



## **Radium Development Berhad**

**Sustainability Report  
for Financial Year Ended  
31<sup>st</sup> December 2025**

05 March 2026

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Report Version: 1.0

2026/ESG/01/001

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## Definitions and Abbreviations

Except when the context otherwise requires, the following definitions and abbreviations shall apply throughout this report:

ABC	Anti-Bribery and Corruption
ARMC	Audit and Risk Management Committee
BOD	Board of Directors
CFL	Compact Fluorescent Lamp
CSR	Corporate Social Responsibility
DBKL	Dewan Bandaraya Kuala Lumpur
DOE	Department of Environment
DOSH	Departments of Occupational Safety and Health
EIA	Environmental Impact Assessment
ERM	Enterprise Risk Management
ERP	Emergency Response Plan
ERT	Emergency Response Team
ESG	Environment, Social and Governance
EV	Electric Vehicle
FYE	Financial Year Ended
GHG	Greenhouse Gas
GJ	Gigajoule
GRI	Global Reporting Initiative
HIRARC	Hazard Identification, Risk Assessment and Risk Control
IBS	Industrialised Building System
IPCC	Intergovernmental Panel on Climate Change
IT	Information Technology
kg	Kilogram
kgCO <sub>2e</sub>	Kilogram of CO <sub>2e</sub> (CO <sub>2</sub> equivalent)
kWh	Kilowatt-hour
LED	Light-emitting diode
LMS	Learning Management System
LTIR	Lost-Time Injury Rate
m <sup>3</sup>	Meter Cubic
MACC	Malaysian Anti-Corruption Commission
ML	Megalitres
MMLR	Main Market Listing Requirements

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**Definitions and Abbreviations (Cont'd)**

MWh	Megawatt-hour
NGOs	Non-Governmental Organisations
OSH	Occupational Safety and Health
PDPA	Personal Data Protection Act
SC	Sustainability Committee
SMEs	Small and Medium Enterprises
SWG	Sustainability Working Group
tCO <sub>2</sub> e	Tonnes of CO <sub>2</sub> e (CO <sub>2</sub> equivalent)
UN SDGs	United Nations Sustainable Development Goals
VOC	Volatile Organic Compounds

## 1. Introduction

As per the Engagement Letter dated 28<sup>th</sup> July 2025 the Board of Directors (“BOD”) of Radium Development Berhad (“Radium” or the “Group”) has engaged Crowe Governance Sdn. Bhd. to support the preparation of the Group’s Sustainability Report for the Financial Year Ended (“FYE”) 31<sup>st</sup> December 2025.

This engagement covers the development and enhancement of the following key sustainability areas:-

- Stakeholder Engagement.
- Materiality Assessment.
- Sustainability Governance.
- Economic Sustainability.
- Environment Sustainability.
- Social Sustainability.

This 2025 Sustainability Report highlights Radium’s sustained efforts to integrate Environment, Social and Governance (“ESG”) principles across our strategic priorities and operational practices. We have further strengthened our sustainability governance and reporting approach, ensuring closer alignment with Bursa Malaysia’s disclosure expectations and stakeholder needs. These enhancements reflect our commitment to responsible growth and creating enduring value for our stakeholders.

## 2. Approach

In developing the 2025 Sustainability Report, a structured approach was adopted to ensure that the disclosures accurately reflect Radium’s sustainability performance and priorities. The following key activities were undertaken:-

- a. Discussions were held with key personnel to reaffirm the Group’s material sustainability priorities and ensure they remain reflective of the current operational and stakeholder expectations.
- b. Engagements with functional leads across the organisation were conducted to provide deeper visibility into the Group’s sustainability commitments, initiatives, and day-to-day execution.
- c. Collection and verification of supporting data and documentation were carried out and reviewed to ensure accuracy, consistency, and reliability of the information presented in this report.

Period of review: January 2025 – December 2025. (FYE 31<sup>st</sup> December 2025).

### 3. Reporting Scope & Boundary

This Report presents the sustainability matters and performance of Radium for the reporting period 1<sup>st</sup> January 2025 to 31<sup>st</sup> December 2025. The scope encompasses all business operations and activities directly managed and controlled by the Group, unless otherwise specified. Where applicable, three years of comparative data have been included to provide meaningful performance trends and insights.

### 4. Reporting Guidelines and Framework

This Report has been prepared in accordance with Bursa Malaysia's Main Market Listing Requirements ("MMLR") and the Sustainability Reporting Guide (3rd Edition), while the Global Reporting Initiative ("GRI") Standards and United Nations Sustainable Development Goals ("UN SDGs") serve as key frameworks for shaping the Group's overall sustainability reporting approach.

### 5. Assurance

This Report has not undergone external assurance.

However, in line with our commitment to transparency and accountability, the Group will continue to assess the feasibility of adopting an external assurance process in the future to enhance stakeholder confidence in our sustainability disclosures.

At present, all reported performance data have been reviewed by the respective operational departments and Management.

### 6. Feedback

The Group values stakeholder input on the disclosures contained in this Report. We welcome any insights or suggestions to support the continual improvement of our sustainability disclosures. Please reach out to us via the contact details provided below

Corporate Affairs Department

Email: [enquiry@radiumdevelopment.com](mailto:enquiry@radiumdevelopment.com)

## 7. Awards and Recognitions

Awards and recognition provide meaningful validation of our unwavering commitment to sustainable growth and responsible practices. These recognitions of achievement testify to our progress against industry benchmarks and affirm our dedication to sustained long-term value for the stakeholder communities and the environment.

In FYE 2025, Radium has earned the following awards and recognitions, a testament of the passion and determination of our people in striving for excellence. These achievements reinforce our mission to build thriving, resilient communities that balance the needs of people and nature.

<b>Awards and Recognitions</b>
<p><b>The Star Property Real Estate Developer Award</b></p> <ul style="list-style-type: none"> <li>• Top 10 All-Star Award 2025</li> <li>• The Skyline Award -Best High Rise Residential Development (Excellence) Chancery Ampang</li> </ul>
<p><b>Sustainability &amp; CSR Malaysia Awards 2025</b></p> <ul style="list-style-type: none"> <li>• Company of the Year (Property Development) for Green Heart Property Developer</li> </ul>
<p><b>The Star ESG Positive Impact Awards 2025</b></p> <ul style="list-style-type: none"> <li>• Social Category – Silver for Diversity, Equity &amp; Inclusion</li> </ul>
<p><b>Top 2025 Employer Award By Jobstore.com</b></p> <ul style="list-style-type: none"> <li>• <i>Public Listed Category</i> <ul style="list-style-type: none"> <li>• Top Employer of the Year</li> <li>• Top Employer of Best Workplace</li> <li>• Top HR Team of the Year</li> <li>• Top HR Leaders of the Year</li> </ul> </li> <li>• <i>Private Category</i> <ul style="list-style-type: none"> <li>• Top Employer of the Year</li> <li>• Top Employer of Best Workplace</li> </ul> </li> </ul>
<p><b>Putra Aria Brand Awards 2025</b></p> <ul style="list-style-type: none"> <li>• Bronze in Property Category</li> </ul>

## 8. Highlights and Achievements

The following highlights demonstrate Radium’s key environmental, social and governance achievements during the reporting period, underscoring our strategic commitment to sustainability and our role in driving resilient operations and long-term value for the business, stakeholders and the community.

Environment	Social	Governance
274.23 tonnes of waste diverted from disposal	More than <b>RM 44,500</b> total in contributions, positively impacting <b>2,266 number</b> of beneficiaries	<b>100%</b> of operations assessed for corruption related risks
	<b>Zero</b> recorded fatalities and injuries across the Group	<b>100%</b> of employees received anti-corruption training
	More than <b>6,000 training hours</b> recorded for employees	<b>Zero</b> cases of noncompliance with Environmental, Social, or Economic laws, Regulations and Standards
100% of construction-related suppliers assessed on environmental impacts	A total of <b>104</b> employees trained on health & safety standards	<b>Zero</b> incidents of reported data breach
	<b>Zero</b> cases of fatalities reported	<b>40%</b> of Board of Directors are female
	<b>Zero</b> complaints on human rights violations or labour non-compliance reported	

## 9. Sustainability Framework

Radium’s ESG Strategy is built on four key sustainability pillars that align with both local and global sustainability priorities, including the UN SDGs. This framework drives our sustainability efforts by embedding ESG principles into our governance, strategic planning and operations.

Our Vision			
<p><b>STIMULATE PROGRESS FOR A BRIGHTER FUTURE</b></p> <p>Establish Radium as a Nation Builder and create opportunities for people from all walks of life to own property. Now and for future generations.</p>			
Our Mission			
<p><b>BE BOLD. BE DIFFERENT.</b></p> <p>To specialise in building responsibly and responsively to the needs of people and the market by leveraging on original ideas, emergent technologies and collaboration.</p>			
Our Beliefs			
Radium’s Rule of 8			
Build Together	Build Different	Build Standards	Build Trust
Build Spectrum	Build Experiences	Build Sustainability	Build Value
<p><b>Good Governance</b></p> <ul style="list-style-type: none"> <li>Corporate Governance and Business Ethics</li> <li>Risk Management</li> <li>Data Privacy &amp; Security</li> </ul>	<p><b>Economic Growth</b></p> <ul style="list-style-type: none"> <li>Economic Performance</li> <li>Supply Chain Management</li> <li>Product Quality and Innovation</li> </ul>	<p><b>Environmental Stewardship</b></p> <ul style="list-style-type: none"> <li>Energy Efficiency &amp; Climate Resilience</li> <li>Water Consumption</li> <li>Waste Management</li> </ul>	<p><b>Social Responsibility</b></p> <ul style="list-style-type: none"> <li>Occupational Safety and Health (“OSH”)</li> <li>Diversity and Inclusion</li> <li>Labour Practices and Standards</li> <li>Talent Recognition</li> <li>Community Enrichment</li> </ul>
    			
Shareholders/ Investors		Employees	
Government and Regulatory Authorities		Customers	
		Suppliers/ Contractors	
		Media	
			
			

## 10. Alignment with Global Objectives

### The UN SDGs Framework

The UN SDGs serve as a global blueprint for achieving sustainable and inclusive development by 2030. At Radium, we prioritise five UN SDGs that best reflect our core values and strategic focus. These goals guide us in directing our efforts toward areas where we can deliver meaningful positive impact and contribute to a more sustainable future.

<b>UN SDG 3: Good Health and Well-being</b> Ensure healthy lives and promote well-being for all, at all ages	
3.9 Substantial reduction of the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination	<b>Initiatives &amp; Performances:</b> <ul style="list-style-type: none"> <li>Established an Occupational Safety and Health Committee to monitor compliance</li> <li>Provided education to project teams on the safe use of chemicals and promote responsible chemical management</li> <li>Maintained zero cases of occupational work-related illnesses, injuries or death</li> </ul>
<b>UN SDG 8: Decent Work and Economic Growth</b> Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	
8.5 Achieve full and productive employment and decent work for all women and men  8.8 Protection of labour rights and promotion of safe and secure working environments for all	<b>Initiatives &amp; Performances:</b> <ul style="list-style-type: none"> <li>Ensured and maintained 40% women representation on the Board</li> <li>Upheld zero-tolerance towards any form of child labour, forced labour and indentured labour</li> <li>Recorded a total of 6,012 training hours</li> </ul>
<b>UN SDG 12: Responsible Consumption and Production</b> Ensure sustainable consumption and production patterns	
12.5 Reduction of waste generation through prevention, reduction, recycling and reuse	<b>Initiatives &amp; Performances:</b> <ul style="list-style-type: none"> <li>Waste from construction sites was managed and disposed of by licenced contractors in compliance with applicable regulatory requirements</li> <li>274.23 tonnes of waste diverted from disposal</li> </ul>

## 10. Alignment with Global Objectives (Cont'd)

### The UN SDG Framework (Cont'd)

UN SDG 13: Climate Action	
Take urgent action to combat climate change and its impact	
<p>13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries</p> <p>13.2 Integration of climate change measures into national policies strategies and planning</p>	<p><b>Initiatives &amp; Performances:</b></p> <ul style="list-style-type: none"> <li>• Installed solar panels to supply clean energy to our buildings as well as to power streetlights and walkway canopies</li> <li>• Implemented energy efficiency initiatives by replacing incandescent and compact fluorescent lamp ("CFL") bulbs with energy-efficient Light-Emitting Diode ("LED") lighting</li> <li>• Implemented decarbonisation initiatives to monitor and reduce GHG emissions</li> <li>• Continue reporting limited Scope 3 GHG emissions for employee commute</li> <li>• Utilised sustainable designs and infrastructure and received provisional GreenRE certifications for ongoing projects</li> </ul>
UN SDG 16: Peace, Justice and Strong Institutions	
Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	
<p>16.5 Substantial reduction of all forms of corruption and bribery</p> <p>16.6 Development of effective, accountable and transparent institutions at all levels</p>	<p><b>Initiatives &amp; Performances:</b></p> <ul style="list-style-type: none"> <li>• Maintained zero reported cases of bribery and corruption</li> <li>• Reviewed risks on a quarterly basis based on the Enterprise Risk Management ("ERM") Framework and Risk Register</li> <li>• Established the following codes, policies and procedures:             <ul style="list-style-type: none"> <li>• Code of Conduct and Ethics</li> <li>• Whistleblowing Policy</li> <li>• Anti-Bribery and Corruption ("ABC") Policy</li> </ul> </li> </ul>

## 11. Sustainability Governance and Leadership

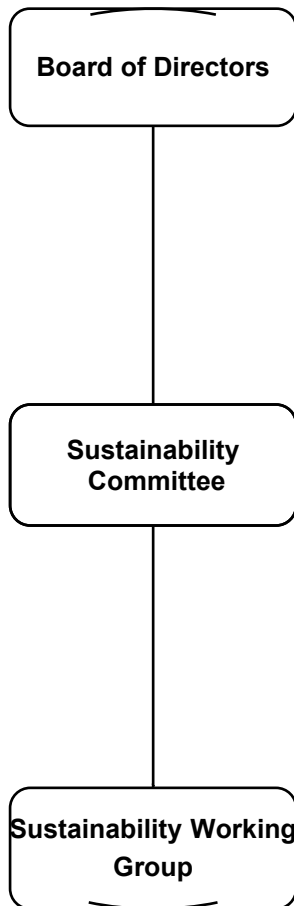
Radium's sustainability framework is supported by a robust governance structure that ensures ESG considerations, including climate-related risks and opportunities, are integrated across our operations. The Board provides strategic oversight, guiding the Group's sustainability priorities and approving key policies. ESG and climate matters are considered in financial reviews, business planning, risk registers, internal control assessments, and reports from the Group Managing Director.

The Sustainability Committee ("SC") supports the Board by strengthening the governance framework and overseeing the management of sustainability and climate-related matters. Acting as an advisor, the SC evaluates potential impacts on operations, supply chain, and long-term resilience, and identifies opportunities to create value through sustainable practices. Material issues are escalated to the Board for deliberation and approval, ensuring ESG and climate considerations are embedded in corporate decision-making.

The Sustainability Working Group ("SWG") drives day-to-day implementation, monitors progress against sustainability and climate targets, and reports on operational performance. By integrating climate oversight within the overall governance framework, Radium ensures accountability, strategic alignment, and effective management of ESG and climate-related matters across the organisation.

**11. Sustainability Governance and Leadership (Cont'd)**

**Governance Structure**



**Roles and Responsibilities**

- Oversees the management of sustainability and climate-related strategies, material sustainability and climate-related matters, policies and targets
- Reviews and approves proposed sustainability strategies, policies, material sustainability matters, and annual sustainability statement
- Ensures ESG and climate-related risks and opportunities are incorporated into the Group's strategy and risk management
- Considers sustainability issues when overseeing the planning, performance and long-term strategy of the Group
- Ensures communication of strategies, priorities and targets to relevant stakeholders
  
- Responsible for the strategic management of material sustainability and climate-related matters
- Proposes and advises the Board on sustainability and climate-related strategies, initiatives and targets and ensure its alignment with the Group's overall business strategy and goals
- Reviews, approves and reports policies to the Board for approval
- Oversees the implementation of approved sustainability and climate-related strategies and initiatives
- Monitors the sustainability performance and progress of the Group and the management of stakeholder engagement
  
- Implements the Group's sustainability and climate-related strategies and initiatives into the day-to-day operations of the Group
- Identifies material matters relevant to business operations based on stakeholders' expectations and proposes them to the SC
- Engages with stakeholders regularly to understand and respond to their concerns and expectations
- Reports sustainability progress and performance to the SC
- Compiles ESG and climate-related data for sustainability reporting

## 11. Sustainability Governance and Leadership (Cont'd)

In September 2025, Radium adopted its first ESG Roadmap, which sets out the short, medium, and long-term sustainability goals across key focus areas for the Group, as illustrated in the diagram below.



As part of this roadmap, Radium is strengthening its approach to sustainability by ensuring ESG considerations are applied throughout our operations. By 2026, the Group aims to incorporate ESG elements into our risk assessments for all major business decisions, in order to proactively identify potential environmental, social and governance risks, strengthen project resilience, and ensure that developments remain sustainable, compliant and future-ready.

In the medium term, Radium plans to implement an ESG risk dashboard to monitor climate, regulatory, and supply chain risks across all projects by 2028. This will enable management to track the ESG risks in a structured manner, support timely decision making and strengthen oversight across the group. In the long term, the Group’s objective is to fully integrate ESG risk management into its culture and operations by 2030, demonstrating a strong commitment to proactive risk oversight and sustainable decision-making.

## 12. Radium’s Sustainability Policy

In FYE 2023, Radium introduced a Group Sustainability Policy which articulates the Group’s sustainability commitment, providing a consistent framework for the integration of sustainable and responsible practices across the organisation.

The policy continues to hold relevance and applicability in the current reporting year, demonstrating our commitment to sustainable practices.

<b>Good Governance</b>	<b>Economic Growth</b>
<p>At the Group, we ensure good governance by pursuing compliance, better business performance and sustainable value by way of the following:</p> <ul style="list-style-type: none"> <li>• To ensure sustainability forms an integral part of the strategic planning;</li> <li>• To enhance sustainability through regular updates of strategies, policies, and procedures and provide relevant training;</li> <li>• To establish and continue to improve appropriate governance structures and processes;</li> <li>• To adopt high ethical values and ensure these practices are upheld across the business of the Company through the code of conduct and employee training programmes;</li> <li>• To assess the impacts and outcomes of sustainability; and</li> <li>• To plan for long-term resources, including human and financial.</li> </ul>	<p>To increase our operational efficiency and provide consistent income distribution and capital growth for shareholders while fostering economic development of local communities, we initiated the following:</p> <ul style="list-style-type: none"> <li>• To add value for stakeholders by offering secure and consistent income distribution and capital appreciation;</li> <li>• To provide adequate work, worthwhile employment opportunities, and venues for small and medium enterprises (“SMEs”) to expand their businesses;</li> <li>• To maintain high customer satisfaction and provide quality housing and services for customers and residents of the Company’s properties; and</li> <li>• To ensure responsible supply chain management by pre-evaluating all suppliers and contractors.</li> </ul>

**12. Radium’s Sustainability Policy (Cont’d)**

<b>Environmental Stewardship</b>	<b>Social Responsibility</b>
<p>We are committed to identifying, managing and minimising the environmental impact of our operations through the following initiatives:</p> <ul style="list-style-type: none"> <li>• To reduce the consumption of non-renewable, non-recycled materials;</li> <li>• To pursue and encourage the use of renewable resources;</li> <li>• To minimise the level of pollutants entering the air and water from daily business operations;</li> <li>• To comply with environmental regulatory and legal requirements; and</li> <li>• To create an ever-increasing awareness of this Policy within the Company and stakeholders.</li> </ul>	<p>To safeguard our employees and the communities surrounding our operations, protect our assets, ensure business continuity and create public trust, the Group incorporates the following initiatives:</p> <ul style="list-style-type: none"> <li>• To maintain a safe and healthy workforce;</li> <li>• To recruit and retain high potential and high performing employees;</li> <li>• To use training and development as a strategic investment and a way of shaping sustainability governance culture and behaviour in the Company;</li> <li>• To enable employees to further develop their professional and personal skills;</li> <li>• To promote racial harmony and prevent racial discrimination;</li> <li>• To prevent sexual harassment and other forms of violence against women;</li> <li>• To be recognised as a good corporate citizen;</li> <li>• To align its charitable giving with the Company’s activities;</li> <li>• To actively encourage its people to get involved in charity work;</li> <li>• To respond in a professional and timely manner to public inquiries; and</li> <li>• To continue to improve the public’s perception and experience of the Company.</li> </ul>

### 13. Stakeholder Engagement

Guided by our “Building Good” vision, Radium integrates sustainability into its operations to deliver innovative and responsible urban developments. Ongoing stakeholder engagement helps us align with expectations and market trends, ensuring our developments remain resilient and future-ready. The following table provides a summary of our stakeholders, engagement objectives, methods of engagement, key areas of concern, and our corresponding responses:-

Stakeholders	Objectives	Methods of Engagement	Areas of Concern	Our Responses
Shareholders/ Investors	To provide us with the capital needed to sustain our financial resilience.	<ul style="list-style-type: none"> <li>• Participation in Annual general meetings</li> <li>• Announcements through the corporate website</li> <li>• Annual reports</li> </ul>	<ul style="list-style-type: none"> <li>• Financial performance</li> <li>• Corporate governance</li> <li>• Business strategy</li> </ul>	<ul style="list-style-type: none"> <li>• Provide regular financial reports</li> <li>• ESG strategy, performances and disclosures</li> </ul>
Government and Regulatory Authorities	To ensure continuous compliance with rules, maintain customer trust and contribute to the stability of financial markets.	<ul style="list-style-type: none"> <li>• Conduct annual corporate governance meetings.</li> <li>• Submit quarterly compliance reports to the Board</li> <li>• Prepare site reports to provide updates</li> <li>• Conduct compliance audits to ensure continuous compliance</li> </ul>	<ul style="list-style-type: none"> <li>• Compliance to regulations</li> <li>• Labour practices</li> <li>• Transparency and disclosures</li> </ul>	<ul style="list-style-type: none"> <li>• Adhere to local regulatory body</li> <li>• Timely submission/ filling of regulatory report</li> </ul>

**13. Stakeholder Engagement (Cont'd)**

<b>Stakeholders</b>	<b>Objectives</b>	<b>Methods of Engagement</b>	<b>Areas of Concern</b>	<b>Our Responses</b>
Employees	To manage, maintain, and enhance the properties, contributing to the overall operational efficiency and success of the operations.	<ul style="list-style-type: none"> <li>• Annual performance appraisals and career development plan</li> <li>• Annual salary package revision</li> <li>• Share HR announcements through monthly email communications</li> <li>• Regular training programs</li> </ul>	<ul style="list-style-type: none"> <li>• Employee performance and development</li> <li>• Staff well-being</li> <li>• Employee benefits</li> </ul>	<ul style="list-style-type: none"> <li>• Strict occupational safety and health procedures</li> <li>• Benefits review</li> <li>• Performance review</li> <li>• Provide relevant training and development opportunities</li> </ul>
Customers	To ensure long-term sustainability of our business and operations.	<ul style="list-style-type: none"> <li>• Address customer complaints via complaint management</li> <li>• Provide regular updates through Group newsletters and websites</li> <li>• Conduct feedback surveys upon vacant possession</li> </ul>	<ul style="list-style-type: none"> <li>• Safety and security</li> <li>• Product quality</li> <li>• Efficient complaint management</li> </ul>	<ul style="list-style-type: none"> <li>• Establish a feedback and complaint mechanism to gather input from customers</li> <li>• Provide maintenance support to customer</li> </ul>

**13. Stakeholder Engagement (Cont'd)**

<b>Stakeholders</b>	<b>Objectives</b>	<b>Methods of Engagement</b>	<b>Areas of Concern</b>	<b>Our Responses</b>
Contractors and Suppliers	To establish and maintain a network of high-performing contractors and suppliers to ensure seamless property management, maintenance, and service delivery.	<ul style="list-style-type: none"> <li>• Conduct evaluation and performance reviews</li> <li>• Ensuring continuous compliance with the Malaysian Anti-Corruption Commission ("MACC") Act</li> <li>• Implementing the Procurement Policy to uphold transparency and integrity</li> </ul>	<ul style="list-style-type: none"> <li>• Transparent procurement practices</li> <li>• OSH compliance</li> </ul>	<ul style="list-style-type: none"> <li>• Establish and communicate clear and transparent procurement guideline</li> <li>• Implement comprehensive Code of Conduct and Ethics that outlines the ethical standards expected from suppliers</li> </ul>
Media	To leverage media channels to shape a positive public perception, amplify our achievements, and address challenges transparently.	<ul style="list-style-type: none"> <li>• Issuing press releases</li> <li>• Organising press conferences</li> <li>• Participating in networking events</li> </ul>	<ul style="list-style-type: none"> <li>• Company achievements</li> <li>• Crisis managements</li> <li>• Upcoming events</li> </ul>	<ul style="list-style-type: none"> <li>• Press release when needed</li> <li>• Social media engagement</li> <li>• Issuing statements when needed</li> </ul>
Communities	To foster active community participation to ensure the Group's local acceptance and operational continuity.	<ul style="list-style-type: none"> <li>• Organising voluntary work to contribute to community welfare and social development</li> <li>• Publishing annual financial and sustainability reports</li> </ul>	<ul style="list-style-type: none"> <li>• Social contributions</li> <li>• Monetary contributions</li> </ul>	<ul style="list-style-type: none"> <li>• Implement Corporate Social Responsibility ("CSR") programmes that address community needs</li> </ul>

## 14. Materiality Assessment

In FYE 2025, Radium conducted a group-wide materiality assessment as part of the development of our ESG Roadmap. The matrix was refined and updated in accordance with the latest Bursa Malaysia Sustainability Reporting Guide, ensuring that Radium's sustainability priorities remain aligned with evolving stakeholder expectations and regulatory requirements.

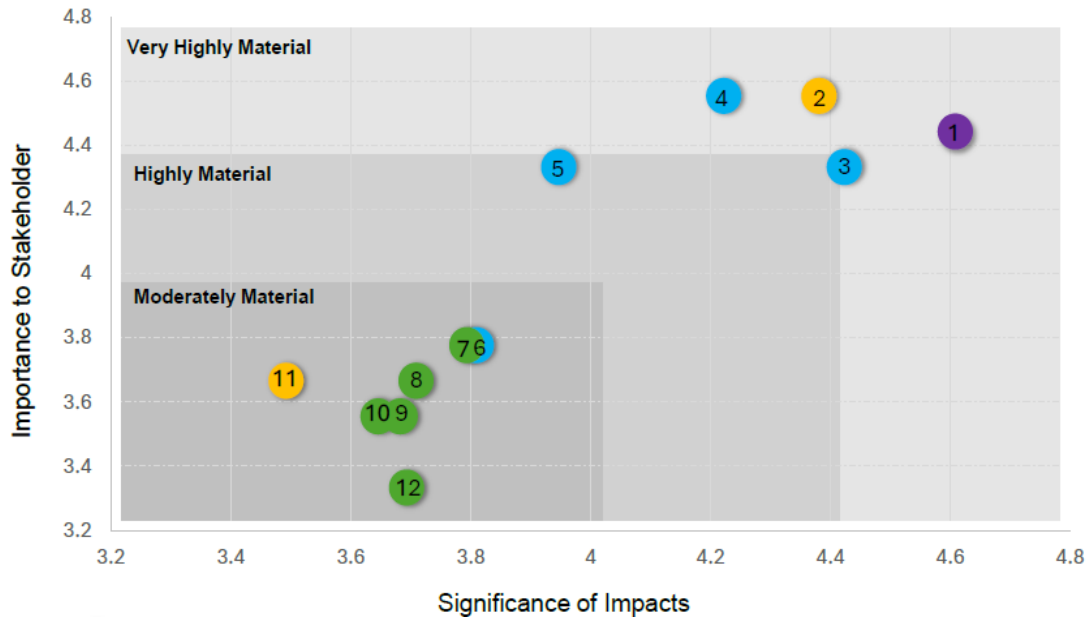
The materiality assessment methodology included:-

- Evaluating the previous year's material topics to evaluate their ongoing relevance and performance.
- Formulating and administering an online survey to engage key internal stakeholders in validating the significance of identified topics.
- Carrying out internal discussions within the BOD and relevant committees to assess the potential impact of ESG issues on Radium's operations, reputation, and financial performance.

The updated materiality matrix is now structured under four pillars — Environmental, Social, Governance and Cybersecurity — and comprises 12 material matters as outlined below.

14. Materiality Assessment (Cont'd)

**RADIUM DEVELOPMENT BERHAD MATERIALITY ASSESSMENT MATRIX**



**List of Material Topics**

- |                 |                          |  |
|-----------------|--------------------------|--|
| ● Environment   | 1. Data Privacy          | 8. Energy Management                   |
| ● Social        | 2. Anti-corruption       | 9. Waste Management                    |
| ● Governance    | 3. Health & Safety       | 10. Materials Sourcing and Consumption |
| ● Cybersecurity | 4. Labour Practices      | 11. Supply Chain Management            |
|                 | 5. Community Investment  | 12. Water Management                   |
|                 | 6. Diversity & Inclusion |  |
|                 | 7. Emission Management   |  |

## 15. Climate-Related Disclosures

### Governance

Oversight of climate-related risks and opportunities is embedded within Radium’s sustainability governance framework (see Section 11: Sustainability Governance and Leadership). The BOD and SC review climate-related performance, including GHG emissions, energy usage, and climate resilience initiatives, during quarterly meetings. Material climate risks and opportunities are escalated to the Board to inform strategic decision-making and ensure integration into business planning, financial reviews, and risk management processes.

The Sustainability Working Group monitors implementation of climate initiatives, tracks progress against targets, and provides operational updates to the SC, supporting informed decision-making and continuous improvement in Radium’s climate performance.

### Strategy

Core Strategy	Decarbonisation	Renewable Energy Adoption	Sustainable Business Practice
	Managing Short to Medium Term Climate-Related Risks		Managing Medium to Long Term Climate-Related Risks
Adaptation Strategies	Integrate climate-related risks into the Group’s Risk Register		Employ low impact development techniques to manage storm water, enhance biodiversity and promote urban cooling
Mitigation Strategies	<ul style="list-style-type: none"> <li>Monitor and disclose Scope 1, 2 and 3 GHG emissions</li> <li>Enhance Scope 3 GHG emissions disclosure</li> <li>Implement efficient recycling and waste reduction methods in construction and building operation phases to reduce GHG emissions and support a circular economy</li> </ul>		<ul style="list-style-type: none"> <li>Adopt use of green materials in developments to enhance resource efficiency while reducing carbon footprint of projects</li> <li>Invest in renewable energy sources to reduce GHG emissions and enhance energy security</li> </ul>

## 15. Climate-Related Disclosures (Cont'd)

### Risk Management

Radium has identified four types of risk:-

- Strategic / Business risk, which stems from poor strategic decisions or inadequate adaptation to change;
- Financial risk, arising from market volatility, defaults, or liquidity challenges;
- Operational risk, linked to human error, system failures, or external disruptions; and
- Regulatory / Compliance risk, resulting from non-compliance with laws, leading to sanctions, financial loss, or reputational harm.

Risk Management Recommendations	Radium's Adoption of Recommendations
Processes for identifying and assessing climate-related risks	<ul style="list-style-type: none"> <li>• The Board and the Audit and Risk Management Committee ("ARMC") oversee the process of identifying risks and opportunities</li> <li>• Risks are identified through the ERM assessment process that includes evaluation, development of action plans and continuous monitoring and integration</li> <li>• Key risks are identified by evaluating various aspects, including strategic, operational, financial and regulatory compliance with Environmental and Climate Risk identified as a key risk.</li> <li>• The Group's Risk Register supports the ERM assessment, where energy and climate change were identified as a material risk.</li> </ul>
Processes for managing climate-related risks	<ul style="list-style-type: none"> <li>• The Group has established standardised processes for managing key risks, including climate related risks which involve periodic evaluations to gauge the effectiveness and efficiency of internal control procedures</li> <li>• Our internal control system is regularly updated to reflect changes in the business environment and regulatory guidelines.</li> </ul>
Integration into overall risk management	<ul style="list-style-type: none"> <li>• Processes for identifying, assessing and managing climate-related risks are seamlessly integrated into the Group's Risk Register</li> <li>• Climate-related risk management is prioritised alongside other key risks within the Group's overall risk management strategy</li> <li>• This integration ensures a cohesive and consistent approach to risk mitigation and control across all risk categories.</li> </ul>

## 15. Climate-Related Disclosures (Cont'd)

### Metrics And Targets

We have identified Energy Efficiency and Climate Resilience, along with Waste and Effluent Management as two of the most material climate-related matters impacting our business. To evaluate our performance in these areas, we have tracked and disclosed the following metrics.

Metric	Unit of Measurement	Description
GHG Emissions	Tonnes of carbon dioxide equivalent ("tCO <sub>2</sub> e")	Measures total greenhouse gas ("GHG") emissions, including Scope 1, Scope 2 and limited Scope 3 (business travel and employee commute) GHG emissions.
Energy Usage	Gigajoules ("GJ")	Tracks total fuel and electricity consumption
Fuel Consumption	Litres ("L")	Measures the total amount of fuel used.
Electricity Consumption	Megawatt-hours ("MWh")	Records the total electricity consumption.
Waste	Tonnes	Quantifies the total amount of waste generated.

Radium's performance against these metrics is detailed in the relevant sections below, including Energy Management, Emission Management, Water Management, and Waste Management, providing transparency on our climate-related impacts and progress toward established targets.

## 16. Good Governance

### Code of Ethical Conduct and Corporate Policies

Radium remains committed to uphold the highest ethical standards across all aspects of its operations. This commitment is guided by a comprehensive set of codes and policies that ensure adherence to relevant laws, regulations, and industry best practices within the regions we operate.

These policies, particularly those related to ethics and integrity, are made available on our corporate website and are embedded within the Employee Handbook. All new employees will receive a comprehensive briefing on these policies as part of their induction into the Group. The table below outlines the code and policies implemented in the Group.

<p><b>Code of Conduct and Ethics</b></p>	<ul style="list-style-type: none"> <li>• The Code serves as a point of reference, outlining the Group's expectations together with standards for professional conduct and ethical behaviour when conducting business on behalf of Radium. Following the Code is mandatory for Radium's directors, management, vendors, suppliers, and any relevant business partners.</li> <li>• The Code encompasses an extensive range of issues pertaining to the environment, human rights, product quality, and business transactions.</li> </ul>
<p><b>Anti-Bribery and Corruption Policy</b></p>	<ul style="list-style-type: none"> <li>• This Policy outlines Radium's zero-tolerance against improper solicitation, bribery and other corrupt actions among Board members, employees and business associates in line with, but not limited to: the Malaysian Penal Code 1936 (and its amendments), the Malaysian Anti-Corruption Commission ("MACC") Act 2009, the Companies Act 2016, and the Anti-Money Laundering, Anti-Terrorism Financing and Proceeds of Unlawful Activities Act 2001.</li> <li>• The Policy is to be read in conjunction with the following documents: the Code of Conduct and Ethics, Whistleblowing Policy, the Employee Handbook, other relevant Radium procedures, and policies, as well as applicable laws and regulations.</li> </ul>
<p><b>Whistleblowing Policy</b></p>	<ul style="list-style-type: none"> <li>• The Whistleblowing Policy acts as a guideline for Radium in providing a safe environment for workers to report any inappropriate conduct within the Group.</li> <li>• Under the Policy, whistleblowers are protected from potential reprisals. In the event of a verified misdemeanor, remedial and preventative actions can be promptly implemented.</li> </ul>
<p><b>Fit and Proper Policy</b></p>	<ul style="list-style-type: none"> <li>• The Fit and Proper Policy establishes the baseline criteria for the proper screening and assessment of applicants for Board appointments or the re-election of Directors.</li> </ul>
<p><b>Remuneration Policy</b></p>	<ul style="list-style-type: none"> <li>• Radium ensures all staff receive clear reassurance regarding pay determination, emphasising fairness and equity in all aspects of our compensation practices.</li> </ul>

## 16. Good Governance (Cont'd)

### Anti-Bribery and Anti-Corruption

Radium has continued to uphold strong anti-corruption governance across its operations. Our ABC Policy demonstrates a zero-tolerance approach towards any form of bribery or corruption within the organisation, supported by robust internal controls and periodic compliance reviews to ensure adherence to ethical standards and regulatory requirements. This commitment extends to full cooperation with enforcement agencies and relevant authorities in the event of any investigation, ensuring transparency and accountability at all times.

The policy provides clear guidance on areas that are more susceptible to unethical practices, including:-

- Gifts, Entertainment and Hospitality
- Donations, Sponsorships and Corporate Social Responsibilities
- Facilitation Payments and Kickbacks

During the reporting year, Radium continued to conduct regular training and awareness on anti-corruption, delivered primarily through the Group's Learning Management System ("LMS"). For FYE 2025, we have achieved and sustained a 100% of employee participation rate in anti-corruption training programmes, reinforcing organisation-wide awareness, ethical conduct and accountability.

Category	Unit of measurement	Financial Year End			Target for next FYE
		FYE December 2023	FYE December 2024	FYE December 2025	
<b><i>C1(a) Percentage of employees who have received training on anti-corruption by employee category</i></b>					
<b>Senior Management</b>	%	100	100	100	100
<b>Management</b>	%	100	100	100	100
<b>Executive</b>	%	100	100	100	100
<b>Non-Executive</b>	%	100	100	100	100

## 16. Good Governance (Cont'd)

### Risk Management

The Group manages high-risk areas through targeted controls supported by quarterly ERM assessments. A structured risk management process is applied to identify, assess and manage key risks, including ESG-related risks. Oversight of this process is provided by ARMC, with risks documented in a central risk register and supported by corresponding mitigation action plans.

Over the past two years, 100% of Radium's operations have been assessed for corruption-related risks to ensure potential exposures are identified and addressed through appropriate controls and mitigation measures.

Category	Unit of measurement	Financial Year End			Target for next FYE
		FYE December 2023	FYE December 2024	FYE December 2025	
<b><i>C1(b) Percentage of operations assessed for corruption-related risks</i></b>					
<b>Group</b>	%	100	100	100	100

### Whistleblowing Policy and Mechanism

Radium's Whistleblowing Policy provides a secure, protected channel for employees to report concerns without fear of reprisal. During the financial year, the Group recorded zero incidents of corruption across all operations, demonstrating the integrity of our corporate culture.

Category	Unit of measurement	Financial Year End			Target for next FYE
		FYE December 2023	FYE December 2024	FYE December 2025	
<b><i>C1(c) Confirmed incidents of corruption and action taken</i></b>					
<b>Group</b>	Number	0	0	0	0

**16. Good Governance (Cont'd)**

**Data Privacy**

Radium places strong emphasis on data privacy and cybersecurity, guided by the Group’s Privacy Policy and in compliance with the Personal Data Protection Act (Amendment) 2024 (“PDPA”). The policy outlines the types of personal data collected, how it is used, stored and protected, and the options available for individuals to update or opt out of data usage, reflecting our commitment to ethical governance and responsible data management.

In FYE 2025, the Group continued to implement system controls and monitoring tools to mitigate cyber risks. Periodic system checks and annual assessments by our system integrator ensure resilience against emerging threats.

To promote cybersecurity awareness, initiatives such as the Information Technology (“IT”) Clinic and regular IT Awareness Emails were introduced to enhance employee understanding of data handling and digital safety practices.

Category	Unit of measurement	Financial Year End			Target for next FYE
		FYE December 2023	FYE December 2024	FYE December 2025	
<b><i>C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data</i></b>					
<b>Group</b>	Number	0	0	0	0

Moving forward, Radium plans to formalise a PDPA policy by 2026 to safeguard the personal data of employees and contractors, ensuring responsible handling of information in line with regulatory requirements.

## 17. Economic

### Procurement Practices

At Radium, we directed 100% of our expenditure towards local suppliers, contractors, and consultants. The sourcing of construction materials are incurred by contractors. Therefore, the indicator on the percentage of spending on local suppliers is not directly applicable, as the Group does not incur material procurement costs. Nevertheless, in FYE 2025, Radium embedded environmental and social considerations into its supplier and contractor evaluation process, which is applied to all new appointments to strengthen supply chain accountability and manage sustainability-related risks.

Radium intends to adopt a structured evaluation approach to ensure that our appointed contractors and suppliers meet our operational and sustainability expectations. The assessment framework includes, but is not limited to, the following criteria:

- Delivery Schedule
- Quality / Safety Standards
- Cost Competitiveness

To ensure effective project delivery and alignment with Radium’s development standards, Radium intends to evaluate our consultants based on the following criteria:

- Design Expertise and Authoritative Knowledge
- Quality of Services Provided
- Ability To Meet Project Timelines

During the FYE 2025, 25 suppliers were assessed for environmental and social impacts. These assessments demonstrate our ongoing commitment to promoting responsible practices across our supply chain.

Category	Unit of measurement	Financial Year End		
		FYE December 2023	FYE December 2024	FYE December 2025
<b>S6(b) Number of suppliers assessed for environmental impacts</b>				
<b>Group</b>	Number	-	25	25
<b>S7(b) Number of suppliers assessed for social impacts</b>				
<b>Group</b>	Number	-	25	25

## 17. Economic (Cont'd)

### Procurement Practices (Cont'd)

Building on this foundation in 2026, ESG considerations will be incorporated into the selection process for construction-related suppliers and contracts, with phased compliance targets set for strategic suppliers: 25% by 2027 and 50% by 2030. Other environmental criteria include pollution prevention and site management practices, while social criteria would cover labour standards, occupational health and safety, and ethical business conduct. Radium aims to assess at least 5% of major suppliers based on the above criteria.

### Community Investment

*"Building Good"* is the driving force behind our CSR initiatives. Through this vision, we forge lasting connections with the communities we serve by engaging in meaningful volunteer activities. Our participation in social projects enables us to fulfil our duty as a corporate citizen and contribute to sustainability efforts, making a positive impact on society.

To summarise, during FYE 2025, the Group's community investment efforts supported the community through a range of programs:

- Partnered with Tzu-Chi Foundation on the Go Green Plogging initiative event as part of Radium commitment to mother earth
- Contributed a total of RM 7,000 to the MWKA on scholarship initiatives to promote access to justice and legal education for 6 beneficiaries.
- Organised a mangrove planting event at Sijangkang Recreational Mangrove Park, investing RM 21,000 to plant five hundred mangrove trees, conserving mangrove ecosystem, strengthen coastal resilience and support climate mitigation efforts.
- Donating RM 12,000 to PERTIWI, providing food aid to 2,000 individuals from B40 communities.
- Sponsored RM 1,000 to Sukan Bukit Jalil Under-14 Football Team 26th Thailand Sports School Games 'Ubon Ratchathani Games' Thailand 2025, benefitting 22 individuals.
- Supported Petaling 2 primary school Hari Raya Celebration Activities 2025 by contributing a total of RM 500, reaching 87 individuals.
- Sponsored RM 2,000 to the breast & endocrine surgery unit of University Malaya Medical Centre for their Pink October Forum 2025 benefitting 150 individuals.
- Made contributions towards TAR UMT Academic Excellence Awards by contributing a total of RM1,000, recognising 1 outstanding student.

17. Economic (Cont'd)

Community Investment (Cont'd)



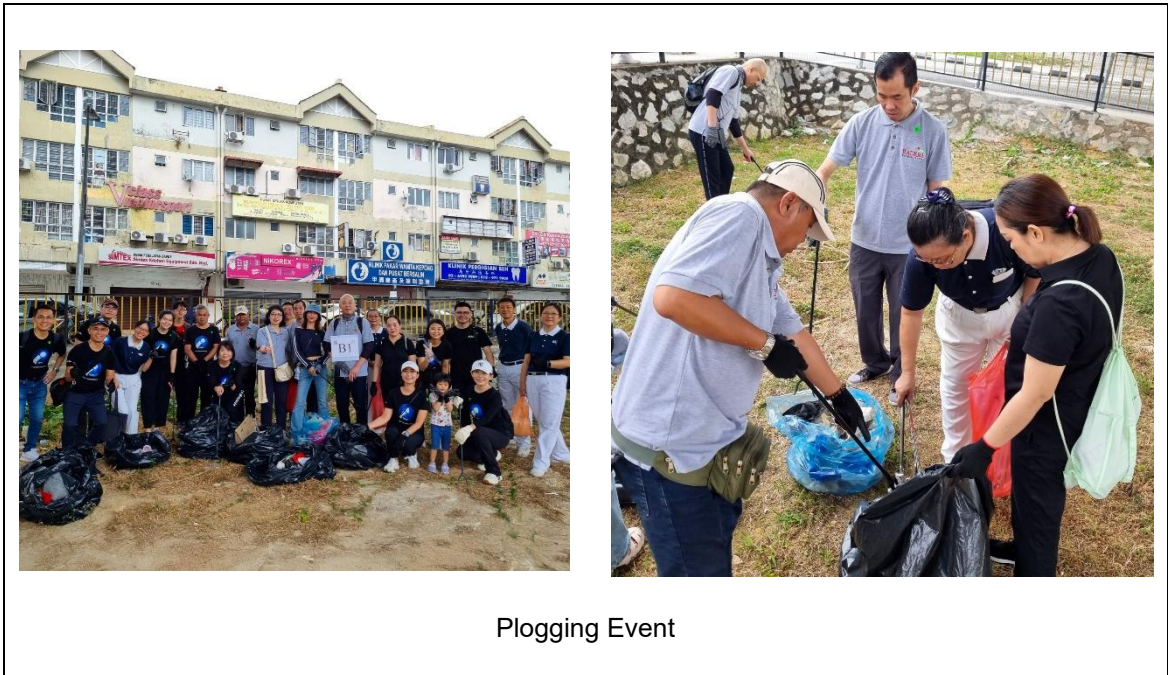
Tree Planting at Sijangkang Mangrove Recreational Park



CSR initiative at PERTIWI

17. Economic (Cont'd)

Community Investment (Cont'd)



## 17. Economic (Cont'd)

### Community Investment (Cont'd)

Through these collaborations, Radium reached a total of 2,266 beneficiaries during the reporting period, with a community investment of RM 44,500.00.

Category	Unit of measurement	Financial Year End			Target for next FYE
		FYE December 2023	FYE December 2024	FYE December 2025	
<b><i>C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer</i></b>					
<b>Group</b>	RM	575,464.20	640,400.00	44,500.00	150,000.00
<b><i>C2(b) Total number of beneficiaries of the investment in communities</i></b>					
<b>Group</b>	Number	1,004	14,866	2,266	10,000

Going forward, Radium's ESG Roadmap will place greater emphasis on the Environmental and Social pillars to deliver positive and lasting outcomes for the communities in which the Group operates. The Group will continue to implement environmentally responsible initiatives within its operations and surrounding communities, including tree-planting programmes and E-Waste Recycling initiatives to enhance local biodiversity and promote responsible waste management. In parallel, Radium remains committed to strengthening its social impact through collaborations with reputable Non-Governmental Organisations ("NGOs") and community-based initiatives, such as upgrading nearby school facilities, to improve learning environments and contribute positively to the well-being and development of local communities.

## 18. Environment

### Driving Environmental Sustainability

As a property developer, we embed environmental stewardship at the core of our operations. We are committed to not only supporting and preserving natural systems but also delivering measurable, continuous improvement. To demonstrate our commitment, Radium has established the following targets:

Category	Target
Biodiversity	<ul style="list-style-type: none"> <li>To actively consider incorporating native tree species in landscape designs, wherever feasible and appropriate within 2027 to 2029</li> <li>To incorporate bird-attracting or nectar-producing plants in landscaping by 2027 to 2029, guided by professional advice and site suitability</li> <li>To build birdhouses or pollinator habitats at project sites where feasible starting in 2027</li> <li>To sponsor community parks or gardens where feasible prior to 2029</li> </ul>
Emission Management	<ul style="list-style-type: none"> <li>To develop a Net Zero by 2050 Roadmap with a specific target of 20% reduction by 2030.</li> </ul>
Material Used and Waste Management	<ul style="list-style-type: none"> <li>To maintain ongoing practices for new developments, including centralised recycling with three different bins at main refuse chambers and to explore placing dedicated recycling bins on each floor to further encourage segregation at source by 2026</li> <li>To maintain ongoing practices such as cutting rebar and BRC to reduce wastage, reuse construction materials and recycle materials by 2026</li> <li>To actively incorporate system formwork and disposed scheduled waste through an authorised third party by 2026</li> </ul>
Green Building Certification	<ul style="list-style-type: none"> <li>To increase the proportion of projects with REHDA GreenRE Certification by 2026</li> </ul>
Greenery in High Rise Development	<ul style="list-style-type: none"> <li>To provide more than 10% of Green Spaces from development areas in all High-Rise Developments in Kuala Lumpur by 2026</li> </ul>

## 18. Environment (Cont'd)

### Energy Management

At Radium, we are committed to managing our environmental impacts by reducing energy consumption across our business operations. Efforts are focused on minimising energy consumption across our office buildings and site constructions through energy efficiency measures and continuous monitoring.

Across our property development, we are dedicated to reducing energy consumption through energy efficient building design and the adoption of energy saving technologies where feasible. At one of our developments, Chancery Ampang, we have implemented a range of detailed energy-saving initiatives, which include:-

- Natural ventilation in all common spaces
- Provision of energy efficient cooling systems
- North-South orientation design to minimise direct heat and energy consumption

Through on-going employee awareness and training programmes aimed at fostering a culture of energy efficiency, Radium reduced its total electricity consumption to 278.77 MWh in FYE 2025 from 386.93 MWh in FYE 2024, reflecting a meaningful improvement in our operational energy performance. This reduction was primarily driven by the Group's energy conservation initiatives, including the implementation of awareness campaigns and internal practices encouraging employees to switch off electrical equipment when not in use.

Entity	Unit of measurement	Financial Year End		
		FYE December 2023	FYE December 2024	FYE December 2025
<b><i>C4(a) Total energy consumption</i></b>				
<b>Group</b>	Gigajoule ("GJ")	1,170.00	1,778.95	1,324.22
<b><i>Total fuel consumption</i></b>				
<b>Group</b>	Gigajoule ("GJ")	289.00	386.00	320.64
<b><i>Total electricity consumption</i></b>				
<b>Group</b>	Megawatt-hour ("MWh")	245.00	386.93	278.77

*Note: Total energy consumption and total electricity consumption figures for FYE 2024 have been restated due to a change in reporting boundary, whereby contractor-paid electricity consumption has been excluded.*

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## 18. Environment (Cont'd)

### Energy Management (Cont'd)

The Group continues to prioritise decarbonisation practices through the following initiatives:-

- Utilising LED Lighting: We have replaced incandescent and CFL bulbs with energy efficient LED lighting, extending the lifespan of our lighting systems and reducing our energy consumption
- Converting to Inverter Technology: We have installed inverter air conditioners which consume less energy when cooling
- Adopting Renewable Energy: We have installed solar panels on rooftops to supply clean energy to our buildings as well as to power streetlights and walkway canopies
- Promoting Electrical Vehicles (“EV”) Bays: We have installed EV bays and chargers in our developments to encourage the adoption of electric vehicles.

### Emissions Management

Our GHG emissions inventory covers Scope 1, Scope 2, and limited Scope 3 emissions, in accordance with Bursa Malaysia’s Sustainability Reporting Guide (3<sup>rd</sup> Edition). Our GHG emissions calculations methodology is based on the GHG Protocol Corporate Accounting and Reporting Standard and the Intergovernmental Panel on Climate Change (“IPCC”) Guidelines for National Greenhouse Gas Inventories. Scope 1 emissions are generated from direct fuel consumption at our operations, while Scope 2 emissions arise from purchased electricity. In addition to the above, Radium also includes Scope 3 Emissions Category 7: Employee Commuting.

**18. Environment (Cont'd)**
**Emissions Management (Cont'd)**

Entity	Unit of measurement	Financial Year End		
		FYE December 2023	FYE December 2024	FYE December 2025
<b>C11(a) Scope 1 Emissions</b>				
<b>Group</b>	Tonnes of CO <sub>2</sub> e ("tCO <sub>2</sub> e")	20.00	27.00	22.52
<b>C11(b) Scope 2 Emissions</b>				
<b>Group</b>	Tonnes of CO <sub>2</sub> e ("tCO <sub>2</sub> e")	189.00	299.48	215.77
<b>C11(c) Scope 3 Emissions</b>				
<b>Group</b>	Tonnes of CO <sub>2</sub> e ("tCO <sub>2</sub> e")	-	4,321.65	5,981.10

*Note: Scope 2 Emissions figures for FYE 2024 has been restated due to a change in reporting boundary, whereby contractor-paid electricity consumption has been excluded.*

Moving forward, Radium aims to develop Net Zero by 2050 Roadmap which includes defined Scope 2 emissions reduction targets. The roadmap will serve as a structured framework to guide the Group's long-term decarbonization journey.

## 18. Environment (Cont'd)

### **Biodiversity**

Radium recognises the vital role of natural ecosystems in enhancing urban resilience and is committed to preserving and enriching ecological value across its developments. Through our ESG roadmap, the Group sets clear sustainability goals, monitors progress and integrates biodiversity as a core pillar of design and planning. This approach enables the creation of healthier, more resilient living environments that enhance long-term asset value.

### **Green Spaces and Urban Biodiversity**

By 2026, where feasible, all new high-rise developments in Kuala Lumpur will include functional green spaces covering at least 10% of the total site area, in line with Dewan Bandaraya Kuala Lumpur (“DBKL”) guidelines. These green spaces include landscaped gardens, sky terraces, vertical greenery, and biodiverse planting zones, designed to:-

- Enhance urban ecological resilience by improving local biodiversity
- Manage stormwater through natural absorption
- Mitigate urban heat island effects
- Promote resident well-being through accessible recreational areas

### **Habitat Preservation and Nature-Positive Design**

The Group remains committed to considering habitat preservation, ecological restoration, landform, and other environmental factors during the design and planning of its developments. Over the medium term, Radium will:-

- Systematically incorporate native tree species and bird- or pollinator-attracting plants where feasible
- Develop urban habitats, such as birdhouses or pollinator gardens, where feasible

These measures aim to strengthen ecosystem resilience, support biodiversity, and create attractive, sustainable environments for residents.

### **Policy and Strategic Integration**

By 2026, Radium aims to expand on our existing sustainability policy to include biodiversity matters, aligned with national biodiversity strategies. This policy will guide project-level decisions, habitat preservation, native species integration, and ecological corridor planning, ensuring measurable contributions to biodiversity and advancing overall sustainability performance.

## 18. Environment (Cont'd)

### Water Management

Water is an essential resource for construction, necessary for concrete mixing, dust suppression, equipment cleaning, concrete curing, and temporary landscaping. Therefore, efficient water management is critical to reduce environmental impact and supporting sustainable development practices.

At our Chancery Ampang development, non-potable water is utilised to reduce reliance on treated water sources, supporting more efficient and responsible water use. The project is also equipped with water usage monitoring tools, enabling Radium to track consumption patterns, identify optimisation opportunities, and enhance overall water efficiency across the development.

Compared to the previous financial year, reduction of water consumption in FYE 2025 was achieved despite a temporary water pipe leakage at the headquarters office between April to August 2025. Prompt rectification and continued water-saving practices mitigated the impact, ensuring overall consumption maintained lower than in the reporting previous year.

Entity	Unit of measurement	Financial Year End		
		FYE December 2023	FYE December 2024	FYE December 2025
<b>C9(a) Total volume of water used</b>				
<b>Group</b>	Megalitres ("ML")	4.51	4.33	1.88

*Note: Total volume of water used for FYE 2024 figure has been restated 4.33 ML. due to a change in reporting boundary whereby the revised figure reflects bills that only paid by Radium.*

At our gallery and office sites, we have implemented good water-efficient practices by ensuring taps are turned off when not in use. We also support water conservation through initiatives such as placing water-saving reminders in washroom areas, and optimising cleaning practices to minimise unnecessary water usage.

On the other hand, at construction sites, water-related impacts are assessed continuously across all projects, from construction to landscaping. We have identified three principal areas affecting water impacts which are stormwater runoff, erosion and sedimentation and adherence to legal and regulatory compliance. To mitigate stormwater runoff at our developments, we construct earth drains to channel water to the nearest drainage system and install on-site detention tanks to temporarily store stormwater runoff, reducing the risk of downstream flooding. Whereas for erosion and sedimentation, we always ensure our construction practices adhere to local guidelines and regulations.

## 18. Environment (Cont'd)

### Water Management (Cont'd)

In 2026, Radium will enhance its existing sustainability policy to explicitly include water stewardship, aligning with national water security strategies. The updated policy will continue to govern material sustainability matters, with a strengthened focus on protecting and optimising water resources across our operational and development footprint.

Moving ahead, Radium also aims to improve transparency in water-related reporting. Radium plans to disclose water usage across its properties and report three consecutive years of effluent discharge data, reflecting ongoing efforts to strengthen water stewardship, enhance monitoring practices, and support informed decision-making throughout its operations.

### Waste Management

Effective management of waste and effluents is fundamental to responsible property development, as it helps minimise environmental impacts, protect surrounding communities and ensures compliance with regulatory requirements. At Radium, we are committed to ensuring that our construction activities do not adversely affect the environment by reducing waste generation, minimising landfill disposal, and preventing contamination of surrounding water bodies. By handling waste and effluents responsibly, we improve resource efficiency, adhere to regulatory requirements, and support healthier communities and ecosystems.

### *Reduce, Reuse, and Recycle (The 3R's)*

The Group comply strictly with the Department of Environment (“DOE”) regulations, ensuring full responsibility in the handling and disposal of waste generated. Radium uses the 3R methodology to achieve our goal in reducing waste generation, demonstrating proactive environmental stewardship throughout our value chain. Our key practices and achievements are summarised below.

Reduce	Reuse
<ul style="list-style-type: none"> <li>• We reduced the consumption of non-renewable and non-recycled materials by prioritising alternative reusable materials.</li> <li>• We reduced our waste sent to the landfill by improving our segregation practices and promoting recycling practices.</li> </ul>	<ul style="list-style-type: none"> <li>• We reused our construction materials such as plywood and timber throughout the project cycle to optimise resources efficiency and lower our environmental footprint.</li> </ul>
Recycle	Waste Prevention
<ul style="list-style-type: none"> <li>• We segregated our recycled waste into three recycling bins, ensuring proper separation and responsible disposal.</li> <li>• Our recycling waste is sent to the Tzu Chi Centre, a recycling centre on a weekly basis to assure proper processing and responsible recycling of collected materials.</li> </ul>	<ul style="list-style-type: none"> <li>• We minimised material consumption during the construction phase by reusing formwork and scaffolding materials to be utilised across multiple project cycle.</li> </ul>

**18. Environment (Cont'd)**
**Waste Management (Cont'd)**
***Hazardous and Non-Hazardous Waste Management***

Radium has established a comprehensive waste management for both hazardous and non-hazardous waste. The waste generated across our project sites are primarily consist of mixed construction waste, domestic waste and scrap metal. Our scrap metal is diverted for recycling while our hazardous waste, mainly mixed construction waste, is managed by third-party contractors. We ensure full compliance with contractual and environmental standards through regular audits and inspections.

The Group has implemented a waste tracking and reporting system that requires contractors to provide detailed records of waste collection, transportation, recycling, and disposal, strengthening transparency across our operations. To prevent chemical pollution from our construction sites, which may pose risks to our workforce, nearby communities and the environment, we have provided extensive training for our employees on the safe use, storage, handling, and disposal of chemicals, ensuring our practices adhere to the highest safety standards. We have also practiced the 3R principles: Reuse, Reduce, and Recycle for non-hazardous waste such as paper, plastic and domestic waste generated from our offices, sales galleries and project sites.

Entity	Site	Type of waste management (tonnes)	Financial Year End		
			FYE December 2023	FYE December 2024	FYE December 2025
<b><i>C10(a) Total waste generated (Hazardous Waste)</i></b>					
<b>Group</b>	Office	Waste Diverted from Disposal	0	0	0
		Waste Directed to Disposal	0	0	0
	Projects	Waste Diverted from Disposal	N/A	0	0
		Waste Directed to Disposal	N/A	0	0

18. Environment (Cont'd)

**Waste Management (Cont'd)**

In addition to our emphasis on hazardous waste management, we are equally committed to the responsible handling of non-hazardous waste. To support this, we have introduced several initiatives aimed at reducing waste at the source and managing its impacts effectively. Many of these recycling measures are carried out in collaboration with external partners such as Tzu Chi Centres.

Entity	Site	Type of waste management (tonnes)	Financial Year End		
			FYE December 2023	FYE December 2024	FYE December 2025
<b><i>C10(a) Total waste generated (Non-Hazardous Waste)</i></b>					
<b>Group</b>	Office	Waste Diverted from Disposal	0.05	0.82	2.23
		Waste Directed to Disposal	0	0	0
	Projects	Waste Diverted from Disposal	N/A	63.15	272.00
		Waste Directed to Disposal	N/A	820.85	3,550.00

As we move forward, we aim to continue maintaining ongoing recycling practices across new developments, such as implementing centralised recycling facilities with three waste-segregation bins at main refuse chambers and exploring the placement of dedicated recycling bins on each floor to strengthen source-level segregation.

Radium remains committed to support resource efficiency by upholding practices such as cutting rebar and BRC to size to minimise wastage, reusing construction materials including timber and plywood, and incorporating recycled materials such as steel and aluminium wherever feasible.

**18. Environment (Cont'd)**
**Materials Sourcing and Consumption**

Radium has steadily increased the integration of environmentally conscious materials and products across its property's development, reflecting a strong commitment to address climate change and broader environmental challenges.

Eco-friendly Materials	Benefits
Plywood and timber	Recycling and reusing on-site materials to extend their lifecycle for future use.

This year we incorporated a higher proportion of renewable materials, reflecting improved material selection practices across our projects.

18. Environment (Cont'd)

Materials Sourcing and Consumption (Cont'd)

Site/ Project	Material Types	Material Used	Unit of measurement	Financial Year End		
				FYE December 2023	FYE December 2024	FYE December 2025
<i>GRI 301-1 Materials used by weight or volume</i>						
Chancery Ampang	Non- Renewable	Rebar	tonnes	N/A	1,320.00	1,535.79
		BRC	m <sup>2</sup>	N/A	14,255.00	244,260.00
		Concrete	m <sup>3</sup>	N/A	10,523.00	7,520.50
		Aluminium Formwork	m <sup>2</sup>	N/A	1,807.00	-
	Renewable	Plywood	m <sup>2</sup>	N/A	5,618.00	8,370.90
		Timber	tonnes	N/A	51.00	127.95
Aluminium Formwork		m <sup>2</sup>	N/A	N/A	10,088.00	
Radium Adesa	Non- Renewable	Rebar	tonnes	N/A	2,249.00	650.68
		BRC	m <sup>2</sup>	N/A	182,552.00	169,041.43
		Concrete	m <sup>3</sup>	N/A	41,705.00	19,126.50
	Renewable	Plywood	m <sup>2</sup>	N/A	42,339.00	6,768.00
		Timber	tonnes	N/A	191.00	75.39
		Aluminium Formwork	m <sup>2</sup>	N/A	-	18,300.00

18. Environment (Cont'd)

Materials Sourcing and Consumption (Cont'd)

Site/ Project	Material Types	Material Used	Unit of measurement	Financial Year End		
				FYE December 2023	FYE December 2024	FYE December 2025
<b>GRI 301-1 Materials used by weight or volume</b>						
Vista Adesa	Non- Renewable	Rebar	tonnes	N/A	2.00	1,173.03
		BRC	m <sup>2</sup>	N/A	72,631.00	493,036.07
		Concrete	m <sup>3</sup>	N/A	21,467.00	35,089.50
	Renewable	Plywood	m <sup>2</sup>	N/A	35,914.00	10,395.00
		Timber	tonnes	N/A	209.00	25.77
		Aluminium Formwork	m <sup>2</sup>	N/A	-	22,737.00
Radium Arena	Non- Renewable	Rebar	tonnes	N/A	N/A	2,277.00
		BRC	m <sup>2</sup>	N/A	N/A	58,350.00
		Concrete	m <sup>3</sup>	N/A	N/A	22,200.00
		Plywood	m <sup>2</sup>	N/A	N/A	17,722.00
		Timber	tonnes	N/A	N/A	152.00
	Renewable	Plywood	m <sup>2</sup>	N/A	N/A	2,950.00
		Timber	tonnes	N/A	N/A	25.00
		Aluminium Formwork	m <sup>2</sup>	N/A	N/A	45,000.00

Moving forward, Radium aims to continue to actively incorporate system formwork, such as Industrialised Building System (“IBS”), to enhance construction efficiency and reduce material use.

## 18. Environment (Cont'd)

### Radium Green Design Features

As illustrated in the table below, Radium has embedded green building design concepts and elements into the planning and development of selected properties and projects. This strategic approach is aimed at minimising environmental impact and enhancing social value, ensuring that our development contribute positively to both the natural ecosystem and the communities they serve. By incorporating sustainable design features, such as energy efficient lighting, Radium strengthen its commitment to responsible urban development.

- Buildings are designed with high-performance building envelopes that minimise heat gain and improve indoor thermal comfort.
- Common areas are designed to maximise natural airflow, reducing dependency on mechanical ventilation.
- Energy-efficient lighting, including LED fixtures and automated controls, is installed to reduce electricity consumption. Lighting designs ensure adequate illumination while minimising wastage.
- Carparks are equipped with efficient ventilation systems to maintain air quality while optimising energy use. Sensors and controls ensure ventilation is provided only when required, reducing operational energy.
- Buildings are designed with water-efficient fixtures to minimise water usage.
- Project integrated the EV charging infrastructure to promote the adoption of electric vehicles and supports the shift towards low-emission transport options.
- Buildings incorporate sound insulation and noise mitigation strategies. This ensures comfortable indoor environments for residents and reduces acoustic pollution.
- Future developments are incorporated with minimum 10% native trees to enhance local biodiversity and support native ecosystem
- Green passive design: North-South building orientation
- Project incorporate renewable energy solutions such as solar panels to supplement building energy needs.
- Low- Volatile Organic Compounds (“VOC”) paints and finishes are applied to minimise indoor air pollutants and promotes healthier living spaces for occupants
- Projects are designed with high green plot ratios, incorporating landscaping and open spaces to enhance biodiversity, stormwater absorption, and urban cooling effects.
- Projects are strategically located near public transportation to encourage low-carbon commuting, reduces traffic congestion and carbon emissions from private vehicles.
- Stormwater management systems are installed to capture, store, and reuse rainwater to mitigate flood risks and reduces pressure on municipal drainage systems.
- Project features a rainwater harvesting system which irrigates lush green spaces, urban farming area, and facility zones.
- Properties are equipped with dedicated jogging tracks and multipurpose hall that could be converted into basketball court to promote active lifestyle.

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## 18. Environment (Cont'd)

### **Environmental Monitoring**

Radium recognises that the construction sector may contribute to pollution, as such, Radium has applied a series of pollution management measures to reduce adverse environmental impacts and maintain compliance with relevant environmental regulations.

### **Pollution control at sites**

- To minimise dust emissions, vehicles and machinery are regularly sprayed with water.
- To prevent water pollution, runoff is channelled into on site detention ponds fitted with temporary silt traps.
- To prevent chemicals pollution, employees are trained on the safe use, storage, handling and the disposal of chemicals.
- To mitigate noise pollution and avoid unnecessary idling, machinery usage is scheduled ahead of time
- For soil and land pollution control, regular site inspections are conducted to prevent contamination from spills

### **Resource management practices at sites**

- Ensuring water taps are turned off when not in use.
- Switching off electricity such as lights and fans when not in use.
- Cutting resource materials such as rebar and BRC to minimise waste.
- Reusing construction materials such as plywood and timber to reduce waste generation.
- Reusing aluminium formwork and scaffolding materials to reduce waste generation.
- Segregating recyclable materials such as metal and concrete for proper recovery.
- Disposal of scheduled waste through an authorised third party.

## 19. Social

### Diversity

At Radium, we are committed to fostering a diverse and inclusive workforce that brings together individuals of different backgrounds, genders, and age group. We recognise a diverse workplace enriches our Group culture by encouraging broader perspectives and improving decision-making across the organisation.

In FYE 2025, Radium employed a total of 106 employees compared to 95 employees in FYE 2024. The composition of the workforce is presented below:-

Entity	Employee Category	Age Group	Unit of measurement	Financial Year End		
				FYE December 2023	FYE December 2024	FYE December 2025
<b>C3(a)i Percentage of employees by age group and employee category</b>						
Group	Senior Management	< 30	%	0	0	0
		30 - 50	%	77	71	63
		> 50	%	23	29	37
	Management	< 30	%	5	0	0
		30 - 50	%	71	79	81
		> 50	%	24	21	19
	Executive	< 30	%	24	24	30
		30 - 50	%	65	63	59
		> 50	%	11	13	11
	Non-Executive	< 30	%	50	54	30
		30 - 50	%	50	38	60
		> 50	%	0	8	10

Entity	Employee Category	Age Group	Unit of measurement	Financial Year End		
				FYE December 2023	FYE December 2024	FYE December 2025
<b>C3(a)ii Percentage of employees by gender and employee category</b>						
Group	Senior Management	Male	%	77	76	79
		Female	%	23	24	21
	Management	Male	%	62	68	67
		Female	%	38	32	33
	Executive	Male	%	56	52	55
		Female	%	44	48	45
	Non-Executive	Male	%	25	23	20
		Female	%	75	77	80

## 19. Social (Cont'd)

### Diversity (Cont'd)

For the past three financial years, the Group's workforce has comprised 100% local employees.

Entity	Nationality	Unit of measurement	Financial Year End		
			FYE December 2023	FYE December 2024	FYE December 2025
<b>Group Nationality</b>					
Group	Local	%	100	100	100
	Foreign	%	0	0	0

Radium will continue strengthen our initiative on training and development opportunities and employee feedback engagement, recognising that a skilled, motivated, and engaged workforce is fundamental to long term sustainability. By investing in continuous learning, we enhance employee capabilities, improve productivity and build future-ready talent aligned with evolving business and regulatory demand. Structured training programmes also support equal access to development, reinforcing fair labour practices and career progression.

### Board Diversity

In alignment with our policies, Radium is guided by the United Nations framework on human rights and labour practices principles. We recognise that gender equality and diversity are fundamental human rights and essential to building an inclusive workplace. Our gender diversity policy ensures to provide fair and equal opportunities to candidates with merit and nurturing diversity within the Group.

Entity	Age Group	Unit of measurement	Financial Year End		
			FYE December 2023	FYE December 2024	FYE December 2025
<b>C3(b)i Percentage of directors by age group</b>					
Group	< 40	%	0	0	0
	40 - 50	%	40	30	30
	> 50	%	60	70	70

19. Social (Cont'd)

Board Diversity (Cont'd)

Entity	Gender	Unit of measurement	Financial Year End		
			FYE December 2023	FYE December 2024	FYE December 2025
<i>C3(b)ii Percentage of directors by gender</i>					
Group	Male	%	60	60	60
	Female	%	40	40	40

Labour Practices

At Radium, continuous learning is essential to building a competent, ethical and future-ready workforce. The Group invests in employee development to enhance skills, strengthen awareness of governance and sustainability practices, and support consistent performance across its operations. Below is the training modules conducted during the reporting year.

Training Categories	Descriptions
Soft Skills	<ul style="list-style-type: none"> <li>• General Knowledge Training</li> <li>• Beyond the Slangs: Real Talk on Gen Z Talent</li> <li>• FlexWork Solution</li> <li>• Premier Customer Service</li> <li>• Value Drive Selling</li> </ul>
Technical Skills	<ul style="list-style-type: none"> <li>• Anti-Corruption awareness and compliance training</li> <li>• BDO Tax Seminar on Budget 2026</li> <li>• Budget 2026 with Comprehensive Tax Planning &amp; Business Law Updates</li> <li>• CCC vs CPC in Construction Industries</li> <li>• Construction Law &amp; Dispute Resolution: From Contracts to Claims</li> <li>• ESG Awareness Session</li> <li>• Feasibility Studies for Successful Property Development</li> <li>• Fraud &amp; Financial Scandals: Trends, Red Flags &amp; Mitigations</li> <li>• GreenRE: Accredited Professional Course No.43</li> <li>• Hands-on AI Mastery for Recruitment, Engagement, Retention &amp; L&amp;D</li> <li>• Housing Development Seminar 2025 (Series 2)</li> <li>• Housing Development Seminar 2025 (Series 3)</li> <li>• Proper Duties, Powers &amp; Legal Obligations of Developers, JMB &amp; MC</li> <li>• i-Payroll Year End Webinar</li> <li>• Key Disclosure Obligations of a Listed Company &amp; Public Shareholding Spread</li> </ul>

19. Social (Cont'd)

Labour Practices (Cont'd)

Training Categories	Descriptions
Technical Skills	<ul style="list-style-type: none"> <li>• Land Development Feasibility Study Course</li> <li>• Pelaksanaan Sistem Taksir Sendiri (“STSDS”) melalui MyTax</li> <li>• Penglibatan Juruukur Bahan dalam Projek Infrastruktur</li> <li>• QS Professional Talk – Contractual Management &amp; Dispute</li> <li>• Statutory Contributions (EPF, SOCSO &amp; EIS)</li> <li>• Strata Management Seminar</li> <li>• Sustainability Workshop: Hands-on Guide on Food Waste Makeover</li> <li>• The Employer’s Rights to Hire &amp; to Fire</li> <li>• The New SORMIC Guide 2025</li> <li>• The SST Shift – Are You Ready for 1 July?</li> <li>• Understanding Amendments to Housing Development Act 1966 (REHDA)</li> </ul>
Leadership Skills	<ul style="list-style-type: none"> <li>• ESG Training</li> <li>• Radium Development Leadership Programme</li> <li>• AQai Adaptability Assessment, Building Agility &amp; Managing Change</li> <li>• Certified KPI Training Course</li> <li>• Lead with Purpose</li> <li>• Learning &amp; Development Asia 2025</li> <li>• Mandatory Accreditation Programme Part II: Leading for Impact (LIP)</li> <li>• The Dos &amp; Don’ts of KPIs &amp; Performance Monitoring</li> <li>• The Journey into the AI Age: Digital Transformation</li> </ul>
Workplace Safety and Health	<ul style="list-style-type: none"> <li>• Safety induction training</li> <li>• OSH Awareness Training, Emergency Response Training</li> <li>• Accident Investigation, Reporting &amp; Workplace Inspection</li> <li>• Corporate Health and Wellness</li> <li>• Fire Prevention Seminar</li> <li>• Safety Through Teamwork, Excellence Through Unity</li> </ul>

**19. Social (Cont'd)**
**Labour Practices (Cont'd)**

Entity	Category	Unit of measurement	Financial Year End		
			FYE December 2023	FYE December 2024	FYE December 2025
<b><i>C6(a) Total hours of training by employee category</i></b>					
<b>Group</b>	Senior Management	Number	298	780	1,561
	Management	Number	376	1,536	1,223
	Executive	Number	221	1,728	2,719
	Non-Executive	Number	28	434	509
<b><i>GRI 404-1(i) Average hours of training by gender</i></b>					
<b>Group</b>	Male	Number	9.16	41.13	53.19
	Female	Number	11.38	54.69	61.67
<b><i>GRI 404-1(ii) Average hours of training by employee category</i></b>					
<b>Group</b>	Senior Management	Number	22.88	45.88	82.16
	Management	Number	17.88	80.82	58.24
	Executive	Number	4.91	37.55	48.55
	Non-Executive	Number	2.33	33.38	50.85
<b><i>C6(b) Percentage of employees that are contractors or temporary staff</i></b>					
<b>Group</b>	-	%	1.00	1.00	2.00

**19. Social (Cont'd)**
**Labour Practices (Cont'd)**

Entity	Category	Unit of measurement	Financial Year End		
			FYE December 2023	FYE December 2024	FYE December 2025
<b><i>GRI 401-1(a) Employee New Hires by Gender</i></b>					
<b>Group</b>	Male	Number	8	15	21
	Female	Number	11	8	8
<b><i>GRI 401-1(a) Employee New Hires by Age</i></b>					
<b>Group</b>	< 30	Number	4	6	8
	30 - 50	Number	15	15	19
	> 50	Number	0	2	2
<b><i>GRI 401-1(b) Employee Turnover by Gender</i></b>					
<b>Group</b>	Male	Number	7	13	12
	Female	Number	4	6	4
<b><i>GRI 401-1(b) Employee Turnover by Age</i></b>					
<b>Group</b>	< 30	Number	2	5	3
	30 - 50	Number	7	12	12
	> 50	Number	2	2	1
<b><i>C6(c) Total number of employee turnover by employee category</i></b>					
<b>Group</b>	Senior Management	Number	2	1	0
	Management	Number	3	4	8
	Executive	Number	5	13	6
	Non-Executive	Number	1	1	2

19. Social (Cont'd)

Labour Practices (Cont'd)

Entity	Unit of measurement	Financial Year End		
		FYE December 2023	FYE December 2024	FYE December 2025
<b><i>GRI 401-3 Number of employees who took parental leave</i></b>				
<b>Group</b>	Number	5	6	2
<b><i>GRI 401-3 Number of employees who returned after parental leave</i></b>				
<b>Group</b>	Number	5	6	1
<b><i>GRI 401-3 Number of employees who returned to work after parental leave ended and were still employed 12 months after their return</i></b>				
<b>Group</b>	Number	5	6	1
<b><i>GRI 401-3 Return to work rate</i></b>				
<b>Group</b>	%	100	100	50

During the reporting period, Radium adopted four new policies to further strengthen its labour practices, including a Human Rights Policy, Minimum Wage Compliance Policy, Diversity, Equity and Inclusion Policy, and Child Labour and Young Person Policy. These policies aim to promote fair employment practices, safeguard employee rights, and ensure compliance with applicable labour laws and standards across the Group's operations.

Moving forward, Radium will continue to prioritise employee development and engagement as part of our broader sustainability strategy. In the short term, the company also plans to strengthen our labour management practices by conducting internal audits to assess the Group's compliance with local labour laws and international standards.

Besides that, the company also aims roll out awareness and training programmes for human resource and operations teams on labour rights and reinforce responsible employment practices across the organisation.

## 19. Social (Cont'd)

### Employee Benefits

We offer a wide range of benefits to attract, develop and retain skilled employees who drive our growth and innovation. To support our commitment, we introduce the Radium Development Leadership Programme to cultivate emerging leaders and support long-term career growth. By offering clear advancement opportunities, competitive benefits, and focused training, we strengthen the employee experience and build a workplace culture where individuals feel valued, committed, and motivated to grow with the organisation. Complementing these efforts, our comprehensive benefits package includes professional membership subscriptions, disability and invalidity coverage, parental leave, education allowance and healthcare insurance benefits.

Additionally, Radium also organised a range of employee activities aimed at strengthening workplace culture and fostering high levels of engagement across the organisation. Employees participated in a diverse range of engagement activities including healthy meal programmes, Zumba sessions, health carnivals, sustainability themed initiatives such as food waste event, and birthday celebrations. In addition, Radium values cultural diversity and inclusivity by celebrating festive occasions such as Chinese New Year (including traditional lion dance performance), Hari Raya, and Christmas celebration.

As a result, the company recorded zero instances of human rights-related complaints to date, demonstrating our steadfast commitment to upholding ethical labour standards and safeguarding human rights across all operations.

Entity	Unit of measurement	Financial Year End			Target for next FYE
		FYE December 2023	FYE December 2024	FYE December 2025	
<b><i>C6(d) Number of substantiated complaints concerning human rights violations</i></b>					
<b>Group</b>	Number	0	0	0	0

As part of our short-term targets, Radium has outlined several initiatives to strengthen employee welfare and workplace safety across its operations. The company plans to continue aligning our employment practices with recognised best practices in fair recruitment, contract terms, and equal treatment. Radium aims to lead in inclusive employment by providing equitable opportunities for women, youth, and underserved groups.

19. Social (Cont'd)

Employee Benefits (Cont'd)



Embracing Sustainability through Food Waste Makeover



Datuk Gary's Birthday Celebration



Interns Appreciation Day

## 19. Social (Cont'd)

## Employee Benefits (Cont'd)



Christmas Celebration



Chinese New Year Lucky Draw



Lion Dance

## 19. Social (Cont'd)

### Occupational Safety and Health

Safeguarding the safety and well-being of all Radium employees, site workers, and contractors is key to our operations. We actively integrate OSH requirements into our daily operations, implementing comprehensive measures to guarantee worker welfare and a secure working environment.

Our commitment to OSH is upheld by the OSH Committee, a dedicated body retained by the Group and chaired by senior management. The OSH Committee, supported by employer and employee representatives, along with an OSH coordinator, actively monitors and drives OSH performance to foster a secure workplace environment that emphasize the safety of our employees, customers, contractors, and suppliers.

The OSH Committee plays a vital role in promoting workplace safety and health. Its key duties and responsibilities include:-

- **Monitoring and Evaluation:** Overseeing the implementation of safety and health programs and evaluating the effectiveness of the programs conducted for the employees
- **Communication and Awareness:** Promote OSH training and campaign and take care of OSH matters between management and employees
- **Continuous improvement:** Conducted OSH risk assessment and propose corrective and preventive measures to strengthen workplace safety and operational resilience.

Entity	Unit of measurement	Financial Year End			Target for next FYE
		FYE December 2023	FYE December 2024	FYE December 2025	
<b><i>C5(a) Number of work-related fatalities</i></b>					
<b>Group</b>	Number	0	0	0	0
<b><i>C5(b) Lost time incident rate</i></b>					
<b>Group</b>	Rate	0	0	0	0
<b><i>C5(c) Number of employees trained on health &amp; safety standards</i></b>					
<b>Group</b>	Number	67	95	104	112

19. Social (Cont'd)

**Occupational Safety and Health (Cont'd)**

To ensure compliance and to maintain a safe working environment, we have implemented a comprehensive Hazard Identification, Risk Assessment and Risk Control (“HIRARC”) framework that enables systematic identification, assessment and control of workplace hazards. We required all our contractors to establish an Emergency Response Plan (“ERP”) to ensure preparedness and effective response in the event of emergencies at project site. Any emergency must be promptly reported to the Emergency Response Team (“ERT”), which comprises onsite personnel and subcontractor staff. The team is responsible for investigating each incident to identify root causes and implement appropriate measures. Regular safety training programmes are conducted for both employees and contractors, focusing on hazard recognition, risk mitigation and emergency response preparedness.

<b>Emergency Preparedness and Response Procedure</b>	
1)	The OSH Committee identifies potential emergencies
2)	Potential emergencies are identified through: <ul style="list-style-type: none"> <li>• Past incidents</li> <li>• Industry trends</li> <li>• Location specific information</li> </ul>
3)	The OSH Committee ensures the following are established and maintained: <ul style="list-style-type: none"> <li>• Initial calls to outside sources (Fire Department/ Ambulance)</li> <li>• Administration of first aid/ treatment of the injured</li> <li>• Shutdown of facilities, equipment, and other services</li> <li>• Reporting of incidents</li> <li>• Administering re-entry into the building</li> <li>• Conducting meetings to discuss the incident and plan corrective measures</li> <li>• Reviewing and revising documented procedures</li> <li>• Regular inspection of fire-fighting equipment / first-aid kits</li> <li>• Establishing preventive measures to remove unsafe conditions / practices, if any</li> </ul>

**19. Social (Cont'd)**
**Occupational Safety and Health (Cont'd)**

In FYE 2025, Radium steadily maintained its record of zero number of high-consequence work-related injuries and work-related injuries.

Entity	Unit of measurement	Financial Year End			Target for next FYE
		FYE December 2023	FYE December 2024	FYE December 2025	
<b><i>GRI 403-9 (ii) Number of high-consequence work-related injuries</i></b>					
<b>Group</b>	Case	0	0	0	0
<b><i>GRI 403-9 (iii) Number of recordable work-related injuries</i></b>					
<b>Group</b>	Case	0	0	0	0
<b><i>GRI 403-9 (v) Total no. of work-hours recorded</i></b>					
<b>Group</b>	Hour	176,176.00	193,800.00	214,200.00	220,416.00

**19. Social (Cont'd)**
**Occupational Safety and Health (Cont'd)**

During the reporting period, Radium also recorded zero fatalities arising from work-related ill health demonstrating the effectiveness of the Group's health and safety control.

Entity	Unit of measurement	FYE December 2023	FYE December 2024	FYE December 2025
<b><i>GRI 403-10(i) The number of fatalities as a result of work-related ill health</i></b>				
<b>Group</b>	Case	0	0	0
<b><i>GRI 403-10(ii) The number of cases of recordable work-related ill health</i></b>				
<b>Group</b>	Case	0	0	0

As part of its medium-term target in risk management, Radium is committed to enhancing organisational safety and strengthening labour compliance practices. The Group intends to conduct regular risk assessments and safety audits across its corporate offices, sales galleries and project offices starting in 2027, ensuring that findings are translated into clear and actionable improvements. Additionally, Radium aims to reinforce its internal OSH governance structure by establishing stronger accountability frameworks. By 2029, Radium plans to develop a transparent audit and reporting system for labour compliance within its own operations, to foster a responsible and principled work culture.

Additionally, Radium aims to increase our occupational safety training hours based on FYE 2025 baselines, covering all employees and contractors. By 2026, Radium has set a short-term target to finetune the OSH Manual to integrate environmental protection measures, where necessary.

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## 20. Limitations of our Scope of Work

In preparing this Sustainability Report, we have relied on information and representations provided by Radium Development Berhad. The accuracy and completeness of the disclosures are dependent on the information furnished by the Group's management and supporting documentation made available during the reporting process.

Radium is responsible for ensuring that the reported sustainability initiatives, data, and practices are valid, current, and continue to be implemented across its operations.

The scope of our review was designed to describe and communicate the sustainability initiatives undertaken by Radium. It was not intended to identify or detect any instances of fraud, misstatement, or irregularities.

**21. Performance Data Table**

Common Indicator	Unit of Measurement	FYE December 2023	FYE December 2024	FYE December 2025	Target for next FYE
<b>Anti-corruption</b>					
<b>C1(a) % of employees who have received training on anti-corruption by employee category</b>					
• Senior Management	%	100	100	100	100
• Management	%	100	100	100	100
• Executive	%	100	100	100	100
• Non-Executive	%	100	100	100	100
<b>C1(b) % of operations assessed for corruption-related risks</b>					
• Group	%	100	100	100	100
<b>C1(c) Confirmed incidents of corruption &amp; action taken</b>					
• Group	Number	0	0	0	0
<b>Community / Society</b>					
<b>C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer</b>					
• Group	RM	575,464.20	640,400.00	44,500.00	150,000.00
<b>C2(b) Total number of beneficiaries of the investment in communities</b>					
• Group	Number	1,004	14,866	2,266	10,000
<b>Diversity</b>					
<b>C3(a)i Percentage of employees by age group, for each employee category</b>					
• Senior Management					
- < 30	%	0	0	0	-
- 30 – 50	%	77	71	63	-
- >50	%	23	29	37	-
• Management					
- < 30	%	5	0	0	-
- 30 – 50	%	71	79	81	-
- >50	%	24	21	19	-
• Executive					
- < 30	%	24	24	30	-
- 30 – 50	%	65	63	59	-
- >50	%	11	13	11	-
• Non-Executive					
- < 30	%	50	54	30	-
- 30 – 50	%	50	38	60	-
- >50	%	0	8	10	-

## 21. Performance Data Table (Cont'd)

Common Indicator	Unit of Measurement	FYE December 2023	FYE December 2024	FYE December 2025	Target for next FYE
<b>Diversity (Cont'd)</b>					
<b>C3(a)ii Percentage of employees by gender for each employee category</b>					
• Senior Management					
- Male	%	77	76	79	-
- Female	%	23	24	21	-
• Management					
- Male	%	62	68	67	-
- Female	%	38	32	33	-
• Executive					
- Male	%	56	52	55	-
- Female	%	44	48	45	-
• Non-Executive					
- Male	%	25	23	20	-
- Female	%	75	77	80	-
<b>C3(b)i Percentage of directors by age group</b>					
• < 40	%	0	0	0	-
• 40 - 50	%	40	30	30	-
• > 50	%	60	70	70	-
<b>C3(b)ii Percentage of directors by gender</b>					
• Male	%	60	60	60	-
• Female	%	40	40	40	-
<b>Energy management</b>					
<b>C4(a) Total energy consumption</b>					
• Group	Gigajoule	1,170.00	1,778.95	1,324.22	-
<b>Health &amp; safety</b>					
<b>C5(a) Number of work-related fatalities</b>					
• Group	Number	0	0	0	0
<b>C5(b) Lost time incident rate</b>					
• Group	Rate	0	0	0	0
<b>C5(c) Number of employees trained on health &amp; safety standards</b>					
• Group	Number	67	95	104	112
<b>Labour practices &amp; standards</b>					
<b>C6(a) Total hours of training by employee category</b>					
• Senior Management	Number	298	780	1,561	-
• Management	Number	376	1536	1,223	-
• Executive	Number	221	1728	2,719	-
• Non-Executive	Number	28	434	509	-
<b>C6(b) Percentage of employees that are contractors or temporary staff</b>					
• Group	%	1.00	1.00	2.00	-
<b>C6(c) Total number of employee turnover by employee category</b>					
• Senior Management	Number	2	1	0	-
• Management	Number	3	4	8	-
• Executive	Number	5	13	6	-
• Non-Executive	Number	1	1	2	-

21. Performance Data Table (Cont'd)

Common Indicator	Unit of Measurement	FYE December 2023	FYE December 2024	FYE December 2025	Target for next FYE
<b>Labour practices &amp; standards (Cont'd)</b>					
<b>C6(d) Number of substantiated complaints concerning human rights violations</b>					
• Group	Number	0	0	0	0
<b>Supply chain management</b>					
<b>S6(b) Number of suppliers assessed for environmental impacts</b>					
• Group	Number	-	25	25	-
<b>S7(b) Number of suppliers assessed for social impacts</b>					
• Group	Number	-	25	25	-
<b>Data privacy &amp; security</b>					
<b>C8(a) Number of substantiated complaints concerning breaches of customer privacy &amp; losses of customer data</b>					
• Group	Number	0	0	0	0
<b>Water</b>					
<b>C9(a) Total volume of water used</b>					
• Group	Mega-litres	4.51	4.33	1.88	-
<b>Waste</b>					
<b>C10(a) Total waste generated</b>					
	Metric tonnes	0.05	885.00	3,824.23	-
<b>C10(a)(i) Total waste diverted from disposal</b>					
	Metric tonnes	0.05	64.00	274.23	-
<b>C10(a)(ii) Total waste directed to disposal</b>					
	Metric tonnes	0.00	821.00	3,550.00	-
<b>Emissions</b>					
<b>C11(a) Scope 1 emissions</b>					
• Group	Tonnes of CO <sub>2</sub> e	20.00	27.00	22.52	-
<b>C11(b) Scope 2 Emissions</b>					
• Group	Tonnes of CO <sub>2</sub> e	189.00	299.48	215.77	-
<b>C11(c) Scope 3 Emissions</b>					
• Group	Tonnes of CO <sub>2</sub> e	-	4321.65	5,981.10	-

## 22. GRI Content Index

GRI Standard	Disclosure Title		Page References
GRI 2: General Disclosures 2021	2-1	Organisational details	3
	2-2	Entities included in the organisation's sustainability reporting	4
	2-3	Reporting period, frequency and contact point	4
	2-5	External assurance	4
	2-6	Activities, value chain and other business relationships	3
	2-7	Employees	-
	2-9	Governance structure and composition	10-12
	2-10	Nomination and selection of the highest governance body	-
	2-11	Chair of the highest governance body	-
	2-12	Role of the highest governance body in overseeing the management of impact	-
	2-13	Delegation of responsibility for managing impacts	-
	2-14	Role of the highest governance body in sustainability reporting	10-12
	2-16	Communication of critical concerns	-
	2-18	Evaluation of the performance of the highest governance body	-
	2-19	Remuneration policies	23
	2-20	Process to determine remuneration	-
	2-22	Statement on sustainable development strategy	8-9
	2-23	Policy commitments	23
	2-24	Embedding policy commitments	-
	2-25	Processes to remediate negative impacts	-
2-26	Mechanisms for seeking advice and raising concerns	23	
2-27	Compliance with laws and regulations	23	
2-28	Membership associations	-	
2-29	Approach to stakeholder engagement	15-17	
GRI 3: Material Topics 2021	3-1	Process to determine material topics	18
	3-2	List of material topics	Throughout
	3-3	Management of material topics	20-22
GRI 205: Anti-Corruption 2016	205-1	Operations assessed for risks related to corruption	25
	205-2	Communication and training about anti-corruption policies and procedures	24
	205-3	Confirmed incidents of corruption and actions taken	25
GRI 302: Energy 2016	302-1	Energy consumption within the organisation	33
	302-2	Energy consumption outside of the organisation	-
	302-4	Reduction of energy consumption	33-34
GRI 303: Water and Effluents 2018	303-5	Water consumption	37
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	34-35
	305-2	Energy indirect (Scope 2) GHG emissions	34-35
	305-3	Other indirect (Scope 3) GHG emissions	34-35
	305-5	Reduction of GHG emissions	34-35
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	38-40
	306-2	Management of significant waste-related impacts	38-40
	306-3	Waste generated	39-40
	306-4	Waste diverted from disposal	39-40
	306-5	Waste directed to disposal	39-40
GRI 308-2: Negative environmental impacts in the supply chain and actions taken	308-2	Number of suppliers assessed for environmental impacts	27

## 22. GRI Content Index (Cont'd)

GRI Standard	Disclosure Title	Page References	
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	51
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	53
	401-3	Parental leave	52
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	56-59
	403-2	Hazard identification, risk assessment, and incident investigation	57
	403-4	Worker participation, consultation, and communication on occupational health and safety	-
	403-5	Worker training on occupational health and safety	56
	403-6	Promotion of worker health	-
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	-
	403-9	Work-related injuries	58
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	50
	404-2	Programmes for upgrading employee skills and transition assistance programmes	53
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	46-48
GRI 406: Non- discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	47
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programmes	28-31
GRI 414-2 Negative social impacts in the supply chain and actions taken	414-2	Number of suppliers assessed for social impacts	27
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	26