



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
SPD Scientific

BRAND VISION AND VALUES



Biomedica Holdings, the parent company of SPD Scientific, draws upon its global network across the medical and pharmaceutical industry to offer our clients unprecedented support for their business. As a future-proof business, we exist to turn passion into results.

As such, we rely heavily on a set of benchmarks as internal indicators. This proven framework uses sound methodologies to address complex business issues, and allows us to find innovative solutions for growth.

ABOUT THIS REPORT

This report covers **SPD Scientific 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

ABOUT SPD SCIENTIFIC

As part of Biomedica Holdings, SPD Scientific delivers integrated solutions across In-Vitro Diagnostics, Life Science & Translational Research, Microbiology, and Laboratory & Industrial Essentials. We provide high-quality products and technologies that support clinical diagnostics, advanced research, microbial testing, and day-to-day laboratory operations across healthcare, academic, and industrial sectors.

From consultation to implementation and post-sales service, our teams ensure reliable performance, regulatory compliance, and exceptional value at every stage. With a strong regional presence and cross-functional expertise, we serve customers throughout Asia with tailored solutions and dedicated support. SPD Scientific

Regional Presence

SPD Scientific is headquartered in Singapore and maintains an established regional presence through overseas subsidiaries in Malaysia and Vietnam, underscoring our commitment to delivering localised, high-quality service across Southeast Asia.

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

This Sustainability Report covers the ESG performance of SPD Scientific Pte Ltd's operations in Singapore. Where relevant, environmental data associated with shared facilities has been apportioned based on employee headcount to reflect SPD Scientific Pte Ltd's proportional utilisation of building resources and services.

COMMITMENT TO UNSDGs

At SPD Scientific, sustainability is woven into the way we plan, build, and operate. Our initiatives across the region contribute meaningfully to global progress, aligning our efforts with the United Nations Sustainable Development Goals (SDGs). The overview below highlights how SPD Scientific's ongoing projects and commitments support key environmental and social priorities that shape a more resilient and responsible future.

Our Sustainable Development Goals	
SDG	Our Contributions
 3 GOOD HEALTH AND WELL-BEING	SPD Scientific is committed to advancing public health by supporting cancer awareness and early detection initiatives in observance of World Cancer Day, enabling healthcare professionals to enhance the care delivered to patients.
 7 AFFORDABLE AND CLEAN ENERGY	The company established a target to reduce Scope 2 emissions intensity by 1.5% per SGD million revenue by FY2027 through structured energy efficiency measures monitoring electricity consumption air-conditioning usage.
 8 DECENT WORK AND ECONOMIC GROWTH	As a member of Biomedica Holdings, SPD Scientific invests in its people by providing comprehensive training programmes, resources, and operational support to employees across Singapore, Vietnam, Thailand, and Malaysia, promoting inclusive and responsible economic development across the region.
 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Through the EMMA digital platform, co-developed with Microtechnix, SPD Scientific deploys AI-driven automation to strengthen microbiological quality control processes, while simultaneously reducing laboratory waste and advancing the transition to fully paperless operations.
 11 SUSTAINABLE CITIES AND COMMUNITIES	Headquartered in Singapore, the company operates from a global biomedical hub committed to high standards of compliance and environmental responsibility.
 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	SPD Scientific has set a target to achieve a 30% waste diversion (recycling) rate by 2027, underpinned by structured waste segregation practices and strategic partnerships with certified recycling vendors to ensure responsible end-of-life resource management.
 13 CLIMATE ACTION	In accordance with the Greenhouse Gas (GHG) Protocol, SPD Scientific is committed to systematically reducing its greenhouse gas emissions, with defined quantitative targets established for Scope 2 emissions intensity as part of its broader climate action agenda.
 17 PARTNERSHIPS FOR THE GOALS	SPD Scientific actively cultivates strategic partnerships — including its collaboration with Microtechnix on digital transformation initiatives and engagement with certified recycling vendors — to accelerate progress towards its environmental and sustainability objectives.

CERTIFICATIONS

Accredited to internationally recognised quality and workplace safety standards.

ISO 9001 : 2015



Quality Management System Certification

bizSAFE Level 3



Workplace Safety & Health Risk Management

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, SPD Scientific 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 biomedical and life 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.

01

Monthly Electricity Monitoring

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

02

Optimised Air-Conditioning Usage

Optimise air-conditioning settings and to identify inefficiencies and enable timely corrective actions.

03

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

375.764

GJ

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

42.016

tCO₂e

Total Water Consumption

51.882

m³



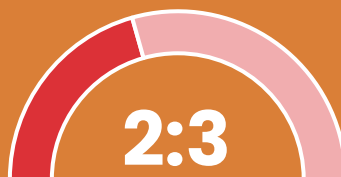
SOCIAL

7.86



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

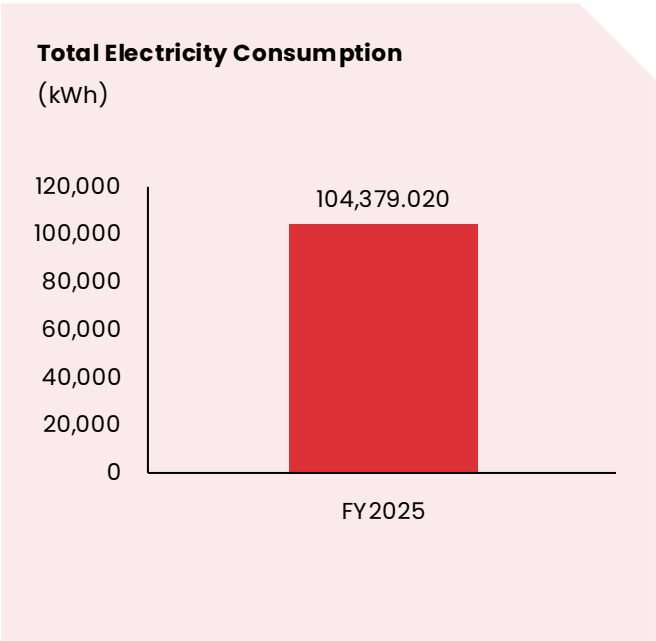
0



incident relating to corruption and/or bribery

ENVIRONMENTAL METRICS

Scope 2: Energy Consumption



Electricity Energy Consumption **375.764**
GJ

Total Electricity Consumption in kWh	
Sites	Electricity (kWh)
SPD Scientific	104,379.020



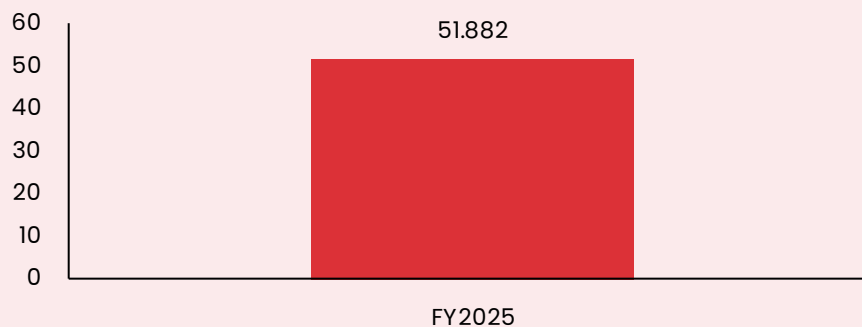
ENVIRONMENTAL METRICS

Water Consumption

51.882 m³

Total Water Consumption

(m³)



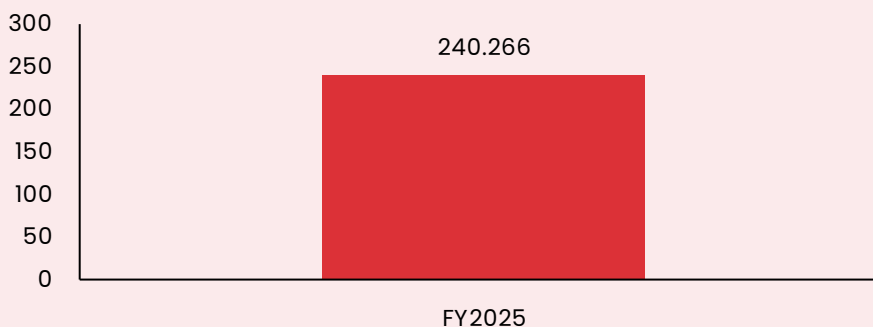
Water consumption comes mainly from facility and office use, totalling 51.882 cubic metres in FY2025. During the year we flagged one unusually high reading in May 2025. Taking this as a lesson, we will record water consumption monthly going forward so that any anomaly can be spotted early and efficient, responsible water usage maintained.

Waste Generated

240.266 kg

Total Waste Generated

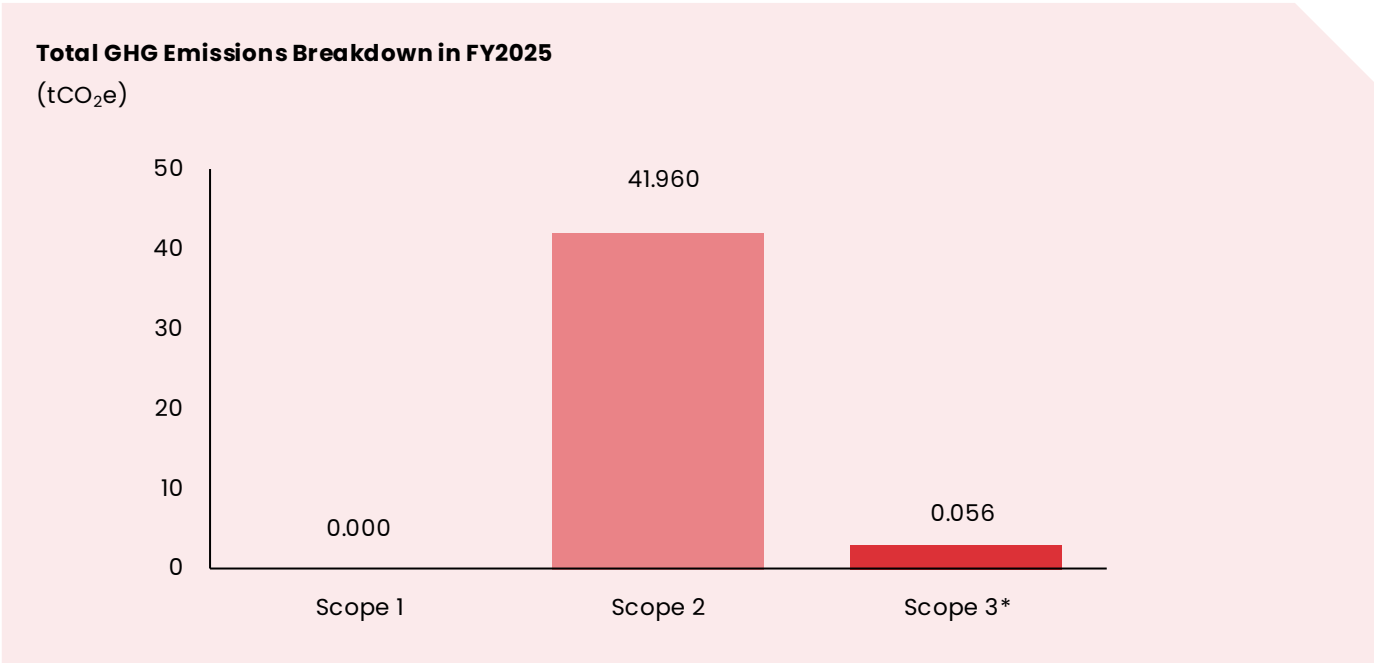
(kg)



FY2025 marks our baseline year for waste generation, with a total of 240.266 kg recorded. Using this baseline as our reference point, we will launch dedicated waste reduction initiatives and track progress against our defined reduction targets in the years ahead.

ENVIRONMENTAL METRICS

Total GHG Emissions



Note: Graphs are not to scale for visualisation purposes

Scope 1 Emissions 0.000 tCO₂e	Scope 2 Emissions 41.960 tCO₂e	Scope 3 Emissions 0.056 tCO₂e
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Emission Intensity
by Revenue:

0.727

tCO₂e/SGD million

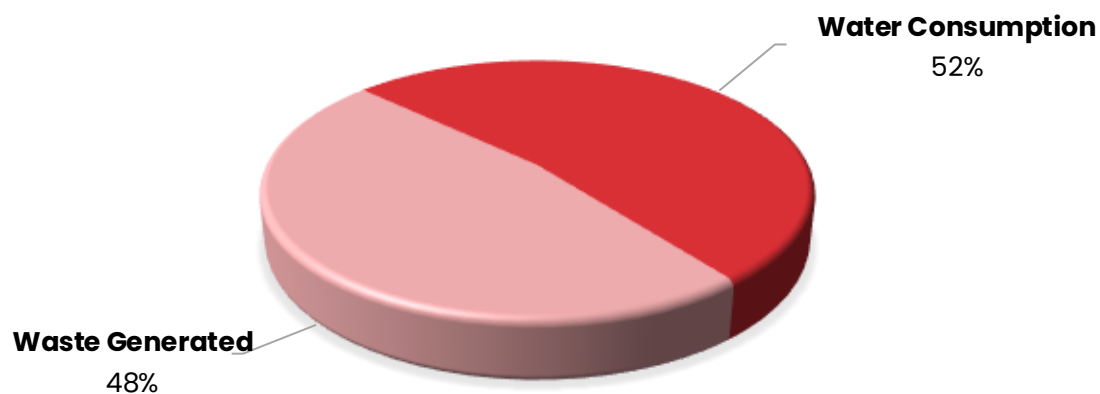
As FY2025 represents SPD Scientific’s first year of emissions reporting, the data collected for the 2025 period will form our baseline for future comparison. Establishing this baseline enables us to monitor year-on-year performance and evaluate the impact of our sustainability efforts over time. With this reference point in place, SPD Scientific will be better positioned to define meaningful reduction targets and track progress toward our long-term climate goals.

Emissions intensity is calculated as total Scope 1 and Scope 2 GHG emissions divided by annual revenue, in accordance with GRI 305–4. Scope 3 emissions are excluded from this calculation. FY2025 serves as the baseline year for our intensity reduction target.

ENVIRONMENTAL METRICS

Scope 3 GHG Emissions Breakdown

Breakdown of Scope 3 Absolute Emission



Scope 3 Emissions Breakdown	
	tCO ₂ e
Water Consumption	0.030
Waste Generated	0.027

SPD Scientific tracks Scope 3 carbon emissions, focusing on water consumption (under Purchased Goods and Services) and waste generated. These categories represent key areas where reliable data is presently available and provide an initial baseline for understanding indirect environmental impacts.

As the company continues to strengthen our sustainability data management processes, there are plans to progressively expand the Scope 3 inventory to cover additional relevant categories in accordance with the GHG Protocol.

Water Consumption
 (under Purchased Goods and Services)

0.030 tCO₂e

Waste Generated

0.027 tCO₂e

SOCIAL METRICS

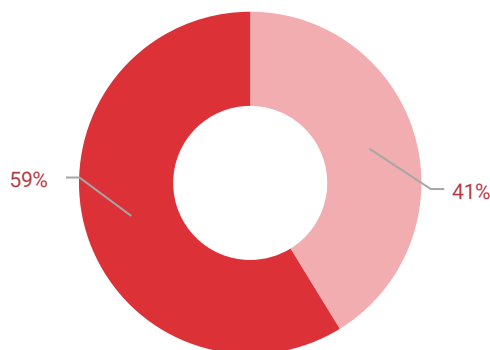
Diversity and Equal Opportunity

Total Number of Current Employees¹

97

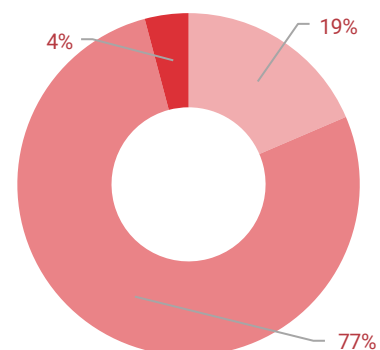
¹As at 31 December 2025

Number of employees by Gender



● Female	57
● Male	40

Number of employees by Age Group



● Under 30 years old	18
● 30-50 years old	75
● Over 50 years old	4

We strive to foster a workplace founded on respect, where every individual is treated with fairness and appreciation regardless of age, gender, or background. All 97 employees at SPD Scientific are currently Singapore nationals, and we are committed to ensuring that every team member feels valued for their unique contributions.

SPD Scientific strongly supports gender diversity and is dedicated to providing equal opportunities for both men and women to grow, advance, and succeed across all areas of the business. While our present workforce is locally based, the company remains open to greater diversity in nationality and will continue to explore avenues to broaden representation as our operations expand.

Respect and inclusion are integral to everything we do, and we are proud to uphold an environment where employees are 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	8
	Between 30 to 50 years old	25
	Above 50 years old	1
By Gender Group	Male	13
	Female	21
By Nationality	Singapore	34

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

At SPD Scientific, we continue to strengthen our workforce by welcoming new talent who bring fresh ideas, diverse experiences, and renewed energy to our teams. Each new hire contributes to our ongoing innovation and helps us build the capabilities needed for the future. As we grow, we remain committed to attracting and developing the next generation of professionals, ensuring a strong pipeline of talent that will support our long-term success and drive the company forward.



SOCIAL METRICS

Supporting Employee Well-being: Retention

Employee Turnover		
Category	Items	Number
By Age Group	Below 30 years old	4
	Between 30 to 50 years old	32
	Above 50 years old	1
By Gender Group	Male	19
	Female	18
By Nationality	Singapore	37

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

At SPD Scientific, we recognise the importance of nurturing a workplace where personal growth and employee retention are key priorities. We are committed to creating an environment where individuals feel secure, appreciated, and motivated to remain a meaningful part of the SPD Scientific family.

To further support our employees' well-being and stability, we offer a comprehensive suite of benefits, including life insurance, healthcare coverage, disability and invalidity protection, parental leave, retirement provisions, performance bonuses, annual increments, an attractive remuneration package, company holidays, and special leave. These benefits reflect our commitment to helping our employees thrive both personally and professionally.



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



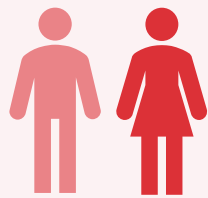
Safety remains a top priority at SPD Scientific, particularly within our rigorous research, laboratory, and production environments. We are committed to protecting our workforce through strict safety protocols, clear handling guidelines for pharmaceutical materials, and continuous training on hazard prevention.

When incidents occur, we conduct thorough analyses to strengthen our procedures. These improvements enhance risk management, refine our safety systems, and build a stronger safety culture at work.

SOCIAL METRICS

Training and Education

Average Hours of Trainings per year per employee



7.86 hours
Male & Female

At SPD Scientific, personal growth is a cornerstone of both employee development and the company's scientific success. We ensure that all employees receive regular training, supporting a culture of continuous learning across the organisation. Continuous learning ensures our teams stay current with evolving Good Manufacturing Practices (GMP), technological advancements in bio-processing, and strict regulatory compliance standards.

Employees have access to a variety of training opportunities, including specialised technical certification in pharmaceutical manufacturing, safety training for handling active ingredients, on-the-job training (OJT) within our quality labs, and mentorship programmes. These initiatives help employees enhance their skills, grow professionally, and make meaningful contributions to SPD Scientific's 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

SPD Scientific upholds the highest standards of business integrity, maintaining a zero-tolerance stance on all forms of bribery and corruption. As of the reporting period, there were 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 result in severe legal consequences for individuals involved, as well as reputational and financial harm to SPD Scientific.

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.

GOVERNANCE METRICS

What is Prohibited

Zero tolerance across all activities

- Offering, promising, authorising or making payments of any kind
- Giving or receiving gifts, employment, loans, contracts or services in exchange for favour
- Any gratification or promise intended to obtain an undue business advantage
- Facilitation payments to expedite routine government actions

Applicable Laws

Multi-Jurisdiction Compliance

- Singapore Prevention of Corruption Act (PCA): fines up to S\$100,000 and imprisonment up to 7 years
- UK Bribery Act 2010: unlimited fines and up to 10 years imprisonment for individuals
- US Foreign Corrupt Practices Act (FCPA): fines up to US\$2 million per violation for companies
- Malaysian Anti-Corruption Commission Act 2009

Gifts and Entertainment

Modest Courtesies Only

Modest, non-lavish business courtesies are permitted where they align with accepted industry practices and carry no intent to influence decisions. All gifts and entertainment must be recorded and comply with the Gifts and Entertainment Policy (HR-OC 004).

Third-Party Responsibility

Due Diligence Required

Scientific Persons who engage third parties must conduct risk-based due diligence before contracting. All third-party arrangements require contractual commitments to comply with anti-bribery laws. Due diligence records must be retained for a minimum of five years.

GOVERNANCE METRICS

Reporting and Whistleblowing

Prompt and Confidential

All known or suspected violations must be reported promptly via the SPD Scientific whistleblowing channel. Reports are treated in strict confidence. No retaliation will be taken against anyone who reports in good faith. Failure to report may itself constitute disciplinary offence and possible termination.



INTRODUCTION

- 1.1 SPD Scientific (M) Sdn. Bhd. ("**SPD Scientific**" or the "**Company**", SPD Scientific and its subsidiaries collectively known as the "**Group**") is committed to conduct our businesses and operations in an honest and ethical manner.
- 1.2 We adopt a zero-tolerance approach to bribery and corruption and are committed to acting professionally, transparently and fairly with integrity in all our business dealings and relationships as well as implementing and enforcing effective systems to counter bribery and corruption.
- 1.3 This anti-bribery and corruption policy (the "**Policy**") sets out SPD Scientific's policies and guiding principles to conduct our businesses with honesty, fairness and high ethical standards. This Policy sets out the minimum standard that must be followed. Where local laws, regulations or rules impose a higher standard, that higher standard must be followed.
- 1.4 This Policy applies to all employees (full and part-time), contract workers, consultants, officers and directors of the Group ("**SPD Scientific Persons**") in Malaysia and any other countries in which the Group operates. SPD Scientific employees who are directors on boards of joint ventures where SPD Scientific does not have a controlling interest should encourage the joint venture to adopt this Policy or use a similar policy.
- 1.5 As part of our commitment to conduct our businesses with honesty, fairness and high ethical standards, we also need to ensure that people acting on our behalf do so in compliance with this Policy. Please refer to Section 3.4 below.

GRI CONTENT INDEX

Statement of Use

SPD Scientific 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, 22-24
2-24	Embedding policy commitments	Pg. 10, 22-24
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, 22-24
205-3	Confirmed incidents of corruption and actions taken	Pg. 12, 22-24
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



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Singapore, 118524

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