July 2026

Carbon Reduction Plan

Supplier name: HARPS Investment Asia Pte Ltd ("**HIA**")

Commitment to achieving Net Zero

HIA is committed to achieving Net Zero emissions by 2050.

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year: 2024		
Additional Details relating to the Baseline Emissions calculations.		
HIA is an affiliate of HARPS Global Pte Ltd, and a member of the HARPS Global Group. While 2019 was previously defined as the baseline year, it has been revised following acquisition activities within the HARPS Global Group. As a result, 2024 has been selected as the new base year. This adjustment reflects both data availability and representativeness, as 2024 is the earliest year with complete GHG data that accurately captures the current operational structure of the HARPS Global Group and provides a more robust basis for future comparisons.		
Baseline year emissions[i]**:**		
EMISSIONS	TOTAL (tCO_2e)	
	Location-Based	**Market-Based***
Scope 1	219,100.14	219,100.14

Scope 2	106,989.19	106,309.90
Scope 3 **(Total of Cat 1,4,5,7,9 & 12) ****	228,280.55	228,280.55
Total Emissions	554,369.89	553,690.59

Current Emissions Reporting

Reporting Year: 2025***		
EMISSIONS	TOTAL (tCO2e)	
	Location-Based	**Market-Based ***
Scope 1	165,325.61	165,325.61
Scope 2	83,363.52	82,487.69
Scope 3 **(Total of Cat 1,4,5,7,9 & 12) ****	195,669.30	195,669.30
Total Emissions	444,358.42	443,482.60

* *The market-based method calculates Scope 2 emissions using contractual instruments, in accordance with the GHG Protocol Scope 2 Guidance.*
** *The exclusion of the remaining Scope 3 categories is explained in exclusion and justification table below.*
*** *2025 emissions data is not yet externally verified, values may change following the final publication of verification report.*

Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets. The target setting is in reference to SBTi calculations tool by using the Absolute Contraction Approach for the base year 2024.

Near term target

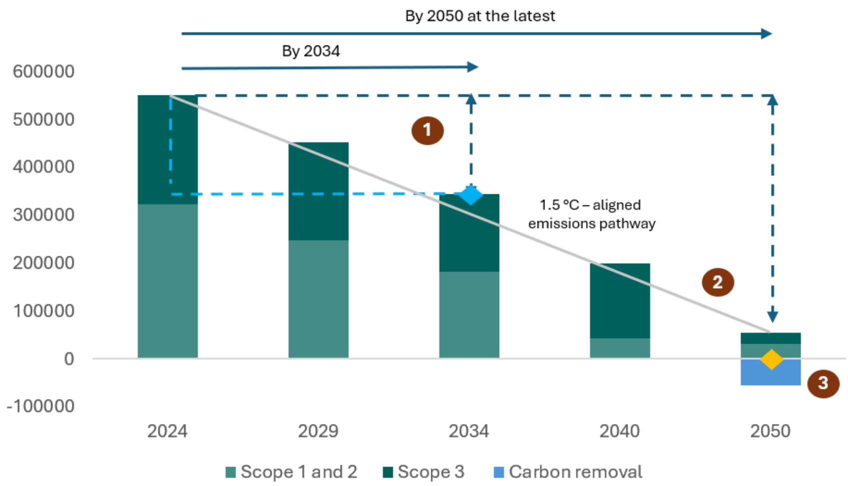
1. HARPS commits to reduce absolute scope 1 & 2 (market-based) GHG emissions by 43% by 2034 from base year 2024.

2. HARPS commits to reduce absolute Scope 3 GHG emissions by 28% by 2034 from base year 2024.

Long term target

HARPS commits to reduce absolute scope 1, 2 (market-based) and scope 3 GHG emissions by 90% by 2050 from 2024 base year.

Our pathway to 2050 Net Zero



1 Reduce 43% for Scope 1 and 2 and 28% for Scope 3 by 2034 from 2024

2 Reduce Scope 1, 2 and 3 emissions by 90% by 2050 from 2024

3 Neutralization of residual emissions (10%)

Near term target achievement

Reach Net-Zero emissions by achieving reduction targets and counterbalancing with permanent removals or storage

Carbon Reduction Projects

HARPS current and future reduction initiatives for Scope 1, 2 and 3 are described below:

Category	Reduction Initiatives
Scope 1 Direct Emissions	• Optimization of operational practices • Heat recovery project • Oven line design review • Gas Monitoring through Jarvis Smart Report • Energy Management System (EnMS) Implementation • Energy Audit • Optimization of glove formulation and process parameters
Scope 2 Purchased Electricity & Steam	• Reduction in operation of chillers and AHU unit • Compressed air energy efficiency project • Solar PV deployment and optimization • Installation of an advanced oven system • Insulation of dipping line ovens • Evaluate energy tariff options with a higher share of renewable energy • Subscribe to Green Energy Tariff (GET)
Scope 3 Value Chain Emissions	• Supply chain capacity building initiatives through Project Farmer. • Supply chain ESG assessment and capacity building program via RANTAiNEXT in partnership with UNGC. • Sourced from supplier that provides lower carbon materials based on product carbon footprint. • Incorporate sustainability requirements into procurement practices. • Increase local sourcing to reduce transportation – related emissions. • Prioritize collaboration with suppliers that have established SBTi-aligned emissions reduction targets.

The initiatives will be tracked and monitored under internal operation KPIs.

Exclusion and Justification of Scope 3 Categories

Scope 3 Category	Emission Reporting Status	Justification
Category 2: Capital Goods	Not Estimated (NE)	The emissions were excluded due to the data readiness and the complexity of the data.
Category 3: Fuel and Energy - Related Activities Not Included in Scope 1 or Scope 2	Not Estimated (NE)	The emissions were excluded as the inventory focuses on the emissions during the use phase of fuel and energy, which should be the major source of emissions that materially affect the calculation.
Category 6: Business Travel	Not Estimated (NE)	Excluded due to data readiness.
Category 8: Upstream Leased Assets	Not Occurring (NO)	HARPS does not lease any assets or operate them for manufacturing operations.
Category 10: Processing Sold Products	Not Occurring (NO)	There is no further processed into other products before reaching the end-user.
Category 11: Use of Sold Products	Not Estimated (NE)	Excluded due to the minimal emissions during the use of sold product.
Category 13: Downstream Leased Assets	Not Occurring (NO)	HARPS does not lease their assets to others.
Category 14: Franchises	Not Occurring (NO)	Not applicable for the current business operation as HARPS do not commit to these activities in the reporting year.
Category 15: Investments	Not Occurring (NO)	

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard[ii] and uses the appropriate Government emission conversion factors for greenhouse gas company reporting[iii].

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard[iv].

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the Supplier:

Dr Thian Hong, Ng

Group Chief Strategy Officer

Date: July 2026

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[i] GHG Emissions Inventory Verification Report for HARPS Global Pte. Ltd. Reporting Year 2024
[ii] https://ghgprotocol.org/corporate-standard
[iii] https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting
[iv] https://ghgprotocol.org/standards/scope-3-standard