



**META HEALTH LIMITED**

(Incorporated in the Republic of Singapore on 22/12/1988)  
(Company Registration Number: 198804700N)

## **Sustainability Report 2025**

# Table of Contents

- 1. BOARD STATEMENT ..... 3**
- 2. ABOUT THE REPORT ..... 4**
  - 2.1 Report Scope..... 4
  - 2.2 Report Methodology ..... 4
  - 2.3 Report Structure ..... 5
  - 2.4 Report Contact and Feedback ..... 5
- 3. CORPORATE PROFILE ..... 6**
  - 3.1 Mission, Vision and Values ..... 6
  - 3.2 Governance ..... 6
  - 3.3 Ethics and Compliance..... 7
- 4. INTEGRATING SUSTAINABILITY INTO OUR BUSINESS ..... 8**
  - 4.1 Sustainability Management Framework..... 8
  - 4.2 Key Stakeholders..... 8
  - 4.3 Material Issues ..... 10
- 5. PROTECTING OUR ENVIRONMENT FOR THE FUTURE GENERATIONS ..... 11**
  - 5.1 Our Approach..... 11
  - 5.2 Reduction in Carbon Footprint ..... 11
  - 5.3 Energy Consumption ..... 12
  - 5.4 Climate-related Risks and Opportunities ..... 13
- 6. CARING FOR OUR EMPLOYEES ..... 15**
  - 6.1 Our Approach..... 15
  - 6.2 Employment Practices..... 15
    - 6.2.1 The Tripartite Guidelines on Fair Employment Practices ..... 15
    - 6.2.2 Communications ..... 16
    - 6.2.3 Employee Feedback ..... 16
  - 6.3 Workforce Diversity ..... 16
  - 6.4 Employment Profile ..... 18
  - 6.5 Employee Benefits ..... 18
  - 6.6 Work-life Balance ..... 18
  - 6.7 Retirement and Healthcare..... 19
  - 6.8 Health and Safety in the Workplace ..... 19
  - 6.9 Individual Rights ..... 19
  - 6.10 Data Safety and Privacy ..... 19
  - 6.11 Compliance with Law and Regulations..... 19
- GRI CONTENT INDEX..... 20**

## 1. BOARD STATEMENT

Meta Health Limited (the “**Company**”), and together with its subsidiaries (the “**Group**” or “**Meta Health**”), continues to operate as a healthcare technology and services provider. 2025 marks another year of consolidation and streamlining of our healthcare portfolio, following the strike-off of TS Medical (City Gate) Pte. Ltd. (“**TS Medical**”) during the year. With these developments, the Group’s operations are now fully centered on our core competencies in primary care and medical screening. Meanwhile, we continue to be on the lookout for potential acquisition opportunities.

For the reporting period from 1 January 2024 to 31 December 2024 (“**FY2024**”), our material topics were reassessed following the divestment of our legacy metal business and the pivoting in business strategy. For the reporting period from 1 January 2025 to 31 December 2025 (“**FY2025**”), these topics remain relevant and continue to reflect the matters most important to our stakeholders and most representative of our environmental, social, and governance (“**ESG**”) impacts. The Group will continue to review its material topics annually to ensure they remain relevant as its operating context evolves.

The aforementioned developments to the Group’s business occurred within the Group’s core healthcare vertical and did not alter the overall nature of the business. As such, the climate-related risks identified in FY2024 continue to remain relevant. The Group will continue to reassess its climate-related risks and opportunities as our operating context evolves.

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. Delivering sustainable results is critical to maintaining long-term resilience and financial stability, and our Sustainability Policy guides how we embed responsible practices across our value chain. We remain committed to meeting the needs of our customers, employees and the communities we serve, while safeguarding the environment for future generations.

**Law Ren Kai Kenneth**  
Executive Chairman

28 April 2026

## 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 FY2025, focusing on entities under its operational control. For the reporting period, the scope includes Meta Health Limited and Jas Medical Screening Centre Pte. Ltd. ("**Jas Medical**"), following the acquisition of Jas Medical in November 2024. TS Medical, which ceased operations in October 2024 and was subsequently struck off in December 2025, has been excluded from the FY2025 reporting scope.

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 2025 to 31 December 2025 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.

For FY2025, the Group continues to provide climate-related disclosures aligned with the recommendations of the Task Force on Climate-related Financial Disclosures ("**TCFD**") as well as disclosures associated with its governance, strategy, risk 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 are no restatements of information from the previous report, except for the prior year's greenhouse gas ("**GHG**") emissions intensity (page 12) and energy consumption intensity (page 12). Both metrics have been revised due to the changes in units of measurement to better reflect the scale of the business. These changes affect presentation only and do not alter previously reported total carbon emissions or total energy consumption.

## 2.3 Report Structure

The structure of this report encompasses the following:

1. Interests of key stakeholders 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 and outcomes.

In view of the Group's current scale and level of operations, the Group has not established formal targets for the reporting period. The Group's sustainability disclosures therefore focus on performance indicators and outcomes. The Group will continue to assess its operational profile, including energy usage, emissions and workforce composition, as a basis for determining appropriate and measurable targets in future reporting periods.

Section 3 of this report outlines the reporting boundaries and provides 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. The Group will also work towards alignment with the International Financial Reporting Standards ("IFRS") S2 climate-related disclosure requirements issued by the International Sustainability Standards Board ("ISSB") to support future reporting, in line with Singapore's enhanced sustainability reporting regulations, which will mandate compliance by the financial year ending 31 December 2030 ("FY2030").

## 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 via email to [info@metahealthsg.com](mailto:info@metahealthsg.com), or by mail to:

META HEALTH LIMITED  
20 Collyer Quay  
#11-07  
Singapore 049319

This report is provided in PDF format only, and the report is published on SGXNet and the Company's website.

## 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 of Directors of the Company (“**Board**” or “**Director**”) 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 Mr. Law Ren Kai Kenneth, Executive Chairman. 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 department, 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 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 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 management 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 are 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. In FY2025, the key stakeholder groups and their areas of concern remained relevant and consistent with those identified previously. 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.

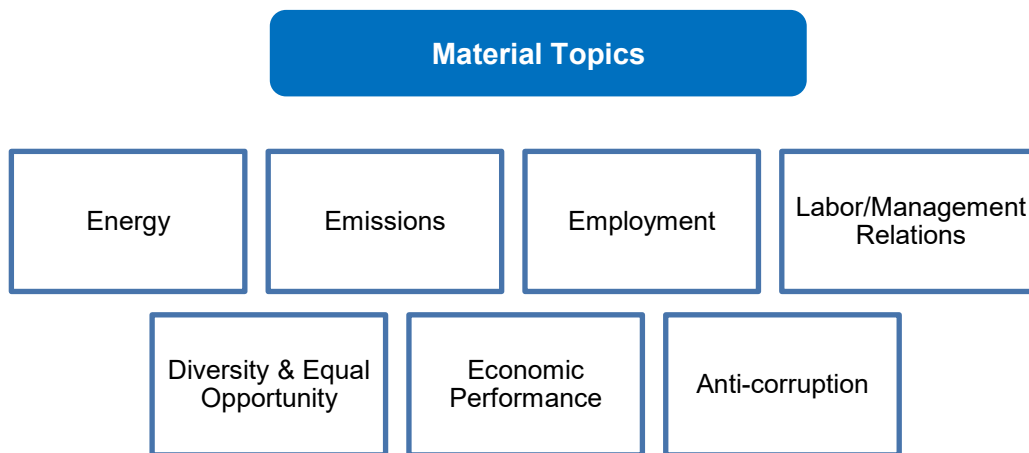
Effective communication is pivotal to the success of the Group's sustainability program. Regular updates on ESG policies and initiatives are essential for engaging stakeholders who are actively encouraged to provide feedback through the appropriate channels, fostering a continuous cycle of communication and evaluation. Good ESG practices are integral to effective corporate management. The adaptability of the Group'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 Group'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)
<b>Employees</b>	<ul style="list-style-type: none"> <li>Quarterly management meeting with employees</li> <li>Annual appraisal</li> </ul>	<ul style="list-style-type: none"> <li>Employee well-being</li> <li>Workplace health and safety</li> <li>Employee training</li> <li>Competitive compensation scheme</li> <li>Non-discrimination, diversity and equality</li> </ul>	<ul style="list-style-type: none"> <li>Human Resource (“HR”) policies (remuneration, benefits, staff selection, career development and training)</li> <li>Code of conduct</li> <li>Work health and safety framework</li> <li>Tripartite guidelines on fair employment practices</li> </ul>
<b>Customers</b>	<ul style="list-style-type: none"> <li>On-going engagement by customer service officer</li> </ul>	<ul style="list-style-type: none"> <li>Customer safety and service levels</li> <li>Customer data protection Customer satisfaction</li> </ul>	<ul style="list-style-type: none"> <li>Customer Relationship Management System</li> <li>Policies on quality assurance, data security for customer information, privacy policy</li> </ul>
<b>Community</b>	<ul style="list-style-type: none"> <li>Regular corporate social responsibility events</li> </ul>	<ul style="list-style-type: none"> <li>Impact on communities, local economies and education</li> </ul>	<ul style="list-style-type: none"> <li>Selection of community initiatives in alignment with organization goals</li> </ul>
<b>Shareholders/ Investors</b>	<ul style="list-style-type: none"> <li>Annual general meeting</li> <li>Investor relations platform and communications</li> </ul>	<ul style="list-style-type: none"> <li>Economic Performance</li> <li>Corporate Governance</li> </ul>	<ul style="list-style-type: none"> <li>The Board and the Audit Committee</li> <li>Enterprise Risk Management Framework/Manual</li> <li>Risk Assessment and Internal Audit</li> <li>Financial Controls and Policies</li> </ul>
<b>Regulators and Government Authorities</b>	<ul style="list-style-type: none"> <li>Ad-hoc regulatory communications and guidelines</li> </ul>	<ul style="list-style-type: none"> <li>Compliance with prevailing laws and regulations</li> <li>Reduction of carbon emissions and energy consumption</li> </ul>	<ul style="list-style-type: none"> <li>Monitoring of GHG emissions (with targets/ commitments to reduce emission)</li> <li>Digitalization and reduction in use of paper</li> </ul>

### 4.3 Material Issues

When determining material issues, the Company prioritises 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 FY2025, the material topics identified in FY2024 remain relevant, as the Group's operating context has remained consistent following the divestment of the metal business and continued focus on the healthcare segment. The streamlining of the Group's healthcare portfolio did not alter the nature of its core business activities.



## 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 (“tCO<sub>2</sub>e”). In assessing climate-related risks and opportunities, we apply metrics under GRI 305 (Emissions). Emissions data is consolidated using the operational control approach, consistent with the GHG Protocol.

Scope 1 emissions were not reported in the previous two years as the divested metal business had been the primary source of direct emissions. In FY2025, the Group resumed reporting Scope 1 emissions based on fuel consumption from petrol used in logistics activities, making this the first reporting year since the divestment in which both Scope 1 and 2 emissions are included in the Group’s carbon inventory. As a result of the expanded emissions boundary, total carbon emissions<sup>1</sup> increased by approximately 398% in FY2025 compared to FY2024. Scope 1 emissions<sup>2</sup> accounted for 26% of total emissions while Scope 2 emissions<sup>3</sup> arising from electricity consumption across the Group’s operations accounted for approximately 74%. The detailed emissions profile is presented in Figure 1.

Additionally, the increase in total carbon emissions was also driven by higher Scope 2 emissions in FY2025. This reflects the operational profile of Jas Medical, which functions as a medical screening centre offering diagnostic imaging and health screening services. These services are more energy-intensive compared to the general outpatient services previously offered by the TS Medical, which is a medical clinic.

Despite the rise in total carbon emissions, the GHG emissions intensity decreased in FY2025 due to the significant revenue growth following the full-year impact from the acquisition of Jas Medical since November 2024, resulting in lower emissions per unit of revenue and demonstrating improved carbon efficiency relative to business growth.

Given the Group’s current operating context, it will work on understanding its emissions profile before establishing appropriate emissions targets.

In line with the SGX-ST’s phased implementation of the IFRS S2 climate-related disclosure requirements, the Group will work towards quantifying and disclosing its Scope 3 emissions in future sustainability reports.

<sup>1</sup> GHG emissions were calculated in accordance with the requirements of the GHG Protocol Corporate Accounting and Reporting Standard. The Global Warming Potential (“GWP”) dataset is based on the 2023 IPCC Sixth Assessment Report (AR6).

<sup>2</sup> Scope 1 emissions are derived from mobile combustion based on petrol consumption incurred by the Group through fuel card usage for business errands.

<sup>3</sup> Scope 2 emissions from purchased electricity were accounted for using the location-based method, applying emissions factors derived from Singapore’s national electricity grid.

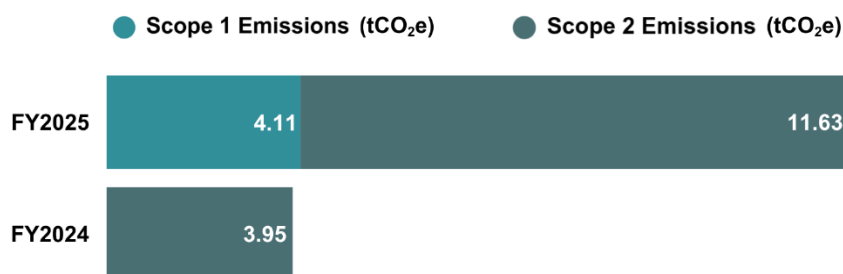


Figure 1. Scope 1 and Scope 2 Emissions

	FY2025	FY2024 <sup>4</sup>
<b>Total carbon emissions (tCO<sub>2</sub>e)</b>	15.74	3.95
<b>GHG Emission Intensity (tCO<sub>2</sub>e/revenue)</b>	0.000012	0.000016

## 5.3 Energy Consumption

Total energy consumption increased significantly in FY2025, rising by almost fivefold. This was driven by substantially higher electricity use following the acquisition of Jas Medical, whose diagnostic imaging and health screening services require far more energy than the general outpatient services previously offered by TS Medical. Energy consumption also increased due to the reinstatement of fuel use within the reporting boundary, primarily due to the consumption of petrol for logistics activities as part of Jas Medical's clinic operations. As the Group continues to stabilise its operational structure, it will work on establishing a clear baseline of its energy use before determining appropriate energy targets.

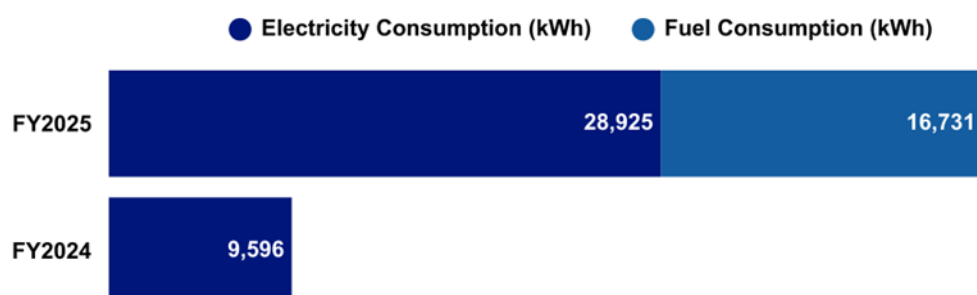


Figure 2. Energy consumption within the organisation

	FY2025	FY2024 <sup>5</sup>
<b>Energy Consumption Intensity (kWh/revenue)</b>	0.03	0.04

<sup>4</sup> The GHG emissions intensity for FY2024 has been restated following a change in unit of measurement from tCO<sub>2</sub>e/\$ million revenue to tCO<sub>2</sub>e/revenue. The revised unit provides a more accurate reflection of emission intensity relative to business scale.

<sup>5</sup> The energy consumption intensity index for FY2024 has been restated following a change in the unit of measurement from kWh/million SGD to kWh/revenue. The revised unit provides a more accurate reflection of energy intensity relative to business scale.

## 5.4 Climate-related Risks and Opportunities

In FY2025, the Group continued to align its climate-related disclosures with the recommendations from TCFD. We will also work towards alignment with the IFRS S2 climate-related disclosure requirements issued by the ISSB to support future reporting, in line with Singapore’s enhanced sustainability reporting regulations, which will mandate compliance by FY2030.

Governance	Risk Management
<ul style="list-style-type: none"> <li>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.</li> <li>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.</li> </ul>	<ul style="list-style-type: none"> <li>Climate risks and opportunities have been integrated into the Group’s overall risk management process.</li> <li>The Group’s risks, impacts and action plans are reviewed at least annually.</li> </ul>
Strategy	Metrics
<ul style="list-style-type: none"> <li>The CSC is responsible for evaluating climate-related risks and opportunities.</li> <li>Climate-related risks identified in FY2024 following the divestment of metal business and scaled down operations continue to remain relevant in FY2025.</li> </ul>	<ul style="list-style-type: none"> <li>The Group currently discloses its Scope 1 and 2 emissions as well as its material climate-related risks.</li> <li>The Group will work towards alignment with the IFRS S2 climate-related disclosure requirements, to support future reporting and prepare for mandatory compliance from FY2030.</li> </ul>

Although the Group’s structure underwent adjustments in FY2025, these changes occurred within the same healthcare segment and did not alter the overall nature of its operations. As the nature of the business remained consistent, no new climate-related risk exposures arose, and the risks identified in FY2024 remain relevant and applicable over the short-term. The Group will continue to reassess its climate-related risks and opportunities including their medium- and long-term impacts as its operating context evolves.

	Climate Risk	Impact
<b>Transition (Policy &amp; Legal)</b>	Tightening regulations on local GHG emissions – carbon pricing, energy standards and disclosure reporting	Increase in compliance and operation costs
<b>Transition (Market)</b>	Increased operating costs due to changing energy prices	Increase in operation costs

The Group has identified transition risks that may lead to increased operating costs in the short term. Stricter regulations on GHG 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. The Group will continue to reassess both transition and physical climate-related risks as its operating context evolves. 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.

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 characterised 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 FY2025, 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 organisational 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 FY2025, 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 FY2025, the Company's total headcount increased from 3 employees in FY2024 to 15 employees, following the inclusion of employees from Jas Medical, acquired in November 2024. The full employee and Board demographics data are presented in Figures 3, Figure 4, and Table 1 to Table 3.

In addition to fostering diversity across its workforce, the Company also promotes diversity at the governance level. The Board has adopted a Board Diversity Policy, which outlines the Company's approach to ensuring a balanced and effective Board. The policy guides the appointment and composition of Directors with the objective of maintaining an appropriate mix of skills, experience and perspectives that support the long-term success of the Group.

- Full-Time (Male)
- Full-Time (Female)
- Part-Time (Male)
- Part-Time (Female)

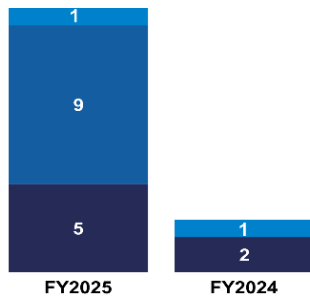


Figure 3. Employee distribution based on gender and employment type

- Below 30 years old
- Between 30 and 50 years old
- Above 50 years old

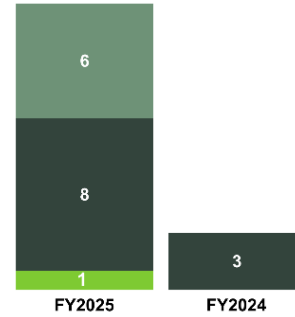


Figure 4. Employee distribution based on age group

	Age group	FY2025	FY2024
<b>New hires</b>	Below 30 years old	0	0
	Between 30 and 50 years old	2	0
	Above 50 years old	1	0
<b>Total new hires</b>		<b>3</b>	<b>0</b>
<b>Resignees</b>	Below 30 years old	0	1
	Between 30 and 50 years old	2	3
	Above 50 years old	1	1
<b>Total resignees</b>		<b>3</b>	<b>5</b>

Table 1. New hires and resignees based on age group

In FY2025, the Board composition consists of 3 males, same as FY2024. The composition of the Board by age group is demonstrated in Table 2 below:

Age group	FY2025	FY2024
Below 30 years old	0	0
Between 30 and 50 years old	1	2
Above 50 years old	2	1

Table 2. Board composition by age group

## 6.4 Employment Profile

The Company’s workforce expanded in FY2025 with the inclusion of employees from Jas Medical, which was fully incorporated into the Group following its acquisition in November 2024. This resulted in changes to the gender distribution across senior management, managerial, and non-managerial roles, as reflected in the table below. As the Group continues to stabilise its operational structure following this integration, it will first complete a full assessment of its consolidated workforce before determining appropriate workforce or gender-diversity targets going forward.

Level of Management/Gender	FY2025		FY2024	
	Male	Female	Male	Female
Senior Management	3	0	1	0
Managerial	2	1	1	0
Non-managerial	0	9	0	1

*Table 3. Management level of employees by gender*

## 6.5 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.

## 6.6 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.

## 6.7 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](http://www.cpf.gov.sg) for more information on the CPF scheme and contribution rates.

## 6.8 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.

## 6.9 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 organisations as they choose.

In FY2025, our organisation 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.

## 6.10 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.

## 6.11 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 FY2025, the Group reported no instances of non-compliance with laws and regulations.

## GRI CONTENT INDEX

N.B.: AR = Annual Report for FY2025, SR = Sustainability Report (i.e. this report)

<b>Statement of use</b>	Meta Health Limited has reported the information cited in this GRI content index for the period from 1 January 2025 to 31 December 2025 with reference to the GRI Standards.
<b>GRI 1 used</b>	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 15 – 18
	2-8 Workers who are not employees	Not Applicable
	2-9 Governance structure and composition	Refer to AR: Board of Directors and Key Management (Page 6 – 7) and AR: Corporate Governance Report (Page 12)
	2-10 Nomination and selection of the highest governance body	Refer to AR: Corporate Governance Report (Page 14 - 16)
	2-11 Chair of the highest governance body	Refer to AR: Corporate Governance Report (Page 14 – 16)
	2-12 Role of the highest governance body in overseeing the management of impacts	Refer to AR: Corporate Governance Report (Page 8 – 9)
	2-13 Delegation of responsibility for managing impacts	Refer to AR: Corporate Governance Report (Page 8 – 9)
	2-14 Role of the highest governance body in sustainability reporting	SR Page 6 – 7
	2-15 Conflicts of interest	Refer to AR: Corporate Governance Report (Page 11 and 15)
	2-16 Communication of critical concerns	Refer to AR: AR: Corporate Governance Report (Page 26 – 28)
	2-17 Collective knowledge of the highest governance body	Refer to AR: Board of Directors (Page 6) and AR: Corporate Governance Report (Page 8 - 12)
	2-18 Evaluation of the performance of the highest governance body	Refer to AR: Corporate Governance Report (Page 16 – 17)
	2-19 Remuneration policies	Refer to AR: Corporate Governance Report (Page 17 – 20)
	2-20 Process to determine remuneration	Refer to AR: Corporate Governance Report (Page 17 – 20)
	2-22 Statement on sustainable development strategy	SR Page 3
	2-23 Policy commitments	SR Page 7 and 19
	2-24 Embedding policy commitments	SR Page 7 and 19
	2-25 Processes to remediate negative impacts	SR Page 7 and 19
	2-26 Mechanisms for seeking advice and raising concerns	SR Page 5 and 7 Refer to AR: Corporate Governance Report (Page 27 – 28)
	2-27 Compliance with laws and regulations	SR Page 19
	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 - 19
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Refer to AR: Financial Statements (Page 40 – 95)
	201-2 Financial implications and other risks and opportunities due to climate change	SR Page 14 Refer to AR: Financial Statements (Page 82 – 92)
	201-3 Defined benefit plan obligations and other retirement plans	SR Page 18 - 19 Refer to AR: Financial Statements (Page 62)
	201-4 Financial Assistance received from government	Refer to AR: Financial Statements (Page 61)
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 12
	302-3 Energy intensity	SR Page 12
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	SR Page 11 – 12
	305-2 Energy indirect (Scope 2) GHG emissions	SR Page 11 – 12
	305-4 GHG emissions intensity	SR Page 11 – 12
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	SR Page 17
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	SR Page 18
GRI 402: Labour/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	SR Page 15
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	SR Page 16 - 18

*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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