



META HEALTH LIMITED

(Incorporated in the Republic of Singapore on 22/12/1988)

(Company Registration Number: 198804700N)

Sustainability Report 2024

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1. BOARD STATEMENT

Meta Health Limited (the “**Company**”), and together with its subsidiaries (the “**Group**” or “**Meta Health**”), operates in the healthcare technology and services sector. In 2023 and 2024, the Company divested three of its wholly-owned subsidiaries in the metal business, located in Malaysia, Thailand and Suzhou, China.

Following the divestment, the Group’s operations were scaled down significantly in FY2024. As a result, the material topics were reassessed to ensure continued relevance to stakeholders and alignment with the Group’s current impact. The material topics will be reviewed again in the next reporting period to determine their relevance and align with the relevant industry-specific guidance set out by the International Financial Reporting Standards (“**IFRS**”) Sustainability Disclosure Standards.

For the reporting period from 1 January 2024 to 31 December 2024 (“**FY2024**”), we remain committed to disclosing material topics relevant to our business and stakeholders, with a particular focus on our commitment to working alongside our valued stakeholders to build a sustainable business through resilience, adaptability, and innovation.

We believe that building a sustainable business is vital to our continued success and that we must be fully accountable for our impact on the environment, our customers, our people and our community as well as our financial performance. The delivery of sustainable results is a critical aspect of our ability to remain strong and financially stable. Acknowledging this helps to put into focus our commitment to principles outlined in our Corporate Sustainability Policy. Our responsibility to society is to ensure that sustainable practices are incorporated into every step of our value chain. We must meet the needs not only of our customers, employees and the community we operate in, but also those of our environment and our future generations.

The Group evaluated its climate-related risks and opportunities and disclosed the relevant carbon emissions in alignment with the Task Force on Climate-Related Financial Disclosures (“**TCFD**”) recommendations. With the disposal of the wholly-owned subsidiaries in the metal business, and the closure of the clinic in TS Medical (City Gate) Pte. Ltd. (“**TS Medical**”) and the completed acquisition of Jas Medical Screening Centre Pte. Ltd. (“**Jas Medical**”), the Group will look to review its climate-related risks and opportunities and adjust its targets.

The Board of Directors of the Company (“**Board**” or “**Director**”) has adopted a Board Diversity Policy. This policy outlines the Company’s approach to achieving diversity at the Board level, for instance, on the appointment and composition of the Board. The objective of the policy is to ensure an effective and diverse Board that supports the long-term success of the Group.

Dr Bernard Ng
Chief Medical Officer

30 April 2025

Sustainability Report

2. ABOUT THE REPORT

This report outlines the Group's dedication to sustainability, transparency, the interest of key stakeholders, and practical actions in response to these interests. Within this report, you will find detailed and accessible information about the Group's sustainability strategy, key issues, and performance data, presented in accordance with established reporting standards.

2.1 Report Scope

This report covers the sustainability performance, activities, and initiatives of the Group for FY2024, focusing on entities under its operational control. During FY2024, the Group operated two clinics, TS Medical and Jas Medical. TS Medical ceased its operations in October 2024 and is currently in the process of divestment, expected to be completed in 2025. Jas Medical was acquired in November 2024. Due to the timing of the acquisition of Jas Medical (occurred late in the reporting period) and data availability was limited, Jas Medical was excluded from FY2024's reporting and will be included in the report for the financial year ending 31 December 2025 ("**FY2025**").

Material issues covered in this report were identified based on their relevance to the Group's operations, sustainability context and expectations of stakeholders. The scope and material topics disclosed in this report focus on activities within Singapore. Corporate governance and sustainability approaches are derived from the policies and practices established by the Group.

2.2 Report Methodology

The Group has reported the information cited in the Global Reporting Initiative ("**GRI**") content index for the period from 1 January 2024 to 31 December 2024 with reference to the GRI Standards. The GRI Standards serves as an internationally recognised framework for disclosing governance, environmental, social, and economic performance, as well as the overall impact of the organization. This report has also been prepared in accordance to Rules 711A and 711B of the Singapore Exchange Securities Trading Limited ("**SGX-ST**") Listing Manual Section B: Rules of Catalist ("**Catalist Rules**") as well as Practice Note 7F of the Catalist Rules. The Group has made every effort to report data accurately and in good faith, and continues to improve its internal data collection and reporting processes.

The Group provides climate-related disclosures aligned with the recommendations of the TCFD. In FY2024, the Group continues to provide disclosures associated with its governance, strategy, risks management and metrics.

External assurance was not sought for this report. Notwithstanding, the Company has subjected its sustainability reporting process for internal review by internal auditors, pursuant to Rule 711B(3) of the Catalist Rules.

There was no restatement of information from the previous report.

2.3 Report Structure

The structure of this report encompasses the following:

1. Interests of key stakeholders⁽¹⁾ and the management's approaches in governing, prioritizing, and managing material issues;
2. The Company's initiatives in dealing with environmental, social and economic issues relevant to key stakeholders interest; and
3. Information pertaining to the Group's performance indicators, targets and outcomes.

Section 3 of this report outlines the reporting boundaries and provide details of the materiality assessment.

This report provides the basis for the Group's sustainability disclosures, with reference to the GRI standards. Relevant sections are referenced in the GRI Content Index provided in Section 10 of this report. For FY2024, the Group did not incorporate the United Nations Sustainable Development Goals ("UN SDGs") framework, due to the downsizing of operations during the reporting period. Instead, the Group will prioritize alignment with the forthcoming International Sustainability Standards Board ("ISSB") requirements, which are expected to guide listed issuers in the coming years.

2.4 Report Contact and Feedback

Thank you for your interest in our sustainability report. We appreciate and value your feedback on the contents of this report. Please feel free to reach out to us by mail to:

Corporate Social Responsibility Department
META HEALTH LIMITED
7500A Beach Road
#12-303 The Plaza
Singapore 199591

This report is provided in PDF format only and can be requested by email to info@metahealthsg.com

⁽¹⁾ Key stakeholders are:

1. Employees;
2. Customers;
3. Suppliers;
4. Communities;
5. Shareholders and Investors; and
6. Regulators and Government Authorities

3. CORPORATE PROFILE

3.1 Mission, Vision and Values

The Company's mission is to automate healthcare and provide support systems for all and our vision is to be a world-class healthcare solutions provider.

Our employees operate according to a set of core values that guide all aspects of our business. We recognize that cooperation, communication and trust are essential for us to collaborate to compete, and that care and concern through respect, patience, empathy and consideration are essential, both between each other and among the communities in which we operate.

Value	Description
Commitment	We shall always contribute our 100% work effort with passion and enthusiasm. We conduct our business professionally just like a life-long marriage, with the "can-do" attitude.
Communication	It is important that listeners understand and accept our view. We always ensure two-way interaction is carried out with clarity, precision and quantity. We always strive to master this art to ensure timely and regular communication.
Creativity	We must always think ahead, be bold to make a difference and to accept changes. We are always dynamic, flexible, continuously making improvements and accountable.
Trust	We will trust others first, followed by check and balance. We shall always respect all individuals the same way we want to be respected. We empower people but are aware of cross-cultural differences and each other's strengths and weakness.
Team	We share a common goal, strive to understand each other's strength and weakness, work together with a balanced approach, to bring the Company towards its winning state.

3.2 Governance

The Board oversees all corporate governance and operational aspects of our business. This oversight extends to corporate sustainability, which is facilitated by the Corporate Sustainability Committee ("**CSC**"), chaired by Dr. Bernard Ng, the Chief Medical Officer. The CSC comprises key senior executives from the Group and is primarily responsible for providing guidance and approval on corporate sustainability matters, including Corporate Social Responsibility ("**CSR**") plans, community investments, and environmental initiatives.

The CSC is supported by the Finance and Human Resource departments, leading corporate sustainability efforts.

The Board acknowledges the significance and benefits of fostering diversity among members, encompassing a varied mix of skills, experience, knowledge, gender, age, tenure, nationality, background, and perspectives. This commitment aims to enhance the overall effectiveness of the Board.



3.3 Ethics and Compliance

As a listed entity on the Catalist Board of the SGX-ST, the Company is committed to upholding high standards of corporate governance in accordance with the Catalist Rules. Adhering to both local and international best practices, our corporate governance framework encompasses ethics and compliance, as detailed in our comprehensive Code of Conduct and action guidelines. These guidelines are applicable to all officers and employees across the organization.

New employees are introduced to the Code of Conduct and relevant policies upon onboarding, including those relating to ethics, compliance, anti-bribery, fraud prevention, and anti-corruption. The Company has also established clear communication channels to enable employees to report unethical conduct. Furthermore, a designated officer is responsible for maintaining a register of ethics and compliance-related incidents, and will escalate significant matters to management as appropriate.

4. INTEGRATING SUSTAINABILITY INTO OUR BUSINESS

The Company firmly believes in the importance of environmental, social and governance (“ESG”) as a cornerstone for long-term sustainability.

We integrate ESG seamlessly into our business practices, making it a fundamental value within our corporate culture. Through pragmatic integration across our management processes and the entire value chain, we aim to foster trust among stakeholders.

Our commitment to ESG reflects our understanding of our environmental impact on future generations. Aligning our strategy and operations with a vision for sustainability, we strive for a seamless and conducive future.

4.1 Sustainability Management Framework

The Company has implemented a sustainability reporting framework and performed an analysis on the business and operation model as the basis for stakeholder mapping and materiality assessment. Through this analysis, the Company identified key stakeholder groups relevant to our sustainability efforts and their respective material issues, which will be detailed later in this report.

4.2 Key Stakeholders

The Group conducts regular reviews, assessments, and feedback collection on ESG issues through systematic risk assessments. This involves the identification, evaluation, and documentation of material risks, encompassing areas such as fraud, corruption, environmental impact, health and safety concerns, and human capital risks related to ESG. The continuous enhancement of the risk assessment process is a dynamic response to the evolving nature of our business and operating environment. As business activities expand in the future, the Group will reassess its stakeholder groups and refresh its engagement approach to ensure alignment with its operations, as stakeholder relevance and material issues may evolve over time.

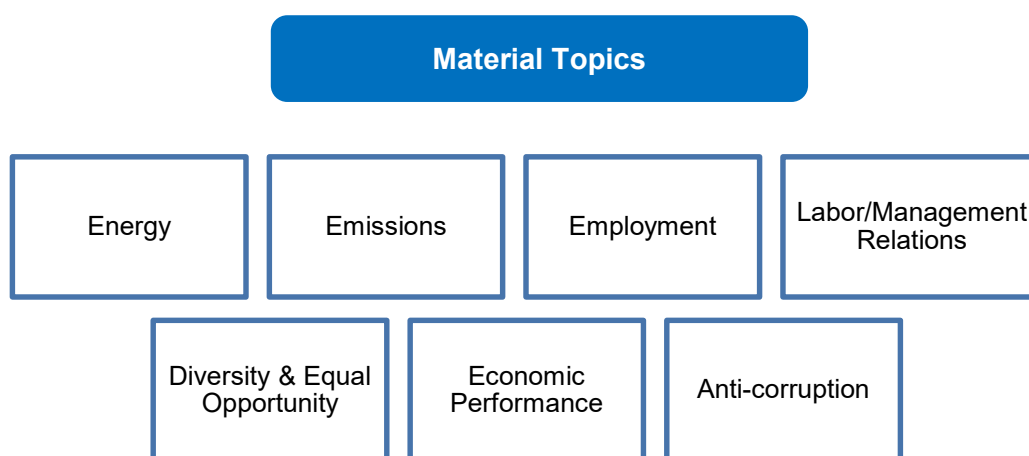
Effective communication is pivotal to the success of the Group's sustainability program. Regular updates on ESG policies and initiatives are essential for engaging stakeholders who are actively encouraged to provide feedback through the appropriate channels, fostering a continuous cycle of communication and evaluation. Good ESG practices are integral to effective corporate management. The adaptability of the Company's management approaches to business dynamics and the operational environment allows for continuous assessment of impact, the formulation of sustainability objectives, and the ability to respond appropriately to meet stakeholders' expectations. The Company's ESG framework aligns with its sustainability approach, incorporating policies and measurement mechanisms to monitor the impact of the Company's business and operations.

Stakeholders	Engagement Initiatives	Material Issues Identified	Existing Policies & Action(s)
Employees	<ul style="list-style-type: none"> Quarterly Management Meeting with Employees Annual Appraisal 	<ul style="list-style-type: none"> Employee well-being Workplace health and safety Employee training Competitive compensation scheme Non-discrimination, diversity and equality 	<ul style="list-style-type: none"> HR policies (remuneration, benefits, staff selection, career development and training) Code of conduct Work health and safety framework Tripartite guidelines on fair employment practices
Customers	<ul style="list-style-type: none"> Customer Feedback Forms On-Going Engagement by Customer Service Officer 	<ul style="list-style-type: none"> Customer safety and service levels Customer data protection Customer satisfaction 	<ul style="list-style-type: none"> Customer Relationship Management System Policies on quality assurance, data security for customer information, privacy policy
Community	<ul style="list-style-type: none"> Regular Corporate Social Responsibility Events 	<ul style="list-style-type: none"> Impact on communities, local economies and education 	<ul style="list-style-type: none"> Selection of community initiatives in alignment with organization goals
Shareholders/ Investors	<ul style="list-style-type: none"> Annual General Meeting Investor Relations Platform and Communications 	<ul style="list-style-type: none"> Economic Performance Corporate Governance 	<ul style="list-style-type: none"> The Board and the Audit Committee Enterprise Risk Management Framework/Manual Risk Assessment and Internal Audit Financial Controls and Policies
Regulators and Government Authorities	<ul style="list-style-type: none"> Ad-Hoc Meetings with Regulators by Management Ad-Hoc Regulatory Communications and Guidelines 	<ul style="list-style-type: none"> Compliance with prevailing laws and regulations Reduction of carbon emissions and energy consumption 	<ul style="list-style-type: none"> Monitoring of Greenhouse Gas ("GHG") Emissions (with targets/ commitments to reduce emission) Digitalization and reduction in use of paper

4.3 Material Issues

When determining material issues, the Company prioritizes those most pertinent and significant to its stakeholders. External stakeholders' concerns are given priority if they align with societal priorities and have relevance to the Company. Subsequently, sustainability efforts are directed towards addressing and reporting on issues deemed as material to the business and its stakeholders.

In FY2024, the Company collaborated with an Independent External Consultant to refine its sustainability management approach. This included reassessing the relevance of previously identified material topics and incorporating stakeholder feedback.



In FY2024, the Company identified seven material topics for disclosure. While these topics remain largely consistent with the previous year, Paper Consumption, Occupational Health & Safety, and Training & Education have been excluded. This decision follows the disposal of the subsidiaries in the metal business segment and the closure of the clinic in TS Medical, which have led to a significant reduction in business activities. As a result, performance data for these topics remains largely unchanged from FY2023 and are not considered material for this reporting period. The Company will reassess its material topics as business activities expand in the future.

5. PROTECTING OUR ENVIRONMENT FOR THE FUTURE GENERATIONS

5.1 Our Approach

The Company is committed to maintaining and improving the implementation of environmental policies and standards. We continue to explore new and innovative ways to uphold the excellence of our services while mitigating our environmental footprint. This commitment reflects our responsibility to safeguard the health and well-being of future generations.

5.2 Reduction in Carbon Footprint

The Company acknowledges that managing and monitoring the carbon footprint effectively has the potential to reduce operational costs, enhance brand reputation, and increase stakeholder value. Our carbon footprint is measured in GHG emissions, expressed in carbon dioxide equivalent (“CO₂e”).

We use the GRI 305: Emissions standard to assess climate-related risks and opportunities, and apply the operational control approach for data consolidation in accordance with the GHG protocol.

The Company has been assessing its Scope 1 and Scope 2 emissions since 2017. However, following the disposal of the subsidiaries in the metal business segment, which is previously the main source of Scope 1 emissions, only Scope 2 emissions have been reported since FY2023 onwards.

In FY2024, Scope 2 GHG emissions increased by 33.4% to 3.95 tCO₂ from 2.96 tCO₂ in FY2023. The increase is primarily due to the full 12 months of occupancy at our office at 7500A Beach Road, #12-303 The Plaza, S199591, whereas only eight months were recorded in FY2023 (May to December).

Additionally, the increase in GHG emissions intensity and energy consumption intensity are due to the significant decline in revenue, resulting from the aforementioned reduction in business activities.

In line with the SGX-ST's phased implementation of the TCFD, the Group will assess the need to quantify and monitor Scope 3 emissions in future sustainability reports.

Emissions and electricity consumption are detailed below:

	FY2024	FY2023
Total carbon emission, (tonnes CO ₂ equivalent) ¹	3.95	2.96
Scope 2 Emission(s)		
Electricity (Location-based) ²	3.95	2.96
GHG emissions intensity (tCO ₂ /million SGD)	16.18	0.64
Energy		
Energy consumption (kWh)	9,596	7,094
Energy consumption intensity (kWh/million SGD)	39,194	1,537

Note:

¹The Company reports Scope 1 and 2 GHG emissions but excludes Scope 3 GHG emissions (i.e. GHG emissions generated by suppliers). GHG emissions are calculated in accordance with the requirements of the “GHG Protocol Corporate Accounting and Reporting Standard”. The Global Warming Potential dataset is based on the 2014 IPCC Fifth Assessment Report and equivalent CO₂ emissions for electricity based on the respective national grid's operating margin.

²Electricity emissions are based on location-based data, derived from Singapore's national grid.

5.3 Climate-related Risks and Opportunities

The Group is implementing a phased approach to the recommendations of the TCFD. For FY2024, the Group has provided climate-related disclosures aligned with the recommendations of TCFD as outlined below:

Governance	Risk Management
<ul style="list-style-type: none"> The Board of Directors holds overall responsibility and provides oversight on sustainability matters, including material ESG factors, and climate-related risks and opportunities. These topics are integrated into the Group's overall business strategy. Both the Board of Directors and senior management from all business units are responsible for the formulation, implementation and review of the Group's sustainability policies, practices, and development programs and initiatives to the Sustainability Committee. 	<ul style="list-style-type: none"> Climate risks and opportunities have been integrated into the Group's overall risk management process. The Group's risks, impacts and action plans are reviewed at least annually. For FY2024, the Group reviewed its climate-related risks following reduced business activities as a result of the divestment of its metal business operations and the closure of a clinic. Climate risks will be further evaluated as business activities expand.
Strategy	Metrics
<ul style="list-style-type: none"> Climate-related risks have been embedded into the Group's risk assessment process, with a focus on both physical and transition risks relevant to the business. The CSC is responsible for evaluating climate-related risks and opportunities. 	<ul style="list-style-type: none"> The Group currently discloses Scope 2 emissions and identifies climate-related risks. The Group will analyse the gaps between its current disclosures and the S2 climate-related disclosure requirements of the International Sustainability Standards Board ("ISSB") to further enhance its climate-related reporting.

The Group reassessed its climate-related risks, as the previous assessment was conducted when it still had its metal business. Since then, business activities have significantly reduced following the disposal of the subsidiaries in the metal business and the additional closure of the clinic in TS Medical. As a result, some of the previously identified climate-related risks are no longer as relevant to its current operations. Given the scaled-down nature of its business, the Group has identified only the most relevant short-term risks at this stage and will conduct a more detailed risk assessment in the coming years as business activities expand.

Climate Risk Category & Description		Impact	Short Term (< 1 year)	Medium Term (1– 3 years)	Long Term (>3 years)
Transition (Policy & Legal)	Tightening regulations on local Greenhouse Gas Emission – carbon pricing, energy standards & disclosure reporting	Increase in operation costs	Likelihood: Medium Impact: Moderate	Note	
Transition (Market)	Increased operating costs due to changing energy prices	Increase in operation costs	Likelihood: Medium Impact: Moderate	Note	

Note: Medium and long term climate related risks will be reassessed in subsequent years.

The Group has identified transition risks that may lead to increased operating costs in the short term. Stricter regulations on greenhouse gas emissions, such as carbon pricing and enhanced disclosure requirements, could result in higher compliance costs. Additionally, fluctuations in input prices for energy, water, and waste treatment may drive up production and operational expenses. Given the current scale of business activities, the medium- to long-term impacts of these risks will be reassessed in future reviews. As the business expands, the Group will also reassess potential physical climate risks to ensure a more comprehensive understanding of its exposure.

6. CARING FOR OUR EMPLOYEES

6.1 Our Approach

Employees represent the Company's most valuable assets. Investing in professional development is essential for ensuring the long-term sustainability of the business. The Company is committed to fostering a positive work ethic among its employees, aligning with our core values and code of conduct. These values serve as the foundation upon which the Company bases all its business initiatives and conducts its daily operations.

A motivated workforce communicates a positive and impactful message to the Company's key stakeholders. By attracting, cultivating, empowering, and rewarding our employees, we establish an environment conducive to the flourishing of innovation and inspiration, ultimately enhancing our competitiveness. These dedicated commitments to our employees foster a corporate culture grounded in passion, quality, excellence, and trust within the organization. This culture is reflected in the Company's capacity to generate value for our stakeholders.

Human Resource ("HR") management principles and policies are developed to uphold fair employment practices, attracting, developing, and retaining a highly motivated workforce. The Company's comprehensive HR policies cover vital areas such as remuneration, benefits, staff selection, career development, and training. These policies undergo regular review by our management and are effectively communicated to all employees through the regularly updated Employee Handbook.

The digital HR Policy is readily accessible on SharePoint, ensuring ease of access for all employees. Ongoing efforts are made to gather feedback from our staff, ensuring that our decisions align as closely as possible with their needs and expectations.

The Company conducts its business in an environment characterized by diverse races, cultures, and geographic locations. HR policies implemented throughout the organization are formulated with due consideration for prevailing laws and regulations, as well as local cultural norms and racial sensitivity.

6.2 Employment Practices

Our employment practices continue to provide equal opportunities and comprehensive training and development, tailored to a smaller team.

6.2.1 The Tripartite Guidelines on Fair Employment Practices

Aligned with the Singapore Tripartite Alliance for Fair and Progressive Employment Practices, our HR practices are guided by established guidelines. In FY2024, our commitment to fair and progressive employment practices remains unchanged, as evidenced by our adherence to the Tripartite Standards. Full-time employees were given a 1-month notice period, while management levels and above were given a 3-month notice period before employees were retrenched.

6.2.2 Communications

Ensuring the alignment of employee and organizational objectives, and to achieve this, the Company conducts targeted communication sessions with specific groups of employees. The agendas for these sessions are customized to address the specific functional scope of the employees involved.

6.2.3 Employee Feedback

Feedback from our employees remains invaluable for the continuous improvement of management and operations. Engagement processes have been adapted to our smaller scale, ensuring every voice can be heard, and feedback is directly actionable.

Various channels exist for providing feedback regarding specific business functions, with the Company having implemented a whistle-blowing policy to address control and compliance issues, alongside firmly established procedures for escalating feedback to senior management.

The Audit Committee diligently reviews the mechanisms allowing staff to confidentially raise concerns about potential improprieties in financial reporting or other areas. The Company ensures that independent investigations are conducted as needed, and appropriate follow-up actions are taken. A formal whistle-blowing policy is in place to facilitate staff reporting and concerns related to these matters.

In FY2024, there were no reports of such matters.

6.3 Workforce Diversity

The Company benefits significantly from having a diverse workforce, which brings together a wide range of talents, skills, and perspectives. This diversity encompasses employees from a variety of ethnic backgrounds, religions, ages, and genders. In FY2024, the Company experienced a reduction in total headcount, from 8 in FY2023 to 3 in FY2024, following the closure of TS Medical, with five employees resigning and no new hires made during the year. However, the Company anticipates an increase in headcount in FY2025 driven by the potential acquisition of Aios Bio Science Pte Ltd as announced on 4 December 2024 and 3 April 2025, and the completed acquisition of Jas Medical in November 2024. As of 31 December 2024, the Company has the following employment and board statistics:

1. Total employee count:

Full-time

Gender	Numbers	Percentages (%)
Male	2	100
Female	0	0

Part-time

Gender	Numbers	Percentages (%)
Male	0	0
Female	1	100

2. Employees categorized by age group:

Age	Numbers	Percentages (%)
Below 30 years old	0	0
Between 30 and 50 years old	3	100
Above 50 years old	0	0

3. Employees categorized by position:

Position	Numbers		Percentages (%)	
	Male	Female	Male	Female
Senior Managerial	1	0	33.3	0
Managerial	1	0	33.3	0
Non-Managerial	0	1	0	33.3

4. Board categories by gender:

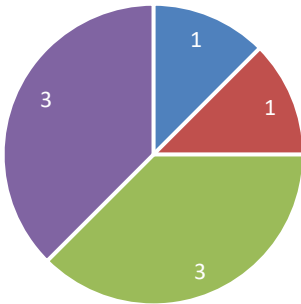
Gender	Numbers	Percentages (%)
Male	3	100
Female	0	0

5. Board categories by age group:

Age	Numbers	Percentages (%)
Below 30 years old	0	0
Between 30 and 50 years old	2	67
Above 50 years old	1	33

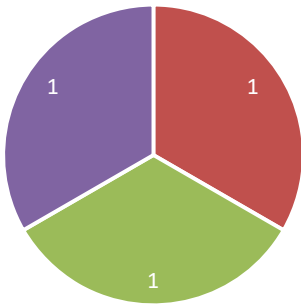
WORKPLACE PROFILE

FY2023



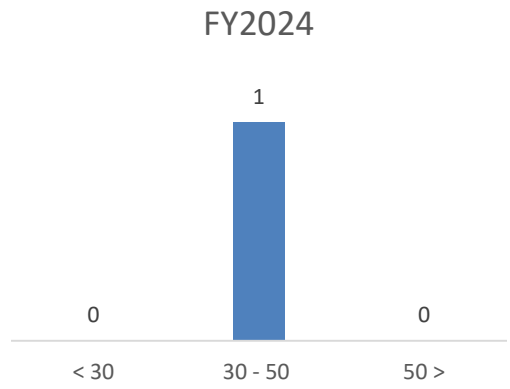
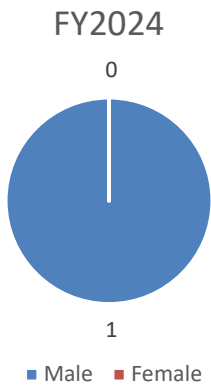
- Male (Non-Managerial)
- Male (Managerial)
- Male (Senior Management)
- Female (Non Managerial)
- Female (Managerial)
- Female (Senior management)

FY2024

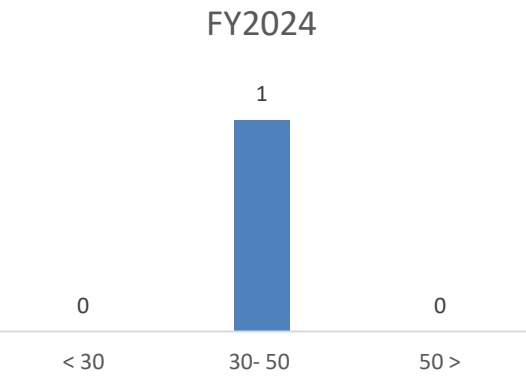
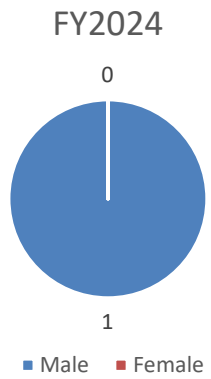


- Male (Non-Managerial)
- Male (Managerial)
- Male (Senior Management)
- Female (Non Managerial)
- Female (Managerial)
- Female (Senior management)

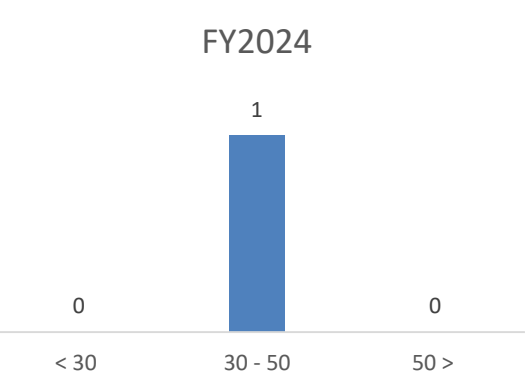
SENIOR MANAGEMENT



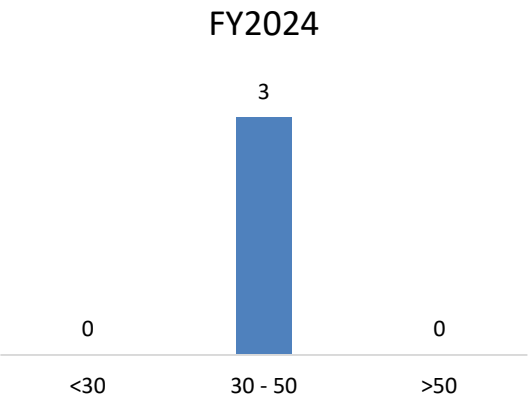
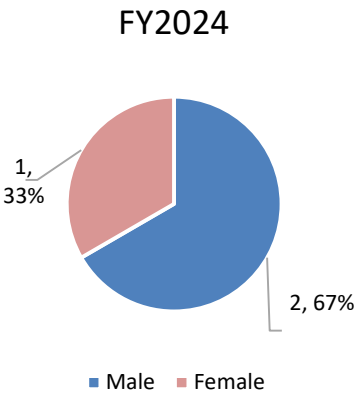
MANAGERIAL



NON-MANAGERIAL



OVERALL



6.4 Employee Benefits

In Singapore, the Employment Act encompasses all workers who are not in managerial positions, setting the fundamental terms of employment and working conditions. This includes aspects like contract stipulations, pay, work hours, overtime compensation, days off, and entitlements to annual leave.

On top of the basic statutory benefits mandated by the Employment Act, our Company offers additional benefits to our full-time staff that exceed legal requirements. Such benefits cover leaves for birthdays, long service, marriage, and bereavement.

6.5 Work-life Balance

The Company acknowledges the critical role that employee satisfaction and well-being play in achieving success, sustaining the business, and enhancing performance. To aid employees in finding a balance between their professional and personal lives, the Company is dedicated to fostering a workplace that promotes harmony between these aspects. It plans to implement flexible work arrangements and introduce programs aimed at supporting health and wellness.

Recognizing that the competitive nature of our workforce and business operations can lead to a high-stress environment, we are committed to assisting our employees in excelling by introducing various programs and initiatives. These efforts are designed to help integrate enjoyment into their work life and cultivate a culture of mutual support and cooperation.

6.6 Retirement and Healthcare

Our Company operates in one geographical region, with local laws and regulations concerning employee pensions and healthcare. Our HR department is dedicated to ensuring compliance with these legal requirements. In Singapore, we participate in the Central Provident Fund (“**CPF**”), a personal savings plan that supports employees in financing their retirement, home purchases, healthcare, and education. This involves monthly deductions from employees' gross salaries, which are deposited into their CPF accounts, alongside employer contributions at rates defined by the CPF Act. Beyond CPF contributions, we offer extensive medical insurance coverage to all our employees.

Please refer to www.cpf.gov.sg for more information on the CPF scheme and contribution rates.

6.7 Health and Safety in the Workplace

The Company remains committed to workplace health and safety, implementing precautions to prevent occupational injuries among employees. We believe that optimal working conditions not only boost morale but also improve employee safety.

6.8 Individual Rights

Upholding and safeguarding fundamental human rights are essential principles that guide all our business activities and are deeply embedded in the Company's Code of Conduct. We strictly adhere to labor rights, enforce policies against discrimination and harassment, ensure the protection of privacy, and prohibit forced and child labor, all while maintaining a safe and healthy workplace. The Company has a zero-tolerance policy towards any form of discrimination or harassment.

Furthermore, we honor our employees' rights to associate freely and to join trade unions and other professional organizations as they choose.

In FY2024, our organization did not have any part of our workforce under a collective bargaining agreement; we identified no instances of forced labor, child labor, or the employment of young workers throughout our operations, and we received no grievances related to human rights.

6.9 Data Safety and Privacy

The protection and confidentiality of our customers' data are paramount to us. We have established procedures and controls for the secure handling and communication of sensitive and confidential customer information, including contracts, orders, and product delivery details. Our information security policies are designed to manage customer data with the utmost respect for privacy and confidentiality. We adhere to all relevant local legislation and internal guidelines concerning the protection of personal information.

6.10 Compliance with Law and Regulations

The Group is committed to adhering to all current laws and regulations across the various jurisdictions where it operates. Department heads are tasked with monitoring compliance with relevant regulations, guided by the nature of ongoing activities. To facilitate this, a compliance checklist is in place to regularly highlight the regulations requiring adherence.

In FY2024, the Group reported no instances of non-compliance with laws and regulations.

7. PERFORMANCE TABLE

7.1 Energy Usage and CO₂ Emissions

Direct and indirect CO₂ emissions in GHG emissions is measured in tonnes (t-CO₂) and kilowatt hours (kWh), from electricity and fuel consumed. The electricity and fuel we purchase are both from non-renewable sources.

To ensure consistency and comparability of the GHG emissions and electricity consumption measures over time, we created a GHG emission index and electricity consumption index for our performance monitoring. The index adjusts the GHG emissions and electricity consumption for the size of our activities.

We normalize the amount of GHG emissions and electricity consumption by the amount of our revenues which we use as a proxy to the size of our activities. The GHG emission index is measured in t-CO₂ per SGD million and the electricity consumption index is measured in kWh per SGD million.

	Performance		Target
	FY2023	FY2024	FY2025
GHG Emission Intensity Index (tCO ₂ /million SGD)	0.64	16.13	-
Energy Consumption intensity Index (kWh/million SGD)	1,537	39,195	-

FY2024 Performance and Target

The GHG emission intensity and energy consumption intensity indexes increased due to the significant reduction in revenue as a result of a significant decrease in business activities.

The increase in Scope 2 emissions and energy consumption is attributed to higher electricity consumption due to the full 12 months of occupancy at our office located at 7500A Beach Road, #12-303 The Plaza, S199591 in FY2024, compared to only eight months in FY2023 (May to December).

As a result of the current reduction in activities and acquisition of additional operations in November 2024, the Group will evaluate the overall strategy and assess its GHG emissions before determining appropriate targets.

7.2 Employment Profile

FY2024 Performance and Target

In FY2024, the men-to-women ratios in managerial and non-managerial positions stand at 1:0 and 0:1 (FY2023: 1:0 and 1:3) respectively.

There is a reduction in total headcount due to the closure of TS Medical. However, the Company anticipates an increase in headcount in FY2025 due to the potential acquisition of Aios Bio Science Pte Ltd as announced on 4 December 2024 and 3 April 2025, and the completed acquisition of Jas Medical in November 2024. As the completion of acquisition of Jas Medical occurred in late 2024 and the potential acquisition of Aios Bio Science Pte Ltd is still ongoing, it is currently not feasible for the Company to set a quantitative target. The Company will undertake a thorough assessment of its business before determining an appropriate target.

GRI CONTENT INDEX

N.B.: AR = Annual Report for FY2024, SR = Sustainability Report (i.e. this report)

Statement of use	Meta Health Limited has reported the information cited in this GRI content index for the period from 1 January 2024 to 31 December 2024 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosure	2-1 Organizational details	Refer to AR: Corporate Profile and Information (Page 1 – 2)
	2-2 Entities included in the organization's sustainability reporting	SR Page 4
	2-3 Reporting period, frequency and contact point	SR Page 4 – 5
	2-4 Restatements of information	SR Page 4
	2-5 External assurance	SR Page 4
	2-6 Activities, value chain and other business relationships	Refer to AR: Corporate Profile (Page 1) and Group Structure (Page 3)
	2-7 Employees	SR Page 16 - 19
	2-8 Workers who are not employees	Not Applicable
	2-9 Governance structure and composition	Refer to AR: Corporate Governance Statement (Page 14 - 16)
	2-10 Nomination and selection of the highest governance body	Refer to AR: Corporate Governance Statement (Page 17 - 19)
	2-11 Chair of the highest governance body	Refer to AR: Corporate Governance Statement (Page 16 - 17)
	2-12 Role of the highest governance body in overseeing the management of impacts	Refer to AR: Corporate Governance Statement (Page 11)
	2-13 Delegation of responsibility for managing impacts	Refer to AR: Corporate Governance Statement (Page 16 - 17)
	2-14 Role of the highest governance body in sustainability reporting	SR Page 6
	2-15 Conflicts of interest	Refer to AR: Corporate Governance Statement (Page 11 & 24 - 25)
	2-16 Communication of critical concerns	Refer to AR: Corporate Governance Statement (Page 28 - 31)
	2-17 Collective knowledge of the highest governance body	Refer to AR: Corporate Governance Statement (Page 11 - 12)
	2-18 Evaluation of the performance of the highest governance body	Refer to AR: Corporate Governance Statement (Page 20)
	2-19 Remuneration policies	Refer to AR: Corporate Governance Statement (Page 20 - 21)
	2-20 Process to determine remuneration	Refer to AR: Corporate Governance Statement (Page 21 – 22)
	2-22 Statement on sustainable development strategy	SR Page 3
	2-23 Policy commitments	SR Page 7 and 21
	2-24 Embedding policy commitments	SR Page 7 and 21
	2-25 Processes to remediate negative impacts	SR Page 7 and 21
	2-26 Mechanisms for seeking advice and raising concerns	SR Page 5 Refer to AR: Corporate Governance Statement (Page 28)
	2-27 Compliance with laws and regulations	SR Page 21
	2-28 Membership associations	Not Applicable
	2-29 Approach to stakeholder engagement	SR Page 8 - 9
	2-30 Collective bargaining agreements	Not Applicable

GRI STANDARD	DISCLOSURE	LOCATION
GRI 3: Material Topics 2021	3-1 Process to determine material topics	SR Page 8 - 10
	3-2 List of material topics	SR Page 10
	3-3 Management of material topics	SR Page 11 - 23
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Refer to AR: Financial Statements (Page 50 - 127)
	201-2 Financial implications and other risks and opportunities due to climate change	SR Page 13 Refer to AR: Financial Statements (Page 115 - 121)
	201-3 Defined benefit plan obligations and other retirement plans	SR Page 20 Refer to AR: Financial Statements (Page 73)
	201-4 Financial Assistance received from government	Refer to AR: Financial Statements (Page 103)
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	SR Page 7
	205-2 Communication and training about anti- corruption policies and procedures	SR Page 7
GRI 302: Energy 2016	302-1 Energy consumption within the organization	SR Page 22
	302-4 Reduction of energy consumption	SR Page 22
	302-5 Reductions in energy requirements of products and services	SR Page 22
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	SR Page 11 & 22
	305-2 Energy indirect (Scope 2) GHG emissions	SR Page 11 & 22
	305-4 GHG emissions intensity	SR Page 11 & 22
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	SR Page 19
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	SR Page 20
GRI 402: Labour/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	SR Page 14
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Page 16 - 19

This sustainability report has been reviewed by the Company's sponsor, ZICO Capital Pte. Ltd. (the "Sponsor").

This sustainability report has not been examined or approved by the Singapore Exchange Securities Trading Limited (the "SGX-ST") and the SGX-ST assumes no responsibility for the contents of this sustainability report, including the correctness of any of the statements or opinions made or reports contained in this sustainability report.

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