

RADIUM DEVELOPMENT BERHAD

SUSTAINABILITY REPORT FY2024



Prepared for



Radium Development Berhad

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Taman Melati Utama, Setapak,
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Prepared by



AGV Sustainability &

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CHARTING THE COURSE FOR SUSTAINABILITY

A Glimpse into Radium and Our Report

Radium Development Berhad (“Radium” or “the Group”) is proud to present our sustainability report for 2024. This document highlights our dedication to excellence in environmental, social, governance (“ESG”) and economic aspirations, demonstrating our integration of sustainability into our operations.

Specialising in award-winning properties, Radium ensures that our projects positively impact both the environment and society. Our vision of “Building Good” guides our efforts to develop residential and commercial properties that meet the highest standards. Our sustainability efforts reflect responsible business practices and our dedication to creating a brighter future for our stakeholders. These efforts empower the communities we serve and provide resilience for many years to come.

Radium’s Strides in Sustainability

In FY2024, Radium continued to enhance its sustainability performance following our public listing on the Bursa Malaysia Securities Berhad (“Bursa Malaysia”) Main Market on 31 May 2023. We achieved a significant milestone by receiving a collective FTSE ESG Score with 3 stars and the highest score of 5.0 awarded for the Governance pillar.

“...3 stars for FTSE ESG with 5.0 awarded for Governance Pillar ...”

We have made strides in strengthening our ESG disclosures by closely tracking and enhancing our reporting in line with Bursa Malaysia’s common material sustainability matters and sector-specific indicators. These achievements not only highlight our progress in sustainability but also reinforce our dedication to transparency, accountability, and long-term value creation for all our stakeholders.

We focused on fortifying our supply chain management by incorporating environmental and social criteria into our annual supplier assessment process. In FY2024, we achieved a significant milestone by assessing 100% of new and existing contractors, consultants, and construction-related suppliers against these criteria.

In line with our commitment to addressing climate change, we enhanced our climate-related disclosures, identifying climate-related risks, opportunities, and mitigation measures. To deepen our knowledge on key sustainability trends and best-practices, selected directors and members of the Steering Committee participated in the National Climate Governance Summit in September 2024 to gain critical insights and strengthen our governance framework on climate-related matters.

Radium’s has achieved significant milestones in our commitment to green construction practices. Building on the provisional GreenRE certifications for two properties in FY2023, we are proud to announce that our Radium Arena @ Old Klang Road project received the prestigious Gold provisional GreenRE certification in June 2024. This accolade reflects our dedication to sustainable building practices and signifies our efforts in implementing energy-efficient initiatives within our developments.

“...constructed walkway to provide a more convenient commuting route for students, staff and the public.”

As responsible corporate citizen, a notable accomplishment was the construction of a covered walkway which was approximately

350-meter to connect the Taman Melati LRT station to Tunku Abdul Rahman University of Management and Technology (TAR UMT). This project significantly enhances the commuting experience for students, staff and the public, providing a more convenient and accessible route.

In honour of the 54th Earth Day, Radium took proactive steps to raise staff awareness on environmental conservation and sustainability. As part of our "Radium Recycle Corner" initiative, we introduced three new recycling bins to emphasise the importance of recycling and responsible waste management. Collectively these efforts highlight our continued dedication to ESG principles and practices.

Defining The Reporting Scope

Our report encompasses the financial year from 1 January 2024 to 31 December 2024 ("FY2024"), unless specified otherwise. Whenever available, the data includes statistical information covering the past three years to establish meaningful trends and track comparative performances.

Head Office
Radium Development Berhad

Projects

<ul style="list-style-type: none">▪ Residensi PV9▪ Residensi Vista Sentul▪ Suite Canselor	<ul style="list-style-type: none">▪ Residensi Desa Timur▪ Residensi Platinum OUG▪ Residensi Radium
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Abiding With Reporting Frameworks

This Report complies with Bursa Malaysia's Main Market Listing Requirements ("MMLR") and Sustainability Reporting Guide (3rd Edition). Our climate disclosures are guided by the International Financial Reporting Standards ("IFRS") S2, the Global Reporting Initiative ("GRI") Standards and the United Nations Sustainable Development Goals ("UN SDGs").

Data Integrity

Data presented in our Sustainability Report has been sourced and reviewed by respective business divisions and data owners. We remain committed to routinely assessing our data collection and analysis procedures, to strengthen the quality and reliability of our disclosures.

Connect With Us

Feedback from stakeholders is essential for improving the quality and accuracy of our report. If you have any insights or recommendations to improve our reporting standards, please contact us through the details below.

Corporate Affairs Department
Email: enquiry@radiumdevelopment.com

Awards and Recognitions

2024 AWARDS AND RECOGNITIONS



GROUP BRANDING

StarProperty Awards 2024

- All-Stars Award: Top 10 Listed Companies

Sustainability & CSR Malaysia Awards 2024

- Company of the Year (Property Development) – Sustainability Leadership Award

Top Employer Award 2024 by Jobstore.com

- Top Employer Award – SME Sector

Malaysia-China Superb Brand Award 2024

Golden Eagle Awards by Eminent



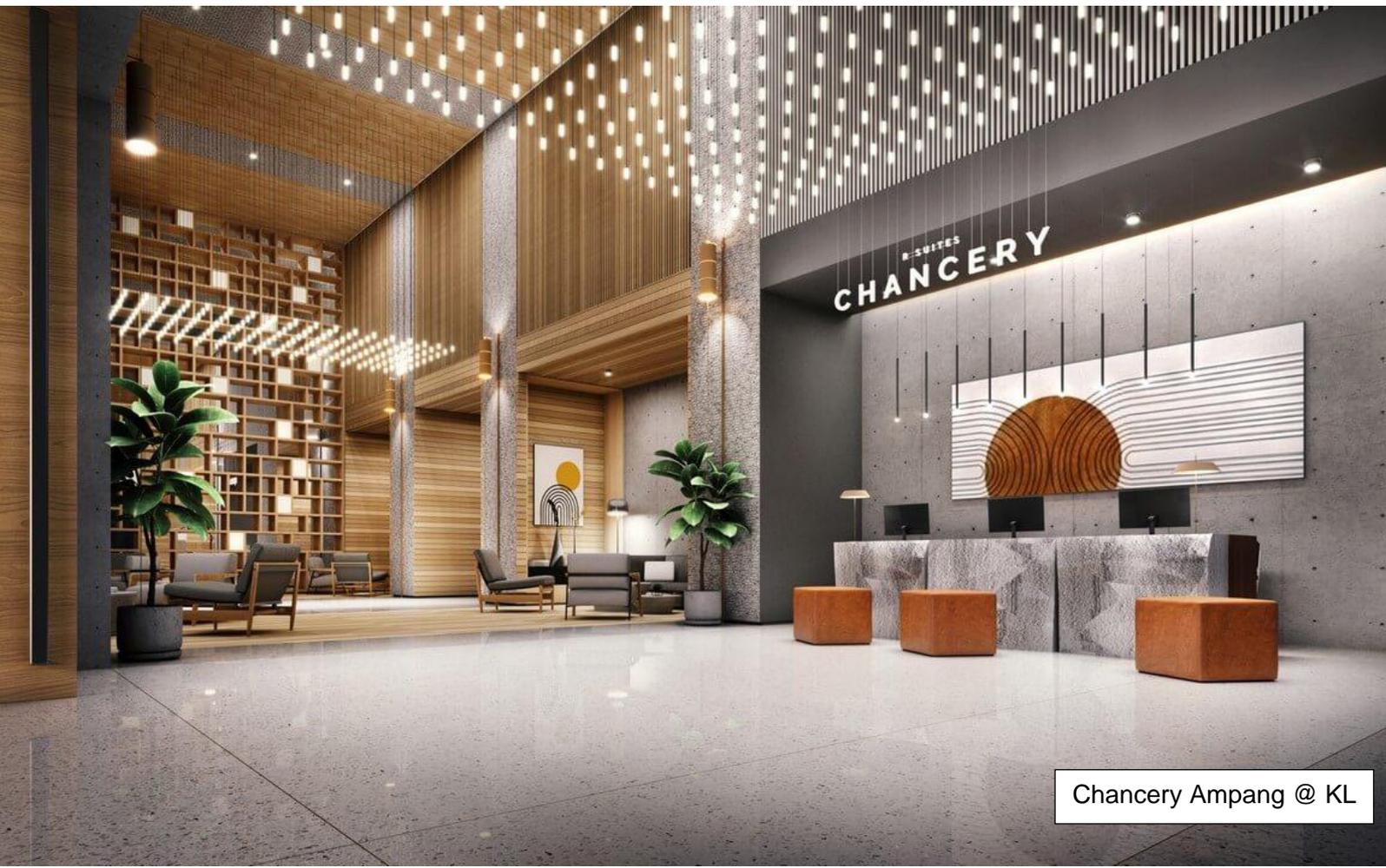
PROJECT MARKETING

StarProperty Awards 2024

- The Family-Friendly Award – Honours (High Rise – Kuala Lumpur)

PropertyGuru Asia Awards Malaysia

- Best Multigenerational Living (High Rise Development) – Radium Adesa



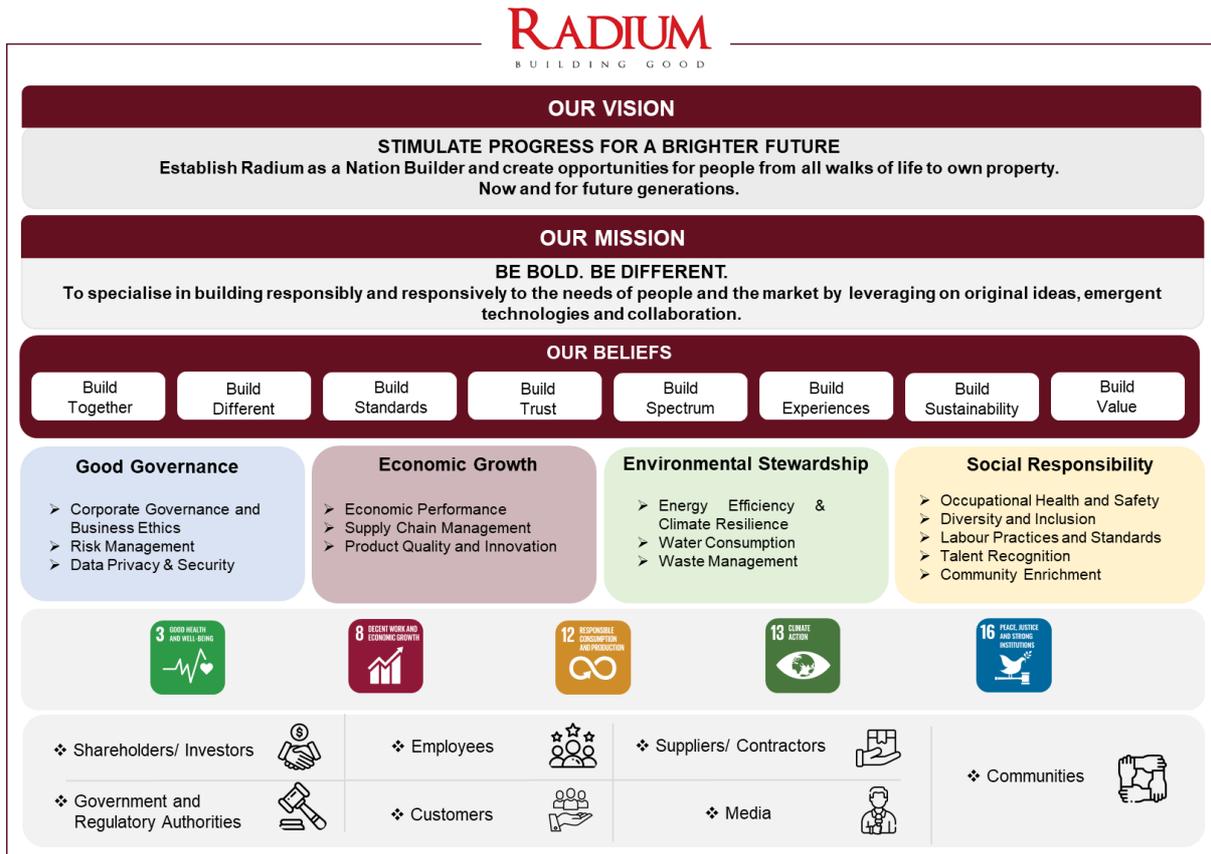
RADIUM'S 2024 SUSTAINABILITY HIGHLIGHTS

Good Governance		
<p>100% of operations assessed for corruption-related risks</p>	<p>100% of employees received anti-corruption training</p>	<p>Zero substantiated complaints concerning breaches of customer privacy and losses of customer data</p>
Economic Growth		
<p>100% of procurement budget spent on local suppliers</p>	<p>100% of contractors, consultants and construction-related suppliers assessed on environmental and social criteria</p>	<p>90% customer satisfaction survey rating</p>
Environmental Stewardship		
<p>Recorded 479 tCO₂e for Scope 2 GHG emissions</p>	<p>Improved climate reporting by commencing disclosure of Scope 1 and Scope 3 GHG emissions</p>	
<p>Recorded 28 ML in water consumption</p>	<p>Recycled 64 tonnes of waste</p>	
Social Responsibility		
<p>Zero substantiated complaints regarding human rights violations</p>	<p>Zero recorded fatalities and injuries across the Group</p>	<p>47 average hours of training per employee</p>
<p>RM 640,400.00 invested in community initiatives</p>		

RADIUM'S PATH TO A SUSTAINABLE FUTURE

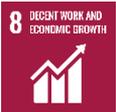
A Framework for ESG Excellence

Radium's ESG Strategy is anchored upon four sustainability pillars, aligning with both local and global sustainability agendas and relevant UN SDGs. This structured framework guides our sustainability endeavours across the Group, clearly illustrating our approach and integrating ESG considerations into our governance, strategies, performance and initiatives.



Aligning with Global Objectives

The UN SDGs provide a global framework for creating a more equitable world by 2030. Radium will continue our support of five UN SDGs, as their targets remain aligned with our core values. These goals guide our efforts to focus on areas where we can achieve the greatest good, ensuring that our practices contribute to a sustainable future.

UN SDG 3: Good Health and Well-being Ensure healthy lives and promote well-being for all, at all ages	
 <p>3.9 Substantial reduction of the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination</p>	<p>Initiatives & Performances:</p> <ul style="list-style-type: none"> Established an Occupational Safety and Health Committee to monitor compliance Provided education to construction teams on the safe use of chemicals and promote responsible chemical management Maintained zero cases of occupational work-related illnesses, injuries or death
UN SDG 8: Decent Work and Economic Growth Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	
 <p>8.5 Achieve full and productive employment and decent work for all women and men</p> <p>8.8 Protection of labour rights and promotion of safe and secure working environments for all</p>	<p>Initiatives & Performances:</p> <ul style="list-style-type: none"> Ensured and maintained 40% women representation on the Board Upheld zero-tolerance towards any form of child labour, forced labour and indentured labour Recorded a total of 4,477 training hours
UN SDG 12: Responsible Consumption and Production Ensure sustainable consumption and production patterns	
 <p>12.5 Reduction of waste generation through prevention, reduction, recycling and reuse</p>	<p>Initiatives & Performances:</p> <ul style="list-style-type: none"> Waste from construction sites was managed and disposed of by licenced contractors in compliance with applicable regulatory requirements 64 tonnes of waste was recycled
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>Initiatives & Performances:</p> <ul style="list-style-type: none"> Installed solar panels to supply clean energy to our buildings as well as to power street lights and walkway canopies 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, consuming less energy. Implemented decarbonisation initiatives to monitor and reduce GHG emissions Began reporting limited Scope 3 GHG emissions for employee commute Utilised sustainable designs and infrastructure and received provisional GreenRE certifications for properties

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>Initiatives & Performances:</p> <ul style="list-style-type: none"> • Maintained zero reported cases of bribery and corruption • Review risks on a quarterly basis based on the Enterprise Risk Management (“ERM”) Framework and Risk Register • Established the following codes, policies and procedures: <ul style="list-style-type: none"> ○ Code of Conduct and Ethics; ○ Whistleblowing Policy; ○ Anti-Bribery and Corruption Policy.

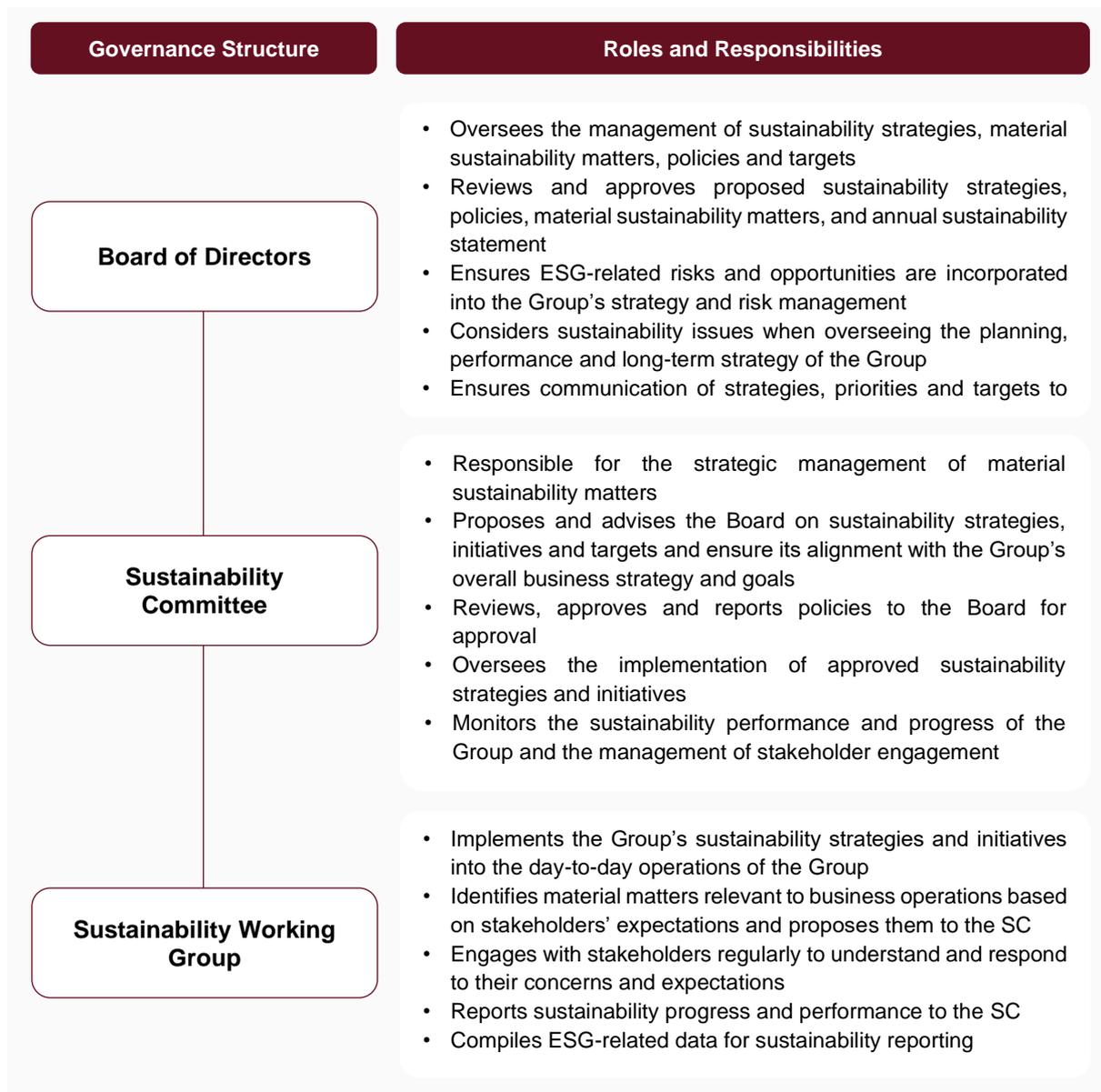


Chancery Ampang @ KL

Sustainable Governance and Leadership

Effective leadership and accountability are the cornerstones of good corporate governance at Radium. To instil these values across the Group, we have established a robust sustainability governance structure that clearly defines the functions and specific roles and responsibilities of each tier.

The integration of ESG considerations within the Group’s business strategies and overall sustainability direction is helmed by the Board of Directors (“the Board”). Supporting this effort, the Sustainability Committee (“SC”) oversees Radium’s sustainability-related strategies and policies. Meanwhile, the Sustainability Working Group (“SWG”) implements these strategies and initiatives into our daily operations, ensuring their ongoing progress and effectiveness.



Radium's Policy to Ensure Sustainability

In FY2023 Radium established a Group Sustainability Policy ("the Policy") that articulates our core sustainability values. The policy continues to be relevant and applicable in the current reporting year, reinforcing our enduring commitment to sustainable practices.

<p style="text-align: center;">Good Governance</p> <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"> • To ensure sustainability forms an integral part of the strategic planning; • To enhance sustainability through regular updates of strategies, policies, and procedures and provide relevant training; • To establish and continue to improve appropriate governance structures and processes; • 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; • To assess the impacts and outcomes of sustainability; and • To plan for long-term resources, including human and financial. 	<p style="text-align: center;">Economic Growth</p> <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"> • To add value for stakeholders by offering secure and consistent income distribution and capital appreciation; • To provide adequate work, worthwhile 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 the Company's properties; • To ensure responsible supply chain management by pre-evaluating all suppliers and contractors.
<p style="text-align: center;">Environmental Stewardship</p> <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"> • 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 Company and stakeholders. 	<p style="text-align: center;">Social Responsibility</p> <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"> • 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 and a way of shaping sustainability governance culture and behaviour in the Company; • 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 be recognised as a good corporate citizen; • To align its charitable giving with the Company's activities; • To actively encourage its people to get involved in charity work; • To respond in a professional and timely manner to public inquiries; • To continue to improve the public's perception and experience of the Company.

ENHANCING STAKEHOLDER ENGAGEMENT

Our vision of “Building Good”, places sustainability at the forefront of all business operations, with the aim to integrate innovative urban space solutions into our developments. Engaging with stakeholders through diverse channels is crucial for effectively implementing these solutions and meeting their needs. This approach also allows us to gain valuable insights into market trends, the operating environment, workplace growth and community development.

Shareholders / Investors	
<p>Why They Are Important Shareholders and investors own shares and provide us with the capital needed to sustain our financial resilience.</p>	<p>Engagement Channel Annually</p> <ul style="list-style-type: none"> • Annual general meetings • Corporate website announcements • Annual reports
<p>Areas of Concern</p> <ul style="list-style-type: none"> • Financial performance • Corporate governance • Business strategy 	
<p>Our Responses</p> <ul style="list-style-type: none"> • Provide regular financial reports • ESG strategy, performance and disclosures 	
Government and Regulatory Authorities	
<p>Why They Are Important 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.</p>	<p>Engagement Channel Annually</p> <ul style="list-style-type: none"> • Annual corporate governance meetings <p>Quarterly</p> <ul style="list-style-type: none"> • Quarterly compliance report to the Board <p>As and when needed</p> <ul style="list-style-type: none"> • Site reports • Compliance audits
<p>Areas of Concern</p> <ul style="list-style-type: none"> • Compliance to regulations • Labour practices • Transparency and disclosures 	
<p>Our Responses</p> <ul style="list-style-type: none"> • Adhere to local regulatory bodies • Timely submission/filing of regulatory reports 	
Employees	
<p>Why They Are Important 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.</p>	<p>Engagement Channel Annually</p> <ul style="list-style-type: none"> • Performance appraisal and career development plan • Revision of salary package <p>Monthly</p> <ul style="list-style-type: none"> • Email blast from HR • Regular training programmes
<p>Areas of Concern</p> <ul style="list-style-type: none"> • Employee performance and development • Staff well-being • Employee benefits 	
<p>Our Responses</p> <ul style="list-style-type: none"> • Strict occupational safety and health procedures • Benefits review • Performance review • Provide relevant training and development opportunities 	

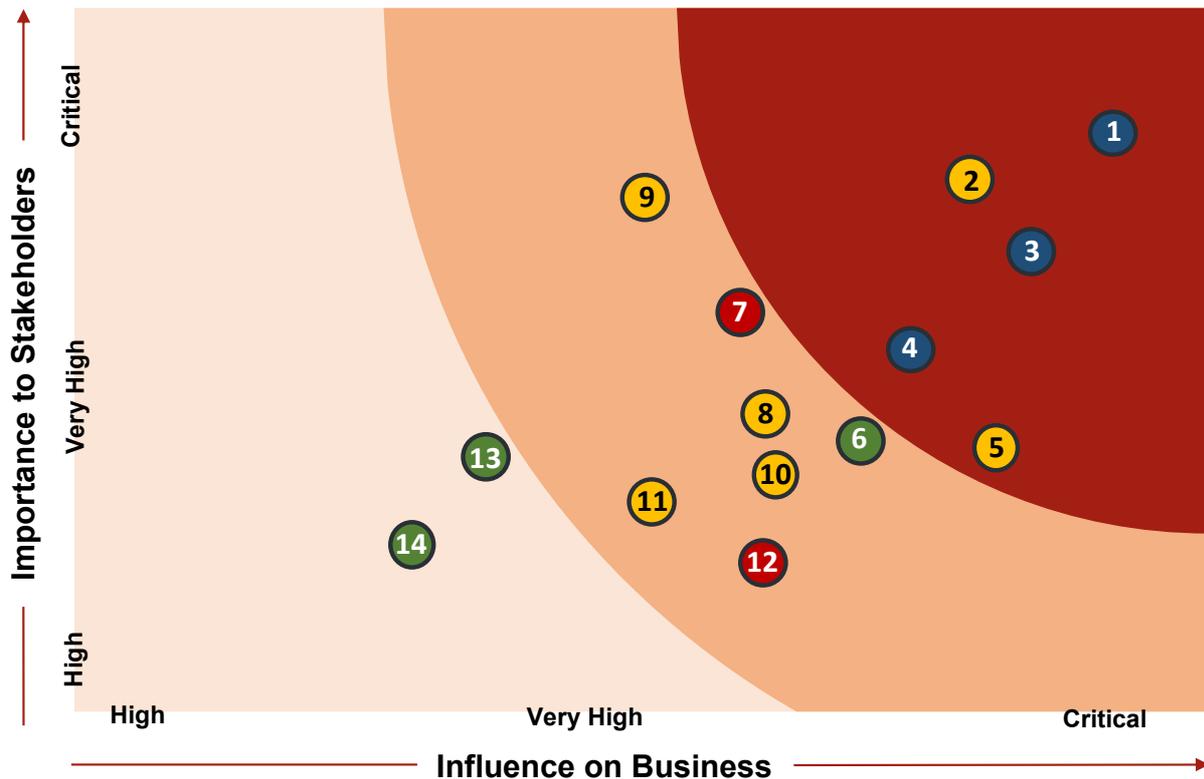
Customers	
<p>Why They Are Important Our customers and their feedback have an impact on the short and long-term sustainability of our business and operations.</p>	<p>Engagement Channel Ongoing</p> <ul style="list-style-type: none"> Complaint management Newsletter and website updates Feedback survey upon vacant possession
<p>Areas of Concern</p> <ul style="list-style-type: none"> Safety and security Product quality Efficient complaint management 	
<p>Our Responses</p> <ul style="list-style-type: none"> Establish a feedback and complaint mechanism to gather input from customers Provide maintenance support to customers 	
Contractors and Suppliers	
<p>Why They Are Important 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>	<p>Engagement Channel Ongoing</p> <ul style="list-style-type: none"> Evaluation and performance reviews Compliance to MACC Act Procurement Policy
<p>Areas of Concern</p> <ul style="list-style-type: none"> Transparent procurement practices Health, safety and environment (HSE) compliance 	
<p>Our Responses</p> <ul style="list-style-type: none"> Establish and communicate clear and transparent procurement guidelines Implement a comprehensive Code of Conduct and Ethics that outlines the ethical standards expected from suppliers. 	
Media	
<p>Why They Are Important 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>	<p>Engagement Channel As and when needed</p> <ul style="list-style-type: none"> Press releases Press conferences / media events Networking events
<p>Areas of Concern</p> <ul style="list-style-type: none"> Company achievements Crisis management Upcoming events 	
<p>Our Responses</p> <ul style="list-style-type: none"> Press releases when needed Social media engagement Issuing statements when needed 	
Communities	
<p>Why They Are Important Active community participation is essential to ensuring our Group's acceptance and the continuity of our operations.</p>	<p>Engagement Channel Annually</p> <ul style="list-style-type: none"> Voluntary works / charitable contributions Annual financial and sustainability reporting
<p>Areas of Concern</p> <ul style="list-style-type: none"> Social contributions Monetary contributions 	
<p>Our Responses</p> <ul style="list-style-type: none"> Implement CSR programmes that address community needs 	

MATERIAL ESG FACTORS

Establishing Radium’s Materiality Focus

Guided by Bursa Malaysia’s Sustainability Reporting Guide (3rd edition), our material sustainability matters are issues most pertinent to our core business activities and stakeholders’ expectations.

We conducted our first materiality assessment in FY2023, evaluating 14 identified material matters. In FY2024, we reviewed our materiality matrix and confirmed its relevance to the current business landscape and industry best practices. The materiality matrix highlights the significance of each matter, with the top-right segment representing those of highest strategic priority.



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

CLIMATE-RELATED DISCLOSURES

Radium acknowledges the importance of addressing climate-related risks and opportunities. The Group is actively working to understand and mitigate climate change impacts on our operations and the broader value chain.

We are aligning our transition strategy to a low-carbon future, demonstrating our dedication to adapting to evolving challenges, enhancing resilience and driving sustainable growth.

GOVERNANCE

Board Oversight on Climate-Related Risks and Opportunities

- Board of Directors leads the Group's sustainability governance framework and provides strategic oversight on ESG-related matters, including climate risks and opportunities
- The Board considers climate-related issues during quarterly BOD meetings.
- Climate-related considerations are integrated into various management reports, including quarterly results, business plan, risk register, internal control review report and Group Managing Director's report.
- This year, selected board members and members of Sustainability Committee have participated in nine (9) ESG training sessions.

Management's Role in Addressing Climate-Related Risks and Opportunities

- The SC bears responsibility for assisting the Board in assessing as well as the strategic management of climate-related risks and opportunities.
- The SC reports to the Board and presents pertinent climate-related matters to the Board for consideration or approval when needed.

STRATEGY

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

RISK MANAGEMENT

Radium has identified four key 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

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- ❖ 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"> The Board and the Audit and Risk Management Committee ("ARMC") oversee the process of identifying risks and opportunities. Risks are identified through the ERM assessment process that includes evaluation, development of action plans and continuous monitoring and integration. 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. The Group's Risk Register supports the ERM assessment, where energy and climate change were identified as a material risk.
Processes for managing climate-related risks	<ul style="list-style-type: none"> 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. Our internal control system is regularly updated to reflect changes in the business environment and regulatory guidelines.
Integration into overall risk management	<ul style="list-style-type: none"> Processes for identifying, assessing and managing climate-related risks are seamlessly integrated into the Group's Risk Register. Climate-related risk management is prioritised alongside other key risks within the Group's overall risk management strategy. This integration ensures a cohesive and consistent approach to risk mitigation and control across all risk categories.

METRICS AND TARGETS

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

Metric	Unit	Description
GHG Emissions	Tonnes of carbon dioxide equivalent ("tCO ₂ 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.

Details of our management approach and performance data can be found within the "Energy Efficiency and Climate Resilience" section.

GOOD GOVERNANCE

Ethics and integrity are central to our operations, as evidenced by our robust governance standards. We ensure our business practices are sustainable and in full compliance with legal and regulatory requirements.

Material Matters:

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

16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS



Corporate Governance and Anti-Corruption

To maintain sustainable business practices, property developers must prioritise good governance. By integrating ethical business practices with strong risk management and data security measures, we can position ourselves as reliable industry leaders, effectively mitigate risks, and capitalise on emerging opportunities.

Radium strives to uphold the highest ethical standards across all aspects of our operations. This effort is guided by a robust 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 readily accessible on our corporate website. They are incorporated into the Employee Handbook, and all new employees receive a comprehensive briefing on these policies as part of their induction into the Group.

Code and Policies

Code of Conduct and Ethics

- 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.
- The Code encompasses an extensive range of issues pertaining to the environment, human rights, product quality and business transactions.

Anti-Bribery and Corruption Policy

- 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.
- 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.

Whistleblowing Policy

- The Whistleblowing Policy acts as a guideline for Radium in providing a safe environment for workers to report any inappropriate conduct within the Group.
- Under the Policy, whistleblowers are protected from potential reprisals. In the event of a verified misdemeanor, remedial and preventative actions can be promptly implemented.

Fit and Proper Policy

- 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.

Remuneration Policy

- Radium ensures all staff receive clear reassurance regarding pay determination, emphasising fairness and equity in all aspects of our compensation practices.

The Group has achieved and maintained a 100% employee participation rate in its anti-corruption training programmes, reflecting comprehensive engagement and an emphasis on awareness throughout the organisation.

For the past two reporting years, Radium has assessed 100% of its operations for anti-corruption risks through a robust Quarterly Enterprise Risk Management process conducted via internal audits. High-risk departments are closely evaluated, with their staff and management teams required to complete refresher Anti-Bribery and Corruption (“ABC”) training. Additionally, these teams are assessed on their understanding of Radium’s ABC Policy. Through these proactive measures, we are proud to report zero cases of corruption across all operations.

100% of our employees attended Anti-Bribery and Corruption Training.

(FY2023: 100% of employees attended)

Data Privacy and Security

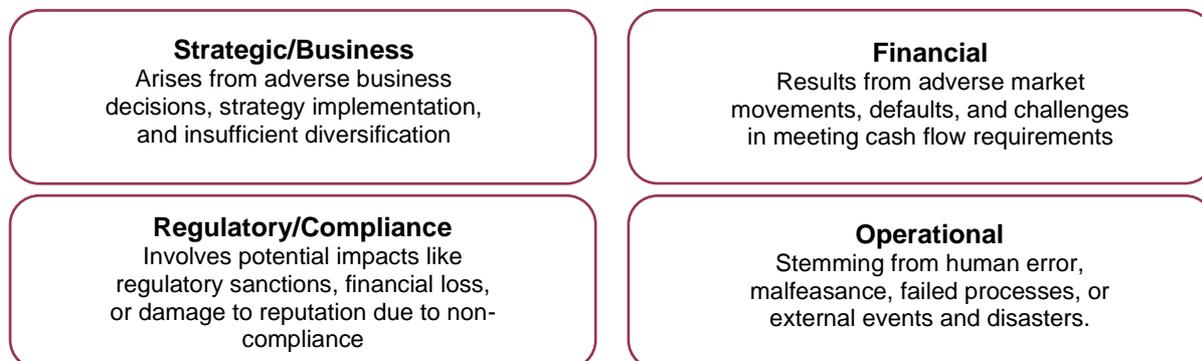
Radium places a strong emphasis on data privacy and cybersecurity, implementing robust measures to safeguard customer data and ensure compliance with the Personal Data Protection Act 2010 (“PDPA”). To prevent data breaches, we proactively deploy fail-safe mechanisms and monitoring tools while conducting periodic checks and maintenance to identify and address potential threats. Our systems undergo annual health, security, and performance reviews by our system integrator to maintain resilience against evolving risks.

Additionally, initiatives such as the IT Clinic and regular IT Awareness Emails were introduced to educate employees and promote best practices in data protection, reinforcing a culture of cybersecurity vigilance across the organisation.

We are proud to report zero instances of data breaches or loss of customer data during the reporting period.

Risk Management

The Group has put in place targeted measures and controls to address potential high-risk areas. A key initiative is the quarterly Enterprise Risk Management (“ERM”) assessment review, which enables us to identify, evaluate, and manage risks affecting the Group in areas such as:



Following the ERM assessment, a structured risk management process is implemented to address identified risks and leverage potential opportunities. This process is overseen by the Board and ARMC, with dedicated risk committees tasked with mitigating, preventing, and resolving risk-related issues.

We identified various ESG-related risks, which are recorded in a risk register that outlines the categories, factors, descriptions, and management’s action plans to mitigate these risks.

These ESG-related risks include:

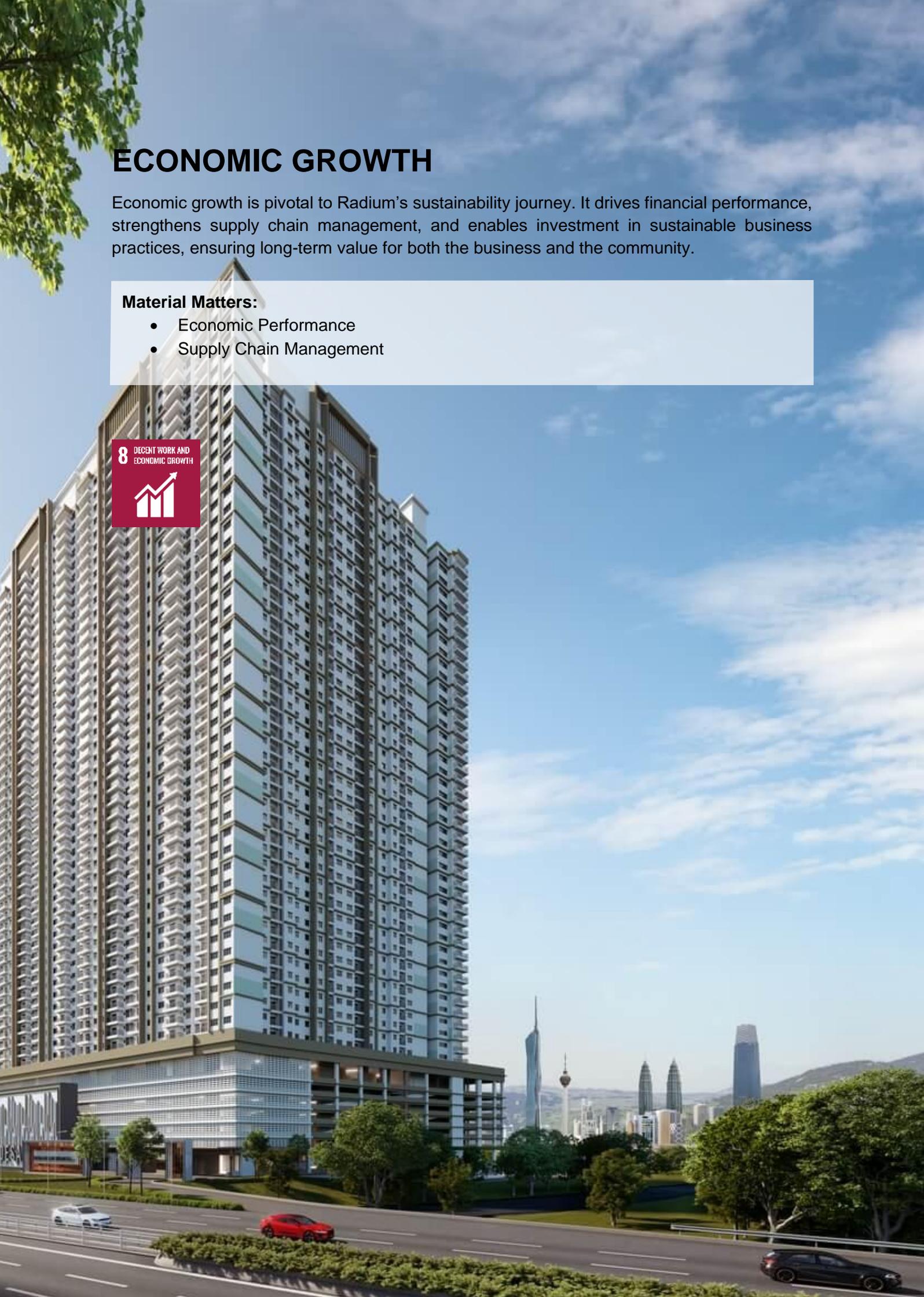
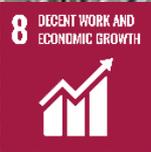
» Compliance with regulatory requirements	» Quality of projects and their completion timeline
» Changes in government policies	» Exposure to bribery and corruption
» Health, Safety and Environment issues	» Data Privacy and Security incidents

ECONOMIC GROWTH

Economic growth is pivotal to Radium's sustainability journey. It drives financial performance, strengthens supply chain management, and enables investment in sustainable business practices, ensuring long-term value for both the business and the community.

Material Matters:

- Economic Performance
- Supply Chain Management

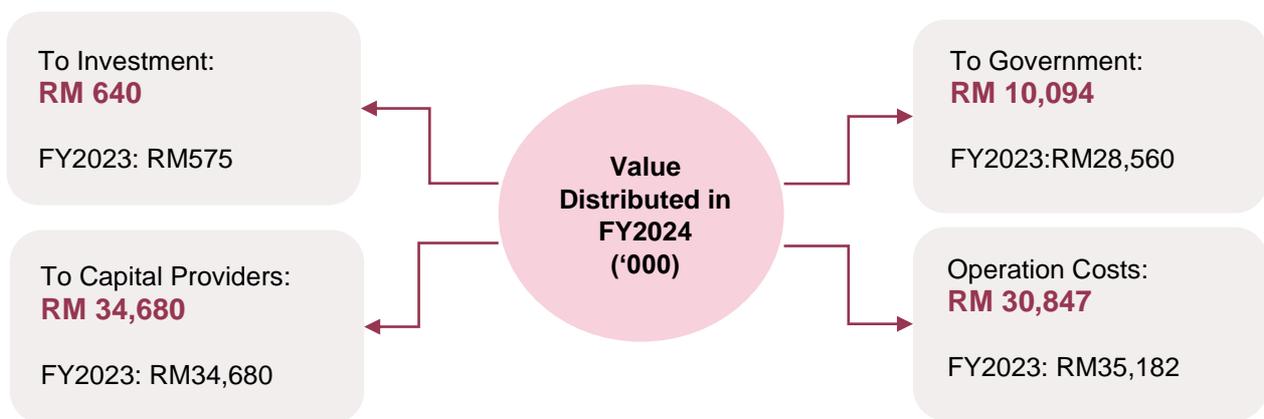


Economic Performance

The Group’s financial performance is vital for sustaining revenue and enhancing shareholder value, driving our sustainability agenda. During the reporting year, Radium has implemented stringent budgetary controls, optimised operational expenses and bolstered liquidity through periodic debt reviews and strategic planning of creditor payments.

We meticulously managed fund allocation to ensure adequate resources for financing our operations without compromising fiscal stability. We continuously monitor and analyse our financial performance to achieve our initiatives’ financial objectives, using tools such as variance analysis and forecasting. These measures reinforce our commitment to financial prudence and sustainable growth.

In FY2024, the Group recorded a total revenue of RM 153 million.



Supply Chain Management

As a forward-thinking property developer, Radium recognises that effective supply chain management is crucial for project development and drives sustainable business growth. We build strong relationships with our construction-related suppliers, ensuring that their practices align with our policies and contribute to our success.

We prioritise working with local suppliers to support the growth of the local economy. Before engaging with any construction-related supplier, we conduct thorough assessments of their qualifications, expertise, and potential environmental and social impacts. In FY2024, we have integrated environmental and social criteria into our supplier evaluation process, which will be applied to all new suppliers moving forward.

Criteria to evaluate Contractors and Construction-related Suppliers:
Delivery Schedule
Quality/Safety Standards
Cost Competitiveness

Criteria to evaluate Consultants:
Design Expertise and Authoritative Knowledge
Quality of Services Provided
Ability To Meet Project Timelines

Radium Development Berhad FY2024 Sustainability Report

For FY2024, we directed 100% of our expenditure towards local suppliers, contractors and consultants. This strategic decision underscores our commitment to bolstering the local economy.

We introduced the Supplier ESG risk assessment checklist as part of our pre-qualification process to drive sustainability across our supply chain. We have incorporated 100% of our new construction-related suppliers into the evaluation process, along with existing construction-related suppliers.



ENVIRONMENTAL STEWARDSHIP

Environmental stewardship is crucial for Radium as it promotes energy efficiency, enhances climate resilience, optimises water consumption, and ensures effective waste and effluent management. These practices minimise environmental impact and foster long-term sustainability.

Material Matters:

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



Energy Efficiency and Climate Resilience

We are committed to managing the environmental impacts of our operations and projects by reducing energy consumption and emissions as part of our sustainable development journey.

At Radium, we minimise emissions across our property development value chain, focusing on energy-efficient residential designs and green spaces to lower our overall carbon footprint. Several of our projects, including R Suites Chancery Ampang, KL, Radium Adesa @ Sungai Besi and the newly launched Radium Arena @ Old Klang Road, have achieved provisional GreenRE certification from Malaysia’s Leading Green Building Certification Body.

Our Decarbonisation Initiatives



Utilising LED Lightning

We have replaced incandescent and compact fluorescent lamp (“CFL”) bulbs with energy-efficient LED lightning, 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 power street lights and walkway canopies



Promoting EV Bays

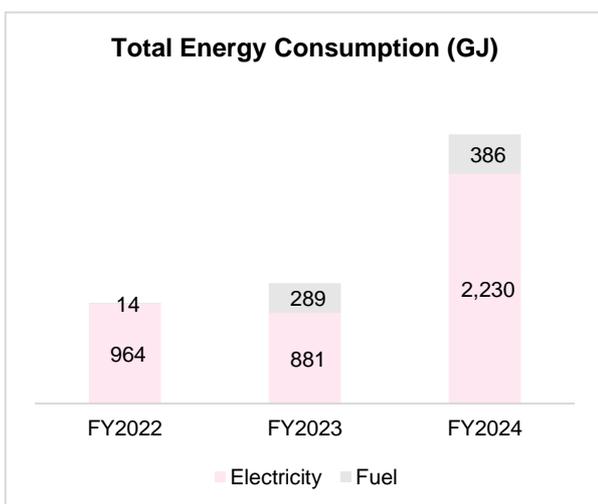
We have installed EV bays and chargers in our developments to encourage the adoption of electric vehicles (EVs)

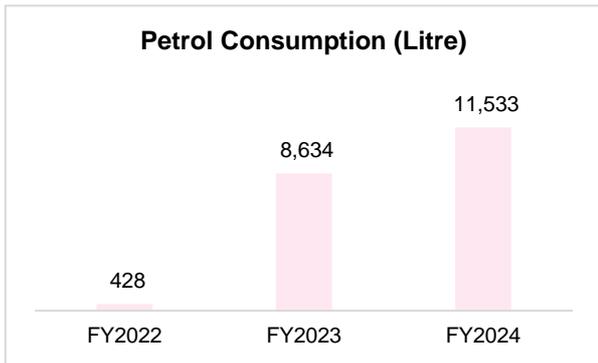
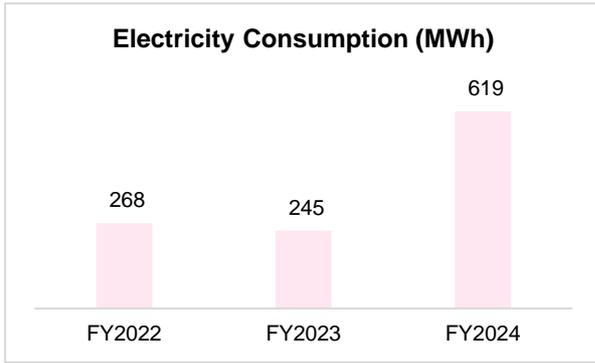


Energy Consumption

In FY2024, our Group’s total energy consumption amounted to 2,230 GJ from electricity and 386 GJ from fuel. Of this, 619 MWh of electricity was consumed by our project sites, sales galleries (Suite Canselor, Radium Adesa @ Sungai Besi and Vista Adesa) and offices (Radium Corporate Service, R Suites Chancery Ampang, KL and Radium Adesa @ Sungai Besi). Fuel consumption for petrol, totalling 11,533 litres, was solely from company-owned vehicles at our offices (Radium Corporate Services Sdn Bhd, Total Solid Holdings Sdn Bhd and R Suites Chancery Ampang, KL).

The increase in energy consumption was attributed to the expansion of our project sites. This reporting period, we commenced main building work for the Adesa project and opened two show units.





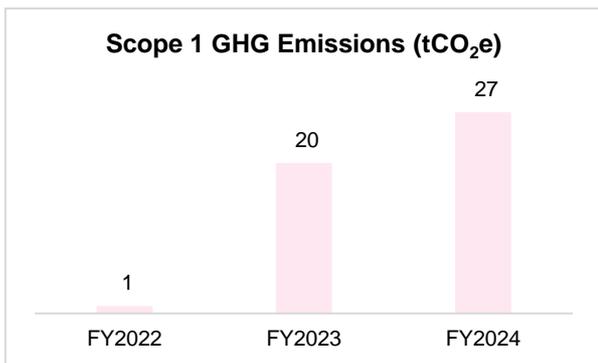
Note: In FY2024, electricity consumptions are from project sites, sales galleries (Suite Canselor, Radium Adesa @ Sungai Besi and Vista Adesa), and offices (Radium Corporate Services Sdn Bhd, Radium Adesa @ Sungai Besi and R Suites Chancery Ampang, KL)

GHG Emissions

Our GHG emissions include Scope 1 emissions from fuel consumption, Scope 2 emissions from purchased electricity and limited Scope 3 emissions from employee commutes.

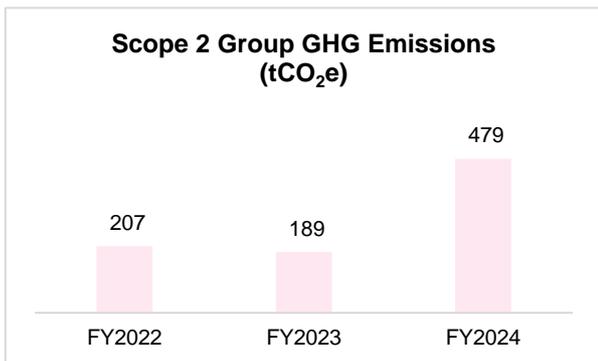
Scope 1 GHG Emissions

We recorded 27 tCO₂e of Scope 1 GHG emissions from company-owned vehicles at our offices, Radium Corporate Services, Total Solid Holdings Sdn Bhd and R Suites Chancery Ampang.



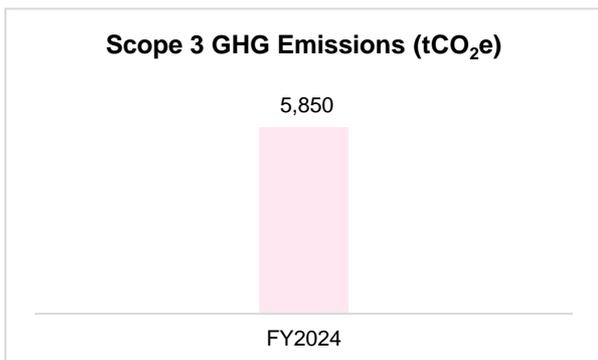
Scope 2 GHG Emissions

In FY2024, we recorded 479 tCO₂e of Scope 2 emissions. These were attributed to our project sites, sales galleries (Suites Canselor, Radium Desa @ Sungai Besi and Vista Adesa), and offices (Radium Corporate Service, R Suites Chancery Ampang, KL, and Radium Adesa @ Sungai Besi). The increase in emissions was primarily due to the inclusion of offices in the reporting scope.



Scope 3 GHG Emissions

This year, we disclosed Scope 3 GHG emissions from employee commutes, amounted to 5,850 tCO₂e for all employees.



Radium Development Berhad FY2024 Sustainability Report

Notes:

Data:

1. Scope 2 GHG emissions data have been restated to reflect more accurate GHG emissions factors for FY2022 and FY2023.

Calculation Method

1. Calculation methodology is based on the GHG Protocol Corporate Accounting and Reporting Standards and IPCC Guidelines for National Greenhouse Inventories.
2. Scope 1 emissions factors were sourced from the UK Government's GHG Conversion Factor 2022, 2023 and 2024.
3. Scope 2 emissions factors for Malaysia was sourced from the National Energy Commission: Grid Emissions Factor (2022).
4. Scope 3 emissions factor were sourced from the UK Government's GHG Conversion Factor 2022, 2023 and 2024 with using distance-based method.

Water Consumption

Water is essential to our business operations. Recognising the significant environmental impact from our operation, we are dedicated to minimising water usage and exploring water saving techniques.

Our efforts include ongoing assessments of water related impacts across all our projects, from construction to landscape management. We identified three main areas affecting water impacts: stormwater runoff, erosion and sedimentation and legal and regulatory compliance.

Stormwater Runoff

New developments often disrupt natural drainage patterns, compact soil and introduce impermeable surfaces like roads and parking lots, which diminish the land's natural ability to absorb water. These changes increase the volume and speed of stormwater runoff. To mitigate these risks, we construct earth drains to channel water to the nearest drainage system and install on-site detention tanks to temporarily store stormwater runoff. This setup enables a controlled, gradual release into the stormwater drainage system, effectively reducing the risk of downstream flooding.

Erosion and Sedimentation

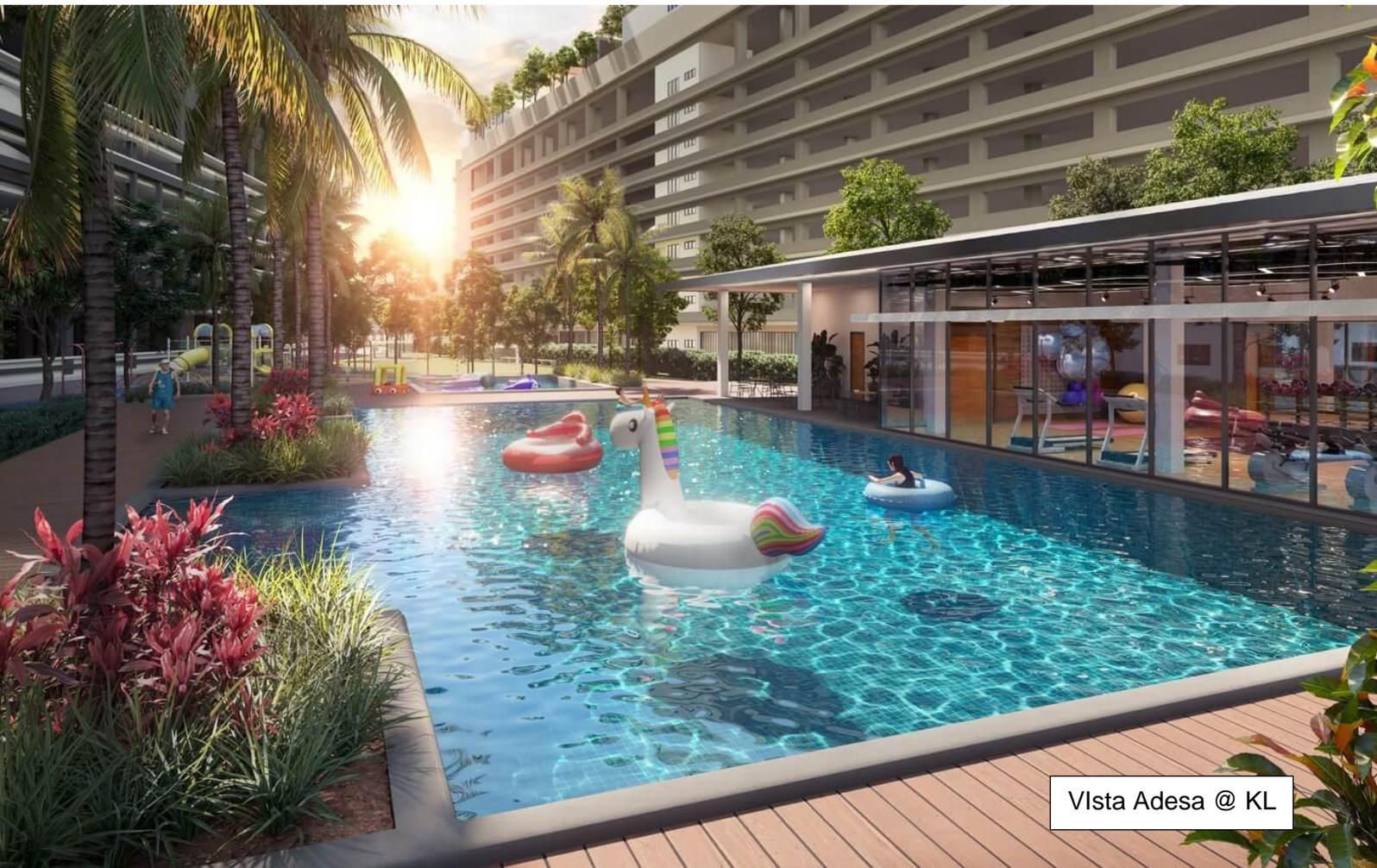
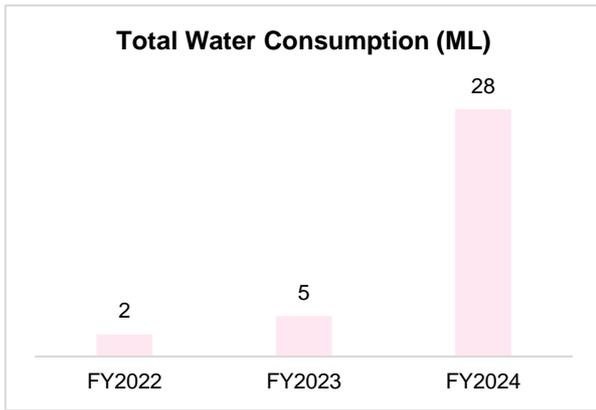
During the construction phase of urban developments, the removal of ground cover significantly increases the risk of soil erosion. Rain can wash away disturbed soil and construction debris as sediment, potentially contaminating nearby water bodies. To mitigate these risks, we ensure our construction practices adhere to local guidelines and regulations. This not only protects the environment but also prevents project delays and avoids legal penalties due to non-compliance.

Legal and Regulatory Compliance

We recognise the crucial role of constructing temporary silt traps to capture sediment-laden runoff, along with detention tanks that allow sediment to settle before water discharge. These measures help prevent pollution of nearby water bodies. As a responsible property developer, we diligently monitor our practices and ensure full compliance with regulations to protect the environment.

Radium Development Berhad FY2024 Sustainability Report

In FY2024, Radium recorded a total water consumption of 28 ML across the Group, with 14% attributed to our offices (Radium Corporate Services Sdn Bhd, R Suites Chancery Ampang, KL and Radium Adesa @ Sungai Besi) and 86% to our sales gallery and project site (R Suites Chancery Ampang, KL, Radium Adesa @ Sungai Besi and Vista Adesa). The increase in water consumption was due to the expanded show units and operational areas at the sales gallery, as well as the commencement of substantial main building work at construction sites.



Waste and Effluent Management

Effective waste and effluent management are essential for a property developer committed to sustainability. It ensures that construction activities do not negatively impact the environment. Proper management minimises the generation of construction waste, reduces landfill usage, and prevents pollution of nearby water bodies. By responsibly managing waste and effluents, we enhance resource efficiency, comply with regulatory standards, and contribute to healthier communities and ecosystems.

Hazardous and Non-Hazardous Waste Management

At Radium, we have implemented a comprehensive waste management plan to handle both hazardous and non-hazardous waste effectively.

Waste generated from our project sites include mixed construction waste, domestic waste and scrap metal. Our scrap metal is diverted for recycling while our hazardous waste, primarily mixed construction waste, is managed by third-party contractors. We ensure their compliance with contractual and environmental standards through regular audits and inspections. The Group have also introduced a waste tracking and reporting system, requiring contractors to provide detailed records of waste collection, transportation, recycling, and disposal to maintain transparency.

To prevent chemical pollution from our construction sites, which could endanger workers, communities, and the environment, we train our employees on the safe use, storage, handling, and disposal of chemicals, ensuring our practices adhere to the highest safety standards.

We have adopted 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. In honour of the 54th Earth Day on April 22nd, we introduced three new recycling bins to our "Radium Recycle Corner", increasing staff awareness of our green-friendly practices. The recycled waste is then sent to the Tzu Chi Centre, a recycling centre, every Tuesday.

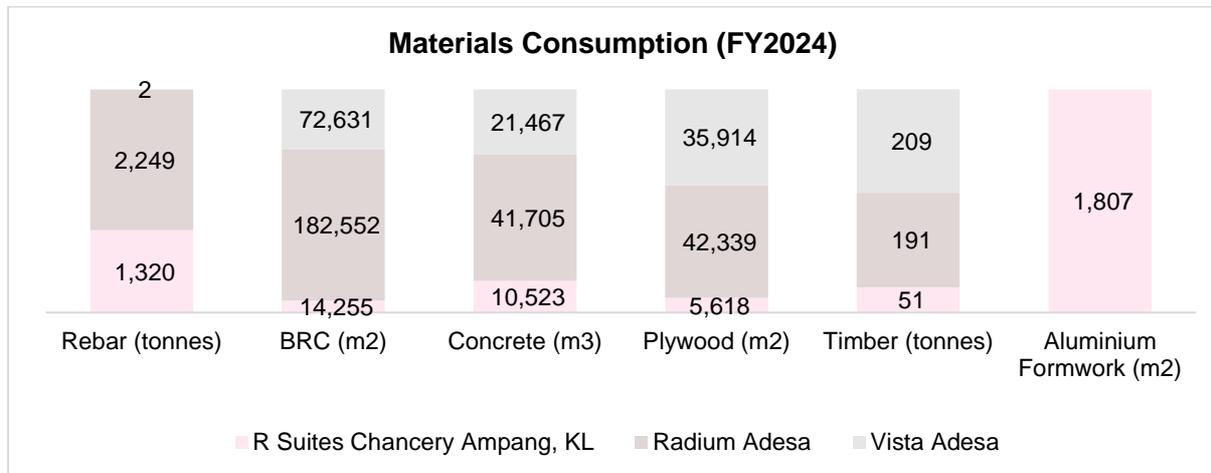


Materials Consumption

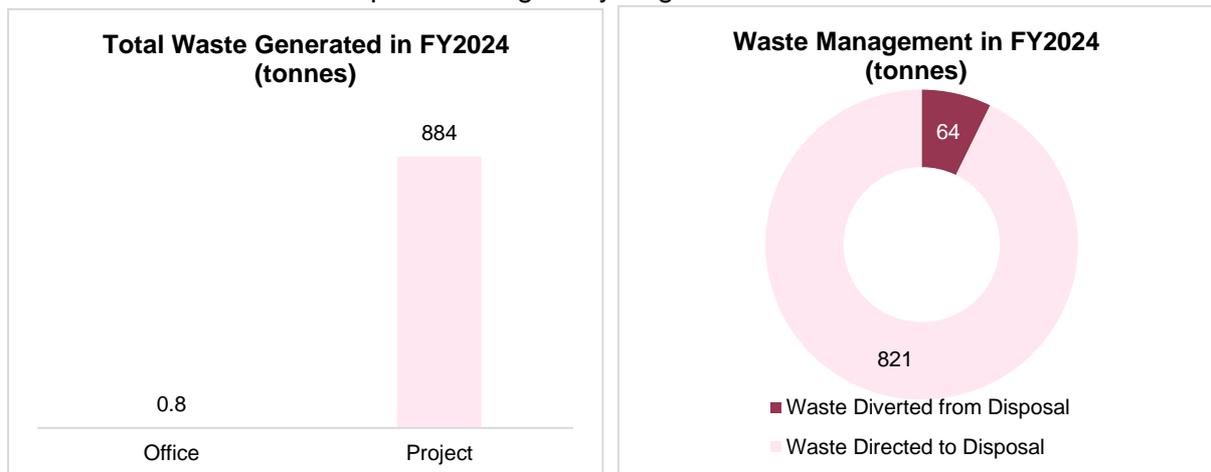
For our operational sites, we aim to minimise material consumption during the construction phase. Our initiatives include reusing formwork and scaffolding materials, ensuring they are safe and can be utilised across multiple projects to reduce waste generation.

Radium Development Berhad FY2024 Sustainability Report

In FY2024, our project sites at R Suites Chancery Ampang, KL, Radium Adesa and Vista Adesa achieved significant sustainability milestones, utilising 0.4%, 2% and 27% of reused materials respectively, primarily timber and plywood.



In FY2024, we have generated a total of 885 tonnes of waste from offices, project sites and sales galleries. Our project sites, R Suites Chancery Ampang, KL and Radium Adesa @ Sungai Besi and Vista Adesa generated a total of 884 tonnes of waste, 7% (64 tonnes) of which was diverted from disposal through recycling efforts.



Effluent Management

To manage effluents, we employ water spraying on vehicles and machinery to prevent dust pollution. The runoff is directed to on-site detention ponds equipped with temporary silt traps to manage and prevent water pollution.

SOCIAL RESPONSIBILITY

Radium is dedicated to fostering meaningful social impact through our property developments, benefitting our tenants, workforce and the communities we serve. Our commitment to social responsibility goes beyond traditional financial achievements, reflecting our broader obligation to society and making a positive difference.

Material Matters:

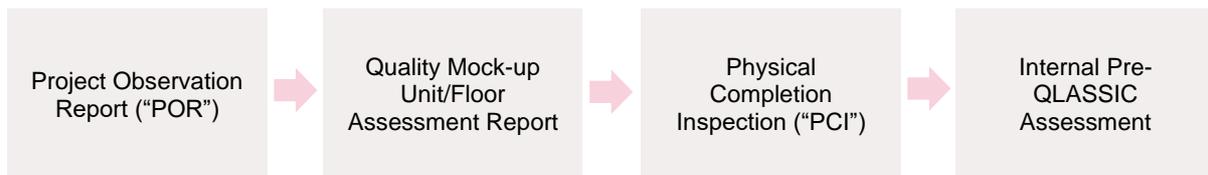
- Product Quality and Design Innovation
- Occupational Health and Safety
- Labour Practices and Standards
- Diversity and Inclusion
- Talent Management
- Community Enrichment



Product Quality and Design Innovation

Quality is a cornerstone at Radium, enabling us to deliver superior products and services. Our commitment to quality is crucial for establishing brand credibility and fostering customer trust. Through continuous design innovation, we ensure our offerings consistently meet and exceed expectations.

To ensure excellence from the beginning, the Group has implemented a four-stage quality assessment process. Our Quality Assurance and Quality Control (QAQC) department conducts thorough inspections at each stage, upholding the highest standards throughout the entire project lifecycle.



In FY2024, our newly launched project, Radium Arena @ Old Klang Road, received the prestigious Gold for provisional GreenRE Certification. The key criteria for achieving GreenRE certification includes:



Customer satisfaction is crucial for refining our products and services. We conducted a customer satisfaction survey for purchasers of our newly handed-over project, Residensi Vista Sentul. The survey covered the entire buying process: satisfaction with the property purchase, information provided by sales personnel, quality of facilities and landscape design, condition of the building, services provided during vacant possession, and overall feedback. This year, we achieved an average satisfaction score of 90% from our customers. To further enhance

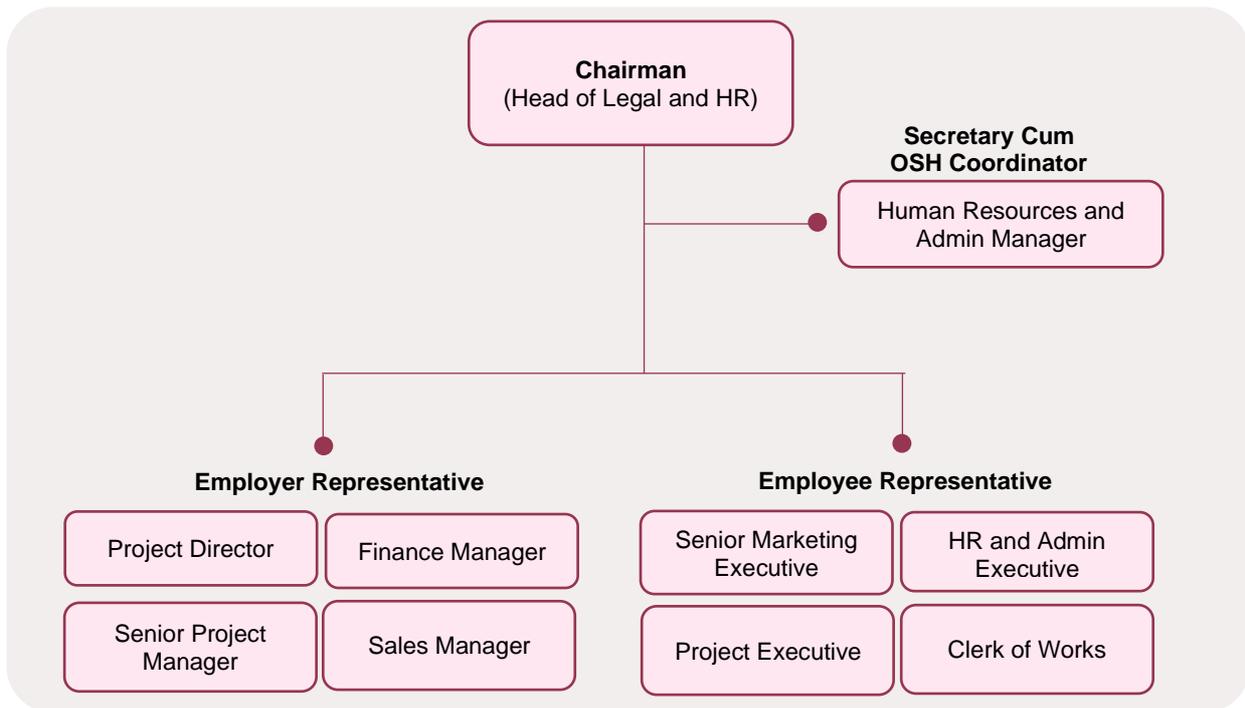
our customer experience, we plan to launch a mobile app to gather customer feedback and constructive data for improvement.

Occupational Health and Safety

Ensuring safe working conditions for all Radium employees, site workers, and contractors is fundamental to smooth property development operations. We integrate occupational safety and health (OSH) requirements into daily operations, implementing measures to ensure worker welfare and a secure working environment.

Our commitment to health and safety is guided by a robust occupational safety and health policy which is regularly reviewed and updated to comply with the regulations, codes of practices and guidelines enforced by the Department of Occupational Safety and Health (“DOSH”) and the Factories and Machinery Act 1967.

The Group has retained our OSH Committee, chaired by senior management appointed by the BOD, to oversee OSH performance. Supported by employer and employee representatives, along with an OSH coordinator, the committee works to create a secure workplace environment prioritising the safety of our employees, customers, contractors, and suppliers.



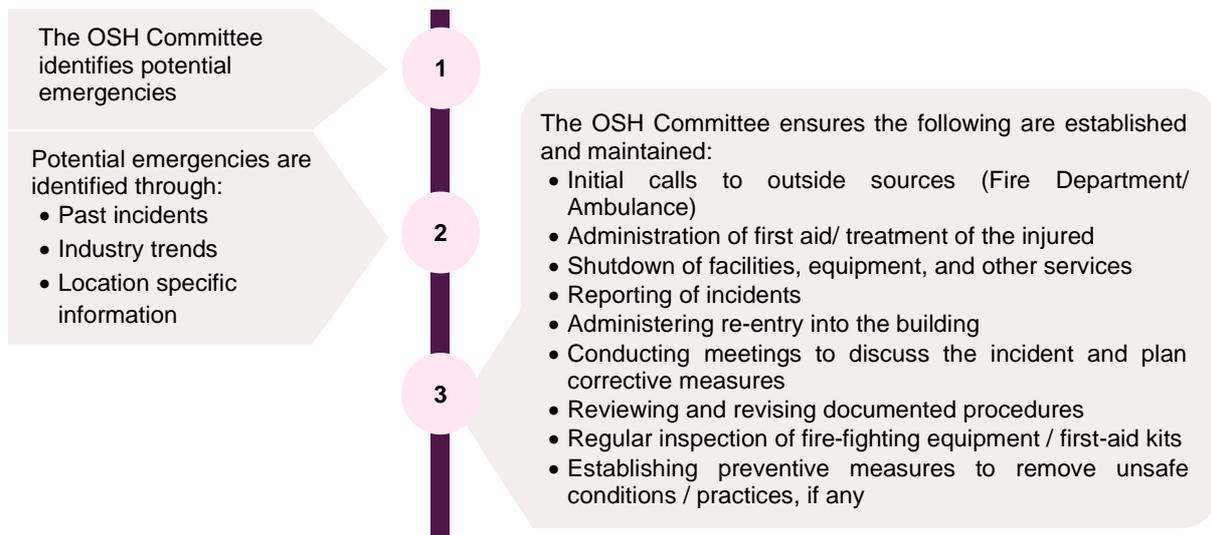
Emergency Response

Our safety and health management protocol includes identifying potential hazards and risks through the Hazard Identification, Risk Assessment and Risk Control (“HIRARC”) procedure prior to any commencement of work. This thorough approach ensures that we are well-prepared to respond to emergencies, safeguarding the well-being of our employees and the surrounding community.



We require all our contractors to establish an Emergency Response Plan (“ERP”) to effectively manage any emergency situations, including accidents, near-misses, and first-aid cases. Contractors are mandated to prepare their workers for emergencies through regular drills and training sessions. Any emergency must be promptly reported to the Emergency Response Team (“ERT”), which consists of on-site personnel and subcontractor staff. The ERT will investigate each incident to analyse and address the underlying issues, ensuring that worker safety remains a top priority.

Emergency Preparedness and Response Procedure



In FY2024, we recorded a total of 193,800 working hours with zero lost time injury rate (“LTIR”) or fatalities.

	FY2022		FY2023		FY2024	
	Male	Female	Male	Female	Male	Female
Total no. of work-hours recorded	94,376	72,288	98,736	77,440	108,120	85,680
Total no. of work-related fatalities	0	0	0	0	0	0
Total no. of lost time injuries	0	0	0	0	0	0
Lost time incident rate* (“LTIR”)	0	0	0	0	0	0

Note: LTIR was calculated based on Bursa Malaysia Sustainability Reporting Guide of per 200,000 hours worked.

Safety Training

At Radium, we prioritise safety awareness and provide important knowledge to both our employees and contractors, particularly at construction sites. Our goal is to equip them with the skills to identify hazards and maintain a safe working environment. To support this, we offer refresher training for existing employees and comprehensive safety training for new hires during induction programmes.

824 total training hours
(FY2023: 137 hours)

170 attendees
(FY2023: 67 attendees)



OSH Act Training



HIRARC Training



OSH Coordinator Training



Fire Execution Drill and Quick Guide to workplace safety

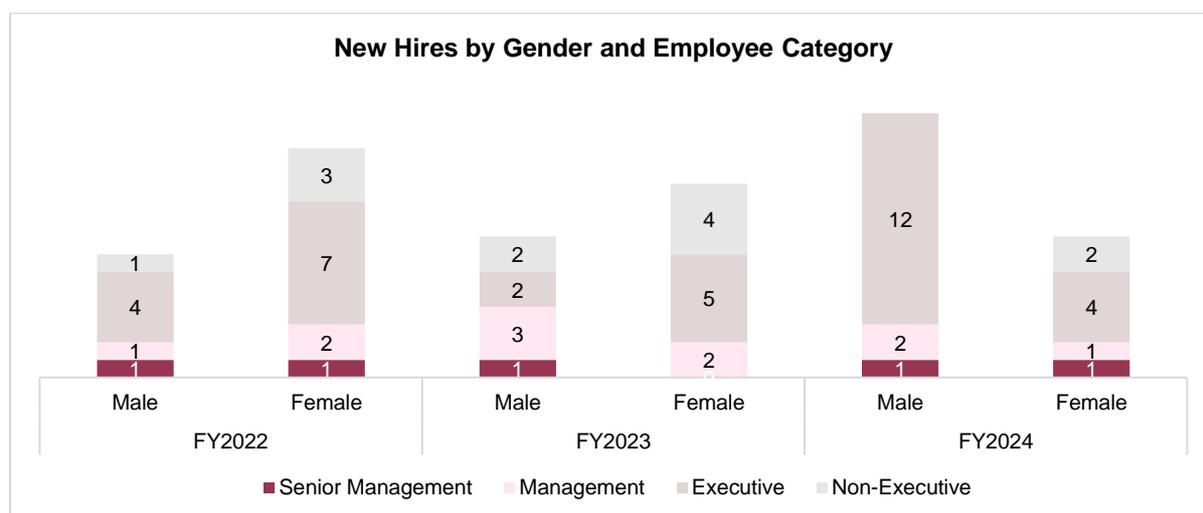
Labour Practices and Standards

At Radium, we recognise the importance of fair labour standards in the property development sector. We promote a culture of equity and inclusion, advocating for the rights and well-being of our workforce. In compliance with the Employment Act 1955 and Minimum Wages Order 2022, Radium ensures fair treatment and wages for all employees.

In FY2024, we received zero complaints regarding human rights violations and non-compliance with labour standards. To prevent child and forced labour, we conduct screenings including background checks, interviews, and job-related assessments. Our hiring process is guided by our Code of Conduct and Ethics, ensuring transparency and focusing on skills and experience, while prohibiting discrimination based on background, race, or gender.

Employee New Hires and Turnover

In FY2024 we hired 23 employees, resulting in a hiring rate of 26%. Of these new hires, 65% are male, with the majority aged between 30 to 50. During the same period, we recorded 19 employee departures, resulting in a turnover rate of 21%.



	FY2022	FY2023	FY2024
Employee New Hires by Gender			
Men	7	8	15
Women	13	11	8
Employee New Hires by Age			
<30	9	4	6
30 – 50	8	15	15
>50	3	0	2
Employee Turnover by Gender			
Men	3	7	13
Women	3	4	6
Employee Turnover by Age			
<30	4	2	5
30-50	2	7	12
>50	0	2	2
Employee Turnover by Category			
Senior Management	0	2	1
Management	2	3	4
Executive	2	5	13
Non-Executive	2	1	1

Parental Leave

In FY2024, a total of 6 employees utilised their parental leave and we achieved a 100% return-to-work rate. This success underscores our commitment to supporting our employees' work-life balance and ensuring a smooth transition back to work.

	FY2022	FY2023	FY2024
Number of employees who took parental leave	2	5	6
Number of employees who returned after parental leave	2	5	6
Number of employees who returned to work after parental leave ended and were still employed 12 months after their return	2	5	6
Return to work rate	100%	100%	100%

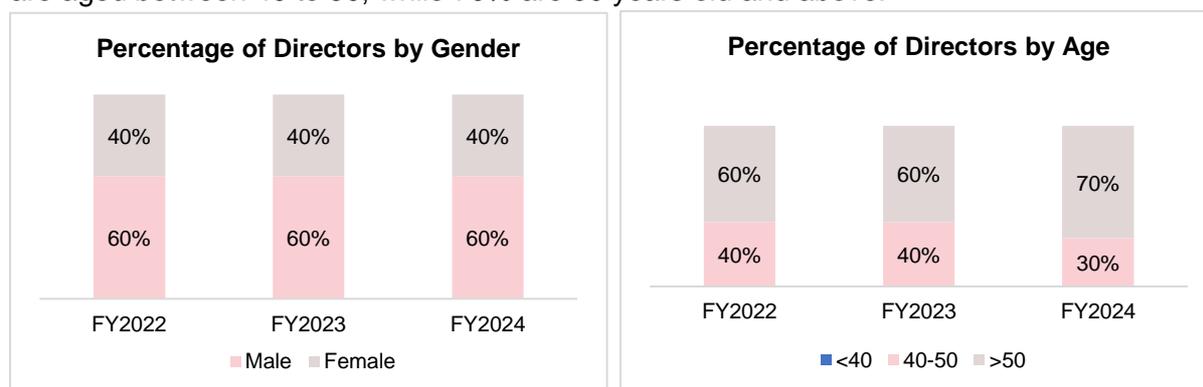
Diversity and Inclusion

At Radium, we aim to cultivate a workforce rich in diverse talents, maintaining a balance across genders and age groups to nurture creativity and innovation. A diverse workplace enriches our company culture by encouraging broader perspectives and improving decision-making.

We have zero tolerance for any form of discrimination, bullying, or harassment. We believe that diversity strengthens our organisation, and we are dedicated to promoting equal opportunities for all employees, regardless of race, gender, age, sexual orientation, or any other characteristic. This commitment is reflected in our hiring practices, where we focus on skills, experience, and potential that align with each specific role.

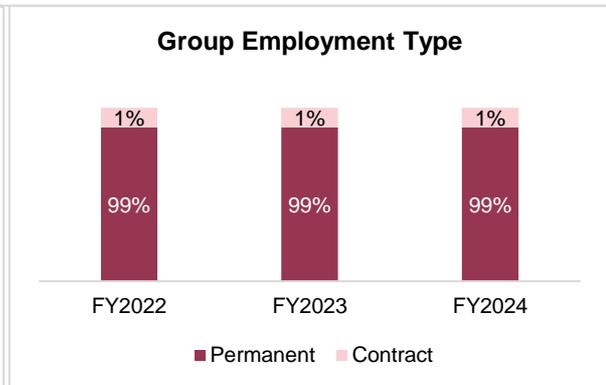
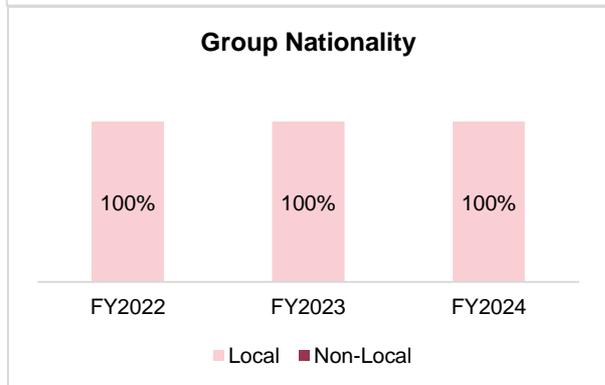
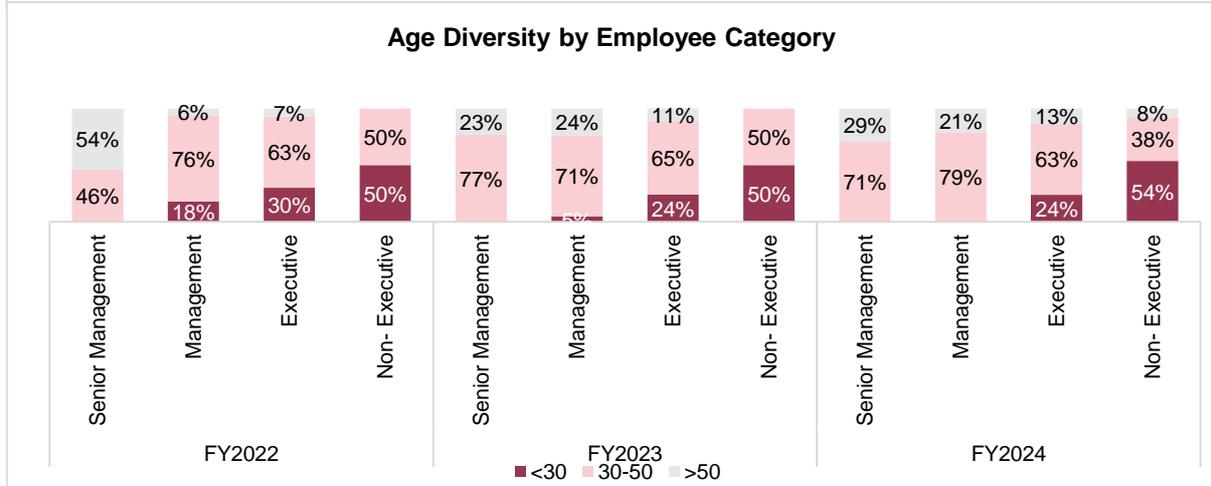
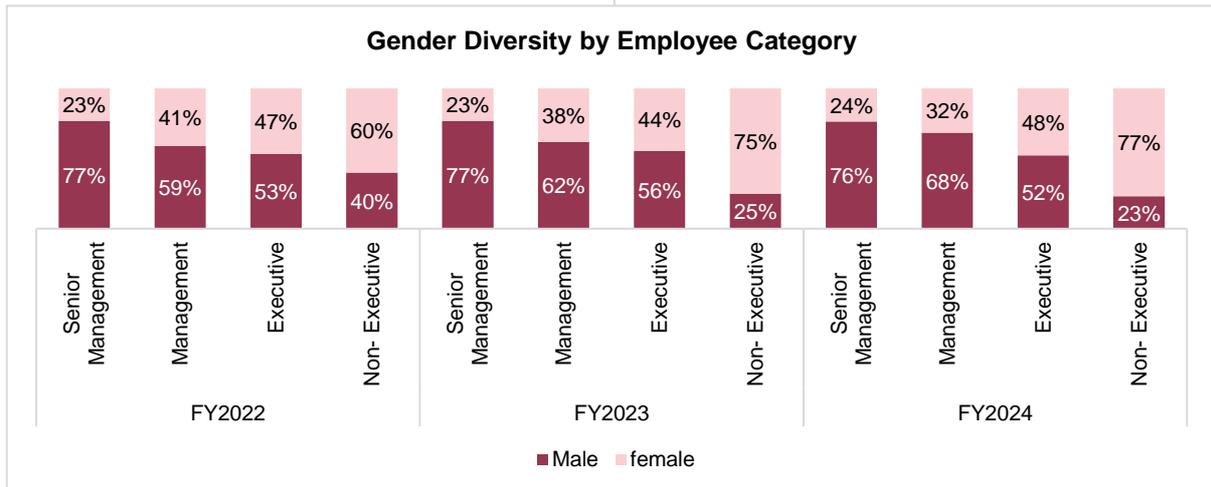
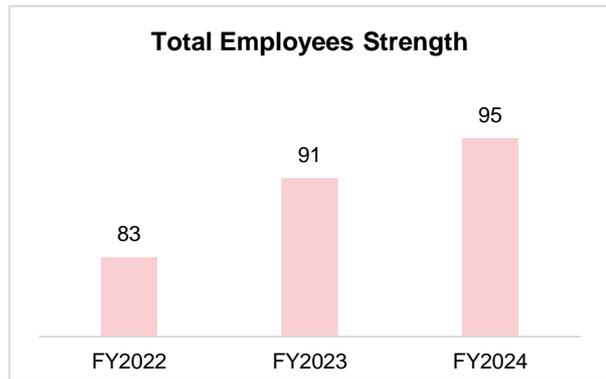
Board Diversity

Our Board comprises 60% male and 40% female members, exceeding the Malaysian Code on Corporate Governance requirement of having 30% women Directors. 30% of our directors are aged between 40 to 50, while 70% are 50 years old and above.



Employees Diversity

We recorded a total of 95 employees, reflecting a 4% increase from last year. Our workforce comprises 56% male and 44% female employees. The majority are men (56%) of which 64% are aged between 30 and 50. Additionally, 99% of our workforce hold permanent positions.



Talent Management

Cultivating and retaining talent is key to building a sustainable workforce. The Radium Development Leadership Programme was created to develop leaders for the next generation. Through providing career advancement, a comprehensive benefits package and targeted training, we enhance the employee experience and instil a sense of belonging, fostering deeper dedication and long-term loyalty.

Employee Benefits

We offer a wide range of benefits to attract, develop and retain skilled employees who drive our growth and innovation. Our comprehensive benefits package includes healthcare, insurance and professional development opportunities, fostering a supportive and thriving workplace environment.

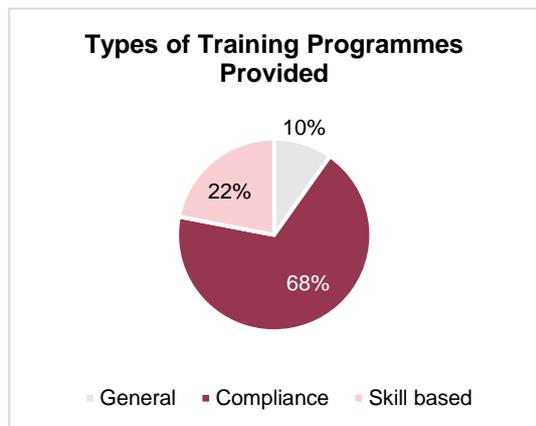


Growing Tomorrow's Leaders

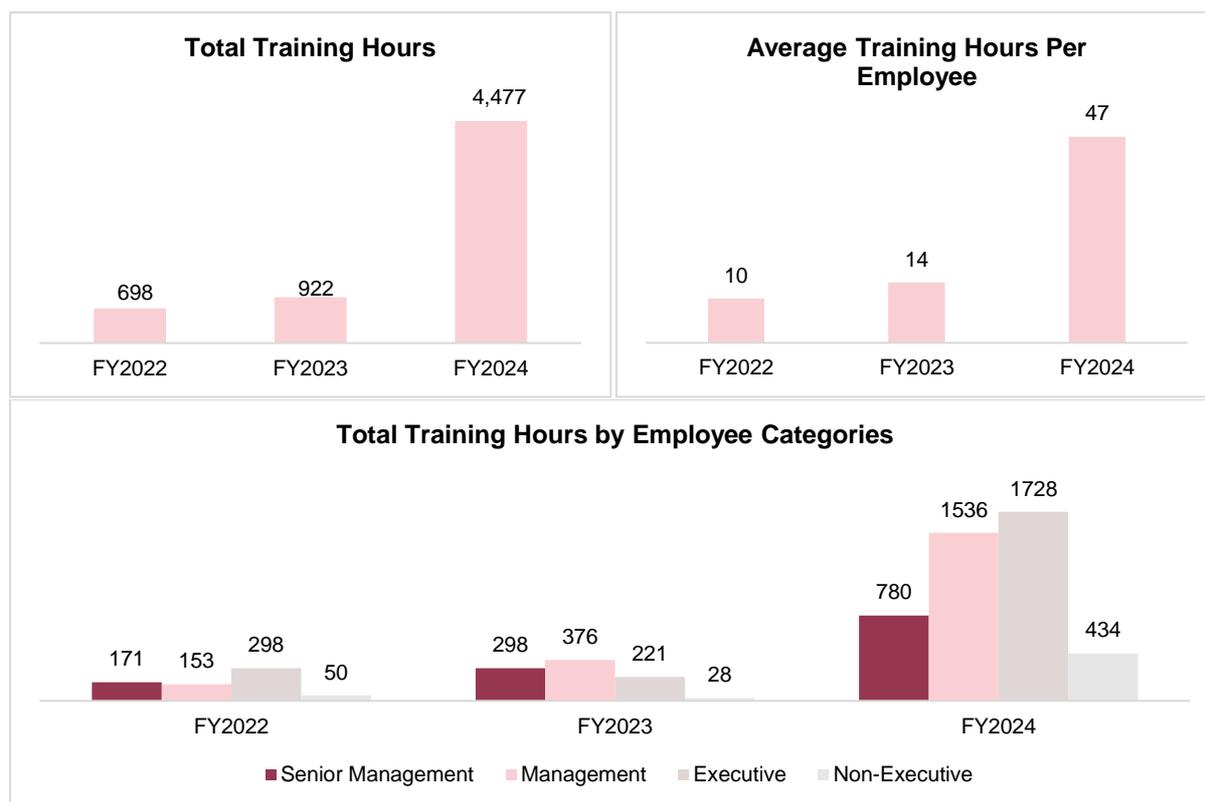
In FY2024, the Group launched the Radium Development Leadership Programme to cultivate the next generation of leaders within our organisation, with a total of 10 employees participating. This initiative is pivotal part of our succession planning efforts, designed to ensure continuity and sustained business performance during leadership transitions and changes. By identifying, developing and tracking key individuals for future executive positions, we contribute to their professional growth and the stability of our organisation.



In FY2024, we conducted a total of 41 training programmes, catering to a wide range of roles within the company. Our primary focus areas were compliance training (68%), followed by general knowledge (10%) and skill-based training (22%).



We reported a total of 4,477 training hours group-wide in FY2024.



Category	Average Training Hours		
	FY2022	FY2023	FY2024
By Employee Category			
Senior Management	13.15	22.88	45.88
Management	9.00	17.88	80.82
Executive	6.93	4.91	37.55
Non-Executive	5.00	2.30	33.38
By Gender			
Male	7.70	9.16	41.13
Female	9.33	11.38	54.69

Employee Survey

To enhance our talent management efforts, we conducted an employee survey and performance reviews to better understand their needs. In FY2024, we received a total of 68 responses, achieving a score of 97%. The survey covered various aspects, including the working environment, career development, growth opportunities and employee benefits.

Employee Engagement Programmes

This year, we engaged 701 employees through initiatives aimed at raising environmental awareness, offering motivational talks and celebrating festive occasions and birthdays. These programmes strengthen employee bonds and establish a positive work environment.

Engagement Programmes FY2024



Sustainability Workshop and Talk

In 2024, we conducted sustainability workshop, leadership programme and a talk titled *Awakening the Green in You*, aimed at enhancing our workforce's understanding of the importance of going green and the role each of us plays in fostering a sustainable environment.

Total Participants: 115

International Women's Day and Pink October

In March 2024, we celebrated International Women's Day with a motivational talk to foster gender equality within Radium's workforce. Additionally, during October, we organised Pink October to raise awareness and support research on breast cancer.

Total Participants: 68



Festive and Birthday Celebrations

We celebrated Hari Raya Aidilfitri and Christmas with colleagues and held monthly birthday celebrations, fostering a familial atmosphere among our employees.

Total Participants: 115

Healthy Lunch Programme and Health Talks

This year, we conducted several Healthy Lunch programmes to promote employee health and well-being. We also organised Health Talks to raise awareness about non-communicable diseases.

Total Participants: 335



Team Building

In October and November, we conducted Team Building programmes aimed at fostering strong working relationships among our staff.

Total Participants: 68

Community Enrichment and Social Responsibility

“Building Good” is the driving force behind our corporate social responsibility (“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.

Our commitment to community enrichment extends beyond business, reflecting our core CSR values. We have supported healthcare initiatives, made monetary contributions through our Back-to-School programme, organised blood donation drives, and constructed a covered walkway for the benefit of the community. Furthermore, we actively encourage our employees to participate in community service, promoting a culture of volunteerism and civic engagement.

Contributed RM 640,400, benefitting 14,866 individuals

(FY2023: RM 575,464.20, 1,004 individuals benefiting)

In FY2024, we contributed RM 640,400.00 to the community, benefitting 14,866 individuals.

Our Initiatives

We constructed an approximately 350-meter covered walkway connecting the Taman Melati LRT station to Tunku Abdul Rahman University of Management and Technology (TAR UMT), benefiting students, staff and the public. Supported by DBKL, this project underscores our dedication to enhancing community well-being.



Radium actively collaborates with Pusat Darah Negara to support World Blood Donation. This year, we organised our fourth annual Blood Donation Campaign in June and November at The Ark by Platinum Victory, Kuala Lumpur. The campaigns successfully attracted 66 donors, including community members, our employees, related companies, and business associates.

We actively collaborate with Persatuan Tindakan Wanita Islam (“PERTIWI”) on the PERTIWI Soup Kitchen project, to provide nutritious meals to underprivileged individuals in Kuala Lumpur. As part of this initiative, we provided 200 recipients with reusable woven bags containing freshly cooked meals and packed pandan layer cakes and biscuits during four dinner food distribution activities in March 2024.



BUILDING A SUSTAINABLE TOMORROW TODAY

Radium Development Berhad has made significant strides in integrating sustainability into every facet of our business operations. By enhancing ESG disclosures, strengthening supply chain management, advancing climate-related governance and partnering with GreenRE to incorporate green building practices across our projects, we reaffirm our commitment to environmental, social, and governance excellence.

Our dedication to sustainability is further evidenced by efforts to raise awareness among employees and implement meaningful initiatives, such as expanding our recycling programme. As we look to the future, we remain focused on building a sustainable tomorrow, delivering value to our stakeholders, and contributing to the broader sustainability agenda.

Performance Data Table

Indicator	Measurement Unit	2023	2024
Bursa (Anti-corruption)			
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category			
Senior Management	Percentage	100.00	100.00
Management	Percentage	100.00	100.00
Executive	Percentage	100.00	100.00
Non-Executive	Percentage	100.00	100.00
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	100.00	100.00
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0	0
Bursa (Data privacy and security)			
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0	0
Bursa (Supply chain management)			
Bursa C7(a) Proportion of spending on local suppliers	Percentage	100.00	100.00
Bursa S6(b) Number of suppliers assessed for environmental impacts	Number	0	25
Bursa S7(b) Number of suppliers assessed for social impacts	Number	0	25
Bursa (Energy management)			
Bursa C4(a) Total energy consumption	Megawatt	244.60	619.00
Bursa (Emissions management)			
Bursa C11(a) Scope 1 emissions in tonnes of CO ₂ e	Metric tonnes	20.00 *	27.00
Bursa C11(b) Scope 2 emissions in tonnes of CO ₂ e	Metric tonnes	189.00 *	479.00
Bursa (Waste management)			
Bursa C10(a) Total waste generated	Metric tonnes	0.05 *	885.00
Bursa C10(a)(i) Total waste diverted from disposal	Metric tonnes	0.05 *	64.00
Bursa C10(a)(ii) Total waste directed to disposal	Metric tonnes	0.00	821.00
Bursa (Water)			
Bursa C9(a) Total volume of water used	Megalitres	4.510000	28.000000
Bursa (Health and safety)			
Bursa C5(a) Number of work-related fatalities	Number	0	0
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	0.00	0.00
Bursa C5(c) Number of employees trained on health and safety standards	Number	67	170
Bursa (Labour practices and standards)			
Bursa C6(a) Total hours of training by employee category			
Senior Management	Hours	298 *	780
Management	Hours	376 *	1,536
Executive	Hours	221 *	1,728
Non-Executive	Hours	28 *	434
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	1.00	1.00
Bursa C6(c) Total number of employee turnover by employee category			
Senior Management	Number	2	1
Management	Number	3	4
Executive	Number	5	13
Non-Executive	Number	1	1

Internal assurance

External assurance

No assurance

(*)Restated

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Indicator	Measurement Unit	2023	2024
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0	0
Bursa (Diversity)			
Bursa C3(a) Percentage of employees by gender and age group, for each employee category			
Age Group by Employee Category			
Senior Management (<30)	Percentage	0.00	0.00
Senior Management (30-50)	Percentage	77.00	71.00
Senior Management (>50)	Percentage	23.00	29.00
Management (<30)	Percentage	5.00	0.00
Management (30-50)	Percentage	71.00	79.00
Management (>50)	Percentage	24.00	21.00
Executive (<30)	Percentage	24.00	24.00
Executive (30-50)	Percentage	65.00	63.00
Executive (>50)	Percentage	11.00	13.00
Non-Executive (<30)	Percentage	50.00	54.00
Non-Executive (30-50)	Percentage	50.00	38.00
Non-Executive (>50)	Percentage	0.00	8.00
Gender Group by Employee Category			
Senior Management Male	Percentage	77.00	76.00
Senior Management Female	Percentage	23.00	24.00
Management Male	Percentage	62.00	68.00
Management Female	Percentage	38.00	32.00
Executive Male	Percentage	56.00	52.00
Executive Female	Percentage	44.00	48.00
Non-Executive Male	Percentage	25.00	23.00
Non-Executive Female	Percentage	75.00	77.00
Bursa C3(b) Percentage of directors by gender and age group			
Male	Percentage	60.00	60.00
Female	Percentage	40.00	40.00
<50	Percentage	40.00	30.00
>50	Percentage	60.00	70.00
Bursa (Community/Society)			
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	575,464.20	640,400.00
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	1,004	14,866

Internal assurance

External assurance

No assurance

(*)Restated

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