

SUSTAINABILITY REPORT
for the financial year ended 31 December 2022 (“FY2022”)

1. ABOUT ASIAMEDIC LIMITED AND ITS SUBSIDIARIES (THE “GROUP”)

We are a one-stop outpatient wellness, medical diagnostic imaging, family clinic and medical aesthetics service provider in Singapore.

Detailed information on our businesses and performance for FY2022 can be found in our Annual Report for FY2022.

2. BOARD STATEMENT ON SUSTAINABILITY

The Board of Directors (“Board”) of AsiaMedic Limited (“Company” or “AsiaMedic”) reaffirms our commitment to sustainability with the publication of this sustainability report (“Report”) on insights of our strategies and initiatives undertaken in relation to economic, environmental, social, and governance factors (“Sustainability Factors”).

The Board is committed to achieving a balance between growth, profit, the environment, the development of our people, governance, and well-being of our communities to secure long-term and sustainable growth for the Group. In line with our commitment, the Board has considered sustainability issues as part of its strategic formulation, determined the material Sustainability Factors and overseen the management and monitoring of the material Sustainability Factors.

The needs of our key stakeholders, comprising shareholders, customers, employees, regulators, suppliers and communities, are an integral consideration in our sustainability framework. In order to fulfil our key stakeholders’ needs, we work closely with them, and their input drives our focus on the material Sustainability Factors. We will continue to monitor, review and update our material Sustainability Factors regularly, taking into account the feedback that we receive from our stakeholders, organisational and external developments. We have also put in place processes to formulate and implement sustainability strategies, and track sustainability outcomes. This serves as a point of reference for our sustainability reporting, which is further detailed in the subsequent sections.

3. ABOUT THIS REPORT

This Report is prepared pursuant to 711A and 711B of the Listing Manual Section B: Rules of Catalist of the Singapore Exchange Securities Trading Limited and guided by the Global Reporting Initiative (“GRI”) Standards 2021. We have chosen to report using GRI Standards 2021 as it is an internationally recognised reporting framework.

While we have not sought external assurance for this Report, we have relied on internal data monitoring and verification to ensure accuracy. We may seek to externally assure our sustainability reports in the future.

This Report is in respect of the financial year ended 31 December (“FY”) 2022 (“Reporting Period”) and covers all the businesses within the Group.

4. SUSTAINABILITY FRAMEWORK

4.1 Sustainability Governance Structure

Good governance is the foundation of our business and is critical to our success. It is imperative that the highest levels of our leadership are involved in our governance. AsiaMedic has in place the following structure to integrate sustainability into day-to-day operations.

- **Board of Directors** provides oversight sustainability-related policies, issues, and implementation, to ensure alignment with the corporate objective of growing responsibly in the interest of all stakeholders. This includes overseeing the engagement of stakeholders, identification of material Sustainability Factors, and prioritisation of the various programmes. The Board works closely with the Senior Management team to provide the strategic direction for the Group’s sustainability practices. The Board develops and reviews the Group’s policies and practices on corporate governance, including the Group’s risk management framework. The Board also oversees climate-related risks and opportunities regularly during Board meetings and Board strategy discussions for incorporation into overall strategies.
- The **Senior Management** team (comprising the Chief Executive Officer and heads of departments) evaluates and reviews long-term business and organisational goals. It works with the Board of Directors to set sustainability-related goals; translate sustainability-related goals into action, which includes providing resourcing and implementation guidance; and track progress against the agreed targets.
- The **Sustainability Committee** comprises staff members from different business units. It executes the Group’s sustainability actions and coordinates sustainability reporting.

4.2 Risk Management

The Board of Directors is responsible for designing and implementing the Group’s risk management framework and reviewing its effectiveness on an ongoing basis. The Board evaluates and determines the nature and extent of the risks it is willing to accept in achieving the Group’s strategic objectives.

The Senior Management team advises the Board on the Group's risk-related matters. It identifies and analyses strategic risks – both external and internal – facing the Group. It also assesses the effectiveness of the Group's risk control/management system and reports its assessment to the Board.

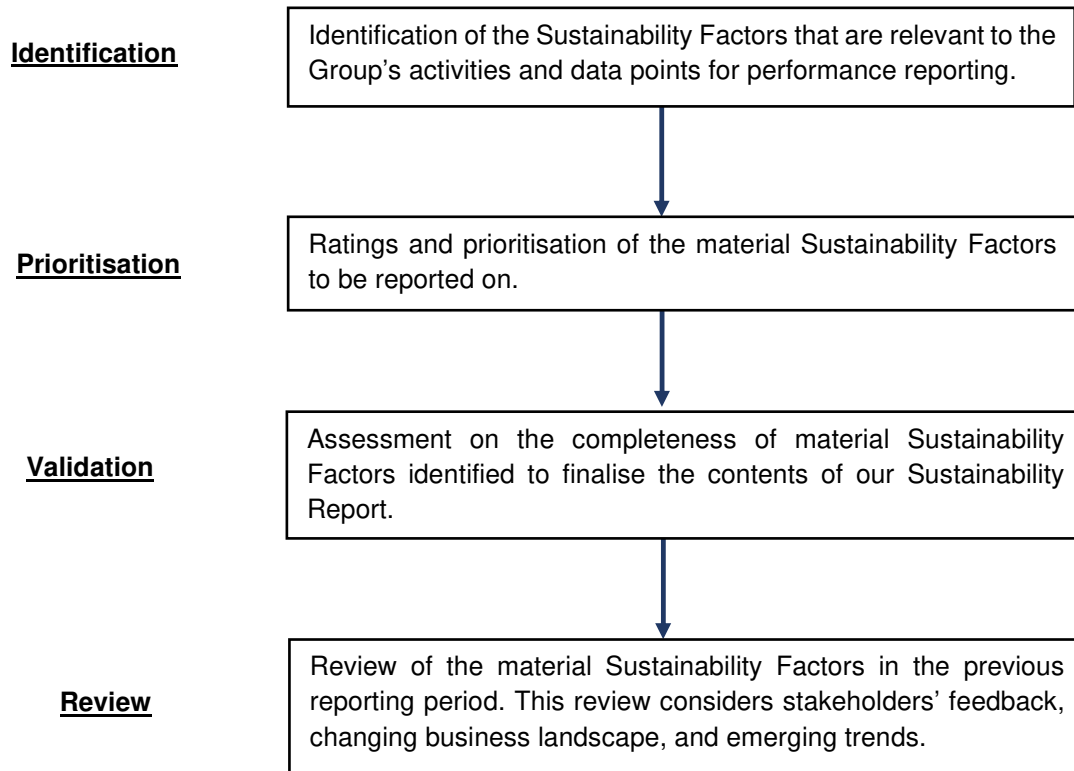
5. STAKEHOLDER ENGAGEMENT

Our key stakeholders are our shareholders, customers, employees, regulators, suppliers and communities. We are committed to strengthening our relationships with our stakeholders in order to understand their concerns and respond to their expectations. We achieve this through engagement with our stakeholders on a regular, direct and transparent basis.

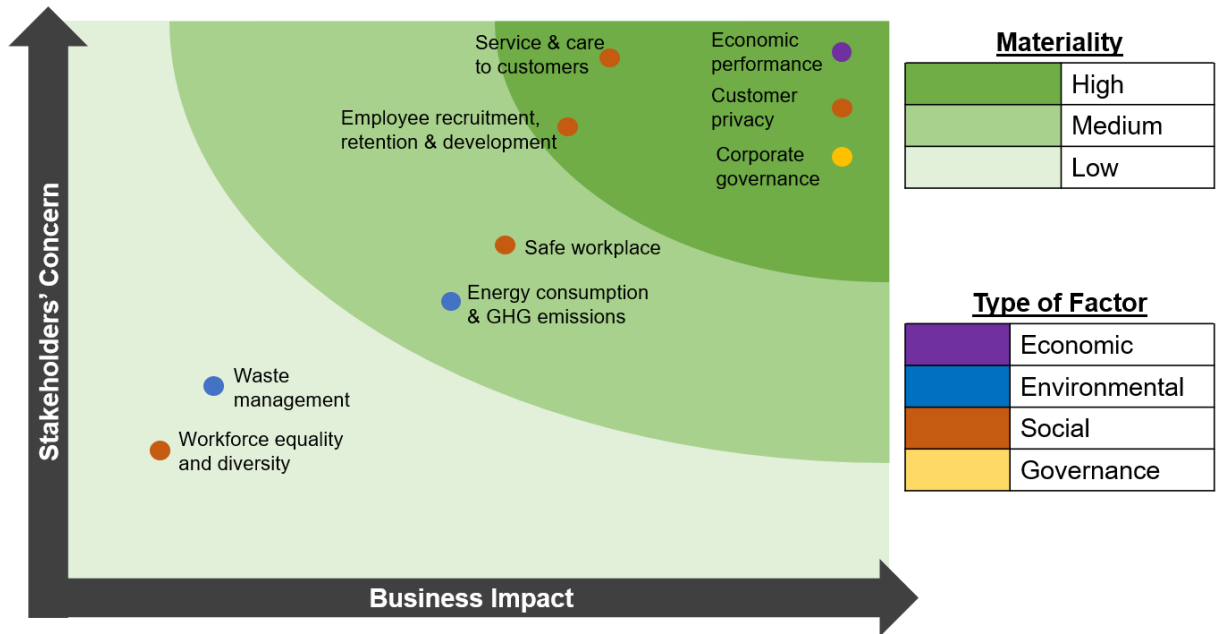
Key stakeholder	Engagement channel
Shareholders	<ul style="list-style-type: none"> • Annual General Meeting • SGXNET announcements (including but not limited to annual reports, interim results announcements, and sustainability reports) • Corporate website (www.asiamedic.com.sg)
Customers	<ul style="list-style-type: none"> • Patient visits and consultations • Feedback forms • Customer hotline • Social media • Emails • Corporate website • On-site visits
Employees	<ul style="list-style-type: none"> • Induction and orientation programmes • On-the-job training • Town hall meetings • Departmental meetings • Annual appraisal • Continuous dialogue • Exit interviews
Regulators	<ul style="list-style-type: none"> • Guidelines • Emails • Telecommunication • Site visits • Meetings
Suppliers	<ul style="list-style-type: none"> • Meetings • Emails • Telecommunication
Communities	<ul style="list-style-type: none"> • Annual sustainability report

6. MATERIALITY ASSESSMENT

Our sustainability process begins with the identification of the Sustainability Factors. Each factor was rated, and those which were prioritised as material Sustainability Factors were then subjected to validation. The following chart depicts our materiality assessment process. The end result of this process is a list of material Sustainability Factors disclosed in this Report.



To prioritise the Sustainability Factors, we used a matrix which considered the level of concern to stakeholders ("Stakeholders' Concern") and significance of their impact on the economy, the environment and society ("Business Impact").








As shown in the chart, our assessment identified five “high materiality” factors, two “medium materiality” factors, and two “low materiality” factors across the economic, environmental, social and governance domains. This report will elaborate on these nine factors. The following table summarises the key stakeholders for each material Sustainability Factor.

S/N	Material Sustainability Factor	Key stakeholder
Economic		
1	Economic performance	<ul style="list-style-type: none"> Shareholders Employees
Environmental		
2	Waste management	<ul style="list-style-type: none"> Communities Regulators
3	Energy consumption and greenhouse gas (“GHG”) emissions	<ul style="list-style-type: none"> Communities
Social		
4	Service and care to customers	<ul style="list-style-type: none"> Customers
5	Employee recruitment, retention and development	<ul style="list-style-type: none"> Employees
6	Safe working environment	<ul style="list-style-type: none"> Employees
7	Workforce equality and diversity	<ul style="list-style-type: none"> Employees
8	Customer privacy	<ul style="list-style-type: none"> Customers
Governance		
9	Corporate governance	<ul style="list-style-type: none"> Shareholders Regulators

6.1 United Nations Sustainable Development Goals

In 2022, for the first time, we strategically mapped our Material Sustainability Factors to the United Nations Sustainable Development Goals (“SDGs”). We identified five SDGs which are most relevant to our business operations (see table below). We are committed to implement sound policies, actions and reporting which will contribute towards progress of the SDGs.

Sustainable Development Goal		Relevance to AsiaMedic’s material Sustainability Factors
Goal 3: Ensure healthy lives and promote well-being for all at all ages	 <p>3 GOOD HEALTH AND WELL-BEING</p>	Service and care to customers
Goal 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	 <p>4 QUALITY EDUCATION</p>	Employee recruitment, retention and development
Goal 5: Achieve gender equality and empower all women and girls	 <p>5 GENDER EQUALITY</p>	Workforce equality and diversity including but not limited to gender, age, race, or religion
Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	Economic performance
Goal 17: Strengthen the means of implementation and revitalise the global partnership for sustainable development	 <p>17 PARTNERSHIPS FOR THE GOALS</p>	All factors

7. SUSTAINABILITY SCORECARD

The following scorecard summarises our performance for our key material Sustainability Factors:

Performance indicator	Sustainability performance		
	FY2022	FY2021	FY2020
Economic			
Net profit/(loss) (S\$)	S\$2.2 million *	S\$0.7 million	S\$(4.3) million
Environmental			
Energy consumption intensity (kWh/revenue ¹)	0.053	0.058	0.071
Total Scope 1 and Scope 2 greenhouse gas emissions (tons CO ₂ e)	297	N.A.	N.A.
Social			
Non-compliance incidents of health and safety of products and services ² (number)	0	0	0
Employee turnover rate (%)	18%	21%	15%
Work-related or workplace accidents ³ (number)	1	1	0
Reported incidents of unlawful discrimination against employees (number)	0	0	0
Complaints concerning breaches of data privacy and losses of personal data (number)	0	0	0
Governance			
Non-compliance with regulatory requirements ³ (number)	0	0	0

* The increase was due mainly to the reversal of non-cash net impairments of S\$1 million.

8. ECONOMIC FACTOR

8.1 Economic Performance

Our economic performance will impact the level of direct economic value generated and distributed such as employees' wages and benefits, shareholders' dividends, and payments to the government.

We face stiff competition in the markets we operate in. The Group's wellness and medical diagnostic imaging businesses continue to encounter competition largely on pricing while the Group's family clinic (catering mainly to the expatriate community) and medical aesthetics clinic operate in a fragmented market.

Competition is especially acute for our wellness and diagnostic imaging business and has intensified over the years. We compete locally for patients from both private and public sectors. There are also medical practitioners who have established their own medical diagnostic imaging facilities in their clinics which compete with the Group.

¹ Revenue represents revenue generated by clinics only.

² Non-compliance refers to an incident whereby the relevant authority has completed an investigation which resulted in a penalty to the Group.

³ A work-related or workplace accident is an accident which is reportable to the Ministry of Manpower under the Workplace Safety and Health (Incident Reporting) Regulations.

Our family clinic and medical aesthetics clinic face competition mainly from the private operators which comprise a large number of single practitioner clinics. Competition is localised as patients generally do not travel beyond their comfort zone for medical consultation and treatment.

We recognise that competing largely based on pricing is unhealthy and will result in margin erosion. Accordingly, we strive to provide high-quality healthcare services to prevent further margin erosion. Please refer to section 10.1 of this Report for further details on the quality of our service and care to customers.

Despite the tough competition, we are committed to create sustainable value for our stakeholders. In FY2022, we recorded a net profit of S\$2.2 million (FY2021: S\$0.7 million) and generated net cash from operations of S\$1.2 million (FY2021: S\$3.4 million). Details of our economic performance can be found in our Annual Report for FY2022. For FY2023, we target to continue creating sustainable value for our stakeholders subject to market conditions.

9. ENVIRONMENTAL FACTORS

9.1 Waste Management

We believe that responsible waste management is critical to preserve the environment in which we operate in. Accordingly, we are committed to improve the management of waste generated in our operations.

Our businesses are subject to various environmental laws and regulations on proper disposal of medical waste. We have established internal policies and implemented systems designed to comply with such requirements, including guidelines in relation to the handling of equipment, needle-sticks, sharp objects, and medical waste.

During the Reporting Period, 100% of our clinical waste was disposed by licensed waste collectors (FY2021: 100%). For FY2023, our target will be to maintain the proportion of our clinical waste to be disposed by licensed waste collectors at 100%.

9.2 Energy Consumption and Greenhouse Gas Emissions

As a low-lying island, Singapore is particularly vulnerable to the effects of climate change, which is caused by increasingly higher concentrations of greenhouse gases (“GHG”) in the atmosphere.

The majority of our energy consumption comes from the use of electricity to operate medical equipment, computer equipment, lighting, and air conditioning in our clinics and offices. The electricity which we consume is purchased directly from Singapore’s national grid, which is primarily produced by the burning of fossil fuels such as natural gas. This produces Scope 2 GHG emissions. As we do not own the buildings where we operate from, we are unable to install solar panels to generate renewable energy.

We also generated Scope 1 GHG emissions through the use of despatch motorcycles.

We review our energy consumption regularly to control usage and take corrective actions in a timely manner if there are unusual consumption patterns. We constantly remind our employees on socially and environmentally responsible habits at their workplaces such as adopting a greener work ethic, switching off appliances when not in use, and enabling power saving modes.

Key statistics on electricity consumption and GHG emissions during the Reporting Period and past financial years for comparison are as follows:

	FY2022	FY2021	FY2020
Electricity consumption (kWh '000)	707	730	764
Electricity consumption intensity (kWh / revenue⁴)	0.053	0.058	0.071

	FY2022	FY2021	FY2020
Scope 1 GHG emissions (tons CO₂e)	7	N.A.	N.A.
Scope 2 GHG emissions (tons CO₂e)	290	N.A.	N.A.
Total Scope 1 and Scope 2 GHG emissions (tons CO₂e)	297	N.A.	N.A.
Total Scope 1 and Scope 2 GHG emission intensity (tons CO₂e / revenue⁴)	0.00002	N.A.	N.A.

For FY2023, we target to maintain or reduce energy consumption intensity, compared to FY2022.

Climate-related matters

We assessed the climate-related risks and opportunities which we face. We identified and prioritised these risks and opportunities according to likelihood and impact over different time horizons, using two divergent Shared Socioeconomic Pathways (“SSPs”) from the Intergovernmental Panel on Climate Change (“IPCC”) Sixth Assessment Report 2021:

- A positive scenario (SSP1-2.6) whereby global CO₂ emissions would be reduced to net-zero around 2075, with estimated warming of +1.8°C by 2080-2100; and
- A negative scenario (SSP3-7.0) where global CO₂ emissions would double by 2100, with estimated warming of +3.6°C by 2080-2100.

We identified the following risks over the short term (next 5 years), medium term (next 5-10 years) and long term (beyond 10 years) time periods.

⁴ Revenue represents revenue generated by clinics only.

Risks and Opportunities	Time Period	Impacts	Mitigation Measures
1. <u>Physical Risks</u>			
<ul style="list-style-type: none"> Extreme weather incidents 	Short term	Increased severity of extreme weather events (e.g. floods) affecting our operations and supply chain.	Explore engaging third party expertise to assess and insure at-risk assets. Incorporate resilience into supply chain development and decision making.
<ul style="list-style-type: none"> Long-term climate change 	Long term	Extreme prolonged impact from climate change, such as heat stress, water stress, sea level rise, coastal flooding. These affect the country's infrastructure and our patients' medical needs.	Monitor trends and factor these into decisions on infrastructure developments. Keep updated with the latest medical advancements to enhance treatment options for affected patients.
2. <u>Policy and Legal Transition Risks</u>			
<ul style="list-style-type: none"> Implementation of carbon tax 	Short term	<p>Singapore implemented a carbon tax, which is the first carbon pricing scheme in Southeast Asia, on 1 January 2019. The carbon tax level is set at S\$5/tCO₂e in the first instance from 2019 to 2023. This will be raised to \$25/tCO₂e in 2024 and 2025, and \$45/tCO₂e in 2026 and 2027, with a view to reaching \$50-80/tCO₂e by 2030.</p> <p>The local electricity suppliers will pass on the carbon tax in the form of higher prices for electricity, which will increase our operating costs and affect the Group's profitability.</p>	Explore renewable energy and other alternatives when they become available.
<ul style="list-style-type: none"> Dependence on the state of decarbonisation of the local electricity grids 	Medium to long term	If emission factors of the local grids do not decrease over time, this will limit our ability to reduce our emissions from purchased electricity.	Explore renewable energy and other alternatives when they become available.

Risks and Opportunities	Time Period	Impacts	Mitigation Measures
3. <u>Technology Transition Risks</u>			
<ul style="list-style-type: none"> Market disruption due to the emergence of diagnostic imaging equipment with lower carbon emission 	Short to medium term	This will affect the competitiveness of our business.	Explore investment in lower carbon emission equipment when they become available in the market.
4. <u>Market Transition Risk</u>			
<ul style="list-style-type: none"> Changing customer expectations 	Short to medium term	If more customers (especially corporate customers) take their service providers' carbon footprint into account when making procurement decisions, failure to respond to these customer expectations could erode customer retention. Potential increase in cost given the requirement to source for greener products and services.	Identify and anticipate changes in customers' needs. Continue to reaffirm sustainability as key consideration throughout our organisation. Incorporate emission considerations into supply chain development and decision making.
5. <u>Reputation Transition Risk</u>			
<ul style="list-style-type: none"> Perceived lack of investment and leadership in climate action 	Short term	Risk of decline in corporate reputation and market standing amongst customers, investors and other stakeholders.	Communicate the strategy and plans to stakeholders regularly.

We are also conscious of our responsibility to reduce GHG emissions. Accordingly, we will explore the adoption of renewable energy and other alternatives when they become available, which may reduce our dependence on non-renewable energy and GHG emissions.

10. SOCIAL FACTORS

10.1 Service and Care to Customers

As a healthcare service provider, we are responsible for providing top-quality service and care which is safe with no unintended or unexpected harm, effective based on scientific knowledge, and customer-centred based on their values, preferences and expressed needs.

The main customers of our businesses are as follows:

- Diagnostic imaging: medical clinics, medical practitioners and hospitals who refer their patients to us.
- Wellness: corporates/companies who provide health screening benefits to their employees, government agencies for whom we undertake certain school/community health screening and health coaching activities on their behalf, and individual private patients.
- Family clinic and medical aesthetics: individual private patients.

We have continuously reviewed our service levels as well as our operational processes for better efficiency and cost management. While we recognise that delivering quality healthcare services while controlling costs is challenging, we are committed to deliver quality professional services and care at competitive prices as this is a value driver in healthcare delivery. We ensure our service standards such as our ability to reschedule patients' appointments, capacity of our machines, reducing waiting time of patients, faster turnaround time, ability to provide multiple modalities and disciplines, and the quality of our consultations and services are continually met. Our reputation as a respected and trusted provider of quality services and care at competitive prices will help us to attract and retain customers.

Providing the best service and care to our customers

At AsiaMedic, we pride ourselves on providing our customers with the best service and care. We are heartened that we have received compliments from our appreciative patients, including those which were published in the media.

THE STRAITS TIMES FORUM

Bouquets: Caring staff helped overcome MRI claustrophobia

For two years, I could not go through a magnetic resonance imaging (MRI) scan because of my claustrophobia. Recently, I finally did so with the help of staff at the AsiaMedic Imaging Centre at Shaw House.

Everyone was friendly and greeted me with a smile. As for the scan itself, Ms Wendy took excellent care of me. She knew I was nervous, and rehearsed the procedure with me several times. She even stood beside me, held my hands and massaged my legs throughout the whole session.

I would also like to thank Ms Mandy and Ms Liana for their excellent service. I appreciate their care and kindness.

J.S. Sunil Kumar

Source: The Straits Times (Jan 2023)

We did not have any non-compliance incident of health and safety of products and services during the Reporting Period (FY2021: zero). For FY2023, we aim to maintain zero non-compliance incidents of health and safety of products and services.

10.2 Employee Recruitment, Retention and Development

Our employees are our most valued asset as they are central to the services that we provide to our customers. Our ongoing ability to recruit, retain, and develop qualified healthcare employees is therefore critical to us. There is an exceptionally high demand in Singapore's healthcare industry for professional workers. Our continued ability to compete effectively depends on our ability to attract new talent, and to retain and motivate existing talent. We may not be able to hire and retain a sufficient number of healthcare workers, and we expect that our costs for the salaries and benefits of healthcare workers will continue to increase for the foreseeable future because of the industry's competitive demand for their services.

We adopt the following practices to attract, retain and develop our employees:

- Compensation and rewards system – We provide competitive packages based on merit and competency.
- Working environment – We provide our employees with an environment which is receptive, friendly and conducive for our employees to work in.
- Work-life integration – We provide work opportunities to employees whose family/life circumstances only allow them to take up part-time permanent employment.
- Training – We recognise the importance of investing in our employees and we are committed to ensuring that all employees can realise their potential through a variety of training opportunities such as formal external seminars, conferences and on-the-job training.
- Constant dialogue – We hold regular dialogue and conversations with our employees, both individually and collectively, to engage them on their concerns and needs.

Our human touch: caring for our employees

The wife of an AsiaMedic employee was abruptly diagnosed with cancer in 2022 and had to go for surgery, chemotherapy, and radiotherapy. Our employee was given the flexibility to take paid time-off to accompany his wife to the hospital and to care for his wife. As his wife had no appetite for food, his colleague introduced a nutrition drink to him. The employee said: "I am very appreciative to AsiaMedic and my colleagues for demonstrating their compassion and thoughtfulness to me in my point of need." We are pleased to note that, with the support of the employee, the wife has completed the treatments.

During the Reporting Period, our employee turnover rate was 23.5% (FY2021: 21%). The increase in the rate was due mainly to the continuing manpower shortage in the healthcare sector in Singapore. For FY2023, our target will be to maintain or improve our employee turnover rate, subject to market conditions.

10.3 Safe Working Environment

A work environment that improves the well-being of employees and allows them to work safely without fear of getting injured could build loyalty amongst employees and support the sustainability of the Group. Accordingly, we place heavy emphasis on creating a workplace that allows employees to perform and develop in a safe and healthy environment. We take workplace safety and health seriously, and aim to create and maintain a zero-accident workplace environment for employees. To achieve this, we have dedicated a significant amount of effort and implemented the following key measures:

- A set of safety rules and regulations is in place.

- Fire-fighting equipment and measures are installed and implemented. Functionality checks are also performed regularly.
- Workplace accidents are tracked and monitored regularly.

To mitigate the adverse impact of the Coronavirus disease 2019 (“COVID-19” or “Pandemic”) on our operations, we complied with the Safe Management Measures⁵ to protect our employees at the workplace.

We recorded one minor work-related or workplace accident during the Reporting Period (FY2021: one minor incident). We target to achieve zero incidents of work-related injury in FY2023.

10.4 Workforce Equality and Diversity

To develop our people, we strive to provide a work environment that fosters fairness, equality and respect for social and cultural diversity, regardless of their gender, age, race, or religion. Accordingly, we are committed to attain equal opportunity and diversity in our workforce.

As at 31 December 2022, the total number of full-time employees in the Group is 134 (FY2021: 144). We value mature workers in the Group for their experience, knowledge and skills. 46% (FY2021: 50%) of our workforce is 40 years old and above.

83% (FY2021: 83%) of our workforce comprises female employees. We also view gender diversity at the Board level as an essential element in supporting sustainable development. We have two female Directors on the Board, which represents 40% of the Board.

To promote equal opportunity, we established various human resource related processes as follows:

- A human resource policy is in place to select employees based on merit and competency.
- A code of business conduct policy and respectful workplace policy are in place to foster an environment with mutual respect and inclusiveness.
- Employee recruitment advertisements do not state gender, age, race, or religion preferences.
- Employee assessment is performed regularly to evaluate the performance of employees and their remuneration is adjusted where justifiable.

During the Reporting Period, there were no reported incidents of unlawful discrimination against employees (FY2021: zero). For FY2023, we aim to maintain zero incidents of unlawful discrimination against employees.

10.5 Customer Privacy

In the course of providing our medical services, our patients trust us to collect, use and disclose their personal data. We are committed to safeguard the privacy and confidentiality of such data.

⁵ The Ministry of Manpower (“MOM”), the National Trades Union Congress, and the Singapore National Employers Federation have issued details of the Safe Management Measures for employers to resume operations.

To this end, we have implemented policies, practices and processes to safeguard the collection, use and disclosure of the personal data provided to us, in compliance with the Singapore Personal Data Protection Act (PDPA) 2012. These include the following:

- Set up internal rules requiring our employees to maintain strict confidentiality of medical and personal data collected, used and disclosed in the course of our operations.
- Published the email address of our data protection officer on our Company's website to provide an avenue for reporting data breaches and answering of enquiries.
- Implement appropriate information security and technical measures (such as firewalls and secure network protocols) to protect the personal data against loss; misuse; destruction; unauthorised alteration/modification, access, disclosure; or similar risks.
- Put in place reasonable and appropriate organisational measures to maintain the confidentiality and integrity of our patients' personal data. The data will only be shared with authorised persons on a 'need to know' basis.

During the Reporting Period, there were no reported substantiated complaints concerning breaches of data privacy and losses of personal data (FY2021: zero). For FY2023, we target to maintain zero reported substantiated complaints concerning breaches of data privacy and losses of personal data.

11. GOVERNANCE FACTOR

11.1 Corporate Governance

A high standard of corporate governance is integral to ensure the sustainability of the Group's business by maximising long term shareholder value as well as safeguarding the interests of stakeholders. Please refer to the Corporate Governance Report of our Annual Report for details of our corporate governance practices. We have complied with the Code of Corporate Governance and provided explanations where there are deviations to the Code of Corporate Governance.

The Company has in place a whistleblowing policy which is published in the employee handbook of the human resources department. The whistleblowing policy clearly defines the scope of the whistleblowing and sets out the procedures for raising concern or making a complaint (this includes the provision of a dedicated communication channel). The policy also states the process of investigation and dealing with the outcome of the investigation. All whistleblowing reports are treated with confidentiality and all whistleblowers are guaranteed non-retaliation.

Relevant laws, regulations, guidelines and advisories are promulgated by the relevant authorities for the regulation of Singapore's healthcare system and the Companies Act 1967. We adhere to and comply strictly with all relevant laws and guidelines. It is also our policy to comply with all laws, rules and regulations governing anti-bribery and anti-corruption. The prohibitions on bribery and corruption are disseminated to all our personnel on an annual basis.

We did not have any regulatory non-compliance during the Reporting Period (FY2021: zero). We aim to maintain the highest level of compliance every year, and target to maintain zero incidents of regulatory non-compliance in FY2023.

12. FEEDBACK

We welcome enquiries, comments or feedback on our sustainability performance and report. These can be sent to finance@asiamedic.com.sg.

13. GRI CONTENT INDEX

GRI Standards		Report Reference	Page
GRI 2: GENERAL DISCLOSURES 2021			
2-1	Organisational details	• Annual Report 2022 (“AR 22”)	
2-2	Entities included in the organisation’s sustainability reporting	• Sustainability Report 2022 (“SR 22”) > About This Report	3
2-3	Reporting period, frequency and contact point	• SR 22 > About This Report	3
2-4	Restatements of information	• Not applicable	
2-5	External assurance	• While we have not sought external assurance for this sustainability report, we have relied on internal data monitoring and verification to ensure accuracy. We may seek to externally assure our sustainability reports in the future.	
2-6	Activities, value chain and other business relationships	• AR 22 > Business Units	2 - 3
2-7	Employees	• SR 22 > Social Factors > Workforce Equality and Diversity	14
2-9	Governance structure and composition	• SR 22 > Sustainability Framework > Sustainability Governance Structure	2
2-10	Nomination and selection of the highest governance body	• AR 22 > Corporate Governance Report (“CGR”) > Board Membership	19 - 20
2-11	Chair of the highest governance body	• AR 22 > CGR	12
2-12	Role of the highest governance body in overseeing the management of impacts	• AR 22 > CGR	12
2-13	Delegation of responsibility for managing impacts	• AR 22 > CGR	14 -15
2-14	Role of the highest governance body in sustainability reporting	• SR 22 > Sustainability Framework > Sustainability Governance Structure	2
2-15	Conflicts of interest	• SR 22 > Interested Person Transactions	32
2-16	Communication of critical concerns	• AR 22 > CGR	31
2-17	Collective knowledge of the highest governance body	• AR 22 > CGR	17
2-18	Evaluation of the performance of the highest governance body	• AR 22 > CGR	19
2-19	Remuneration policies	• AR 22 > CGR	21 - 24
2-20	Process to determine remuneration	• AR 22 > CGR	22
2-21	Annual total compensation ratio	• Information unavailable. Further analysis required	
2-22	Statement on sustainable development strategy	• SR 22 > Board Statement on Sustainability	1
2-23	Policy commitments	• Disclosed throughout SR 22	
2-24	Embedding policy commitments	• Disclosed throughout SR 22	
2-26	Mechanisms for seeking advice and raising concerns	• SR 22 > Feedback	16

GRI Standards		Report Reference	Page
2-27	Compliance with laws and regulations	• Disclosed throughout SR 22	
2-28	Membership associations	• None	
2-29	Approach to stakeholder engagement	• SR 22 > Stakeholder Engagement	3
2-30	Collective bargaining agreements	• None of our employees are covered by collective bargaining agreements	
GRI 3: MATERIAL TOPICS 2021			
3-1	Process to determine material topics	• SR 22 > Materiality Assessment	4 - 5
3-2	List of material topics	• SR 22 > Materiality Assessment	4 - 5
3-3	Management of material topics	• SR 22 > Materiality Assessment	4 - 5
TOPIC-SPECIFIC STANDARDS			
Economic Disclosures			
GRI 201: Economic performance			
201-1	Direct economic value generated and distributed	• SR 22 > Economic Factor > Economic Performance • AR 22 > Disclosed throughout AR 22	7-8
201-2	Financial implications and other risks and opportunities due to climate change	• SR 22 > Environmental Factors > Energy Consumption and Greenhouse Gas Emissions	8 - 11
201-3	Defined benefit plan obligations and other retirement plans	• Central Provident Fund of Singapore	
201-4	Financial assistance received from government	• AR 22 > Other income	63
Environmental Disclosures			
GRI 302: Energy			
302-1	Energy consumption within the organisation	• SR 22 > Environmental Factors > Energy Consumption and Greenhouse Gas Emissions	8 - 11
302-3	Energy intensity	• SR 22 > Environmental Factors > Energy Consumption and Greenhouse Gas Emissions	8 - 11
302-4	Reduction of energy consumption	• SR 22 > Environmental Factors > Energy Consumption and Greenhouse Gas Emissions	8 - 11
302-5	Reduction in energy requirements of products and services	• SR 22 > Environmental Factors > Energy Consumption and Greenhouse Gas Emissions	8 - 11
GRI 305: Emissions			
305-1	Direct (Scope 1) GHG emissions	• SR 22 > Environmental Factors > Energy Consumption and Greenhouse Gas Emissions	8 - 11
305-2	Energy indirect (Scope 2) GHG emissions	• SR 22 > Environmental Factors > Energy Consumption and Greenhouse Gas Emissions	8 - 11
305-4	GHG emissions intensity	• SR 22 > Environmental Factors > Energy Consumption and Greenhouse Gas Emissions	8 - 11

GRI Standards		Report Reference	Page
305-5	Reduction of GHG emissions	• SR 22 > Environmental Factors > Energy Consumption and Greenhouse Gas Emissions	8 -11
GRI 306: Waste			
306-1	Waste generation and significant waste-related impacts	• SR 22 > Environmental Factors > Waste Management	8
Social Disclosures			
GRI 401: Employment			
401-1	New employee hires and employee turnover	• SR 22 > Social Factors > Employee Recruitment, Retention and Development	13
GRI 403: Occupational Health and Safety			
403-1	Occupational health and safety management system	• SR 22 > Social Factors > Safe Working Environment	13 -14
403-9	Work-related injuries	• SR 22 > Social Factors > Safe Working Environment	13 - 14
403-10	Work-related ill health	• No cases were identified	
GRI 404: Training and Education			
404-2	Programs for upgrading employee skills and transition assistance programs	• SR 22 > Social Factors > Employee Recruitment, Retention and Development	13
404-3	Percentage of employees receiving regular performance and career development reviews	• 100%	
GRI 405: Diversity and Equal Opportunity			
405-1	Diversity of governance bodies and employees	• SR 22 > Social Factors > Workforce Equality and Diversity	14
GRI 406: Non-Discrimination			
406-1	Incidents of discrimination and corrective actions taken	• SR 22 > Social Factors > Workforce Equality and Diversity	14
GRI 416: Customer Health and Safety			
416-1	Assessment of the health and safety impacts of product and service categories	• SR 22 > Social Factors > Service and Care to Customers	11 -12
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	• SR 22 > Social Factors > Service and Care to Customers	11 -12
GRI 418: Customer Privacy			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	• SR 22 > Social Factors > Customer Privacy	14 - 15

GRI Standards		Report Reference	Page
Governance Disclosures			
<u>GRI 205: Anti-Corruption</u>			
205-1	Operations assessed for risks related to corruption	<ul style="list-style-type: none"> The entire operations of the Group were assessed for risks related to corruption. No significant risks related to corruption were identified. 	
205-2	Communication and training about anti-corruption policies and procedures	<ul style="list-style-type: none"> SR 22 > Governance Factor > Corporate Governance 	15
205-3	Confirmed incidents of corruption and actions taken	<ul style="list-style-type: none"> SR 22 > Governance Factor > Corporate Governance 	15

14. TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (“TCFD”) INDEX

TCFD Thematic Areas	Recommended Disclosures	References and Remarks
<p>1. Governance Disclose the organisation's governance around climate-related risks and opportunities</p>	<p>a) Describe the board's oversight of climate-related risks and opportunities</p>	<p>Our Board is actively engaged in the oversight of sustainability factors, including climate-related risks and opportunities. The Board works closely with the Senior Management team to provide the strategic direction for the Group's sustainability practices. The Board also oversees climate-related issues and risks regularly during Board meetings and Board strategy discussions for incorporation into overall strategies. The entire Board reviews the annual Sustainability Report before publication.</p> <p>See Sections 4.1 and 4.2.</p>
	<p>b) Describe management's role in assessing and managing climate-related risks and opportunities</p>	<p>The Senior Management team evaluates and reviews long-term business and organisational goals. It works with the Board of Directors to translate sustainability-related goals (including climate-related goals) into action, which includes providing resourcing and implementation guidance.</p> <p>See Sections 4.1. and 4.2.</p>
<p>2. Strategy Disclose the actual and potential impacts of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning where such information is material</p>	<p>a) Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term</p>	<p>Potential risks:</p> <ul style="list-style-type: none"> • Extreme weather events affecting our operations and supply chain; • Long-term climate change affecting the country's infrastructure and our patients' medical needs; • Implementation of carbon tax affecting our operating costs; • Slow progress in decarbonisation of local electricity grids; • Market disruption due to the emergence of diagnostic imaging equipment with lower carbon emissions; • Changing customer expectations; • Perceived lack of investment and leadership in climate action. <p>See Section 9.2.</p>

TCFD Thematic Areas	Recommended Disclosures	References and Remarks
	b) Describe the impact of climate-related risks and opportunities on the organisation's business, strategy, and financial planning	See Section 9.2.
	c) Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	<p>To improve our resilience against the different climate-related scenarios, we will:</p> <ul style="list-style-type: none"> • Undertake deeper analysis on the climate risks; • Incorporate these risks into our risk management system; • Develop plans to mitigate those risks over time; • Explore setting short-, medium-, and long-term climate goals to mitigate our operational impact; • Develop plans to reduce our carbon impact across our value chain – including our supply chain and operations. <p>See Section 9.2.</p>
3. Risk Management Disclose how the organisation identifies, assesses, and manages climate-related risks	a) Describe the organisation's processes for identifying and assessing climate-related risks	<p>We will undertake deeper qualitative climate risk analysis that involves conducting research and applying our internal risk rating system to assess the likelihood and impact of climate-related risks, where relevant.</p> <p>See Section 4.2.</p>
	b) Describe the organisation's processes for managing climate-related risks	See Section 9.2.
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management	<p>The Group has an established enterprise risk management system, which we aim to utilise to address any identified material climate risks in the future.</p> <p>See Section 4.2.</p>

TCFD Thematic Areas	Recommended Disclosures	References and Remarks
4. Metrics and Targets Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	a) Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process	See Section 9.2.
	b) Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	See Section 9.2.
	c) Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets	We are undertaking an analysis to set appropriate targets, where relevant.

This report has been reviewed by the Company's Sponsor, Xandar Capital Pte Ltd. It has not been examined or approved by the Singapore Exchange Securities Trading Limited ("SGX-ST") and the SGX-ST assumes no responsibility for the contents of this announcement, including the correctness of any of the statements or opinions made or reports contained in this announcement. The contact person for the Sponsor is Ms Pauline Sim (Registered Professional) at 3 Shenton Way, #24-02 Shenton House, Singapore 068805. Telephone number: (65) 6319 4954.