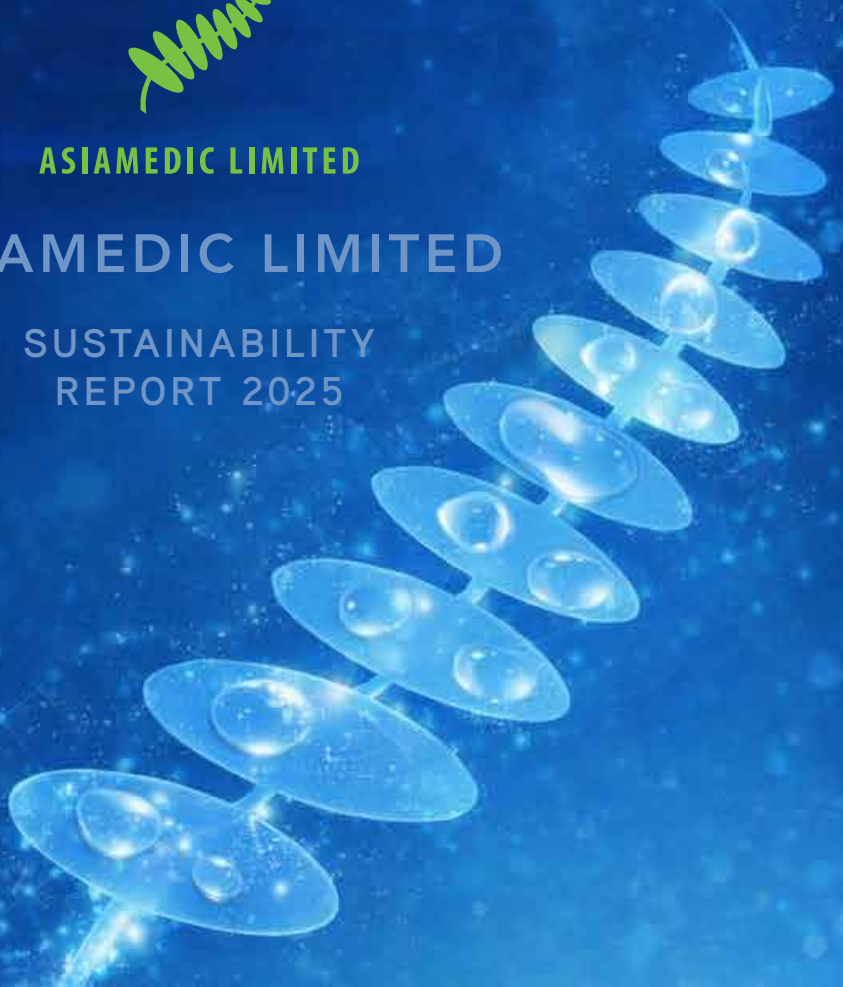




ASIAMEDIC LIMITED

ASIAMEDIC LIMITED

SUSTAINABILITY
REPORT 2025



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This document has been reviewed by the Company's Sponsor, Xandar Capital Pte, Ltd. It has not been examined or approved by the Exchange, and the Exchange assumes no responsibility for the contents of this document, including the correctness of any of the statements or opinions made or reports contained in this document. The contact person for the Sponsor is Ms. Pauline Sim, head of Corporate Finance, at 3 Shenton Way, #24-02, Singapore 068805, telephone (65) 6319 4954.

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CHAIRMAN'S STATEMENT



SUSTAINABILITY REPORT

CHAIRMAN'S STATEMENT

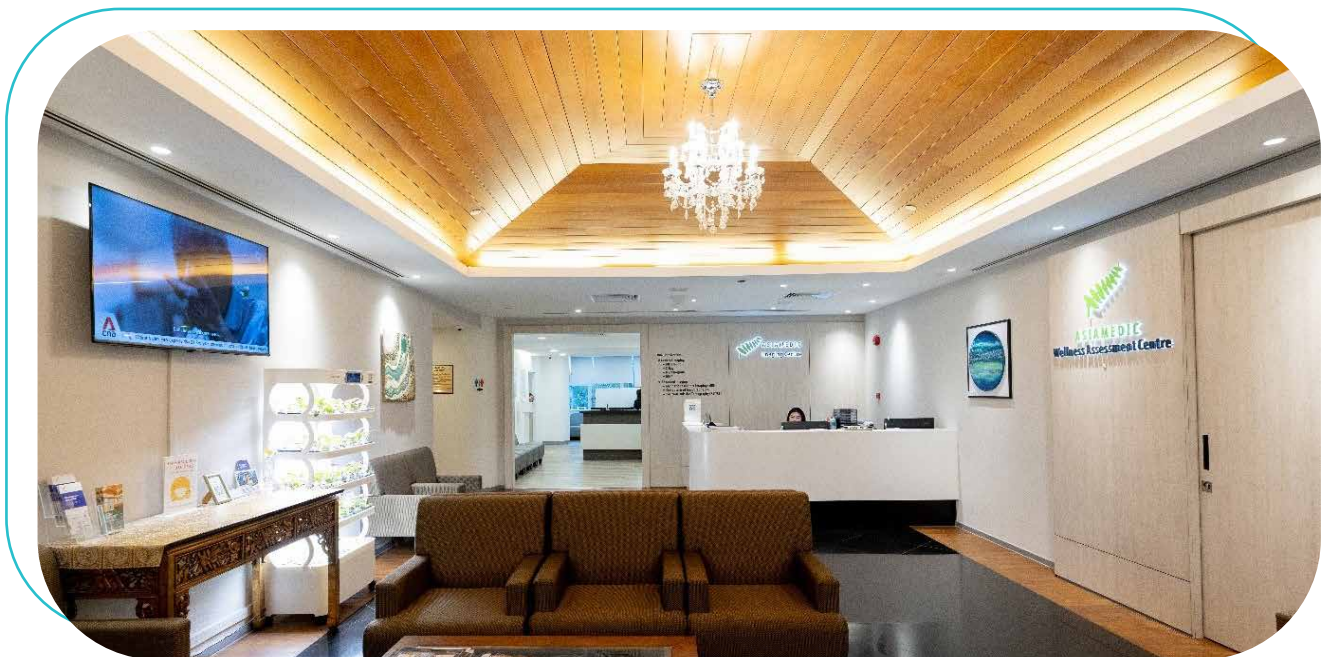
DEAR STAKEHOLDERS,

On behalf of the Board of Directors, I am pleased to present AsiaMedic Limited's Sustainability Report for the financial year ended 31 December 2025 ("FY2025"). This report outlines our continued commitment to integrating sustainability into our business strategy and operations, and reflects the progress we have made across our key environmental, social and governance ("ESG") priorities.

As a healthcare provider focused on preventive care, diagnostic imaging and integrated medical services, sustainability is inherently aligned with our purpose. We recognise that our responsibility extends beyond clinical excellence to include the way we operate our business, manage our environmental footprint, and contribute to the well-being of our people and the communities we serve.

In FY2025, AsiaMedic Limited and its subsidiaries and associated companies ("**AsiaMedic**" or the "**Group**") continued to strengthen its sustainability framework while supporting business growth. The expansion of our imaging capabilities, including the ramp-up of our Novena operations, has enhanced our ability to deliver quality healthcare services. At the same time, we remain mindful of the environmental implications of our operations, particularly the energy-intensive nature of imaging equipment. We have therefore continued to focus on improving energy efficiency, monitoring emissions, and exploring opportunities to adopt more sustainable technologies over time.

From a governance perspective, we maintained robust corporate governance practices, with zero incidents of regulatory non-compliance, corruption, or data privacy breaches reported during the year. Upholding strong governance and ethical standards remains fundamental to maintaining the trust of our stakeholders and supporting long-term business resilience.



SUSTAINABILITY REPORT



Our people continue to be a key pillar of our sustainability journey. We remain committed to fostering a fair, inclusive and safe workplace, while investing in employee development and well-being. In FY2025, we maintained stable employee turnover rates and achieved full return-to-work and retention for employees on parental leave, reflecting a supportive and resilient workplace culture.

We also continued to contribute to the broader community through national healthcare initiatives, including school health programmes and screenings for seniors. These efforts reflect our role not only as a healthcare provider, but also as a partner in advancing public health outcomes in Singapore.

While we have made steady progress, we recognise that sustainability is an ongoing journey. The increase in energy consumption and emissions in FY2025, driven by business expansion, highlights the need for us to further refine our approach and set more targeted, measurable goals going forward. We remain committed to strengthening our sustainability strategy, enhancing our data capabilities, and aligning with evolving regulatory and reporting expectations.

Looking ahead, the Board will continue to provide oversight of sustainability matters and ensure that ESG considerations remain embedded in our strategic decision-making. Our focus remains on delivering sustainable growth while balancing operational performance, environmental responsibility, and stakeholder value.

On behalf of the Board, I would like to thank our employees, partners, and stakeholders for their continued support. We remain committed to building a resilient and responsible healthcare organisation for the long term.

Sincerely,

Charles Wang Chong Guang
Chairman

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ORGANISATION PROFILE



SUSTAINABILITY REPORT

ORGANISATION PROFILE

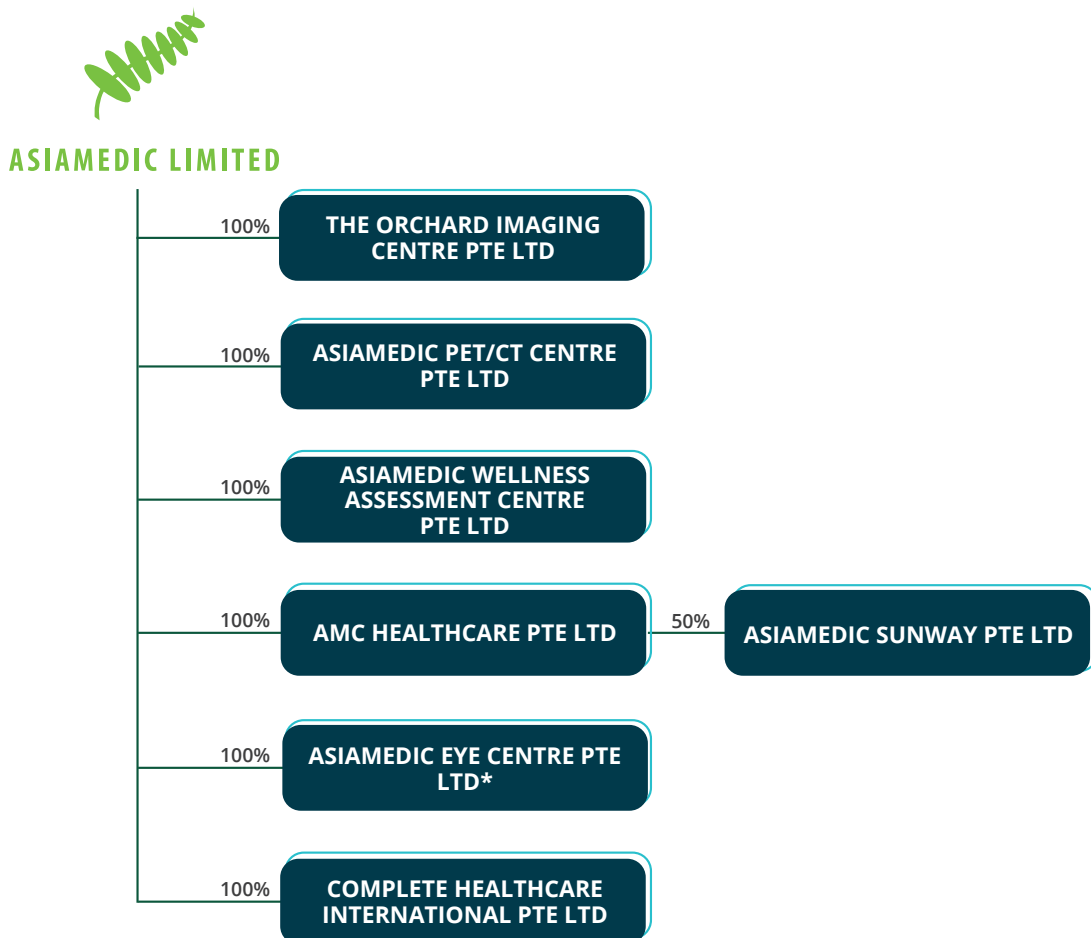
AsiaMedic is a leading provider of integrated healthcare services in Singapore, specialising in preventive health, diagnostic imaging, health screening, and medical wellness solutions. With a strong commitment to early detection, disease prevention, and patient-centric care, we serve individuals, corporations,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

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

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

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

The table below provides an overview of the Group’s structure as of 31 December 2025.



*Inactive Associates AsiaMedic Astique The Aesthetic Clinic Pte Ltd (40%) and Positron Tracers Pte Ltd (33%), were not included in the above structure

SUSTAINABILITY REPORT

VALUE CHAIN

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



Upstream Activities

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



Core Operations

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



Downstream Activities

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

Operational Site and Workforce

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

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

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

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





ASIAMEDIC LIMITED | 2025

ABOUT THIS REPORT

SUSTAINABILITY REPORT

ABOUT THIS REPORT

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

1. An overview of AsiaMedic's sustainability strategy in support of the latest industry best practices.
2. The three (3) focus areas supporting the Company's sustainability strategy: (i) Responsible Business Practices, (ii) Environmental Stewardship, (iii) People and Communities.

This report contains data FY2025, which aligns with AsiaMedic's financial period. Therefore, it should be read in tandem with the FY2025 Annual Report.

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

Reporting Principles and Statement of Use

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

Climate-related disclosures are aligned with the Task Force on Climate-related Financial Disclosures ("TCFD")¹ recommendations in the four (4) key areas of governance, strategy, risk management and metrics and targets. This will enable us to understand the implications of climate-related risks and opportunities on our business and develop a mitigation plan.

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

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

Greenhouse Gas ("GHG") emissions are computed based on the GHG Protocol under the operational control approach to define organisational boundaries.

¹ TCFD fulfilled its remit and was disbanded in Oct 2023. Following the publication of the inaugural ISSB Standards IFRS S1 and IFRS S2, the IFRS Foundation has taken over the responsibilities for monitoring the progress of companies' climate-related disclosures from TCFD.

SUSTAINABILITY REPORT

Reporting Scope

In defining the reporting scope, we considered the significance of any resulting economic, environmental and social impacts. In our sustainability report, we have included the active entities within the Group that are in Singapore².

Name of Entities	Principal Activity	Country	Ownership
AsiaMedic Limited	Parent Company and Investment Holding Company	Singapore	-
The Orchard Imaging Centre Pte Ltd	Imaging Business	Singapore	100%
AsiaMedic PET/CT Centre Pte Ltd	Imaging Business	Singapore	100%
AsiaMedic Wellness Assessment Centre Pte Ltd	Wellness Business	Singapore	100%
Complete Healthcare International	International Clinic Business	Singapore	100%
AsiaMedic Sunway Pte Ltd	Medical Imaging	Singapore	50%
AsiaMedic Astique The Aesthetic Clinic Pte Ltd	Aesthetic Business	Singapore	40%
Positron Tracers Pte Ltd	Clinical Services	Singapore	33%

Restatements

There are no restatements made in FY2025

Assurance

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

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

Forward-Looking Statements

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

² Non-operating holding entity, namely AMC Healthcare Pte. Ltd. and a dormant entity, namely AsiaMedic Eye Centre Pte. Ltd. are not included in the reporting scope.

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SUSTAINABILITY STRATEGY OVERVIEW



SUSTAINABILITY REPORT

SUSTAINABILITY STRATEGY OVERVIEW

Our ESG Focus and Strategy

Board Statement

The Board of Directors (the “**Board**”) of AsiaMedic Limited (“**AsiaMedic**” or the “**Company**”) is pleased to present our Sustainability Report for the financial year ended 31 December 2025, which outlines our approach, performance and progress in managing material ESG factors.

Guided by ESG principles, the Board remains focused on delivering sustainable long-term value to our stakeholders while supporting the communities in which we operate. We recognise that sustainable growth requires a balanced approach — integrating business performance with environmental responsibility, people development, and sound corporate governance.

In FY2025, the Group continued to expand its operations, particularly in diagnostic imaging. This has enhanced our service capabilities but also increased our energy consumption and emissions profile. The Board acknowledges these trade-offs and remains committed to strengthening our environmental management practices, improving efficiency, and progressively refining our sustainability targets.

The Board maintains oversight of sustainability matters and ensures that material ESG risks and opportunities are identified, assessed and managed as part of the Group’s overall strategy and risk management framework. Sustainability considerations are embedded into our decision-making processes, and the Board works closely with management to monitor performance and drive continuous improvement.

We continued to uphold strong governance standards during the year, with no reported incidents of non-compliance with relevant laws and regulations, corruption, or data privacy breaches. Maintaining high standards of integrity and accountability remains a key priority for the Board.





We also recognise the importance of our people and stakeholders in supporting our sustainability journey. The Group remains committed to fostering a fair, inclusive and safe workplace, while maintaining open and transparent engagement with our stakeholders, including customers, employees, regulators, shareholders and partners.

Looking ahead, the Board will continue to enhance the Group’s sustainability approach, including strengthening data capabilities, refining targets, and aligning with evolving regulatory requirements. We remain focused on building a resilient and responsible healthcare business that delivers sustainable value over the long term.




SUSTAINABILITY REPORT

Contribution to the UN SDGs

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

Relevant Focus Area	UN SDGs	Our Contribution	Relevant Stakeholders
Safe Working Environment	3 GOOD HEALTH AND WELL-BEING 	We are committed to fostering a safe, secure, and healthy working environment by implementing robust workplace safety measures and adhering to the industry's best practices.	Employees
Employee Recruitment, Retention and Development	4 QUALITY EDUCATION 	We prioritise the continuous growth and development of our employees by investing in comprehensive training, education, and upskilling initiatives to strengthen our business capabilities and drive long-term success.	Employees
Energy Consumption and Greenhouse Gas Emissions Management	7 AFFORDABLE AND CLEAN ENERGY 	We implement targeted initiatives to enhance energy efficiency, reduce greenhouse gas emissions, and optimise resource utilisation. These efforts not only contribute to our sustainability goals but also drive cost efficiencies, reinforcing the resilience of our business operations.	Communities and Regulators
Customer Satisfaction and Economic Performance	8 DECENT WORK AND ECONOMIC GROWTH 	<p>Customer Satisfaction</p> <p>We prioritise customer satisfaction, recognising its critical role in driving the long-term success of our business. By delivering high-quality products and services, we not only enhance customer experience but also contribute to economic growth, job creation, and business sustainability.</p> <p>Economic Performance</p> <p>We are committed to fostering economic growth by generating long-term value for our stakeholders. Through sustainable business practices and strategic investments, we enhance financial resilience while supporting broader economic development.</p>	Customers, Shareholders and Employees

SUSTAINABILITY REPORT

Relevant Focus Area	UN SDGs	Our Contribution	Relevant Stakeholders
Diversity and Equality	 <p>10 REDUCED INEQUALITIES</p>	We foster a diverse and inclusive workplace that encourages innovation, enhances decision-making, and strengthens our ability to navigate evolving business challenges. By embracing different perspectives, we drive long-term growth and resilience.	Employees
Waste Management	 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	We adopt a range of measures and initiatives aimed at preventing and minimising waste generated through our business operations.	Communities and Regulators
Corporate Governance and Customer Privacy	 <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>	<p><u>Corporate Governance</u></p> <p>We uphold a robust standard of corporate governance to protect the interests of our shareholders, maximise long-term shareholder value, and conduct business with the utmost integrity, ensuring the prevention of corruption in all its forms.</p> <p><u>Customer Privacy</u></p> <p>We implement commercially reasonable physical, electronic, and procedural safeguards to protect personal data, ensuring compliance with relevant data protection legislation.</p>	Customers, Employees, Shareholders and Regulators



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STAKEHOLDER ENGAGEMENT



SUSTAINABILITY REPORT

Stakeholder Engagement

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

Stakeholders	Engagement platforms	Issues of concern	Our Responses	Refer to Section(s)
Communities	<ul style="list-style-type: none"> Annual sustainability report 	<ul style="list-style-type: none"> Corporate social responsibilities Environmental initiatives 	Contribute through corporate social responsibility initiatives with the community and report our environmental initiatives within our operation.	<ul style="list-style-type: none"> Focus 3
Customers	<ul style="list-style-type: none"> Patient consultations Feedback forms Customer Hotline Social media Emails Corporate website 	<ul style="list-style-type: none"> Service standards Value proposition Data protection 	Prioritise service excellence and patient trust through multiple engagement channels to ensure quality service standards and protection of patient data.	<ul style="list-style-type: none"> Focus 1
Employees	<ul style="list-style-type: none"> Induction and orientation programmes On-the-job training Meetings Annual appraisal Continuous dialogue Exit interviews 	<ul style="list-style-type: none"> Data protection Employee compensation and benefits Equal Employment Opportunity Career development and training opportunities Job security Workplace health and safety 	Fostering a supportive and equitable workplace is integral to our operations. Through structured training, town halls, and continuous dialogue, we address employee concerns regarding compensation, career development, workplace safety, and job security.	<ul style="list-style-type: none"> Focus 3
Regulators	<ul style="list-style-type: none"> Emails Telecommunication Site visits 	<ul style="list-style-type: none"> Corporate governance Regulatory compliance Workplace health and safety 	We uphold the standards of corporate governance and regulatory compliance. Regular engagement through emails, telecommunication, and site visits ensures adherence to workplace health and safety regulations and industry best practices.	<ul style="list-style-type: none"> Focus 1 Focus 3

SUSTAINABILITY REPORT

Stakeholders	Engagement platforms	Issues of concern	Our Responses	Refer to Section(s)
Shareholders	<ul style="list-style-type: none"> Financial statements and relevant results Annual general meeting Corporate announcements/ Press releases Corporate website 	<ul style="list-style-type: none"> Financial results Market valuation Corporate governance Sustainable business performance 	<p>We provide timely and transparent updates on financial performance, corporate governance, and business sustainability. Shareholders are engaged through financial statements, corporate announcements, and the annual general meeting.</p>	<ul style="list-style-type: none"> Focus 1 Annual Report
Suppliers	<ul style="list-style-type: none"> Meetings Emails Telecommunication 	<ul style="list-style-type: none"> Information updates and feedback on their products and services Order volatility 	<p>We collaborate closely with suppliers to ensure product and service quality. By maintaining open feedback loops, we enhance supply chain resilience and operational efficiency.</p>	<ul style="list-style-type: none"> Focus 1 Focus 3



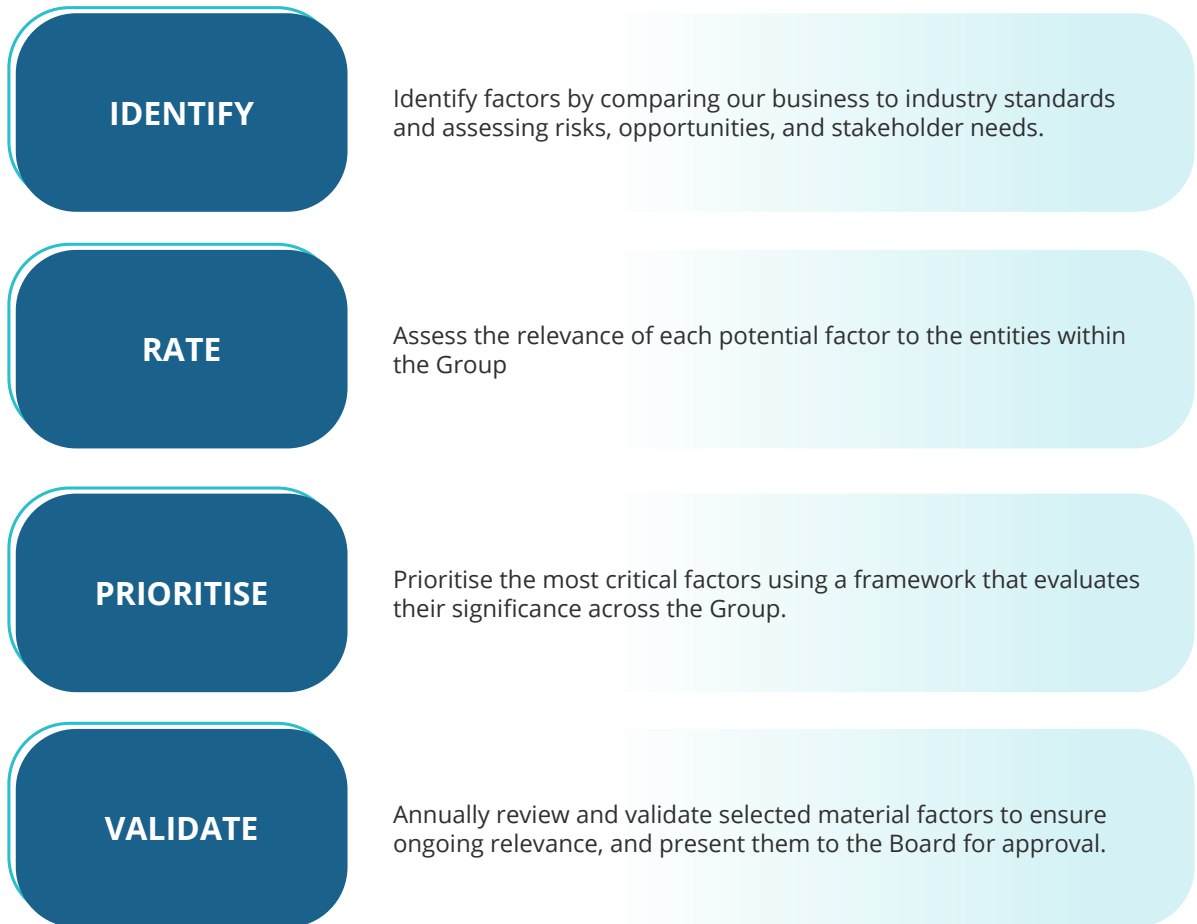
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MATERIALITY ASSESSMENT

SUSTAINABILITY REPORT

Materiality Assessment

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



The material ESG focus areas identified for this reporting cycle are outlined below. These areas reflect the most significant impacts and priorities across our active operations, consistent with the Group’s sustainability strategy. A detailed breakdown of the underlying topics and corresponding GRI Topic Standards is provided in the GRI Standards Content Index.

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

Focus Areas	Material Topics
Responsible Business Practices	Corporate Governance and Ethical Conduct
Environmental Stewardship	Climate Change Resilience
	Resource Use and Circular Economy
People and Communities	Fair Employment Practices
	Health, Safety and Wellbeing
	Community Engagement

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FOCUS 1: RESPONSIBLE BUSINESS PRACTICES



SUSTAINABILITY REPORT

FOCUS 1: RESPONSIBLE BUSINESS PRACTICES

Corporate Governance and Ethical Conduct

Sustainability Governance

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

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



Anti-corruption

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

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

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

SUSTAINABILITY REPORT

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

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

We also have guidelines in place regarding the receipt and provision of gifts, entertainment, sponsorships, and charitable contributions. Our finance department oversees all payments and receipts, as part of the controls in place to detect and prevent any irregularities.

Customer Privacy

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

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

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

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

SUSTAINABILITY REPORT

Targets, Metrics and Performance

Corporate Governance Performance Metrics	
	FY2025
Instances of corruption	0
Instances of substantiated complaints regarding customer privacy breaches	0
Instances of non-compliance with relevant legal and regulatory requirements	0
Instances of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services	0
Instances of complaints from regulatory bodies	0
Customer satisfaction score	4.4/5

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

Targets ³	Status	Performance Update for the Period
Maintain zero incidents of non-compliance with the relevant legal and regulatory requirements	Met	No incidents of non-compliance with relevant legal and regulatory requirements were reported during the period, with all practices aligned to corporate governance standards.
Maintain zero reported substantiated complaints concerning breaches of data privacy and losses of personal data	Met	No incidents of substantiated complaints concerning breaches of data privacy or loss of personal data.



³ These targets form part of AsiaMedic’s perpetual strategy, with a commitment to maintaining these standards consistently over time.

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FOCUS 2: ENVIRONMENTAL STEWARDSHIP



SUSTAINABILITY REPORT

FOCUS 2: ENVIRONMENTAL STEWARDSHIP

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

Decarbonisation Approach

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



SUSTAINABILITY REPORT

Climate Change Resilience

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

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

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

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

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

Performance Metrics	FY2023	FY2024	FY2025
Electricity Consumption (kWh)	830,232	929,962	1,440,252
Scope 2 GHG Emissions (tCO₂e)⁴ (location-based)	346	383	579
Scope 2 GHG emissions (tCO₂e) (market-based)⁵	346	383	579
Net Revenue (S\$)	23,600,767	28,914,624	35,221,232
Energy Intensity (kWh/revenue S\$’000)	35.18	32.16	40.89
GHG Emission Intensity (tCO₂e/revenue S\$’000)⁶	0.0147	0.0133	0.0164

The total energy consumption for FY2025 was estimated at 1,440,252 kWh, an increase of 510,290 kWh from FY2024. A resultant increase in Scope 2 GHG emissions was also observed, with an estimated 579 tCO₂e emitted in FY2025, which was 196 tCO₂e higher than in FY2024.

There was also an increase in energy intensity and GHG emissions intensity from FY2024 to FY2025, of 32.16 kWh/revenue S\$’000 to 40.89 tCO₂e/revenue S\$’000, and 0.0133 tCO₂e/revenue S\$’000 to 0.0164 tCO₂e/revenue S\$’000, respectively.

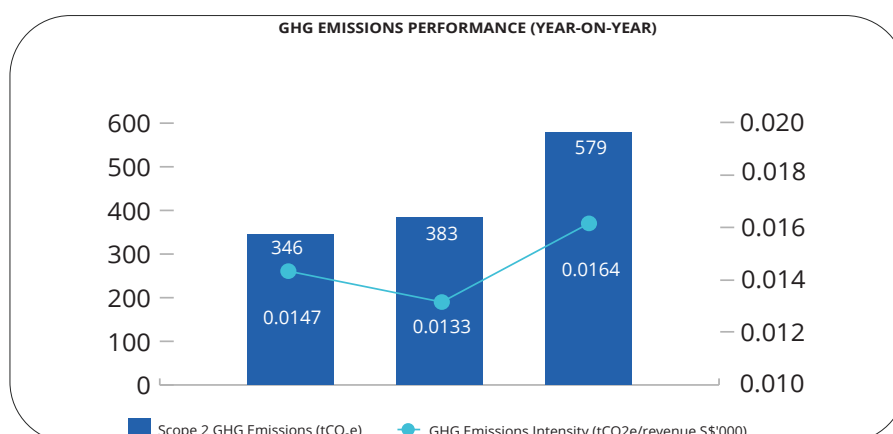
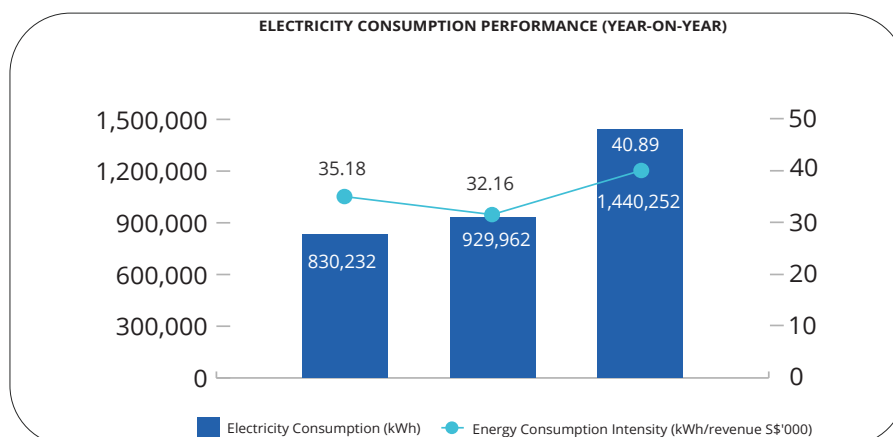
This increase was primarily due to the additional opening of AsiaMedic Sunway, which provides medical imaging services. This expansion required greater operational capacity, including the installation and operation of energy-intensive equipment. Imaging technologies, especially MRI machines, consume significant amounts of electricity, contributing to the overall rise in energy use and associated emissions.

⁴ Scope 2 emission is a product of the electricity consumption multiplied by the country-specific grid emission factor. Scope 2 Grid Emission Factors (“GEF”) for Singapore was sourced from the Singapore Energy Market 2022.

⁵ Per Greenhouse Gas Protocol Scope 2 Guidance, in view that residual mix emissions factors are unavailable in the markets we operate in, our market-based Scope 2 emissions are equivalent to our location-based Scope 2 emissions.

⁶ Revenue was chosen as the intensity metric as our emissions are produced from our products and services.

SUSTAINABILITY REPORT



Category	Coverage	FY2023 ⁷	FY2024	FY2025
Category 1: Purchased goods and services	Medical equipment and supplies ⁸	0.92 m ³	46.93 tCO ₂ e	173.59 tCO ₂ e
Category 7: Employee commuting	Transportation of employees between their homes and their worksites ⁹	42.98 tCO ₂ e	53.49 tCO ₂ e	153.85 tCO ₂ e

*Values have been subject to rounding

The Group's Scope 3 GHG emissions from Category 1 increased from 46.93 tCO₂e in FY2024 to 173.59 tCO₂e in FY2025. The increase is primarily attributed to the expanded reporting coverage. The existing scope already included fluorodeoxyglucose ("FDG"), a radioactive glucose analogue used in PET scans, health coaching gifts for on-site projects (i.e., mini handheld fan, wheat straw cutlery set, reusable sleeping mask, snake puzzle), X-ray films, and vaccines for projects. The coverage has expanded to include Prostate-Specific Membrane Antigen ("PSMA"), a radiotracer used in PET imaging for prostate-specific membrane antigen detection, contrasts such as substances used in imaging to enhance the visibility of tissues and organs, compact disks ("CD") or universal serial bus ("USB") items, and medicines.

The Category Seven (7) emissions from the transportation of our employees between their homes and worksites increase from 53.49 tCO₂e in FY2024 to 153.85 tCO₂e in FY2025. Notably, majority of our employees rely on public transport, which contributes to lower emissions intensity compared to private vehicle use.

⁷ Following a reassessment in FY2024, coverage has been revised from potable water (m³) in FY2023 to medical equipment and supplies (tCO₂e).

⁸ The emissions factor was obtained from the United States Environmental Protection Agency's ("USEEIO") database under the North American Industry Classification System ("NAICS"). The emissions were calculated using the **spend-based method**, in which emissions were calculated based on the value of purchased goods and services.

⁹ The emissions factor was obtained from the Singapore Emission Factors Registry. The emissions were estimated using the activity-based approach, which considers the specific modes of transport and their respective distance travelled by employees. The figures are estimated based on data obtained from a limited employee sample and are subject to estimation uncertainty.

SUSTAINABILITY REPORT

Resource Use and Circular Economy

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

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

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

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

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

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

Resource Use and Circular Economy ¹⁰		
	UOM	FY2025
Total waste generated	tonnes	3.60
Hazardous Waste ¹¹	tonnes	0.60
Non-hazardous Waste	tonnes	3.00
Total waste directed to disposal¹²	tonnes	3.60
Hazardous Waste	tonnes	0.60
Non-hazardous Waste	tonnes	3.00

¹⁰ Waste data for FY2025 is estimated based on biohazard waste collected by Asia Medical Enviro Services, with hazardous waste disposed of by the same vendor and non-hazardous waste disposed of by the landlord.

¹¹ Hazardous waste generated and disposed of includes medical and pharmaceutical waste.

¹² All waste generated was directed to disposal.

SUSTAINABILITY REPORT

FOCUS 2: ENVIRONMENTAL STEWARDSHIP TARGETS, METRICS AND PERFORMANCE

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

Targets ¹³	Status	Performance Update for the Period
Maintain or reduce Scope 2 GHG emissions intensity by FY2025 with FY2022 as our baseline	Not met	Scope 2 GHG emissions intensity increased from 0.0151 tCO ₂ e/revenue'000 in FY2022 to 0.0164 tCO ₂ e/revenue'000 in FY2025.
Maintain the proportion of our clinical waste to be disposed of by licensed waste collectors at 100%	Met	The Group ensures that all our clinical waste is disposed of by waste collectors licensed by the National Environmental Agency.

ESG Topics	Medium-term targets (3-5 years after the baseline year)
GHG Emissions	Reduce absolute Scope 2 GHG emissions by 30% by FY2035, with FY2022 as our baseline ¹⁴ .



¹³ These targets form part of AsiaMedic’s perpetual strategy, with a commitment to maintaining these standards consistently over time.
¹⁴ AsiaMedic’s FY2022 absolute Scope 2 emissions was 290 tCO₂e.

SUSTAINABILITY REPORT

Resilience to Climate Change

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

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

TCFD Disclosures	Recommended	FY2025 Status	Summary and Next Steps									
Governance	Describe the Board’s oversight of climate-related risks and opportunities	Met	The Board oversees the management and monitoring of our Sustainability Factors and considers climate-related issues in determining the Group’s strategic direction and policies.									
	Describe management’s role in assessing and managing climate-related risks and opportunities	Met	Our sustainability strategy is developed and directed by the SC in consultation with the Board. The SC is led by the CEO and comprises selected Heads of Department from the key business units and corporate functions. The Board advises the SC in reviewing our sustainability progress. The responsibilities of the SC include considering climate-related issues in the development of sustainability strategy, and target setting, as well as the collection, monitoring and reporting of performance data.									
Strategy	Describe the climate-related risks and opportunities the organisation has identified over the short, medium and long term	Met	The Group has assessed the climate-related risks and opportunities.									
			The risk classifications considered in this assessment include the following: <ul style="list-style-type: none"> • Time horizons: Short term (one to two years), medium-term (three to five years), and long term (more than five years). • Likelihood levels: Possible, likely, or certain. • Severity of financial impact: Insignificant, minor, significant, major, or severe. 									
			The Group’s assessment of the potential implications of the above climate-related risks was undertaken based on a range of climate scenarios using the representative concentration pathway (“RCP”) adopted by the Intergovernmental Panel on Climate Change (“IPCC”).									
			<table border="1"> <thead> <tr> <th>Scenario</th> <th>Assumptions</th> <th>Justification</th> </tr> </thead> <tbody> <tr> <td>IPCC RCP 2.6/1.5°C</td> <td>This scenario is in line with the Paris Agreement to limit global warming to below 2°C by 2100 as a result of efficiency enhancements and behaviour changes as the key mitigation strategy.</td> <td>Aligned with the latest international climate agreement and relevant national commitments.</td> </tr> <tr> <td>IPCC RCP 8.5/4°C</td> <td>The ‘business-as-usual’ scenario assumes that GHG emissions continue to rise with significant increases in global temperatures, as no concerted efforts are made to reduce GHG emissions.</td> <td>Unfavourable outcome and conservative approach</td> </tr> </tbody> </table>	Scenario	Assumptions	Justification	IPCC RCP 2.6/1.5°C	This scenario is in line with the Paris Agreement to limit global warming to below 2°C by 2100 as a result of efficiency enhancements and behaviour changes as the key mitigation strategy.	Aligned with the latest international climate agreement and relevant national commitments.	IPCC RCP 8.5/4°C	The ‘business-as-usual’ scenario assumes that GHG emissions continue to rise with significant increases in global temperatures, as no concerted efforts are made to reduce GHG emissions.	Unfavourable outcome and conservative approach
Scenario	Assumptions	Justification										
IPCC RCP 2.6/1.5°C	This scenario is in line with the Paris Agreement to limit global warming to below 2°C by 2100 as a result of efficiency enhancements and behaviour changes as the key mitigation strategy.	Aligned with the latest international climate agreement and relevant national commitments.										
IPCC RCP 8.5/4°C	The ‘business-as-usual’ scenario assumes that GHG emissions continue to rise with significant increases in global temperatures, as no concerted efforts are made to reduce GHG emissions.	Unfavourable outcome and conservative approach										

SUSTAINABILITY REPORT

TCFD Disclosures	Recommended	FY2025 Status	Summary and Next Steps
Strategy	Describe the impact of climate-related risks and opportunities on the organisation's business, strategy and financial planning	Met	<p>In assessing the financial impact of identified climate-related risks and opportunities, the Group considers three key factors</p> <ul style="list-style-type: none"> Impact on daily operations, including how climate-related disruptions may affect service delivery and equipment use. Compliance with evolving regulatory requirements. Costs required to adapt, such as upgrading facilities or improving efficiency to manage changing climate conditions. <p>For further details on potential climate-related issues under each time horizon, please refer to the "Climate-related Risks and Opportunities" section in this Report.</p>
	Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	Met	<p>The resilience of an organisation's strategy is dependent on its ability to adapt and thrive in the face of changing circumstances and emerging risks. The climate scenario analysis is crucial in providing insights on the potential extent of the climate-related risk exposure to our businesses as well as the potential opportunities.</p> <p>Through our climate scenario analysis, we concluded that unmitigated climate risks (under warming scenario > 4°C warming) may result in a severe financial impact by FY2035.</p> <p>Under warming scenario 1.5 °C, most of the impact will be attributable to transition risks from the cost increase from enhanced GHG emissions-reporting obligations. To address the risks and capitalise on opportunities associated with climate change, we will continuously build on our strategy to remain resilient as we progress in our sustainability journey.</p>
Risk Management	Describe the organisation's processes for identifying and assessing climate-related risks	Met	An enterprise risk management ("ERM") framework is in place to guide the Group in the identification, analysis and evaluation of risks, implementation of risk treatment plans and continuous monitoring of risks.
	Describe the organisation's processes for managing climate-related risks	Met	The Group's climate-related risks and opportunities are identified and assessed during an ERM exercise. The climate-related risks and their related opportunities and treatment plans are also reviewed and updated during the ERM exercise and are presented to the Audit and Risk Management Committee along with the other key risks of the Group. We also manage our climate-related risks by monitoring the trend of climate-related performance indicators.
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management	Met	

SUSTAINABILITY REPORT

TCFD Disclosures	Recommended	FY2025 Status	Summary and Next Steps
Metrics and Targets	Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process	Met	<p>We track, measure and report on our environmental performance, including energy, GHG emissions and waste management and disclose related metrics in our sustainability report.</p> <p>Monitoring and reporting these metrics help us identify areas with key climate-related risks and enable us to be more targeted in our efforts.</p>
	Disclose Scope 1 ¹⁵ , Scope 2 ¹⁶ , and if appropriate, Scope 3 ¹⁷ GHG emissions, and the related risks	Met	<p>Scope 1</p> <p>AsiaMedic does not emit Scope 1 emissions.</p> <p>Scope 2</p> <ul style="list-style-type: none"> • Absolute emission: 579 tCO₂ • Emission intensity: 0.0164 tCO₂e/revenue S\$'000 <p>Scope 3</p> <ul style="list-style-type: none"> • Category 1: 173.59 tCO₂e • Category 7: 153.85 tCO₂e <p>In line with SGX's phased implementation approach for Scope 3 emissions reporting, we aim to review our Scope 3 GHG emissions to better track and disclose our material Scope 3 GHG emissions and expand the reporting coverage of our Scope 3 GHG emissions on categories relevant to the Group and where data is available.</p>
	Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets	Met	As a commitment towards mitigating climate change, we set climate-related targets related to waste management and GHG emissions.

Climate-related Risks and Opportunities

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

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

¹⁵ Scope 1 GHG emissions are emissions resulting from the sources owned or controlled by the Group.
¹⁶ Scope 2 GHG emissions resulted from the generation of purchased electricity consumed by the Group
¹⁷ Scope 3 emissions are emissions from sources not owned or controlled by the Group such as the Group's value chain

SUSTAINABILITY REPORT

The table below presents our initial analysis of our most significant and relevant climate-related risks¹⁸. We recognise that the list is not exhaustive, and we will continue to enhance our understanding and responses to these risks.

Transition Risks	Description	Risk Mitigation
Policy and Legal	<p>Singapore's carbon tax may result in increased operational costs</p> <p>Singapore's progressive carbon tax trajectory, which has increased from S\$5/tonne to S\$25/tonne in 2024, is expected to increase up to S\$50 to S\$80/tonne by 2030. The introduction of carbon taxes to reduce greenhouse gas emissions may raise the operating costs of AsiaMedic's Singapore operations through indirect costs passed on through electricity usage.</p>	AsiaMedic will monitor the updates to the Singapore carbon tax framework, regulatory changes, and projected cost impacts on utilities.
	Period: Short, Medium, Long term	
	Likelihood: Certain	
	<p>Financial Impact</p> <p>As AsiaMedic specialises in diagnostic imaging and aesthetic services, these are electricity intensive. As carbon pricing flows through to utility costs, AsiaMedic may face a potential increase in operating expenses, such as utility costs, in terms of the cost to manage clinics located in Singapore.</p>	
	Impact Area: Singapore	

¹⁸ Following a reassessment of climate-related risks, two previously identified risks have been removed from the current reporting period.

- Changes in customer preferences toward sustainable and low-carbon medical services was withdrawn as the Group has not observed any shifts in customer behaviour or demand patterns indicating a preference change.
- Increased severity of extreme weather events was removed as the Group has not experienced, nor does it foresee, material exposure to such events given that all operations are in Singapore.

As a result, both risks were deemed no longer applicable after re-evaluation.

SUSTAINABILITY REPORT

Transition Risks	Description	Risk Mitigation
<p>Policy and Legal</p>	<p>Enhanced climate and emissions reporting obligations in Singapore</p>	<p>AsiaMedic aims to establish internal processes and policies to meet climate reporting requirements.</p> <p>The Group provides staff training on reporting standards and engages specialised services where needed to ensure accurate and timely disclosure.</p>
	<p>With tightening disclosure standards, AsiaMedic may face increased expectations to report its emissions and climate-related disclosures. Non-compliance with climate reporting requirements may harm the Group’s reputation and financial performance in the future</p>	
	<p>Period: Medium, Long term</p>	<p>These measures help maintain compliance, protect the Group’s reputation, and manage potential cost impacts.</p>
	<p>Likelihood: Certain</p>	
	<p>Financial Impact</p> <p>The Group may face higher operating expenditures from the need to engage external climate reporting and emissions assurance service providers, especially as disclosure expectations become more complex.</p> <p>Additional budget and internal resources may be required to build reporting capabilities, including staff training, development of data-management processes, and digital systems to support climate-related disclosures.</p> <p>Investor and stakeholder confidence may be adversely affected if AsiaMedic is unable to meet evolving reporting requirements or if disclosures lack transparency, consistency, or accuracy. This could lead to reputational risk and potential barriers to financing or partnerships.</p>	
<p>Impact Area: Singapore</p>		

SUSTAINABILITY REPORT

Opportunity	Description	Management's Response
	<p>Increased access to government grants/incentives to support energy-efficient equipment upgrades</p> <p>AsiaMedic may benefit from government grants and incentives that help offset the cost of upgrading energy-intensive medical equipment. Schemes such as the Energy Efficiency Grant (“EEG”) and other sector-wide sustainability initiatives can be leveraged to support the acquisition of more energy-efficient MRI scanners, diagnostic imaging machines and cooling systems.</p> <p>Access to these incentives can lower upfront capital expenditure, accelerate the adoption of modern equipment, and enhance the Group's overall energy and emissions performance.</p> <p>Period: Medium, Long-term</p> <p>Likelihood: Likely</p> <p>Financial Impact</p> <p>AsiaMedic may decrease the upfront cost of upgrading or purchasing more energy-efficient equipment with the potential leverage applicable grants.</p> <p>However, this may potentially increase capital expenditure to purchase equipment, depending on the proportion of the cost the grant covers.</p> <p>Nevertheless, the potential decrease in the operating expenditure and long-term savings from reduced energy/emissions intensity</p> <p>AsiaMedic may also build its customer demand by building a new customer base.</p> <p>Impact Area: Singapore</p>	<p>AsiaMedic will continue to monitor available government grants and incentives, assess eligibility for upcoming funding schemes, and identify opportunities to integrate energy-efficient equipment into future capital planning cycles.</p> <p>The Group will proactively engage with equipment vendors and government agencies to maximise the benefits of such programmes.</p>

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FOCUS 3: PEOPLE AND COMMUNITIES



SUSTAINABILITY REPORT

FOCUS 3: PEOPLE AND COMMUNITIES

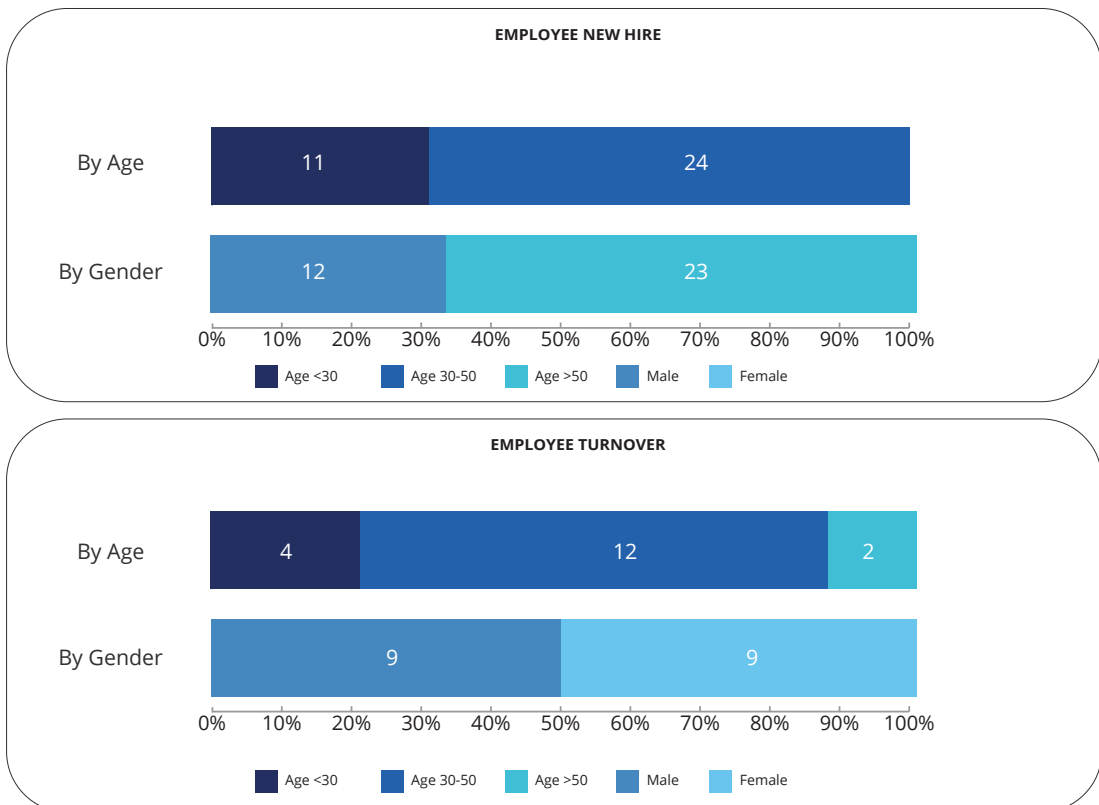
The Group fosters an inclusive and safe workplace built on respect, fairness, and equality. We monitor employment turnover and new hires to align talent strategies with business needs while investing in training to support employee growth. Occupational health and safety remain a priority, with strict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

Fair Employment Practices

Employment

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

To attract, retain, and develop our employees, we have implemented several key practices. We offer competitive compensation packages based on merit and competency, provide a supportive and conducive working environment, and offer work-life integration options, including part-time permanent employment for those with specific family or life circumstances. This is reflected in how our annual turnover rate has decreased from 9.5% in FY2024 to 9.2% in FY2025. In FY2025, we had a new hire rate of 17.9% and a turnover rate of 9.2%, respectively. The breakdown of our new hires and turnovers by age and gender is found in the charts below. For further information, you may refer to our *Targets, Metrics and Performance* segment below.



SUSTAINABILITY REPORT

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

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

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

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

Lastly, AsiaMedic also ensures that its employees are supported through their different life stages. All permanent employees are entitled to parental leave, ensuring that new parents have the time and flexibility they need to care for their families.

AsiaMedic remains committed to supporting employees across different life stages. All permanent employees are entitled to parental leave, providing new parents with the time and flexibility to care for their families.

Our culture and policies have contributed to a 100% return-to-work and retention rate among employees who took parental leave during the reporting period.

Training and Education

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

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

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

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

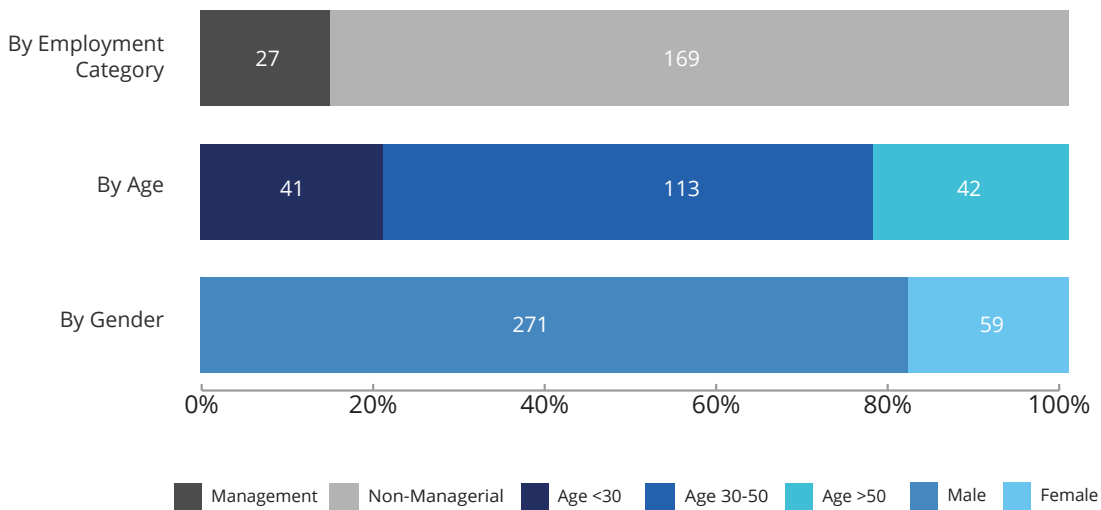
SUSTAINABILITY REPORT

Diversity, Equal Opportunity and Non-discrimination

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

As of 31 December FY2025, the total number of employees in the Group was 196, with 180 full-time and 16 part-time employees. The breakdown of our workforce is reflected in the chart below, with more detailed information in the *Targets, Metrics and Performance* section.

OUR WORKFORCE



SUSTAINABILITY REPORT

We also view diversity at the Board level as an essential element in supporting sustainable development, and two (2) female Directors in a Board of five (5) Directors, equivalent to 40% of female representation on the Board.

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

Targets, Metrics and Performance

Employment Metrics	
	FY2025
Total number of employees	196
By Gender	
Male	30
Female	166
By Age Group	
Below 30	41
Between 30 and 50	113
Over 50	42

Employment New Hire Metrics		
	FY2024	FY2025
Total number of new hires	46	35
Overall new hire rate (%)	25.7%	17.9%
By Gender		
Male (%)	4.5%	6.1%
Female (%)	21.2%	11.7%
By Age		
Below 30 (%)	4.5%	5.6%
Between 30 and 50 (%)	19.6%	12.2%
Above 50 (%)	1.7%	0.0%

Employment Turnover Metrics		
	FY2024	FY2025
Total number of turnovers	17	18
Overall turnover rate (%)	9.5%	9.2%
By Gender		
Male (%)	3.4%	4.6%
Female (%)	6.1%	4.6%
By Age		
Below 30 (%)	1.7%	2.0%
Between 30 and 50 (%)	7.8%	6.1%
Above 50 (%)	0.0%	1.0%

SUSTAINABILITY REPORT

Employment Parental Leave Metrics	
	FY2025
Total number of employees entitled to parental leave ¹⁹	118
Male	25
Female	93
Return to work rate ²⁰ of employees who took parental leave (%)	100%
Retention rate ²¹ of employees who took parental leave (%)	100%

Employment and Education Metrics		
	FY2024	FY2025
Total number of training hours conducted for all employees	184	179
Average training hours per employee	1.0	0.91
Average training hours by gender		
Male	0.8	2.37
Female	1.1	0.65
Average training hours by employment category		
Management	0.0	3.4
Non-managerial	1.2	0.5

Diversity and Equality Metrics ²²		
	Management	Non-managerial
Overall number	27	169
Overall percentage (%)	13.8%	86.2%
Percentage by gender		
Male (%)	29.6%	13.0%
Female (%)	70.4%	87.0%
Percentage by age		
Below 30 (%)	0%	24.3%
Between 30 and 50 (%)	66.7%	56.2%
Above 50 (%)	33.3%	19.5%

Non-discrimination Metrics		
	FY2024	FY2025
Incidence of discrimination	No instance	No instance

Targets ²³	Status	Performance Update for the Period
Maintain or improve our employee turnover rate, subject to market conditions	Met	The employment turnover rate improved from 9.5% in FY2024 to 9% in FY2025.
Maintain zero incidents of unlawful discrimination against employees	Met	Zero incidents of unlawful discrimination against employees in FY2025.

¹⁹ All permanent employees are entitled to parental leave.

²⁰ Return to work rate is calculated as the total number of employees who returned to work after parental leave divided by the total number of employees due to return to work after parental leave

²¹ Retention rate is calculated as the total number of employees retained for 12 months after returning to work following a period of parental leave.

²² Diversity and Equality Metrics have been reported as of 31 December 2024

²³ These targets form part of AsiaMedic's perpetual strategy, with a commitment to maintaining these standards consistently over time.

SUSTAINABILITY REPORT

Health, Safety and Wellbeing

Occupational Health and Safety

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

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

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

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

Customer Health & Safety

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

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

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

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

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

SUSTAINABILITY REPORT

Targets, Metrics and Performance

Occupational Health and Safety Metrics		
	FY2024	FY2025
Number of fatalities	0	0
Number of high-consequence work-related injuries	0	0
Number of recordable work-related injuries	0	0
Number of recordable work-related ill health cases	0	0

Customer Health and Safety Metrics	
	FY2025
Percentage of significant product and service categories for which health and safety impacts are assessed for improvement (%)	70%
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services	0

Targets ²⁴	Status	Performance Update for the Period
Achieve zero incidents of work-related injury in FY2025	Met	Zero incidents of work-related injuries in FY2025.



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

SUSTAINABILITY REPORT

Community Engagement

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

School Health Services

AsiaMedic continue to play an important role in supporting School Health Services in Singapore, which are primarily overseen by the Health Promotion Board (“**HPB**”). Through our partnership with HPB, we assist in delivering annual health screenings for primary and secondary school students, helping to ensure that their health and development are closely monitored.

These screenings vary depending on the student’s level and may include vision checks, hearing tests, and growth assessments to detect early health concerns such as myopia, scoliosis, and obesity. Early detection enables timely intervention and supports better long-term health outcomes for students.

In addition, we remain actively involved in the National Myopia Prevention Programme (“**NMPP**”), which focuses on early detection and prevention of myopia in preschool children through annual vision screenings conducted for Kindergarten One (1) and Kindergarten Two (2) students. The programme also promotes awareness of healthy eye care habits and the importance of outdoor activity in reducing the risk of myopia.

AsiaMedic also supports the HPV Vaccination Programme by administering the HPV vaccine to Secondary One (1) and Two (2) female students as part of Singapore’s broader public health efforts to protect young individuals against cervical cancer.

Grow Well SG

AsiaMedic supports the HPB national initiative Grow Well SG, which promotes the development of healthy habits among children from an early age.

Following the successful pilot phase of Grow Well SG in 2004, the programme was officially launched nationwide in 2025. AsiaMedic continues to support this initiative by working closely with schools, parents, and caregivers to encourage daily physical activity and balanced nutrition among children.

Through this initiative, we support the promotion of at least one (1) hour of daily physical activity for children and provide resources that guide families toward healthier eating habits while fostering resilience and mindfulness practices. By working alongside stakeholders to create supportive environments for children’s development, AsiaMedic contributes to addressing concerns such as childhood obesity, myopia, and excessive screen time.

Grow Well SG continues to play an important role in nurturing a healthier generation, and AsiaMedic is proud to contribute to its implementation.

Health Coach - Health Chats @ Hawker Centres

AsiaMedic is also actively involved in supporting Singapore’s hawker centre workers, cleaners, and shopkeepers through the Health Chats @ Hawker Centres initiative launched by the Health Promotion Board.

This program was designed to address the unique challenges faced by workers in these environments, many of whom work long hours and may have limited access to regular healthcare services. Under this initiative, AsiaMedic conducts regular health screening and coaching sessions at participating hawker centres.

During these sessions, individuals receive assessments such as Body Mass Index (“**BMI**”) and blood pressure checks, together with personalised health coaching on topics including chronic disease prevention, ergonomics, and low-impact exercises suitable for their daily routines.

This initiative has continued to expand across multiple hawker centres in Singapore following positive feedback from participants, enabling workers in demanding environments to conveniently access preventive healthcare advice and support.

SUSTAINABILITY REPORT

Project Silver Screen

AsiaMedic is proud to support Project Silver Screen, an initiative led by the Health Promotion Board that focuses on improving the health and well-being of seniors aged 60 and above.

This programme offers subsidised or complimentary functional screenings covering key areas such as vision, hearing, and oral health — essential components of maintaining independence and quality of life among seniors. AsiaMedic supports the delivery of these screenings and assists in facilitating follow-up care where required.

Through this initiative, seniors who require assistive devices such as spectacles, hearing aids, or dentures can access them at subsidised rates. Community outreach efforts also raise awareness about the importance of preventive care and early detection of health issues.

Project Silver Screen has benefited a significant number of seniors across Singapore by helping them maintain mobility, independence, and overall well-being. AsiaMedic's involvement reflects our continued commitment to supporting the health needs of the ageing population.

Community Health Promotion Events

In addition to national health programmes, AsiaMedic actively participates in community health promotion events organised in collaboration with community partners and commercial venues.

During FY2025, AsiaMedic supported and participated in health-related events held at various shopping malls and community spaces. These outreach activities provided members of the public with opportunities to learn more about preventive healthcare, healthy eating habits, and the importance of maintaining an active lifestyle.

Through these engagements, AsiaMedic shared health education materials, conducted basic health assessments, and interacted with members of the public to raise awareness of lifestyle-related health risks and preventive health measures. These events allow us to engage directly with families and individuals in a more accessible and informal setting, reinforcing the importance of adopting healthier daily habits.

Ongoing Commitment to Community Health

Through our involvement in these initiatives, AsiaMedic continues to contribute meaningfully to the health and well-being of local communities in Singapore, particularly among vulnerable groups such as children, seniors, and workers facing demanding conditions with limited access to healthcare.

We remain committed to promoting preventive healthcare, fostering healthy lifestyles, and ensuring that individuals have access to the support and resources needed to maintain their well-being. By maintaining strong partnerships with public agencies, community stakeholders, and local organisations, AsiaMedic seeks to support long-term improvements in community health and contribute to reducing preventable healthcare burdens in Singapore.

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GRI CONTENT INDEX

SUSTAINABILITY REPORT

GRI CONTENT INDEX

Statement of use	AsiaMedic Limited has reported <i>with reference to</i> the GRI Standards 2021 for the period from 1 Jan 2025 to 31 December 2025
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Not applicable

GRI Standard/ Other Source	Disclosure	Location
General Disclosures		
GRI 2: General Disclosures 2021	2-1 Organisational details	Organisation Profile
	2-2 Entities included in the organisation's sustainability reporting	About This Report
	2-3 Reporting period, frequency and contact point	About This Report
	2-4 Restatements of information	About This Report
	2-5 External Assurance	About This Report
	2-6 Activities, value chain and other business relationships	Organisation Profile
	2-7 Employees	Focus 3: People and Communities
	2-8 Workers who are not employees	Focus 3: People and Communities
	2-9 Governance structure and composition	Annual Report
	2-10 Nomination and selection of the highest governance body	Annual Report
	2-11 Chair of the highest governance body	Annual Report
	2-12 Role of the highest governance body in overseeing the management of impacts	Annual Report
	2-13 Delegation of responsibility for managing impacts	Annual Report
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Governance
	2-15 Conflicts of interest	Annual Report
	2-16 Communication of critical concerns	About This Report
	2-17 Collective knowledge of the highest governance body	Annual Report
	2-18 Evaluation of the performance of the highest governance body	Annual Report
	2-19 Remuneration policies	Annual Report
	2-20 Process to determine remuneration	Annual Report
	2-21 Annual total compensation ratio	Information not provided due to confidentiality constraints
	2-22 Statement on sustainable development strategy	Focus 1: Responsible Business Practices
	2-23 Policy commitments	Focus 1: Responsible Business Practices Focus 2: Environmental Stewardship Focus 3: People and Communities

SUSTAINABILITY REPORT

GRI Standard/ Other Source	Disclosure	Location
GRI 2: General Disclosures 2021	2-24 Embedding policy commitments	Focus 1: Responsible Business Practices Focus 2: Environmental Stewardship Focus 3: People and Communities
	2-25 Processes to remediate negative impacts	Focus 1: Responsible Business Practices
	2-26 Mechanisms for seeking advice and raising concerns	Focus 1: Responsible Business Practices
	2-27 Compliance with laws and regulations	Focus 1: Responsible Business Practices
	2-28 Membership associations	None
	2-29 Approach to stakeholder engagement	Stakeholder Engagement
	2-30 Collective bargaining agreements	The Group is not involved in any form of collective bargaining agreements.
Material Topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Assessment
	3-2 List of material topics	Materiality Assessment
Responsible Business Practices		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 1: Responsible Business Practices
GRI 201: Economic Performance 2016	201-3 Defined benefit plan obligations and other retirement plans	Annual Report
GRI 205: Anti- Corruption 2016	205-2 Communication and training on anti-corruption policies and procedures	Focus 1: Responsible Business Practices
	205-3 Confirmed incidents of corruption and actions taken	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Focus 1: Responsible Business Practices
Environmental Stewardship		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 2: Environmental Stewardship
GRI 302: Energy 2016	302-2 Energy consumption outside of the organisation	Focus 2: Environmental Stewardship
	302-3 Energy intensity	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Focus 2: Environmental Stewardship
	305-2 Energy indirect (Scope 2) GHG emissions	
	305-4 GHG emissions intensity	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Focus 2: Environmental Stewardship
	306-2 Management of significant waste-related impacts	
Human Capital		

SUSTAINABILITY REPORT

GRI Standard/ Other Source	Disclosure	Location
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 3: People and Communities
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Focus 3: People and Communities
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Focus 3: People and Communities
	403-2 Hazard identification, risk assessment, and incident investigation	
	403-8 Workers covered by an occupational health and safety management system	
	403-9 Work-related injuries	
	403-10 Work-related ill health	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Focus 3: People and Communities
	404-2 Programs for upgrading employee skills and transition assistance programs	
	404-3 Percentage of employees receiving regular performance and career development reviews	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Focus 3: People and Communities
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Focus 3: People and Communities
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Focus 3: People and Communities





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