



SUSTAINABILITY REPORT

For the period covering **1 January 2025 – 31 December 2025**

TABLE OF CONTENTS



LEADERSHIP & OVERVIEW

- 3 Managing Director Statement
- 4 About this Report
- 5 About Chang Hua Construction

RECOGNITION & ENGAGEMENT

- 6 Awards and Certifications
- 8 Industry Memberships

OUR SUSTAINABILITY APPROACH

- 9 Material Topics
- 10 Sustainability Initiatives
- 15 ESG Performance Highlights

ENVIRONMENTAL

- 16 Energy Consumption

- 18 Water Consumption

- 19 Waste Generated

- 20 GHG Emissions

SOCIAL

- 22 Diversity and Equal Opportunity
- 23 Supporting Employee Well-being
- 24 Occupational Health and Safety
- 25 Training and Education

GOVERNANCE

- 26 Anti-Corruption

- 27 GRI CONTENT INDEX

- 30 CONTACT US

MANAGING DIRECTOR STATEMENT

On behalf of the Board and Management, I am pleased to present Chang Hua Construction's second Environmental, Social and Governance (ESG) Report. This report reflects our continued commitment to sustainable business practices and responsible corporate governance, as well as the progress we have made in integrating ESG principles into our operations and long-term strategy.

In our second year of ESG reporting, we have strengthened our framework, enhanced data collection processes, and improved transparency in our disclosures. We recognise that sustainability is not a one-time initiative but an ongoing journey requiring accountability, innovation, and continuous improvement. Over the past year, we have further embedded environmental stewardship, workplace safety, employee well-being, and ethical business conduct into our organisational culture.

From an environmental perspective, we remain focused on reducing our environmental footprint through improved resource management, waste reduction initiatives, and the adoption of efficient technologies. We continue to evaluate opportunities to enhance energy efficiency and minimise emissions in line with industry best practices.

Social responsibility remains a core priority. We are committed to providing a safe and healthy workplace, investing in employee development, and fostering a culture of inclusion and respect. Regular training, stakeholder engagement, and proactive risk management initiatives reinforce our commitment to safeguarding the well-being of our employees, workers, partners, and the communities in which we operate.

Strong governance underpins our sustainability efforts. We maintain robust internal controls, compliance frameworks, and ethical standards to ensure transparency, accountability, and integrity in all aspects of our business. The Board actively oversees ESG matters, ensuring alignment between sustainability objectives and corporate strategy.

As we move forward, we will continue to refine our ESG practices, guided by stakeholder feedback, evolving regulatory requirements, and emerging global sustainability trends. We remain steadfast in our commitment to creating long-term value for our stakeholders while contributing positively to the environment and society.

I would like to extend my sincere appreciation to our employees, business partners, and stakeholders for their continued trust and support as we advance our sustainability journey together.

LI FEI CHANG
MANAGING DIRECTOR
CHANG HUA CONSTRUCTION PTE LTD

ABOUT THIS REPORT

This report covers **Chang Hua Construction's** sustainability performance from:

**1 January 2025–
31 December 2025**

Reporting framework



The report was meticulously crafted with reference to the **Global Reporting Initiative (GRI) standard**, ensuring comprehensive coverage and alignment with internationally recognised sustainability reporting practices.



Our carbon accounting processes are aligned with the **GHG Protocol methodology**, ensuring a comprehensive, transparent, and standardised disclosure of our environmental impact. Carbon emissions were calculated on ESGpedia, an ESG software used for Environmental, Social, and Governance reporting.

External assurance

No external assurance was conducted for this sustainability report.

Feedback

We welcome feedback from our stakeholders to help us further our sustainability journey. Or, if you would like to learn more about our ESG initiatives, please contact:

 **Contact:** enquiry@changhua.com.sg

 **Address:** 112 Lavender Street
Chang Hua Building #04-01
Singapore 338728

 **Website:** www.changhua.com.sg/



Chang Hua Construction Pte Ltd

Chang Hua Construction is a major contractor specialising in architectural and structural engineering works. Our extensive portfolio includes a wide range of building projects such as private residences, public housing developments, factories, hotels, dormitories, offices, show flats and private high-rise condominiums.

Our workforce comprises more than 1,000 professionals, including skilled and semi-skilled workers who are internationally recruited and selected by our management team. Operating under our direct management structure, the team undergoes structured retraining and is deployed across project sites in Singapore, the Maldives and Myanmar. This approach has enabled us to build a strong and capable workforce that supports competitive project bidding and project delivery.

VISION

To be a world-class builder, recognised through our excellent project management and team which continually exceed expectations.

创建一流的建筑企业，团队、管理、业绩、品牌

MISSION

To fulfil our commitment, drive innovation, create value for projects, and improve the quality of life.

志在创新，信于坚守，赋予建筑价值，营造美好生活

Location of Operations Reported



Headquarters:
Singapore

AWARDS & CERTIFICATIONS



ISO 9001:2015
Quality Management
System



ISO 14001:2015
Environmental Management
System



ISO 45001:2018
Occupational Health and
Safety Management System



**BCA Green and Gracious
Builder Merit Award**

AWARDS & CERTIFICATIONS



**bizSAFE Partner
Certification**



**bizSAFE Level Star
Certification**



**WSH Performance Award –
Silver**

MEMBERSHIPS

Chang Hua Construction is an active member of these associations:



The Singapore Business Federation

The Singapore Business Federation (SBF) is the apex business chamber championing the interests of the Singapore business community in the areas of trade, investment and industrial relations. It represents more than 32,000 companies, as well as key local and foreign business chambers.



The Singapore Contractors Association Ltd

The Singapore Contractors Association Limited (SCAL) is a not-for-profit organisation representing more than 3,000 construction firms and allied businesses in Singapore. Since 1937, SCAL plays a pivotal role in being the voice of the construction industry in Singapore through facilitating in various platforms such as bridging closer working relationships between businesses and government agencies, networking events for members, recognition and awards platforms and administering programmes to drive business success.



新加坡中華總商會
Singapore Chinese Chamber of Commerce & Industry

Singapore Chinese Chamber of Commerce & Industry

Established in 1906, the Singapore Chinese Chamber of Commerce & Industry (SCCCI) is an internationally renowned business organisation and the apex body of the Chinese business community in Singapore. It is the founder of the biennial World Chinese Entrepreneurs Convention and the World Chinese Business Network (www.wcbn.com.sg), a global online business information portal. It plays a key and pro-active role in representing the interests of the local business community.

MATERIAL TOPICS

Material Topic Overview

Identifying material sustainability topics is essential to ensure our reporting addresses the most relevant issues for our business and stakeholders. For this sustainability report, Chang Hua Construction determined its material topics through industry benchmarking and reference to sectoral best practices. Moving forward, we plan to enhance our materiality assessment by engaging both internal and external stakeholders to provide a more comprehensive and inclusive perspective.

Methodology and Standards

We aligned our materiality assessment with the Sustainability Accounting Standards Board (SASB) and Global Reporting Initiative (GRI) guidelines to identify the most material topics relevant to the industry. Additionally, we reviewed commonly disclosed topics in sustainability reports published by other companies within the construction sector to ensure alignment with industry best practices.



Material Topics

Energy (GRI 302)

Water Consumption (GRI 303)

Emissions (GRI 305)

Waste generated (GRI 306)

Employment (GRI 401)

Occupational health & safety (GRI 403)

Training & education (GRI 404)

Diversity & equal opportunity (GRI 405)

Anti-corruption (GRI 205)

SUSTAINABILITY INITIATIVES

Waste Segregation & Recycling

a) Implementing segregation of waste on site



Metal Scrap Bin



Concrete Waste Bin



General Waste Bin

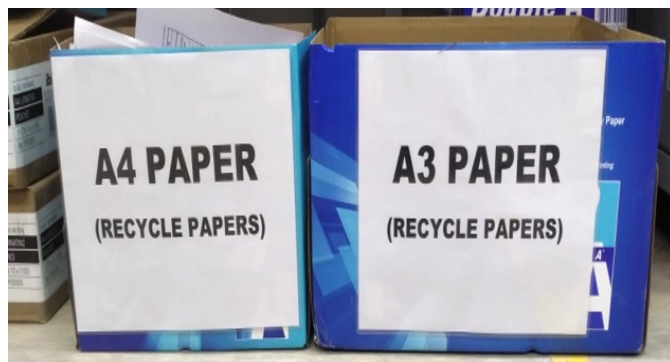


Recycling Bins

b) Implementing arrangement to recycle office waste



Recycle Tray for Printing



Reuse and Recycle Paper

SUSTAINABILITY INITIATIVES

Systems and Technology to Reduce Waste

a) PPVC/PBU



PPVC / PBU construction method / technology used for all BTO projects to reduce wastage on concrete, rebar, timber etc. 100% saving on use of external scaffolding and timber usage.

b) Scaffold



Use of scaffold materials in project sites to reduce the timber usage and wastage.

SUSTAINABILITY INITIATIVES

Recycled and Sustainable Materials Usage



Use of Precast house drain



Reuse Waste Timber plywood



Reuse Scrap rebar



**Reuse waste hardcore to
slope earth protection**



Excess GI pipe as barriers



**Notice board made of reuse
materials**

SUSTAINABILITY INITIATIVES

Energy & Water Efficient Equipment

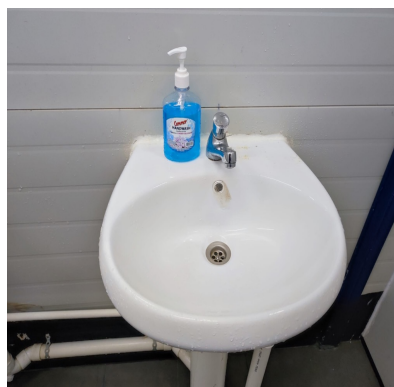
a) Solar powered equipment



b) Energy saving/efficient & green label appliances



c) Water efficient fittings



SUSTAINABILITY INITIATIVES

Social Initiatives

Employee Recognition, Community Service, Wellness Talk, Celebrations, etc.



ESG PERFORMANCE HIGHLIGHTS

FY 2025



ENVIRONMENTAL

Total Energy Consumption

25,908.49

GJ

Total absolute GHG
emissions (Scope 1, 2, and 3)

1,870.18

tCO₂e

Total Water Consumption

39,513.10

m³



SOCIAL

8.00



Average training hours

Gender ratio of
male and female

2:3

Young to older
employees*

1:9

**Young: Under 30 years old, Older: Over 30 years old*



GOVERNANCE

24/7



access to whistleblowing
channel to every employee

0

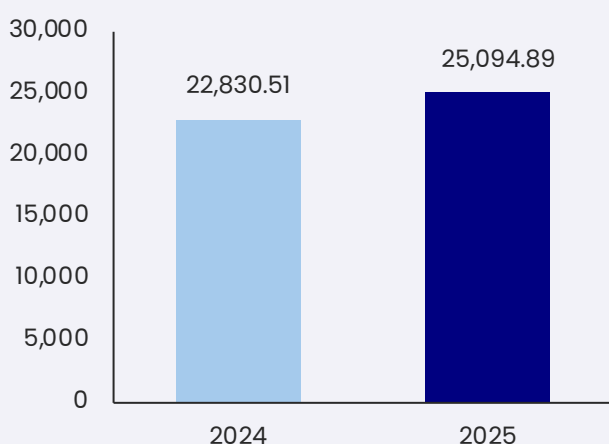


incident relating to corruption
and/or bribery

ENVIRONMENTAL METRICS

Energy Consumption

Total Diesel Energy Consumption
(GJ)



Diesel Energy Consumption

25,094.89
GJ

Total Diesel Consumption in Litres

Sites	Diesel (litres)
2024	600,501.00
2025	660,060.00

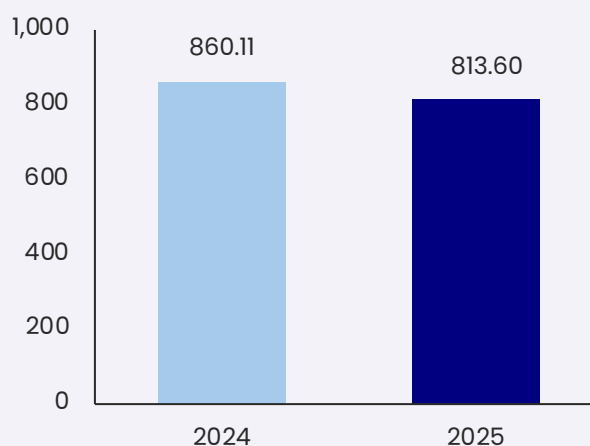
Electricity Energy Consumption

813.60
GJ

Total Electricity Consumption in kWh

Sites	Electricity (kWh)
2024	238,919.00
2025	226,000.00

Total Electricity Energy Consumption
(GJ)

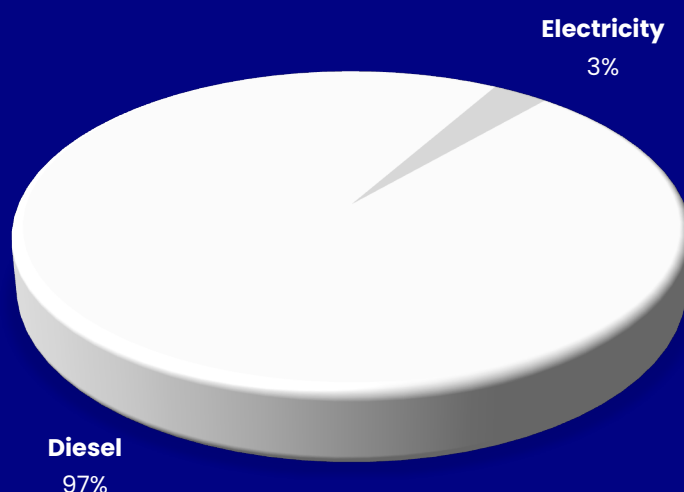


ENVIRONMENTAL METRICS

Total Energy
Consumption

25,908.49
GJ

Breakdown of Energy Consumption



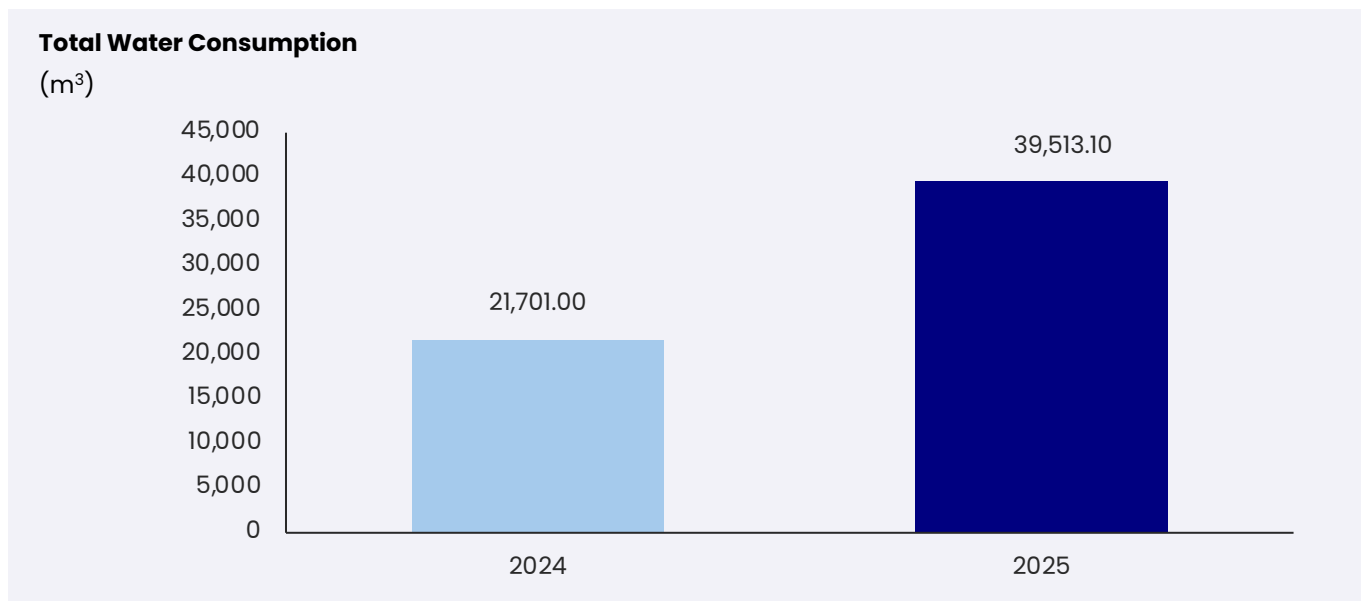
In FY2025, our total energy consumption amounted to 25,908.49 GJ, with diesel accounting for 97% of our overall energy use, while electricity made up the remaining 3%.

Our energy consumption was largely driven by diesel, which is used to power heavy machinery and equipment across our construction and site operations. During the year, diesel consumption increased by 10%, reflecting higher operational activity. In contrast, electricity consumption decreased by 5%, mainly due to reduced usage at site offices and supporting facilities.

Given the nature of our construction activities, diesel remains our primary energy source. We will continue to monitor our energy consumption and look for opportunities to improve operational efficiency where feasible.

ENVIRONMENTAL METRICS

Water Consumption



Our total water consumption increased from 21,701 m³ in 2024 to 39,513 m³ in 2025, reflecting higher on-site activity levels during the year. Improvements in metering and reporting coverage also enabled us to capture water usage that may not have been previously recorded.

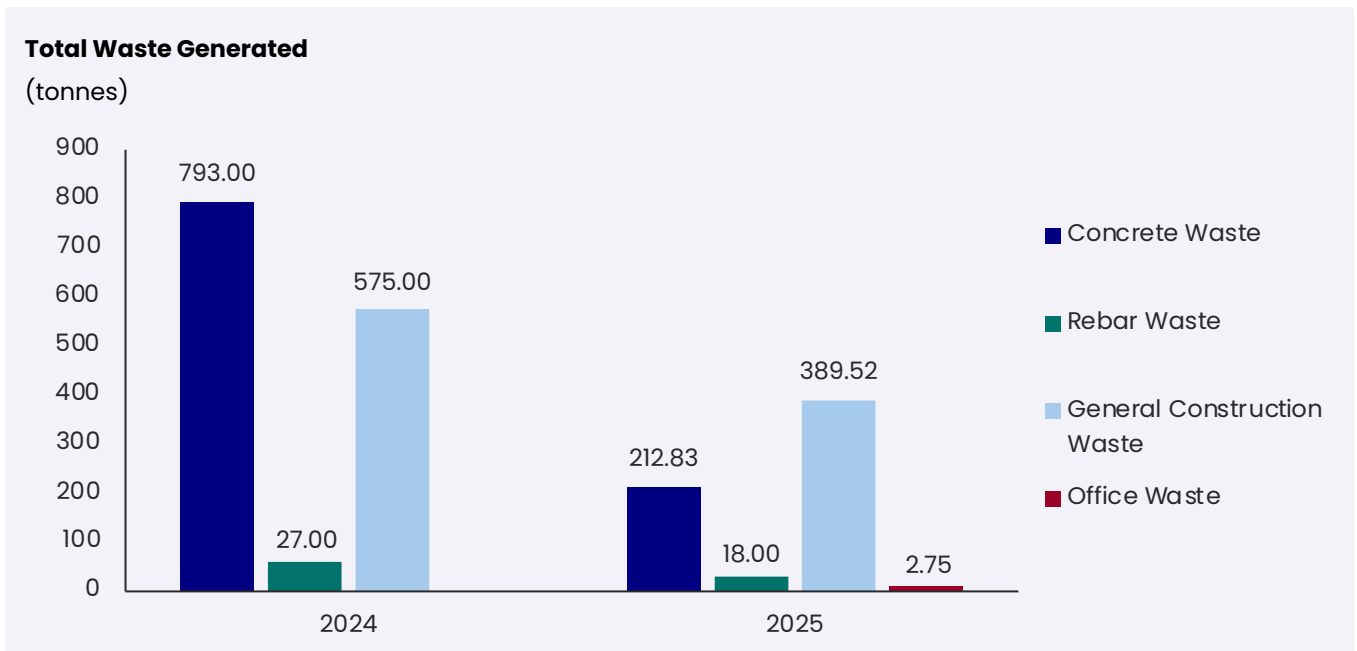
While overall consumption increased alongside our operational activities, we continue to implement water efficiency measures across our sites. These include regular monitoring of water usage, upgrading to more efficient flush systems and taps, utilising recycled water where feasible, and adopting ECM water treatment solutions to improve water management.

Through these efforts, we aim to better manage water consumption while supporting the operational needs of our projects.



ENVIRONMENTAL METRICS

Waste Generated



Note: Graphs are not to scale for visualisation purposes

In 2025, we recorded a significant reduction in total waste generated across our project sites compared to 2024. Concrete waste decreased from 793.00 tonnes to 212.83 tonnes, while general construction waste fell from 575.00 tonnes to 389.52 tonnes. Rebar waste was also reduced from 27.00 tonnes to 18.00 tonnes, and office waste remained minimal at 2.75 tonnes.

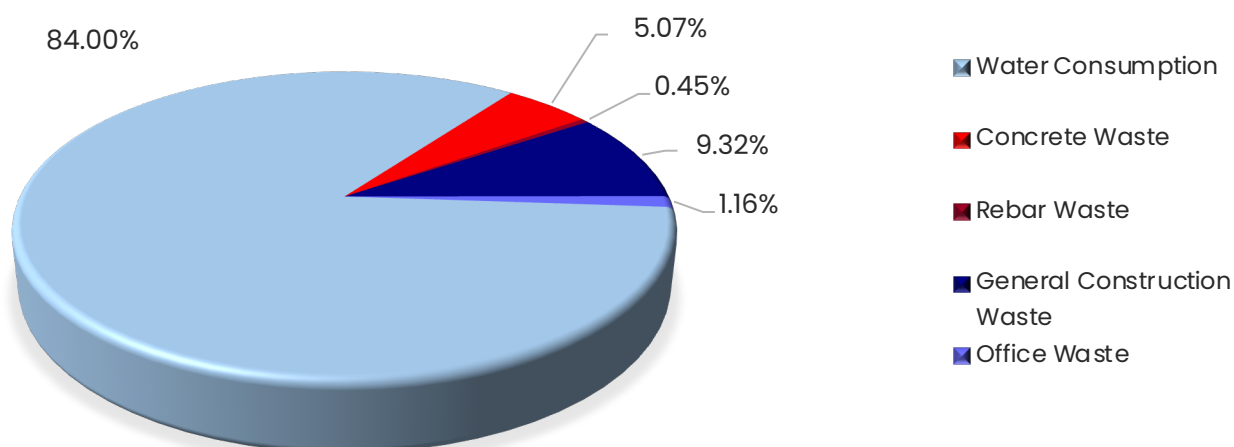
This overall reduction reflects improved material planning, closer site supervision, and stronger waste segregation practices across our construction sites. These efforts help us enhance operational efficiency, reduce material wastage, and support more responsible site management in our construction activities.



ENVIRONMENTAL METRICS

GHG Emissions: Scope 3 Breakdown

Breakdown of Scope 3 Absolute Emission



Scope 3 Emissions Breakdown (tCO ₂ e)		
	2024	2025
Water Consumption	12.37	22.52
Concrete Waste	0.98	1.36
Rebar Waste	0.34	0.12
General Construction Waste	7.18	2.50
Office Waste	0.00	0.31
Total GHG emission	20.867	26.81

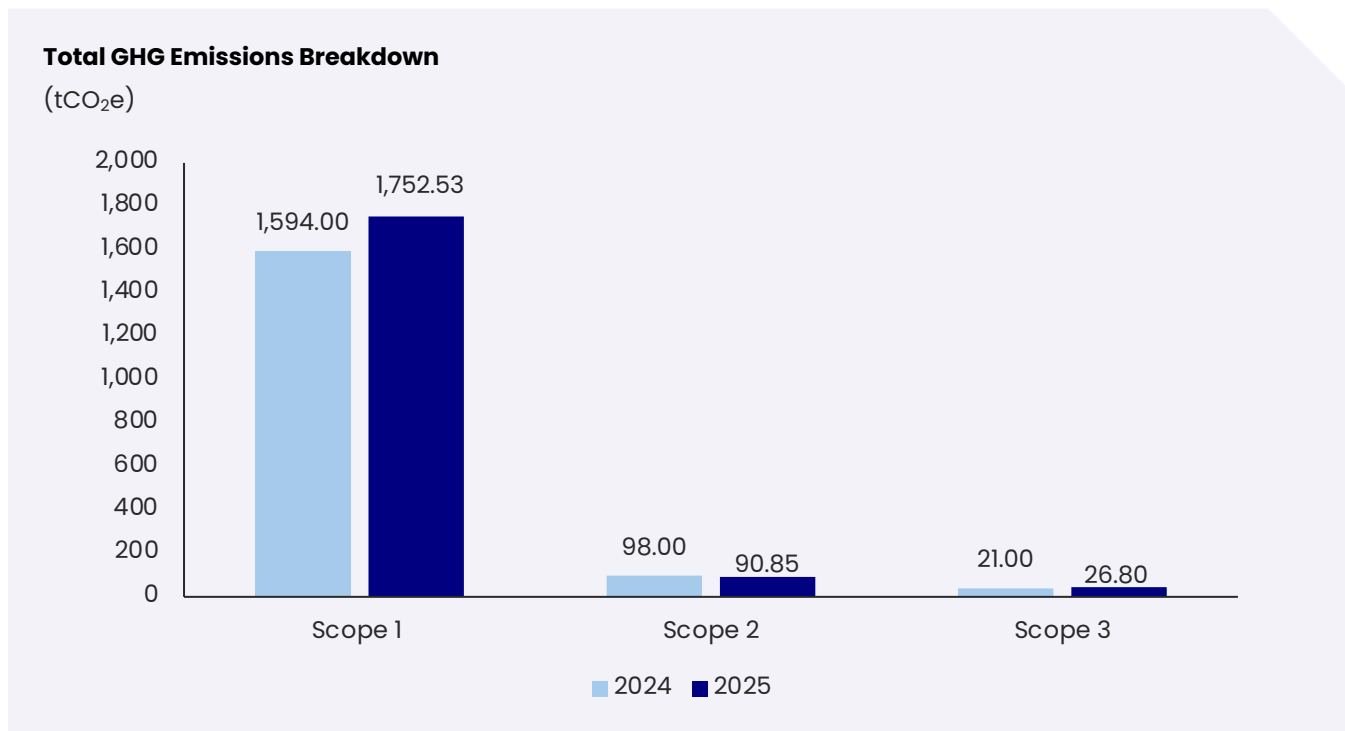
In FY2025, we continued tracking Scope 3 emissions under Category 1 (Purchased Goods and Services – water consumption) and Category 5 (Waste Generated in Operations). Overall Scope 3 emissions increased compared to 2024.

Water consumption remained the largest contributor, accounting for 84% of our total Scope 3 emissions in 2025, while waste generated contributed the remaining 16%. Compared with 2024, emissions associated with water consumption and concrete waste increased, while emissions from rebar waste and general construction waste decreased. Office waste was also recorded in 2025.

These results provide a clearer view of our Scope 3 emissions profile and support our ongoing monitoring of indirect emissions across our operations.

ENVIRONMENTAL METRICS

GHG Emissions



Note: Graphs are not to scale for visualisation purposes

Scope 1 Emissions 1,752.53 tCO ₂ e	Scope 2 Emissions 90.85 tCO ₂ e	Scope 3 Emissions 26.80 tCO ₂ e
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In FY2025, our total absolute greenhouse gas (GHG) emissions amounted to 1,870.18 tCO₂e. Our emissions profile continues to be largely driven by Scope 1 emissions from diesel consumption used to power heavy machinery and equipment in our construction operations.

While Scope 2 emissions from purchased electricity remained comparatively low and recorded a slight decrease during the year, Scope 3 emissions—which we track under Category 1 (Purchased Goods and Services – water consumption) and Category 5 (Waste Generated in Operations)—increased modestly as our monitoring coverage improved.

As we continue strengthening our emissions tracking, we are also reviewing opportunities to improve operational efficiency and manage fuel consumption across our sites. This includes monitoring diesel usage more closely, improving site-level energy management practices, and identifying practical measures that can support the gradual reduction of our emissions intensity over time.

SOCIAL METRICS

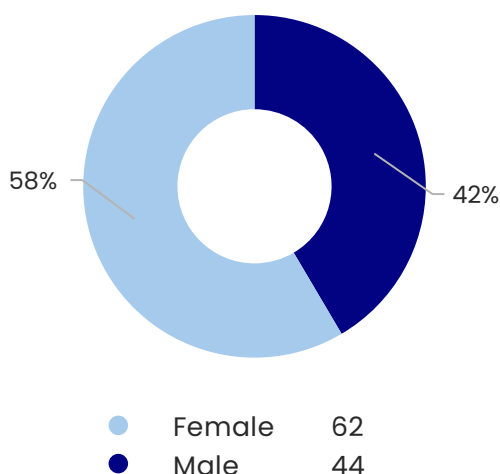
Diversity and Equal Opportunity

Total Number of Current Employees¹

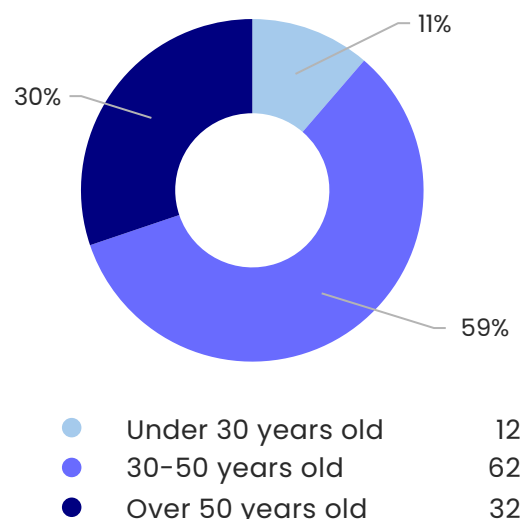
106

¹As at 31 December 2025

Number of employees by Gender



Number of employees by Age Group



Respect, fairness and inclusion are fundamental to our workplace culture. We are committed to fostering an environment where employees of different backgrounds, ages and genders are treated with dignity, valued for their contributions, and supported in performing their roles effectively.

Our workforce reflects this commitment to diversity. In an industry traditionally dominated by male employees, we maintain a male-to-female ratio of approximately 2:3, demonstrating our efforts to build a more balanced and inclusive team. We also employ individuals across a wide range of age groups, allowing us to benefit from both experienced industry knowledge and fresh perspectives.

By promoting equal opportunities for development and career progression, we aim to create a supportive workplace where our people can grow professionally while contributing to the long-term resilience and success of the organisation.

SOCIAL METRICS

Supporting Employee Well-being: New Hires

 New Employee Hires			
Category	Items	Number	Rate
By Age Group	Below 30 years old	9	75%
	Between 30 to 50 years old	29	39%
	Above 50 years old	7	22%
By Gender Group	Male	25	57%
	Female	20	32%

Note: Rates are calculated by dividing the number of new hires by the current employee headcount for each respective category.

 Employee Turnover			
Category	Items	Number	Rate
By Age Group	Below 30 years old	5	42%
	Between 30 to 50 years old	49	66%
	Above 50 years old	20	63%
By Gender Group	Male	31	70%
	Female	38	61%

Note: Rates are calculated by dividing the number of turnovers by the current employee headcount for each respective category.

At Chang Hua Construction, we recognise that building a resilient workforce requires both attracting new talent and supporting employees throughout their careers. In 2025, our hiring efforts focused on strengthening capabilities across different age and gender groups, with the highest new hire rate recorded among employees below 30 years old, reflecting our commitment to developing the next generation of talent.

To support new employees, we provide structured induction and orientation programmes, formal and in-house training, and a supervisor-led onboarding process. A buddy system is also in place to help new hires adapt to our work environment and operational practices.

Employee movement during the year was most notable within the 30 to 50 age group, highlighting the importance of continued engagement and career development. To support employee well-being and retention, we provide benefits including healthcare coverage, insurance protection, parental leave, retirement provisions, performance bonuses, annual increments, company holidays and special leave, helping our employees grow alongside the organisation.

SOCIAL METRICS

Occupational Health and Safety

Number of fatalities as a result of work-related injury

0



Number of high-consequence work-related injuries

0



Number of recordable work-related injuries

1



Number of recordable work-related ill health cases

0



At Chang Hua Construction, maintaining a safe working environment is fundamental to the way we operate. Given the nature of the construction industry, we place strong emphasis on ensuring that our employees are supported by proper safety facilities, appropriate protective gear, clear site protocols, and regular safety briefings.

We also conduct ongoing training to reinforce safe work practices and ensure that employees remain aware of potential risks on site. In the event of an incident or injury, established reporting and investigation procedures are followed to identify root causes and implement corrective measures.

Through continuous review and improvement of our safety practices, we aim to strengthen risk controls and cultivate a workplace culture where safety is embedded in our daily operations.

SOCIAL METRICS

Training and Education

Average Training Hours per Employee Per Year



8.00 hours

Male



8.00 hours

Female

At Chang Hua Construction, continuous learning plays an important role in strengthening both individual capabilities and the company's long-term performance. By investing in employee development, we support our workforce in keeping pace with industry developments, evolving technologies and changing operational requirements.

In 2025, the average training hours per employee remained consistent across both male and female employees, reflecting our commitment to providing equitable access to learning opportunities across the organisation. Our employees participate in a range of development initiatives, including in-house training programmes, formal training conducted by external providers, staff-initiated training, and orientation sessions during onboarding, alongside on-the-job learning that helps build practical skills and experience.

Through these efforts, we aim to cultivate a capable, adaptable and future-ready workforce that can continue to contribute to the company's growth and operational excellence.



GOVERNANCE METRICS

Anti-Corruption

The company recorded no incidents of corruption during the reporting period. We maintain a strong commitment to integrity and ethical business conduct across all areas of our operations.

Bribery and corruption are strictly prohibited and are not tolerated under any circumstances. Any form of corrupt conduct, whether direct or indirect, is contrary to our values and may result in serious legal, financial, and reputational consequences. We regard bribery as the offering, promising, giving, or receiving of anything of value in order to improperly influence a business decision or secure an unfair advantage.

We are committed to competing fairly and conducting business in a transparent and responsible manner. Employees must not offer, approve, or accept gifts, hospitality, travel, entertainment, or any other benefit intended to influence business outcomes. In particular, cash or cash-equivalent gifts are never acceptable.

All employees are expected to remain vigilant and report any conduct that appears improper or suspicious. This helps safeguard the company's reputation and reinforces a culture of accountability. We also expect our business partners and third parties to uphold similar ethical standards, and we will not knowingly engage with parties associated with corrupt or unethical practices.



GRI CONTENT INDEX

Statement of Use

Chang Hua Construction has reported the information cited in this GRI content index for the period of 1 January 2025 to 31 December 2025 with reference to the GRI Standards.

GRI 1 Used

GRI 1: Foundation 2021

GRI Standard	Disclosure Requirements	Reference
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GRI 2: General Disclosures 2021

2-1	Organisation details	Pg. 5
2-2	Entities included in the organisation's sustainability reporting	Pg. 5
2-3	Reporting period, frequency and contact point	Pg. 4
2-5	External assurance	Pg. 4
2-7	Employees	Pg. 22-25
2-28	Membership Associations	Pg. 8

GRI 3: Material Topics 2021

3-1	Process to determine material topics	Pg. 9
3-2	List of material topics	Pg. 9
3-3	Management of material topics	Pg. 9

GRI CONTENT INDEX

GRI Standard		Disclosure Requirements	Reference
GRI 205: Anti-Corruption 2016			
205-1	Operations assessed for risks related to corruption		Pg. 26
205-2	Communication and training about anti-corruption policies and procedures		Pg. 26
205-3	Confirmed incidents of corruption and actions taken		Pg. 26
GRI 302: Energy 2016			
302-1	Energy Consumption within the organisation		Pg. 16
GRI 303: Water and Effluents			
303-5	Water consumption		Pg. 18
GRI 305: Emissions 2016			
305-1	Direct (Scope 1) GHG emissions		Pg. 21
305-2	Energy indirect (Scope 2) GHG emissions		Pg. 21
305-3	Other indirect (Scope 3) GHG emissions		Pg. 20-21
GRI 306: Waste 2010			
306-3	Waste Generated		Pg. 19

GRI CONTENT INDEX

GRI Standard		Disclosure Requirements	Reference
GRI 401: Employment 2016			
401-1	New employee hires and employee turnover		Pg. 23
GRI 403: Occupational Health and Safety 2018			
403-1	Occupational health and safety management system		Pg. 24
403-2	Hazard identification, risk assessment, and incident investigation		Pg. 24
403-4	Worker participation, consultation, and communication on occupational health and safety		Pg. 24
403-6	Promotion of worker health		Pg. 24
403-9	Work-related injuries		Pg. 24
403-10	Work-related ill health		Pg. 24
GRI 404: Training and Education 2016			
404-1	Average hours of training per year per employee		Pg. 25
404-2	Programs for upgrading employee skills and transition assistance programs		Pg. 25
GRI 405: Diversity and Equal Opportunity 2016			
405-1	Diversity of governance bodies and employees		Pg. 22, 26



CONTACT US



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CONSTRUCTION PTE LTD

2025

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