

2025 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

MODERN Dental Group | SINCE 1986 Perfecting Your Smile

MODERN DENTAL GROUP LIMITED
現代牙科集團有限公司

(a company incorporated in the Cayman Islands with limited liability)

Stock code: 3600

Restores Over 2 Million Smiles every year
Modern Dental Group





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ABOUT THIS REPORT

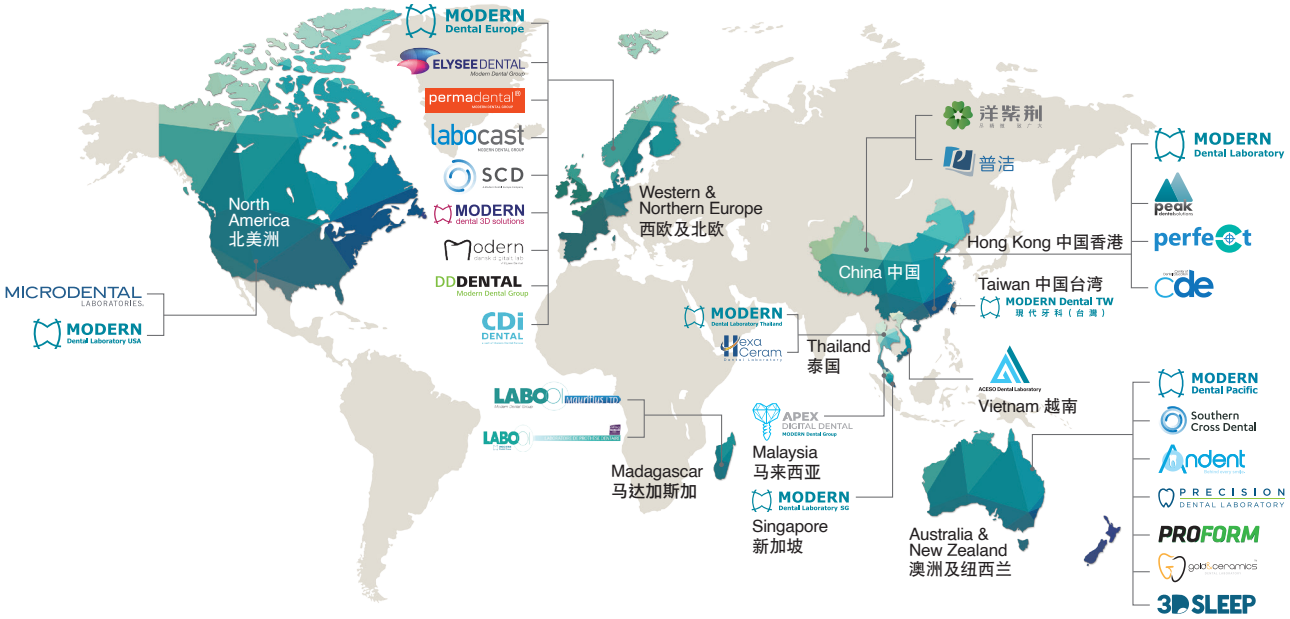
Modern Dental Group Limited (the "**Company**"), together with its subsidiaries (the "**Group**"), is pleased to present our annual Environmental, Social and Governance Report (the "**Report**") for the year ended 31 December 2025 to provide an overview of our commitment to achieving environmental, social and governance goals through our sustainability pillars. The board (the "**Board**") of directors (the "**Directors**", each a "**Director**") has overall responsibility for the Group's environmental, social and governance strategy and reporting. The Board is responsible for evaluating and determining the Group's environmental, social and governance-related risks and ensuring that appropriate and effective environmental, social and governance risk management and internal control systems are in place. The Report is prepared by the Group with the assistance by an external professional service firm.

REPORTING PERIOD

This Report demonstrates our sustainability initiatives and performance during the reporting period from 1 January 2025 to 31 December 2025 (the "**reporting period**").

REPORTING SCOPE

The Report covers all major subsidiaries of the Group in material geographical segment including Europe, North America, Greater China and Australia which account for over 95% (2024: over 95%) of our total business assets that principally engaged in the production and distribution of dental prosthetic devices. In line with our commitment to being transparent with our stakeholders about our sustainability performance, there is change of reporting scope when compared with last year after our acquisition of Hexa Ceram Company Limited, Thailand's largest dental laboratory, in January 2025. For details of certain major subsidiaries of the Group covered in this Report, please refer to page 80 to page 82 of the 2025 Annual Report. The Group will continue in assessing the impacts of its business on the major ESG aspects and to include in the Report.



ABOUT THIS REPORT

REPORITNG BASIS

This Report has been prepared with reference to the Global Reporting Initiative ("**GRI**") Standards. The GRI Standards have been selected as it continues to be the sustainability reporting framework of choice as it is internationally recognised and widely adopted, enabling us to provide a broad and comparable disclosure of the ESG performance. For this Report, we have transitioned to the latest version of the GRI Standards – the GRI Universal Standards 2021. In compliance with the ESG Reporting Code set out in Appendix C2 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the "**Stock Exchange**"), this Report describes the Group's sustainability practices on a 'comply or explain' basis. We have not sought external assurance for this reporting period and will consider this as our reporting matures over time.

Furthermore, in 2023, the Group started its path to report referring to 1) the Sustainability Accountant Standards Board (SASB) metrics and 2) the Taskforce for Climate-related Financial Disclosures (the "**TCFD**") to further align with wider global frameworks on sustainability and to make sure the organisation will be prepared for future regulations.

Significant sustainability aspects material to the Group are reviewed regularly and at least once annually, with input from internal and external stakeholders. This Report is structured according to the material topics and categorised in line with the Group's strategic sustainability commitments.

The Report follows the four reporting principles listed in the Stock Exchange ESG Reporting Code and the eight principles required by GRI Standards. Unless otherwise specified, we use consistent methodologies to compile the quantitative data presented in the Report.

Stock Exchange ESG Reporting Code			GRI Standards		
Materiality	Quantitative	Accuracy	Balance	Clarity	Comparability
Balance	Consistency	Completeness	Sustainability Context	Timeliness	Verifiability

SOURCES OF INFORMATION

The information disclosed in this Report is derived from the Group's formal documents, statistics or public information. The Board is responsible for the truthfulness, accuracy and completeness of its contents.

ACCESS TO THIS REPORT

The Report is available in Chinese and English versions. In case of any discrepancy between the Chinese and English versions of the Report, the English version shall prevail. You may access the Group's official website at www.moderndentalgp.com or the website of the Stock Exchange at http://www.hkex.com.hk for an electronic copy of the Report.

CONTACT INFORMATION

The Group welcomes your feedback on this Report. Should you have any enquires or comments regarding the contents or the form of this Report, please contact us by email to info@moderndentalgp.com.

INTRODUCTION

The Group is a leading global dental prosthetic device provider with a focus on providing custom-made prostheses to customers in the growing prosthetics industry. The Group is committed to reinforcing its worldwide leading position through strategic initiatives, including acquisitions, joint ventures, and partnerships. These efforts will further expand and complement our product offerings, particularly in clear aligner products, and strengthen our distribution and sales networks. Our investments in mass scale production facilities will enhance our production capabilities, drive innovation, and support our research and development efforts, ensuring that we remain at the cutting edge of the industry.

The Group has a global portfolio of respected brands, including Labocast, Permadental and Elysee in Western Europe, Yangzhijin in China, Modern Dental in Hong Kong, MicroDental and Modern Dental USA in the United States, and Southern Cross Dental in Australia. We have grown these brands by providing premium and consistent quality products and superior customer service.

For management purposes, the Group is organised into business units based on their products and services and has three reportable operating segments as follows:

(a) The fixed prosthetic devices segment is a supplier of restorative dental procedures, such as crowns, bridge and implants.

(b) The removable prosthetic devices segment produces full dentures and partial dentures. Dentures can be further classified as dentures with metal frameworks and dentures without metal frameworks.

(c) The "others" segment comprises, principally, orthodontic devices, sport guards and anti-snoring devices, raw materials, dental equipment (including intra-oral scanners), clear aligner, the service of educational events and seminars rendered.

Our success in this industry is rooted in our global proprietary sales and distribution network which we established through a series of strategic acquisitions of our former distributors. Our sales and distribution network provides us with direct access to customers, including dentists, dental clinics, hospitals, distributors and other customers, in key prosthetics markets around the globe, allowing us to promote our products in a targeted manner and better satisfy the needs and preferences of our diverse global customer base. We have more than 80 service centers and over 30,000 customers globally.

The Group was listed on the Main Board of the Stock Exchange on 15 December 2015.

For more information on the Group, please visit the company website: www.moderndentalgp.com

The Group has recognised the importance of sustainable development. In order to respond to growing trends on the expectation of the stakeholders on the corporate responsibility performance, the Group is committed to the responsible operation and value creation for stakeholders and community by integrating environmental and social factors into management considerations. Sustainability strategy is based on the compliance with the legal requirements applicable to us and opinions from stakeholders. Sustainability is crucial for the Group's growth in order to achieve business excellence and enhance capabilities for long-term competitiveness. The Group has established various policies and implemented measures to manage and monitor the risks related to those material topics based on our materiality assessment.

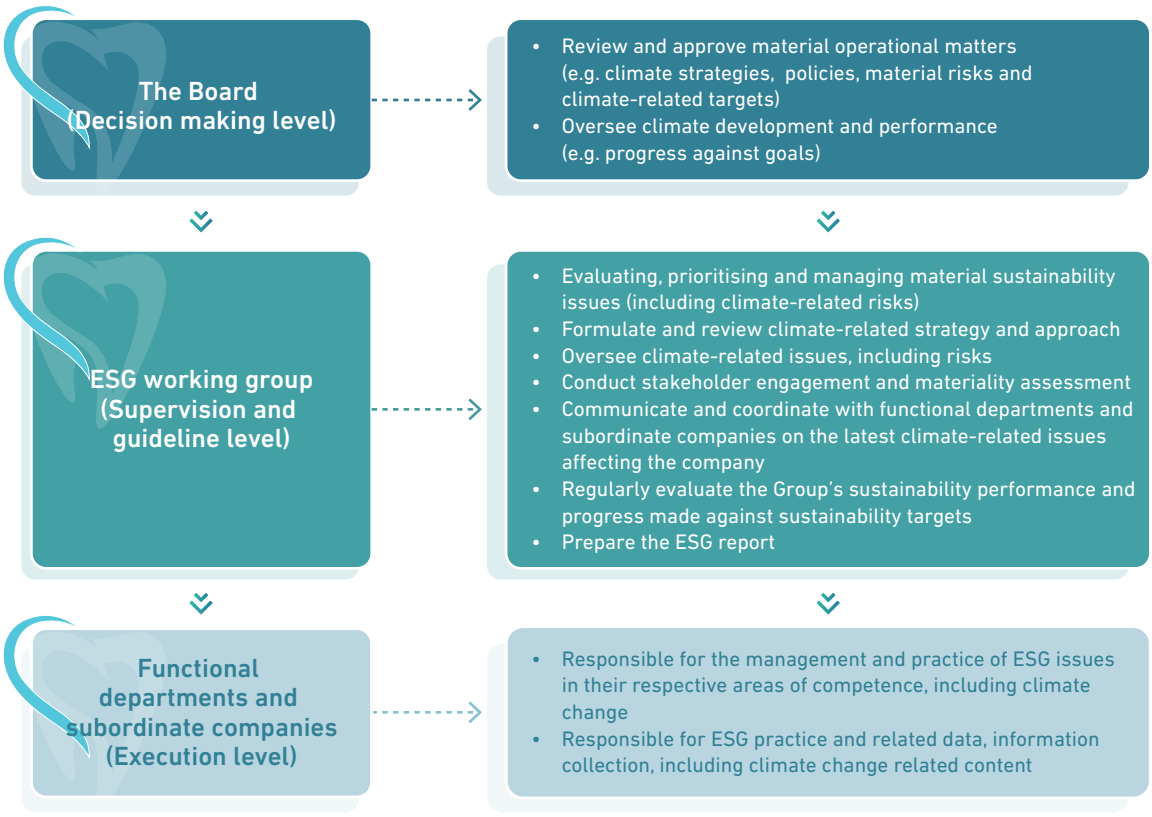
Details of the management approaches to those material topics and their related KPIs disclosure are illustrated in this Report.

SUSTAINABILITY GOVERNANCE

Our vision is to be global benchmark for financial excellence and sustainable growth, delivering long-term value to our shareholders through disciplined innovation and operational integrity. The Group has established an ESG framework to promote and implement the Group's sustainability strategy. To ensure effective ESG management, our ESG governance structure, composed of the Board, ESG working group, respective functional departments and subordinate companies, was established to promote ESG management and disclosure. Our organisation's approach to sustainability and material ESG issues are overseen by both the Board and our ESG working group, which is led by the Chairman of the Board. They are responsible for overseeing the implementation of the organisation-wide sustainability strategy and managing material ESG topics. Additionally, our ESG working group provides annual updates to the Board.

The Board, the ultimate decision-making body of the Group, is responsible for the Group's ESG governance. The Board steers the Group's sustainable development forward and bears the overall responsibility of its ESG efforts. Our Board also oversees climate-related risks and opportunities during board meetings on annual basis to ensure that our climate development and performance are on track. In the future, the Board will continue to strengthen ESG risk management and improve ESG working mechanism and regulatory processes to enhance its ESG governance standard. The ESG working group comprising various head of business and functional departments, serving on the supervision and coordination level, is responsible for implementing ESG governance strategy, coordinating ESG matters, compiling ESG reports, and reporting relevant work progress to the Board on a regular basis. To oversee duties performed by the ESG working group, climate-related performance target are set at the group level to assist our Board in evaluating the effectiveness of its climate strategy and measures on an annual basis. Each functional department and subordinate company, serving on the execution level, is responsible for rolling out initiatives set up by the ESG working group and reporting relevant work progress and data.

The established governance structure ensures that the Board can make informed decisions when integrating climate-related considerations into our overall business strategies. To support this, relevant training materials are provided to the Board and senior management with the latest knowledge on climate change to deepen understanding of the context of climate change and response actions.



SUSTAINABILITY GOVERNANCE

As at 31 December 2025, the Board of the Company consisted of 8 Directors comprising 4 executive Directors, 1 non-executive Director and 3 independent non-executive Directors. The composition of the Board met the independence requirements under the Stock Exchange Listing Rules (the "**Listing Rules**"). The Board at all times has met the requirements of Listing.

By reference to our Board Diversity Policy, our Board, composed of appropriately qualified people with a broad range of experience relevant to the business, is important to effective corporate governance and the sustained commercial success of the Company.

Our current board composition brings different experiences to the Board, in fields such as finance and accounting, marketing, business management and dental, which allows the Group to identify new business opportunities and enhance corporate sustainability.

For details of the biography of each Director, please refer to 2025 Annual Report of the Company.

The Company will assess the diversity profile annually including the gender balance of the Directors, senior management and their direct reports, and the progress in achieving the diversity objectives.

We are committed to adhering to the Corporate Governance Code contained in Appendix C1 of the Listing Rules, which emphasises the principles of accountability, transparency, and sustainability in our business practices. We believe that good corporate governance is essential to effectively directing and managing our business affairs and achieving long-term shareholder value. To this end, we have established policies and procedures on conflict of interest, whistleblowing, and a Code of Conduct that all staff must follow to fulfill their duties responsibly and professionally. We maintain a "zero tolerance" policy for corrupt and dishonest practices, including acts of bribery. Our staff are expected to report any concerns or unethical behavior following our anti-corruption and conflict of interest policies.

The Board regularly reviews our governance practices and policies to ensure they are appropriate and effective. As we strive to maintain a culture of personal and corporate integrity, we aim to eliminate any reported business malpractices.

STAKEHOLDER ENGAGEMENT

Consistent with past years, the Group opens up communication with its stakeholders, including employees, customers and distributors, investors, suppliers and the community, through utilising different channels as listed the table below. Through the stakeholders engagement, the Group understands the expectations and concerns of stakeholders. The feedbacks obtained through these channels allow the Group to further formulate the sustainable development strategy.

Stakeholder Groups	Issues of concern	Engagement channels	Frequency
Government	• Compliance with the laws • Proper tax payment	• Work conferences • Work reports preparation and submission for approval • Annual and interim reports • Website	On-going
Shareholders and investors	• Low risk • Return on the investment • Information disclosure and transparency • Protection of interests and fair treatment of shareholders	• Annual general meeting and other shareholder meetings • Annual, interim reports, announcements and circulars • Non-deal roadshows, investors conference	On-going/ semi-annually
Employees	• Safeguard the rights and interests of employees • Working environment • Career development opportunities • Occupational health and safety	• Conference • Training, seminars, briefing sessions • Employee activities	On-going
Customers	• Safe and high-quality products • Stable relationship • Integrity • Reputation, brands and market demands	• Regular meetings • Emails, phone calls • Customer feedback forms • Industry exhibitions • Site visits	On-going
Suppliers/Partners	• Long-term partnership • Honest cooperation • Fair, open • Information resources sharing • Risk reduction	• Business meetings, supplier conferences, phone calls, interviews • Regular meetings • Review and assessment • Tendering process	On-going

STAKEHOLDER ENGAGEMENT

Stakeholder Groups	Issues of concern	Engagement channels	Frequency
Peer/Industry associations	• Experience sharing • Corporations • Fair competition	• Industry conferences • Site visits and field trips	On-going
Market regulators	• Compliance with the law and regulations • Information disclosure	• Annual and interim reports, announcements and circulars • Seminars	On-going/ semi-annually
Public and communities	• Community involvement • Career opportunities • Social responsibilities	• Volunteering • Charity and social investment	On-going

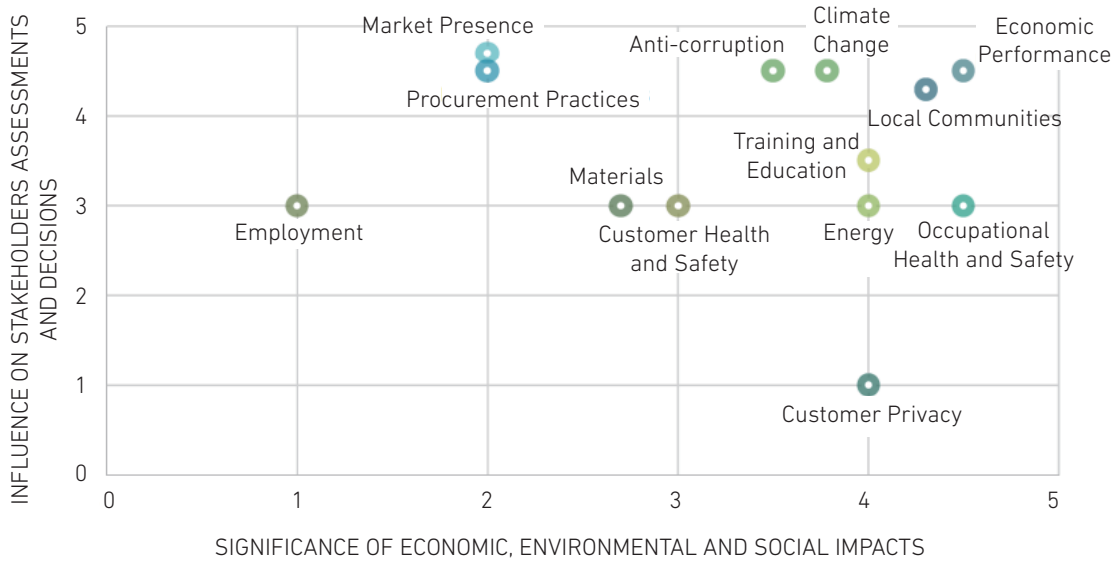
MATERIALITY ASSESSMENT

The Group attaches importance to the materiality assessment of ESG issues for the purpose of timely and comprehensive understanding of the materiality of each ESG issue to the business development of the Group and the expectation of stakeholders, in order to facilitate the Group's effective disclosure of ESG information and continuous improvement in the management level of relevant topics. The materiality assessment on ESG topics of the Group during the reporting period covers the following steps:

Step 1 The Group identified the following topics in accordance with the disclosure requirements set out in the GRI Standards and ESG Reporting Code and based on the business characteristics and daily operation of the Group. These topics are considered to have impacts on the environment and the society during our operation.

Step 2 Based on the understanding of the feedback from both internal and external stakeholder during the daily operation, the Group determined the priorities of those topics by benchmarking the key points and the trend of ESG works of industry peers.

Step 3 Based on the result of the materiality assessment, the Group discussed the potential impact of material topics identified and determined the disclosure of each material topics in the Report during the reporting period and the key points for improvement in the future ESG work of the Group.



MATERIALITY ASSESSMENT

The following table summarises the list of material topics, its potential impact and strategies to address and we will continue to remain open to feedback from our stakeholders and revise those material topics if there are material changes to the operations of the Group in the future:

Material topics	Potential impacts	Strategies – Page
Economic performance (including indirect economic impacts)	Failure to satisfy the target of investor/ shareholder may affect our capital investment for new products.	Refer to the 2025 Annual Report for the detailed breakdown and analysis of the Group's economic performance; Environmental Friendly Products and Services – P.21
Anti-corruption	Violation of business ethics by our employees with customers or suppliers may damage our reputation and materially and adversely affect our business, financial conditions and results of operations.	Anti-corruption – P.36
Energy (including emissions and waste)	Climate-related risks may reduce revenue and increase our operating cost. Please refer to the paragraphs in section "Climate Change" for details. Lack of monitoring for energy and water consumption may increase operating cost. Improper or delayed treatment or leakage of various wastes may cause adverse impacts on surrounding environment, resulting in complaints and environmental penalties.	Emissions – P.22; Use of Resources – P.24 to P.25; Climate- Related Disclosures – P.12 to P.19
Employment Training and education	Insufficient resources devoted towards the development of human capital, such as lack of training and promotion opportunities, may put our Group at risk of higher turnover rates and less competent workforce which in turn affect our product quality.	Talent attraction and retention – P.26 to P.28; Development and Training – P.29 to P.30
Occupational health and work safety	Failure to maintain safe work conditions and a lack of protective gears may cause occupational hazards with fine and compensation to employee.	Health and Safety – P.28 to P.29
Local communities	Failure to satisfy the demand of local communities may significantly affect our reputation.	Community – P.37 to P.40

MATERIALITY ASSESSMENT

Material topics	Potential impacts	Strategies – Page
Customer health and safety	Failure of or non-compliance with our quality control measures may result in material products recall, which may in turn damage our reputation and affect the demand for our products.	Quality Control – P.32
Customer privacy	The leakage of our internal and third party data may have an impact on our operations and may result in lawsuits and/or penalties from relevant regulatory authorities. It will also significantly affect our reputation.	Customer Information Protection and Privacy – P.34 Data Protection and Security – P.35
Climate change	Failure to cope with climate-related physical and transition risks may result in material impact to our Group's financial and operational performance.	Climate- Related Disclosures – P.12 to P.19

ENVIRONMENTAL ASPECTS

CLIMATE-RELATED DISCLOSURES

Climate change is a common challenge faced by all of humanity. We has deeply recognises the complex challenges and valuable opportunities presented by climate change, striving to achieve harmonious coexistence between the enterprise and the environment. We refer to the ESG Reporting Code to continuously enhance our ability to identify and manage climate-related risks and opportunities, and to improve information disclosure. Meanwhile, we continuously enhance the Group's capacity to respond to climate change, leveraging a more robust climate governance system, more comprehensive climate strategies, more sophisticated climate risk management, and more ambitious climate goals, to drive the industry's low-carbon transformation and upgrading, and contribute to the national "dual carbon" strategic goals.

Governance

The Group places great emphasis on climate change governance. We integrate climate change-related matters into our sustainability governance system, comprising "the Board-ESG Working Group-Functional Departments and Subordinate Companies". The Board is responsible for identifying and determining material climate-related issues, proposing suggestions for climate-related goals, policies, and structures, and continuously enhancing the effectiveness of climate governance. The Board reviews progress on climate-related matters reported by management once a year. For more details, please refer to section "Sustainability Governance" of this ESG report. The Group prioritises the capacity building of the Board and management in the field of climate related expertise. When establishing the ESG working group, members with relevant professional knowledge backgrounds are included. Training materials are provided for the Board and senior management on climate change-related topics, thereby ensuring they possess the necessary expertise to manage and oversee climate-related issues.

Strategy and Risk management

Our Group has developed an internal transition plan that aligns with the goal of a 1.5°C world, with the aim of achieving net-zero emissions by 2050. This decarbonisation plan focuses on reducing greenhouse gas emissions and improving water and waste efficiency, closely considering the impact of climate-related risks and opportunities on our company's strategy. To ensure strategic alignment, we have defined short-term (2030), medium-term (2040), and long-term (2050) horizons based on our business strategic processes, asset lifetimes, and internal policy milestones.

The Board's Audit Committee oversees climate-related risks that have been incorporated into the Group's enterprise risk register. We identify and manage ESG risks alongside other business and operational risks through our integrated risk management process and report to the Board on annual basis. This is embedded in our daily operations, financial and investment activities, internal controls and strategy development and business planning.

A materiality assessment conducted as stated in the section headed "Materiality Assessment" of this ESG report helped us to determine material issues for the Group and our stakeholders, including topics linked to climate-related risks and opportunities as highlighted in our materiality matrix.

During the reporting period, we have conducted a climate-related scenario analysis to assess the resilience of our strategy to climate-related physical and transition risk over different timeframe to our Group. Under our Enterprise Risk Management ("**ERM**") framework, our risk register incorporates the risks associated with climate-related physical and transition risks and ensure climate change adaptation or mitigation policies are in place.

Our ERM framework also ensures periodic risk assessment and monitoring cycles are in place to understand the relevant risks and assess the needs to refresh our risk appetite.

ENVIRONMENTAL ASPECTS

Under our ERM framework, processes used to identify, evaluate and manage significant risks (including significant climate-related issues) by the Group are summarised as follows:

Process	Steps
Risk Identification	Identifies risks that may potentially affect the Group's business and operations.
Risk Assessment	Assesses the risks identified by using the assessment criteria developed by the management; and considers the impact and consequence on the business and the likelihood of their occurrence.
Risk Response	Prioritises the risks by comparing the results of the risk assessment; and determines the risk management strategies and internal control processes to prevent, avoid or mitigate the risks.
Risk Monitoring and Reporting	Performs ongoing and periodic monitoring of the risk and ensures that appropriate internal control processes are in place; revises the risk management strategies and internal control processes in case of any significant change of situation; and reports the results of risk monitoring to the management and the Board regularly.

As a result of above risk management process, the table below provides an overview of climate-related risks with the greatest potential impact on our Group's business.

Transition risks Risk/Time Horizon	Description
Increasing energy costs (access to green electricity) (Medium - long)	Due to the potential for increasing energy demand, energy costs may increase as suppliers pass on some or all the costs associated with carbon taxation and trading to the consumer. This would impact manufacturing and other locations, such as offices. Furthermore, in a net-zero scenario, grid electricity prices are expected to increase. Electrification is a key enabler of the transition to net zero. This will require significant investment in electrification, requiring investment in electricity generation, transmission, and distribution networks, passed on to energy consumers. Over 50% of the total energy consumed in past years was electricity. This amplifies the risk, as most of the group's energy used is electricity. Our group has begun work to mitigate risk here, as some sites have already implemented renewable energy technologies.
Pass-through decarbonisation costs from suppliers (Medium - long)	Increased operational costs of third-party suppliers driven by the low-carbon transition may increase overall logistics costs for our group, i.e. the costs associated with decarbonising operations through investment into greener vehicles, such as electrifying the fleet, and rising fuel costs. We may need to pass these costs on to our own customers, some of which may not be able to afford the products and may opt for cheaper competitor products - this could result in a reduction in revenue. The financial risks may be realised through margin erosion if costs are not passed on and/or reduction in revenue if some customer groups cannot afford to purchase products.

ENVIRONMENTAL ASPECTS

Physical risks Risk/Time Horizon	Description
Extreme heat impact on operations (Short - long)	High maximum temperatures, temperature fluctuations and warm periods may impact the amount of energy required to cool temperature-controlled areas and equipment and reduce the efficiency of equipment. Sustained high temperatures could also result in health and safety risks for personnel working in ambient temperatures without air conditioning, or outdoors. Financial impacts may include: • Increased operational expenditure related to more energy being required to cool production and office locations and maintain stable temperatures for research activities • Revenue loss if temperature thresholds of equipment are exceeded, reducing the efficiency of equipment, and subsequently resulting in reduced production capacity • Revenue loss if the operating efficiency of the workforce is reduced as increased breaks are required during warm spells
Flooding (river and extreme rainfall impact on supply chain and operations) (Short - long)	Extreme rainfall can lead to several types of acute events, including extreme rainfall (flash) flooding and river flooding due to overtopping. These events could impact supply chains by blocking transport routes, or access points to sites, with floodwater or debris. This may prevent the supply of raw materials to a site, or the delivery of products to customers. The extent of disruption will depend on the ability to use alternative routes, however, given our group's global footprint of its supply chain, this could reduce the likelihood of disruptions as alternative routes could be sourced. The group continually assesses supply and manufacturing risks and implements appropriate mitigations such as multiple global inventory points with adequate stock levels and site-level systems to reduce the risk of loss due to natural or accidental events. Financial impacts may include: • Revenue loss due to delays in the supply of raw materials and/or difficulties accessing sites • Increased operational expenditure if deliveries need to be rerouted • If a flood or landslide only results in short-term delays to product delivery, impacts are likely to be limited due to contractual agreements with customers, but long-term delays could cause reputational issues and related revenue loss

ENVIRONMENTAL ASPECTS

Physical risks Risk/Time Horizon	Description
Water stress and drought impact on operations (Short - long)	We uses comparatively little water in its operations, primarily for cleaning, packaging, and sanitary purposes. The company conducts situational analysis of major production sites to identify specific risks related to water stress. However, we recognise that due to the scarce nature of water, it could pose a challenge to its business operations at major production sites. Water stress and drought could impact the production process e.g. water use during the ultrasonic cleaningprocess. Financial impacts may include: • Increased operational expenditure due to higher water costs; additional supplies may also need to be purchased from other (less local) suppliers, which could increase costs further • Decreased revenue if production processes require shutting down, or reduced in efficiency, if cleaning processes cannot be undertaken due to a limited water supply
Wildfire impact on supply chain (Medium - long)	Wildfires may impact supply chains by blocking transport routes, or access points to sites, with fire, downed trees, or other debris. Wildfires at supplier locations can lead to a shortage of raw materials to sites, or the delayed delivery of products to customers. The extent of disruption will depend on the ability to use alternative routes, however given our group's global footprint of its supply chain, this could reduce the likelihood of disruptions as alternative routes could be sourced. The Group continually assesses supply and manufacturing risks and implements appropriate mitigations such as multiple global inventory points with adequate stock levels and site-level systems to reduce the risk of loss due to natural or accidental events. Financial impacts may include: • Revenue loss due to delays in the supply of raw materials • Increased operational expenditure if deliveries need to be rerouted or sourced from suppliers located further away from the required location • If a wildfire only results in short-term delays to product delivery, impacts are likely to be more limited; however, long-term delays could cause reputational issues and related revenue loss
Wildfire impact on operations (Medium - long)	Wildfires may cause direct damage to infrastructure, equipment, and stored products may be subject to higher strain to filter smoke and ash from air, creating unsafe working conditions for site personnel. Projected increases in temperatures increase the likelihood of wildfires. Financial impacts may include: • Increased capital expenditure related to covering repairs to damaged equipment and infrastructure • Revenue loss due to production downtime to conduct repairs, poor air quality halting outdoor activities (e.g. loading stock and raw materials on and off transport), or if materials in warehouses are damaged

ENVIRONMENTAL ASPECTS

Mitigation measures of each type of risk that already adopted by the Group are listed below:

Risk	Mitigation measures
Transition risks	• Set emission targets and reduction plan for the Group • Implement energy management system • Formulate write-off plan for low energy efficiency equipment • Investigate potential of installing renewable energy capture facilities (i.e. solar panel) • Provide training to staff to meet new regulations • Utilise local or nearby suppliers on a preferential basis • Explore the potential of adopting renewable energy • Pursue more certification for green production and operation • Employ energy reduction initiatives • Prioritise sustainability in renovations and new developments • Monitor customer's satisfaction and brand reputation closely • Communicate with stakeholders on the sustainability initiatives implemented • Closely monitor the market trend and government's policy direction • Establish and implement our climate transition plan
Physical risks	• Explore business interruption insurance to cover all potential and actual loss • Carry out electricity conservation measures • Optimise energy efficiency for daily operation • Examine measures to minimise heat stress risk when refurbishment is planned (i.e. green space and passive solar design) • Strengthen employees' awareness on heat stress-related illnesses with policies, guidance and drills • Allocate resources for heat stroke prevention • Implement home office arrangement policy and procedure subject to local government's guidelines • Prepare a dialogue guide for staff to facilitate the internal communication • Modify workers' rest schedule • Increase accessibility to cooling facilities for workers • Assess, research and implement resiliency measures (i.e. typhoon-resistant windows) • Schedule annual emergency preparedness meeting to develop and improve crisis management and transition plans for extreme weather events • Ensure operation have a diverse supplier base • Develop a strong supplier relationship with suppliers to ensure timely delivery of products • Evaluate engineering design and operational standards of our production plants • Evaluate emergency management procedures

ENVIRONMENTAL ASPECTS

The Group has made significant efforts to incorporate climate change into our strategic plans. The climate risks identified are integrated in our ERM framework, which facilitates the assessment and response to them and enables us to better manage and monitor them across our businesses.

In addition, some of our subsidiaries have obtained and implemented the ISO 14001-certified Environmental Management System, which ensures they are capable of handling climate-related risks in our daily operations in a systematic manner.

Climate Change Opportunities

Apart from risks, climate change also creates new opportunities for our businesses. The Group is dedicated to facilitating the transition to a low-carbon economy by actively exploring ways to reduce carbon footprint in our business operations. We aim to achieve this through improving energy efficiency, implementing renewable energy, switching to sustainable resource management, and adopting green technology for further details, can reference to the section headed "Environmental Friendly Products and Services". We also anticipate our efforts will lead to direct cost savings and decrease in energy costs.

Together with the strong growth of sustainable finance in global capital markets, the Group seizes the opportunity to support our long-term commitment and decarbonisation plan, as well as consistently enhances ESG performance and promotes carbon neutrality.

We look forward to understanding more about long-term regulatory regimes, carbon pricing and and carbon trading. In the context of low-carbon economy transition, we endeavour to better manage climate risks and grasp the associated business opportunities in the future.

Scenario Analysis

Recognising that climate-related risks play a significant role in our business success and continuity, the Group tested the resilience of our business operations under distinct and plausible climate change scenarios against key climate-related risks and opportunities according to the ESG Reporting Code. This builds on our previous efforts in aligning with international frameworks such as TCFD.

In our scenario analysis, the Group focused on material physical and transition risks, and referenced scenarios with climate and transition pathway projections published by reputable external research bodies including Intergovernmental Panel on Climate Change ("**IPCC**") and Network of Central Banks and Supervisors for Greening the Financial System ("**NGFS**"). We have adopted two high contrast scenarios that provide robust coverage of potential climate outcomes. Based on these pathway projections, we evaluated the Group's potential impacts of these risks and opportunities against plausible future states under various time horizons until 2050. Our scenario analysis will be refreshed for every three years for our strategic planning purpose.

ENVIRONMENTAL ASPECTS

The table below summarises the parameters of our scenario analysis.

Parameter	Description
Scope:	The PRC (major production facility of the Group)
Scenarios used:	Physical Risk: – IPCC Sixth Assessment Report IPCC Shared Socioeconomic Pathways ("SSP") 5-8.5 (High Emissions Scenario), IPCC SSP1-2.6 (Low Emissions Scenario) Transition Risk: – NGFS Current Policies Scenario (High Emissions Scenario), NGFS Net Zero 2050 Scenario (Low Emissions Scenario) Rationale: – The scenarios developed take reference from IPCC (physical risks) and NGFS (transition risks) – The sources selected provide time frames that align with our strategic planning time horizon and aligns with Paris Agreement – The scenarios chosen will help the company assess the level of exposure from physical and transition risks, and support our future strategic planning
Time horizon	Short-term (2030); Medium-term (2040); Long-term (2050)
Assumptions	– Analysis conducted in 2025, expect asset locations to remain materially the same over the time horizon – Mitigation measures will remain the same
Trend	High Emissions Scenario: – Emissions continue to increase in line with current business-as-usual pathway – Current regulatory framework remains in place, with government or state intervention on climate change maintaining its current levels – Likely increased severity and frequency of climate change related weather events – Demand for electricity and fuel remain relatively consistent with current levels Low Emissions Scenario: – Global decarbonisation trajectory in line with achieving the Paris Agreement which sets a target to limit global warming to well below 2°C and ideally 1.5°C by 2100 – Current regulatory framework would effectively continue with additional emissions reduction measures implemented by government to achieve the global 1.5°C target – Reduced likelihood of severe climate change related weather events – Policy support for electric vehicles and the electrification of gas appliances is driving an increase in consumption, with this growth being partially offset by energy savings from improved energy efficiency and consumer investments in distributed photovoltaic systems – Fuel prices will rise more drastically, largely driven by aggressive carbon policy

It is important to note that these scenarios are not definitive outcomes for the Group. This scenario analysis exercise is based on assumptions that may or may not materialise and on the information available at the time of preparation, and the scenarios may be influenced by additional factors beyond the assumptions made in the exercise and hence do not represent actual future outcomes.

Climate-Related Physical Risks

Physical risks are risks derived from chronic risks resulting from long-term climate pattern shifts or acute risks from extreme climate events. The frequency, severity and impacts of these risks vary over different time frames and geographical locations. Revenue and operating cost would be decreased and increased, respectively, by factors such as business disruption from extreme weather events, labor productivity loss due to heat stress, direct asset damage and rising electricity cost to different extend under different scenarios. We consider the overall risk level by physical risks are low.

Climate-Related Transition Risks

Transition risks and opportunities are associated with the shift toward a low-carbon economy and the regulatory, market, and technological changes that accompany this transition. Transition risk is likely to be significant in the context of transitioning to a low-carbon economy, as such transition involves substantial changes in policies and market, as well as technological advancements that are likely to incur significant cost to businesses and societies. Revenue and operating cost would be decreased and increased, respectively, by factors such as rising energy cost, rising raw material cost, direct carbon cost exposure and low-carbon transition investment cost to different extend under different scenarios. We consider the overall risk level by transition risks are moderate especially from medium to long term as significant climate-related policies and regulations are expected to be introduced.

Based on the scenario analysis performed as above, these risks are considered manageable within the context of the Group's current business model. Although there is a lot of uncertainty associated with these scenarios, measures we currently have in place and are continuing to invest in as stated above form the basis for business resilience in both instances showing our business and sustainability strategies allow us to effectively manage the risks associated with a transition to a net zero economy.

Metrics and Targets

Our transition plan towards net zero

In line with our ESG strategy and the Paris Agreement's goal in limiting warming to 1.5°C above pre-industrial levels, we have set ambitious decarbonization targets to reduce various environmental KPIs by 5% in terms of intensity within our reporting scope by 2030 (compared to a 2023 baseline) (near-term target) and reduce GHG emissions and achieve global net-zero emissions, or sector-level net-zero in eligible 1.5°C-aligned pathways, by 2050 (long-term target). To gauge the progress of our net-zero ambition, we closely monitor key metrics, including Scope 1, 2, and 3 GHG emissions, and regularly review our transition plan and targets. We have been tracking Scope 1 and 2 metrics in our operation and start to enhance our disclosure on Scope 3 metrics in 2025 to accelerate our decarbonisation efforts. We collaborate closely with all our business units to secure resources for implementing carbon reduction measures, including energy optimisation, sustainable resource utilization, technology investments, and community collaboration for positive impacts. We acknowledge the dynamic nature of the external environment and the necessity of regularly reviewing our targets and baselines to effectively track our progress and capitalize on the opportunities for transition. We will adopt key performance indicators aligned with the 1.5°C pathway for different business units and introduce financial proxies internally to quantify impacts in financed emissions. Our ESG working group will also evaluate the Group's sustainability performance and progress made against sustainability targets on an annual basis and assesses whether any revision is required.

ENVIRONMENTAL ASPECTS

Our ESG strategy and transition plan outline key actions and a clear roadmap to address prioritized climate risks as we progress towards our net zero by 2050 goal.

Our Net Zero 2050 ambitions		
Before 2025		– Established our 2050 net zero commitment – Identified major climate-related risks and opportunities with mitigating measures – Set targets for various environmental KPIs
2025	On-going implementation and monitoring of climate-related mitigation measures	– Conducted scenario analysis for physical and transition risks – Reported our Group's key Scope 3 GHG emissions – Reviewed the progress of achievement for various environmental targets – Strengthened the capacity of our management to effectively develop and implement their action plans by providing training programs, resources and tools
2030		– Review our Group's net zero and near-term targets in line with the 2050 pathway
2040		– Report the progress of long-term target of our Group
2050		– Achieve net zero commitment

The Group focuses on direct decarbonisation rather than the purchase of carbon credit to offset GHG, the group has no plan to purchase carbon credit during the reporting period. Our strategy prioritizes maximizing operational efficiencies, transitioning to renewable energy, and collaborating with stakeholders to scale the adoption of low-carbon materials/facilities across our value chain.

Regarding climate-related metrics, assets especially all items under category of "Property, plant and equipment" and "Inventories' in the consolidated statements of financial position are materially exposed to flooding and storms (physical risks). Besides, all items of plant and machinery under category of "Property, plant and equipment" and "Inventories" in the consolidated statements of financial position are materially exposed to shifts in customer preferences for our products in which subject to impairment resulting from decrease in price (transition risks). Our Board expect that amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities are not significant in light of our measures taken to address climate-related risk. Please refer to the paragraphs headed "Strategy and risk management" for details.

To monitor performance across critical areas of our operation to achieve net zero goal, we track several environmental metrics to evaluate its impact. These metrics encompass operational aspects related to:

- Energy (measured in MWh)
- GHG emissions across Scope 1 and Scope 2 (measured in tonne of equivalent CO_2)
- Water and wastewater (measured in m^3)
- Non-hazardous and hazardous wastes (measured in tonne)

ENVIRONMENTAL ASPECTS

The actual data can be found in Appendix I Overview of Key Performance Indicators in this Report. We uses energy for production, offices and passenger vehicles. The company's data collection process encompasses production sites and relevant logistics hubs. The Group discloses direct GHG emissions resulting from the combustion of heating and vehicle fuels (Scope 1) and indirect emissions linked to purchased electricity (Scope 2). These categories are key contributors to climate change within the company's operational scope, primarily stemming from its production facilities, vehicle fleet, and the utilisation in our office buildings.

The table below shows an overview of the Group's environmental near-term targets and progress:

	Baseline Year	2030 target	Progress in 2025
Energy consumption intensity	2023	-5%	On track
GHG emission (Scope 1 & 2) intensity	2023	-5%	On track
Water consumption intensity	2023	-5%	On track
Waste generation intensity	2023	-5%	On track

ENVIRONMENTAL FRIENDLY PRODUCTS AND SERVICES

The Group recognise the vital importance of the role in promoting environmental stewardship and social responsibility in dentistry. In line with the commitment to sustainability, we conduct life-cycle analysis (LCA) to identify opportunities for improving the environmental performance of the products, we fully embrace the digitisation trend in the whole product life cycle (especially in order acceptance and manufacturing stage) and implement innovative technologies to reduce unnecessary logistics and airlift, which aim to optimise resource efficiency and minimise our carbon footprint throughout operations.

Traditional method of taking an analogue impression requires bite registration waxes mouldable to human gums. The precision of models is influenced significantly by the processing aspects and impression technique, requiring extended adjustment time. The storage and retrieval of physical impressions also pose logistical complexities and lead to longer shipping time of the physical moulds. With an accelerated trend in dental digitalisation, we heavily promote and educate dentists in how to use intra-oral scanners to do the intraoral impression-taking. Intraoral scanner acquires data in patients' mouths and generates more accurate 3D images just in seconds and allows impressions to be delivered to the laboratory through digital files. It facilitates a quicker lab turnaround times by around 2 days and reduce respective carbon footprint created if using traditional physical moulds, As part of our commitment to sustainability and energy efficiency, we've launched and offered intra-oral scanners that minimise energy consumption during the impression process. This, combined with the assistance of computer-aided design/computer-assisted manufacturing (CAD/CAM) systems, has proven to be significantly more efficient, with clinical studies revealing that the digital bite workflow was 60% more efficient than conventional techniques.

We firmly believe that the paramount importance lies in the safety and quality of the products and services we deliver. Digital impressions allow clinicians to evaluate a digital scan immediately during treatment planning, optimising clinic workflows and bringing a better patient experience. The advancements in digital bite analysis help technicians to perform greater control in the production phase, therefore reducing the risk of errors and re-make rate compared to conventional physical impression processes. With accelerated digitalisation in dentistry, it enhances precision of clinical diagnosis and elevating treatment outcomes, resulting in safeguard of product quality and increase in customer satisfaction.

ENVIRONMENTAL ASPECTS

For the year ended 31 December 2025, together with approximately 64,241 digital solution cases contributed from Hexa Ceram (2024: Nil), the Group's digital solution cases (overseas and domestic) that are produced from its Mainland China, Thailand and Vietnam production facilities (which, for the avoidance of doubt, does not include digital solution cases produced in the Group's non-Mainland China, non-Thailand and non-Vietnam production facilities or overseas/satellite dental laboratories) increased to approximately 1,039,188 cases, reflecting an increase of 32.7% as compared with the same period in 2024 (approximately 783,100 cases) as a result of our clients' increased adoption of intra-oral scanners.

Through the Group's digital platforms, customers can now conveniently submit orders online, eliminating the need for excessive paper usage and reducing our overall environmental footprint. By embracing technology, we aim to streamline processes, enhance efficiency, and minimise the reliance on physical resources traditionally associated with order submission.

Additionally, the mobile applications provide customers with seamless access to after-sales services and support. Through these digital channels, users can easily communicate with our customer service team, access product information, and receive timely updates, reducing the need for physical correspondence and paperwork. This not only enhances customer experience but also contributes to resource conservation and waste reduction.

By leveraging these digital solutions, we are actively working towards achieving our environmental goals while providing innovative and efficient services to our valued customers.

EMISSIONS

The Group's manufacturing operations are subject to national laws and local regulations, as well as periodic monitoring by relevant local government environmental protection authorities. Under such laws and regulations, if we are found to have engaged in activities that severely polluted or endangered the environment, the relevant authorities may impose penalties on us, as well as requiring us to restore the environment or remedy the effects of the pollution. Any failure to restore or remedy within the prescribed time could result in the termination of our business. Furthermore, under relevant laws and regulations, we are required to control and reduce the level of any pollution or any other harm to the environment that may be caused by the production, distribution and import of our products within the respective countries where we operate. The Group complies with related laws and regulations, including Environment Protection Law of the People Republic of China (the "**PRC**"), the Environmental Impact Assessment Law of the PRC, Administrative Regulations on Environmental Protection for Development Projects and the Measures for the Administration of Examination and Approval of Environmental Protection Facility of Construction Projects in the PRC, Federal Soil Protection Act (BBodSchG) in Germany, and are likely subject to the Activities Decree (Activiteitenbesluit) in the Netherlands. The Group is not aware of any material non-compliance with applicable laws and regulations relating to air emissions, greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste during the reporting period.

The Group has established "Environmental Facilities Operation and Management System" and implemented corresponding procedures in order to monitor the emissions generated by the Group.

ENVIRONMENTAL ASPECTS

Air Pollutant and GHG Emission

Air pollutant emission is monitored and mitigated by the installation of emission control devices. Cleaner fuel is used in the production center in order to reduce the air pollutants emission. Moreover, the risks associated with climate change are real and warrant action. Increasing carbon emissions in the atmosphere are having a warming effect. We are committed to taking positive action to tackle climate change and are dedicated to reducing the risk in the most efficient way for society. The Group is taking action by implementing energy saving initiatives as mentioned in the section headed "Use of Resources".

Regarding Scope 3 other indirect emissions, carbon emissions may be emitted by our suppliers and service providers in our value chain that may not be environmental-friendly. To mitigate our indirect impact through third-party suppliers and service providers, we plan to strengthen our ESG practices and actively research the carbon footprint of our third-party suppliers and service providers and enlist environmental protection capability as one of our assessment elements when evaluating such suppliers and service providers to ensure that our suppliers and service providers are fully competent in carrying out sustainable operations and exerts continuous effort to minimise environmental impact. When screening those suppliers and service providers in the future, low carbon (i.e. evidenced with environmental compliance history and certification in environmental protection) will be our top priority criteria with evaluation metrics emphasizing environmental impact, energy and resource utilization, use of renewable energy and other innovative means for producing a smaller carbon footprint. Besides, we have a long practice of encouraging our employees to make their travelling and commuting as energy efficient as possible. For instance, our practice requires our employees to select economy class as a preference for business travel. We are aware of the significance of reducing our Scope 3 other indirect emissions, by implementing practical measures in our daily operation during the reporting period as mentioned above. We identified our Scope 3 GHG emissions amongst the 15 Scope 3 categories in last year. Amongst the 15 categories, we have identified 10 categories relevant to our business. The other categories are not included (i.e. Categories 10, 11, 13, 14 and 15) as they are irrelevant to our business or data are unavailable and unreliable for quantification. During the reporting period, we have began to disclose our scope 3 GHG emissions for selected categories (i.e. Categories 1, 2, 3, 5 and 6). We recognise that there are still data gaps within the data reported and aim to expand our data disclosure for other categories going forward. Please refer to section headed "Appendix- Overview of Key Performance Indicators" for details.

Wastewater

Industrial wastewater produced by the production base of the Group is collectively delivered to and treated by our onsite sewage treatment facility before discharging. The sewage treatment is in compliance with relevant local regulations and national requirements, and has no significant impact on the surrounding environment. During the reporting period, the amount of wastewater generated is not material.

Hazardous and Non-Hazardous Wastes

Hazardous wastes include wastes acidic solution, batteries, fluorescent tubes and electrolytes. Non-hazardous wastes include gypsum, waste ceramic blocks, and empty paint cans generated/consumed at various stages of the manufacturing process. The Group has a strict classification system for different types of wastes. Each type of waste has specific storage location and collection procedures. There is a precaution implemented for the leakage of waste to prevent pollution. Wastes are separately stored and handled with the ledger for record. The Group engages qualified recycling companies to perform waste disposal and treatment so as to minimize the impact on nature. Committed to continuous improvement, the Group also implements strategies to reduce, reuse and recycle waste, aiming to lower its environmental footprint and improve resource efficiency.

ENVIRONMENTAL ASPECTS

USE OF RESOURCES

As stipulated in "Energy Resource Control Procedure", the Group strives to improve the efficiency of energy, water and other material consumption. In our daily operation, fuel, electricity, water and packaging materials are the major resource consumption.

In view of the scarcity of resources, the Group has implemented measures on the efficient use of resources. We consistently seek ways to improve energy efficiency and reduce electricity consumption in our facilities.

Regarding usage of water, our Group use comparatively little water in its operations, primarily for cleaning and sanitary purposes. 'Water and marine resources' has been identified as a non-focus topic in our materiality assessment. Nevertheless, the company recognizes the precious and scarce nature of water, especially in some areas of the world. Water constraints can pose a growing challenge for the Group's business operations. To address this, potential water-related risks at production sites are proactively monitored and evaluated. The Group did not encounter any problems in sourcing water that is fit for purpose. Water rate charges do not form a separate item in the rent in certain offices, yet the Group encourages staff to reduce water wastage, for example, by not running water taps in the pantry and toilet.

Packaging plays an essential role in protecting, delivering and presenting our products and brands to our consumers around the world. It adds value by creating consumer convenience, providing product information, safeguarding public health and protecting the products throughout the supply chain. Modern Dental Pacific have signed up to Australian Packaging Covenant Organisation (APCO) and aligned with sustainable packaging principles. They have introduced mixed recycling collection within the business, ensured minimal general waste going to landfill by maximising re-cycling and/or re-purposing of plastic, glass and paper waste. They have installed a soft-plastics baling machine, with baled plastics to be sent to the recycling facility for repurposing into new plastic items (furniture, speed humps, etc). Modern Dental Pacific have conducted a review on all existing packaging with a focus to increase recycled content of packaging, reduce use of plastics, minimise layers of packaging which leads to setting packaging target that align to APCO targets.

ENVIRONMENTAL ASPECTS

Our key environmental protection measures are listed below:

Type of natural resources	Measures
Energy and waste	• Enhancing electricity efficiency through infrastructure upgrades and production process optimization • Improving heating and cooling efficiency and incorporating renewable sources • Addressing the environmental impact of the company's vehicle fleet through pilot programs for switching to electric vehicles • Prioritizing data quality improvement for accurate emissions assessment • Tracking supplier emissions via tailored supplier sustainability and compliance management platform, aiming for significant supplier engagement • Implementing sustainable procurement initiatives for capital goods and purchased goods and services • Reducing third-party logistics and transport emissions: collaborating with providers to implement efficiency measures, transition to biofuels, and integrating electric vehicles • Replacing custom-made furniture & fittings with movable ones so that the latter can be easily recycled/reused at other locations • Switching off all electrical appliances after operating hours • Regular maintenance of service equipment to ensure maximum efficiency • Switching off lights and air-conditioners if rooms/areas are not in use • Use of energy-efficient LED lamps • Controlled usage of centralised air conditioners and heater • Posters encouraging employees to save electricity by turning off the lights in uninhabited areas during the day • Engage in digitalisation efforts to go paper-less • Recycle waste batteries to avoid the harmful effects of environmental pollution
Water	• Installation of thimbles in taps • Installation of half-flush and full-flush options in toilets • Report of all leaks • Provision of fresh drinking water as an alternative to bottled water • Cultivate "drink only what you can finish" culture • Implementation of water conservation guidelines • Reminders for employees to "save water"

THE ENVIRONMENT AND NATURAL RESOURCES

Environmental friendly production not only mitigates the impact to the environment but also increases the efficiency and conserve resources. Our production center in Dongguan, Vietnam and Thailand promotes sustainable development by enhancement of production design, use of cleaner energy and raw materials, utilisation of resources and reduction of emission during the production process. When we design the production process, we use non-toxic, non-hazardous raw materials when possible, utilise and reuse wastes and sewage generated and consider the impacts of the life cycle of the product to the environment and human health. During the process of procurement, production or sales, the consumption of raw material is strictly monitored and the emission from the production is also strictly controlled.

SOCIAL ASPECTS

TALENT ATTRACTION AND RETENTION

Employment and Labour Standards

The Group has established and implemented a set of human resources management policies and procedures in place with the aim to provide good and safe working environment to its staff. Each division has their "Employee Handbook" sets out the standards for compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, antidiscrimination. The Group complies with laws and regulation relating to employment, including but not limited to Labour Contract Law of the PRC and the Law on Social Insurances. The Group is not aware of any material non-compliance with related laws and regulations during the reporting period.

Equal Opportunity

The Group is an equal opportunity employer. We value the diversity of our workforce and respect the differences between employees, recognising that each employee has individual skills and attributes to bring to their job. Members of disadvantaged groups have equal access to opportunities for employment and education. During the reporting period, 53% (2024: 53%) of the middle and senior management and 12% (2024: 17%) of staff in the IT department were female.

Anti-discrimination, Harassment and Bullying

The Group also ensures that employees have the right to work in an environment that is free of discrimination, harassment and bullying. Discrimination, harassment and bullying will not be tolerated under any circumstances and disciplinary action will be taken against any employee who discriminates, harasses or bullies against employee or client, or who victimizes or retaliates against a person who has complained of discrimination, harassment or bullying.

If it does occur, employees have a right to complain and not be disadvantaged in the employment conditions or opportunities as a result of lodging a complaint or bearing witness to a complaint. All complaints will be treated seriously, impartially, sympathetically and confidentially. In all cases, it is essential that all persons concerned maintain complete confidentiality in order to protect the parties involved.

Any violation of applicable laws and regulations shall be reported to management for extensive investigation according to the Group's internal guidelines and codes. Relevant departments will be notified to carry out remedial actions in case any non-compliance is identified during investigation.

Child Labor

Child labour is strictly forbidden in the Group as stipulated in the "Regulation on Prohibition of Child Labour". Candidate under the age of 16 is not allowed to work in the Group. If child labour is found, the Group will stop the child from working immediately, confirm he/she is safe in the workplace and send he/she back to his/her home. All the travel expense will be borne by the Group. The human resources department strictly complies with relevant labour laws and regulations to implement recruitment. In the recruitment processes, the human resources department takes effective procedures to verify applicants' age and inspects their identification documents and valid proof of identity before hiring any of them. Employment contracts and other records documenting all relevant details of the employees (including age) are properly maintained for verification by relevant statutory body upon request.

SOCIAL ASPECTS

Emolument Policy

Annual performance appraisals play a vital role in fostering employee development within our organisation. Recognising their significance, we have implemented a comprehensive and transparent appraisal system. This system encourages employees to engage in introspection, critically assess their performance, and identify areas for personal and professional growth. It is noteworthy that our appraisal framework also encompasses key performance indicators (KPIs) related to sustainability for certain management, which are evaluated during the year-end review process. Additionally, for specific senior management, KPIs are tied to the successful renewal of ISO certificates of our production sites.

To ensure the efficacy of our appraisal system, we regularly conduct thorough evaluations and make necessary enhancements in line with industry best practices. By continuously aligning our practices with leading standards, we strive to foster a culture of growth and excellence within our workforce. During the reporting period, the Group is not aware of any material reported case of gender pay gap.

The Group also has share option scheme namely the Share Option Scheme and the Pre-IPO RSU Scheme. Both of which are expired during 2025. During the year, 23,250,000 shares under Share Option Scheme were granted to Directors and an employee. Details of the captioned schemes, please refer to the Annual Report of the Company. Further, apart from salaries, bonuses and share option mentioned above, there is no other form of incentives given to Directors during the year.

Employee Welfare

The wellness of employee affects their performance. In order to promote work-life balance, the Group has also organised various of activities for employees. For example, annual dinner, leisure trips, sports and singing competitions.

Our benefits provided to full-time employees that are not provided to temporary or part-time employees are as below:

Area	Benefits
Health	• Reimbursed visits to general medical and dental practitioners • Group Hospital and Surgical insurance • Dental benefits are provided to the immediate family members of our staff
Leave entitlements	• Eligible staff are entitled to maternity leave, paternity leave, shared parental leave, childcare leave and extended childcare leave • Other leave benefits such as birthday leave, marriage leave and compassionate leave
Others	• Discretionary performance bonus • Long service awards • Local social security benefits

SOCIAL ASPECTS

Parental Leave

	2025 Male	2025 Female	2025 Total
Number of employee entitled to parental leave	1,148	1,333	2,481
Number of employee who took parental leave	89	158	247
Number of employee who returned to work in the reporting period after parental leave ended	88	122	210
Number of employee who returned to work after parental leave ended and were still employed after 12 months after their return to work	73	103	176
Return to work rate (%)	99	77	85
Retention rate (%)	84	89	87

	2024 Male	2024 Female	2024 Total
Number of employee entitled to parental leave	431	546	977
Number of employee who took parental leave	103	181	284
Number of employee who returned to work in the reporting period after parental leave ended	87	116	203
Number of employee who returned to work after parental leave ended and were still employed after 12 months after their return to work	65	76	141
Return to work rate (%)	84	64	71
Retention rate (%)	79	68	73

HEALTH AND SAFETY

Employee health and safety is a top priority for the Group, striving for zero work-related accidents. The Group recognises that it is our responsibility to provide a safe and healthy workplace for all staff, contractors and visitors. To ensure the wellbeing of others, we are committed to:

- Identifying, evaluating and controlling factors within the workplace, which may cause or potentially cause injury or health issues;
- Providing safe equipment and systems of work;
- Providing written procedures and instructions to ensure safe systems of work;
- Ensuring compliance with legislative requirements and industry standards; and
- Providing information, instruction, training and supervision where appropriate to staff, contractors and visitors to ensure their safety.

SOCIAL ASPECTS

The Group employs an incident and injury reporting mechanism that provides a framework for our staff to evaluate the severity of injuries and report them appropriately, enabling injured staff to receive timely medical care. These reports assist us in identifying and addressing potential hazards before they result in costly or tragic incidents. If a workplace injury occurs, the staff member involved must notify their immediate supervisor as soon as possible. Any faulty equipment or instruments that endanger workplace safety will be rectified, removed, or replaced.

The Group has adopted certain administrative guidelines on occupational health and safety in the workplace. Operational manuals and safety guidelines on production procedures are also implemented regarding the safe operation of production equipment and machinery, devices, chemicals and wax and casting lines during the production process. We have also adopted emergency response procedures depending on the severity of the incident. We require new employees to participate in safety training to familiarize themselves with the relevant safety rules and procedures. We appoint qualified consulting firms to conduct an on-site safety assessment and hazard identification. The Group complies with related laws and regulations, such as Law of the People's Republic of China on the Prevention and Control of Occupational Diseases.

During each of the past three years including the reporting period, no work-related fatalities and material lost days due to work injury was recorded.

During the reporting period, the Group is not aware of any material non-compliance with applicable laws and regulations relating to providing a safe working environment and protecting employees from occupational hazards.

DEVELOPMENT AND TRAINING

The Group is committed to providing all employees with training and development opportunities and endeavors to ensure that employees keep learning and developing within our business. In the dynamic industry in which we work, it is essential to maintain and develop skills to ensure that we provide our customers with superior service and to ensure that employees develop to their full potential. Learning and professional development are important parts of the employment. The Group provides different kinds of trainings to employees, such as new employee training, outward bound training, management training and technical skill training.

Career development is encouraged through continuing professional development, formal training and opportunities for on-the-job experience. Employees are encouraged to, wherever possible, gain well-rounded experience and development within the organisation. Existing employees are encouraged to join the regular training programmes provided by our Group. Apart from internal training, we also encourage our staff to participate in external trainings under our budgeted sponsorship including but not limited to STEM education programs so as to cope with their career's needs.

SOCIAL ASPECTS

We have partnered with a training centre in the PRC (which obtained the qualification for social training and evaluation of the vocational skill level of dental technicians) in which a systematic framework is built and comprehensive training has been provided to all the staff, training topics are being extracted and summarised as follow:

Category	Training content
Basic training (For all staff)	• Staff orientation to instill company's core values and culture • Communication skills • Problem-solving and decision-making • Cybersecurity and data protection • Personal development and career growth • Diversity and inclusion • Anti-corruption
Manufacturing techniques related (For all production staff)	• Manufacturing processes and procedures • Quality control and assurance • Inventory management • Health and safety in the workplace • Standard operating procedures • Teamwork and collaboration • Cross-training opportunities
Management skill related (For all middle and senior management)	• Leadership development • Change management • Team management and collaboration • Goal setting • Project management • Ethical leadership

SOCIAL ASPECTS

OPERATING PRACTICES

Supply Chain Management

Our principal raw materials include alloys, ceramics and dental resins. We procure our raw materials from multiple suppliers in the Greater China, Europe and the United States. The majority of our raw materials are produced by well-recognised dental material manufacturers in Europe and the United States.

We procure raw materials from well-recognised dental material suppliers. For example, we procure dental alloys and ceramics from leading dental material suppliers selling a comprehensive range of dental products worldwide. Although we have long-term business relationship with many of our suppliers, we do not have long-term procurement contracts with them. For most of our raw materials, such as ceramic, we receive their unit price annually and procure the corresponding materials under the provided unit price. For alloy, the price for each order is negotiated based on market conditions. As most of our materials are replaceable with comparable products from alternative suppliers, we believe we can promptly secure enough material supply if our suppliers fail to fulfill our orders.

The Group recognised that the conduct and behavior of our suppliers, vendors and contractors can affect – both positively and negatively – the quality of our products, the lives of people in local communities, as well as our reputation and ability to operate effectively. We expect and demand that our supply chain partners uphold the Group's principles of ethical business conduct, respect for human rights and support sustainable development. We strive to do business only with those suppliers who share these principles.

To strengthen the management of the social and environmental risks of suppliers, the procurement department is responsible for monitoring and evaluating the social responsibility performance of suppliers. We required our suppliers (i) to confirm that it has complied with all local laws and regulations, (ii) to be accredited with certification and qualification related to environmental protection, (iii) to establish and maintain stringent quality assurance systems throughout their production processes and be able to provide timely support in the event that incoming raw materials do not meet our quality standards and (iv) to observe U.S. Food and Drug Administration ("**FDA**"), CE, Chinese State Food and Drug Administration ("**SFDA**") or other relevant certification requirements depending on the intended market destination. After suppliers pass the above evaluation, we will include them in our approved supplier list and sign supplementary agreements with them, including but not limited to the Code of Conduct. The procurement department holds periodic reviews/evaluation of quality and certificates with our suppliers, with a view to improving the entire quality assurance procedures. The Group maintains a long-term relationship with suppliers based on the result of supplier assessment. For more details about our quality control on procurement and production processes, please refer to section headed "Quality Control".

Product Responsibility

Achieving and maintaining a high-quality standard for products are utmost important for the sustainable growth of the Group. The production process of the products is controlled and monitored regularly in order to ensure we deliver high-quality products to our customers. The Group has been in strict compliance with local laws and regulations, such as Law of the PRC on Product Quality, Regulations on the Supervision and Administration of Medical Devices and the Administrative Measures for the Registration of Medical Devices in the PRC, and the requirements under European Union's Medical Device Directive. During the reporting period, the Group is not aware of any material non-compliance with applicable laws and regulations in relation to the product responsibility.

SOCIAL ASPECTS

Quality Control

Quality control is crucial for us to maintain our competitiveness in the market. The Group has established "Product Quality Control Procedure". The Group has a dedicated quality assurance team at each production facility and digital production center to examine the finished products before shipment. Our quality assurance team have experience in the industry in which we operate.

Quality assurance procedures are carried out at various stages of the production process, including incoming, in-process and outgoing stages. We establish quality assurance standards for individual customers and evaluate such standards on a continuous basis with customers. To closely monitor the production processes, each of the product groups has a quality control team consisting of experienced technicians and supervisors.

The incoming quality control team and sourcing team work together to inspect incoming raw materials used in our prosthesis production processes. We require our raw materials suppliers to establish and maintain stringent quality assurance systems throughout their production processes and be able to provide timely support in the event that incoming raw materials do not meet our quality standards. Our raw materials suppliers observe FDA, CE, Chinese SFDA or other relevant certification requirements depending on the intended market destination.

Our commitment to product stewardship and operational resilience is rooted in a robust end-to-end traceability framework. By leveraging unique identifiers within our ERP systems, we maintain visibility of certain raw materials from origin to final delivery. This transparency is fundamental to our Social responsibility, ensuring that every solution meets rigorous safety and quality standards before entering the market. In the event of a safety concern, our rapid-response protocols allow for precise batch isolation and stakeholder notification, directly mitigating risks to public health and upholding our brand integrity.

We maintain a rigorous governance structure through a closed-loop feedback system. Insights from field performance and regulatory engagement are systematically integrated into our design and manufacturing controls. These processes are not merely project-based but are embedded into our ongoing management reviews, ensuring that risk mitigation and product efficacy are subject to continuous executive oversight.

Furthermore, we address supply chain sustainability by proactively managing dependencies on critical materials. To ensure business continuity and minimize environmental or social disruptions, we actively qualify alternative suppliers and sustainable manufacturing methods. This strategic diversification safeguards our value chain against global volatility while maintaining the consistent quality our stakeholders expect.

In our centralised production facilities in Dongguan, Vietnam and Thailand, our in-process quality control team is responsible for quality assurance inspection at various stages of the prosthesis production process. We require suppliers (especially for chemicals) to provide testing report of sample materials in order to ensure the in fulfilment of safety standards. We also perform quality checks at the end of every stage of production process to ensure that the semi-finished prosthesis meets all the relevant quality standards before we begin the next stage of the process. We also implement comprehensive in-process quality control checklists throughout the entire production process and record traceable information to identify and address issues. During the reporting period, external third parties (health authorities and/or notified bodies) conducted inspections across 100% of our manufacturing sites in PRC, Thailand and Vietnam, all resulting in the confirmation and maintenance of applicable licenses, reaffirming our dedication to maintaining high standards of compliance and operational excellence.

Finished prosthesis products undergo further quality assurance examination before they are shipped to our customers. Products that do not meet our quality standards are returned to production facilities or digital production center for repairs or recycled based on the level of defects. In addition, our quality assurance team located in our service centers samples the incoming products to ensure that our quality meets or exceeds customer expectations.

SOCIAL ASPECTS

In light of the above, our rigorous quality management system that enables us to monitor each stage of the production process and to ensure the quality of our prosthetic devices in which quality is critical to the success of our business. Our quality management system for various production facilities worldwide is certified under ISO certificate as follows:

Australia	• ISO 13485:2016
Europe	• ISO 9001:2015
	• ISO 13485:2016
	• ISO 14001:2015
PRC	• ISO 13485:2016
Thailand	• ISO 13485:2016
Vietnam	• ISO 13485:2016

Customer Service Management

We hold periodic quality reviews with our customers, with a view to improve the entire quality assurance procedures. All cases are tracked digitally, with a unique case number that identifies the technicians involved in fabrication, time of day completed, and the lot numbers of the materials used. This data helps us to determine the cause of any non-conformance of our product if we receive complaints from our customers.

During the reporting period, there was no products sold/service provided subject to recall for safety and health reasons and no material complaints about our products and service received.

Customer Satisfaction

In order to enhance our service quality and serve clients' needs effectively, the Company will launch its own app on mobile phones so as to reach clients directly through an app on mobile phones. Through the app, our customer service team will answer clients' enquiries and collect their opinions, and the clients will also be able to monitor progress in their cases. For example, dentists can send the electronic lab sheet to us through the app. In the meantime, we can send them back the 3D images of how the dental prosthesis will look like when the design is done so that the dentists and his clients can preview the rendering and decide to go ahead or make any adjustments. This app will enable us to raise the efficiency of our services and enhance product quality.

Additionally, we also strive to develop a comprehensive dental education platform, demonstrating our commitment to advancing dental knowledge and empowering dental professionals worldwide. We have organised over 350 educational events worldwide in 2025, featuring a diverse range of forums, workshops, study clubs, seminars and hands-on training sessions, with more than 15,000 doctors and dental practitioners participating in the events. It has brought together dental experts, thought leaders and practitioners around the globe, creating an unparalleled platform for knowledge exchange, professional growth and networking opportunities. All these events resulting in improved customer experiences through enhanced knowledge, precision, and efficiency.

In collaboration with universities, the Company invites dental students to have a site visit to our different manufacturing sites to learn more about dentistry through hands-on and theoretical training on our dental prosthetic products, as well as patient treatment.

In the future, the Company will continue to focus on strengthening sales and educational channels around the world. We will also allocate more resources to the digitisation of medicine, namely intraoral scanning and 3D dental printing technology in order to bring more new experience to its clients.





SOCIAL ASPECTS

Product Warranties

The Group provides standard product warranties that are consistent with the industry practices in the relevant geographic markets. The warranty period ranges from one year to five years from the date of delivery depending on the product and the market. The prosthetic device is guaranteed to fit the provided model and to be constructed to the design requested on the prescription form. The prosthetic device will be repaired or remade at no charge if the workmanship or material is faulty. In order to offer timely repair, our local collection points or support centers will handle minor discrepancies where possible.

As a result of the efforts as mentioned above, on 2025, the Group maintained a strong product safety record with no authority mandated recalls and no products listed in any public medical product safety or adverse event databases. There were no patient safety and health incident associated with these. Besides, no fatalities were associated with our products, and no enforcement actions were taken for violations of Good Manufacturing Practice (GMP) or equivalent standards. Long-term monitoring of the performance of products and services is conducted at our group in accordance with applicable regulatory requirements (EU MDR, 21 CFR.). These processes are frequently reviewed by regulatory agencies to confirm that internationally recognised standards are met.

Customer Information Protection and Privacy

The Group will only collect personal information ethically and in compliance with all applicable data protection and privacy laws. The company implemented privacy procedures and measures across the Group to achieve this. These include access and information rights procedures, data breach measures, consent management, data collection, processing, and usage guidelines. The Group also raises awareness by providing guidance and training to its employees on privacy matters.

Besides, we also seek to collect information in a fair manner, and in a way which is not unreasonably intrusive. If employees collect personal information on behalf of the Group, they must inform the person involved of the purpose for which information is collected and that subject to some limitations they will be able to gain access to the information collected on request. We will take reasonable steps to protect personal information; to ensure that data is appropriately accurate, complete and current; and stored no longer than necessary.

Employees must ensure that the confidentiality of personal information contained in company records is strictly maintained. Personal information relating to individuals, including individual employees, should not be provided to other employees unless it is required to perform their jobs.

Information relating to employment records, salaries, addresses cannot be released to external organisations unless required by law, or upon informed consent from the relevant employees.

Any reported breaches of our privacy obligations will be treated seriously and investigated confidentially and objectively, without bias. In the event of an unsatisfactory result from an internal grievance procedure, complaints in respect to privacy can be made to related authorities.

With the increasing concerns over data privacy and security, the European Union developed the General Data Protection Regulation ("**GDPR**"), which came into force in May 2018. The business units in Europe have revised the related policies and procedures and appointed Data Privacy Officers, which are registered with the local government authority, to monitor the compliance with the GDPR in the respective countries. To raise the awareness of our customers and staff, we organised training for staff and issued newsletters. During the reporting period, the Group did not aware of any non-compliance regarding the GDPR.

Intellectual Property

As our trade names, brands and trademarks are becoming more recognised globally, we expect to devote additional resources to enhance the protection of our trademarks and register our trademarks in the PRC and overseas markets where we sell our prosthesis products.

SOCIAL ASPECTS

The Group's legal department is the department responsible for the work related to intellectual property rights, responsible for the acquisition, modification, renewal, licensing, pledge, transfer, logout, and monitoring of intellectual property of all units including trademarks, functional variable names, copyrights, patents, responsible for guiding, supervising, and managing the intellectual property rights maintenance and rights protection and anti-counterfeiting of all units. The Group requires our staff to endeavor to guarantee and develop intellectual property rights of the Group while totally respect legal intellectual property rights of third parties. In addition, the Group would also sign confidentiality agreement and competition prohibition agreement with its staff and suppliers to prevent the infringement of intellectual property rights. Employees who are suspected of violating relevant rules of intellectual property rights of the Group shall be under investigation and the Group would take appropriate actions to this.

Data Protection and Security

Maintaining confidentiality of information of our product design and records of customers with our Group is one of our top priorities. Our Board are endeavour to put focus on data security in which designated IT executives of each region are responsible for data protection and security.

Data security is a critical business risk in the dental industry. Patient records, containing sensitive medical and personal information, are highly vulnerable to cyberattacks and internal breaches. A data breach can result in severe financial penalties, legal repercussions and significant damage to patient trust. We have implemented data protection policies designed to ensure that our employee handle confidential information properly. To safeguard the security of our confidential information and data integrity of our system, we adopt a variety of rigorous data security practices and technologies to protect the data. We have appropriate technical and organisational measures in place to overcome exposure to potential data security risks. Among the efforts we have made, we take the following measures to ensure our data security practice is solid and beyond what is necessary.

- Data encryption. We encrypt our data to protect data generated from our business operations being intercepted and/or tampered with.
- Data system upgrade. We update our operational systems timely and regularly to guard against cyber-attacks, hackers and other security attacks.
- Restricted data access. Based on the overall IT infrastructure and the restriction on access to data, our employees can only access data to the extent necessary with proper authorization.
- Data back-up. To safeguard the security of our customer information and data integrity of our system, data are protected by regular back-ups.

Pricing Transparency

Our company establishes and modifies list prices, taking into consideration various factors such as costs, inflation, market dynamics, geographical location and the economic environment of our target customers. These prices undergo an annual review process, after which they are communicated to dentists or distributors. Customers can access pricing information through their assigned account managers. Additionally, prices are clearly displayed on customers' invoices and billing statements.

As in past years, price increases were at or below inflationary indices. Our dental prosthetic device products are tailor made, CPI index published by the relevant government bodies (as such the US Bureau of Labor Statistics) in each country will also be one of our key factors for our pricing decision in each market. And if the circumstances permitting, we will adjust the price according to local CPI.

SOCIAL ASPECTS

Ethical Marketing

Our marketing material guidelines ensure lawful promotion of medical devices and services by guiding authors to create compliant claims. These materials must be accurate, substantiated, balanced, and consistent with product labeling, avoiding any unapproved use. Our marketing communication procedure outlines the process for creating, implementing, and approving materials, ensuring regulatory compliance and high internal standards. We also maintain a responsible advertising policy across all marketing initiatives. Employees are required to adhere to these policies.

During the reporting period, the Group is not aware of any material non-compliance with applicable laws and regulations in relation to false marketing claims and labelling.

Anti-Corruption

The Group has taken a number of measures to prevent bribery or kickback by our employees. These measures include organising internal training programs, implementing an internal policy governing our employees and discussing any reported suspicious incidents at the board meetings. In addition, we adopted "Anti-Corruption and Anti-Bribery Management Policy" and code of conduct for our employees to further improve our anti-bribery practice. The above policies mentioned define the minimum global standard, with a focus on interactions with health care professionals and with health care organizations. This procedure gives more detailed guidance on relevant topics, such as speaker engagements and permissible invitations, which must be modest and have a clear business focus. In addition, it covers grants, donations and sponsorships. The Group has complied with local laws and regulations. The Group complies with relevant laws and regulations, such as False Claims Act in the United States, Criminal Law of the PRC. During the reporting period, the Group is not aware of any non-compliance with applicable laws and regulations in relation to bribery, extortion, fraud and money laundering nor any concluded legal cases regarding corrupt practices brought against the issuer or its employees and thus no related legal proceedings were reported in the Group.

In accordance with our internal policy, our employees are prohibited from receiving or giving bribes or otherwise engaging in activities that violate applicable anti-corruption laws. Any payment in excess of HK$5,000 must be made by the Company or our subsidiaries to our suppliers or other third parties directly, and may not be made by our employees in their individual capacities unless approved by the respective head of our local finance department in advance.

Moreover, regarding whistle-blowing measures, employees are encouraged to submit inquiries or report suspicious behaviors to their supervisors, and supervisors at any level have additional deterrence and detection duties to maintain effective monitoring, review and control procedures that will prevent or detect acts of wrongdoing. Our employees are required to sign a statement acknowledging they have read, and undertaking to abide by, our rules of ethics. Violation of these rules may result in penalties, including termination of employment.

We also have in place a set of ethics and compliance measures designed to prevent our distributors from offering bribes or kickbacks. Before entering distribution relationship with our distributors, we conduct risk-based due diligence and background check and require our distributors to provide appropriate disclosure on their anti-bribery policies and their implementation on an ongoing basis. We also inform our distributors of our commitment to abiding by laws and regulations on the prohibitions against bribery and kickbacks as well as our internal policy and measures on preventing and detecting bribery and kickbacks. In addition, we also seek a reciprocal commitment to not offer bribes and kickbacks from our distributors. Therefore, we believe that the risks of corruption, bribery and other improper conduct by our distributors are minimal. Besides, anti-corruption training through internal training sessions were provided to all of the Company's staff and directors during the reporting period. Employes who interact with government officials, dental professionals and healthcare organisation undergo trainings on internal compliance policy on a mandatory basic to ensure no bribery action involved.

SOCIAL ASPECTS

Fair Competition

We have fair competition policy. We strive to foster fair and ethical competition, aiming for success in an honest and transparent marketplace. Our commitment is to refrain from engaging in any unethical, unfair, or illegal communications with competitors. We consistently uphold principles of fairness in our dealings with customers, suppliers, competitors, and employees. We avoid taking advantage of others through practices such as manipulation, concealment, misuse of privileged information, misrepresentation, or any other form of unfair conduct. Furthermore, we firmly reject any formal or informal agreements with competitors that promote anti-competitive behavior, such as price-fixing or market division involving customers, suppliers, or markets.

The Company ensures strict compliance with all applicable laws pertaining to competition, antitrust regulations, and the gathering of competitive information.

During the reporting period, the Group does not have any reported case related to anti-competition and there is no anti-competition fines incurred.

COMMUNITY

Community Investment

As a global company, the Group is committed to being a company that cares for the community through engaging in sponsorships, donations, volunteer dental consultation and social services. The Group has adopted "Community Investment Policy", which aims to build trust and stable relationship with our stakeholders. We strive to incorporate values and practices of environmental protection and community care in our operation and make a positive contribution to the society.

Since Year 2016, the Company continues to be awarded "Caring Company" by The Hong Kong Council of Social Services every year. The awards are recognition of the Company's active promotion of corporate social responsibility and environmental protection responsibility. The achievement of the "Leading Performance" benchmark in the new rating system highlights our efforts in joining forces to create an inclusive and progressive society.

In recent years, we have continuously sponsored Hong Kong Dental Association in organising their dental seminar. Charitable and other donations made by the Group during the reporting year amounted to approximately HK$1,075,000 (2024: HK$1,074,000). The Group and its subsidiaries also joined and established various community initiatives as follows.

SOCIAL ASPECTS

Tree Planting Project in Australia

Our Australian subsidiaries has in partnership with One Tree Planted, has embarked on a reforestation mission in Australia and New Zealand. The project not only help restore habitat critical to the conserve our unique wildlife, but also aims to regenerate the damage of the Australian bushfires.

For every completed TrioClear treatment, we'll plant 10 native trees and shrubs in degraded land to restore natural habitats in Australia and New Zealand, all fees are sponsored by Modern Dental Pacific. We have planted over 25,000 trees since the start of this project.

The Donated Dental Services

The Group has joined the Donated Dental Services program which provides free, comprehensive dental treatment to most vulnerable people in the United States with disabilities or who are elderly or medically fragile. Since 2005, we have contributed an average of US$5,000 on lab work per year. These are people who cannot afford necessary treatment and cannot get public aid. The program operates through a volunteer network of more than 15,000 dentists and 3,500 dental labs across the United States.

The Modern Dental Care Foundation ("MDCF")

The Group partnered with Modern Dental Care Foundation ("**MDCF**") for community services. MDCF has been established in April 2017 under the Dutch law as a non-government organization. MDCF mission is to give less fortune people of Madagascar access to dental care and prevention in a sustainable and effective manner. Besides financial contributions from our group of companies, we actively promote and enhance in the care of sterilisation, preparation, treatment assistance and patient organization.

In the future, we will continue to be actively involved in various community-oriented activities, further expand the scope and scale our participation, and commit to our social responsibility by making proactive efforts.

8th Mission in Madagascar

In October 2025, MDCF has completed the 8th mission in Madagascar with six passionate dentists from across Europe and one from Australia, bringing essential dental care to those most in need.

The dedicated team of international and Malagasy dentists treated 437 patients in a week, performing teeth extractions, larger fillings, sealants, scaling and other treatments.

This mission is not just about treatment, it's about connection and collaboration. Our international volunteers are working hand in hand with local dental professionals, ensuring that even more children can receive care, while also exchanging valuable knowledge and expertise that will have a lasting impact beyond this week. In addition to their clinical work, the team visited a local school, distributing toothbrushes and toothpaste while teaching children proper brushing techniques. This hands-on education continues MDCF's long-term preventive initiative, helping children build sustainable oral hygiene habits for life.





SOCIAL ASPECTS

Shining Smile Project

Since 2016, the Group has sponsored the "Shining Smile Project" initiated by the Evangelical Lutheran Church of Hong Kong and organized by the Second Smile Foundation Limited. "Shining Smile Project" is a long-term program aimed at helping ex-drug abusers recover lost dentition and regain their confidence.



Since its launch in 2016, the program has restored over 100 smiles and conducted more than 1,000 treatments.

Angel Smile Scaling Project

There are various disadvantaged groups in Hong Kong who lack access to dental care and oral health support. Therefore, Modern Dental Group and Modern Dental Global Foundation co-organised the "Angel Smile Scaling Project" to provide complimentary dental scaling services to low-income families and residents that lack dental care in Hong Kong. The project was launched in 2022 and completed over 250 dental checkups and scaling services.

Sustainable Living – Successful Clothing Donation Promotes Recycling and Community Care

In February 2025, the Group gather gently used clothing and donate to local charity organization "Friends of the Earth (HK)". The overwhelming participation from our employees is a testament to the company's commitment to environmental protection. With a total of 120 kilograms of clothing collected, we are thrilled to contribute to the well-being of those in need and support the local community.

The drive not only demonstrated our employees' generosity but also fostered a sense of awareness about sustainability and promoted eco-friendly habits in our daily lives. We extend our heartfelt gratitude to all participants who contributed to the drive. We look forward to organizing more community-focused events in the future, continuing our mission to empower and uplift those around us.



SOCIAL ASPECTS

Seminar on "Periodontal Disease Prevention and Treatment"

The Group also co-organized an oral health seminar with Modern Dental Global Foundation on 10 May 2025, themed "Periodontal Disease Prevention and Treatment". It aimed at promoting the awareness of periodontal disease among residents, and the dental hygiene and wellness in the local community. The event brought together over 50 Hong Kong residents of all ages to learn about the importance of oral health and its impact on overall well-being.

Through an engaging presentation and interactive tooth brushing teaching workshop, participants gained valuable insights into effective dental care practices. Our volunteer dentist has answered participants' inquiries on daily oral health and provided expert advice, emphasizing the connection between oral health and systemic health.

This initiative demonstrates the Group's dedication to corporate social responsibility. We believe that accessible education is key to fostering healthier communities. By empowering residents with knowledge, we aim to reduce the prevalence of dental issues and improve quality of life. We are dedicated to continuing our outreach efforts and look forward to hosting more educational events in the future





"Dress Green Day" on World Mental Health Day

On October 10th in support of World Mental Health Day, which calls for stronger action to protect and expand mental health support. This initiative aims to raise awareness about mental health issues and foster a supportive work environment for all employees. By encouraging staff to wear green, we seek to inspire conversations about mental well-being and emphasize the importance of mental health in the workplace.



We believe a healthy mind is key to a thriving workplace where teamwork and collaboration flourish. By prioritizing mental well-being, we create a culture of support and inclusiveness, ensuring everyone feels valued and empowered. We extend heartfelt gratitude to all employees who participate by wearing green on this important day.

APPENDIX I OVERVIEW OF KEY PERFORMANCE INDICATORS

1. Environmental Aspects (note 1)

No. of KPIs	KPIs	Unit	2025	2024
Emissions	Sulphur Dioxide (Sox)	tonne	**0.01**	0.01
	Nitrogen Oxides (Nox)	tonne	**3.81**	1.72
	Particulate Matter (PM)	tonne	**0.36**	0.15
Greenhouse gas emissions (note 2)	Scope 1 Direct emissions	tonne of equivalent CO_2 emission	**1,982.79**	1,628.74
	Scope 2 Indirect emissions (location-based)	tonne of equivalent CO_2 emission	**12,553.43**	12,350.27
	Scope 3 Other indirect emissions	tonne of equivalent CO_2 emission	**3,882.98**	—
	Total	tonne of equivalent CO_2 emission	**18,419.20**	13,979.01
	Intensity	tonne of equivalent CO_2 emission/Sales volume '000	**6.46**	6.42
Hazardous waste	Total hazardous waste	tonne	**17.29**	14.00
	Intensity	tonne/Sales volume '000	**0.01**	0.01
Non-hazardous waste	Total non-hazardous waste	tonne	**1,420.21**	1,674.45
	Intensity	tonne/Sales volume '000	**0.50**	0.77
Energy consumption	Diesel	MWh	**3,362.36**	1,006.93
	Heat/Cooling	MWh	**328.62**	308.87
	LPG	MWh	**490.80**	67.74
	Natural gas	MWh	**1,002.54**	1,191.95
	Purchased electricity	MWh	**23,581.90**	21,531.38
	Renewable energy	MWh	**11.82**	410.32
	Unleaded petrol	MWh	**3,128.21**	3,517.34
	Total	MWh	**31,906.25**	28,034.53
	Intensity	MWh/Sales volume '000	**11.19**	12.87
Water consumption (note 3)	Total water consumption	m^3	**170,780.00**	160,016.00
	Intensity	m^3/Sales volume '000	**59.90**	73.45
Packaging material	Plastic	tonne	**73.95**	59.00
	Metal	tonne	**0.80**	2.00
	Paper	tonne	**231.69**	203.00

Notes:

1. The calculation of environmental KPIs are with reference to "A Corporate Accounting and Reporting Standard" from The GHG Protocol and the "How to prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs" issued by the HKEx.

2. Our measurement approach to measure greenhouse gas emissions is by operational control due to the ability to take full ownership of all greenhouse gas emissions we can directly influence and reduce.

3. Such KPI for 2024 is restated to reflect more accurate figures.

4, Increase in various environmental KPIs as above was mainly due to change of reporting scope when compared with last year after our acquisition of Hexa Ceram Company Limited in January 2025.

APPENDIX I OVERVIEW OF KEY PERFORMANCE INDICATORS

Scope 3 Category (note 5)	Description	Methodology	2025 (tonne of equivalent CO_2 Emission)
1.Purchased goods and services	Emissions from the process of extraction, production, and transportation of goods and services purchased or acquired by us	Emissions in this category are calculated using a spend-based method that determines carbon emissions from procurement spend on goods and services and applying third-party provided emission factors	1,658.91
2.Capital goods	Emissions from the process of extraction, production, and transportation of capital goods purchased by us	Emissions in this category are calculated using a spend-based method that determines carbon emissions from procurement spend on and applying third-party capital goods provided emission factors	572.26
3.Fuel- and energy related activities	Emissions related to the production of fuels and energy purchased and consumed by us (including transmission and distribution losses)	Emissions in this category are spend-based calculation using fuel and electricity data consumed from our operation and applying third-party provided emission factors	431.55
5.Waste generated in operations	Emissions from disposal and treatment of waste generated by our operation	Emissions in this category are calculated using a waste-type specific method (whereby the waste data generated in operation are broken down by waste types and waste treatment methods) and applying third-party provided emission factors	784.76
6.Business travel	Emissions from transportation (mainly by flight) of our employees for business related activities	Emissions in this category are calculated using a spend-based method that determines carbon emissions based on spending on each mode of business travel and applying third-party provided emission factors	435.50
		Total Scope 3 Other indirect emissions	3,882.98

Notes:

5. Scope 3 emissions were calculated based on emission factors from UK Government GHG Conversion Factors for Company Reporting 2024.

APPENDIX I OVERVIEW OF KEY PERFORMANCE INDICATORS

2. Social Aspects

No. of KPIs	KPIs	Unit	2025	2024
Total number of employees	**By gender**			
	Male	person	**4,066**	3,467
	Female	person	**4,472**	3,639
	By employment type			
	Full-time	person	**8,202**	6,778
	Part-time	person	**336**	328
	By age group			
	Under 30	person	**3,851**	3,297
	30-50	person	**3,928**	3,059
	Over 50	person	**759**	750
	By employment category			
	General staff	person	**7,308**	5,944
	Middle management	person	**983**	924
	Senior management	person	**247**	238
	By geographical region			
	Greater China	person	**5,039**	5,202
	Europe	person	**587**	590
	North America	person	**518**	581
	Australia	person	**126**	128
	Others	person	**2,268**	605
New employees hires [(Note 1)]	**Total number of new employee hire**	person	**2,452**	2,090
	Rate by gender			
	Male	%	**26**	29
	Female	%	**31**	30
	Rate by age group			
	Under 30	%	**47**	44
	30-50	%	**14**	15
	Over 50	%	**13**	22
	Rate by geographical region			
	Greater China	%	**31**	31
	Europe	%	**18**	23
	North America	%	**19**	22
	Australia	%	**25**	18
	Others	%	**30**	30

Notes:

1. New employees hires = Total number of new employees hires per year/Total number of employees at the end of the reporting period.

2, Increase in various social KPIs as above was mainly due to change of reporting scope when compared with last year after our acquisition of Hexa Ceram Company Limited in January 2025.

APPENDIX I OVERVIEW OF KEY PERFORMANCE INDICATORS

No. of KPIs	KPIs	Unit	2025	2024
Employee turnover rate [Note 3]	**Total number of turnover**	person	**2,469**	2,019
	Rate by gender			
	Male	%	**30**	29
	Female	%	**28**	28
	Rate by age group			
	Under 30	%	**42**	45
	30-50	%	**17**	13
	Over 50	%	**24**	18
	Rate by geographical region			
	Greater China	%	**34**	32
	Europe	%	**14**	17
	North America	%	**31**	25
	Australia	%	**27**	31
	Others	%	**22**	15
Percentage of trained employees	**Percentage of trained employees**	%	**100**	100
	By gender			
	Male	%	**100**	100
	Female	%	**100**	100
	By employment category			
	General staff	%	**100**	100
	Middle management	%	**100**	100
	Senior management	%	**100**	100
Average training hours completed per employee	**Average training hours completed per employee**	hour	**27**	28
	By gender			
	Male	hour	**27**	28
	Female	hour	**28**	27
	By employment category			
	General staff	hour	**27**	28
	Middle management	hour	**30**	28
	Senior management	hour	**26**	21
Number of suppliers	**Number of suppliers by geographical region**			
	Greater China	supplier	**278**	298
	Europe	supplier	**310**	320
	North America	supplier	**89**	110
	Australia	supplier	**56**	57
	Others	supplier	**129**	71
Legal cases in relation to corruption	**Number of legal cases in relation to corruption filed and concluded**	case	**Nil**	Nil

Notes:

3. Employee turnover rate = Total number of employees turnover per year/Total number of employees at the end of the reporting period.

APPENDIX II MEMBERSHIPS AND CHARTERS

Major memberships and charters of our group are listed below:

Organisations	Nature of Membership
Australian Dental Industry Association	Member
Dongguan Association of Medical Devices	Member
Medical Technology Association of New Zealand	Member
Madagascar Export Processing Companies and Partners Association	Member
National Association of Dental Laboratories	Member
American Academy of Cosmetic Dentistry	Member
Cal-lab Association	Member

APPENDIX III ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING CODE CONTENT INDEX

Subject areas, aspects, general disclosures and KPIs		Section
A. Environmental		
Aspect A1: Emissions		
	General Disclosure	Emissions
KPI A1.1	The types of emissions and respective emissions data.	Appendix I Overview of Key Performance Indicators
KPI A1.3	Total hazardous waste produced and, where appropriate, intensity.	Appendix I Overview of Key Performance Indicators
KPI A1.4	Total non-hazardous waste produced and, where appropriate, intensity.	Appendix I Overview of Key Performance Indicators
KPI A1.5	Description of emission targets set and steps taken to achieve them.	Emissions, Use of Resources & Climate-Related Disclosures - Metrics and Targets
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction targets set and steps taken to achieve them.	Emissions
Aspect A2: Use of Resources		
	General Disclosure	Use of Resources
KPI A2.1	Direct and indirect energy consumption by type in total.	Appendix I Overview of Key Performance Indicators
KPI A2.2	Water consumption in total and intensity.	Appendix I Overview of Key Performance Indicators
KPI A2.3	Description of energy use efficiency and a description of targets set and steps taken to achieve them.	Use of Resources & Climate-Related Disclosures - Metrics and Targets
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency and a description of targets set and steps taken to achieve them.	Use of Resources
KPI A2.5	Total packaging material used for finished products and, if applicable, with reference to per unit produced.	Appendix I Overview of Key Performance Indicators
Aspect A3: The Environmental and Natural Resources		
	General Disclosure	The Environment and Natural Resources
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Emissions & Use of Resources

APPENDIX III ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING CODE CONTENT INDEX

Subject areas, aspects, general disclosures and KPIs		Section
B. Social		
Employment and Labour Practices		
Aspect B1: Employment		
	General Disclosure	Talent Attraction and Retention
KPI B1.1	Total workforce by gender, employment type, age group and geographical region.	Appendix I Overview of Key Performance Indicators
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Appendix I Overview of Key Performance Indicators
Aspect B2: Health and safety		
	General Disclosure	Health and safety
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Health and safety
KPI B2.2	Lost days due to work injury.	Health and safety
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	Health and safety
Aspect B3: Development and Training		
	General Disclosure	Development and Training
KPI B3.1	The percentage of employee trained by gender and and employee category.	Appendix I Overview of Key Performance Indicators
KPI B3.2	The average training hours completed per employee by gender and employee category.	Appendix I Overview of Key Performance Indicators
Aspect B4: Labour Standards		
	General Disclosure	Talent Attraction and Retention
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	Talent Attraction and Retention
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Talent Attraction and Retention

APPENDIX III ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING CODE CONTENT INDEX

Subject areas, aspects, general disclosures and KPIs		Section
Operating Practices		
Aspect B5: Supply Chain Management		
	General Disclosure	Supply Chain Management
KPI B5.1	Number of suppliers by region.	Appendix I Overview of Key Performance Indicators
KPI B5.2	Description of practices relating to engaging supplies, number of supplies where the practices are being implemented, how they are implemented and monitored.	Supply Chain Management
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Supply Chain Management
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, how they are implemented and monitored.	Supply Chain Management
Aspect B6: Product Responsibility		
	General Disclosure	Product Responsibility
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Product Responsibility - Quality Control
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	Product Responsibility - Quality Control
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Product Responsibility - Intellectual Property
KPI B6.4	Description of quality assurance process and recall procedures.	Product Responsibility - Quality Control
KPI B6.5	Description of customer data protection and privacy policies, how they are implemented and monitored.	Product Responsibility - Customer Information Protection and Privacy and Data Protection and Security

APPENDIX III ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING CODE CONTENT INDEX

Subject areas, aspects, general disclosures and KPIs		Section
Aspect B7: Anti-corruption		
	General Disclosure	Anti-corruption
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the case.	Appendix I Overview of Key Performance Indicators
KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	Anti-corruption
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Anti-corruption
Aspect B8: Community Investment		
	General Disclosure	Community
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Community
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	Community

APPENDIX IV GRI STANDARDS CONTENT INDEX

Statement of Use	Modern Dental Group Limited has reported the information cited in this GRI content index for the period 1 January 2025 to 31 December 2025 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	GRI Sector Standards that are applicable to the healthcare industry have yet to be released.

GRI Standards	SASB Code	Disclosure	Page
GRI 2: General Disclosures 2021			
2-1		Organisational details	Introduction – P.4
2-2		Entities included in the organisation's sustainability reporting	About this report – P.2
2-3		Reporting period, frequency and contact point	About this report – P.2 to P.3
2-4		Restatements of information	Appendix I Overview of key performance indicators – P.40
2-5		External assurance	About this report – P.3
2-6		Activities, value chain and other business relationships	Introduction – P.4 Supply chain management – P.31
2-7		Employees	Appendix I Overview of key performance indicators – P.43 to P.44
2-8		Workers who are not employees	There are no workers who are not employed but controlled by the Group
2-9		Governance structure and composition	Annual Report – P.25 to P.33
2-10		Nomination and selection of the highest governance body	Annual Report– P.58 to P.59
2-11		Chair of the highest governance body	Annual Report – P.53
2-12		Role of the highest governance body in overseeing the management of impacts	Sustainability Governance – P.5
2-13		Delegation of responsibility for managing impacts	Sustainability Governance – P.5
2-14		Role of the highest governance body in sustainability reporting	Sustainability Governance – P.5
2-15		Conflicts of interest	Sustainability Governance – P.5 Annual Report – P.57
2-16		Communication of critical concerns	Materiality assessment – P.9; Anti-corruption – P.36 No critical concern was raised during the reporting period
2-17		Collective knowledge of the highest governance body	Sustainability governance – P.5
2-18		Evaluation of the performance of the highest governance body	This information is treated as confidential.
2-19		Remuneration policies	Emolument policy – P.24 Annual Report – P.38 to P.43

APPENDIX IV GRI STANDARDS CONTENT INDEX

GRI Standards	SASB Code	Disclosure	Page
2-20		Process to determine remuneration	Emolument policy – P.27 Annual Report – P.58 to P.59
2-21		Annual total compensation ratio	This information is treated as confidential.
2-22		Statement on sustainable development strategy	Sustainability governance – P.5 Climate-related disclosures – P.12
2-23		Policy commitments	All aspect
2-24		Embedding policy commitments	All aspect
2-25		Processes to remediate negative impacts	Sustainability governance- P.5
2-26		Mechanisms for seeking advice and raising concerns	Stakeholder engagement – P.7 to P.8 Materiality assessment – P.9 to P.11
2-27		Compliance with laws and regulations	The Group is not aware of any material non-compliance case during the reporting period
2-28		Membership associations	Appendix II Memberships and charters
2-29		Approach to stakeholder engagement	Stakeholder engagement – P.7 to P.8
2-30		Collective bargaining agreements	Not applicable
GRI 3: Material Topics 2021			
3-1		Process to determine material topics	Stakeholder engagement – P.7 to P.8 Materiality assessment – P.9 to P.11
3-2		List of material topics	Stakeholder engagement – P.7 to P.8 Materiality assessment – P.9 to P.11
GRI 201: Economic Performance 2016			
3-3		Management of material topics	Annual Report – P.5 to P.24
201-1		Direct economic value generated and distributed	Annual Report – P.5 to P.24
	HC-MS-240a.1	Ratio of weighted average rate of net price increases (for all products) to the annual increase in the US Consumer Price Index	Pricing transparency – P.35
	HC-MS-240a.2	Description of how price information for each product is disclosed to customers or to their agents	Pricing transparency – P.35
	HC-MS-240a.3	Percentage change in: (1) weighted average list price and (2) weighted average net price across product portfolio compared to previous reporting period	Annual Report – P.11
GRI 203: Indirect Economic Impacts 2016			
3-3		Management of material topics	Environmental Friendly Products and Services – P.21
203-1		Infrastructure investments and services supported	Environmental Friendly Products and Services – P.21

APPENDIX IV GRI STANDARDS CONTENT INDEX

GRI Standards	SASB Code	Disclosure	Page
GRI 205: Anti-corruption 2016			
3-3		Management of material topics	Anti-Corruption – P.36
205-1		Operations assessed for risks related to corruption	Anti-Corruption – P.36
205-2		Communication and training about anti-corruption policies and procedures	Anti-Corruption – P.36
205-3		Confirmed incidents of corruption and actions taken	Nil
	HC-MS-510a.1	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Nil
	HC-MS-510a.2	Description of code of ethics governing interactions with health care professionals	Anti-Corruption – P.36
GRI 302: Energy 2016			
3-3		Management of material topics	Use of Resources - P.24 Climate-related disclosures – P.12
302-1		Energy consumption within the organization	Appendix I Overview of key performance indicator – P.41
302-3		Energy intensity	Appendix I Overview of key performance indicator – P.41
GRI 305: Emissions 2016			
3-3		Management of material topics	Emissions – P.22 Climate-related disclosures - P.12
305-1		Direct (Scope 1) GHG emissions	Appendix I Overview of key performance indicator – P.41
305-2		Energy indirect (Scope 2) GHG emissions	Appendix I Overview of key performance indicator – P.41
305-3		Other indirect (Scope 3) GHG emissions	Appendix I Overview of key performance indicator – P.41
305-4		GHG emissions intensity	Appendix I Overview of key performance indicator – P.41
305-7		NOx, SOx, and other significant air emissions	Appendix I Overview of key performance indicator – P.41
GRI 306: Waste 2020			
3-3		Management of material topics	Emissions – P.22
306-1		Waste generation and significant waste-related impacts	Emissions – P.22
306-2		Management of significant waste-related impacts	Emissions – P.22
306-3		Waste generated	Appendix I Overview of key performance indicator – P.41

APPENDIX IV GRI STANDARDS CONTENT INDEX

GRI Standards	SASB Code	Disclosure	Page
GRI 401: Employment 2016			
3-3		Management of material topics	Talent Attraction and Retention – P.26 to P.29
401-1		New employee hires and employee turnover	Appendix I Overview of key performance indicator – P.43 to P.44
401-2		Benefits provided to full-time employees that are not provided to temporary or part-time employees	Talent Attraction and Retention – P.26
401-3		Parental leave	Talent Attraction and Retention – P.26
GRI 403: Occupational health and safety 2018			
3-3		Management of material topics	Health and Safety – P.28 to P.29
403-1		Occupational health and safety management system	Health and Safety – P.28 to P.29
403-2		Hazard identification, risk assessment and incident investigation	Health and Safety – P.28 to P.29
403-3		Occupational health services	Health and Safety – P.28 to P.29
403-4		Worker participation, consultation and communication on occupational health and safety	Health and Safety – P.28 to P.29
403-5		Worker training on occupational health and safety	Health and Safety – P.28 to P.29
403-6		Promotion of worker health	Health and Safety – P.28 to P.29
403-7		Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and Safety – P.28 to P.29
403-9		Work-related injuries	Nil
GRI 404: Training and Education 2016			
3-3		Management of material topics	Development and Training – P.29 to P.30
404-1		Average hours of training per year per employee	Appendix I Overview of key performance indicator – P.44
404-2		Programs for upgrading employee skills and transition assistance programs	Development and Training – P.29 to P.30
GRI 413: Local communities 2016			
3-3		Management of material topics	Community – P.37 to P.40
413-1		Operations with local community engagement, impact assessments, and development programs	Community – P.37 to P.40

APPENDIX IV GRI STANDARDS CONTENT INDEX

GRI Standards	SASB Code	Disclosure	Page
GRI 416: Customer health and safety 2016			
3-3		Management of material topics	Product Responsibility, P.31
416-2		Incidents of non-compliance concerning the health and safety impacts of products and services	Nil
	HC-MS-250a.1	Number of recalls issued, total units recalled	Nil
	HC-MS-250a.2	Products listed in any public medical product safety or adverse event alert database	Nil
	HC-MS-250a.3	Number of fatalities associated with products	Nil
	HC-MS-250a.4	Number of enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP) or equivalent standards, by type	Nil
	HC-MS-410a.1	Discussion of process to assess and manage environmental and human health considerations associated with chemicals in product, and meet demand for sustainable products	Supply Chain Management – P.31 Product responsibility – P.31
	HC-MS-410a.2	Total amount of products accepted for take-back and reused, recycled or donated, broken down by: (1) devices and equipment and (2) supplies	Nil
	HC-MS-430a.1	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in third-party audit programs for manufacturing and product quality	Product Responsibility – P.31
	HC-MS-430a.2	Description of efforts to maintain traceability within the distribution chain	Product Responsibility – P.31
	HC-MS-430a.3	Description of the management of risks associated with the use of critical materials	Product Responsibility – P.31
GRI 417: Marketing and Labeling 2016			
GRI 3-3		Management approach: Marketing and Labeling	Ethical marketing – P.36
GRI 417-1		Requirements for product and service information and labeling	Ethical marketing – P.36
GRI 417-2		Incidents of non-compliance concerning product and service information and labeling	Nil
GRI 417-3		Incidents of non-compliance concerning marketing communications	Nil
	HC-MS-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	Ethical marketing – P.36
	HC-MS-270a.2	Description of code of ethics governing promotion of off-label use of products	Ethical marketing – P.36
GRI 418: Customer privacy 2016			
3-3		Management of material topics	Customer Information Protection and Privacy – P.34
418-1		Substantiated complaints concerning breaches of customer privacy and losses of customer data	Customer Information Protection and Privacy – P.34

APPENDIX V CLIMATE-RELATED DISCLOSURES

Reference paragraph	Description	Section
Governance		
19	An issuer shall disclose information about:	
	(a) the governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities. Specifically, the issuer shall identify that body(s) or individual(s) and disclose information about:	Sustainability Governance Climate-Related Disclosures - Governance
	(i) how the body(s) or individual(s) determines whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to climate related risks and opportunities;	
	(ii) how and how often the body(s) or individual(s) is informed about climate related risks and opportunities;	
	(iii) how the body(s) or individual(s) takes into account climate-related risks and opportunities when overseeing the issuer's strategy, its decisions on major transactions, and its risk management processes and related policies, including whether the body(s) or individual(s) has considered trade-offs associated with those risks and opportunities;	
	(iv) how the body(s) or individual(s) oversees the setting of, and monitors progress towards, targets related to climate-related risks and opportunities, including whether and how related performance metrics are included in remuneration policies; and	
	(b) management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities, including information about:	
	(i) whether the role is delegated to a specific management-level position or management level committee and how oversight is exercised over that position or committee; and	
	(ii) whether management uses controls and procedures to support the oversight of climate-related risks and opportunities and, if so, how these controls and procedures are integrated with other internal functions.	

APPENDIX V CLIMATE-RELATED DISCLOSURES

Reference paragraph	Description	Section
Strategy		
20	An issuer shall disclose information to enable an understanding of climate-related risks and opportunities that could reasonably be expected to affect the issuer's cash flows, its access to finance or cost of capital over the short, medium or long term. Specifically, the issuer shall: (a) describe climate-related risks and opportunities that could reasonably be expected to affect the issuer's cash flows, its access to finance or cost of capital over the short, medium or long term; (b) explain, for each climate-related risk the issuer has identified, whether the issuer considers the risk to be a climate-related physical risk or climate-related transition risk; (c) specify, for each climate-related risk and opportunity the issuer has identified, over which time horizons – short, medium or long term – the effects of each climate-related risk and opportunity could reasonably be expected to occur; and (d) explain how the issuer defines 'short term', 'medium term' and 'long term' and how these definitions are linked to the planning horizons used by the issuer for strategic decision-making.	Climate-Related Disclosures - Strategy and Risk management
21	An issuer shall disclose information that enables an understanding of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain. Specifically, the issuer shall disclose: (a) a description of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain; and (b) a description of where in the issuer's business model and value chain climate-related risks and opportunities are concentrated (for example, geographical areas, facilities and types of assets).	Climate-Related Disclosures - Strategy and Risk management We consider our business model and value chain climate-related risks and opportunities are not concentrated.

APPENDIX V CLIMATE-RELATED DISCLOSURES

Reference paragraph	Description	Section
Strategy		
22	An issuer shall disclose information that enables an understanding of the effects of climate-related risks and opportunities on its strategy and decision-making. Specifically, the issuer shall disclose:	
	(a) information about how the issuer has responded to, and plans to respond to, climate related risks and opportunities in its strategy and decision-making, including how the issuer plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation. Specifically, the issuer shall disclose information about:	Climate-Related Disclosures - Strategy and Risk management Climate-Related Disclosures - Metrics and Targets
	(i) current and anticipated changes to the issuer's business model, including its resource allocation, to address climate-related risks and opportunities;	
	(ii) current and anticipated adaptation and mitigation efforts (whether direct or indirect);	
	(iii) any climate-related transition plan the issuer has (including information about key assumptions used in developing its transition plan, and dependencies on which the issuer's transition plan relies), or an appropriate negative statement where the issuer does not have a climate-related transition plan; and	
	(iv) how the issuer plans to achieve any climate related targets (including any greenhouse gas emissions targets (if any)), described in accordance with paragraphs 37 to 40; and	
	(b) information about how the issuer is resourcing, and plans to resource, the activities disclosed in accordance with paragraph 22(a).	Climate-Related Disclosures - Strategy and Risk management
23	An issuer shall disclose information about the progress of plans disclosed in previous reporting periods in accordance with paragraph 22(a).	Climate-Related Disclosures - Metrics and Targets

APPENDIX V CLIMATE-RELATED DISCLOSURES

Reference paragraph	Description	Section
Strategy		
24	An issuer shall disclose qualitative and quantitative information about:	Climate-Related Disclosures - Metrics and Targats
	(a) how climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period; and	No material effect caused by climate-related risks and opportunities during 2025 was noted.
	(b) the climate-related risks and opportunities identified in paragraph 24(a) for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements.	No significant risk.
25	The issuer shall provide qualitative and quantitative disclosures about:	Climate-Related Disclosures - Strategy and Risk management
	(a) how the issuer expects its financial position to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities, taking into consideration:	For the details of climate - related anticipated financial effects, the Group has yet to disclose it quantitatively. We are working closely with team to disclose it. Qualitative data is disclosed.
	(i) its investment and disposal plans; and	
	(ii) its planned sources of funding to implement its strategy; and	
	(b) how the issuer expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities.	
26	An issuer shall disclose information that enables an understanding of the resilience of the issuer's strategy and business model to climate-related changes, developments and uncertainties, taking into consideration the issuer's identified climate-related risks and opportunities. An issuer shall use climate related scenario analysis to assess its climate resilience using an approach that is commensurate with an issuer's circumstances. In providing quantitative information, the issuer may disclose a single amount or a range. Specifically, the issuer shall disclose:	
	(a) the issuer's assessment of its climate resilience as at the reporting date, which shall enable an understanding of:	Climate-Related Disclosures - Strategy and Risk management
	(i) the implications, if any, of the issuer's assessment for its strategy and business model, including how the issuer would need to respond to the effects identified in the climate-related scenario analysis;	
	(ii) the significant areas of uncertainty considered in the issuer's assessment of its climate resilience; and	
	(iii) the issuer's capacity to adjust, or adapt its strategy and business model to climate change over the short, medium or long term;	

APPENDIX V CLIMATE-RELATED DISCLOSURES

Reference paragraph	Description	Section
Strategy		
	(b) how and when the climate-related scenario analysis was carried out, including: (i) information about the inputs used, including: (1) which climate-related scenarios the issuer used for the analysis and the sources of such scenarios; (2) whether the analysis included a diverse range of climate-related scenarios; (3) whether the climate-related scenarios used for the analysis are associated with climate-related transition risks or climate related physical risks; (4) whether the issuer used, among its scenarios, a climate-related scenario aligned with the latest international agreement on climate change; (5) why the issuer decided that its chosen climate-related scenarios are relevant to assessing its resilience to climate-related changes, developments or uncertainties; (6) time horizons the issuer used in the analysis; and (7) what scope of operations the issuer used in the analysis (for example, the operation, locations and business units used in the analysis); (ii) the key assumptions the issuer made in the analysis; and (iii) the reporting period in which the climate related scenario analysis was carried out.	Climate-Related Disclosures - Strategy and Risk management (Scenario analysis)

APPENDIX V CLIMATE-RELATED DISCLOSURES

Reference paragraph	Description	Section
Risk management		
27	An issuer shall disclose information about: (a) the processes and related policies it uses to identify, assess, prioritise and monitor climate related risks, including information about: (i) the inputs and parameters the issuer uses (for example, information about data sources and the scope of operations covered in the processes); (ii) whether and how the issuer uses climate related scenario analysis to inform its identification of climate-related risks; (iii) how the issuer assesses the nature, likelihood and magnitude of the effects of those risks (for example, whether the issuer considers qualitative factors, quantitative thresholds or other criteria); (iv) whether and how the issuer prioritises climate-related risks relative to other types of risks; (v) how the issuer monitors climate-related risks; and (vi) whether and how the issuer has changed the processes it uses compared with the previous reporting period; (b) the processes the issuer uses to identify, assess, prioritise and monitor climate-related opportunities (including information about whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related opportunities); and (c) the extent to which, and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the issuer's overall risk management process.	Climate-Related Disclosures - Strategy and Risk management

APPENDIX V CLIMATE-RELATED DISCLOSURES

Reference paragraph	Description	Section
Metrics and targets		
28	An issuer shall disclose its absolute gross greenhouse gas emissions generated during the reporting period, expressed as metric tons of CO_2 equivalent, classified as: (a) Scope 1 greenhouse gas emissions; (b) Scope 2 greenhouse gas emissions; and (c) Scope 3 greenhouse gas emissions.	Appendix I Overview of key performance indicator
29	An issuer shall:	
	(a) measure its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) unless required by a jurisdictional authority or another exchange on which the issuer is listed to use a different method for measuring greenhouse gas emissions;	Appendix I Overview of key performance indicator
	(b) disclose the approach it uses to measure its greenhouse gas emissions including: (i) the measurement approach, inputs and assumptions the issuer uses to measure its greenhouse gas emissions; (ii) the reason why the issuer has chosen the measurement approach, inputs and assumptions it uses to measure its greenhouse gas emissions; and (iii) any changes the issuer made to the measurement approach, inputs and assumptions during the reporting period and the reasons for those changes;	Appendix I Overview of key performance indicator
	(c) for Scope 2 greenhouse gas emissions disclosed in accordance with paragraph 28(b), disclose its location-based Scope 2 greenhouse gas emissions, and provide information about any contractual instruments that is necessary to enable an understanding of the issuer's Scope 2 greenhouse gas emissions; and	Appendix I Overview of key performance indicator
	(d) for Scope 3 greenhouse gas emissions disclosed in accordance with paragraph 28(c), disclose the categories included within the issuer's measure of Scope 3 greenhouse gas emissions, in accordance with the Scope 3 categories described in the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011).	Emissions; Appendix I Overview of key performance indicator

APPENDIX V CLIMATE-RELATED DISCLOSURES

Reference paragraph	Description	Section
Metrics and targets		
30	An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate related transition risks.	Climate-Related Disclosures - Metrics and Targets
31	An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate related physical risks.	Climate-Related Disclosures - Metrics and Targets
32	An issuer shall disclose the amount and percentage of assets or business activities aligned with climate related opportunities.	We are currently assessing such impact for future disclosures.
33	An issuer shall disclose the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities.	Climate-Related Disclosures - Metrics and Targets
34	An issuer shall disclose: (a) an explanation of whether and how the issuer is applying a carbon price in decision-making (for example, investment decisions, transfer pricing, and scenario analysis); and (b) the price of each metric tonne of greenhouse gas emissions the issuer uses to assess the costs of its greenhouse gas emissions; or an appropriate negative statement that the issuer does not apply a carbon price in decision making.	We are currently exploring the potential of adoption in the coming years.
35	An issuer shall disclose whether and how climate-related considerations are factored into remuneration policy, or an appropriate negative statement. This may form part of the disclosure under paragraph 19(a)(iv).	We are currently not factoring climate-related considerations into executive remuneration and will explore the potential of adoption in the coming years.
36	An issuer is encouraged to disclose industry based metrics that are associated with one or more particular business models, activities or other common features that characterise participation in an industry. In determining the industry-based metrics that the issuer discloses, an issuer is encouraged to refer to and consider the applicability of the industry-based metrics associated with disclosure topics described in the IFRS S2 Industry-based Guidance on implementing Climate-related Disclosures and other industry based disclosure requirements prescribed under other international ESG reporting frameworks.	We are currently assessing such impact for future disclosures.

APPENDIX V CLIMATE-RELATED DISCLOSURES

Reference paragraph	Description	Section
Metrics and targets		
37	An issuer shall disclose (a) the qualitative and quantitative climate-related targets the issuer has set to monitor progress towards achieving its strategic goals; and (b) any targets the issuer is required to meet by law or regulation, including any greenhouse gas emissions targets. For each target, the issuer shall disclose: (a) the metric used to set the target; (b) the objective of the target (for example, mitigation, adaptation or conformance with science-based initiatives); (c) the part of the issuer to which the target applies (for example, whether the target applies to the issuer in its entirety or only a part of the issuer, such as a specific business unit or geographic region); (d) the period over which the target applies; (e) the base period from which progress is measured; (f) milestones or interim targets (if any); (g) if the target is quantitative, whether the target is an absolute target or an intensity target; and (h) how the latest international agreement on climate change, including jurisdictional commitments that arise from that agreement, has informed the target.	Climate-Related Disclosures - Metrics and Targets
38	An issuer shall disclose information about its approach to setting and reviewing each target, and how it monitors progress against each target, including: (a) whether the target and the methodology for setting the target has been validated by a third party; (b) the issuer's processes for reviewing the target; (c) the metrics used to monitor progress towards reaching the target; and (d) any revisions to the target and an explanation for those revisions.	Our target and methodology are currently not validated by a third party and will explore the potential of adoption in the coming years. Climate-Related Disclosures - Metrics and Targets

APPENDIX V CLIMATE-RELATED DISCLOSURES

Reference paragraph	Description	Section
Metrics and targets		
39	An issuer shall disclose information about its performance against each climate-related target and an analysis of trends or changes in the issuer's performance.	Climate-Related Disclosures - Metrics and Targets
40	For each greenhouse gas emissions target disclosed in accordance with paragraphs 37 to 39, an issuer shall disclose:	
	(a) which greenhouse gases are covered by the target;	Climate-Related Disclosures - Metrics and Targets
	(b) whether Scope 1, Scope 2 or Scope 3 greenhouse gas emissions are covered by the target;	
	(c) whether the target is a gross greenhouse gas emissions target or a net greenhouse gas emissions target. If the issuer discloses a net greenhouse gas emissions target, the issuer is also required to separately disclose its associated gross greenhouse gas emissions target;	We consider our target is a gross GHG target.
	(d) whether the target was derived using a sectoral decarbonisation approach; and	Our targets are not derived using a sectoral decarbonisation approach.
	(e) the issuer's planned use of carbon credits to offset greenhouse gas emissions to achieve any net greenhouse gas emissions target. In explaining its planned use of carbon credits, the issuer shall disclose:	The Group is committed to optimising energy efficiency and climate resilient. No planned usage during the reporting period. We will keep assessing the necessity of purchasing carbon credits in the future.
	(i) the extent to which, and how, achieving any net greenhouse gas emissions target relies on the use of carbon credits;	
	(ii) which third-party scheme(s) will verify or certify the carbon credits;	
	(iii) the type of carbon credit, including whether the underlying offset will be nature-based or based on technological carbon removals, and whether the underlying offset is achieved through carbon reduction or removal; and	
	(iv) any other factors necessary to enable an understanding of the credibility and integrity of the carbon credits the issuer plans to use (for example, assumptions regarding the permanence of the carbon offset).	
41	In preparing disclosures to meet the requirements in paragraphs 21 to 26 and 37 to 38, an issuer shall (i) refer to and consider the applicability of cross industry metrics (see paragraphs 28 to 35) and (ii) industry-based metrics (see paragraph 36).	We are currently assessing such impact for future disclosures.