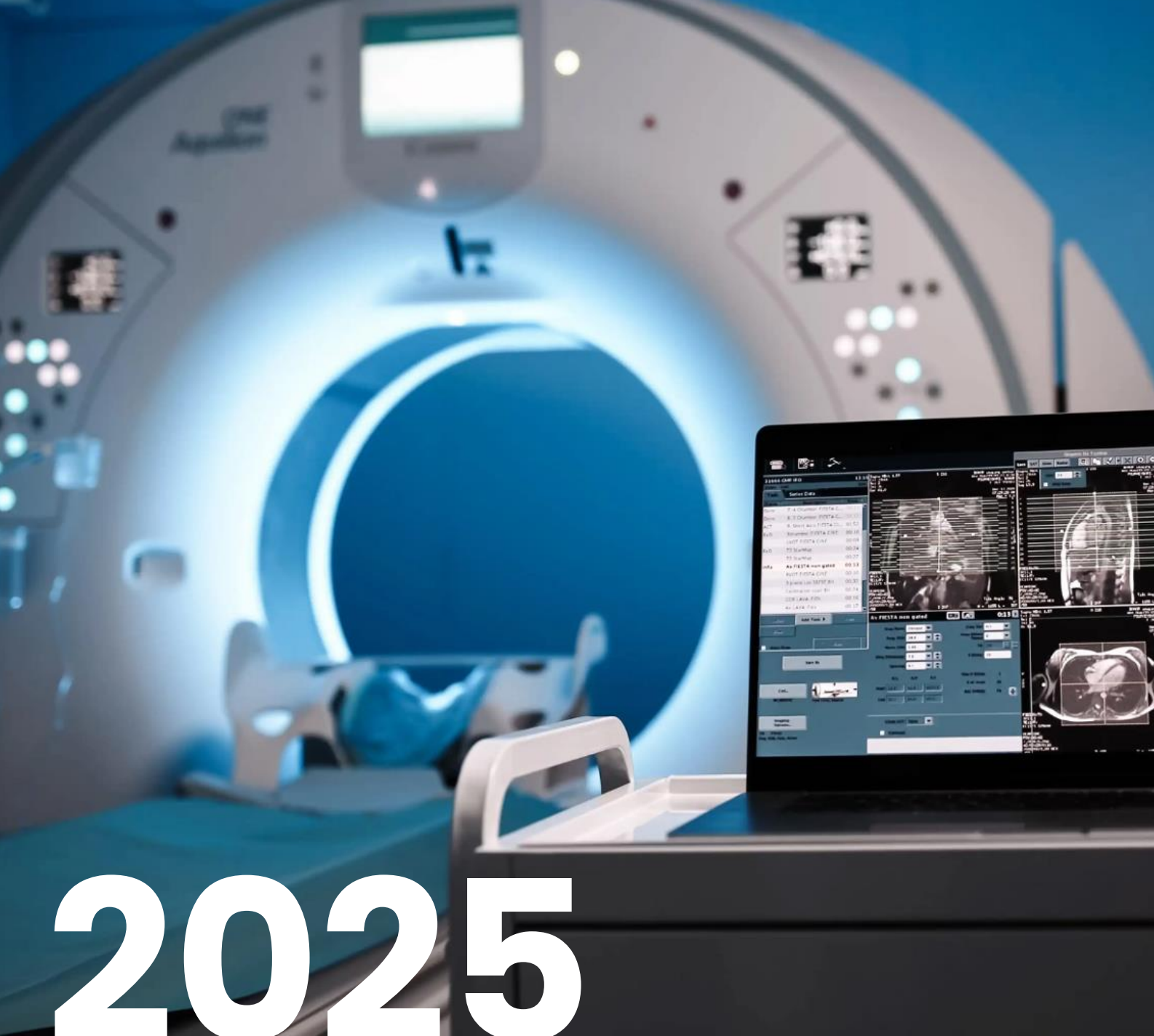


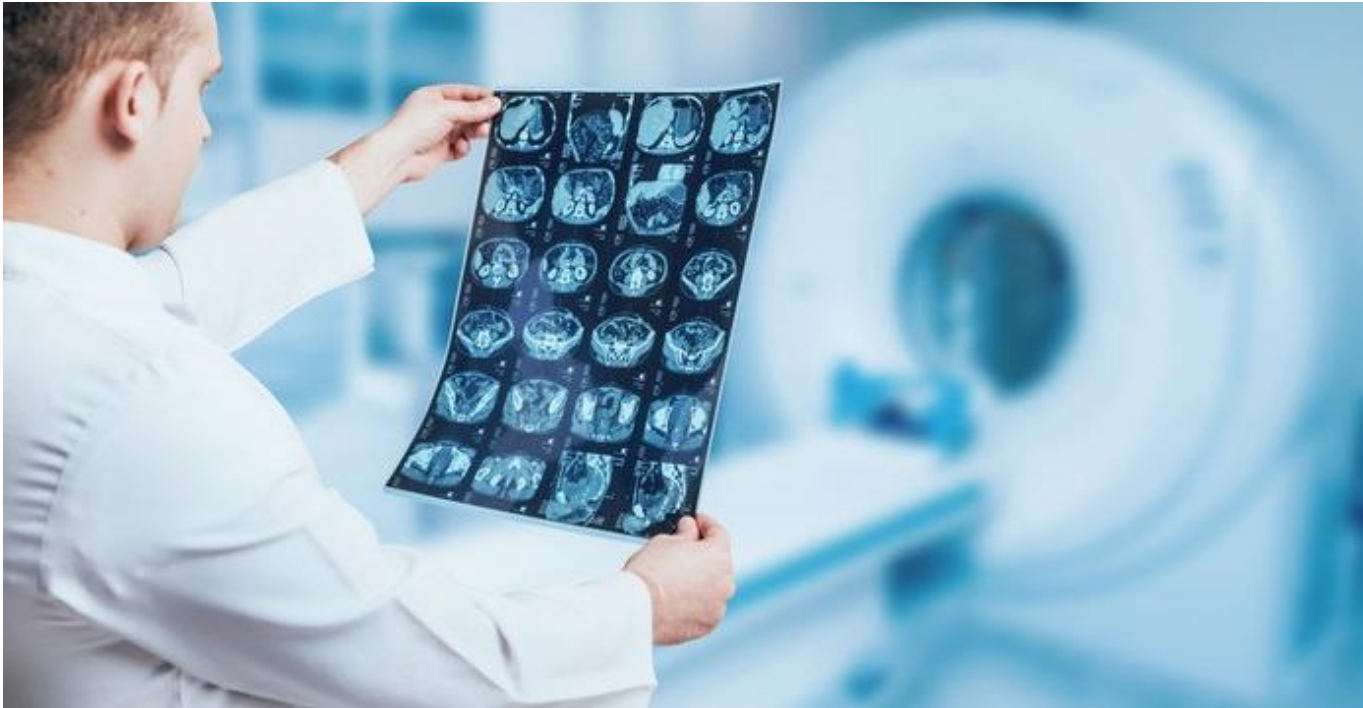


2025

SUSTAINABILITY REPORT

For the period covering **1 January 2025 – 31 December 2025**

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GROUP CEO STATEMENT

Sustainability is not a framework on a wall.

It is the belief, one we have held since 1981, that a business earns its place in the world by leaving things better than it found them. Better health outcomes for patients. Better livelihoods for the communities we operate in. A healthier environment for the generations who come after us.

That conviction shapes every decision we make: how we choose our partners, how we build our teams, and how we measure success. It means we hold ourselves accountable not just to financial performance, but to environmental stewardship, social well-being, and the integrity of how we operate.

We are committed to raising the bar every day, guided by science, driven by purpose, and accountable to those we serve. We show up with ownership for the science we empower, the lives we touch, and the trust our customers and communities place in us.

Ultimately, Empowering Science and Impacting Lives is not just what we do, it is why we do it.

MYRA CHUNG

Group Chief Executive Officer
QT Instruments Pte Ltd

ABOUT THIS REPORT

This report covers **QT Instruments Pte Ltd's** sustainability performance from:

**1 January 2025 –
31 December 2025**

Reporting framework



The report was meticulously crafted with reference to the **Global Reporting Initiative (GRI) standard**, ensuring comprehensive coverage and alignment with internationally recognised sustainability reporting practices.



Our carbon accounting processes are aligned with the **GHG Protocol methodology**, ensuring a comprehensive, transparent, and standardised disclosure of our environmental impact. Carbon emissions were calculated on ESGpedia, an ESG software used for Environmental, Social, and Governance reporting.



This report is aligned with the **United Nations Sustainable Development Goals (SDGs)**, demonstrating our commitment to integrated action across social, environmental, and economic dimensions to support the 2030 Agenda.

External assurance

No external assurance was conducted for this sustainability report.

Feedback

We welcome feedback from our stakeholders to help us further our sustainability journey. Or, if you would like to learn more about our ESG initiatives, please contact:

 **Contact:** sales@biomediaholdings.com

 **Address:** 100H Pasir Panjang Road
#07-01, OC@Pasir Panjang
Singapore 118524

 **Website:** www.biomediaholdings.com

QT Instruments Pte Ltd

QT Instruments Pte Ltd is an advanced Engineering and Health Sciences solution provider specialising in innovative laboratory and medical instrumentation. Our comprehensive range of offerings includes radiation solutions, hotlab services, medical devices, and turn-key solutions that prioritize patient safety, quality and compliance.

As part of Biomedica Holdings, we lead the market in Nuclear Science, Medical Devices, Medical Consumables, and Software as a Medical Device (SaMD). Our dedicated team serves clients across Asia by understanding their unique business challenges, identifying commercial opportunities, and developing enhanced products and systems to deliver optimal outcomes.

Regional Presence

Asset Name	Country	Registered Address
Biomedica Headquarters ○ SPD Scientific Pte Ltd ○ QT Instruments (S) Pte. Ltd	Singapore	100H Pasir Panjang Rd, #07-01 OC@Pasir Panjang, Singapore 118524
SPD Scientific (M) Sdn Bhd	Malaysia	Unit E-3098, 2nd Floor, Office Tower, Kelana Park View, No. 1, Jalan SS 6/2, 47301 Petaling Jaya, Selangor
Biomedica Thailand Co., Ltd	Thailand	55/5 Moo 10, Soi Watphrangoen Kanjanapisek Road, Bangmuang, Bangyai, Nontaburi 11140
SPD Scientific (V) Co., Ltd	Vietnam	2/13A Bach Dang Street, Tan Son Hoa Ward, Ho Chi Minh City, Viet Nam
QT Instruments (Thailand) Co., Ltd	Thailand	55/5 Moo 10, Soi Watphrangoen Kanjanapisek Road, Bangmuang, Bangyai, Nontaburi 11140
QT Instruments Vietnam	Vietnam	Floor 3, 2/13A Bach Dang Street, Ward 02, Tan Binh District, HCMC, Vietnam

Beyond the Singapore headquarters, QT Instruments has expanded our operational reach into Thailand and Vietnam, enabling it to better address the specific needs of clients in each market.

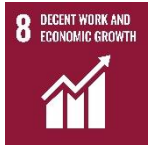
In alignment with the organisational boundary established for this reporting period, this Sustainability Report covers the ESG performance of QT Instruments (S) Pte. Ltd.'s Singapore operations only.

Where relevant, environmental data relating to shared facilities has been allocated based on employee headcount to reflect the Company's proportional utilisation of building resources and services..



COMMITMENT TO UNSDGs

At QT Instruments, sustainability is integrated into the way we plan, design, and deliver our solutions. Our initiatives across Asia contribute substantively to global progress, aligning our efforts with the United Nations Sustainable Development Goals (SDGs). The overview below outlines how QT Instruments' ongoing programmes and commitments reinforce critical environmental and social priorities that underpin a more resilient and responsible future.

Our Sustainable Development Goals	
SDG	Our Contributions
 3 GOOD HEALTH AND WELL-BEING	QT Instruments advances SDG 3 by delivering radiation solutions, hotlab services, and medical devices that enhance diagnostic accuracy, strengthen patient safety, and support healthcare providers in delivering more effective, high-quality care across diverse clinical settings.
 7 AFFORDABLE AND CLEAN ENERGY	In nuclear medicine and radiation operations, QT Instruments contributes to SDG 7 by helping facilities design and operate energy-efficient, safety-focused systems that reduce unnecessary energy use while maintaining robust performance in imaging, therapy, and related high-technology environments.
 8 DECENT WORK AND ECONOMIC GROWTH	QT Instruments advances SDG 8 by developing skilled teams across Asia and partnering with healthcare institutions to unlock new service lines, thereby supporting quality employment, sustainable business growth, and a stronger biomedical innovation ecosystem.
 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Through innovative laboratory and medical instrumentation, QT Instruments strengthens SDG 9 by upgrading healthcare infrastructure, enabling advanced nuclear medicine capabilities, and providing turnkey solutions that help hospitals and clinics modernise systems and improve operational resilience.
 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	QT Instruments supports SDG 12 by prioritising quality, compliance, and long-term reliability, helping healthcare partners reduce waste, optimise resource use, and embed responsible consumption practices throughout the full lifecycle of medical devices and clinical workflows.
 13 CLIMATE ACTION	QT Instruments contributes to SDG 13 by supporting radiation and hotlab facility designs that emphasise safe handling, efficient processes, and reduced environmental impact, reinforcing climate-conscious healthcare operations and prudent management of sensitive materials.
 17 PARTNERSHIPS FOR THE GOALS	As part of Biomedica Holdings, QT Instruments promotes SDG 17 by collaborating with global manufacturers, hospitals, and research partners to co-create integrated solutions, share expertise, and jointly address complex healthcare and sustainability challenges.

CERTIFICATIONS

Accredited to internationally recognised quality and workplace safety standards.



bizSAFE Level 3

Workplace Safety & Health Council

BRAND VISION AND VALUES

QT Instruments, a subsidiary of Biomedica Holdings, draws on Biomedica's global network across the medical sector to provide our clients with exceptional support for their operations. As a future-ready organisation, we are committed to transforming passion for science and healthcare into tangible results.

Accordingly, QT Instruments places strong emphasis on clear benchmarks as internal performance indicators. This allows us to address complex business challenges and enables us to design innovative pathways for sustainable growth.



MATERIAL TOPICS

Material Topic Overview

Identifying material sustainability topics is essential to ensure our reporting addresses the most relevant issues for our business and stakeholders. For this inaugural sustainability report, QT Instruments determined its material topics through industry benchmarking and reference to sectoral best practices. Moving forward, we plan to enhance our materiality assessment by engaging both internal and external stakeholders to provide a more comprehensive and inclusive perspective.

Methodology and Standards

We aligned our materiality assessment with the Sustainability Accounting Standards Board (SASB) and Global Reporting Initiative (GRI) guidelines to identify the most material topics relevant to the industry. Additionally, we reviewed commonly disclosed topics in sustainability reports published by other companies within the medicine, biotechnology, and nuclear sciences sector to ensure alignment with industry best practices.



Material Topics

Energy (GRI 302)

Water consumption (GRI 303)

Emissions (GRI 305)

Waste generated (GRI 306)

Employment (GRI 401)

Occupational health & safety (GRI 403)

Training & education (GRI 404)

Diversity & equal opportunity (GRI 405)

Anti-corruption (GRI 205)



SOCIAL INITIATIVES

Community Improvement

Empowerment

Empowered communities make greater positive impacts for societies. We constantly seek to empower communities with relevant and innovative technologies to drive improvements in the way we work and live.

We are active participants to build a sustainable environmental and business ecosystem through medical and scientific empowerment as a legacy for our shared future.

Impacting Lives

The availability of better treatment, faster and more accurate diagnosis impacts lives profoundly. To this end, we seek to empower researchers and healthcare professionals so that patients enjoy better treatment outcomes.

The personal and professional development of the individual empowers him to make greater impacts to all whom he serves. To this end, we see to empower people with technologies, knowledge, skills and opportunities.



ENVIRONMENTAL INITIATIVES

Reduction Targets

GHG Emissions Reduction Target

1.5%

reduction in Scope 2 emissions intensity by FY2027

Measured per SGD million revenue against a FY2025 baseline, in line with the GHG Protocol.

Waste Reduction Target

30%

waste diversion (recycling) rate by 2027

Achieved through waste segregation and engagement with certified recycling vendors.



ENVIRONMENTAL INITIATIVES

Emissions Reduction Plan

To improve energy efficiency and reduce operational emissions, the Company will implement a series of targeted measures across our facilities.

Energy Efficiency

Operational measures we plan to adopt to reduce energy use and cut Scope 2 emissions across our facilities.

1.

Monthly Electricity Monitoring

Introduce monthly tracking of electricity consumption to identify inefficiencies and enable timely corrective actions.

2.

Optimised Air-Conditioning Usage

Optimise air-conditioning settings to reduce unnecessary cooling and lower energy consumption across our facilities.

3.

Energy-Efficient Equipment

Progressively adopt energy-efficient equipment to lower overall energy consumption and improve operational efficiency.

CURRENT PROGRESS

FY 2025



ENVIRONMENTAL

Total Energy Consumption

116.216

GJ

Total absolute GHG
emissions (Scope 1, 2, and 3)

12,994.862

kgCO₂e

Total Water Consumption

16.046

m³



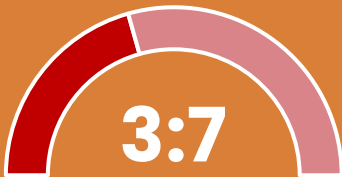
SOCIAL

3.67



Average training hours

Gender ratio of
male and female



Young to older
employees*



*Young: Under 30 years old, Older: Over 30 years old



GOVERNANCE

24/7



access to whistleblowing
channel to every employee

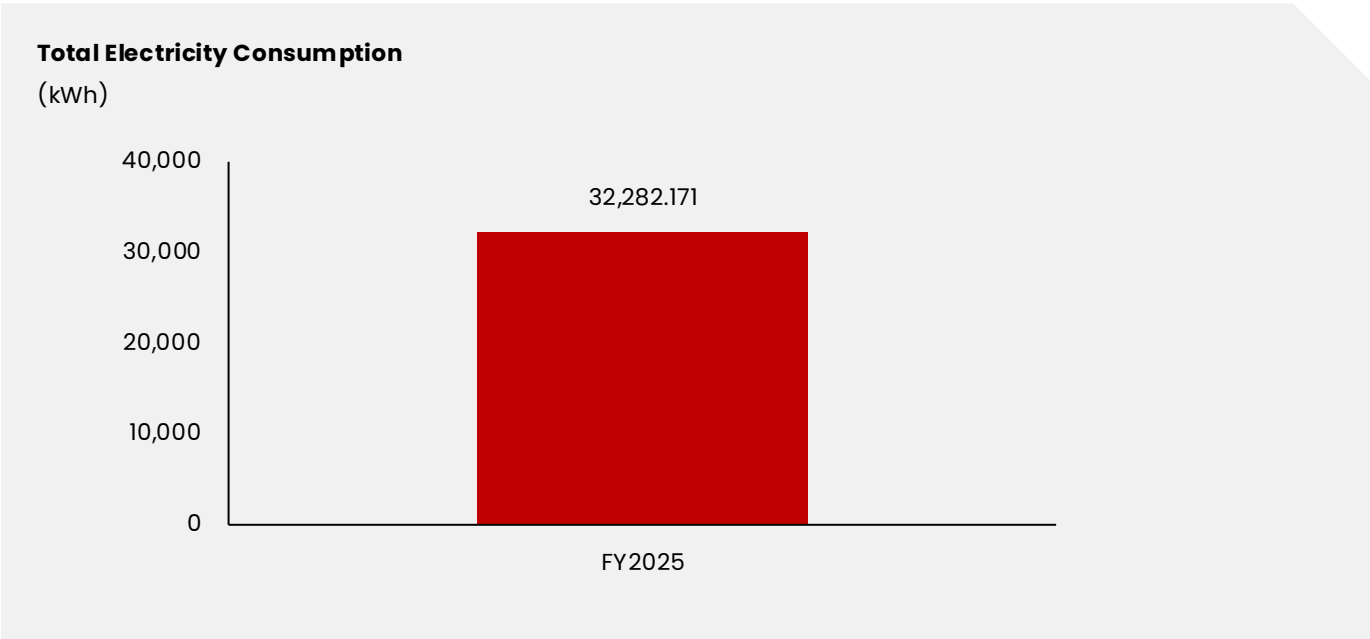
0



incident relating to corruption
and/or bribery

ENVIRONMENTAL METRICS

Scope 2: Energy Consumption



Total Electricity Consumption in kWh	
Sites	Electricity (kWh)
QT Instruments	32,282.171

Electricity Energy Consumption

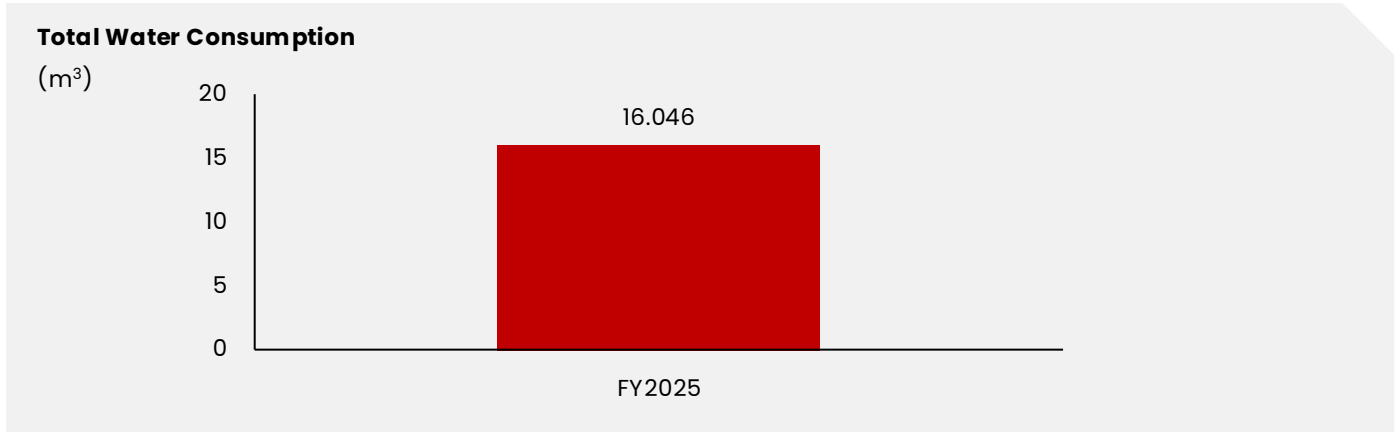
116.216
GJ



ENVIRONMENTAL METRICS

Water Consumption

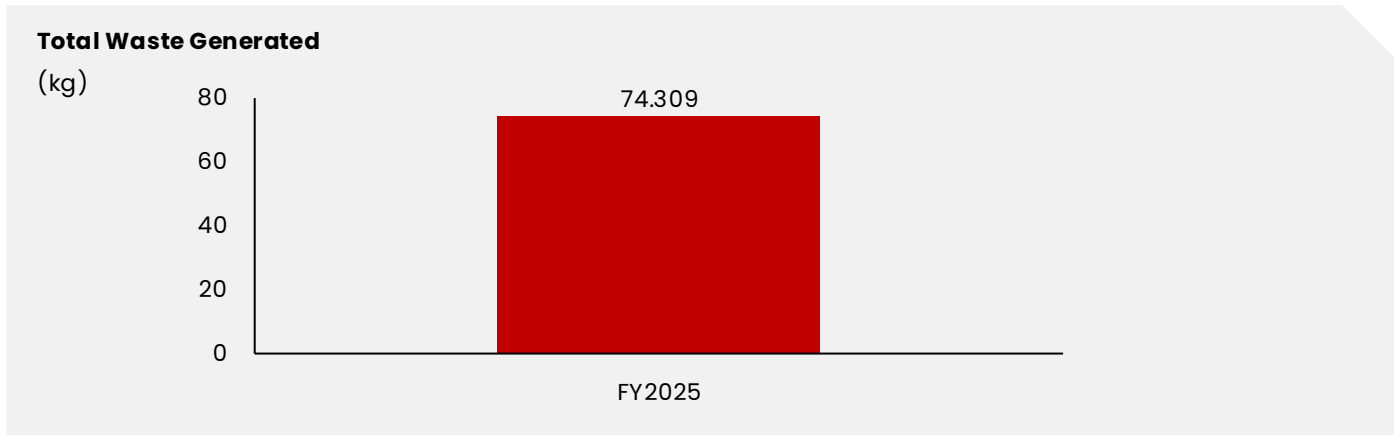
16.046 m³



Across FY2025 QT Instruments drew 16.046 cubic metres of water, almost entirely from our facility and office operations. A single elevated reading in May 2025 stood out against an otherwise steady pattern of use, prompting us to move to monthly meter tracking. This closer cadence lets us detect anomalies early and hold ourselves to disciplined, responsible water use as consumption is monitored over time.

Waste Generated

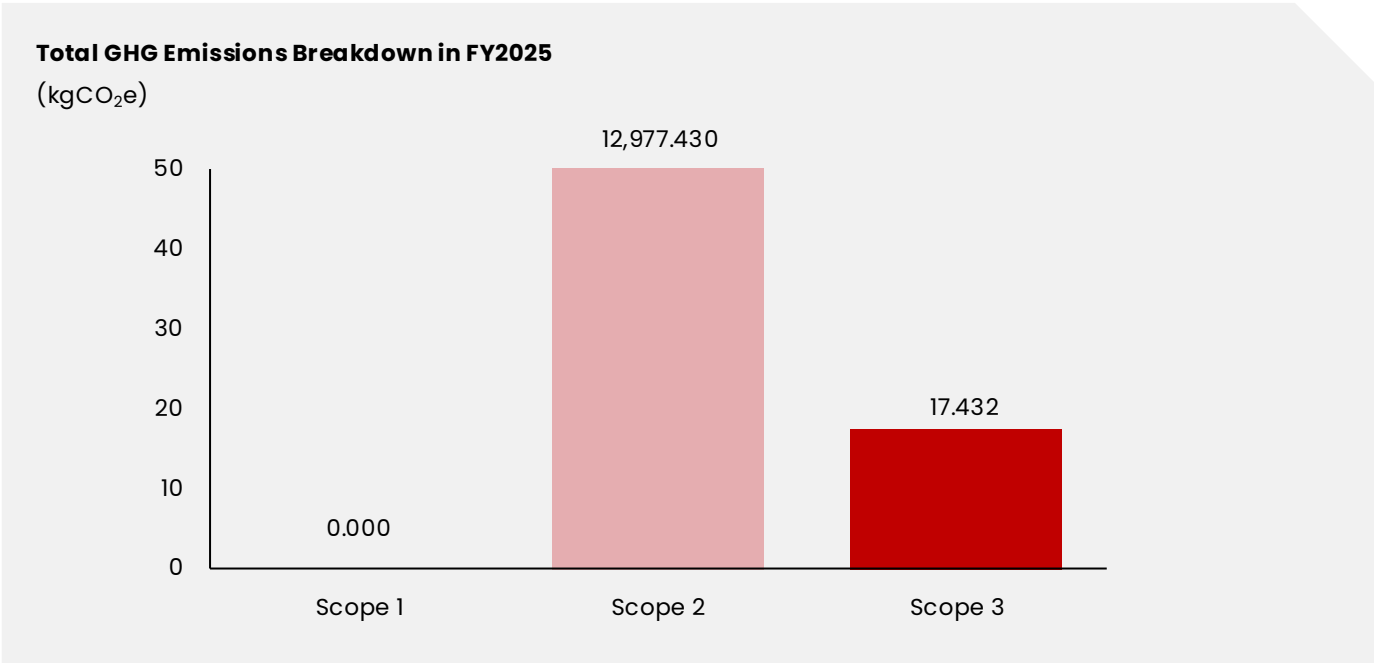
74.309 kg



FY2025 establishes our baseline for waste generation at 74.309 kilogrammes. With this first full-year figure now on record, the Company can set measurable reduction targets and calibrate dedicated diversion and minimisation initiatives against a known starting point, reporting our progress transparently in the years that follow.

ENVIRONMENTAL METRICS

Total GHG Emissions



Note: Graphs are not to scale for visualisation purposes

Scope 1 Emissions 0.000 kgCO₂e	Scope 2 Emissions 12,977.430 kgCO₂e	Scope 3 Emissions 17.432 kgCO₂e
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Emission Intensity
by Revenue:

696.688

kgCO₂e/SGD million

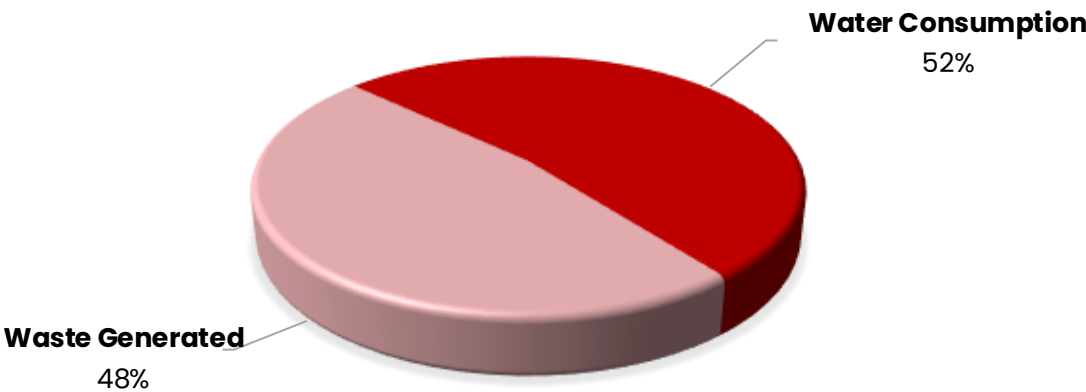
FY2025 is QT Instruments’ first year of emissions reporting, and the figures gathered form our baseline for future comparison. Our footprint sits almost entirely in Scope 2, at 12,977.430 kgCO₂e of purchased energy, with Scope 1 at zero and Scope 3 modest at 17.432 kgCO₂e. This distribution lets us focus where it matters most and set meaningful reduction targets going forward.

In line with GRI 305-4, we measure emissions intensity as combined Scope 1 and Scope 2 emissions over annual revenue, giving 696.688 kgCO₂e per SGD million for FY2025; Scope 3 is excluded. This ratio gauges our efficiency as the business scales and anchors our intensity reduction baseline.

ENVIRONMENTAL METRICS

Scope 3 GHG Emissions Breakdown

Breakdown of Scope 3 Absolute Emission



Scope 3 Emissions Breakdown	
	kgCO ₂ e
Water Consumption	9.146
Waste Generated	8.285

For FY2025, the Company’s Scope 3 measurement centres on two categories where reliable data is available: water consumption under Purchased Goods and Services, contributing 9.146 kgCO₂e, and waste generated, contributing 8.285 kgCO₂e. The two are closely balanced, at 52% and 48% of the total respectively, giving us a clear initial basis for assessing our indirect environmental impacts.

As we mature our sustainability data management processes, QT Instruments will progressively widen this Scope 3 inventory beyond these first two categories to capture other relevant sources, consistent with the requirements of the GHG Protocol.

Water Consumption
(under Purchased Goods and Services)

9.146 kgCO₂e

Waste Generated

8.285 kgCO₂e

SOCIAL METRICS

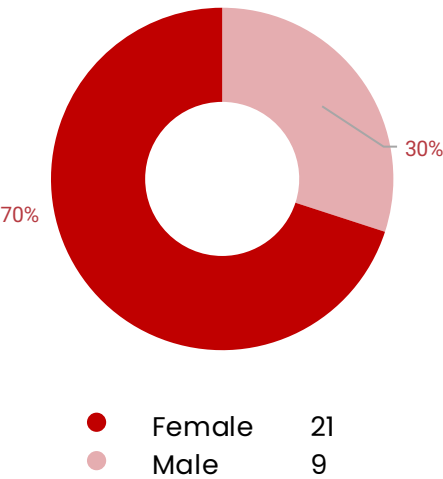
Diversity and Equal Opportunity

Total Number of Current Employees¹

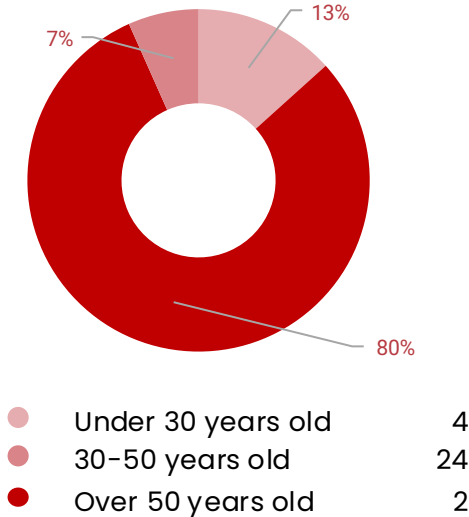
30

¹As at 31 December 2025

Number of employees by Gender



Number of employees by Age Group



The Company fosters a workplace grounded in respect, where every individual is treated with fairness regardless of age, gender, or background. Our team numbers 30 as at 31 December 2025, all of whom are Singapore nationals, and we are committed to sustaining an inclusive culture in which each member feels valued for their distinct contribution.

Women make up 70% of our workforce, or 21 of our 30 employees, and we provide equal opportunity for every colleague to develop, advance, and succeed across all areas of the business. With our present team drawn entirely from Singapore, QT Instruments remains open to greater national diversity and is actively exploring ways to broaden representation as we grow.

Respect and inclusion sit at the centre of how we operate, and we take pride in an environment where every employee is empowered to perform at their best and contribute meaningfully to our shared mission.

SOCIAL METRICS

Supporting Employee Well-being: New Hires

 New Employee Hires		
Category	Items	Number
By Age Group	Below 30 years old	2
	Between 30 to 50 years old	4
	Above 50 years old	0
By Gender Group	Male	3
	Female	3
By Nationality	Singapore	6

Note: Rates are calculated by dividing the number of new hires by the current employee headcount for each respective category.

During FY2025 QT Instruments welcomed six new colleagues, equivalent to a fifth of our headcount, strengthening our teams with fresh ideas, diverse experience, and renewed energy. Recruitment was balanced evenly between men and women, three of each, and drawn entirely from the under-30 and 30-to-50 age groups, reinforcing a healthy, forward-looking talent pipeline. As we grow, we remain committed to attracting and developing the next generation of professionals whose capabilities will support our long-term success and drive us forward.



SOCIAL METRICS

Supporting Employee Well-being: Retention

 Employee Turnover		
Category	Items	Number
By Age Group	Below 30 years old	1
	Between 30 to 50 years old	4
	Above 50 years old	0
By Gender Group	Male	1
	Female	4
By Nationality	Singapore	5

Note: Rates are calculated by dividing the number of turnover by the current employee headcount for each respective category.

Retaining experienced talent underpins the continuity of our scientific work. In FY2025 the Company recorded turnover of five employees, equivalent to 17% of our headcount, with departures concentrated in the 30-to-50 age group and none among colleagues over 50. This pattern points to broadly stable tenure across our more senior team, even as a smaller organisation feels each individual movement more keenly.

By gender, four of the five departures were women and one was a man, and we examine these figures closely to understand what drives them. The Company continues to invest in a supportive working environment, meaningful employee benefits, and clear pathways for advancement, so that our people are encouraged to build long and rewarding careers with us.



SOCIAL METRICS

Occupational Health and Safety

Number of fatalities as a result of work-related injury

0



Number of high-consequence work-related injuries

0



Number of recordable work-related injuries

0



Number of recordable work-related ill health cases

0



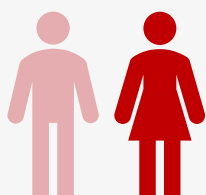
Safety is paramount to QT Instruments, particularly across our research, laboratory, and production environments. In FY2025 we recorded zero work-related fatalities, zero high-consequence injuries, zero recordable injuries, and zero recordable ill-health cases, an outcome we attribute to robust safety protocols, clear handling procedures for critical materials, and continual training in hazard identification and prevention.

We do not treat a clean record as grounds for complacency. Should any incident arise, the Company will conduct a detailed analysis to strengthen our procedures and controls, sustaining the disciplined risk management and strong safety culture that keep our people protected.

SOCIAL METRICS

Training and Education

Average Hours of Trainings per year per employee



3.67 hours
Male & Female

At QT Instruments, personal growth underpins both individual development and our scientific success. Every employee received an average of 3.67 hours of training during the year, sustaining a culture of continuous learning across the organisation. This continuous learning keeps our teams current with evolving Good Manufacturing Practices (GMP), advances in bio-processing, and strict regulatory compliance standards.

Our people can draw on a range of development opportunities, including specialised technical certification in pharmaceutical manufacturing, safety training for handling active ingredients, on-the-job training (OJT) within our quality laboratories, and structured mentorship programmes. These initiatives help our employees deepen their skills, progress professionally, and contribute meaningfully to our mission of improving patient health.



GOVERNANCE METRICS

Board Composition

Number of Board of Directors

3

Number of Independent Board Directors

0

Number of Women on the Board of Directors

3

Anti-Bribery and Corruption

The Company upholds the highest standards of business integrity and holds a zero-tolerance stance towards every form of bribery and corruption, with the tone set from the top by our Board of three directors. During the reporting period, we recorded no confirmed incidents of corruption.

The Group's formal Anti-Bribery and Corruption Policy applies to all employees, contract workers, consultants, officers, directors, and third parties acting on the Group's behalf across all jurisdictions. The policy covers any direct or indirect offer, payment, promise, or acceptance of anything of value intended to secure an improper benefit or an unfair business advantage. This prohibition applies to dealings with both government officials and private sector parties. Any such act may expose the individuals involved to severe legal consequences and cause reputational and financial harm to the Company.

We are committed to conducting our business in an open, fair and responsible manner. We compete on merit and do not offer, promise or authorise any form of improper payment or benefit, including gifts, travel or entertainment, to influence business decisions or gain an undue advantage.

GRI CONTENT INDEX

Statement of Use

QT Instruments has reported the information cited in this GRI content index for the period of 1 January 2025 to 31 December 2025 with reference to the GRI Standards.

GRI 1 Used

GRI 1: Foundation 2021

GRI Standard	Disclosure Requirements	Reference
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GRI 2: General Disclosures 2021

2-1	Organisation details	Pg. 5
2-2	Entities included in the organisation's sustainability reporting	Pg. 5
2-3	Reporting period, frequency and contact point	Pg. 4
2-5	External assurance	Pg. 4
2-7	Employees	Pg. 17
2-9	Governance structure and composition	Pg. 22
2-22	Statement on sustainable development strategy	Pg. 3
2-23	Policy commitments	Pg. 10, 22
2-24	Embedding policy commitments	Pg. 10, 22
2-26	Mechanisms for seeking advice and raising concerns	Pg. 12
2-27	Compliance with laws and regulations	Pg. 12

GRI 3: Material Topics 2021

3-1	Process to determine material topics	Pg. 8
3-2	List of material topics	Pg. 8
3-3	Management of material topics	Pg. 8

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GRI Standard	Disclosure Requirements	Reference
GRI 205: Anti-Corruption 2016		
205-2	Communication and training about anti-corruption policies and procedures	Pg. 12, 22
205-3	Confirmed incidents of corruption and actions taken	Pg. 12, 22
GRI 302: Energy 2016		
302-1	Energy Consumption within the organisation	Pg. 13
302-4	Reduction of energy consumption	Pg. 10, 11
GRI 303: Water and Effluents		
303-5	Water consumption	Pg. 14
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	Pg. 15
305-2	Energy indirect (Scope 2) GHG emissions	Pg. 15
305-3	Other indirect (Scope 3) GHG emissions	Pg. 15
305-4	GHG emissions intensity	Pg. 15
GRI 306: Waste 2020		
306-3	Waste Generated	Pg. 14

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GRI Standard		Disclosure Requirements	Reference
GRI 401: Employment 2016			
401-1	New employee hires and employee turnover		Pg. 18, 19
GRI 403: Occupational Health and Safety 2018			
403-1	Occupational health and safety management system		Pg. 20
403-2	Hazard identification, risk assessment, and incident investigation		Pg. 20
403-4	Worker participation, consultation, and communication on occupational health and safety		Pg. 20
403-6	Promotion of worker health		Pg. 20
403-9	Work-related injuries		Pg. 20
403-10	Work-related ill health		Pg. 20
GRI 404: Training and Education 2016			
404-1	Average hours of training per year per employee		Pg. 21
404-2	Programmes for upgrading employee skills and transition assistance programmes		Pg. 21
GRI 405: Diversity and Equal Opportunity 2016			
405-1	Diversity of governance bodies and employees		Pg. 17, 22



CONTACT US



2025

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