



ASIAMEDIC LIMITED



SUSTAINABILITY REPORT  
2024

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# CHAIRMAN'S STATEMENT



# Chairman's Statement

## DEAR STAKEHOLDERS,

I am pleased to present AsiaMedic Limited's Sustainability Report for the financial year ending 31 December 2024, which outlines our continued commitment to driving sustainability across all aspects of our business.

As a leading healthcare provider in Singapore, we recognise that our responsibility extends beyond delivering exceptional medical services. Sustainability is integral to our business model, and we remain steadfast in integrating environmental, social, and governance ("ESG") considerations into our operations. Our mission to enhance the health and well-being of individuals goes hand in hand with our commitment to promoting sustainable practices within our organisation and the communities we serve.

In 2024, we took significant steps to strengthen our sustainability governance framework, reduce our environmental impact, and enhance our social initiatives. From expanding our school health services to implementing targeted health coaching programs for underserved communities, we continue to prioritise the well-being of our stakeholders and contribute to the overall health of society. Our focus remains on delivering long-term value by integrating sustainable practices that align with the evolving healthcare needs of the population.

We have also placed a strong emphasis on fostering an inclusive and ethical work environment, ensuring that our employees feel valued, supported, and empowered to contribute to AsiaMedic's growth. The number of long-serving employees in AsiaMedic stands as a testament to this commitment and the positive workplace culture we have cultivated. Upholding the highest standards of corporate governance and integrity is vital to maintaining the trust and confidence of our stakeholders, and we remain dedicated to enhancing these practices in the years to come.

Looking ahead, we are committed to building on our progress in sustainability by exploring new opportunities to advance our impact on health outcomes, environmental stewardship, and social responsibility. We firmly believe that by embracing sustainability, we can create a resilient, innovative, and sustainable future for AsiaMedic, our employees, and the communities we serve.

On behalf of the Board and management, I would like to express my sincere gratitude to all our stakeholders for their unwavering support as we continue our journey toward a more sustainable and healthier future.

Sincerely,

**CHARLES WANG CHONG GUANG**

*Chairman*

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# ORGANISATION PROFILE



# Organisation Profile

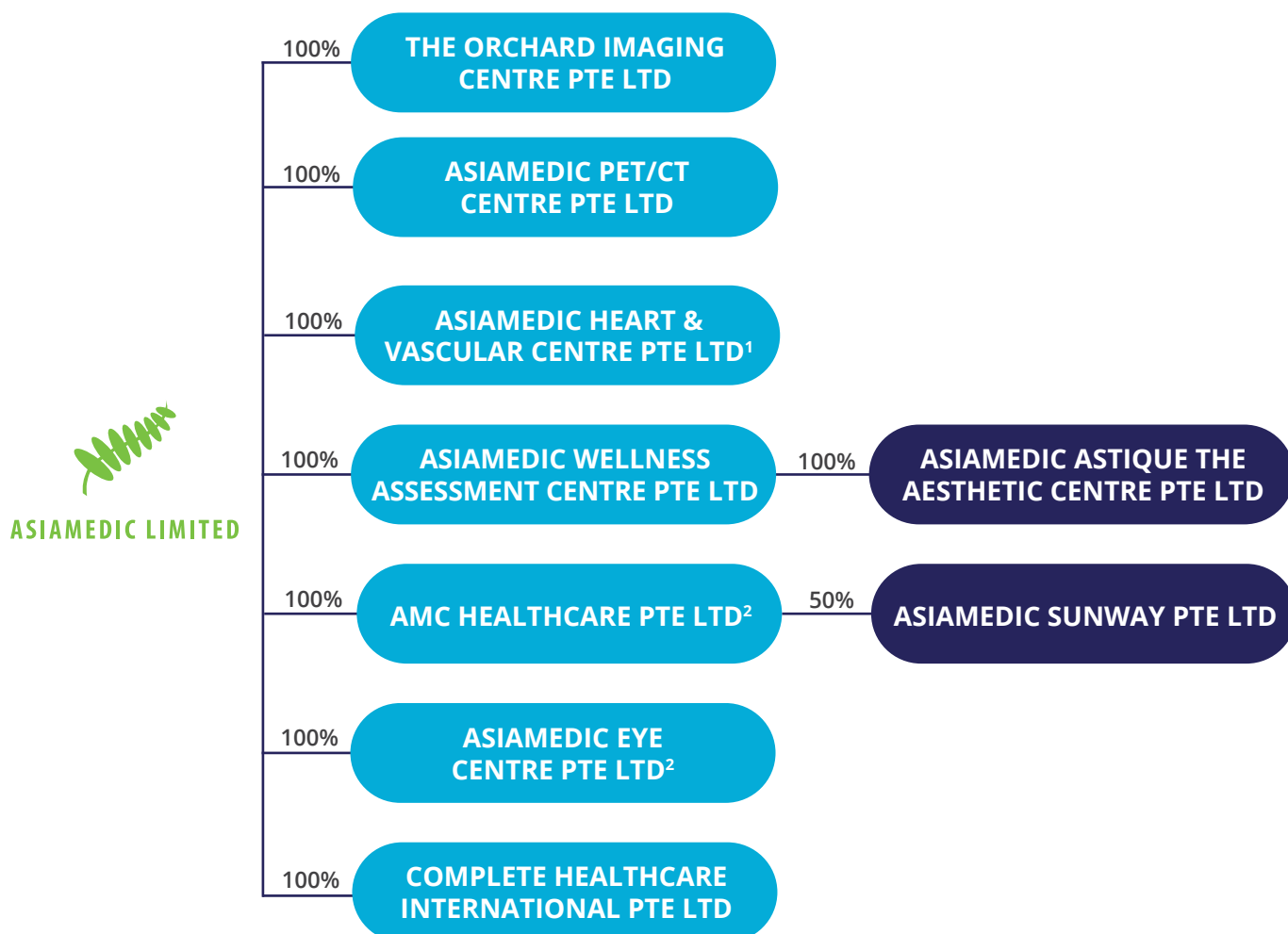
AsiaMedic is a leading provider of integrated healthcare services in Singapore, specialising in preventive health, diagnostic imaging, health screening, and medical wellness solutions. With a strong commitment to early detection, disease prevention, and patient-centric care, we serve individuals, corporations, and government agencies through our comprehensive medical services.

Our core operations include advanced diagnostic imaging, executive health screening, primary healthcare, and medical aesthetics. Equipped with advanced technology, our medical professionals ensure high-quality and accurate diagnostics to support early intervention and improved health outcomes. Our integrated medical centre offers a seamless healthcare experience, combining diagnostic, treatment, and care management services.

Beyond clinical excellence, AsiaMedic actively contributes to community health initiatives. In partnership with the Health Promotion Board, we deliver school health screening and human papillomavirus (“HPV”) vaccination programs for students. We also support Project Silver Screen, a national initiative by the Ministry of Health and Temasek Foundation Cares, bringing functional health screening to seniors in the community.

With a strong focus on sustainability and accessibility, AsiaMedic leverages the latest medical technology and a team of experienced healthcare professionals to provide patient-friendly, high-quality, and innovative healthcare solutions. Our commitment to clinical excellence, technological advancement, and community well-being drives us to enhance healthcare delivery for Singapore’s population.

The table below provides an overview of the Group’s structure as of April 2025.



<sup>1</sup> Amalgamated with The Orchard Imaging Centre Pte Ltd effective 1 February 2024, as announced on the same date

<sup>2</sup> Inactive

<sup>3</sup> An associate, Positron Tracers Pte Ltd (33%), was not included in the above structure



# Organisation Profile

## VALUE CHAIN

AsiaMedic's value chain encompasses the end-to-end processes that enable us to deliver high-quality preventive and diagnostic healthcare services efficiently. Our operations are structured to ensure seamless patient care, leveraging advanced medical technology, experienced healthcare professionals, and strategic partnerships.



### UPSTREAM ACTIVITIES

Our upstream activities focus on sourcing advanced medical equipment, diagnostic tools, and healthcare technologies from reputable global manufacturers and suppliers. By partnering with leading medical technology providers, we ensure that our imaging and diagnostic services adhere to the highest clinical standards. We recruit and train highly qualified healthcare professionals to deliver precise and patient-centred care.



### CORE OPERATIONS

At the core of our operations, AsiaMedic manages a range of health services, including diagnostic imaging, corporate and executive health screening, and specialised healthcare programs. Our facilities are equipped with state-of-the-art technology, and we continuously optimise our service delivery through digital health innovations, patient management systems, and process automation to enhance efficiency and accuracy.



### DOWNSTREAM ACTIVITIES

Our downstream activities focus on delivering high-quality healthcare services to individuals, corporations, and government institutions. We collaborate with corporate clients, insurers, and government agencies to provide outsourced healthcare services, including school health screenings, workplace wellness programs, and community health initiatives. Through patient education and targeted health interventions, we empower individuals to take proactive steps toward long-term well-being.

## OPERATIONAL SITE AND WORKFORCE

AsiaMedic operates an integrated medical centre in Orchard Road, Singapore, providing comprehensive health screening, diagnostic imaging, primary healthcare, and medical aesthetic services. With additional diagnostic imaging and radiology facilities in Orchard and Novena, we offer tailored medical solutions to general practitioners, specialists, hospitals, and patients seeking advanced care.

Supported by a multidisciplinary team of experienced doctors, radiologists, nurses, and healthcare professionals, AsiaMedic is committed to delivering high-quality, patient-centred care. Our integrated approach ensures seamless diagnosis, treatment, and health management, enhancing accessibility and efficiency.

Through partnerships with government agencies, we provide nationwide health screenings and vaccinations, including myopia screening, HPV vaccinations for students, and preventive health assessments for seniors. As a trusted partner in national health initiatives, we actively support Grow Well SG and Project Silver Screen to promote preventive care across different demographics.

To address evolving healthcare demands and workforce challenges, AsiaMedic continuously invests in medical technology, digital solutions, and professional development. We leverage AI-assisted diagnostics, electronic medical record integration, and cutting-edge imaging technology to enhance diagnostic accuracy and patient outcomes. Our commitment to talent development ensures that our workforce remains skilled and equipped to meet the growing healthcare needs of our diverse patient base.

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# ABOUT THIS REPORT





# About This Report

This report covers the ESG strategy, goals, policies, initiatives, and performance that are material to our business and stakeholders, which was organised as follows:

1. AsiaMedic's sustainability strategy provides an overview of our strategy in support of the latest industry best practices.
2. The four (4) focus areas supporting the Company's sustainability strategy: (i) corporate governance, (ii) environmental responsibility, (iii) human capital and (iv) local communities.

This report contains data from 1 January to 31 December 2024 ("FY2024"), which aligns with AsiaMedic's financial period. Therefore, it should be cross-referenced with the FY2024 Annual Report.

We welcome feedback from our stakeholders regarding this report to assist us in improving our sustainability practices. Feedback and comments may be sent to our investor relations email account at [finance@asiamedic.com.sg](mailto:finance@asiamedic.com.sg).

## REPORTING PRINCIPLES AND STATEMENT OF USE

This report is prepared with reference to the Global Reporting Initiative ("GRI") Standards 2021, which was revised in October 2021. The GRI standard is the most widely adopted global sustainability reporting standard. Since our inaugural sustainability report for FY2017, we have adopted GRI Standards to understand our impact on ESG topics and meet our sustainability reporting obligations.

Climate-related disclosures are aligned with the Task Force on Climate-related Financial Disclosures ("TCFD")<sup>4</sup> recommendations in the four (4) key areas of governance, strategy, risk management and metrics and targets. This will enable us to understand the implications of climate-related risks and opportunities on our business and develop a mitigation plan.

Furthermore, this sustainability report is produced in line with the reporting requirements of Practice Note 7F and Rules 711A and 711B of the Catalyst Rules of the SGX-ST.

The United Nations Sustainable Development Goals ("UN SDGs") have been incorporated in line with the Group's contributions to sustainable development. The Group also intends to integrate the IFRS Sustainability Disclosure Standards into our subsequent sustainability reports in alignment with upcoming regulations.

## REPORTING SCOPE

In defining the reporting scope, we considered the significance of any resulting economic, environmental, and social impacts. In our sustainability report, we have included six (6) entities within the Group that are located in Singapore.



<sup>4</sup> TCFD fulfilled its remit and was disbanded in Oct 2023. Following the publication of the inaugural ISSB Standards IFRS S1 and IFRS S2, the IFRS Foundation has taken over the responsibilities for monitoring the progress of companies' climate-related disclosures from TCFD.

# About This Report

NAME OF ENTITIES	PRINCIPAL ACTIVITY	COUNTRY OF INCORPORATION	OWNERSHIP INTEREST
<b>AsiaMedic Limited</b>	Parent Company and Investment Holding Company	Singapore	-
<b>The Orchard Imaging Centre Pte Ltd</b>	Imaging Business	Singapore	100%
<b>AsiaMedic Heart &amp; Vascular Centre Pte Ltd<sup>5</sup></b>	Imaging Business	Singapore	100%
<b>AsiaMedic PET/CT Centre Pte Ltd</b>	Imaging Business	Singapore	100%
<b>AsiaMedic Wellness Assessment Centre Pte Ltd</b>	Wellness Business	Singapore	100%
<b>Complete Healthcare International</b>	International Clinic Business	Singapore	100%
<b>AsiaMedic Astique The Aesthetic Clinic Pte Ltd</b>	Aesthetic Business	Singapore	100%

## RESTATEMENTS

Four (4) restatements have been made regarding the energy intensity and emissions intensity in FY2022 and FY2023.

Please refer to Focus 2: Environmental Responsibility - Energy Consumption and Greenhouse Gas Emissions for more information.

## ASSURANCE

The Group has established internal controls to ensure the accuracy and reliability of the narratives and data disclosed within this Report. Additionally, we performed an internal review of the sustainability reporting process as stipulated by SGX-ST Listing Rule 711B (3).

We have not sought any external assurance for this report, but we have also considered the recommendation of the ESG consultant for the selection of material topics, relevant reporting framework, and SGX-ST Listing Rules. Management considers these to fulfil the Listing Rules requisite and disclosure obligations to sustainability reporting. This report has undergone review and approval by the Board.

## FORWARD-LOOKING STATEMENTS

This Report presents the Group's future aspirations based on our current industry knowledge and sustainability objectives. While these statements reflect our best estimations, they inherently involve some level of uncertainty. Actual results may differ due to unforeseen circumstances. However, the Group remains committed to transparency and will update these projections if significant changes occur.

<sup>5</sup> AsiaMedic Heart & Vascular Centre Pte Ltd has amalgamated with The Orchard Imaging Centre Pte Ltd since 1 February 2024 as announced by the Company on 1 February 2024.

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# SUSTAINABILITY STRATEGY OVERVIEW



# Sustainability Strategy Overview

## OUR ESG FOCUS AND STRATEGY

### BOARD STATEMENT

The Board of Directors (the “**Board**”) of AsiaMedic Limited (“**AsiaMedic**” or the “**Company**”) is pleased to present our Sustainability Report for FY2024, which reflects our continued commitment to responsible and sustainable business practices.

Guided by the principles of ESG, the Board remains focused on delivering long-term value to our stakeholders while contributing positively to the communities we serve. We believe that sustainable growth is achieved by balancing business performance with environmental stewardship, people development, and sound corporate governance.

Sustainability continues to be an integral part of our strategic decision-making. The Board plays an active role in identifying, assessing, and overseeing material ESG factors that may impact our business, ensuring they are managed effectively and aligned with our long-term goals.

We recognise that our stakeholders—including communities, customers, employees, regulators, shareholders, and suppliers—are key partners in our sustainability journey. Their insights help shape our focus areas and guide us in developing initiatives that are both relevant and impactful.

The Board remains committed to maintaining transparent, constructive engagement with stakeholders and to regularly reviewing and enhancing our sustainability practices. We will continue to monitor emerging trends, incorporate feedback, and refine our approach in response to the evolving healthcare landscape.





With sustainability embedded at the heart of our operations, we aim to drive meaningful change, strengthen our organisational resilience, and create lasting value for all those who depend on us.



# Sustainability Strategy Overview

## CONTRIBUTION TO THE UN SDGS

To better understand our impact and contribution to the ESG landscape, we have assessed our practices against the UN SDGs.

RELEVANT FOCUS AREA	UN SDGS	OUR CONTRIBUTION	RELEVANT STAKEHOLDERS
Safe Working Environment		We are committed to fostering a safe, secure, and healthy working environment by implementing robust workplace safety measures and adhering to the industry's best practices.	Employees
Employee Recruitment, Retention and Development		We prioritise the continuous growth and development of our employees by investing in comprehensive training, education, and upskilling initiatives to strengthen our business capabilities and drive long-term success.	Employees
Energy Consumption and Greenhouse Gas Emissions Management		We implement targeted initiatives to enhance energy efficiency, reduce greenhouse gas emissions, and optimise resource utilisation. These efforts not only contribute to our sustainability goals but also drive cost efficiencies, reinforcing the resilience of our business operations.	Communities and Regulators
Customer Satisfaction and Economic Performance		<p><u>Customer Satisfaction</u></p> <p>We prioritise customer satisfaction, recognising its critical role in driving the long-term success of our business. By delivering high-quality products and services, we not only enhance customer experience but also contribute to economic growth, job creation, and business sustainability.</p> <p><u>Economic Performance</u></p> <p>We are committed to fostering economic growth by generating long-term value for our stakeholders. Through sustainable business practices and strategic investments, we enhance financial resilience while supporting broader economic development.</p>	Customers, Shareholders and Employees
Diversity and Equality		We foster a diverse and inclusive workplace that encourages innovation, enhances decision-making, and strengthens our ability to navigate evolving business challenges. By embracing different perspectives, we drive long-term growth and resilience.	Employees
Waste Management		We adopt a range of measures and initiatives aimed at preventing and minimising waste generated through our business operations.	Communities and Regulators



# Sustainability Strategy Overview

RELEVANT FOCUS AREA	UN SDGS	OUR CONTRIBUTION	RELEVANT STAKEHOLDERS
Corporate Governance and Customer Privacy		<p><u>Corporate Governance</u></p> <p>We uphold a robust standard of corporate governance to protect the interests of our shareholders, maximise long-term shareholder value, and conduct business with the utmost integrity, ensuring the prevention of corruption in all its forms.</p> <p><u>Customer Privacy</u></p> <p>We implement commercially reasonable physical, electronic, and procedural safeguards to protect personal data, ensuring compliance with relevant data protection legislation.</p>	Customers, Employees, Shareholders and Regulators





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# STAKEHOLDER ENGAGEMENT



# Stakeholder Engagement

We believe that our stakeholders play a crucial role in the Group's business operations and long-term strategy. Through an internal stakeholder mapping exercise, we have identified key stakeholder groups that are central to our engagement efforts. These include individuals or entities that influence or are influenced by our Group and its activities.

STAKEHOLDERS	ENGAGEMENT PLATFORMS	ISSUES OF CONCERN	OUR RESPONSES	REFER TO SECTION(S)
Communities	<ul style="list-style-type: none"> <li>Annual sustainability report</li> </ul>	<ul style="list-style-type: none"> <li>Corporate social responsibilities</li> <li>Environmental initiatives</li> </ul>	Contribute through corporate social responsibility initiatives with the community and report our environmental initiatives within our operation	<ul style="list-style-type: none"> <li>Focus 2</li> <li>Focus 4</li> </ul>
Customers	<ul style="list-style-type: none"> <li>Patient consultations</li> <li>Feedback forms</li> <li>Customer Hotline</li> <li>Social media</li> <li>Emails</li> <li>Corporate website</li> </ul>	<ul style="list-style-type: none"> <li>Service standards</li> <li>Value proposition</li> <li>Data protection</li> </ul>	Prioritise service excellence and patient trust through multiple engagement channels to ensure quality service standards and protection of patient data.	<ul style="list-style-type: none"> <li>Focus 1</li> </ul>
Employees	<ul style="list-style-type: none"> <li>Induction and orientation programmes</li> <li>On-the-job training</li> <li>Meetings</li> <li>Annual appraisal</li> <li>Continuous dialogue</li> <li>Exit interviews</li> </ul>	<ul style="list-style-type: none"> <li>Data protection</li> <li>Employee compensation and benefits</li> <li>Equal Employment opportunity</li> <li>Career development and training opportunities</li> <li>Job security</li> <li>Workplace health and safety</li> </ul>	Fostering a supportive and equitable workplace is integral to our operations. Through structured training, town halls, and continuous dialogue, we address employee concerns regarding compensation, career development, workplace safety, and job security.	<ul style="list-style-type: none"> <li>Focus 3</li> </ul>

# Stakeholder Engagement

STAKEHOLDERS	ENGAGEMENT PLATFORMS	ISSUES OF CONCERN	OUR RESPONSES	REFER TO SECTION(S)
Regulators	<ul style="list-style-type: none"> <li>• Emails</li> <li>• Telecommunication</li> <li>• Site visits</li> </ul>	<ul style="list-style-type: none"> <li>• Corporate governance</li> <li>• Regulatory compliance</li> <li>• Workplace health and safety</li> </ul>	We uphold the standards of corporate governance and regulatory compliance. Regular engagement through emails, telecommunication, and site visits ensures adherence to workplace health and safety regulations and industry best practices.	<ul style="list-style-type: none"> <li>• Focus 1</li> <li>• Focus 3</li> </ul>
Shareholders	<ul style="list-style-type: none"> <li>• Financial statements and relevant results</li> <li>• Annual general meeting</li> <li>• Corporate announcements/ Press releases</li> <li>• Corporate website</li> </ul>	<ul style="list-style-type: none"> <li>• Financial results</li> <li>• Market valuation</li> <li>• Corporate governance</li> <li>• Sustainable business performance</li> </ul>	We provide timely and transparent updates on financial performance, corporate governance, and business sustainability. Shareholders are engaged through financial statements, corporate announcements, and the annual general meeting.	<ul style="list-style-type: none"> <li>• Focus 1</li> <li>• Annual Report</li> </ul>
Suppliers	<ul style="list-style-type: none"> <li>• Meetings</li> <li>• Emails</li> <li>• Telecommunication</li> </ul>	<ul style="list-style-type: none"> <li>• Information updates and feedback on their products and services</li> <li>• Orders volatility</li> </ul>	We collaborate closely with suppliers to ensure product and service quality. By maintaining open feedback loops, we enhance supply chain resilience and operational efficiency.	

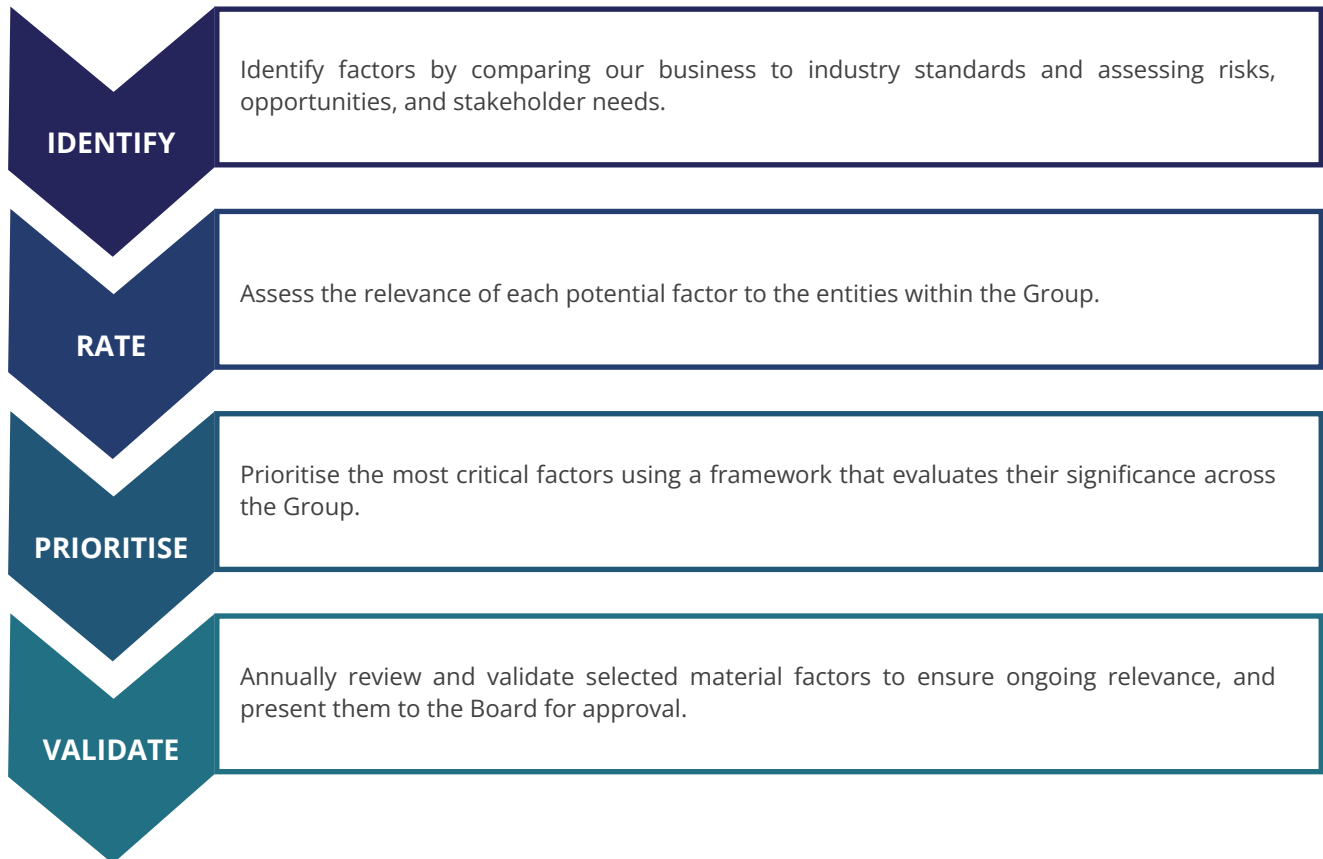
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# MATERIALITY ASSESSMENT



# Materiality Assessment

The materiality assessment was conducted in consideration of our internal and external stakeholder concerns based on information gathered from our stakeholder engagement and the following steps.



To ensure that our focus aligns with stakeholder priorities, we refreshed our assessment process for the period by distributing a survey to key stakeholders. Based on the responses received, stakeholders identified the following topics as the most significant: **Anti-corruption, Economic performance and Occupational Health and Safety.**

We have also determined two (2) additional material topics for FY2024 through the Materiality Assessment process with our ESG consultant.

1. Customer Health & Safety – Included in alignment with the Group's commitment to ensuring patient well-being and upholding the quality of their medical services.
2. Local Communities – Due to the Group's focus on improving healthcare accessibility and contributing to community well-being through its outreach initiatives.

# Materiality Assessment

The table below presents an overview of the Group’s material ESG issues grouped according to key focus areas in this Report and the boundary where the impact of the material topic occurs.

FOCUS AREAS	MATERIAL TOPICS
Corporate Governance	Economic Performance
	Customer Health & Safety
	Customer Privacy
	Anti-corruption
Environmental Responsibility	Energy Consumption
	Greenhouse Gas (“GHG”) Emissions
	Waste Management
	Resilience to Climate Change
Human Capital	Employment
	Occupational Health and Safety
	Training and Education
	Diversity and Equal Opportunity
	Non-discrimination
Local Communities	Local Communities





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# FOCUS 1: CORPORATE GOVERNANCE



# Focus 1:

## Corporate Governance

### SUSTAINABILITY GOVERNANCE

The Board oversees and manages AsiaMedic’s sustainability strategy, approach, and performance. The Chief Executive Officer (“**CEO**”) leads an executive-level Sustainability Committee (“**SC**”) that is tasked with monitoring and managing the Company’s sustainability practices while ensuring the Board is kept informed of material developments.

The SC comprises selected Heads of Department from key business units and corporate functions, who collaborate to consolidate the relevant performance data for this Report. In line with our commitment to ensuring sustainable governance and business practices, all our directors have completed the SGX-mandated sustainability training.



### ANTI-CORRUPTION

It is essential to have a strong corporate governance framework to ensure the long-term sustainability of the Group. Our risk management and internal control systems are integral to our decision-making process to create value for stakeholders.

We are committed to following the best practices of corporate governance by adhering to Singapore’s Code of Corporate Governance. Ethics and integrity are core to our operations, and we have zero tolerance for bribery, corruption, fraud, money laundering, or any other financial crimes. We comply fully with all anti-corruption laws in the countries where we operate. Regulatory compliance is vital to protect our brand, business, and stakeholder trust.

# Focus 1:

## Corporate Governance

The Group maintains a robust framework to uphold ethical standards, including a Code of Conduct that outlines anti-corruption policies and procedures. This Code of Conduct is communicated to all Board members and is provided to all new employees as part of their onboarding process to ensure awareness and compliance with the Group's anti-corruption measures.

We expect our employees to uphold high standards of honesty and professionalism in all aspects of their work and interactions with stakeholders. To establish this, we have established internal controls and policies on employee conduct, conflict of interest, whistleblowing, and anti-corruption. These policies are communicated to all new employees to ensure understanding and compliance.

Our whistleblowing policy provides a channel for employees and other parties to report concerns related to business matters, including accounting, financial reporting, auditing, internal controls, and operations. The policy ensures that concerns are independently investigated and appropriately addressed. Employees can report issues confidentially, with assurance that no reprisals will occur.

We also have guidelines in place regarding the receipt and provision of gifts, entertainment, sponsorships, and charitable contributions. Our Finance department oversees all payments and receipts, ensuring that appropriate controls are in place to detect and prevent any irregularities.

### CUSTOMER HEALTH & SAFETY

The Group prioritises patient safety through stringent internal policies, rigorous risk assessment procedures, and adherence to relevant safety certifications.

We implement internal policies to ensure patient safety through the Patient Identification and Verification Policy, Radiation Safety Practices and Informed Consent for our procedures, including Computed Tomography Scan ("CT"), Magnetic Resonance Imaging ("MRI"), Positron Emission Tomography ("PET")/CT, Interventional Radiology ("IR") and more. To uphold safety standards, AsiaMedic maintains relevant certifications in fire safety and radiation safety, including "IR2", "N2", and "R1" licenses.

Our risk assessment framework aims to identify and mitigate potential health hazards for both our patients and our employees. This includes daily quality control ("QC") checks, routine quarterly, half-yearly, and annual assessments and preventive maintenance, as well as post-incident reviews and follow-ups where necessary. These measures continuously monitor equipment safety, environmental safety, and infection control of our procedures. Key personnel—including radiology safety officers, medical physicists, radiologists, and doctors—are responsible for overseeing and implementing these safety protocols.

AsiaMedic upholds the highest standards by enhancing our patient safety initiatives. These include the ALARA ("**As Low As Reasonably Achievable**") principle for radiation exposure in imaging services, stringent quality control of medical equipment, personal protective equipment ("PPE") usage, emergency response procedures, and comprehensive education and training programs for staff. Patient screening procedures are also conducted to assess suitability for treatments and minimise health risks.

At Astique, the aesthetic business of the Group, we implement protocols to ensure the safety and well-being of our patients undergoing aesthetic procedures. Our treatments, including injectable procedures, laser treatments, thread lifts, Thermage, Ultherapy, and High-Intensity Focused Ultrasound ("HIFU"), are carried out with strict adherence to hygiene and safety guidelines to prevent complications such as allergic reactions or adverse skin responses. Astique maintains an N2 license for its laser machines and ensures compliance with all relevant licensing requirements. Additionally, patient risk assessments are conducted regularly, including daily equipment quality checks, routine safety evaluations, and post-treatment reviews. Doctors and therapists are responsible for maintaining these safety measures, ensuring that every patient receives safe, high-quality aesthetic care.

# Focus 1:

## Corporate Governance

### CUSTOMER PRIVACY

In the provision of our medical services, the Group recognises the trust our patients place in us to handle their data. We are committed to safeguarding the confidentiality of their data, including its collection, storage, management, and secure transmission, such as customer credit card details, over public networks during our operations.

AsiaMedic has also obtained the Cyber Essentials mark, a certification that recognises organisations implementing strong cyber hygiene practices. Issued by the Cyber Security Agency of Singapore ("**CSA**"), this certification reinforces our dedication to safeguarding customer information and securing its operations against common cyber threats.

In adherence to the Personal Data Protection Act, we have implemented several key measures to ensure the security of our patients' data:

- Established internal protocols that require employees to maintain strict confidentiality regarding the medical and personal data collected, used, and disclosed in the course of our operations.
- Provided the contact information of our Data Protection Officer on our Company website to ensure an accessible channel for reporting data breaches and addressing inquiries.
- Implemented appropriate information security measures, including firewalls and secure network protocols, to protect personal data from loss, misuse, destruction, unauthorised alteration or modification, access, disclosure, and other similar risks.
- Maintained a structured organisational framework and adopted reasonable measures to uphold the confidentiality and integrity of our patients' data. Access to this data is granted only to authorised personnel on a need-to-know basis.

### TARGETS, METRICS AND PERFORMANCE

CORPORATE GOVERNANCE PERFORMANCE METRICS	
	FY2024
Instances of corruption	NIL
Instances of substantiated complaints regarding customer privacy breach	NIL
Instances of non-compliance with relevant legal and regulatory requirements	NIL
Instances of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services	NIL
Instances of complaints from regulatory bodies	NIL
Customer satisfaction score	4.14/5

# Focus 1:

## Corporate Governance

The Group strives to ensure quality customer health and safety alongside customer privacy. Each instance of complaint and identified data leak was thoroughly reviewed, and the appropriate corrective action was taken where necessary.

TARGETS <sup>6</sup>	STATUS	PERFORMANCE UPDATE FOR THE PERIOD
Maintain zero incidents of non-compliance with the relevant legal and regulatory requirements	Met	No incidents of non-compliance with relevant legal and regulatory requirements were reported during the period, with all practices aligned to corporate governance standards.
Maintain zero reported substantiated complaints concerning breaches of data privacy and losses of personal data	Met	No incidents of substantiated complaints concerning breaches of data privacy or loss of personal data.

<sup>6</sup> The economic performance target disclosed in the FY2023 report has been excluded from FY2024's report, as it is not mapped to any GRI Standard disclosed in this report. The indicator is reported in the FY2024 Annual Report.

These targets form part of AsiaMedic's perpetual strategy, with a commitment to maintaining these standards consistently over time.





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# FOCUS 2: ENVIRONMENTAL RESPONSIBILITY



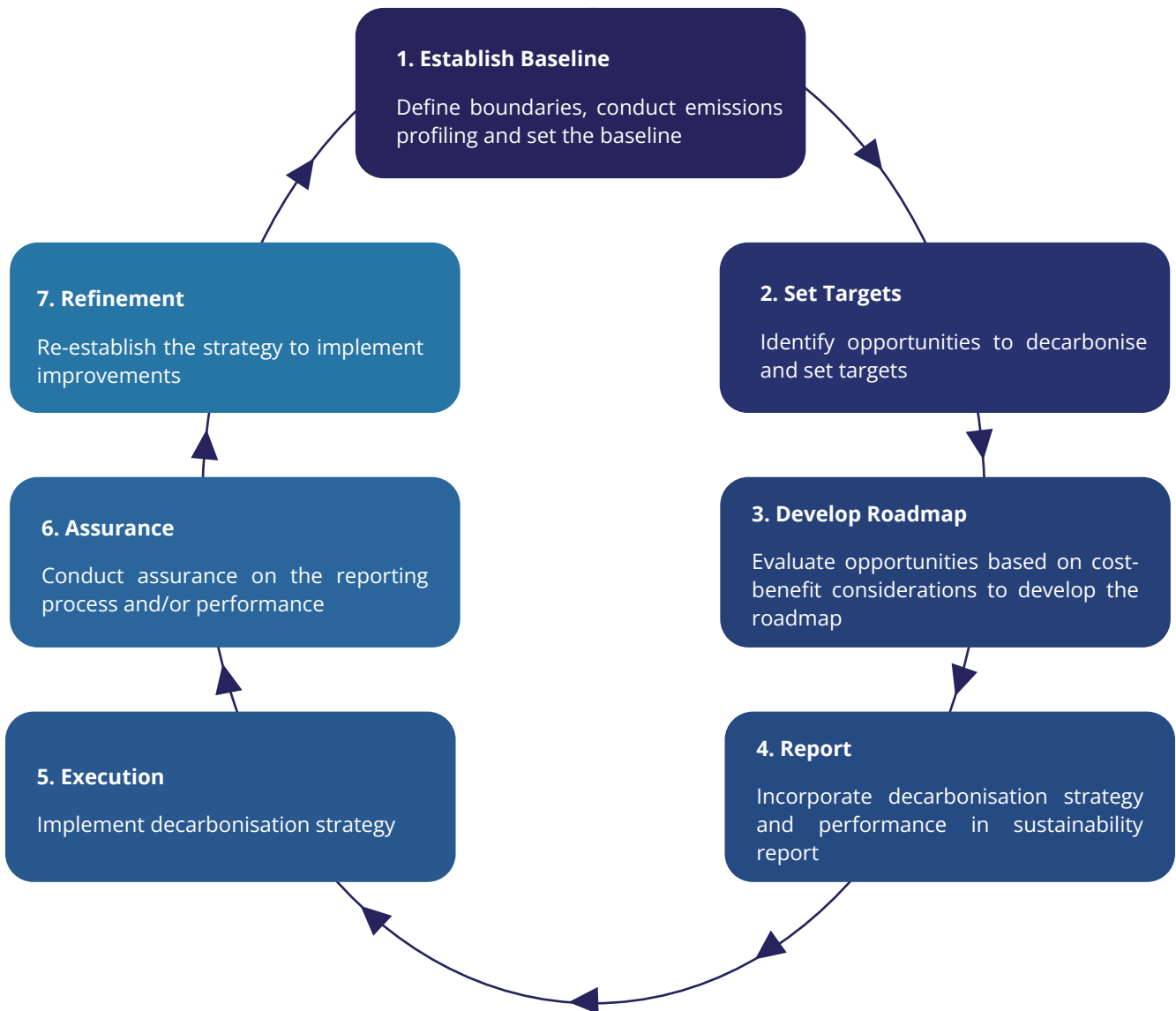


## Focus 2: Environmental Responsibility

The Group acknowledges the impact of our energy consumption, associated GHG emissions and waste generated toward climate change. In response, we are committed to reducing our carbon footprint and capitalising on opportunities that arise as we transition towards becoming a low-carbon organisation. Our objective is to minimise our environmental impact while fostering operational resilience, ensuring the delivery of long-term, sustainable value to our stakeholders.

### DECARBONISATION APPROACH

To achieve our decarbonisation goals, we set up a continuous circular process for our decarbonisation efforts.



## Focus 2: Environmental Responsibility

### ENERGY CONSUMPTION AND GREENHOUSE GAS EMISSIONS

The Group's operations primarily rely on electricity to power imaging machines and support essential office functions such as lighting, office equipment, and air conditioning, resulting in Scope 2 GHG emissions. Scope 1 GHG emissions are not generated from our operations.

Our key initiatives to reduce energy consumption include the use of efficient machinery and equipment to ensure that all machinery is properly maintained to optimise energy efficiency. Routine maintenance of air-conditioning systems is also conducted to reduce airflow resistance, while energy-saving practices, such as switching off appliances when not in use and enabling power-saving modes, are encouraged. Additionally, we focus on reducing energy consumption through energy-efficient lighting by implementing motion sensors where practical and adopting energy-saving light-emitting diode ("LED") lighting to optimise electricity efficiency.

We are also exploring the transition to renewable energy sources, actively seeking opportunities to utilise clean and renewable energy where available in the locations in which we operate. To offset our GHG emissions, we plan to explore the feasibility of Renewable Energy Certificates ("REC") and carbon credits once the relevant markets mature.

Lastly, our Scope 2 emissions and certain categories of Scope 3 emissions have been closely monitored and tracked. We intend to expand our scope to track additional Scope 3 categories where relevant and feasible in subsequent reports.

The table below presents the performance metrics for electricity consumption and Scope 2 emissions, providing a comprehensive overview of our environmental impact.

PERFORMANCE METRICS	FY2022 <sup>7</sup>	FY2023	FY2024
Electricity Consumption (kWh)	707,054	830,232	<b>929,962</b>
Scope 2 GHG Emissions (tCO <sub>2</sub> e) <sup>8</sup>	285	346	<b>383</b>
Net Revenue (S\$)	18,882,431	23,600,767	<b>28,914,624</b>
Energy Intensity (kWh/revenue S\$'000)	37.45	35.18	<b>32.16</b>
GHG Emission Intensity (tCO <sub>2</sub> e/revenue S\$'000) <sup>9</sup>	0.0151	0.0147	<b>0.0133</b>

<sup>7</sup> FY2022 is the baseline year for reporting energy and emission data.

<sup>8</sup> Scope 2 emission is a product of the electricity consumption multiplied by the country-specific grid emission factor. Scope 2 Grid Emission Factors ("GEF") for Singapore was sourced from the Singapore Energy Market 2022.

<sup>9</sup> Revenue was chosen as the intensity metric as our emissions are produced from our products and services.

## Focus 2: Environmental Responsibility

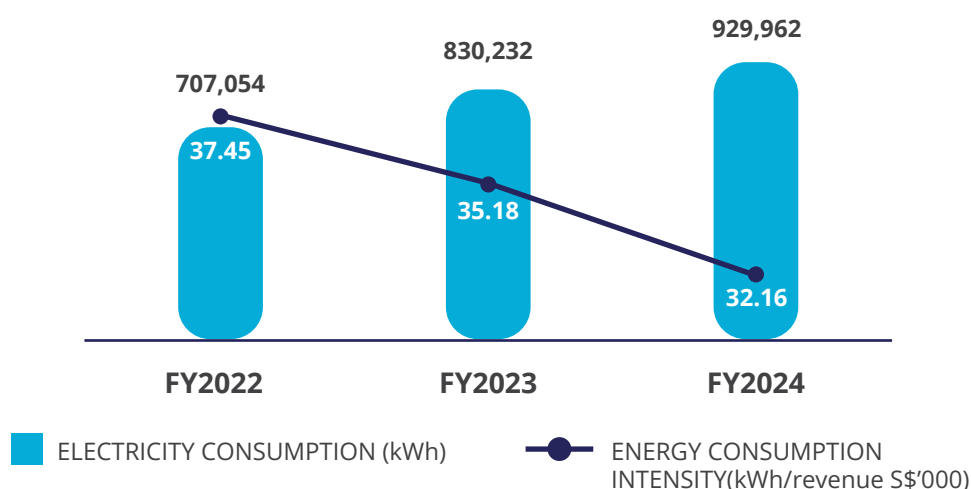
**Restatement:** The FY2022 and FY2023 energy and emissions intensity have been restated due to a corrected calculation methodology.

	FY2022		FY2023	
	Energy Intensity (kWh/revenue S\$'000)	GHG Emission Intensity (tCO <sub>2</sub> e/ revenue S\$'000)	Energy Intensity (kWh/revenue S\$'000)	GHG Emission Intensity (tCO <sub>2</sub> e/ revenue S\$'000)
<b>Published</b>	0.053	0.021	0.044	0.018
<b>Corrected</b>	37.45	0.0151	35.18	0.0147

The total energy consumption for FY2024 was estimated at 929,962 kWh, an increase of 99,730 kWh from FY2023. A resultant increase in Scope 2 GHG emissions was also observed, with an estimated 383 tCO<sub>2</sub>e emitted in FY2024, which was 37 tCO<sub>2</sub>e higher than FY2023. The increased energy consumption and GHG emissions are primarily attributed to our Group's revenue growth driven by our expansion of business activities, particularly in the imaging and health screening segment. This expansion required greater operational capacity, including the installation and operation of energy-intensive equipment. Imaging technologies, especially MRI machines, consume significant amounts of electricity, contributing to the overall rise in energy use and associated emissions.

However, there was a decrease in energy intensity and GHG emissions intensity from FY2023 to FY2024 of 3.02 kWh/revenue S\$'000 and 0.0014 tCO<sub>2</sub>e/revenue S\$'000, respectively, which reflects improved resource efficiency driven by the Group's revenue growth. While absolute energy consumption increased, the revenue growth outpaced the rise in energy use, indicating enhanced productivity per unit of energy consumed. Contributing factors include economies of scale, improved operational efficiency with the installation of a potentially more energy-efficient technology, and process optimisations such as improved scheduling and equipment utilisation.

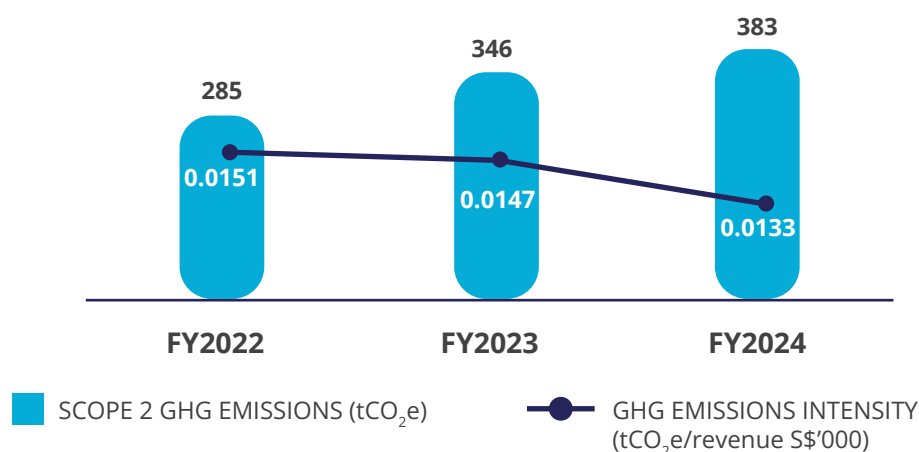
Comparison of Electricity Consumption



## Focus 2:

# Environmental Responsibility

Comparison of Emissions Consumption



CATEGORY	COVERAGE	FY2023 <sup>10</sup>	FY2024
Category 1: Purchased goods and services	Medical equipment and supplies <sup>11</sup>	0.92 m <sup>3</sup>	46.93 tCO <sub>2</sub> e
Category 7: Employee commuting	Transportation of employees between their homes and their worksites <sup>12</sup>	42.98 tCO <sub>2</sub> e	53.49 tCO <sub>2</sub> e

\* Values have been subject to rounding

The Group's Scope 3 GHG emissions from Category 1 increased from 0.92 m<sup>3</sup> in FY2023 to 46.93 tCO<sub>2</sub>e in FY2024. The increase is primarily attributed to the change in coverage due to a materiality reassessment conducted for Category One (1) The medical supplies and equipment with the highest expenditure were included, (1) Fluorodeoxyglucose ("FDG"), a radioactive glucose analogue used in PET scans; (2) health coaching gifts (i.e., mini handheld fan, wheat straw cutlery set, reusable sleeping mask, snake puzzle) for on-site projects; (3) X-ray films and (4) vaccines for projects.

The Category Seven (7) emissions from the transportation of our employees between their homes and worksites increased from 42.98 tCO<sub>2</sub>e in FY2023 to 53.49 tCO<sub>2</sub>e in FY2024 as a result of a 29.7% growth in the number of employees in FY2024. Notably, the majority of employees rely on public transport, which contributes to lower emissions intensity compared to private vehicle use.

<sup>10</sup> Following a reassessment in FY2024, coverage has been revised from potable water (m<sup>3</sup>) in FY2023 to medical equipment and supplies (tCO<sub>2</sub>e).

<sup>11</sup> The emissions factor was obtained from the United States Environmental Protection Agency's ("USEEIO") database under the North American Industry Classification System ("NAICS").

The emissions were calculated using the **spend-based method**, in which emissions were calculated based on the value of purchased goods and services.

<sup>12</sup> The emissions factor was obtained from the Singapore Emission Factors Registry

The emissions were **estimated** using the **activity-based approach**, which considers the specific modes of transport and their respective distance travelled by employees

## Focus 2:

# Environmental Responsibility

### WASTE MANAGEMENT

The Group acknowledges that responsible waste management is essential to preserving the environment in which we operate. As such, we are committed to continually improving the management of the waste generated through our operations. Given the nature of our business, the waste produced is subject to stringent environmental regulations and requires proper disposal.

The Group categorises its waste into four (4) main types: General Waste, Medical Waste, Biohazard Waste, and Radioactive Waste. General Waste arises from routine clinic activities and is disposed of through the Central Bin Collection Point provided by Shaw Management (being the management of the Shaw Building where the Group operates). We have also discontinued the use of plastic bottled water and plastic cups in our office and clinics to support the reduction of single-use plastic waste in our daily operations.

To ensure compliance, we have also established internal policies and procedures that address regulatory requirements, including the proper management of medical waste such as needle sticks, bandages, syringes, and protective equipment (collectively referred to as “**Medical Waste**”). The Group ensures that all our Medical Waste is disposed of by waste collectors licensed by the National Environmental Agency.

The biohazard waste produced from our surgical operations includes materials that pose a biological risk, including waste from practical surgical procedures, venepuncture (collection of blood specimens), and the collection of stool and urine specimens. This waste is collected by Asia Medical Enviro Service Pte Ltd, which retrieves the sharp containers and mobile garbage bins weekly. All collected waste is transported to their dedicated hospital waste incinerator for thorough disposal.

Lastly, radioactive waste is produced using radiopharmaceuticals such as FDG and GA68-PSMA radioisotopes. While the Group does not engage a dedicated radioactive disposer company, the intravenous (“**IV**”) cannulas used to inject the radioisotopes, along with vials containing residual isotopes, are placed in a dedicated decay bin for a decaying process. The IV cannulas and vials remain in the decay bin for one (1) week to one (1) month before being safely disposed of in biohazard sharp bins, as the usual decay period is approximately two (2) hours.

By implementing these waste management practices, the Group ensures safe, compliant, and environmentally responsible disposal processes across all waste categories.

## Focus 2: Environmental Responsibility

### RESILIENCE TO CLIMATE CHANGE

Climate change presents a long-term global challenge that could significantly affect various aspects of the Group's strategies and operations. In response, the Group has assessed its climate-related risks and opportunities, enabling us to build resilience and adapt to the evolving global landscape.

We have encompassed an examination of how climate change impacts our business operations and stakeholders, from four (4) fundamental elements: Climate-related governance, Strategy, Risk management and Metrics and Targets.

TCFD RECOMMENDED DISCLOSURES		FY2024 STATUS	SUMMARY AND NEXT STEPS
Governance	Describe the Board's oversight of climate-related risks and opportunities	Met	The Board oversees the management and monitoring of our Sustainability Factors and considers climate-related issues in determining the Group's strategic direction and policies.
	Describe management's role in assessing and managing climate-related risks and opportunities	Met	Our sustainability strategy is developed and directed by the SC in consultation with the Board. The SC is led by the CEO and comprises selected Heads of Department from the key business units and corporate functions. The Board advises the SC in reviewing our sustainability progress. The responsibilities of the SC include considering climate-related issues in the development of sustainability strategy, and target setting, as well as collection, monitoring and reporting of performance data.
Strategy	Describe the climate-related risks and opportunities the organisation has identified over the short, medium and long term	Met	Please refer to the "Climate-related Risks and Opportunities" section in this TCFD Report.
	Describe the impact of climate-related risks and opportunities on the organisation's business, strategy and financial planning	Met	Please refer to the "Climate-related Risks and Opportunities" section in this TCFD Report.
	Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	Met	<p>The resilience of an organisation's strategy is dependent on its ability to adapt and thrive in the face of changing circumstances and emerging risks. The climate scenario analysis is crucial in providing insights on the potential extent of the climate-related risk exposure to our businesses as well as the potential opportunities.</p> <p>Through our climate scenario analysis, we concluded that unmitigated climate risks (under warming scenario &gt; 4°C warming) may result in a severe financial impact by FY2035.</p> <p>Under warming scenario 1.5 °C, most of the impact will be attributable to transition risks from the cost increase from enhanced GHG emissions-reporting obligations. To address the risks and capitalise on opportunities associated with climate change, we will continuously build on our strategy to remain resilient as we progress in our sustainability journey.</p>



## Focus 2: Environmental Responsibility

TCFD RECOMMENDED DISCLOSURES		FY2024 STATUS	SUMMARY AND NEXT STEPS
Risk Management	Describe the organisation's processes for identifying and assessing climate-related risks	Met	<p>An enterprise risk management ("ERM") framework is in place to guide the Group in the identification, analysis and evaluation of risks, implementation of risk treatment plans and continuous monitoring of risks.</p> <p>The Group's climate-related risks and opportunities are identified and assessed during an ERM exercise. The climate-related risks and their related opportunities and treatment plans are also reviewed and updated during the ERM exercise and are presented to the Audit and Risk Management Committee along with the other key risks of the Group. We also manage our climate-related risks by monitoring the trend of climate-related performance indicators.</p>
	Describe the organisation's processes for managing climate-related risks	Met	
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management	Met	
Metrics and Targets	Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process	Met	<p>We track, measure and report on our environmental performance, including energy, GHG emissions and waste management and disclose related metrics in our sustainability report.</p> <p>Monitoring and reporting these metrics help us identify areas with key climate-related risks and enable us to be more targeted in our efforts.</p>
	Disclose Scope 1 <sup>13</sup> , Scope 2 <sup>14</sup> , and if appropriate, Scope 3 <sup>15</sup> GHG emissions, and the related risks	Met	<p><u>Scope 1</u></p> <p>AsiaMedic does not emit Scope 1 emissions.</p> <p><u>Scope 2</u></p> <ul style="list-style-type: none"> <li>Absolute emission: 383 tCO<sub>2</sub></li> <li>Emission intensity: 0.0133 tCO<sub>2</sub>/m<sup>2</sup></li> </ul> <p><u>Scope 3</u></p> <ul style="list-style-type: none"> <li>Category 1: 46.93 tCO<sub>2</sub>e</li> <li>Category 7: 53.49 tCO<sub>2</sub>e</li> </ul> <p>In line with SGX's phased implementation approach for Scope 3 emissions reporting, we aim to review our Scope 3 GHG emissions to better track and disclose our material Scope 3 GHG emissions and expand the reporting coverage of our Scope 3 GHG emissions on categories relevant to the Group and where data is available.</p>

<sup>13</sup> Scope 1 GHG emissions are emissions resulting from the sources owned or controlled by the Group.

<sup>14</sup> Scope 2 GHG emissions resulted from the generation of purchased electricity consumed by the Group

<sup>15</sup> Scope 3 emissions are emissions from sources not owned or controlled by the Group such as the Group's value chain

## Focus 2: Environmental Responsibility

TCFD RECOMMENDED DISCLOSURES		FY2024 STATUS	SUMMARY AND NEXT STEPS
Metrics and Targets	Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets	Met	As a commitment towards mitigating climate change, we set climate-related targets related to waste management and GHG emissions.

### CLIMATE-RELATED RISKS AND OPPORTUNITIES

In line with our commitment to align with the TCFD recommendations, our identification and assessment of climate risks consider:

- **Transition risks** include changes to policy and legal obligations, technological innovation, changing market demand for products, and changing stakeholder expectations.
- **Physical risks** relating to the physical impacts of climate change (both acute and chronic). Acute physical risks refer to those that are event-driven, including increased severity of extreme weather events, such as cyclones, hurricanes, or floods, while chronic physical risks refer to longer-term shifts in climate patterns (e.g., sustained higher temperatures) that may cause sea level rise or chronic heat waves.



## Focus 2: Environmental Responsibility

The table below presents our initial analysis of our most significant and relevant climate-related risks. We recognise that the list is not exhaustive, and we will continue to enhance our understanding and responses to these risks.

TRANSITION RISKS	DESCRIPTION
Policy and Legal	<p><b>Enhanced emissions-reporting obligations</b></p> <p>With rising concerns over the effects of climate change, key stakeholders such as the communities, customers, employees, regulators and shareholders may demand more climate-related information and detailed disclosure.</p> <p>Failure to comply with the relevant climate reporting requirements may lead to adverse impacts on the Group's reputation and financial performance. On the other hand, enhanced GHG emissions reporting obligations raise climate awareness amongst our employees and with more defined job responsibilities and training, the Group will be in a better position to use energy resources responsibly and meet the rising needs and expectations of regulators and our shareholders on the environment.</p>
Market	<p><b>Changes in customer preferences</b></p> <p>With rising concerns over the effects of climate change, shifting consumer preferences for sustainable products that are less carbon-intensive may arise, especially amongst younger consumers. A failure to adapt to shifting consumer preferences may adversely affect customer satisfaction, demand for our existing product offerings and the Group's financial performance. Nevertheless, this encourages us to constantly source for sustainable and eco-friendly health products and supplements to renew and invigorate the interests of new and younger customers</p>
PHYSICAL RISKS	DESCRIPTION
Acute and Chronic	<p><b>Increased severity of extreme weather events</b></p> <p>Adverse changes in climate patterns, such as rising temperatures and extreme weather events (such as floods and droughts) may disrupt supply chains and consequentially procurement delays and lead to general price increases and when vendors pass on regulatory costs such as carbon tax to the Group. As a result, the Group may face adverse impacts on financial performance. Conversely, this risk presented an opportunity for the Group to review and assess its value chain to reduce operating costs.</p>

## Focus 2: Environmental Responsibility

The Group's assessment of the potential implications of the above climate-related risks was undertaken based on a range of climate scenarios using the representative concentration pathway ("**RCP**") adopted by the Intergovernmental Panel on Climate Change ("**IPCC**").

SCENARIO	DESCRIPTION
IPCC RCP 2.6/1.5°C	This scenario is in line with the Paris Agreement to limit global warming to below 2°C by 2100 as a result of efficiency enhancements and behaviour changes as the key mitigation strategy.
IPCC RCP 8.5/4°C	The 'business-as-usual' scenario assumes that GHG emissions continue to rise with significant increases in global temperatures, as no concerted efforts are made to reduce GHG emissions.

We selected 1.5°C and > 4 °C warming scenarios for our inaugural qualitative climate scenario analysis. The impact of climate-related risks is analysed on group-wide activities in the short term (before FY2025), medium term (FY2025 – FY2035) and long term (after FY2035) as follows:

### Warming scenario 1: 1.5°C warming (RCP 2.6)

RISK	SIGNIFICANCE OF FINANCIAL IMPACT <sup>16</sup>		
	Short-term	Medium-term	Long-term
<b>Key transition risks identified</b>			
Enhanced GHG emissions-reporting obligations	Minor	Moderate	Moderate
Changing in customer preferences	Minor	Moderate	Moderate
<b>Key physical risks identified</b>			
Increased severity of extreme weather events	Minor	Minor	Minor

<sup>16</sup> The Significance of financial impact is determined based on the risk appetite established in accordance with the Group's ERM framework.

## Focus 2: Environmental Responsibility

### Warming scenario 2: > 4°C warming (RCP 8.5)

RISK	SIGNIFICANCE OF FINANCIAL IMPACT <sup>17</sup>		
	Short-term	Medium-term	Long-term
<b>Key transition risks identified</b>			
Enhanced GHG emissions-reporting obligations	NA <sup>18</sup>	NA <sup>18</sup>	Minor
Changing in customer preferences	NA <sup>18</sup>	NA <sup>18</sup>	Minor
<b>Key physical risks identified</b>			
Increased severity of extreme weather events	NA <sup>18</sup>	NA <sup>18</sup>	Major

### TARGETS, METRICS AND PERFORMANCE

AsiaMedic recognises the importance of environmental targets in driving sustainable business practices and reducing our ecological footprint. As we continue to refine our sustainability strategy, we intend to increase efforts to establish targets in key areas such as energy efficiency, emissions reduction, and waste management in subsequent reports.

TARGETS <sup>19</sup>	STATUS	PERFORMANCE UPDATE FOR THE PERIOD
Maintain or reduce Scope 2 GHG emissions intensity by FY2025 with FY2022 as our baseline	In Progress	Scope 2 GHG emissions intensity decreased from 0.0151 tCO <sub>2</sub> e/revenue'000 in FY2022 to 0.0133 tCO <sub>2</sub> e/revenue'000 in FY2024.
Maintain the proportion of our clinical waste to be disposed of by licensed waste collectors at 100%	Met	The Group ensures that all our clinical waste is disposed of by waste collectors licensed by the National Environmental Agency.

ESG TOPICS	MEDIUM-TERM TARGETS (3-5 YEARS AFTER THE BASELINES YEAR)
GHG Emissions	Reduce absolute Scope 2 GHG emissions by 30% by FY2035, with FY2022 as our baseline.

<sup>17</sup> Significance of financial impact is determined based on the risk appetite established in accordance with the Group's ERM framework.

<sup>18</sup> Not applicable as this scenario is unlikely in the short and medium term.

<sup>19</sup> These targets form part of AsiaMedic's perpetual strategy, with a commitment to maintaining these standards consistently over time.

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# FOCUS 3: HUMAN CAPITAL





## Focus 3:

# Human Capital

The Group fosters an inclusive and safe workplace built on respect, fairness, and equality. We monitor employment turnover and new hires to align talent strategies with business needs while investing in training to support employee growth. Occupational health and safety remain a priority, with strict protocols in place to protect our workforce. Additionally, we uphold customer health and safety standards to ensure compliance and maintain stakeholder trust.

### EMPLOYMENT

The Group recognises our employees as our most valued asset, as they play a central role in delivering our medical services to our customers. Given the high demand for skilled professionals in Singapore's healthcare industry, our ability to recruit, retain, and develop qualified healthcare employees is critical to our success.

To attract, retain, and develop our employees, we have implemented several key practices. We offer competitive compensation packages based on merit and competency, provide a supportive and conducive working environment, and offer work-life integration options, including part-time permanent employment for those with specific family or life circumstances. This is reflected in how our annual turnover rate decreased from 13.7% in FY2023 to 9.5% in FY2024.

AsiaMedic also provides a comprehensive range of employee benefits to support the health and well-being of its workforce. These include

- Outpatient Medical Benefits, which cover medical expenses for consultations, treatments, and diagnostic services without requiring hospitalisation
- Hospitalisation & Surgical ("**H&S**") Insurance Plan offers financial coverage for hospital stays, surgical procedures, and related medical costs, ensuring employees have access to quality inpatient care
- Group Personal Accident ("**PA**") Insurance Plan protects against accidental injuries, disabilities, or fatalities

These benefits reflect AsiaMedic's commitment to employee well-being, fostering a supportive and resilient workplace environment.

We have also implemented an employee performance appraisal program, which includes setting clear expectations and conducting year-end performance reviews. During these reviews, employees can self-assess, provide feedback, and engage in discussions regarding their competencies. Our approach to merit-based employee promotions and salary revisions is aligned with the performance of the respective business unit and individual contributions.

### TRAINING AND EDUCATION

We prioritise the development of our employees' talents, recognising that well-trained employees are essential to the long-term success of our business. To address skill gaps and support career development, we regularly assess training needs and review our existing initiatives to ensure their continued relevance.

Our training and development programmes are primarily focused on enhancing job-specific skills and competencies. Key areas of training include:

- Basic cardiac life support and automated external defibrillator ("**AED**") training
- Cardiopulmonary resuscitation and AED training
- Radiation protection awareness
- Basic ionising radiation safety
- Customer service excellence training

These programs are designed to equip our employees with the necessary knowledge and skills to excel in their roles and contribute to the organisation's ongoing success.

## Focus 3:

# Human Capital

### OCCUPATIONAL HEALTH AND SAFETY

The Group recognises that a work environment that prioritises employee well-being and ensures safety is crucial to supporting the long-term sustainability of the Group. We are committed to fostering a workplace where employees can perform and develop in a safe and healthy environment and strive to maintain a zero-accident culture.

AsiaMedic has implemented an internal Occupational Health and Safety Management System ("**OHSMS**") at its health screening and imaging centres to ensure a safe and efficient clinical environment. While not mandated by legal requirements, the OHSMS is an integral part of the company's standard operating procedures ("**SOP**"), covering key areas such as infection control, patient handling, radiation safety, and emergency response. The system aligns with the Ministry of Health ("**MOH**")'s healthcare infection control standards and applies to all clinical and operational staff, including support personnel involved in medical procedures like blood draws and vaccinations. Full-time employees are covered under AsiaMedic's OHSMS, and compliance checks are conducted to ensure adherence to safety policies.

To maintain workplace safety, routine and non-routine risk assessments are conducted to identify hazards, with emergency preparedness protocols addressing non-routine risks such as infection outbreaks. A quality assurance framework ensures compliance through regular audits, and corrective actions are implemented when necessary. Continuous improvement efforts include reviewing incident reports to identify safety trends and enhance protocols. Additionally, AsiaMedic maintains a transparent worker reporting system, allowing employees to report hazards without fear of reprisal, reinforcing the company's commitment to workplace safety and employee well-being.

Furthermore, AsiaMedic extends its safety management system to cover workers who are not direct employees but whose work is controlled by the organisation. The OHSMS for these workers includes compliance checks and internal audits to ensure adherence to safety policies and workplace standards. These initiatives are designed to ensure that our employees work in an environment that minimises risks and supports their health and well-being.

### DIVERSITY, EQUAL OPPORTUNITY AND NON-DISCRIMINATION

We are committed to fostering a fair and non-discriminatory work environment that values and respects social and cultural diversity, regardless of gender, age, or educational background. To promote equal opportunity, we have instituted various human resource practices to establish fairness and inclusivity across all levels of the organisation.

As of 31 December 2024, the total number of employees in the Group was 179, with 170 full-time and nine (9) part-time employees. We also view diversity at the Board level as an essential element in supporting sustainable development, and two (2) female Executive Directors out of five (5) Directors, equivalent to 40% of female representation on the Board.

Our employee recruitment advertisements are designed to be inclusive, with no mention of age, race, gender, or religious preferences as employment criteria. To further promote equal opportunities in the workplace, we provide access to relevant training programs for all employees, regardless of their background, ensuring that promising individuals are given the chance to advance within the organisation. These practices reflect our commitment to creating an equitable and supportive workplace for all employees.

## Focus 3:

# Human Capital

### Targets, Metrics and Performance

EMPLOYMENT METRICS <sup>20</sup>	
	FY2024
Total number of employees	179
<b>By Gender</b>	
Male	30
Female	149
<b>By Age Group</b>	
Below 30	23
Between 30 and 50	125
Over 50	31

EMPLOYMENT NEW HIRE METRICS		
	FY2023	FY2024
Total number of new hires	42	46
Overall new hire rate (%)	27.1%	25.7%
<b>By Gender</b>		
Male (%)	7.7%	4.5%
Female (%)	19.4%	21.2%
<b>By Age</b>		
Below 30 (%)	6.5%	4.5%
Between 30 and 50 (%)	18.7%	19.6%
Above 50 (%)	1.9%	1.7%

<sup>20</sup> Employment Metrics have been reported as of 31 December 2024

## Focus 3:

# Human Capital

EMPLOYMENT TURNOVER METRICS		
	FY2023	FY2024
Total number of turnovers	19	17
Overall turnover rate (%)	13.7%	9.5%
By Gender		
Male (%)	2.9%	3.4%
Female (%)	10.8%	6.1%
By Age		
Below 30 (%)	2.1%	1.7%
Between 30 and 50 (%)	10.1%	7.8%
Above 50 (%)	1.5%	0.0%

EMPLOYMENT AND EDUCATION METRICS		
	FY2023	FY2024
Total number of training hours conducted for all employees	480	184
Average training hours per employee	3.3	1.0
Average training hours by gender		
Male	3.5	0.8
Female	3.2	1.1
Average training hours by employment category		
Management	1.3	0.0
Non-managerial	3.4	1.2

HEALTH AND SAFETY METRICS <sup>21</sup>		
	FY2023	FY2024
Number of fatalities	0	0
Number of high-consequence work-related injuries	0	0
Number of recordable work-related injuries	1	0
Number of recordable work-related ill health cases	0	0

<sup>21</sup> Diversity and Equality Metrics have been reported as of 31 December 2024

## Focus 3: Human Capital

DIVERSITY AND EQUALITY METRICS FOR FY2024		
	Management	Non-managerial
Overall number	23	156
Overall percentage (%)	12.8%	87.2%
Percentage by gender		
Male (%)	30.4%	14.1%
Female (%)	69.6%	85.9%
Percentage by age		
Below 30 (%)	0.0%	14.7%
Between 30 and 50 (%)	82.6%	67.9%
Above 50 (%)	17.4%	17.3%

NON-DISCRIMINATION METRICS		
	FY2023	FY2024
Incidence of discrimination	No instance	No instance

TARGETS <sup>22</sup>	STATUS	PERFORMANCE UPDATE FOR THE PERIOD
Maintain or improve our employee turnover rate, subject to market conditions	Met	The employment turnover rate improved from 13.7% in FY2023 to 9.5% in FY2024.
Achieve zero incidents of work-related injury in FY2024	Met	Zero incidents of work-related injuries in FY2024.
Maintain zero incidents of unlawful discrimination against employees	Met	Zero incidents of unlawful discrimination against employees in FY2024.

<sup>22</sup> These targets form part of AsiaMedic's perpetual strategy, with a commitment to maintaining these standards consistently over time

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# FOCUS 4: LOCAL COMMUNITIES





## Focus 4:

# Local Communities

AsiaMedic is also committed to enhancing the health and well-being of local communities in Singapore through various health initiatives aimed at providing equitable access to preventive healthcare services, promoting healthy habits, and supporting individuals in maintaining their physical and mental well-being.

### SCHOOL HEALTH SERVICES

AsiaMedic plays a key role in supporting School Health Services in Singapore, which are primarily overseen by the Health Promotion Board (“**HPB**”) in collaboration with the Ministry of Education (“**MOE**”). Through our partnership with HPB, we help deliver annual health screenings for primary and secondary school students, ensuring their health is closely monitored. The screenings vary depending on the student's level and may include vision checks, hearing tests, and growth assessments to detect early health issues such as myopia, scoliosis, and obesity.

In addition, we are actively involved in the National Myopia Prevention Programme (“**NMPP**”), which focuses on early detection and prevention of myopia in preschool children, Kindergarten One (1) and Kindergarten Two (2) through annual vision screenings and educational initiatives that encourage outdoor play and healthy eye care habits. We also support the HPV Vaccination Programme, administering the HPV vaccine to girls in Secondary One (1) and Two (2) as part of national efforts to protect against cervical cancer.

### GROW WELL SG

AsiaMedic supports the HPB's national initiative, Grow Well SG, which promotes healthy habits in children from an early age. As part of this initiative, we collaborate with schools, parents, and caregivers to encourage daily physical activity, improve nutrition, and strengthen mental well-being in children. We support the promotion of at least one (1) hour of daily physical activity, provide resources that guide children toward healthier eating habits and help foster resilience and mindfulness practices. By working with stakeholders to create a supportive environment for children's growth, we contribute to addressing concerns over childhood obesity, myopia, and screen time. Grow Well SG plays an essential role in shaping a healthier generation, and AsiaMedic is proud to contribute to its success.

### HEALTH COACH - HEALTH CHATS @ HAWKER CENTRES

AsiaMedic is also actively involved in supporting Singapore's hawker centre workers, cleaners, and shopkeepers through the Health Chats @ Hawker Centres initiative, launched by the HPB. This program was specifically designed to address the unique challenges faced by these workers who tend to fall within the older age and hence face larger health risks due to irregular hours and limited access to healthcare. We provide monthly 15-minute health checks and coaching sessions at hawker centres, where workers receive assessments for Body Mass Index (“**BMI**”) and blood pressure and personalised health coaching on topics such as chronic disease prevention, ergonomics, and low-impact exercises. Our contribution to this program ensures that workers in demanding environments have easy access to health resources and support, promoting better health and well-being. This initiative, which started with five (5) hawker centres, has expanded to numerous centres across Singapore due to positive feedback, further solidifying our commitment to supporting the health of the more vulnerable groups in Singapore.

## Focus 4: Local Communities

### PROJECT SILVER SCREEN

AsiaMedic is proud to be a partner in the Health Promotion Board's Project Silver Screen, an initiative aimed at improving the health of seniors aged 60 and above. This program offers subsidised or free functional screenings for seniors in key areas such as vision, hearing, and oral health—essential components of daily living for seniors. We actively support the screenings and follow-up care, ensuring that seniors who need assistive devices like glasses, hearing aids, or dentures can access these services at subsidised rates. Additionally, we participate in community engagement efforts to raise awareness about the importance of early detection and self-care. Since its launch, over 100,000 seniors have benefited from Project Silver Screen, which helps them maintain their independence, mobility, and overall quality of life. AsiaMedic's involvement in this initiative reinforces our dedication to meeting the health and well-being needs of seniors and our commitment to reducing preventable health issues in this population.

Through our involvement in these initiatives, AsiaMedic is making a meaningful impact on the health and well-being of local communities in Singapore, particularly among vulnerable groups such as the elderly and workers facing demanding conditions with limited access to quality healthcare. We remain committed to promoting preventive healthcare, fostering healthy lifestyles, and ensuring that all individuals receive the support they need to live healthier lives. As part of this commitment, we actively assess the impact of our healthcare programs and engage with local stakeholders to address emerging health concerns. We continuously evaluate the effectiveness of our initiatives to ensure they align with public health priorities and minimise potential negative impacts. By fostering strong partnerships and maintaining an open dialogue with the community, we strive to promote long-term well-being and meet the needs of the local community by reducing future healthcare burdens.



ASIAMEDIC LIMITED | 2024

# GRI CONTENT INDEX



# GRI

## Content Index

<b>STATEMENT OF USE</b>	AsiaMedic Limited has reported with reference to the GRI Standards 2021 for the period from 1 January 2024 to 31 December 2024
<b>GRI 1 USED</b>	GRI 1: Foundation 2021
<b>APPLICABLE GRI SECTOR STANDARD(S)</b>	Not applicable

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION
<b>General Disclosures</b>		
GRI 2: General Disclosures 2021	2-1 Organisational details	Organisation Profile
	2-2 Entities included in the organisation's sustainability reporting	About This Report
	2-3 Reporting period, frequency and contact point	About This Report
	2-4 Restatements of information	About This Report
	2-5 External Assurance	About This Report
	2-6 Activities, value chain and other business relationships	Organisation Profile
	2-7 Employees	Focus 3: Human Capital
	2-8 Workers who are not employees	Focus 3: Human Capital
	2-9 Governance structure and composition	Annual Report
	2-10 Nomination and selection of the highest governance body	Annual Report
	2-11 Chair of the highest governance body	Annual Report
	2-12 Role of the highest governance body in overseeing the management of impacts	Annual Report
	2-13 Delegation of responsibility for managing impacts	Annual Report
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Governance
	2-15 Conflicts of interest	Annual Report
	2-16 Communication of critical concerns	About This Report
	2-17 Collective knowledge of the highest governance body	Annual Report
	2-18 Evaluation of the performance of the highest governance body	Annual Report
	2-19 Remuneration policies	Annual Report
	2-20 Process to determine remuneration	Annual Report

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-21 Annual total compensation ratio	Information not provided due to confidentiality constraints
	2-22 Statement on sustainable development strategy	Focus 1: Corporate Governance
	2-23 Policy commitments	<ul style="list-style-type: none"> <li>Focus 1: Corporate Governance</li> <li>Focus 2: Environmental Responsibility</li> <li>Focus 3: Human Capital</li> <li>Focus 4: Local Communities</li> </ul>
	2-24 Embedding policy commitments	<ul style="list-style-type: none"> <li>Focus 1: Corporate Governance</li> <li>Focus 2: Environmental Responsibility</li> <li>Focus 3: Human Capital</li> <li>Focus 4: Local Communities</li> </ul>
	2-25 Processes to remediate negative impacts	Focus 1: Corporate Governance
	2-26 Mechanisms for seeking advice and raising concerns	Focus 1: Corporate Governance
	2-27 Compliance with laws and regulations	Focus 1: Corporate Governance
	2-28 Membership associations	None
	2-29 Approach to stakeholder engagement	Stakeholder Engagement
	2-30 Collective bargaining agreements	The Group is not involved in any form of collective bargaining agreements.
<b>Material Topics</b>		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Assessment
	3-2 List of material topics	Materiality Assessment
<b>Corporate Governance</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 1: Corporate Governance
GRI 201: Economic Performance 2016	201-3 Defined benefit plan obligations and other retirement plans	Annual Report
GRI 205: Anti- Corruption 2016	205-2 Communication and training on anti-corruption policies and procedures	Focus 1: Corporate Governance
	205-3 Confirmed incidents of corruption and actions taken	
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety	Focus 1: Corporate Governance
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Focus 1: Corporate Governance
Environmental Responsibility		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 2: Environmental Responsibility
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	Focus 2: Environmental Responsibility
GRI 302: Energy 2016	302-2 Energy consumption outside of the organisation	Focus 2: Environmental Responsibility
	302-3 Energy intensity	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Focus 2: Environmental Responsibility
	305-2 Energy indirect (Scope 2) GHG emissions	
	305-4 GHG emissions intensity	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Focus 2: Environmental Responsibility
	306-2 Management of significant waste-related impacts	
Human Capital		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 3: Human Capital
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Focus 3: Human Capital
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Focus 3: Human Capital
	403-2 Hazard identification, risk assessment, and incident investigation	
	403-8 Workers covered by an occupational health and safety management system	
	403-9 Work-related injuries	
	403-10 Work-related ill health	



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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Focus 3: Human Capital
	404-2 Programmes for upgrading employee skills and transition assistance programs	
	404-3 Percentage of employees receiving regular performance and career development reviews	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Focus 3: Human Capital
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Focus 3: Human Capital
<b>Local Communities</b>		
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development Programmes	Focus 4: Local Communities

*This document has been reviewed by the Company's Sponsor, Xandar Capital Pte. Ltd. It has not been examined or approved by the Exchange, and the Exchange assumes no responsibility for the contents of this document, including the correctness of any of the statements or opinions made or reports contained in this document.*

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