



# Radium Development Berhad

## Sustainability Report FY2023

Prepared for



**Radium Development Berhad**

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20<sup>th</sup> March 2024

Prepared by



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## BUILDING THE PATH TO SUSTAINABLE LIVING

### A GLIMPSE INTO RADIUM AND THE STATEMENT

Specialising in the development of award-winning residential and commercial properties, Radium Development Berhad (“Radium” or “the Group”) is dedicated to the pursuit of excellence in our operations and sustainability endeavours. Our commitment is to build real estate that meets the highest standards and empowers the communities we serve.

Anchored by this and a steadfast vision of “Building Good”, Radium is pleased to present our inaugural sustainability statement for 2023. This statement articulates our approach to delivering excellence in our environmental, social, governance (“ESG”) and economic aspirations, to how we integrate sustainability considerations throughout our operations

### SPOTLIGHT ON OUR SUSTAINABILITY MILESTONES

Radium achieved notable accomplishments in our sustainability journey following our public listing on the Bursa Malaysia Securities Berhad (“Bursa Malaysia”) Main Market on 31 May 2023. Beyond the publication of this statement, we established an ESG framework to systematically assimilate sustainability action plans into our property development operations. Complementing this framework is our newly published Sustainability Policy that defines our principles, guiding the Group towards achieving our ESG aspirations.

One of the key highlights of Radium’s sustainability efforts is its partnership with MyCharge EV Sdn Bhd, an electric vehicle (EV) charger service provider, to install EV chargers across its portfolio of properties. This strategic collaboration aims to provide Radium property owners and residents with convenient as well as accessible charging facilities while reducing their carbon footprint. By supporting the adoption of EVs, Radium enhances the desirability of its properties among environmentally conscious customers while also positioning itself as a trailblazer in the industry.

Our commitment to green building initiatives is best exemplified by the successful recognition of provisional GreenRE certifications for two properties under our subsidiaries, with the Gold certification achieved by Suite Canselor (also known as R Suites Chancery Residences) and the Silver certification obtained by Radium Adesa @ Residensi Desa Timur (also known as Desa East Residences).

Collectively, these initiatives underscore Radium's steadfast dedication to advancing sustainability across our business operations.

### 2023 AWARDS AND RECOGNITIONS

#### SEBA AWARDS 2023

- Most Dynamic Nation Builder
- Most Enterprising Property Developer

#### INTERNATIONAL PROPERTY AWARDS 2023

- Best Commercial High-Rise Development
  - R Suites Chancery Residences



**ESTABLISHING THE REPORTING SCOPE**

Our statement covers our financial year from 1 January 2023 to 31 December 2023 (“FY2023”), unless otherwise stated. Data presented in this statement will include statistical data covering 3 years whenever available to establish meaningful trends and track comparative performances.



**REPORTING FRAMEWORKS THAT DEFINE OUR DISCLOSURES**

Our statement was prepared with reference to the Main Market Listing Requirements published by Bursa Malaysia together with the Sustainability Reporting Guide (3<sup>rd</sup> Edition) and Illustrative Sustainability Reporting Guide. To align with international reporting standards, we referred to the Global Reporting Initiative (“GRI”) Standards and the United Nations Sustainable Development Goals (“UN SDGs or “SDGs”). This year, we implemented aspects of the Task Force on Climate-related Financial Disclosures (“TCFD”) Bursa Malaysia to offer decision-useful climate-related disclosures.



## **RADIUM DEVELOPMENT BERHAD**

### **DATA ASSURANCE**

Radium involved the relevant business divisions and information holders in our internal data verification process to uphold the accuracy of all sustainability metrics published in this statement. We will continue to routinely assess our data collection and analysis procedures to enhance the quality of our disclosures to ensure accurate and verifiable reporting.

### **ENGAGE WITH US**

Our stakeholders' expectations and feedback are vital to enhancing our sustainability performance and creating sustainable value. Please submit any questions or recommendations to improve our reporting process to the contact details as outlined below.

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

## RADIUM'S 2023 PERFORMANCE Marking Sustainability Achievements

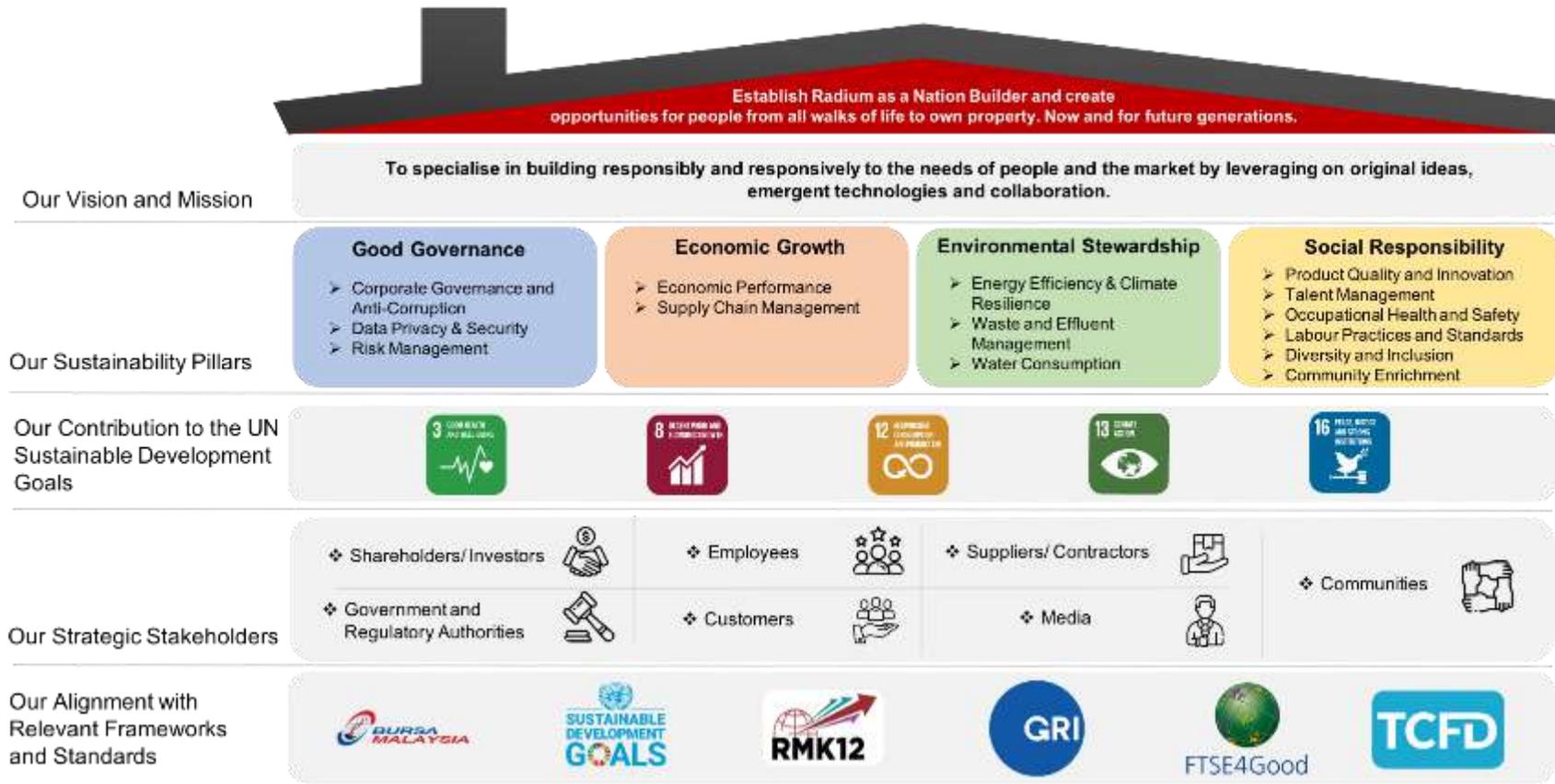
Good Governance	Economic Growth	Environmental Stewardship	Social Responsibility
<p><b>100%</b> of operations were assessed for corruption related risks</p>	<p><b>100%</b> of procurement budget spent on local suppliers</p>	<p>Recycled <b>0.05</b> tonnes of waste</p> <p>Total electricity consumption reduced by <b>8.63%</b></p>	<p><b>ZERO</b> cases of harassment, discrimination &amp; human rights violation</p>
<p><b>100%</b> of employees received anti-corruption training</p>	<p><b>100%</b> contractors, consultants and construction-related suppliers received performance evaluation</p>	<p>Began reporting on <b>Scope 2</b> GHG emissions</p>	<p>Invested a total of <b>RM 575,464.20</b> to the community</p>
<p><b>ZERO</b> cases of data breach incidents recorded</p>	<p><b>89%</b> average customer satisfaction survey rating</p>	<p>Employed <b>licenced</b> contractors to manage and dispose of all of our properties' waste in compliance with applicable regulatory requirements.</p>	<p>Recorded <b>ZERO</b> fatalities and injuries across the Group</p> <p>Recorded a total of <b>922</b> training hours with an average of <b>10.13</b> hours per employee</p>
<p><b>40%</b> women representation across the Board*</p> <p><small>*exceeded the 30% recommendation by the Malaysian Code on Corporate Governance (MCCG 2021)</small></p>			

## RADIUM'S STRATEGIC APPROACH TO SUSTAINABILITY

### A FRAMEWORK FOR ESG EXCELLENCE

To offer guidance in our sustainability endeavours throughout the Group, we developed a structured ESG Framework that properly illustrates our sustainability approach. Delineating our sustainability direction, the framework facilitates integration of ESG considerations into our governance, strategies, performances and initiatives.

In line with local and global sustainability agendas, Radium's ESG Framework is anchored in four sustainability pillars. These pillars, further reinforced in harmony with pertinent UN SDGs, empower us to adeptly address emerging risks and positively impact the communities we serve.



**ALIGNING WITH THE GLOBAL AGENDA**

The UN SDGs represent a transformative agenda that outlines 17 goals with firm targets to shape a sustainable future by 2030. This agenda calls for collaborative action across various areas, addressing critical challenges to people, planet, prosperity, peace and partnerships.

For the reporting year, Radium adopted five (5) UN SDGs: SDG 3, SDG 8, SDG 12, SDG 13 and SDG 16. These goals resonant with our values, enabling us to make meaningful contributions.

 <p><b>3</b> GOOD HEALTH AND WELL-BEING</p>	<p><b>3.9</b> Substantial reduction of the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination</p>	<ul style="list-style-type: none"> <li>• Conduct routine risk assessments to identify potential hazards and risks through the Hazard Identification, Risk Assessment, and Risk Control (“HIRARC”) process</li> <li>• Ensure proper storage, handling, and disposal of hazardous chemicals</li> <li>• Educate construction teams on the safe use of chemicals and promote responsible chemical management</li> </ul>
 <p><b>8</b> DECENT WORK AND ECONOMIC GROWTH</p>	<p><b>8.5</b> Achieve full and productive employment and decent work for all women and men, <b>8.8</b> Protection of labour rights and promotion of safe and secure working environments for all</p>	<ul style="list-style-type: none"> <li>• Comply with labour laws, uphold decent work standards, safe working conditions and social protection, to ensure the well-being of workers.</li> <li>• Zero-tolerance towards any form of child labour, forced labour and indentured labour in our business operations.</li> <li>• A total of 922 training hours recorded.</li> <li>• Zero fatalities and injuries recorded across the Group.</li> </ul>
 <p><b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<p><b>12.5</b> Reduction of waste generation through prevention, reduction, recycling and reuse</p>	<ul style="list-style-type: none"> <li>• Wastes from construction sites were managed and disposed of by licenced contractors in compliance with applicable regulatory requirements.</li> <li>• 0.05 tonnes of waste from the corporate office were sent to a recycling centre.</li> </ul>
 <p><b>13</b> CLIMATE ACTION</p>	<p><b>13.1</b> Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries <b>13.2</b> Integration of climate change measures into national policies, strategies and planning</p>	<ul style="list-style-type: none"> <li>• Began reporting Scope 1 and Scope 2 GHG emissions</li> <li>• Implemented energy efficiency initiatives by replacing incandescent and compact fluorescent lamp (“CFL”) bulbs with energy-efficient LED lighting and installed inverter air conditioners with higher energy efficiency which consumes less energy.</li> <li>• Utilising sustainable designs and infrastructure by obtaining provisional GreenRE certifications for properties.</li> </ul>
 <p><b>16</b> PEACE, JUSTICE AND STRONG INSTITUTIONS</p>	<p><b>16.5</b> Substantial reduction of all forms of corruption and bribery <b>16.6</b> Development of effective, accountable and transparent institutions at all levels</p>	<ul style="list-style-type: none"> <li>• Zero reported cases of bribery and corruption</li> <li>• Established Code of Conduct and Ethics, Anti-Bribery and Corruption Policy, as well as Whistleblowing Policy</li> <li>• Review risks on a quarterly basis based on the Enterprise Risk Management (“ERM”) Framework</li> </ul>

**SUSTAINABLE GOVERNANCE AND LEADERSHIP**

At Radium, we believe accountability and effective leadership are the two core tenets of good corporate governance. To cascade these values throughout the Group, we established a stable sustainability governance structure that establishes clear functions along with the specific roles and responsibilities of each tier.



Our structure is helmed by the Board of Directors (“the Board”), responsible for directing our sustainability direction and the integration of ESG considerations within the Group’s business strategies. Supporting the Board is the Sustainability Committee (“SC”) which oversees Radium’s sustainability-related strategies and policies. The Sustainability Working Group, in turn, implements sustainability strategies and initiatives into our daily operations, diligently monitoring their progress.

## Key roles and responsibilities of the Sustainability Governance Structure

### Board of Directors

- ❖ To oversee the incorporation of ESG-related topics in the Group's sustainability approach including climate-related risks and opportunities.
- ❖ To endorse and approve sustainability-related policies and strategies proposed by the SC.
- ❖ To approve material ESG topics relevant to the Group as recommended by the SC.
- ❖ To endorse and approve the Sustainability Report prepared by the SC.
- ❖ To support the implementation of the Group's sustainability initiatives.

### Sustainability Committee

- ❖ To ensure that the disclosures in the sustainability report are prepared in accordance with the Bursa Malaysia Securities Berhad Main Market Listing Requirements prior to submitting it to the Board for approval;
- ❖ To propose and advise the Board on sustainability strategies, initiatives and targets and ensure its alignment with the Group's overall business strategy and goals;
- ❖ To review and assess the Group's sustainability strategies, policies, ESG framework and material sustainability matters, as well as other pertinent sustainability matters;
- ❖ To review and approve material sustainability matters identified by respective departments and ensure strategic management and approval of initiatives in relation to the material matters; and
- ❖ To assess and manage the Group's ESG-related risks and opportunities, including climate-related risks and opportunities.

### Sustainability Working Group

- ❖ To implement strategies, policies and initiatives for managing ESG risks and opportunities within day-to-day operations and periodically report on the progress to the SC.
- ❖ To identify and propose relevant key material ESG topics to the SC.
- ❖ To track and monitor ESG performance data, manage ESG risks and disclose ESG progress in the Group's Annual Sustainability Report.
- ❖ To implement any updates in the Group's sustainability-related policies, standards and procedures.

## RADIUM'S POLICY TO ENSURE SUSTAINABILITY

Radium established a Group Sustainability Policy ("the Policy") in FY2023 that outlines our fundamental sustainability values. It effectively incorporates sustainability principles into our everyday operations which is essential for our progress towards sustainable growth.



### Good Governance

At the Group, we ensure good governance by pursuing compliance, better business performance and sustainable value by way of the following:

- To ensure sustainability is an integral part of strategic planning;
- To regularly update sustainability strategies, policies and procedures and provide relevant training;
- To establish and continually improve appropriate governance structures and processes;
- To adopt high ethical values and uphold them across the Group through the Code of Conduct and employee training programmes;
- To assess the impacts and outcomes of sustainability; and
- To plan for long-term resources, including human and financial.



### Economic Growth

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:

- To offer secure and consistent income distribution and capital appreciation for stakeholders;
- To provide adequate work, employment opportunities and venues for SMEs to expand their businesses;
- To maintain high customer satisfaction and provide quality housing and services for customers and residents of our properties; and
- To ensure responsible supply chain management by pre-evaluating all suppliers and contractors.



### Environmental Stewardship

We are committed to identifying, managing and minimising the environmental impact of our operations through the following initiatives:

- To reduce the consumption of non-renewable, non-recycled materials;
- To pursue and encourage the use of renewable resources;
- To minimise the level of pollutants entering the air and water from daily business operations;
- To comply with environmental regulatory and legal requirements;
- To create an ever-increasing awareness of this Policy within the Group and stakeholders.



### Social Responsibility

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:

- To maintain a safe and healthy workforce;
- To recruit and retain high potential and high performing employees;
- To use training and development as a strategic investment to shape sustainability governance and behaviour within the Group;
- To enable employees to further develop their professional and personal skills;
- To promote racial harmony and prevent racial discrimination;
- To prevent sexual harassment and other forms of violence against women;
- To align our charitable giving with our activities;
- To respond in a professional and timely manner to public inquiries; and
- To continue to improve the public's perception and experience of the Group.

# RADIUM DEVELOPMENT BERHAD

## BUILDING CONNECTIONS WITH STAKEHOLDERS

In keeping with our vision of “Building Good”, we place sustainability at the forefront of all our business operations and aspire to incorporate urban space solutions in our developments. For the optimal implementation of such solutions in alignment with our stakeholder needs, it is imperative to engage with them through diverse channels. Such an approach also allows us to glean invaluable insights into current marketplace trends, the operating environment, workplace growth and community development.

Stakeholder	Why They Are Important	How We Engage	Topics Raised	How We Respond	Frequency of Engagement
<b>Shareholders/ Investors</b> 	Shareholders and investors own shares and provide us with the capital needed to sustain our financial resilience.	<ul style="list-style-type: none"> <li>• Annual general meetings</li> <li>• Corporate website announcements</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, performance and disclosures</li> </ul>	<ul style="list-style-type: none"> <li>• Annually</li> </ul>
<b>Government &amp; Regulatory Authorities</b> 	Government and regulatory authorities are vital to the Group, ensuring we comply with rules, maintain customer trust and contribute to the stability of financial markets. Their oversight is integral for our credibility and success.	<ul style="list-style-type: none"> <li>• Quarterly compliance report to the Board</li> <li>• Site reports</li> <li>• Compliance audits</li> <li>• Regular site inspection</li> <li>• Annual corporate governance meetings</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 bodies</li> <li>• Timely submission/filing of regulatory reports</li> </ul>	<ul style="list-style-type: none"> <li>• Quarterly</li> <li>• Annually</li> <li>• When needed</li> </ul>
<b>Employees</b> 	Employees are essential to us as they play a pivotal role in managing, maintaining, and enhancing the properties, contributing to the overall operational efficiency and success of the operations.	<ul style="list-style-type: none"> <li>• Performance appraisal and career development plan</li> <li>• Townhall</li> <li>• Revision of salary package</li> <li>• Regular training programmes</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>	<ul style="list-style-type: none"> <li>• Monthly</li> <li>• Annually</li> </ul>

## RADIUM DEVELOPMENT BERHAD

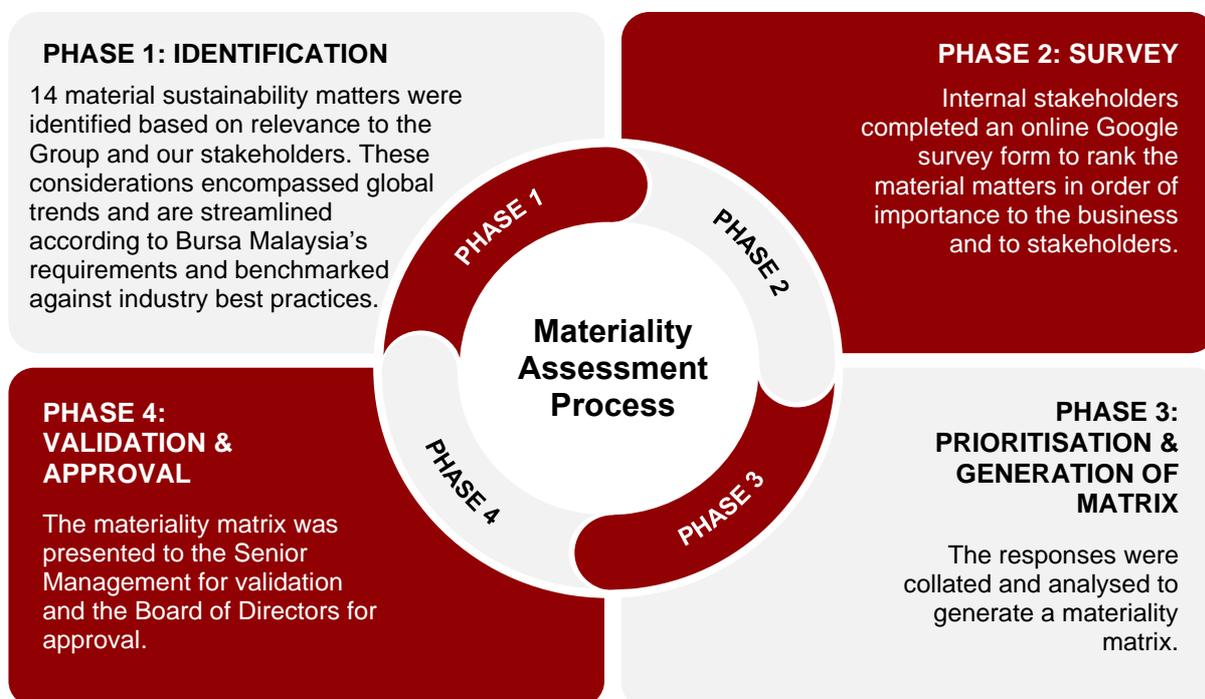
Stakeholder	Why They Are Important	How We Engage	Topics Raised	How We Respond	Frequency of Engagement
<b>Customers</b> 	<p>Our customers and their feedback have an impact on the short-term and long-term sustainability of our business and operations.</p>	<ul style="list-style-type: none"> <li>• Complaint management</li> <li>• Newsletter and website updates</li> <li>• Feedback survey 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 tenants</li> </ul>	<ul style="list-style-type: none"> <li>• Ongoing</li> </ul>
<b>Contractors &amp; Suppliers</b> 	<p>Contractors and suppliers play a crucial role as they contribute to the seamless functioning of property management, maintenance, and other essential services, ensuring the overall well-being and sustainability of the Group.</p>	<ul style="list-style-type: none"> <li>• Evaluation &amp; performance reviews</li> <li>• Compliance to MACC Act</li> <li>• Procurement policy</li> </ul>	<ul style="list-style-type: none"> <li>• Transparent procurement practices</li> <li>• Health, safety and environment (HSE) compliance</li> </ul>	<ul style="list-style-type: none"> <li>• Establish and communicate clear and transparent procurement guidelines</li> <li>• Implement a comprehensive Code of Conduct and Ethics that outlines the ethical standards expected from suppliers.</li> </ul>	<ul style="list-style-type: none"> <li>• Ongoing</li> </ul>
<b>Media</b> 	<p>Media plays an instrumental role in shaping public perception and opinion about our Group and are essential for amplifying our achievements and addressing challenges transparently to foster credibility and maintain public trust.</p>	<ul style="list-style-type: none"> <li>• Press releases</li> <li>• Press conferences / media events</li> <li>• Networking events</li> </ul>	<ul style="list-style-type: none"> <li>• Company achievements</li> <li>• Crisis management</li> <li>• Upcoming events</li> </ul>	<ul style="list-style-type: none"> <li>• Press releases when needed</li> <li>• Social media engagement</li> <li>• Issuing statements when needed</li> </ul>	<ul style="list-style-type: none"> <li>• When needed</li> </ul>
<b>Communities</b> 	<p>Strong community participation is essential to our overall Group acceptance and continuity of operations.</p>	<ul style="list-style-type: none"> <li>• Voluntary works / charitable contributions</li> <li>• Annual financial and sustainability reporting</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 CSR programmes that address community needs</li> </ul>	<ul style="list-style-type: none"> <li>• Quarterly</li> </ul>

**MATERIAL ESG FACTORS**

**DETERMINING RADIUM’S FOCUS WITH THE MATERIALITY ASSESSMENT PROCESS**

Radium embarked on our first materiality assessment this year to identify matters most significant to us and our stakeholders. By gaining a thorough understanding of our materiality, we can define our sustainability ambitions and better allocate our resources for more meaningful efforts.

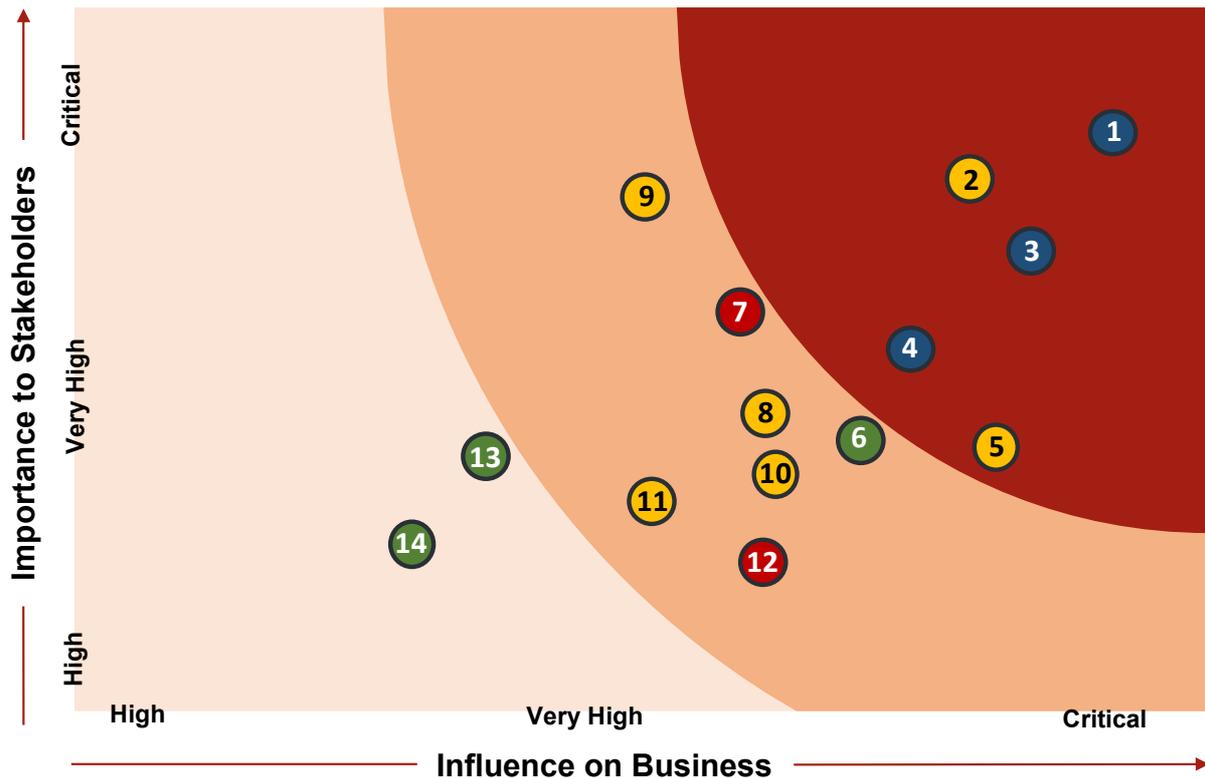
Guided by Bursa Malaysia’s Sustainability Reporting Guide (3rd edition), we selected material sustainability matters most pertinent to our core business activities and stakeholders’ expectations. We aim to conduct our four-step materiality assessment process on an annual basis, and evaluate the significance of our primary material sustainability topics for both internal and external stakeholders.



**THE OUTCOME – MATERIALITY MATRIX**

After collating the necessary data using the assessment, we determined fourteen (14) material matters of significance. They are mapped on a matrix to clearly illustrate the importance of individual matters to our business operations and our stakeholders, with those plotted in the top right segment highlighting those of the highest priority.

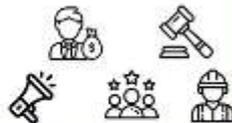
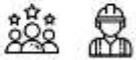
According to the materiality matrix, the first 5 material matters of importance are **Corporate Governance and Anti-Corruption, Product Quality and Design Innovation, Data Security and Privacy, Risk Management and Talent Management.**



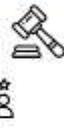
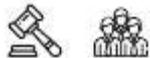
Sustainability Governance		Economic Growth		Environmental Sustainability		Social Sustainability	
1	Corporate Governance & Anti Corruption	7	Economic Performance	6	Energy Efficiency & Climate Resilience	2	Product Quality and Design Innovation
3	Data Security & Privacy	12	Supply Chain Management	13	Waste and Effluent Management	5	Talent Management
4	Risk Management			14	Water Consumption	8	Occupational Health and Safety
						9	Labour Practices and Standards
						10	Diversity and Inclusion
						11	Community Enrichment

**MAPPING THE MATERIAL MATTERS**

Our material sustainability matters are closely integrated with our ESG objectives. The table shows how our pillars, important stakeholder groups and the pertinent UN SDGs are interconnected to each other.

<p><b>Good Governance</b> Upholding the highest standards of governance, business ethics and integrity</p>		
<p><b>Corporate Governance and Anti-Corruption</b></p>	<p>Ensure ethical business practices and strong accountability through systems, policies and procedures to prevent corruption, bribery and unethical behaviour.</p>	
<p><b>Data Privacy and Security</b></p>	<p>The protection of personal information and digital assets from unauthorised access, breaches and misuse.</p>	
<p><b>Risk Management</b></p>	<p>Practising good risk management through the process of identifying, assessing and controlling to solve or mitigate potential risks to Radium's business operations.</p>	
<p><b>Economic Growth</b> Ensuring long-term sustainable returns while spurring socio-economic growth</p>		
<p><b>Economic Performance</b></p>	<p>Efforts made to manage economic performance-related impacts which include economic value generated and distributed as a result of Radium's performance.</p>	
<p><b>Supply Chain Management</b></p>	<p>Implementing responsible sourcing practises with relevant policies and supplier engagement procedures in the operations of Radium's business for a more transparent and sustainable supply chain.</p>	

# RADIUM DEVELOPMENT BERHAD

<b>Environmental Stewardship</b>			
Conserving and preserving the environment through responsible management and practices			
<b>Energy Efficiency and Climate Resilience</b>	Mitigate our impact and take action on climate change by managing our energy usage to minimise our greenhouse gas ("GHG") emissions.		
<b>Waste and Effluent Management</b>	Minimise our environmental impact by managing the disposal and generation of our waste.		
<b>Water Consumption</b>	Ensure the responsible and efficient use of water in our operations.		

<b>Social Responsibility</b>			
Creating a diverse and talented workforce within a safe environment while contributing to the community			
<b>Product Quality and Innovation</b>	The provision of high-quality products and services that satisfy customers while simultaneously focusing on the continuous development of resource-efficient technologies.		
<b>Talent Management</b>	Developing strategies to attract and nurture skilled individuals by providing professional development opportunities.		
<b>Occupational Health and Safety</b>	Measures taken to prevent workplace accidents and/or injuries, and to maintain a safe and conducive working environment. Ensuring compliance with relevant employment laws by providing workers with safe working conditions.		
<b>Labour Practices and Standards</b>	Ensuring fair treatment of workers and upholding fundamental human rights and labour standards.		
<b>Diversity and Inclusion</b>	Ensuring equal opportunities for all workers regardless of their background, and creating a work environment that respects and values differences in perspectives, experiences and identities.		
<b>Community Enrichment</b>	Investing resources and efforts into improving the well-being and quality of life of local communities, including aspects such as economic growth, social cohesion and environmental sustainability.		

**THE PATH TO DECARBONISATION WITH TCFD**

We recognise the importance of disclosing climate-related risks and opportunities to offer stakeholders deeper insights into our environmental impact and resilience strategies. Thus, Radium integrated the recommendations of the Task Force on Climate-related Financial Disclosures (“TCFD”) into our reporting framework. Covering crucial areas such as governance, strategy, risk management and metrics, we generate clear climate-related disclosures to encourage informed-decision making and facilitate prudent capital allocation.

<p><b>Governance</b></p>	<p>The Board has oversight of climate-related risks and opportunities for our operations.</p> <p>The Sustainability Committee (“SC”) bears responsibility for assisting the Board in assessing as well as the strategic management of climate-related risks and opportunities.</p>
<p><b>Strategy</b></p>	<p>We conducted a materiality assessment that provided the basis for our climate and sustainability strategies.</p> <p>We are guided by our established Sustainability Policy in performing sustainable business operations together with our commitment to address climate-related risks.</p>
<p><b>Risk Management</b></p>	<p>ESG risk considerations are integrated into our risk management framework where the Board is supported by our Audit and Risk Management Committee (“ARMC”) in managing risks in a systematic and consistent manner. Through our risk management processes, we identify and assess the main climate-related risks to which we are exposed.</p>
<p><b>Metrics and Targets</b></p>	<p>We identified two (2) material matters related to climate change which are Energy Management and Climate Resilience along with Waste Management. Based on the material matters, we disclosed our Scope 2 GHG emissions, and are aiming to assess our Scope 1 and Scope 3 GHG emissions next year.</p>

# Good Governance

Radium is committed to uphold sustainable business practices while stringently conducting our operations in accordance with legal and regulatory requirements. The Group's robust governance ensures that our business is performed with ethics and integrity.

## Sustainability Material Matters

- Corporate Governance & Anti-Corruption
- Data Privacy & Security
- Risk Management

**16** PEACE, JUSTICE  
AND STRONG  
INSTITUTIONS



**CORPORATE GOVERNANCE AND ANTI-CORRUPTION**

**Why is it important?**

For property developers to maintain sustainable business practises, good governance is essential. By incorporating ethical business practices alongside risk management and data security, we can establish ourselves as a dependable property developer, decrease risks, and capitalise on opportunities that present themselves.

**Radium’s Approach**

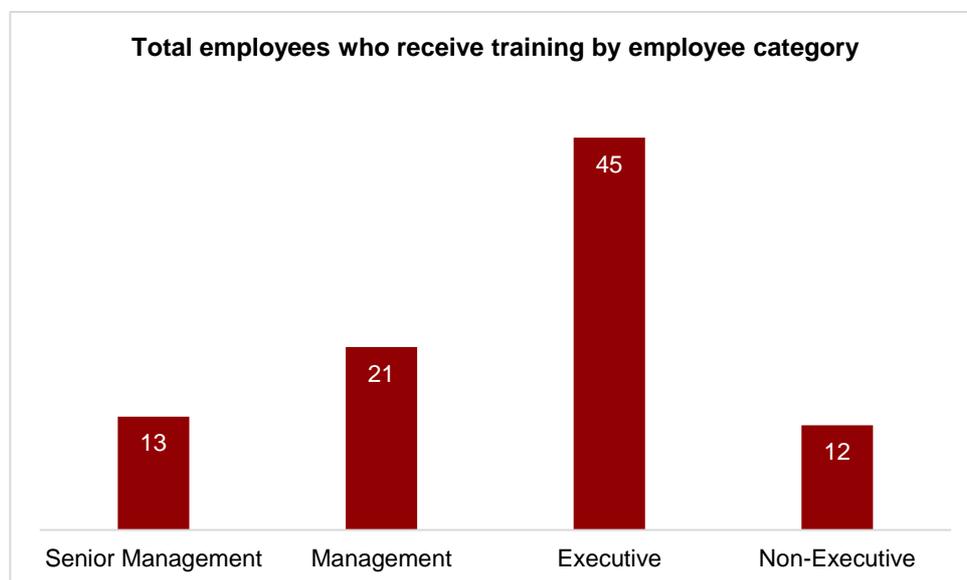
Radium endeavours to maintain the highest ethical standards in every facet of our business. Our efforts are underpinned by a number of codes and policies that ensure our compliance with applicable laws, regulations and industry best practices in the areas we operate. These policies, and any pertinent to ethics and integrity, are made accessible on our corporate website. They are also enclosed within the Employee Handbook, with all new employees briefed on the policies immediately following their induction to the Group.

<b>Code and Policies</b>
<b>Code of Conduct and Ethics</b>
<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>
<b>Anti-Bribery and Corruption Policy</b>
<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>
<b>Whistleblowing Policy</b>
<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, remedial and preventative actions can be implemented in the event of verified misdemeanor.</li> </ul>
<b>Fit and Proper Policy</b>
<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>
<b>Remuneration Policy</b>
<ul style="list-style-type: none"> <li>• Radium provides all staff with reassurance regarding aspects of pay determination through fairness and equity.</li> </ul>

**Radium’s Performance**

**I. Anti-Corruption Training**

In FY2023, Radium documented a 100% employee participation rate in anti-corruption training initiatives, highlighting broad engagement and heightened awareness.



**II. Anti-Corruption Risk Assessment**

In our vigilance to preserve ethical business conduct, we also undergo a Quarterly Enterprise Risk Management Process carried out in an internal audit. We assess departments with high corruption risk possibility, ensuring that their respective staff along with their management team undergo refresher Anti-Bribery and Corruption (“ABC”) Training. They will also be assessed for their familiarity with Radium’s ABC Policy. By taking these anticipative measures, we are pleased to report zero cases of corruption across all our operations in FY2023.



**ZERO** reported cases of corruption and bribery

### **DATA PRIVACY AND SECURITY**

#### **Why is it important?**

At Radium, our day-to-day real estate development operations necessitate the collection of important customer data. Securing this data against cyber security breaches to ensure confidentiality, data privacy and the protection of our customers' information is thus crucial for uninterrupted operations while maintaining stakeholder trust.

#### **Radium's Approach**

We safeguard our digital integrity by proactively implementing fail-safe mechanisms and monitoring tools that curtail data breach attempts. Additionally, we work to strengthen cybersecurity awareness and data privacy practices among our employees, allowing us to remain vigilant against potential cybersecurity threats and ensuring an expeditious response. In addition to these efforts, we also remain compliant with the Personal Data Protection Act 2010 ("PDPA").

#### **Radium's Performance**

We are pleased to announce that for this financial year, there have been no instances of data breaches or loss of customer data. This accomplishment serves as a testament to the effectiveness of our cybersecurity protocols and the measures we implemented to uphold data privacy.

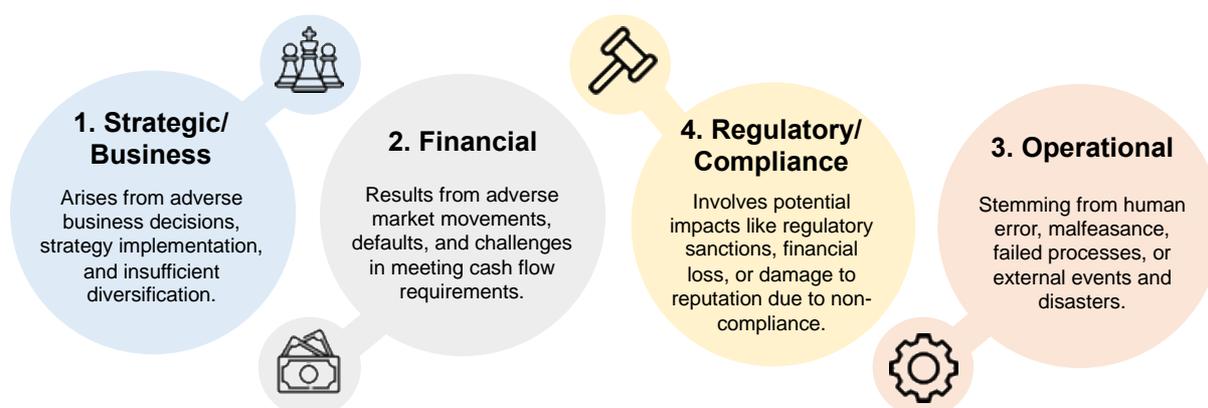
## RISK MANAGEMENT

### Why is it important?

The long-term value creation and overall performance of companies can be adversely impacted by ESG risks. Safeguarding our business, and by extension our stakeholder value, renders effective risk management a key area of focus in our risk minimisation ventures.

### Radium's Approach

To address any potential high-risk areas of concern, Radium implemented specific measures and controls. Among them is the Enterprise Risk Management ("ERM") assessment review which we perform on a quarterly basis. This allows us to identify, assess and manage the risks faced by the Group in areas such as:



Post the ERM assessment, we have a risk management process in place to address and capitalise on identified opportunities. The process is overseen by the Board along with the Audit and Risk Management Committee ("ARMC"), with the respective risk committees entrusted with mitigating, preventing and resolving various risk-related matters.

### Radium's Performance

Utilising Board-approved risk parameters, the Group identified several ESG-related risks that are documented within a risk register by category, factors, description, as well as the management's action plans to mitigate said risks.

These ESG related risks include:

- » Compliance with regulatory requirements
- » Changes in government policies
- » Health, Safety and Environment issues
- » Quality of projects and its completion timeline
- » Exposure to bribery and corruption
- » Data Privacy and Security incidents

# Economic Growth

Radium aims to be a model of sustainable stewardship in economic growth. Our diverse economic performance includes robust development, financial stability, dedication to responsible development and ensuring an efficient supply chain management system.

## Sustainability Material Matters

- Economic Performance
- Supply Chain Management



## ECONOMIC PERFORMANCE

### Why is it important?

In the dynamic world of property development, nurturing economic growth stands as a foundational pillar that sustains our projects and propels our communities forward. As a property developer dedicated to shaping an equitable future, we recognise the profound impact that our economic initiatives have on the economy.

### Radium's Approach

Long-term financial success and investment returns are increasingly contingent on our performance in ESG matters. By evaluating Radium's progress towards economic sustainability, we can provide our stakeholders with an overview of our financial development and illustrate the positive effects of ethical business practices on our operations. As a result, our stakeholders have a deeper understanding of our financial prudence and responsible conduct.

The expansion of our business often demands significant financial investments. Robust revenue generation supplies the financial means required for our Group's growth and also serves as a favourable indicator of our operational expansion.

### Radium's Performance

Radium's Economic Performance	Total Amount (RM'000)
Economic value generated (revenue)	128,261
Operating costs	35,182
Payments made to providers of capital (dividends)	34,680
Payments to government (taxes)	28,560
Community investments	174
Economic value retained (profits)	29,665

## RADIUM DEVELOPMENT BERHAD

### SUPPLY CHAIN MANAGEMENT

#### Why is it important?

Sustainable supply chain management is emerging as a vital component in fortifying the resilience of our projects while demonstrating our commitment to environmental and social responsibility. As a progressive property developer, we recognise the inherent connection between the sustainability of our supply chain and our success.

#### Radium's Approach

Evaluating our suppliers is an essential element of showcasing our dedication to ethical supply chain management. To this end, we meticulously assess and select our suppliers with consideration to their qualifications and expertise.

Performance Evaluation Criteria for Contractors and Suppliers:

Delivery Schedule	Quality/Safety Standard	Cost Competitiveness
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Performance Evaluation Criteria for Consultants:

Design and Authority Knowledge	Quality/Services Provided	Response Time
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#### Radium's Performance

##### I. Proportion of spending on local suppliers

Radium has demonstrated outstanding performance from FY2021 to FY2023 by maintaining a commendable record of sourcing from 100% of local suppliers.

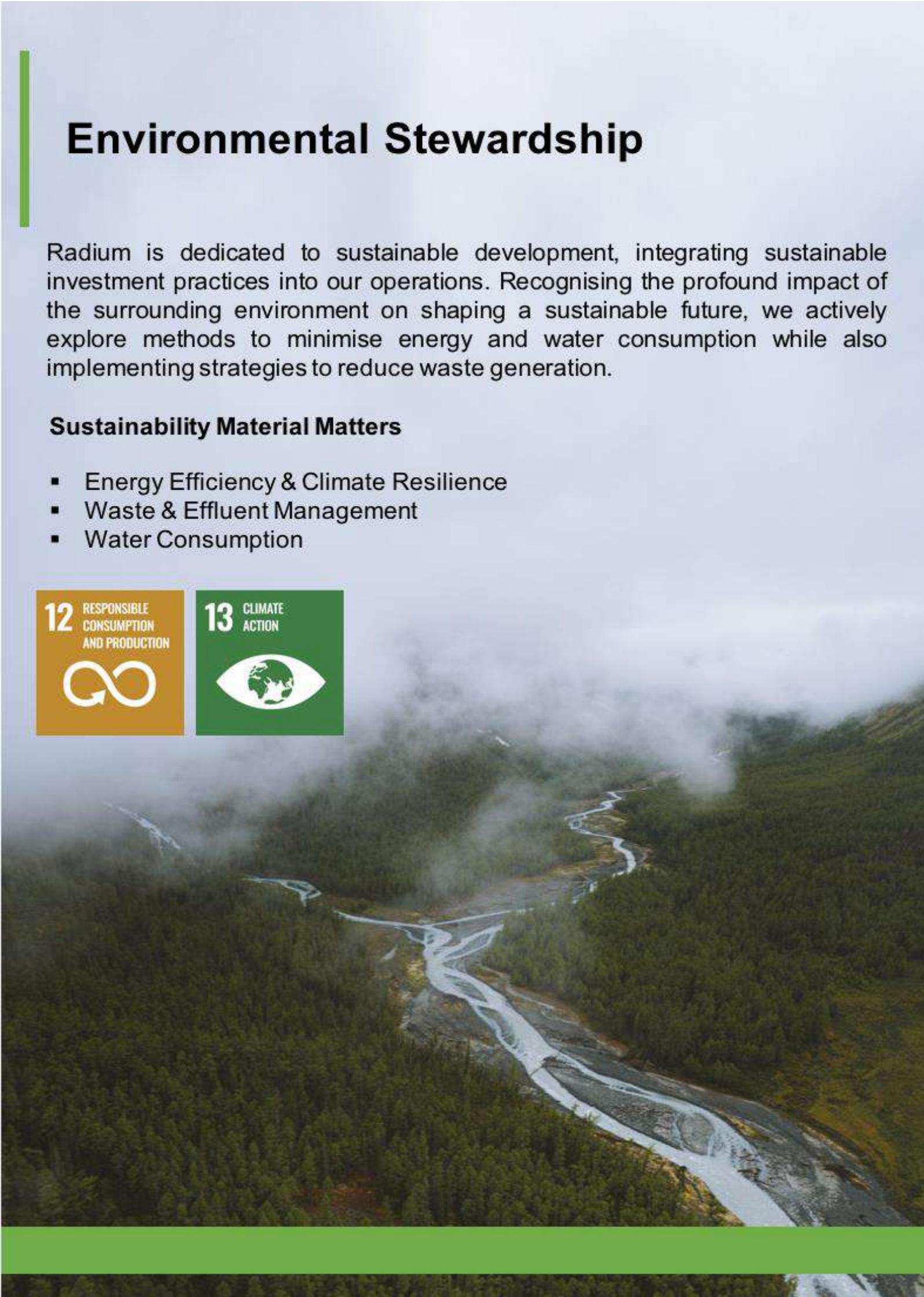
	2021	2022	2023
Percentage of local suppliers	100%	100%	100%

# Environmental Stewardship

Radium is dedicated to sustainable development, integrating sustainable investment practices into our operations. Recognising the profound impact of the surrounding environment on shaping a sustainable future, we actively explore methods to minimise energy and water consumption while also implementing strategies to reduce waste generation.

## Sustainability Material Matters

- Energy Efficiency & Climate Resilience
- Waste & Effluent Management
- Water Consumption



## ENERGY MANAGEMENT AND CLIMATE RESILIENCE

### Why is it important?

Radium understands the urgent need to address climate change and the role played by the real estate industry in terms of energy consumption and environmental impact. Integrating sustainable energy practices and climate-resilient designs in our projects contributes to the reduction of our carbon footprint. Furthermore, it guarantees the long-term viability and resilience of our properties in the face of evolving climate patterns.

### Radium's Approach

As a testament of our eco-friendly construction practices, we are delighted to announce that several of our properties achieved provisional GreenRE certification. GreenRE, administered by Malaysia's Leading Green Building Certification Body, is a recognition awarded to buildings that exhibit exceptional environmental and sustainability performance.

Idaman Sejiwa (Ampang) Sdn. Bhd. recently achieved provisional Gold certification for the impressive Suite Canselor project project (also known as R Suites Chancery Residences), while Fitrah Resources Sdn. Bhd.'s Radium Adesa @ Residensi Desa Timur (also known as Desa East Residences) secured a Silver certification, earning the Provisional GreenRE Certification in the Residential Category. We are continuing this positive momentum by applying for this certification for our upcoming projects including the ongoing Vista Sentul Residences.

Recognising its cost-effectiveness in mitigating GHG emissions, Radium actively implements energy efficiency initiatives to curb our carbon generation. Among such initiatives is our energy monitoring programme, in which we monitor our energy usage on a monthly basis, allowing us to identify areas for improvement and unusual fluctuations.

In addition, we continued to implement energy efficiency initiatives which include:

#### Energy Use Reduction

Light-emitting Diode (LED) Lighting

Replaced incandescent and compact fluorescent lamp ("CFL") bulbs with energy-efficient LED lighting which consumes significantly less energy and has a longer lifespan.

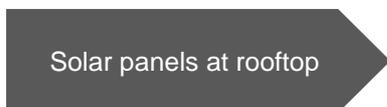
Inverter Air Conditioners

Installed inverter air conditioners with higher energy efficiency which consumes less energy when cooling or heating, resulting in reduced electricity consumption. Moreover, lower energy consumption translates to a reduced carbon footprint which can significantly decrease GHG emissions associated with cooling and heating.

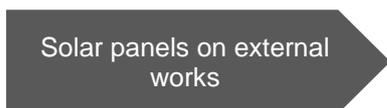
## RADIUM DEVELOPMENT BERHAD

To further elevate our energy efficiency, the Group is enthusiastic about pursuing the following initiatives in the future.

### Renewable Energy Adoption



To install solar panels on rooftops to generate clean, renewable energy for electricity.

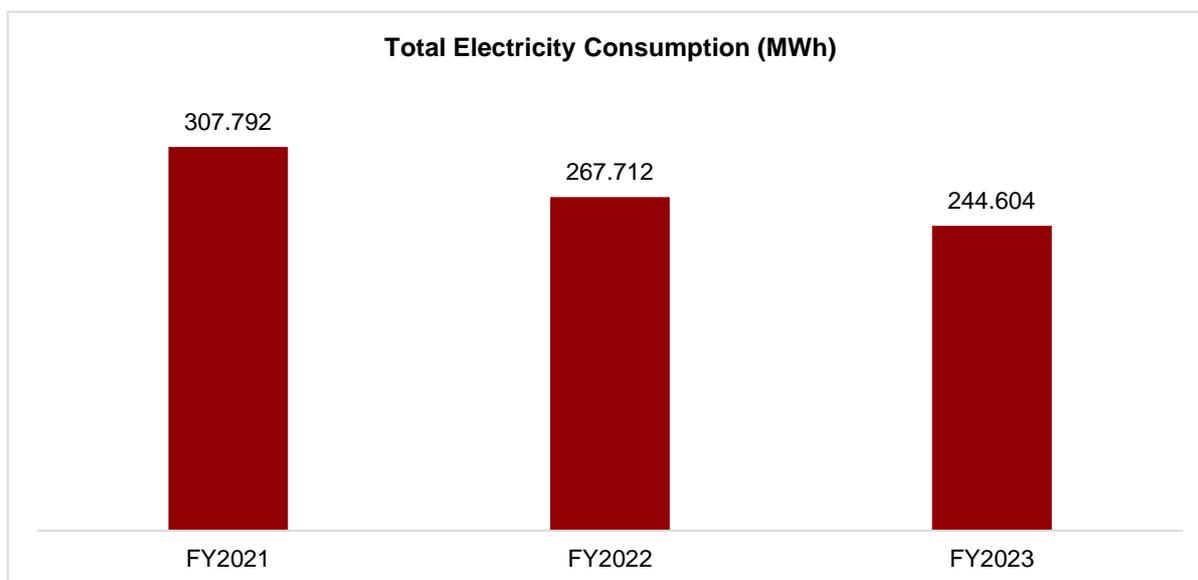


To install solar panels to power street lighting and walkway canopy instead of using conventional lighting.

### Radium's Performance

#### I. Electricity Consumption

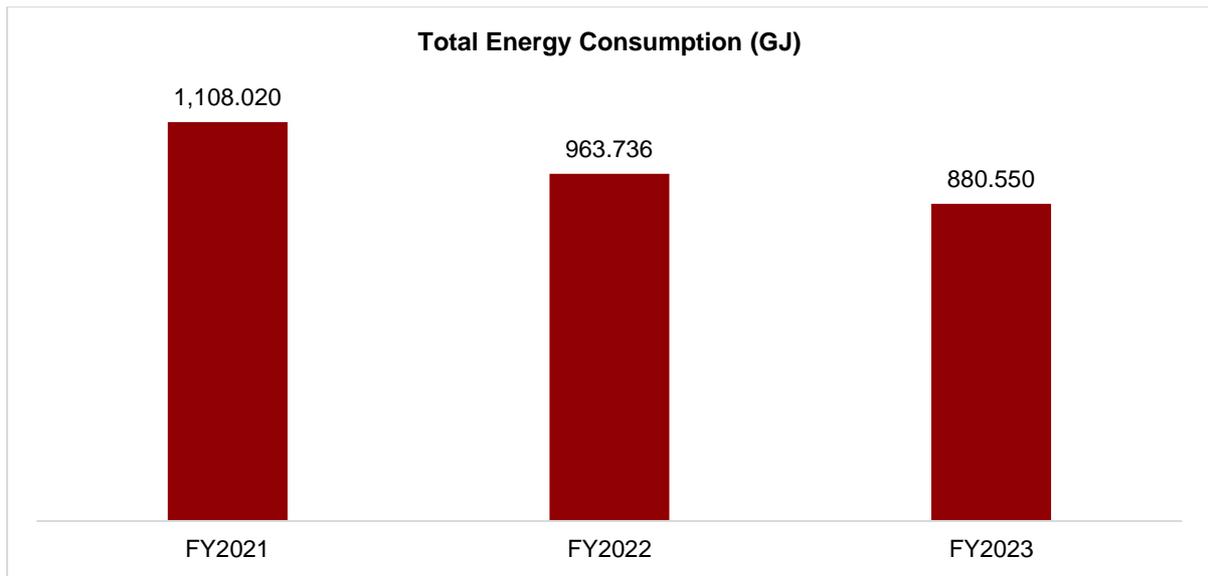
In FY2023, Radium recorded a total electricity consumption of 244.604 MWh across the group, a reduction of 8.63% from FY2022. The reduction is due to the completion of ongoing projects during this financial year.



#### II. Energy Consumption

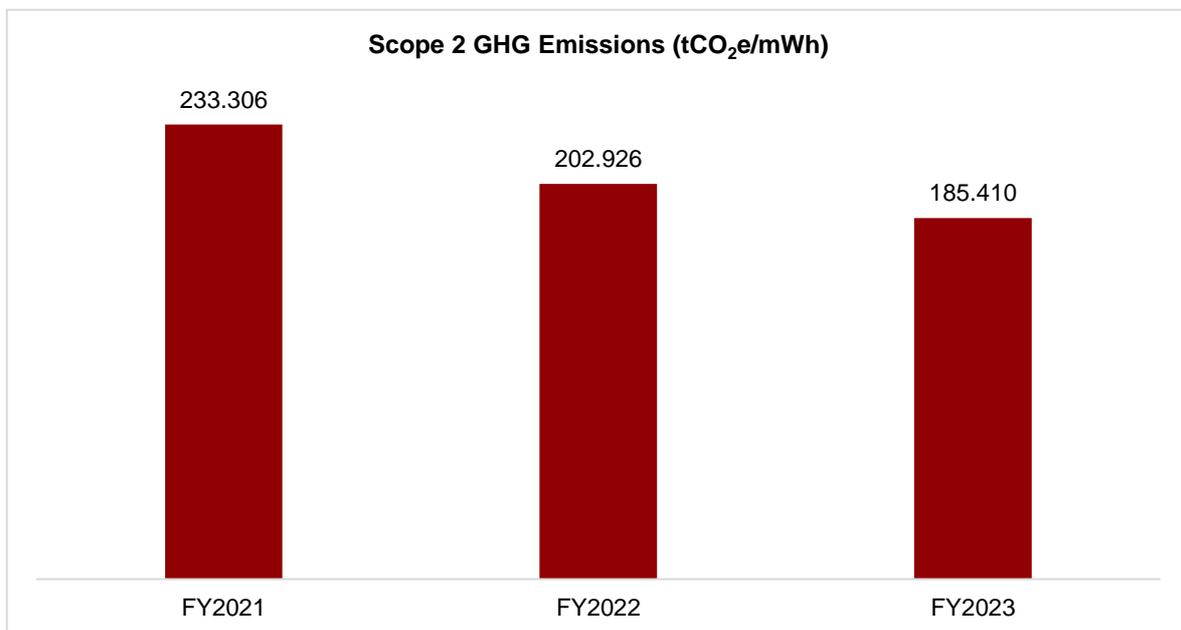
Our energy consumption totaled 880.550 GJ in FY2023, which was derived from our electricity consumption in the Group's operations.

## RADIUM DEVELOPMENT BERHAD



### III. GHG Emissions

Radium's Scope 2 emissions stem from our utilisation of grid energy. The Group recorded a total of 185.410 tCO<sub>2</sub>e Scope 2 emissions<sup>1</sup> which is an 8.63% decrease from FY2022.



<sup>1</sup> GHG emissions resulting from the purchase of grid electricity, generated in part from the combustion of carbon fuels, such as coal or natural gas. Scope 2 GHG emission was calculated using emission factors from the 2017 – 2021 Grid Emission Factor (GEF) in Malaysia by Energy Commission Malaysia.

## WATER CONSUMPTION

### Why is it important?

Effective water resource management is an environmentally responsible strategy that can significantly bolster brand reputation. Radium is dedicated to minimising water use whenever feasible, even at our operations located in regions where water scarcity is not a primary concern. We are actively exploring water-saving strategies to optimise our water utilisation and eliminate unnecessary consumption.

### Radium's Approach

Radium has undertaken a thorough assessment to identify water-related impacts associated with our operations. The assessment spans all facets of our projects, encompassing everything from construction and landscaping to the ongoing management of properties.

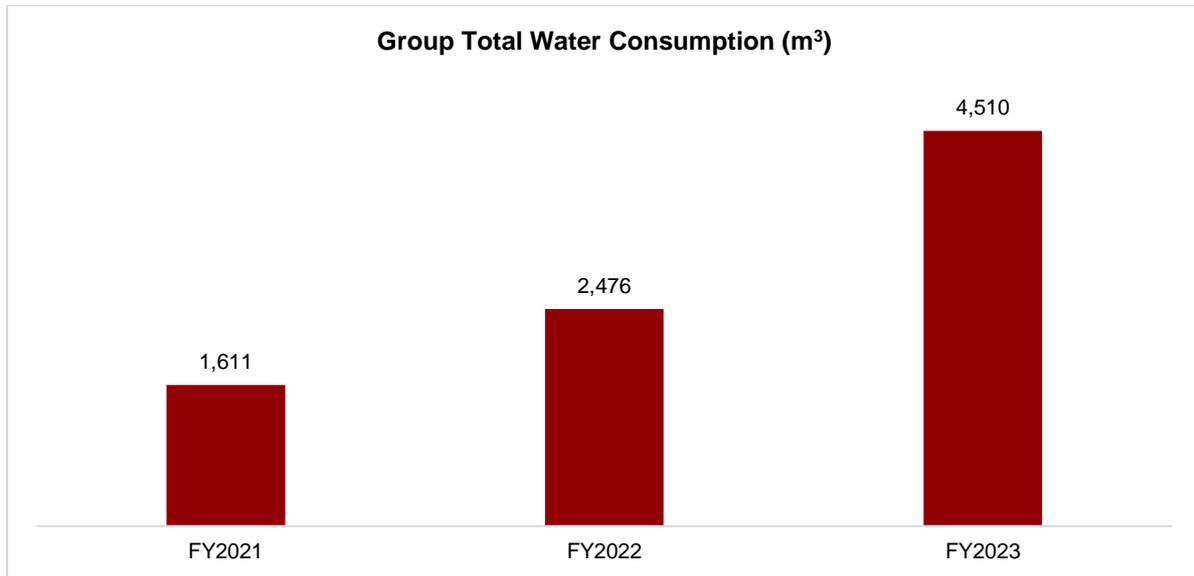
By diligently working to mitigate these water-related impacts, Radium actively emphasises sustainable property development and environmental responsibility.

Stormwater Runoff	<p><b>Impact:</b> Urban development can lead to increased impervious surfaces (such as roads, buildings and parking lots), resulting in higher rates of stormwater runoff with increased potential for flooding.</p> <p><b>Initiative:</b> To construct an earth drain on-site during construction to direct water to the nearest drain and an on-site detention tank to store stormwater runoff and release it slowly into the stormwater drainage system thereby preventing any downstream flooding.</p>
Erosion and sedimentation	<p><b>Impact:</b> Non-compliance with water-related regulations can result in legal penalties and delays in project completion.</p> <p><b>Initiative:</b> To stay informed about relevant regulations, obtain necessary permits and ensure construction practices align with local guidelines.</p>
Legal and regulatory compliance	<p><b>Impact:</b> Construction activities can cause soil erosion and sediment runoff into nearby water bodies, leading to water pollution.</p> <p><b>Initiative:</b> To construct temporary silt traps to capture sediment-laden runoff and allow sediment to settle before the water is discharged.</p>

## RADIUM DEVELOPMENT BERHAD

### Radium's Performance

In FY2023, Radium recorded a total water consumption of 4,510m<sup>3</sup> across the Group, an increase from the previous year. The rise is attributed to the set-up of sales galleries and project offices for new development projects (i.e., Radium Adesa and Vista Adesa), which brought about heightened operational activities and increased water usage.



## WASTE AND EFFLUENT MANAGEMENT

### Why is it important?

At Radium, responsible waste and effluent management is integral to our development of exquisitely designed, environmentally responsible properties. As such, we prioritise responsible waste management as a core component of our operations, taking a systematic approach that emphasises waste minimisation, effective wastewater treatment and community engagement.

### Radium's Approach

Radium collaborates with licensed third-party waste collectors to oversee our waste management. By establishing legally binding contracts, we ensure their adherence to our outlined terms, responsibilities and expectations for waste management. Furthermore, periodic audits of the waste collector's operations and facilities are conducted to affirm their ongoing compliance towards contractual obligations and stringent environmental standards.

Additionally, we implemented a waste tracking and reporting system that mandates the provision of detailed documentation on the Group's waste collection, transportation, recycling and disposal by the service provider.

Radium has also taken the initiative to implement waste recycling programmes within our corporate office. This effort began with the organisation of an Environmental Protection Talk on January 2023 to raise staff awareness, followed by an educational visit to the Tzu Chi Centre in February 2023. Subsequently, we initiated the practice of collecting recyclable items such as water bottles, papers, along with thick cardboards, and arranged for their delivery every Tuesday to the Tzu Chi Centre, which operates over 1,000 recycling points throughout Malaysia.

### Radium's Performance

In FY2023, Radium began our recycling initiatives and recorded a total of 0.05 tonnes of recyclable waste generated in our corporate office.

Total Recyclable Waste Generated (tonnes)	
FY2023	0.05

# Social Responsibility

As a distinguished Group, we embrace a broader responsibility to society, developing a meaningful social responsibility strategy that extends beyond conventional financial achievements. Radium works to foster a lasting social impact through our property developments, "Building Good" for our tenants, workforce, and the communities we serve.

## Sustainability Material Matters

- Product Quality & Design Innovation
- Talent Management
- Occupational Health & Safety
- Labour Practices & Standards
- Diversity & Inclusion
- Community Enrichment



### PRODUCT QUALITY AND DESIGN INNOVATION

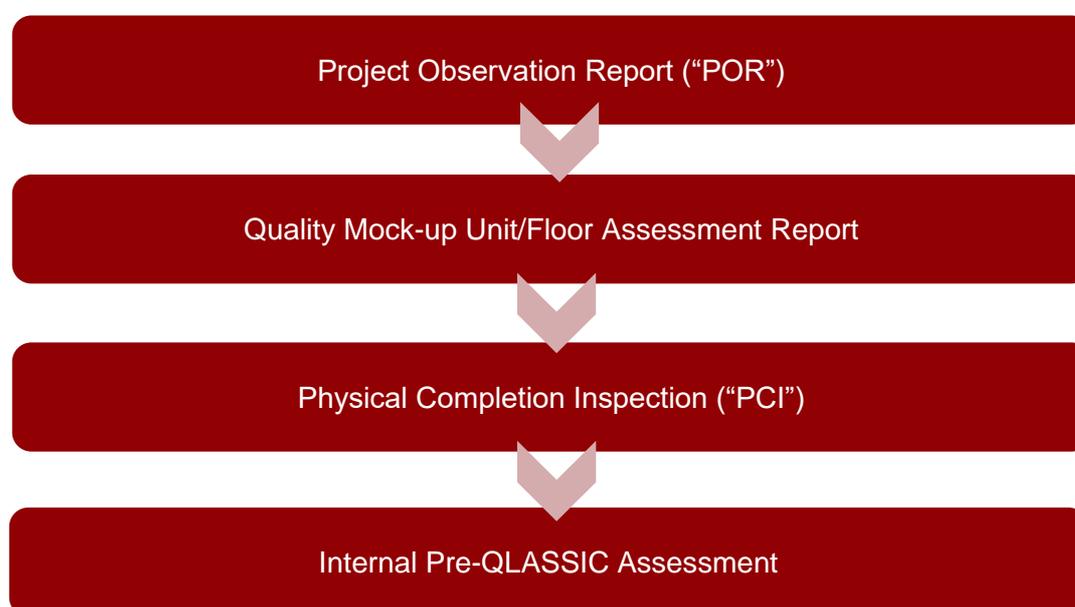
#### Why is it important?

Quality is undoubtedly a vital aspect of any business. It facilitates the development of high-calibre products and services, playing a fundamental role in building brand credibility and customer trust. This is especially crucial in property development, where customer satisfaction can secure repeat business and lead to referrals.

#### Radium's Approach

In FY2023, the Group introduced a four-stage quality assessment process to ensure each of our construction projects undergoes evaluation for top-tier product quality.

QAQC – Project Inspection Procedures:



#### Radium's Performance

In a notable achievement, Radium secured Provisional GreenRE Certificates for two of our prestigious property projects, Suite Canselor (also known as R Suites Chancery Residences) and Radium Adesa @ Residensi Desa Timur (also known as Desa East Residences), in recognition of their commendable performance across various key metrics. These metrics encompass energy and water efficiency, waste management, operations, management and indoor environment quality.



Customer Satisfaction

Satisfied customers result in loyal patrons who serve as brand advocates that expand our market presence, significantly contributing to the growth and success of our property development ventures.

Radium demonstrated an exceptional level of customer satisfaction, evidenced through the results of a recent survey where we received a total of 280 responses. The survey encompassed various criteria, including sales and marketing, credit control department and customer service during vacant possession, with Radium achieving a 89% total score.

## LABOUR PRACTICES AND STANDARDS

### Why is it important?

Recognising that our employees are the cornerstone of our business, we steadfastly uphold the fundamental principles of human rights through the implementation of a variety of human-centric initiatives. Aimed at cultivating a nurturing workplace environment, these initiatives guarantee the well-being of our workers and foster a culture of excellence that propels our advancement.

### Radium's Approach

We maintain zero-tolerance towards any form of child labour, forced labour and indentured labour in our business operations. Our Code of Conduct and Ethics which forms the basis of our equitable employment standards expressly prohibits discrimination based on individual differences in background, race or gender.

Additionally, the Group strictly abides by the Malaysian Employment Act of 1955 and the Employment Act (Amendment) 2022. We also implemented accessible complaint procedures and channels as outlined in the Employee Handbook. The handbook reiterates our uncompromising stance against any form of employee harassment and elaborates on various types of harassment to raise awareness and prevent ambiguity. Due to our concentrated efforts, we recorded zero complaints concerning human rights violations.

Fostering a workforce with a wide range of skills and experiences is essential for our success in the current business landscape. As such, Radium is dedicated to impartial hiring procedures.

### Radium's Performance

#### I. Employee New Hires

In FY2023, our team welcomed 21 new employees. Across the years, we hired more women in comparison to men. We also observed a higher number of new hires falling within the 30-to-50-year age range.

Group's New Hires – Gender		
By Gender	FY2022	FY2023
Men	9	8
Women	12	13

Group's New Hires – Age		
By Age Group	FY2022	FY2023
<30	9	5
30-50	8	16
>50	4	0

## RADIUM DEVELOPMENT BERHAD

### II. Employee Turnover

Throughout FY2022 and FY2023, the rate of employee turnover has slightly increased. Notably, this year's turnover comprised a higher percentage of male employees and executive-level staff.

Group's Turnover – Gender		
By Gender	FY2022	FY2023
Men	3	7
Women	3	4

Group's Turnover – Age		
By Age Group	FY2022	FY2023
<30	5	3
30-50	1	6
>50	-	2

Group's Turnover – Employee Category		
By Employee Category	FY2022	FY2023
Senior Management	-	2
Management	2	3
Executive	2	5
Non-Executive	2	1

### III. Training/Seminar conducted on employee rights

Programme Title	Number of Attendees	Total Training Hours (hours)
Understanding the Basics of the Employment Act 1955	1	8
HASiL- Malaysian Employers Federation (MEX) Tax Seminar	2	8

### IV. Parental Leave

During FY2023, a total of five employees availed parental leave. All of them successfully returned to work and remained employed 12 months after resuming their duties.

	Gender	FY2022	FY2023
No. of Employees that took parental leave	Male	2	2
	Female	-	3
No. of Employees that returned after parental leave	Male	2	2
	Female	-	3
Number of employees who returned to work after the end of their parental leave and remained employed for 12 months thereafter	Male	2	2
	Female	-	3

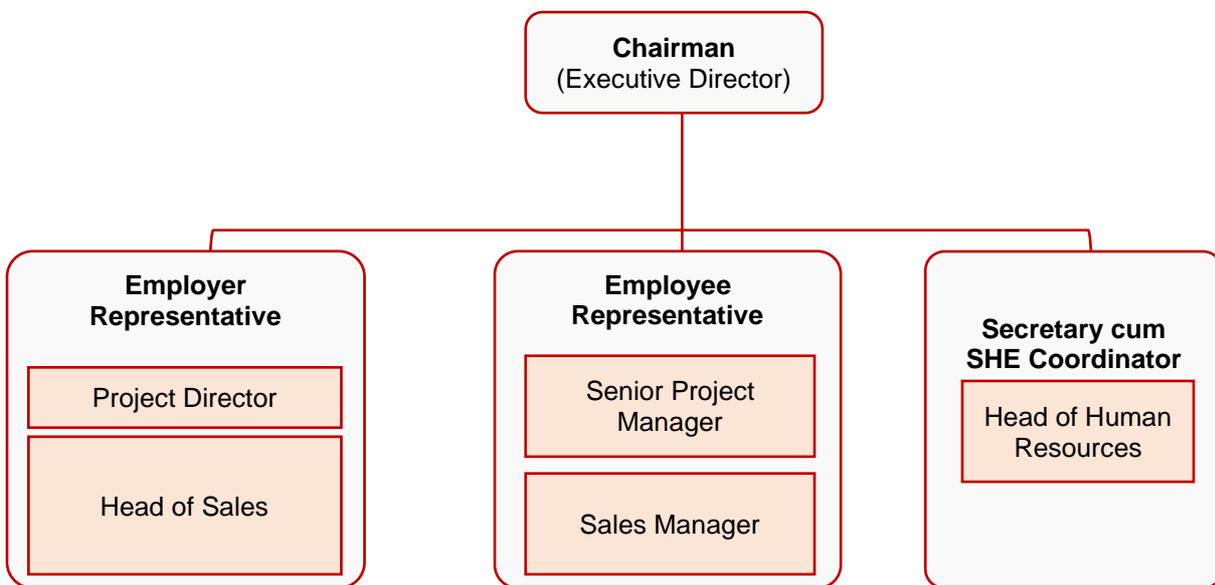
**OCCUPATIONAL HEALTH AND SAFETY**

**Why is it important?**

Providing a safe working environment is paramount for smooth property development operations. To effectively safeguard worker welfare, a systematic management of occupational safety and health ("OSH") requirements is integrated into the Group's daily operations. These ensure the diligent implementation of various health and safety measures, allowing us to secure safe working conditions for all our employees, site workers and contractors.

**Radium's Approach**

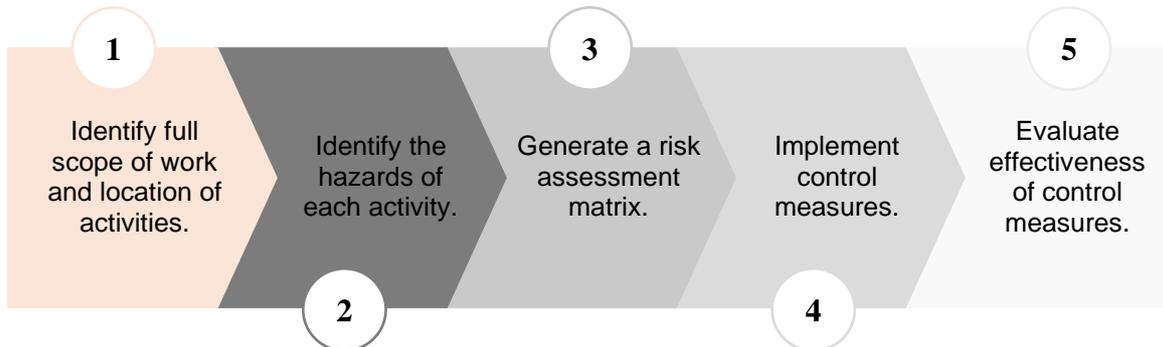
**Safety, Health and Environment ("SHE") Committee**



Our Safety, Health, and Environment ("SHE") Committee works to establish a secure workplace environment that prioritises employee well-being. To achieve this, Radium incorporated perspectives from both management and non-management employees to form a complete understanding of the SHE issues prevalent in our daily construction operations. This allows us to continually improve the standards and scope of our safety protocols, promoting a holistic approach to safety.

Another fundamental element of Radium's health and safety management entails conducting routine risk assessments to identify potential hazards and risks. We achieved this through the Hazard Identification, Risk Assessment, and Risk Control ("HIRARC") process. Performed before the commencement of any work, the HIRARC process facilitate the development of efficient control and mitigation measures for significant hazards that have been identified.

**Hazard Identification, Risk Assessment, and Risk Control (“HIRARC”) Procedure**



In strict compliance with regulatory requirements, our protocols guarantee the prompt investigation of any health and safety incidents. Through this process, we can identify the root causes and implement measures to maintain our outstanding track record of no lost-time injuries ("LTI") or fatalities.

Our contractors are required to establish an Emergency Response Plan (“ERP”) to manage potential emergency situations. They are also responsible for organising emergency training and drills to ensure preparedness at the worksites. Any health and safety incident, including ‘near-misses’ and first aid cases, is reported to the Emergency Response Team (“ERT”) which includes on-site personnel and subcontractor staff.

**Emergency Preparedness and Response Procedure**



## RADIUM DEVELOPMENT BERHAD

### Radium's Performance

In FY2023, we recorded a total of 176,176 working hours with zero lost time injury rate ("LTIR") and fatality.

	FY2023		FY2022	
	Male	Female	Male	Female
Total number of hours worked	98,736	77,440	94,376	72,288
Number of fatalities as a result of work-related injury	0	0	0	0
Number of recordable work-related injuries (including fatalities)	0	0	0	0
Number of fatalities as a result of work-related ill health	0	0	0	0
Number of cases of recordable work-related ill health	0	0	0	0
<b>Lost time injury rate</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

Maintaining a strict position on Occupational Safety and Health ("OSH") is fundamental for Radium's ongoing OSH implementation, improvement and performance within our property development operations. To reinforce stringent adherence to best safety practices, we provide OSH training to our employees, arming them with the knowledge to recognise potential hazards. This heightened OSH awareness empowers them to propose safety improvements, thereby encouraging ongoing workplace safety enhancements.

Programme Title	Programme Description	Number of Attendees	Total Training Hours (hours)
<b>Awareness of First Aid</b>	Promotes a proactive and responsible approach to ensuring employee safety and well-being by raising awareness of the importance of acquiring first aid skills and knowledge.	10	80
<b>Fire Drill</b>	A fire drill training conducted to prepare employees for safe evacuation during a fire emergency.	57	57

## DIVERSITY AND INCLUSION

### Why is it important?

Workplace diversity creates an enriching company culture that encourages broadened perspectives and enhanced decision-making. Radium aspires to develop a workforce composed of diverse talent that strikes a good balance between genders and age groups, encouraging creativity and innovation.

### Radium's Approach

Radium believes that embracing diversity strengthens the organisation, contributing to the overall success and sustainability of the business. As such, we actively promote equal opportunities for all employees, irrespective of race, gender, age, sexual orientation, or any other characteristic. Through ongoing training, awareness programmes and inclusive policies, Radium cultivates a workplace where each individual feels valued, respected and empowered to contribute their best.

### Radium's Performance

In our endeavour to embrace diversity, we approach employment as an equal opportunity, meritocratic employer. We treat our people with respect and dignity, upholding a set of principles that support individuals from varied backgrounds and experiences.



**Achieved the recommended 30% female representation in the Board of Directors as per the Malaysian Code on Corporate Governance 2021 at 40%**

Diversity across Board of Directors			
Men	Women	Age <50	Age >50
6 (60%)	4 (40%)	4 (40%)	6 (60%)

## RADIUM DEVELOPMENT BERHAD

Group Diversity – Gender		
Gender	FY2022	FY2023
Male	57%	56%
Female	43%	44%

Group Diversity – Employee Category and Gender				
Employee Category	FY2022		FY2023	
	Men	Women	Men	Women
Senior Management	77%	23%	77%	23%
Management	59%	41%	62%	38%
Executives	53%	47%	56%	44%
Non- Executives	40%	60%	25%	75%

Group Diversity – Employee Category and Age						
Employee Category	FY2022			FY2023		
	<30	30-50	>50	<30	30-50	>50
Senior Management	0%	46%	54%	0%	77%	23%
Management	18%	76%	6%	5%	71%	24%
Executives	30%	63%	7%	24%	65%	11%
Non- Executives	50%	50%	0%	50%	50%	0%

Group Diversity - Age Group		
Age	FY2022	FY2023
<30	25%	20%
30-50	62%	66%
>50	13%	14%

Group Diversity - Hiring Category		
Hiring Category	FY2022	FY2023
Permanent	99%	99%
Contract	1%	1%

In the current year, Radium achieved a balanced gender representation in our workforce, with a slight increase in the number of women compared to the previous year. This increase can be observed in the Non-Executives positions which recorded a higher percentage.

100% of our employees are Malaysians.

**TALENT MANAGEMENT**

**Why is it important?**

Training serves as a catalyst for enhancing our organisational capabilities. It also elevates employee morale by offering avenues for career advancement prospects and instilling a sense of belonging. Radium aims to empower each individual to realise and unlock their full potential.

**Radium’s Approach**

Our Human Resources Department diligently conducts an annual performance review at the conclusion of each fiscal year to evaluate employee progress, providing insights into their skills, achievements and growth throughout their tenure at Radium.

Beyond financial compensation, an effective employee benefits package is designed to elevate employees’ health and financial stability, their quality of life and productivity. Such a benefits programme appeals to potential talent and contributes significantly to employee retention. Therefore, Radium provides a robust range of offerings for the physical and financial welfare of our workforce.

<b>Employee Benefits</b>
<b>Group Personal Accident and Group Hospital and Surgical Insurance</b>
<b>Parental Leave</b>
<b>Annual and Medical Leave</b>
<b>Education Allowance</b>
<b>Outpatient Medical Benefits</b>

Employee Engagement Programme

**International Women’s Day**

In celebration of International Women’s Day 2023, we organised various activities aimed at promoting gender equality within Radium’s workforce. These initiatives included staff lectures and talks, engaging pop quizzes, and the distribution of educational communication materials. Our goal was to raise awareness and foster a more inclusive and equitable working environment.



## RADIUM DEVELOPMENT BERHAD

### Radium's Performance

#### I. Total training hours

Average Training Hours by Employee Category (hours)		
Employee Category	FY2022	FY2023
Senior Management	13.15	22.88
Management	9.00	17.88
Executives	6.93	4.91
Non- Executives	5.00	2.30

Average Training Hours by Gender (hours)		
Employee Category	FY2022	FY2023
Male	9.33	9.15
Female	7.70	11.37

#### II. Employee Training and Development Programmes

Programme Title	No. of employee attended training	Total Training Hours
Taxation of Property Developers and Contractors	1	8
2023 Malaysia Housing and Property Summit & Malaysia Property Icon Leadership Awards	20	80
HRD Corp Training Review for Construction Industry	4	32
Awareness of First Aid	10	80
Regional Housing Conference 2023	3	24
How to deal with the recent key issues & decisions affecting housing developments	3	24
Seminar - Mortgage, Financing & Valuation	3	24
Fundamentals of Corporate Finance	5	40
Housing Development Seminar 2023	5	40
Decoding Transactions & RPT Rules (Advanced Module)	3	24
Mastering Year End Reporting & Budget 2024 - Tax insights affecting Employer & Employee	2	16
Strata Management Series 4	4	32
Microsoft Excel Intermediate	12	96

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Preparation and Implementation of 'e-invoice' in Malaysia	3	24
Workshop - Xiao Hong Shu (a social media)	1	8

### III. Performance Review

<b>Total Employee received Performance Appraisal</b>	
<b>FY2022</b>	83
<b>FY2023</b>	91

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## COMMUNITY ENRICHMENT

### Why is it important?

To fulfil our role as a responsible corporate citizen, Radium is dedicated to empowering local communities and society at large. Our “Building Good” initiative refers to the quality of both our construction projects and social investments. It is the driving force behind our corporate social responsibility (“CSR”) initiatives, allowing us to engage in meaningful volunteer activities that build enduring connections with the communities we serve.

### Radium’s Approach

Our focus on community enrichment extends beyond business, reflecting our ingrained sense of corporate social responsibility. Actively engaging in a diverse range of community enrichment initiatives, we lend support to local educational bodies, charities and environmental issues.

The Group encourages our employees to actively participate in community service, fostering a culture of volunteerism and civic engagement. By investing in the social and environmental fabric of the communities we operate in, we create a legacy of positive influence for future generations.

### Radium’s Performance

Radium participated in nine impactful CSR initiatives that directly benefited a total of 1,004 individuals. Our contributions also extended to providing monetary support which amounted to RM 575,464.20 over the course of the year.

	FY2023
Total amount invested in the community where the target beneficiaries are external to the listed issuer (RM)	575,464.20
Total number of beneficiaries of the investment in communities	1,004

In FY2023, the Group actively participated in the following CSR initiatives. For detailed reports on these CSR efforts and additional information, please visit Radium's corporate website at: <https://www.radiumdevelopment.com/corporate-social-responsibility/>

#### Partnership with TAR UMT to Nurture Malaysian Youth from Underserved Communities



On January 16, 2023, Radium and Tunku Abdul Rahman University of Management and Technology (“TAR UMT”) signed a Memorandum of Understanding (“MoU”) in support of Malaysian students in the B40 community. The ceremony took place at the TAR UMT campus in Kuala Lumpur. This MoU entails contributing RM500,000 to the Radium

## RADIUM DEVELOPMENT BERHAD

Care Student Loan, which has been formed and is overseen by the TAR UMT Student Loan Fund committee.

Through this partnership, Radium aims to offer deserving students the opportunity to pursue their educational aspirations, enabling them to make meaningful contributions to their communities and the Malaysian workforce. Radium will also grant scholarship recipients internship opportunities within the Group. This will allow them to network and gain insights into a professional work environment, helping them develop valuable job as well as life skills.

### Contribution to Shelter Home for Children

Early this year, on February 12, Radium made a contribution of RM 30,000 and furniture to the Shelter Home for Children at Taman Overseas Union Garden. The donation was aimed at establishing a nurturing environment for abused and abandoned youths, fostering an atmosphere that is conducive to their growth and well-being.



Furthermore, in a heartwarming gesture, our management team and staff shared a meal with all the children residing in the home. In the spirit of the recent Chinese New Year celebrations, the children were also given angpau as part of the festivities.

Following our initial engagement with Shelter Home for Children, we decided to further extend our support by undertaking a series of improvements to enhance the living conditions of the home. With the help of our business associates, Evermix Concrete Sdn Bhd and MCF Sdn Bhd, we completed the upgrading works in October 2023 which involved repairing and installing various features in the car porch, kitchen, and interior areas. The total value of the project was estimated at RM 40,000. Through this initiative, we hope to create a more comfortable and safe space for the children to thrive as well as pursue their dreams.

### Food Distribution to the Homeless at Medan Tuanku via PERTIWI Soup Kitchen



Radium participated collaboratively in the PERTIWI Soup Kitchen project on April 7, 2023. This project, established by Pertubuhan Tindakan Wanita Islam ("PERTIWI"), focused on delivering nutritious meals to underprivileged individuals within local communities across Kuala Lumpur.

Our participation involved distributing 300 reusable woven bags containing packaged food and mineral water to those in need.

## RADIUM DEVELOPMENT BERHAD

Furthermore, Radium staff were encouraged to make additional 'in kind' contributions such as buns or boxed drinks, supplementing the relief efforts.

### Blood Donation Campaign – Be a Hero, Save a Life

In conjunction with World Blood Donation Day 2023 and in collaboration with Pusat Darah Negara Malaysia, we organised our third community outreach initiative – a blood donation campaign titled Be a Hero, Save a Life. Held at the Ark by Platinum Victory, Kuala Lumpur, the campaign was aimed at further cementing our commitment to society while encouraging engagement among Radium employees, our sister companies and business associates.



The campaign was a resounding success, with a total of 89 donors participating, including 20 first-time donors. The collective effort resulted in the collection of an impressive 66 bags of life-saving blood, underscoring the positive impact of Radium's inaugural blood donation drive.

Furthermore, we held a second blood donation drive in November 2023. During this event, 82 individuals registered, out of whom 52 successfully donated.

**ENVISIONING THE BUILT ENVIRONMENT OF TOMORROW**

Radium's inaugural sustainability statement marks a significant milestone in the Group's commitment to ESG principles. From the adoption of energy-efficient technologies and sustainable building practices to inclusive community enrichment programmes, Radium has demonstrated a holistic approach to ESG values.

The Group's focus on sustainability measures and climate resilience further underlines our forward-thinking strategies. Integrating them into our operations aligns Radium with global sustainability goals, positively impacting the environment and society.

Throughout the reporting period, Radium actively places sustainability through these impactful measures. Using our current achievements as a benchmark, we aspire to pursue further successes that will contribute to shaping an equitable future.

## Performance Data Table

### Governance

Indicator	Unit	FY2021	FY2022	FY2023
<b>Corporate Governance and Anti-Corruption</b>				
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category				
• Senior Management	%	-	-	100
• Management	%	-	-	100
• Executive	%	-	-	100
• Non-Executive	%	-	-	100
Bursa C1(b) Percentage of operations assessed for corruption related risks	%	-	-	100
Bursa C1(c) Confirmed incidents of corruption and actions taken	Number	-	0	0
<b>Data Privacy and Security</b>				
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy or losses of customer data	Number	-	0	0
<b>Supply Chain Management</b>				
Bursa C7(a) Proportion of spending on local suppliers	%	100	100	100

### Social

Indicator	Unit	FY2021	FY2022	FY2023
<b>Occupational Health and Safety</b>				
Bursa C5(a) Number of work-related fatalities	Number	-	0	0
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	-	0	0
Bursa C5(c) Number of employees (crews) trained on health and safety standards	Number	-	-	67
<b>Labour Practices and Standards</b>				
Bursa C6(a) Total hours of training by employee category				
• Senior Management	Hours (Avg)	0	13.15	22.88
• Management	Hours (Avg)	0	9.00	17.88

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• Executive	Hours (Avg)	0	6.93	4.91
• Non-Executive	Hours (Avg)	0	5.00	2.30
Bursa C6(b) Percentage of employees that are contractors or temporary staff				
• Permanent	%	-	99	99
• Contract	%	-	1	1
Bursa C6(c) Total number of employee turnover by employee category				
• Senior Management	Number	-	0	2
• Management	Number	-	2	3
• Executive	Number	-	2	5
• Non-Executive	Number	-	2	1
Bursa C6(d) Number of substantiated complaints concerning human rights violation				
	Number	-	0	0
<b>Diversity and Inclusion</b>				
Bursa C3(a) Percentage of employees by gender and age group, for each employee category				
Gender group by employee category				
• Senior Management (Men)	%	-	77	77
• Senior Management (Women)	%	-	23	23
• Management (Men)	%	-	59	62
• Management (Women)	%	-	41	38
• Executive (Men)	%	-	53	56
• Executive (Women)	%	-	47	44
• Non-Executive (Men)	%	-	40	25
• Non-Executive (Women)	%	-	60	75
Age group by employee category				
• Senior Management (<30)	%	-	0	0
• Senior Management (30-50)	%	-	46	77
• Senior Management (>50)	%	-	54	23
• Management (<30)	%	-	18	5
• Management (30-50)	%	-	76	71
• Management (>50)	%	-	6	24

## RADIUM DEVELOPMENT BERHAD

• Executive (<30)	%	-	30	24
• Executive (30-50)	%	-	63	65
• Executive (>50)	%	-	7	11
• Non-Executive (<30)	%	-	50	50
• Non-Executive (30-50)	%	-	50	50
• Non-Executive (>50)	%	-	0	0
Bursa C3(b) Percentage of directors by gender and age				
Men	%	-	-	60
Women	%	-	-	40
<50	%	-	-	40
>50	%	-	-	60
<b>Community Enrichment</b>				
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	RM	-	-	575,464.20
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	-	-	1004

## Environment

Indicator	Unit	FY2021	FY2022	FY2023
<b>Energy Efficiency and Climate Resilience</b>				
Bursa C4(a) Total energy consumption	GJ	1,108.020	963.736	880.550
Bursa C11(a) Scope 1 emissions in tonnes of CO <sub>2</sub> e	tCO <sub>2</sub> e	-	-	-
Bursa C11(b) Scope 2 emissions in tonnes of CO <sub>2</sub> e	tCO <sub>2</sub> e	233.306	202.926	185.410
Bursa C11(c) Scope 3 emissions in tonnes of CO <sub>2</sub> e (business travel and employee commuting)	tCO <sub>2</sub> e	-	-	-
<b>Waste and Effluent Management</b>				
Bursa C10(a) Total waste generated	Metric tonnes	-	-	-
Bursa C10(a)(i) Total waste diverted from disposal	Metric tonnes	-	-	0.05
Bursa C10(a)(ii) Total waste directed to disposal	Metric tonnes	-	-	-
<b>Water Consumption</b>				
Bursa C9(a) Total volume of water used	L	1,611,000	2,476,000	4,510,000

## GRI Content Index

<b>Statement of use</b>	Radium Development Berhad has reported the information cited in this GRI content index for the period 1 January 2023 to 31 December 2023 with reference to the GRI Standards.
<b>GRI 1 used</b>	GRI 1: Foundation 2021

<b>GRI STANDARD</b>	<b>DISCLOSURE</b>	<b>LOCATION (PAGE)</b>	
<b>GRI 2: General Disclosures 2021</b>	2-1 Organisational details	4	
	2-2 Entities included in the organisation's sustainability reporting	5	
	2-3 Reporting period, frequency and contact point	5	
	2-5 External assurance	-	
	2-6 Activities, value chain and other business relationships	4	
	2-7 Employees	-	
	2-8 Workers who are not employees	-	
	2-9 Governance structure and composition	10	
	2-10 Nomination and selection of the highest governance body	21	
	2-11 Chair of the highest governance body	-	
	2-12 Role of the highest governance body in overseeing the management of impacts	-	
	2-13 Delegation of responsibility for managing impacts	-	
	2-14 Role of the highest governance body in sustainability reporting	11	
	2-16 Communication of critical concerns	-	
	2-17 Collective knowledge of the highest governance body	-	
	2-18 Evaluation of the performance of the highest governance body	-	
	2-19 Remuneration policies	21	
	2-20 Process to determine remuneration	-	
	2-22 Statement on sustainable development strategy	9	
	2-23 Policy commitments	21	
	2-24 Embedding policy commitments	-	
	2-25 Processes to remediate negative impacts	-	
	2-26 Mechanisms for seeking advice and raising concerns	21	
	2-27 Compliance with laws and regulations	21	
	2-28 Membership associations	-	
	2-29 Approach to stakeholder engagement	13	
	2-30 Collective bargaining agreements	-	
	<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	15
		3-2 List of material topics	16
3-3 Management of material topics		<i>Throughout</i>	
<b>GRI 201: Economic Performance 2016</b>	201-2 Financial implications and other risks and opportunities due to climate change	19	
<b>GRI 204: Procurement Practices 2016</b>	204-1 Proportion of spending on local suppliers	27	
	205-1 Operations assessed for risks related to corruption	27	

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<b>GRI 205: Anti-corruption 2016</b>	205-2 Communication and training about anti-corruption policies and procedures	22
	205-3 Confirmed incidents of corruption and actions taken	22
<b>GRI 301: Materials 2016</b>	301-1 Materials used by weight or volume	-
	301-2 Recycled input materials used	-
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organisation	30
	302-2 Energy consumption outside of the organisation	-
	302-3 Energy intensity	-
	302-4 Reduction of energy consumption	30
	302-5 Reductions in energy requirements of products and services	-
<b>GRI 303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource	-
	303-2 Management of water discharge-related impacts	-
	303-3 Water withdrawal	-
	303-4 Water discharge	-
	303-5 Water consumption	33
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	-
	305-2 Energy indirect (Scope 2) GHG emissions	30
	305-3 Other indirect (Scope 3) GHG emissions	-
	305-4 GHG emissions intensity	-
	305-5 Reduction of GHG emissions	31
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	-
	306-2 Management of significant waste-related impacts	-
	306-3 Waste generated	-
	306-4 Waste diverted from disposal	34
	306-5 Waste directed to disposal	-
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	38, 39
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	45
	401-3 Parental leave	39
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	-
	403-2 Hazard identification, risk assessment, and incident investigation	41
	403-3 Occupational health services	-
	403-4 Worker participation, consultation, and communication on occupational health and safety	-
	403-5 Worker training on occupational health and safety	42
	403-6 Promotion of worker health	-
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	-
	403-8 Workers covered by an occupational health and safety management system	-
	403-9 Work-related injuries	42
	403-10 Work-related ill health	42
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	46
	404-2 Programmes for upgrading employee skills and transition assistance programs	46
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	-
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	7

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<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-
<b>GRI 408: Child Labour 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labour	-
<b>GRI 409: Forced or Compulsory Labour 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	-
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programmes	48-50
	413-2 Operations with significant actual and potential negative impacts on local communities	-
<b>GRI 417: Marketing and Labelling 2016</b>	417-2 Incidents of non-compliance concerning product and service information and labelling	-
<b>GRI 418: Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	23

## TCFD Content Index

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Governance	19
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