Bio-Molecular Industries Sdn Bhd

SUSTAINABILITY REPORT 2024

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ABOUT
Bio-Molecular Industries Sdn Bhd

Bio Molecular Industries Sdn Bhd ("BioM") is a company incorporated in Malaysia under the Companies Act, 1965 on 11 May 2005. BioM is a leading Malaysian biotechnology company dedicated to advancing healthcare through innovative diagnostic solutions and is principally engaged in the business of manufacturing and research and development of radioisotopes and radiophamaceuticals products for Positron Emission Tomography (PET). BioM has also been awarded as a "BioNexus Status Company" by the Malaysian Biotechnology Corporation Sdn Bhd.

BioM first product is ^{18}F-Fluorodeoxyglucose (^{18}F-FDG), also known as ^{18}F-Fludeoxygluose. It is marketed as FDG IBA® Multidose Injection in Malaysia. ^{18}F-Fluorodeoxyglucose is a positron emitting radiopharmaceuticals used in PET (Positron Emission Tomography) imaging. Beside that, BioM also produces Sodium Fluoride ^{18}F Injection (^{18}F-NaF) where it is a positron emitting radiopharmaceutical used for diagnostic purposes in conjunction with positron emission tomography (PET) imaging.

ABOUT THIS REPORT

Scope of Reporting

This report covers the financial year from 1st January 2024 to 31st December 2024 (“FY2024”) and focuses exclusively on our production facility located in Bandar Enstek, Negeri Sembilan, Malaysia.

Reporting Framework

The BioM Sustainability Report for FY2024 has been prepared with reference to established reporting guidelines and frameworks, including the Global Reporting Initiative (GRI), the 2020 Bursa Malaysia Sustainability Reporting Guide (3rd Edition), the United Nations Sustainable Development Goals (UN SDGs), and the Simplified ESG Disclosure Guide (SEDG).

Feeback

We sincerely welcome and appreciate feedback from our valued stakeholders. Should you require any further clarification or have any inquiries, please do not hesitate to contact us.

Mr Mahmud Ulwan Salehan
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MESSAGE FROM EXECUTIVE CHAIRMAN

Dato' Sri Tai Hean Leng @ Tek Hean Leng

It gives me great pride to present Bio-Molecular Industries Sdn Bhd's first Sustainability Report, a milestone that reflects our commitment to embedding sustainability into the core of our business strategy. This report marks a significant step forward in our journey to align with both national and global sustainability agendas, including our long-term aspiration of achieving net-zero carbon emissions by 2050.

As part of this inaugural report, we have disclosed our total greenhouse gas (GHG) emissions of 966.33 tCO_2e, covering Scope 1, Scope 2, and Scope 3 (Categories 6 and 7). While BioM is not a publicly listed company, we have chosen to align our reporting with the Bursa Malaysia requirements for listed entities, reaffirming our commitment to uphold the same standards of transparency, accountability, and environmental responsibility.

Our sustainability reporting is guided by respected global and local frameworks. These include the Global Reporting Initiative ("GRI"), the 2020 Bursa Malaysia Sustainability Reporting Guide (3rd Edition), the United Nations Sustainable Development Goals ("UN SDGs"), and the Simplified ESG Disclosure Guide ("SEDG") issued by relevant regulatory bodies. By referencing these established standards, we ensure that our sustainability performance is measured with clarity, credibility, and consistency.

At BioM, sustainability is not merely a compliance measure—it is a strategic imperative. Our commitment to net-zero by 2050 is not only aligned with the global climate agenda but also closely tied to the UN SDGs, which serve as a compass for our environmental, social, and governance ("ESG") goals.

This report is the first of many steps we will take to transparently share our progress, challenges, and aspirations. We remain fully dedicated to strengthening our sustainability practices and to building a resilient, responsible, and future-ready organization—for the benefit of our stakeholders, the communities we serve, and the planet we all share.

Thank you for your continued support.

Dato' Sri Tai Hean Leng @ Tek Hean Leng

Our Commitment to Sustainable Practices

Sustaining our commitment to water reduction efforts

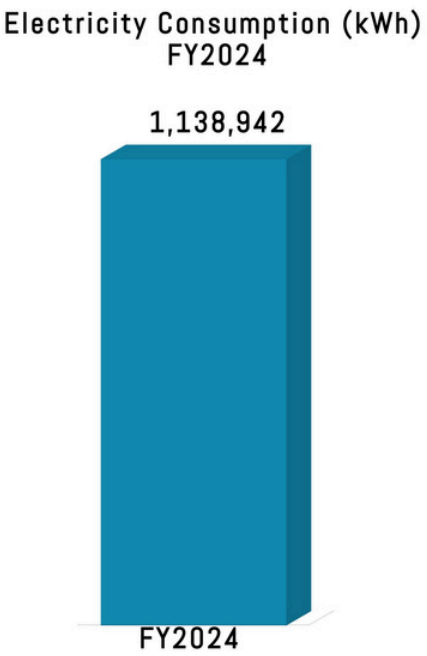
Strengthening our focus on energy-saving initiatives

Upholding our commitment to driving sustainable innovation in production

Disclosing Scope 1, 2, and 3 (Cat 6 & 7) emissions to uphold transparency in sustainability

Fostering partnerships to promote a culture of sustainability across operations and communities

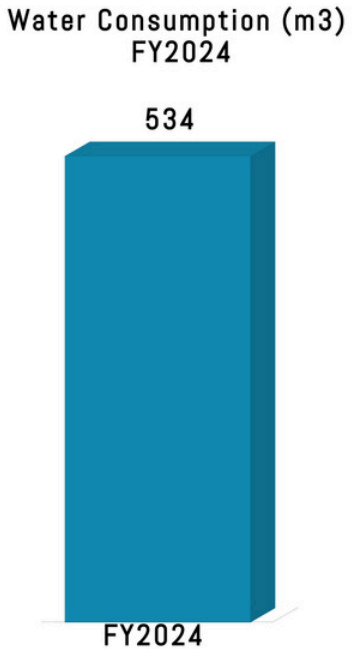
Energy Consumption



In FY2024, BioM recorded a total electricity consumption of 1,138,942 kWh. This figure reflects the energy required to support BioM's overall operations in our production plant located at Bandar Enstek, Negeri Sembilan, Malaysia.

As part of our commitment to sustainability, BioM continuously monitors our energy usage to identify opportunities for efficiency improvements and reduction of our environmental footprint. Efforts are underway to explore renewable energy alternatives and implement energy-efficient technologies across our facilities.

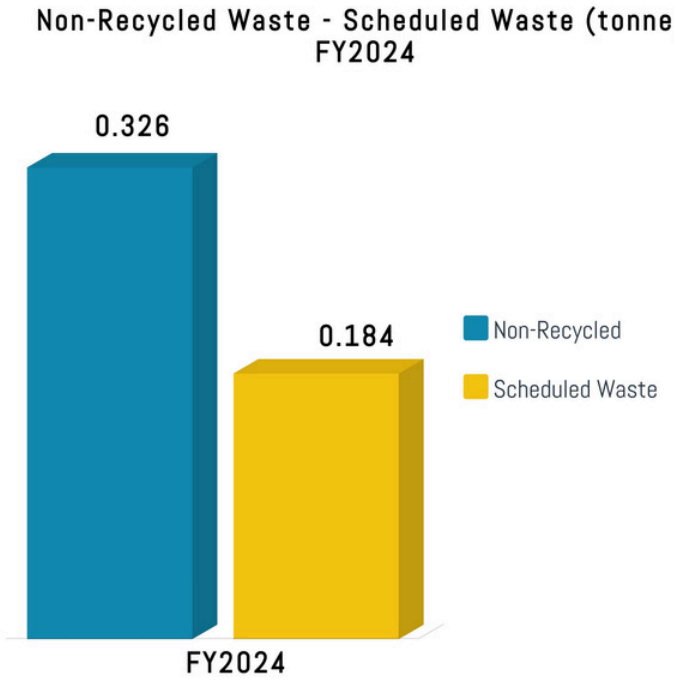
Water Consumption



We recorded a total water consumption of 534 cubic meters (m^3) in 2024. The company's ongoing efforts to manage our water usage efficiently across our facilities and operations resulted to this relatively low volume of water consumption.

Recognising water as a critical and shared resource, BioM integrates water stewardship into its broader sustainability strategy. The company emphasizes process optimization, preventive maintenance, and awareness initiatives to reduce water wastage. Moving forward, BioM is committed to exploring water recycling opportunities and implementing more sustainable water management systems to further minimize its environmental impact.

Waste Management



We recorded 0.326 tonnes of non-recycled waste and 0.184 tonnes of scheduled waste in 2024, generated primarily from routine laboratory testing, R&D activities, and production processes. As a biotechnology company operating in a highly regulated environment, BioM adheres strictly to waste handling procedures to ensure both safety and environmental compliance.

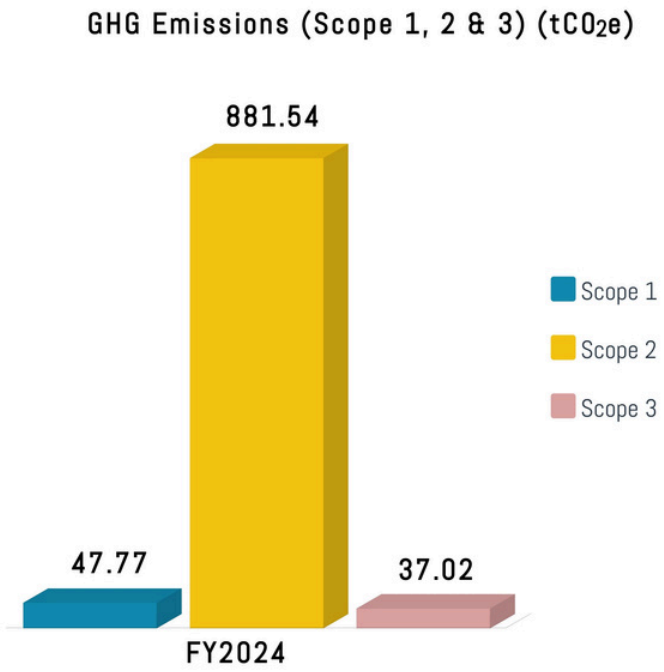
Our scheduled waste mainly includes materials such as used chemicals and laboratory disposables. This waste is well managed in accordance with Malaysian environmental regulations under the Department of Environment ("DOE"). Non-recycled waste typically comprises general waste that is not suitable for recycling due to contamination or material composition.

Waste Management

We are committed to minimising our waste generation through continuous process improvements, awareness initiatives among employees, and collaboration with certified waste disposal partners as we at BioM acknowledge the important of protecting the environment.

Looking ahead, we aims to enhance our waste segregation efforts and explore viable recycling or recovery options that align with industry best practices as we supporting our broader sustainability agenda while maintaining operational efficiency.

GHG Emissions



Metric	GHG Emissions (tCO_2e)
	2024
Scope 1 (Mobile Combustion)	47.77
Scope 2 (Electricity)	881.54
Scope 3 (Business Travel)	1.12
Scope 3 (Employee Commuting)	35.90
Total	**966.33**

**Scope 1 GHG emission is calculated according to the 2006 IPCC Guidelines for National Greenhouse Gas Inventories for Mobile Combustion.*
**Scope 2 GHG emission is calculated according to Malaysia's Suruhanjaya Tenaga Grid Emission Factor (2022) for FY2024.*
**Scope 3 GHG emission is calculated according to the United States Environmental Protection Agency Emission Factor 2024*

GHG Emissions

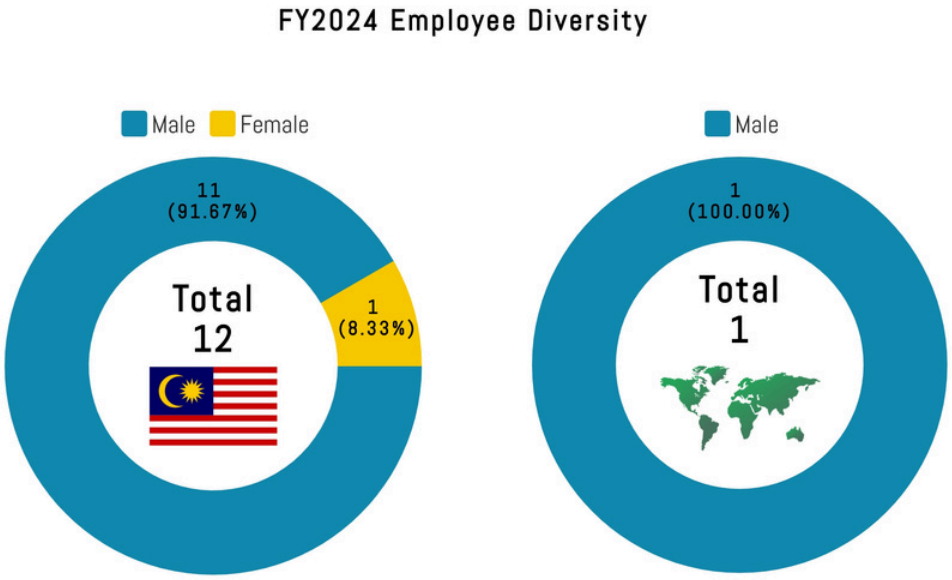
In FY2024, BioM recorded a total greenhouse gas ("GHG") emissions of 967.66 tCO_2e, comprising 47.77 tCO_2e from Scope 1 (direct emissions), 881.54 tCO_2e from Scope 2 (indirect emissions from purchased electricity), and 38.35 tCO_2e from Scope 3 (other indirect emissions such as business travel and employee commuting).

The data indicates that Scope 2 emissions represent the most significant portion of BioM's carbon footprint, largely driven by energy-intensive activities within our laboratories and manufacturing facilities. As climate change continues to pose global environmental and socio-economic risks, BioM recognises the urgent need to address our emissions and reduce our environmental impact.

Thus, the company is actively pursuing strategies to enhance energy efficiency, explore renewable energy options, and adopt lower-carbon practices across our operations and supply chain. These efforts are aligned with Malaysia's national sustainability goals and broader international climate commitments.

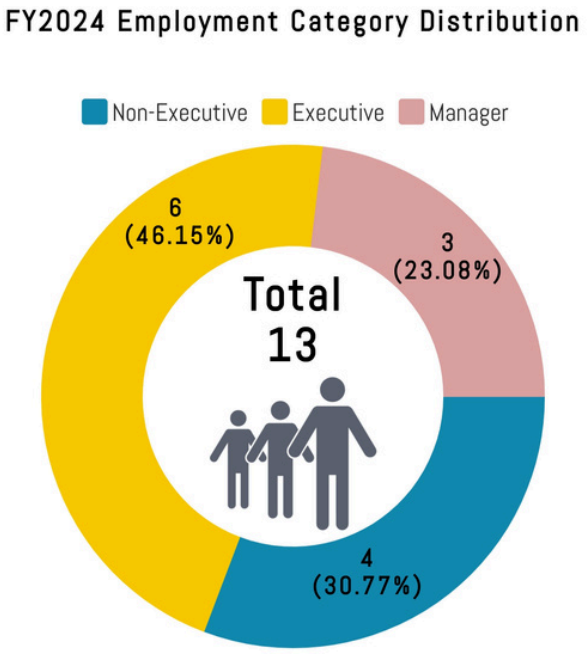
BioM remains committed to monitoring our carbon performance and implementing initiatives that contribute to a more sustainable and climate-resilient future.

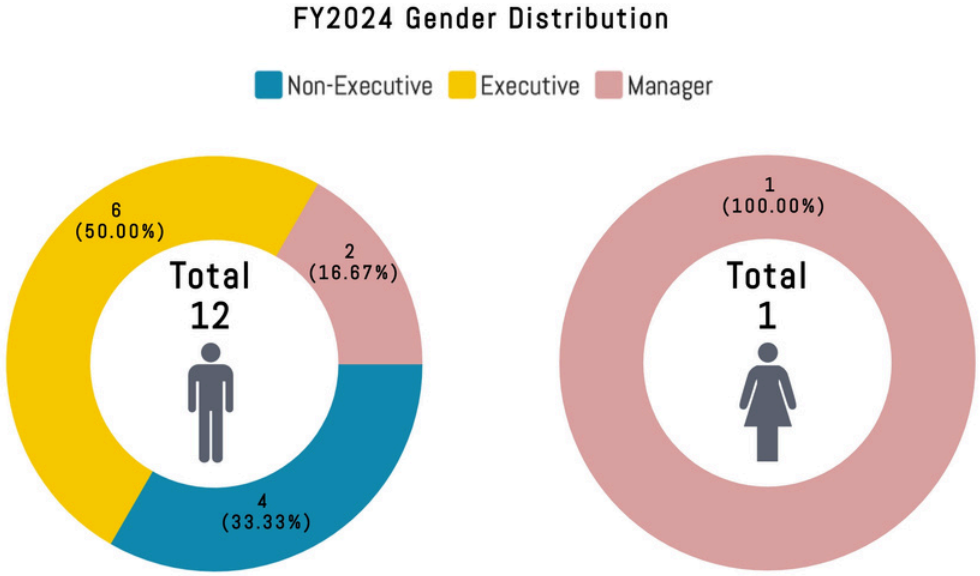
Our Employees



BioM in 2024 employed a total of 13 individuals, comprising 12 Malaysians and 1 international employee. Among Malaysian employees, 91.67% (11 employees) were male and 8.33% (1 employee) was female, while the international employee was 100% male. While the workforce remains predominantly male, BioM is committed to fostering a more diverse and inclusive work environment and continues to encourage equal opportunities in recruitment and career development.

Our Employees

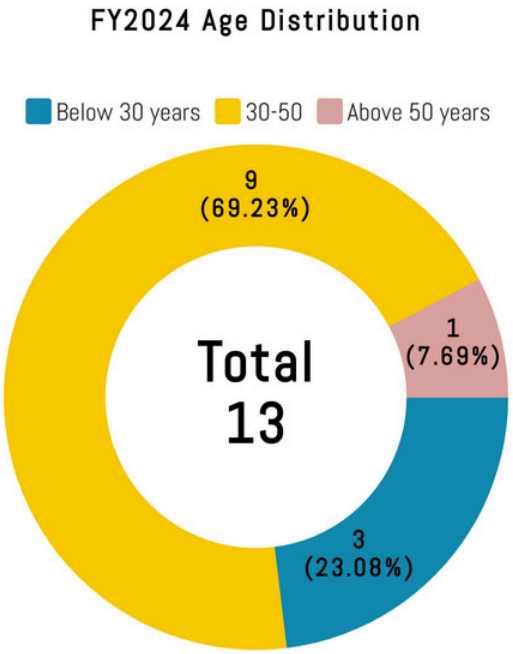




From the total of 13 employees, with 46.15% (6 employees) in executive roles, 30.77% (4) in non-executive positions, and 23.08% (3) serving as managers. As of gender perspective, the male workforce (12 employees) was distributed as 50% executives, 39.33% non-executives, and 16.67% managers. The sole female employee (1) held a managerial position, representing 100% of the female workforce.

Our Employees

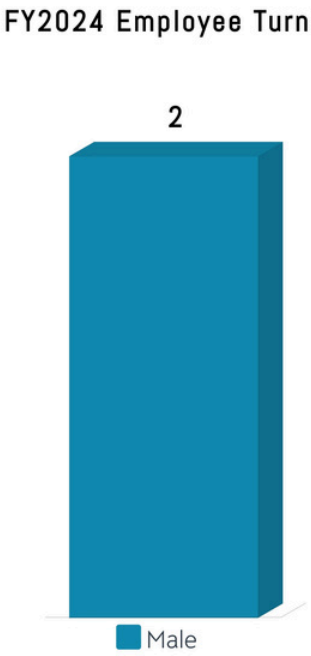
This data reflects BioM's organisational structure and highlights ongoing opportunities to enhance gender balance and role diversity within the company.



The majority aged between 30 to 50 years (69.23%). Employees below 30 years made up 23.08%, while those above 50 years accounted for 7.69%.

This distribution reflects a balanced workforce with a strong mid-career talent pool supported by both younger professionals and experienced senior staff, contributing to the company's operational effectiveness and long-term growth.

Our Employees



In FY2024, we saw two employees left the organisation which both of whom were male staff. While the turnover rate remains relatively low, BioM views employee retention as a key aspect of organisational stability and operational continuity. The company continues to foster a supportive and engaging work environment, offering development opportunities and promoting employee well-being to attract and retain talent effectively.

Occupational Safety and Health

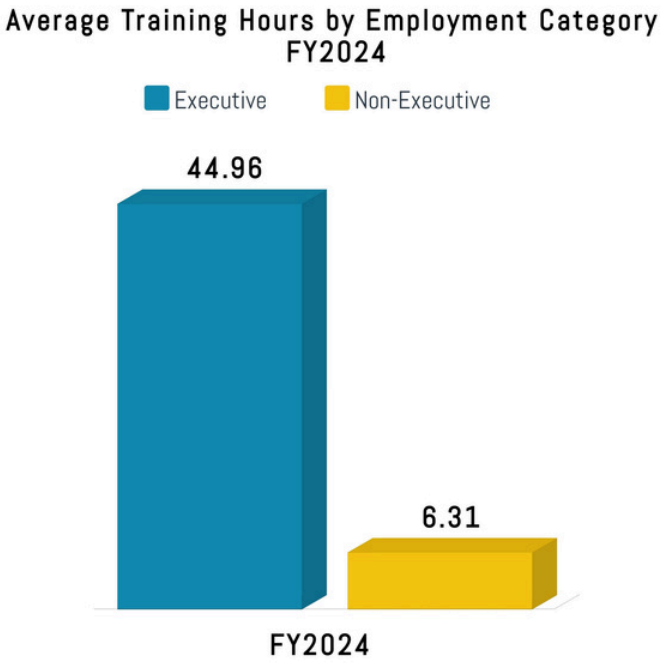
At BioM, we view sustainability as a comprehensive responsibility where one that not only encompasses environmental stewardship but also safeguards the health, safety, and well-being of our employees. We recognise that a truly sustainable workplace is built on a strong foundation of Occupational Safety and Health ("OSH"), and we are fully committed to embedding these principles across all levels of our operations.

Guided by our mission to uphold the highest safety standards, BioM takes a proactive approach to OSH by continuously identifying potential hazards, implementing rigorous control measures, and equipping our employees with the necessary tools and knowledge to ensure a safe working environment.

In FY2024, we proudly recorded zero workplace incidents, a milestone that reflects our unwavering dedication to maintaining a safe and secure workplace. We conducted 10 comprehensive OSH training sessions in FY2024 which covered a wide range of topics related to safe work procedures. The training combined theoretical instruction with hands-on exercises, allowing employees to apply safety concepts confidently in their daily responsibilities. Active participation was encouraged, promoting open dialogue, shared learning, and a sense of ownership over safety practices.

Through these ongoing efforts, BioM is fostering a culture where safety is not just a protocol but a shared value. Our approach to OSH is integral to our broader sustainability goals where we place people at the heart of our success and ensuring that our operations remain safe, resilient, and future-ready.

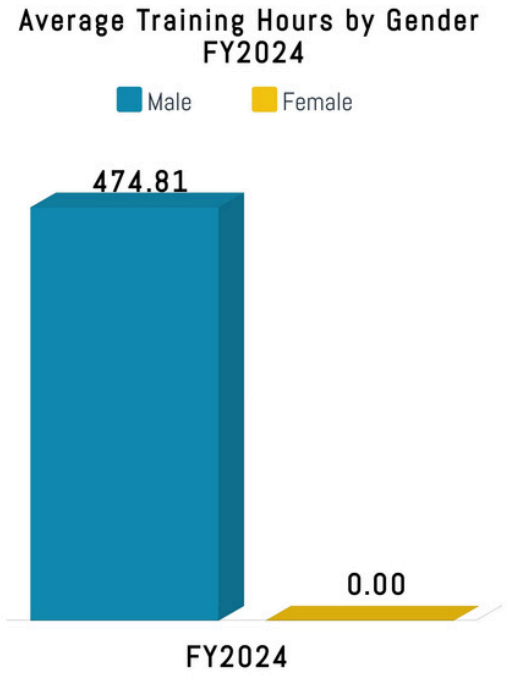
Training and Development

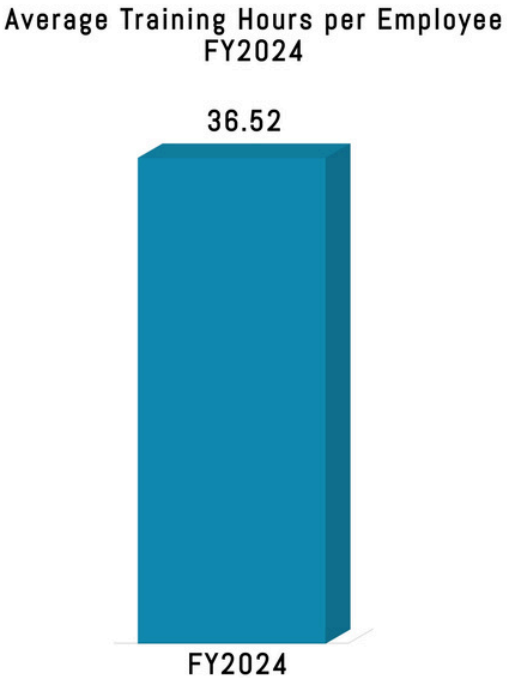


The key to driving innovation, operational excellence, and employee empowerment is through continuous learning and professional development. According to the employment category, an average of 44.96 training hours is received by the executive-level employees, higher than non-executive staff, who averaged 6.31 hours. This suggests that while leadership and technical roles are well-supported in terms of professional development, additional focus is needed to extend similar training opportunities across all levels of the organisation.

At BioM, we recorded an average of 36.52 training hours per employee in 2024, reflecting our proactive investment in up-skilling our workforce and strengthening internal capabilities.

Training and Development





A closer look at the breakdown shows a total of 474.81 training hours completed by male employees, while no recorded training hours were logged for female employees, due to the limited female representation in the organisation in FY2024. This highlights an opportunity to further enhance inclusion and equal access to development programs as we continue to grow and diversify our talent base.

BioM continues to remains committed to providing a balanced and inclusive training framework that supports both personal growth and organisational advancement. Our aim is to ensure that every employee, regardless of gender or position, is equipped with the knowledge, skills, and confidence to contribute meaningfully to our shared mission and values.

Training and Development

Safety & Health Training Courses

- Company Safety Policy
- Usage of PPE in Workplace
- Radiation Safety
- Safe Chemical Handling (Synthesis) & Synthesis Operation
- Workplace Monitoring Using Survey Meter
- Management of Radioactive Waste and General Waste
- Personnel Monitoring on Radiation Exposure
- Emergency Procedure for Radioactive and Non-Radioactive Spillage
- Handling and Storage of Sealed Radioactive Sources
- Fire Emergency

Non Safety & Health Training Courses

- Radiochemical Purity
- Appearance of Solution
- pH
- Radionuclide Purity
- Half-Life
- Environmental Monitoring
- Shipment of Samples to Approved Contract QC Laboratory
- Control and Storage of Incoming Goods
- Sampling and Testing of Incoming Goods
- Out of Specification Quality Control Results
- Management of Retention Samples
- Management of Rejected Samples
- Blank Run: Batch Control of Enriched Water and Synthesis Kit
- Use and Maintenance of High Performance Liquid Chromatography
- Use and Maintenance of pH meter
- Safe Chemical Handling (Quality Control) & QC Operation

Training and Development

Non Safety & Health Training Courses

- Basic GMP
- Basic Hygiene
- Usage of P.E.T Shipping System for Vial Pigs in Radioactive Material Packaging
- Basic Microbiology
- Chemical Labelling Format (CLASS Regulation 2013)
- Daily Use of Cyclotron 18/9
- Maintenance of Cyclotron 18/9 MeV
- Cyclotron Vault Access
- Gowning Procedure
- Cleaning Agents Use in Manufacturing Area
- Gas System Operation And Maintenance Procedure
- Use & Maintenance of Synthesis Module
- Use and Maintenance of Hot Cells (Synthesis and Dispensing)
- Use and Maintenance of Canberra Radiation Monitoring Equipment
- Use and Maintenance of Dispensing System (Timotheo LT)
- Use and Maintenance of Air Compressor
- Use and Recycling of Lead Containers
- Use and Maintenance of HVAC System
- Line Clearance
- Aseptic Technique
- Sterile Manufacturing
- Product Recall
- Deviation and Investigation
- Change and Improvement Control
- Customer Complaint - Product
- Internal Audit
- Personnel Training
- Media Fill Test
- Facility Cleaning

Training and Development

Non Safety & Health Training Courses

- Use of Equipment Log
- Personnel Hygiene
- Product Quality Review
- Use of Computer Systems
- Pest and Vermin Control
- Personnel Qualification
- Management of Gowning Reconsolidation
- Daily Check of Facility Status before Start-up Operations
- Corrective and Preventive Actions
- Procedure for Visitors
- Purchasing Procedure
- Vendor Onsite Audit
- Management of Controlled Copies of GMP Documents
- Management of External Contractors
- Customer Complaint - Non-Technical
- Dispatch of Final Product
- Release of Finished Product
- Vendor Evaluation, Audit & Approval
- Maintenance, Repair, Calibration & Validation of Equipment and Facility
- Quality Risk Management
- Security Procedure
- Sterile Personnel Qualification
- Sanitation and Hygiene
- Contamination Control Strategy
- Cleaning and Sanitization
- Use & Maintenance of Synthesis Module
- Management of Radioactive Waste & General Waste
- Kryptofix 222
- Residual Solvents

Training and Development

Non Safety & Health Training Courses

- Radioactivity Assay
- Membrane Filter Integrity
- Incubation
- Management of Retention Samples
- Use and Maintenance of Gas Chromatography
- Use and Maintenance of Radio-Isotope Thin Layer Analyzer (RITA)
- Use and Maintenance of Gamma Spectrometer
- Use and Maintenance of Analytical Balance
- Use and Maintenance of Dose Calibrator
- Use and Maintenance of Thermostatic Cabinets ST 1+
- Use and Maintenance of Incubator AMBI-100
- Personnel Qualification
- Quality Control Personnel Qualification
- Preparation of Solution and Chemical Handling
- Control and Storage of Incoming Goods
- Environmental Monitoring
- Use and Maintenance of HVAC System
- Gowning Procedure
- Site Master File
- Quality Risk Management
- Root Cause Analysis (RCA) and CAPA
- Statistical Process Quality Control
- Good Documentation Practice
- Generation, Approval and Control of GMP Documentation
- Operating and Managing Cleanroom

Corporate Social Responsibility

In FY2024, BioM contributed approximately RM8,900.00 as part of our ongoing commitment to community engagement and social responsibility.

This investment was directed toward supporting the advancement of medical knowledge and professional development in the healthcare sector. Specifically, BioM provided sponsorship and support to four reputable medical institutions such Mahkota Medical Centre, Penang Adventist Hospital, Loh Guan Lye Specialist Centre, and Sunway Medical Centre in organising scientific conferences.

These included events such as the National Conference for Nuclear Medicine, Nuclear Medicine Biomolecular Imaging Seminar, PAH Annual Scientific Conference, and other professional gatherings focused on nuclear medicine and advanced imaging technologies. By supporting these initiatives, BioM aims to promote continuous medical education, foster clinical innovation, and ultimately contribute to improved healthcare outcomes for the broader community.

This initiative underscores our belief that sustainable business growth is closely tied to the health and well-being of the society in which we operate.

Governance and Ethical Commitment

At BioM, sustainability is more than an operational principle where it is the pillar of our long-term strategy. This reflects of our deep commitment to responsible and ethical business practices. We continue to be committed is strong governance, which ensures transparency, accountability, and strict compliance with all applicable regulatory standards. These elements are essential in building stakeholder trust, safeguarding integrity, and supporting sustainable growth across our organisation.

BioM is proud to uphold a governance framework that aligns with global best practices. As a testament to our compliance and operational excellence, we have successfully obtained several prestigious certifications and licenses, including:

- **Good Manufacturing Practice (GMP) License** – Authorising BioM to manufacture sterile-grade pharmaceutical products.
- **Atomic Energy Licensing Board (AELB) License** – Permitting the safe handling and use of radioactive materials.
- **BioNexus Status** – A special recognition granted to qualified companies engaging in biotechnology activities in Malaysia.

These certifications and licenses highlight our commitment to regulatory compliance, product integrity, and operational safety. Through structured, transparent decision-making processes and a company-wide adherence to ethical principles, and we continue to maintains the highest standards of governance to enable us to proactively manage risks, drive accountability, and enhance stakeholder confidence.

Governance and Ethical Commitment

BioM proudly achieved full compliance with all relevant legal and regulatory requirements in FY2024. We also recorded zero incidents of data breaches or customer privacy violations, and there were no reported cases of corruptionacross our operations. These outcomes reinforce our zero-tolerance stance on unethical practices and our steadfast commitment to data security, corporate integrity, and operational transparency.

Moving forward, we remains committed to continuously strengthening our governance framework to support our sustainability objectives and uphold the values that define our identity. Governance at BioM is not merely about meeting compliance and customer needs but it is a core pillar of how we operate, create value, and contribute to a fair, ethical, and sustainable future for our stakeholders, industry, and society at large.

Conclusion

As conclusion, BioM remains steadfast in our commitment to addressing climate-related risks and opportunities through a comprehensive, transparent, and proactive approach. Our sustainability vision is driven by strong leadership from top management and supported by the dedication of all employees and stakeholders. We actively engage with them as part of our ongoing efforts to realise our long-term ambition of achieving net-zero carbon emissions by 2050.

As this marks BioM's inaugural sustainability report, it represents a significant milestone in our journey toward a more sustainable future. This report reflects our collective efforts to identify, measure, and implement strategies that reduce our carbon footprint, while promoting resource efficiency across all facets of our operations. We are equally committed to nurturing a workplace culture that champions diversity, inclusion, and employee well-being, recognising that a resilient and empowered workforce is key to achieving our sustainability goals.

While we acknowledge the challenges that lie ahead within the biotechnology and life sciences sector, we also recognise the unique opportunities to lead by example. At BioM, we are committed to continuous improvement, innovation, and collaboration. These principles that will enable us to navigate complexities and drive meaningful, lasting change.

Looking ahead, BioM is committed to advancing sustainability, exceeding our goals, and creating a positive impact on the environment and communities. For BioM, sustainability is a continuous journey toward a greener, more equitable future.

Bio-Molecular Industries Sdn Bhd

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