SUSTAINABILITY REPORT

Financial Year ended

31 January 2026

CAMSING HEALTHCARE

1. Introduction

1.1 Reporting framework

Camsing Healthcare Limited ("**Camsing Healthcare" or the "Company**"), and together with its subsidiaries (the "**Group**" or "**We**"), is delighted to present its annual Sustainability Report ("**Report**") for the financial year ("**FY**") 2026. This Report is prepared in accordance with 711A and 711B of the Singapore Exchange Securities Trading Limited ("**SGX-ST**") listing rules. The Company has prepared the Report with reference to the Global Reporting Initiative ("**GRI**") Standards (2021 revision). We chose to report using the GRI framework as provide a structured and an internationally recognised reporting framework for identifying and disclosing material ESG topics, ensuring consistency, comparability and transparency in sustainability reporting.

As part of our continual efforts to align our sustainability reporting with relevant market standards, we mapped our sustainability efforts to the 2030 Agenda for Sustainable Development which is adopted by all United Nations Member States in 2015 ("**UN Sustainability Agenda**"). The UN Sustainability Agenda provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 SDGs, which form an urgent call for action by all developed and developing countries in a global partnership.

Our climate-related disclosures are produced based on the 11 recommendations of Task Force on Climate-related Financial Disclosures ("**TCFD**"). Following the publication of the International Sustainability Standards Board ("**ISSB**") Standards – International Financial Reporting Standards ("**IFRS**") S1 and IFRS S2, The Group has considered the climate-relevant provisions in preparing its climate-related disclosures.. We are guided by the phased approach described in Practice Note 7.6 Sustainability Reporting Guide in aligning our climate-related disclosures with the ISSB Standards.

1.2 Internal Review and Assurance

We relied on internal data monitoring and verification to ensure accuracy for this Report. Internal review on the sustainability reporting process is incorporated as part of our internal audit review cycle and we will work towards external assurance for our future sustainability reports.

1.3 Reporting scope

This Report details our material sustainability factors under the economic, environmental, social and governance pillars (collectively as "**Sustainability Factors**") over the financial year from 1 February 2025 to 31 January 2026 ("**Reporting Period**") and covers all business divisions of our key operating entity, Nature's Farm Pte Ltd ("**Nature's Farm**").

1.4 Contact

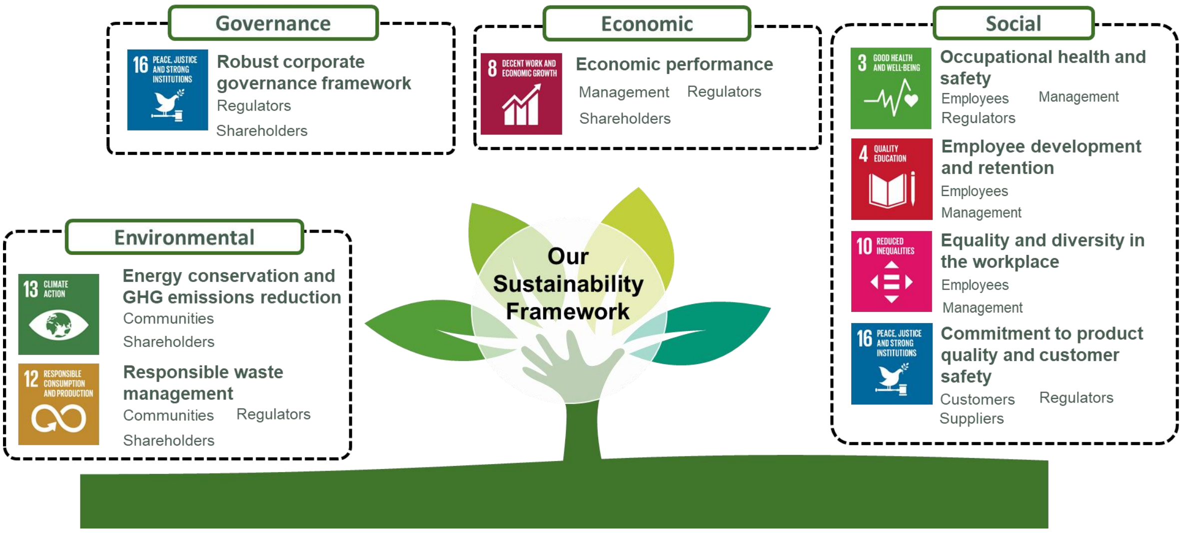
We are committed to listening to our stakeholders and welcome any feedback on our sustainability performance or any aspect of our Report. You may write to our email account: enquiry.camsing@naturesfarm.com.

2. Sustainability Board Statement

We firmly believe that sustainability is integral to achieve long-term commercial success. As we continue our sustainability journey, we are committed to conduct our business in a responsible manner. We acknowledge our role in minimising the environmental and social impact from our operations. In line with our commitment to sustainability, the Board of Directors ("**Board**") having considered sustainability issues as part of its strategic formulation, determined the material Sustainability Factors and overseen the management and monitoring of our material Sustainability Factors.

This Report communicates our support towards the United Nations' Sustainable Development Goals ("**SDGs**"). As we collaborate closely with our stakeholders throughout the value chain, their inputs serve as the compass directing our sustainability initiatives towards prioritising our material Sustainability

Factors. Below shows the interaction between our sustainability framework, material Sustainability Factors, stakeholders and the SDGs:



3. Sustainability Performance at a Glance

A summary of our key sustainability performance in FY2026 is as follows:

Sustainability pillar	Sustainability Metric	Sustainability Performance	
		FY2026	FY2025
Economic	Loss before tax	S$0.9 million	S$2.3 million
Environmental	Greenhouse Gas ("**GHG**") emissions (tonnes CO_2e)	29.1	41.4
	Direct GHG emissions intensity – Scope 1[1] (tonnes CO_2e/ revenue $'000)	0.001	0.001
	Indirect GHG emissions intensity – Scope 2[2] (tonnes CO_2e/ square foot)	0.009	0.004
	Percentage of carrier bags issued to customers that are non-woven bags	100%	99%
Social	Number of workplace fatalities	-	-
	Number of high consequence[3] work-related injuries	-	-
	Average training hours per employee	8	9
	Turnover rate	80%	43%
	Number of reported incidents of unlawful discrimination[4] against employees	-	-
	Number of food safety incidents due to the consumption of our products	-	-
Governance	Number of incidents of serious offence[5]	-	-

[1] Scope 1 GHG emissions occur from sources that are owned or controlled by a company. GHG emissions from consumption of diesel fuel controlled by the Company (Scope 1) are calculated based on the 2006 IPCC Guidelines for National Greenhouse Gas Inventories.
[2] Scope 2 GHG emissions are indirect emissions that arise from the generation of purchased electricity consumed by a company. Scope 2 emissions physically occur at the facility where electricity is generated. GHG emissions from electricity purchased by the Company (Scope 2) are calculated based on the average emissions factors published by the Energy Market Authority.
[3] High consequence work-related injuries refer to injuries from which the worker cannot recover or cannot recover fully to pre-injury health status within 6 months.
[4] An unlawful discrimination refers to an incident whereby the relevant authority has commenced investigation and resulted in a penalty to a company.
[5] A serious offence is defined as one that involves fraud or dishonesty involving an amount not less than SGD 100,000 and is punishable by imprisonment for a term of not less than two (2) years, which is being or has been committed against a company by officers or employees of the company.

Scope 1 and Scope 2 GHG emissions were calculated using available activity data and applicable emission factors, including emission factors published by the Energy Market Authority where relevant.

4. About Camsing Healthcare

The Company was incorporated in Singapore on 19 December 1979 and is listed on the Mainboard of the Singapore Exchange Securities Trading Limited (stock code: BAC). The current principal activities of the Group are the distribution and retailing of health supplements and foods in Singapore.

Nature's Farm was incorporated in 1982 and has established itself as a trusted and recognised name in quality imported health supplements, honey, and health foods. Our operations are based in Singapore, and we currently operate 4 retail stores in major shopping malls across Singapore. We are also accessible to consumers 24/7 via our e-store and presence in major e-commerce platforms such as Shopee and Lazada.

4.1 Membership of associations and regulatory bodies

Our memberships of associations and regulatory bodies, relevant to our business, are as follows:
- Health Sciences Authority ("**HSA**");
- Singapore Business Federation ("**SBF**"); and
- Health Supplements Industry Association (Singapore) ("**HSIAS**").

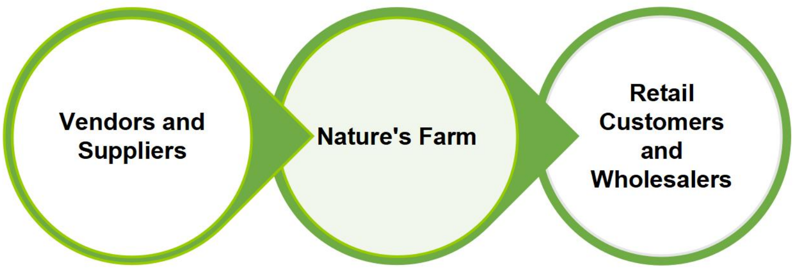
4.2 Supply chain

Sustainability is a business strategy to help us conduct business the right way. Therefore, we endeavour to embed sustainability across our value chain where we operate as well as where we sell our products.

In keeping with our brand's commitment to offering high-quality health supplements sourced from international manufacturers, we continue to place strong emphasis on new product development. We seek collaborate mainly with manufacturers and suppliers that are Good Manufacturing Practice ("**GMP**") and ISO certified, to help ensure that the products we offer meet consistently high standards.

Our key suppliers are from Singapore, United States of America, New Zealand, Taiwan and Hong Kong. We strive to continuously embed sustainability measures in our value chain and integrate environmental factors where practicable.

We have a supply chain structure consisting of three main parties as shown below:



4.3 Value Chain Sustainability

The Group recognises that sustainability risks and opportunities may arise across its value chain, from product sourcing and procurement to distribution and customer engagement. In managing these risks and opportunities, the Group focuses on maintaining product quality and safety, complying with applicable regulatory requirements, supporting employee wellbeing, and delivering a positive customer experience. The Group will continue to monitor developments in sustainability reporting requirements and enhance its value chain management practices where appropriate.

Value Chain Flow (Graphic Enhanced)

◇ Suppliers

⬇

Procurement

⬇

Warehouse & Distribution

⬇

Retail & E- Commerce Channels

⬇

Customers

Key Sustainability Focus Areas

Value Chain Stage	Key Sustainability Focus
Suppliers	Product quality, regulatory compliance and responsible sourcing
Procurement	Supplier selection and inventory management
Warehouse & Distribution	Operational efficiency and waste reduction
Retail & E-Commerce Channels	Responsible marketing and customer service
Customers	Product safety, customer satisfaction and feedback management

4.4 People

As at 31 January 2026, the total number of employees are as follows:

Singapore	
Overall	25
Full-time	25
Part-time[6]	-

4.5 Our mission

It is our mission to offer high-quality nutritional and health food supplements with a focus on convenience and affordability. We remain focused as a specialty health supplement and health food retailer, distributor, and wholesaler by aiming to build lasting customer relationships through commendable service and a continued emphasis on product safety.

[6] Part-time employees are excluded from the human resources-related metrics as they represent a small portion of the overall headcount and are not considered material to the Group's core sustainability focus. We do not have any non-guaranteed hours employees.

We make it a point to remain loyal and true to the core values that built our strong foundation of today. Along our journey, our goal has been to inculcate a set of firm values that will act as guiding principles in the way we operate, communicate and build relationships.

We take pride in what we do, and that is why our customers continue to patronise us.

5. Stakeholder Engagement

Through an internal stakeholder mapping exercise, we identified key stakeholder groups which we prioritise our engagements with.

Our efforts are focused on creating sustainable value for our key stakeholders, which comprise communities, customers, employees, management, regulators, shareholders and suppliers. Key stakeholders are determined for each Sustainability Factor identified, based on the extent to which they can affect or are affected by our operations.

The table below details our stakeholder engagement mechanisms:

Stakeholder	Mode of engagement	Frequency of engagement	Key concern raised
Communities	Sustainability reports	Annually	Environmental concerns
Customers	▪ Front line team members ▪ Customer service hotline/emails	Regularly	▪ Product and service quality ▪ Sustainable packaging
Employees	Operational meetings at various organisational levels, such as area managers, shop supervisors, and frontline employees	Regularly	▪ Career development ▪ Remuneration ▪ Training and education ▪ Occupational health and safety
Management	Management meetings	Regularly	▪ Economic performance ▪ Training and education ▪ Occupational health and safety
Regulators	▪ Engagement involves submitting relevant documents for product classification, license applications, and license renewals ▪ HSA audits	As and when required	▪ Corporate governance ▪ Occupational health and safety ▪ Regulatory development towards environmental goals
	▪ Email communications ▪ Phone conversation via call center/ hotline	Regularly	

Stakeholder	Mode of engagement	Frequency of engagement	Key concern raised
Shareholders	▪ Annual reports ▪ Annual sustainability reports ▪ Annual general meeting	Annually	Economic performance
	Extraordinary general meeting	As and when required	

Stakeholder	Mode of engagement	Frequency of engagement	Key concern raised
Suppliers	Communication with suppliers through telephones, emails, meetings and discussions to manage orders, inquiries, and feedback	Regularly	Order volatility
	Supplier performance review	Annually	

Through the above channels, we seek to understand the views of key stakeholders, communicate effectively with them and respond to their concerns.

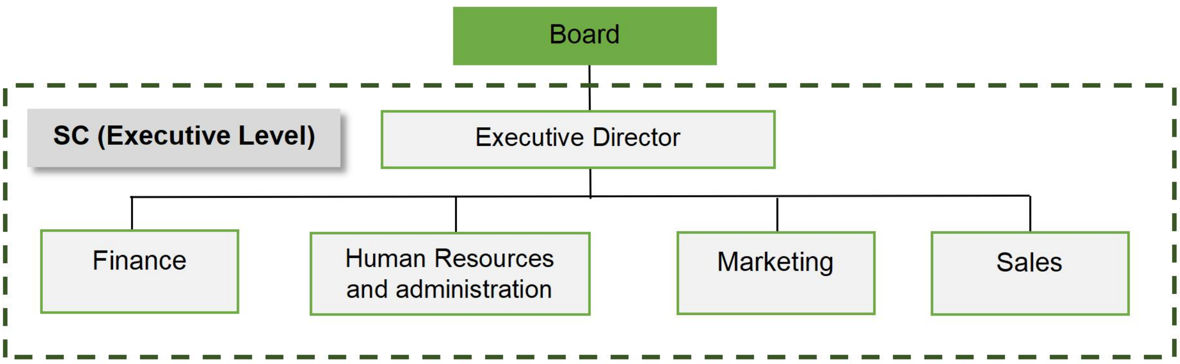
6. Policy, Practice and Performance Reporting

A sustainability policy ("**SR Policy**") covering our reporting structure, materiality assessment and processes in identifying and monitoring material Sustainability Factors has been put in place and serves as a point of reference in the conduct of our sustainability reporting. Under this SR Policy, we will continue to monitor, review and update our material Sustainability Factors from time to time, taking into account the feedback that we receive from our engagement with our stakeholders, organisational and external developments.

6.1 Reporting structure

The Board advises and supervises the development of our sustainability strategy and performance targets.
As part of our continual efforts to upgrade the knowledge of our directors on sustainability reporting and to meet the requirement of listing rule 720 (7) of SGX-ST, we confirm that all Directors have attended one of the approved sustainability training courses. We will continue to support ongoing training and capacity building to ensure that the Board remains equipped to address emerging ESG and climate-related developments..

Sustainability is ingrained at various levels in our organisation. We have set up an executive level sustainability committee ("**SC**") responsible for overseeing our sustainability targets. The SC is led by our Executive Director and consists of key management executives. The SC ensures the alignment of our business objectives with our sustainability targets and holds the responsibility to communicate our sustainability progress to the Board.

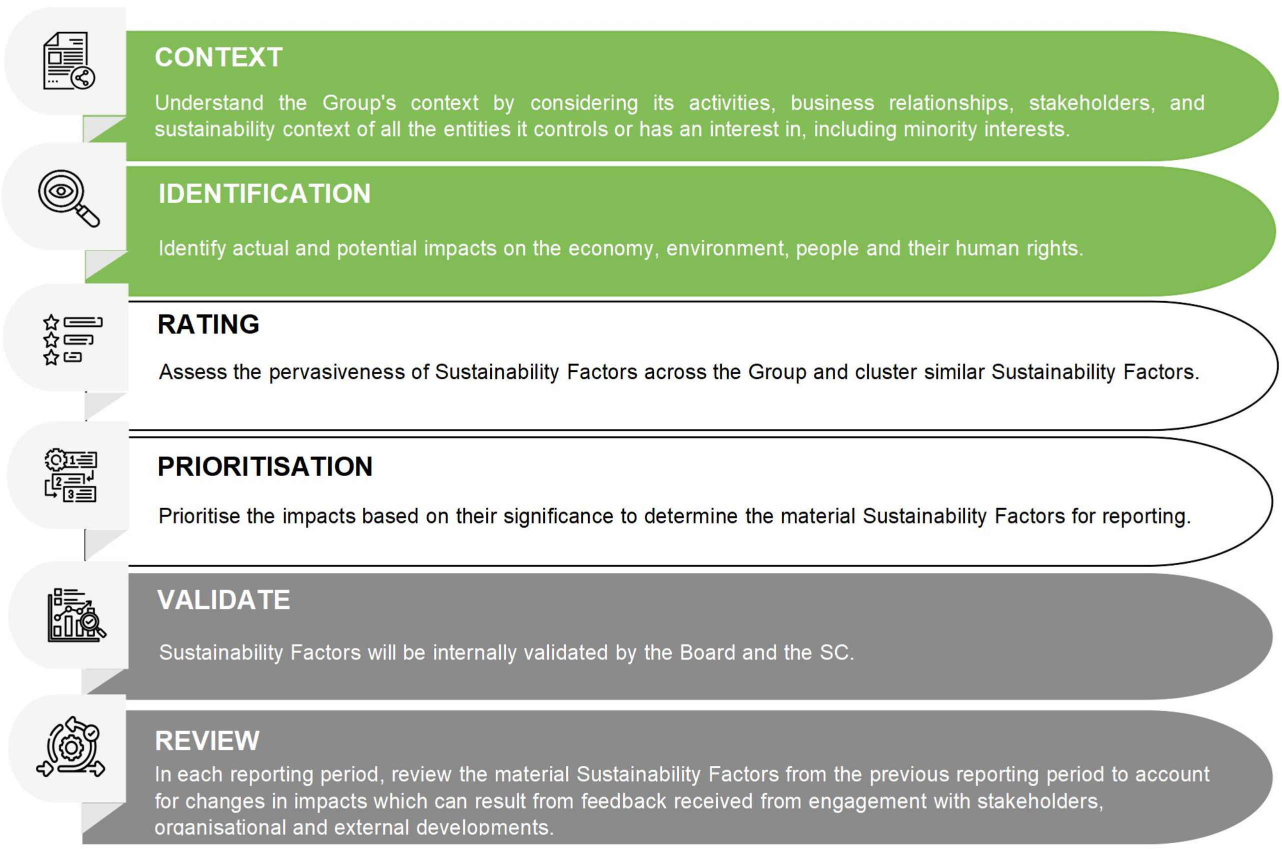


As we are still refining our sustainability related metrics measuring, tracking and target setting mechanism, we will link key executives' remuneration to sustainability performance when the mechanism is more matured and stable.

6.2 Sustainability reporting processes

Our sustainability process begins with an understanding of the Group's context. This is followed by the ongoing identification and assessment of the Group's impacts. The most significant impacts are prioritised for reporting, and the result of this process is a list of material Sustainability Factors disclosed in this Report.

Processes involved are shown in the chart below:



6.3 Materiality assessment

We constantly refine our management approach to adapt to changes in the business landscape. The Group performs an annual materiality assessment to ensure that issues disclosed in our sustainability reports remain current, material, and relevant. From the assessment, we identify key areas that impact on our ability to create value for our stakeholders.

Impacts, positive and negative, actual and potential, are assessed based on: (i) the likelihood of occurrence of actual and potential negative and positive impacts; and (ii) their significance on the economy, environment, people and their human rights and contribution to sustainable development.

6.4 Performance tracking and reporting

We track the progress of our material Sustainability Factors by identifying the relevant performance indicators, measuring and monitoring them. In addition, we set performance targets that are aligned with our strategy to ensure that we remain focused in our path to sustainability. We will consistently enhance our performance-monitoring processes and improve our data capturing systems. A sustainability report is published annually in accordance with our SR policy.

7. Material Sustainability Factors

In FY2025, the SC conducted a stakeholder engagement session[7] and a materiality assessment to understand the concerns and expectations of our stakeholders. Through the materiality assessment, factors assessed were updated in this Report. We have also reported our progress in managing these factors and set related targets to improve our sustainability performance.

We endeavour to incorporate the SDGs from the 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, where applicable, as a supporting framework to shape and guide our sustainability strategy. Below are the results showing how our material Sustainability Factors relate to these SDGs, along with a list of material Sustainability Factors applicable to the Group:

S/N	Sustainability Factor	Key stakeholder	SDG	Our Effort
Economic				
1	Economic performance	▪ Management ▪ Regulators ▪ Shareholders	8 DECENT WORK AND ECONOMIC GROWTH	Contribute to economic growth through creating long-term economic value for our shareholders
Environmental				
2	Energy conservation and GHG emissions reduction	▪ Communities ▪ Shareholders	13 CLIMATE ACTION	Implement measures to reduce energy consumption, improve efficiency, lower GHG emissions and reduce costs
3	Responsible waste management	▪ Communities ▪ Regulators ▪ Shareholders	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Contribute to the reduction of waste generation through offering customers non-woven bags at our retail stores
Social				
4	Occupational health and safety	▪ Employees ▪ Management ▪ Regulators	3 GOOD HEALTH AND WELL-BEING	Provide employees with medical insurance coverage and proper education on safe workplace practices to prevent the recurrence of work-related injuries
5	Employee development and retention	▪ Employees ▪ Management	4 QUALITY EDUCATION	Offer training opportunities to improve employee retention and enable our employees to provide the highest quality service to our customers
6	Equality and diversity in the workplace	▪ Employees ▪ Management	10 REDUCED INEQUALITIES	Implement hiring practices to provide a work environment that fosters fairness, equality and respect among employees
7	Commitment to product quality and customer safety	▪ Customers ▪ Regulators ▪ Suppliers	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Review and work closely with our suppliers to ensure that they can meet our quality requirements
Governance				
8	Robust corporate governance framework	▪ Regulators ▪ Shareholders	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Maintain a high standard of corporate governance and carry out business with integrity by avoiding corruption in any form to safeguard our shareholder's interest and maximise long-term shareholder value

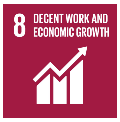
For FY2026, there are no changes to the material Sustainability Factors identified from FY2025. The details on each material Sustainability factors are presented as follows:

[7] The Company distributed an online survey to both its internal and external stakeholders of employees and suppliers to gather perspectives on the most important sustainability factors for the business to prioritise.

7.1 Economic performance

GRI Indicator: GRI 201 Economic Performance 2016

Relevant SDGs



Commitment

Measuring our economic and financial performance is important to evaluate our business and ensure we are on track to achieve our financial goals. We are committed to provide value to various stakeholders through relevant and meaningful ways.

Approach

We strive to generate and distribute economic value via our business strategy, which includes staying abreast with market trends, maintaining a healthy balance sheet and strong cash flow, mitigating relevant business risks identified.

Performance

The Group recorded a lower loss for the year of S$0.9 million in FY2026 compared to S$2.3 million in FY2025 mainly attributable to the lower marketing expenses, administrative expenses, absence of impairment loss on right-of-use assets and plant and equipment in FY2026, partly offset by lower other income and revenue.

More information on our financial performance is disclosed in our Annual Report available online.

Target Setting

Short Term

- Improve our financial performance subject to market conditions

Medium Term and Long Term

- Achieve a sustained increase in net profitability while consistently reducing absolute operational energy consumption and scope-certified greenhouse gas intensity per dollar earned.

7.2 Energy conservation and GHG emissions reduction

GRI Indicator: GRI 302: Energy 2016 & GRI 305: Emissions 2016

Relevant SDGs

Commitment

We are driven by our commitment to responsible usage of energy resources, reduce carbon emissions, preserve the environment we operate in and yet reduce our costs, resulting in enhanced returns to shareholders.

Approach

We aim to reduce our environmental footprints and at the same time, establish operational resilience that delivers long-term and sustainable value to our business. We adopt a balanced approach in effectively managing and minimising the impacts arising from our business operations.

Decarbonisation approach

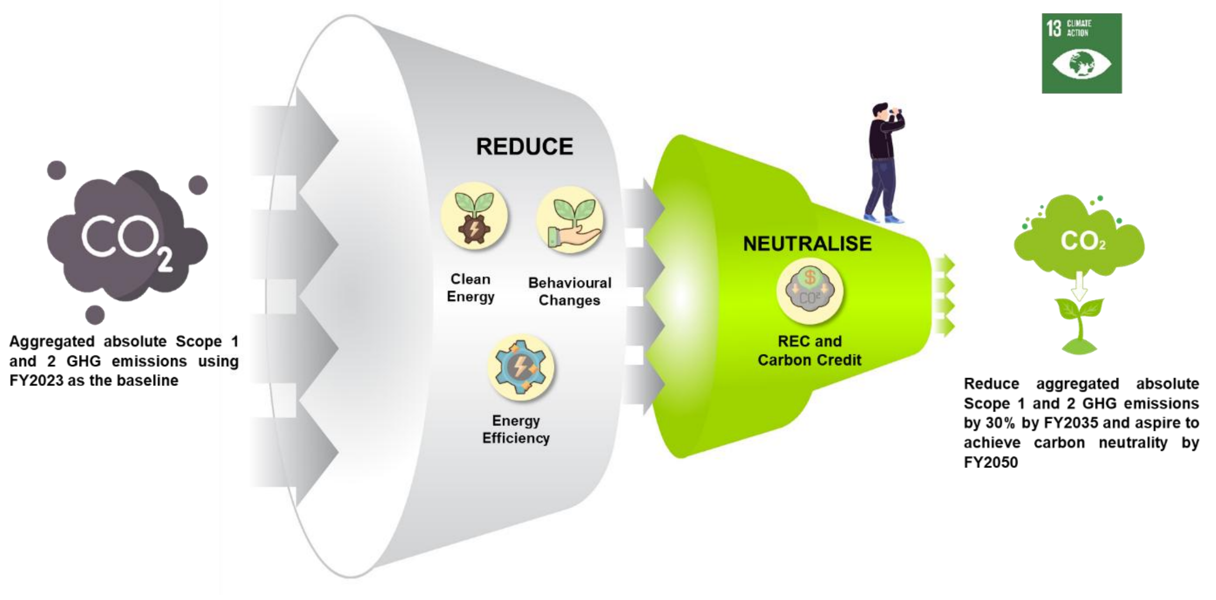
To achieve our decarbonisation goals, we set up a 7-step continuous circular process for our decarbonisation efforts as follows:

We track and monitor our Scope 1, Scope 2 and certain categories of Scope 3[8] GHG emissions closely and are developing mechanisms to track other categories of our Scope 3 GHG emissions, where relevant and practicable. We also developed a climate change transition plan and will refine and the plan as we progressively implement it, by considering changes in business operations, environment and market trends. Progress updates and performance will be provided in our future sustainability reports with assurance on the reporting process covered by an internal review.

Climate change transition plan

Our climate change transition plan steers us on our decarbonisation journey. Under this plan, we commit to reduce our aggregated absolute Scope 1 and 2 GHG emissions by 30% by FY2035 and aspire to achieve carbon neutrality by FY2050, with FY2023 as our baseline. Our climate change transition plan is focused on two (2) strategic levers of reduce and neutralise as follows:

[8] Scope 3 GHG emissions are indirect emissions (excluding scope 2 GHG emissions) that occur in the value chain of the reporting company, including both upstream and downstream emissions.



Details of our strategic levers are as follows:

Lever	Reduce	Neutralise
Description	• Reduce absolute GHG emissions first within our operations and followed by our supply chain • Replace existing energy source with low or zero-carbon sources	Neutralise unavoidable residual GHG emissions
Focus area	• Energy efficiency - lighting • Behavioural changes • Clean energy	• Renewable energy certificates ("**REC**") • Carbon credits

We continuously strive to improve our energy use and efficiency through the following initiatives and aspirations:

Lever	Key initiative	Description
Reduce	Energy-efficient lighting solutions	We optimise electricity efficiency using high-efficiency lighting wherever practicable.
	Behavioural changes	We constantly remind our staff on basic and socially responsible habits at their workplaces such as adopting greener work ethics, switching off appliances if not in use, enabling power saving modes and optimising operating temperatures.
	Clean energy	We are constantly exploring opportunities to source for clean and/or renewable energy where we operate in.
Neutralise	• REC • Carbon credits	We plan to explore the use of REC and carbon credits to offset unavoidable residual GHG emissions when the relevant markets mature.

Performance

To run our operations, we rely mainly on the following energy sources:
- Electricity mainly for lighting, office equipment and cooling; and
- Diesel fuel to operate a delivery motor vehicle owned by the Group.

Key statistics on energy consumption and GHG emissions during the Reporting Period are as follows:

Sustainability Metric	Unit of Measurement	FY2026	FY2025
Energy consumption[9]			
Diesel consumption	GJ	61	62
Electricity consumption	GJ	220	321
Total energy consumption	GJ	281	383
Energy consumption intensity			
Diesel consumption intensity	GJ/ revenue $'000	0.02	0.01
Electricity consumption intensity	GJ/ square foot	0.09	0.04
GHG emissions			
Direct GHG emissions (Scope 1)	tonnes CO_2e	4.2	4.6
Indirect GHG emissions (Scope 2)	tonnes CO_2e	25.0	36.8
Aggregated Scope 1 and 2 GHG emissions	tonnes CO_2e	29.2	41.4
GHG emissions intensity			
Direct GHG emissions intensity (Scope 1)	tonnes CO_2e/ revenue $'000	0.001	0.001
Indirect GHG emissions intensity (Scope 2)	tonnes CO_2e/ square foot	0.009	0.004

During the Reporting Period, we tracked selected Scope 3 GHG emissions[10] of our operations in Singapore as follows:

Category	Coverage	Unit of Measurement	FY2026	FY2025
Category 6: Business travel	Air travel	tonnes CO_2e	1.5	1.5
Category 7: Employee commuting	Transportation of employees between their homes and their worksites	tonnes CO_2e	4.0	4.0

We maintained our Scope 1 GHG emissions intensity and recorded a slight increase in Scope 2 GHG emissions intensity attributable from outlets' electricity consumption.

Aggregated absolute Scope 1 and 2 GHG emissions decreased by 29% between FY2026 and FY2025, mainly due to efficient utilisation of an air-conditioning system in our warehouse.

There is no significant changes on Scope 3 GHG emissions from business air travel as well as Scope 3 GHG emissions related to employee commuting.

Target Setting

Short Term

Maintain or improve Scope 1 and Scope 2 GHG emissions intensity through energy conservation initiatives and operational efficiency improvements.

Medium Term and Long Term

- Reduce aggregated absolute Scope 1 and 2 GHG emissions by 30% by FY2035 and aspire to achieve carbon neutrality by FY2050, with FY2023 as our baseline.

[9] Energy consumption data has been converted to a standard unit of measurement to facilitate comparison.
[10] Scope 3 GHG emissions were calculated using calculation tools comprising International Civil Aviation Organisation Carbon Emissions Calculator and Carbon and Emissions Recording Tool.

7.3 Responsible waste management

GRI Indicator: GRI 306: Waste 2020

Relevant SDGs

Commitment

We are committed to manage and minimise the impact of our retail operations on the environment through reducing waste generated from the sale of products.

Approach

To reduce our environmental footprint, we offer customers non-woven reusable carrier bags at our retail stores for greater reusability and sustainability. Our operations do not generate significant waste.

Performance

During the Reporting Period, 100% of carrier bags issued to customers are non-woven bags (FY2025: 99%). We will continue to maintain that.

Target Setting

Short Term

- Promote the use of reusable carrier bags and minimise waste generated from the Group's retail and administrative operations.

Medium Term and Long Term

Continue to support waste reduction and resource efficiency initiatives in line with Singapore's sustainability aspirations and evolving environmental priorities.

7.4 Occupational health and safety

GRI Indicator: GRI 403: Occupational Health and Safety 2018

Relevant SDGs

Commitment

A work environment that prioritises the well-being of employees and allows them to work safely builds loyalty amongst employees and supports the sustainability of our business. Accordingly, the well-being and safety of our employees is one of our top concerns.

Approach

All employees are covered by multiple types of insurance, such as Group Hospitalisation, Work Injury Compensation Act and Personal Accident coverage.

Performance

During the Reporting Period, we recorded no workplace fatalities, no high consequence work-related injuries, no recordable work-related injury[11] and no work-related ill health[12] cases (FY2025: no workplace fatalities, no high consequence work-related injuries, 1 recordable work-related injuries and no work-related ill health cases).

Target Setting

On-going and long-term

- Maintain zero recordable work-related injuries and ill health cases

7.5 Employee development and retention

GRI Indicator: GRI 404: Training and Education 2016

Relevant SDGs

Commitment

We recognise that our employees are instrumental in the success and growth of our Group. Accordingly, we invest in providing training and development opportunities to enable them to provide the highest quality service to our customers. We will continue to help our employees to be more productive and service oriented.

Approach

As one of the leading providers of nutrition and health supplements, it is our responsibility to help our customers or potential customers receive proper as well as accurate information. Accordingly, we train our employees on how to advise customers about their supplementary requirements according to their body needs. We aim to transform our sales staff into nutrition advisors. By helping them learn about the product content and origin, we want them to develop a deeper understanding of our products. Our goal is to complement the products we sell with advice from well-trained and experienced retail nutrition advisors.

We conduct in-house training of our products to all retail employees from frontlines to Area Managers. This training is conducted by our qualified Nutritionist. It aims to help new employees fully understand the purpose, usage and health benefits of our products.

Our new employees are required to attend product skill and knowledge training sessions.

We also provide training to existing employees in the form of refresher courses. This provides a good opportunity for discussion between our Nutritionist and Area Managers. When a new product is introduced, suppliers and our Nutritionist join forces to conduct new product skill training to all retail employees.

In addition, our Nutritionist conducts shop visits to check on the performance of our new employees. In addition, performance feedback and reviews from our Shop Managers and Area Managers are also key to monitoring our employee performance.

[11] Recordable work-related injuries refer to all work-related injuries that a company is required to report to the Ministry of Manpower.
[12] A work-related ill health case refers to work-related illnesses or health conditions arising from exposure to hazards at work.

Performance

The distribution of the average training hours per full-time employee by gender and employee category are as follows:

Training Hours[13]	FY2026	FY2025
Average training hours per full-time employee	8	9
Average training hours by gender		
Male	8	13
Female	8	8
Average training hours by employee category		
Area Manager	8	10
Shop In-charge	8	9
Salesperson	8	9

Average training hours per employee decreased in FY2026 mainly due to tighter roster schedule. We remain committed to continuously improving our average training hours per employee.

Key statistics on new hires and turnover of our full-time employees are as follows:

New hires

Sustainability Metric	FY2026	FY2025
Overall	8%	46%
Gender		
Male	50%	44%
Female	50%	56%
Age		
Above 50	-	33%
30 to 50	50%	50%
Below 30	50%	17%

Turnover

Sustainability Metric	FY2026	FY2025
Overall	80%	43%
Gender		
Male	27%	18%
Female	73%	82%
Age		
Above 50	45%	6%
30 to 50	50%	59%
Below 30	5%	35%

Due to the nature of the industry that we operate in, we experience a high turnover rate. The turnover rate increased as employees left to pursue a change in environment and better career opportunities. We will continue to work towards improving our turnover rate.

Target Setting

Short Term

- Maintain or improve 8 training hours for employee

[13] Data excludes that of office employees.

- Maintain or improve employee retention rate subject to market condition

Medium and Long-term
- Continue to provide relevant training and development opportunities to enhance workforce capability and support long-term employee retention.
- Foster a learning-oriented and service-driven workplace culture to support the Group's business sustainability.

7.6 Equality and diversity in the workplace

GRI Indicator: GRI 405: Diversity and Equal Opportunity 2016 & GRI 406: Non-discrimination 2016

Relevant SDGs

Commitment

We value the diversity within our operations and are committed to provide a work environment for all employees that fosters fairness, equality and respect, irrespective of their gender, age or education background.

Approach

We implement hiring practices that are fair, merit-based, and non-discriminatory so that we can recruit people from diverse backgrounds with the appropriate knowledge and expertise to contribute to the growth of our business.

Performance

Gender diversity (%)

We view diversity at the Board level as an essential element in supporting sustainable development, and in relation to gender diversity, we have two (as at 31 January 2025: two) female Board members or 50% (as at 31 January 2025: 50%) female representation on the Board. Due to the nature of our industry, the workforce is predominantly female. Key statistics on gender diversity of our full-time employees are as follows:

Sustainability Metric	FY2026		FY2025	
	Male	Female	Male	Female
Overall	44%	56%	43%	58%
Employee category				
Management	80%	20%	57%	43%
Non-management	35%	65%	39%	61%

Age diversity (%)

We maintain a fair and open employment policy through providing fair employment opportunities to both young and mature workers. Key statistics on age diversity of our full-time employees are as follows:

Sustainability Metric	FY2026			FY2025		
	Below 30	30 – 50	Over 50	Below 30	30 – 50	Over 50
Overall	12%	60%	28%	20%	53%	28%

During the Reporting Period, we have no (FY2025: zero) reported incident of unlawful discrimination against employees.

Target Setting

On-going and Long-term
- Maintain zero reported incidents of unlawful discrimination against employees

7.7 Commitment to product quality and customer safety

GRI Indicator: GRI 416: Customer Health and Safety 2016

Relevant SDGs

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Commitment

As a local healthcare product retailer, which specialises in dietary supplements, we place our utmost priority on customer safety.

Approach

We ensure that the products we sell are sourced from GMP certified manufacturing plants and comply with the local regulatory requirements.

We review all our new suppliers and work closely with them to establish or bring in the products that can meet our quality requirements. Currently, most of our products are free of preservatives and artificial components to safeguard our consumers' health and safety.

As the health products come with a recommended shelf life, we adopt a First-In and First-Out practice to minimise product write-off and wastage.

While working with suppliers, we conduct regular supplier evaluations. We also follow up with them for making the necessary changes to ensure better product management and workflow.

Performance

During the Reporting Period, there was no reported food safety incident due to the consumption of our products(FY2025: zero).

Target Setting

Short Term
Maintain zero food safety incidents attributable to the consumption of the Group's products.

Medium and Long Term
Continue to uphold product quality and customer safety standards across the Group's value chain.

7.8 Robust corporate governance framework

GRI Indicator: GRI 2-27 Compliance with laws and regulations & GRI 205: Anti-corruption 2016

Relevant SDGs

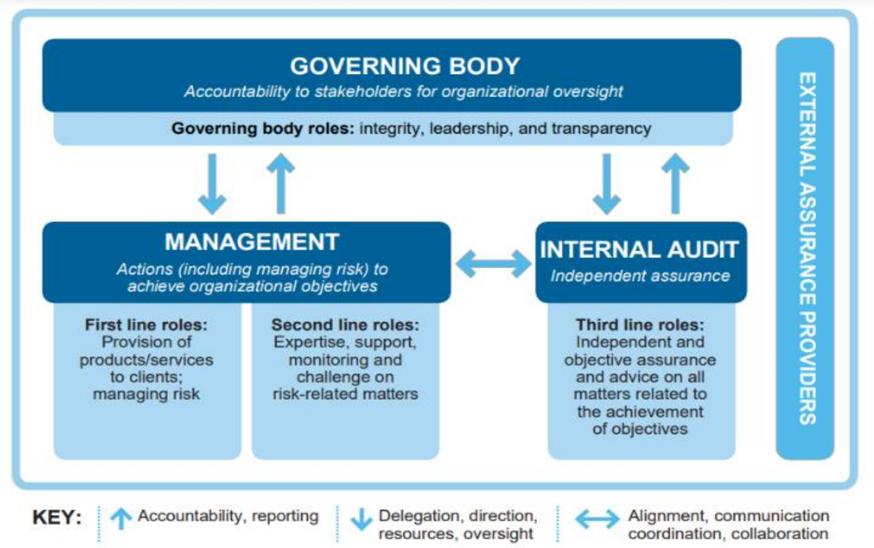
16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Commitment

We are committed to high standards of corporate governance and believe that a high standard of corporate governance is integral in ensuring sustainability of our business as well as safeguarding shareholders' interests and maximising long-term shareholder' value.

Approach

We aligned our corporate governance and risk management approach with the Three Lines Model issued by the Institute of Internal Auditors ("**IIA**"). The Three Lines Model serves to identify structures and processes that best assist the achievement of organisational objectives and facilitate strong governance and risk management. Under the Three Lines Model, the roles and responsibilities of governing body, management (first and second line roles), internal audit (third line roles) and the relationship among them are defined as follows:



Source: Three Lines Model issued by the IIA

We have a whistle blowing policy to provide a mechanism for employees to raise concerns through accessible and confidential disclosure channels about possible improprieties in matters of financial reporting and others.

You may refer to the Corporate Governance Report of the Annual Report for details on our corporate governance practices.

Performance

In FY2026, there was no incident of serious offence reported (FY2025: zero).

Target Setting

Short Term
Maintain zero incidents of serious offence and continue to promote ethical business conduct and compliance with applicable laws and regulations.

Medium and Long Term
Continue to strengthen corporate governance practices, risk management and internal controls to support sustainable business growth and safeguard stakeholder interests.

8. Targets and Progress

To measure our ongoing sustainability performance and drive continuous improvement, we developed a set of targets related to our material sustainability factors. Our progress against these targets is reviewed and reported on an annual basis as follows:

Legend: Progress tracking	
○○○	New target
●●●	Target achieved
●●○	On track to meet target
●○○	Not on track, requires review

S/N	Material Sustainability Factor	Target[14]	Progress
Economic			
1	Sustainable business performance	Short-term Improve our financial performance subject to market conditions. Medium-term and long-term Achieve a sustained increase in net profitability while consistently reducing absolute operational energy consumption and scope-certified greenhouse gas intensity per dollar earned.	●●○ The Group recorded a lower loss for the year of S$0.9 million in FY2026 compared to S$2.3 million in FY2025 mainly attributable to the lower marketing expenses, administrative expenses, absence of impairment loss on right-of-use assets and plant and equipment in FY2026, partly offset by lower other income and revenue..
Environmental			
2	Energy conservation and GHG emissions reduction	Short-term Maintain or improve Scope 1 and Scope 2 GHG emissions intensity through energy conservation initiatives and operational efficiency improvements. Medium-term and long-term Reduce aggregated absolute Scope 1 and 2 GHG emissions by 30% by FY2035 and aspire to achieve carbon neutrality by FY2050, with FY2023 as our baseline	●●○ We maintained our Scope 1 GHG emissions intensity and recorded a slight increase in Scope 2 GHG emissions intensity. ●○○ Aggregated absolute Scope 1 and 2 GHG emissions decreased by 29% between FY2026 and FY2025, mainly due to efficient utilisation of an air-conditioning system in our warehouse.
3	Responsible waste management	Short-term Promote the use of reusable carrier bags and minimise waste generated from the Group's retail and administrative operations Medium-term and long-term Continue to support waste reduction and resource efficiency initiatives in line	●●● 100% of carrier bags issued to customers are non-woven bags.

[14] Time horizons for target settings are: (i) short-term: within 5 years (until FY2028); (ii) medium-term: between 5 and 20 years (between FY2028 and FY2043); (iii) long-term: above 20 years (FY2043 onwards); and (iv) ongoing: encompassing short-, medium-, and long-term.

		with Singapore's sustainability aspirations and evolving environmental priorities.	
Social			
4	Occupational health and safety	On-going and long-term Maintain zero recordable work-related injuries and ill health cases	●●● We maintained zero workplace fatalities, high consequence work-related injuries, recordable work-related injuries and ill health cases.
5	Employee development and retention	Short-term ▪ Maintain or improve 8 training hours for employee ▪ Maintain or improve employee retention rate subject to market condition Medium & long-term ▪ Continue to provide relevant training and development opportunities to enhance workforce capability and support long-term employee retention. ▪ Foster a learning-oriented and service-driven workplace culture to support the Group's business sustainability.	●○○ We recorded a decrease in average training hours per full-time employee mainly due to tighter roster schedule. ●○○ We recorded an increase in turnover rate mainly due to employees leaving to pursue a change in environment and better career opportunities.
6	Equality and diversity in the workplace	On-going and long-term Maintain zero reported incidents of unlawful discrimination against employees	●●● We maintained zero reported incident of unlawful discrimination against employees.
7	Commitment to product quality and customer safety	Short-term Maintain zero food safety incidents attributable to the consumption of the Group's products. Medium and Long-term Continue to uphold product quality and customer safety standards across the Group's value chain.	●●● We maintained zero food safety incident due to the consumption of our products.
Governance			
8	Robust corporate governance framework	Short-term Maintain zero incidents of serious offence and continue to promote ethical business conduct and compliance with applicable laws and regulations. Medium and Long-term Continue to strengthen corporate governance practices, risk management and internal controls to	●●● We maintained zero incident of serious offence.

		support sustainable business growth and safeguard stakeholder interests.	

For the material Sustainability Factors identified in this Report, the Board and the SC have considered the relevance and usefulness of setting related targets in the short-term, medium-term and long-term horizons. As the historical data trends for certain material Sustainability Factors have yet to stabilise, we have not set the related medium and long-term targets. We will disclose such targets in our future sustainability reports when the data trends have stabilised and subject to market trends.

9. Supporting the TCFD

Our climate-related disclosures are produced based on the 11 recommendations of TCFD.

Governance

a. Describe the board's oversight of climate-related risks and opportunities.

The Board advises and supervises the development of our sustainability strategy and performance targets.

b. Describe management's role in assessing and managing climate-related risks and opportunities.

Our sustainability strategy is developed and directed by the SC in consultation with the Board. The SC, which includes key management executives, is led by our Executive Director. The SC ensures the alignment of our business objectives with our sustainability targets and holds the responsibility to communicate our sustainability progress to the Board.

Strategy

a. Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term.
b. Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning.

We recognise that climate change poses different types of risks to our business. The Group's assessment on potential implication of climate-related risks was undertaken based on the Network of Central Banks and Supervisors for Greening the Financial System ("**NGFS**") range of climate scenarios:

Scenario	Description
<u>Orderly</u> Net zero 2050	Reaching net-zero global CO_2 emissions by 2050 will require an ambitious transition across all sectors of the economy. Scenarios tend to emphasise the importance of decarbonising the electricity supply, increasing electricity use, increasing energy efficiency, and developing new technologies to tackle hard-to-abate emissions. Transition risks to the economy could result from higher emissions costs and changes in business and consumer preferences. Physical risks would be minimised.
<u>Hot house world</u> Current policies	While many countries have started to introduce climate policies, they are not yet sufficient to achieve official commitments and targets. If no further measures are introduced, 3 °C or more of warming could occur by 2100. This would likely result in deteriorating living conditions in many parts of the world and lead to some irreversible impacts like sea-level rise. Physical risks to the economy could result from disruption to ecosystems, health, infrastructure and supply chains.

We selected 1 NGFS' orderly and hot house world scenarios for the purpose of our qualitative climate scenario analysis. The impact of the climate-related risks is analysed on group-wide activities in the short term (within 5 years, until FY2028), medium term (between 5 and 20 years, between FY2028 and FY2043) and long term (above 20 years, FY2043 onwards).

Based on the above-mentioned scenarios, the climate-related risks and opportunities identified by the

Group during a climate-related risk assessment exercise include the following:

Risk and Potential Impact	Potential Impact Magnitude				Mitigation Measure	Climate-Related Opportunity
	Current Effect (S$)	Short Term	Medium Term	Long Term		
Key physical risk identified						
Increased severity of extreme weather events						
With rising temperatures, more frequent heatwaves, floods or droughts arising from global warming and climate change, risks attributable to the increased cost of cooling, spending and risk to labour productivity are expected. We remain vigilant in monitoring the impact of climate change on our operations, mindful of the alarming estimated global cost of USD 16 million per hour[15] arising from climate-related damage.	**Scenario: Orderly**				We put in place a climate change transition plan to steer us on our decarbonisation journey. You may refer to Section 7.2 of this Report for further details.	In view of the potential environmental risks and the resultant emerging needs for energy efficiency and lower emissions, the Group can capitalise on the opportunity to invest in more efficient and lower carbon delivery vehicle which may reduce operational costs and reduce GHG emissions.
	NA[16]	🟢	🟢	🟢		
	Scenario: Hot house world					
	NA[16]	🟢	🟠	🔴		
Key transition risks identified						
Enhanced GHG emissions-reporting obligations						
With rising concerns over the effects of climate change, key stakeholders such as the regulators and shareholders are requiring reporting of climate-related information. Failure to comply with the enhanced GHG emissions reporting obligations may lead to adverse impacts on the Group's reputation and financial performance. The Group experienced increased costs due to enhanced obligations for GHG emissions reporting. These new requirements necessitate the investment of manpower resource in more comprehensive data collection, analysis, and reporting processes, greater involvement from management, and additional costs for consultancy and employee training.	**Scenario: Orderly**				To strengthen our sustainability governance structure, we put in place a SC to manage and monitor our material Sustainability Factors, including working with the various business units to ensure these are integrated into our day-to-day operations. With the above, we will be in a better position to meet the changes in regulations and rising expectations of stakeholders on the environment.	The enhanced emissions reporting obligations and increase in regulatory costs will raise climate awareness among our employees. Coupled with more defined job responsibilities and training, the Group will be better positioned to adopt environmentally friendly practices.
	15,000 to 20,000	🟢	🟢	🟢		
	Scenario: Hot house world					
	15,000 to 20,000	🟢	🟢	🟢		

Risk and Potential Impact	Potential Impact Magnitude				Mitigation Measure	Climate-Related Opportunity
	Current Effect (S$)	Short Term	Medium Term	Long Term		
Key transition risks identified						
Shifting consumer preferences for eco-friendly products						
With rising concerns over the	**Scenario: Orderly**				To reduce our	In view of shifting

[15] *Source: https://www.weforum.org/agenda/2023/10/climate-loss-and-damage-cost-16-million-per-hour/*

[16] We are unable to estimate the current financial effect due to uncertainties in the inputs and assumptions resulting from the lack of available data, including information about climate outcomes and their effects on the Group. We will continue to monitor credible information to support our disclosures in this area.

effects of climate change, consumers may demand for environmentally friendly products which include organic, vegan and plant-based health supplements to reduce reliance on animal agriculture and support biodiversity, as well as health supplements with eco-friendly packaging. The shift in consumer preferences requires additional investments, such as sourcing eco-friendly packaging and products made with sustainable and ethical practices. Failure to adapt to these changes could result in a loss of business.	-[17]	Minor	Moderate	Moderate	environmental footprint, we offer customers non-woven reusable carrier bags at our retail stores for greater reusability and sustainability. You may refer to Section 7.3 of this Report for further details.	consumer preferences for eco-friendly products, the Group can capitalize on opportunities to source alternative eco-friendly packaging options and products manufactured using sustainable and ethical practices.
	Scenario: Hot house world					
	-[17]	Minor	Minor	Minor		

Legend

Minor Moderate Major

Based on the scenarios above, we will continue to formulate adaptation and mitigation plans and allocate resources towards transitioning to a low or net zero carbon operations, through optimal business strategy and effective financial planning. We strive to minimise climate risks associated with our business and will seize opportunities such as expanding collaboration and partnership with key stakeholders to innovate and develop low carbon goods and services for the market.

Strategy

c. Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.

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.

Through our climate scenario analysis, we concluded that unmitigated physical climate risk of increased severity of extreme weather events under hot house world scenario may result in a major financial impact in the long-term. Under the orderly scenario, transition risks from enhanced GHG emissions reporting obligations and shifting consumer preferences for eco-friendly products may result in moderate financial impact in the medium-term and long-term. 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.

Risk Management

a. Describe the organisation's processes for identifying and assessing climate-related risks
b. Describe the organisation's processes for managing climate-related risks.
c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management.

The Group's climate-related risks are identified and assessed during the climate-related risk assessment exercise, which is performed by the Sustainability Committee, on an annual basis.

[17] We are unable to estimate the current financial effect due to uncertainties in the inputs and assumptions resulting from the lack of available data, including information about climate outcomes and their effects on the Group. We will continue to monitor credible information to support our disclosures in this area.

Under the assessment, business units and support functions are responsible for identifying and documenting their relevant risk exposures that might hinder their progress towards contributing to the Group's business objectives. The Group's climate related risks and opportunities are subsequently presented to the Board. We will integrate the climate-related risks into our risk management framework in the future.

Metrics and Targets

a. Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.

We monitor, measure and report our environmental performance such as energy consumption and GHG emissions in our sustainability reports. Monitoring and reporting these data and metrics enable us to identify areas of material climate-related risks and be more focused on our efforts.

b. Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.

To support the climate change agenda, we disclose our Scope 1, 2 and selected Scope 3 GHG emissions in this Report and set climate-related targets such as those related to energy and GHG emissions. We will continue to monitor our emissions and expand our disclosure of our Scope 3 GHG emissions wherever applicable and practicable.

Our disclosure on indirect Scope 3 GHG emissions includes business travel (category 6) and employee commuting (category 7) in FY2026.

c. Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.

As a commitment towards mitigating climate change, we have set climate-related targets related to energy consumption and GHG emissions. For further details, please refer to pages 19.

Appendix 1 GRI content index

Statement of use	Camsing Healthcare Limited has reported the information cited in the GRI content index for the period from 1 February 2025 to 31 January 2026 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-1 Organisational details	Page 1 & 3, Annual Report 2026 ("**AR 26**"): 1-2, 43, 76-77
	2-2 Entities included in the organisation's sustainability reporting	1
	2-3 Reporting period, frequency and contact point	1
	2-4 Restatements of information	None
	2-5 External assurance	1
	2-6 Activities, value chain and other business relationships	3
	2-7 Employees	4
	2-8 Workers who are not employees	4
	2-9 Governance structure and composition	6, AR 26: 2-4, 11-16
	2-10 Nomination and selection of the highest governance body	AR 26: 15-16
	2-11 Chair of the highest governance body	6, AR 26: 15
	2-12 Role of the highest governance body in overseeing the management of impacts	6
	2-13 Delegation of responsibility for managing impacts	6
	2-14 Role of the highest governance body in sustainability reporting	6
	2-15 Conflicts of interest	AR 26: 8 & 27
	2-16 Communication of critical concerns	18
	2-17 Collective knowledge of the highest governance body	6, AR 26: 8
	2-18 Evaluation of the performance of the highest governance body	AR 26: 17-18
	2-19 Remuneration policies	AR 26: 18-20
	2-20 Process to determine remuneration	AR 26: 18-20
	2-21 Annual total compensation ratio	Information is not provided due to confidentiality constraints.
	2-22 Statement on sustainable development strategy	1 & 8
	2-23 Policy commitments	17-18
	2-24 Embedding policy commitments	17-18
	2-25 Processes to remediate negative impacts	17-18
	2-26 Mechanisms for seeking advice and raising concerns	17-18
	2-27 Compliance with laws and regulations	17-18
	2-28 Membership associations	3
	2-29 Approach to stakeholder engagement	5
	2-30 Collective bargaining agreements	None of our employees are covered by collective bargaining agreements.
GRI 3: Material Topics 2021	3-1 Process to determine material topics	8
	3-2 List of material topics	8
	3-3 Management of material topics	9-18
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	AR 26: 40, 42, 67-68
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	17-18
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	12
	302-3 Energy intensity	12
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	12

GRI standard	Disclosure	Location
2016	305-2 Energy indirect (Scope 2) GHG emissions	12
	305-3 Other indirect (Scope 3) GHG emissions	12
	305-4 GHG emissions intensity	12
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	13
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	15
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	13-14
	403-10 Work-related ill health	13-14
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	15
	404-2 Programs for upgrading employee skills and transition assistance programs	14
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	16
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	16
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	17

Appendix 2 Industry-Based Guidance on Implementing Climate-Related Disclosure Metrics

The sustainability disclosure metrics are based on the IFRS Sustainability Disclosure Standards ("**IFRS SDS**") Industry-Based Guidance for implementing climate-related disclosure ("**Industry-Based Metrics**") (Volume 27—Drug Retailers). The details are as follows:

Table 1. Sustainability Disclosure Topics and Accounting Metrics

Topic	Code	Metric	Response
Energy Management in Retail	HC-DR-130a.1	Total energy consumed (GJ)	Total energy consumed for FY2026 is 281 GJ. For further details, please refer to page 12 of this Report.
		Percentage grid electricity	We consumed 100% grid electricity in FY2026.
		Percentage renewable	We do not consume renewable energy in FY2026. We are constantly exploring opportunities to source for clean and/or renewable energy where we operate in.

Table 2. Activity Metrics

Code	Activity Metric	Response
HC-DR-000.A	Number of pharmacy locations	As at 31 January 2026, we operate 4 retail stores in major shopping malls across Singapore, in which these retail stores do not operate pharmacies.
HC-DR-000.B	Total area of retail space	943 square feet as at 31 January 2026
HC-DR-000.C	Number of prescriptions filled, percentage for controlled substances	Not applicable as our retail stores do not operate pharmacies
HC-DR-000.D	Number of pharmacists[18]	Not applicable as our retail stores do not operate pharmacies

[18] Pharmacists are employees who dispense drugs prescribed by physicians and other health practitioners and provide information to patients about medications and their use. Pharmacists may advise physicians and other health practitioners on the selection, dosage, interactions, and side effects of medications.