



RADIUM DEVELOPMENT BERHAD

(Registration No. 201301009006 (1038848-V))

DIVERSITY, EQUITY AND INCLUSION POLICY

VERSION	EFFECTIVE DATE
1	1 DECEMBER 2025

Table of Contents

1. Objective	3
2. Scope	3
3. Principles of Diversity, Equity and Inclusion.....	3
4. Policy Statement	3
5. Review	3

1. OBJECTIVE

This policy describes the commitment of Radium Development Berhad Group of Companies ("Radium" or "the Group") to equality, diversity and inclusion in relation to its employees.

2. SCOPE

This policy applies to all levels of employees of the Group.

3. PRINCIPLES OF DIVERSITY, EQUITY AND INCLUSION

- 3.1 Diversity, Equity and Inclusion are fundamental to the culture and core values of the Group and Radium is committed in creating equality, diversity and inclusion in the workplace.
- 3.2 Diversity is defined as the broad range of individual attributes, backgrounds and experiences that contribute to the uniqueness of each person. This shall include but not limited to difference in age, gender, industry experience, educational qualifications, cultural and ethnic heritage, nationality, disability status, race, linguistic background and perspectives.
- 3.3 Equity is defined as the commitment to promoting justice, impartiality and fairness across all organizational processes, procedures, programme and the allocation of resources in ensuring equal possible outcomes for every individual.
- 3.4 Inclusion is defined as the deliberate practice of creating an environment where all employees feel a sense of belonging within the organization. It involves adopting behaviors and practices that recognize and respond to individual needs, ensuring that every employee feels valued, engaged and connected in all workplace activities.

4. POLICY STATEMENT

- 4.1 Radium is committed to employ a diverse workforce, drawing from a broad talent pool with varied backgrounds, experiences and areas of expertise to foster innovation, drives creative solutions and ensure that the Group remains competitive and fit the company's strategic goals.
- 4.2 Radium is committed to ensure all employees treated with respects and fairness, whereby the Group refrains from any practices or policies that discriminate based on gender, marital status, race, nationality, ethnicity, age, religion, cultural background or disability.
- 4.3 Radium actively fosters an inclusive culture, whereby respects and values each other's differences and encourages diverse ideas, perspective and expertise which can contribute towards positive impacts in achieving the Group's strategic business goals.

5. REVIEW

This Policy may be revised from time to time at the sole discretion of the management.