HARPS GLOBAL

HARPS Sustainability Report FY2025

People, Protecting People.

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Chapter 1:

About HARPS Global

Executive Summary: Our Reporting Progress

This Sustainability Report marks HARPS' second year of reporting and reflects our continued commitment to integrating sustainability into the way we operate, create value, and deliver long-term growth. Building on the foundation established in our inaugural report, we have continued to strengthen our sustainability approach by embedding sustainability considerations more deeply into our business strategy, risk management processes, and decision-making.

Integrated Reporting as a Group

The operating environment continues to present both challenges and opportunities. Rising energy costs, evolving regulatory requirements, supply chain uncertainties, and the increasing frequency of extreme weather events are reshaping the landscape in which we operate. At the same time, growing expectations from customers, investors, regulators, and other stakeholders are accelerating the need for businesses to demonstrate resilience, transparency, and responsible practices.

A significant milestone this year is the expansion of our reporting scope to incorporate our newly integrated US and European entities. This reflects HARPS' evolution into a global organisation and reinforces our commitment to maintaining consistent sustainability standards across our international operations.

Central to our success as an integrated Group is the HARPS Global Management System (HGMS). We leverage this framework to manage various aspects of our business from planning, execution, review and continuous improvement across all regions, effectively coordinating initiatives and driving operational synergies toward our shared goals.

Financial Materiality

Recognising the evolving risk landscape, we have taken meaningful steps this year to strengthen our understanding of the financial impacts of our sustainability and climate-related risks.

Through our materiality assessment, we incorporated financial materiality considerations alongside impact materiality, aligning our approach more closely with the concept of double materiality. This enhanced assessment delivers a comprehensive view of our key sustainability priorities, leading to the inclusion of Anti-Competitive Behaviour and Labour/Management Relations as new reporting topics from a financial materiality perspective.

We continue to report our performance and progress across our established material topics, encompassing responsible business conduct, supply chain transparency and environmental stewardship through the management of energy, emissions, water and waste, product responsibility, supply chain due diligence and our commitment to supporting our people and the communities in which we operate.

Quantitative Scenario Analysis

This year we have further advanced our climate and sustainability risk assessment capabilities by conducting quantitative scenario analyses on selected material risks for the first time. This represents an important step towards understanding the potential financial implications of sustainability-related risks and opportunities, enabling us to make more informed strategic decisions and strengthen the resilience of our business.

Insights gained from these assessments have also helped to refine our sustainability goals and targets across the near, medium and long-term horizons. These updated ambitions reflect both the progress we have achieved and our evolving priorities as we continue to balance sustainable growth, operational excellence, and responsible business practices.

By strengthening our understanding of sustainability-related impacts, risks, and opportunities, we aim to better position ourselves to enhance business resilience, support innovation, meet evolving stakeholder expectations and capture new opportunities in an increasingly sustainability-conscious marketplace.

Supply Chain Transparency

To further strengthen supply chain transparency and resilience, we continue our efforts in Project Farmer, our targeted capacity-building initiative designed to advocate for sustainable and responsible procurement practices across our supply chain. We achieved a significant milestone for this project this year through the onboarding of HARPS and our next-tier suppliers onto RANTAiNEXT, the supply chain sustainability ecosystem platform of the UN Global Compact Network Malaysia, Brunei & Cambodia (UNGCMBC). By leveraging this robust yet highly accessible tool, we aim to accelerate adoption rates and systematically mature our next-tier suppliers' competencies, effectively preparing them for more stringent compliance and assessment programs in the future.

About HARPS Global

HARPS Global Pte. Ltd. ("HARPS") serves as the corporate headquarters and holding company of an expanding international group specialising in the manufacturing and marketing of examination and surgical gloves. Established in Singapore in December 2021, HARPS provides strategic oversight across its global operations, united by a shared purpose — People, Protecting People — delivering high-quality glove solutions that safeguard health and well-being.

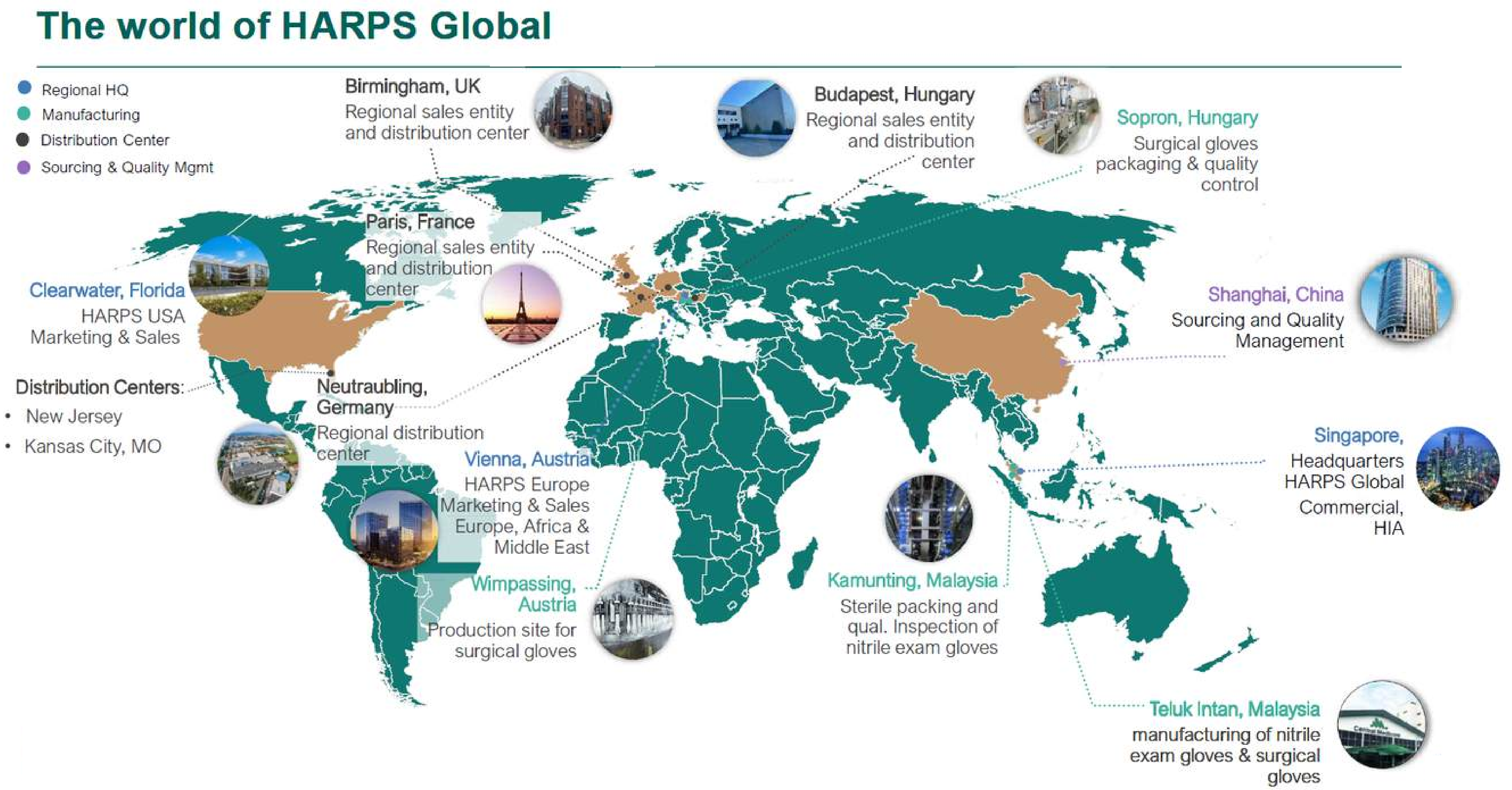
The Group's foundation was laid in 2015 with the incorporation of HARPS Manufacturing Berhad ("HMB") in Malaysia. In the same year, HARPS strengthened its manufacturing footprint through the acquisition of two Malaysian glove manufacturers, Central Medicare Sdn Bhd ("CMSB") and New Era Medicare Sdn Bhd ("NEMSB"). These early acquisitions established the operational backbone of the Group, supporting both production scale and technological advancement.

CMSB, incorporated in 2004, has evolved into a key manufacturing arm, significantly expanding its production capacity over time. NEMSB, incorporated in 2012, has since transitioned into a dedicated research and development hub to drive product innovation, particularly in surgical and specialty gloves.

A key milestone in HARPS' international growth was the acquisition of Sempermed ("Sempermed") on 1 September 2023, a globally recognised surgical glove manufacturer with a heritage spanning over a century. This acquisition not only expanded the Group's global footprint into Europe but also introduced established capabilities in premium surgical gloves, stringent regulatory compliance, and advanced manufacturing practices.

Following the acquisition, HARPS has made significant progress in integrating its European operations into the broader Group structure. Efforts have focused on aligning governance frameworks, strengthening operational oversight, and embedding consistent sustainability and quality standards across all entities. This includes the harmonisation of policies, processes, and reporting practices to ensure a cohesive and transparent approach across regions.

Today, HARPS operates three manufacturing facilities across Malaysia, Austria, and Hungary, supported by a network of commercial offices in Singapore, the United States, China, Austria, and Hungary. With over 3,700 employees worldwide and an annual production capacity exceeding 30 billion gloves, HARPS is well-positioned as a growing global player, underpinned by its corporate values of Honesty, Accountability, Reliability, Presence and Sustainability.



HARPS GLOBAL

About HARPS Global

Our Vision

People, Protecting People

Our Mission

- HARPS Global and its brands to be globally recognized by healthcare professionals and consumers worldwide. We will be leaders in infection prevention and protection by producing & distributing innovative quality products that safeguard communities and enhance public health.
- Achieve long-term financial growth and profitability through continuous investment in innovation & sustainability to promote global health and safety

Our Culture

We work as a team, We stay as a team!

Our Corporate Values

- Honesty
- Accountability
- Reliability
- Presence
- Sustainability

Membership and Associations

International Initiatives:

International Labour Organisation (ILO)
United Nations Guiding Principles (UNGPs)

Memberships:

Responsible Glove Alliance (RGA)
Worldwide Responsible Accredited Production (WRAP)
amfori Business Social Compliance Initiative (BSCI)
UN Global Compact Network Malaysia, Brunei & Cambodia (UNGCMBC)

Partnerships:

OCBC Bank
Materia Nova
Jabatan Alam Sekitar Malaysia
Gas Malaysia
Tenaga Nasional Berhad, GSPARX
Malaysian Rubber Council
Médecins Sans Frontières
TEMBUSU Asia Consulting
Università Politecnica delle Marche
Universiti Sains Malaysia

Our History

The journey of HARPS Global Pte. Ltd. ("HARPS") began in 2015 with its incorporation and the strategic acquisition of Central Medicare Sdn. Bhd. and New Era Medicare Sdn. Bhd., two glove manufacturing companies that established the foundation for the Group's growth in the global healthcare sector.

In 1920, Sempermed emerged as a pioneer in surgical glove by producing their first gloves, establishing a legacy of innovation, quality, and trusted product performance. Over the decades, Sempermed strengthened its global presence through continuous product development and strategic expansion, including the launch of the widely recognised Sempermed Supreme brand in 1997 and the acquisition of Latexx Partners in 2012.

Both HARPS and Sempermed progressed along similar paths in advancing sustainability, with each organisation initiating its respective sustainability journey in 2018. This included the development of more sustainable products and the adoption of practices aligned with evolving environmental and social expectations.

A defining milestone was achieved in September 2023, when HARPS Global acquired Semperit's medical business (comprising the manufacture, distribution and sale of medical examination and surgical gloves) ("Sempermed"), bringing together complementary strengths across manufacturing, research and development, and global market access. This marked the formation of a broader international platform, combining Asian manufacturing scale with European expertise in surgical gloves and regulatory compliance.

In 2025, HARPS successfully completed the integration of its European entities, transitioning from an acquisition-led expansion to a more unified and cohesive global operating model. Key efforts during the year focused on harmonising governance structures, aligning operational processes, and embedding consistent quality, compliance, and sustainability disclosures across all regions. This integration has strengthened cross-regional collaboration, enhanced operational visibility, and enabled the Group to operate more effectively as a single, coordinated organisation.

Building on this foundation, HARPS is now focused on driving growth as an integrated global unit. This includes leveraging combined capabilities across manufacturing, innovation, and commercial functions, strengthening its product portfolio, and enhancing its responsiveness to evolving customer and regulatory requirements. The Group continues to advance new product development and innovation initiatives, reinforcing its commitment to delivering high-quality, sustainable healthcare solutions.

1920
First glove production

The beginning of a long-standing glove manufacturing heritage

1997
Launch of sempermed supreme

Today one of Europe's leading surgical glove brands

2012
Acquired Latexx Partners

Sempermed in the TOP 5 Gloves producer worldwide

2015
Incorporation of HARPS

Acquisition of Central Medicare and New Era Medicare

2016
EARTO Innovation Award

sempermed® syntegra UV recognized for outstanding product innovation

2018
Start of our Sustainability Journey

Launch of our first LCA-assessed nitrile glove, now known as green X-free

2023
Building on 50+ years of industry expertise

Pushing the boundaries of innovation and excellence through product portfolio expansion

2024
Portfolio Rebranding & Consolidation

Launched 5 new products

2025
Full Integration of Entities in Europe

Completed the integration of European entities

Our Products

We are a global manufacturer of high-quality surgical gloves, medical examination gloves, and disposable protective gloves. Our products are marketed under our own brands — Sempermed for medical applications and Semperguard for occupational protection, as well as through private label and OEM partnerships.

Our surgical gloves are primarily made from natural rubber latex and synthetic polyisoprene (PI), offering optimal performance in sensitive and high-risk medical procedures.

Our examination and disposable protective gloves are predominantly made from nitrile, with additional options in latex and vinyl to meet diverse user needs. With over a century of glove manufacturing experience, we serve customers worldwide, with a strong focus on the European, US, and Japanese markets.

With our sempermed and semperguard brands, we aim to combine reliable protection, application-specific performance, and responsible product development. Our portfolio reflects decades of glove expertise and our commitment to supporting healthcare, occupational safety, and retail customers with fit-for-purpose solutions.

While our current portfolio is focused on medical and protective gloves, our mission of “people protecting people” extends beyond gloves. Looking ahead, we are exploring the expansion of our portfolio into further infection prevention and protection products, with the aim of addressing evolving customer needs across all segments.

About This Report

Organisational Details

HARPS reaffirms our commitment to sustainability with our second Sustainability Report which discloses our vision, management approach and progress in sustainable development. This report covers HARPS and our subsidiaries (collectively mentioned as "HARPS" or "the Group") hereafter.

Reporting Boundary

This report covers all entities within the Group, unless otherwise stated. Greenhouse gas ("GHG") emissions are reported for the Group's manufacturing facilities, Central Medicare Sdn. Bhd. ("CMSB") in Malaysia, HARPS Europe Manufacturing GmbH ("HEM") in Austria, and Sempermed Kft ("HU") in Hungary. Collectively, these facilities account for 100% of the Group's manufacturing activities and approximately 90% of the Group's revenue for FY2025, hence forming the the primary focus of this report. All other sustainability information presented in this report covers all the Group's entities including commercial offices across our operating regions.

Reporting Framework

This Sustainability Report has been prepared using internationally recognised reporting frameworks to provide consistent, transparent, and comparable sustainability disclosures, enabling stakeholders to better understand the Group's sustainability performance across its global operations.

The report is prepared in accordance with the Global Reporting Initiative ("GRI") Universal Standards 2021, which serve as the primary framework guiding the disclosure of the Group's economic, environmental, and social performance.

The report also aligns in accordance with International Financial Reporting Standards ("IFRS") S2 Climate-related Disclosures and the recommendations of the Task Force on Climate-related Financial Disclosures ("TCFD"), strengthening the Group's approach to climate-related governance, risk management, and performance reporting.

To further enhance the relevance and decision-usefulness of its disclosures, the Group has incorporated with reference to IFRS S1 and the Sustainability Accounting Standards Board ("SASB") Standards, supporting the integration of sustainability-related financial information and industry-specific topics.

As part of its continuous improvement journey, the Group has also begun taking reference to the European Sustainability Reporting Standards ("ESRS"), reflecting its expanded European presence and commitment to progressively align with evolving regulatory expectations.

In addition, the Group references the Greenhouse Gas ("GHG") Protocol for the measurement and reporting of its greenhouse gas emissions, ensuring consistency with internationally accepted methodologies.

About This Report

Reporting Period and Frequency

This report will be published on an annual basis and unless otherwise specified, this report covers the Group's financial year 2025 from 1 January 2025 to 31 December 2025.

Confirmation and Approval

The policy, practice and performance data presented in this report was obtained from formal documents and operational statistics across the Group and its subsidiaries.

This report is published on 31 July 2026 upon approval from the Board of Directors. No printed copies were produced.

External Assurance and Internal Review

HARPS has established an internal review process for its sustainability governance and reporting, aligned with the GRI Standards and IFRS Sustainability Disclosure Standards. As part of our governance framework, this process helps strengthen internal controls and supports the transparency, accuracy, balance, and reliability of our sustainability disclosures.

HARPS has completed external verification of its examination glove Life Cycle Assessment (LCA) and greenhouse gas (GHG) emissions inventory annually, with verification of the surgical glove LCA currently being planned for.

Restatement of Information

HARPS is restating its GHG emissions base year from FY2019 to FY2024, in line with ISO 14064-1:2018 and GHG Protocol requirements for base year recalculation.

This follows HARPS's September 2023 acquisition of Semperit's medical glove business, which materially changed its organisational and operational boundaries. An assessment against HARPS's 10% threshold policy found the acquired company represents an approximately 12.9% increase in total emissions, exceeding the threshold. As a result, HARPS proceeded with not only a recalculation of the base year but also a re-establishment of FY2024 as the new base year. This is because reliable pre-2024 data for the acquired company is not accessible, having been retained by the former parent company. As a result, FY2024 is the earliest reporting year with complete and verifiable data that accurately reflects HARPS' current organisational boundary.

The new FY2024 base year now applies to HARPS' Sustainability Report, Carbon Reduction Plan, external disclosures, and third-party verification exercises. Therefore, figures previously reported against FY2019 are no longer the reference point for tracking performance.

Feedback

For enquiries and feedback regarding our sustainability initiatives or the content of this report, please contact us via the following channels:

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For Additional Information:
View more information on our Base Year Recalculation Policy and FY2024 Base Year Change in Appendix 6: Energy and Emissions (Page 111)

HARPS GLOBAL

Chapter 2:

Sustainability and Climate Disclosure

Message from The Board

As HARPS continues to evolve as a global healthcare solutions provider, sustainability remains an integral part of our strategy for long-term growth, resilience and value creation. In a business environment shaped by changing trade dynamics, increasing regulatory expectations, climate-related challenges and evolving stakeholder needs, we recognise the importance of embedding sustainability into our business decisions and operations.

During the year, we continued to strengthen the integration of sustainability with our operational excellence initiatives. This enables us to enhance resource efficiency, maintain cost competitiveness, and build a responsible and resilient business model. The successful integration of Sempermed has further strengthened our ability to connect directly with customers and end-users, providing valuable insights that support innovation, business growth, and value creation across the healthcare value chain. We also continue to expand our offerings beyond gloves into Infection Prevention Protective Products (IPPP), supporting our vision of delivering comprehensive healthcare solutions.

Climate resilience remains a key focus as the increasing frequency of extreme weather events presents growing challenges to manufacturing operations and supply chains. We continue to strengthen our readiness through climate risk assessments, capability-building initiatives and the development of our Carbon Reduction Plan, ensuring sustainability remains closely aligned with business resilience and operational performance.

We remain committed to upholding high standards of governance, ethical business conduct, responsible recruitment and supply chain transparency. Through initiatives such as Project Farmer, RANTAiNEXT and ongoing engagement with internationally recognised sustainability alliances such as RBA, WRAP, amfori BSCI and their programs, we continue to strengthen our management of sustainability-related risks and opportunities across our value chain.

This year also marks an important step forward in our sustainability journey. We expanded our materiality assessment to incorporate financial materiality considerations and conducted quantitative assessments on material climate and sustainability-related risks. These efforts provide greater visibility into the potential financial implications of these risks to support more informed decision-making for the future.

Looking ahead, we remain committed to integrating sustainability into our strategy, operations, and innovation efforts as we continue creating lasting value for our stakeholders. We thank our employees, customers, business partners, investors and communities for their continued trust and support as we advance this journey together.

Mr. Haziq Zairel Oh
Executive Chairman & Group CEO

Sustainability Governance and Leadership

Sustainability Governance

HARPS has established a structured sustainability governance framework to ensure effective oversight, accountability, and execution across the Group.

At the highest level, the Board of Directors ("BOD") provides overall oversight of sustainability matters. The BOD reviews and approves the Sustainability Report and ensures that material sustainability topics, including key impacts, risks, and opportunities, are appropriately identified and managed. Sustainability considerations are integrated into the Group's strategic direction, with formal reviews conducted on at least an annual basis.

The Group Chief Executive Officer ("GCEO") is responsible for driving the implementation of the Group's sustainability strategy. This includes evaluating sustainability-related risks and opportunities and ensuring that appropriate management systems and processes are in place across the organisation.

Supporting this, the Group Chief Strategy Officer ("GCSO") plays a central role in overseeing and coordinating sustainability efforts across the Group. The GCSO reports regularly to the GCEO on the Group's sustainability strategy, targets, performance, and emerging trends, and ensures alignment in the execution of sustainability initiatives across business functions.

The Sustainability Team, led by the GCSO, comprises representatives from various functional departments, including key operating entities. The team meets regularly to support the implementation of sustainability initiatives, monitor performance across material topics, and drive progress against established targets and metrics. The team also plays a key role in data collection, analysis, and reporting, ensuring consistency and robustness in sustainability disclosures.

Sustainability Reporting Structure	
Board of Directors	• Review and approve sustainability report • Oversees the management of sustainability strategy
Group Chief Executive Officer (GCEO)	• Develops and oversees the implementation of sustainability strategy • Evaluates sustainability risks and opportunities • Oversees department in ensuring the robustness of sustainability management systems
Group Chief Strategy Officer (GCSO)	• Reports on HARPS' sustainability strategy, goals and performance • Oversees implementation of sustainability strategy
Sustainability Team	• Support, executes and reports on HARPS' efforts across sustainability material aspects • Implements sustainability initiatives and policies • Sets sustainability targets and metrics

Through this governance structure, HARPS ensures clear accountability from the Board to management, while enabling effective execution and continuous improvement of its sustainability strategy across the Group.

Sustainability Governance and Leadership

Board Nomination

As a privately held company, the Group is not subject to listing requirements of having a formal nomination committee. Nevertheless, the appointment of Board members is guided by the Group's strategic priorities and the need for relevant industry expertise. Board appointments are based on a combination of factors, including professional track record, industry insight, leadership capabilities, and alignment with the Group's long-term vision and values.

This approach ensures that the Board is made up of individuals with extensive experience in the glove manufacturing industry, including long-standing involvement in the Group's legacy operations. This depth of industry knowledge and institutional experience enables the Board to provide informed oversight and support the Group's continued growth and international expansion. The Group remains mindful of the importance of maintaining an appropriate balance of skills and experience at the Board level and will continue to evolve its approach in line with its growing scale and global presence.

Evaluation of the Board's Performance

For the same reason, the Group is not subject to regulatory requirements of a formal evaluation process of its Board members. Notwithstanding this, the members' performance is assessed through an ongoing and structured approach that reflects the Group's commitment to accountability and effective oversight of its Board.

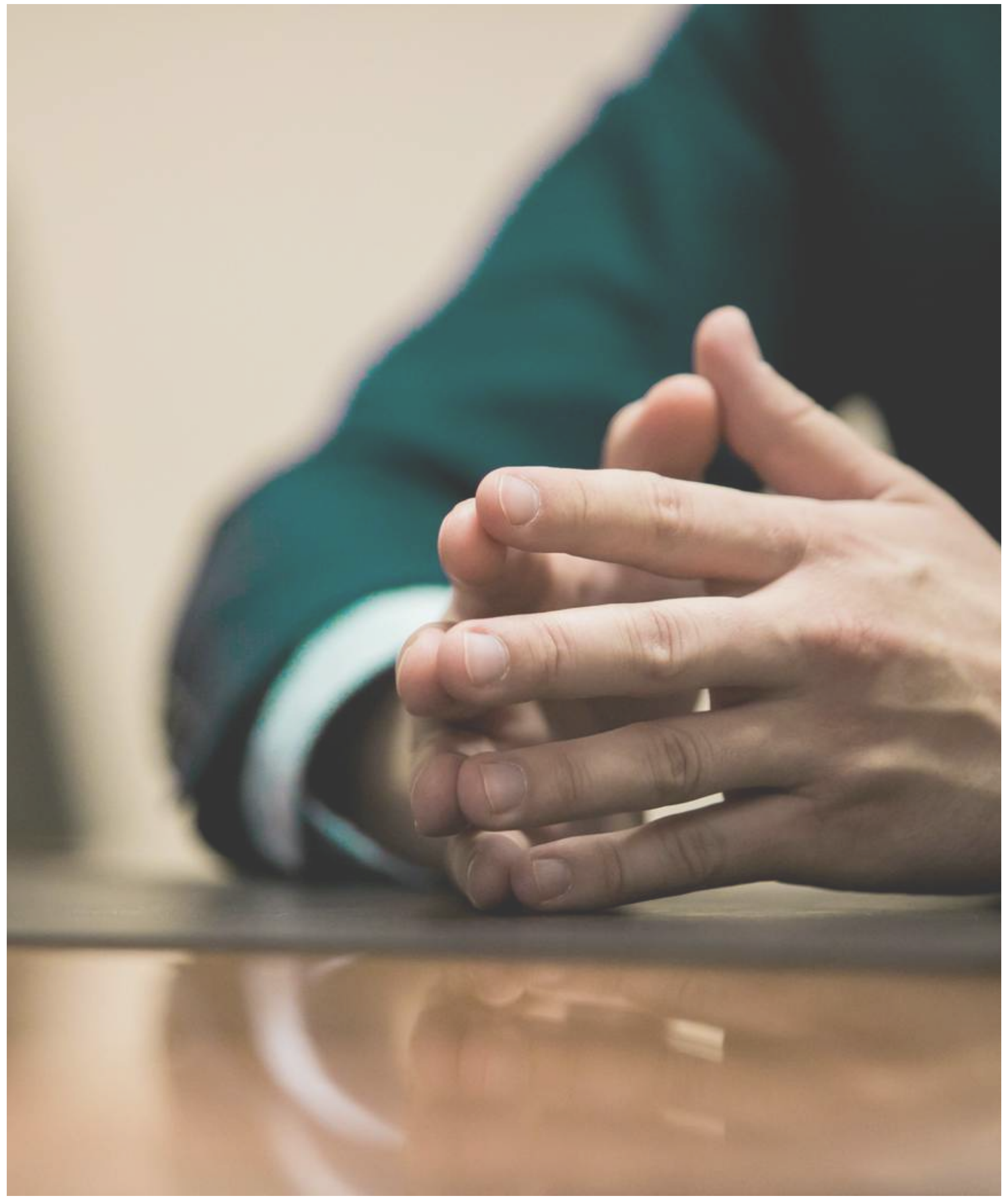
Performance evaluation is primarily based on the Group's overall performance, the achievement of strategic objectives, and the quality and effectiveness of decisions made by the Board. Consideration is also given to how the Board responds to key challenges, risks, and operational developments in the constantly evolving global landscape.

While this approach has supported effective governance to date, the Group recognises the importance of continual improvement. As HARPS continues to expand as an integrated global organisation, the Board remains open to enhancing its evaluation processes over time, including the potential introduction of more formalised review mechanisms where appropriate.

Remuneration Policies

The Group's remuneration philosophy is built on fairness and market competitiveness, ensuring that Board compensation reflects the scale of responsibilities, strategic value provided and in alignment with industry benchmark. Due to the commercially sensitive nature of these figures for a private group, detailed disclosures are not provided in this report.

While we do not currently utilize a formal remuneration committee, HARPS is committed to the ongoing maturation of our governance processes. We proactively assess our internal structures, including the potential for formalized approval mechanisms, to ensure they remain robust and responsive to the Group's long-term strategic direction.



Sustainability Governance and Leadership

Conflict of Interest

The Group is committed to upholding high standards of integrity, transparency, and accountability in all business dealings. To support this, it has established a comprehensive Related Party Transactions ("RPT") Policy to effectively identify, manage, and mitigate potential conflicts of interest. The RPT Policy sets out clear procedures for the review and approval of related party transactions. This includes the application of materiality thresholds, internal assessments, and escalation to the Board where required. All transactions must be conducted on an arm's length basis and on terms that are not more favourable to the related party than those available to external parties.

Under this policy, all directors, key management personnel, and employees are required to declare any relationships or interests that may constitute a related party. These declarations are reviewed and updated periodically to ensure completeness and accuracy. The Group Finance function is responsible for reviewing related party transactions to ensure they are conducted on normal commercial terms and are not detrimental to the interests of the Group. Appropriate documentation is maintained for all transactions to ensure transparency and accountability.

As at the end of FY2025, all related party transactions were reviewed and approved by the Board and/or shareholders where required and have been appropriately disclosed in the audited financial statements.

Sustainability Governance and Leadership

Commitment to Ethical Business Conduct

Our Code of Conduct is designed to uphold high standards of ethical and responsible business practices, both within our organisation and across our broader business network. While our internal policies apply to all levels of the Group, including Directors, Management, and staff, we extend these principles to our third-party business partners. We expect our suppliers, customers, consultants, agents, and contractors to adhere to the same rigorous standards of conduct that we set for ourselves.

To ensure accountability throughout our value chain, we require all approved vendors to comply with our Vendor Code of Conduct. This policy reinforces our expectations regarding:

Social and Environmental Responsibility: Ensuring fair labor practices and the implementation of right environmental measurement tools.

Business Ethics and Integrity: Maintaining transparency and ethical conduct in all professional interactions.

Operational Excellence: Driving continuous improvement through initiatives like our Climate Action Program (CAP) and renewable energy transitions.

Verification Processes: Maintaining rigorous oversight to ensure ongoing compliance with our corporate values.

Address and Remediate Negative Impacts

At HARPS, we actively cultivate a culture of transparency where both internal and external stakeholders are empowered to voice opinions, raise concerns, and seek guidance without hesitation. We believe that open dialogue built upon trust is a prerequisite for a resilient organisation, which is why we maintain a zero-tolerance policy toward any form of retaliation or threats against those who report concerns in good faith.

Our commitment to accountability is reflected in our responsiveness; when issues are identified, we initiate immediate assessments to implement corrective actions and drive necessary systemic improvements.

To ensure absolute neutrality and independence, we have integrated RBA Voices, an external grievance platform managed by the Responsible Business Alliance (RBA). This third-party system provides a confidential space for reporting ethics, safety, or human rights concerns, entirely outside the company's internal hierarchy.

- RBA Voices app - provided to all employees for free, with easy navigation.
- QR-coded posters provide immediate digital access.
- Third-party management to guarantee transparency and reinforce a culture of trust.

External Stakeholder Engagement
For our external partners and the public, we maintain a robust whistleblowing channel with clear protocols for raising concerns. To ensure unbiased, high-level oversight, all submissions are directed exclusively to an Independent Director for review. Additionally, we actively engage NGOs and social activists to solicit feedback on our social compliance performance, enabling us to benchmark our operations against global best practices and continuously address potential impacts.

Internal Grievance Channels and the RBA Voices Initiative
For our internal workforce, we have established a multi-layered grievance framework designed to be accessible, secure, and responsive. HARPS provides a comprehensive suite of internally-managed channels, ensuring that employees have various touchpoints to seek assistance or share feedback according to their comfort level. These internal avenues include:

- **Direct Reporting**: Engaging with a Supervisor, Head of Department, or the Human Resource Department.
- **Formal Documentation**: Utilizing structured Grievance Forms and dedicated Speak Up Channels.
- **Physical Feedback**: Submitting anonymous notes through Suggestion Boxes located across our premises.
- **Advocacy and Dialogue**: Seeking support through Workers' Representatives or participating in open Townhall talks.

Sustainability Framework and Practices

In our journey to becoming a responsible corporate citizen, we strive to deliver positive value to our customers and society at large. We continuously challenge ourselves to enhance our sustainability stewardship, ensuring our efforts remain in tune with the evolving needs of our stakeholders and our business operations.

At HARPS, we acknowledge that the strategies we implement today directly shape the lives of others tomorrow. To deliver long-term value, we have realigned our sustainability motivations and drivers, culminating in the HARPS Sustainability Framework. This framework serves as the foundation for unified action, guiding our progress across five core pillars, Environmental, People, Governance, Health & Safety, and Integrated Business Strategy.

Our framework is designed to support a global sustainability agenda, specifically aligning with the United Nations Sustainable Development Goals (UN SDGs), the UN Global Compact (UNGC) Ten Principles, the Paris Agreement, and the UN Guiding Principles on Business and Human Rights (UNGPs).

People, Protecting People

HARPS Global and its brands to be globally recognized by healthcare professionals and consumers worldwide. We will be leaders in infection prevention and protection by producing & distributing innovative quality products that safeguard communities and enhance public health.

Achieve long-term financial growth and profitability through continuous investment in innovation & sustainability to promote global health and safety.

Sustainability Themes	Motivations and Drivers	Sustainability Initiatives	Material Topics	UN SDGs
E Environmental	Best practices in environmental management	• Right environmental measurement tools • Climate Action Program (CAP) • Renewable energy initiatives	• GRI 302: Energy • SASB RT-CH-130: Energy Management • GRI 303: Water and Effluents • SASB RT-CH-140: Water Management • GRI 305: Emissions • SASB RT-CH-110: Greenhouse Gas Emissions • SASB RT-CH-120: Air Quality • GRI 306: Waste • SASB RT-CH-150: Hazardous Waste Management	12, 17, 13
S Social	People are our greatest assets and foundation to sustain business performances	• HARPS People Programs (HPP)	• GRI 401: Employment • GRI 404: Training and Education • GRI 406: Non-Discrimination • GRI 408: Child Labour • GRI 409: Forced or Compulsory Labour	1, 8, 10
G Governance	Ethical conduct and business integrity	• Group Governance and Compliance Policy • International Benchmark Referencing on Social Management System • Grievance Mechanism	• GRI 205: Anti-Corruption • GRI 206: Anti-Competitive Behaviour • GRI 402: Labor/Management Relations • GRI 416: Customer Health and Safety • SASB HC-MS-250: Product Safety • GRI 417: Marketing and Labeling	10, 12, 16
H&S Health & Safety	Workplace risk reduction and accident prevention	• Occupational Safety and Health Administration (OSHA) Management System • Health and Safety related training	• GRI 403: Occupational Health and Safety • SASB RT-CH-320: Workforce Health and Safety	3, 12
IBS Integrated Business Strategy	Continuous engaging strategic collaboration and partnership with stakeholders to achieve a common goal of emissions reduction on top of meeting customer demand	• Sustainable supply chain business partnership engagement • Responsible sourcing • Support the supply chain due-diligence and enhance the understanding • Scope 3 data collaboration and improvement • Potential End-of-Life data improvement • Product stewardship extension	• GRI 308: Supplier Environmental Assessment • GRI 414: Supplier Social Assessment • SASB HC-MS-430: Supply Chain Management	3, 8, 9, 12, 13, 17

HARPS Sustainability Framework

HARPS Global Management System (HGMS)

With the integration of our U.S. and European entities, HARPS is developing and implementing a HARPS Global Management System (HGMS) to strengthen alignment, consistency, and collaboration across the Group. The HGMS provides a structured framework to manage key business functions, enhance resource allocation, and improve visibility of our strategic priorities and performance.

The system is built upon the internationally recognised Plan-Do-Check-Act (PDCA) methodology, creating a closed-loop management framework that promotes accountability, effective resource allocation, performance monitoring, and continual improvement.

- **Plan** – Establish strategies, objectives, targets, and initiatives aligned with the Group's priorities.
- **Do** – Execute and implement planned initiatives across the organisation.
- **Check** – Monitor performance through management reviews, audits, and KPI reporting.
- **Act** – Drive continual improvement based on performance outcomes and lessons learned.

The HGMS integrates eight key pillars that collectively support HARPS' commitment to operational excellence, regulatory compliance, sustainability, and stakeholder value creation:

- **Medical Devices** – Design, manufacture, and distribute medical devices and healthcare consumables.
- **Governance, Compliance & Regulatory** – Uphold corporate governance, codes of conduct, and regulatory requirements.
- **Sustainability** – Align with sustainability standards, frameworks, and performance expectations.
- **Social Commitment** – Support internationally recognised labour and human rights principles.
- **Health & Safety** – Minimise risks and promote a safe workplace for employees and stakeholders.
- **Personal Protective Equipment (PPE)** – Design, manufacture, and distribute PPE solutions.
- **Quality** – Ensure product safety, quality, and customer satisfaction.
- **Future Requirements** – Build readiness for emerging standards and continuous improvement initiatives.

Through this integrated management approach, HARPS is strengthening its ability to coordinate initiatives across the Group, monitor progress against strategic objectives, and continuously enhance business performance, sustainability outcomes, and stakeholder value.

HARPS Global Management System (HGMS)

Sustainability and Climate-related Risks and Opportunities

As we advance our sustainability journey into 2025, understanding the intersection of environmental stewardship and economic resilience is more critical than ever. This section details our comprehensive Sustainability and Climate-Related Risks and Opportunities Assessment to reflect the evolving risk landscape that our business operates in. Our approach is strictly structured around the four core pillars of the Task Force on Climate-related Financial Disclosures (TCFD) framework: **Governance, Strategy, Risk Management, and Metrics and Targets**. Moving beyond qualitative disclosure, this year's assessment actively integrates the principles of IFRS S2 (Climate-related Disclosures), placing a definitive focus on quantifying the significant financial impacts of these climate risks and opportunities on our long-term business operations.

Governance

Board Oversight of Sustainability and Climate-Related Risks and Opportunities

Climate-related risks and opportunities remain a standing agenda item at all Board of Directors meetings, consistent with the governance structure established in FY2024. The Board led by Group CEO is responsible for reviewing and approving this Sustainability Report and for providing strategic direction on the Group's response to material sustainability & climate-related risks.

In 2025, the Board's oversight of climate matters was deepened in two significant ways.

The Internal Risk Management Report (RMR) prepared by the Sustainability department included two of the identified risks, extreme weather affecting supply chain continuity, and forced labour regulation, to be analyzed quantitatively. The Board directed by the management decided to formally incorporate scenario analysis outputs into the Group's Enterprise Risk Management (ERM) framework, ensuring that climate-related financial exposures are assessed and tracked alongside the Group's broader operational and strategic risks.

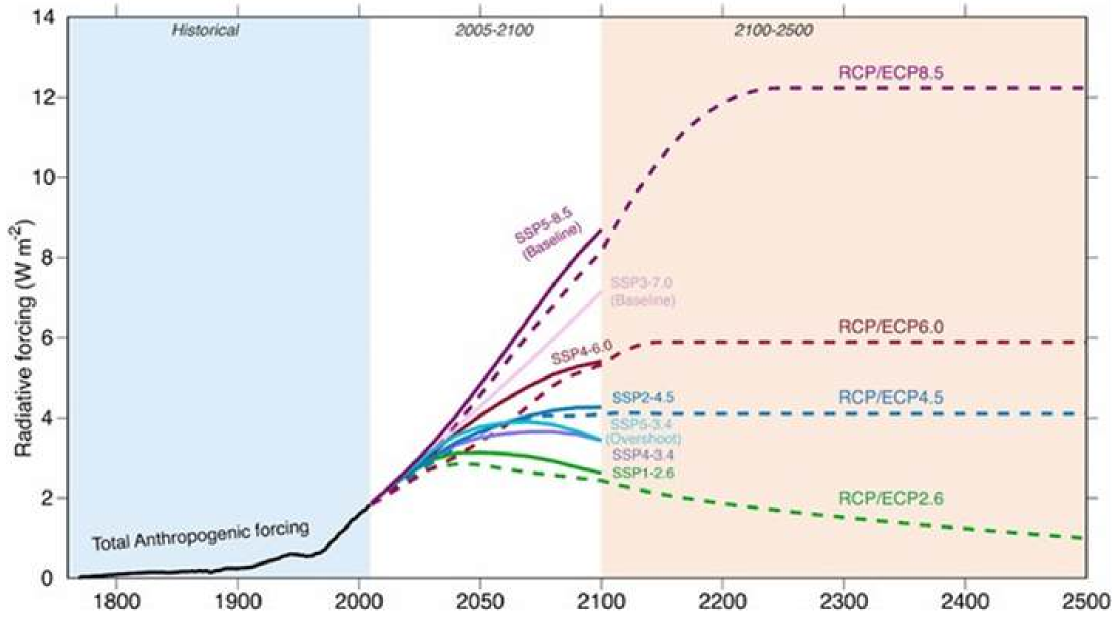
The Board evaluates climate competence as part of its broader assessment of strategic leadership capability. While HARPS does not currently maintain a formal Board-level Sustainability or Risk Committee, the Board remains open to establishing such a structure as the Group's reporting obligations evolve, particularly in anticipation of EU Corporate Sustainability Due Diligence Directive (CSDDD) requirements that will apply to the Group's European operations from 2027.

Strategy

Climate Pathways

In 2025, the Sustainability Team enhanced its climate-related efforts by conducting the Group's inaugural quantitative climate scenario analysis. Based on two Shared Socioeconomic Pathways (SSPs), which represent alternative future socioeconomic and emissions pathways, SSP1-2.6 and SSP5-8.5, the analysis incorporated financial impact modelling for two material climate-related risks across three-time horizons[1].

SSP1-2.6 represents an orderly transition world where strong climate action limits global warming to approximately 1.8°C by 2100. SSP5-8.5 represents a high-emissions world where limited climate action leads to warming of approximately 4.4°C by 2100. These two pathways are used to stress-test HARPS' strategy against contrasting but plausible future climate conditions



Climate pathways for radiative forcing from IPCC

[1]The three-time horizons - short-term (to 2030), medium-term (to 2040), and long-term (to 2050) - are used to classify when each identified risk is expected to materialise, consistent with the approach established in HARPS' FY2024 Sustainability Report

Sustainability and Climate-related Risks and Opportunities

Strategy

Sustainability and climate-related risks and opportunities

As part of our materiality assessment and stakeholder engagement process, HARPS identified two out of five material risks for quantitative scenario analysis in 2025: extreme weather events and forced labour-related regulation. The analysis aims to quantify the potential financial impacts associated with these risks and strengthen our understanding of their implications on the Group's long-term business resilience and performance.

Relevant UN SDGs

8 DECENT WORK AND ECONOMIC GROWTH
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION
17 PARTNERSHIPS FOR THE GOALS

Extreme Weather Events

Increased severity of extreme weather events (flooding) affecting manufacturing continuity and supply chain

Category:
Physical Risk - Acute

Time Horizon:
Long Term

Potential Impact:
Revenue loss from production shutdown; supply chain disruption; direct asset damage; logistics corridor disruption

Forced Labour Regulation

Intensifying regulatory due diligence requirements in key export markets (US, EU, UK)

Category:
Transition Risk - Regulatory/Legal

Time Horizon:
Short to Long Term

Potential Impact:
Market access restriction; compliance cost step-up; reputational exposure

Regulatory Shifts

Increased compliance costs from mandatory sustainability reporting requirements (CSRD), supply chain due diligence obligations (CSDDD)[2], and carbon border levies (CBAM)

Category:
Transition Risk- Policy/Legal

Time Horizon:
Short Term

Potential Impact: Increased cost of compliance, product approval withdrawals, shipment detentions, and restricted access to key markets

Market Access Limitations

Margin compression and volume loss in standard product segments due to price competition from lower-cost producers in certain markets

Category:
Transition Risk - Market

Time Horizon:
Medium Term

Potential Impact: Reduced revenue, profit margin and loss of market share

Reputational Risks

Loss of market confidence if associated with social and environmental non-compliance, or negative media coverage even if allegations are unsubstantiated.

Category:
Transition Risk - Reputation

Time Horizon:
Medium Term

Potential Impact: Revenue loss, increased cost of capital, and reduced business development opportunities

[2] European Parliament and Council, Directive 2024/1760/EU, Article 8 — Carrying out due diligence. Available at: https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=OJ:L_202401760t

Sustainability and Climate-related Risks and Opportunities

Extreme Weather Events

HARPS' primary manufacturing hub is located at Teluk Intan, Perak, Malaysia, a low-lying area situated approximately 6 metres[3] above sea level in the Perak River basin, with exposure to seasonal flooding as evidenced by the November 2025 facility shutdown. Our raw materials arrive from a geographically diversified supplier base, spanning across domestic Malaysia and key sourcing regions in East and Southeast Asia, entering Malaysia through Port Klang before being transported to the facility via the road freight corridor through the Klang Valley into Perak. This 160 to 170 km road corridor passes through several flood-prone areas. Under severe flood conditions, logistics disruptions along the port-to-plant supply chain can occur both independently of and simultaneously with facility shutdowns caused by inclement weather, significantly expanding the total production downtime window.

In November 2025, the Teluk Intan facility experienced a seven-day operational shutdown caused by flooding, resulting in direct asset damage and production loss. Insurance recovery was unsuccessful as the damage fell below the policy threshold, meaning the full financial impact was absorbed by the Group. This event forms the anchor for HARPS' climate scenario analysis.

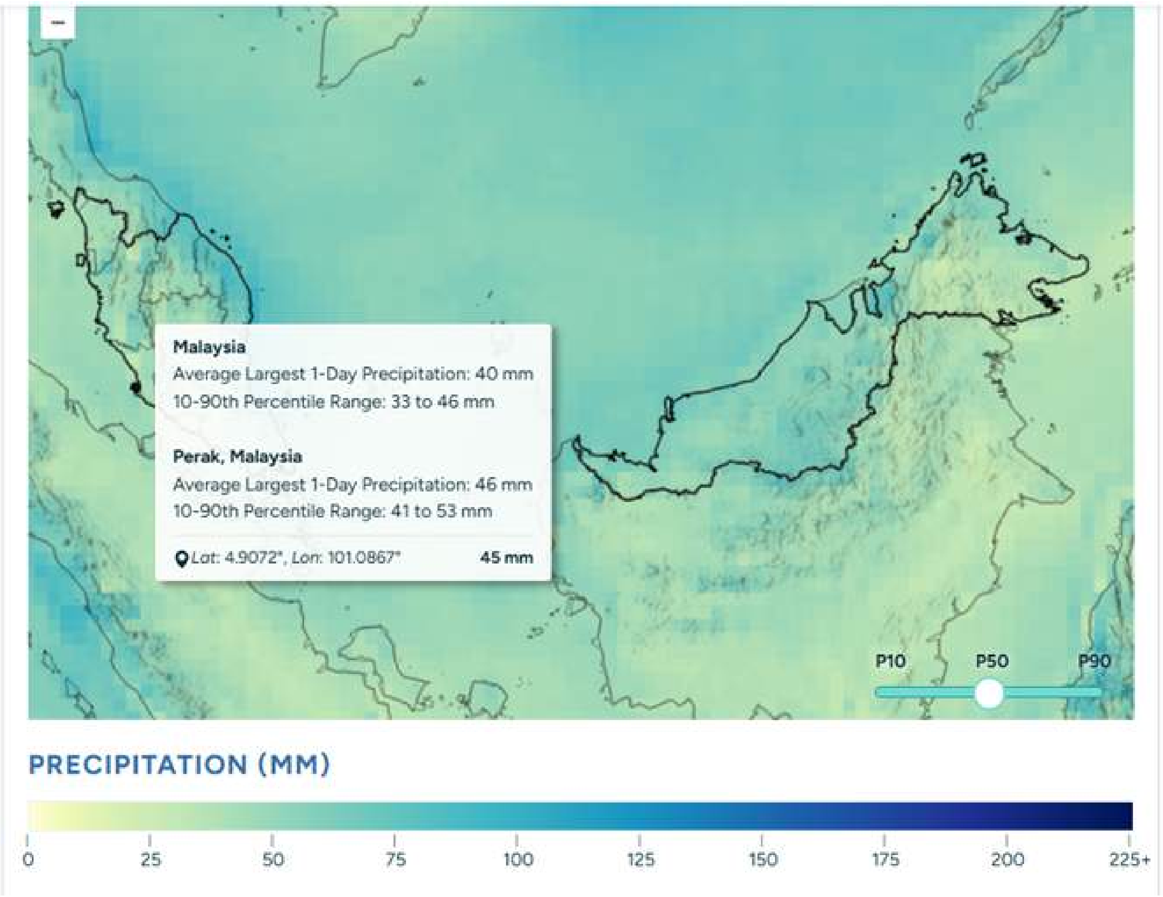
Inventory Buffer

HARPS maintains a 3–5 weeks inventory buffer of raw materials at the Teluk Intan facility to manage supply chain disruptions.

Under normal operating conditions, this buffer is sufficient to absorb short-term disruptions to the Port Klang freight corridor. The corridor risk becomes material under more extreme circumstances, such as when a flood simultaneously impacts the facility and inbound freight routes, or when consecutive events occur before safety stocks recover, which are scenarios more likely to happen under SSP5-8.5 by the 2040 to 2050 horizon.

Impact Analysis

To assess how climate change affects the severity of such events under each pathway, HARPS applied precipitation projections from the World Bank Climate Change Knowledge Portal (CCKP)[4] for Perak, Malaysia, using CMIP6 multi-model ensemble data for the 2040–2059 period. The projected change in Average Largest 1-Day Precipitation (Rx1day) for Perak is +4mm (SSP1-2.6) and +6mm (SSP5-8.5), against a historical baseline of of 43mm/day (SSP1-2.6) and 40mm/day (SSP5-8.5), representing a +9.3% and +15% increase respectively. Using a standard flood damage scaling relationship where damage increases with the square of the proportional change in precipitation intensity, the financial impact of an equivalent event to November 2025 is projected to increase by approximately 19% (SSP1-2.6) and 32% (SSP5-8.5) by the 2040-2059 horizon. These projections are supported by Liang et al. (2023)[5], which projects monsoon precipitation increases of up to 33% for Perak's northwest region under SSP5-8.5 for 2031–2050, confirming the directional finding from CCKP.



CMIP6 multi-model projection of Perak's precipitation

[3]Source: Topographic Map. Teluk Intan Topographic Map. Available at: Topographic Map – Teluk Intan
[4] Source: World Bank Climate Change Knowledge Portal (CCKP). Malaysia Climate Data Projections. Available at: World Bank CCKP – Malaysia Climate Data Projections
[5] Source: Climate Dynamics (2023). "Projected changes in climate extremes under CMIP6 scenarios." Climate Dynamics, 60, 1151–1171. Available at: https://doi.org/10.1007/s00382-022-06363-5

Sustainability and Climate-related Risks and Opportunities

Scenario and Impact Analysis

Parameter	Baseline (Nov 2025 Actual)	SSP1-2.6 (2040–2059)	SSP5-8.5 (2040–2059)
Average Largest 1-Day Precipitation (Rx1day)	-	+4mm	+6mm
% change in Rx1day	-	9.3%	15.0%
Damage multiplier	1.000x	1.195	1.3225
Projected increase in event cost	**Baseline**	**19%**	**32%**

Under SSP1-2.6, the projected cost per flood event increases by approximately 19% relative to the November 2025 baseline. Under SSP5-8.5, it increases by approximately 32%, reflecting higher projected precipitation intensity for Perak under a high-emissions pathway.

Supply Chain Risk

Beyond the direct facility impact, the supply chain transmission risk is particularly acute under SSP5-8.5. Under this pathway, concurrent climate stress across Southeast Asian and East Asian sourcing regions by 2040–2050 could erode HARPS' supplier diversification effort, potentially extending effective disruption windows beyond the Group's current 3–5 weeks inventory buffer. The Port Klang to Teluk Intan road corridor represents an additional compounding node: a simultaneous regional flood event could delay inbound raw material deliveries even if the facility itself recovers from the primary event, stretching the inventory buffer further.

Geographical Risk

For the European operations, the Port of Koper–to–Wimpassing corridor (approximately 350–400 km by road through Slovenia and Austria) and the Hamburg–to–Wimpassing or Hamburg–to–Sopron routing represents logistics which are less exposed to riverine flooding risk than the Malaysian corridor. WRI Aqueduct Floods classifies Hamburg as Low–Medium riverine flood risk (annual probability of 0.1%–0.2%)[6], compared to Teluk Intan's high risk classification (0.6%–1.0%)[7], meaning the Teluk Intan facility faces approximately five times higher baseline riverine flood risk than the Hamburg port corridor[8]. Both Austria and Slovenia operate national flood defence programmes under the EU Floods Directive (2007/60/EC), providing a structured and regularly reviewed level of flood protection along major logistics corridors. The Hamburg Port Authority maintains active flood defence infrastructure specifically for port operations, and Slovenia's Infrastructure Agency (DRI) is actively implementing flood mitigation works in the Koper municipality. However, the European corridors are not without climate risk as under SSP5-8.5, both routes carry increasing exposure to Central European extreme weather events, and the Port of Koper[9] faces Adriatic storm surge risk from intensifying acqua alta (high water) events that inland flood defence infrastructure does not address. Once Koper and Wimpassing Aqueduct classifications are confirmed, this comparison can be further quantified.

[6] Source: World Resources Institute (WRI). Aqueduct Water Risk Atlas. Available at: WRI Aqueduct Water Risk Atlas
[7] Source: World Resources Institute (WRI). Aqueduct Water Risk Atlas. Available at: WRI Aqueduct Water Risk Atlas
[8] Source: Hamburg Port Authority. Flood Defence. Available at: Flood Defence – Hamburg Port Authority
[9] Source: DRI Management, Investment Consulting and Engineering Ltd. (DRI). Improvement of Flood Conditions in the Badaševica Catchment Area in the Municipality of Koper – Phase 1. Available at: DRI – Improvement of Flood Conditions in the Badaševica Catchment Area in the Municipality of Koper – Phase 1

Sustainability and Climate-related Risks and Opportunities

Forced Labour Regulation

HARPS derives 90% of its total revenue from three markets that are actively advancing mandatory supply chain due diligence legislation with explicit forced labour provisions - the United States (54%), the European Union (35%), and the United Kingdom (1%). All three markets apply ILO's eleven Forced Labour Indicators and the UN Guiding Principles on Business and Human Rights (UNGP) as baseline requirements. Additionally, the US applies the Customs and Border Protection (CBP) Withhold Release Order (WRO) mechanism for import enforcement, and the EU preparing to enforce its Corporate Sustainability Due Diligence Directive (CSDDD) in 2027. Collectively, 90% of HARPS' annual revenue is tied to markets where any forced labor violations, whether within our own facilities or across the broader supply chain, carry the risk of restricted market access.

Socioeconomic Analysis

Under SSP1-2.6, orderly transition accelerates regulatory convergence and enforcement speed; under SSP5-8.5, physical climate stress in migrant labour-sending countries (Bangladesh, Nepal, Myanmar) worsens the socioeconomic conditions that drive labour vulnerability, increasing systemic forced labour risk across the Malaysian glove manufacturing sector and broadening buyer and regulatory scrutiny even to compliant manufacturers.

The distinction between SSP1-2.6 and SSP5-8.5 is reflected in regulatory enforcement timelines. Under an orderly transition (SSP1-2.6), regulations arrive faster, whereas in a high-emissions scenario (SSP5-8.5), they are delayed, though buyer-driven requirements continue independently.

Financial Impact Analysis

The financial impact is modelled across three severity levels of regulatory action. Instead of assigning probability percentages, the analysis details the specific revenue at risk under each level, identifying which climate pathway makes that scenario more likely to occur and by when. Our assessment models a 6-month WRO duration for Medium Severity and 12 months for High Severity. Historically, CBP enforcement against Malaysian glove manufacturers (2019–2024) lasted between 6 and 34 months, with an average duration of 18 to 20 months.

Mitigation Measures	Achievements	Impact
Zero forced labour non-conformances	0 forced labour NCs across all WRAP and BSCI audits	Directly reduces WRO trigger probability
Employer Pays Principle enforced	Fulfilled RBA forced labour audit criteria	Eliminates the most common forced labour indicator cited in sector WROs
Responsible Recruitment Programme (RRP)	Completed 3 RRP cycles in 2024/25 through certified ethical recruitment channels, with worker engagement and robust pre-employment screening.	Provides end-to-end verified responsible recruitment- covering pre-departure through onboarding- beyond standard audit verification
Independent worker interviews	RBA-certified recruitment, independent worker audits, and external social oversight.	Provides third-party verification beyond self-reporting
Native language access	Worker engagement and grievance reporting available in native languages.	Meets UNGP and ILO requirements for meaningful worker access
Grievance mechanism	23 grievances filed; 19 resolved within 30 days in 2025	Demonstrates functioning grievance mechanism- a key CSDDD requirement
WRAP 12 principles certified	Annual renewal	Covers all 11 ILO forced labour indicators
amfori BSCI certified	Certification valid until 2028	Provides independent biennial verification of social compliance across operations
RANTAiNEXT adopted for supplier due diligence	RANTAiNEXT deployment for supply chain ESG due diligence and labour practices monitoring.	Addresses next-tier supplier visibility required by CSDDD by 2027
EcoVadis peer benchmarking	Benchmarks against industry peers' EcoVadis ratings to guide its sustainability strategy.	Enables early identification of sector-wide compliance gaps and emerging regulatory pressures

HARPS' Sustainability Framework

Sustainability and Climate-related Risks and Opportunities

Scenario and Impact Analysis

	Low Severity	Medium Severity	High Severity
Trigger	Non-conformance raised during audit; Corrective Action Plan (CAP) required; no immediate shipment ban. If the non-conformance is not satisfactorily closed, or if priority findings are identified, WRAP or amfori BSCI certification or RBA membership may be withdrawn, which could escalate to medium or high severity.	Single market access restriction - US WRO sustained for 6 months. May arise from failure to close non-conformances, withdrawal of WRAP or amfori BSCI certification, or loss of RBA membership	Full US and EU market access ban sustained for 12 months. Represents the most severe outcome where certification withdrawal and sustained non-compliance result in simultaneous loss of access to HARPS' two largest markets.
Revenue at risk	Zero direct revenue loss	50% of annual US market revenue (6-month WRO duration)	100% of annual US and EU market revenue combined, representing 89% of total Group revenue (12-month ban duration)
Compliance cost	Remediation and re-audit costs	MYR 377.6M revenue loss + remediation	MYR 1,244.8M revenue loss + remediation
SSP1-2.6	From 2027 CSDDD enforcement triggers increased audit scope and buyer due diligence requirements	Post 2027 if audit findings are not remediated ahead of CSDDD enforcement	Risk materialise faster under this pathway due to accelerated CSDDD enforcement from 2027
SSP5-8.5	From 2029–2030- delayed regulatory timelines but buyer-driven screening continues	Post-2030 under expanded sector-level screening	Low probability given HARPS' strong compliance posture, but sector-wide scrutiny from climate-driven migration stress could increase exposure beyond HARPS' direct control if triggered

Sustainability and Climate-related Risks and Opportunities

Regulatory Shifts

Regulatory Landscape

HARPS operates in markets where governments are introducing stricter ESG and climate-related regulations that directly affect manufacturing, reporting, and market access obligations. The major regulations having an impact on our business include EUDR, PPWR, CSRD and CBAM[10]. HARPS will also be tapping on to the resources of UNiTAR to capacity build in the strategic area such as energy transition, carbon markets and emission trading, sustainable banking and green fintech, and green transformation policy. These regulations accelerate under an orderly transition world (SSP1-2.6) and delayed but not absent under a high-emissions world (SSP5-8.5). In both cases, HARPS needs to demonstrate regulatory readiness to protect market access and maintain access to sustainability-linked financing.

Product Compliance Regulations

Product compliance, including ISO 13485 certification, EU MDR and PPE (CE marking), and US FDA requirements, is continuously managed by our global Technical and Regulatory Affairs (T&RA) team as well as respective regional quality team. With representation on CEN & ISO international standard committees, the team ensures early awareness and swift compliance action, while an independently validated LCA further supports product-level CSRD requirements.

Operational Compliance

To secure operational compliance and supply chain transparency, a newly established internal legal team tracks regulatory updates via a dedicated legal register, alongside RBA and UNGC platforms for regulatory updates. Additionally, HARPS and its next-tier suppliers have adopted the RANTAiNEXT platform to meet downstream CSRD obligations and ensure robust supply chain due diligence.

Scenario Analysis

Scenario	SSP1-2.6	SSP5-8.5
Global Condition	Rapid alignment of EU, US, and UK frameworks on carbon pricing, due diligence, and ESG disclosures.	Delayed policy implementation and regulatory timelines coupled with a rise in unilateral import restrictions.
Regulatory Change	Mandatory EUDR by Dec 2026, expanded CBAM, strict CSRD data requests from buyers, EU PPWR requirements and tighter sustainability finance metrics.	Delayed CBAM, CSRD and EUDR regulations but rising investor pressure, strict buyer demands, and SLL interest rate exposure tied to EcoVadis assessment.
Impact on HARPS	Mandatory CSRD Scope 3 requests from EU buyers, CBAM impact on EU imports, and increased cost of loans for EcoVadis score regression.	Provides independent biennial verification of social compliance across operations
HARPS Resilience	**Partially Resilient:** Active GHG inventory and LCA monitoring with tracking expanded to European entities to quantify CBAM exposure. Building Science Based Targets initiative ("SBTi") capacity via the UNGC Accelerator and maintaining EcoVadis-based Sustainability-linked loans ("SLLs").	**Partially Resilient:** Slower regulatory timelines reduce immediate compliance costs, but buyer ESG demands and SLL obligations persist, making maintenance of EcoVadis score a top priority under this pathway.

[10]EUDR: EU Deforestation Regulation; PPWR: EU Packaging and Packaging Waste Regulation; CSRD: EU Corporate Sustainability Reporting Directive; CBAM: EU Carbon Border Adjustment Mechanism

Sustainability and Climate-related Risks and Opportunities

Market Access Limitations

Demand Normalization

Post-pandemic has left the global glove industry facing oversupply, sustaining severe price and margin pressures. This is intensified by shifting trade flows, as manufacturers blocked from other markets redirect low-cost volume into the EU, squeezing local prices and order volumes. Concurrently, major buyers are tightening their ESG criteria, demanding verified sustainability data, eco-profiles, and showcase of supply chain resilience for business continuity.

Product and Market Segmentation

HARPS manages market access risk through product and market segmentation. Our portfolio includes sustainably enhanced product options, such as our green X-free nitrile glove, supported by product eco-profiles based on Life Cycle Assessment data. The LCA methodology was independently verified by Bureau Veritas against ISO 14071:2024 in April 2025. Product eco-profiles are made available to customers upon request and support transparency in discussions around product sustainability, procurement requirements, and customer-specific ESG expectations. HARPS was also recognized with the UNGC Forward Faster Award for its product-level LCA initiative.

Risk Management

To manage this risk, HARPS adopted buffer stock management and supplier diversification strategy. Key raw materials vendors and specific manufacturing process service providers are sourced from diverse geographical locations to provide resilience against geopolitical risks. HARPS' sustainability credentials also helped to secure new market access. Supply chain capacity building continues through Project Farmer, in partnership with UNGC, EcoVadis, and RANTAiNEXT, using structured ESG assessments and HARPS' Supplier Code of Conduct. HARPS also benchmarks industrial EcoVadis ratings to anticipate changes in market competition and stay ahead of evolving buyer sustainability expectations.

Scenario Analysis

Scenario	SSP1-2.6	SSP5-8.5
Global Condition	High sustainable product demand, standard EU and US green procurement, and trade rewards for ESG-verified suppliers.	Cost-driven purchasing, high trade fragmentation, and intense price competition from low-cost producers in the EU.
Market Change	Consolidation around sustainable suppliers, mandatory LCA and Digital Product Passports, EcoVadis and WRAP credentials are a key differentiator for HARPS' branding.	Intense EU price erosion due to diverted global overcapacity, buyer prioritisation of cost over sustainability, and margin pressure on lower-spec products.
Impact on HARPS	Sustainability investments enable entry into new markets like UK and EU healthcare sector, and Digital Product Passports support long-term market access in Europe.	Heavy commodity margin pressure, partial insulation via premium market segmentation, and supply chain stabilization through buffer stock and currency hedging.
HARPS Resilience	**Resilient:** Green credentials, LCA-backed products, UNGC Forward Faster recognition position HARPS well, with long-term resilience strengthened by DPP development and the Project Farmer supply chain programme.	**Partially Resilient:** Intense price pressure from lower-cost producers redirecting products into the EU due to import restrictions in other markets remains the primary threat in standard product segments under this pathway.

Sustainability and Climate-related Risks and Opportunities

Reputational Risk

Reputational risk functions as a secondary risk, occurring not on its own, but as a consequence of failing to manage the other four climate-related risks. Disruptions in supply chain continuity, labor compliance findings, regulatory non-compliance, or unmet buyer ESG expectations can each trigger reputational damage that multiplies the initial financial impact. Consequences include loss of buyer confidence, contract termination, reduced access to sustainability-linked financing, and loss of access to sustainability-driven markets. Effective management of the four primary risks is therefore HARPS' most direct mitigation for reputational exposure.

Risk Management
HARPS manages reputational risk through its social and quality compliance programme including:

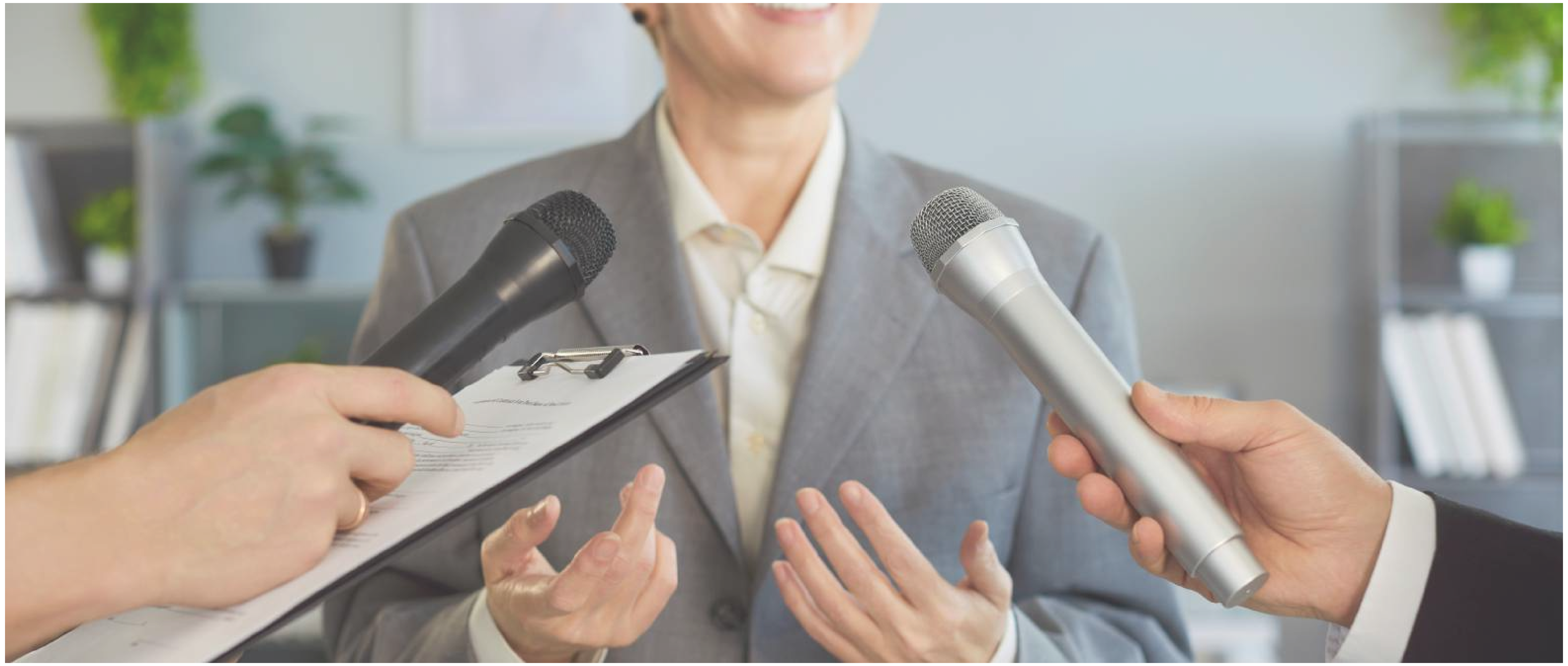
- Zero tolerance for forced labour policy
- Responsible Recruitment Programme cycles
- Annual WRAP and amfori BSCI certification (valid until 2028)
- RBA Voices grievance mechanism
- UNGC programme (including Forward Faster Award)
- EcoVadis assessment
- Proactive ESG communication through the Sustainability Report
- Benchmark industry peer EcoVadis ratings to identify sector-wide reputational pressure points early.
- ISO 13485 certification
- Medical Device Regulation (MDR) certification
- Personal Protective Equipment Regulation (PPER) certification

Under SSP1-2.6

Accelerated regulatory enforcement reduces the time available to address compliance gaps, increasing the likelihood that non-conformances or audit findings may result in immediate financial, operational, or market access implications.

Under SSP5-8.5

The risk is harder to manage as sector-wide scrutiny driven by climate-induced migration stress means that even compliant manufacturers like HARPS can face reputational spillover from the actions of industry peers, which sits outside HARPS' direct control.



Sustainability and Climate-related Risks and Opportunities

Resilience of Strategy

HARPS' assessment indicates that its current strategy is resilient under the SSP1-2.6 pathway, but only partially resilient under SSP5-8.5, requiring targeted adaptation actions in two key areas.

Under SSP1-2.6

The combination of HARPS' existing supplier diversification, inventory buffer, strong compliance certifications, and growing green product portfolio positions the Group well to navigate an orderly transition.

Under the SSP1-2.6 scenario, the primary near-term actions are to formalise the flood emergency response protocol at Teluk Intan and renegotiate the insurance coverage threshold to further strengthen the Group's resilience against future climate-related disruptions. The November 2025 flood event reinforced the importance of these actions, as the MYR 14.76 million financial impact fell below the current policy threshold and was fully absorbed by the Group. This underscores the importance of strengthening both operational preparedness and financial resilience to minimise the potential impacts of future flood events.

On transition risk, HARPS' compliance strategy positions it well for CSDDD enforcement from 2027. RANTAiNEXT supports Tier 2 supplier visibility, and the independently validated LCA addresses CSRD downstream data obligations.

Under SSP5-8.5

Two structural vulnerabilities become material by 2040.

- Inventory buffer may be insufficient during compound or concurrent supply chain events, including simultaneous disruption of the Port Klang corridor and the Teluk Intan facility.
- Sector-level regulatory scrutiny could expose even compliant manufacturers to market access disruption as climate-driven migration stress increases systemic forced labour risk across the Malaysian glove sector.

The strategic responses to mitigate these risks are:

- Increasing inventory buffer capacity
- Deepening next-tier supplier visibility through RANTAiNEXT
- Proactively communicating verified compliance posture to EU and US buyers
- Leveraging in-house market intelligence team to provide leadership and operational teams with regulatory, competitive, and pricing insights for proactive decision-making.

For European operations, WRI Aqueduct Floods classifies Hamburg as Low–Medium riverine flood risk compared to Teluk Intan's Stress High classification - confirming materially lower baseline flood exposure for the European logistics corridors. Austria and Slovenia operate national flood defence programmes under the EU Floods Directive (2007/60/EC), providing an additional layer of structural protection for the Wimpassing and Sopron facility logistics routes. The Port of Koper remains the more climate-vulnerable European logistics node due to Adriatic storm surge risk, and a quantitative corridor climate resilience assessment for Koper is planned for 2026.

Sustainability and Climate-related Risks and Opportunities

Climate-related Opportunities

In addition to the risks identified above, HARPS has identified the following climate-related opportunities. Under SSP1-2.6 these opportunities are more immediate as regulations and buyer requirements accelerate. Under SSP5-8.5 they remain relevant but arrive more slowly through buyer-driven rather than regulatory channels.

Physical Risk-related Opportunity	**Renewable energy investment** Rooftop solar in progress reduces energy cost exposure and Scope 1/2 emissions. More impactful under SSP1-2.6 where SBTi and EcoVadis alignment accelerate; provides cost resilience under SSP5-8.5.
Transition Risk-related Opportunity	**Green product differentiation** LCA positions HARPS ahead of CSRD product transparency requirements. Under SSP1-2.6, verified eco-profiles become EU hospital market entry requirements by 2030. Under SSP5-8.5, a differentiator in premium buyer segments.
	Preferred supplier consolidation CSDDD and WRO enforcement will consolidate purchasing to verified-compliant manufacturers. HARPS' zero forced labour NCs, WRAP, BSCI, RBA, and RRP credentials are a direct commercial advantage under both pathways.
	Sustainability-linked financing EcoVadis-linked SLL provides preferential financing terms. Under SSP1-2.6, SLL market expansion creates further access opportunities. Under SSP5-8.5, existing SLL structure remains a cost advantage vs peer.
	New market access UK and Norwegian healthcare accounts were won through ESG credentials. Under SSP1-2.6, formal procurement ESG requirements open to further tender opportunities. Under SSP5-8.5, buyer-led ESG screening still favours verified suppliers.
	Project Farmer and RANTAiNEXT Supply chain ESG leadership positions HARPS for preferential treatment from buyers requiring CSDDD Tier 2 visibility. Stronger advantage under SSP1-2.6 where compliance is mandatory; still relevant under SSP5-8.5.

Sustainability and Climate-related Risks and Opportunities

Risk Management

Risk Identification, Assessment and Integration

HARPS identifies and assesses climate-related risks through a four-layer cascade methodology consistent with IFRS S2 paragraph 29, tracing risks from global climate conditions through regional physical or policy changes, to HARPS' specific operational exposure, and finally to quantified financial impacts. The methodology is described in full in the Scenario Analysis Methodology Note. From 2025, climate-related financial risks are formally integrated into HARPS' Enterprise Risk Management (ERM) framework, with the two material risks added to the Group ERM register with assigned risk owners, defined mitigation actions, and target completion timelines. Progress is reviewed by the GCSO and reported to the Board semi-annually. This ensures climate risks are evaluated alongside other strategic, operational, and financial risks, and that mitigation actions are resourced and tracked through the Group's standard risk governance processes.

The two material climate risks - physical risk from extreme weather and transition risk from labour due diligence regulation - have been added to the Group's ERM register with assigned risk owners, defined mitigation actions, and target completion timelines. Progress is reviewed by the GCSO and reported to the Board on a semi-annual basis.

Metrics and Targets

Climate-Related Metrics

Climate-related metrics and targets covering GHG emissions, energy consumption, and workforce-related indicators are disclosed under the Goals and Targets and respective material topic sections of this report.

Processes for Managing Climate-Related Risks

Physical Risk

HARPS manages exposure through:

- Raw material inventory buffers
- Geographic diversification of NBR latex suppliers across domestic and key sourcing regions
- Documented post-event recovery protocols
- Ongoing review of insurance coverage adequacy
- Active monitoring of inbound logistics corridors for both Malaysian and European operations.
- Regular review of mitigation measures in response to emerging climate risk information

Transition Risk

HARPS manages exposure through:

- WRAP and amfori BSCI certifications with zero forced labour non-conformances
- Enforcement of the Employer Pays Principle through all RBA-certified recruitment agencies
- Independent verification through the Responsible Recruitment Programme
- RBA Voices grievance mechanism in workers' native languages
- Next-tier supplier visibility mapping in preparation for CSDDD enforcement from 2027
- Proactive communication of verified social compliance to EU and US buyers ahead of mandatory due diligence implementation.

Sustainability and Climate-related Risks and Opportunities

Relevant UN SDGs

7 AFFORDABLE AND CLEAN ENERGY
8 DECENT WORK AND ECONOMIC GROWTH
13 CLIMATE ACTION
17 PARTNERSHIPS FOR THE GOALS

Climate-Related Initiatives

The following initiatives reflect HARPS' FY2025 progress on climate-related actions.

Initiatives	2025 Status	2026–2027 Target	Remarks
Formalise flood emergency response plan for Teluk Intan facility, including Port Klang freight corridor protocols	In development	Complete and tested	Priority action following November 2025 event; corridor mapping completed 2025
Renegotiate insurance coverage threshold to eliminate below-threshold gap identified in November 2025	Under review	Resolved	Priority action; current threshold not met by November 2025 event
Expand GHG carbon inventory to cover HARPS Europe Manufacturing GmbH (Austria) and Sempermed Kft (Hungary)	Initiated	Complete by end 2026	Builds on verified CMSB baseline
Map next-tier suppliers for CSDDD compliance readiness	In progress	Complete by end 2026	CSDDD enforcement commences 2027 for EU-facing operations
Assess climate resilience of Port of Koper and Port of Hamburg inbound logistics corridors for European facilities	Identified 2025	Assessment complete 2026	Covers Wimpassing (Austria) and Sopron (Hungary) facilities
Achieve 3-4% renewable energy as share of total electricity consumption at Malaysian facilities	Solar installation underway	To be determined at a later stage	Rooftop solar project in progress; baseline to be confirmed
Complete LCA verification for surgical glove products manufactured in Austria and Hungary	Planned	Complete by end 2026	Follows April 2025 Bureau Veritas LCA audit for Malaysian single-use gloves
Maintain zero forced labour non-conformances across all social audits	Achieved (0 NCs 2025)	Ongoing	Continuous target
Obtain external assurance on GHG emissions data (Scope 1 and 2) and Scope 3 certain categories	GHG verification complete for RY2024 GHG Inventory	Verified data published 2026	ISO 14064-3 verification; builds on 2019–2023 verified baseline
Quantitative climate scenario analysis	First quantitative assessment in SR2025 approved by Board	To be determined based on business needs and regulatory developments	Physical and transition risks modelled across two material risks

Chapter 3:

Material Topics

Stakeholder Inclusiveness

At HARPS, we maintain a consistent dialogue with stakeholders who are either significantly impacted by our activities or possess the influence to shape our strategic objectives, ensuring our engagement remains focused on those most relevant to our value creation. We prioritize transparency and open communication with these groups, which we classify into three distinct categories: (i) internal, (ii) external – value chain, and (iii) external – non-value chain.

The insights gained through our engagement provide a critical perspective on shaping our business strategy and enhancing performance across our material topics. This collaborative approach also empowers us to establish more meaningful sustainability targets, which in turn allows us to track and measure our progress with greater precision.

Internal		External and Value-chain	External and Non Value-chain
• Shareholders • Board of Directors • Executive Committee	• Leadership Team • Employees • Worker Representatives	• Customers • Vendors • Certification Bodies	• Government Regulatory Bodies (DOE, DOSH) • Associations/Alliances • Embassy • Industry Peers • NGOs

Stakeholder Groups

For Additional Information:
View more information on our Internal and External Stakeholders Engagement in Appendix 3: Stakeholder Engagement (Page 104-107)

Materiality Assessment

Building upon the comprehensive materiality assessment conducted in 2024 to identify key Economic, Environmental, Social, and Governance (EESG) topics, the Group has integrated a financial materiality lens into our review and prioritisation process for this reporting period. This enhancement expands our existing impact materiality perspective, allowing us to progress toward the double materiality approach advocated by the ESRS standards.

Stakeholder Engagement

External Stakeholders

We maintain regular communication with a diverse range of external stakeholders, including customers, suppliers, regulators, and NGOs, whose insights help us identify material topics aligned with GRI and SASB standards. To ensure a balanced perspective, we utilize a structured scoring framework to translate qualitative discussions into quantitative data, allowing us to prioritize and rank these topics based on their overall significance.

Internal Stakeholders

We engage our Board of Directors, shareholders, leadership team, and workforce through an online questionnaire to capture their perspectives on the importance and perceived impact of our business on EESG factors. Based on the inputs we are able to rank our material topics accordingly, ensuring our sustainability strategy remains deeply rooted in the shared priorities of our internal stakeholders.

Materiality Assessment

Review and Prioritisation

The materiality assessment process involved multiple review methodologies to prioritise ESG topics.

Materiality Assessment Process	
Stakeholder Engagement Results (External and Internal)	ESG topics were ranked using an Impact Materiality matrix, which evaluated their importance to stakeholders alongside the Group's economic, environmental, and social impacts.
Financial Materiality Stakeholder Engagement	Group Management conducted a dedicated assessment through an online survey to assess the potential financial impacts of each topic on the business, prioritizing the topics according to their projected influence on our long-term financial performance and value creation.
Peer Review	ESG topics were benchmarked against seven industry peers of similar size, sector, and geographical presence. Topics reported by at least 50% of peers were shortlisted.
Industry Benchmark	Taking reference from report by Health Care Without Harm (HCWH) Europe on Sustainable Procurement Criteria for the purchase of examination gloves, material topics were identified as important for the industry.
Sustainability Report FY2024 Review	Material topics reported in the previous year were prioritised to ensure continuity, allowing for consistent tracking and measurement of the Group's ongoing initiatives.
Selection and Validation of Material Topics	Through our materiality assessment, we prioritized 11 ESG topics for management review. While Emissions, Supplier Environmental Assessment, Employment, and Training & Education were not in the initial results, they were included due to their high sustainability significance. Additionally, Anti-Competitive Behavior and Labor/Management Relations were added this year based on their financial materiality. Procurement Practices was excluded from this report due to data sensitivity and confidentiality.

Materiality Assessment Process

Selection and Validation of Material Topics

Adopting the dual lens of impact and financial materiality, a preliminary list of ESG topics was prioritised through the consolidated materiality assessment and consultants' recommendations, which was then presented to Management for review. The final set of material topics was formally validated and approved by the Board through a Board resolution for this year reporting.

Responsible Business Practices	• Anti-Corruption • Anti-Competitive Behavior • Labor/Management Relations
Responsible Supply Chain	• Supplier Environmental & Social Assessment
Bettering the Planet	• Energy • Emissions • Water and Effluents • Waste
Responsibility and Assurance to Customers	• Marketing and Labeling • Customer Health & Safety
Supporting People and Communities	• Employment • Forced or Compulsory Labour • Child Labour • Training & Development • Occupational Health and Safety • Non-Discrimination

List of approved material topics for reporting

Goals and Targets

Pillar & Material Topic	Near-Term (1-3 years)	Medium-Term (3-5 years)	Long-Term (by 2050)
Responsible Business Practices			
Anti-Corruption	Establish a Group compliance training and governance reporting system	Establish Group internal audit function to assess the potential business areas for risk Advance online compliance training system with the introduction of new customised syllabus on specific business local regulations	Achieve a target % of business operations to be assessed for corruption-related risks *(% to be determined at a later stage)*
Anti-Competitive Behaviour	Maintain compliance with Group pricing framework and structure overseen by Pricing Board Disseminate pricing mechanism to all regional sale managers for global alignment	Participate in industrial alliance to advocate and promote best practices for global business ethics to mitigate against anti-competition risk	Set a target % to achieve in terms of assessing the business for risk for non-compliance *(% to be determined at a later stage)*
Labor/Management Relations	Maintain compliance with collective agreement with the local union for Austria entity (HEM and HEU)	Onboard all entities onto the global social framework based on the conventions of of ILO and UNGP	Explore advancing living wages for employee across the group
Responsible Supply Chain			
Supplier Environmental & Social Assessment	Build capacity for supply chain partners in preparation to fulfil RBA requirements through the initiatives from RBA, amfori BSCI, and UNGC (for eg UNGCMBC's RANTAiNEXT programme) Launch vendor CoC for critical suppliers on top of tier 1 suppliers while building capacity for the rest of the supply chain partners under the Project Farmer initiative	Evaluate the readiness of the supply chain to set a realistic target % for the screening of suppliers	All HARPS critical suppliers to fulfil RBA requirements

Goals and Targets

Pillar & Material Topic	Near-Term *(1-3 years)*	Medium-Term *(3-5 years)*	Long-Term *(by 2050)*
Bettering the Planet			
Energy	Establish an Energy Management System which includes the employment of a Registered Energy Manager (REM) and set up of an energy committee in response to the introduction of EECA (Energy Efficiency Conservation Act) in Malaysia	Achieve Scope 1 reduction on natural gas consumption through operational optimization and continued collaboration with supply chain stakeholders such as utilities service providers	Continue to monitor Scope 1, 2 and 3 emission reductions to support our Net Zero 2050 ambition
Emissions	Perform Group product Life Cycle Assessment (LCA) 3rd party verification per ISO 14071 for surgical gloves product line Develop the HARPS Carbon Reduction Plan (CRP) and define near-term and long-term emissions reduction targets aligned with the SBTi methodology.	Construct a LCA calculation model to facilitate the initiative of on-going environmental impact monitoring for surgical gloves product line Monitor the CRP, regularly review emissions reduction targets, and align them with SBTi requirements Achieve the decarbonization pathway defined in the HARPS' CRP (in preparation for SBTi enrollment)	Continue to monitor Scope 1, 2 and 3 emission reductions to support our Net Zero 2050 ambition Expansion of Product LCA for IPPP Environmental Product Declaration (EPD) based on Product LCA
Water and Effluents	Ensure ongoing full compliance with national environmental regulations on effluent discharge across all manufacturing sites Monitor the baseline of water intensity consumption per 1000 pieces of gloves produced across all manufacturing sites Explore conducting a water stress study for key manufacturing sites to identify potential water stress areas	Set a target for water intensity consumption per 1000 pieces of gloves produced across all manufacturing sites	Implement the findings of the concluded study to improve the raw water extraction process Enhance the target for water consumption intensity across all manufacturing sites

Goals and Targets

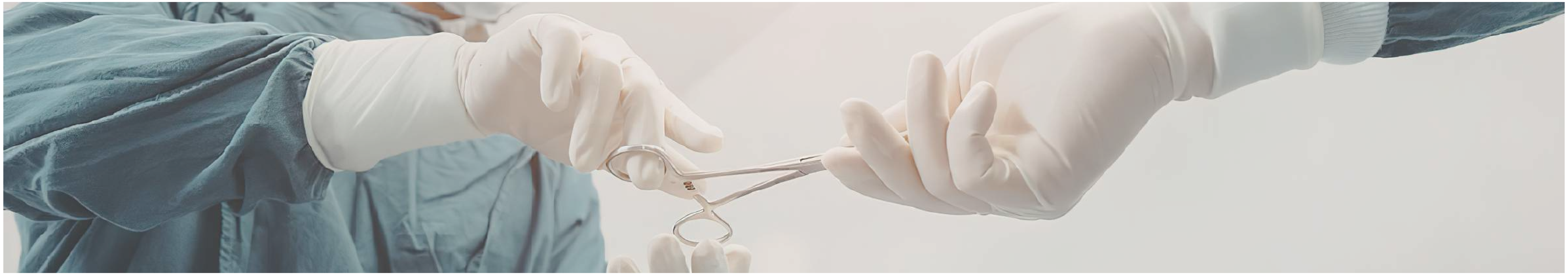
Pillar & Material Topic	Near-Term *(1-3 years)*	Medium-Term *(3-5 years)*	Long-Term *(by 2050)*
Bettering the Planet			
Waste	Conduct an annual audit of the scheduled waste recovery service provider to ensure compliance with relevant standards Maintain ISO 14001 Environmental Management System (EMS) certification for CMSB, HU, and LMSB	Set a realistic target for overall waste reduction *(% to be determined at a later stage)* Pursue reacquisition of the ISO 14001 EMS certification for Wimpassing	Enhance the target set for waste reduction *(% to be determined at a later stage)*
Responsibility and Assurance to Customers			
Marketing and Labeling	Maintain a structured review process for product claims and labeling, ensuring accuracy and compliance with applicable regulatory requirements. Clinical or performance-related claims are reviewed as part of the relevant product documentation and clinical evaluation processes	Enhance digital access to product information for customers and end-users, including safety-relevant information, user guidance, packaging material information, and disposal or recycling-related information where applicable	Establish a comprehensive digital product information ecosystem that provides customers and end-users with easy access to safety, use, regulatory, sustainability, disposal and recycling-related information throughout the product lifecycle
Customer Health & Safety	Publish a technical paper on chemical residue analysis according to EN455-5 to create awareness for customers	Launch a product upgrade or introduce a new product designed to enhance safety in medical settings, such as gloves with additional protective features tailored for high-risk environments	Aim to become a market leader in the Infection Prevention and Protection Products (IPPP) segment

Goals and Targets

Pillar & Material Topic	Near-Term *(1-3 years)*	Medium-Term *(3-5 years)*	Long-Term *(by 2050)*
Supporting People and Communities			
Employment	Conduct an annual HARPS Employees Survey To roll out a global framework for performance management and talent development	Roll out the HARPS People Program, including defined programme components and group-wide participation, as part of the global Human Resources harmonisation process	Establish a sustainable workplace for employees, with potential targets set for retention and turnover rates to track progress and foster long-term workforce stability Enhance D&I and gender equality across the organisation
Forced or Compulsory Labour	Maintain relevant entities' compliance with WRAP, amfori BSCI, and RBA / qualification recognition, subject to the applicability of each respective regional operation	Progressive enrollment of all HARPS internal entities with RBA Voices	Continue enhancing the social compliance management system by incorporating best practices recommended by WRAP, amfori BSCI, and RBA
Child Labour	Maintain relevant entities' compliance with WRAP, amfori BSCI, and RBA / qualification recognition, subject to the applicability of each respective regional operation	Progressive enrollment of all HARPS internal entities with RBA Voices	Evaluate the effectiveness of the Group's grievance mechanism Maintain a target of zero cases of child labour for the Group
Training & Development	Establish a baseline for average annual training hours across the Group by harmonising training data from all entities Establish a Group talent development programme to support the growth and progression of the identified employee talent pool	Set a target for the average annual training hours across the Group Evaluate the effectiveness of the Group's talent development programme to ensure it meets its objectives and supports employee growth	Enhance the target for average annual training hours across the Group Integrate the talent development program into the Group's business continuity planning, including succession planning to ensure leadership readiness and organisational resilience

Goals and Targets

Pillar & Material Topic	Near-Term (1-3 years)	Medium-Term (3-5 years)	Long-Term (by 2050)
Supporting People and Communities			
Occupational Health and Safety	Achieved ≥ 90% compliance score across 20 OSH audit element in social audit Establish a Lost Time Incident reporting and tracking system to measure and establish a Group level baseline	Establish a Group-level target for Lost Time Incident performance to drive continuous improvement in workplace safety	Enhance the Group-level target set for Lost Time Incident performance
Non-Discrimination	Launch a non-discrimination compliance training program across the Group to promote awareness and adherence	Progressive enrollment of all HARPS internal entities with RBA Voices	Launch Diversity and Inclusion (D&I) initiatives across the Group to foster a more inclusive and equitable workplace culture



Responsible Business Practices

Anti-Corruption

At HARPS, we recognize that ethical conduct is the cornerstone of a resilient and sustainable business. While bribery and corruption are legally prohibited across our operational jurisdictions, our commitment goes beyond mere regulatory compliance to foster a culture defined by accountability and absolute transparency. We maintain a zero-tolerance policy regarding all forms of corruption, a standard that applies strictly to our employees, stakeholders, and any third parties acting on our behalf.

We believe that no business objective is important enough to justify a compromise in our integrity. Consequently, our team members are prohibited from offering, soliciting, or accepting any form of bribe or improper incentive to secure a business or personal advantage. Beyond the avoidance of direct bribery, we remain vigilant against all unethical practices, including extortion, fraud, and the abuse of power. By upholding these high standards, HARPS ensures that every business milestone is achieved through fair competition and a steadfast adherence to our moral principles.

UNGC CoP Alignment

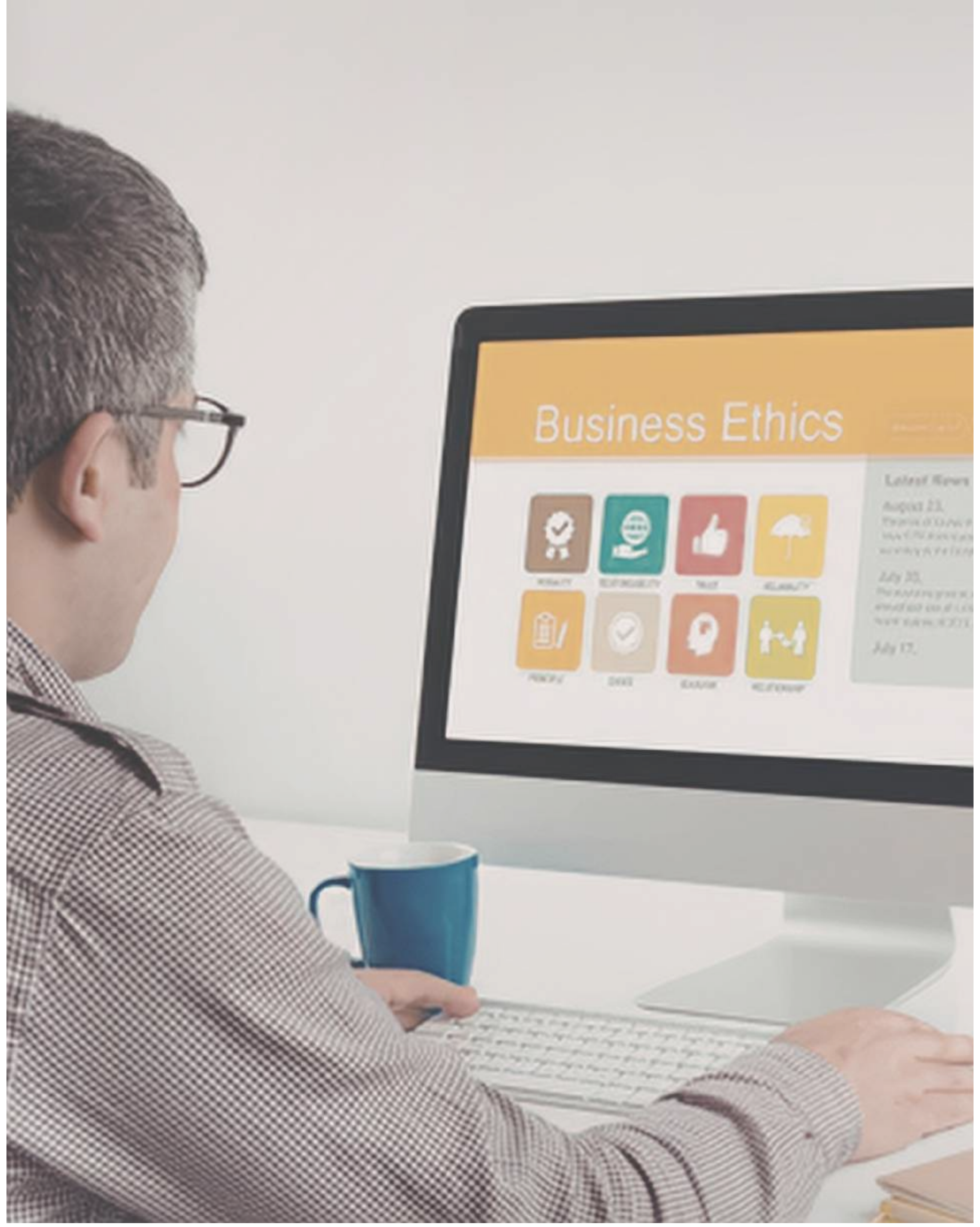
Principle 10:
Anti-Corruption in supply chains and procurement practices

ANTI-CORRUPTION

Policy and Management Approach

Our corporate values of Honesty, Accountability, Reliability, Presence and Sustainability (HARPS) serve as the operational DNA at HARPS, ensuring every employee understands that stakeholder trust is essential to our long-term success. As a signatory of the UN Global Compact, we have deeply embedded its principles, especially anti-corruption, into our corporate strategy and daily conduct.

This commitment is upheld through a robust framework of ethics policies, ensuring that integrity remains a proactive and integral part of our business growth. To further strengthen our internal safeguards, we have initiated a key governance expansion in 2025. The Group is currently in the process of establishing a dedicated Group Corporate Governance Division and setting up a centralized Corporate Internal Audit function. While these frameworks are still in the developmental phase, their introduction marks a significant step toward establishing independent oversight and enhancing the rigor of our anti-corruption monitoring across the Group.



Anti-Corruption

Digital Compliance Training

As a key component of our Enterprise Risk Management (ERM) framework, HARPS has transitioned to an online compliance training programme to foster a culture of integrity and accountability across our global workforce. The platform delivers customised modules that directly reflect our internal policies and corporate values. To maintain high standards of oversight, the platform provides weekly automated reports, allowing us to track progress across all entities and ensure transparency in our compliance efforts.

For this reporting cycle, employees were required to complete mandatory courses covering:

- Code of Conduct
- Whistleblowing
- Anti-Bribery and Corruption policies

To verify comprehension, a minimum assessment score of 80% was required for completion, with retakes mandated for those who did not meet the threshold. Out of a total of 3,226 employees assigned to the programme, 3,226 have successfully finished the training as of end February 2025, representing a 100% completion rate.

Inclusivity in Training Delivery

To ensure inclusivity, our compliance training extends to direct labour employees who may not have access to individual email addresses or the digital platform. These team members receive the identical training curriculum through face-to-face sessions led by their respective line managers, ensuring that our core messaging remains consistent. This hybrid delivery model reinforces our commitment to equal access, providing every member of our workforce, regardless of their role or digital connectivity, with a firm grounding in ethics and compliance education.

Advancing Corporate Compliance

To support our expanding global footprint and address the shifting risk landscape, we are enhancing our compliance curriculum with future modules focused on:

Localised Regulatory Compliance	Introducing new, customized modules tailored to specific business regulations in our growth markets, ensuring our teams remain compliant with local laws.
Information Security & AI Ethics	Broadening our digital oversight to include comprehensive training on data security and the responsible use of Artificial Intelligence.
Data Privacy	Strengthening our internal data governance by mandating advanced modules on privacy protection and global data handling standards.

FY2025 Performance

0 *reported or confirmed incidents of corruption*

0 *instances of non-compliance with laws and regulations*

For Additional Information:
View more information on our Anti-Corruption Policies, Procedures and Training in Appendix 4: Anti-Corruption (Page 108)

Anti-Competitive Behaviour

Management Approach

At HARPS, we are committed to fostering fair market competition and maintaining the highest standards of business ethics. We believe that a transparent and disciplined approach to pricing is essential to preventing anti-competitive practices, such as price manipulation or preferential treatment, which could undermine market integrity and stakeholder trust.

Key Governance Mechanisms

To ensure robust oversight, we have institutionalized a pricing framework that decouples commercial decision-making from individual sales influence:

Independent Pricing Board — Oversees pricing decisions independently from Sales and Marketing to ensure objective and data-driven pricing.

Structured Pricing Models — Utilises standardised customer categories and channel-based pricing models to ensure consistent and fair pricing across the global client base.

Risk Mitigation — Centralises pricing authority under the Pricing Board to reduce preferential pricing risks and strengthen margin discipline across the Group.

2025 Strategic Initiatives: Center of Excellence

In alignment with our GCEO's strategic vision, HARPS has launched a Center of Excellence (CoE) workstream in 2025. This initiative is designed to strengthen business governance through:

Integrated Process Controls
Enhancing the governance of our costing models, sales frameworks, and transfer pricing through robust ERP controls.

Multi-level Approval Structures
Implementing a multi-level approval workflow to avoid single-person control over commercial approvals, thereby mitigating the risk of collusion or unethical behavior.

FY2025 Performance

0 *reported or confirmed incidents of non-compliance regarding anti-competitive behavior*

The Group maintained full compliance with all applicable laws and regulations, with zero instances of legal or regulatory infractions.

Labor/ Management Relations

Management Approach

HARPS respects the rights of all employees to exercise freedom of association and collective bargaining in accordance with local laws and international labor standards. We recognize that open dialogue between management and our employee is vital for maintaining a stable, productive, and equitable workplace.

Our approach is guided by a commitment to the International Labour Organization (ILO) core conventions and the UN Guiding Principles on Business and Human Rights (UNGPs).

Collective Bargaining and Global Context

The landscape of our labor relations reflects the diverse regulatory environments in which we operate.

Austria	We maintain a collaborative relationship with local union representatives. Our approach to wage structures and annual salary increments is governed by comprehensive collective bargaining agreements, ensuring transparent and mutually beneficial outcomes for our workforce.
Europe	Our entities in Austria and Hungary operate under established European governance and local labor frameworks, ensuring that employee voices are integrated into corporate decision-making.

Strategic Roadmap for Labor Relations

Our strategy to harmonize our global labor practices while respecting regional requirements:

Near-Term

Ensure compliance with all existing local collective agreements and statutory labor requirements in jurisdiction of our operation where applicable.

Medium-Term

To onboard all Group entities into the Global Social Management Framework. This transition will standardize our commitment to the UNGPs and ILO conventions across our entire international footprint.

Long-Term

Proactively progress toward the advancement of living wages across the Group to support the long-term well-being of our workforce.

Capacity Building & Training

To support these goals, HARPS significantly increased its participation in global social compliance programs across various partners' capacity-building platform in FY2025. This investment in human rights literacy ensures our management teams are equipped to handle complex labor relations.

FY2025 Performance

6 *months minimum notice period regarding operational changes*

UNGC CoP Alignment

Principle 3:
Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

HUMAN RIGHTS

Participation in capacity-building platforms across various partners

Bettering The Planet

HARPS GLOBAL

Energy and GHG Emissions Management

Energy Management

Natural gas and electricity serve as the primary energy sources for the Group, powering both our production activities and our dormitory facilities. We recognize that inefficient energy management can lead to unnecessary consumption, increased operational costs, and elevated carbon emissions, which contribute to environmental degradation and heightened regulatory risks. To mitigate these impacts, HARPS is committed to optimizing energy use and reducing our dependence on non-renewable resources across all operations.

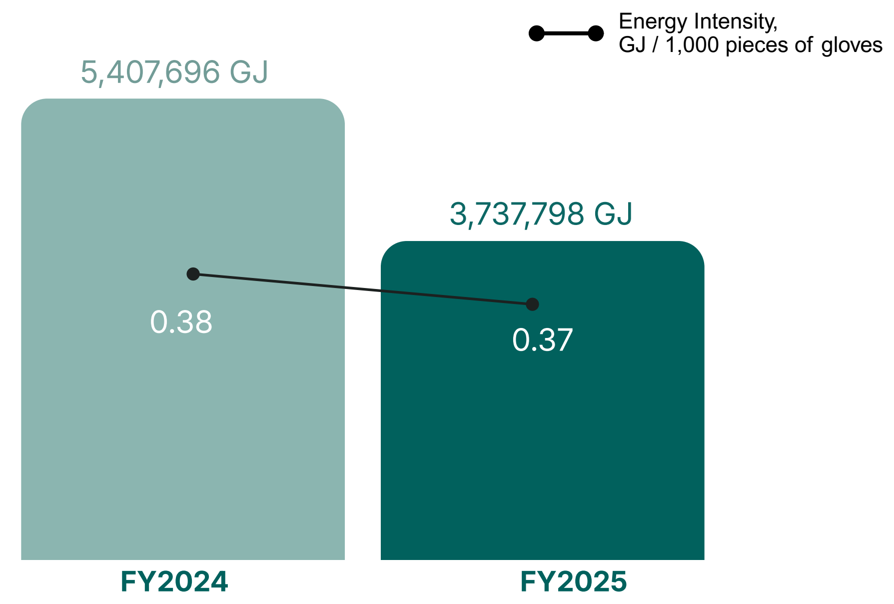
To support these objectives, we closely monitor gas and electricity consumption to gain critical insights into operational efficiencies and ensure regulatory compliance. In alignment with the introduction of the Energy Efficiency & Conservation Act (EECA) requirements by the Malaysian government, HARPS has accelerated its energy governance framework in 2025. We are currently in the process of appointing a Registered Energy Manager (REM), with our Engineering Manager currently undergoing training and shadowing an external expert to ensure full technical readiness. Furthermore, we have begun establishing a formal energy management governance structure through the formation of an internal Energy Committee team.

In 2025, our total energy consumption decreased by 30.9% to 3,737,798.10 GJ (down from a FY2024 baseline of 5,407,695.63 GJ). This reduction of over 1.669 million GJ was driven primarily by a 32% drop in natural gas use and lower grid electricity consumption. Meanwhile, our renewable solar energy contribution remained stable at 15,715.08 GJ.

Scope 1 direct sources (primarily natural gas) comprised the majority of our 2025 energy mix at 84.2% (3,148,608.02 GJ), while Scope 2 indirect sources (grid electricity, steam, and solar) accounted for the remaining 15.8% (589,190.09 GJ). Consequently, our energy intensity decreased from 0.38 in FY2024 to 0.37 GJ per 1,000 pieces of gloves produced in FY2025, reflecting our ongoing efforts to balance production demands with sustainable energy practices.

Natural Gas Usage Performance

Energy Usage Performance



Key Energy Sources Usage Performance

	Natural Gas	Electricity	Steam	Solar Energy	Others
FY2024 baseline	86.0%	10.5%	3.1%	0.3%	0.1%
FY2025	84.2%	10.7%	4.6%	0.4%	0.1%

For Additional Information:
View more information on our Energy Performance in Appendix 6: Energy and Emissions (Page 111)

UNGC CoP Alignment

Principle 8:
Environmental responsibility through initiatives

ENVIRONMENT

Energy and GHG Emissions Management

GHG Emissions Management

The Group is dedicated to the continual reduction of Scope 1, 2, and 3 emissions as we strive toward achieving Net Zero by 2050, using 2024 as our new baseline year. We selected FY2024 for this purpose as it represents our first verified GHG emissions inventory for our major manufacturing facilities, CMBS, HEM, and HU, offering the most reliable and complete emission inventory to measure our operations against moving forward.

In addition to support our GHG emissions management, HARPS utilizes Life Cycle Assessment (LCA) to evaluate GHG emissions across the entire product journey, including raw material extraction, manufacturing, distribution, and end-of-life disposal. This proactive approach allows us to pinpoint emission hotspots and focus our mitigation efforts where they generate the highest environmental benefit. Our emission sources are identified through detailed manufacturing process reviews, site visits, and comprehensive LCA modeling of our gloves. We also engage key stakeholders through interviews to ensure every operational stage is accounted for within our carbon footprint.

GHG Emissions

In 2025, HARPS reported total GHG emissions of 444,358.43 tCO_2e across all scopes. Our direct operational emissions (Scope 1) accounted for 165,325.61 tCO_2e (37%), primarily from natural gas combustion, while indirect emissions from purchased electricity, steam and solar energy (Scope 2) totaled 83,363.52 tCO_2e (19%). Our Scope 3 assessment covered six categories, with Category 12, End-of-Life Treatment of Sold Products, representing the most significant portion at 102,244.63 tCO_2e, which is 52.3% of our calculated Scope 3 impact.

Compared to FY2024, HARPS recorded a significant reduction in total GHG emissions from 554,369.89 tCO_2e to 444,358.43 tCO_2e, representing a decrease of 110,011.46 tCO_2e or approximately 19.8%. Combined Scope 1 and 2 emissions also declined from 326,089.35 tCO_2e in FY2024 to 248,689.13 tCO_2e in FY2025, a reduction of 23.7%, reflecting the tangible impact of our energy efficiency initiatives and transition towards cleaner energy sources across our manufacturing operations.

GHG Emissions Intensity

HARPS achieved a Scope 1 and 2 GHG emissions intensity of 0.026 tCO_2e per 1,000 pieces of gloves produced, demonstrating continual progress in decarbonising our production while maintaining operational growth. This reinforces our commitment to transparency and responsible environmental stewardship across the entire value chain. Compared to FY2024, where our emissions intensity stood at approximately 0.027 tCO_2e per 1,000 pieces of gloves produced, this represents a reduction of 2.61%, reflecting the impact of our ongoing energy efficiency measures and operational improvements across manufacturing facilities.

HARPS rooftop solar panels

↓ 19.8%
Total GHG reduction
554,370 ⟶ 444,358 tCO_2e

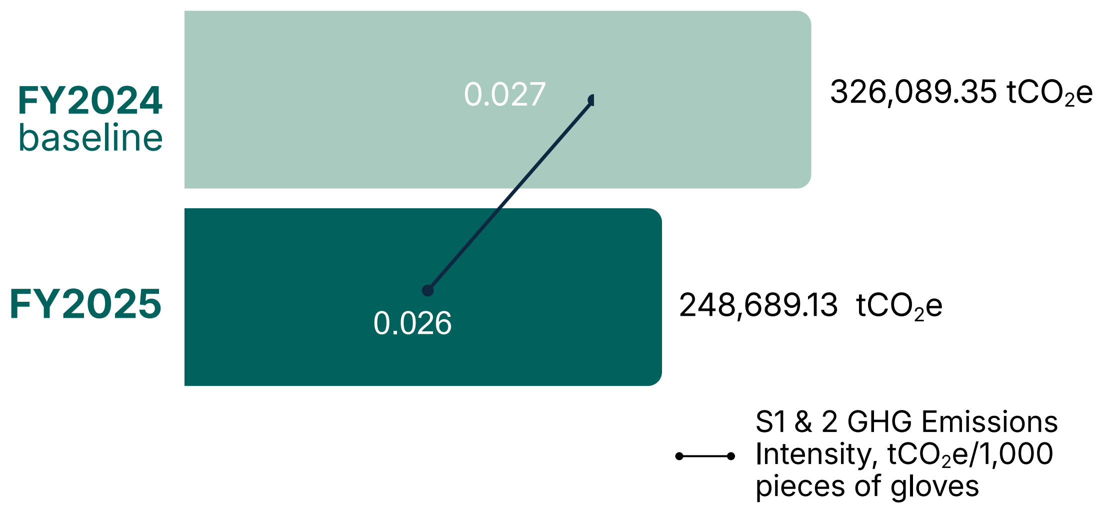
↓ 23.7%
Scope 1 & 2 combined
326,089 ⟶ 248,689 tCO_2e

0.026
S1 & 2 GHG Emissions Intensity tCO_2e / 1,000 gloves
FY2025

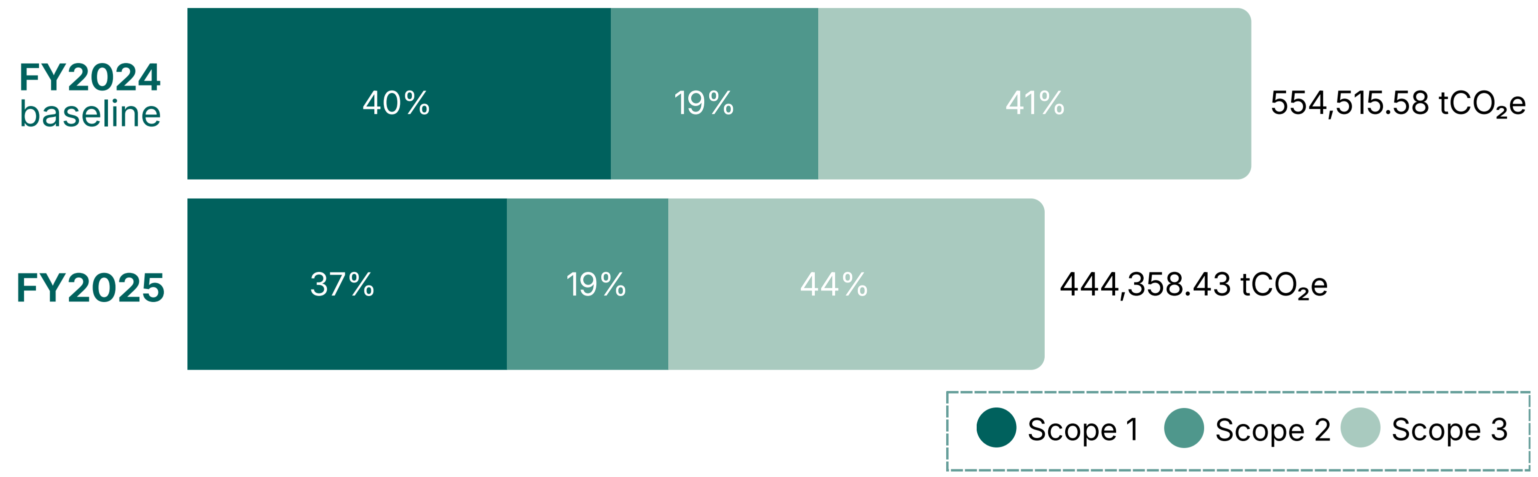
Energy and GHG Emissions Management

GHG Emissions Performance

Scope 1 & 2 GHG Emissions Performance



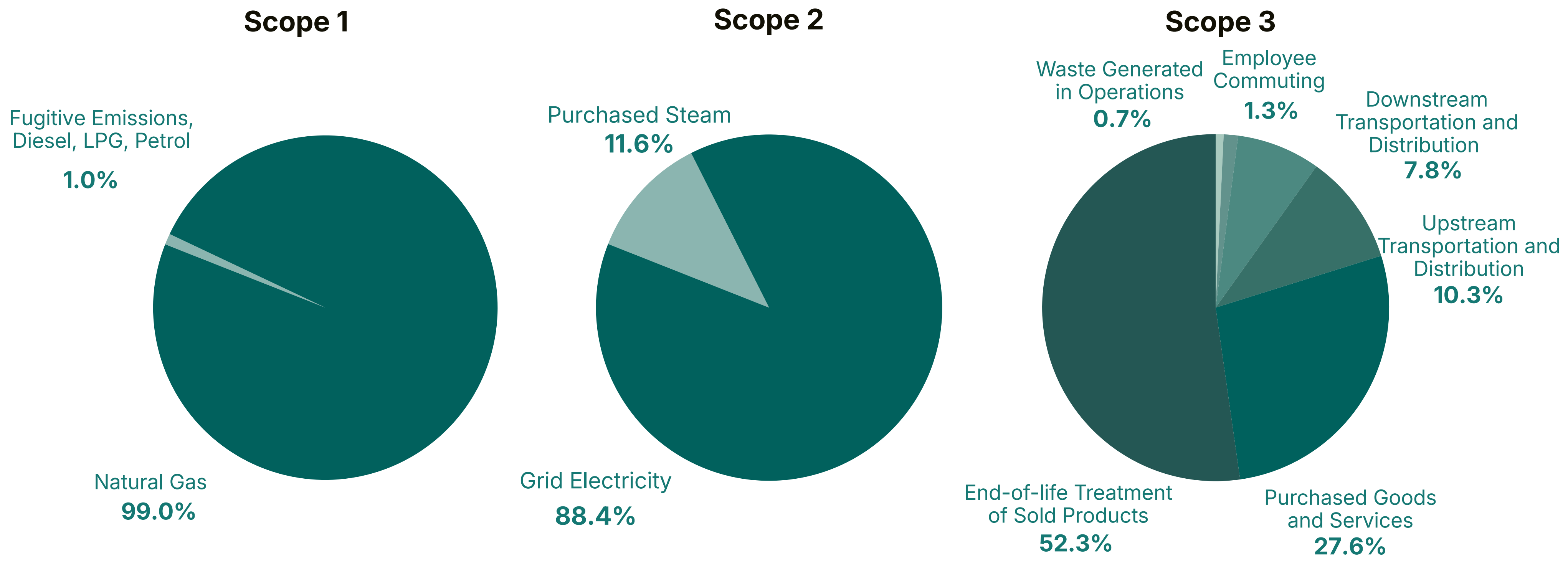
Scope 1, 2 & 3 GHG Emissions



The GHG emissions data presented above applies to CMSB, HEM & HU. Scope 2 GHG emissions above are reported using the location-based method. For market-based Scope 2 GHG emissions please refer to Appendix 6.

For Additional Information:
View more information on our Emissions Performance in Appendix 6: Energy and Emissions (Page 111-113)

FY2025 Scope 1, 2 & 3 GHG Emissions Breakdown



Breakdown of GHG Emissions Scope:

SCOPE		
	1	**Natural Gas** 99.0% **Fugitive Emissions, Diesel, LPG, Petrol** 1.0%
	2	**Grid Electricity** 88.4% **Purchased Steam** 11.6%
	3	**Category 12:** End-of-life Treatment of Sold Products 52.3% **Category 1:** Purchased Goods and Services 27.6% **Category 4:** Upstream Transportation and Distribution 10.3% **Category 9:** Downstream Transportation and Distribution 7.8% **Category 7:** Employee Commuting 1.3% **Category 5:** Waste Generated in Operations 0.7%

Energy and GHG Emissions Management

Energy and GHG Emissions Reduction

At HARPS, we recognize that climate action and responsible energy management are foundational to our long-term sustainability and operational resilience. In response to a dynamic regulatory landscape and the integration of new entities across our expanding footprint, we have renewed our Carbon Reduction Plan (CRP) to update our decarbonization strategy across the Group assets to align with our long-term reduction targets. As part of our renewed plan, HARPS will be looking to achieve decarbonization through these near-term initiatives.

Scope 1 Emissions Reduction Initiatives

- Optimization on operational practices
- Oven line design review
- Heat recovery project at dipping line
- Gas monitoring through analysis report
- Energy Management System (EnMS) Implementation
- Energy Audit

Scope 2 Emissions Reduction Initiatives

- Solar PV deployment and optimization
- Reduction in operation of chillers and air handling units (AHUs)
- Compressed air energy efficiency project
- Installation of an advanced oven system[11]
- Insulation of dipping line ovens[11]
- Subscribe to Green Energy Tariff (GET)
- Evaluate energy tariff options with higher share of renewable energy

Scope 3 Emissions Reduction Initiatives

- Build supplier capabilities through Project Farmer.
- Conduct ESG assessments and capacity building via RANTAiNext and UNGC
- Source lower-carbon materials based on product carbon footprint
- Increase local sourcing to reduce transport emissions
- Prioritise suppliers with SBTi-aligned emissions reduction targets
- Integrate sustainability criteria into procurement decisions

[11]Reduction initiative from HEM

Energy and GHG Emissions Management

Air Quality Monitoring

Beyond our focus on greenhouse gas emissions, HARPS maintains rigorous control measures to ensure all exhaust emissions remain strictly within regulatory limits. We conducted annual stack emissions testing through accredited third-party consultants, ensuring that our operational impact is independently validated against the highest standards.

For the reporting period, all air quality testing results at our CMSB facility demonstrated full compliance with stipulated EQCAR limit values. To maintain this performance, we have established a formal Key Performance Indicator (KPI) mandating that annual air emissions testing consistently meets or exceeds EQCAR standards.

Our systematic approach is defined by the following pillars:

Independent Verification

Conducting annual third-party emissions testing to ensure objective performance validation.

Regulatory Alignment

Establishing clear compliance benchmarks that meet all national environmental requirements.

Measurable Accountability

Site-specific KPIs to ensure operational excellence, regulatory compliance, and responsible manufacturing.

Air Quality Test Results at CMSB facility

Parameter	Total Emissions (kg/year)	Highest Measured Concentration (mg/m3)	EQCAR 2014 Limit Value	Compliance Status
Particulate Matter (PM)	1,543.88	4.94	50	Comply
Oxides of Nitrogen (NOx)	113,233.77	250	350	Comply
Sulphur Dioxide (SO2)	11,199.23	26	-	Comply
Carbon Monoxide (CO)	6,931.53	21	50	Comply
Nitric Acid (HNO3)	10.06	0.005	30	Comply
Chlorine (Cl)	498.36	1.083	30	Comply
Hydrochloric Acid (HCl)	253.87	3.583	30	Comply

EQCAR 2014*: Environmental Quality Clean Air Regulation 2014*
Source: *Air Emission Monitoring Report for Chimney Stack 2025*

Water, Effluents and Waste Management

Our Interaction with Water

Water is an indispensable resource in our glove manufacturing operations, serving as a critical component from initial raw material preparation through to the dipping and cleaning stages. At CMSB, we source raw water from a nearby river, ensuring it is properly treated before integration into our production lines.

Once utilized, all wastewater undergoes a rigorous, multi-stage treatment process to ensure it meets safety standards before being returned to the same river system. We recognize that effective effluent management is vital to preventing water pollution and safeguarding the health of local ecosystems. By prioritizing responsible water cycles and high treatment standards, we aim to harmonize our operational requirements with our broader environmental stewardship goals, ensuring that our presence supports rather than depletes the natural resources upon which we depend.

Management of our Water Use and Discharge

The Group remains dedicated to the efficient use of water resources, implementing a robust data collection framework to track and manage consumption throughout our operations. We systematically record and review data concerning water withdrawal, consumption, discharge, and treatment, providing the necessary visibility to evaluate and enhance our overall water performance.

Effluent Management

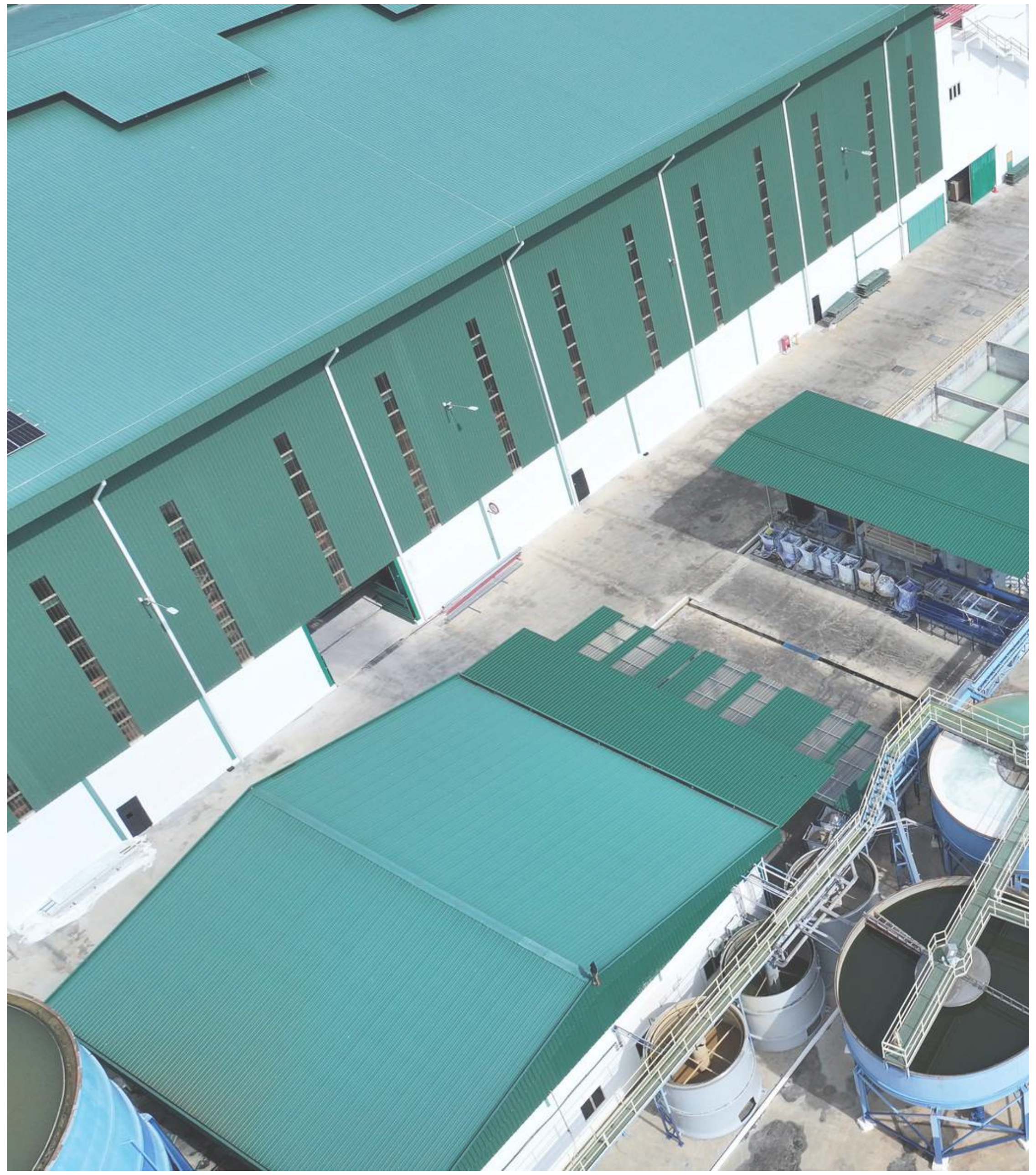
Effluent management is a core pillar of our environmental strategy, as we operate dedicated treatment systems to ensure all process wastewater is effectively treated before discharge. Given our manufacturing system, where ceramic formers have to be continuously washed during the dipping process to avoid the build-up of compounding residues, our treatment facilities are specifically engineered to neutralize hazardous traces and remove pollutants.

To safeguard the integrity of local water sources, we closely monitor and adjust pH levels prior to discharge, ensuring our treated effluent meets or exceeds all regulatory standards. By maintaining a target pH of 7, we ensure the water returned to the river remains neutral, effectively protecting surrounding aquatic ecosystems and upholding our commitment to environmental stewardship.

UNGC CoP Alignment

Principle 7:
Precautionary approach to environmental challenges

ENVIRONMENT



HARPS water treatment facility

Water, Effluents and Waste Management

Performance

Water Withdrawal Performance

To ensure the accuracy of our environmental reporting, we employ rigorous monitoring techniques at every stage of the cycle.

Municipal water withdrawal is tracked via calibrated meter measurements installed directly at our facilities, while river water withdrawal is precisely monitored using flow meters situated at the point of extraction.

5,848,600 m^3
River Source

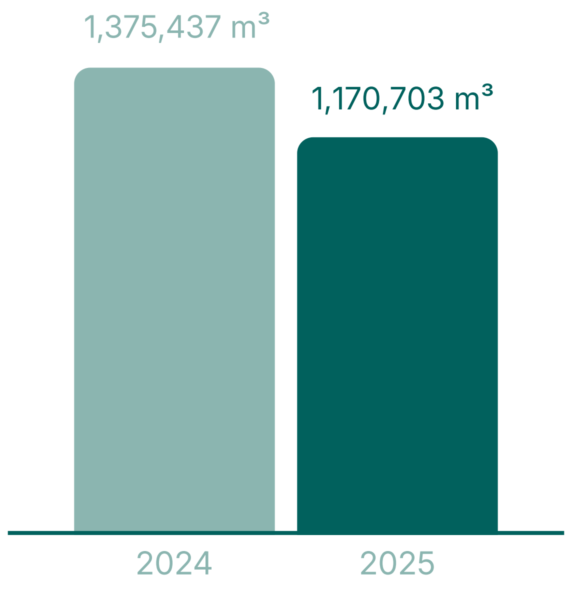
1,123,884 m^3
Municipal Water Source

359,447 m^3
Ground Water Source

Water Consumption Performance

Our water consumption is calculated through utility records to ensure every cubic metre is accurately tracked against our efficiency targets. For FY2025, the Group reached a consumption intensity of 0.12 m^3 per 1,000 gloves produced, a slight increase from 0.10 m^3 per 1,000 gloves produced in FY2024. We will continue to monitor and optimise our water consumption to ensure sustainable production.

Total Water Consumption Performance and Intensity



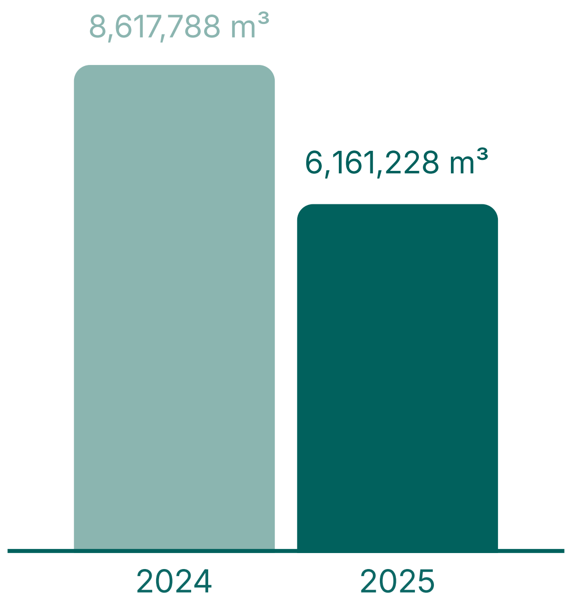
FY2024
0.10 *m³ / 1,000 pcs of gloves*

FY2025
0.12 *m³ / 1,000 pcs of gloves*

Water Discharge Performance

Water discharge is monitored via flow meter measurement at the discharge point to the river. We maintained a water discharge intensity of 0.61 m^3 for 1,000 pieces of gloves produced.

Total Water Discharge Performance and Intensity



FY2024
0.61 *m³ / 1,000 pcs of gloves*

FY2025
0.61 *m³ / 1,000 pcs of gloves*

Water, Effluents and Waste Management

Our Interaction with Waste

HARPS generates a combination of hazardous and non-hazardous waste as a byproduct of our manufacturing operations, primarily stemming from packaging materials, process-related residues, and defective products. A significant portion of our output consists of latex-based materials, such as rubber lumps and sludge, which are inherent to the glove production cycle.

Beyond process-specific waste, we manage substantial volumes of general waste, including plastic films and cardboard boxes used for raw material shipments. Our approach focuses on the responsible handling, rigorous segregation, and proactive reduction of these streams, ensuring our waste management practices remain aligned with our broader environmental commitments and resource efficiency goals.

Waste Management

Aligned with ISO 14001 requirements, HARPS has transitioned from traditional waste management to driving a resource circularity 3R (Reduce, Reuse, Recycle) framework. By embedding resource efficiency into our operational culture, we minimize our environmental footprint while maximizing the lifecycle of every material that enters our facilities.

Multidisciplinary Waste Taskforce

In 2025 we established a specialized taskforce in CMSB facility comprising representatives from Costing, Finance, Production, Operational Engineering, and R&D. This team analyzed the characteristics of our scheduled waste (SW 321) to identify process optimizations. By streamlining operational workflows at the source, the taskforce aims to significantly reduce the final volume of scheduled waste generated.

Systematic Waste Segregation

Central to our strategy is the designated waste hub at CMSB, which serves as the primary site for the safe, compliant, and efficient processing of manufacturing outputs. Here, we move beyond simple disposal by systematically categorising materials at the point of origin, a process that considers safety, accessibility, and the optimal pathway for treatment or recovery.

Circularity in Waste Management

SW321 Improvement & Risk Mitigations

Investment into fully funded PhD research program to enhance the circularity potential of SW321 (nitrile rubber lump generated during production of nitrile glove) and environmental impact assessment via LCA approach

Source-Point Segregation

We have deployed clearly labelled 3R stations across all departments to empower our workforce to separate recyclables the moment they are generated.

Industrial Material Upcycling

Our teams actively repurpose specialized materials, such as converting used latex blankets into chemical-resistant liners for storage racks and utilizing recycled plastic films as protective coverings for production formers and holders.

Recycle stations set up to segregate types of waste

Convert used latex blankets into liners for chemical storage racks

Water, Effluents and Waste Management

Oversight & Technical Governance

To manage the complexities of industrial waste, HARPS prioritizes high-level technical oversight through our Certified Environmental Professional in Scheduled Waste Management (CePSWaM). This specialist lead ensures that hazardous and scheduled waste streams are handled with the highest degree of safety and regulatory precision. By integrating this expertise into our daily operations, we proactively mitigate environmental risks, safeguard employee health, and optimize our production efficiency while remaining fully compliant with national safety standards.

Accountability & Compliance Assurance

Our responsibility for waste management extends beyond our factory gates and across the entire value chain. We exclusively partner with waste contractors licensed by the Department of Environment (DOE), ensuring that every stage of transport, treatment, and disposal meets stringent legal requirements. To reinforce this accountability, we perform periodic site audits of our licensed collectors, verifying that their protocols for segregation and handling mirror our own rigorous sustainability standards, thereby maintaining the integrity of our environmental commitments from source to final disposal.

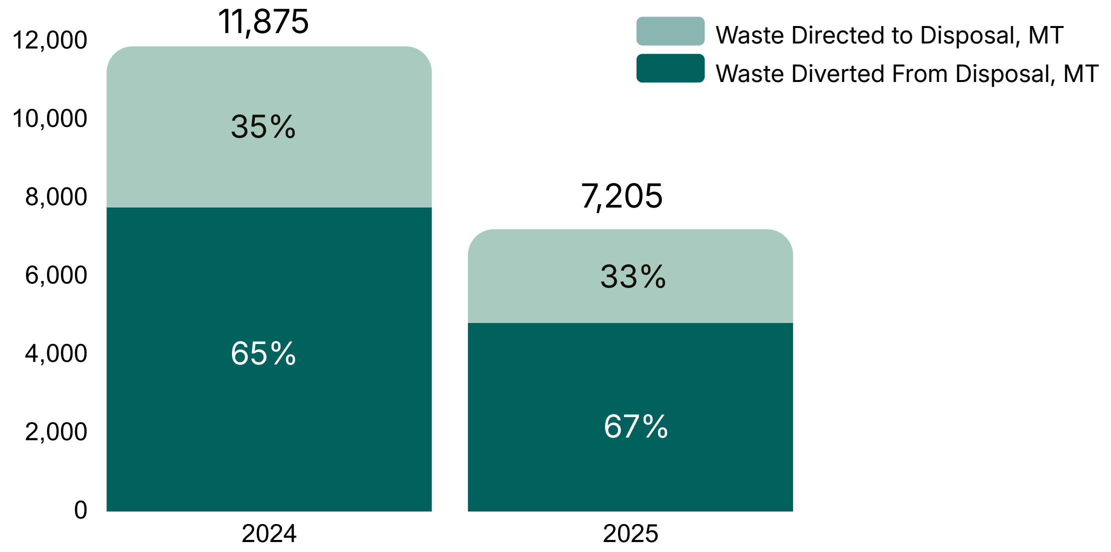
Data-Driven Monitoring & Cultural Awareness

We believe that transparency is built on accurate data and a shared sense of responsibility. HARPS maintains a robust monitoring and record-keeping system to track waste generation data, providing the quantitative insights necessary to measure progress against our reduction goals. This data-driven approach is complemented by continuous Sustainability Training, where we equip our workforce with the knowledge to make environmentally conscious decisions. By fostering this culture of awareness, we ensure that responsible waste management is not just a policy, but a practical component of every employee's daily routine.

Storage area for scheduled waste

Performance

Waste Generated breakdown, Metric Tons



Waste Generated by Type, Metric Tons

Paper	466.10 MT
Plastic	360.56 MT
Metal	578.48 MT
Scheduled Waste	4066.99 MT
Domestic Waste	587.34 MT
Broken Former	415 MT
Scrap Gloves	611.71 MT
Industrial Waste	118.96 MT

For Additional Information:
View more information on our Annual Waste Performance data in Appendix 7: Waste (Page 114)

Responsible Supply Chain

Responsible Supply Chain

Supply Chain Management

HARPS has evolved its procurement model to harmonize commercial performance with ethical responsibility, moving beyond traditional metrics to also consider environmental and social aspects in their decision-making. By embedding these dual priorities into our sourcing framework, we mitigate supply chain risks and ensure our growth actively supports long-term ecological resilience and social accountability.

This commitment is further reflected in our participation in two leading supply chain initiatives: the Responsible Business Alliance (RBA) and the Responsible Glove Alliance (RGA), which promote responsible business conduct, ethical labor practices, and sustainable supply chains.

Vendor Qualification

We maintain a rigorous framework for vendor lifecycle management, ensuring that every partner aligns with our standards for quality and ethical conduct. For new direct material suppliers, the journey begins with comprehensive self-assessments or qualification audits that emphasize compliance with ISO 13485 and ISO 14001 standards. Beyond technical proficiency, we mandate an explicit commitment to the HARPS Vendor Code of Conduct, ensuring that environmental and social responsibility are prerequisites for partnership.

Vendor Monitoring

Ongoing oversight is conducted through a structured monitoring programme, where our Audit Coordinator manages a targeted annual schedule complemented by ad-hoc reviews in response to quality trends. We evaluate our partners monthly across three critical pillars:

Quality & Precision
Validating that incoming materials strictly adhere to our specified quality benchmarks.

Delivery & Decarbonisation
Assessing on-time delivery performance while integrating logistical data to monitor greenhouse gas (GHG) records associated with supply chain transport.

Environmental Integrity
Evaluating the physical condition of received materials alongside supplier-reported emissions, particularly for high-impact materials like nitrile latex.

UNGC CoP Alignment

Principle 1:
Businesses should support and respect the protection of internationally proclaimed human rights

HUMAN RIGHTS

Principle 7:
Precautionary approach to environmental challenges

ENVIRONMENT

FY2025 Performance

86 % *new suppliers were screened using social and environmental critieria*


RBA-RGA members and suppliers outreach meeting

For Additional Information:
View more information on our Vendor Qualification and Monitoring data in Appendix 5: Supplier Assessment (Page 107)

Responsible Supply Chain

Vendor Evaluation

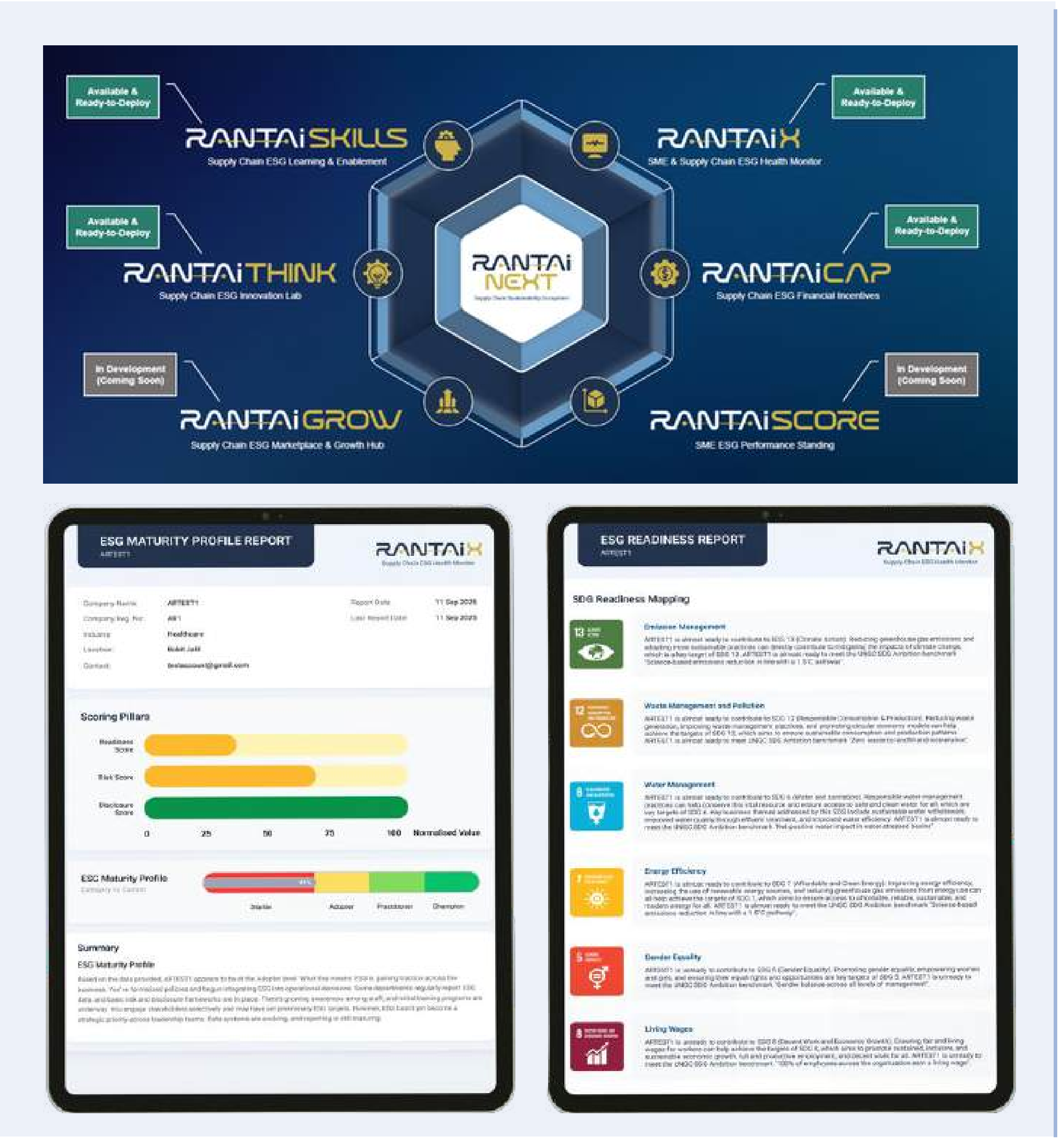
In 2025, we significantly expanded our vendor evaluation efforts by subscribing to RANTAiNEXT, a digital platform developed by the United Nations Global Compact (UNGC) that aims to support ESG adoption across supply chain. This platform serves as a cornerstone for our "Project Farmer" initiative, a strategic supply chain assessment and capacity-building program. Through this project, we aim to "seed" the sustainability transition for our partners by providing them with the tools and knowledge necessary to evolve.

The integration of RANTAiNEXT provides:

Capacity Building
Onboarded vendors gain access to specialized training modules designed to foster sustainable business practices.

Standardized Disclosure
The platform enables vendors to disclose their ESG performance and receive a scorecard as part of their self-assessment, creating a transparent baseline for improvement for both HARPS and our vendors.

Enhanced Visibility
Through digitization, HARPS gains real-time insights into the sustainability performance of our supply chain partners, ensuring alignment with our global ethical and environmental standards.



Overview of the RANTAiNEXT platform

Vendor Engagement

Since 2018, HARPS has utilized Life Cycle Assessment (LCA) to map the environmental journey of our products from cradle to grave. In collaboration with partners like Synthomer and MateriaNova, our LCA has identified raw materials, specifically nitrile latex, which constitutes over 95% of our product composition, as primary emission hotspots.

To address these hotspots, we engage in direct, high-level dialogues with our key latex and hand former vendors as well as our energy providers, such as GAS Malaysia. These partnerships focus on transparent emissions tracking and shared decarbonisation strategies to reduce our collective carbon footprint. Furthermore, we ensure our supply chain adheres to internationally recognized social and environmental standards.

RBA (Responsible Business Alliance)	WRAP (Worldwide Responsible Accredited Production)	amfori BSCI

By monitoring compliance with these frameworks, alongside regulations such as REACH and California Proposition 65, we ensure our products are manufactured under conditions that respect both human rights and ecological limits.

Responsible Supply Chain

Regulatory Assurance & Compliance Governance

At HARPS, we maintain a proactive stance on global regulatory compliance, ensuring every material in our supply chain meets stringent safety and environmental standards. Our governance framework is built on three strategic pillars.

- **Vendor Verification**: We conduct comprehensive assessments of our partners, including rigorous chemical inventory reviews and regulatory declarations to ensure total alignment with global safety mandates.
- **Documentation & Continuous Audit**: We maintain an agile record-keeping system, where all declarations are regularly audited to ensure ongoing compliance with evolving legal landscapes.
- **Collaborative Support**: Recognizing the complexity of global shifts, we provide active guidance and technical support to our suppliers, helping them navigate new declaration requirements and evaluation processes.

Collaborative Social Impact & Ecosystem Synergy

We view Corporate Social Responsibility as a shared journey with our vendors, aligning our values to amplify positive influence across our supply chain. Our collective action is driven through the following key initiatives:

Sustainability Workshops
Interactive sessions focused on promoting resource efficiency and shared innovation.

Community Outreach
Joint efforts in regional education, environmental restoration, and healthcare programmes.

Employee Volunteering
Shared participation in community projects to strengthen social ties between organisations.

Recognition and Awards
Formal acknowledgment of suppliers demonstrating exceptional leadership in ethical and social responsibility.

RBA social compliance workshop

For Additional Information:
View more information on our training and measures in place for suppliers management in Appendix 5: Supplier Assessment (Page 109)

Responsibility & Assurance to Customers

Marketing & Labeling

As a medical device and PPE manufacturer, HARPS places strong emphasis on transparent, accurate and compliant product communication. Responsible marketing and precise labeling are essential to support user safety, customer confidence and informed decision-making. Our product claims, technical information and labeling content are managed through defined internal review processes. This helps ensure that product information is accurate, substantiated and aligned with applicable regulatory requirements, including requirements for medical devices and personal protective equipment. Digital product information plays an increasingly important role in making relevant information accessible to customers and users. Through tools such as QR codes, online user information, declarations of conformity and technical documentation, we aim to provide easy access to current product information while reducing reliance on printed materials where appropriate.

Product Labeling

Product Technical Specifications

HARPS provides product specifications and technical documentation to support the safe and appropriate selection of products. This includes information on material composition, intended use, performance characteristics, applicable standards and relevant safety or cautionary statements.

Product claims, especially clinical, performance, or safety-related claims, are reviewed as part of the relevant product documentation and regulatory processes. This supports consistent and substantiated communication across product information, packaging, catalogues, datasheets, and customer-facing materials.

Product Instructions

Ensuring the safe application and responsible disposal of our medical-grade gloves is fundamental to our commitment to infection control and environmental compliance. Clear user instructions are an important part of responsible product labeling. As disposable single-use products, our medical examination gloves, surgical gloves, and protective gloves must be used, stored, and disposed of in accordance with the applicable instructions and local regulations.

To facilitate this, we provide seamless access to comprehensive handling and disposal guidelines through QR codes printed directly on our packaging and instructional inserts included in every transport carton. These resources guide users on proper storage practices, such as keeping gloves in a cool, dry, and dust-free environment, protecting them from direct sunlight, ultraviolet light, oxidising agents, and excessive moisture, and storing them in their original packaging within the recommended temperature range. They also support users in aligning their disposal practices with local regulations and specific chemical waste requirements, ensuring that every product lifecycle concludes in a manner that safeguards both public health and ecological safety.

FY2025 Performance

100 % *of products intended for commercial release are subject to regulatory review*

0 *incidents concerning product and service information and labeling*

0 *incidents concerning marketing communications*

Due to the wide range of potential applications for examination gloves, we recommend the following sempermed products in the defined segments in accordance with the demands on their use.

PRODUCT FEATURES	Nitrile exam gloves							Latex exam gloves		Vinyl exam gloves	
	sempermed® green X-free	sempermed® velvet	sempermed® velvet XP	sempermed® velvet XP white	sempermed® safe	sempermed® safe+	sempermed® skysense	sempermed® latex comfort	sempermed® latex edition IC	sempermed® vinyl comfort	sempermed® vinyl syn-stretch
Higher wall thickness					x	x			x		x
Tactile sensitivity	x	x	x	x			x	x	x		
High wearing comfort	x	x	x	x			x	x	x		
Extended cuff protection						x					
Suitable for Type-I allergy sufferers	x	x	x	x	x	x	x			x	x

Documentation with features information of our product range

Marketing & Labeling

Product Eco-profile

HARPS transitioned toward a data-driven approach to product sustainability through the use of Life Cycle Analysis (LCA). This initiative allows us to provide stakeholders with a transparent "Eco-profile" for our products, quantifying environmental impacts from cradle to gate.

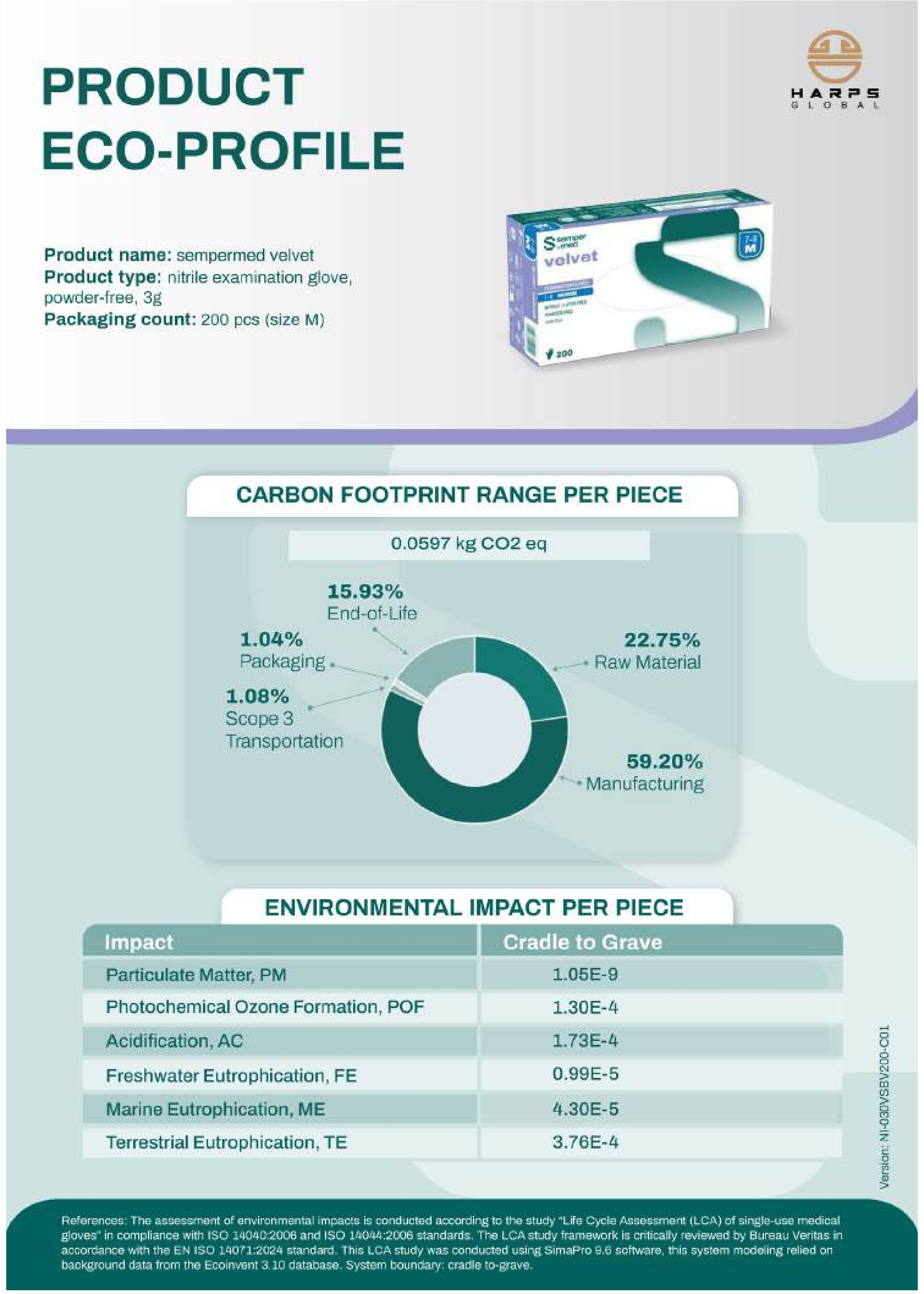
Looking ahead, we are extending this approach to our surgical gloves line. We are currently performing LCAs for these products and will seek further verification by Bureau Veritas to ensure our entire professional glove portfolio is backed by verified environmental data.

Comprehensive Lifecycle Mapping
A detailed LCA was conducted across all production blocks at CMSB, covering the Group's diverse examination glove portfolio.

Third-Party Verification
Our LCA methodology was independently verified by Bureau Veritas to ensure alignment with international standards.

Enhanced Product Labeling
Integration of packaging material information into product packaging to support recycling, complemented by LCA-based eco-profiles available to customers upon request.

Digital Impact Monitoring
A proprietary LCA model and calculator to continuously monitor environmental impacts and update product eco-profiles.



Product Eco-profile with environmental impact data

Information sharing in our product brochure

Customer Health & Safety & Product Safety

At HARPS, we believe that safeguarding the health of both users and patients depends on a deep understanding of proper glove selection, application, and disposal. We actively promote safety awareness to prevent cross-contamination, emphasizing the importance of hand hygiene and rigorous adherence to best practices for glove removal.

To support this, we provide comprehensive technical specifications that empower our customers to make informed, safe, and effective choices tailored to their specific operational needs. Beyond documentation, we further reinforce these standards through dedicated on-site training for customers and end-users, where we provide hands-on guidance and formal documentation of safety procedures. These integrated efforts ensure our products consistently support global infection control standards and uphold our overarching commitment to public health.

Product Safety

Safety Impacts of our Products

The health and safety of users and patients is a key priority for HARPS, particularly given the important role our products play in healthcare, laboratory, and occupational settings. Product safety is addressed through defined quality assurance and regulatory processes, including material assessment, product testing, technical documentation, and ongoing compliance with applicable standards and regulatory requirements.

Depending on the product type and intended use, our gloves are evaluated for relevant safety and performance characteristics, including biocompatibility, barrier integrity, chemical permeation, chemotherapy drug permeation, and viral penetration testing.

Types of evaluations used to ensure our materials are safe for prolonged skin contact and do not cause harmful reactions when used as intended.

Biocompatibility

Evaluated through cytotoxicity, skin irritation, and sensitisation assays, together with material mediated pyrogenicity and acute systemic toxicity testing where relevant

Barrier Protection

Watertightness, AQL, viral penetration, and physical performance testing

Chemical & Chemo Protection

Chemical permeation and chemotherapy drug permeation testing according to relevant standards

User Safety Information

Clear instructions, warnings, storage, disposal, and intended-use information

Laboratory testing to ensure safety of our products

Customer Health & Safety & Product Safety

EN 455-5 Compliance

In anticipation of evolving European standards concerning the environmental and chemical safety of medical devices, HARPS has proactively initiated measures to align with the requirements of EN 455-5.

In 2025, we established a dedicated taskforce to spearhead comprehensive chemical residue analysis across our product range. To ensure the highest confidence levels and reliability of our findings, this taskforce is collaborating closely with independent laboratories for secondary validation and rigorous result analysis. The data derived from these assessments is currently being utilized to develop an official HARPS technical bulletin, which will serve as a transparent resource for our commercial frontline teams and global customers regarding our products' chemical safety and sustainability profiles.

By aligning our assessment protocols with international medical device standards, HARPS ensures every product entering the market meets the strictest health criteria. Supporting this commitment, our surgical portfolio are formulated with Diphenyl Guanidine Free (DPG-Free) for conventional sulphur cross-linking system, while Syntegra UV offers accelerator-free to mitigate the risk of Type IV Allergy.

During the reporting period, no biocompatibility-related regulatory non-conformities were identified for our medical and protective glove products. This reflects our continued commitment to delivering high-quality and reliable protection as well as maintaining a high level of regulatory compliance.

FY2025 Performance

100% *of relevant medical glove product families covered by biocompatibility assessments as part of product safety documentation*

1 *product-safety recalls*

A precautionary recall was conducted as part of HARPS' proactive quality management process. Prompt investigation and corrective actions were implemented to reinforce product quality, regulatory compliance, and customer safety.

Product demostration at exhibition

HARPS representatives at product exhibition

Supporting People & Communities

Employment

We recognise that our people are the fundamental drivers of our success and the core of our organisational resilience. We are committed to maintaining a workplace defined by fairness, inclusivity, and professional growth, ensuring that every team member has the support necessary to thrive. Our employment practices are designed with our corporate values in mind, harmonising local national employment laws with international labour standards to foster an environment of mutual respect and long-term stability.

Inclusive and Ethical Recruitment

HARPS prioritizes a recruitment process built on the principles of fairness, equality, and total transparency. Our hiring policies are strictly aligned with the Employment Act 1955 (Malaysia), ILO Conventions, and premier social compliance frameworks to ensure the integrity of our workforce.

Framework for Global Social Compliance

HARPS integrates human rights and ethical conduct into the core of our business strategy, with active oversight from our Board of Directors. Our social compliance ecosystem is built upon four foundational pillars: Labour Standards, Health & Safety, Environmental Responsibility, and Business Ethics.

UNGC CoP Alignment

Principle 1:
Businesses should support and respect the protection of internationally proclaimed human rights

HUMAN RIGHTS

Internationally Recognised Frameworks incorporated into HARPS' standards

ILO
Responsible Business Alliance
WRAP Worldwide Responsible Accredited Production
amfori BSCI Trade with purpose
UNITED NATIONS HUMAN RIGHTS OFFICE OF THE HIGH COMMISSIONER

Key Areas of HARPS' Employment Standards

Labour Standards	Health & Safety
Environmental Responsibility	Business Ethics

Our employees at HARPS USA

Our employees at CMSB

Employment

Ethical Employment Practices

Recognising the vulnerabilities associated with a large migrant workforce, HARPS prioritises the elimination of unethical recruitment practices and third-party fee burdens. We enforce a strict Freely Chosen Employment Policy, ensuring every team member enters our service voluntarily. Our commitment is operationalised through the following measures:

- **Transparent Onboarding** — Employment letters in native languages prior to joining, with zero recruitment fees policy.
- **Ethical Sourcing** — Vetted agencies verified through internal reviews and independent social audits.
- **Active Remediation** — Recruitment Reimbursement Policy with immediate worker reimbursement on fee violations.

Our focus on employee well-being extends throughout the entire professional lifecycle. We support staff reaching retirement age by offering fair evaluations for continued employment and flexible working arrangements. Additionally we maintain robust protocols to provide retraining, job placement assistance, and full severance benefits for any involuntary terminations, ensuring our human rights commitments are upheld at every stage.

In 2025, our HR department launched a series of strategic workshops and regional roadshows to implement our new global performance management framework, driving greater consistency across our expanding international operations. These sessions provided a collaborative space to engage employees, socialize the fundamental pillars of structured performance evaluation, and align on the technical methodologies behind effective Key Performance Indicator (KPI) setting. By establishing this standardized approach, we aimed to enhance cross-border synergy and maximize workforce potential. The primary objectives of this comprehensive rollout included:

Global Performance Framework Roll-out
Implementing a unified global framework that ensures every employee, regardless of location, is evaluated against clear, consistent, and fair benchmarks.

Strategic Synergy
Creating deep awareness of how individual KPI directly feed into and support our overarching business strategies. This approach aims to empowers employees to understand how their daily contributions drive the Group's long-term success.

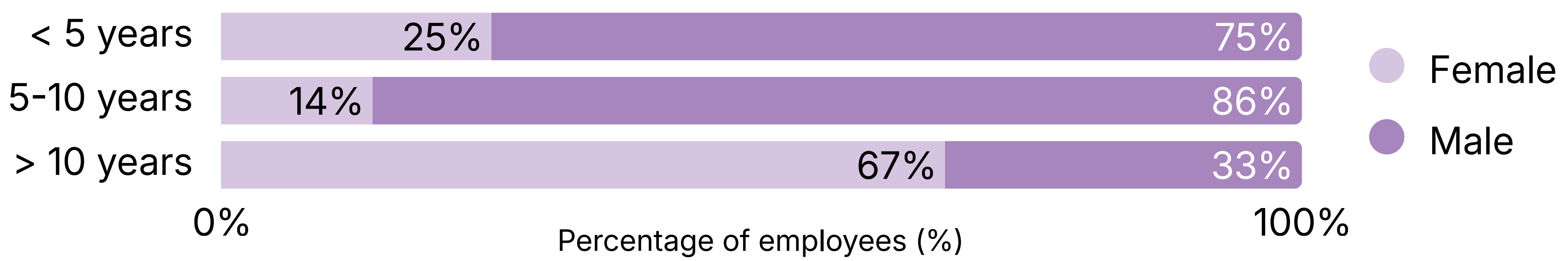
Expanding our global footprint through ethical employment

Employment

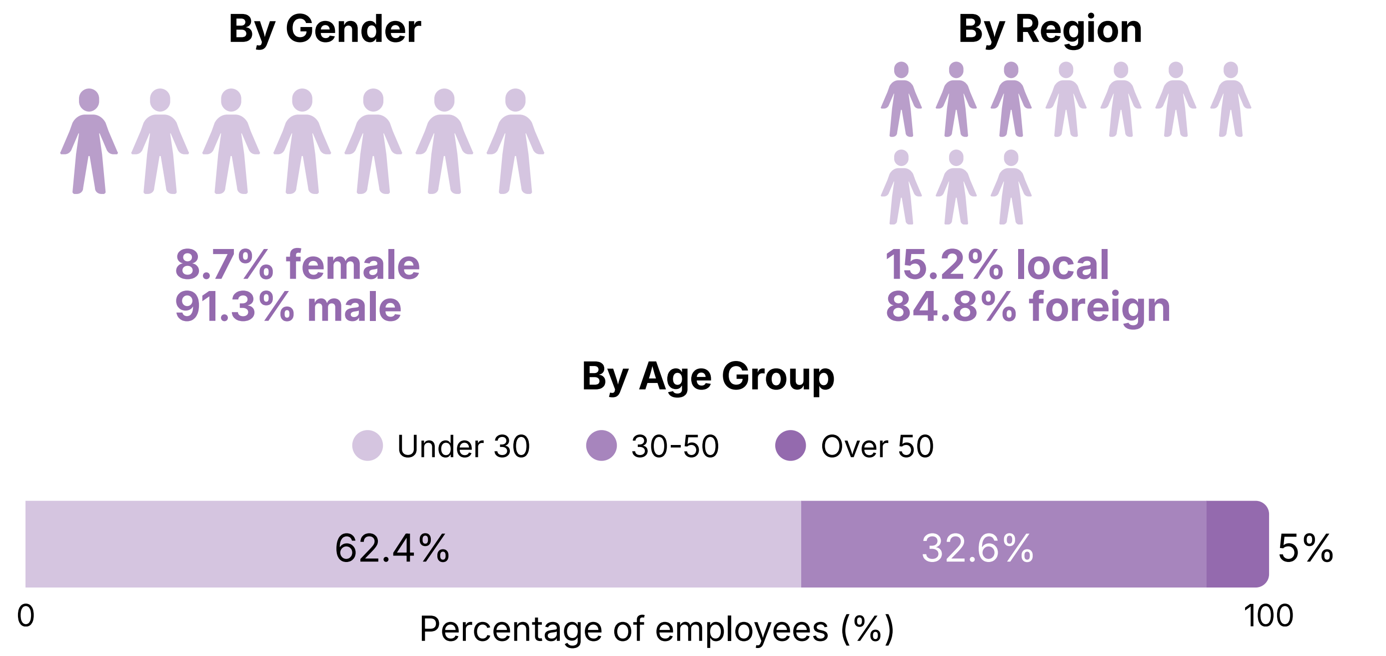
Employees by Category

Employee Category	Headcount	By Region		By Gender	
		Local	Foreign	Male	Female
Permanent employee	**1441**	1311	130	624	817
Temporary employee	**2260**	6	2254	2225	35
Total employees	**3701**	1317	2384	2849	852
Non-employee workers	**0**	0	0	0	0

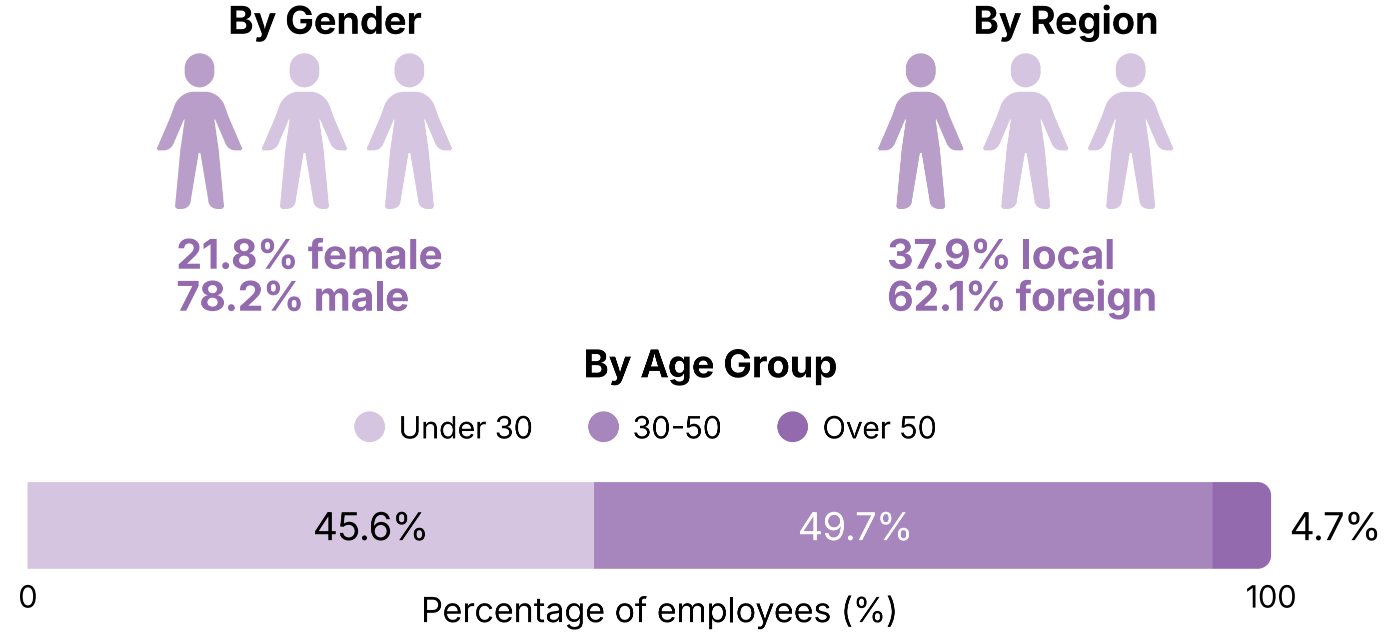
Employees by Length of Service



New Hires



Turnover



For Additional Information:
View more information on our Employment Data, Recruitment Practices, and Employment Benefits in Appendix 8: Employment (Page 115-117)

Non-Discrimination

We truly believe that a culture of non-discrimination is foundational to our organisational resilience and the personal success of our people. We maintain a structured framework designed to eliminate bias and ensure fairness throughout the employee lifecycle, from recruitment to career development.

Governance and Policy Framework

Our commitment to inclusivity is operationalized through a robust policy suite that aligns with the Employment Act 1955 and ILO Core Labour Standards. This framework ensures that all employment decisions are based strictly on merit and the ability to fulfill job requirements.

Integrated Safeguards — Our Human Rights, Labour and Social Standards Policy and Code of Conduct prohibit prejudice based on race, gender identity, age, religion, disability, or any other protected characteristic.

Fair Employment Practices — We are committed to fair and equitable employment practices, ensuring equal opportunities for all employees.

UNGC Alignment — We actively support UNGC Principles 1 and 2 by respecting and protecting internationally recognised human rights across our operations and value chain.

UNGC CoP Alignment

Principle 6:
The elimination of discrimination in respect of employment and occupation

LABOUR

Advancing Gender Equality

In 2025, HARPS took a significant step toward gender equity by participating in the Target Gender Equality (TGE) Accelerator program under the United Nations Global Compact (UNGC). This initiative aligns with our commitment to the Women's Empowerment Principles (WEPs) and provides a data-driven foundation for our future diversity goals.

Two designated employees successfully completed the TGE program and conducted the Group's first-ever comprehensive gender gap analysis. This assessment culminated in the publication of a formal TGE Report, which outlines specific recommendations for corporate goals, targeted initiatives, and a strategic implementation timeline. This baseline assessment allows us to move beyond general inclusivity toward measurable, time-bound progress in closing gender gaps across all levels of the organisation.

Cultivating a Representative Workforce

We strive to build a workforce that reflects a broad spectrum of perspectives, backgrounds, and experiences. By implementing inclusive hiring practices, we aim to attract and retain a balanced team across diverse age groups, genders, and nationalities. We believe that this diversity is a key driver of innovation and productivity, fostering a collaborative environment where every individual feels empowered to contribute to our collective goals.

Inclusivity and diversity within our workforce

Non-Discrimination

Operational Performance

HARPS is committed to providing an inclusive workplace where diversity is respected and equal opportunities are afforded to all employees. Our workforce comprises employees from diverse nationalities across multiple regions, reflecting the global nature of our operations. In 2025, zero incidents of discrimination requiring corrective action were reported, reinforcing our commitment to maintaining a workplace that is fair, respectful and free from discrimination.

Workforce by Nationality

2024

Region	Nationalities	%
South Asia	Afghan, Bangladeshi, Nepalese	59.0%
Southeast Asia	Burmese, Indonesian, Malaysian, Singaporean	31.7%
Central Asia	Kyrgyz	1.0%
Central & Eastern Europe	Austrian, German, Hungarian, Polish, Slovak, Ukrainian	6.9%
North America	American	0.8%
Southern Europe & The Balkans	Bosnian, Croatian, Macedonian, Romanian, Serbian, Spanish	0.3%
Western Asia / Middle East	Armenian, Iraqi, Turkish	0.3%
East Asia	Chinese	0.1%
Western & Northern Europe	British, French, Irish	0.04%

2025

Region	Nationalities	%
South Asia	Afghan, Bangladeshi, Nepalese	59.3%
Southeast Asia	Burmese, Indonesian, Malaysian, Singaporean	29.2%
Central Asia	Kyrgyz	1.2%
Central & Eastern Europe	Austrian, German, Hungarian, Polish, Slovak, Ukrainian	8.3%
North America	American	1.0%
Southern Europe & The Balkans	Bosnian, Croatian, Macedonian, Romanian, Serbian, Spanish	0.4%
Western Asia / Middle East	Armenian, Iraqi, Turkish	0.4%
East Asia	Chinese	0.1%
Western & Northern Europe	British, French, Irish	0.08%

For Additional Information:
View more information on our Non-Discrimination data in Appendix 9: Non-Discrimination (Page 118)

Child, Forced or Compulsory Labour

HARPS maintains an unwavering stance against child labour, forced labour, and all forms of exploitation. Given our diverse migrant workforce, we acknowledge the socio-economic vulnerabilities in global recruitment and have established a rigorous governance framework—comprising strict policies, specialized training, and independent oversight—to ensure every employee is treated with dignity and legal fairness.

In 2025, we significantly strengthened our governance framework through the following key initiatives.

Enhancing Governance Management

Initiated the rollout of the HARPS Social Management System across the entire Group. This centralized system standardizes our approach to social compliance, ensuring that human rights protections are consistently applied and monitored across all our operational entities.

Capacity Building

Invested in specialized training for our key personnel. This included participation in the UNGC Business Human Rights (BHR) Accelerator program and attendance at Responsible Business Alliance (RBA) workshops and outreach meetings.

Targeted Compliance Training

Enhanced our oversight capabilities through Worldwide Responsible Accredited Production (WRAP) online training. These programs provide our teams with the technical skills to identify, mitigate, and prevent social risks within our operations and supply chain.

UNGC CoP Alignment

Principle 4:
The elimination of all forms of forced and compulsory labour

LABOUR

Prevention of Child Labour & Young Worker Exploitation

We strictly enforce a minimum recruitment age of 18 years across all operations, surpassing local definitions to eliminate the risk of child or young worker exploitation. This mandate is overseen directly by our Head of Human Resources to ensure total alignment with the Children and Young Persons (Employment) Act 1966 and other applicable laws. Our preventative strategy includes:

Rigorous Verification
Enhanced age-screening and identification checks at the point of hire and verified through periodic record reviews. Age verification is further strengthened by independent third-party audits to ensure full compliance.

Capacity Building
HR personnel are required to undergo annual training, equipping them to identify and prevent any potential violations related to child labour and young worker exploitation.

Remediation Readiness
While no incidents have occurred, we have a remediation plan in place that involves immediate workplace removal, guardian engagement, and long-term support plans to protect the welfare of the individual.

Child, Forced or Compulsory Labour

Prevention of Forced or Compulsory Labour

We recognize that debt bondage through recruitment fees is a significant industry risk. To protect our people, HARPS champions a Zero-Recruitment Fee Policy, underpinned by a proactive Recruitment Reimbursement Policy and Remediation Procedure. Our commitment to a forced-labour-free environment is maintained through:

Agency Accountability: Partnership with agencies that undergo regular performance reviews. Any partner found charging fees must facilitate full reimbursement to the worker or face immediate contract termination.

Third-Party Oversight: Independent audits to validate our internal monitoring, ensuring our practices withstand global scrutiny and meet international labour standards.

Continuous Risk Assessment: Evaluations to adapt our safeguards to shifting labour market conditions, preventing coercion before it can take root.

FY2025 Performance

0 *reported or confirmed incidents of forced or compulsory labour*

0 *incidents of child labour or young workers exposed to hazardous work*

This performance validates our robust monitoring systems and reinforces our status as a responsible, ethical leader in the global medical device industry.

Briefing to migrant workers

Responsible Glove Alliance (RGA) Due Diligence Workshop

Occupational Health & Safety

Management Approach

The health and safety of our workforce are inseparable from our operational success. In a manufacturing environment involving chemical processes and heavy machinery, HARPS maintains a proactive Health, Safety, Environment, and Quality (HSEQ) framework. This system, aligned with ISO 45001:2018, drives our "Zero Incidents" vision by embedding safety into every layer of our organisational culture.

Training and Injury Prevention

We recognize that manufacturing risks, such as lacerations, ergonomic strains, or chemical exposure, require constant vigilance. We mitigate these through targeted safety training and the provision of high-grade personal protective equipment (PPE). Our training programs are not one-off events but continuous efforts to enhance risk awareness and technical competency across all operational teams.

UNGC CoP Alignment

Principle 1:
Businesses should support and respect the protection of internationally proclaimed human rights

HUMAN RIGHTS

Risk Mitigation and Hazard Control

We utilize the Hazard Identification, Risk Assessment, and Risk Control, or HIRARC, methodology as our foundational core framework for systematically identifying and managing workplace hazards across all operational environments. Beyond implementing robust technical controls, we deeply empower our employees with the explicit right to refuse or withdraw from any unsafe tasks, a critical safety principle that is actively reinforced during daily toolbox briefings.

Our commitment to safety is supported by:

Strategic Oversight: The Safety & Health Committee, comprising of management and employee, meets quarterly to audit facilities and ensure the implementation of corrective actions.

Incident Governance: All safety events are managed by the Factory Safety Department (FSD), which conducts root-cause investigations to prevent recurrence.

Ground-up Feedback: Monthly Worker Representative Meetings ensure that safety concerns from the factory floor reach department heads directly.

Emergency Resilience and Preparedness

HARPS maintains a robust Emergency Response Plan (ERP) to ensure high-speed readiness for a diverse range of scenarios. To ensure these plans are effective, we conduct routine drills and simulations, transforming theoretical procedures into instinctive response behaviors for all on-site personnel. Scenarios covered by our ERP include:

- Emergency Preparedness & Response
- Evacuation Procedure
- Chemical Spill Incident Procedure
- Power Failure Emergency Procedure
- Chlorine Emergency Procedure
- Fire Emergency Procedure
- Bomb Threat Incident Procedure
- Flood Emergency Procedure
- Riots or Disturbance Emergency Procedure

Occupational Health & Safety

Holistic Health and Well-being

Our responsibility to our people extends to their overall well-being. We define annual KPIs for health and wellness, consistently achieving our target of hosting at least four major health awareness initiatives annually since 2022.

Preventative Care — Regular health talks, wellness posters, and awareness campaigns covering physical and psychological health.

Rehabilitative Support — In the event of injury or illness, we provide comprehensive recovery support, including medical care, specialized equipment (e.g., wheelchairs or crutches), and sick bay access.

By integrating these wellness efforts with our rigorous safety protocols, HARPS ensures a workplace that is not only compliant but truly supportive of the long-term health of our employees.

FY2025 Performance

Work-related Illness Performance

0 fatalities by work-related ill health

2 recordable work-related ill health (related to noise-induced hearing loss)

Work-related Injury Performance

1 high consequence work-related injury

51 recordable work-related injuries (mainly sprain, strains, falls and mechnical harzards)

759 hours of lost workdays due to work-related injuries out of 9,612,580 working hours

Emergency drills at our facility

For Additional Information:
View more information on our Health and Wellbeing Policies and Initiatives in Appendix 11: Occupational Health & Safety (Page120)

Your paragraph text

Training & Education

Employee development is a strategic cornerstone of HARPS' long-term success. We are committed to cultivating a future-ready workforce by providing equal access to meaningful learning opportunities. Our holistic approach ensures employees are equipped to navigate industry challenges while enhancing job performance and personal growth.

HARPS sales conference & workshop for emoployees

Comprehensive Learning Approach

Our training curriculum is drawn from our integrated management systems - Quality Management System (QMS), Environmental Management System (EMS), and Social Management System (SMS) - and covers critical areas such as labour law, OHS, technical and soft skills, leadership, and ESG awareness. Each programme is tailored to align individual growth with the Group's sustainability objectives and is delivered through a variety of channels:

Orientation & On-the-Job Training (OJT)
Structured onboarding and departmental training matrices for practical skill-building.

Expert-Led Sessions
Internal and in-house training conducted by subject matter experts and certified external trainers.

Digital & External Learning
Access to industry-professional courses and e-learning modules via platforms like UNGC Academy and LRN Catalyst.

To navigate a complex global landscape, we expanded our digital learning curriculum to include new modules designed to equip our workforce with competencies in critical emerging areas.

Rolled out in 2025	*Rolling out in 2026*	
Anti-harassment & Discrimination	Information Security	Data Privacy

Strategic Assessment of Training Needs

To ensure our investments are impactful, we perform a structured annual training needs assessment. In 2025, this process was further bolstered by the Global HR Group, which now facilitates specialized Training Needs Analysis (TNA) to ensure alignment between local operational requirements and global organisational standards. This process integrates feedback from:

- coaching sessions
- performance appraisals
- competency gap analyses
- interviews with department heads

This data informs an annual training plan and a specific yearly training matrix for on-the-job requirements. We evaluate the effectiveness of our training through a dual-phase approach.

Immediate Post-Training: Employee self-assessment to gauge knowledge acquisition.

Performance Impact: Supervisor assessment conducted 2 to 4 months later to evaluate practical application and performance improvements.

UNGC CoP Alignment

Principle 1:
Businesses should support and respect the protection of internationally proclaimed human rights

HUMAN RIGHTS

Training & Education

Training Highlights and Performance Targets

Our primary training focus spanned Social Compliance, Labour Rights, Safety and Health, Environment, Ethics, and Security. As we move forward, we are shifting toward performance-linked indicators, such as correlating anti-bribery training rates with compliance trends, and have set a target for a 100% completion rate for all online training modules by the end of 2025.

58,589.57

Total Training Hours in 2025

Career Development and Talent Management

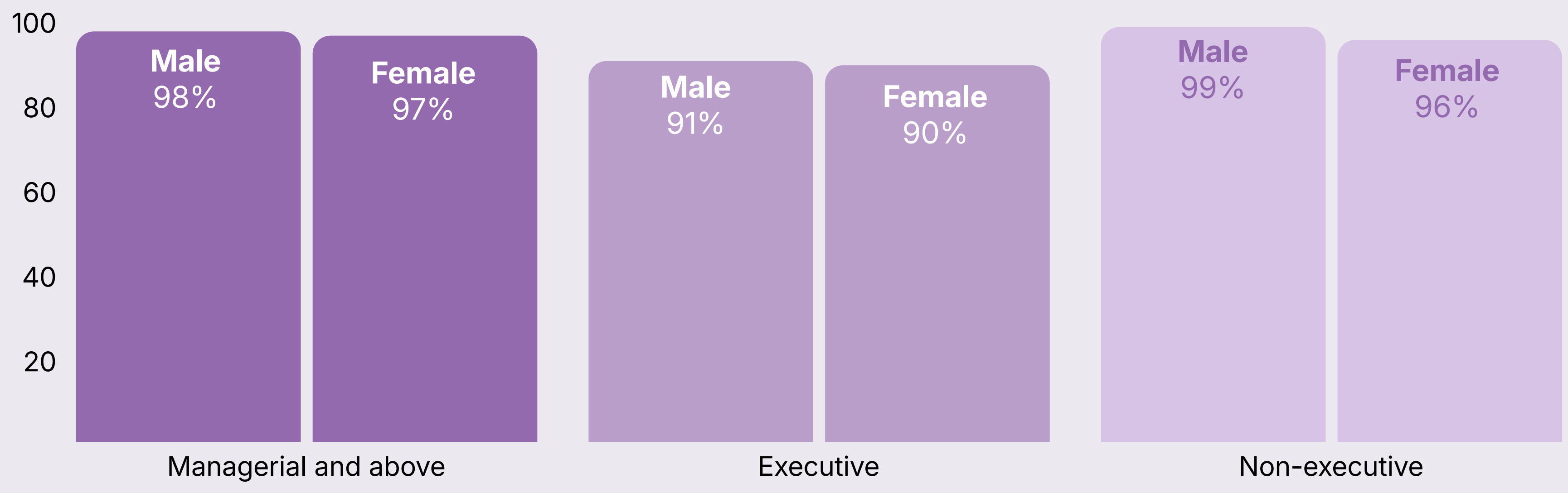
Beyond skill acquisition, we focus on identifying and grooming high-potential individuals. Since 2020, our Talent Development (TD) Protocols have provided a systematic framework for cultivating future leaders.

In 2025 under the guidance of the Global HR Group, we have started facilitating our professional development program to include formal 1-on-1 mentoring and structured coaching programs. These initiatives provide a personalized growth path for our workforce, ensuring a robust internal talent pipeline and fostering continuous engagement across all levels of the organisation.

FY2025 Performance

Average Hours of Training per Employee, hours

Employees receiving Regular Performance and Career Development Review



Appendices

APPENDIX 1: IFRS S1 Content Index

IFRS S1 Standard	Disclosure	Reasons for Omission	Page number(s) and/or URL(s)
Governance			
IFRS S1.27(a)	The governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of sustainability related risks and opportunities, including information about:		
	(i) How responsibilities for sustainability-related risks and opportunities are reflected in the terms of reference, mandates, role descriptions and other related policies applicable to that body(s) or individual(s);		13-14, 19
	(ii) How the body(s) or individual(s) determines whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to sustainability-related risks and opportunities.		
	(iii) How and how often the body(s) or individual(s) is informed about sustainability related risks and opportunities.		13, 19
	(iv) How the body(s) or individual(s) takes into account sustainability-related risks and opportunities when overseeing the entity's strategy, its decisions on major transactions and its risk management processes and related policies, including whether the body(s) or individual(s) has considered trade-offs associated with those risks and opportunities.		19, 28-30
	(v) How the body(s) or individual(s) oversees the setting of targets related to sustainability-related risks and opportunities, and monitors progress towards those targets, including whether and how related performance metrics are included in remuneration policies.		13, 30-31, 36-40
IFRS S1.27(b)	Management's role in the governance processes, controls and procedures used to monitor, manage and oversee sustainability-related risks and opportunities, including information about:		
	(i) Whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee.		13
	(ii) Whether management uses controls and procedures to support the oversight of sustainability-related risks and opportunities and, if so, how these controls and procedures are integrated with other internal functions.		13, 19, 30
Strategy			
Sustainability-related risks and opportunities			
IFRS S1.30(a)	Sustainability-related risks and opportunities that could reasonably be expected to affect the entity's prospects.		19-29
IFRS S1.30(b)	The time horizons—short, medium or long term—over which the effects of each of those sustainability-related risks and opportunities could reasonably be expected to occur.		19-20
IFRS S1.30(c)	How the entity defines "short term", "medium term" and "long term" and how these definitions are linked to the planning horizons used by the entity for strategic decision-making.		36-40
Business Model and Value Chain			
IFRS S1.32(a)	A description of the current and anticipated effects of sustainability-related risks and opportunities on the entity's business model and value chain.		20-27
IFRS S1.32(b)	A description of where in the entity's business model and value chain sustainability-related risks and opportunities are concentrated.		21-27

APPENDIX 1: IFRS S1 Content Index

IFRS S1 Standard	Disclosure	Reasons for Omission	Page number(s) and/or URL(s)
Strategy and Decision-making			
IFRS S1.33(a)	How the entity has responded to, and plans to respond to, sustainability-related risks and opportunities in its strategy and decision-making.		19-31
IFRS S1.33(b)	The progress against plans the entity has disclosed in previous reporting periods, including quantitative and qualitative information.		4, 31
IFRS S1.33(c)	Trade-offs between sustainability-related risks and opportunities that the entity considered.		26, 28
Financial Position, Financial Performance and Cash Flows			
IFRS S1.34(a)	The effects of sustainability-related risks and opportunities on the entity's financial position, financial performance and cash flows for the reporting period (current financial effects).		21-22, 28
IFRS S1.34(b)	The anticipated effects of sustainability-related risks and opportunities on the entity's financial position, financial performance and cash flows over the short, medium and long term, taking into consideration how sustainability-related risks and opportunities are included in the entity's financial planning (anticipated financial effects).		22, 24
IFRS S1.35(a)	Quantitative and qualitative information about how sustainability-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period.		21-22, 28
IFRS S1.35(b)	Quantitative and qualitative information about the sustainability-related risks and opportunities identified for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements.		21-22, 24
IFRS S1.35(c)	Quantitative and qualitative information about how the entity expects its financial position to change over the short, medium and long term, given its strategy to manage sustainability related risks and opportunities, taking into consideration:		
	(i) Its investment and disposal plans, including plans the entity is not contractually committed to.	Confidentiality	
	(ii) Its planned sources of funding to implement its strategy.	Confidentiality	
IFRS S1.35(d)	Quantitative and qualitative information about how the entity expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage sustainability-related risks and opportunities.		22, 24
Resilience			
IFRS S1.41	A qualitative and, if applicable, quantitative assessment of the resilience of its strategy and business model in relation to its sustainability-related risks, including information about how the assessment was carried out and its time horizon.		19-22, 28

APPENDIX 1: IFRS S1 Content Index

IFRS S1 Standard	Disclosure	Reasons for Omission	Page number(s) and/or URL(s)
Risk Management			
IFRS S1.44(a)	The processes and related policies the entity uses to identify, assess, prioritise and monitor sustainability-related risks, including information about:		
	(i) The inputs and parameters the entity uses (for example, information about data sources and the scope of operations covered in the processes).		9, 19, 21
	(ii) Whether and how the entity uses scenario analysis to inform its identification of sustainability-related risks.		19-27
	(iii) How the entity assesses the nature, likelihood and magnitude of the effects of those risks (for example, whether the entity considers qualitative factors, quantitative thresholds or other criteria).		19-20, 30
	(iv) Whether and how the entity prioritises sustainability-related risks relative to other types of risk.		19, 30
	(v) How the entity monitors sustainability-related risks.		19, 30
	(vi) Whether and how the entity has changed the processes it uses compared with the previous reporting period.		4, 19
IFRS S1.44(b)	The processes the entity uses to identify, assess, prioritise and monitor sustainability-related opportunities.		19, 29-30
IFRS S1.44(c)	The extent to which, and how, the processes for identifying, assessing, prioritising and monitoring sustainability-related risks and opportunities are integrated into and inform the entity's overall risk management process.		19, 30
Metrics and Targets			
IFRS S1.46(a)	Metrics required by an applicable IFRS Sustainability Disclosure Standard for each sustainability-related risk and opportunity that could reasonably be expected to affect the entity's prospects.		30, 47-49
IFRS S1.46(b)	Metrics the entity uses to measure and monitor that sustainability-related risk or opportunity and its performance in relation to that sustainability-related risk or opportunity, including progress towards any targets the entity has set, and any targets it is required to meet by law or regulation.		30-31, 36-40, 42-76
IFRS S1.51(a)	The metric used to set the target and to monitor progress towards reaching the target.		30, 36-40
IFRS S1.51(b)	The specific quantitative or qualitative target the entity has set or is required to meet.		31, 36-40
IFRS S1.51(c)	The period over which the target applies		31, 36-40

APPENDIX 1: IFRS S1 Content Index

IFRS S1 Standard	Disclosure	Reasons for Omission	Page number(s) and/or URL(s)
Metrics and Targets			
IFRS S1.51(d)	The base period from which progress is measured.		10, 48, 111
IFRS S1.51(e)	Any milestones and interim targets.		31, 36-40
IFRS S1.51(f)	Performance against each target and an analysis of trends or changes in the entity's performance.		31, 42-76 (data within respective material topic chapters)
IFRS S1.51(g)	Any revisions to the target and an explanation for those revisions.		4, 10, 111

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APPENDIX 1: IFRS S2 Content Index

IFRS S2 Standard	Disclosure	Reasons for Omission	Page number(s) and/or URL(s)
Governance			
IFRS S2.6(a)	The governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities. Specifically, the entity shall identify that body(s) or individual(s) and disclose information about:		
	(i) How responsibilities for climate-related risks and opportunities are reflected in the terms of reference, mandates, role descriptions and other related policies applicable to that body(s) or individual(s).		13, 19
	(ii) How the body(s) or individual(s) determines whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to climate-related risks and opportunities.		14, 19
	(iii) How and how often the body(s) or individual(s) is informed about climate-related risks and opportunities.		13, 19, 30
	(iv) How the body(s) or individual(s) takes into account climate-related risks and opportunities when overseeing the entity's strategy, its decisions on major transactions and its risk management processes and related policies, including whether the body(s) or individual(s) has considered trade-offs associated with those risks and opportunities.		19, 28, 30
	(v) How the body(s) or individual(s) oversees the setting of targets related to climate-related risks and opportunities, and monitors progress towards those targets, including whether and how related performance metrics are included in remuneration policies.		13, 30-31, 37
IFRS S2.6(b)	Management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities, including information about:		
	(i) Whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee.		13
	(ii) Whether management uses controls and procedures to support the oversight of climate-related risks and opportunities and, if so, how these controls and procedures are integrated with other internal functions.		13, 19, 30
Strategy			
IFRS S2.9(a)	Sustainability-related risks and opportunities that could reasonably be expected to affect the entity's prospects.		20-29
IFRS S2.9(b)	The current and anticipated effects of those climate-related risks and opportunities on the entity's business model and value chain.		20-27
IFRS S2.9(c)	The effects of those climate-related risks and opportunities on the entity's strategy and decision-making, including information about its climate-related transition plan.		25-31, 50
IFRS S2.9(d)	The effects of those climate-related risks and opportunities on the entity's financial position, financial performance and cash flows for the reporting period, and their anticipated effects on the entity's financial position, financial performance and cash flows over the short, medium and long term, taking into consideration how those climate-related risks and opportunities have been factored into the entity's financial planning.		21-24, 28
IFRS S2.9(e)	The climate resilience of the entity's strategy and its business model to climate-related changes, developments and uncertainties, taking into consideration the entity's identified climate-related risks and opportunities.		28

APPENDIX 1: IFRS S2 Content Index

IFRS S2 Standard	Disclosure	Reasons for Omission	Page number(s) and/or URL(s)
Climate-related Risks and Opportunities			
IFRS S2.10(a)	Climate-related risks and opportunities that could reasonably be expected to affect the entity's prospects.		20-29
IFRS S2.10(b)	For each climate-related risk the entity has identified, whether the entity considers the risk to be a climate-related physical risk or climate-related transition risk.		20
IFRS S2.10(c)	For each climate-related risk and opportunity the entity has identified, over which time horizons—short, medium or long term—the effects of each climate-related risk and opportunity could reasonably be expected to occur.		20
IFRS S2.10(d)	How the entity defines 'short term', 'medium term' and 'long term' and how these definitions are linked to the planning horizons used by the entity for strategic decision-making.		19
Business Model and Value Chain			
IFRS S2.13(a)	A description of the current and anticipated effects of climate-related risks and opportunities on the entity's business model and value chain.		20-27
IFRS S2.13(b)	A description of where in the entity's business model and value chain climate-related risks and opportunities are concentrated.		21-24
Strategy and Decision-making			
IFRS S2.14(a)	How the entity has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how the entity plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation, including the information about:		
	(i) Current and anticipated changes to the entity's business model, including its resource allocation, to address climate-related risks and opportunities.		28, 31
	(ii) Current and anticipated direct mitigation and adaptation efforts.		28, 30-31, 50
	(iii) Current and anticipated indirect mitigation and adaptation efforts.		29, 50, 58
	(iv) Any climate-related transition plan the entity has, including information about key assumptions used in developing its transition plan, and dependencies on which the entity's transition plan relies.		37, 50
	(v) How the entity plans to achieve any climate-related targets, including any greenhouse gas emissions targets, described.		37, 48, 50
IFRS S2.14(b)	Information about how the entity is resourcing, and plans to resource, the activities disclosed in accordance with 14(a).		31, 50
IFRS S2.14(c)	Quantitative and qualitative information about the progress of plans disclosed in previous reporting periods in accordance with 14(a).		4, 31

APPENDIX 1: IFRS S2 Content Index

IFRS S2 Standard	Disclosure	Reasons for Omission	Page number(s) and/or URL(s)
Financial Position, Financial Performance and Cash Flows			
IFRS S2.15(a)	The effects of climate-related risks and opportunities on the entity's financial position, financial performance and cash flows for the reporting period.		21-22, 28
IFRS S2.15(b)	The anticipated effects of climate-related risks and opportunities on the entity's financial position, financial performance and cash flows over the short, medium and long term, taking into consideration how climate-related risks andopportunities are included in the entity's financial planning.		22-26
IFRS S2.16(a)	How climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period.		21-22, 28
IFRS S2.16(b)	The climate-related risks and opportunities identified in for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements.	Not available	
IFRS S2.16(c)	How the entity expects its financial position to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities, taking into consideration:		
	(i) Its investment and disposal plans, including plans the entity is not contractually committed to.	Not available	
	(ii) Its planned sources of funding to implement its strategy.		
IFRS S2.16(d)	How the entity expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities.		22, 24
Climate Resilience			
IFRS S2.22 (a)	The entity's assessment of its climate resilience as at the reporting date, including:		
	(i) The implications, if any, of the entity's assessment for its strategy and business model, including how the entity would need to respond to the effects identified in the climate-related scenario analysis.		21-28
	(ii) The significant areas of uncertainty considered in the entity's assessment of its climate resilience.		22, 28
	(iii) The entity's capacity to adjust or adapt its strategy and business model to climate change over the short, medium and long term, including:		
	(1) The availability of, and flexibility in, the entity's existing financial resources to respond to the effects identified in the climate-related scenario analysis, including to address climate-related risks and to take advantage of climate-related opportunities.		28-29
	(2) The entity's ability to redeploy, repurpose, upgrade or decommission existing assets.		28-29
	(3) The effect of the entity's current and planned investments in climate-related mitigation, adaptation and opportunities for climate resilience.		29, 31, 50

APPENDIX 1: IFRS S2 Content Index

IFRS S2 Standard	Disclosure	Reasons for Omission	Page number(s) and/or URL(s)
Climate Resilience			
IFRS S2.22 (b)	How and when the climate-related scenario analysis was carried out, including the information about:		
	(i) The inputs the entity used, including:		
	(1) Which climate-related scenarios the entity used for the analysis and the sources of those scenarios.		19
	(2) Whether the analysis included a diverse range of climate-related scenarios.		19
	(3) Whether the climate-related scenarios used for the analysis are associated with climate-related transition risks or climate-related physical risks.		19-20
	(4) Whether the entity used, among its scenarios, a climate-related scenario aligned with the latest international agreement on climate change.		19
	(5) Why the entity decided that its chosen climate-related scenarios are relevant to assessing its resilience to climate-related changes, developments or uncertainties.		19
	(6) The time horizons the entity used in the analysis.		19, 21-22
	(7) What scope of operations the entity used in the analysis.		21-22
	(ii) The key assumptions the entity made in the analysis, including assumptions about:		
	(1) Climate-related policies in the jurisdictions in which the entity operates.		23, 25
	(2) Macroeconomic trends.		23, 26
	(3) National- or regional-level variables.		21-22
	(4) Energy usage and mix.		47
	(5) Developments in technology.		29, 50
	(iii) The reporting period in which the climate-related scenario analysis was carried out.		19

APPENDIX 1: IFRS S2 Content Index

IFRS S2 Standard	Disclosure	Reasons for Omission	Page number(s) and/or URL(s)
Risk Management			
IFRS S2.25(a)	The processes and related policies the entity uses to identify, assess, prioritise and monitor climate-related risks, including information about:		
	(i) The inputs and parameters the entity uses.		19, 21
	(ii) Whether and how the entity uses scenario analysis to inform its identification of climate-related risks.		19-27
	(iii) How the entity assesses the nature, likelihood and magnitude of the effects of those risks.		19-20, 30
	(iv) Whether and how the entity prioritises climate-related risks relative to other types of risk.		19, 30
	(v) How the entity monitors climate-related risks.		19, 30
	(vi) Whether and how the entity has changed the processes it uses compared with the previous reporting period.		4, 19
IFRS S2.25(b)	The processes the entity uses to identify, assess, prioritise and monitor climate-related opportunities, including information about whether and how the entity uses climate-related scenario analysis to inform its identification of climate-related opportunities.		19, 29-30
IFRS S2.25(c)	The extent to which, and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the entity's overall risk management process.		19, 30

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APPENDIX 1: IFRS S2 Content Index

IFRS S2 Standard	Disclosure	Reasons for Omission	Page number(s) and/or URL(s)
Metrics and Targets			
IFRS S2.29(a)	Information relevant to the cross-industry metric categories of greenhouse gases, including:		
	(i) Disclose its absolute gross greenhouse gas emissions generated during the reporting period, expressed as metric tonnes of CO2 equivalent, classified as:		
	(1) Scope 1 greenhouse gas emissions.		48-49, 113
	(2) Scope 2 greenhouse gas emissions.		48-49, 113
	(3) Scope 3 greenhouse gas emissions.		48-49, 113
	(ii) Measure its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) unless required by a jurisdictional authority or an exchange on which the entity is listed to use a different method for measuring its greenhouse gas emissions.		9, 111-112
	(iii) The approach used to measure its greenhouse gas emissions, including:		
	(1) The measurement approach, inputs and assumptions the entity uses to measure its greenhouse gas emissions.		48, 111-112
	(2) The reason why the entity has chosen the measurement approach, inputs and assumptions it uses to measure its greenhouse gas emissions.		111-112
	(3) Any changes the entity made to the measurement approach, inputs and assumptions during the reporting period and the reasons for those changes.		10, 111
	(iv) For Scope 1 and Scope 2 greenhouse gas emissions disclosed in accordance with paragraph 29(a)(i)(1)–(2), disaggregate emissions between:	Not applicable	
	(1) The consolidated accounting group.		
	(2) Other investees excluded from paragraph 29(a)(iv)(1).		
	(v) Location-based Scope 2 greenhouse gas emissions, and information about any contractual instruments that is necessary to inform users' understanding of the entity's Scope 2 greenhouse gas emissions.		49, 113

APPENDIX 1: IFRS S2 Content Index

IFRS S2 Standard	Disclosure	Reasons for Omission	Page number(s) and/or URL(s)
Metrics and Targets			
IFRS S2.29(a)	(vi) For Scope 3 greenhouse gas emissions, disclose:		
	(1) The categories included within the entity's measure of Scope 3 greenhouse gas emissions, in accordance with the Scope 3 categories described in the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011).		49, 112-113
	(2) Additional information about the entity's Category 15 greenhouse gas emissions or those associated with its investments (financed emissions), if the entity's activities include asset management, commercial banking or insurance.	Not applicable	
IFRS S2.29(b)	Climate-related transition risks—the amount and percentage of assets or business activities vulnerable to climate-related transition risks.		23-24
IFRS S2.29(c)	Climate-related physical risks—the amount and percentage of assets or business activities vulnerable to climate-related physical risks.		21-22
IFRS S2.29(d)	Climate-related opportunities—the amount and percentage of assets or business activities aligned with climate-related opportunities.		29
IFRS S2.29(e)	Capital deployment—the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities.		29, 31
IFRS S2.29(f)	Internal carbon prices—the entity shall disclose:		
	(i) An explanation of whether and how the entity is applying a carbon price in decision-making.	Information unavailable	
	(ii) The price for each metric tonne of greenhouse gas emissions the entity uses to assess the costs of its greenhouse gas emissions.	Information unavailable	
IFRS S2.29(g)	Remuneration, including the information about:		
	(i) A description of whether and how climate-related considerations are factored into executive remuneration.		14
	(ii) The percentage of executive management remuneration recognised in the current period that is linked to climate-related considerations.	Not applicable	
IFRS S2.33(a)	The metric used to set the quantitative and qualitative climate-related targets.		37, 48
IFRS S2.33(b)	The objective of the target.		37, 48

APPENDIX 1: IFRS S2 Content Index

IFRS S2 Standard	Disclosure	Reasons for Omission	Page number(s) and/or URL(s)
Metrics and Targets			
IFRS S2.33(c)	The part of the entity to which the target applies.		31, 48
IFRS S2.33(d)	The period over which the target applies.		31, 37
IFRS S2.33(e)	The base period from which progress is measured.		10, 48, 111
IFRS S2.33(f)	Any milestones and interim targets.		31, 37
IFRS S2.33(g)	If the target is quantitative, whether it is an absolute target or an intensity target.		37, 48
IFRS S2.33(h)	How the latest international agreement on climate change, including jurisdictional commitments that arise from that agreement, has informed the target.		17, 19
IFRS S2.34(a)	Whether the target and the methodology for setting the target has been validated by a third party.	Not available	
IFRS S2.34(b)	The entity’s processes for reviewing the target.		30, 37
IFRS S2.34(c)	The metrics used to monitor progress towards reaching the target.		30, 47-49
IFRS S2.34(d)	Any revisions to the target and an explanation for those revisions.		10, 111
IFRS S2.35	An entity shall disclose information about its performance against each climate-related target and an analysis of trends or changes in the entity’s performance.		31, 47-49
IFRS S2.36(a)	Which greenhouse gases are covered by the target.		112
IFRS S2.36(b)	Whether Scope 1, Scope 2 or Scope 3 greenhouse gas emissions are covered by the target.		37, 48
IFRS S2.36(c)	Whether the target is a gross greenhouse gas emissions target or net greenhouse gas emissions target. If the entity discloses a net greenhouse gas emissions target, the entity has been also required to separately disclose its associated gross greenhouse gas emissions target.		48
IFRS S2.36(d)	Whether the target was derived using a sectoral decarbonisation approach.	Not applicable	

APPENDIX 1: IFRS S2 Content Index

IFRS S2 Standard	Disclosure	Reasons for Omission	Page number(s) and/or URL(s)
Metrics and Targets			
IFRS S2.36(e)	The entity's planned use of carbon credits to offset greenhouse gas emissions to achieve any net greenhouse gas emissions target. In explaining its planned use of carbon credits the entity shall disclose information:	Not applicable	
	(i) The extent to which, and how, achieving any net greenhouse gas emissions target relies on the use of carbon credits.		
	(ii) Which third-party scheme(s) will verify or certify the carbon credits.		
	(iii) The type of carbon credit, including whether the underlying offset will be naturebased or based on technological carbon removals, and whether the underlying offset is achieved through carbon reduction or removal.		
	(iv) Any other factors necessary for users of general purpose financial reports to understand the credibility and integrity of the carbon credits the entity plans to use.		

APPENDIX 1: GRI Content Index

Statement of Use	HARPS Global Ltd. has reported in accordance with GRI Standards for the period 1 January 2025 to 31 December 2025.
GRI 1 used	GRI 1: Foundation 2021

GRI	Disclosure	Reasons for Omission	Page number(s) and/or URL(s)
General Disclosures			
GRI 2: General Disclosures 2021	2-1 organisational details		5, 9
	2-2 Entities included in the organisation's sustainability reporting		9
	2-3 Reporting period, frequency and contact point		10
	2-4 Restatements of information		10, 111
	2-5 External assurance		10
	2-6 Activities, value chain and other business relationships		5, 7-8
	2-7 Employees		68, 115-116
	2-8 Workers who are not employees		68
	2-9 Governance structure and composition		13
	2-10 Nomination and selection of the highest governance body		14
	2-11 Chair of the highest governance body	Not available	
	2-12 Role of the highest governance body in overseeing the management of impacts		13, 19
	2-13 Delegation of responsibility for managing impacts		13
	2-14 Role of the highest governance body in sustainability reporting		13

APPENDIX 1: GRI Content Index

GRI	Disclosure	Reasons for Omission	Page number(s) and/or URL(s)
General Disclosures			
GRI 2: General Disclosures 2021	2-15 Conflicts of interest		15
	2-16 Communication of critical concerns		10, 16, 103
	2-17 Collective knowledge of the highest governance body		14, 19
	2-18 Evaluation of the performance of the highest governance body		14
	2-19 Remuneration policies		14
	2-20 Process to determine remuneration		14
	2-21 Annual total compensation ratio	Confidentiality constraints	
	2-22 Statement on sustainable development strategy		12
	2-23 Policy commitments		16, 108, 119
	2-24 Embedding policy commitments		16, 108, 110, 119
	2-25 Processes to remediate negative impacts		16, 103
	2-26 Mechanisms for seeking advice and raising concerns		16, 103
	2-27 Compliance with laws and regulations		43-44
	2-28 Membership associations		6
	2-29 Approach to stakeholder engagement		33-34, 104-107
	2-30 Collective bargaining agreements		45

APPENDIX 1: GRI Content Index

GRI	Disclosure	Reasons for Omission	Page number(s) and/or URL(s)
Material Topics			
GRI 3: Material Topics 2021	3-1 Process to determine material topics		34-35
	3-2 List of material topics		35
Anti-Corruption			
GRI 3: Material Topics 2021	3-3 Management of material topics		42
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption		42-43
	205-2 Communication and training about anti-corruption policies and procedures		43, 108
	205-3 Confirmed incidents of corruption and actions taken		43
Anti-Competitive Behavior			
GRI 3: Material Topics 2021	3-3 Management of material topics		44
GRI 206: Anti-Competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		44
Energy			
GRI 3: Material Topics 2021	3-3 Management of material topics		47
GRI 302: Energy 2016	302-1 Energy consumption within the organisation		47, 113
	302-2 Energy consumption outside of the organisation	Information unavailable	
	302-3 Energy intensity		47, 113
	302-4 Reduction of energy consumption		47, 50
	302-5 Reductions in energy requirements of products and services	Not applicable	

APPENDIX 1: GRI Content Index

GRI	Disclosure	Reasons for Omission	Page number(s) and/or URL(s)
Water and Effluents			
GRI 3: Material Topics 2021	3-3 Management of material topics		52
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource		52
	303-2 Management of water discharge-related impacts		52
	303-3 Water withdrawal		53
	303-4 Water discharge		53
	303-5 Water consumption		53
Emissions			
GRI 3: Material Topics 2021	3-3 Management of material topics		48
GRI 305: Emissions 2018	305-1 Direct (Scope 1) GHG emissions		48-49, 111-113
	305-2 Energy indirect (Scope 2) GHG emissions		48-49, 111-113
	305-3 Other indirect (Scope 3) GHG emissions		48-49, 111-113
	305-4 GHG emissions intensity		48-49, 113
	305-5 Reduction of GHG emissions		48, 50
	305-6 Emissions of ozone-depleting substances (ODS)	Not available	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		51

APPENDIX 1: GRI Content Index

GRI	Disclosure	Reasons for Omission	Page number(s) and/or URL(s)
Waste			
GRI 3: Material Topics 2021	3-3 Management of material topics		54-55
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts		54, 114
	306-2 Management of significant waste-related impacts		54-55
	306-3 Waste generated		55, 114
	306-4 Waste diverted from disposal		55, 114
	306-5 Waste directed to disposal		55, 114
Supplier Environmental Assessment			
GRI 3: Material Topics 2021	3-3 Management of material topics		57
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria		57, 109
	308-2 Negative environmental impacts in the supply chain and actions taken		58-59
Employment			
GRI 3: Material Topics 2021	3-3 Management of material topics		66-67
GRI 401: Employment 2016	401-1 New employee hires and employee turnover		68, 116
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees		117
	401-3 Parental leave		117

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APPENDIX 1: GRI Content Index

GRI	Disclosure	Reasons for Omission	Page number(s) and/or URL(s)
Labor/Management Relations			
GRI 3: Material Topics 2021	3-3 Management of material topics		45
GRI 402: Labor/Management Relations	402-1 Minimum notice periods regarding operational changes		45
Occupational Health and Safety			
GRI 3: Material Topics 2021	3-3 Management of material topics		73-74
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system		73
	403-2 Hazard identification, risk assessment, and incident investigation		73
	403-3 Occupational health services		73-74, 120
	403-4 Worker participation, consultation, and communication on occupational health and safety		73
	403-5 Worker training on occupational health and safety		73
	403-6 Promotion of worker health		74, 120
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		73
	403-8 Workers covered by an occupational health and safety management system		73
	403-9 Work-related injuries		74
	403-10 Work-related ill health		74

APPENDIX 1: GRI Content Index

GRI	Disclosure	Reasons for Omission	Page number(s) and/or URL(s)
Training and Education			
GRI 3: Material Topics 2021	3-3 Management of material topics		75
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee		76
	404-2 Programs for upgrading employee skills and transition assistance programs		75-76
	404-3 Percentage of employees receiving regular performance and career development reviews		76
Non-Discrimination			
GRI 3: Material Topics 2021	3-3 Management of material topics		69
GRI 406: Non-Discrimination 2016	406-1 Incidents of discrimination and corrective actions taken		70
Child Labour			
GRI 3: Material Topics 2021	3-3 Management of material topics		71, 119
GRI 408: Child Labour 2016	408-1 Operations and suppliers at significant risk for incidents of child labour		71, 119
Forced or Compulsory Labour			
GRI 3: Material Topics 2021	3-3 Management of material topics		72, 119
GRI 409: Forced or Compulsory Labour 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour		72, 119

APPENDIX 1: GRI Content Index

GRI	Disclosure	Reasons for Omission	Page number(s) and/or URL(s)
Supplier Social Assessment			
GRI 3: Material Topics 2021	3-3 Management of material topics		57
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria		57
	414-2 Negative social impacts in the supply chain and actions taken		58-59
Customer Health and Safety			
GRI 3: Material Topics 2021	3-3 Management of material topics		63-64
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories		63-64
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services		64
Marketing and Labeling			
GRI 3: Material Topics 2021	3-3 Management of material topics		61-62
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling		61-62
	417-2 Incidents of non-compliance concerning product and service information and labeling		61
	417-3 Incidents of non-compliance concerning marketing communications		61

APPENDIX 1: SASB Content Index - Chemicals

SASB	Metric	Code	Page number(s) and/or URL(s)
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	RT-CH-110a.1	48-49, 113
	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets and an analysis of performance against those targets	RT-CH-110a.2	48, 50
Air Quality	Air emissions of the following pollutants: (1) NOX (excluding N2O), (2) SOX, (3) volatile organic compounds (VOCs), and (4) particulate matter (PM)	RT-CH-120a.1	51
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable and (4) total self-generated energy	RT-CH-130a.1	47, 113
Water Management	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	RT-CH-140a.1	53
	Description of water management risks and discussion of strategies and practices to mitigate those risks	RT-CH-140a.2	52
	Number of incidents of non-compliance associated with water quality permits, standards and regulations	RT-CH-140a.3	52
Hazardous Waste Management	(1) Amount of hazardous waste generated, (2) percentage recycled	RT-CH-150a.1	55, 114
Community Relations	Discussion of engagement processes to manage risks and opportunities associated with community interests	RT-CH-250a.1	59, 107
Workforce Health & Safety	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	RT-CH-320a.1	74
	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	RT-CH-320a.2	73-74, 120
Product Design for Use-phase Efficiency	Revenue from products designed for use phase resource efficiency	RT-CH-410a.1	Not selected as a topic for disclosure
Safety & Environmental Stewardship of Chemicals	(1) Percentage of products that contain Globally Harmonised System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances, (2) percentage of such products that have undergone a hazard assessment	RT-CH-410b.1	
	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human or environmental impact	RT-CH-410b.2	
Genetically Modified Organisms	Percentage of products by revenue that contain genetically modified organisms (GMOs)	RT-CH-410c.1	
Management of the Legal & Regulatory Environment	Discussion of corporate positions related to government regulations or policy proposals that address environmental and social factors affecting the industry	RT-CH-530a.1	
Operational Safety, Emergency Preparedness & Response	Process Safety Incidents Report (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR)	RT-CH-540a.1	
	Number of transport incidents	RT-CH-540a.2	

Activity Metric	Code	Page number(s) and/or URL(s)
Production by reportable segment	RT-CH-000.A	Confidentiality

APPENDIX 1: SASB Content Index - Medical Equipment & Supplies

SASB	Metric	Code	Page number(s) and/or URL(s)
Affordability & Pricing	Description of how price information for each product is disclosed to customers or to their agents	HC-MS-240a.2	Not selected as a topic for disclosure
	Percentage change in: (1) weighted average list price and (2) weighted average net price across product portfolio compared to previous reporting period	HC-MS-240a.3	
Product Safety	(1) Number of recalls issued, (2) total units recalled	HC-MS-250a.1	64
	Products listed in any public medical product safety or adverse event alert database	HC-MS-250a.2	Not applicable
	Number of fatalities associated with products	HC-MS-250a.3	Not applicable
	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	HC-MS-250a.4	64
Ethical Marketing	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	HC-MS-270a.1	61
	Description of code of ethics governing promotion of off-label use of products	HC-MS-270a.2	Not available
Product Design & Lifecycle Management	Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products	HC-MS-410a.1	Not selected as a topic for disclosure
	Total amount of products accepted for take-back and reused, recycled or donated, broken down by: (1) devices and equipment and (2) supplies	HC-MS-410a.2	
Supply Chain Management	Percentage of (1) entity's facilities and (2) Tier 1 suppliers' facilities participating in third-party audit programmes for manufacturing and product quality	HC-MS-430a.1	Not available
	Description of efforts to maintain traceability within the distribution chain	HC-MS-430a.2	57-59
	Description of the management of risks associated with the use of critical materials	HC-MS-430a.3	26, 58
Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	HC-MS-510a.1	43
	Description of code of ethics governing interactions with health care professionals	HC-MS-510a.2	16, 42-44, 108

Activity Metric	Code	Page number(s) and/or URL(s)
Number of units sold by product category	HC-MS-000.A	Confidentiality

APPENDIX 1: TCFD Content Index

TCFD	DETAILS OF FOUR THEMATIC AREAS	RECOMMENDED DISCLOSURES	Page number(s) and/or URL(s)
Governance	Disclose the organisation's governance around climate related risks and opportunities	a) Describe the board's oversight of climate-related risks and opportunities.	13, 19
		b) Describe management's role in assessing and managing climate related risks and opportunities.	13, 19, 30
Strategy	Disclose the actual and potential impacts of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning where such information is material.	a) Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term.	20, 29
		b) Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning.	20-28
		c) Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	19, 28
Risk Management	Disclose how the organisation identifies, assesses, and manages climate-related risks.	a) Describe the organisation's processes for identifying and assessing climate related risk.	19, 30
		b) Describe the organisation's processes for managing climate related risks.	30
		c) Describe how processes for identifying, assessing, and managing climate related risks are integrated into the organisation's overall risk management.	19, 30
Metrics and Targets	Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities, where such information is material.	a) Disclose the metrics used by the organisation to assess climate related risks and opportunities in line with its strategy and risk management process	30, 47-49
		b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	48-49, 111-113
		c) Describe the targets used by the organisation to manage climate related risks and opportunities and performance against targets.	30-31, 37-38, 48

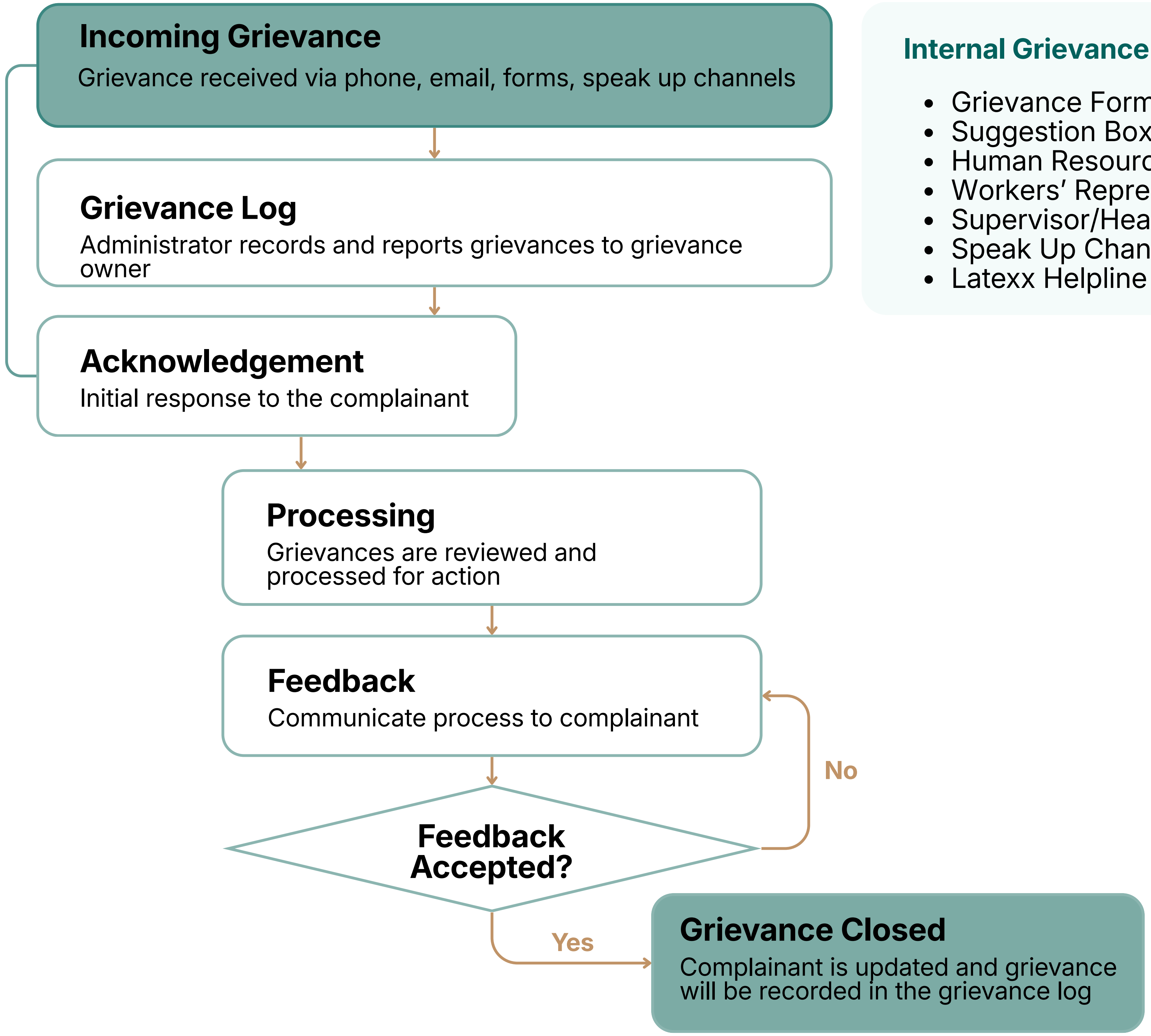
APPENDIX 1: UNGC Content Index

PRINCIPLE	DESCRIPTION	Page number(s) and/or URL(s)
Human Rights		
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights	57, 66-67, 73-75
Principle 2	Make sure that they are not complicit in human rights abuses	57-59, 69-70, 72
Labour		
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	45
Principle 4	The elimination of all forms of forced and compulsory labour	72, 119
Principle 5	The effective abolition of child labour	71, 119
Principle 6	The elimination of discrimination in respect of employment and occupation	69-70, 118
Environment		
Principle 7	Businesses should support a precautionary approach to environmental challenges	47-55
Principle 8	Undertake initiatives to promote greater environmental responsibility	47-55
Principle 9	Encourage the development and diffusion of environmentally friendly technologies	50
Anti-Corruption		
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery	42-43, 108

APPENDIX 2: Feedback Management

Speak Up Channel Feedback Management

Note: If the report was lodge anonymously, an investigation and review for action will but conducted but no direct feedback will be given to the anonymous complainant.



Internal Grievance Channels:

- Grievance Form
- Suggestion Boxes
- Human Resource Department
- Workers' Representative
- Supervisor/Head of Department
- Speak Up Channels
- Latexx Helpline

APPENDIX 3: Stakeholder Engagement

Internal Stakeholders

	Shareholders / Board of Directors	Executive Committee / Leadership Team	Employees	Worker Representatives
Frequency	• Quarterly, Annually • On-going/as and when required	• Bi-weekly, Quarterly, Annually • On-going/as and when required	• Daily, Monthly • On-going/as and when required	• Monthly, Quarterly, Annually • On-going/as and when required
Engagement Channel	• Quarterly Board meetings covering financial updates, sustainability initiatives, market trends, and strategic growth plans	• Bi-weekly EBM • Quarterly EBR meetings • Leadership Summit • Management review sessions	• Townhall meetings • Operational meetings • Employee surveys • Suggestion boxes • Performance appraisals • Grievance channels • RBA Voices	• Monthly meetings • Representative elections • Grievance channels • Voice of Worker sessions for both local and foreign employees
Areas of Interest	• Quarterly business updates • Financial result and performance	• Quarterly business updates • Financial result and performance	• Labour and Human Rights • Occupational Health and Safety • Work satisfaction • Work-life balance • Career development & advancement • Remuneration & benefits	• Labour and Human Rights • Occupational Health and Safety • Work satisfaction • Work-life balance • Career development & advancement • Diversity & Inclusion (D&I)
Response	• Annual Reports • Annual General Meeting • Sustainability Reports • Media Releases • Board papers	• EBM Minutes of Meeting • Functional update sessions	• Townhall updates • Announcement in HARPS Sharepoints • Communication chat groups	• Townhall announcements & updates • Discussions with worker representatives in operation meetings • Responses in RBA Voice Record

APPENDIX 3: Stakeholder Engagement

External Stakeholders

Association / Alliances (MARGMA, RGA (RBA), UNGC)

Frequency
- On-going/as and when required

Engagement Channel
- Industry platforms such as MARGMA, IRGCE and RGA (RBA) through AGMs, forums, conferences
- Strategic partnerships or memberships such as UNGC Accelerators (e.g. in Business & Human Rights, Climate Ambition, etc.)

Areas of Interest
- Policy and Advocacy Engagement
- Business Code of Conduct
- Sustainability

Response
- Participation in UNGC membership (committed with 10 Principles), ILO & RGA
- Participation in MARGMA's AGM, meetings and events

Bankers

Frequency
- On-going/as and when required

Engagement Channel
- Financial advisory sessions and virtual stakeholder engagements via video conferencing

Areas of Interest
- Risk Management
- Financial Performance

Response
- Audited financial report
- Compliance with contractual terms and conditions

Certification Bodies (TUV, SIRIM, Intertek, WRAP, ISO, amfori BSCI, SATRA)

Frequency
- Ongoing/as and when required
- Annually

Engagement Channel
- Certification audits
- Stakeholder engagement and recognition
- Taskforce and committee meetings

Areas of Interest
- Compliance with certification standards

Response
- Compliance with legislation and regulatory requirements
- Provide accurate and fast information

Customers

Frequency
- On-going/as and when required

Engagement Channel
- Customer meetings
- Site visits
- Video conferences
- Dedicated engagement projects

Areas of Interest
- Product Quality and Safety
- Customer Satisfaction
- Labour and Human Rights
- Innovative Products
- Sustainability Topics
- Delivery & Logistic
- Pricing

Response
- Product pre-shipment inspection (PSI) and/or customer source inspection (CSI)
- Vendor Code of Conduct
- Quality testing on finished goods before shipping
- Independent social compliance audit, WRAP, BSCI and RBA
- Customer feedback and satisfaction
- Improvement areas identification and discussion for solutions
- Product Innovation

APPENDIX 3: Stakeholder Engagement

External Stakeholders

Regulatory Bodies (FDA, EU MDR, MHLW, TGA, Health Cabada, ANVISA, Malaysia MDA, CFDA)	Peers of Competition / Industry Peers	Non-Government Organisation, ILO, IOM, Social Activist Non-Government Organisation (NGO)	Key governmental stakeholders: Immigration, Labor, Trade, Environment, Health & Safety, Customs, and Local Authorities
Frequency • Quarterly, Annually • On-going/as and when required	**Frequency** • On-going/as and when required	**Frequency** • Ongoing/as and when required • Annually	**Frequency** • Ongoing/as and when required, Latest Updates on Policy
Engagement Channel • Quarterly Board meetings covering financial updates, sustainability initiatives, market trends, and strategic growth plans	**Engagement Channel** • IRGCE, MEDICA • Trade shows & industry coalitions	**Engagement Channel** • Regular meetings • Responsible Recruitment Programme • ILO engagement • Podcasts • Sustainability forums & events	**Engagement Channel** • Stakeholder meetings • Site visits • External seminars • Industry and regulatory conferences associations
Areas of Interest • Quarterly business updates • Financial result and performance	**Areas of Interest** • Commerical landscape and challenges	**Areas of Interest** • Transparency • Protection of Labour and Human Rights • Management Systems	**Areas of Interest** • Regulatory and Industry-Standard Compliances • Labour Rights • Environmental Impact and Compliance
Response • Annual Reports • Annual General Meeting • Sustainability Reports • Media Releases • Board papers	**Response** • Sharing of commercial challenges with industrial peers • Code of Conduct - Fair Competition	**Response** • Independent social compliance audit, WRAP, BSCI, and RBA • Participated in UNGC (committed with 10 Principles), ILO & RGA programmes • Responsible Recruitment Programme	**Response** Regulation compliance on: • ISO 14001: 2015 Environmental Management Systems • Department of Environment (DOE) Standards • Local Environmental Quality Act, MOHR – DOL Act, DOSH standards and Social compliance audit

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APPENDIX 3: Stakeholder Engagement

External Stakeholders

Embassy	Insurers	Society (Higher Learning Institution, Community)	Supplier/Vendors/Business Partners / External/Provider/Outsourced Contractor	Utility Companies
Frequency • On-going/as and when required	**Frequency** • On-going/as and when required	**Frequency** • Ongoing/as and when required • Annually	**Frequency** • Daily, Monthly, Yearly, Ongoing/as and when required, Onboarding, Project collaborations	**Frequency** • On-going/as and when required
Engagement Channel • Meetings • Policy reviews • Video conferences	**Engagement Channel** • Risk management advisory and engagement • Video conferences	**Engagement Channel** • Academic advisory (UTP, UTM), • PhD prize sponsorship (IKM), judging panel for PhD awards, • CSR (Malaysia, US, Europe), and social impact assessments	**Engagement Channel** • Policy communications • Sustainability sessions (Tier 1) • Collaboration projects • Virtual meetings • Site audits, Training workshops	**Engagement Channel** • Regular meetings • Industry coalitions engagement • Forums • Events
Areas of Interest • Community Engagement and Hiring • Livelihood of communities	**Areas of Interest** • Risk Management • Financial Performance	**Areas of Interest** • Community Engagement, Livelihood of Local Communities	**Areas of Interest** • Business Continuity • Product and Service Quality • Business Code Of Conduct • Market Information • Responsible Supply Chain • Traceability • Innovation /Technology Partnership	**Areas of Interest** • Business Continuity • Improve Environmental and Social Practices Towards Responsible Production
Response • Responsible Recruitment Programme • MOM with embassy representative	**Response** • Audited financial report	**Response** • Compliance to DOE standards • IKM Research Prize Sponsorship • IKM PhD Award panel judges • IKM Research Prize panel judges • Direct and indirect GHG emissions monitoring • Appointment as Industry Advisory Panel (IAP) • Support and jointing for community activities • Recruitment local employee	**Response** • Vendor Code of Conduct • Procurement Policy • Quality testing on incoming materials • Supplier assessment/audit • GHG & LCA Scope 3 Data Collaboration • HARPS Annual CSR at Orphanage Home • Digital Product Passport initiative	**Response** • Support and collaboration towards responsible production

APPENDIX 4: Anti-Corruption

The following table outlines the topics covered within our Anti-Corruption and Whistleblowing Policies, and our Code of Conduct.

This helps HARPS uphold ethical business practices, strengthen governance, ensure regulatory compliance, and foster a culture of integrity and accountability across our operations and supply chain.

Policy and Procedures	Topics Covered
HARPS Global Anti-Corruption	• Anti-Bribery; • Anti-Corruption; • Gifts, Hospitality, Events, Sponsoring and Donation
HARPS Global Whistleblowing	• Whistleblowing
HARPS Global Code of Conduct	• Forced Labour and Human Trafficking • Anti-Bribery • Anti-Corruption • Fraud • Gifts, Gratuities, and Entertainment • Anti-Money Laundering • Anti-Trust • Fair Competition • Trade Control and Economic Sanctions • Conflict of Interest • Insider Dealing • Sustainability (Health and Safety; and Environment) • Human Rights • Child Labour and Young Workers • Equal Opportunity • Non-Discrimination and Harassment • Diversity and Inclusion • Data Privacy and Data Protection (Information Security)
HARPS Global Vendor Code of Conduct	• Anti-Corruption • Anti-Bribery • Transparency in Business Practices • Intellectual Property and Confidentiality • Fair Competition • Disclosure of Information • Whistleblowing

APPENDIX 5: Supplier Assessment

Yearly Topic and Training for Supply Chain and Purchasing

Policy and Procedure/ Year	2024	2025
Environmental Aspect and Impact	Yes	Yes
EMS Internal Audit	Yes	Yes
WRAP Refresher Training and Audit	Yes	Yes
RBA Training	No	Yes
ISO14001 Topic of the Year - Understanding on EMS Legal requirements and other requirements	Yes	Yes

Qualification and Monitoring

Year	Audit Completed
2024	93%
2025	100%

We actively seek supplier declarations for compliance with the following key regulations:

- California Proposition 65
- REACH Substances of Very High Concern (SVHC)
- REACH Annex XVII
- RoHS (Restriction of Hazardous Substances)
- PFAS (Per- and polyfluoroalkyl substances)

By obtaining these declarations, we ensure that materials supplied to Central Medicare, and across the Group, do not contain substances of concern, reinforcing our commitment to regulatory excellence and environmental safety.

APPENDIX 5: Supplier Assessment

Capacity Building for Suppliers Assessment

Sustainability Training & Reporting

We hold training and internal audits to equip our supply chain and purchasing teams with the knowledge and the updated requirements required for sustainable procurement. Important subjects like ethical procurement procedures, environmental impact assessments, and sustainable sourcing are covered in these courses. By investing in our team's development, we enhance our capacity and capability to support our sustainability objectives. This empowers our team to execute the functions and uphold the right standards.

Vendor Ethics, Governance, and Compliance Framework

Supplier Agreement

HARPS has established quality agreements and formal notifications with our direct suppliers to underscore the importance of confidentiality and environmental responsibility. These agreements include stringent provisions prohibiting the disclosure of proprietary and confidential (PnC) information and mandate adherence to relevant environmental regulations.

Suppliers are also required to inform HARPS of any changes that may impact the product’s intended application, such as upgrades, changes in manufacturing location, or process adjustments. Prior to shipment, such changes must receive HARPS’ approval and, where necessary, be formalised through a revised specification.

By setting these expectations upfront, we ensure our suppliers are aligned with our sustainability values and quality standards. These agreements are shared with prospective suppliers before they can be qualified as approved vendors.

Code of Conduct

At HARPS, our Code of Conduct applies to our employees and extends to all partners across our supply chain including suppliers, customers, consultants, agents, contractors, and other stakeholders. We expect all parties we work with to uphold the same high standards of ethical conduct, environmental stewardship, and social responsibility.

Our comprehensive Code of Conduct serves as a key instrument in promoting shared values and responsible business practices throughout our operations. It is formally communicated to all Tier 1 vendors, who are required to acknowledge and adhere to its principles. We maintain an up-to-date register of vendors who have endorsed the Code, and we actively engage with them to gather feedback, supporting ongoing improvement, alignment, and mutual accountability.

Corporate Governance and Compliance Policies

Following the completion of our corporate acquisition of Sempermed and in preparation for the rollout of our Vendor Code of Conduct, HARPS undertook a revision of our Group Corporate Governance and Compliance Policies. As part of this process, we communicated our expectations on business ethics and social compliance to our vendors, enabling them to carry out due diligence and align their operations with our standards. By the end of 2023, we successfully reached 64% of our vendors through this communication initiative. This helps to pave the foundation for the eventual roll-out of our new Vendor Code of Conduct which will supersede our Group Corporate Governance and Compliance Policies.

APPENDIX 6: Energy and Emissions

Base Year and Recalculation Policy

For consistent tracking of GHG emissions, HARPS' base year will be recalculated based on the following cases:

- Structural changes in operations (such as acquisition or divestment) involving the transfer of GHG emissions into or out of organisational boundaries.
- Changes in calculation methodology, or improvements in the accuracy of emission factors or activity data.
- Discovery of significant errors in reported emissions.

For all the above cases, the base year will be recalculated if the magnitude of change is 10% or greater in overall emissions.

FY2024 base year change

HARPS originally established FY2019 as its base year, based on the emissions inventory of Central Medicare Sdn Bhd for FY2019 to FY2023. In September 2023, HARPS Global acquired Semperit's medical business (comprising the manufacture, distribution and sale of medical examination and surgical gloves) ("Sempermed') resulting in changes to:

- Organisational boundaries
- Operational boundaries
- Consolidated emissions

An assessment was conducted in line with the base year recalculation policy above:

- Total emissions prior to the acquisition (FY2023): 275,731.09 tCO_2e
- Total emissions from the newly acquired company (FY2024): 35,588.84 tCO_2e
- Resulting change in emissions profile: approximately 12.9% increase in total emissions, exceeding the 10% threshold

Instead of restating the historical base year of 2019, HARPS has decided to establish FY2024 as the new base year based on the following justifications:

- **Data Availability and Reliability**: Historical data for Sempermed prior to 2024 is only partially available, as key operational information remained under the legal control of the former parent company. Reconstructing pre-2024 emissions would therefore rely heavily on assumptions and estimates, reducing the reliability of the GHG calculation.
- **Data Representativeness**: FY2024 is the earliest year with complete GHG data representative of HARPS's current operational structure, ensuring a more consistent basis for comparison in future periods.
- **Alignment with the GHG Protocol**: The GHG Protocol requires that the selected base year to be representative, reliable, and verifiable to ensure the integrity of the emissions inventory.

The restated FY2024 base year applies to HARPS's Sustainability Report, Carbon Reduction Plan, external disclosures, and third-party verification exercises.

GHG Emissions in FY2024 (Base Year)

Scope	GHG Emissions (tCO_2e)
Scope 1	219,100.14
Scope 2 (Location-Based)	106,989.20
Scope 2 (Market-Based)	106,309.90
Scope 3	228,280.55

APPENDIX 6: Energy and Emissions

GHG Emission Sources

For the purpose of GHG emissions accounting, this report will account and report the carbon dioxide equivalent (CO_2e) of the seven greenhouse gases covered by Kyoto Protocol which includes:

- Carbon Dioxide (CO_2)
- Methane (CH_4)
- Nitrous Oxide (N_2O)
- Hydrofluorocarbons (HFCs)
- Perfluorocarbons (PFCs)
- Sulphur Hexafluoride (SF_6)
- Nitrogen Trifluoride (NF_3)

Exclusion of GHG Emission Sources

Category	Reporting Status	Remarks
Scope 1		
Stationary Combustion: Fugitive Emissions (Chiller)	Not Estimated (NE)	HCFC gas from chillers were not considered, as it was not covered by the UNFCCC / Kyoto Protocol
Scope 3		
Category 2: Capital Goods	Not Estimated (NE)	Excluded due to data readiness and complexity of data
Category 3: Fuel- and Energy-Related Activities not included in Scope 1 or Scope 2	Not Estimated (NE)	Excluded as HARPS focuses on emissions generated during the use phase of fuel and energy, the major source of emissions that materially affect calculations
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 of Sold Products	Not Occurring (NO)	Products are directly used by end-users without further processing
Category 11: Use of Sold Products	Not Estimated (NE)	Excluded due to the minimal emissions during the use of sold products
Category 13: Downstream Leased Assets	Not Occurring (NO)	HARPS does not lease their assets to others
Category 14: Franchises Category 15: Investments	Not Occurring (NO)	Not applicable for the current business operations as HARPS has not committed to these activities in the reporting year

GHG Emission Global Warming Potential (GWP) and Emission Factors

All the gases are converted to a standard unit of CO_2 equivalents (CO_2eq) by multiplying the emissions with an appropriate Global Warming Potential (GWP). The GWP values used in our calculations are relative to CO_2 emissions over 100-year time horizon as align in the IPCC Sixth Assessment Report, 2021 (AR6). The details of GWP values are shown below.

Greenhouse Gases	GWP	Source
Carbon Dioxide (CO_2)	1	IPCC Sixth Assessment Report, 2021 (AR6)
Methane (CH_4)	27	
Nitrous Oxide (N_2O)	273	
Sulphur Hexafluoride (SF_6)	24,300	
HFC-32	771	
HFC-410A *	2,255.5*	
HFC-134a	1,530	

* The GWP value of HFC-410A is extracted by multiplying the percentage composition of substitute refrigerant blends by their individual GWP.

- Emission factors for stationary and mobile combustion are derived from 2006 IPCC Guidelines for National Greenhouse Gas Inventories.
- Emission factors for the chemicals and for incineration at the glove's end-of-life were sourced from Ecoinvent database.
- The emission factor for the transportation and employee commuting were referenced from WRI GHG Protocol EF from Cross Sector Tools.
- Emission factors for the waste generation in the operation were sourced from US EPA GHG Emissions Factor Hub.
- Location-based approach calculation for Scope 2 emissions uses Grid Emission Factor from Suruhanjaya Tenaga, Malaysia and GHG Emission Intensity of Electricity Generation in Europe.
- Market-based approach calculation for Scope 2 emissions uses electricity disclosure statement from electricity supplier.
- HARPS has adopted the operational control approach to develop its carbon emissions inventory. HARPS takes responsibility for all operations under its full control.
- Carbon emissions inventory have been calculated based on GHG Protocol and 2006 IPCC Guidelines for National Greenhouse Gas Inventories.

APPENDIX 6: Energy and Emissions

FY2025 Energy Performance

Scope 1				Scope 2		
Diesel	**Petrol**	**Natural Gas**	**LPG**	**Grid Electricity**	**Solar Energy**	**Purchased Steam**
1,236.42 GJ	608.06 GJ	3,148,608.02 GJ	1,109.94 GJ	398,834.67 GJ	15,715.08 GJ	171,685.91 GJ
Total Energy Consumption (related to Scope 1 emission sources) **3,151,562.45 GJ**				**Total Energy Consumption** (related to Scope 2 emission sources) **586,235.66 GJ**		

Total Non-Renewable Energy Consumption		Total Renewable Energy Consumption		Total Energy Consumption in FY2024
3,722,083.02 GJ	+	**15,715.08 GJ**	=	**3,737,798.10 GJ**

Energy Intensity
(using 1,000 pieces of gloves produced as denominator)

0.371 GJ/1,000 pieces of gloves produced

FY2025 Emissions Performance

Scope 1					Scope 2		
Diesel	**Petrol**	**Natural Gas**	**LPG**	**Fugitive Emissions**	**Grid Electricity**	**Solar**	**Purchased Steam**
97.02 tCO_2e	20.90 tCO_2e	163,613.35 tCO_2e	71.96 tCO_2e	1,522.38 tCO_2e	70,492.31 / 72,846.80* tCO_2e	3,203.32/ 0* tCO_2e	9,640.89/ 9,640.89* tCO_2e
Total Scope 1 Emissions **165,325.61 tCO_2e**					**Total Scope 2 Emissions** **83,363.52/ 82,487.69* tCO_2e**		

Total GHG Emissions (Scope 1 and 2)

248,689.13 / 247,813.30* tCO_2e

Emissions Intensity (Scope 1 and 2)
(using 1,000 pieces of gloves produced as denominator)

0.0259 /0.0258* tCO_2e/1,000 pieces of gloves produced

Scope 3					
Category 1 Purchased Goods and Services	**Category 4** Upstream Transportation and Distribution	**Category 5** Waste Generated in Operations	**Category 7** Employee Commuting	**Category 9** Downstream Transportation and Distribution	**Category 12** End-of-life Treatment of Sold Products
53,967.13 tCO_2e	20,154.34 tCO_2e	1,446.39 tCO_2e	2,623.57 tCO_2e	15,233.25 tCO_2e	102,244.63 tCO_2e

Total Scope 3 Emissions

195,669.30 tCO_2e

Total GHG Emissions (Scope 1, 2, and 3)

444,358.43/ 443,482.60* tCO_2e

**Market-based*

APPENDIX 7: Waste

Annual Waste Performance (in metric tons)

Waste Generated	2024	2025
Paper	577.85	466.10
Plastic	369.92	360.56
Metal	2,479.99	578.48
Scheduled Waste	195.84	4066.99
Domestic Waste	6,064.40	587.34
Broken Former	727.819	415.00
Scrap Gloves	1,327.072	611.71
Other Industrial Waste	132.294	118.96
Total	11,875.18	7,205.13

Waste Diverted From Disposal	2024	2025
Paper	577.85	466.10
Plastic	369.92	360.56
Metal	2,479.99	578.48
Scheduled Waste	4,201.55	2,746.21
Scrap Gloves	78.4	611.71
Other Industrial Waste	60.56	59.06
Total	7,768.27	4,822.11

Waste Diverted To Disposal	2024	2025
Scheduled Waste	1,862.847	1,320.78
Domestic Waste	727.82	587.34
Broken Former	1,327.072	415.00
Scrap Gloves	117.44	-
Other Industrial Waste	71.734	59.90
Total	4,106.91	2,383.02

Waste Diverted from Disposal	2024	2025
Hazardous Waste		
Offsite (Recycling)	-	2,746.21
Offsite (Other Recovery Operations)	4,201.55	-
Non-Hazardous Waste		
Offsite (Recycling)	3,566.722	2,075.90

Waste Directed to Disposal	2024	2025
Hazardous Waste		
Offsite (Incineration, with energy recovery)	165.648	85.37
Offsite (Incineration, without energy recovery)	10.824	0.22
Offsite (Landfilling)	1,693.09	1,233.08
Offsite (Other Disposal Operations)	4.109	2.33
Non-Hazardous Waste		
Onsite (Landfilling)	1,217.492	415.00
Offsite (Incineration, without energy recovery)	178.352	59.68
Offsite (Landfilling)	837.399	587.34

HARPS GLOBAL

APPENDIX 8: Employment

Board of Directors

By Age Group

Under 30 years old	30 to 50 years old	Over 50 years old
0	3	1

By Gender

Male	Female
4	0

By Region

Local	Foreigner
4	0

Senior Management

By Age Group

Under 30 years old	30 to 50 years old	Over 50 years old
1	54	21

By Gender

Male	Female
46	30

By Region

Local	Foreigner
75	1

Middle Management

By Age Group

Under 30 years old	30 to 50 years old	Over 50 years old
51	118	16

By Gender

Male	Female
85	100

By Region

Local	Foreigner
183	2

General Staff

By Age Group

Under 30 years old	30 to 50 years old	Over 50 years old
1,789	1,514	133

By Gender

Male	Female
2,720	716

By Region

Local	Foreigner
1,061	2,375

APPENDIX 8: Employment

Employee Demographics			Male	Female
Employment by Length of Service		Less than 5 years	1412	469
		5 to 10 years	1357	230
		More than 10 years	77	156
New Employee Hires	Age	Under 30 years old	191	10
		Between 30 to 50 years old	88	17
		Over 50 years old	15	1
	Region	Local	31	18
		Foreigner	262	11
Employee Turnover	Age	Under 30 years old	634	166
		Between 30 to 50 years old	693	178
		Over 50 years old	45	38
	Region	Local	364	305
		Foreigner	1004	91

APPENDIX 8: Employment

Parental Leave	Male	Female
Total Number of Employees that were entitled to Parental Leave	1226	690
Total Number of Employees that took Parental Leave	35	52
Total Number of Employees that Returned to Work after Parental Leave ended, in this reporting period	34	35
Total Number of Employees Due to Return to Work after taking Parental Leave, in this reporting period	35	35
Total Number of Employees who Returned to Work after Parental Leave ended that were still employed after 12 months, in this reporting period	27	27

Parental Leave	Male	Female
Return to Work rate of employees who took Parental Leave	97%	100%

Recruitment Practices

Our recruitment practices uphold eleven core labour principles:

1. Freedom from forced labour
2. Freedom from child labour and protection of young workers
3. Non-discrimination in the workplace
4. Freedom of association
5. Prevention of human trafficking
6. Voluntary employment
7. Reasonable working hours
8. Protection from inhumane or degrading treatment
9. Fair wages and benefits
10. Adherence to business ethics
11. Commitment to health, safety, and environmental responsibility

Employment Benefits

Medical Benefits
Outpatient Medical Benefits
Group Hospitalization and Surgical (GHS)
Prolong Illness Leave
In-house and Panel Clinics

Accommodation Benefits
Migrant Hostel
Mini Market
Communal Kitchen
Laundry Facilities

Business Travel Benefits
Meal Allowance
Accommodation
Laundry
Transport or Transport Reimbursement
Overseas Business Travel Reimbursement

Employment Benefits
Annual Increment
Allowance
Discretionary Bonus
Employees Provident Fund (EPF)
Social Security Organisation (SOCSO)
Employment Insurance System (EIS)
Flexible Work Arrangement (FWA)

Leave Entitlement
Public Holidays
Annual Leave
Sick Leave
Hospitalisation Leave
Maternity Leave
Paternity Leave
Marriage Leave
Compassionate Leave
Calamity Leave

HARPS GLOBAL

APPENDIX 9: Non-Discrimination

Workforce by Nationality	2024		2025	
	Pax	%	Pax	%
Afghan	0	0.00	1	0.03
American	37	0.76	37	1.00
Armenian	2	0.04	2	0.05
Austrian	102	2.10	88	2.34
Bangladeshi	1013	20.85	722	19.20
Bosnian	0	0.00	1	0.03
British	1	0.02	1	0.03
Burmese	109	2.24	9	0.24
Chinese	4	0.08	4	0.11
Croatian	1	0.02	1	0.03
French	1	0.02	1	0.03
German	1	0.02	4	0.11
Hungarian	181	3.73	176	4.68
Indonesian	0	0.00	36	0.96
Iraqi	2	0.04	2	0.05
Irish	0	0.00	1	0.03
Kyrgyz	48	0.99	46	1.22
Macedonian	2	0.04	2	0.05
Malaysian	1424	29.31	1045	27.80
Nepalese	1852	38.11	1507	40.07
Polish	2	0.04	1	0.03
Romanian	1	0.02	1	0.03
Serbian	8	0.16	8	0.21
Singaporean	9	0.19	9	0.24
Slovak	1	0.02	0	0.00
Spanish	1	0.02	1	0.03
Turkish	10	0.21	11	0.29
Ukrainian	47	0.91	44	1.17

APPENDIX 10: Child, Forced & Compulsory Labour

Our Commitment and Management Approach

Our approach to eliminating child, forced, and compulsory labour is guided by key internal policies and internationally recognised labour standards. These include:

- Anti-Human Trafficking Policy and Remediation Guidelines
- Freely Chosen Employment Policy
- Human Rights Policy
- Practical Guidelines on Recruitment and Repatriation of Foreign Workers in Malaysia
- Zero Recruitment Fees, Bonds, Deposits, and Savings Policy
- Social Compliance Principles and Recruitment Policy
- Vendor oversight and grievance mechanisms
- Third-party monitoring (e.g. Migration Dristi)
- Ongoing staff training and awareness programmes

These measures reflect HARPS' broader commitment to operating with integrity and ensuring that our employment practices do not infringe upon the dignity or rights of any individual.

APPENDIX 11: Occupational Health & Safety

Health and Wellbeing Policies and Initiatives

Health Risk Assessment

Occupational Health Risk Assessments (HRA) are conducted by the Safety Health Officer to identify potential health hazards in the workplace. The assessment is supported by medical professionals from in-house clinics or appointed panel clinics, and includes issuing medical memos for work adjustments. High-risk cases are reviewed annually or as needed and communicated to relevant departments.

Health Screening Program

Regular health screenings promote early detection and prevention of diseases. Screenings include glucose and blood pressure checks, occupational health assessments based on HRA, and government-mandated screenings such as FOMEMA for migrant workers.

Health Surveillance Program

Periodic health surveillance is provided for employees exposed to health risks, based on the HRA and SHO's recommendations.

Medical Referral and Scheduled Appointments

Referrals to government hospitals or panel clinics are provided for further assessment. Employees are responsible for attending appointments and updating their supervisors.

Psychological Support

Employees can access self-assessment tools and professional support. Resources include:

- QR-code linked psychological tests
- Posters in native languages
- Contacts such as family, supervisors, IHC doctors, or mental health NGOs like Befrienders and MMHA

Health & Wellbeing Awareness Program

Awareness campaigns, talks, and posters are shared regularly on topics like stress management, hygiene, and drug prevention.

Medical Health Emergency Support

Emergency workflows are in place for timely support at workplaces and hostels, during and outside office hours.

Rehabilitation and Support

Facilities such as wheelchairs, crutches, and sick bays are provided to assist employees recovering from work-related injuries.

Work-Life Balance

Flexible work arrangement applications can be submitted to HR and will be reviewed within 60 days. Recreational activities such as badminton, marathons, and futsal are organised through the company’s sports and recreation club.

HARPS GLOBAL

People, Protecting People

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