents and family stage games. The event was part of UEM Sunrise’s initiatives to enhance community bonding and promote a quality lifestyle.



Nusajaya residents making lanterns

Taste of Tradition for Residents

Nusajaya residents were served traditional dishes to help them learn the history and culture behind every bite. Live performances, intertwined with culinary delights, evoked a mood of cultural appreciation in all the guests. Approximately 300 residents and management employees enjoyed a fun-filled day with Balle-Balle Live Band, Zapin Yayasan Warisan, Dragon Dance and drum performances.

Feedback Management

Customers are placed at the heart of everything we do. UEM Sunrise is committed to provide each of its customers with the highest levels of service expected. Hence, a dedicated complaints function that focuses on managing and resolving issues was developed.

Feedback channels provide a unique and valuable insight into the experiences of customers. Better ways of working can be developed by improving our systems as a result of the feedback received. We will continue to develop and provide our customers with the best service and level of care possible. Standards of service are constantly improving, so keeping customers satisfied is a continuous process.

When feedback is received, time is first spent understanding the issue. A prompt, thorough and fair investigation is then conducted. We endeavour to put things right the first time and we will keep the customer informed of how this is being achieved. Whatever the outcome, the customer will be informed along with the reasoning for each decision. We will assist them in any way we can.

Feedback is categorised based on its nature and is sent to the respective heads for monitoring and action. In 2013, 482 cases were raised by customers and 88% were resolved and closed in less than 30 days.

Responsibility for feedback types

Type of Customer Feedback	Lead-in-Charge
Product quality and defect rectification	Chief Operating Officer
Facility management, maintenance, security and defect rectification of common areas	Chief Operating Officer – Commercial
Customer billings and credit control	Chief Financial Officer
Sales & marketing, customer and community related issues	Chief Marketing Officer

Any issue will only be considered resolved and closed when the following conditions are met:

- All the facts have been gathered from the complainant
- A decision has been reached and corrective action has been taken
- The complainant has been informed of the resolution and the response has been recorded
- All forms of documenting these steps have been completed, signed and filed
- The complainant has received a written or verbal reply



Harmony Park, East Ledang, Nusajaya

WORKPLACE



Employees contributing at the Power of One Leadership Conference

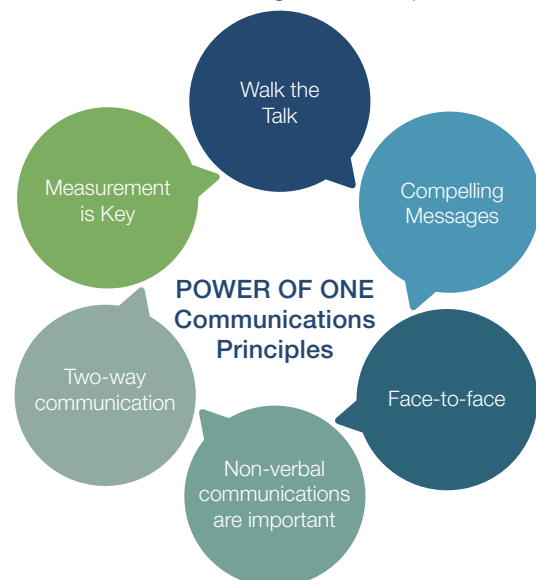
UEM Sunrise's mission is to build and develop the Group's human capital for the effective execution of the Company's strategy. We value our people. We rely on their skills, ingenuity and dedication to help satisfy our customers, protect our environment and promote the success of our business every day. Following the merger, together as one, we are now more dynamic and are able to perform more effectively. It is our continuous responsibility to provide ongoing development for all our employees.

Unleashing the Power of One

In June 2013, we officially launched the UEM Sunrise brand and rolled out our corporate rebranding exercise. Prior to this, we had embarked on an integration exercise which involved the alignment of human capital, infrastructure, systems and processes of UEM Land and Sunrise. Our "Unleashing the Power of One" programme communicates the Company's enhanced brand, vision, mission and values to all employees to help achieve its business ambitions.

This programme involved the Power of One Leadership Conference and Workshops, 28 roadshows and monthly team meetings within departments. All these activities created awareness of the need to work as one entity, with a culture to build on the shared values of Teamwork, Integrity, Passion for Success and Sincerity of Intent ("TIPS"). This programme aimed to create one identity and a sense of ownership by instilling the Company's new vision, mission and values into employees. It is hoped that they will share this spirit with their respective departments upon their return.

The Power of One Leadership Conference was held as part of the Company's rebranding exercise from 15 to 17 January 2013 at Mercu UEM. A total of 101 UEM Sunrise senior leaders were treated to the one-and-a-half day conference. The conference encouraged our leaders to think big and act quickly to take advantage of opportunities to win. Our leaders were also reminded of the communication principles to be applied when communicating with their team members. These key people are important as we rely on them to engage and educate all parts of the business about our brand and vision, using the Power of One Roadshows, Team Meetings and other planned activities.





Adhering to stringest Safety and Health Standards

The Power of One Roadshow took place from 21 January to 6 February 2013 at Mercu UEM, Nusajaya and Solaris Dutamas. It was the first introduction of all employees to the Company's Journey Map, new identity, mission and values.

Best Practices at the Workplace

Local Hiring

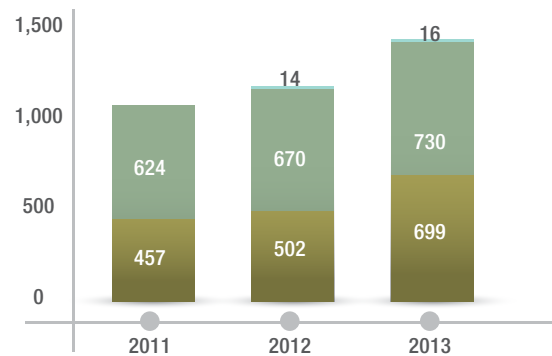
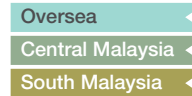
UEM Sunrise does not have a formalised policy that favours local hiring. However, it is common practice to prioritise local hiring without compromising talent. The Company's active participation in various career fairs throughout Malaysia demonstrates its commitment to providing employment opportunities to locals. A list of career fairs participated in 2013 is presented below.

Date	Event	Location
29 - 31 March 2013	Malaysian Career & Talent Fair 2013	Mid Valley, KL
15 - 17 March 2013	Carnival Kerjaya, Perniagaan dan Kemahiran (KEPAK) 2013	Pasir Gudang, Johor
6 - 7 July 2013	Graduan Aspire Career Fair	KLCC
27 - 29 September 2013	BN Youth Job Fair 2013	KLCC
7 - 8 December 2013	Iskarnival 2013	Johor Bahru

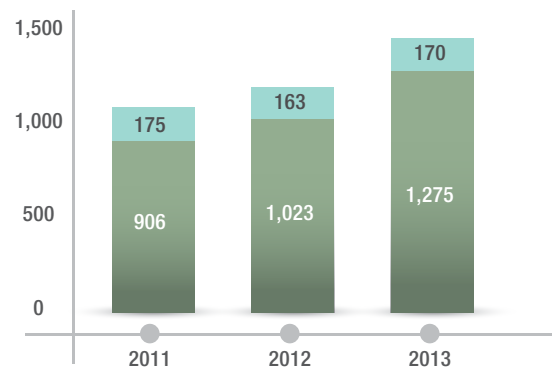
We also took part in the UKEC-GRADUAN Career Fair 2013, which is an overseas career fair for Malaysian students. This fair was held from 6 to 9 April 2013 at the Lancaster Hotel in London.

Every effort is taken to employ Malaysian citizens for all positions. However, if foreign workers are employed, we ensure that their employment complies with the requirements of The Immigration Act 1963 (Amendment 2002).

Breakdown of employees by location



Breakdown of employees by employment contract





Role playing at The Power of One Conference

HR Road Map

UEM Sunrise ensures that each and every employee is fully efficient with the necessary skills and knowledge. Employees are propelled along their career paths and their career development also supports the Company's business objectives. The Human Resource Division launched the HR Roadmap 2012 – 2015 to realise this aim.

The HR Roadmap outlines the steps required to become a High Performance Organisation Company by 2015. It recognises that our employees are vital to every aspect of our business performance. Initiatives that significantly enhance the values of this critical resource are highlighted. The Roadmap covers the entire organisation.

We have adopted 3 key strategies



It is an honour to be part of the Group that is the master developer of Nusajaya, the largest integrated urban development in South-East Asia. Nusajaya is also poised to become the region's economic development nucleus with its seven catalyst projects namely the Puteri Harbour, SiLC, Kota Iskandar, Educity, Medical City, Nusajaya residences and International Destination Resort. It has provided me with great career growth through the varied range of work challenges and exposure that enriches me professionally and personally. For a suggestion, I would propose UEM Sunrise implements a good work-life balance which translates to a healthier mind and body.

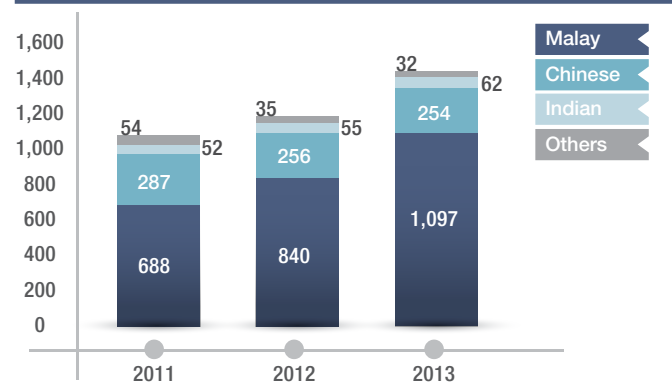
Ong Kim Huat

Senior Manager
Finance Department
UEM Sunrise Berhad

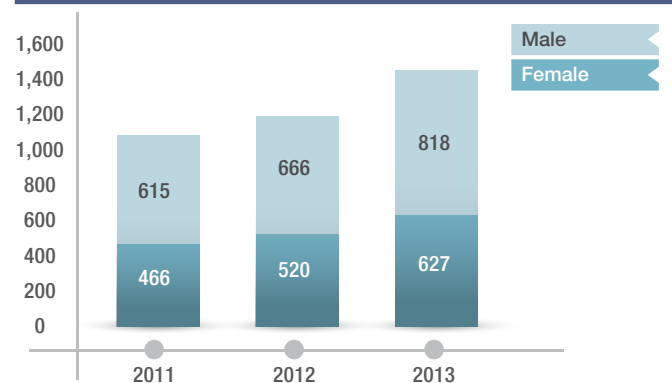
Diversity

Diversity in the workplace refers to recruiting and retaining the best person from the widest possible talent base regardless of age, race, religion or disability. At UEM Sunrise, employees are expected to have respect and tolerance for cultures and religions other than their own. They should conduct themselves in accordance with accepted standards of behaviour whether they are based locally or overseas.

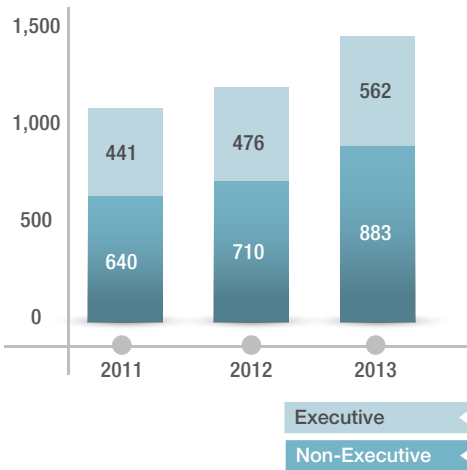
Breakdown of employees by race



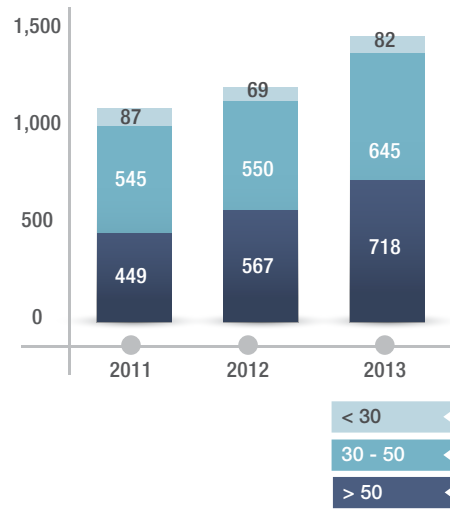
Breakdown of employees by gender



Breakdown of employees by type



Breakdown of employees by age



I started with the Group in 1994 as a Senior Engineer for the construction of the CIQ Complex at Tg Kupang Second Crossing to Tuas. I was then transferred and promoted to Project Manager in 1995 to handle and complete 1060 units of Government Staff Quarters and their Ancillary Buildings at Tg Kupang. I was promoted to Senior Manager in 1997 which allowed me undertake greater roles in heading the Operations Department, Project Handing Over Department and Contracts Department. I was seconded to MPJBT to head the Unit Khas Bandar Nusajaya, assisted the Master Township & Infrastructure Planning Department and finally headed the Project Monitoring & Assurance Department. I was promoted to Deputy General Manager in 2007 where I was assigned to lead the Quality Assurance, Safety, Health and Environment Department. I started gaining further knowledge in quality, safety, health and environmental management systems and legal requirements before being promoted to General Manager in 2013.

Equal support is given to employees regardless of age, gender or personal background.

To all young females, be positive and pursue your dreams with passion. Stay humble and flexible but firm. Always be available to give a helping hand! ”

Sohailah Hj Yahya

General Manager
Quality Assurance, Safety, Health and Environment Department
UEM Sunrise Berhad

Women Empowerment

At UEM Sunrise, we believe that long-term sustainable work relationships are only possible if men and women are presented with equal opportunities to realise their potential. Discrimination against female employees is not tolerated. Any form of discrimination against our female employees in every aspect of the work environment is prohibited. The Company offers women employees the:

- Opportunity for self-development (IDP)
- Compensation and benefits terms
- Succession planning and career growth
- Facilities, equipment and accessibility

Various activities and awareness programmes were also conducted to communicate our support of gender equality and women empowerment. Examples of events held in 2013 which aimed to appreciate and empower our female employees are summarised below.

Date	Event	Objectives	Location
12-13 March 2013	Two-day/one-night secretarial gathering	Develop spirit of teamwork among secretaries	Eagle Range, Port Dickson
26 March 2013	HR Services Day 2013: Talk on Crime Prevention for Women	Learn to self-defend your loved ones against physical attacks	Solaris Dutamas
26 September 2013	Road shows on sexual harassment awareness	Awareness programme	ULC - PJ
Every Tuesday	Weekly aerobic sessions at Solaris Dutamas	Healthy Work Life	Puteri Harbour, Johor Bahru

Sexual harassment

UEM Sunrise promotes a safe and healthy working environment that fosters mutual respect. Individual employees are treated with dignity and are free from sexual harassment irrespective of status or position.

Employees are strictly prohibited from engaging in any form of harassment, humiliation and intimidation of a sexual nature.

Sexual harassment encompasses various conducts of a sexual nature that can broadly be categorised into five possible forms: verbal harassment; non-verbal/gestural harassment; visual harassment; psychological harassment; and physical harassment.

Individuals found guilty of sexual harassment may be dismissed without notice, demoted or penalised with a lesser punishment depending on the severity of the case.

Attractive Benefits

In addition to the basic salary, UEM Sunrise offers a comprehensive attractive benefits package. The health of our employees is of paramount importance and we provide a comprehensive medical package to employees and their families. Treatments that are covered include dental expenses, preventive medicine, outpatient specialist treatment, maternity expenses and paediatric treatment for employees' children. The Company also pays in the event that employees and their families are hospitalised.

UEM Sunrise may grant an employee examination leave with pay up to a maximum of five days per year to sit for any examinations. Study leave of up to four working days per year helps employees who are preparing for examinations. The Company may reimburse examination fees up to RM1,000 per annum. An interest-free loan may be offered to help fund part-time courses relevant to their employment. A sabbatical period is also provided for employees who wish to pursue their studies. These employees are guaranteed a place with us upon their return.

Employees' children are rewarded for their academic achievements. The Children Excellence Award contributes RM200 for 5As in UPSR; RM300 for 7As in PMR; RM500 for 7As in SPM and RM600 for three principal As in STPM.

Paid compassionate leave may be granted in the event of the death or hospitalization of a spouse, children, parents, parents-in-law, brothers, sisters or immediate grandparents. This provision also covers natural disasters that affect the employee directly. RM2,000 is donated to the next-of-kin upon the death of an employee. RM500 is paid in the event of the loss of an employee's immediate family member and parents.

Employees are eligible for three days Marriage Leave. 60 days Maternity Leave is granted to female employees for the first five surviving children. Male employees may be granted two consecutive working days Paternity Leave.

Muslim employees are eligible for a maximum of 40 paid consecutive calendar days of Haj Leave.

All UEM Sunrise's pension liabilities are covered through the Employees Provident Fund ("EPF") scheme. The statutory rate set by the government is 12%. For the first two years, the employer contributes 12% or 13% for employees earning RM5,000 and below. For two years and above, the employer contributes 15%.

Other benefits include:

- Cash or a gift for first legal marriage, birth of a child or hospitalization of employee
- Employees celebrating *Hari Raya Puasa*, Chinese New Year, Deepavali or Christmas are able to leave work at 12.30 pm on the eve of the festival.
- Employees' Social Security ("SOCSO"), Group Personal Accident ("GPA") Insurance and Group Term Life ("GTL") Insurance.
- Leave Passage, Public Holidays and competitive annual leave up to 23 days.
- Professional Association, Corporate Club and Personal Club Membership
- Company Vehicle Scheme, Interest Subsidies for Car Loans, Reimbursement of Parking Fees, Car Allowance Scheme, Mileage Claims, Petrol Allowance, Subsistence Reimbursement, Winter Clothing Allowance and Laundry Expenses.
- Handphone Subsidy, Computer Loan and Special Leave

Property Staff Discount Scheme

UEM Sunrise has a Staff Discount Scheme to help its employees purchase properties. The discount structure is limited to the purchase of one residential property every five years. UEM Sunrise and its subsidiaries receive a 10% staff discount; UEM Group employees receive a 5% discount. Employees receive a 3% discount on additional units within five years of purchasing the first property.

ESOS

Stock options benefit both employees and employers. Eligible employees receive share options which they can exercise at the offer price during the option period to purchase shares.

Employees participating in the scheme, benefit from the favourable market price performance of UEM Sunrise shares throughout the duration of the ESOS without any upfront capital and its associated risks. They may acquire the shares in the future at the offer price already predetermined without having to pay for the shares up front.

We believe that an attractive benefits package helps us attract and retain the best employees. Our employee turnover is presented in the table below. We are pleased to report that our employee turnover has reduced in 2013 compared to previous years.

Employee Turnover	2011	2012	2013
South Malaysia (Johor)	16	80	78
Central Malaysia (KL / Selangor / Tapah)	132	138	106
Male	92	120	118
Female	56	98	66
Age Group			
<30	87	82	110
>50	61	136	74
Total (%)	13.69	18.38	12.73

Training and Development

In 2013, our training programmes covered three main areas: Functional Skills, Leadership Development Programmes and Soft Skills Programmes. In line with the "Customer Centric Organisation" initiatives, a series of "Delivering UEM Sunrise "PRInSip" Service Experience Programmes" were delivered from July 2013 to October 2013. A total of 44 sessions were conducted and 83% of employees attended the programme.

PRInSIP is an ongoing initiative which we launched last year. It is the continuation of our rebranding exercise. The objectives are as follows:

- As a platform to cascade and communicate UEM Sunrise's Strategic Service Intent "PRInSip" to all staff within the organisation and internalise the values in their work to meet the Customer-Centric Organisation goals.
- To establish "buy in" from all staff and reinforce customer-orientation culture within the organisation, which is aligned with UEM Sunrises's Strategic Service Intent "PRInSip" service promise.
- For every team member to recognise the importance of their roles in the organisation and how their contributions are inter-related in transforming UEM Sunrise into a customer-driven enterprise.
- For staff to develop a service commitment to making personal changes at work.

Training and Development Details

	2011	2012	2013
No. of Employees	1,044	1,186	1,446
Cost of Training (RM '000)	1,979	2,272	2,385
Average Cost / Employee (RM)	1,896	1,915	1,649
Training Days (8 hours/day)	4,913	5,156	9,100
Average Hours / Employee	37.7	34.8	50.4

In 2013, we have achieved an average of 50.4 hours of training per employee, which is a 44.8% increase from the previous year of 34.8 hours.

We have also introduced an IDP Booklet for manager levels and above. This booklet contains a Personal Development Directory which lists individual information on assessments that have been taken. It also contains a Personal Training Plan and Training Record. The objective of an IDP Booklet is to develop knowledge workers who take ownership of their own self-development. It is hoped that these individuals develop the capacity and ability to know what is required and keep abreast of the changing needs in their respective fields. A total of 174 IDP Booklets has been distributed.

UEM Sunrise in Supporting the UEM Group's Career Development Plan

Young Engineers Programme ("YEP")

YEP is a five-year structured development programme that develops high-potential engineering professionals with the required professional engineering qualifications. It helps these engineers attain technical competencies and accreditation required by the Board of Institute Engineers of Malaysia to qualify as professional engineers. UEM Sunrise enrolled eight students under this programme in 2013.

Young Graduates Programme ("YGP")

YGP is a three-year programme aimed at developing high potential graduates with required competencies. The programme develops strong strategic thinking skills for future leadership positions within UEM Group of Companies in areas such as Business Development, Finance, Accounts and Human Resources. The three students that UEM Sunrise adopted under this programme in 2013 experienced:

- Three or four rotational assignments
- Formal training opportunities
- A structured development plan
- On-going personal and professional mentorship
- On-going guidance and mentorship by experienced technical leaders
- Senior management interaction and visibility
- Management and leadership skills

UEM Group Young Executive Scheme ("YES")

YES was launched in 12 September 2006. The scheme is currently known as *Skim Latihan 1Malaysia* - UEM Group Young Executive Scheme or SL1M-YES. It is a special programme that equips fresh graduates with invaluable skills and experience for better future employment opportunities.

UEM Sunrise is committed to supporting the Government's 10th Malaysia Plan of developing the nation. Opportunities for fresh graduates are provided through this programme. The YES programme runs for a period of 12 months and high-performing candidates are offered a position in the Company upon its completion. As at 31 December 2013, UEM Sunrise had engaged a total of 32 YES trainees who were placed in various departments such as Development, Landscape, ICT, HR, Sales and Marketing.



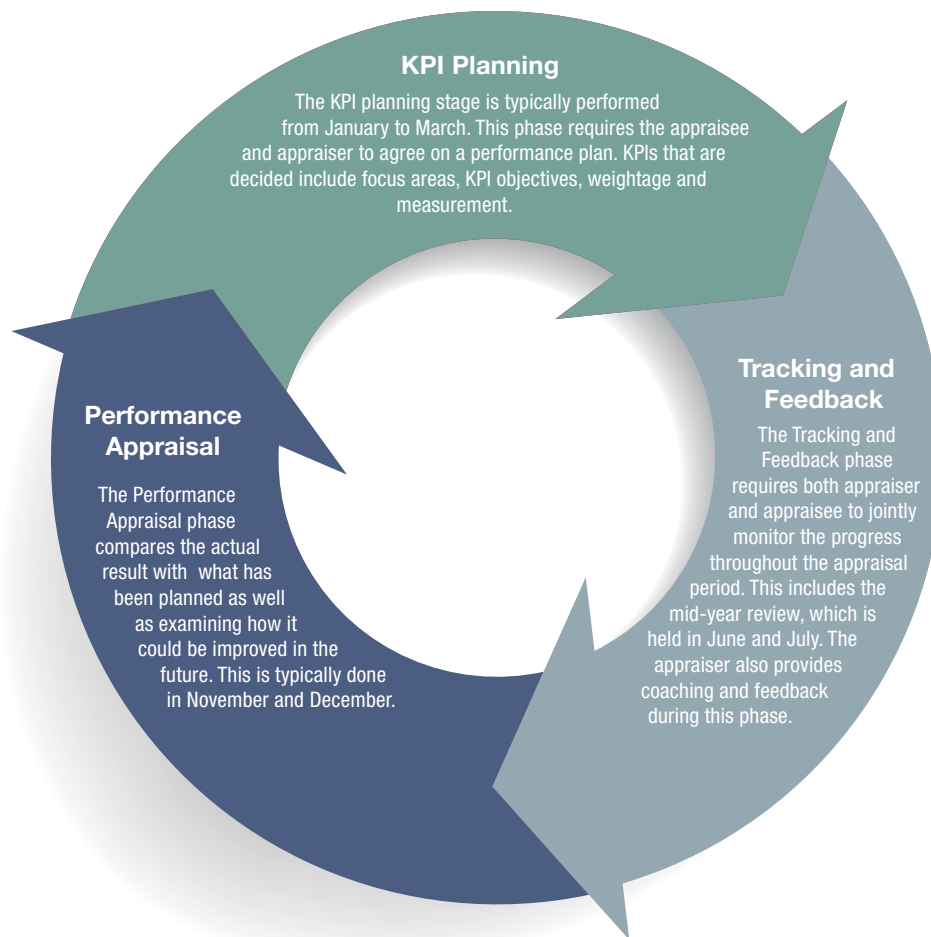
UEM Sunrise's position in the industry is now even stronger with its expansion into the international market. I am not the only one who is proud to be part of "The Titans" but also my family. This encourages me to continue my career in UEM Sunrise. In addition, the Company values its employee as an asset which makes all of us feel appreciated. At UEM Sunrise, I always feel that there is an opportunity for every individual to grow. With commitment and continuous support from the management, I have climbed the career ladder to be where I am today.

The Company treats its employees fairly and does not tolerate any form of discrimination. We are given equal opportunities for training, development and job promotion.

There is a Malay proverb which says "Bersatu Kita Teguh Bercerai Kita Roboh" that shows how essential for all Titans to be in one vision, one mission, one direction and work together to achieve one goal. In the future, I hope to see more engagement within regions of UEM Sunrise so we can get to know each other. ”

Norita Alias

Executive
Community and Customer Development Department
UEM Sunrise Berhad



Performance Management System

The Performance Management System (“PMS”) is a tool that recognises and measures the performance of each individual so that UEM Sunrise can better manage and develop its employees.

The Performance Management System has evolved into an electronic format. Employees can arrange and review their performance planning online. The Performance Management System Cycle consists of three phases:

The PMS is designed to:

1. Create a standard platform and culture to manage performance.
2. Encourage employees at all levels of the organisation to share responsibilities for helping it meet business objectives.
3. Help individuals and managers plan, track and review their performance and help each other achieve their KPIs or KRAs.
4. Enable leaders to offer support by providing coaching and development opportunities.
5. Link to other Human Resource systems:
 - Career Development
 - Rewards and Recognition
 - Training and Competency Development
 - Succession Planning
 - Talent Identification
 - Inter department, division and company transfer

At UEM Sunrise, we use the PMS online form to assess our employees’ performance. It applies the balance scorecard approach covering four key areas of finance, customers, internal processes, and learning and growth. There are five key

principles to the PMS:

1. **Total performance** – Objectives (KPIs) and Competencies (Behaviour)
2. **Balance Approached** – Financial, Customer, Business Process, Learning and Growth
3. **Alignment** – Alignment of company and individual objectives to ensure line-of-sight
4. **Constructive Feedback** – There is to be frequent, open, fair, objective and honest dialogue between individual employees, their immediate superior and Heads of Departments/Divisions
5. **Performance Differentiation** – When employees are recognised and rewarded according to their performance level, they will continuously strive to excel.

Our performance measurement cycle involves three key steps. It begins with KPI planning, followed by a mid-year performance review and ends with a year-end performance review.

The results of these assessments are mapped across four scoring categories: Platinum (80% and above), Gold (65% -79%), Silver (50%-64%) and Bronze (30%-49%).

Continuing Education Programme

UEM Group has established a Continuing Education Programme for employees continuing their education on a part-time basis. UEM Sunrise supports this programme.

This programme covers certificates; professional qualifications such as ACCA and CIMA; Diploma and Advanced Diplomas; and bachelor's and master's degrees. Programmes are undertaken on a part-time basis to avoid disrupting business operations.

Employees Communications and Welfare

UEM Sunrise is an organisation that truly believes in inculcating a vibrant culture that looks beyond work and engages its employees in various activities. To undertake these activities, a systematic sustainable and participative model is followed by actively soliciting ideas from employees and encouraging employee involvement.

This is developed and sustained through employee engagement activities that benefit employees and their families in various ways. Examples of engagement include family days, staff trips, sports events, festive gifts and ceremonies, birthday recognition and *Teh Tarik* with the Managing Director. UEM Sunrise also participates in *Maulidur Rasul*, Labour Day and National Day parades. Details of these activities are highlighted below.

Engagement	Date	Number of participants	Details
UEM Group Family Day	5 October 2013 19 October 2013 20 October 2013	3,000 UEM Sunrise employees and their family members	The event was held at Sunway Lagoon. All employees and their family members were invited to the event.
Staff Outing to Universal Studio, Singapore	16 June 2013 (Central) 23 June 2013 (Southern)	1,200 employees	The trip was held in conjunction with the rebranding dinner. This is an annual event organised as part of the Company's effort to recognise employees' achievements.
UEM Sunrise Rebranding Dinner	15 June 2013	1,200 employees	The Rebranding Dinner was held to instil the Company's new brand into employees and strengthen their relationships.
Festival Gift	Celebrating all major festivals including Hari Raya, Chinese New Year and Deepavali	All UEM Sunrise employees	UEM Sunrise distributes festive gifts to its employees on all major festivals in Malaysia.
Hari Raya Open House	21 August 2013 (Central) 2 September 2013 (Southern)	UEM Sunrise employees	All employees were invited to the <i>Hari Raya</i> Open House which was held at the PERSADA.
Birthday Celebrations	Monthly	All UEM Sunrise employees	During the beginning of each month, UEM Sunrise distributes birthday cards to employees who celebrated birthdays in that particular month.
Town Hall Meeting	15 May 2013 (Central) 16 May 2013 (Southern)	All UEM Sunrise employees	Our MD shared the Company's goals with all employees to inspire them to contribute to this vision.
Majlis Perarakan & Perhimpunan Sambutan Maulidur Rasul	24 January 2013	20 employees	20 employees joined the parade during the celebration which was held at Dataran PutraJaya. The celebration was aimed at commemorating The Prophet Muhammad's Birthday.
Perhimpunan Perpaduan Sempena Hari Pekerja	4 May 2013	10 employees	10 employees represented UEM Sunrise in the Labour Day Parade which was hosted by the UEM Group. The event was held at the stadium Putra Kompleks Sukan Negara, Bukit Jalil.
Mini Olympic of the Titans	17 November 2013	All UEM Sunrise employees	This is a finale of Sport Mania which has been held throughout the year. All employees are welcome to take part in this event.
UEMS Sport Mania Badminton Tournament	18 May 2013 (Central) 25 May 2013 (Southern)	100 employees	100 employees who took part in this tournament were grouped into five teams. The event was held at Challenger Sport Centre, Petaling Jaya & Akademi Badminton Perling, Taman Perling in Johor.
UEMS Sport Mania Bowling Tournament	19 April 2013 (Central) 20 April 2013 (Southern)	240 employees	240 employees were involved in this tournament which was held at the Bowling Centre, Midvalley and Daiman Bowl Johor Raya in Johor.
UEMS Sport Mania Futsal Tournament	26 October 2013	100 employees	100 employees were involved in this tournament which was held at the Triways Sports Centre in KL and Millenium Sport Centre in Johor.
Indoor Games	Throughout the fasting Month (July – August 2013)	200 employees	Indoor games were held during lunch hours in the fasting month to occupy our employees during their break time. Some of the games include arm wrestling, darts, <i>congkak</i> , snakes and ladders and <i>batu seremban</i> .

UEM Sunrise respects the uniqueness of the different cultures and heritage of its employees. The Company celebrated remarkable festivals such as *Hari Raya*, Chinese New Year, Moon Cake Festival, Ramadan and Deepavali by treating our employees to festive goodies. In addition, various activities were also conducted throughout the year for our employees and their families including the UEM Group Family Day, Kidzania for employees' children, employees potluck event and sports.

We believe that our approach to employee communications is effective especially as we won the prestigious Holmes Report's 2013 Asia Pacific Gold SABRE Award for Employee Communications.

Mini Olympics of the Titans 2013

In 2013, UEM Sunrise Sports and Recreation Club organised a MINI Olympics of the Titans at the Arena, University of Malaya. Mini Olympics of The Titans is the finale of Sports Mania, which ran for six consecutive months previously in the Central and Southern Regions. During this period, employees were grouped into five different teams, named after gem stones: Morganite, Aquamarine, Tourmaline, Zircon and Amethyst. The teams competed in various sports and traditional games such as netball, volleyball, arm wrestling, *futsal*, *congkak* and *batu seremban*. During the event finale, regional champions for volleyball, *futsal* and arm wrestling from both regions competed for the national championship titles. Three new games were introduced and adopted by the Ministry of Youth and Sports namely *Jombola*, *Dodgeball* and Frisbee. Several friendly track events included a three-legged race, saronglympics and a pebbles race.

The National Sports Institute provided medical support during the event and held a mini exhibition relating to sports science, medicine and technology. The day ended with a prize-giving ceremony by Aminah Abdullah, who was also the Organising Chairman of this year's Mini Olympics of The Titans. The Aquamarine Team was hailed the overall champion with members of the team each receiving a medal.

Safety and Health

Quality, Safety, Health and Environmental Policy ("QSHE")

UEM Sunrise is a property developer committed to providing its stakeholders including customers, employees, and vendors with quality products and services, in a safe and healthy workplace as well as minimise the impact to the environment where it operates.

UEM Sunrise practices "**QSHE is our Responsibility and Our Culture**" through the involvement of its stakeholders. As a visionary community builder, we will:

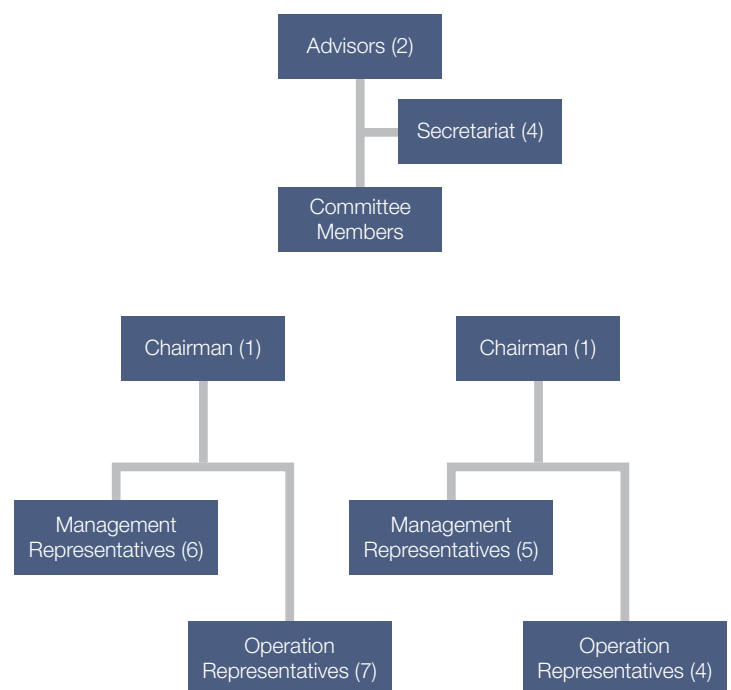
- Utilise our QSHE Management system practices effectively in achieving customer satisfaction, prevention of pollution, injury and ill health;
- Lead by example in complying with and wherever possible exceeding the established legal requirements and standards;
- Harmonise our QSHE management system practices with our employees and vendors through continuous training and briefings; and
- Build in teamwork to encourage continuous improvement of process performance in achieving the Company's vision and mission.

The safety and health of our employees continues to be our priority. In 2013, we recorded 11,049,336 man-hours of zero lost time injury. This is an improvement of 133% compared with the previous year of 4,733,592 man-hours. We conduct regular site assessments including Safety, Health and Environmental ("SHE") monitoring and assessment.

QSHE Committee

The Occupational Safety and Health Act 1994 makes it compulsory for employers who have more than 40 workers to establish a safety and health committee at their workplace. The structure of UEM Sunrise's QSHE committee is summarised in the chart below.

QSHE Committee Structure



The objectives of the committee are to foster cooperation and consultation between management and operation teams to identify, evaluate and control hazards in the workplace. It is also an effective channel of communication to bring both teams together in a non-adversarial, cooperative effort to promote safety and health culture in their workplace. The committee assists the employer and makes recommendations for change.

The committee is responsible for:

- Reviewing the measures taken to ensure the safety and health of persons at the place of work;
- Investigating any matters at the place of work that:
 - A committee member or person employed there considers unsafe or is a risk to health; and
 - Is brought to the attention of the employer;
- Assisting in the development of a programme and safe work system; and
- Reviewing and recommending revisions to QSHE policy and programme's effectiveness

Safety, Health, Environment and Quality Training Conducted in 2013

QSHE	Training Title	Total Days	Attended
A	ELCO Management Training Program		
	IMS Training Program :		
1	Internal Auditing for QSHE - IMS	2	28
2	Practical EAIR & HIRARC	1	22
3	Control Air & Water Pollution	1	24
4	Effective Accident Investigation	1	26
5	Effective Processes for Schedule Waste Management	2	26
6	Fire Warden Training - BOMBA	3	27
7	First Aider Training - PBSM	3	28
			181
B	NIOSH		
1	Safety Working at Height - HIOSH	3	21
C	Building & Construction Authority, Singapore		
1	CONQUAS Training Program - JB (NI, PH & EL Projects)	1.5	25
2	CONQUAS Training Program - JB (NI, PH & EL Projects)	1.5	25
3	CONQUAS Training Program - JB (NI, PH & EL Projects)	1.5	25
4	CONQUAS Training Program - KL (Symphony Hills, MK20, MK28)	1.5	23
5	CONQUAS Training Program - KL (Symphony Hills, MK20, MK28)	1.5	30
			128
D	CIDB - Training Development Unit		
1	QLASSIC - Training Program - JB (Nusa Bayu Projects)	2	40
E	5S WAVE - NevilleClarke Management Consultant		
1	2nd S principle (Seiton)	2	26
2	3rd S principle (Seiso)	2	41
3	3rd S principle (Seiso)	1	26
4	Training: 5S Auditing	1	27
F	QASHE Dept		
	Sustainability Campaign 2013		300
		Total	790

Safety and Health Statistics

Indicator	2011	2012	2013
Total of Induction Briefing	107	102	106
Total of Worker attending the Induction	2,865	3,073	3,449
Number of First Aid Injuries	0	3	2
Number of Lost Time Injuries	1	0	-
Number of Property Damage	0	1	2
Number of Fatalities Accident	0	1	-
Average Total Workers	28,772	27,493	31,551
Total Days Project Operation	365	366	365
Work Without a Lost Time Accident	1,366,792	3,366,800	7,682,536
Record Lost Time Accident Free Hours *(Last Accident)	1,366,792	4,733,592	11,049,336

On-site Safety, Health and Environment

Our contractors are expected to appoint a suitably qualified and experienced person as Safety and Health Officer as required by the Department of Occupational Safety and Health (“DOSH”). The Safety and Health Officer is responsible for all safety, health and environment matters related to work. He or she must submit regular safety, health and environment reports to the Superintending Officer (“SO”). This Officer must also provide and enforce the wearing of effective safety helmets and where necessary, eye goggles, ear protectors, safety harnesses and other personnel protection equipment for all personnel.

We have engaged the Construction Industry Development Board (“CIDB”) as a third party assessor to evaluate our safety and health practices under the Safety and Health Assessment System in Construction or (“SHASSIC”) assessment. SHASSIC assessments were conducted on three of our high-rise developments namely Imperia, Impiana and Nusa Idaman Phase 8C as well as three landed developments namely Nusa Bayu Phase 2A & 2D and East Ledang Phase 6A.

During the year, we also conducted a total of 106 induction training sessions for 3,449 construction personnel under our QSHE system in 2013. In addition, 605 UEM Sunrise employees received a total of 19 internal training sessions on Management Systems, Competency, Quality, Safety and Health, Environment and Quality Environment (5S).

Contracts stipulate that various platforms, covers, ladders, stairways and other provisions for access supplied must be installed as part of the permanent works. They must also be made available for use as early as possible during the construction period. In cases where this is infeasible, contractors must provide the necessary temporary access facilities which must be constructed, installed and maintained in a safe and sound manner.



“ While there have been many changes throughout the organisation, the beauty facilities provided by the Company and strong leadership remain. The kindness, care and compassion of top management here at UEM Sunrise is something that has always impressed me. Our core values such as TIPS and PRINSIP DNA are implanted in everything we do. This makes me proud to be part of UEM Sunrise.

To me, UEM Sunrise is not just a workplace; it's a family where people are filled with passion to grow together as one company. It is just like my second home. Here in UEM Sunrise, we are always challenged with new tasks every day. These challenges are what motivate me to improve and develop my career growth. I am thankful to be given such opportunities.”

Paranitharan A/L Ellan
Deputy Senior Manager
Construction Division
UEM Sunrise Berhad

Emphasis is placed on the importance of contractors implementing all pollution control, waste management and other provisions. These controls ensure that all work carried out does not directly or indirectly contribute to the pollution or contamination of the environment.

UEM Sunrise has a strict set of guidelines that all contractors must comply with while carrying out work. Any job performed, especially at our sites, must comply with the safety, health and environment measures for workmen and the public as stipulated by:

- Occupational Safety and Health Act 1994, Regulations and Orders;
- Factories and Machinery Act 1967, Regulations and Rules;
- Environmental Quality Act 1974 and Regulations and
- All other applicable safety, health and environment at work legislation and regulations

Sustainability Campaign 2013

The UEM Sunrise Sustainability Campaign 2013 focused on exploring innovative sustainability solutions and fostered greater collaboration among participants. The event was jointly organised with the Construction Industry Development Board (“CIDB”),

The 6th Annual Quality, Safety, Health and Environmental Campaign was held at Puteri Harbour in Nusajaya, Johor on 13 and 14 November. Over 535 participants including UEM Sunrise staff, consultants and more than 100 contractors within Iskandar Malaysia attended this event. 120 students from CIDB Construction Club School and UEM Sunrise adopted PINTAR schools also attended.

This year's event was aimed at approaching sustainability holistically. It included talks by related agencies such as DOSH, IRDA, CIDB, Akademi Binaan Malaysia (“ABM”) and Health Practitioners. These discussions centred on the various aspects supporting sustainability themes and other health related topics.

The second day of the programme was activity-based and encouraged greater interaction and partnership between employees and the industry players.

UEM Sunrise adheres to local and international standards on safety and quality such as ISO 9001, OHSAS 18001, MS 1722 and ISO 14001. We also expect our contractors to conform to these management systems' requirements and request for site visits.

Personal Protective Equipment

All workers and visitors to our sites are provided with the necessary protective equipment like safety helmets and safety shoes.

Safety footwear complying with SIRIM standards or equivalent must be worn at all times. Sandals or non-approved joggers are not permitted. Damaged or worn shoes must be replaced.

Safety helmets meeting SIRIM standards or equivalent are worn at all times by all persons on site. Approved hearing protectors are provided and must be worn by all personnel who are exposed to noise levels greater than 85 dB (A).



UEM Sunrise promoting sustainability through its Sustainability Campaign 2013

Penalty Imposed For Contractors Breach on Safety & Health

UEM Sunrise penalises its contractors for nonconformance. This demonstrates that the Company is serious about its Safety and Health implementation. The table below summarises the penalties for various nonconformance.

Details of non-compliance	Penalty (RM)		
	1st	2nd	3rd
Not attending induction, tool box or monthly meetings (by number of personnel)	100	200	500 & payment withheld
Not wearing proper Personal Protective Equipment ("PPE") (by number of personnel)	100	200	500 & worker expelled from site
Workers without CIDB Green Card ("SICW") (by number of personnel)	100	200	500 & worker expelled from site
Using statutory machineries without PMA/PMT	500	1000	2000 & out from site
Not maintaining good housekeeping at site	500	1000	2000 & payment withheld
Working without Permit to Work ("PTW") for high risk jobs	500	1000	2000 & stop work
Not following instructions from client, QASHE Department or Project Owner	500	1000	2000 & stop work
Unsafe act or conditions	500	1000	2000 & stop work
Improper erection and dismantling of scaffold that does not follow legal requirements	500	1000	2000 & payment withheld
Failure to provide first aid kits or fire prevention facilities	500	1000	2000 & payment withheld
Not carrying out forging	500	1000	2000 & payment withheld
Inadequate warning signage	500	1000	2000 & payment withheld
Failure to submit required documents, records or reports	500	1000	2000 & payment withheld
Failure to appoint competency personnel as legal requirements	1000	2000	5000 & payment withheld
Illegal workers on site	1000	2000	5000 & worker expelled from site
Failure to reports accidents or incidents to client	1000	2000	5000 & out from site
Others	100	200	500 & payment withheld

Permit to Work System for High Risk Construction Activities

All high-risk activities require a permit to work system. Common high-risk categories consist of erecting and dismantling tower cranes, climbing working platforms; working in confined spaces; deep excavation works of more than three metres; hot work; special lifting operations; hazardous substances and temporary structures.

Employer representatives or the Employer SHE Manager may impose permits to work for any construction activities that are considered high-risk. They may also stop any high-risk work that is underway without proper permits in place. The contractor cannot claim for an extension of time as a result of work stoppage. Procedures for these special work permits are clearly defined in the Contractors Safety, Health and Environment Plan.

ENVIRONMENT



Rainwater Harvesting at Symphony Hills, Cyberjaya



Symphony Hills, Cyberjaya

Looking at the nature of our industry, our corporate responsibility of helping to secure a positive future for the environment is perhaps one of our greatest challenges. It is one we are proud to meet. We minimise our environmental impact by upholding all the relevant local and international guidelines.

Green Development

UEM Sunrise is committed to incorporating green elements in many of the properties it develops. Energy saving practices such as water harvesting, cooling systems and smart technology are some of the areas that have helped create sustainable communities. Our commitment to developing eco-styled communities is reflected in our Kota Iskandar and Symphony Hills projects.

The Imperia Condominium in Puteri Harbour, 28 Mont' Kiara and the Verdi Eco-dominiums at Symphony Hills stand out as innovative examples of our commitment to delivering quality products. These green developments all boast energy saving, state-of-the-art features and furnishings that are made of at least 30% recycled components. Symphony Hills has an added attribute of being part of the Country's first Connected Intelligent Community ("CIC"). In 2013, Verdi Eco-dominiums was awarded the title "Five Star Apartment & Highly Commended Landscape Architecture" by Asia Pacific Property Awards.

Kota Iskandar

Kota Iskandar incorporates innovative designs that are friendly to the environment. The pioneering features include:

- The first integrated non-intrusive security plan with a direct link to the police.
- A non-intrusive automatic waste collection and disposal system that is environmentally-friendly and cost efficient.
- The first district cooling system outside Kuala Lumpur. These features that use smart technology, together with its building design that encourages natural ventilation, have resulted in a reduced energy consumption. This ensures that the administrative centre is clean and comfortable whilst staying green.

Symphony Hills

Symphony Hills is a prime example of our efforts to create harmony between urban living and eco-friendly sustainability. Landed properties within the development feature state-of-the-art fibre optic infrastructure with smart home conveniences, as well as energy saving and rainwater harvesting.

Regional Open Space ("ROS") in Nusajaya

ROS is the largest green belt in Nusajaya. The development concept of the ROS has been finalised and will be developed as Nusajaya Natural Heritage Park ("NNHP"). The area is strategically located in Nusajaya on approximately 343 acres of land.

The objectives of the Natural Heritage Park are to:

- Provide a well-planned, aesthetic park of extraordinary colours that cater to all ages, abilities and recreational needs, that will enhance the quality of life for the community;
- Promote, showcase and document plant collections to reflect past and present uses and their importance from the perspective of history, culture, science and landscape;
- Nurture interest in, create awareness, understanding and appreciation of, the natural environment and its role in our lives through educational programmes;
- Engage in the ex-situ conservation of plant biodiversity that will benefit present and future generations;
- Deliver high standards of safety, comfort, products and services for visitors' enjoyment with minimal social and environmental impact.

The proposed development concept is to establish a sustainable, world-class, catalytic project on land designated as the ROS in Nusajaya, with the following Guiding Principles:

- i. Sustainable – from a management, conservation and financial perspective.
- ii. World-class – benchmarked with other world-class, renowned Natural Heritage Parks and botanical gardens. Adoption of their characteristics, roles and functions, whichever is applicable to our environment.
- iii. Natural Heritage Park – Will incorporate elements that are nature-based, of cultural significance or traceable to local and regional heritage. The development of infrastructure and facilities will be based on a park concept.
- iv. Fun and enjoyment – Will incorporate elements of built-environment within the natural setting that will generate fun and enjoyment.
- v. For all age groups and abilities – The park infrastructure and facilities will be designed in such a way that allows for all age groups, including the elderly and people with disabilities, to enjoy as much of the park as possible.
- vi. Promote greater understanding and appreciation of the natural environment – Every effort will be made to increase the knowledge, understanding and appreciation of the interaction between humans and nature, in particular the importance of plants in our lives, which is often overlooked or taken for granted. Scientific and educational experts will be engaged to achieve this target. It is hoped that with greater understanding and appreciation, the park will generate an ever increasing following.

In line with the guiding principles, it is proposed that the development of the park will be grouped under three major development thrusts namely:

1. Recreational – Health related activities, aesthetics and relaxation
2. Educational Learning Experience Outside Classroom ("LEOC") – Packaged Curriculum for primary, secondary and tertiary students and adults, information display centres, galleries, signage and ad-hoc events
3. Science and Conservation – Documentation, literature sourcing and publications

Appreciating Nature through Our Development

ROS will be developed as a Natural Heritage Park. It incorporates nature-based elements and is built in a natural setting. It aims to instil knowledge, promote better understanding and greater appreciation of plants and nature to the general public. Environmentally-friendly approaches will be adopted in the park planning and design to maintain as much of the original landform as possible and its existing vegetation.

Science and Conservation is one of the key thrusts in the development of the park. Habitat connectivity, creating a wildlife-friendly park and promoting ex-situ plant conservation to support the National Biodiversity Strategy have been integrated into the planning of the ROS project to promote biodiversity conservation in the proposed park.

Proposed biodiversity programmes include:

- Reforestation and rehabilitation of the degraded site
- Planting wildlife friendly plants to sustain the wildlife population especially small mammals
- Conducting education programmes that promote the conservation of plants
- The use of environment friendly products in the park's operation and maintenance to minimise the environmental impact on the flora and fauna

ROS is located upstream from *Sg. Melayu*. All necessary steps have been taken to protect it during the development of the park including conserving all environment sensitive and water catchment areas in the ROS.

Earth Hour

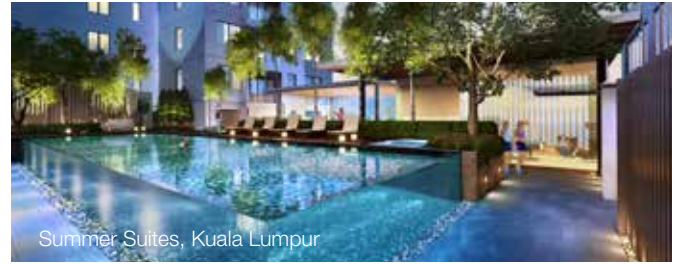
Earth Hour is a global movement uniting people to protect the planet. On 23 March 2013, we switched off all lights at our offices from 8.30 pm to 9.30 pm. We also encouraged employees and residents of our development areas to play their part by switching off non-essential lights in their homes to reduce their environmental impact. We hope to show the surrounding community that the world's environmental issues do not have to overwhelm us. Small things we do every day can make a better future.

Energy Management

Summer Suites adopts a VRV system in its air conditioning system to retails and common areas. VRV continuously adjusts the refrigerant volume to match the cooling requirement in each area for optimum comfort and maximum energy efficiency.

Energy consumption by site

Site	Energy Consumption (kWh)	
	2012	2013
Nusajaya	551,609.46	580,731.24
Mercu UEM	364,249.20	394,652.16
Cyberjaya office	716,270.63	637,331.07
Tapah Office	10,577.00	9,298.12
Solaris Dutamas	295,079.06	318,685.00
Cahaya Jauhar	167,719.70	127,362.00
Total	2,105,505.05	2,068,059.58



Air Quality Control

All waste is disposed of at a local authority approved disposal site. It is common practice to pave the entrance of the construction access to the project site before beginning any earthworks.

Water is sprayed regularly on exposed surfaces, especially during dry seasons, to reduce dust. Spillages of soil and other materials are periodically cleared either manually or by forcing the spillages to a temporary drainage system using water jets. All vehicles transporting earth and other loose construction debris are covered properly with a tarpaulin or canvas to reduce windblown dust.

Noise Level Control

UEM Sunrise adheres to the local authorities' regulations when performing construction work and moving heavy vehicles during daytime hours, which according to DBKL guidelines, is between 7am to 7pm. All efforts are made to reduce night time noise at the source. This is achieved by reducing the amplitude of machines used by isolating or damping them, or by reducing the area of solid surface vibration. We are pleased that all our construction vehicles comply with the noise control requirements of the Environmental Quality (Motor Vehicle Noise) Regulations 1987.

Waste Management

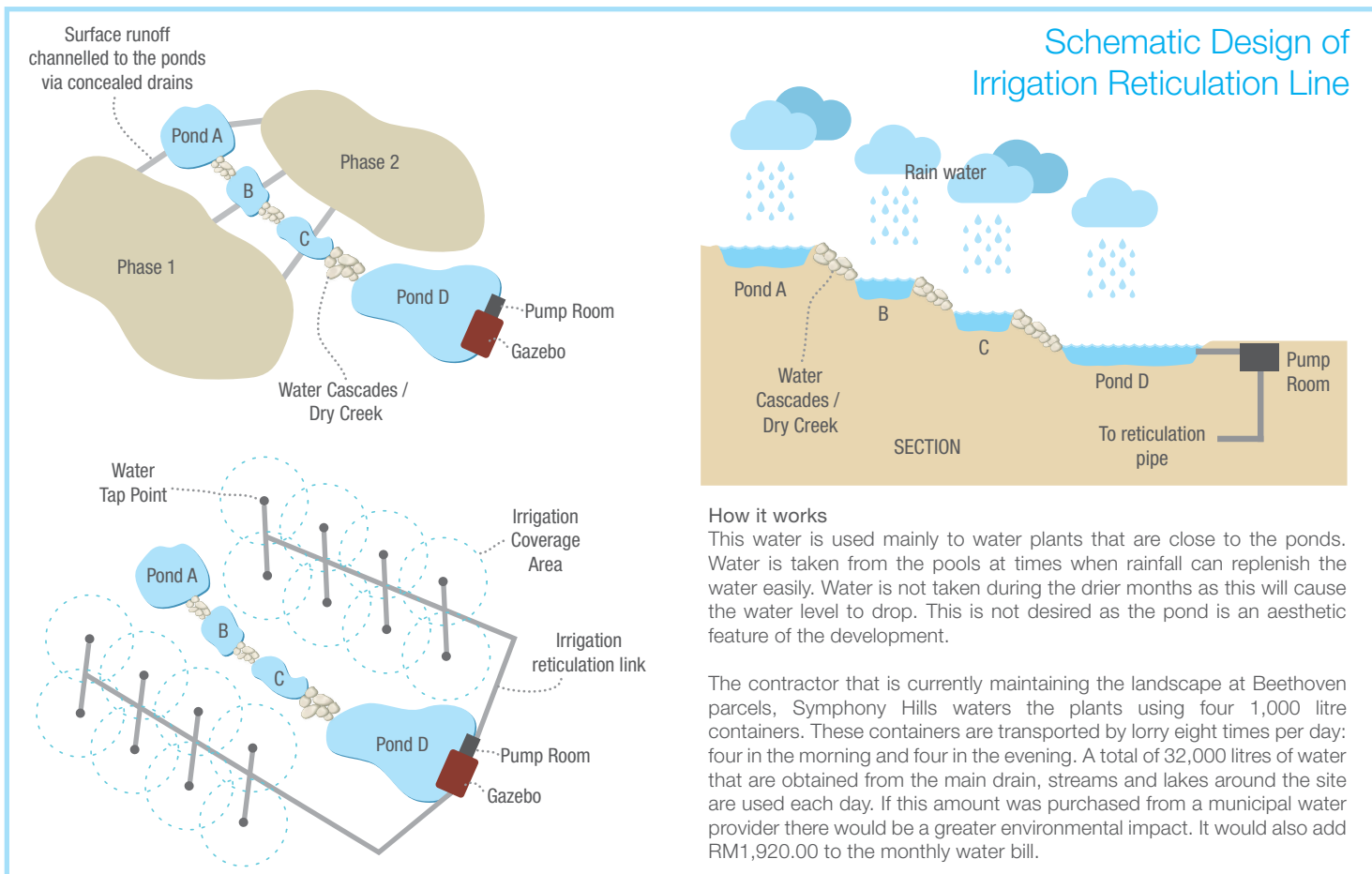
Provisions for the adequate collection, removal and regulated disposal of refuse, solid wastes and scheduled wastes are managed in accordance with the Environmental Quality (Scheduled Wastes) Regulations, 2005.

Scheduled wastes, spent oil and grease found at sites are properly stored and secured within a designated location. These wastes are collected by a licensed scheduled waste collection service and sent to a designated landfill site.

All solid waste generated by construction is properly stored in bins. Regular collections of these wastes are essential to ensure cleanliness and to avert any outbreaks of disease.

Rainwater Harvesting

UEM Sunrise introduced a water harvesting initiative at its Symphony Hills development, Beethoven. This is a high end semi-detached development with two stages. Stage 1 and Stage 2 developments are separated by a series of four collector ponds connected by a dry creek. Surface water runoffs from Stage 1 and 2 developments are collected and flows through ponds and concealed drains before it is finally discharged to the main drain. The water is pumped from the last pond into the irrigation reticulation pipe to be used for watering. The water is aerated by a series of cascades as the water is pumped to the higher pond and cascaded down to the lower pond. There are also fountains in the first and last ponds for further aeration. This system utilises rain water and prevents municipal water from being used for irrigation.



Schematic Design of Irrigation Reticulation Line

How it works
 This water is used mainly to water plants that are close to the ponds. Water is taken from the pools at times when rainfall can replenish the water easily. Water is not taken during the drier months as this will cause the water level to drop. This is not desired as the pond is an aesthetic feature of the development.

The contractor that is currently maintaining the landscape at Beethoven parcels, Symphony Hills waters the plants using four 1,000 litre containers. These containers are transported by lorry eight times per day: four in the morning and four in the evening. A total of 32,000 litres of water that are obtained from the main drain, streams and lakes around the site are used each day. If this amount was purchased from a municipal water provider there would be a greater environmental impact. It would also add RM1,920.00 to the monthly water bill.

Featuring Arcoris, Mont'Kiara

Arcoris is a mixed-use commercial development located on Lot 80199, Mont'Kiara. The development integrates five communities: business suites, SoHo, service residences, retail space and a hotel. It consists of two terracing blocks of 18 and 26 storeys that are linked by a landscaped central plaza. Arcoris is Green Building Index ("GBI") certified building. Measures taken to achieve GBI certification are summarised below. A GBI facilitator has been engaged at the beginning of the design process to encourage the integration of green features.

Energy and Water Efficiency

An Energy Management Control System will be installed. This system will control the mechanical and electrical equipment operations and monitor its status. Electrical and water submeters will be connected to the Energy Management Control System to monitor consumption and detect water leaks. Corrective action may be taken if there is an unexplained surge in the electricity or water consumption. It is hoped that the wastage of energy and water can be minimised.

Car parks and corridors that receive sufficient day light will be controlled by separate circuits and photocell sensors. The lights will switch on automatically when the photocell sensors detect a lux level of less than 25%. Natural daylight reduces energy usage for lighting and improves the comfort and productivity of the building occupants.

Indoor Environmental Quality

For the corridors, natural cross ventilation will be achieved by having openings at both ends as well as intermediate openings along the corridor. The lift lobbies will be provided with stack ventilation. Hot air will be carried away and fresh air will be supplied by the cross flow along the corridors. Natural

ventilation design reduces the need for mechanical ventilation and air conditioning. This reduces the energy consumption of the building.

Water Efficiency

Rainwater will be collected from the rooftop by a siphonic drainage system connected to a rainwater harvesting tank. This system will be used for common landscape irrigation at the podium levels. It will reduce the use of portable water for irrigation purposes. In-floor conventional outlets will also be provided on the balcony for rainwater harvesting.

Materials and Resources

Permanent recycling bins will be situated at the Level Plaza, which is within easy reach of the building's occupants and vehicles for collection. Zero ODP refrigerants will be used for air conditioning. These alternatives will cause minimal damage to the earth's protective ozone layer.

Innovation

At least 50% of the installed lifts in the development will be regenerative lifts. Approximately 20 to 30% of the energy can be recovered during the descent of the lifts by the regenerative drive. The recovered energy can then be used by the lifts, which reduces the overall development energy consumption.

Commercial parking bays close to the lift lobbies and main entrance have been allocated as preferred parking bays. These bays are reserved for green vehicles such as low emitting, fuel efficient, electric cars. The clearly labelled parking bays will encourage the use of environmentally-friendly vehicles and reduce carbon dioxide emissions resulting from the combustion of fossil fuels.

Penalty imposed for contractors who breach environmental requirements

Non-Compliance	Penalty (RM)		
	1st	2nd	3rd
Failure to provide proper dip tray	500	1000	2000 & payment withheld
Failure to contain hazardous materials such as oil, diesel, chemical and scheduled waste correctly	500	1000	2000 & payment withheld
Failure to maintain road cleanliness	500	1000	2000 & stop work
Lack of maintenance of silt trap, turfing, slope protection, detention pond, wash through, water browser, toilet facilities with septic tanks or portable toilets	500	1000	2000 & stop work
Poor management of construction, domestic or biomass wastes	1000	2000	5000 & stop work
Poor management of scheduled waste	1000	2000	5000 & stop work
Polluting environment (air, noise, soil, water)	1000	2000	5000 & stop work
Open burning (per spot)	5000	10000	20000 & stop work
Others	100	200	500 & payment withheld

Greenhouse Gas Emissions

Greenhouse gases (“GHG”) are a natural part of the atmosphere that absorb solar radiation and keeps the earth warm enough to support life. The burning of fossil fuels for energy, land clearing and agriculture have increased the concentration of GHG in the atmosphere. The primary greenhouse gases in the Earth’s atmosphere are water vapour, carbon dioxide, methane, nitrous oxide and ozone.

In December 2009, the Prime Minister of Malaysia delivered Malaysia’s proposal during the United Nations Climate Change Conference (“COP 15”) in Copenhagen. He pledged to reduce carbon dioxide (“CO₂”) emissions by 40 per cent by the year 2020 compared with 2005. UEM Sunrise supports this vision and has included its GHG emissions in this Report.

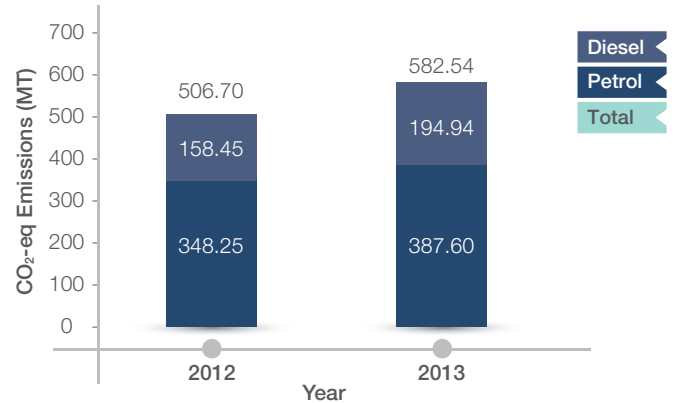
UEM Sunrise has adopted the internationally-recognised GHG Protocol established by the World Business Council for Sustainable Development (“WBCSD”) and World Research Institute (“WRI”). The emissions accounting is based on the GHG Protocol classification of direct and indirect emissions.

Scope	Category	Indicators Measured
Scope 1	Direct GHG emissions	Company-owned vehicles
Scope 2	Indirect GHG emissions	Electricity consumption
Scope 3	Other indirect GHG emissions	Air travel

Scope 1

GHG emissions from company-owned vehicles are monitored by recording all fuel purchases. Separate calculations have been performed for petrol and diesel. CO₂ emissions from the consumption of fuel were derived from the emission factor published by the IPCC Guidelines for National Greenhouse Gas Inventories. Company-owned vehicles emissions increased by 11.30% from 506.70 MT in 2012 to 582.54 MT in 2013.

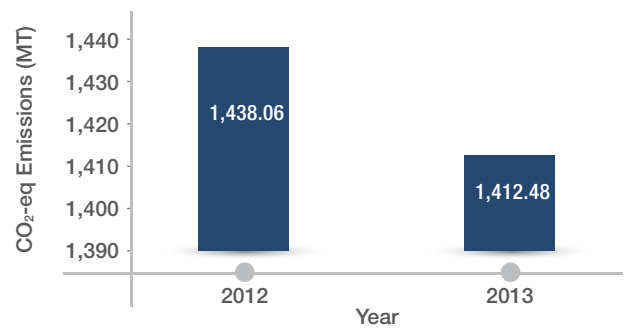
CO₂ emissions from company-owned vehicles by fuel type



Scope 2

The CO₂ emissions from the use of electricity were derived using the emission factor published by the Malaysian Green Technology Corporation for the Peninsular grid. The emissions produced from our electricity consumption decreased slightly by 1.78% from 1,438.06 MT in 2012 to 1,412.48 MT in 2013.

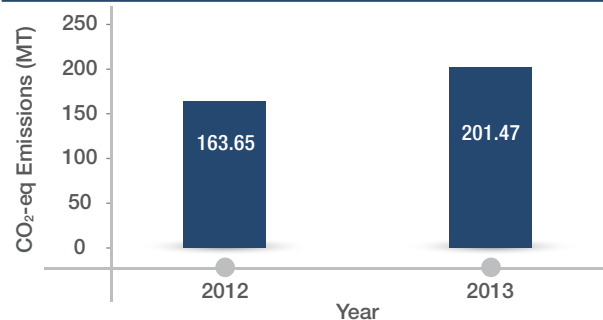
CO₂ emissions from electricity



Scope 3

GHG emissions resulting from air travel were measured from origin to destination including the number of employees on board, distance and flight class. All short and long-haul flights were included in the GHG calculation. Emissions from business air travel increased by 23.11% in 2013 from 163.65 MT in 2012 to 201.47 MT in 2013.

CO₂ emissions from air travel



Environmental Performance

UEM Sunrise conducts regular environmental monitoring, which includes measuring, sampling and analysing the samples in a laboratory. All laboratory analysis is conducted by a Skim Akreditasi Makmal Malaysia (“SAMM”) accredited laboratory. This monitoring programme is regularly undertaken to ensure compliance with the Environmental Quality Act 1974 (Amendment) 1996 and its subsequent Regulations and Orders.

Water Quality

The classes of water quality were checked as recommended in the Proposed Interim National Water Quality Standards for Malaysia (“INWQS”). The results of our water quality study at various project sites are presented in the table below.

Parameter	Unit	Limits	Water Quality Reading						
			East Ledang	Nusa Bayu	Nusa Idaman	SiLC	Symphony Hill	Puteri Harbour	Pontian Link Expressway
Temperature	°C	-	27.94	26.16	27.5	Normal	-	28	-
pH	-	5-9	6.75	6.63	6.8	6.5-9.5	6.85	8.2	-
Dissolved Oxygen	mg/l	3-5	4.98	5.01	4.8	5-7	6.48	4.8	-
Conductivity	umhos/cm	-	176.23	-	85	-	ND	50.3	-
Salinity	umhos/cm	-	187.922	-	150	-	ND	51.3	-
BODs	mg/l	6	11	7.75	6	3	1	18	-
COD	mg/l	50	29.42	32.06	38	25	7	68	-
TSS	°C	150	56.83	31.58	48	-	ND	62	380
Ammoniacal Nitrogen	mg/l	0.9	-	0	0	0.3	-	ND (0.01)	-
Oil and Grease	mg/l	-	ND<0.01	0	0	40;N	ND	ND (<1)	-
Lead	mg/l	0.01	-	ND	0	0.05	-	ND (<0.01)	-
Cadmium	mg/l	0.001	Nd<0.005	0	0	-	ND	0.02	-
Zinc	mg/l	0.4	-	0.03	0	5	ND	0.03	-
Nickel	mg/l	0.9	0.07	0.06	0	0.05	ND	0.19	-
Copper	mg/l	-	-	0.03	0.02	-	ND	0.02	-
Chromium	mg/l	0.05	Nd<0.01	0	0	0.05	ND	ND (0.01)	-
Iron	mg/l	0.9	-	0.57	N/A	0.3	-	-	-
Phosphate	mg/l	-	-	0	N/A	0.2	ND	-	-
Total E.Coli Count	MPN/100ml	500	-	6.67	17	100	400	-	-

Air Quality

Air pollutants have an adverse effect on habitats as well as human and animal health. The deterioration of air quality, acidification, forest degradation, as well as public health concerns have led to local and international regulations to control air emissions. We are committed to minimising pollutants to improve health conditions for our workers and neighbouring communities.

The DOE has adopted some recommended guideline levels (Recommended Malaysian Air Quality Guidelines, JICA, 193) for a number of pollutants including Total Suspended Particulates (“TSP”), sulphur dioxide (“SO₂”) and nitrogen dioxide (“NO₂”).

The Environmental Quality (Clean Air) Regulations, 1978 prohibits the burning of any combustible material or refuse unless a license is granted by the Director-General of Environment. A variety of waste materials fall under this category including vegetation and waste generated from both the construction and operational phases of the project.

The table below presents the result of air quality monitoring performed at our project sites. We continue to ensure that the air quality at our project sites is within acceptable limits as outlined in the Malaysian Recommended Environmental Air Quality Guidelines.

Parameter (mg/Nm ³)	East Ledang		Nusa Bayu		Nusa Idaman		SiLC		Symphony Hill		Puteri Harbour		Pontian Link Expressway
	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	
Total Suspended Particulate (TSP)	-	-	109.11	109.11	25	25	31	62	67.2	73.3	25	33	260
SO _x	83	100	190.92	190.92	-	-	120	230	2	3	-	-	350
NO _x	51	92	-	-	-	-	86	180	8	10	-	-	320
CO	-	-	-	-	-	-	-	-	0.74	1.1	-	-	35

Noise Monitoring

The instrument used for monitoring noise level's calculates the average noise level during the monitoring period. The equivalent continuous noise level ("Leq dB(A)") describes sound levels that vary over time, resulting in a single decibel value which considers the total sound energy over the period of interest.

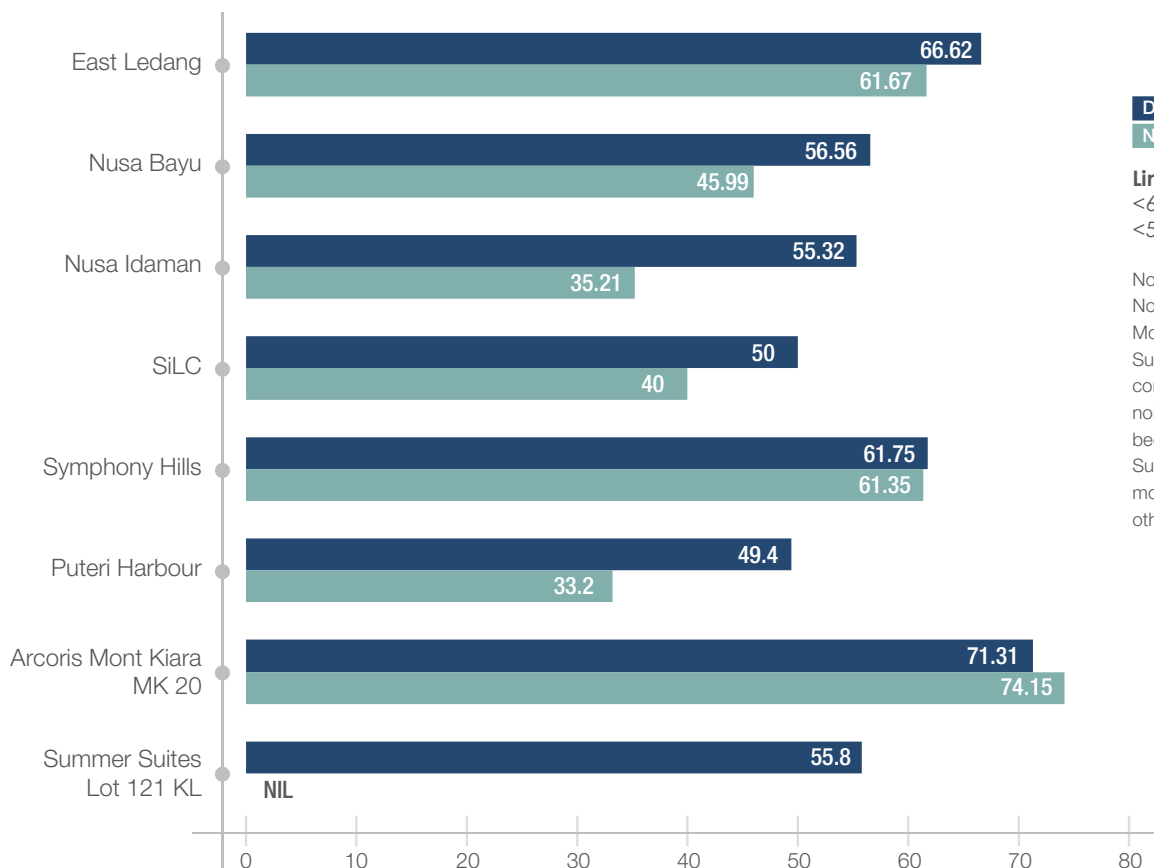
The World Health Organisation ("WHO") has also outlined noise exposure criteria limits for various activities as indicated in the table below

Recommended Noise Exposure Limits	Remarks
Less than 75 (8 hours exposure per day)	No identifiable risk of hearing damage Higher levels at prolonged exposure can cause hearing impairment and loss
Less than 45 (background noise)	For good speech intelligibility indoors
55 or less	Desirable daytime outdoor noise levels which are unlikely to cause annoyance to the community
40 or less	Desirable night time outdoor noise levels
35 or less (bedroom noise limit)	No likelihood of sleep disturbance



Teega @Puteri Harbour in Nusajaya

Summary of noise measurement during day time and night time at our project sites



Day time
Night time

Limits:

<65 dB(A) for day time
<55 dB(A) for night time

Note:

Noise monitoring data for Arcoris Mont Kiara MK20 and Summer Suites Lot 121 KL have been conducted internally using our own noise level meter. No reading has been taken at night time at Summer Suites project and no noise monitoring has been conducted at other AS sites.

Silt Trap Monitoring

Location	Average Reading (mg/l)	Limit (mg/l)
East Ledang	50.82	50
Nusa Bayu	50	36.19
Nusa Idaman	30	50
SiLC	49.5	50
Symphony Hills	21	50
Teega @Puteri Harbour	380	150

Materials Usage

We monitor our materials usage as part of our effort to reduce the material intensity and increase the efficiency of the economy. These are expressed goals of the OECD Council and various national sustainability strategies. For UEM Sunrise, materials consumption relates directly to the overall costs of operation. We track our materials consumption internally, either by product or product category. This helps us facilitate the monitoring of materials efficiency and cost of material flows. The table below presents materials usage at one of our project sites, Nusa Idaman.

Location	Type of Materials	Total Material Usage and unit
Nusa Idaman	Steel Bars	1,400 tonnes
	Cement	50,000 bags
	Fresh Concrete	1,300 m ³
	Aggregates	200 tonnes
	Crusher Run	6,000 tonnes
	Sand	16,000 yards
	Paper	7,000 pcs
	Water	RM 4,000
	Electricity	RM 12,000
	Fuel/Petrol	1,000 litre
Symphony Hills	Steel Bars	2,820 tonnes (overall project)
	Cement	139,000 bags (overall project)
	Fresh Concrete	30,000 m ³ (overall project)
	Aggregates	6,204 tonnes (overall project)
	Crusher Run	2,002 tonnes (overall project)
	Sand	16,000 yards (overall project)
	Paper	15,000 pcs
	Water	RM 12,000
	Electricity	RM 24,000



28 Mont'Kiara, Kuala Lumpur

GRI G3.1 CONTENT INDEX

We recognise the value of the GRI in assisting the process of improving disclosure by identifying sustainability indicators, and in enhancing the standard of our reporting. The following table provides an overview of how we have applied the GRI guidelines to define the report content, integrate the reporting principles for defining quality, and report on the GRI standard disclosures. We believe that these guidelines offer us the best way to present our most important sustainability information in a fully transparent and reliable way.



Statement

GRI Application Level Check

GRI hereby states that **UEM Sunrise Berhad** has presented its report "UEM Sunrise Sustainability Report 2013" to GRI's Report Services which have concluded that the report fulfills the requirement of Application Level A.

GRI Application Levels communicate the extent to which the content of the G3.1 Guidelines has been used in the submitted sustainability reporting. The Check confirms that the required set and number of disclosures for that Application Level have been addressed in the reporting and that the GRI Content Index demonstrates a valid representation of the required disclosures, as described in the GRI G3.1 Guidelines. For methodology, see www.globalreporting.org/SiteCollectionDocuments/ALC-Methodology.pdf

Application Levels do not provide an opinion on the sustainability performance of the reporter nor the quality of the information in the report.

Amsterdam, 18 April 2014



Ásthildur Hjaltadóttir
Director Services
Global Reporting Initiative



The Global Reporting Initiative (GRI) is a network-based organization that has pioneered the development of the world's most widely used sustainability reporting framework and is committed to its continuous improvement and application worldwide. The GRI Guidelines set out the principles and indicators that organizations can use to measure and report their economic, environmental, and social performance. www.globalreporting.org

Disclaimer: Where the relevant sustainability reporting includes external links, including to audio visual material, this statement only concerns material submitted to GRI at the time of the Check on 15 April 2014. GRI explicitly excludes the statement being applied to any later changes to such material.

Profile Disclosure	Description	Status	Cross-Reference	Reason for omission & Explanation
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STANDARD DISCLOSURES PART : Profile Disclosures

1. Strategy and Analysis

1.1	Statement from the most senior decision-maker of the organisation	•	10-12	
1.2	Description of key impacts, risks, and opportunities	•	10-12	

2. Organisational Profile

2.1	Name of the organisation	•	Cover Page	
2.2	Primary brands, products, and/or services	•	6	
2.3	Operational structure of the organisation	•	8-9	
2.4	Location of organisation's headquarters.	•	5	
2.5	Number of countries where the organisation operates	•	6	
2.6	Nature of ownership and legal form	•	6	
2.7	Markets served	•	6	
2.8	Scale of the reporting organisation	•	5-6	
2.9	Significant changes during the reporting period	•	10-12	
2.10	Awards received in the reporting period	•	7	

3. Report Parameters

3.1	Reporting period	•	5	
3.2	Date of most recent previous report	•	5	
3.3	Reporting cycle	•	5	
3.4	Contact point for questions regarding the report or its contents	•	5	
3.5	Process for defining report content	•	5, 10-12	
3.6	Boundary of the report	•	5	
3.7	Specific limitations on the scope or boundary of the report	•	5, 10-12	
3.8	Basis for reporting on joint ventures, subsidiaries, etc	•	5, 10-12	
3.9	Data measurement techniques and the bases of calculations	•	54-55	
3.10	Explanation of the effect of any re-statements of information	•	10-12	
3.11	Significant changes from previous reporting period	•	10-12, 36	
3.12	Table identifying the location of the Standard Disclosures	•	GRI G3.1 Content Index	
3.13	Policy and current practice with regard to seeking external assurance for the report	×	-	There has been no verification process involved in the preparation of this Report.

4. Governance, Commitments, and Engagement

4.1	Governance structure of the organisation	•	19, AR 2013 : 82-84	
4.2	Indicate whether the Chair of the highest governance body is also an executive officer	•	AR 2013 : 82	
4.3	Independent and/or non-executive members of the Board	•	AR 2013 : 83-84	

• Fully Disclosed □ Partially Disclosed × Not Disclosed

Profile Disclosure	Description	Status	Cross-Reference	Reason for omission & Explanation
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body	•	19, AR2013 : 86-87	
4.5	Linkage between compensation and the organisation's performance	•	19	
4.6	Processes in place to ensure conflicts of interest are avoided	•	AR 2013 : 87	
4.7	Qualifications and expertise of the Board	•	AR 2013 : 95-97	
4.8	Internally developed statements of mission or values, codes of conduct, and principles	•	2	
4.9	Identification and management of economic, environmental, and social performance, conduct, and principles	•	44, 46	
4.10	Processes for evaluating the highest governance body's own performance	•	19	
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organisation	•	17	
4.12	Externally developed economic, environmental, and social charters, principles	•	46	
4.13	Memberships in associations	×		Not Available.
4.14	List of stakeholder groups engaged by the organisation	•	13	
4.15	Basis for identification and selection of stakeholders with whom to engage	•	13	
4.16	Approaches to stakeholder engagement	•	13	
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics	•	17	

STANDARD DISCLOSURES: Performance Indicators

Profile Disclosure	Description	Status	Cross-Reference	Reason for omission & Explanation	To be reported in
ECONOMIC					
Economic performance					
EC1	Direct economic value generated and distributed	•	AR2013 : 54-55		
EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change	•	52		
EC3	Coverage of the organisation's defined benefit plan obligations	•	40		
EC4	Significant financial assistance received from government	×	-	Not Available in 2013.	As and when it is relevant.
Market presence					
EC5	Standard entry level wage vs. local minimum wage	•	40		
EC6	Policy, practices, and proportion of spending on locally-based suppliers	•	31		
EC7	Procedures for local hiring	•	37, 40		
Indirect economic impacts					
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit	•	20-22		
EC9	Understanding and describing significant indirect economic impacts	•	28-29		

• Fully Disclosed □ Partially Disclosed × Not Disclosed

Profile Disclosure	Description	Status	Cross-Reference	Reason for omission & Explanation	To be reported in
ENVIRONMENTAL					
Materials					
EN1	Materials used by weight or volume				
EN2	Percentage of materials used that are recycled input materials	•	AR2013 : 57		
Energy					
EN3	Direct energy consumption by primary energy source	•	50		
EN4	Indirect energy consumption by primary source	•	50		
EN5	Energy saved due to conservation and efficiency improvements	•	51		
EN6	Initiatives to provide energy-efficient or renewable energy	×	-	We will report this information once such initiatives are implemented at UEM Sunrise.	-
EN7	Initiatives to reduce indirect energy consumption and reductions achieved	•	51		
Water					
EN8	Total water withdrawal by source	×	-	We are currently improving our data collection process and hope to have this information available in our next Report.	2014
EN9	Significant impact of withdrawal of water	•	51		
EN10	Percentage and total volume of water recycled and reused	□	50-51	Our rainwater harvesting utilises rain water and prevents municipal water from being used for irrigation. The water is pumped into the irrigation reticulation pipe to be used for watering.	-
Biodiversity					
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas	□	50	ROS will be developed as Natural Heritage Park. The protection of flora and fauna in the ROS has been considered in the planning of the park. All necessary steps have been taken to protect it in the development of the park including conserving all environment sensitive and water catchment areas in the ROS.	-
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas	□	50	Science and Conservation is one of the key thrusts in the development of the Natural Heritage Park. Habitat connectivity, creating a wildlife-friendly park and promoting ex-situ plant conservation to support the National Biodiversity Strategy have been integrated into the planning of the ROS project to promote biodiversity conservation in the proposed Park.	-
EN13	Habitats protected or restored	×		UEM Sunrise currently does not have any conservation programmes that involve protection of habitats.	-

• Fully Disclosed □ Partially Disclosed × Not Disclosed

Profile Disclosure	Description	Status	Cross-Reference	Reason for omission & Explanation	To be reported in
Biodiversity					
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity	□	50	Science and Conservation is one of the key thrusts in the development of the Natural Heritage Park. Habitat connectivity, creating a wildlife-friendly park and promoting ex-situ plant conservation to support the National Biodiversity Strategy have been integrated into the planning of the ROS project to promote biodiversity conservation in the proposed park.	-
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations	×		This information is currently unavailable as we do not have any programmes involving conservation of habitats and species.	-

Emissions, effluents and waste

EN16	Total direct and indirect greenhouse gas emissions by weight	•	52		
EN17	Other relevant indirect greenhouse gas emissions by weight	•	52		
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved	□	51	At Arcoris Mont' Kiara (MK20), Commercial parking bays close to the lift lobbies and main entrance have been allocated as preferred parking bays. These bays are reserved for green vehicles such as low emitting, fuel efficient, electric cars. The clearly labelled parking bays will encourage the use of environmentally-friendly vehicles and reduce carbon dioxide emissions resulting from the combustion of fossil fuels.	-
EN19	Emissions of ozone-depleting substances by weight	×	-	We are currently improving our 2014 data collection process and hope to have this information available in our next Report.	
EN20	NOx, SOx, and other significant air emissions by type and weight	•	53		
EN21	Total water discharge by quality and destination.	•	53		
EN22	Total weight of waste by type and disposal method	×	-	We are currently improving our 2014 data collection process and hope to have this information available in our next Report.	
EN23	Total number and volume of significant spills	×	-	We are currently improving our 2014 data collection process and hope to have this information available in our next Report.	
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous	×	-	We are currently improving our 2014 data collection process and hope to have this information available in our next Report.	
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organisation's discharges of water and runoff	×	-	We are currently improving our 2014 data collection process and hope to have this information available in our next Report.	2014

• Fully Disclosed □ Partially Disclosed × Not Disclosed

Profile Disclosure	Description	Status	Cross-Reference	Reason for omission & Explanation	To be reported in
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Products and services

EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation	•	53-55		
EN27	Percentage of products sold and their packaging materials that are reclaimed by category	Not Applicable			

Compliance

EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	•	-	UEM Sunrise has not received any significant penalties or cases of noncompliance with regards to its environmental performance in 2013.	-
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Transport

EN29	Significant environmental impacts of transporting products and other goods and materials used for the organisation's operations, and transporting members of the workforce.	•	52		
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Overall

EN30	Total environmental protection expenditures and investments by type.	×	-	We are currently improving our data collection process and hope to have this information available in our next Report.	2014
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SOCIAL: LABOUR PRACTICES AND DECENT WORK

Employment

LA1	Total workforce by employment type, employment contract, and region	•	37-39		
LA2	Total number and rate of employee turnover by age group, gender, and region	•	40		
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations	•	40		
LA15	Return to work and retention rates after parental leave, by gender.	×	-	Such benefits are not available at the Company at this stage	-

Labour/management relations

LA4	Percentage of employees covered by collective bargaining agreements	Not Applicable			
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements	□	-	Any operational changes occurring that may affect employees are communicated throughout the Company. The Human Resource Department provides notice to all employees via email or other electronic modes.	

• Fully Disclosed □ Partially Disclosed × Not Disclosed

Profile Disclosure	Description	Status	Cross-Reference	Reason for omission & Explanation	To be reported in
Occupational health and safety					
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs	•	44		
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region	•	45		
LA8	Education, training, counselling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases	•	45		
LA9	Health and safety topics covered in formal agreements with trade unions.	Not Applicable			
Training and education					
LA10	Average hours of training per year per employee by employee category	•	41		
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	•	40-41		
LA12	Percentage of employees receiving regular performance and career development reviews	•	42		
Diversity and equal opportunity					
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity	•	37-39		
Equal remuneration for women and men					
LA14	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	•		UEM Sunrise provides equal remuneration to male and female employees (1:1).	

• Fully Disclosed □ Partially Disclosed × Not Disclosed

Profile Disclosure	Description	Status	Cross-Reference	Reason for omission & Explanation	To be reported in
SOCIAL: HUMAN RIGHTS					
Diversity and equal opportunity					
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening	×	-	We are currently improving our data collection process and hope to have this information available in our next Report.	2014
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken	×	-	We are currently improving our data collection process and hope to have this information available in our next Report.	2014
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	□	-	Employees' rights are clearly stipulated in the Company's Policy which is distributed to all employees upon joining the Company.	-
HR4	Total number of incidents of discrimination and actions taken	•	-	Any form of discrimination is not tolerated. There have been no incidents of discrimination reported during 2013.	-
Freedom of association and collective bargaining					
HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights	□	-	We respect the right of our employees to join any union or organisation of their choice.	-
Child labour					
HR6	Operations identified as having significant risk for incidents of child labour, and measures taken to contribute to the elimination of child labour	•	-	UEM Sunrise recognises that its activities have the potential to impact the human rights of individuals affected by our business. In all of our operations, we do not use child, forced or compulsory labour. We also ensure that rights of indigenous people are not violated by our operations.	-
Forced and compulsory labour					
HR7	Operations identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of forced or compulsory labour	•	-	UEM Sunrise recognises that its activities have the potential to impact the human rights of individuals affected by our business. In all of our operations, we do not use child, forced or compulsory labour. We also ensure that rights of indigenous people are not violated by our operations.	-
Security practices					
HR8	Percentage of security personnel trained in the organisation's policies or procedures concerning aspects of human rights that are relevant to operations	•	-	Employees' rights including security personnel are clearly stipulated in the Company's Policy which is distributed to all employees upon joining the Company.	-

• Fully Disclosed □ Partially Disclosed × Not Disclosed

Profile Disclosure	Description	Status	Cross-Reference	Reason for omission & Explanation	To be reported in
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Indigenous rights

HR9	Total number of incidents of violations involving rights of indigenous people and actions taken	•	-	UEM Sunrise recognises that its activities have the potential to impact the human rights of individuals affected by our business. In all of our operations, we do not use child, forced or compulsory labour. We also ensure that rights of indigenous people are not violated by our operations.	-
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Assessment

HR10	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments	□	-	All applicable employment and human rights laws and regulations are complied with wherever we have operations; we expect our suppliers to do the same.	-
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Remediation

HR11	Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms	×	-	We are currently improving our data collection process and hope to have this information available in our next Report.	2014
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SOCIAL: SOCIETY

Community

SO1	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting	•	21-25		
SO9	Operations with significant potential or actual negative impacts on local communities	•	28-29		
SO10	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities	•	28-29		

Corruption

SO2	Percentage and total number of business units analysed for risks related to corruption.	×	-	We are currently improving our data collection process and hope to have this information available in our next Report.	2014
SO3	Percentage of employees trained in organisation's anti-corruption policies and procedures	×	-	We are currently improving our data collection process and hope to have this information available in our next Report.	2014
SO4	Actions taken in response to incidents of corruption	×	-	We are currently improving our data collection process and hope to have this information available in our next Report.	2014

Public policy

SO5	Public policy positions and participation in public policy development and lobbying	□	-	UEM Sunrise's involvement in public policy development and lobbying is through providing views and feedback to safeguard and benefit UEM Sunrise's business within the industry.	-
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country	□	-	The Company cannot make any political contributions as part of its integrity commitment.	-

Profile Disclosure	Description	Status	Cross-Reference	Reason for omission & Explanation	To be reported in
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Anti-competitive behaviour

SO7	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes	×	-	We are currently improving our data collection process and hope to have this information available in our next Report.	2014
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Compliance

SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	•	-	There were no significant penalties for non-compliance or violations of laws and regulations in 2013.	-
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SOCIAL: PRODUCT RESPONSIBILITY

Customer health and safety

PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures	•	31		
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes	•	-	There were no significant penalties for non-compliance or violations of laws and regulations in relation to impact of our project during 2013.	

Product and service labelling

PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements	•	30-31		
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes.	•	-	There were no significant penalties for non-compliance or violations of laws and regulations in relation to impact of our project during 2013.	
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction	•	33		

Marketing communications

PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	•	30-31		
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes	•	-	There have been no complaints received in relation to our marketing and advertising practices in 2013.	

Customer privacy

PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	•	34		
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Compliance

PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	•		There were no significant penalties for non-compliance or violations of laws and regulations in relation to our projects in 2013.	
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• Fully Disclosed □ Partially Disclosed × Not Disclosed



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