

Sustainability Policy (CP/OM/14; v5.2)

Policy:

As a responsible healthcare service provider, Asia OneHealthcare Bhd and its subsidiaries ("**A1H Group**", "**we**", "**us**" or "**our**") is committed to deliver exceptional & sustainable healthcare quality and services, with key focus on employees, consultants, patients, supply chain, communities, and health of the planet. Through A1H Group's sustainability philosophy, A1H Group is committed to apply sustainability lens to corporate strategy decision-making and promote long-term sustainable growth.

Guidelines:

1. Purpose

- 1.1 In line with A1H Group vision to provide the best care possible, the purpose of this Sustainability Policy is to outline A1H Group's commitment, fundamental principles, and responsibilities to demonstrate sustainable culture and practices across A1H Group's businesses.
- 1.2 This Policy serves as a guideline to implement A1H Group's sustainability strategies and approaches in delivering sustainable growth as well as managing sustainability risks & opportunities effectively.

2. Scope

- 2.1 This Policy applies to all Companies under A1H Group (including employees, consultants, directors, and officers, regardless of full-time, part-time, or contractual status).

3. Sustainability Pillars & Strategic Themes:

- 3.1 A1H Group is guided by A1H Group's Sustainability Framework, which articulates its sustainability commitments, strategic themes, key focus areas and approaches. The key components of this framework are as follows:
 - 3.1.1 3 sustainability pillars:
 - 3.1.1.1 **Environmental stewardship:** To be the driving force of greener healthcare
 - 3.1.1.2 **Social responsibility:** To be a people centric healthcare service provider
 - 3.1.1.3 **Governance & leadership:** To optimise sustainable value creation in the marketplaces
 - 3.1.2 5 sustainability strategic themes:
 - 3.1.2.1 **Accelerating the low carbon transition**

By embracing the low-carbon agenda while adhering to environmental compliance and regulations, the transition to a more sustainable and resilient economy becomes achievable, reducing climate change risks and ensuring a healthier planet for future generations.
 - 3.1.2.2 **Advocating diversity & people well-being**

Advocating diversity and people well-being is a crucial aspect of promoting a sustainable workforce. With diverse culture,

respecting labor rights, and a safe & healthy workplace, leads to greater innovation & productivity.

3.1.2.3 Delivering clinical quality & excellence

By prioritising clinical excellence and quality, safe, effective and patient-centered care is delivered, leading to improved healthcare outcomes and fostering a culture of continuous learning and improvement.

3.1.2.4 Driving positive change for the community

By taking a holistic and collaborative approach, great positive impact can be made in the community, contributing to its long-term sustainability and well-being, and inspire others to join in the journey of driving positive change.

3.1.2.5 Strengthening economic resilience & governance

Strengthening economic resilience for greater opportunities is essential for promoting transparency, accountability, and sustainability. It involves embracing forward-thinking strategies, implementing robust governance mechanisms, upholding ethical standards and business integrity, and ensuring responsible sourcing in the supply chain. These efforts build trust, enhance reputation, mitigate risks, and drive sustainable business practices.

4. UN SDGs Commitment:

- 4.1 A1H Group supports and is committed to contribute to the United Nations Sustainable Development Goals (UN SDGs), promoting peace, prosperity and resource sustainability.

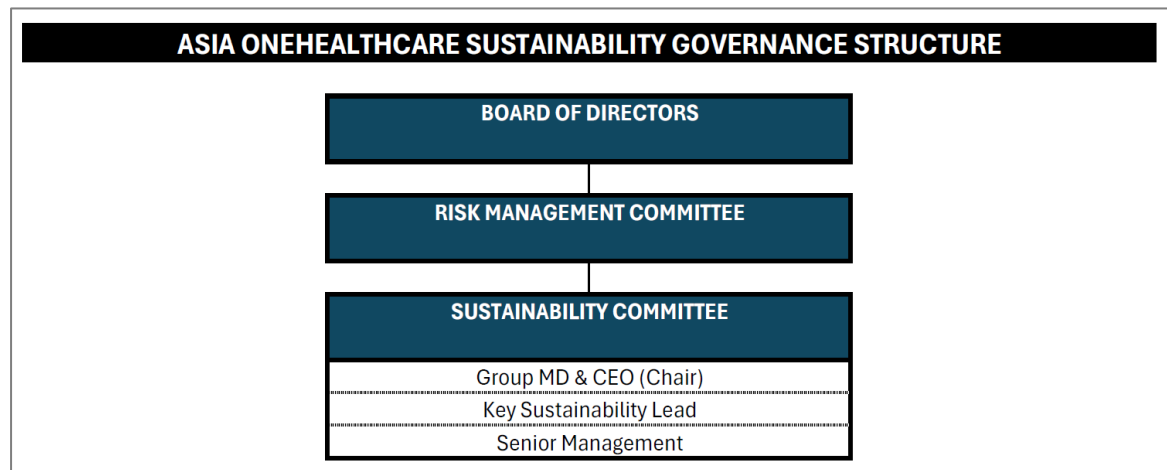
5. Responsibilities:

- 5.1 A1H Group is dedicated to accelerating the sustainability strategies through:

- 5.1.1 Identifying key sustainability matters, risks & opportunities through stakeholder engagement and sustainability assessment on economic, social and environmental impact.
- 5.1.2 Setting measurable sustainability targets and working towards achieving the targets.
- 5.1.3 Adhering to relevant environmental regulations to protect natural resources and promote healthier planet.
- 5.1.4 Cultivating sustainability awareness, fostering sustainability culture and championing positive change amongst internal and external stakeholders.
- 5.1.5 Implementing sustainability strategies and initiatives to create positive impacts and values to stakeholders and environment.
- 5.1.6 Frequent communications and engagement with stakeholders to create sustainable growth, explore collaboration opportunities, identify concerns and areas for improvements and update sustainability progress.
- 5.1.7 Keeping abreast with industry sustainability trend through training opportunities and external engagement.
- 5.1.8 Monitoring and evaluating sustainability progress and performance against goals.

6. Sustainability Governance (Three-Tier Structure)

- 6.1 The Board of Directors of Asia OneHealthcare Bhd ("**the Board**") oversees A1H Group's sustainability agenda and strategies.
- 6.2 A1H Group's Risk Management Committee ("**RMC**") will oversee sustainability risks.
- 6.3 A Sustainability Committee chaired by the Group Managing Director & CEO, comprising the Key Sustainability Lead and senior management, will monitor the implementation of sustainability strategies and initiatives to achieve A1H Group's sustainability goals.



7. Review of Policy

- 7.1 This Policy will be reviewed at least every three years, or as and when required, by the Board or management to ensure its effectiveness and relevance.

8. Advice and Assistance

- 8.1 Employees should contact the Key Sustainability Lead for advice and assistance on any matters relating to this Policy.

It is advised to use digital version of this Policy to minimize the carbon footprint of this Policy. If printing is required when strictly necessary, please opt recycled/ FSC certified (Forest Stewardship Council) paper and apply double-sided printing.