



RADIUM DEVELOPMENT BERHAD

(Registration No. 201301009006 (1038848-V))

MINIMUM WAGE COMPLIANCE POLICY

VERSION	EFFECTIVE DATE
1	1 DECEMBER 2025

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1. OBJECTIVE

This policy specifies that Radium Development Berhad Group of Companies (“Radium” or “the Group”) will not employ, contract or subcontract any individual at wage rates below the legally mandated minimum wage in Malaysia. This policy establishes the procedures to ensure ongoing compliance with the regulations.

2. SCOPE AND RESPONSIBILITY

This policy applies to the Board of Directors and all levels of employees of the Group. All employees are responsible to comply with the policy of the Group.

3. DEFINITION OF MINIMUM WAGE

Minimum wage is defined as the basic wage rate required under the Minimum Wages Order 2024 issued under the National Wages Consultative Council Act 2011, as may be amended from time to time, such rate applying to all employees except domestic workers.

4. SELECTION, HIRING AND MONITORING PROCEDURES

- 4.1 Radium ensures that all candidates' offers of employment or appointments meet or exceed the minimum wage in Malaysia, taking into account their relevant skills, experience and role responsibilities.
- 4.2 Radium monitors that contractors and subcontractors engaged by the Group pay their workers at or above the minimum wage prescribed under the Minimum Wage Act.
- 4.3 Human Resources (HR) personnel will conduct periodic payroll reviews and audits to verify ongoing compliance with minimum wage requirements.
- 4.4 Radium provides training and guidance to hiring managers and relevant personnel on their responsibilities and obligations under this policy.

4. REVIEW

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