



**UMediC Group Berhad**  
(Registration No. 202101015347 (1415647-D))



# Bring **Excellence** In **Healthcare**

ANNUAL REPORT 2025



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## VISION

To provide an integrated healthcare supply chain with advanced technology, which ultimately improves the quality of human life.



## MISSION

To be the trusted and preferred partner for all our stakeholders, which include our investors, suppliers, customers, employees and the communities.



## CORE VALUES



Unity



Motivation



Commitment

# CORPORATE INFORMATION

## BOARD OF DIRECTORS

### **Dato' Seri Ng Chai Eng**

*Non-Independent Non-Executive Chairman*

### **Lim Taw Seong**

*Executive Director/Chief Executive Officer*

### **Dr. Pakirisamy Baskaran A/L P Thangavelu**

*Independent Non-Executive Director*

### **Tan Chye Suan**

*Independent Non-Executive Director*

### **Lee Yee Wooi**

*Independent Non-Executive Director*

### **Dato' Dr. Teh Keng Hwang**

*Independent Non-Executive Director*

### **Ng Sze Hui**

*Alternate Director to Dato' Seri Ng Chai Eng*

## AUDIT AND RISK MANAGEMENT COMMITTEE

Chairman

Lee Yee Wooi

Members

Dr. Pakirisamy Baskaran A/L P Thangavelu

Tan Chye Suan

## REMUNERATION COMMITTEE

Chairman

Tan Chye Suan

Members

Dr. Pakirisamy Baskaran A/L P Thangavelu

Lee Yee Wooi

## NOMINATION COMMITTEE

Chairman

Dr. Pakirisamy Baskaran A/L P Thangavelu

Members

Tan Chye Suan

Lee Yee Wooi

## COMPANY SECRETARY

Ooi Yoong Yoong

MAICSA No.: 7020753

SSM PC. No.: 202008002042

## AUDITORS

BDO PLT (LLP0018825-LCA) & AF 0206

Chartered Accountants

51-21-F, Menara BHL

Jalan Sultan Ahmad Shah

10050 Pulau Pinang

Tel: (604) 222 0288

Fax: (604) 222 0299

## REGISTERED OFFICE

39 Irving Road

10400 George Town

Pulau Pinang

Tel: (604) 210 9828

Fax: (604) 210 9827

E-mail: cosec@adconsultpg.com.my

## HEAD OFFICE/ PRINCIPAL PLACE OF BUSINESS

PMT 790, Jalan Cassia Selatan 5/2

Taman Perindustrian Batu Kawan

14110 Bandar Cassia

Pulau Pinang

Tel: (604) 589 9676

Fax: (604) 589 9677

Website: www.umedic.com.my

E-mail: ir@umedic.com.my

## SHARE REGISTRAR

Boardroom Share Registrars Sdn Bhd

11th Floor, Menara Symphony

No. 5, Jalan Prof. Khoo Kay Kim

Seksyen 13

46200 Petaling Jaya

Selangor Darul Ehsan

Tel: (603) 7890 4700

## PRINCIPAL BANKER

Hong Leong Bank Berhad

No.1823-G1, Jalan Perusahaan Auto-City

North-South Highway Juru Interchange

13600 Prai, Pulau Pinang

Tel: (604) 502 1488

## STOCK EXCHANGE LISTING

Main Market of Bursa Malaysia Securities Berhad

Stock Name: UMC

Stock Code: 0256

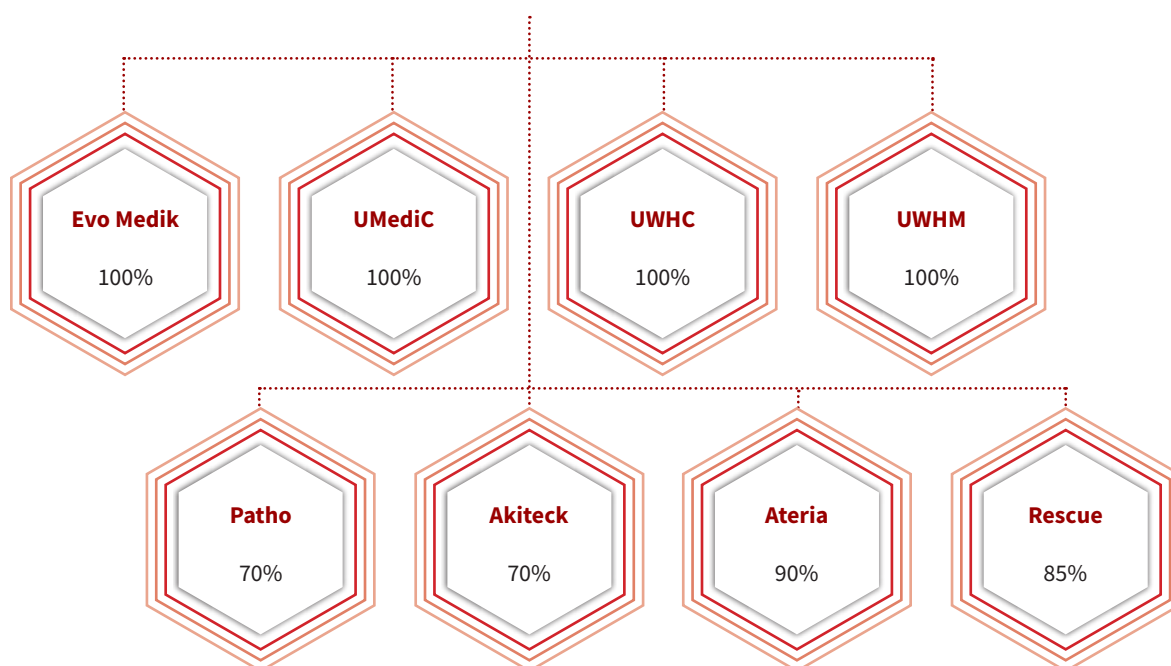
Sector: Health Care

Subsector: Health Care Equipment & Services

# CORPORATE STRUCTURE



**UMeDiC Group Berhad**  
(Registration No. 202101015347) (1415647-D)



Company	Date of Incorporation	Ownership Interest	Principal Activities
UMeDiC Group Berhad ("UMC")	22 April 2021		Investment holding
Evo Medik Sdn Bhd ("Evo Medik")	13 August 2007	100%	Marketing and distribution of medical devices as well as the provision of after-sales service, healthcare and other related services. To operate nursing homes and healthcare centres as well as the provision of other related services
UMeDiC Healthcare Sdn Bhd ("UMeDiC")	8 November 2002	100%	Marketing and distribution of medical devices as well as the provision of after-sales service, training, healthcare and other related services
UWHC Sdn Bhd ("UWHC")	31 July 2018	100%	Holding of intellectual property rights
UWHM Sdn Bhd ("UWHM")	28 September 2011	100%	Developing, manufacturing and marketing of medical devices
Patho Solutions (M) Sdn Bhd ("Patho")	9 July 2019	70%	Marketing and distribution of laboratory equipment and consumables
Akiteck (Malaysia) Sdn Bhd ("Akiteck")	20 May 2024	70%	Design, assembly and distribution of medical mounting solution products and related parts
Ateria Medika Sdn Bhd ("Ateria")	30 July 2024	90%	Import, export, marketing and distribution of medical devices as well as the provision of after-sales service
Rescue Medic Sdn Bhd ("Rescue Medic")	11 March 2025	85%	Marketing and distribution of medical devices as well as the provision of after-sales service, healthcare and other related services



# MEDIA HIGHLIGHTS

## HLIB Downgrades UMediC After Results Fell Short



Hong Kong-based HLIB (HKB Group) / UMediC Group Berhad (UMedC) stock price fell after the company's Q3 2023 financial results fell short of analyst expectations. The stock price fell from 1.15 to 1.10 HKD after the announcement.

HLIB's Q3 2023 financial results showed a net profit of 1.1 million HKD, down from 1.2 million HKD in Q3 2022. The company's revenue also fell short of expectations, with Q3 2023 revenue of 1.1 billion HKD, down from 1.2 billion HKD in Q3 2022.

The HLIB's Q3 2023 financial results were also affected by the company's decision to restructure its operations. The company's management has announced that it will be restructuring its operations to improve its financial performance.

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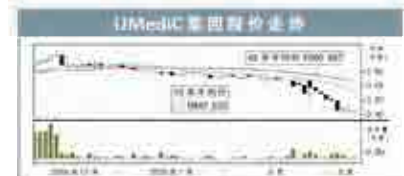
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UMedC 集團業績摘要			
截至 3 月 31 日止	2023	2022	2021
營業額 (百萬元)	1100.0	1000.0	900.0
毛利 (百萬元)	200.0	180.0	160.0
淨利潤 (百萬元)	110.0	120.0	130.0
每股盈利 (港幣)	0.11	0.12	0.13
每股派息 (港幣)	0.05	0.05	0.05
股息收益率 (%)	4.5	4.5	4.5
資料來源: 公司公佈			

dollar generated with respect to its shareholder investments.

HLIB is about to launch healthcare. These 20 stocks are trading so everything from early diagnostics to drug discovery. The best part - they are all under \$1500 in market cap - there is still time to get in early.

## How Do You Calculate Return On Equity?

The formula for ROE is:

Return on Equity = Net Profit (from continuing operations) ÷ Shareholders' Equity

So, based on the above formula, the ROE for UMediC Group Berhad is:

11% = RM110m ÷ RM720m (based on the trailing twelve months to June 2023)

This return is the yearly profit that flows to the equity shareholders of the company, divided by the company's net worth.

See our latest analysis for UMediC Group Berhad

## What Is The Relationship Between ROE And Earnings Growth?

We have already established that ROE serves as an efficient profit-generating gauge for a company's future earnings. Depending on how much of these profits the company reinvests or "retains", and how effectively it does so, we are able to assess a company's earnings growth potential. Assuming everything else remains unchanged, the higher the ROE and profit retention, the higher the growth rate of a company compared to companies that don't necessarily have these characteristics.

## UMediC Group Berhad's Earnings Growth And 11% ROE


When you first look at it, UMediC Group Berhad's ROE doesn't look that attractive. Yet, a closer study shows that the company's ROE is similar to the industry average of 10%. Having said that, UMediC Group Berhad has shown a modest net income growth of 36% over the past five years. Considering the moderately low ROE, it is quite possible that there might be some other aspects that are positively influencing the company's earnings growth. For example, it is possible that the company's management has made some good strategic decisions, all that the company has a low payout ratio.

Next, on comparing UMediC Group Berhad's net income growth with the industry, we found that the company's reported growth is similar to the industry average growth rate of 15% over the last few years.

## MEDIA HIGHLIGHTS (CONT'D)

**Is UMediC Group Berhad's (KLSE:UMC) Recent Stock Performance Influenced By Its Fundamentals In Any Way?**

By Wong Sze Han



UMediC Group Berhad (UMC) recently announced its strong performance in the third quarter, with its stock price up 15.4% since the start of the year. The company's revenue grew 14.3% to RM14.88mil, while its net profit increased 10.1% to RM3.04mil. The company's stock price has also risen 15.4% since the start of the year.

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The company said it remains confident of its growth trajectory.

**PETALING JAYA:** UMediC Group Bhd believes the local medical device industry is poised for growth and development, bolstered by a conducive environment for manufacturing and a mature healthcare system that is globally recognised.

Barring unforeseen circumstances, the company said it remains confident of its growth trajectory, it said in a Bursa Malaysia filing.

For the fourth quarter ended July 31, 2024, UMediC's net profit dipped to RM3.04mil compared with RM3.37mil in the previous corresponding period, while revenue grew to RM14.88mil from RM12.02mil a year earlier.

UMediC said the increase in revenue was contributed by both the marketing and distribution and manufacturing segments. For the financial year ended July 31, 2024, UMediC's net profit dropped to RM8.99mil from RM10.32mil while revenue grew to RM54.52mil from RM45.43mil a year earlier.

**医用加湿器需求旺 UMedic集团扩充产能拼成长**

25 2025

(吉隆坡4日讯) 分析员认为UMedic集团 (UMC, 0258, 创业板) 医疗产品制造业务在完成扩张后, 产能将扩大一倍, 并预计该业务未来数年的销售将增长33%至143%。

又芬黄氏投行分析员预计, UMedic集团即将公布的2023财年第三季度业绩 (截至7月31日止), 将比上季更好, 第3季的销售因工厂保养工作和客户要求延迟交货而受影响。

与此同时, 分析员估计未来季度将达250万令吉, 高于第3季的200万令吉, 全年盈利将提高至950万令吉。

他说, UMedic集团的医用加湿器 (nebulized humidifiers) 产能扩张和需求持续增长, 估计公司财部门未来数年的销售将取得33%至143%成长率。

此外, 分析员预计, 扩建后的工厂将有望进一步增加生产能力, 从而在2023年高推动盈利增长。

“我们预期, UMedic集团2023年业绩的产能将提高一倍。”

分析员补充, UMedic集团的核心产品HydroX预填充加湿器, 目前的需求远大于其现有的生产量, 虽然该公司当前面临产能瓶颈, 不过分析员认为, 这主要是公司打算逐步增加产量, 以确保生产链顺利运作及顺利交货。

“与欧洲企业相比, UMedic集团拥有更好的成本优势, 因欧洲制造商面临更高的成本压力。”

另外, 由于UMedic集团的现有产能比全球市场的业务相对小, 因此获得一项合约将为其盈利增长带来巨大的上升空间。

鉴于医用加湿器需求将更乐观, 分析员相信该业务将成为UMedic集团未来的盈利增长引擎, 分析员估计2024和2025财年的盈利增长, 将分别达到39%和22%。

又芬黄氏投行重申UMedic集团的买入“投资评级, 按2024财年的26倍估值计算, 其目标价是1令吉, 比当前的股价69.5仙, 仍有43.9%的上涨空间。

**UMedic Group Berhad Announces Dissolution of Subsidiaries**

Date: 19 May 2025

UMedic Group Berhad (UMC) has officially announced the dissolution of its subsidiary companies, including Healthcare Sdn Bhd and U Medinewest Sdn Bhd. This decision follows the final meetings held on 16 May 2025. The Reason for Liquidation, arising from the final meeting was subject to the Companies Commission of Malaysia and the Official Receiver on 19 May 2025.

The companies will be dissolved three months after the Liquidation Date, marking the end of operations for these subsidiaries. This decision is a part of UMediC Group's efforts to streamline its operations and focus on its core business areas.

Investor and stakeholders are encouraged to take note of this development, as it may impact the company's future prospects. UMediC Group remains committed to transparency and will continue to provide updates on any significant changes within the organization.

Company Name	Actual Healthcare Sdn Bhd	U Medinewest Sdn Bhd
Final Meeting Date	16 May 2025	16 May 2025
Liquidation Date	19 May 2025	19 May 2025
Dissolution Date	19 August 2025	19 August 2025

**Related Stocks**

Chart	Stock	Last	Change	Volume
UMC	UMC	69.5	0.00 (0.0%)	100,000

## MEDIA HIGHLIGHTS (CONT'D)

[illegible]

Next, on comparing UMediC Group Berhad's net income growth with the industry, we found that the company's reported growth is similar to the industry average growth rate of 15% over the last five years.

Category	UMediC Group Berhad	Industry
Past 5 Years Annual Earnings Growth	17.2%	15.2%
Last 1 Year Earnings Growth	13.6%	4.9%

Source: UMediC Group Berhad, Company Website, 2020

Earnings growth is a huge factor in stock valuation. It's important for an investor to know whether the market has priced in the company's expected earnings growth (or decline). Doing so will help them establish if the stock's future looks promising or ominous. If you're wondering about UMediC Group Berhad's valuation, check out [this guide to its price-to-earnings ratio](#), as compared to its industry.

## Is UMediC Group Berhad Efficiently Re-investing Its Profits?

UMediC Group Berhad doesn't pay any regular dividends currently, which essentially means that it's just re-investing all of its profits into the business. This definitely contributes to the decent earnings growth rate that we document above.

## Conclusion

Overall, we feel that UMediC Group Berhad certainly does have some positive factors to consider. Despite its low rate of return, the fact that the company reinvests a very high portion of its profits into its business, no doubt contributed to its high earnings growth. That being so, a study of its latest analyst forecasts show that the company is expected to see a slowdown in its future earnings growth. Are these analysts' expectations based on the broad expectations for the industry, or on the company's fundamentals? Click [here](#) to be taken to U.S. MEDICAL FORECASTS page 56, the company's

2019年，医疗器械行业整体呈现下行态势，多家企业业绩承压。其中，uMedital集团（uMedital）在2019年实现营业收入1.2亿欧元，较2018年下降15%。该集团主要业务为生产和销售医疗设备，其业绩下滑主要受全球医疗设备需求疲软及汇率波动影响。

此外，uMedital集团在2019年还面临了多项诉讼，包括与多家医疗设备经销商的合同纠纷。这些诉讼进一步加剧了集团的财务压力，并可能导致未来业绩的不确定性。

**56,086,500 Ordinary Shares of UMediC Group Berhad are subject to a Lock-Up Agreement Ending on 26-JUL-2025.**

Investment in UMediC Group Berhad is subject to a Lock-Up Agreement

56,086,500 Ordinary Shares of UMediC Group Berhad are subject to a Lock-Up Agreement Ending on 26-JUL-2025. These Ordinary Shares will be under lockup for 1104 days starting from 18-JUL-2022 to 26-JUL-2025.

OMSM

The moratorium applies to the entire shareholdings of the Promoters for a period of six (6) months from the date of the Admission (First Six (6)-Month Moratorium?) upon the expiry of the First Six (6)-Month Moratorium, the Company must ensure that the Promoters' aggregate shareholdings amounting to at least 45% of the total number of Issued Shares (acquired for any bonus issue or subdivision of Shares) remain under moratorium for another period of six (6) months (Second Six (6)-Month Moratorium?), and upon the expiry of the Second Six (6)-Month Moratorium, subject to the Listing Requirements, the Promoters may sell, transfer or assign up to a maximum of 1/3 per centum (on a straight line basis) of their Shares held under moratorium.







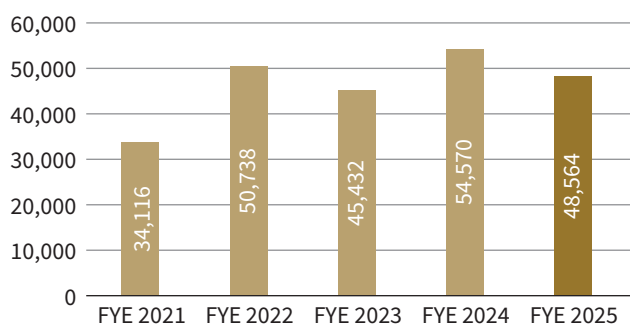
# FINANCIAL HIGHLIGHTS

	FYE 2021	FYE 2022	FYE 2023	FYE 2024	FYE 2025
<b>Revenue (RM'000)</b>	34,116	50,738	45,432	54,570	48,564
<b>Gross Profit (RM'000)</b>	12,563	18,659	18,933	22,671	22,363
<b>Profit Before Taxation (RM'000)</b>	6,554	8,482	12,932	12,641	10,851
<b>Profit After Taxation</b> (attributable to owners of the parent) (RM'000)	5,087	6,426	10,315	8,991	8,133
<b>EBITDA (RM'000)</b>	8,096	10,833	14,591	14,330	12,977
<b>Basic and Diluted EPS (sen)<sup>(1)</sup></b>	1.36	1.72	2.76	2.40	2.18
<b>Shareholders' Equity (RM'000)</b>	15,739	52,679	62,994	71,985	80,118
<b>Return on Equity</b>	32.32%	12.20%	16.38%	12.49%	10.15%
<b>Current Ratio (times)</b>	1.23	5.78	11.68	8.20	9.13
<b>Gearing Ratio (times)</b>	1.67	0.15	0.06	0.01	-

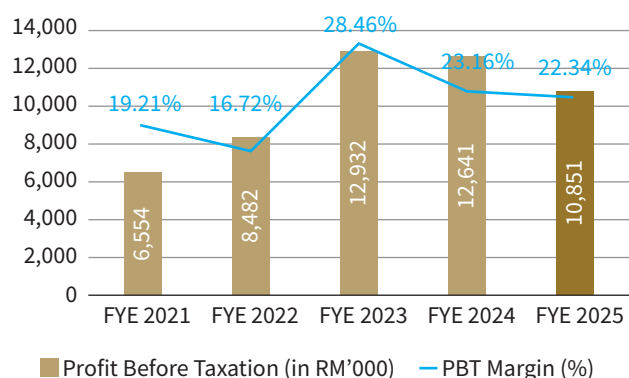
Note:

- (1) Computed based on the profit after taxation (attributable to equity holders of the Company) divided by the total number of issued shares of the Company of 373,910,000 shares.

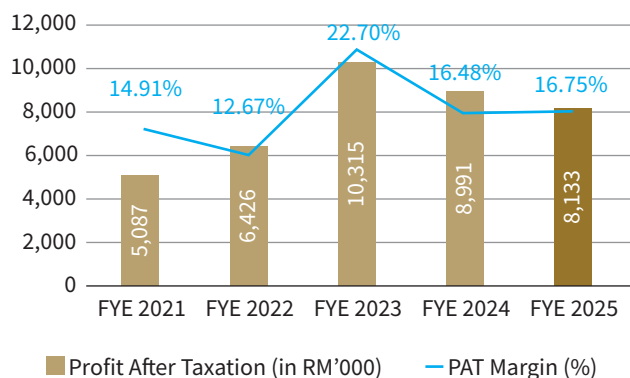
**Revenue (RM'000)**



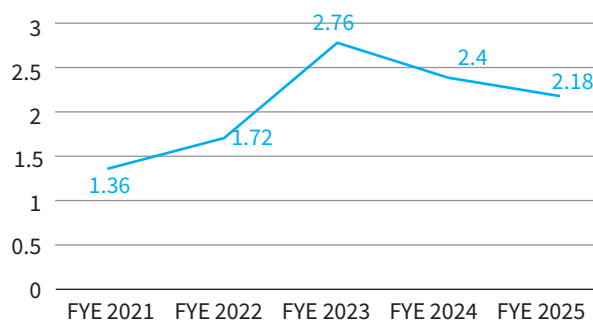
**Profit Before Taxation (RM'000)**



**Profit After Taxation (RM'000)**



**Basic Earnings Per Share (sen)**



# CHAIRMAN'S STATEMENT



"As the year drew to a close, UMediC Group Berhad ("UMC" or the "Company") continued to embark on its remarkable journey filled with strategic progress and pivotal developments cementing itself within the vast healthcare ecosystem. UMC and its subsidiaries ("Group") are essentially laying a vital foundation to build a stronger yet more resilient and fundamentally valuable enterprise for decades to come."

**Dato' Seri Ng Chai Eng**

Non-Independent Non-Executive Chairman



Dear esteemed shareholders,

On behalf of the Board, it is my immense pleasure to present you with UMC's fourth annual report for the financial year ended ("FYE") 31 July 2025.

As the past year unfolded, we have undergone several key strategic initiatives that have fundamentally prepared us for the next phase of growth. Despite the complexities of the broader market, our focus remained deeply rooted towards deepening our capabilities and expanding our physical footprint culminating in the significant expansion of our new facility. This effectively doubles our manufacturing prowess to cater to the overarching global demand for our medical consumables. Aside from manufacturing, this new facility unlocks a new frontier for the Group, following our foray into the medical services segment, solidifying our presence within the dynamic healthcare landscape and evolving us into a truly integrated healthcare provider. These critical milestones, supported by a conducive manufacturing environment alongside the increasing demand for quality healthcare positions UMC for sustained growth over the long-term horizon.

## FINANCIAL PERFORMANCE

On the financial front, the Group managed to deliver a solid performance in FYE2025 having recorded a revenue of RM48.6 million primarily driven by the marketing and distribution segment. The segment contributed 66.3% of our revenue which was RM32.2 million followed by the manufacturing segment which accounted for the remaining 33.7% with RM16.4 million. This in turn resulted in a profit after tax (attributable to equity holders of the Company) of RM8.1 million, delivering an improved profit after tax margin of 16.7% over FYE2024, a result of our prudent cost structure and improved operational efficiencies through the adoption of new manufacturing technologies. In spite of the ongoing factory expansion which hindered our overall production capabilities paired with softer demand arising from the change in spending cycles, we still managed to achieve a commendable set of results attesting to our strong presence within the healthcare industry.

In terms of balance sheet, UMC remains in a strong and healthy position. With nominal borrowings, the Group maintains a net cash position of RM16.6 million, comprising cash and bank balances of RM11.6 million with the remaining RM5.0 million being proceeds from our initial public offering. Also, the current ratio of 9.1 times reflects solid liquidity and prudent financial management. Given the sound financial background of UMC, we are well-positioned to support the Group's future, prioritising our focus in optimising our production capabilities.

# CHAIRMAN'S STATEMENT (CONT'D)

## PROSPECTS AND OUTLOOK

Shifting the focus towards the future, our long-term growth trajectory remains intact backed by the Malaysian government's resolute focus on improving national healthcare standards. In fact, we are actively seizing the immense opportunities created by a confluence of accelerating factors such as the surge in demand for medical facility upgrades as well as Malaysia's status as the regional healthcare tourism hub alongside the pressing need to alleviate facility overcrowding. UMC is therefore poised to substantially deepen its role, transforming the country's rapidly evolving healthcare ecosystem and creating lasting value for our stakeholders and the community that we serve.

In line with these developments, our strategic venture into the medical services segment is part of our vertical expansion into the medical healthcare ecosystem and is synergistic in nature to our existing business offerings. Leveraging our extensive scale and active presence, we aim to address the gap and pain point among hospitals and local healthcare providers by offering services such as a dedicated care centre providing post-recovery care, ambulance solutions offering the complete infrastructure equipped with the latest medical devices as well as the establishment of a learning centre providing training to medical professionals. While contributions are expected to come gradually, we are laying down the foundation in order for us to capture the opportunities ahead over the longer-term horizon.

In terms of manufacturing, we have come a long way and have since achieved notable progress where we now have 4 products under our portfolio with HYDROX Prefilled Humidifier, HYDROX Prefilled Nebuliser, AIRDROX Inhaler Spacer and FLEXIDROX Sterile Water for Inhalation. Given our expanded product portfolio, our focus this year has been on prioritising developments to improve our manufacturing capabilities through major infrastructure enhancements which include a new state-of-the-art ISO 5 cleanroom, advanced blow-fill-seal technology, new packing room, and relocation of our warehouse operations. Paired with the introduction of advanced manufacturing technologies adopting a new aseptic manufacturing process, we are preparing ourselves to ramp up our production capabilities to cater to the anticipated increase in demand from both domestic and international markets.

With these strategic initiatives in place, UMC remains steadfast in its commitment to innovation and operational excellence. By capitalising on the expertise of our highly skilled workforce and strength of our diversified portfolio, we are well-positioned to sustain our competitive advantage and deliver long-term value to all stakeholders while contributing meaningfully to the advancement of Malaysia's healthcare ecosystem.

## SUSTAINABILITY

With the growing global emphasis on sustainable practices, sustainability continues to be a cornerstone of our long-term business strategy and overall success. We remain steadfast in our commitment to integrating environmental, social, and governance ("ESG") principles into all aspects of our operations, ensuring that our growth generates lasting value for our stakeholders and the planet. We remain confident that the continuously evolving ESG landscape will guide and reinforce our initiatives, allowing us to refine our framework and ensure better alignment with international standards in the year ahead.

For a detailed account of our sustainability initiatives and progress, please refer to the Sustainability Statement on pages 47 to 75 where we outline the steps we are taking to drive meaningful impact and advance a more sustainable future.

## APPRECIATION

As we close off the chapter for the year, we would like to extend our profound gratitude to all our valued stakeholders. Your unwavering trust and belief in UMC particularly the enduring confidence of our shareholders in our long-term vision has been the bedrock upon which we build our future. Your continuous support throughout this journey is what allowed us to unlock the true potential of our Group leading up to this point.

Above all, I would like to highlight the exceptional contributions of the entire UMC team. Your resilience, innovative spirit and adaptability were the true driving force that empowered us to successfully navigate the challenging industrial landscape this year. You have all been instrumental in bringing us to this pivotal point and I eagerly anticipate your continued contributions as we ascend new heights. United by our shared purpose and guided by our core values, we will relentlessly elevate our standards and advance our vision of excellence in healthcare.

Yours faithfully,

**Dato' Seri Ng Chai Eng**

Non-Independent Non-Executive Chairman



# MANAGEMENT DISCUSSION AND ANALYSIS

## OVERVIEW OF BUSINESS AND OPERATIONS

### Company Profile and Principal Activities

UMediC Group Berhad (“UMC”, or the “Group”, or the “Company”) primarily functions as an investment holding entity with a diversified presence across the healthcare value chain. Through our subsidiaries, we are actively engaged in the marketing, distribution and after-sales servicing of a wide range of branded medical devices, laboratory equipment and consumables. We also develop and manufacture our own range of medical consumables, medical mounting solutions and cart solutions tailored to support diverse healthcare needs. Complementing these activities, we have ventured into healthcare services through the establishment of a healthcare centre and the provision of ambulance services.

This strategic diversification positions our Group to meet the rising demand for comprehensive, high-quality healthcare solutions, while creating opportunities for downstream integration. By harnessing synergies across our businesses, we are able to enhance operational efficiency and delivering more integrated solutions across the healthcare sector.

- **Marketing and distribution** – We specialize in the marketing and distribution of medical devices, along with the provision of after-sales services, to both public and private hospitals, healthcare service providers, and even non-medical business entities. UMediC Healthcare Sdn. Bhd. is the authorized distributor for leading international brands such as Philips, Mindray, and GE, offering a wide portfolio of critical-care and high-value products.

In FYE 2023, our Group strengthened its distribution segment through the strategic acquisition of a 70% stake in Patho Solutions (M) Sdn. Bhd. ("Patho"), a specialist in laboratory equipment and consumables, with core expertise in histopathology, immunology and cytology. Patho's capability to provide customized laboratory solutions significantly enhances our market reach and technical capabilities.

In FYE 2024, we further expanded our portfolio through the incorporation of Ateria Medika Sdn. Bhd., focusing on cutting-edge medical devices and consumables for interventional cardiology and radiology, and Akiteck (Malaysia) Sdn. Bhd., which specializes in the research, design, and development of medical mounting solutions and carts. Akiteck's key clientele comprises global medical device leaders in patient monitoring, ultrasound, CTG, and ECG systems, with a growing market presence in Malaysia and the wider Southeast Asian region.

In FYE 2025, we continued to broaden our service capabilities with the incorporation of Rescue Medic Sdn. Bhd., an 85%-owned subsidiary providing pre-hospital and emergency medical services. Its offerings encompass ambulance vehicle supply, emergency and non-emergency ambulance operations, and the provision of ambulance medical equipment.

These strategic developments mark a significant step forward in strengthening our presence across the healthcare value chain, enabling us to deliver holistic, patient-centric solutions and positioning the Group for long-term sustainable growth. Collectively, these expansions have broadened our product range, reinforced our technical and service capabilities, and enhanced our ability to provide comprehensive, end-to-end healthcare solutions in response to the growing global demand for advanced medical technologies.

- **Manufacturing** – We are deeply committed to the development, manufacturing, and marketing of innovative medical consumables, designed to meet the highest industry standards. Under UWHM Sdn. Bhd., our flagship products include the HYDROX series prefilled humidifiers, the HYDROX prefilled nebulizers, the AIRDROX series inhaler spacers and the FLEXIDROX water for inhalation bag. These products are exported to approximately 40 countries and manufactured in our state-of-the-art facility under strict compliance with rigorous standards set by relevant regulatory authorities. Notably, UWHM is the world's first company to obtain Halal certification for prefilled humidifiers, underscoring our commitment to innovation and inclusivity.



*Our existing owned office and factory building located in Batu Kawan, Penang*

# MANAGEMENT DISCUSSION AND ANALYSIS (CONT'D)

## OVERVIEW OF BUSINESS AND OPERATIONS (CONT'D)

### Key Achievement

In 2024, we marked a pivotal milestone in our corporate journey by successfully transferring from the ACE Market to the Main Market of Bursa Malaysia Securities Berhad (“Bursa Securities”) on 29 April 2024. This achievement reflected the Group’s growth, maturity, and strengthened foundation of governance and financial stability. The transfer not only expanded our visibility to a broader investor base but also reinforced our commitment to innovation, efficiency, and long-term shareholder value creation.

Building on this momentum, 2025 witnessed another transformative achievement with the unveiling of our large-scale expansion at Batu Kawan Industrial Park on 15 August 2025. The new facility, which increases our production footprint from 30,000 square feet to 50,000 square feet, effectively doubles our manufacturing capacity and strengthens our role in advancing Malaysia’s healthcare future.

This expansion goes beyond manufacturing. It introduces three strategic components — the UMC Healthcare Centre, Rescue Medic Ambulance Services, and the UMC Learning Centre — furthering our evolution into an integrated healthcare solutions provider. The state-of-the-art facility, featuring an ISO 5 cleanroom and advanced blow-fill-seal technology, enhances our ability to deliver world-class medical consumables while complementing our growing presence in medical distribution, training, and emergency support services.

These achievements underscore our vision of creating a synergised and integrated healthcare supply chain powered by innovation and technology. As we continue to expand our reach both domestically and globally, the Group remains steadfast in delivering sustainable growth, improving healthcare accessibility, and enhancing the quality of human life.



Grand Launching Ceremony of UMediC Medical Services on 15 August 2025

### Expansion Strategies

#### 1. Incorporation of New Subsidiary



On 11 March 2025, UMC incorporated Rescue Medic Sdn. Bhd. (“Rescue Medic”), an 85%-owned subsidiary with a total cash and share capital of RM1,000,000. The establishment of Rescue Medic marks a significant step in our Group’s long-term growth strategy.

Rescue Medic focuses on supplying ambulance vehicles, providing both emergency and non-emergency ambulance services, and equipping ambulances with advanced medical devices. This diversification strengthens UMC’s integrated healthcare ecosystem and positions our Group to capture emerging opportunities in critical front-line services.

The timing of this move is significant. The Ministry of Health Malaysia has embarked on a large-scale replacement programme involving more than 590 ambulances in Phase 1 and an approved budget of RM304 million for Phase 2, coupled with growing demand for safe, modernised medical equipment to replace ageing assets. Rescue Medic is strategically positioned to support this nationwide upgrading initiative by supplying ambulance vehicles that meet stringent specifications and are fully equipped with high-quality paramedic and life-support equipment to ensure reliability, safety and optimal patient care.

By aligning our capabilities with national healthcare priorities, Rescue Medic not only enhances our service offerings but also reinforces our Group’s mission to deliver holistic, patient-centric solutions. This initiative strengthens UMC’s resilience, creates new recurring revenue streams, and positions us as a trusted partner in advancing Malaysia’s healthcare infrastructure.

# MANAGEMENT DISCUSSION AND ANALYSIS (CONT'D)

## OVERVIEW OF BUSINESS AND OPERATIONS (CONT'D)

### 2. Expansion of Operation Capabilities



Plant 1



Plant 2

In FYE 2025, UMC achieved major milestones in strengthening its manufacturing and operational capacity. Plant 2 was occupied in early 2025, marking a key step in our Group's long-term growth strategy.

Our monthly production capacity increased from 420,000 bottles of HYDROX prefilled humidifiers to 433,000 bottles, representing a 3% growth increase from the previous year. The HYDROX prefilled humidifier is used to humidify the respiratory gas for patients and mostly used in oxygen therapy such as oxygen concentrators, gas cylinder or wall gas outlets via a mask or cannula in homecare, hospital, extended care facilities or hospital environment.

This capacity expansion was supported by the completion of major infrastructure enhancements, including:

- A new state-of-the-art ISO 5 cleanroom to strengthen sterile production standards



- A new packing room to improve workflow and product turnaround time





# MANAGEMENT DISCUSSION AND ANALYSIS (CONT'D)

## OVERVIEW OF BUSINESS AND OPERATIONS (CONT'D)

### 2. Expansion of Operation Capabilities (Cont'd)

- The relocation of warehouse operations to Plant 2, providing additional storage capacity and streamlined logistics



During the year, UMC also introduced advanced manufacturing technologies that delivered significant operational improvements. These include faster lead times, aseptic manufacturing processes to enhance product safety, improved bottle designs, larger volume options without compromising shipping efficiency, and enhanced water quality standards. Collectively, these innovations enable UMC to produce higher-quality medical consumables more efficiently while meeting evolving customer needs.

With these enhancements, UMC is now better positioned to drive production efficiency and scale up manufacturing for its broader product range, including the HYDROX Prefilled Nebulizer, AIRDROX Inhaler Spacer, FLEXIDROX Water for Inhalation Bag, and future product innovations.

On the commercial front, UMC strengthened its presence in both domestic and international markets, building on its established customer base and reinforcing its position as a trusted supplier of medical consumables worldwide.

These operational enhancements not only reinforce UMC's commitment to delivering high-quality medical consumables but also underscore the Group's strategy of driving efficiency, scalability, and global competitiveness.

### 3. Establishment of UMC Healthcare Centre



UMC's subsidiary Evo Medik Sdn. Bhd. established the UMC Healthcare Centre, a premium 7,427 square foot facility at Pusat Perniagaan Vorteks, Simpang Ampat. The Centre is designed to deliver comprehensive, patient-centric care within a safe and comfortable environment.

The facility offers a wide spectrum of services, including post-operative care, chronic disease management, elderly care, and specialised rehabilitation programmes. Care packages are thoughtfully structured to suit individual needs, offering options such as day care, short-term care, respite care, and long-term assisted living. In addition, we extend our reach beyond the Centre through professional home care services, ensuring greater accessibility and flexibility for patients and families.

# MANAGEMENT DISCUSSION AND ANALYSIS (CONT'D)

## OVERVIEW OF BUSINESS AND OPERATIONS (CONT'D)

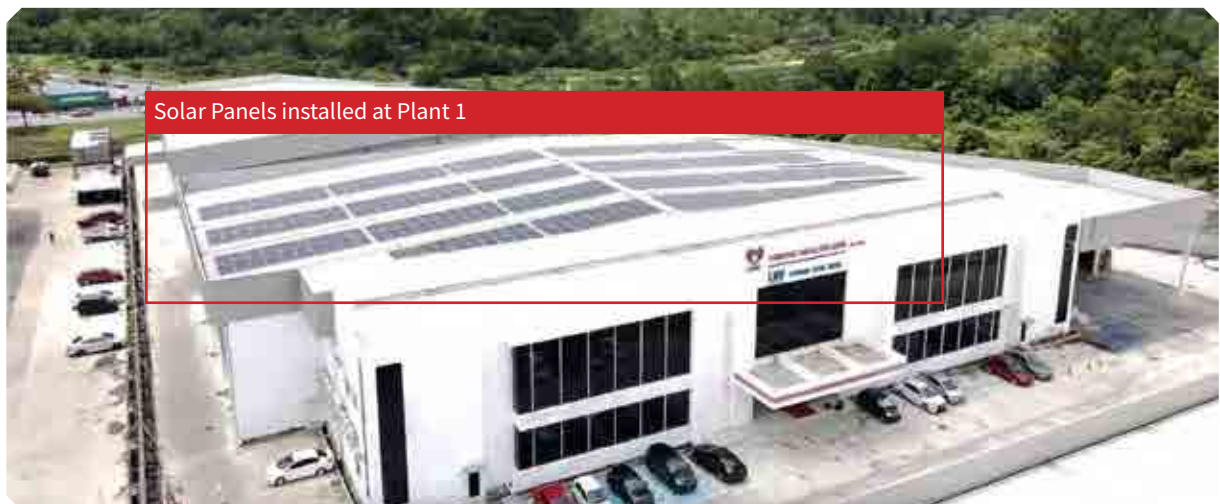
### 3. Establishment of UMC Healthcare Centre (Cont'd)

Beyond medical support, the UMC Healthcare Centre enhances the patient experience with a holistic approach that integrates lifestyle and wellness. Residents benefit from nutritious meals, engaging activities, and personalised support, supported by assisted facilities such as elevators, wheelchairs, and safety bars. To ensure continuity of care, the Centre also provides ambulance transportation and medical chaperone services when required.

The establishment of the UMC Healthcare Centre marks an important milestone for the Group's, strengthening UMC's position along the healthcare value chain and capturing opportunities in Malaysia's growing post-acute and elderly care market.



## Sustainability and Climate Change Management



At the core of our business, sustainability is not just an operational goal but a fundamental principle that guides our long-term strategy. As part of our efforts to align with global sustainability standards and address the pressing issue of climate change, we have implemented several proactive measures. One of the most significant milestones in this journey is the installation of 420 solar panels with a total capacity of 231 kWp at Plant 1 in October 2023.

We had commenced the utilisation solar panels in December 2023, a strategic milestone that will allow us to reap the benefits of sustainable energy adoption. As we continue to expand our green energy initiatives, we remain dedicated to creating a positive environmental impact while simultaneously driving operational and financial growth.

# MANAGEMENT DISCUSSION AND ANALYSIS (CONT'D)

## OVERVIEW OF BUSINESS AND OPERATIONS (CONT'D)

### Principal Markets

Our customer base comprises of public and private hospitals, other healthcare service providers as well as non-medical business entities. Malaysia, being our principal market, contributed approximately RM32.97 million (FYE 2024: RM36.16 million) or 67.90% (FYE 2024: 66.27%) of our revenue for FYE 2025, while the remaining revenue of RM15.59 million (FYE 2024: RM 18.41 million) or 32.10% (FYE 2024: 33.73%) was generated from the overseas markets. The FYE 2025 revenue by region is illustrated as below:



### Our Journey

In 2025 and beyond, our unwavering commitment to our core values of Unity, Motivation, and Commitment remains the driving force behind our journey. These values form the foundation of our company, guiding our decisions and actions as we continue to expand and innovate in the healthcare industry.



With a remarkable track record spanning over two decades, we have consistently strived to be a leader in our field, delivering an integrated healthcare supply chain powered by advanced technology. Our goal is not just to provide medical products and services but to enhance the quality of human life on a global scale.

Our milestones, from our listing on the ACE Market in 2022 to our successful transition to the Main Market in 2024, reflect not just achievements but stepping stones toward an even greater purpose. Each milestone underscores our resilience, reinforces our commitment to innovation and operational excellence, and reaffirms our ambition to deliver sustainable value to all stakeholders.

Today, UMC is embarking on an exciting new chapter - evolving from a traditional marketing, distribution and manufacturing model into a diversified healthcare ecosystem that integrates both products and services. This strategic shift reinforcing our position as a holistic healthcare products and services provider and ensuring our relevance in meeting the growing demands of the market.



# MANAGEMENT DISCUSSION AND ANALYSIS (CONT'D)

## OVERVIEW OF BUSINESS AND OPERATIONS (CONT'D)

### 2002

- Incorporation of UMediC, principally involved in the marketing and distribution of medical supplies and dental-related products and devices

### 2003

- Diversified marketing and distribution to include imported medical devices
- Secured authorised distributorship rights from Goldway

### 2004

- Commenced distribution of ambulance and paramedic equipment as well as medical consumables

### 2005

- Commenced distribution of medical devices and consumables to general ward, and accident and emergency departments

### 2006

- Ceased the marketing and distribution of dental-related products and devices

### 2007

- Incorporation of Evo Medik to manage the marketing and distribution activities in the east coast region of Peninsular Malaysia

### 2009

- Setting up a marketing and distribution office located in Kota Bharu, Kelantan
- Commenced distribution of Philips Goldway branded patient monitors and colposcope

### 2010

- Setting up a marketing and distribution office in Johor Bahru
- Further expanded to Sarawak state
- Secured authorised distributorship rights from Philips

### 2011

- Ventured into the R&D and manufacturing of our own brand medical consumables
- Incorporation of U Medihealth to manage the marketing and distribution activities in Perak and Sabah states

### 2012

- Developed and commercialised our first HYDROX series prefilled humidifiers

### 2018

- Secured authorised distributorship rights from E-Medtest (M) Sdn Bhd and commenced distribution of Dameca branded general anaesthetic machines
- Ventured into Czech Republic, Myanmar, Pakistan, Kuwait, Moldova and Romania markets
- Commenced the development of our AIRDROX series inhaler spacers and HYDROX series prefilled nebulisers

### 2017

- Commenced distribution of Philips branded MRI-compatible patient monitors, medical consumables and sensors equipment
- Ventured into the South Africa, Chile, Ecuador and South Korea markets
- Commenced the development of sterile water for inhalation

### 2016

- Received the Best Channel Partner Performance, Value Segment for Patient Monitors appreciation award by Philips
- Established an in-house microbiology and chemical laboratory
- Ventured into India, Mauritius and Sri Lanka markets

### 2015

- Commenced distribution of Philips branded AEDs
- UMediC and Evo Medik received GDPMD certification from BSI
- UWHM granted a certificate of EC registration from BSI
- Received the Best Country Order Growth, Patient Care and Monitoring Solutions appreciation award by Philips for year 2015
- Ventured into Jordan and Saudi Arabia markets

### 2014

- Commenced distribution of Philips Goldway branded cardiotocography monitors
- Commenced distribution of Philips branded clinically advanced patient monitors
- Ventured into Indonesia and Philippines markets

### 2013

- UWHM's QMS was assessed and accredited with ISO 9001:2008 and ISO13485:2003 under the scope of "manufacture of prefilled humidifier content with sterile purified water" from BSI
- Received the Halal certification for our prefilled humidifiers from Majlis Agama Islam Pulau Pinang
- Ventured into Thailand market

### 2019

- Secured authorised distributorship rights from Mindray, GE, Merit
- Commenced construction of our new office and factory building on the Batu Kawan Land
- UMediC's QMS was assessed and accredited with ISO 13485:2016 from BSI
- Ventured into Croatia, Singapore and the United Arab Emirates markets

### 2020

- Commenced distribution of Philips branded ultrasound machines
- Secured authorised distributorship rights from Care Vision Healthcare Pte Ltd
- Ventured into Costa Rica, Italy, Japan, Kenya and Netherlands markets
- Commenced the development of digital oxygen flowmeters and humidifier humidity sensors

### 2021

- Relocated our operations to our new office and factory building on the Batu Kawan Land
- Commenced distribution of Mindray branded neonatal ventilators
- Ventured into Bahrain and Brazil markets
- Developed our AIRDROX series inhaler spacers

### 2022

- Commercialised our AIRDROX series inhaler spacers
- Developed our sterile water for inhalation
- Ventured into Germany and Spain markets
- Listed on the ACE Market of Bursa Securities

### 2023

- Successfully acquired 70% of Patho Solutions (M) Sdn. Bhd.
- Expansion of new plant
- Confirmation of solar panels installation to address Sustainability and climate change matter

### 2024

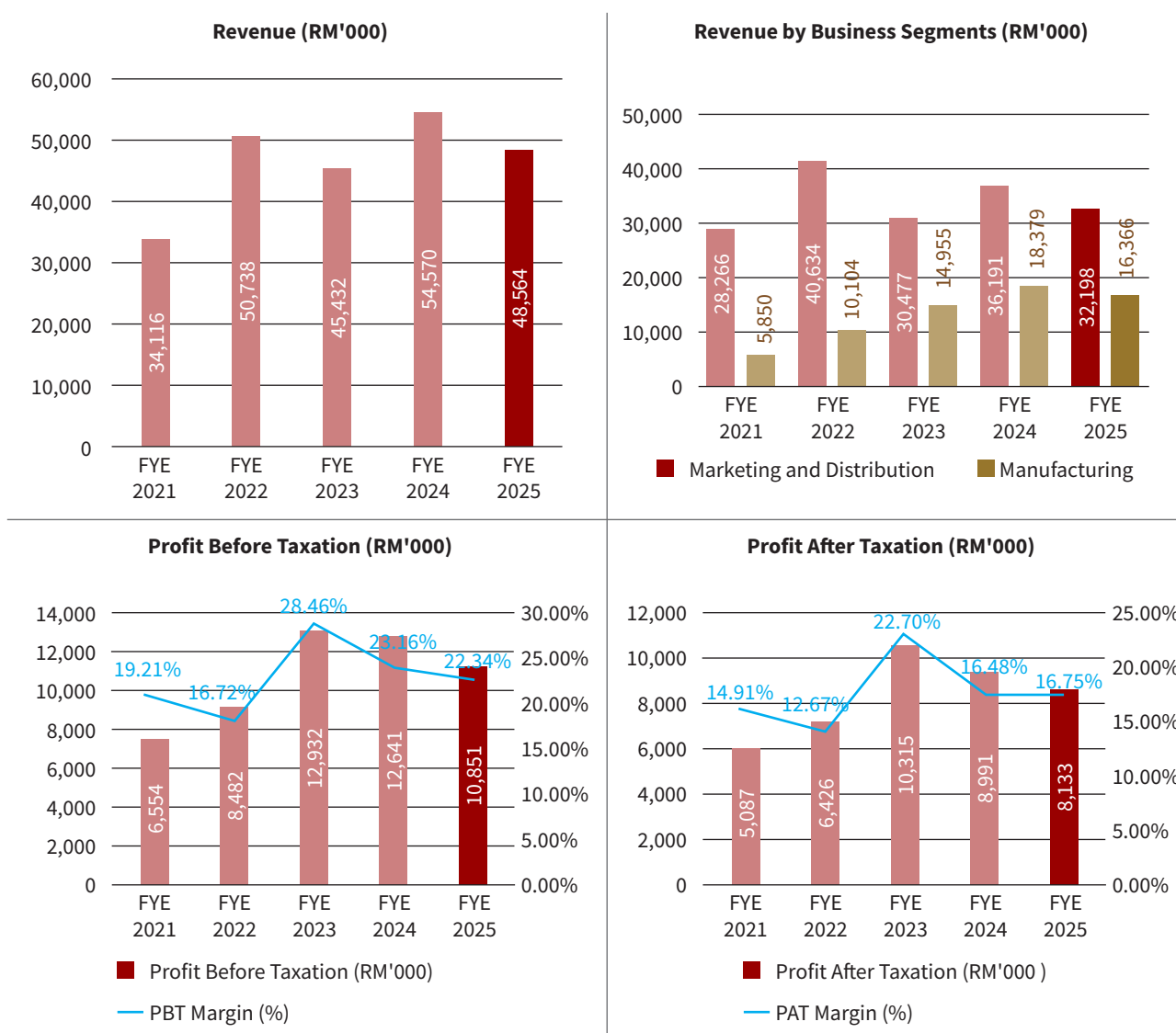
- Successfully transferred to Main Market of Bursa Securities
- Incorporated 70% owned subsidiary, Akiteck (Malaysia) Sdn. Bhd. related parts
- Incorporated a 90% owned subsidiary, Ateria Medika Sdn. Bhd.

### 2025

- Incorporated 85% owned subsidiary, Rescue Medic Sdn. Bhd.
- Successfully launched UMC Healthcare Centre, Rescue Medic Ambulance Services and UMC Learning Centre

# MANAGEMENT DISCUSSION AND ANALYSIS (CONT'D)

## FINANCIAL REVIEW



For FYE 2025, our Group recorded revenue of RM48.56 million (FYE 2024: RM54.57 million). The marketing and distribution segment contributed RM32.20 million (FYE 2024: RM36.19 million), representing 66.30% of the Group's total revenue (FYE 2024: 66.32%). Meanwhile, the manufacturing segment contributed RM16.37 million (FYE 2024: RM18.38 million), accounting for the remaining 33.70% of total revenue (FYE 2024: 33.68%). We recorded profit before tax ("PBT") of RM10.85 million (FYE 2024: RM12.64 million). The decline in both revenue and PBT was attributable to lower contributions from the marketing and distribution segment as well as the manufacturing segment. This was primarily driven by softer demand for medical devices and consumables from both public and private hospitals, as well as healthcare service providers.

In FYE 2025, our Group recorded a PBT margin of 22.34%, slightly lower than 23.16% in FYE 2024. Profit after taxation attributable to equity holders of the Company ("PAT") stood at RM8.13 million (FYE 2024: RM8.99 million). Despite the lower PAT, the PAT margin improved marginally to 16.75% in FYE 2025 (FYE 2024: 16.48%), reflecting continued operational efficiency and prudent cost management.

As at 31 July 2025, our Group maintained a solid balance sheet with a net cash position of RM16.57 million<sup>(1)</sup>.

Overall, our financial position remained healthy with a high current ratio of 9.13 times (FYE 2024: 8.20 times). The increase in our current ratio was mainly attributable to the reduction in our bank borrowings.

Note:

(1) Computed based on the sum of short-term funds and cash and bank balances and less current borrowing.

# MANAGEMENT DISCUSSION AND ANALYSIS (CONT'D)

## OPERATION REVIEW

### CORPORATE STRATEGIES

#### Operational Efficiency

Our business and manufacturing activities are currently centered at our head office and factory complex located in Batu Kawan, Penang, strategically designed to enhance operational efficiency and scale to meet increasing market demand. The facility sits on a land area of approximately 126,852.68 square feet, with a built-up area of 70,216.26 square feet. It features a double-storey office building annexed with two single-storey factory buildings, providing ample space for both manufacturing and storage.

The current production floor allowing us to carry out our in-house manufacturing of key medical consumables such as the HYDROX and AIRDROX product series. By centralizing our manufacturing activities under one roof, we streamline operations, minimize downtime, and ensure stringent quality control throughout the production cycle. Additionally, the layout of the production floor is designed for flexibility, allowing for future expansion and the integration of new production lines as our product offerings grow.

To ensure seamless operations, our current storage area is designed for the safe and efficient handling of raw materials, finished goods, and distribution products. The proximity of the storage area to the production floor enhances the flow of materials and products, reducing transportation time and increasing overall productivity. This integrated approach allows for better inventory management and quicker response times to market demand, contributing to improved lead times for customers.

Out of the RM3.50 million IPO proceeds allocated for the construction of our new factory building, and this allocated funds was fully utilised with the excess amount of approximately RM0.17 million has been used for working capital purposes. This strategic expansion underscores our commitment to enhancing operational capabilities and meeting future business demands.

#### Domestic Presence and Reach



Our domestic presence and reach are strategically designed to cover key regions across Malaysia, as illustrated in the above map. At the heart of our operations is the head office and factory complex in Batu Kawan, which functions as the central hub for our manufacturing and distribution activities. Complementing this, we have expanded our services through the UMC Healthcare Centre and Rescue Medic Ambulance Services, both based in Batu Kawan. These initiatives strengthen our role as a holistic healthcare products and services provider while ensuring direct engagement with patients, customers and the broader community.

#### **Marketing and Distribution Offices:**

Currently, our marketing and distribution activities are supported by rented offices in Bandar Tun Razak, Kuala Lumpur, and Johor Bahru, Johor. These rented spaces do not include showrooms, limiting our ability to physically showcase our products to customers.

To strengthen our presence in these regions and tap into the potential business opportunities, we are planning to establish new marketing and distribution offices with dedicated showrooms in both Kuala Lumpur and Johor Bahru. These showrooms will allow us to demonstrate the functionality of our products to existing and potential customers, enhancing customer engagement and providing a hands-on experience.

# MANAGEMENT DISCUSSION AND ANALYSIS (CONT'D)

## OPERATION REVIEW (CONT'D)

### CORPORATE STRATEGIES (CONT'D)

#### Sales Representatives:

In addition to our office presence, we have in-house sales representatives stationed in major cities across West Malaysia and East Malaysia, as shown on the map. This widespread sales network allows us to provide comprehensive coverage and personalized support to customers throughout the country, ensuring that our products and services are readily accessible.

#### UMC Healthcare Centre and Rescue Medic Ambulance Services:

Located in Batu Kawan, the UMC Healthcare Centre and Rescue Medic Ambulance Services expand our domestic footprint by strengthening our role as a holistic healthcare provider. The healthcare centre serves as a direct touchpoint with patients and customers, while the ambulance services enhance accessibility to community healthcare and ensure timely medical support. Together, these initiatives extend our presence beyond product distribution and reflect our commitment to developing a more integrated healthcare ecosystem.



### New Product Development and Commercialisation

UWHM has established itself as a dedicated player in the respiratory care segment, with a portfolio of products designed to support oxygen therapy and related treatments. Since its incorporation, UWHM has successfully introduced the HYDROX Prefilled Humidifier, the AIRDROX series inhaler spacers, the HYDROX Prefilled Humidifier with Macro Nebulization System and the FLEXIDROX water for inhalation bag.

During the year under review, although no new products were launched, UWHM continued to invest in advancing its manufacturing technology to enhance efficiency, scalability, product quality, and consistency. This ongoing effort ensures that we remain well-positioned to meet evolving market needs and sustain the long-term growth of our manufacturing operations.

At the same time, we remain committed to anticipating and responding to market needs, ensuring that our product pipeline continues to drive healthcare innovation and address the dynamic requirements of the industry. Looking ahead, we are preparing to introduce the Digital Humidifier Monitoring Sensor, a new solution that will further strengthen our respiratory care portfolio.

In parallel, under Akiteck, we have expanded our product portfolio to cover wall mounts, anaesthesia machine configurations, architectural headwall adaptations, pole mounts, countertop mounts, standard and customizable mobile carts, computers on wheels and a full range of accessories. These solutions are designed for durability, flexibility, and ease of use, enabling healthcare providers to improve workflow efficiency and comfort.

Akiteck currently serves leading global medical device companies in patient monitoring, ultrasound, CTG and ECG systems. During the year under review, we secured our first distributor in Thailand and initiated discussions with other regional partners – marking an important step toward positioning Akiteck as a competitive player in the medical mounting and cart solutions segment.



*Akiteck - Emergency Cart*



*Akiteck - Machine Trolley*



# MANAGEMENT DISCUSSION AND ANALYSIS (CONT'D)

## OPERATION REVIEW (CONT'D)

### CORPORATE STRATEGIES (CONT'D)

#### **Product Portfolio Expansion**

UMC continues to strengthen its role as a trusted partner to some of the world's leading medical device manufacturers. Through UMediC Healthcare Sdn. Bhd., we distribute advanced solutions from Philips, Mindray, and GE, offering a broad portfolio that spans patient monitoring systems, ultrasound, maternal and infant care, anaesthesia and resuscitation equipment, oxygen therapy, suction solutions, and life-support systems. With demand for medical devices expected to rise steadily, we are broadening our offerings to ensure that hospitals, healthcare providers, and even non-medical businesses have access to products that meet diverse specifications, features, and price points.

Our regional reach is further extended through Ateria Medika Sdn. Bhd., which represents leading global brands such as Acandis, Curatia, Bedal, PINS Medical, Firstkind, Civco, and Orbus Neich. These solutions cover interventional cardiology, neurology, radiology, and vascular surgery, equipping healthcare professionals with cutting-edge consumables and devices across Southeast Asia. Ateria Medika is also in advanced discussions to secure distributorship rights for a globally recognised company in blood transfusion solutions, covering both consumables and equipment.



*Ateria Medika – DBS Device*



*Ateria Medika – VNS Device*

Patho Solutions (M) Sdn. Bhd. has diversified beyond histopathology into autoimmune diagnostics, microbiology, digital pathology, and molecular diagnostics. A milestone in 2024 was its distribution agreement with AliveDx Suisse S.A., granting rights to introduce MosaiQ® and LumiQ® diagnostic platforms in Malaysia, Myanmar, and Cambodia, with future expansion into Singapore.

Building on this momentum, Patho entered into an exclusive distribution agreement with Accunome (Shanghai, China) in December 2024. As Accunome's first appointed distributor worldwide, Patho and UMC will collaborate to produce molecular testing kits in Penang for infectious disease diagnostics, targeting Malaysia, Southeast Asia, and the Middle East. With rising demand in areas such as influenza and HPV testing, this initiative positions us at the forefront of high-impact diagnostics. Plans are also underway to expand into Indonesia, including exclusive distribution of Accunome's PCR system, Dxcellent 12.

Additionally, Patho have entered into a collaboration with CYTOWIZ to manufacture Liquid-Based Cytology reagents in Penang. These reagents will be distributed worldwide, with the exception of China, due to the country's strict regulatory requirements. Further discussions are in progress for an exclusive distributorship across Southeast Asia.

Looking ahead, we remain committed to expanding our distribution network by continuously engaging with new principals and suppliers. This strategy not only strengthens our product portfolio but also positions us as a key provider of innovative healthcare solutions across Malaysia and the wider region.

# MANAGEMENT DISCUSSION AND ANALYSIS (CONT'D)

## CHALLENGES & RISKS

### **Economic and Market Environment**

The healthcare industry is growing due to factors such as rising patient admissions driven by chronic diseases, an aging population, and better access to healthcare products and services due to higher income levels and medical insurance uptake. Increased public and private healthcare spending also contributes to this growth. However, any reduction in healthcare expenditure may impact hospital supplies and equipment demand, potentially affecting our Group's financial performance.

To address these challenges, our Group is actively exploring opportunities to expand and commercialize products under our own brand. This strategy ensures that our product offerings stay aligned with market needs, while complementing existing products. Our new products are designed to be cross-marketed to our current customers, enhancing value and strengthening our market presence.

Advances in artificial intelligence (AI), miniaturization, and digital health devices are rapidly transforming medical technology, creating both opportunities and competition. Geopolitical tensions, particularly in China, have led companies to seek new markets like Southeast Asia. As global players enter the region, our Group is focused on expanding our product pipeline and leveraging AI and digital health solutions to remain competitive in this dynamic landscape.

### **Foreign Currency Exchange Fluctuation**

We are exposed to foreign currency exchange risks arising from any appreciation or depreciation of the denominated foreign currencies against our Group's reporting currency as approximately 34% of our Group's revenue are denominated in foreign currencies.

To manage the foreign exchange risks, our Group monitors closely the movement of the foreign exchange. Our Group has entered into forward foreign currency contracts as well as maintain foreign currency accounts whereby collections arising from foreign sales are used to settle purchases in the same foreign currency. This would provide, to a certain extent, a natural hedge against the foreign exchange fluctuations

### **Human Capital**

We recognize that our employees are our most valuable asset, and the continued success of our Group depends significantly on their efforts, commitment, skills, and the values they create. As our business operations grow, attracting and retaining the right talent is critical to driving our Group to new levels of performance.

However, the competitive landscape in Batu Kawan, where numerous multinational corporations are situated, presents challenges in talent acquisition and retention. The presence of these global firms not only intensifies competition for top-tier professionals but also increases the risk of losing current employees who may be attracted to the diverse opportunities and potentially higher remuneration packages offered by larger corporations.

To address these challenges, we are committed to investing in our employees' professional development, enhancing our recruitment processes, and regularly reviewing our remuneration and benefits packages to remain competitive. We also prioritize upholding human and labour rights and providing a safe, supportive work environment that fosters employee well-being and productivity.

Additionally, our Group places a strong emphasis on succession planning and facilitating skills transfer, ensuring operational continuity and the long-term success of the organization. We will continue to engage in ongoing workforce planning and discussions to ensure that we remain well-positioned to attract, retain, and nurture talent despite the competitive pressures in our region.

# MANAGEMENT DISCUSSION AND ANALYSIS (CONT'D)

## DIVIDEND

Our Group presently does not have any formal dividend policy. However, it is the intention of our Board to retain adequate reserves for our future growth as well as to reward our shareholders with participation in the profits of our Group. As we are an investment holding company, our ability to pay dividends will depend on the dividends or other distributions that we receive from our subsidiaries. Any declarations and payment of dividends in the future will be at the discretion of our Board.

## FORWARD-LOOKING STATEMENT

Given the Malaysian government's sustained commitment to advancing national healthcare standards, UMC remains optimistic about its growth outlook. Key drivers include the rising demand for facility upgrades, the expansion of healthcare tourism, and the urgent need to address overcrowding in healthcare facilities – all of which reinforce the Group's pivotal role in the evolving healthcare landscape.

Under Budget 2025, the government allocated RM45.3 billion to the Ministry of Health, a 10% increase from the previous year's RM41.2 billion, making it the second-largest budget allocation. Of this, RM1.35 billion has been earmarked for upgrading and repairing healthcare facilities. This strong policy support underscores the government's emphasis on delivering quality healthcare and creates a favourable environment for both public and private sector growth.

Malaysia's medical device industry is also on a promising trajectory, driven by a favourable manufacturing base and a globally recognized healthcare system. In line with this, the Health Ministry has launched Phase 1 of its ambulance replacement programme, involving 590 ambulances and 41 patient transport vehicles at a cost of RM265.5 million. Phase 2 has also been approved, with an additional allocation of RM304 million. These developments further reinforce UMC's growth outlook in the coming financial periods.

Looking ahead, UMC has outlined a three-phase roadmap to drive sustainable growth and long-term value creation. In Phase 1, the Group will focus on strengthening its foundation by enhancing medical product manufacturing and exports to ensure stability and resilience. Phase 2 will see UMC expand into healthcare services, introducing elderly rehabilitation programmes as well as intelligent non-emergency ambulance services equipped with integrated dispatch platforms, real-time tracking, and digital health records. Moving into Phase 3, UMC aims to establish a comprehensive smart healthcare ecosystem that seamlessly integrates manufacturing, services, and digital platforms. Key initiatives under this phase include home-based remote health management solutions, IoT-connected devices, AI-driven early warning systems, and long-term care services. In addition, the Group plans to pursue cross-border collaborations and exportable service models, positioning itself as a regional hub for smart healthcare.

Through this phased strategy, UMC is positioning itself at the forefront of healthcare advancements. Guided by a strong focus on international expansion, innovation, and elevating standards of care, the Group is committed to creating meaningful impact. Our future success will continue to be built on the strength of our people, our values, and our dedication to improving lives through healthcare innovation.

## BOARD OF DIRECTORS

*from left to right*

**Tan Chye Suan**

Independent Non-Executive Director

**Dr. Pakirisamy Baskaran A/L P Thangavelu**

Independent Non-Executive Director

**Dato' Seri Ng Chai Eng**

Non-Independent Non-Executive Chairman

**Lim Taw Seong**

Executive Director/Chief Executive Officer

**Lee Yee Wooi**

Independent Non-Executive Director

**Dato' Dr. Teh Keng Hwang**

Independent Non-Executive Director

**Ng Sze Hui**

Alternate Director to Dato' Seri Ng Chai Eng





## PROFILE OF DIRECTORS



### **Dato' Seri Ng Chai Eng**

*Non-Independent Non-Executive Chairman*



62



Male



Malaysian

#### **Qualification**

- Malaysian Skills Certificate Level 1 (formerly known as Sijil Kecekapan Ketukangan Peringkat Asas)
- Malaysian Skills Certificate Level 2 (formerly known as Sijil Kecekapan Ketukangan Peringkat Pertengahan)
- Certificate in Administrative Management - Centre for Business Studies (London)
- Certificate in Production and Quality Control Management - Centre for Business Studies (London)

#### **Date first appointed to the Board**

7 October 2021

#### **Membership of Board Committee**

None

#### **Working Experience and Occupation**

- 1982-1983: Apprentice electrician - Mattel (Malaysia) Sdn Bhd
- 1985-1990: Senior Technician - GUH Electrical Appliances Sdn Bhd (formerly known as Leader Electrical Appliances Manufacturing Sdn Bhd)
- 1990: Plant Manager - GUH Electrical Appliances Sdn Bhd (formerly known as Leader Electrical Appliances Manufacturing Sdn Bhd)
- 1990-Present: Co-founder - UWC Holding Sdn Bhd (now a subsidiary company of UWC Berhad)
- 2018 - Present: Group CEO of UWC Berhad

#### **Present Appointment**

- Advisor for the Federation of Malaysian Foundry and Engineering Industries Associations (FOMFEIA)
- Industry Relations Chairman of Penang Premium Business Enterprise Association (PPBEA)
- Chairman of Sekolah Jenis Kebangsaan (C) Beng Teik Pusat
- Executive Director/Group Chief Executive Officer of UWC Berhad
- Director of all subsidiaries of UWC Berhad
- Director of several private limited companies

#### **Any family relationship with any director and/or major shareholder of UMC**

- Father of Ng Sze Hui, his Alternate Director
- Uncle of Lim Taw Seong, our Executive Director/Chief Executive Officer

#### **Any conflict of interests that the person has with UMC**

None

#### **Other than traffic offences, the list of convictions for offences within the past five (5) years and particulars of any public sanction or penalty imposed by the relevant regulatory bodies during financial year**

None

#### **Number of board meetings attended in the financial year**

5/5

## PROFILE OF DIRECTORS (CONT'D)



### **Lim Taw Seong**

*Executive Director/Chief Executive Officer*



**47**



**Male**



**Malaysian**

#### **Qualification**

- Bachelor of Engineering (Mechanical) - Universiti Teknologi Malaysia

#### **Date first appointed to the Board**

22 April 2021

#### **Membership of Board Committee**

None

#### **Working Experience and Occupation**

- 2002-2004: Sales Executive – UMediC Healthcare (formerly known as UWC Healthcare Sdn Bhd)
- 2004-2006: Sales Manager - UMediC Healthcare (formerly known as UWC Healthcare Sdn Bhd)
- 2006-2021: Director - UMediC Healthcare (formerly known as UWC Healthcare Sdn Bhd)
- 2021-Present: Executive Director/Chief Executive Officer - UMC

#### **Present Appointment**

- Director of several private limited companies

#### **Any family relationship with any director and/or major shareholder of UMC**

- Nephew of Dato' Seri Ng Chai Eng, our Non-Independent Non-Executive Chairman
- Cousin of Ng Sze Hui, the Alternate Director to Dato' Seri Ng Chai Eng

#### **Any conflict of interests that the person has with UMC**

None

#### **Other than traffic offences, the list of convictions for offences within the past five (5) years and particulars of any public sanction or penalty imposed by the relevant regulatory bodies during financial year**

None

#### **Number of board meetings attended in the financial year**

5/5

## PROFILE OF DIRECTORS (CONT'D)



### **Dr. Pakirisamy Baskaran A/L P Thangavelu**

*Independent Non-Executive Director*



63



Male



Malaysian

#### **Qualification**

- Bachelor of Medicine and Surgery - University of Madras, India
- Masters of Obstetrics and Gynaecology - University of Malaya

#### **Date first appointed to the Board**

7 October 2021

#### **Membership of Board Committee**

- Audit and Risk Management Committee (Member)
- Remuneration Committee (Member)
- Nomination Committee (Chairman)

#### **Working Experience and Occupation**

- 1990-1991: House Officer - Hospital Sultanah Aminah, Johor Bahru
- 1991-1993: Medical Officer in the Paediatric Surgical Unit of the Department of Surgery - Queen Elizabeth Hospital, Kota Kinabalu
- 1998-2003: Junior Specialist - Maternity Hospital, Kuala Lumpur
- 2004-2010: Consultant - Maternity Hospital, Kuala Lumpur
- 2010-2016: Senior Consultant Obstetrician and Gynaecologist and a Maternal Fetal Medicine Specialist - Maternity Hospital, Kuala Lumpur
- Present: Resident consultant in Gleneagles Hospital Kuala Lumpur and a visiting consultant in Subang Jaya Medical Centre, Damai Service Hospital (HQ) as well as in several other hospitals in the Klang Valley

#### **Present Appointment**

- Director of several private limited companies

#### **Any family relationship with any director and/or major shareholder of UMC**

None

#### **Any conflict of interests that the person has with UMC**

None

#### **Other than traffic offences, the list of convictions for offences within the past five (5) years and particulars of any public sanction or penalty imposed by the relevant regulatory bodies during financial year**

None

#### **Number of board meetings attended in the financial year**

5/5

## PROFILE OF DIRECTORS (CONT'D)



### Tan Chye Suan

*Independent Non-Executive Director*



57



Female



Malaysian

#### Qualification

- Bachelor of Laws – LL.B (Hons) - University of Malaya
- Advocate and Solicitor of the High Court of Malaya

#### Date first appointed to the Board

7 October 2021

#### Membership of Board Committee

- Audit and Risk Management Committee (Member)
- Remuneration Committee (Chairman)
- Nomination Committee (Member)

#### Working Experience and Occupation

- 1993-1995: Advocate and Solicitor - Messrs Ban Eng, Anual & Foong
- 1995-1999: Partner - Messrs Lim Huck Aik & Co
- 1999: Co-founder - Messrs See, Ramsun & Tan
- Present: Managing Partner - Messrs See, Ramsun & Tan

#### Present Appointment

- Member of the Disciplinary Committee of the Advocates' & Solicitors' Disciplinary Board
- Honorary Treasurer in Women Centre for Change
- Honorary Secretary in Pertubuhan Gabungan Pertubuhan-pertubuhan Wanita Pulau Pinang
- Committee Member of Alumni Convent Light Street, Penang
- Deputy President of Federation of Women's Lawyers of North Malaya Penang
- Independent Non-Executive Director - Emits Berhad

#### Any family relationship with any director and/or major shareholder of UMC

None

#### Any conflict of interests that the person has with UMC

None

**Other than traffic offences, the list of convictions for offences within the past five (5) years and particulars of any public sanction or penalty imposed by the relevant regulatory bodies during financial year**

None

#### Number of board meetings attended in the financial year

5/5



## PROFILE OF DIRECTORS (CONT'D)



### Lee Yee Wooi

Independent Non-Executive Director



53



Male



Malaysian

#### Qualification

- Bachelor of Accounting (Hons) - University of Malaya
- Registered member of the Malaysia Institute of Accountants

#### Date first appointed to the Board

7 October 2021

#### Membership of Board Committee

- Audit and Risk Management Committee (Chairman)
- Remuneration Committee (Member)
- Nomination Committee (Member)

#### Working Experience and Occupation

- 1997-1999: Tax Assistant - Ernst & Young
- 1999-2002: Tax Consultant - Ernst & Young
- 2002: Finance Analyst - Smart Modular Technologies Sdn Bhd
- 2002: Accounts/Finance Manager - Scope Manufacturers (M) Sdn Bhd
- 2004-2009: Financial Controller - Scope Industries Berhad
- 2009-2013: Financial Director - Transform Electrical Industry Sdn Bhd
- 2016-2019: Director – Prestij Gemilang Sdn Bhd
- 2013-2022: Director – Income Sector Sdn Bhd
- 2019-2023: Accountant – Biochem Laboratories Sdn Bhd
- 2022-2024: Non-Independent Non-Executive Director - HHRG Berhad
- 2019-Present: Director – Amanpuri Leisure Sdn Bhd
- 2020-Present: Director – Tarzan Travel (M) Sdn Bhd

#### Present Appointment

- Independent and Non-Executive Director of Mclean Technologies Berhad
- Director of several private limited companies

#### Any family relationship with any director and/or major shareholder of UMC

None

#### Any conflict of interests that the person has with UMC

None

#### Other than traffic offences, the list of convictions for offences within the past five (5) years and particulars of any public sanction or penalty imposed by the relevant regulatory bodies during financial year

None

#### Number of board meetings attended in the financial year

5/5

## PROFILE OF DIRECTORS (CONT'D)



### **Dato' Dr. Teh Keng Hwang**

*Independent Non-Executive Director*



**72**



**Female**



**Malaysian**

#### **Qualification**

- Clinical Fellowship Paediatric Critical Care Medicine – University of Toronto, Canada
- Membership of the Royal Colleges of Physicians of the United Kingdom - University of Glasgow, United Kingdom
- Bachelor of Medicine and Bachelor of Surgery – University of Malaya

#### **Date first appointed to the Board**

5 October 2023

#### **Membership of Board Committee**

None

#### **Working Experience and Occupation**

- 1978-1979: House officer – General Hospital Penang
- 1979-1984: Medical Officer - General Hospital Alor Setar, Sungai Petani and Penang in Paediatrics
- 1984-1985: Attachment – Royal Hospital for Sick Children Yorkhill Glasgow
- 1985-1988: Consultant Paediatrician - Hospital Kuala Terengganu
- 1988-1997: Consultant Paediatrician - Hospital Alor Setar, Kedah
- 1997-1998: Fellowship Training - Paediatric Intensive Care at the Critical Care Unit of the Hospital for Sick Children (SickKids) Toronto Canada
- 1998-2012: Consultant Paediatrician and Paediatric Intensivist - Hospital Alor Setar, Kedah

#### **Working Experience and Occupation (Cont'd)**

- 2012-2016: Consultant Paediatrician and Paediatric Intensivist - Hospital Sultan Abdul Halim, Sungai Petani, Kedah
- 2017-present: Lecturer (Professor of Paediatrics) - University Islam Antarabangsa Sultan Abdul Halim Muadzam Shah, Kuala Ketil, Kedah

#### **Present Appointment**

- Lecturer (Professor) of University Islam Antarabangsa Sultan Abdul Halim Muadzam Shah (UniSHAMS)

#### **Any family relationship with any director and/or major shareholder of UMC**

None

#### **Any conflict of interests that the person has with UMC**

None

#### **Other than traffic offences, the list of convictions for offences within the past five (5) years and particulars of any public sanction or penalty imposed by the relevant regulatory bodies during financial year**

None

#### **Number of board meetings attended in the financial year**

5/5

## PROFILE OF DIRECTORS (CONT'D)



### Ng Sze Hui

Alternate Director to Dato' Seri Ng Chai Eng



29



Female



Malaysian

#### Qualification

- Bachelor of Laws - London School of Economics and Political Science
- Master of Laws and Bar Professional Training Course - City, University of London
- Admitted to the Bar of England and Wales by the Honourable Society of the Middle Temple
- Advocate and Solicitor of the High Court of Malaya
- Registered trademark agent
- Registered industrial design agent
- Medtech Professional Certificate In Manufacturing Excellence - AMMI

#### Date first appointed to the Board

6 March 2023

#### Membership of Board Committee

None

#### Working Experience and Occupation

- 2020: Wong & Partners (a member firm of Baker McKenzie International)
- 2020-2021: Azmi & Associates (a member firm of TerraLex Worldwide)
- 2021- 2022: Legal and Corporate Adviser – UMC
- 2023 – present: Partner - Messrs Ng Law Firm
- 2023- present: Legal & Product Development Manager (Jan – Mar) and Legal Compliance Adviser (Mar-present) – UMC

#### Present Appointment

- Member of the Inns of Court Malaysia (ICM)
- Member of the Federation of Malaysian Manufacturers (FMM) Youth Committee
- Director of a private limited company
- Partner of a legal firm

#### Any family relationship with any director and/or major shareholder of UMC

- Daughter of Dato' Seri Ng Chai Eng, our Non-Independent Non-Executive Chairman
- Cousin of Lim Taw Seong, our Executive Director/Chief Executive Officer

#### Any conflict of interests that the person has with UMC

None

#### Other than traffic offences, the list of convictions for offences within the past five (5) years and particulars of any public sanction or penalty imposed by the relevant regulatory bodies during financial year

None

#### Number of board meetings attended in the financial year

5/5

## PROFILE OF DIRECTORS (CONT'D)

### Training Programs attended by our Director

The following are the seminars, conferences, exhibitions, workshops attended by all our Directors as at FYE 2025.

Name of Directors	Mode of Training	Title
Dato' Seri Ng Chai Eng	Webinar	<ul style="list-style-type: none"> <li>Driving Export Competitiveness: A Sustainability Perspective from Malaysia and Singapore</li> </ul>
	Webinar	<ul style="list-style-type: none"> <li>HSBC Global Privat Banking 2025 Mid-Year Investment Outlook</li> </ul>
Lim Taw Seong	Webinar	<ul style="list-style-type: none"> <li>UOB Market Outlook: Implications of Trump 2.0</li> </ul>
	Webinar	<ul style="list-style-type: none"> <li>Transfer Pricing 2024 - Evolution or Revolution</li> </ul>
	External	<ul style="list-style-type: none"> <li>Impact of 'Liberation Day' tariffs on Asia</li> </ul>
	Webinar	<ul style="list-style-type: none"> <li>Impact of 'Liberation Day' tariffs on Malaysia</li> </ul>
	Webinar	<ul style="list-style-type: none"> <li>Q-CPR and Data Management Webinar</li> </ul>
	Internal briefing	<ul style="list-style-type: none"> <li>AED &amp; CPR Training</li> </ul>
	Internal briefing	<ul style="list-style-type: none"> <li>Anti Bribery and Corruption Policy Refreshment Training</li> </ul>
Dr. Pakirisamy Baskaran A/L P Thangavelu	Internal briefing	<ul style="list-style-type: none"> <li>Safety, Health, and Environment policy</li> </ul>
	External	<ul style="list-style-type: none"> <li>IntelliVue Patient Monitor Introduction, Value-Mid Segment Patient Monitor Introduction, Introduction to Clinical Care areas and patient measurement</li> </ul>
Tan Chye Suan	External	<ul style="list-style-type: none"> <li>Board Ethics: Growing Concerns from New Technology, Stakeholder Interests &amp; Conflict of Interest</li> </ul>
	External	<ul style="list-style-type: none"> <li>Ancillary Relief: How Do We Do it by Bar Council</li> </ul>
	External	<ul style="list-style-type: none"> <li>A Neuro Leadership Conference: The Brain &amp; Leadership by ITD World</li> </ul>
	External	<ul style="list-style-type: none"> <li>Program Registrar Of Societies Care Outreach</li> </ul>
	External	<ul style="list-style-type: none"> <li>Program Sistem Taksiran Sendiri Cukai Keuntungan Harta Tanah (STS CKHT) Melalui Portal MyTax by Penang Bar Committee &amp; LHDN</li> </ul>
	External	<ul style="list-style-type: none"> <li>Taklimat bagi Panduan Praktikal E-Invois untuk Firma-firma Guaman bersama-sama Topik-topik Berkenaan by Penang Bar Committee &amp; LHDN</li> </ul>
Lee Yee Wooi	Webinar	<ul style="list-style-type: none"> <li>An Introduction To &amp; An Overview of the PDPA 2010 By Malaysian Bar Council</li> </ul>
	External	<ul style="list-style-type: none"> <li>IME Innovation Day 2025</li> </ul>
	External	<ul style="list-style-type: none"> <li>Empowering Growth : Strategies 2 Future-Proof Your Business</li> </ul>
	External	<ul style="list-style-type: none"> <li>Affin Market Outlook : Propelling Malaysia Forward</li> </ul>
	External	<ul style="list-style-type: none"> <li>Utilising HRDF Levy to Improve Employees Productivity</li> </ul>
	External	<ul style="list-style-type: none"> <li>Unlock Smart Manufacturing Potential</li> </ul>
	External	<ul style="list-style-type: none"> <li>Cobot Innovation Roadshow</li> </ul>
	Webinar	<ul style="list-style-type: none"> <li>2025 1H Market Outlook - Public Bank</li> </ul>
	Webinar	<ul style="list-style-type: none"> <li>Travel and Tour Enhancement Course TTEC</li> </ul>
	External	<ul style="list-style-type: none"> <li>Malaysia Smart Manufacturing Awards 2025</li> </ul>
	Webinar	<ul style="list-style-type: none"> <li>CTOS x MDI Webinar: Mufliis-Jalan Keluar Dari Jerat Hutang</li> </ul>
	External	<ul style="list-style-type: none"> <li>CTOS SME Biz Day Penang 2025</li> </ul>
	External	<ul style="list-style-type: none"> <li>Public Bank Investment Talk Penang 2025</li> </ul>
	External	<ul style="list-style-type: none"> <li>The 36th Malaysia International Machinery Fair (MIMF 2025)</li> </ul>
	External	<ul style="list-style-type: none"> <li>Electronics Manufacturing Expo Asia (EMAX) 2025</li> </ul>



## PROFILE OF DIRECTORS (CONT'D)

### Training Programs attended by our Director (Cont'd)

Name of Directors	Mode of Training	Title
Dato' Dr. Teh Keng Hwang	Webinar	<ul style="list-style-type: none"> <li>Mandatory Accreditation Programme Part II: Leading for Impact (LIP)</li> </ul>
	External External	<ul style="list-style-type: none"> <li>Malaysian Pediatric Congress</li> <li>Generic Instructor Course</li> </ul>
Ng Sze Hui	Webinar	<ul style="list-style-type: none"> <li>Medtech Professional Certificate in Manufacturing Excellence: Process Validation</li> </ul>
	Webinar	<ul style="list-style-type: none"> <li>Medtech Professional Certificate in Manufacturing Excellence: Lean Manufacturing</li> </ul>
	Webinar	<ul style="list-style-type: none"> <li>Microsoft Excel - Beginner to Intermediate Level</li> </ul>
	Webinar	<ul style="list-style-type: none"> <li>Building Professional Etiquette and Personal Grooming</li> </ul>
	Internal briefing	<ul style="list-style-type: none"> <li>World Health Day</li> </ul>
	Webinar	<ul style="list-style-type: none"> <li>Pharmaceutical Water System (Process Control Vs. Quality Control)</li> </ul>
	External	<ul style="list-style-type: none"> <li>GS1 Malaysia Programme Hirarc for Small Businesses: Strengthening Compliance with DOSH Regulations</li> </ul>
	Internal briefing Webinar	<ul style="list-style-type: none"> <li>CPR and AED Talk &amp; Training</li> <li>Solutions for Sterility Assurance in Aseptic Manufacturing</li> </ul>

### Remuneration

The following are the remuneration breakdown of all directors as at FYE 2025.

Name of Directors	Salaries (RM'000)	Fees (RM'000)	Bonus (RM'000)	Employee Provident Fund and Social Security Organisation (RM'000)	Allowances (RM'000)	Share Grant Scheme Expense (RM'000)	Total (RM'000)
Dato' Seri Ng Chai Eng	-	60	-	-	1	-	61.0
Lim Taw Seong	300	-	50	37.2	96	-	483.2
Dr. Pakirisamy Baskaran A/L P Thangavelu	-	30	-	-	0.5	-	30.5
Tan Chye Suan	-	30	-	-	0.5	-	30.5
Lee Yee Wooi	-	30	-	-	0.5	-	30.5
Dato' Dr. Teh Keng Hwang	-	30	-	-	0.5	-	30.5
Ng Sze Hui	131	-	22	17	30	-	200.0

# PROFILE OF KEY SENIOR MANAGEMENT

## Ng Hui Hooi

Financial Controller

Age	Gender	Nationality
49	Female	Malaysian

### Qualification

- Bachelor of Commerce, majoring in Accountancy - Deakin University in Australia
- Certified Practising Accountant (CPA) from CPA Australia
- Member of the Malaysian Institute of Accountants

### Date first appointed to the Key Senior Management

1 April 2021

### Working experience and Occupation

- 2000-2004: Auditor - Wong Liu & Partners
- 2004: Accountant - Sin Tiong Lee Food Industry Sdn Bhd
- 2004-2007: Accounts Manager - Wangsaga Industries Sdn Bhd (a subsidiary of Tek Seng Holdings Berhad)
- 2007-2008: Assistant Finance Manager - Texchem Resources Berhad
- 2008-2018: Finance Manager - UWC Holdings Sdn Bhd (now a subsidiary company of UWC Berhad)
- 2018-2021: Financial Controller - UWC Berhad
- 2021-Present: Financial Controller - UMC

### Present Appointment

None

### Any family relationship with any director and/or major shareholder of UMC

None

### Any conflict of interests that the person has with UMC

None

### Other than traffic offences, the list of convictions for offences within the past five (5) years and particulars of any public sanction or penalty imposed by the relevant regulatory bodies during the financial year

None

## Kong Yoen Hoo

Sales Vice President

Age	Gender	Nationality
47	Male	Malaysian

### Date first appointed to the Key Senior Management

1 May 2021

### Working experience and Occupation

- 2003-2006: Engineer - Zama Corporation Ltd
- 2006-2007: Project Engineer - DPL Holdings Ltd
- 2007-2021: Branch Manager - Evo Medik
- 2021-Present: Sales Vice President - UMC

### Present Appointment

None

### Any family relationship with any director and/or major shareholder of UMC

None

### Any conflict of interests that the person has with UMC

None

### Other than traffic offences, the list of convictions for offences within the past five (5) years and particulars of any public sanction or penalty imposed by the relevant regulatory bodies during the financial year

None

## PROFILE OF KEY SENIOR MANAGEMENT (CONT'D)

### Lim Suat Gim

Sales Vice President

Age

41

Gender

Female

Nationality

Malaysian

#### Qualification

- Bachelor of Science degree with Honours in Biochemistry - Universiti of Malaya

#### Date first appointed to the Key Senior Management

1 May 2021

#### Working experience and Occupation

- 2007: Quality Assurance Executive - Public Packages (NT) Sdn Bhd
- 2007-2010: Sales Executive – UMediC Healthcare
- 2010-2021: Branch Manager – Actimed
- 2021-Present: Sales Vice President - UMC

#### Present Appointment

None

#### Any family relationship with any director and/or major shareholder of UMC

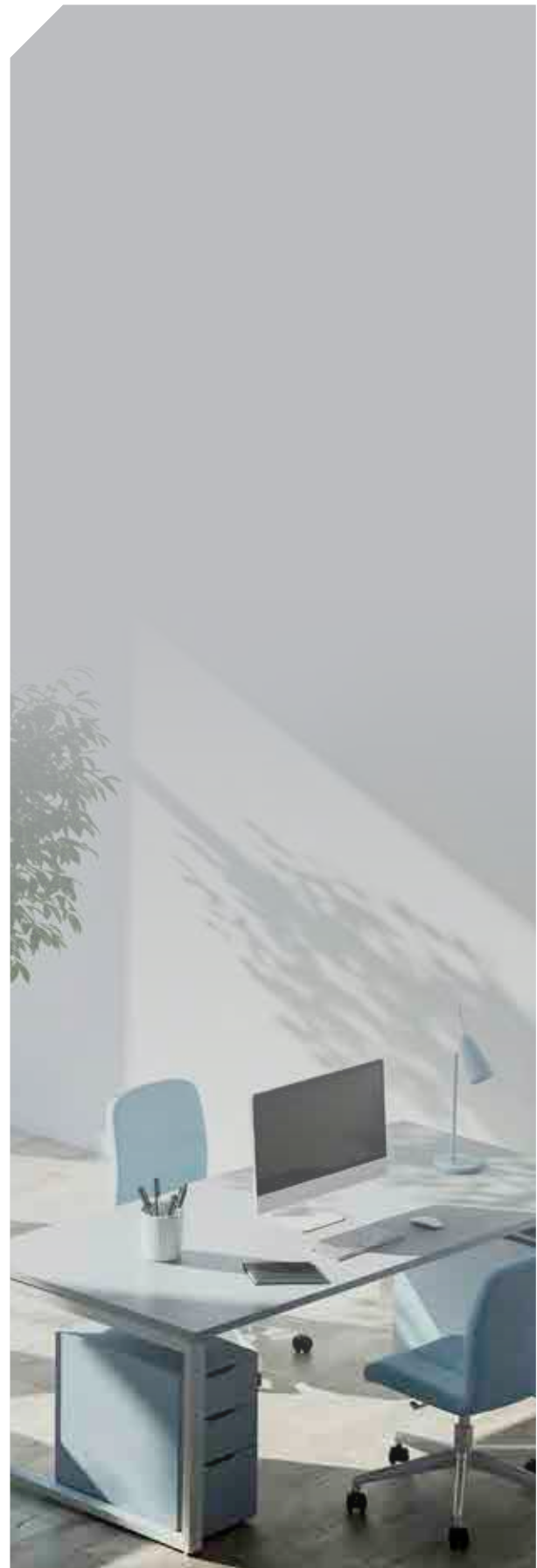
None

#### Any conflict of interests that the person has with UMC

None

#### Other than traffic offences, the list of convictions for offences within the past five (5) years and particulars of any public sanction or penalty imposed by the relevant regulatory bodies during the financial year

None



# CORPORATE GOVERNANCE OVERVIEW STATEMENT

Our Board is committed to implement and maintain high standards of corporate governance practices that are premised on the notions of transparency, accountability and integrity with a view to enhance stakeholders' value. As such, our Board strives to adopt the substance behind corporate governance prescriptions and not merely the form.

The disclosures in this Corporate Governance ("CG") Overview Statement are made pursuant to Rule 15.25 of the Main Market Listing Requirements of Bursa Malaysia Securities Berhad ("Bursa Securities") ("MMLR") and the Corporate Governance Guide (4<sup>th</sup> Edition) issued by Bursa Securities.

The objective of this CG Overview Statement is to provide an overview of the application of the corporate governance practices of our Group during the FYE 2025. In accordance with the Malaysian Code on Corporate Governance ("MCCG") the main principles governing these governance practices are as outlined below:

Principle A	Principle B	Principle C
Board Leadership and Effectiveness	Effective Audit and Risk Management	Integrity in Corporate Reporting and Meaningful Relationship with Stakeholders

We have also provided specific disclosures on the application of each Practice in its CG Report which is made available on our Company's website at [www.umedic.com.my](http://www.umedic.com.my).

In order to achieve a granular understanding of our Group's governance framework and practices, this CG Overview Statement should also be read in tandem with other statements in this Annual Report, namely the Statement on Risk Management and Internal Control, Audit and Risk Management Committee Report, Sustainability Statement and Management Discussion and Analysis as the depth or relevance of applying certain corporate governance promulgations may be better explained in the context of the respective statements.

## PRINCIPLE A: BOARD LEADERSHIP AND EFFECTIVENESS

### 1. Board Responsibilities

Our Board is entrusted to oversee the overall management of the business affairs of our Group; determine all major policies; ensure effective strategies and management are in place; assess the performance of our Group and our management team; and review the systems of risk management and internal control of our Group. When implementing the business plan, our Executive Director/ Chief Executive Officer is responsible for executing corporate decisions made by our Board while the Non-Executive Directors scrutinize the management performance by providing independent views and advice in the interests of the shareholders at large.

To ensure that the obligations to our shareholders and other stakeholders are understood, our Board has defined and collectively reviewed and approved the roles and responsibilities as well as the schedule of reserved matters in the Board Charter. In order to assist the Board in the oversight function on specific responsibility areas, our Board has established three (3) Board Committees, namely Audit and Risk Management Committee ("ARMC"), Nomination Committee ("NC") and Remuneration Committee ("RC"). Governed by their respective Terms of References, the Board Committees report to our Board on their meeting proceedings and deliberations as well as make recommendations to our Board on the matters under their purview. Our Board ensures our Directors have unrestricted access to the advice and services of Senior Management and Company Secretary and may obtain independent professional advice at our Company's expense in order to discharge their duties effectively.

Our Group has formed a Sustainability Committee and Sustainability Working Group to assist our Board in overseeing the formulation, implementation and effective management of our Company's sustainability strategies.

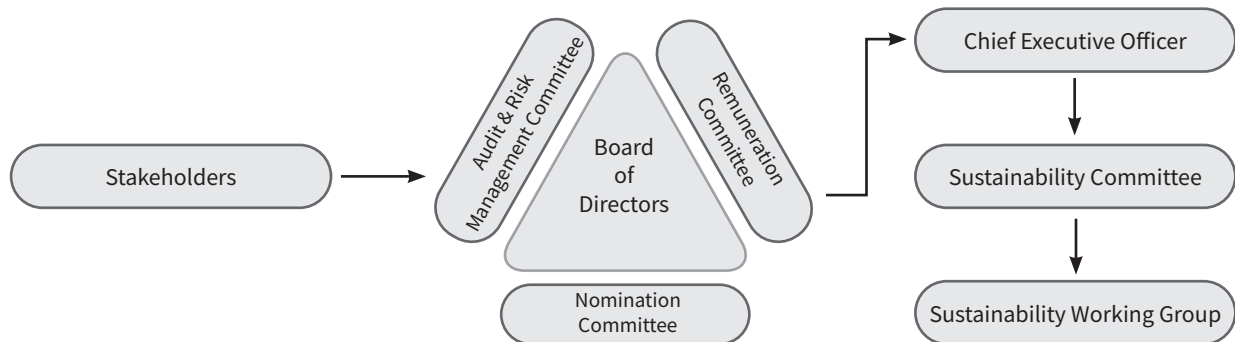


# CORPORATE GOVERNANCE OVERVIEW STATEMENT (CONT'D)

## PRINCIPLE A: BOARD LEADERSHIP AND EFFECTIVENESS (CONT'D)

### 1. Board Responsibilities (Cont'd)

#### Governance Framework



Performance evaluations of our Board and Senior Management in addressing our Company's material sustainability risks and opportunities has been conducted for the financial year under review.

Our Board Chairman instils good governance practices, leadership and effectiveness in our Board through chairing of board and shareholders meetings and deliberating together with our Board members on board matters and policies. The position of Board Chairman and Chief Executive Officer are held by different individuals. Our Board is assisted by a qualified and competent Chartered Secretary who is an associate member of Malaysian Institute of Chartered Secretaries and Administrators ("MAICSA"). The Company Secretary assists our Board in discharging its duties in regard to compliance with regulatory requirements, guidelines, legislations and the principles of best corporate governance practices.

During the year, our Board has reviewed and approved the following:

- Report by Audit and Risk Management Committee Chairman, Nomination Committee Chairman and Remuneration Committee Chairman;
- Approval of quarterly results;
- Approval of contents of annual report;
- Review and approval of the Board Charter, Code of Conduct, Anti Bribery and Anti Corruption Policy and Whistleblowing Policy;
- Business updates by the Executive Director/Chief Executive Officer;
- Re-appointment of external auditors; and
- Variation of utilization of proceeds raised from the initial public offerings ("IPO").

Our Board has established the Anti-Bribery and Anti-Corruption Policy in keeping with the commitment set forth to prevent and detect bribery and corruption. Our Group takes a zero-tolerance approach to bribery and corruption and is committed to acting professionally, fairly and integrity in all business dealings and relationships wherever our Group operates and expects the individuals and organization our Group works with to uphold and adopt the same approach. In FYE 2025, all board members and employees have made annual attestation to re-affirm the understanding and commitment on Anti-Bribery Programme.

As an additional measure to safeguard the integrity of our Group, our Board has defined its Whistleblowing Policy to provide guidance for stakeholders to report genuine concerns of any possible improprieties pertaining to financial reporting, compliance, malpractices and unethical business conduct within our Group. In addition, our Board has also defined its Code of Conduct which serves as a tool for our Board to convey and instil its values into the organization.

Our Board Charter, Terms of Reference of the Board Committees, Directors' Fit and Proper Policy, Anti Bribery and Anti Corruption Policy, Whistleblowing Policy and Code of Conduct and Ethics are also posted on our Company's website at [www.umedic.com.my](http://www.umedic.com.my).

# CORPORATE GOVERNANCE OVERVIEW STATEMENT (CONT'D)

## PRINCIPLE A: BOARD LEADERSHIP AND EFFECTIVENESS (CONT'D)

### 2. Board Composition

The appointment of Board is based on objective criteria, merit and with due regards for diversity in skills, experience, age, cultural background and gender. When considering appointment of directors, the Nomination Committee will consider the following attributes in the recruitment and screening process:

- Skills, knowledge, expertise and experience;
- Professionalism;
- Integrity;
- Boardroom diversity (including gender diversity); and
- In the case of candidates for the position of Independent Non-Executive Directors, the committee should also evaluate the candidates' ability to discharge such responsibilities/ functions as expected from Independent Non-Executive Directors.

Presently, our Board is led by Non-Independent Non-Executive Chairman. Our Board consists of six (6) members, i.e. one (1) Non-Independent Non-Executive Director, one (1) Executive Director/ Chief Executive Officer, four (4) Independent Non-Executive Directors. Our current Board composition complies with Rule 15.02 of MMLR that requires at least one-third (1/3) of the Board consists of Independent Directors. The profile of each Director is presented in page 25 to 31 of this Annual Report.

Our Board recognises the importance of gender diversity of at least 30% women directors in our Company. Currently, there are two (2) female Directors (equivalent to 33.3% of the board composition) sitting on our Board.

The above is in line with MMLR which stipulate the inclusion of at least one female Director on the Board, as well as MCGG Practice 5.9, which recommended that at least 30% of the Board is comprised of women director. This reflects the Company's strong commitment to promoting gender diversity and fostering inclusive leadership at the highest level.

Our Board is mindful that any gender representation should be in the best interest of the Company. Our Board is committed to workplace diversity and has established a Diversity Policy which aims to set out approach to achieve diversity on our Company's Board and workforce.

As stated in the Terms of Reference of the Nomination Committee, one of the duties of Nomination Committee is to properly document all assessments and evaluations and report to our Board all the results of the assessments and evaluations on an annual basis. During FYE 2025, the Nomination Committee had reviewed the size, composition and principal functions of each Board Committee. Additionally, the results of self-evaluation by all Directors had been reviewed and the results are satisfactory. The Nomination Committee thereby concluded that the performance of the current Board, coupled with the experiences, competencies of each Director enable the Board to discharge their duties and responsibilities effectively. The outcome of the assessment had been presented to our Board subsequently.

Our Board understands that quality of information affects the effectiveness of our Board to oversee the conduct of business and to evaluate the Management's performance of our Group. Information and materials that are important to our Board's understanding of the business to be conducted at a Board or committee meeting will be distributed to the Directors in order to provide ample time for review beforehand. As stated in the Board Charter, notice of Board meetings shall be issued at least five (5) business days prior to the meeting. Upon conclusion of meeting, the Company Secretary will ensure that accurate and proper records of the proceedings and resolutions passed are recorded and the minutes is circulated to the Board members before the next meetings.

During FYE 2025, there were five (5) board meetings held and all the Board Papers were circulated to our Board in timely manner. Our Directors' attendance at the Board & Committees meetings during FYE 2025 were as follows:

Director	Number of Meetings held			
	Board	ARMC	NC	RC
Dato' Seri Ng Chai Eng	5/5	-	-	-
Mr. Lim Taw Seong	5/5	-	-	-
Dr. Pakirisamy Baskaran A/L P Thangavelu	5/5	5/5	1/1	1/1
Ms. Tan Chye Suan	5/5	5/5	1/1	1/1
Mr. Lee Yee Wooi	5/5	5/5	1/1	1/1
Dato' Dr Teh Keng Hwang	5/5	-	-	-
Ms. Ng Sze Hui	5/5	-	-	-

# CORPORATE GOVERNANCE OVERVIEW STATEMENT (CONT'D)

## PRINCIPLE A: BOARD LEADERSHIP AND EFFECTIVENESS (CONT'D)

### 2. Board Composition (Cont'd)

All Directors have successfully met the minimum 50% attendance requirement in respect of Board meetings as stipulated by MMLR. The Board expressed its satisfaction with the dedication and time commitment demonstrated by its Directors in FYE 2025 towards fulfilling their roles and responsibilities effectively.

Directors were encouraged and afforded the opportunity to upskill and keep themselves abreast with the market and regulatory changes throughout the financial year. During the FYE 2025, our Directors attended continuous professional development programme covering various topics ranging from financial, changes in statutory and regulatory requirements, governance, sustainability and industry knowledge. During FYE 2025, our Directors attended the following training programmes:

Director	Training Attended
Dato' Seri Ng Chai Eng	<ul style="list-style-type: none"> <li>Driving Export Competitiveness: A Sustainability Perspective from Malaysia and Singapore;</li> <li>HSBC Global Private Banking 2025 Mid-Year Investment Outlook.</li> </ul>
Mr. Lim Taw Seong	<ul style="list-style-type: none"> <li>UOB Market Outlook: Implications of Trump 2.0;</li> <li>Transfer Pricing 2024 - Evolution or Revolution;</li> <li>Impact of 'Liberation Day' tariffs on Asia;</li> <li>Impact of 'Liberation Day' tariffs on Malaysia;</li> <li>Q-CPR and Data Management Webinar;</li> <li>AED &amp; CPR Training;</li> <li>Anti Bribery and Corruption Policy Refreshment Training;</li> <li>Safety, Health, and Environment policy;</li> <li>IntelliVue Patient Monitor Introduction, Value-Mid Segment Patient Monitor Introduction, Introduction to Clinical Care areas and patient measurement.</li> </ul>
Dr. Pakirisamy Baskaran A/L P Thangavelu	<ul style="list-style-type: none"> <li>Board Ethics: Growing Concerns From New Technology, Stakeholder Interests &amp; Conflict of Interest.</li> </ul>
Ms. Tan Chye Suan	<ul style="list-style-type: none"> <li>Ancillary Relief: How Do We Do it by Bar Council;</li> <li>A Neuro Leadership Conference: The Brain &amp; Leadership by ITD World;</li> <li>Program Registrar Of Societies Care Outreach;</li> <li>Program Sistem Taksiran Sendiri Cukai Keuntungan Harta Tanah (STS CKHT) Melalui Portal MyTax by Penang Bar Committee &amp; LHDN;</li> <li>Taklimat bagi Panduan Praktikal E-Invois untuk Firma-firma Guaman bersama-sama Topik-topik Berkenaan by Penang Bar Committee &amp; LHDN;</li> <li>An Introduction To &amp; An Overview of the PDPA 2010 By Malaysian Bar Council.</li> </ul>
Mr. Lee Yee Wooi	<ul style="list-style-type: none"> <li>IME Innovation Day 2025;</li> <li>Empowering Growth : Strategies 2 Future-Proof Your Business;</li> <li>Affin Market Outlook : Propelling Malaysia Forward;</li> <li>Utilising HRDF Levy to Improve Employees Productivity;</li> <li>Unlock Smart Manufacturing Potential;</li> <li>Cobot Innovation Roadshow;</li> <li>2025 1H Market Outlook - Public Bank;</li> <li>Travel and Tour Enhancement Course TTEC;</li> <li>Malaysia Smart Manufacturing Awards 2025;</li> <li>CTOS x MDI Webinar : Mufliis-Jalan Keluar Dari Jerat Hutang;</li> <li>CTOS SME Biz Day Penang 2025;</li> <li>Public Bank Investment Talk Penang 2025;</li> <li>The 36th Malaysia International Machinery Fair (MIMF 2025);</li> <li>Electronics Manufacturing Expo Asia (EMAX) 2025.</li> </ul>

# CORPORATE GOVERNANCE OVERVIEW STATEMENT (CONT'D)

## PRINCIPLE A: BOARD LEADERSHIP AND EFFECTIVENESS (CONT'D)

### 2. Board Composition (Cont'd)

Director	Training Attended
Dato' Dr. Teh Keng Hwang	<ul style="list-style-type: none"><li>• Mandatory Accreditation Programme Part II: Leading for Impact (LIP);</li><li>• Malaysian Pediatric Congress;</li><li>• Generic Instructor Course.</li></ul>
Ms. Ng Sze Hui	<ul style="list-style-type: none"><li>• Medtech Professional Certificate in Manufacturing Excellence: Process Validation;</li><li>• Medtech Professional Certificate in Manufacturing Excellence: Lean Manufacturing;</li><li>• Microsoft Excel - Beginner to Intermediate Level;</li><li>• Building Professional Etiquette and Personal Grooming;</li><li>• World Health Day;</li><li>• Pharmaceutical Water System (Process Control Vs. Quality Control);</li><li>• GS1 Malaysia Programme Hirc for Small Businesses: Strengthening Compliance with DOSH Regulations;</li><li>• CPR and AED Talk &amp; Training;</li><li>• Solutions for Sterility Assurance in Aseptic Manufacturing.</li></ul>

### 3. Remuneration

Our Board has put in place a Remuneration Policy to set out principles to be used in recommending the remuneration package of the Non-Executive Directors, Executive Director, Chief Executive Officer and Financial Controller, in order to attract, motivate and retain talent. As stated in the Remuneration Policy, the remuneration of the Independent Non-Executive Directors to be determined in accordance with their experience and the level of responsibilities assumed in the Board Committees, their attendance, performance and expertise they bring to our Board, whilst the remuneration of the Executive Directors and Senior Management will be based on the individual's and Group's performance. The Remuneration Policy is available on our Company's website at [www.umedic.com.my](http://www.umedic.com.my).

Our Board has made a detailed disclosure on named basis for the remuneration of individual directors in Practice 8.1 of the CG Report. The Company has opted not to disclose the detailed remuneration of its key senior management team due to the confidentiality and sensitivity of such information. Public disclosure may expose the Company to the risk of talent poaching by competitors, which could disrupt leadership stability and strategic continuity. The Company remains committed to fair, competitive, and performance-linked remuneration practices aligned with its long-term objectives.

## PRINCIPLE B: EFFECTIVE AUDIT AND RISK MANAGEMENT

### 1. ARMC

The members of ARMC comprise of fully Independent Non-Executive Directors. The Chairman of the ARMC is distinct from the Chairman of the Board so as to promote unfettered objectivity during our Board's review of the ARMC's findings and recommendations. The current ARMC composition meets the requirements of Rule 15.09 of MMLR where the ARMC Chairman, Mr. Lee Yee Wooi is a member of Malaysia Institute of Accountant since 2000. The present composition of the ARMC allows it to possess the requisite level of financial literacy and business acumen to have a sound understanding of the financial matters of our Group as well as an understanding of the latest developments in financial reporting, accounting and auditing standards.

None of the members of the ARMC are former audit partners of the current external audit firm of our Group. As stated in the Terms of Reference of the ARMC, the Committee is mindful of the minimum three (3) years cooling off period best practice under the MCG when considering the appointment of former key audit partner from its current external audit firm to ensure that the review of our Group's financial statements and the performance and independence of the External Auditors are being done objectively by the Committee.

Before the commencement of the current financial year audit, the ARMC has reviewed and deliberated with the External Auditors on their audit planning memorandum, covering the audit risk areas, approach, emphasis and timeline. The ARMC also noted the External Auditors' independence check and confirmation procedures carried out in the firm as well as no conflict of interest for rendering their non-audit services to our Group presently.



# CORPORATE GOVERNANCE OVERVIEW STATEMENT (CONT'D)

## PRINCIPLE B: EFFECTIVE AUDIT AND RISK MANAGEMENT (CONT'D)

### 1. ARMC (CONT'D)

Full details of the ARMC's duties and responsibilities are stated in its Terms of Reference which is made available on our Company's website at [www.umedic.com.my](http://www.umedic.com.my) and the detailed disclosure on the role and activities undertaken by the ARMC during the financial year is provided in the ARMC Report on page 80 to 81 of this Annual Report.

### 2. Risk Management and Internal Control Framework

In an ever-evolving and disruptive market landscape, it is imperative for our Group to be well-equipped to face any existing and emerging risks that could threaten business continuity. A Group-wide Enterprise Risk Management ("ERM") Framework has been established to support the timely identification, evaluation, action development, reporting and management of principal business risks. The ERM Framework includes formalized processes, policies and procedures surrounding the implementation, monitoring and review of our Group's internal control systems.

The Internal Audit Function is outsourced to YNC Business Consulting Sdn Bhd ("YNC"), an independent professional firm. There is no other engagement between our Group and YNC which may create conflict of interest or impair their objectivity and independence. The internal audit engagement shall be led by the Executive Director, Ms. Phoon Yee Min, who is a Certified Internal Auditor ("CIA"), member of Association of Chartered Certified Accountants ("ACCA") and member of Malaysia Institute of Accountants ("MIA"). She has accumulated over 20 years of experience in Audit and Advisory engagement. She provides overall direction for the internal audit engagement and is responsible for all stages of the internal audit work. She also maintains contact with our Management to ensure open communication is practiced and all internal audit works are carried out effectively and in a timely manner. She is further supported by other YNC professional staffs. All the personnel deployed by YNC do not have any family relationship or conflicts of interest with our Group that could impair their objectivity and independence during the course of their work. The Internal Auditors execute the internal audit work based on a risk-based internal audit plan which is approved by the ARMC before the commencement of work. The Internal Auditors conduct their work in consideration of the broad principles of the International Professional Practice Framework ("IPPF") of Institute of Internal Auditors covering the conduct of the audit planning, execution, documentations, communication of findings and consultation with key stakeholders. The Internal Auditors will report their observations and findings according to the approved Internal Audit Plan to the ARMC.

A detailed narrative of our Group's risk management and internal control framework, including the internal audit function is presented in the Statement on Risk Management and Internal Control on page 76 to 79 of this Annual Report.

## PRINCIPLE C: INTEGRITY IN CORPORATE REPORTING AND MEANINGFUL RELATIONSHIP WITH STAKEHOLDERS

### 1. Engagement with Stakeholders

Our Board always ensures there is effective, transparent and timely communication with the stakeholders. Shareholders and other stakeholders are kept informed of the latest developments of our Group via announcements to Bursa Securities, annual reports, quarterly financial results, circulars to shareholders and press releases.

In addition, our Company maintains a corporate website at [www.umedic.com.my](http://www.umedic.com.my) to promote accessibility of information to our Group's diverse stakeholder groups. Our Board ensures that the website is regularly updated with recent announcements, past and current reports to shareholders as well as news and press releases pertaining to our Group. Any comments, queries and suggestions can be directed to a designated e-mail address, namely [ir@umedic.com.my](mailto:ir@umedic.com.my).

In addition, we also utilise social media network as a platform for disseminating messages of our Company.

Our Group also periodically organises investor relation activities such as conferences and briefing sessions targeted at market analysts and fund managers to allow for constructive and informative communication with shareholders and potential investors.

Detailed information regarding stakeholder engagement methods can be found in the Sustainability Statement, which is available in the Annual Report.

# CORPORATE GOVERNANCE OVERVIEW STATEMENT (CONT'D)

## PRINCIPLE C: INTEGRITY IN CORPORATE REPORTING AND MEANINGFUL RELATIONSHIP WITH STAKEHOLDERS (CONT'D)

### 2. Conduct of General Meetings

AGM serves as the primary platform for shareholders to engage our Board and Senior Management in a productive two-way dialogue. Shareholders are accorded with the opportunity to put forward questions and seek clarifications on the broad areas of our Group's performance, business activities and outlook during a question and answer session held during the AGM.

For our 4<sup>th</sup> AGM held on 15 January 2025, the notice of AGM was dated on 29 November 2024, which goes above and beyond the standard 28 days notification period. This proactive approach showcases our dedication to facilitating shareholders' involvement and preparedness. For the upcoming AGMs, we will continue to ensure the notice will be circulated to the shareholders at least 28 days prior to the meeting.

Our Board recognises its accountability to shareholders, underlining the imperative to foster active engagement and deliver meaningful responses to the shareholders' queries. In demonstration of this commitment, all the Directors, the Chairman of our Board and Board Committees as well as the Financial Controller, Company Secretary and External Auditors attended the 4<sup>th</sup> AGM. Throughout the AGM, Ms. Ng Sze Hui, the alternate director of Dato' Seri Ng Chai Eng presented our Company's business overview, financial highlights and the future outlook of our Company. Further, the shareholders were given with ample and sufficient opportunity to pose their queries and our Company ensured that all the questions were answered.

Shareholders who were unable to attend the AGM were advised that they can appoint proxies to attend and vote on their behalf by completing the proxy form enclosed in the Annual Report and depositing it at the office of the Share Registrar before the time for holding the meeting or any adjournment thereof. The guideline to appointing a proxy was outlined in the notice of AGM. All resolutions set out in the Notice of AGM were put to vote by poll. Our Company had appointed independent scrutineer to validate the vote cast in the AGM. The outcome of the AGM was announced to Bursa Securities on the same meeting day, which is 15 January 2025.

Our Company is mindful of the requirement to circulate the minutes of the general meeting no later than 30 business days after the general meeting. The minutes of 4<sup>th</sup> AGM duly confirmed and signed by the Chairman were uploaded on our Company's website at [www.umedic.com.my](http://www.umedic.com.my), not later than 30 business days after the AGM.

Our Board will continually review our Group's governance practices to ensure our Group meets the expectations of regulators and stakeholders.

This CG Overview Statement was approved by the Board on 7 November 2025.

# SUSTAINABILITY REPORT

## INTRODUCTION

We are pleased to present our fourth Sustainability Statement (“Sustainability Statement” or the “Statement”) for the financial reporting period from 1 August 2024 to 31 July 2025 (“FYE 2025”), providing an overview of our Group’s sustainability initiatives and practices, highlighting our economic, environmental, social and governance impacts.

This Sustainability Statement has been prepared as required under the Main Market Listing Requirement (“MMLR”) and in accordance with the Sustainability Reporting Guide (“Guide”) 3rd Edition issued by Bursa Malaysia Securities Berhad (“Bursa Securities”).

Our Group has been guided by the principles outlined in the Guide for our sustainability practices. This guide helps us understand how to make sustainability a natural part of our organization. It also assists us in recognizing, assessing, and handling important Economic, Environmental, Social and Governance (“EESG”) risks and opportunities. Our sustainability practices aim to generate long term benefits to our stakeholders in terms of business continuity and value creation. Besides, we strongly support the UN 17 Sustainability Development Goals (“UN SDGs”) and such goals will be progressively integrated into our sustainability practices.

## REPORTING PERIOD AND SCOPE OF REPORTING

This Statement covers the sustainability performance of our core business operations for the FYE 2025 unless stated otherwise. Where possible, information from previous years has been included to provide comparative data. Our core business operations comprise of marketing and distribution of various branded medical devices and consumables as well as the provision of after-sales service for all our products. We are also involved in developing, manufacturing and marketing of our medical consumables. As part of our long-term growth strategy, we have also expanded into healthcare services through the establishment of a healthcare centre and the introduction of ambulance services.

## REPORTING FRAMEWORK

This Statement has been prepared in accordance with the Sustainability Reporting Guide (3rd edition) and Toolkits released by Bursa Securities. This Statement should be read alongside with other sections in this Annual Report namely Management Discussion and Analysis, Corporate Governance Overview Statement and Statement on Risk Management and Internal Control as sustainability efforts may be better contextualised and narrated in the respective sections.

## STATEMENT OF ASSURANCE

There is no external assurance on seeking an independent evaluation of performance data published in this Statement. Regular audits/ reviews are in place in relation to the policies and procedures quoted in this Statement. This Statement is reviewed and approved by our Board.

## AVAILABILITY

This Statement is made available on our Company’s website at [www.umedic.com.my](http://www.umedic.com.my).

## FEEDBACKS

To continuously improve on our sustainability efforts, we welcome and encourage our stakeholders to provide feedback pertaining to this Statement or our sustainability practices and initiatives. Please email us at [ir@umedic.com.my](mailto:ir@umedic.com.my).




# SUSTAINABILITY REPORT (CONT'D)

## COMMITMENT TO SUSTAINABILITY

Our corporate vision is to provide an integrated healthcare supply chain with advanced technology, which ultimately improve the quality of human life.





Our corporate mission is to be the trusted and preferred partner for all our stakeholders, which include our investors, suppliers, customers, employees and the communities.

At UMC, we uphold our core values which guide us in our work and businesses.

Core Values	Description
Unity 	<ul style="list-style-type: none"> <li>We combine technology with talents across different segments of our businesses to create cost-effective solutions that drive growth;</li> <li>We respect, honour and value our stakeholders based on their professional contributions without discrimination; and</li> <li>We communicate openly and conduct our work transparently to ensure traceability.</li> </ul>
Motivation 	<ul style="list-style-type: none"> <li>We are determined to achieve our goals, regardless of all the obstacles and difficulties;</li> <li>We believe that nothing is impossible with a willing attitude and hard work; and</li> <li>We adapt to changes and innovate effectively alongside the market trends.</li> </ul>
Commitment 	<ul style="list-style-type: none"> <li>We practise integrity to deliver high-quality solutions on time;</li> <li>We take accountability and great pride in our work; and</li> <li>We are committed to excellence, intelligent planning and focused effort to enhance our productivity.</li> </ul>

## SUSTAINABILITY PRACTICES

In line with the Guide, our Group's sustainability is viewed in the context of EESG. The terms of EESG can be explained as follows:

<b>Economic</b> 	An organisation's impacts on the economic conditions of its stakeholders and on economic systems at local, national, and global levels. It does not focus on the financial condition of the organisation.  Note: These may include the organisation's procurement practices, or community investment.
<b>Environmental</b> 	An organisation's impact on living and non-living natural systems, including land, air, water and ecosystems.  Note: These may include the organisation's usage of energy and water.
<b>Social</b> 	The impacts an organisation has on the social systems within which it operates.  Note: These may include the organisation's relationships with communities, employees, consumers, etc.
<b>Governance</b> 	An organisation's influence on the systems and structures that govern its operations, including the rules, regulations, and ethical standards it adheres to.  Note: These may include the organisation's commitment to transparency, accountability, and ethical behaviour in its decision-making processes.




# SUSTAINABILITY REPORT (CONT'D)

## SUSTAINABILITY GOVERNANCE

Our Board is committed to sustainability practices in our organisation and has appointed Mr. Lim Taw Seong, Executive Director/ Chief Executive Officer, to lead the sustainability development efforts. Mr. Lim Taw Seong is responsible for identifying material sustainability matters and formulating the related sustainability initiatives. He provides strong stewardship towards the implementation of the sustainability initiatives within our Group and he is supported by a number of sub-committees to aid him to discharge this responsibility effectively. Together, Mr. Lim Taw Seong and the sub-committees form the Sustainability Committee which ensures that sustainability practices are embedded and integrated into our Group's business operations rather than as a standalone basis, to ensure continuity, relevance and sustainability of the practices.




The reporting governance structure and roles and responsibilities are as follows:

Governance	Roles and Responsibilities
Board of Directors 	<ul style="list-style-type: none"> <li>Oversees the sustainability efforts and initiatives of our Group;</li> <li>Reviews and endorses our Group's material sustainability matters;</li> <li>Reviews and endorses the sustainability initiatives proposed by the Sustainability Committee;</li> <li>Reviews and endorses the annual sustainability report for inclusion in our annual report; and</li> <li>Sets strategies that support long-term value creation and includes strategies on EESG considerations underpinning sustainability.</li> </ul>
Sustainability Committee (Chaired by Mr. Lim Taw Seong, Executive Director/ Chief Executive Officer; supported by representatives from relevant department/ function)	<ul style="list-style-type: none"> <li>Identifies material sustainability matters that are relevant to our Group's business operations;</li> <li>Proposes sustainability initiatives and measures to be implemented across our Group;</li> <li>Implements sustainability initiatives that have been approved by our Board; and</li> <li>The Chairman reports the overall progress of our Group's sustainability efforts to our Board.</li> </ul>

## STAKEHOLDER ENGAGEMENT






A stakeholder is essentially an individual or a group that has an effect on, or is affected by our Group and our activities. Naturally, our stakeholders influence the way we carry out our business activities and how we formulate our strategies to meet their expectations and to generate long term benefits to our stakeholders in terms of business sustainability and value creation.

The table below lists the needs of our different stakeholder groups and how we engaged and addressed their needs.

Stakeholder Groups	Areas of Interest	Engagement Methods	Engagement Frequency
Investor/ Shareholders 	<ul style="list-style-type: none"> <li>Return on investment</li> <li>Business prospects</li> <li>Future roadmap</li> <li>Corporate governance</li> </ul>	<ul style="list-style-type: none"> <li>Annual general meeting</li> <li>Quarterly reporting</li> <li>Company's website</li> <li>Roadshow/ Investor briefing</li> <li>Whistleblowing policy, Shareholder communication policy, Corporate disclosure policy and Investor relation policy</li> </ul>	<ul style="list-style-type: none"> <li>Monthly, quarterly, annually</li> </ul>
Directors 	<ul style="list-style-type: none"> <li>Return on investment</li> <li>Business prospects</li> <li>Future roadmap</li> <li>Corporate governance</li> </ul>	<ul style="list-style-type: none"> <li>Board of Directors meetings</li> <li>Business updates and CEO reports</li> <li>Company events</li> </ul>	<ul style="list-style-type: none"> <li>Quarterly, annually</li> </ul>
Management 	<ul style="list-style-type: none"> <li>Human capital</li> <li>Financial performance</li> <li>Production performance</li> <li>Business strategy</li> </ul>	<ul style="list-style-type: none"> <li>Continuous management progress meeting and reporting</li> <li>On-going interaction</li> <li>Company events</li> </ul>	<ul style="list-style-type: none"> <li>Daily, weekly, monthly, quarterly, annually</li> </ul>

# SUSTAINABILITY REPORT (CONT'D)

## STAKEHOLDER ENGAGEMENT (CONT'D)

Stakeholder Groups	Areas of Interest	Engagement Methods	Engagement Frequency
<b>Employees</b> 	<ul style="list-style-type: none"> <li>Competitive salary and benefits package</li> <li>Occupational safety and health</li> <li>Clear line of reporting and proper communication channel</li> <li>Work - life balance</li> <li>Career path and opportunities</li> </ul>	<ul style="list-style-type: none"> <li>Employee handbook</li> <li>Monthly employee meetings</li> <li>Employee satisfaction survey and feedback</li> <li>Performance appraisal</li> <li>Internal training and development</li> <li>Engagement with employees</li> <li>Occupational safety and health programme</li> <li>Anti Bribery and Anti Corruption briefing</li> </ul>	<ul style="list-style-type: none"> <li>Daily, weekly, monthly, quarterly, annually</li> </ul>
<b>Customers</b> 	<ul style="list-style-type: none"> <li>Product quality</li> <li>Reliable delivery</li> <li>Competitive prices</li> <li>Technical advancement</li> <li>Customer service and responsiveness</li> </ul>	<ul style="list-style-type: none"> <li>Customer feedback/ survey</li> <li>After sales service</li> <li>Customer periodic visit/ audit</li> <li>Customer evaluation on suppliers</li> <li>Training and development</li> <li>Customer survey</li> </ul>	<ul style="list-style-type: none"> <li>Daily, weekly, monthly, quarterly, annually</li> </ul>
<b>Suppliers/ vendors/ business partners</b> 	<ul style="list-style-type: none"> <li>Procurement policy and procedures</li> <li>Product cost</li> <li>Industry standard and requirement</li> <li>Prompt payments within credit period</li> <li>Business prospects and financial stability</li> </ul>	<ul style="list-style-type: none"> <li>Disseminate procurement policy and procedures</li> <li>Supplier evaluation and assessment on suitability of vendors</li> <li>Reinforcement of code of conduct for ethical practices</li> <li>Supplier periodic visit and audit</li> </ul>	<ul style="list-style-type: none"> <li>Daily, weekly, monthly, quarterly, annually</li> </ul>
<b>Local communities/ societies</b> 	<ul style="list-style-type: none"> <li>Impact of operations on surrounding environment</li> <li>Corporate social responsibility</li> <li>Corporate governance</li> </ul>	<ul style="list-style-type: none"> <li>Engagement with local communities</li> <li>Provide job opportunities</li> <li>Pay attention to 3Rs (reduce, reuse and recycle)</li> </ul>	<ul style="list-style-type: none"> <li>On an as needed basis and driven by events</li> </ul>
<b>Governments/ Regulatory authorities</b> 	<ul style="list-style-type: none"> <li>Compliance with existing laws</li> <li>Standards and certification</li> </ul>	<ul style="list-style-type: none"> <li>Updates on rules and regulations</li> <li>Consultation with authorities</li> <li>Attendance at relevant seminars and conferences</li> <li>Member of the Federation of Malaysia Manufacturers</li> <li>Member of Association of Malaysian Medical Industries ("AMMI")</li> </ul>	<ul style="list-style-type: none"> <li>Monthly, quarterly, annually</li> </ul>

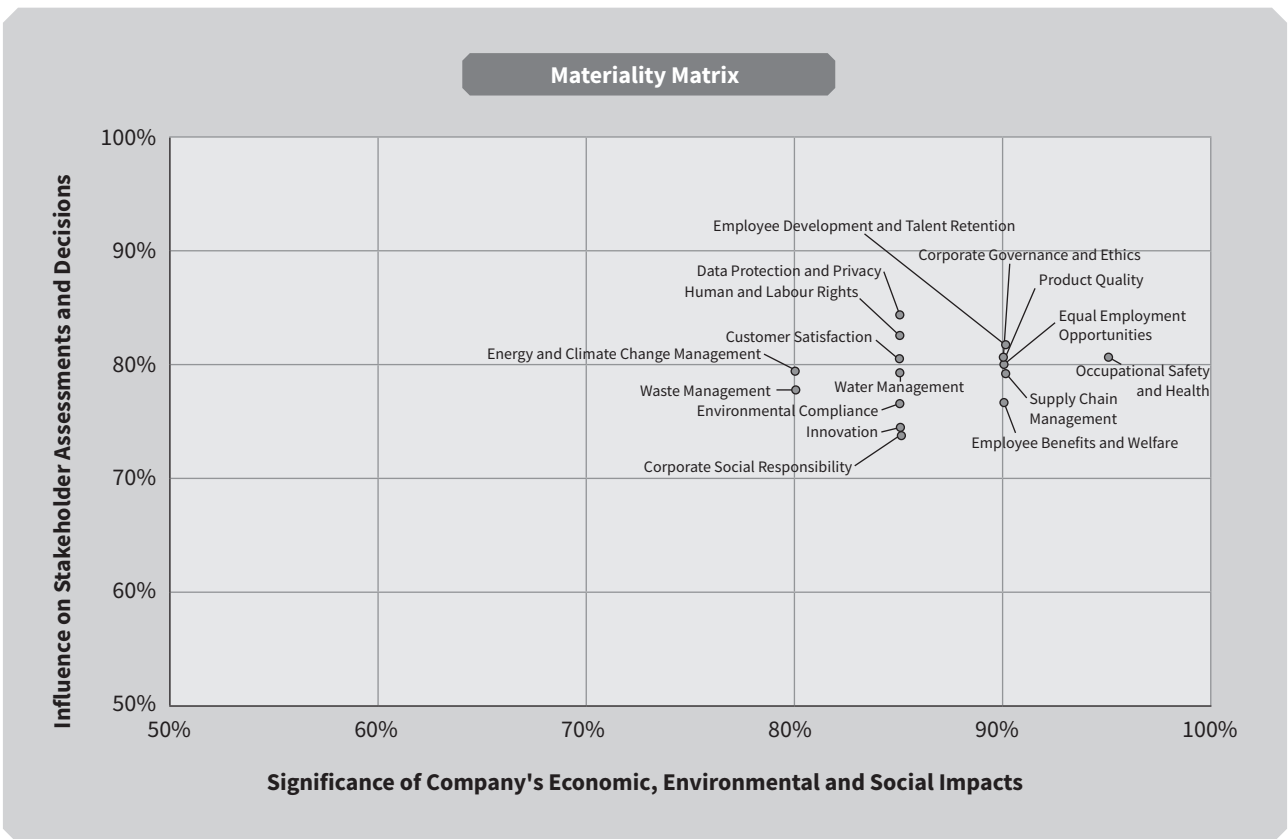
## MATERIALITY ASSESSMENT

Our materiality assessment process enables us to identify and assess key risks and opportunities to ensure long-term sustainable growth. We have been integrating Bursa Securities' Common Sustainability Matters as part of our materiality assessment since FYE 2022. Our first materiality assessment was conducted in FYE 2022, by gathering inputs from our internal stakeholders such as employees and representatives from different functional groups. External stakeholders were not directly involved in the materiality process, but rather represented through internal knowledge of the ongoing stakeholder dialogues.

# SUSTAINABILITY REPORT (CONT'D)

## MATERIALITY ASSESSMENT (CONT'D)

In FYE 2025, we conducted a comprehensive sustainability materiality assessment by distributing survey forms to gather feedback from our selected stakeholders, namely our key senior management, the Board of Directors, employees, investors, customers, suppliers and government. Based on the feedback collected, we developed a materiality matrix to illustrate the relative importance of each material sustainability matter. During the assessment, we have identified and prioritised the 16 material sustainability matters. The identified material sustainability matters and its materiality matrix are illustrated as below:





















Looking ahead, our Group is committed to conducting periodic reviews of our material sustainability matters, ensuring they align with the dynamic business environment and evolving expectations of stakeholders.

# SUSTAINABILITY REPORT (CONT'D)

## UNITED NATION'S SUSTAINABLE DEVELOPMENT GOALS ("UN SDGS")

The UN SDGs are the blueprint that set by United Nations with collection of 17 interlinked global goals to achieve a better and more sustainable future for all. Our Group is committed to support and fulfil the UN SDGs. We believe in the symbiotic partnership between business, regulatory and society in achieving sustainability in our organisation.

We focus on aligning our efforts to adopt the UN SDGs which are relevant to our operations. The table below showcases how our sustainability initiatives are aligned with the UN SDGs.

Sustainability Matters	Sustainability Goals	FYE 2025 Performance
<b>ECONOMIC AND GOVERNANCE</b>		
<ul style="list-style-type: none"> <li>Product Quality</li> <li>Customer Satisfaction</li> <li>Supply Chain Management</li> <li>Innovation</li> <li>Data Protection and Privacy</li> <li>Corporate Governance and Ethics</li> </ul>     	<ul style="list-style-type: none"> <li>Deliver quality products and services which meet customers' requirements and expectations</li> <li>Promote local procurement</li> <li>Deliver financial values to shareholders such as growth in revenue and earnings and dividend pay out</li> <li>Uphold the high standard of corporate governance and ethics</li> </ul>	<ul style="list-style-type: none"> <li>No major customer complaints received</li> <li>61% procurement with local suppliers</li> <li>Zero complaints concerning breaches of customer privacy and losses of customer data</li> <li>Zero confirmed cases for corruption</li> </ul>
<b>ENVIRONMENTAL</b>		
<ul style="list-style-type: none"> <li>Environmental Compliance</li> <li>Energy and Climate Management</li> <li>Water Management</li> <li>Waste Management</li> </ul>      	<ul style="list-style-type: none"> <li>Compliance with local regulatory requirements for scheduled waste disposal</li> <li>Efficient in energy management</li> <li>Efficient in water management</li> <li>Efficient in waste management</li> </ul>	<ul style="list-style-type: none"> <li>Zero cases reported for non-compliance and breach of environmental regulations</li> </ul>
<b>SOCIAL</b>		
<ul style="list-style-type: none"> <li>Equal Employment Opportunities</li> <li>Development and Talent Retention</li> <li>Employee Benefits and Welfare</li> <li>Human and Labour Rights</li> <li>Occupational Safety and Health</li> <li>Corporate Social Responsibility</li> </ul>       	<ul style="list-style-type: none"> <li>Provide equal employment and career growth opportunities for all irrespective of gender, race, religion and disabilities</li> <li>Provide employment with development and talent retention</li> <li>Zero tolerance to discrimination and harassment</li> <li>Protection of human and labour rights</li> <li>Provide safe and health work environment</li> <li>Support local communities through Corporate Social Responsibility programs</li> </ul>	<ul style="list-style-type: none"> <li>Zero cases reported for forced or child labour, discrimination, harassment, breach of human and labour rights</li> <li>5,524.30 hours of training to employees</li> <li>Zero substantiated complaints concerning human rights violations</li> <li>Zero cases of work-related fatalities</li> <li>Organised regular employee wellness programme</li> <li>Contributed RM1,300 in charity initiatives which benefited 2 institutions</li> </ul>



# SUSTAINABILITY REPORT (CONT'D)

## ECONOMIC AND GOVERNANCE




### Product Quality

Our Group places emphasis on the quality of products that we manufacture. Our production facility adheres to the highest standards required by the relevant authorities. We take great pride in our numerous accreditations, including **ISO 9001:2015**, **ISO 13485:2016** and **EN ISO 13485:2016**. In addition, we have also received the **Good Distribution Practice for Medical Devices (“GDPMD”)** and the **Halal certification** for our prefilled humidifiers. We were also accredited with a **certificate of EC registration** from BSI, which certifies that our manufactured medical consumables comply with the European Commission health, safety and environment protection legislation, under the **European Commission 93/42/EEC**.



Beyond compliance, we continuously seek to enhance product quality by exploring and adopting advanced manufacturing technologies. This includes the use of aseptic manufacturing processes to minimise contamination risks, improvements in bottle design to ensure better usability and safety, and the enhancement of water quality standards in our production processes. These initiatives underscore our commitment to innovation and to delivering products that meet the evolving needs of healthcare providers and patients.

An overview of the key internal controls for ensuring product quality and safety is illustrated as follows:

Internal Controls	Description
<p>New product development</p> 	<p>For new product, they will be sent for laboratory and clinical testing to assess its quality prior to submitting an application to the relevant authorities for approvals. If the product does not meet the quality during the laboratory and clinical testing, we will improve the product quality based on the feedback and undergo further laboratory and clinical testing.</p>
<p>Manufacturing process inspection</p> 	<p>First shot will be inspected during the initial machine setup. In Process Quality Control (“IPQC”) will be performed.</p>
<p>Finished products and outgoing inspection</p> 	<p>Quality check on finished products including namely leak test and sterility will be performed prior to sending for packing.</p> <ul style="list-style-type: none"> <li>Leak tests are performed where a sample prefilled humidifier is placed into a pressurised press jig and checks performed manually to test the seal on the front and back tubes of prefilled humidifier for leakage.</li> <li>Sterility tests are performed at our microbiology laboratory or any other qualified contract laboratory where a sterilised sample is collected and tested for the presence of micro-organisms. The sample meets the requirements for sterility if there are no presence of micro-organisms after 14 full days of incubation.</li> </ul>

# SUSTAINABILITY REPORT (CONT'D)

## ECONOMIC AND GOVERNANCE (CONT'D)

### Customer Satisfaction

Customer satisfaction is important to spur the establishment of loyal customers. The customers' loyalty and trust in our Group significantly reduce the likelihood of them switching suppliers while the goodwill generated among these customers will translate into more business opportunities through their recommendation to other prospective customers.

It is our current practice to carry out post-market surveillance activities on an on-going basis to collect data, evaluate and identify the need to take any action to ensure our products continue to be safe and well-performing as well as opportunities to improve the product quality.

The awards and recognitions that the Group has received over the years serve as an acknowledgement of our efforts and commitment to our products.

List of awards and recognitions:

- Best Country Order Growth, Patient Care & Monitoring Solution Malaysia (by Philips in 2015);
- Best Channel Partner Performance, Value Segment for Patient Monitors (by Philips in 2016);
- Rising Star Award (by Mindray in 2020);
- Best Innovation Award (by Malaysia Technology Expo 2020);
- Growth Breakthrough Award (by Mindray in 2021); and
- Outstanding Industry Participation Awards – Medical Device Industry (2025).



*Awards and Recognitions*



*Outstanding Industry Participation Awards received during the "Upskilling Grant for Aerospace and Medical Devices Industries" Closing Ceremony, hosted by CREST on 18 February 2025*

### Market Presence

To consistently grow our market share, our Group places strong emphasis on building and maintaining close relationships with our customers and suppliers. We regularly visit our customers to engage with them, gather valuable feedback, and strengthen our market presence. The insights obtained from these engagements form part of our database to shape our business strategies and identify opportunities for expansion. These ongoing interactions not only reaffirm our unwavering commitment to meeting customer needs and expectations but also enhance satisfaction, trust, and loyalty. By fostering these strong personal connections, we strengthen our influence within our markets and contribute to mutual growth and long-term success.

To showcase our wide range of medical devices, we have established a dedicated showroom at our headquarters, where products such as Patient Monitors, MRI-Compatible Patient Monitors, Ultrasound Machines, Maternal and Infant Care Equipment, Ventilators and other medical solutions are on display. This provides customers and stakeholders with an opportunity to experience our products firsthand and appreciate the quality, innovation, and reliability we deliver.



# SUSTAINABILITY REPORT (CONT'D)

## ECONOMIC AND GOVERNANCE (CONT'D)

### Market Presence (Cont'd)

Our Group has already established marketing and distribution offices in Kuala Lumpur and Johor to broaden our domestic market coverage. Looking ahead, we are actively planning to expand our market footprint further by setting up additional offices in other strategic locations. Beyond Malaysia, we have also engaged distributors across the Southeast Asia region to promote and distribute our own brand of products, thereby extending our presence into international markets and creating new growth avenues.

We also recognise the importance of participating in exhibitions and trade shows, which serve as a vital platform to raise brand awareness, showcase our products and services, and connect with potential customers in both local and overseas markets. These events provide us with valuable insights into evolving market trends, customer preferences, and the latest technological developments.

The exhibitions and trade shows that our Group participated in during FYE 2025 are listed below:



# SUSTAINABILITY REPORT (CONT'D)

## ECONOMIC AND GOVERNANCE (CONT'D)

### Supply Chain Management

#### New Supplier Selection

As part of our supplier management activities, we are committed to ensure that all new suppliers are assessed through our supplier selection, qualification and evaluation procedures. The selection of supplier must be done through the Supplier Selection and Qualification Report and will be based on the risks associated with the medical devices.

Our Anti Bribery and Anti Corruption Policy states our commitment to dealing with suppliers in a fair, honest and professional manner while seeking best values for the business. Potential suppliers are treated on an equal basis and no unmerited favouritism is to be shown in the procurement of goods and services. Employees and business associates shall not enter into any contract on behalf of our Group or for our Group's benefits where the entry into the contract is in any way affected by a breach of Anti Bribery and Anti Corruption Policy as well as any applicable law and regulations. We will avoid dealing with prospective suppliers known for offering or providing bribes while suppliers will be made known to our Anti Bribery and Anti Corruption Policy and encourage them to adhere to similar high standards of corporate responsibility. Procurement practices shall be made in accordance with our Group's Control of External Providers Procedure and External Providers Information Procedure. Risk assessment on supplier should be carried out in accordance with the Control of External Providers Procedures and this will include an assessment of bribery risk.

#### Supplier Evaluation

We evaluate our selected suppliers on an annual basis to enhance the suppliers' performance and quality. Below are the key criteria used in our supplier evaluation:

- Number of supplier lot rejected;
- Number of supplier late delivery; and
- Time of price increase.

#### Responsible Supply Chain

Suppliers are required to sign the Supplier Code of Conduct and Compliance Declaration Form. The Supplier Code of Conduct sets out the requirements expected of suppliers regarding compliance with laws and regulations, corruption and bribery, social and working conditions, child labour, and the outside environment. The main objective is to partner with suppliers to ensure full compliance with these requirements as they, in turn, apply them to their own employees, agents, subcontractors, suppliers with whom they work with in the delivery of goods and services to our Group.

The key issues addressed in the Supplier Code of Conduct are as below:

Key Issues	Description
Compliance with Laws and Regulations	<ul style="list-style-type: none"><li>• Comply with all applicable national and international laws and regulations, including the International Labour Organization and the internationally recognised Base Code of Labour standards, industry standards and all other relevant statutory requirements whichever requirements impose the highest standard of conduct.</li></ul>
Doing Business with Integrity	<ul style="list-style-type: none"><li>• Conduct their business in accordance with the highest ethical standards with timely delivery.</li><li>• Comply with all applicable laws and regulations concerning corruption, bribery, fraud and unfair and prohibited business practices.</li></ul>
Representation	<ul style="list-style-type: none"><li>• Provide an honest, accurate and open representation of its organisation, its qualification, experience and capabilities.</li><li>• Disclose if requested, accurate reference of previous work undertaken. Where references of previous work undertaken cannot be disclosed due to confidentiality obligations, suppliers shall reasonably endeavour to obtain the appropriate permissions and shall at a minimum disclose such information without breaching such obligations of confidentiality.</li></ul>

# SUSTAINABILITY REPORT (CONT'D)

## ECONOMIC AND GOVERNANCE (CONT'D)

### Supply Chain Management (Cont'd)



#### Responsible Supply Chain (Cont'd)

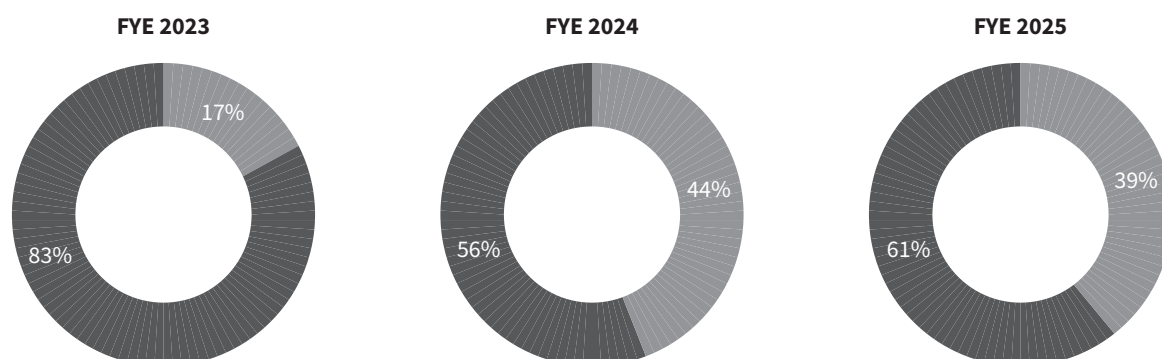
Key Issues	Description
Quality	<ul style="list-style-type: none"> <li>Any goods supplied shall be without fault and of the best available design, quality, material and workmanship, be fit for any purpose held out by the supplier and representatives.</li> <li>Any services supplied shall be provided by appropriately qualified and trained personnel, with due care and diligence.</li> </ul>
Privacy, Freedom of Expression and Data Protection	<ul style="list-style-type: none"> <li>Recognize and respect privacy and freedom of expression within the supplier's operation.</li> <li>Use due skill, care and diligence to implement adequate and document security controls and take necessary precautions to protect any data against unauthorized or unlawful processing and against accidental loss, destruction, damage, alteration or disclosure.</li> </ul>
Social and Working Condition	<ul style="list-style-type: none"> <li>Recognize and be committed to upholding the human rights of their employees and treat them with dignity and respect as understood by the international community.</li> </ul>
Environment	<ul style="list-style-type: none"> <li>Recognize that environmental responsibility is integral to producing high quality products.</li> <li>Comply with all applicable environmental laws, regulations and industry standards.</li> </ul>

#### Local vs Foreign Procurement

In our commitment to promote the sustainability of the local economy, our Group prioritises the procurement of goods and services from local suppliers who meet our stringent standards. This approach not only supports local business but also has a positive environmental impact by minimising transportation needs, thereby indirectly contributing to a reduction in carbon emissions. In FYE 2025, our local procurement stood at 61% whereby our foreign procurement spending amounted to 39%.

The proportion of spending on local and foreign suppliers is illustrated as below:

Proportion of spending	Unit	FYE 2023	FYE 2024	FYE 2025
Local suppliers 	%	83%	56%	61%
Foreign suppliers 	%	17%	44%	39%





# SUSTAINABILITY REPORT (CONT'D)

## ECONOMIC AND GOVERNANCE (CONT'D)

### Innovation

We use various types of technologies to develop and manufacture our own medical consumables as follows:

Technology	Description
Enterprise Resource Planning System	Computer software programme that an organisation in the provision of production-based or distribution business uses to manage day-to-day business activities such as accounting, procurement, order management, supply chain operations and manufacturing with the core function of accounting.
	
Fill-seal-leak Test Machine	A fully automated medical product packaging technology that fills, seals and performs a fill leak test on sealed parts to ensure that it is leak tight.
	
Adaptor Automated Assembly Line	An adaptor assembly line comprises multiple modules including rubber insertion station, cap insertion station and packaging that adapts to the production process.
	
BWT OSMOTRON® PRO	A skid-mounted system for the production of pharmaceutical water that meets the current United States Pharmacopeia Convention and European Pharmacopoeia requirements.
	
BWT LOOPO	A system for the distribution, sanitisation, control and monitoring of purified and highly purified water or water-for-injection circulation systems.
	

Technology	Description
FEDEGARI Steam Air Steriliser	A technology used for the counter pressure sterilisation of aqueous solutions in sealed containers.
	
OMRON Collaborative Robot System	A technology designed to share the same workspace with humans and can be easily switched for any task including pick and place processes etc.
	
Zalpha Autonomous Guided Vehicle ("AGV")	Installed AGV to transfer trolley between clean room and production room to reduce ergonomic injury, increase throughput, reduce machine dwell time, eliminate errors, improve material traceability and allow employees to focus on tasks given.
	
Vision Inspection System	A technology which could help to ensure all outgoing goods in accurate quantity, eliminate human error, and all goods are in place properly.
	

# SUSTAINABILITY REPORT (CONT'D)

## ECONOMIC AND GOVERNANCE (CONT'D)

### Data Protection and Privacy

Our business model relies heavily on the trust of our stakeholders in safeguarding their data. Our IT systems are equipped with comprehensive security features to protect against cyber threats, safeguard our databases, and ensure the confidentiality of customer, supplier, and employee information. We implement integrated data protection and information security strategies to manage risks effectively and maintain operational resilience.

We recognise that cybersecurity is an evolving challenge. Accordingly, our IT Policy is reviewed and updated from time to time to strengthen controls and remain aligned with industry best practices, technological advancements, and regulatory requirements.

Some of the key measures and controls currently in place include:

- Our Password Policy requires the use of strong passwords, with mandatory changes every 90 days and restrictions on password reuse to minimise the risk of compromise;
- A Disaster Recovery Plan has been documented and is tested at least once a year to ensure critical operations can continue in the event of system failures or major disruptions;
- Regular data backups are conducted, securely stored offsite, and periodically tested to confirm integrity and recovery effectiveness;
- User access is tightly governed through an Access Limit Register, with management and IT approvals required before privileges are granted. Access rights are continuously monitored and reviewed to prevent unauthorised use;
- Up-to-date anti-virus protection is deployed across all devices and network access points, with continuous monitoring in place to prevent and detect new threats;
- All IT assets are centrally tracked, properly maintained, and subject to annual inspections, with strict rules applied to their use, transfer, and handling;
- Only licensed software approved and installed by the IT Department is permitted, ensuring compliance and preventing the use of unauthorised or pirated applications;
- Our Internet and Email Policy sets clear protocols for responsible use, helping to minimise exposure to malicious content and upholding the Group's professional image. Employees are prohibited from activities that could introduce risks such as malware, copyright infringements, or reputational harm; and
- A Social Media Usage Policy guides employees representing the company online, requiring adherence to guidelines that protect the Group's brand and reputation while maintaining clear boundaries between personal and professional use.

In FYE 2025, there were no reports of major cyber security violations and no complaints concerning breaches of customer privacy and losses of customer data.

	Unit	FYE 2023	FYE 2024	FYE 2025
Reports of major cyber security violations	Number	0	0	0
Substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0	0	0

### Corporate Governance and Ethics

Our Board has continuously pursued the advancement of sound governance by implementing policies that not only comply with the latest regulatory requirements but also adhere to the core principles of best corporate governance practices. These requirements and practices include, but are not limited to, the Listing Requirements of Bursa Securities and the principles of the Malaysian Code on Corporate Governance ("MCCG") 2021.

Below are our key policies and governance framework, which are readily accessible to the public on our website at [www.umedic.com.my](http://www.umedic.com.my).

**Code of Conduct**

**Anti-Bribery  
and  
Anti-Corruption Policy**

**Whistleblowing  
Policy**

# SUSTAINABILITY REPORT (CONT'D)

## ECONOMIC AND GOVERNANCE (CONT'D)

### Corporate Governance and Ethics (Cont'd)

#### Code of Conduct

Our Code of Conduct is formulated for Directors, key management and employee to reflect our corporate value on commitment of integrity, responsibility, diligence and professionalism. The Code of Conduct is formulated to enhance the standard of corporate governance and corporate behaviour with the intention of achieving the following aims:

- To encourage high expected standards of honesty, integrity, ethical and law-abiding behaviour of Directors;
- To uphold the spirit of responsibility and social responsibility in line with the legislation, regulations and guidelines for administrating a company; and
- To provide guidance to our Board to maintain the confidence of shareholders and other stakeholders on our Company's integrity.

Our Code of Conduct governs the rules implemented for Conflict of Interest, Confidentiality, Insider Information and Securities Trading, Protection of Assets and Funds, Compliance, Directorships in Other Companies, Gifts and Hospitality, Anti Bribery and Anti Corruption, Safety, Health and Environment. We communicated these Code of Conduct to all Directors and employees to ensure the uphold with our core value.

Stakeholders are encouraged to report the incidents via whistleblowing channel should they know of or suspect any violation of the Code of Conduct. In FYE 2025, there were no non-compliance cases and breach of Code of Conduct.

#### Anti Bribery and Anti Corruption Policy

We take a zero-tolerance approach to bribery and corruption and are committed to acting professionally, fairly and integrity in all our business dealings and relationships wherever we operate and expect the individuals and organisation we work with to uphold and adopt the same approach. Our Employee Handbook states that our Group reserves the right to undertake disciplinary action against an employee who committed bribery and corruption.

We pride ourselves on our reputation for acting fairly and ethically wherever we do business. Our reputation is built on our values as a company, the values of our employees and our collective commitment to acting with integrity throughout our organization.

With the implementation of the new Section 17A of the Malaysian Anti-Corruption Commission ("MACC") Act 2009 which introduces corporate liability provision for bribery and corruption offences that came into effect on 1 June 2020, we have established Anti Bribery and Anti Corruption Policy. We condemn corruption in all its forms and we will not tolerate it in our business or in those we do business with. It is our policy to conduct all of our business in an honest and ethical manner. Employees are required to sign the Acknowledgement of Anti Bribery and Corruption Policy as evidence that they have read and understood the Anti Bribery and Anti Corruption Policy and will abide by the requirements set out in the said policy.

The prevention, detection and reporting of bribery is the responsibility of each employee and employee must report any activity or conduct which is not complying to Anti Bribery and Anti Corruption Policy as well as the applicable law and regulations, through whistleblowing channel. Stakeholders are encouraged to report the incidents via whistleblowing channel should they aware of or suspect any bribery and corruption activities.

Similarly, our Code of Conduct also recognise that involvement in bribery by any Directors and employees will adversely affect the image and reputation of our Company and hence there is a clear need to create a corporate culture of good corporate governance free of bribery and other forms of corruption.

Throughout the year, we organised anti corruption training to brief our employees on our Group policies and procedures pertaining to anti bribery and anti corruption measures, reaffirming our commitment to upholding highest ethical standards within our organisation.



# SUSTAINABILITY REPORT (CONT'D)

## ECONOMIC AND GOVERNANCE (CONT'D)

### Corporate Governance and Ethics (Cont'd)

#### Anti Bribery and Anti Corruption Policy (Cont'd)

The percentage of employees who have received training on anti-corruption by employee category is illustrated as below:

	Unit	FYE 2023	FYE 2024	FYE 2025
Executive	%	70	95	90
Non-Executive	%	13	30	16
Manager and above	%	100	100	95

In FYE 2025, there were no confirmed incidents of corruption.

	Unit	FYE 2023	FYE 2024	FYE 2025
Confirmed incidents of corruption	Number	0	0	0

Our commitment to anti-corruption extends beyond our workforce, our Supplier Code of Conduct emphasis that our suppliers are equally accountable for conducting business in accordance with the highest ethical standards and complying with all relevant laws and regulations pertaining to corruption and bribery.

Currently, we have not conducted a comprehensive corruption risk assessment. Nevertheless, during the annual enterprise risk management exercise, we examine corruption risk. We will review the necessity of performing a comprehensive corruption risk assessments in the future.

	Unit	FYE 2023	FYE 2024	FYE 2025
Percentage of operations assessed for corruption-related risks	%	0	0	0

#### Whistleblowing Policy

Our Board has defined the Whistleblowing Policy for our Group, which provides guidance for stakeholders to report genuine concerns of any possible improprieties pertaining to financial reporting, compliance, malpractices and unethical business conduct within our Group. The Whistleblowing Policy aims to instil confidence on and assure our employees that they will be protected from possible reprisals or victimization that if they raise concerns in good faith, and believing them to be true. The types of concerns can be reported through whistleblowing mechanism includes but not limited to the following:

- Financial malpractice, impropriety or fraud;
- Corruption, bribery or blackmail;
- Failure to comply with laws or regulations or group/ company policies and procedures;
- Criminal offences and miscarriage of justice;
- Endangerment of an individual's health and safety;
- Falsification or destruction of business or financial records or misrepresentation or suppression of financial information; or
- Concealment of any or a combination of the above.

In FYE 2025, there were no whistleblowing reports being reported.

## ENVIRONMENT

### Environmental Compliance

We are aware of our responsibilities to protect the environment where we operate in and we believe in preserving the environment for the future generation whilst meeting the needs of our stakeholders. We are committed to sustainability development goals and to comply with all applicable environmental laws and regulations. We continuously develop and maintain a sustainable mechanism to protect the environment by managing our energy consumption, water consumption, waste generated throughout our businesses.

In FYE 2025, there were no non-compliance cases and breach of environmental regulations.

# SUSTAINABILITY REPORT (CONT'D)

## ENVIRONMENT (CONT'D)

### Energy and Climate Management

Carbon emissions are a major contributor to climate change, a critical global issue. Therefore, we are committed to an ongoing initiative aimed at reducing our carbon footprint. This initiative includes reducing electricity consumption to combat climate change. As part of our commitment to this cause, in October 2023, we have installed 420 solar panels with a total capacity of 231 kWp at our current plant, the installation of solar panels at our company serves as a tangible manifestation of our firm commitment to sustainability, as well as our proactive approach to mitigating the risks posed by climate change.

We had commenced the utilisation of solar panels in December 2023, a strategic milestone that will allow us to reap the benefits of sustainable energy adoption. As we move closer to this target date, we look forward to reaping the environmental, financial, and reputational rewards of our commitment to sustainability and climate change mitigation.

Furthermore, we also integrate climate-related risks into our Group's overall risk management. Through a rigorous risk assessment process, we evaluated the potential risks and their impacts on our business operation, ensuring that we have strategies in place to navigate the challenges posed by climate change.

Electricity Consumption	Unit	FYE 2023	FYE 2024	FYE 2025
Total electricity consumption	kWh	1,070,528	1,024,819	936,229
Revenue	RM	45,432,437	54,570,002	48,564,379
Percentage of electricity consumption over revenue	%	2.36	1.88	1.93

*Note: Consumption of electricity is measured based on the quantities consumed according to the electricity bill.*

Petrol Consumption	Unit	FYE 2023	FYE 2024	FYE 2025
Total petrol consumption – RON95	Litre	67,428.25	80,155.63	89,468.09
Total petrol consumption – Diesel	Litre	1,819.58	506.24	745.80
Total petrol consumption	Litre	69,247.83	80,661.87	90,213.89
Revenue	RM	45,432,437	54,570,002	48,564,379
Percentage of petrol consumption over revenue	%	0.15	0.15	0.19

*Note: Consumption of petrol is measured based on the petrol claimed.*

**Scope 1, direct CO2 emissions:** emissions come from the consumption of petrol and diesel for vehicles, calculated based on the reported fuel quantities.

**Scope 2, indirect CO2 emissions:** emissions come from the consumption of electricity, calculated based on the energy quantities.

Emissions Type	Unit	FYE 2023	FYE 2024	FYE 2025
Direct Emissions (Scope 1)	tCO2e	167.38	194.53	217.62
Indirect Emissions (Scope 2)	tCO2e	626.26	599.52	547.69
Total	tCO2e	793.64	794.05	765.31
Revenue	RM	45,432,437	54,570,002	48,564,379
Percentage of Scope 1 over revenue	%	0.0004	0.0004	0.0004
Percentage of Scope 2 over revenue	%	0.0014	0.0011	0.0011

*Note:*

- The GHG emission for Scope 1 is calculated using the emission factor obtained from IPCC Fifth Assessment Report, while the default emissions factors were based on IPCC Guidelines for National Greenhouse Gas Inventories (2006).
- The GHG emission for Scope 2 is calculated using the emission factor obtained from 2017 Clean Development Mechanism ("CDM") Electricity Baseline for Malaysia.



# SUSTAINABILITY REPORT (CONT'D)

## ENVIRONMENT (CONT'D)

### Energy and Climate Management (Cont'd)

We support all minor activities in our operation which do not appear to be significant but also can help in fighting climate change such as planting in office, placing friendly reminder posters to users of electricity, encouraging employees to drive green vehicles (by providing designated parking space for green vehicles), putting photocopy machines into sleep mode during period of inactivity, purchasing energy saving equipment and etc. Through these minor activities, we able to contribute in preserving energy and reducing air pollution.



Outdoor plantations



Energy saving poster near switches



Designated parking space for green vehicles

### Water Management

Our operation sites utilise water from water supply companies with developed water distribution structure and we do not withdraw surface water from rivers, lakes, natural ponds, groundwater from wells, quarry water or sea water. Presently, our operations are not located in water stressed areas and our production activities do not cause water pollution. Nevertheless, our Group is committed to contribute to better water management and protect clean water. We place friendly reminder posters to users of our water. To further solidify our dedication to sustainability, we have installed a rainwater harvesting tank at our Batu Kawan plant. This initiative allows us to harness a natural resource for various purposes including gardening and sanitary purposes.

Water Consumption	Unit	FYE 2023	FYE 2024	FYE 2025
Total water consumption	m <sup>3</sup>	11,674	19,159	11,118
Revenue	RM	45,432,437	54,570,002	48,564,379
Percentage of water consumption over revenue	%	0.0257	0.0351	0.0229

*Note: Consumption of water is measured based on the quantities consumed according to the water bill.*



Save water posters



Rainwater harvesting tank

# SUSTAINABILITY REPORT (CONT'D)

## ENVIRONMENT (CONT'D)

### Waste Management

Our Code of Conduct emphasises that all employees shall at all times be committed to prevent wasteful use of natural resources, protect the environment by minimizing and mitigating environmental impacts throughout the life cycle of operations. We are aware of our responsibility to reduce the waste generation and hence we manage our wastes through reduction, reuse and recycling of wastes. For instance, we reuse wooden pallet to build signatories in our warehouse, print documents on recycled papers (which do not contain confidential data) and etc. These initiatives have reduced the consumption of new material which leads to cost savings and effective use of materials.

We also trained our employees to differentiate different types of waste so they can segregate the waste based on the types and identify the appropriate treatment or disposal method.

Waste Management	Unit	FYE 2023	FYE 2024	FYE 2025
Waste diverted from disposal	Mt	198.39	177.60	186.32
Waste directed to disposal	Mt	-	-	-
Total waste generated <sup>N1</sup>	Mt	198.39	177.60	186.32

<sup>N1</sup> Waste covers plastic, paper, and metal. General waste that is directed to disposal was not tracked as the volume was assessed to be insignificant.

## SOCIAL



### Equal Employment Opportunity

We strive to provide equal employment opportunity for all employees as we believe that true innovation and growth are built on a culture that respects diversity, inclusion and equality. We have implemented a standard recruitment procedure which will ensure the proper identification and recruitment of new talent to join our organisation to contribute to the growth of our business. All employment decisions are based on business needs and job requirement regardless of age, race, gender, religion, nationality, marital status, pregnancy, disability or any other status protected by the local laws or regulations. Bonuses, increments, benefits and promotions are provided to our employees benchmarked against set KPIs, purely based on merits and aligned with the principles of equal employment opportunities.

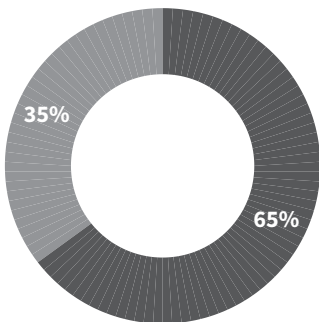
# SUSTAINABILITY REPORT (CONT'D)

## SOCIAL (CONT'D)

### Equal Employment Opportunity (Cont'd)

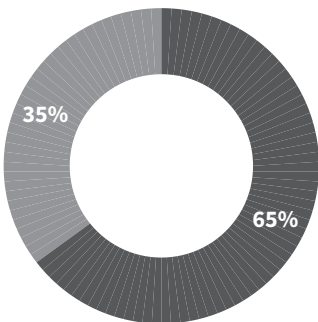
In FYE 2025, we recorded a total of 166 employees (FYE 2024: 165 employees) and the details of the employee profile are presented as below:

**Gender Distribution %  
(FYE 2024)**



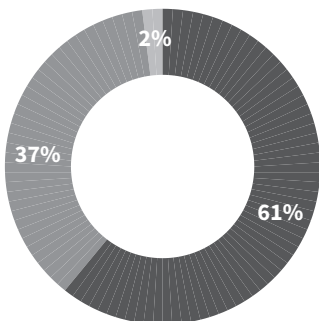
■ Male ■ Female

**Gender Distribution %  
(FYE 2025)**



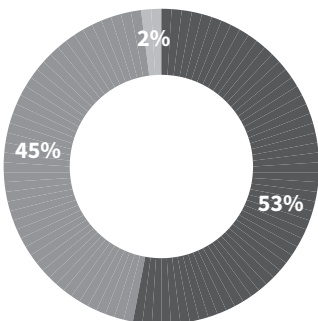
■ Male ■ Female

**Age Distribution %  
(FYE 2024)**



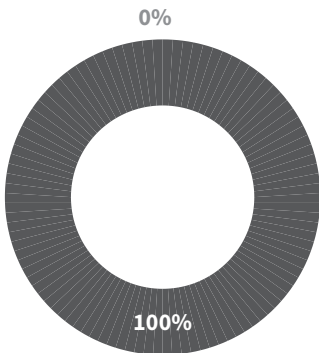
■ Under 30 ■ Between 30-50 ■ Above 50

**Age Distribution %  
(FYE 2025)**



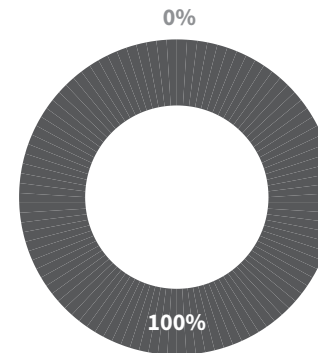
■ Under 30 ■ Between 30-50 ■ Above 50

**Permanent vs Temporary %  
(FYE 2024)**



■ Permanent ■ Temporary

**Permanent vs Temporary %  
(FYE 2025)**



■ Permanent ■ Temporary

# SUSTAINABILITY REPORT (CONT'D)

## SOCIAL (CONT'D)

### Equal Employment Opportunity (Cont'd)

	FYE 2023	FYE 2024	FYE 2025
Employee Distribution	Percentage (%)	Percentage (%)	Percentage (%)
<b>By Gender</b>			
Male	52	65	65
Female	48	35	35
<b>By Age</b>			
Under 30	64	61	53
Between 30-50	34	37	45
Above 50	2	2	2
<b>Permanent vs Temporary</b>			
Permanent	100	100	100
Temporary	-	-	-
<b>Employee Category</b>			
Executive	57.38	49.70	46.99
Non-Executive	31.96	42.42	30.36
Manager and above	10.66	7.88	12.65
<b>By Gender – Employee Category</b>			
Executive – Male	22.13	24.24	23.49
Executive – Female	35.25	25.45	23.49
Non-Executive – Male	23.76	36.97	34.34
Non-Executive – Female	8.20	5.46	6.03
Manager and above – Male	5.74	4.24	7.23
Manager and above – Female	4.92	3.64	5.42
<b>By Age – Employee Category</b>			
Executive – Under 30	39.35	33.94	29.52
Executive – Between 30-50	16.39	14.55	17.47
Executive – Above 50	1.64	1.21	-
Non-Executive – Under 30	22.94	26.06	22.89
Non-Executive – Between 30-50	9.02	16.36	17.47
Non-Executive – Above 50	-	-	-
Manager and above – Under 30	1.64	0.61	0.60
Manager and above – Between 30-50	8.20	6.06	10.24
Manager and above – Above 50	0.82	1.21	1.81

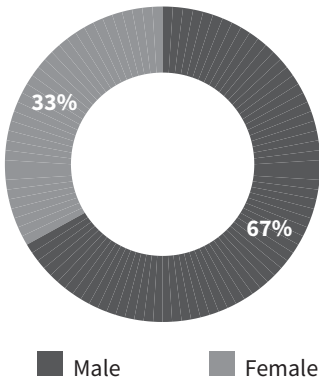
# SUSTAINABILITY REPORT (CONT'D)

## SOCIAL (CONT'D)

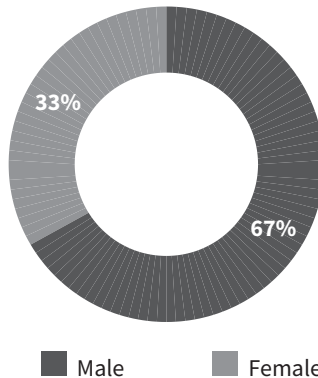
### Equal Employment Opportunity (Cont'd)

The details of the Board of Directors profile are presented as below:

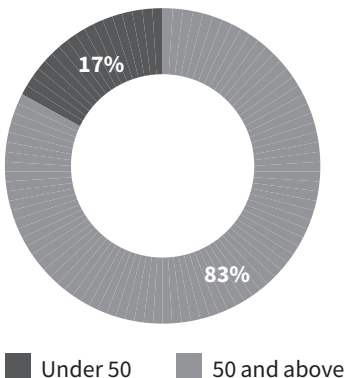
**Gender Distribution %  
(FYE 2024)**



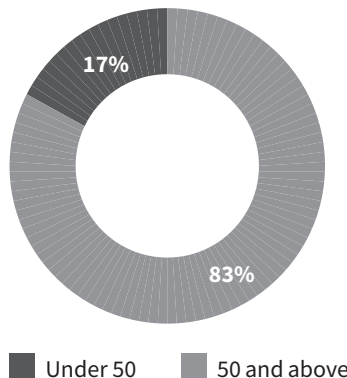
**Gender Distribution %  
(FYE 2025)**



**Age Distribution %  
(FYE 2024)**



**Age Distribution %  
(FYE 2025)**



	FYE 2023	FYE 2024	FYE 2025
Employee Distribution	Percentage %	Percentage %	Percentage %
<b>By Gender</b>			
Male	83	67	67
Female	17	33	33
<b>By Age</b>			
Under 50	17	17	17
50 and above	83	83	83



# SUSTAINABILITY REPORT (CONT'D)

## SOCIAL (CONT'D)

### Development and Talent Retention

We believe in empowering our employees by having in place a standard operating procedure on training and personnel development. By providing appropriate training to our employees, it helps our employees achieve excellence in their respective fields, enable them to prepare for future, result in better customer service, productivity improvements, better efficiency and better workplace safety practices.

On annual basis, Annual Training Plan will be developed to plan both internal and external trainings to be conducted. In FYE 2025, we have carried out a total of **5,524.30** hours (FYE 2024: 4,273.90 hours) of training with an average of 33.28 training hours per employee (FYE 2024: average 25.90 training hours per employee).

Training Hours	Unit	FYE 2023	FYE 2024	FYE 2025
By Employee Category				
Executive	Hour	2,090	3,437.10	3,963.80
Non-Executive	Hour	12	193.90	253.00
Manager and above	Hour	349.50	642.90	1,307.50
<b>Total</b>	Hour	<b>2,451.50</b>	<b>4,273.90</b>	<b>5,524.30</b>

Training Types	Description
Orientation	<ul style="list-style-type: none"> <li>One time programme to welcome new employees.</li> <li>The topics cover company overview, key corporate policies and conduct, overview of benefits and attendance, paperwork, health and safety procedures.</li> <li>Facility tour helps new employees to get acquainted with new workplace.</li> </ul>
On-the-Job (OJT) Training	<ul style="list-style-type: none"> <li>Focus on departmental goals by delivering the necessary skills, knowledge, and core competencies to new employees to perform the task efficiently.</li> <li>Mentoring programme drives rich learning and development for both mentees and mentors.</li> </ul>
Technical Skills Training	<ul style="list-style-type: none"> <li>It is job-specific training which focus on building employee's prerequisite technical skills and competencies relevant to his role.</li> <li>Regular training is conducted to keep abreast of latest development.</li> </ul>
Soft Skills Training	<ul style="list-style-type: none"> <li>Soft skill development training is carried out periodically to enable our employees to work together as a team for the benefit of their own and the organisation's success.</li> <li>The training module covers the topics such as leadership, communication, teamwork, collaboration, time management, problem-solving and etc..</li> </ul>
Mandatory Training	<ul style="list-style-type: none"> <li>All employees are required to undergo Safety and Health Training.</li> <li>All employees are expected to discharge their respective duties in line with our standards and policies.</li> </ul>

As an integral component of our talent retention strategies, we are committed to fostering the growth of high potential employees, facilitating their development into senior positions within our Group. We conduct performance appraisals and it is our Company policy to first consider promoting suitable employees within our Company as far as possible before turning to recruitment from the external sources.

In line with this, in 2025, eight of our team members successfully completed the Medtech Professional Certificate in Manufacturing Excellence, organised by the Association of Malaysian Medical Industries ("AMMI"). This programme offered valuable insights into healthcare management and manufacturing, with a strong focus on best practices and industry standards in the medical device sector. Enriched by industry experts, the certification has further strengthened our team's capabilities and broadened their perspectives on manufacturing excellence.

# SUSTAINABILITY REPORT (CONT'D)

## SOCIAL (CONT'D)

### Development and Talent Retention (Cont'd)



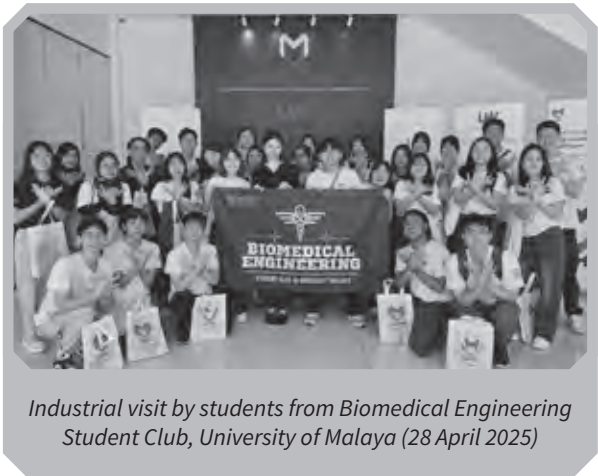
We are proud of our employees’ achievements and will continue to invest in continuous professional development. By empowering our people, we aim to drive innovation, enhance operational efficiency, and contribute to the advancement of healthcare delivery.

We observe a reduction in our employee turnover in FYE 2025, compared to the previous year.

Employee Turnover	Unit	FYE 2023	FYE 2024	FYE 2025
By Employee Category				
Executive	Number	16	24	13
Non-Executive	Number	13	8	14
Manager and above	Number	1	1	1
<b>Total</b>	Number	<b>30</b>	<b>33</b>	<b>28</b>

We actively collaborate with schools and universities through industrial visits, providing students with the opportunity to gain real-world exposure, expand their knowledge, and experience our operations first-hand.

In April 2025, we had the pleasure of welcoming enthusiastic undergraduates from the Biomedical Engineering Student Club, Universiti Malaya (“BMESC”), to our headquarters in Penang. The visits offered students an immersive experience, including guided tours of our facilities, product showcases, and live demonstrations led by our experts. These sessions not only highlighted our innovative medical technologies but also provided valuable insights into our industry, culture, and core values.



*Industrial visit by students from Biomedical Engineering Student Club, University of Malaya (28 April 2025)*

### Employee Benefits and Welfare

We aim to provide a conducive working environment for our employees, supporting them in pursuing reasonable standard of lifestyle and work life balance. We adhere to the Employment Act 1955 which is the main legislation on labour matters in Malaysia. We provide competitive remuneration packages and benefits to attract and retain good talents.

To promote a healthy working life, we believe in providing a balanced work-life environment to all our employees to enable them to have more time for their family and/or to pursue and advance their areas of interest. In this respect we do not encourage overtime work unless it is absolutely necessary such as to meet customer’s order or regulatory deadlines. All our employees are entitled to national and state public holidays. In addition, our employees are entitled to annual leave, medical leave, maternity leave and etc. The details of employee benefits and welfare are outline as follows:

# SUSTAINABILITY REPORT (CONT'D)

## SOCIAL (CONT'D)

### Employee Benefits and Welfare (Cont'd)

Statutory Benefits	Leave Provision	Employment Benefits & Welfare	Facilities
<ul style="list-style-type: none"> <li>Adhere to minimum wages</li> <li>Statutory contributions (EPF, SOCSO, EIS and Income Tax)</li> <li>Annual salary increment</li> <li>Performance bonus</li> <li>Service awards</li> <li>Overtime payments</li> <li>National and state public holidays</li> </ul>	<ul style="list-style-type: none"> <li>Annual leave</li> <li>Medical leave</li> <li>Hospitalization leave</li> <li>Maternity leave</li> <li>Marriage leave</li> <li>Paternity leave</li> <li>Compassionate leave</li> </ul>	<ul style="list-style-type: none"> <li>Outpatient medical benefits</li> <li>Group Hospitalization and Surgical Insurance</li> <li>Group Personal Accident Insurance</li> <li>Newborn baby gift</li> <li>Mileage claim</li> <li>Travel expenses claim</li> </ul>	<ul style="list-style-type: none"> <li>Car park</li> <li>Cafeteria</li> <li>Pantry</li> <li>Sports</li> <li>Dedicated parking space for disabled employees</li> <li>Dedicated parking space for employees with green vehicles</li> <li>Personal lockers</li> <li>Prayer rooms</li> </ul>



Cafeteria



Leisure area



2024 Team Building & Annual Dinner at Impiana Hotel, Ipoh (19 & 20 December 2024)



# SUSTAINABILITY REPORT (CONT'D)

## SOCIAL (CONT'D)

### Employee Benefits and Welfare (Cont'd)



# SUSTAINABILITY REPORT (CONT'D)

## SOCIAL (CONT'D)

### Employee Benefits and Welfare (Cont'd)



2025 Hari Raya Aidilfitri Celebration

### Human and Labour Rights

Basic human rights shall be universally protected by any responsible business. Our human rights practices are clearly stated in our Code of Conduct and Employee Handbook and all employees are expected to adhere to these high standards. Our actions implemented to avoid, prevent and mitigate human and labour rights issues include, but are not limited to the following:

#### ✓ **Dedicated resources to oversee human and labour rights matters**

We will not tolerate the use of child or forced labour under no circumstances. Our HR department oversees the issues regarding human rights and ensure there are no forced and child labour within our operations. In this regard, our hiring process requires candidates to furnish photocopy of identity card which our HR department will able to verify the age and not process the hiring of underage labour.

#### ✓ **Established policies**

We maintain a working environment with zero tolerance towards unethical labour practices. Accordingly, we prohibit conduct that constitutes or that could lead to or contribute to harassment based on age, race, gender, religion, nationality, marital status, pregnancy, disability or sexual orientation. Our Sexual Harassment Policy in Employee Handbook states that our Group will take all reasonable steps to ensure that the Sexual Harassment Policy is observed by all employees and any other persons who have contacts with employees. Based on our Discipline Management Policy, sexual harassment is considered as major misconduct.



# SUSTAINABILITY REPORT (CONT'D)

## SOCIAL (CONT'D)

### Human and Labour Rights (Cont'd)

#### ✓ Grievance management

We have established Grievance Management procedures where employee who feels violated or sexually harassed or discriminated can report the incidence or event to the respective Department Manager or file the grievances through formal channel to HR department. The HR department will investigate immediately and should there be any sufficient evidence to prove that the alleged sexual harassment did take place, our Group has the option to suspend the accused employee immediately to facilitate further investigation. If an employee is found guilty, he or she shall be terminated from employment without notice.

In FYE 2025, there were no substantiated complaints concerning human rights violations and cases reported for child labour, discrimination or harassment incidents.

	Unit	FYE 2023	FYE 2024	FYE 2025
Substantiated complaints concerning human rights violations	Number	0	0	0

### Occupational Safety and Health

We are committed to provide a safe and healthy environment for all employees and customers while within our company premises. We have complied to the best of our ability the existing laws and regulations relevant to our operations such as Occupational Safety and Health Act 1994, Environmental Quality Act 1974, Factories and Machinery Act 1967, Fire Services Act 1988 and Prevention and Control of Infectious Diseases Act 1988.

Our Safety, Health and Environmental Policy states that all employees are required to adhere to the established policies and procedures pertaining to the Safety, Health and Environmental. Our employees are required to always adopt a Safety First attitude while performing their job and promptly report any potentially hazardous conditions. Safety, Health and Environment Team will identify potential hazards in workplace, eliminate and reduce the identified hazards through Risk Assessment and Risk Control. The team convenes regular meetings to address and deliberate upon all matters pertaining to safety within our workplace.

The team will also provide the necessary training to increase the consciousness of Safety, Health and Environment among the employees. During the financial year, we have also conducted trainings such as First Aid, CPR and AED training to our employees to raise awareness and knowledge about life-saving techniques.

	Unit	FYE 2023	FYE 2024	FYE 2025
Number of employees trained on health and safety	Number	48	124	49

At UMC, we recognise that employee well-being is essential to sustaining a motivated and productive workforce. In 2025, we organised two health screening and awareness programmes at our office, coinciding with World Health Day and beyond.

The first session, on 7 April 2025, included a health talk on "Practice Healthy Eating & Active Lifestyle," stretching exercises, and complimentary screenings for BMI, SpO<sub>2</sub>, blood sugar, and blood pressure, supported by medical professionals from UMC Healthcare Centre and UMediC Ambulance.

# SUSTAINABILITY REPORT (CONT'D)

## SOCIAL (CONT'D)

### Occupational Safety and Health (Cont'd)



Following the positive response, a second session was held on 7 May 2025, offering similar screenings together with healthy lifestyle promotions and freshly prepared fruit and vegetable juices.

These initiatives reflect our commitment to raising awareness of lifestyle-related health risks and encouraging proactive habits. Moving forward, we remain dedicated to strengthening employee wellness as part of our broader goal of fostering a healthier, more energised, and resilient workforce.



In June 2025, we organised a CPR and AED Awareness Training at our headquarters in Penang to strengthen life-saving knowledge and preparedness among our employees. The session equipped attendees with the skills to recognise cardiac arrest, perform hands-only CPR at the recommended rhythm, and operate the HeartStart HS1 AED with confidence.

# SUSTAINABILITY REPORT (CONT'D)

## SOCIAL (CONT'D)

### Occupational Safety and Health (Cont'd)

The training was further enriched by practical insights shared by our facilitator and concluded with active participation from all attendees. By building essential emergency response capabilities, this initiative reflects our commitment to fostering a culture of safety and preparedness, empowering individuals to respond effectively in critical situations.



Our Group also established Emergency Preparedness and Response Procedure to prepare people, equipment and develop procedures to prevent and mitigate safety and health risks caused during accidents, dangerous occurrence or potential emergency situations.

There were no work injuries in FYE 2025.

	Unit	FYE 2023	FYE 2024	FYE 2025
Number of work-related fatalities	Number	0	0	0
Lost time incident rate	Number	0	0	0



TV display at production area showing safety rules



# SUSTAINABILITY REPORT (CONT'D)

## SOCIAL (CONT'D)

### Corporate Social Responsibility

We believe in the philosophy of giving back to society to show our gratitude and appreciation for our success and in giving, we strengthen the local communities which will contribute to nation building and at the same time helps to create a culture of giving among our employees.

Over the years, we have donated Automated External Defibrillators (“AED”) to Dialysis Centre, Religious Organisation, Sport Societies, Ambulance Communities, Care Homes, Old Folks Homes, Fire and Rescue Associations, Community Townhalls, Schools and etc. We have also been providing public trainings for AEDs.



*Public training on CPR and AEDs at Balathandayuthapani Temple also known as Waterfall Temple*



*A First Aider in Every Home Program*

# SUSTAINABILITY REPORT (CONT'D)

## SOCIAL (CONT'D)

### Corporate Social Responsibility (Cont'd)

The highlights of our Corporate Social Responsibility endeavours during this period are outlined below:

	Unit	FYE 2023	FYE 2024	FYE 2025
Total amount invested in the community	RM	-	1,600	1,300
Total number of beneficiaries of the investment in community	Number	-	1 organisation	2 institutions

### Extending Care to the Community

In 2025, UMC continued its commitment to community welfare through a series of festive charity initiatives in Penang.

On 22 January 2025, in conjunction with Chinese New Year, we visited Shine Home Association in Bukit Mertajam, a home for individuals with disabilities. Our volunteers delivered care boxes filled with festive items and essential household supplies, bringing warmth and cheer to the residents. In addition, we collected and donated RM500 to support the home's needs. The visit also gave us valuable insights into the challenges faced by the home, which relies heavily on public support to sustain its operations.



This was followed by a Hari Raya Aidilfitri initiative on 25 March 2025 at Rumah Bakti Kasih Ayah Bonda, also in Bukit Mertajam. To support the 16 orphans residing there, UMC contributed RM800 in cash, alongside groceries, daily necessities, and used clothing, ensuring they too could celebrate the festive season with joy.



These initiatives reflect our commitment to extending care and compassion to those in need, while fostering inclusivity and community spirit during meaningful occasions.



# SUSTAINABILITY REPORT (CONT'D)

Indicator	Measurement Unit	2025
<b>Bursa (Anti-corruption)</b>		
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category		
Executive	Percentage	90.00
Non-executive	Percentage	16.00
Manager and above	Percentage	95.00
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	0.00
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0
<b>Bursa (Community/Society)</b>		
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	1,300.00
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	2
<b>Bursa (Diversity)</b>		
Bursa C3(a) Percentage of employees by gender and age group, for each employee category		
Age Group by Employee Category		
Executive Under 30	Percentage	29.52
Executive Between 30-50	Percentage	17.47
Executive Above 50	Percentage	0.00
Non-executive Under 30	Percentage	22.89
Non-executive Between 30-50	Percentage	17.47
Non-executive Above 50	Percentage	0.00
Manager and above Under 30	Percentage	0.60
Manager and above Between 30-50	Percentage	10.24
Manager and above Above 50	Percentage	1.81
Gender Group by Employee Category		
Executive Male	Percentage	23.49
Executive Female	Percentage	23.49
Non-executive Male	Percentage	34.34
Non-executive Female	Percentage	6.03
Manager and above Male	Percentage	7.23
Manager and above Female	Percentage	5.42
Bursa C3(b) Percentage of directors by gender and age group		
Male	Percentage	67.00
Female	Percentage	33.00
Under 50	Percentage	17.00
50 and above	Percentage	83.00
<b>Bursa (Energy management)</b>		
Bursa C4(a) Total energy consumption	Megawatt	936.23
<b>Bursa (Health and safety)</b>		
Bursa C5(a) Number of work-related fatalities	Number	0
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	0.00
Bursa C5(c) Number of employees trained on health and safety standards	Number	49
<b>Bursa (Labour practices and standards)</b>		
Bursa C6(a) Total hours of training by employee category		
Executive	Hours	3,964
Non-executive	Hours	253
Manager and above	Hours	1,307
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	0.00
Bursa C6(c) Total number of employee turnover by employee category		
Executive	Number	13
Non-executive	Number	14
Manager and above	Number	1
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0
<b>Bursa (Supply chain management)</b>		
Bursa C7(a) Proportion of spending on local suppliers	Percentage	61.00

Internal assurance External assurance No assurance

(\*)Restated

# SUSTAINABILITY REPORT (CONT'D)

Indicator	Measurement Unit	2025	
<b>Bursa (Data privacy and security)</b>			
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0	
<b>Bursa (Water)</b>			
Bursa C9(a) Total volume of water used	Megalitres	11.118000	
<b>Bursa (Waste management)</b>			
Bursa C10(a) Total waste generated	Metric tonnes	186.32	
Bursa C10(a)(i) Total waste diverted from disposal	Metric tonnes	186.32	
Bursa C10(a)(ii) Total waste directed to disposal	Metric tonnes	0.00	
<b>Bursa (Emissions management)</b>			
Bursa C11(a) Scope 1 emissions in tonnes of CO <sub>2</sub> e	Metric tonnes	217.62	
Bursa C11(b) Scope 2 emissions in tonnes of CO <sub>2</sub> e	Metric tonnes	547.69	
Bursa C11(c) Scope 3 emissions in tonnes of CO <sub>2</sub> e (at least for the categories of business travel and employee commuting)	Metric tonnes	0.00	Note (i)

**Note:**

(i) C11 (c) - A value of 0 indicates that only Scope 1 and Scope 2 emissions are currently tracked. Scope 3 emissions data will be captured in the future as we enhance our readiness and data collection capabilities.

Internal assurance

External assurance

No assurance

(\*)Restated