1SUPPLIER

ONE FOCUS . ONE MARKET . ONE SUPPLIER

2025 SUSTAINABILITY REPORT

Published 30 April 2026

www.1supplier.com.sg/sustainability

ABOUT THIS REPORT

GRI 2-1 | 2-3

1Supplier Pte. Ltd. (1Supplier) is pleased to present our base year Sustainability Report for the Financial Year ending 31 December 2025 (FY2025). This Report discloses the sustainability indicators that we have identified as material, where we are currently in terms of performance and our targets.

We have prepared this Report with reference to the Global Reporting Initiative Standards (GRI Standards) and adopted ISO 14064 in the accounting for our GHG emission. The GRI Content Index and ISO 14064 GHG inventory report on pages 30 and 28 respectively set out the full list of disclosures used in this Report.

The Report captures our base year environmental, social and governance performance from January 2025 to December 2025, establishing a foundation for future performance tracking and continuous improvement.

We are fully committed to sharing our sustainability journey with all our stakeholders. Please address any feedback you might have on our sustainability performance and any aspect of our sustainability report to:

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This report is published on 1 April 2026

FOREWORD

We recognise that businesses today operate in a dynamic landscape shaped by changing expectations, emerging risks, and new opportunities. Among these, climate change has become an important global consideration, influencing how organisations think about resilience, efficiency, and long-term value creation.

As part of a broader ecosystem, we understand that our actions—both large and small—influence sustainability of the supply chain; the community and its people; and the larger environment in which we operate. As we grow, it is imperative that we take actions to measure and mitigate our impact on the environment, communities and our stakeholders.

We are not simply responding to our client's growing interest in our ESG performances. We are building long-term value and resilience towards the impact of Climate Change.

This Sustainability Report marks our first formal step toward a structured approach to integrating environmental, social, and governance (ESG) considerations into our corporate strategy. It reflects our commitment to sustainable business practice with transparency and accountability. It is also a response to the growing interest from our clients and partners, who increasingly seek clarity and consistency in how we manage these areas.

This report is not a destination but the start of a journey. As expectations continue to evolve, we shall continuously refine our approach, improve our data, and look for practical ways to integrate sustainability considerations into our business decisions—while remaining focused on delivering value to our clients.

We appreciate the continued trust and engagement from our stakeholders as we take this step forward.

Alfio Gullifa
Managing Director
1Supplier Pte. Ltd.

STATEMENT ON SUSTAINABILITY STRATEGY

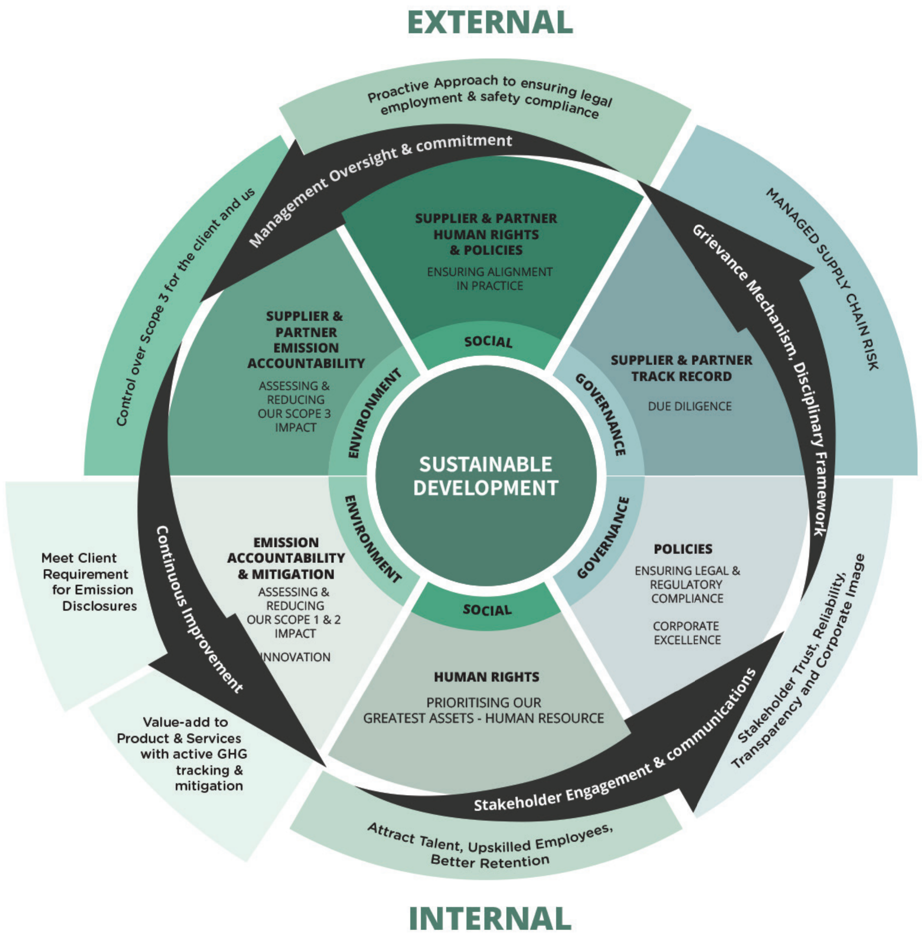
GRI 2-22

Sustainability is critical to the long-term commercial success of 1Supplier. As expectations across industries continue to evolve, environmental, social, and governance (ESG) considerations have become increasingly relevant—not only as a requirement from clients and partners, but also as factors that directly influence our operations, people, and governance practices.

Operating within an industry characterized by demanding regulatory compliance, inter-connected, transnational upstream and downstream value chains and resource-intensive production processes, the management recognizes both the breadth of our impacts and the inherent risks.

As such, the management is committed to allocating resources to the full and extensive integration of ESG considerations into our corporate strategy, decision-making process and risk management framework. Through training of our manpower and phased implementation of policies and SOPs into every facet of the business, we shall address environmental and social impact of our business activities, including those of our suppliers.

Given our strategic position, we hold a vision to become a key influencer in the sustainability of the supply chain, and meanwhile, we look inward and prioritise quantifying and mitigating our impact on the environment, and addressing key material topics related to social and governance. We adopt the GRI standard for reporting and ISO 14064 for GHG emission accounting



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An ESG Action Team, headed by the Managing Director of the company shall oversee the implementation of ESG as a corporate strategy and every Sustainability Report thereafter.

This statement is formally approved and endorsed by the highest governance body of 1Supplier Pte. Ltd. Acknowledgement can be found in audit documentation - Disclosures/Record/SupportingDoc2-22

ABOUT 1SUPPLIER

GRI 2-1 | 2-6 | 2-7

1Supplier is an agency, distributor and systems integrator in Singapore for a select group of overseas principals (partners) who design and manufacture high-quality pharmaceutical equipment and consumables.

For more than 15 years, we've been helping our clients in the pharmaceutical industry build and grow their manufacturing capabilities. Since then, we've supported over 450 systems, ranging from critical process equipment to utilities, across key sectors like API, biologics, and eyecare.

Key areas we support within a pharmaceutical manufacturing plant

We cater high-level consultancy in a highly niche and technical market, representing our partners in Singapore and offer design, fabrication and maintenance of manufacturing systems for pharmaceutical companies.

Our value-chain also includes 3rd party vendors to complete the delivery of our core products and services. Pre-qualified vendors are essential in the provision of manpower and technical skills, and equipment to install and maintain the equipment solutions we provide. There are 4 pre-qualified vendors 1Supplier engages for services such as manpower, piping fabrication, heavy-lifting and installation and maintenance works.

COMPANY GENERAL DISCLOSURES (1 Jan 2025 - 31 Dec 2025)

	TOTAL	MALE	FEMALE
Employees	7	4	3

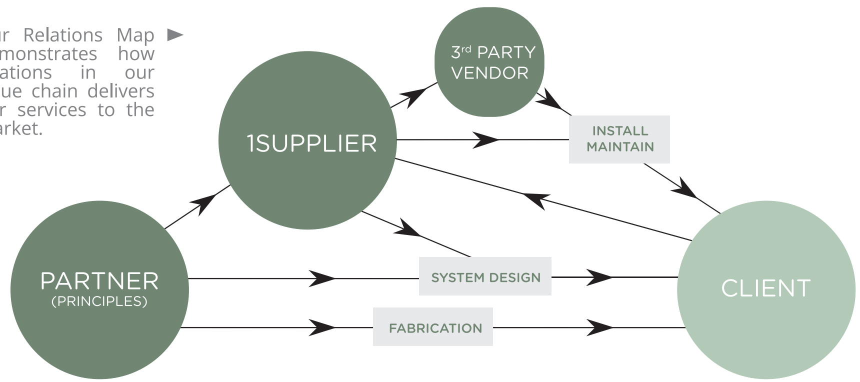
Number of Operations	3 - PROJECT MGT, SERVICE & MAINTENANCE, ADMIN
Net Revenue	S$ 7,674,260.30
Location of Operations	SINGAPORE

	Type	Nature of Relationship	Activities
28 Principals	Partner	Contractual	Manufacturing
5 Vendors/ Suppliers	Subcon	Pre-Qualified	Manpower, Installation Maintanance

* Gender as specified by the employees themselves.

We represent some of the most reputable international manufacturers across a wide range of pharmaceutical equipment, from critical aseptic processes to ancillary equipment and utilities. As of Dec 2025, 1Supplier partners with 28 reputable manufacturers of equipment from Italy, France, Germany, Switzerland, United Kingdom, Belgium and the United States.

Our Relations Map demonstrates how relations in our value chain delivers our services to the market. ▶



ABOUT 1SUPPLIER

GRI 2-22

OUR STRATEGIC FRAMEWORK

ONE MISSION

To propel Singapore's pharmaceutical landscape forward by supporting facilities with high quality equipment, customizable solutions and reliable service.

ONE VISION

To be the go-to local partner for quality solutions that directly contribute to better healthcare products for future generations.

OUR VALUES

OBSERVANCE

We maintain strict observance to the rule of law, transparency and accountability towards our stakeholders and commits to an ethical code in all our businesses, both internal and external.

NURTURE

We nurture long-term partnerships by supporting our clients' success, investing in our team's development, strengthening collaboration with our principals, and embedding environmental responsibility into how we work. Every solution is built with care and foresight, delivering value through trust, expertise, and shared growth.

EMBRACE

We embrace diversity in our hiring and business practices, ensuring fair employment based on merit and qualifications. We are committed to respectful, inclusive conduct that values every individual and fosters equity across all interactions.

OUR PRIORITIES

INVEST IN THE GROWTH & SUCCESS OF OUR PEOPLE	GROW WITH LEAST IMPACT TO ENVIRONMENT & SOCIETY	DRIVE INNOVATION THAT CONSIDERS ENVIRONMENTAL IMPACT	BUILD SUSTAINABLE STAKEHOLDER VALUE

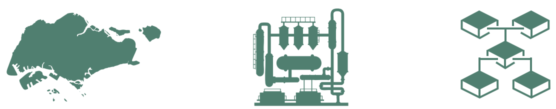
OUR CREDO

ONE MARKET . ONE FOCUS . ONE SUPPLIER

We believe - to be the best possible for our clients, we should give our full attention and effort to them where they operate and invest.

Rather than diversifying across the broad fields of pharmaceutical manufacturing, we choose to go deeper - serving one market with a singular focus. This enables us to build unmatched expertise, reduce complexity, and deliver precise, high-quality outcomes.

Acting as one accountable supplier, we streamline coordination and take full ownership of performance from concept to completion.

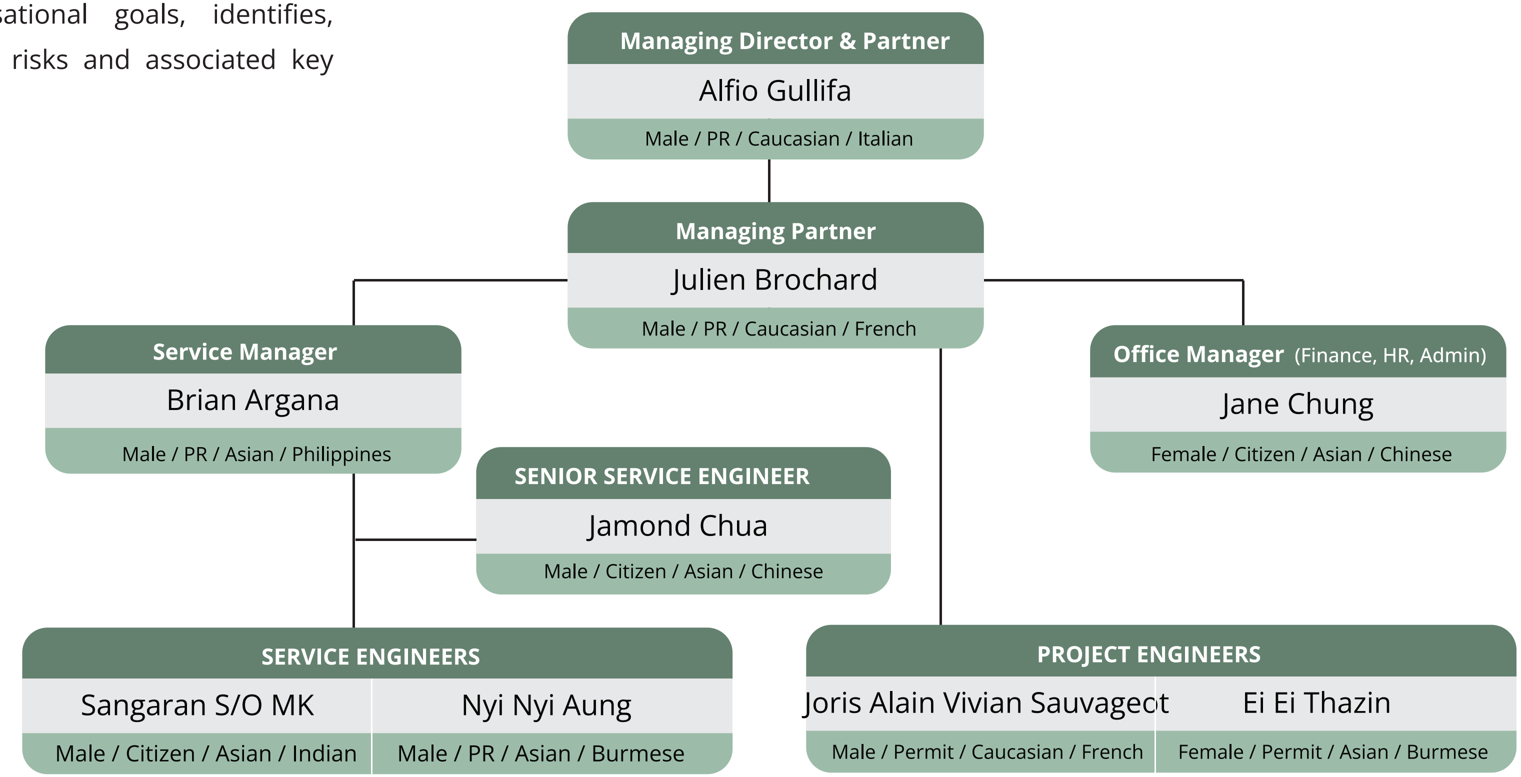


GOVERNANCE

GRI 2-9 to 2-14 | 2-23 | 2-24

THE MANAGEMENT

1Supplier's highest governance body consist of the Managing Director and the Managing Partner, who are both shareholders of the company. The Management evaluates and reviews long-term business and organisational goals, identifies, prioritises, assesses and manages risks and associated key controls in the business.



GRI 2-9 to 2-13 | 2-23 | 2-24

ESG ACTION TEAM

CHAIRPERSON

Ensures Strategic Alignment & Commitment
Oversee Whistleblower and COI issues
(Not involving himself)

ESG HEAD & GOVERNANCE LEAD

Ensures ESG Implementation & Compliance
Oversee Whistleblower and COI issues
(Not involving himself)
Focus on GRI 200 series
e.g. Compliance, COI, Anti-Corruption

INDEPENDENT CONSULTANT

Counter-check on Team's performance against set policies and targets.
Ensure continuous improvement.

SOCIAL LEAD

Focus on GRI 400 series
e.g. Labor, Human RIghts, Health & Safety
Counter-check on Governance performance indicators & targets

ENVIRONMENT LEAD

Focus on GRI 300 series
e.g. Energy, Emission, Supplier Qualification
Counter-check on Social performance indicators & targets

Secondary Role

CORPORATE ETHICS LEAD

- Administrate & Manage COI & Whistleblower Policies and Channels
- Compliance, Investigation, Responding, Reporting

COMPOSITION	
EMPLOYEES	3/6
NON-EMPLOYEES	1/6
MANAGEMENT	2/6
FEMALE	1/6
MALE	5/6

The ESG Action Team is formed as an independent governing body within the organisation to ensure effective implementation of ESG into corporate strategy. It consists of members who meet the stipulated criteria proposed by the consultant, including ensuring non-conflict of interest within the team.

- **Mandate:** This body is responsible for approving the materiality assessment and monitoring sustainability performance.
- **Reporting Line:** This body reports directly to the Chairman of ESG Action Team on a Quarterly basis during ESG meetings.

A formal structure indicating clearly define roles and responsibilities with robust conflict-of-interest safeguards, and a scheduled reporting cadence is in place to enable timely and informed actions by the management to advance on strategic objectives. The members are nominated with considerations to their principal job scope, and each member shall serve in the team for a period of 12 months before a review of performance by the management.

POLICIES COMMITMENT

GRI 2-23 to 2-27

In accordance to the Precautionary Principle, the management approves and commits to both current and revised policies integrating ESG considerations.

1Supplier commit to respecting the human rights of our employees, workers in our supply chain, and the communities where we operate, in addition to ethical and responsible business conduct. Principles from Pillar II and III of the 2011 United Nations Guiding Principles on Business and Human Rights can be found in these policies, evident through the following examples;

HUMAN RIGHTS CONSIDERATIONS	SOURCE
Policy against harrassment, bullying and inappropriate behaviour.	**Employee Code of Conduct**
Grievance Channel	**Employee Code of Conduct**
Non-Retaliatory Policy	**Investigation & Disciplinary**
Subject receives fair opportunity to present their case	**Investigation & Disciplinary**
Ensuring no child labour, forced labour and equal opportunities & employment rights in value chain	**Vendor Qualification Policy**
Ensuring the safety and health of employees and non-employed workers in value chain.	**Vendor Qualification Policy** **OHSAS 45001**

LEGAL & REGULATORY COMPLIANCE (1 Jan 2025 - 31 Dec 2025)

No case of non-compliance with the law & regulations throughout the reporting period.

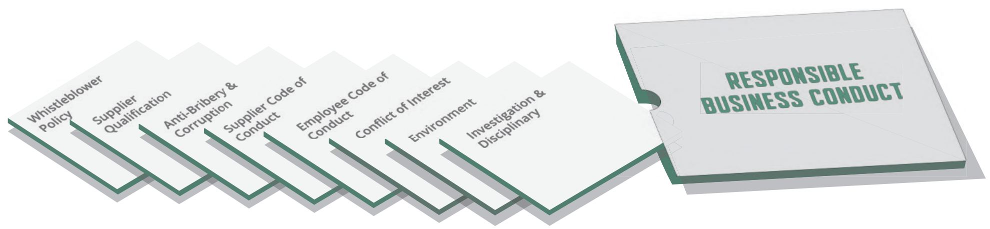
Policies are embedded into daily operations and we reinforces these commitments through:

- **Management oversight and accountability**
- **Training & Awareness through internal channels**
- **Quarterly internal review meetings**
- **Clearly defined reporting and escalation channels**

To ensure a holistic ESG integration into business practice, independent environmental, social and governance policies are layers into an umbrella Responsible Business Conduct Policy as part of our FY 2026 improvement.

To encourage a culture of accountability, official grievance and whistleblower channels are available to employees and external stakeholders, governed by investigative, disciplinary, remediative and reporting SOP. We commit to non-retaliation to ensure accountability within a safe and encouraging environment.

Non-confidential Policies & SOPs are available at www.1supplier.com.sg/sustainability



STAKEHOLDER ENGAGEMENT

GRI 2-25 | 2-29 | 3-1

We have identified our stakeholder groups based on importance, representation, dependency and proximity to our business and different engagement channels and methodologies were adopted to understand their concerns and identify actual and potential impact to the business.

Engagement with stakeholders shall take place through quarterly meetings and monthly LinkedIn content, providing updates and gathering feedbacks from the groups. We continuously seek to explore effective communication channels and strengthen our relationships with them.

STAKEHOLDER GROUP		KEY TOPICS	MODE OF ENGAGEMENT
Management	**MANAGEMENT**	• Revenue • Climate Change Resilience • Compliance with Law & Regulations	• ESG Survey (form) • Quarterly meetings • Annual performance reviews • Sustainability Report
Suppliers	**VENDORS /SUPPLIERS**	• Product Safety & Qualification • Workplace Health & Safety • Labour Policies • ESG Policies	• ESG Survey through email • Communicating through email • Vendor/Supplier Pre-Qualification Process
Clients	**CLIENT**	• Product Safety & Quality • Emission • Labour Policies • ESG Policies • Compliance	• ESG Survey through email • ESG Progress Update via email • ESG Progress Update via LinkedIn & Website
Employees	**EMPLOYEES**	• Training & Development • Workplace Health & Safety • Diversity & Inclusion	• ESG Survey (form) • Quarterly meetings • Annual performance reviews • Email
Government / Regulators	**GOVERNMENT /REGULATORS**	• Compliance to law & regulations	• Regulatory inspections • Audits • Income & Tax Returns

MATERIALITY

GRI 2-25 | 3-1 | 3-2

DETERMINING MATERIAL TOPICS

The materiality determination process consists of four stages:

- Identification of actual & potential impacts and ESG topics
- Assessment of impact significance with stakeholders
- Prioritisation of impacts and topics
- Factor in competitors, suppliers, industry publications sustainability concerns
- Validation and approval of material topics

The exercise also highlighted the most critical potential business risks and opportunities that influence our ability to create value.

	LIST OF MATERIAL TOPICS
GOVERNANCE	GRI 102 - Climate Change 2025 GRI 204 - Procurement Practices 2026 GRI 205 - Anti-Corruption 2016 GRI 206 - Anti-Competitive Behaviour 2016
ENVIRONMENT	GRI 302 - Energy 2016 GRI 305 - Emissions GRI 308 - Supplier Environmental Assessment 2016
SOCIAL	GRI 401 - Employment 2016 GRI 403 - Occupational Health & Safety GRI 404 - Training & Education GRI 405 - Diversity and Equal Opportunity 2016 GRI 406 - Non-Discrimination 2016 GRI 414 - Supplier Social Assessment 2016 GRI 416 - Customer Health and Safety 2016 GRI 418 - Customer Privacy 2016

OUR APPROACH TO MATERIALITY

We conducted a structured survey with the identified stakeholder groups to address the identified material topics. Each ESG Topic presented to the stakeholders was evaluated using 2 scoring questions and responses were tabulated using a 5-point likert scale. Scores were averaged across the total number of respondents for each topic.

Two analytical framework were adopted to priotitize ESG topics - Double Materiality Matrix and Risk-Opportunity Matrix.

Please refer to Performance & Metrics in the Appendix for details.

MANAGEMENT OF MATERIAL TOPICS

The Company manages its material Environmental, Social, and Governance (ESG) topics through defined operational practices and governance oversight. Each topic is managed with established approaches that aim to mitigate risks, manage impacts, and support responsible business practices. These approaches include;

i. operational controls,
ii. management oversight, and
iii. monitoring mechanisms to track performance and identify opportunities for continuous improvement.

CLIMATE CHANGE

GRI 3-3 | GRI 102

Climate change has never been more evident with shifting seasons, extreme weather events and global temperature. The shifting regulatory landscapes and cost associated with climate change disrupt operations, supply chains, and economic stability. These developments also heighten expectations from stakeholders for responsible environmental management. As such, climate change presents both risks and opportunities for the company, underscoring the need to strengthen operational resilience and contribute to a lower-carbon future.

RESILIENCE & PLAYING OUR PART

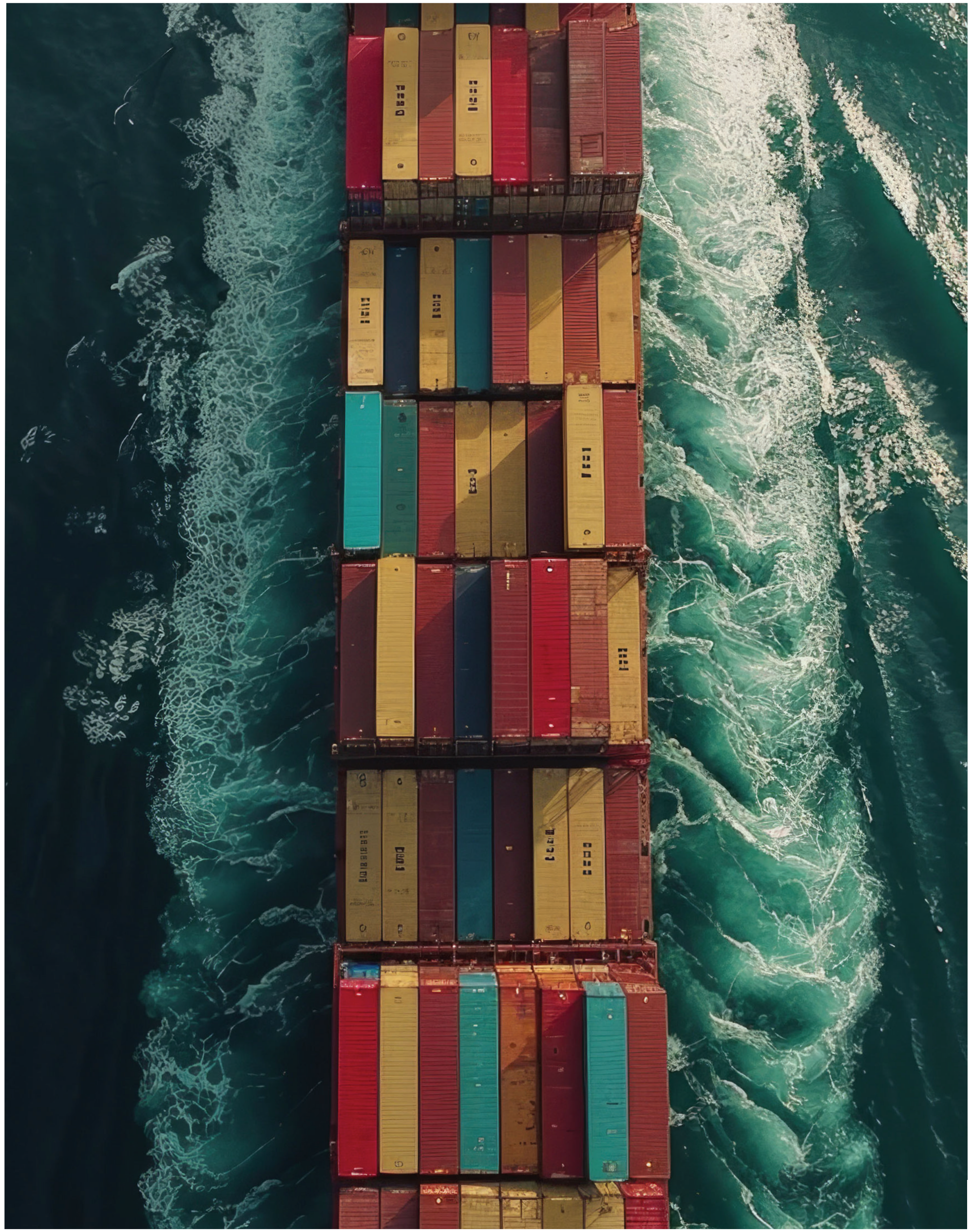
1Supplier manages the impact of Climate Change from both a corporate responsibility and operational perspective. In this base year reporting, the focus is on establishing the base year GHG inventory, policy reviews and target setting.

Our base year GHG inventory, prepared in alignment with ISO 14064-1, is presented in the Appendix and establishes a baseline for future emissions management.

CORP CITIZENSHIP	OPERATIONAL PERSPECTIVE
Quantify GHG inventory in alignment with ISO 14064 to assess Scope 1, 2 and 3 emissions across operations. GHG Reduction, followed by Removal	Enhance supply chain resilience. Identify & prepare for potential disruptions. Soften cost impact associated with Climate Change regulations

MONITORING MECHANISM

CONTINUOUS IMPROVEMENT



ENVIRONMENT

GRI 3-3 | GRI 102 | GRI 302 | GRI 305

SCOPE 1

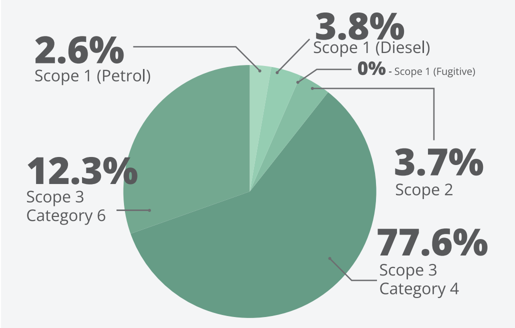
2.94 tCO_2e

SCOPE 2

1.69 tCO_2e

SCOPE 3

41.38 tCO_2e



SIGNIFICANT SOURCE OF EMISSION (1 Jan 2025 - 31 Dec 2025)

Activities / Source	Emission Type	Emission (tCO2e)
Logistics Leg 2 - Air Freight	Jet Fuel Combustion	26.658
Business Air Travel	Jet Fuel Combustion	5.67
Logistics Leg 2 - Sea Freight	Fossil Fuel Combustion	5.40
Logistics Leg 1 - Supplier to Airport/Port	Diesel Combustion	3.468
Logistics Leg 3 - Airport/Port to 1Supplier	Diesel Combustion	0.175

Please refer to Appendices for the complete base year Greenhouse Gas Inventory.

REDUCING OUR FOOTPRINT

1Supplier is committed to reducing our carbon footprint by prioritizing the most significant source of GHG emission and looking inwards to set the foundations right.

1Supplier relies on 3rd party logistical services to fulfill our services, delivering components and parts from the partner's manufacturing facility to client's site for assembly, resulting in air and sea freight accounting for the most significant GHG emission. This base year report accounts for Scope 3 Category 4 emission using a distance-based method. Due to lack of accurate data on leg 1 and 3, we shall adopt diesel truck/chargeable weight emission factors to calculate the first and last mile emission.

Looking inwards, 1Supplier shall gradually replace company vehicles running on petrol and diesel to Electric Vehicles (EV). We are confident that this would drastically decrease our Scope 1 emission by at least 50%. The company shall take steps to mitigate the use of energy, first by shifting internal behaviour before implementing projects to optimize energy use. 1Supplier shall re-analyze energy use for FY 2026 reporting upon availability of data from the new expanded premises.

TARGETS & IMPROVEMENT ACTIONS

Goals	2026
Reduce our operational GHG emissions (Scope 1 & 2) 50% by 2030 from a 2025 baseline.	10% below baseline
Reduce value chain emissions (Scope 3) 50% by 2030 from a 2025 baseline.	5% below baseline

- 1Supplier shall join the **Science Based Targets initiative (SBTi)**, committing to set science-based targets, aligning with the latest scientific evidence on the global effort needed to limit global warming to 1.5°C.
- To start process for **ISO 14001** Environment Management System certification.
- We shall implement policies within operational SOP to **reduce frequency of air freight** by consolidation and factoring in more precise logistical planning into project milestone
- We shall revise our **Vendor Qualification Policy**, re-engage and refresh the Approved Vendor List to ensure supply chain resilience and mitigate disruptions.
- Lastly for FY2026 improvement, we shall initiate a campaign on **responsible use of electricity** within our current and new premises.

ENVIRONMENT

GRI 3-3

SUPPLIER ENVIRONMENTAL ASSESSMENT

GRI 308

1Supplier works with 3rd party entities to fulfill varying parts of any given project, including the manufacturing of equipment, provision of manpower for equipment installation, maintenance works and pipe fabrication to connect the equipment within the system. The environmental performance of vendors contributes to both our Scope 3 emission and that of our clients'. Unsustainable practices by our vendors risk reputational damage by association and increase in costs associated with non-compliance to industry regulations.

MITIGATING OUR SCOPE 3 EMISSION

1Supplier has implemented a Vendor Qualification Policy that determines environmental performance disclosure, policies and records as a pre-requisite to being considered as a qualified vendor. The queries in the pre-qualification form are designed to assess the following;

- Vendors extent of alignment with 1Supplier on environmental concerns and goals both in policy and in practice.
- Vendor's plan to respond to disruptions due to unsustainable practice.
- Vendors' reputational record in relation to environmental compliance.

1Supplier shall reassess qualified vendors every half-year to ensure vendors remain aligned and compliant with environmental expectations and vendor code of conduct.

Targets	2026
Reassessment of pre-2025 Approved Vendor in Singapore with new Pre-Qualification Form	100% complete
Assess manufacturing partner's environmental performances	10% of mfg. partners
Collaboration with partners to implement a standardized LCA / PCF framework based on proxy carbon models and preliminary PCF calculations.	SOP for LCA/PCF

We take a practical, non-disruptive approach to aligning our vendors with our ESG commitments, whether they are sub-contractors or manufacturing partners.

Especially for our manufacturing partners across different countries, where they are at varying stages of ESG maturity, we prioritise engagement, support, and collaboration rather than imposing immediate requirements, allowing vendors to adapt within their operational contexts while building long-term capabilities. Our client's requirement to submit LCA/PCF for equipment is the biggest challenge faced by us and our manufacturing partners as there are no fixed designs and stocks for the equipment we design and produce. We however, shall work closely with our partners to meet this challenge with a strategy and SOP for FY 2026 reporting.

We are committed to fostering a collaborative and mutually beneficial transition.

SOCIAL

GRI 3-3

EMPLOYMENT

GRI 401

People are fundamental to delivering operational excellence and sustaining long-term growth. Attracting, developing, and retaining a skilled workforce is essential in supporting our business performance, maintaining high-quality standards, and ensuring continuity across our operations. We are committed to providing fair employment practices, inclusive opportunities, and a supportive work environment, recognising that a stable and engaged workforce contributes directly to productivity, innovation, and overall organisational resilience.

ENSURING HUMAN RESOURCE AVAILABILITY

1Supplier aligns our employment policies with the Employment Act, governed by the Ministry of Manpower in Singapore. Policies and practices focused on fair employment, talent attraction, and employee retention. Our approach is embedded in a robust HR framework that governs:

- Standardised Recuitment & Onboarding Procedures
- Compensation & Benefits
- Leave Entitlements (Maternity Leave)
- Retention Initiatives
- Grievance & Whistleblowing Channels & Procedures
- Employee Code of Conduct
- Investigative & Disciplinary SOP

GRI 3-3

OCCUPATIONAL HEALTH & SAFETY

GRI 403

1Supplier is an ISO 45001 certified organization and the management takes a serious stance on workplace health and safety of both employees and workers performing work on behalf of 1Supplier. ISO 45001 standards are embedded in our Vendor Qualification Policy to effectively ensure all workers operate in a safe and healthy environment. This is material to 1Supplier due to the risk of disruptions, unwarranted costs, reputational damage and contravention of governmental regulations if not managed properly.

MAINTAINING WORKERS' SAFETY

We manage occupational health and safety through a structured management system aligned with ISO 45001. This includes identification of workplace hazards, assessment of risks, and implementation of appropriate control measures, together with the supervisors on the ground managing the workers not employed by us. We refer to the PDCA framework for a systemic approach to proactively manage risks and uphold standards of workplace safety across our operations.

PLAN	DO	CHECK	ACT
Identify workplace hazards	Safety Policy & Procedures	Report on Incidents & Near-Miss	Corrective & Preventive Actions
Conduct risk assessments (HIRA/RA)	Safety Training, Briefing, Toolbox	Safety Inspection & Audits	Management Review Meetings
Define Controls (PPE, SOP)	Roles & Responsibilities	KPI Tracking	Continuous Improvements to Safety Practices
	Contractor & Site Safety		

EMPLOYEES		(1 Jan 2025 - 31 Dec 2025)	
Full-Time	7	Citizen / PR	6
Part-Time	0	Work Permit	1
Male	4	New Hire	2
Female	3	Turnover	2
≤ 30 years old	4	Workplace Death	0
30 - 50 years old	3	Workplace Injuries	0
≥ 50 years old	3	Near Misses	0

Please refer to Metrics & Indicators in the Appendix for detailed breakdown.

Gaps were discovered while reporting to GRI standards in this baseyear report. The management is committed to implement changes to policies and procedures for complete alignment with GRI standards, including;

- A more comprehensive validation procedure, monitoring and reporting of safety compliance for workers not employed, but performing work for our company.
- Insurance coverage for employees
- Enhancing Vendor Qualification Policy to include OHSAS benchmarks
- Enhancing Vendor Code of Conduct's Health & Safety expectations

For more detailed information on our next step, refer to page xx.

DIVERSITY & EQUAL OPPORTUNITY

GRI 405 | GRI 406

The ability to attract and retain talents is critical to our ability to deliver. At 1Supplier, we have a good mix of employees from 4 different cultural and language orientations converging to make a difference in the pharmaceutical industry. In the highly technical, regulated niche market where we operate, there is no room for false-negative hiring decisions made due to discriminatory criteria. It is in our best interest to hire and remunerate based on merit,

SOCIAL

GRI 3-3

(con't) GRI 405 | GRI 406

and market benchmarks, regardless of race, nationality and gender, as reflected in our HR policy. This is also in line with Human Rights conditions as stipulated in the UNGP and UN Global Compact Principle 6. 1Supplier maintains open channels of communications directly with the top management, along with an established Grievance mechanism for our employees and non-employed workers.

GRIEVANCE & WHISTLEBLOWER CHANNEL		(1 Jan 2025 - 31 Dec 2025)	
Conflict of Interest	0	Retaliation	0

During the reporting period, there were 0 reported discrimation on grounds of race, color, sex, religion, political opinion, national extraction, or social origin as defined by the ILO

TRAINING & EDUCATION

GRI 404

Our ability to deliver high-quality results depend on the skills, knowledge, and competency of our workforce. Continuous training and development are essential to maintain technical expertise, adapt to evolving industry requirements, and support employee growth. Individual proficiency and common knowledge is therefore of essence to our service quality.

TRAINING & DEVELOPING OUR PEOPLE

In this base year, we support employee development through on-the-job training, technical guidance, and role-specific learning opportunities. 2 employees have been sent for training with our overseas manufacturing partners. Moving ahead, 1Supplier shall introduce a framework to manage all aspects of employee training and development, which shall include identifying skill gaps, tracking and reporting of individuals progress, performance and career development reviews.

Targets	2026
External Training:	Collective Knowledge (ESG) Corporate Ethics & Integrity (For Corp. Ethics Lead & Compliance Lead)
Internal Training:	1Supplier ESG Integration (Organizational) 1Supplier ESG Integration (Roles)

SUPPLIER SOCIAL ASSESSMENT

GRI 414

Our suppliers and vendors play a critical role in our value chain. Their labour practices, working conditions, and ethical standards can impact our operations and reputation, especially when vendors provide manpower to perform work on behalf of our company. Beyond our immediate control are the manufacturing partners across multiple countries, which may have differentiated social expectations from what 1Supplier aligns with. Ensuring responsible practices within our supply chain is therefore an important aspect of our ESG commitment.

GRI 3-3

ASSESSING OUR VENDORS

GRI 414

Consistent with the approach and actions to take for material topic GRI 308, We take a practical, non-disruptive approach to aligning vendors with our ESG ambitions, prioritising engagement, support and collaboration rather than coercion. Vendors shall be reassessed through the new Pre-Qualification Form and Vendor Qualification Policy that includes questions related to, and supporting document to assess social impact and mitigation plan.

Targets	2026
Reassessment of pre-2025 Approved Vendor in Singapore with new Pre-Qualification Form	100% complete
Assess manufacturing partner's social impact & performances	10% of mfg. partners

CUSTOMER HEALTH & SAFETY

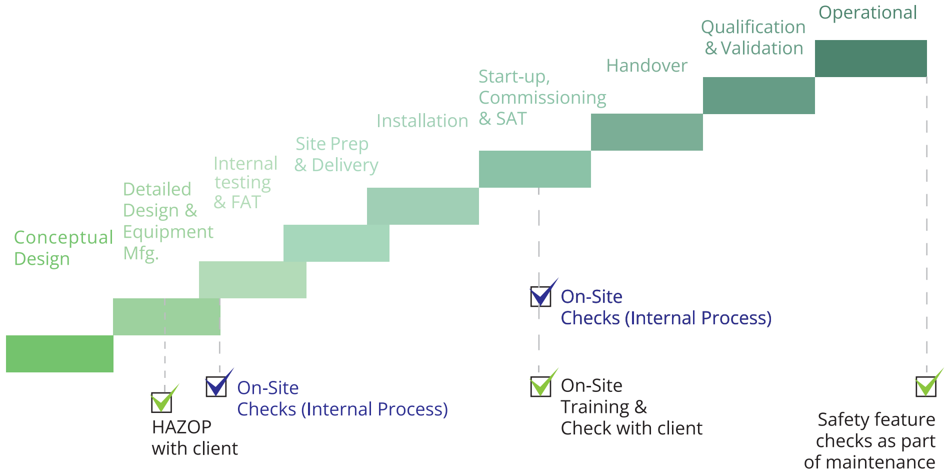
GRI 416

The systems we design, install, and maintain directly impact the safety and operational integrity at our clients' facilities. Any failures in such environment can lead to catastrophic consequences to safety and health of both operators and end-users of the product. Ensuring that our deliverables meet health and safety requirements, and maintaining a stellar record for zero operational failures and incidents, is critical to our reputation and trust from the market.

ENSURING QUALITY OF OUR SYSTEM

As an ISO 9001 certified organization, we ensure quality of our service and systems through framework and SOP, adhering to project specifications, industry standards and regulatory requirements.

Other than the ISO framework, it is our standard practice of due diligence to conduct quality check and test at varying phases while the project is ongoing to actively identify risks, verify and respond to deviations, both during design and installation phase. All internally-initiated checks are recorded to provide traceable, evidence-based due diligence for our product's safety standards.



The illustration above illustrates where 1Supplier actively conduct our due diligence, ensuring product safety beyond standard requirement by the client.

Improvements	2026
To conduct survey with the operators on quality, safety and health concerns in relation to the equipment.	100% of all projects
To quantify and report incidents of non-compliance	100% of all projects

SOCIAL

GRI 3-3

CUSTOMER PRIVACY

GRI 418

In the course of our operations, sensitive information will be exchanged between the client and us, including private information on individuals, project data, proprietary details and financial information which may result in both strategic and legal consequences in the event of a breach or leak. Protecting customer privacy is essential to maintaining trust, safeguarding business relationships, and ensuring compliance with applicable data protection requirements.

PROTECTING PRIVACY, DATA & MORE

In October 2025, we formalised our approach through the introduction of a Data Protection & Confidentiality Policy, which integrates the protection of personal data and commercially sensitive information within a single framework.

Depending on the context, these requirements are embedded into our operations through multiple channels,

PRIVACY & DATA POLICY	(October 2025)
Privacy Policy	Website Social Media Internal Training Internal Onboarding
Confidentiality Policy	Contracts Internal Training Internal Onboarding

The policy establishes principles for the responsible collection, use, storage, and sharing of information, and is applied across relevant business functions. Controls are in place and it includes;

- **End-to-End Encryption (E2EE):** All emails containing specifications or process designs must be encrypted. Use specialized secure file-sharing platforms rather than generic cloud storage where possible.
- **Granular Access Control:** Shared drives must use Role-Based Access Control (RBAC).
- **No Personal Email/Drives:** Transferring client IP (e.g., process design files) to personal email accounts or unsanctioned cloud drives is a strictly terminable offence.
- **Audit Logging:** All access to "Highly Confidential" project folders on shared drives must be logged and audited quarterly to ensure only active project members have access.

Moving forward from this baseyear report, we shall create stronger public awareness for the policy and continue to monitor and track incidents to report in the next Sustainability Report.

Data Protection Officer:

Mr. Alfio Gullifa

+65 7866 6755
alfio.gullifa@1supplier.com.sg

Scan for Data Protection & Confidentiality Policy

ECONOMICS

GRI 3-3

PROCUREMENT PRACTICES

GRI 204

Procurement is a key function in our operations, influencing quality, cost efficiency, project delivery, and supply chain resilience. Our sourcing decisions also impact local economies and other ESG considerations, making responsible procurement practices important to our business sustainability. In addition, our clients are increasingly emphasizing on ESG disclosures related to 3rd party vendors in their pre-qualification process, further validating GRI 204 as a material topic.

ENSURING RESPONSIBLE PROCUREMENT

We manage procurement through established processes as determined in the Vendor Qualification Policy (VQP). The VQP was originally designed to assess vendors based on quality due to our ISO 9001 certification. It now embeds ESG considerations and framework of assessment that includes;

- Qualification Criteria and Assessment Framework (Indicators/Scoring)
- Approach to aligning and corrective procedures
- Annual Re-Assessment & Handling non-qualification

One of the key criteria is the availability of product LCA or PCR for assessment of emission derived from fabrication, raw materials and waste management, which is critical to assessing risk of disruption to the supply chain.

1Supplier prioritise engagement and collaboration to work towards accountability with our vendors, rather than issuing an ultimatum. We allow vendors to adapt within their operational contexts while building long-term capabilities which plays to the benefits of all parties.

ECONOMIC

GRI 3-3

(con't) GRI 204

In-line with material topic GRI 308 and 414's action plans for FY 2026, we shall be reengaging the approved vendors, communicating the revised policy, qualification criteria and re-assessment queue. For FY 2026's sustainability report, we shall be ready to disclose

- % of new suppliers screened using ESG criteria
- % of existing suppliers reassessed
- % of suppliers in Green / Amber / Red categories
- % of spending on local vendors/suppliers

ANTI-CORRUPTION & BRIBERY

GRI 205

The pharmaceutical supply chain is a high-value, essential and specialized niche that generates billions in revenue while remaining largely invisible to the public, increasing exposure to risk of corrupt practices which is further substantiated by the intricate and interdependent relationships among contractors, suppliers, and service providers involved in the construction, operation, and maintenance of pharmaceutical production facilities. The issue must be actively prevented and managed to prevent legal liabilities, reputational damage, loss of stakeholder interest, operational disruption due to investigations and most importantly, risks to bodily harmor even death due to use of products produced from the solutions we provided.

MANAGING CORRUPTION & BRIBERY

1Supplier has put in-place an Anti-Corruption and Bribery Policy (ACP), as well as a binding Conflict of Interest channel and mechanism in 2024, prior to this baseyear ESG Report. It was a company policy that was only communicated to employees with client-facing roles or vendor management responsibilities. With our first step into ESG accountability in 2025, we are poised to strengthen on our ACP framework in accordance to GRI standards.

Improvements	Time Frame
Publicized Whistleblower Channel & Mechanism for Systematic Tracking & Reporting of reported cases	Q1/2026
Improved Anti-Corruption and Bribery Policy - Investigative & Disciplinary Guideline - Company-wide Awareness	Q2/2026
Embedding into Responsible Business Conduct & Employee Code of Conduct	Q2/2026
Independent Risk Assessment by Operational Break-down	Q2/2026
Focused Training for Corp. Ethics Lead & Compliance Lead	Q4/2026

By understanding the gaps identified in the process of publishing our baseyear report, we are in a better position to implement and integrate where practical, policies and SOPs. The management is committed to implementing the above improvements, fulfilling all aspects of GRI 205-1, 205-2 and 205-3 to improve transparency and accountability for the next Sustainability Report.

ECONOMIC

GRI 3-3

ANTI-COMPETITIVE BEHAVIOUR

GRI 206

Fair competition is essential to maintaining a transparent and trustworthy business environment. Non-compliance with competition laws can result in legal penalties and damage to the company's reputation. From our client's perspective, this is a material topic that is about cost transparency, which influence their ability to project profitability. Collusion with competitors and Anti-trust behaviour will also impact society as the inflated or non-competitive cost will be passed down to the end-users - patients.

Therefore, 1Supplier has a moral responsibility to play its part in ensuring that the employees and even members of the management, commit to fair market practices.

ENSURING FAIR MARKET PRACTICES

We approach this concern through (1) Management Commitment to Policies and (2) Accessible Whistleblower Channels and Mechanism for both internal and external parties.

Components of fair market practices shall be part of the Responsible Business Conduct Policy proposed to be implemented in 2026. The management endorses and commit to the policy, and shall directly convey to all employees the mandate to comply with the policy.

Training shall be conducted on a company-wide level for general understanding of the subject-matter.

Improvements	Time Frame
Inclusion of fair business practice within Responsible Business Conduct Policy	Q1/2026
Documentation protocol for tenders/supplier negotiations	Q1/2026
Enhance awareness within and beyond organization of policy and whistleblower channel	Q2/2026
Tracking & Repoting in accordance with GRI 206-1	Q2/2026

LOOKING AHEAD: ESTABLISHING A CULTURE

This base year report has uncovered ESG gaps that cannot be breached simply by written policies and reporting numbers. Our ESG commitment is a continuous process of measurable, time-bound improvements to meet goals, and the journey starts internally.

To embed ESG considerations into every business functions and all levels of decision-making down to the daily habits of individuals in our organization, the journey starts internally. It takes leadership, frameworks and continuous awareness to drive behavioural change across the organization.

Moving forward, we are cultivating a *CULTURE*.

ORGANIZATIONAL READINESS

Improvements starts with training, internal communications and policy change to create awareness and align the organization to 1Supplier's ESG goals. This is where we address the *what, why, when* and *how*, and highlight the role of individuals in acheiving the common goal.

POLICIES & SOP IN GENERAL

To roll out the Responsible Business Conduct Policy, layering ESG components from all other policies into a unified framework.

- Management commitment and direct oversight
- Assignment of roles
- Implementation, Training, Tracking, Reporting
- Communicate to stakeholders

To enhance Anti-Corruption & Bribery Policy to include:

- Investigation and Disciplinary Guideline
- Structured whistleblower channel & mechanism
- Conduct risk assessment across key functions in the business (Sales, Procurement, Project Management, Finance)
- Strengthen governance through publicized whistleblowing channel, Systematic tracking and reporting of incidents

To introduce fair competition practice under Responsible Business Conduct Policy to curb Anti-Competitive Behaviour.

- Establish documentation protocol for Tendering and Negotiations
- Publicize whistleblower channel & mechanism

To launch an internal campaign to promote and create awareness of Climate Change and ESG goals of the organization to both employees and approved vendors.

Campaign shall be a year-long direct communications through e-mail and mobile, with permission from the recipient.

LOOKING AHEAD

ADDRESSING ENVIRONMENTAL IMPACT

With the establishment of our GHG inventory, we are able to identify the significant sources of emission, set realistic targets and plan for programmes to reduce, remove or off-set.

GHG REDUCTION & REMOVAL

To reduce GHG emission from Scope 1 and 2 by 10% in 2026.
- Targeting vehicle emission

To reduce value chain emissions (Scope 3) by 5% below baseline.
- Targeting vendors and logistics

To join Science Based Target initiative (SBTi), commiting to set science-based targets to align with latest scientific evidence on the global effort needed to limit global warming to 1.5°C.

POLICIES & SOP

To certify for ISO 14001 EMS in 2026 for stronger framework in governing efficient use of energy and reduce wastage on an organizational level.

To introduce SOP for reducing airfreight through
- consolidation
- factor in logistical planning into project management

To embed ESG considerations into Vendor Qualification Policy and Vender Pre-Qualification Form.
- Reassessment of approved vendors
- Active tracking of emissions deriving from scope 3 activities in relation to particular projects

To start a year-long campaign of awareness through internal channels
- Reduce. Reduce. Recycle.
- Responsible use of electricity.
- Mobility and the environment.
- General climate change messages

To assess 10% of manufacturing partner's environmental performances
- Check for alignment and gather the numbers for tracking and reporting

To invite partners to collaborate on producing a Framework for LCA/PCF readiness in FY 2026.

NURTURING CAREERS. ATTRACTING TALENTS.

Hiring in a niche, specialized market is as competitive as the business itself, especially in a small country like Singapore. To remain competitive, we seek to improve upon the existing HR policy and SOP, integrating ESG components in accordance to GRI standards. We seek to empower and develop career and personal growth of our employees, attract and retain the next generation of professionals to sustain our growth and to extend our social considerations to workers not employed under the company.

EMPLOYMENT

To implement structured Training and Development framework, including;

- Tracking of training hours and participation
- Indentification of skill gaps and annual review of performance and career development pathways

To conduct:

- ESG training for all employees.
- Role-specific ESG training aligned with responsibilities
- Orientation for new version of Employee Code of Conduct, which includes conduct related to the material topics identified in this base year report.

To strengthen employee support through:

- Enhanced benefits (e.g. insurance coverage)
- Reinforced grievance and whistleblowing channels and mechanisms

LOOKING AHEAD

WORKPLACE HEALTH & SAFETY

Although 1Supplier is a ISO 45001 certified organization, there are still gaps to bridge to fulfill ESG considerations.

NON-EMPLOYEE WORKERS

We shall extend our workplace health & safety policy to workers not employed by the company. The same safety and health protocol applies to these workers and we shall monitor and track for compliance and reporting.

VENDOR QUALIFICATION

To enhance Vendor Qualification Policy to include:

- Health & Safety performance criteria
- Compliance verification process

POLICIES & SOP

- Set-up monitoring and reporting mechanism
- Prepare to report on Incidents, near misses, and corrective actions.

RESPONSIBILITY TO CLIENTS

1Supplier is a certified ISO 9001 organization, ensuring compliant and high-quality equipment is produced for our clients but this year, we shall establish an even more stringent QA/QS process with a structured quality surveying and reporting process throughout a project's lifecycle.

QUALITY SURVEYING

To integrate Health & Safety Impact Assessment checkpoints across project lifecycle stages.

Formalize tracking and reporting aligned with GRI 416

DATA INTEGRITY & CONFIDENTIALITY

Strengthen implementation of Data Protection & Confidentiality Policy. including:

- Company-wide awareness and training
- Monitoring & Reporting of data/privacy incidents
- Enhance communications through Contracts, Website, and internal onboarding and training
- Training for Data Protection Officer

COMMUNICATING PROGRESS

In the next report, 1Supplier shall report quantitative indicators based on , including:

- GHG emissions (Scope 1, 2, and 3) and reduction progress
- % of vendors reassessed using ESG criteria
- % of manufacturing partners assessed using ESG criteria
- Framework for LCA/PCF
- % of spending on local vendors/suppliers
- % of employees trained on ESG and ethics policies
- % of employees briefed on organizational ESG goals
- % of ESG Action Team member trained on ESG role & responsibilities
- Number of workers not employed by company
- Workplace safety indicators (incidents, near misses)
- Number of reported employee grievance
- Number of reported non-employee grievance
- Number of reported ACP cases
- Number of reported COI cases
- Number of reported Data & Confidentiality Breach
- Number of legal actions and status for anti-competitive behaviour, anti-trust and monopoly

METRICS & INDICATORS

COMPANY OVERVIEW

PERFORMANCE INDICATOR	BASE YEAR 2025	FRAMEWORK
Organisation Name	1 Supplier Pte. Ltd.	GRI 2-1
Location of Headquarters	20 Ayer Rajah Crescent #09-27 Technopreneur Centre Singapore 139964	
Countries of Operations	Singapore	
Year of incorporation	18 November 2009	
Publication Date	1 April 2026	
Frequency of Reporting	Annually	
Contact Point	Annually	
Activities, Value Chain and other business relationships	1Supplier is an agency, distributor and systems integrator in Singapore for a select group of overseas principals (partners) who design and manufacture high-quality pharmaceutical equipment and consumables. We cater high-level consultancy, representing our partners in Singapore and offer design, fabrication, installation and maintenance of manufacturing systems with pre-qualified 3rd party vendors for the pharmaceutical companies operating in Singapore. Details at page 4 - Our Relationship Map	GRI 2-6
Revenue (in millions)	S$ 7.67	GRI 2-6
Employees by age group	Under 30 year old 0 30 - 50 year old 4 Over 50 year old 3	GRI 2-7
Employees by gender	Male 4 Female 3	GRI 2-7
Employment Type	All full-time	GRI 2-7
Parental Leave	Entitlement All Claimed 0	GRI 401-3

OCCUPATIONAL HEALTH & SAFETY

PERFORMANCE INDICATOR	BASE YEAR 2025		FRAMEWORK
	Female	Male	ISO 45001 GRI 403
Injury Rate (per 1,000,000 working hours)	0 incidents reported	0 incidents reported	
Lost Day Rate (days per 1,000,000 working hours)	0 incidents reported	0 incidents reported	
Type of Injury			
	Female	Male	
No. of first aid incidents	0 incidents reported	0 incidents reported	
No. of medically-treated incidents	0 incidents reported	0 incidents reported	
No. of lost-time incidents	0 incidents reported	0 incidents reported	

CORRUPT PRACTICE, GRIEVANCE & COI

PERFORMANCE INDICATOR	BASE YEAR 2025	FRAMEWORK
No. of Corrupt Practice & Bribery	0 incidents reported	GRI 205
No. of Anti-Competitive, Anti-Trust legal actions	0 incidents reported	GRI 206
No. of Employee Grievance reported	0 incidents reported	GRI 405, 406
No. of Conflict of Interest cases	0 incidents reported	GRI 205, 2-15

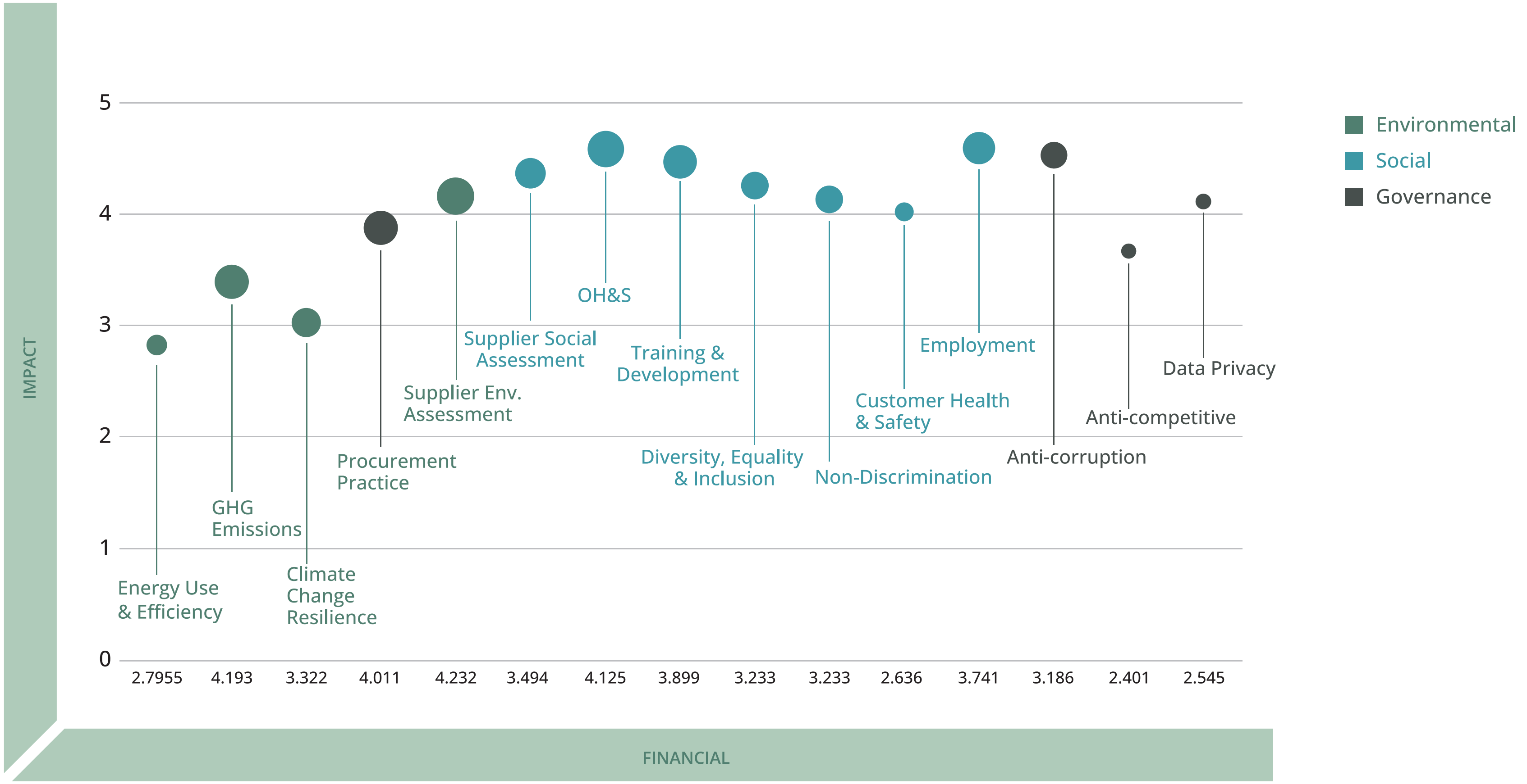
1Supplier implemented Anti-Corruption & Bribery Policy and Conflict of Interest reporting channel and mechanism prior to implementing ESG as a corporate strategy.

LEGAL & REGULATORY COMPLIANCE

PERFORMANCE INDICATOR	BASE YEAR 2025	FRAMEWORK
Fined for non-compliance with law and regulations	0 incidents reported	GRI 2-27 GRI 416-2
Non-monetary sanctions due to non-compliance	0 incidents reported	

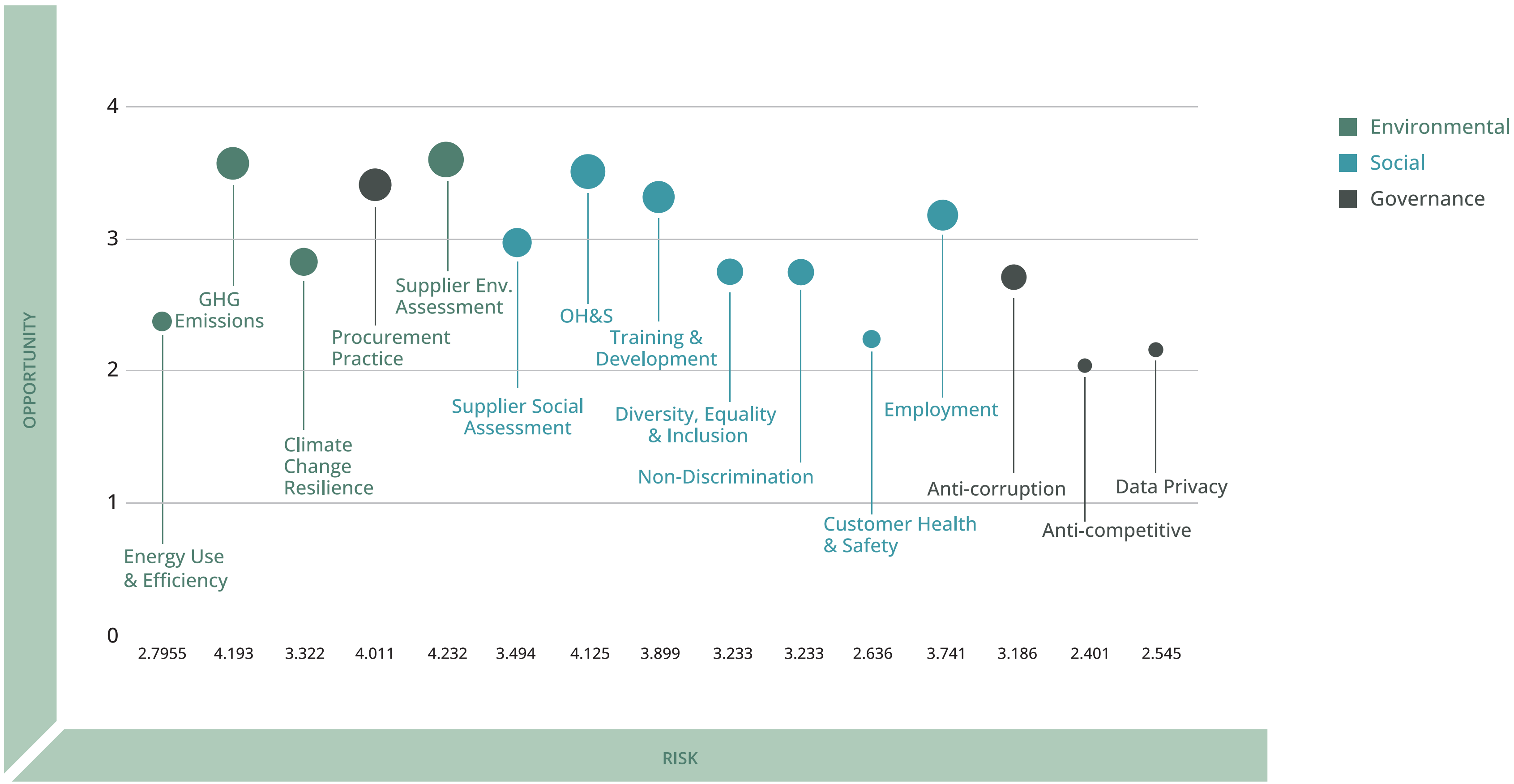
METRICS & INDICATORS

DOUBLE MATERIALITY MATRIX



METRICS & INDICATORS

RISK / OPPORTUNITY MATRIX



GHG INVENTORY

1. Boundary

Organisational Boundary
The GHG inventory covers all operations under 1Supplier Pte Ltd at 20 Ayer Rajah Crescent, #09-27 Technopreneur Centre, Singapore 139964, based on an operational control approach.

Operational Boundary
The operational boundary is defined based on the GHG Protocol, categorising emissions into Scope 1, Scope 2, and Scope 3:

Please refer to attached GHG Inventory

Scope 1:	Direct emissions from owned or controlled sources, including fuel consumption.
Scope 2:	Indirect emissions from purchased electricity.
Scope 3:	Other indirect emissions, primarily from logistic activities and business travelling.

GHG PROTOCOL SCOPE 3 IN THIS REPORT

Included	Category 4 and 6
Excluded	Category 1, 2, 3, 5, 7 - 15

This approach ensures alignment with ISO 14064-1 for boundary setting, while applying the GHG Protocol classification for emissions reporting.

2. Methodology

Emissions were calculated in accordance with ISO 14064-1 using an activity-based approach, where activity data (power consumed, litres of fuel consumed, distance travelled, weight of load) is multiplied by relevant emission factors with results converted into tCO_2e for reporting.

Scope 1 - Mobile Combustion

Method: **Fuel-based**

$$\underset{(tCO_2e)}{\text{Emissions}} = [\underset{(\text{Litres})}{\text{Fuel Consumed}} \times \underset{(CO_2e/\text{litre})}{\text{Emission Factor}}] \,/\, 1000$$

Scope 1 - Fugitive Emission

Method: **Emission Factor**

$$\underset{(tCO_2e)}{\text{Emissions}} = [\underset{(\text{kg})}{\text{Charge}} \times \text{GWP} \times \underset{(\%)}{\text{Leakage}}] \,/\, 1000$$

Scope 2 - Purchased Electricity

Method: **Location -based**

$$\underset{(tCO_2e)}{\text{Emissions}} = [\underset{(\text{kWh})}{\text{Activity Data}} \times \underset{(\text{kg } CO_2/\text{kWh})}{\text{Grid Emission Factor}}] \,/\, 1000$$

Scope 3, Cat 4 - Upstream Transportation & Distribution

Method: **Activity -based**

$$\underset{(tCO_2e)}{\text{Emissions}} = \frac{[\underset{(\text{tonnes})}{\text{Charge Weight}} \times \underset{(\text{km})}{\text{Distance}} \times \underset{(\text{kg } CO_2e/\text{t-km})}{\text{Emission Factor}}]}{1000}$$

Scope 3, Cat 6 - Business Travel (Air)

Method: **ICAO Formula**

$$CO_2/\text{Passenger} = \frac{\text{Total Fuel Burn} \times \text{Passenger Load Factor}}{\text{Total Cabin Seats}} \times 3.16$$

3. Emission Factors

Emission factors were obtained from local and internationally recognised sources, including:

Singapore	International
SEFR, 2024 EMA, 2024	DEFRA, 2025 GLEC, V3.2 2025

Scope 1	Source
Petrol: 2.2798 kg CO_2e/litre Diesel: 2.6853 kg CO_2e/litre	SEFR, 2024
R134a GWP: 1530	IPCC AR-6

Scope 2	Source
0.402 Kg CO2/kWh	EMA, 2024

Scope 3	Source
Leg 1 - Light Commercial Vehicle ≤ 3.5 tonne Rigid (Europe - WTW) **0.842** kg CO_2e / tonne-km	GLEC V3.2, 2024
Leg 2 - Air Freight (Incl. RF) Short-haul (< 1500 km) **1.363** kg CO_2e / tonne-km Long-haul (≥ 1,500 km) **0.788** kg CO_2e / tonne-km	GLEC V3.2, 2024
Leg 2 - Sea Freight Container Vessels (110m) **0.029** kg CO_2e / tonne-km	GLEC V3.2, 2024
Leg 3 - Light Commercial Vehicle ≤ 3.5 tonne Rigid (Asia excl China & India - WTW) **0.951** kg CO_2e / tonne-km	GLEC V3.2, 2024

4. Notes & Assumptions

Scope 3, Category 6 includes (a) Business Air Travel. It excludes (b) Local Business Commute (Rail, Car, Ride-Hailing) - Incomplete Data and (c) Accomodation - Incomplete Data. Estimated to be <5% of total Scope 3. Data shall be ready for FY2026 report.

Other Exclusions from GHG Scope 3 category:

Category 1: Purchased Goods & Services

Non-Applicable for Base Year. The Company targets to (a) Reassess Vendors and request for their GHG emission report and (b) Collaborate with Partners to begin reporting on their GHG emissions, as part of continuous improvement.

Category 2 : Capital Goods
Non-Applicable as no capital goods were purchased.

Category 3 : Fuel- and energy-related activities
Non-Applicable. No such activites happening.

Category 5 : Waste Generated in Operations
No Data available for calculation. Currently provided by 3rd party vendors.

Category 7 : Employee Commuting
Data inconsistent and incomplete. It can be

Category 8 : Upstream Leased Assets
Non-Applicable. No Data Available.

Category 9 : Downstream Transportation & Distribution
Non-Applicable. 1Supplier doesn't engage with the end-user of products manufactured by equipment provided by 1Supplier.

Category 10 : Processing of Sold Products
Non-Applicable to 1Supplier Pte. Ltd.

Category 11 : Use of Sold Products
Not a market practice to measure and track equipment in operations within a controlled GMP environment. It is also not emissions within the control of 1Supplier.

Category 12 : End of Life Treatment of Sold Products
Non-Applicable in this base year report. 1Supplier shall work on establishing a LCA/PCF readiness framework with

Category 13 : Downstream Leased Assets
Non-Applicable to 1Supplier Pte. Ltd.

Category 14 : Franchises
Non-Applicable to 1Supplier Pte. Ltd.

Category 15 : Investments
Non-Applicable to 1Supplier Pte. Ltd.

We apply ISO 14064-1 labelling in accounting for Scope 1 and 2 emissions while adopting the categorical labelling of GHG Protol for Scope 3 emissions.

Firefighting equipment excluded in GHG inventory as all are using dry powder.

There are no fire spinklers for the office unit at 20 Ayer Rajah Crescent, #09-27 Technopreneur Centre, Singapore 139964.

Fugitive emissions were calculated based on refrigerant charge, leakage rate assumptions, and global warming potential (GWP-IPCC AR6), with results expressed in kg CO_2e and converted to tonnes CO_2e for reporting.

The annual refrigerant leakage rate is referenced from the Taiwan's Environmental Protection Administration's Greenhouse Gas Emission Factor Management Table, Version 6.0.4, June 2019 (Section 6: Fugitive Emission Sources; Section 8: Refrigerant Leakage Rate Emission Factors for Equipment). Even if refrigerant is replenished during the reporting year, emissions are still calculated based on the leakage rate.

Electricity consumption deriving from air-conditioning is not factored into calculation as the building unit controls air-conditioning

Emissions from Electricity shall always be pro-rated at the beginning and end of the year as billing period starts from the 10th of every month.

In the calculation of Scope 3 Category 4 emissions, we adopt emission intensity factors from GLEC V3.2/2025 as it is most aligned with logistics operations and is recognized by GHG Protocol and recommended for target setting by SBTi and CDP. GLEC Framework is is also used to develop the content for ISO 14083.

Scope 3, Category 4 - Upstream Transportation & Distribution emissions were calculated based on segregating the journey into leg 1, 2 and 3, where each legs are fulfilled by a different mode of transportation.

Assumption of Light Commercial Vehicle with MLW ≤ 3.5 Tonne is made in the absence of specific information regarding the type of transportation used in Leg 1 and 3.

The Office Manager clarified that no deliveries to 1Supplier were ever made with a vehicle larger than a 10-footer lorry or the standard DHL/FEDEX van. Therefore, an assumption was made using emission factor of Light Commercial Vehicle with MLW ≤ 3.5 tonne according to GLEC.

For disesel vans (up to 3.5 t GVW) a 13% uplift is applied to to the regional values for Europe and South America to arrive at the Emission Intensity Value of 0.951 kg CO_2e / tonne-km for Asia (Excluding China and India).

Leg 1 Land Transport emission intensity value is 0.842 if the origin is a Europe, using a European diesel van. The emission intensity value of 0.951 kg CO_2e / tonne-km is used if origin of land transportation is Singapore.

Calculation of Scope 3 Cat. 6 emissions excludes (a) Local Business Commute - Incomplete Data and (b Accomodation - Incomplete Data. Exclusion is estimated to be <5% of total Scope 3. Data shall be ready for FY2026 report.

ICAO Carbon Emission Calculator is used to calculate each trip's carbon emission. (https://www.icao.int/environmental-protection/environmental-tools/icec)

The exclusion threshold (emission volume as a percentage of the base year) for future emission sources is 0.5%, and the significant threshold (the current year's abnormal volume as a percentage of the base year) is 3%. If it does not exceed the exclusion threshold, the base year data can be directly cited.

If emission factors or boundary changes exceed the 0.5% threshold, the base year will be recalculated

Lack of data or inconsistent record for GHG accounting in base year 2025 shall be made available for 2026 reporting period.

GHG INVENTORY

TOTAL GHG EMISSION

1 January 2025 - 31 December 2025

SCOPE 1	SCOPE 2	SCOPE 3
2.94 tCO_2e	1.69 tCO_2e	41.38 tCO_2e

Total: 46.01 tCO2e

Activity & Emission Sources

Category	Activity / Equipment	Emission Source	Generated GHG
Scope 1			
Direct Emission	Company Vehicles	Petrol/Diesel Combustion	CO_2
Fugutive Emission	Refrigerator	Fugitive Emission	R134a
Scope 2			
Purchased Electricity	Electricity Usage in office		CO_2
Scope 3			
GHG Protocol Cat 4	Air Freight & Sea Freight of equipment, parts & components	Jet Fuel Combustion	CO_2
GHG Protocol Cat 6	Business Travel	Jet Fuel Combustion	CO_2

SCOPE 1

1 January 2025 - 31 December 2025

Activities / Source	Emission Type	Emission (tCO2e)
Company Car	Mobile Combustion (Petrol)	1.208
Company Van	Mobile Combustion (Diesel)	1.730
Refrigerator	Refrigerant Fugitive Emission	0.00463
	Total	**2.94** tCO_2e

SCOPE 2

1 January 2025 - 31 December 2025

Activities / Source	Emission Type	Emission (tCO2e)
Office Electrical Usage	Combustion of Natural Gas	1.69
	Total	**1.69** tCO_2e

SCOPE 3 - CATEGORY 4

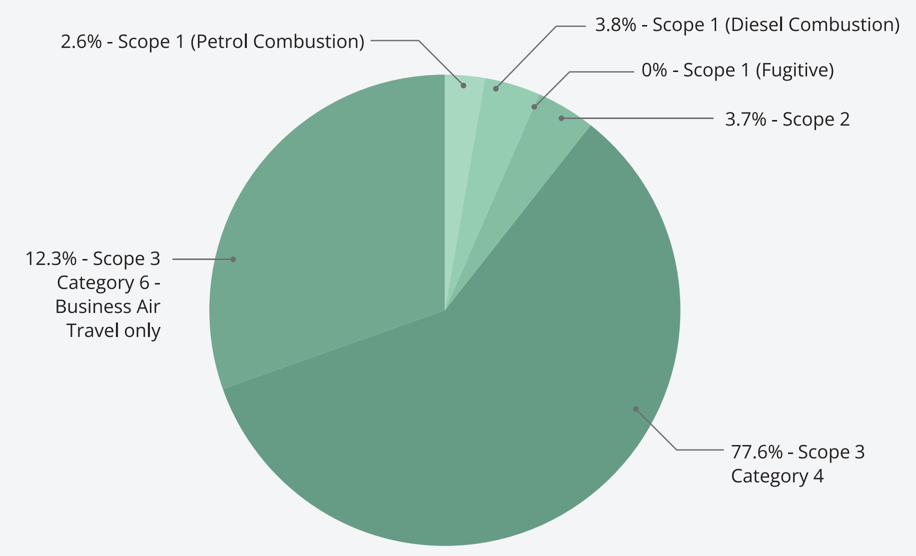
1 January 2025 - 31 December 2025

Activities / Source	Emission Type	Emission (tCO2e)
Logistics Leg 1 - Supplier to Airport/Port	Diesel Combustion	3.468
Logistics Leg 2 - Air Freight	Jet Fuel Combustion	26.658
Logistics Leg 2 - Sea Freight	Fossil Fuel Combustion	5.406
Logistics Leg 3 - Airport/Port to 1Supplier	Diesel Combustion	0.175
	Total	**26.92** tCO_2e

SCOPE 3 - CATEGORY 6

1 January 2025 - 31 December 2025

Activities / Source	Emission Type	Emission (tCO2e)
Business Air Travel	Jet Fuel Combustion	5.67
	Total	**5.67** tCO_2e



GRI CONTENT INDEX

GRI Standard		Disclosure	Chapter, Page, Performance, and/or Explanation for Omission
GENERAL			
GRI 2: General Disclosures 2021	2-1	Organisation	SR Page 4, 25
	2-2	Entities included in the organisation's sustainability reporting	There are no other entities included in this report.
	2-3	Reporting Period Publication Date Frequency of Reporting Contact point	1 January 2025 - 31 December 2025 1 April 2026 Annually SR Page 4
	2-4	Reinstatement of Information	Not Applicable. No prior reports.
	2-5	External Assurance	The management decided to postpone external assurance till the 3rd report from this base year report.
	2-6	Activities, value chain and other business relationships	SR Page 4
	2-7	Employees	SR Page 15; Appendix Page 25
	2-8	Workers who are not employees	Data not available for base year report. ESG Action Team to prepare data for next reporting period (FY2026).
	2-9	Governance Structure	SR Page 6 & 7
	2-10	Nomination and selection of the highest governance body	As an SME, the founder is the current Ex Officio Managing Director, who appoints the Manageing Partner who is also a shareholder, forming the highest governance body.
	2-11	Chair of the highest governance body	Mr. Alfio Gullifa Founder & Managing Director

GRI Standard		Disclosure	Chapter, Page, Performance, and/or Explanation for Omission
	2-12	Role of the highest governance body in overseeing the management of impacts	SR Page 7
	2-13	Delegation of responsibility for managing impacts	SR Page 7
	2-14	Role of the highest governance body in sustainability reporting	SR Page 7
	2-15	Conflicts of interest	SR Page 7; Disclosure Supporting Doc 2-9 to 2-21
	2-16	Communication of critical concerns	SR Page 9
	2-17	Collective knowledge of the highest governance body	We shall start a company-wide training programme, including the management's participion in 2026. SR Page 16.
	2-18	Evaluation of the performance of the highest governance body	Omitted. There are no board of directors or independent 3rd party to conduct this evaluation in this reporting period.
	2-19 2-20 2-21	Remuneration policies Process to determine remuneration Annual total compensation ratio	Omitted. 1Supplier is disclosing and reporting voluntarily as a non-listed company, which is not required by law to disclose figures and policies on remuneration.
	2-22	Statement on sustainable development strategy	SR Page 3 and 5; Disclosure Supporting Doc 2-22 to 2-28
	2-23	Policy commitments	SR Page 6, 7 and 8 Disclosure Supporting Doc 2-22 to 2-28
	2-24	Embedding policy commitments	SR Page 7 and 8 Disclosure Supporting Doc 2-22 to 2-28

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GRI Standard	Disclosure		Chapter, Page, Performance, and/or Explanation for Omission
	2-25	Processes to remediate negative impacts	SR Page 8; Disclosure Supporting Doc 2-9 to 2-21 Quarterly ESG Meeting with mgt.
	2-26	Mechanisms for seeking advice and raising concerns	SR Page 1,7 & 8 Responsible Business Conduct Policy
	2-27	Compliance with law and regulation	SR Page 8
	2-28	Membership of associations	Not applicable.
	2-29	Approach to stakeholder engagement	SR Page 9
	2-30	Collective bargaining agreements	Not applicable.

GRI Standard	Disclosure		Chapter, Page, Performance, and/or Explanation for Omission
MATERIAL TOPICS			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	SR Page 3, 7 to 21 Disclosure Supporting Doc 3-1 to 3-3
	3-2	List of material topics	SR Page 10 Disclosure Supporting Doc 3-1 to 3-3
	3-3	Management of material topics	
CLIMATE CHANGE			
GRI 102: Climate Change 2025	102-1	Transition plan for climate change mitigation	SR Page 11,12 & 13 (Partial Compliance)
	102-2	Climate change adaptation plan	
	102-3 : 102-10	Just transition Carbon credits	In the process of building data collection systems & policy setting.

GRI Standard	Disclosure		Chapter, Page, Performance, and/or Explanation for Omission
ECONOMIC			
GRI 204: Procurement Practices 2026	3-3	Management of Material Topics	SR Page 19, 20 Disclosure Supporting Doc 3-1 to 3-3
	204-1	Proportion of spending on local suppliers	In the process of building data collection systems & policy setting.
GRI 205: Anti-corruption 2016	3-3	Management of Material Topics	SR Page 20 Disclosure Supporting Doc 3-1 to 3-3
	205-1	Operations assessed for risks related to corruption	In the process of building data collection systems & policy setting.
	205-2	Communications & training about anti-corruption policies & procedures	Company-wide communications & training scheduled to begin in 2026
	205-3	Confirmed number of incidents	Appendix Page 25
GRI 206: Anti-competitive behaviour 2016	3-3	Management of Material Topics	SR Page 21 Disclosure Supporting Doc 3-1 to 3-3
	206-1	Number of legal actions & status	Appendix Page 25
ENVIRONMENTAL			
GRI 302: Energy 2016	3-3	Management of Material Topics	SR Page 12 & 23, Appendix Page 29 Disclosure Supporting Doc 3-1 to 3-3
	302-1	Energy consumption within Org.	SR Page 12 & 23, Appendix Page 29
	302-2	Energy consumption outside of org.	Not Applicable
	302-3	Energy intensity	In the process of building data collection systems & policy setting.
	302-4	Reduction of energy consumption	No data available. Energy reduction programme to start in 2026.
	302-4	Reduction of energy consumption	No data available. In plan to collaborate with manufacturing partners to produce LCA/PCR for needed data.

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GRI Standard	Disclosure		Chapter, Page, Performance, and/or Explanation for Omission
GRI 305: Emissions	3-3	Management of Material Topics	SR 11 & 12, Appendix 28 & 29 Disclosure Supporting Doc 3-1 to 3-3
	305-1	Direct scope 1 GHG emissions	Appendix 28 & 29
	305-2	Energy indirect scope 2 GHG emissions	Appendix 28 & 29
	305-3	Other indirect scope 3 GHG emissions	Appendix 28 & 29
	305-4	GHG emissions intensity	In the process of building data collection systems & policy setting.
	305-5	Reduction of GHG emissions	Not Applicable - Base year; no reductions occurred. Reduction targets set for future periods (see Page 12)
	305-6	Emissions of ozone-depleting substances	No data available. In the process of establishing data collection systems within organizational boundary.
GRI 308: Supplier Environmental Assessment 2016	3-3	Management of Material Topics	SR 13 Disclosure Supporting Doc 3-1 to 3-3
	308-1	New suppliers screened using environmental criteria	We are using 2025 base year to revise our vendor quailfication process with ESG criteria. Data is only available in 2026 report. We have set a target to complete 100% vendor re-assessment in 2026.
	308-2	Negative environmental impacts in supply chain & actions taken	
SOCIAL			
GRI 401: Employment 2016	3-3	Management of Material Topics	SR 14 & 15, Appendix 25
	401-1	New employees hire & turnover	SR 15
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-timer employees	1Supplier adhere to benefits mandated in Employment Act of Singapore, including annual leave, maternity leave etc. As part of 2026 improvement, the company shall procure life & injury insurance for full-time employees.

GRI Standard	Disclosure		Chapter, Page, Performance, and/or Explanation for Omission
	401-3	Parental Leave	Appendix 25
GRI 403: Occupational Health & Safety	3-3	Management of Material Topics	SR 15
	403-1 . . 403-7	Occupational health & safety management system Prevention & mitigation of occupational health & safety impact linked by business relationship	1Supplier is a certified ISO 45001 organisation and shall refer to the ISO standard for our management system
	403-8	Workers covered by an occupational health & safety management system.	In base year 2025, workers not employed by us are not included in our system. As part of 2026 improvement, we shall be assessing vendor's social performance and we be actively managing the health & safety standards for workers of our vendors performing work on our behalf at site.
GRI 404 Training & Education	3-3	Management of Material Topics	SR 16, 23
	404-1	Average training hours per employee per year	Company-wide and vocation training, tracking & individual review to start in 2026.
	404-2	Programs for upgrading employee skills and transition assistance programs	
	404-3	Percentage of employees receiving regular performance and career development reviews	
GRI 405 Diversity & Equal Opportunity 2016	3-3	Management of Material Topics	SR 15 & 16, Appendix 25
	405-1	Diversity of governance bodies and employees	SR 6, 7 & 15, Appendix 25
	405-2	Ratio of basic salary and remuneration of women to men	Not applicable. 1Supplier's HR does not practice hiring with basic salary.

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GRI Standard	Disclosure		Chapter, Page, Performance, and/or Explanation for Omission
GRI 406: Non-Discrimination	3-3	Management of Material Topics	SR 15 & 16
	406-1	Incidents of discrimination and corrective actions taken	SR 16 and Appendix 25
GRI 414: Supplier Social Assessment 2016	3-3	Management of Material Topics	SR 16 & 17
	414-1	New suppliers screened using social criteria	We are using 2025 base year to revise our vendor quailfication process with ESG criteria. Data is only available in 2026 report. We have set a target to complete 100% vendor re-assessment in 2026.
	414-2	Negative social impacts in the supply chain and actions taken	
GRI 416: Customer Health & Safety 2016	3-3	Management of Material Topics	SR 17
	416-1	Assessment of the health and safety impacts of product and service categories	We shall be implementing specific checks on quality and safety of the product throughout the project lifecycle as illustrated in SR 17, and in accordance to the guideline from our ISO 9001 QMS certification.
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Appendix 25 We shall be reported in a separate segment for GRI 416 for FY2026 report.
GRI 418: Customer Privacy 2016	3-3	Management of Material Topics	SR 18 & 24
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	As of this base year report, 0 complaint has been received pertaining this topic. Awareness of dedicated channel linked to the Data Protection Officer along with a strengthened Data Protection & Confidentiality Policy shall be publicized in 2026 to start monitoring, tracking and reporting.

USEFUL CONTACTS

Please address any queries or feedback with regards to our sustainability performance or this report to:

ESG ACTION TEAM	OFFICERS
HEAD ESG & Compliance Lead	**Julien Brochard** julien.brochard@1supplier.com.sg
ENVIRONMENT LEAD & Corporate Ethics	**Jane Chung** 1supplier.admin@1supplier.com.sg
SOCIAL LEAD	**Brian Argana** brian.argana@1supplier.com.sg

WHISTLEBLOWING

For matters related to corruption, unfair business conduct, conflict of interest, practice disregarding safety and unacceptable work ethics, we do not turn a blind eye to it. Report it at www.1supplier.com.sg/**whistleblow**.

Your identity shall be kept confidential.

SPEAK UP. SPEAK NOW.

If you are facing discrimination, harrassment, bullying or just simply feeling threatened by your co-workers, do not be afraid of speaking up.

Visit www.1supplier.com.sg/**speakup** and submit a report to us.

DATA INTEGRITY

For cases of data breach or our privacy and confidentiality policy, reach out to Data Protection Officer at **alfio.gullifa@1supplier.com.sg**.

End-of-Report