



**CHUAN HUP
HOLDINGS
LIMITED**



**SUSTAINABILITY REPORT
2025**

CONTENTS

STATEMENT FROM OUR BOARD	01
ABOUT THE REPORT	02
ABOUT CHUAN HUP	03
SUSTAINABILITY APPROACH	04
Sustainability Governance	04
Materiality Assessment	05
Stakeholder Engagement	07
OUR GOVERNANCE	08
Corporate Governance, Business Ethics And Compliance To Laws	08
Digitalisation & Information Security	09
OUR PEOPLE	12
Employee Profile	12
Health And Safety	13
Talent Management	14
TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (“TCFD”) REPORT	16
DEFINITIONS AND METHODOLOGIES	18
GRI CONTENT INDEX	19

STATEMENT FROM OUR BOARD ^[2-22]

DEAR STAKEHOLDERS,

The Board and Management team are pleased to present Chuan Hup Holdings Limited (“Chuan Hup”, the “Company” or the “Group”)’s eighth Sustainability Report (the “Report”) for the financial year ended 30 June 2025 (“FY2025”). This Report details how the Group has identified, managed, and measured the management of Environmental, Social and Governance (“ESG”) issues material to the Group.

ESG FOCUS

The Board and Management team remains committed to investing in a more sustainable future, through improving the environmental, social, and economic interests of our internal and external stakeholders. Our key material topics continue to be of relevance to our business and stakeholders and guide our sustainability efforts in FY2025. The Management oversees the implementation of these practices and provides regular reports to the Board on such ESG matters.

In FY2025, we continue to uphold the highest standards of corporate governance, ensuring we operate in an ethical and responsible manner. In light of growing cybersecurity risks and data security threats, the Board and the Management have put in place internal controls to build a secure information security infrastructure. Our digitalisation initiatives introduced over the past few years also continue to enhance overall operational efficiencies for our business.

We continue to put the health and safety of our people first, as the central focus of our Company. We invest in the training and development of our employees, supporting them as they progress in their career, and provide health screening to support their health.

TAKING OUR FIRST STEPS TOWARDS CLIMATE ACTION

The Board recognises the growing importance of developing an appropriate response to climate change. We have begun our journey on managing our climate risk and opportunities, focusing first on establishing strong climate governance direction to ensure accountability and integration into the Company’s overall strategy. We have also begun measuring our emissions, enabling us to track our carbon footprint and our progress for the upcoming years.

OUTLOOK

As we move forward, we remain committed towards furthering our sustainability agenda. We have made good progress in our sustainability journey over the years and will continue to strive towards upholding our sustainability performance in the years to come. We would like to extend our gratitude to our stakeholders for their continued support as we work towards a more sustainable and equitable future.

ABOUT THE REPORT

REPORTING FRAMEWORK

This Report has been prepared with reference to the Global Reporting Initiative (“GRI”) Standards (2021). The GRI Standards have been selected as a framework for reporting because it offers a standardised approach in disclosing material sustainability matters. Reference has also been drawn from the Singapore Exchange Securities Trading Limited (“SGX-ST”) Practice Note 7.6 in meeting the primary components as set out in the SGX-ST Mainboard Listing Rule 711(B).

REPORTING PERIOD AND SCOPE ^[2-2] ^[2-3]

This Report covers the sustainable practices of Chuan Hup’s investment holding business and the performance relating to issues from Chuan Hup’s operations as Chuan Hup itself is not an operating company, the Report does not consider the sustainability performance nor sustainability issues relevant to Chuan Hup’s investee companies at their local operations and Chuan Hup’s subsidiaries. This Report, as published on 6 October 2025, outlines our sustainability journey and details the approach in managing material sustainability matters identified as part of the Group’s operations for the period of 1 July 2024 to 30 June 2025 (“FY2025”) on an annual reporting cycle. Where applicable, three years of historical performance data has been included for reference.

Chuan Hup disclosed its inaugural Task Force on Climate-Related Financial Disclosures (“TCFD”) report in the Sustainability Report in FY2024. In line with the requirements of SGX Rulebook Practice Note 7.6, Chuan Hup is undertaking a phased approach towards climate-related disclosures and will continue to work towards disclosures in line with the requirements of the International Financial Reporting Standards (IFRS) Sustainability Disclosure Standards which builds upon TCFD recommendations. Chuan Hup will continue to work towards evaluating our current processes concerning climate related matters and improving the robustness of future disclosures.

INDEPENDENT REVIEW

An internal review was performed on our sustainability reporting processes for FY2025 by an independent third party.

FEEDBACK ^[2-3]

We welcome feedback from all stakeholders on our Sustainability Report. For any queries or comments on this Report, please contact corpsec_legal@chuanhup.com.sg.

ABOUT CHUAN HUP [2-1] [2-6]

Headquartered in Singapore, Chuan Hup Holdings Limited (“Chuan Hup” or the “Group”) is an investment company specialising in real estate development, investment properties and equity holdings. Today, it owns a diverse portfolio that spans Singapore, Australia and the Philippines.

Established in 1970, Chuan Hup began its journey in maritime logistics as a provider of tug and barge services to PSA Corporation. Over the decades, the Group evolved into a leading marine logistics owner and operator for the resource sector. Its listing on the Mainboard of the Singapore Exchange in 1983 marked the beginning of a broader strategic expansion, comprising ventures into property development and electronics manufacturing services through its former subsidiary, the then Sesdaq-turned-Mainboard listed PCI Limited (“PCI”).

In 2005, Chuan Hup divested its interests in the marine logistics business together with a 29.1% out of a total interest of 52.8% in CH Offshore Ltd (“CHO”) to Scomi Marine Berhad (“Scomi”), for a consideration in cash and 28.9% interest in Scomi. In 2011, the Group divested all of its interests in Scomi. Subsequently in 2015, the Group divested its remaining stake of 24.67% in CHO. With this, Chuan Hup has divested all of its interests in the marine logistics and oil and gas sectors.

In 2019, the Group also completed its exit from the electronics manufacturing space with the divestment of PCI.

With more than 20 years of experience in property development, Chuan Hup has established a strong track record both domestically and regionally. Its first residential project in Singapore launched in 1999. This was followed by a series of strategic joint ventures in Australia and the Philippines with local partners.

In Australia, Chuan Hup collaborates with Finbar Group Limited, a leading developer of residential apartments in Western Australia. The Group also partnered with a boutique residential developer in Queensland in 2021 to acquire and develop land in Surfers Paradise, Queensland. Together, these partnerships have advanced its presence in the Australian market and grown its project pipeline.

Aimed at enhancing its position in the Philippine market, Chuan Hup maintains a strategic stake in Keyland Ayala Properties Inc., a developer and owner of prime assets in Makati’s central business district.

The Group has also steadily enlarged its portfolio of income-generating assets in Singapore. This began with the acquisition of three floors of office space in GB Building in 2014, followed by one floor of office space in The Central in 2019.

In 2023, Chuan Hup diversified into student accommodation, acquiring a majority stake in Homestead Capital Pte. Ltd. The Group then entered the boutique landed housing segment to expand its residential development footprint.

Chuan Hup’s growth strategy is anchored in capturing strategic investment opportunities while upholding stringent due diligence and risk management. Through this, the Group seeks to deliver sustainable returns and long-term value to all stakeholders.

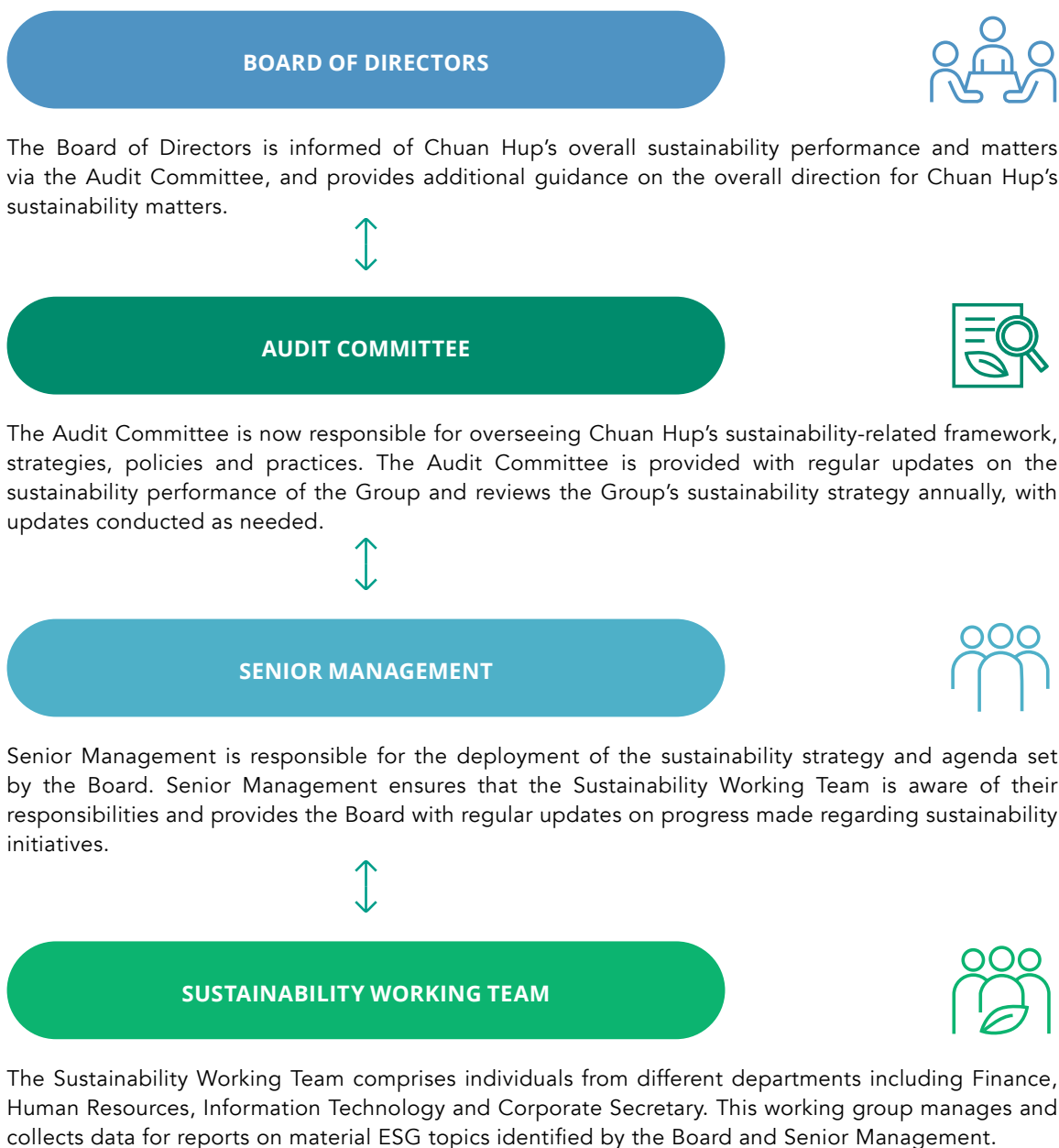
SUSTAINABILITY APPROACH

Chuan Hup addresses sustainability matters holistically, creating a robust governance and set of corporate values in a systematic manner as seen below in Figure 1.

SUSTAINABILITY GOVERNANCE [2-9] [2-12] [2-13] [2-14]

At Chuan Hup, the Audit Committee is responsible for the strategy, overall direction, and supervision of Senior Management on ESG, climate matters, and material issues, in consultation with the Board of Directors. Senior Management is responsible for the deployment and oversight of sustainability policies and practices within Chuan Hup's operations and provides regular updates on the performance of key ESG metrics to the Board. The Board and Senior Management work in tandem to ensure that all relevant ESG matters are incorporated into policy planning and overall business strategy and that Chuan Hup's commitments to stakeholders are fulfilled.

Figure 1. Our sustainability governance structure



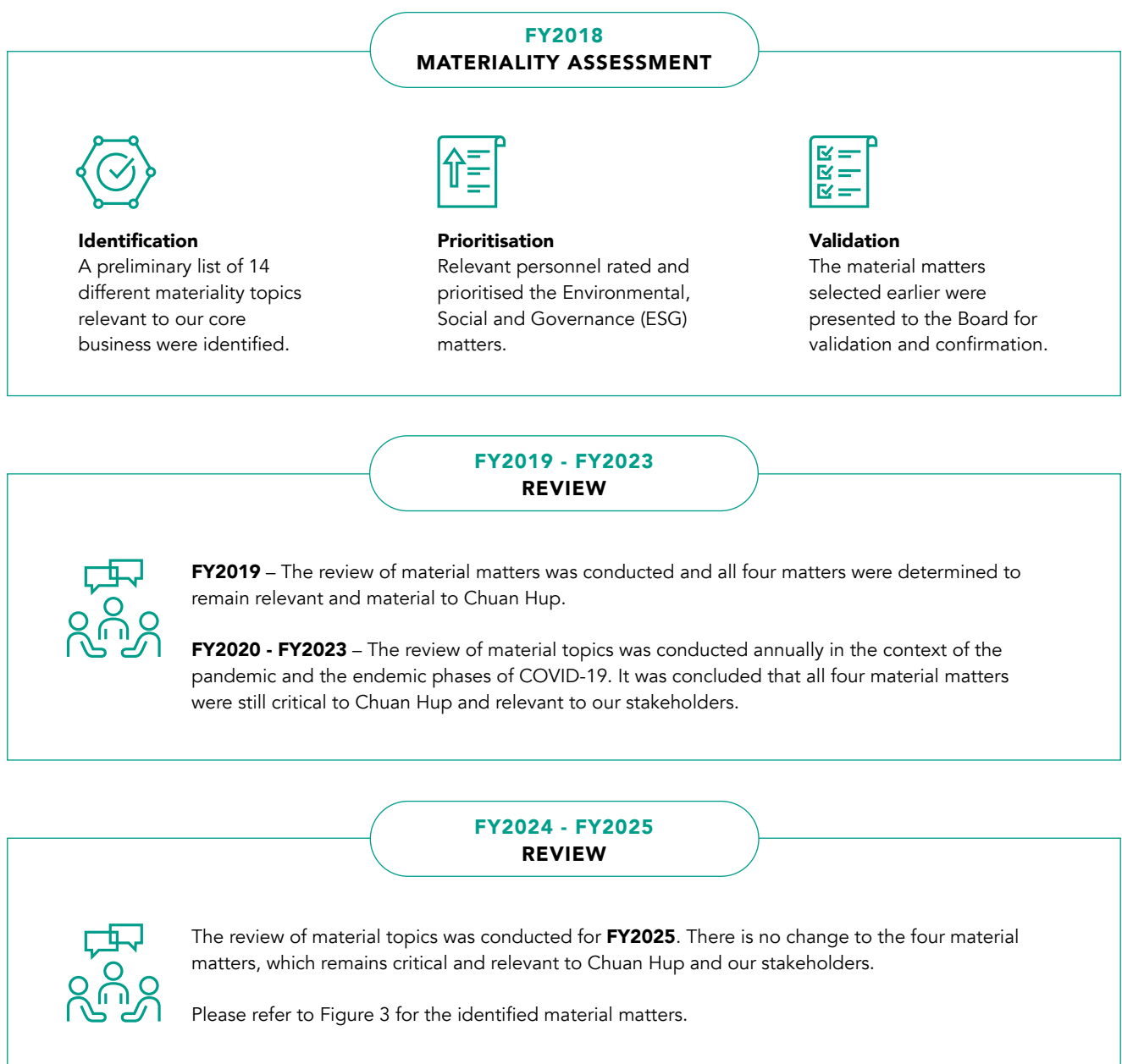
SUSTAINABILITY APPROACH

MATERIALITY ASSESSMENT ^[3-1] ^[3-2]

To adequately address the sustainability concerns of our stakeholders, Chuan Hup maps the materiality matrix by identifying material topics of most relevance and significance to stakeholders and their impact on corporate sustainability development.

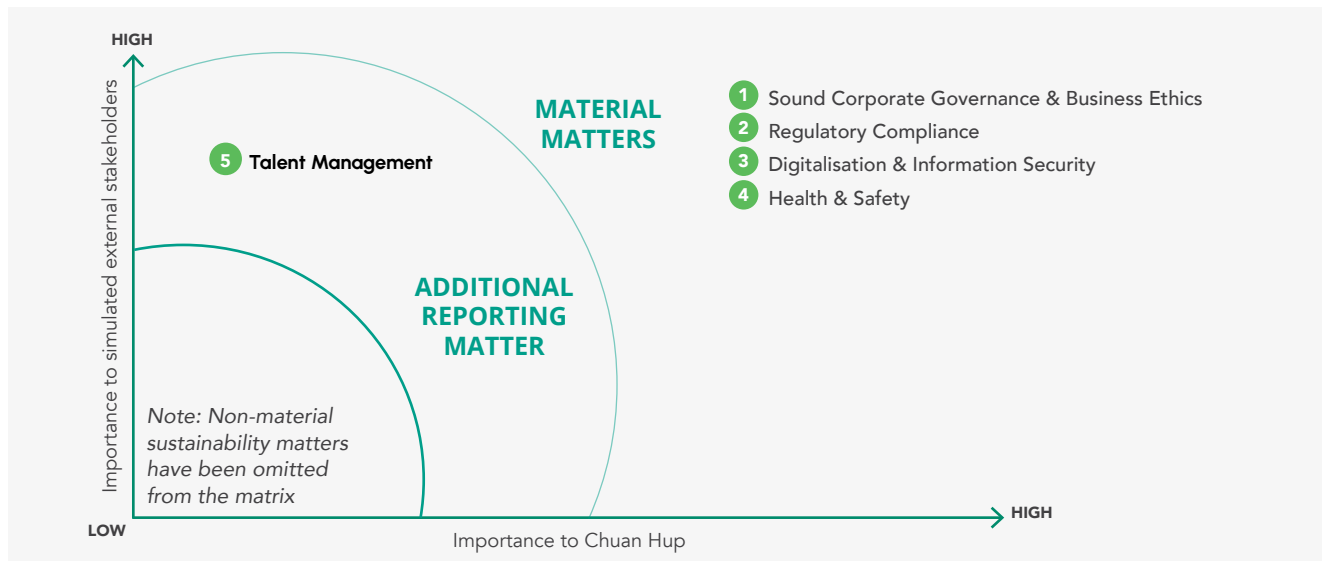
The first materiality assessment was conducted in FY2018 with four material matters and one reporting matter identified as summarised in Figure 3 and Table 1. To ensure the relevance and significance of the material topics to our business, we review them annually. In FY2025, we reviewed the material topics and assessed that they are still material to Chuan Hup. Moving forward, Chuan Hup will continue to monitor these material matters to ensure that they remain relevant not only for our business but also for our internal and external stakeholders.

Figure 2. Steps in our Materiality Assessment



SUSTAINABILITY APPROACH

Figure 3. Chuan Hup's Materiality Matrix



Chuan Hup's sustainability disclosures for our material topics are mapped to the requirements of the GRI Topic Standards where applicable. This year, we have updated our disclosure of energy and emissions performance for FY2025, as presented in the TCFD report.

Table 1. Summary of Chuan Hup's Material Matters and Mapped GRI Standards Topic-Specific Disclosures

MATERIAL MATTERS	MAPPED GRI STANDARDS TOPICS	MAPPED GRI STANDARDS TOPIC-SPECIFIC DISCLOSURES
Sound Corporate Governance and Business Ethics	GRI 2: General Disclosures 2021	GRI 2-9 to 2-20 - General Disclosures 2021 (Governance)
	GRI 205: Anti-corruption 2016	GRI 205-1 GRI 205-2 GRI 205-3 - Operations assessed for risks related to corruption - Communication and training about anti-corruption policies and procedures - Confirmed incidents of corruption and actions taken
Regulatory Compliance	GRI 2: General Disclosures 2021 (Strategy, policies and practices)	GRI 2-27 - Compliance with Laws and Regulations
Digitalisation & Information Security	Non-GRI	Non-GRI ¹ - Substantiated complaints concerning breaches of privacy and loss of organisation's data
Health & Safety	GRI 403: Occupational Health & Safety 2018	GRI 403-6 GRI 403-9 GRI 403-10 - Promotion of worker health - Work-related injuries - Work-related ill health
ADDITIONAL REPORTING MATTER	MAPPED GRI STANDARDS TOPICS	MAPPED GRI STANDARDS TOPIC-SPECIFIC DISCLOSURES
Talent Management	GRI 404: Training and Education 2016	GRI 404-1 GRI 404-2 GRI 404-3 - Average hours of training per year per employee - Programmes for upgrading employee skills and transition assistance programmes - Percentage of employees receiving regular performance and career development reviews
SUPPLEMENTARY DISCLOSURE	MAPPED GRI STANDARDS TOPICS	MAPPED GRI STANDARDS TOPIC-SPECIFIC DISCLOSURES
Task Force on Climate-Related Financial Disclosures (TCFD)	GRI 302: Energy 2016	GRI 302-1 - Energy consumption within the organisation
	GRI 305: Emissions 2016	GRI 305-1 GRI 305-2 - Direct (Scope 1) GHG emissions - Energy indirect (Scope 2) GHG emissions

¹ GRI 418: Customer Privacy is not applicable to Chuan Hup as we do not have any business relationships with customers.

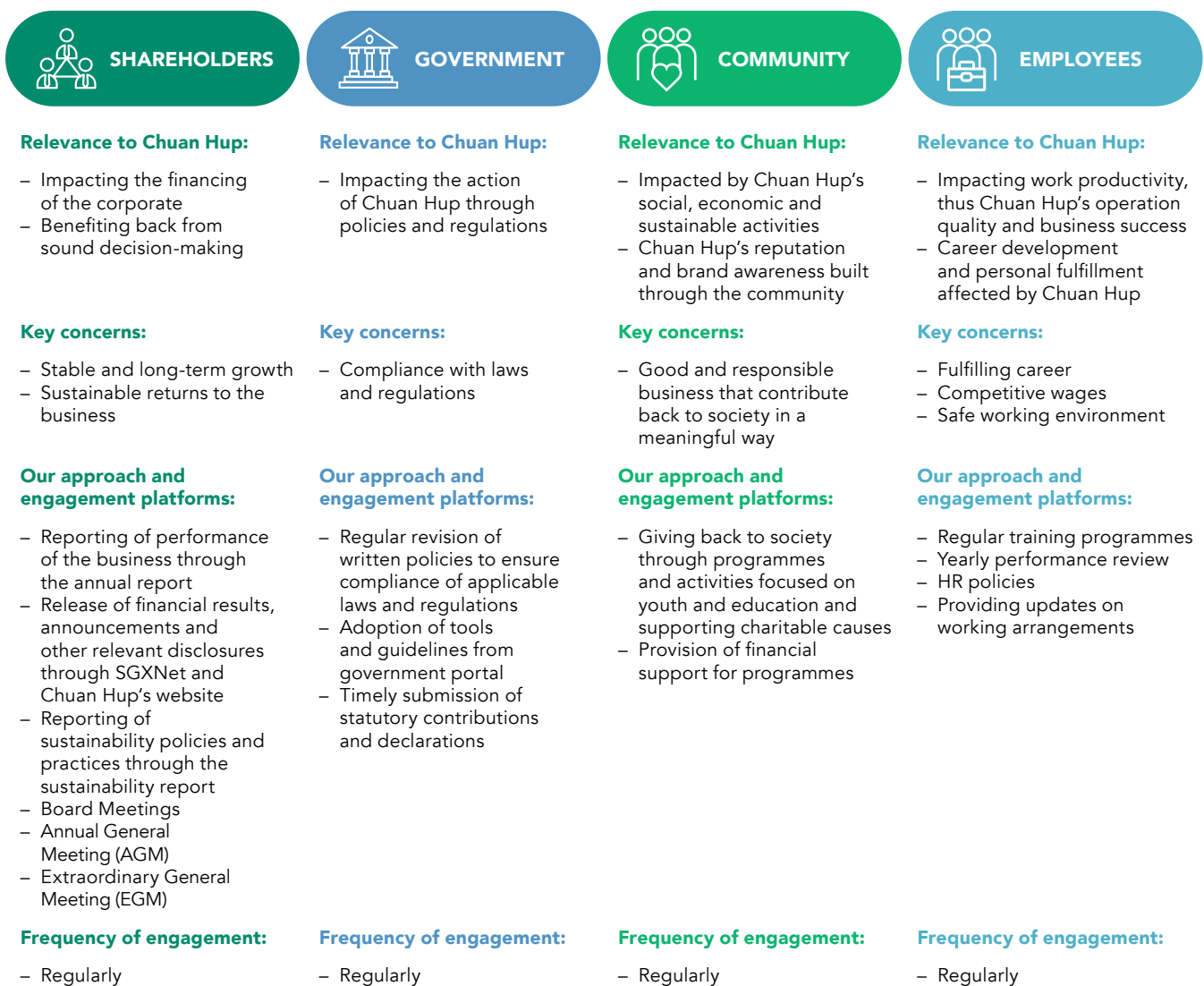
SUSTAINABILITY APPROACH

STAKEHOLDER ENGAGEMENT [2-29]

The investment landscape continues to evolve, with regulators and societies continuing to adapt to the post-pandemic phase of COVID-19 and a greater emphasis on ESG-related disclosures by companies. As such, stakeholder engagement has become a more salient topic, with stakeholders paying greater attention to companies' sustainability performance and commitments.

Chuan Hup has a formalised approach to communicate and gather feedback from internal and external stakeholders on sustainability and business issues. Figure 4 provides an overview of the main concerns of our key stakeholder groups and the approach that we have taken to address and engage them. At Chuan Hup, we take consistent and holistic engagement seriously as it promotes proper management of any risks or opportunities that may arise.

Figure 4. Summary of Chuan Hup's Stakeholder Groups and how their concerns are managed



MEMBERSHIPS AND ASSOCIATIONS [2-28]

A multi-stakeholder approach is essential to address sustainability matters meaningfully and practically. Participating in industry-level discussions while staying abreast on emerging trends and best practices is important to Chuan Hup. Our memberships are as follows:

- Singapore Business Federation
- Singapore National Employers Federation

OUR GOVERNANCE

CORPORATE GOVERNANCE, BUSINESS ETHICS AND COMPLIANCE TO LAWS ^[3-3]




Chuan Hup is committed to upholding the highest standard of governance with sound business ethics in our business operations. Our commitment serves to protect our integrity, reputation, and foster trust among our stakeholders. Compliance to regulatory requirements is the foundation of good corporate governance. We ensure adherence to all relevant local laws and regulations, including the principles and guidelines set out in the Singapore Code of Corporate Governance 2018.

Non-compliance can cause operational disruption, huge financial loss, and reputational damage, thus a further loss of existing or potential clients and opportunities. As such, Chuan Hup's Board of Directors is directly responsible for the implementation and management of policies and practices on corporate governance, and we remain committed to complying with all ongoing regulatory requirements which impact our business and operations.

POLICIES AND PRACTICES ^{[2-15] [2-23] [2-24] [2-25] [2-26] [205-1] [205-2]}

It is mandatory for all employees to adhere to Chuan Hup's Corporate Governance policies and practices as summarised in Table 2. To ensure compliance, all employees are required to submit an annual declaration of non-conflict interest with the Company's business.

Table 2. Summary of Chuan Hup's Corporate Governance Policies

POLICIES/PRACTICES	DESCRIPTION
<p>Policy on Work Ethics</p> 	<p>All employees are expected to adhere to a high standard of personal conduct and not to engage in any activities or interests that conflict with any of the Company's business. This policy covers the following elements:</p> <ul style="list-style-type: none"> • General conduct • Management of data and intellectual property • Anti-corruption (conflict of interests, prohibition, non-solicitation) <p>In FY2025, anti-corruption policies were communicated to all employees and all Board members in the absence of formal training.</p>
<p>Whistleblowing Policy</p> 	<p>The policy serves to encourage and provide a channel to employees of the Company and any other persons to report in good faith and in confidence, without fear of reprisals, concerns about possible wrongdoing, or breach of applicable laws, regulations, policies, or other matters.</p> <p>If an employee believes that any other employee or person acting on behalf of the Company has engaged in any wrongdoing, the employee may report it to the Chairman of the Audit Committee directly.</p>
<p>Internal Code on Dealing in Securities</p> 	<p>Chuan Hup's internal code on securities trading sets out the implications of insider trading and provides guidance and internal regulation on dealings in the Company's securities by its Directors and employees.</p>

OUR GOVERNANCE

Chuan Hup conducts internal and external audits regularly to review company policies and practices and to reinforce our commitment to ethical business in all our operations. In FY2025, we have assessed there are no corruption-related risks for Chuan Hup’s investment holding and trading operations². Feedback from all stakeholders during Annual General Meetings and Extraordinary General Meetings are communicated to Senior Management to further enhance and improve the Company’s business operations. Also, to ensure compliance with all regulatory requirements, the Directors and Senior Management has been updated by both its external and internal auditors on the latest updates to the Code of Corporate Governance and SGX Listing Rules. In compliance to the enhanced SGX sustainability reporting rules, all Directors have attended training on sustainability provided by the Singapore Institute of Directors (“SID”) and Institute of Singapore Chartered Accountants (“ISCA”).

More detailed corporate governance practices are set out in our Corporate Governance Report, found from pages 24 to 38 of Chuan Hup’s 2025 Annual Report, with specific reference to the principles of the Code of Corporate Governance 2018.

TARGETS AND PERFORMANCE [\[2-27\]](#) [\[205-3\]](#)

In FY2025, there were no cases of corruption and non-compliance with regards to environmental and socioeconomic laws and regulations. Chuan Hup will continue to maintain this high level of standards and performance by constantly reviewing and updating our policies and procedures to best meet our needs.

PERPETUAL TARGETS	FY2023	FY2024	FY2025
Zero reported incidents of corruption and fraud, yearly	✓	✓	✓
Zero non-compliance with laws and/or regulations resulting in significant fines, yearly	✓	✓	✓

DIGITALISATION & INFORMATION SECURITY [\[3-3\]](#)

Chuan Hup’s commitment to sustainability is reflected in its approach to technological innovation throughout FY2025. As part of this journey, the implementation of Microsoft 365 Copilot has marked a significant advancement. Successfully deployed to users and supported by comprehensive training from a certified instructor, this initiative has fostered greater efficiency and effectiveness in daily operations, by minimizing resource usage and streamlining workflows. In conjunction with this deployment, the dedicated AI usage policy has established, ensuring responsible adoption and governance of artificial intelligence tools within the workplace. This policy sets clear guidelines on ethical use, data privacy, and accountability, further reinforcing the organisation’s commitment to sustainable and secure digital practices.

The enhancement of the office wireless network to WIFI 6E stands as another milestone in supporting both operational resilience and digital security. By embracing the latest WIFI 6E technology, the organisation now provides visitors with one-time passwords, effectively reducing the risk of unauthorised access. The integration of WPA3 encryption fortifies data protection, aligning with best practices for safeguarding sensitive information. Additionally, the utilisation of the 6GHz frequency ensures reliable and interference-free connectivity, which not only improves productivity but also supports sustainable work methods by enabling seamless, cloud-based collaboration.

² As our investment holding and trading operations are our only relevant operations, the total percentage assessed is 100%.

OUR GOVERNANCE

POLICIES AND PRACTICES [2-23] [2-24] [2-25]

At Chuan Hup, all employees are required to abide by the Group's digitalisation and information security policy. This is in addition to the standard personal conduct requirement listed in the Company Employee Handbook. The rules for digitalisation and information security policies are summarised in Figure 5.

Figure 5. Summary of Chuan Hup's Digitalisation and Information Security policy



Work Ethics Under Company Employee Handbook

- Confidentiality of Company Information
- Rules of Conduct for System Usage & Security
- Personal Data Protection



IT Disaster Recovery Plan

To reduce possible interruptions to normal operations by:

- Limit extent of disruptions and damage
- Establish means of operation in advance
- To train staff with procedures in emergencies
- To provide smooth and rapid restoration of service
- Minimise economic impact during interruption



IT Security Policy

Aim to safeguard the confidentiality, integrity and availability of company information assets



IT Backup Policy

To provide general and concise information on how Windows servers are backed up, and to ensure the backup set is verified and accessible.

To ensure that our server is protected and functions efficiently, Chuan Hup monitors our server health in real-time and conducts monthly review of systems audit log to detect suspicious activity and unauthorised access. In addition, monthly server maintenance checks and reviews are carried out and our servers and endpoints are patched and protected against known security vulnerabilities.

DIGITALISATION [Non-GRI]

Digital transformation continues to be a key part of Chuan Hup's operations. Our digitalisation efforts over the past few years have enabled the Group to enhance operational efficiencies and allowed us to conduct business more securely. Several digitalisation initiatives for suppliers, employees and other stakeholders are now core parts of our Business Continuity Plan ("BCP") and Business Continuity Management ("BCM"). Furthermore, our Resource Manager ("RM") system implemented in FY2023 continues to strengthen our internal controls over purchases of goods and services by allowing for automation and streamlining of processes. In FY2025, Chuan Hup advanced our digitalisation efforts by upgrading to a WIFI 6E wireless network and implementing WPA3 encryption, enhancing both network performance and cybersecurity. These upgrades position Chuan Hup to address evolving technological demands and stakeholder expectations.

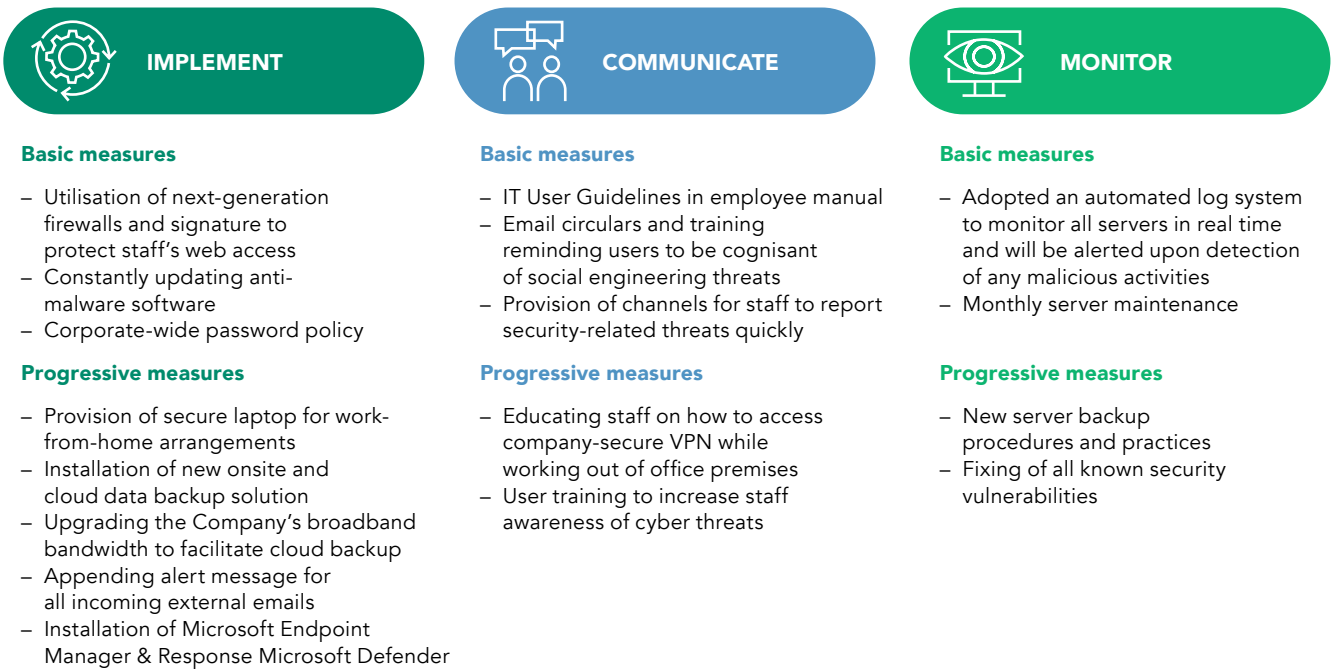
At Chuan Hup, all employees are also routinely provided with training to ensure the smooth implementation and adaptation of our digital tools. Our digitalisation efforts not only expedite workflows in keeping up with the evolving changes in business practices but also encourage paper-saving practices to encourage the conservation of our environment.

OUR GOVERNANCE

INFORMATION SECURITY [Non-GRI]

Chuan Hup adopts an “Implement”, “Communicate”, and “Monitor” approach towards information security policies and practices. Building on good practices established in previous years, Chuan Hup continues to strengthen our approach with progressive measures that address the evolving challenges of modern workplace environments and emerging information security threats. An overview of our approach and initiatives for FY2025 can be found in Figure 6.

Figure 6. Summary of Chuan Hup’s information security practices and initiatives in FY2025



In FY2025, Chuan Hup continued to ensure that our application system and operating systems were updated to the latest versions supported by our vendor. As a result, known security vulnerabilities were fixed and there were no data and security breaches that occurred during the year. Chuan Hup also conducted a firewall technology refresh, enhancing our network security as the new firewall comes with new protections against the latest threats and vulnerabilities.

Chuan Hup continues to strengthen our security posture following the penetration test and security assessment conducted in FY2024. Critical vulnerabilities identified during the assessment were promptly remediated with the recommended fixes, while medium and low-risk findings have been incorporated into our ongoing security enhancement efforts. These actions have laid a strong foundation for continuous improvement in our security practices.

Cyber threats continue to evolve with sophistication, and it is imperative that Chuan Hup maintains stringent safeguard mechanisms to protect our IT infrastructure. As such, we continued to provide user training to increase our employees’ awareness of these cyber threats and exercise due diligence when accessing company data and information.

TARGETS AND PERFORMANCE [Non-GRI]

During the reporting period, there were no substantiated complaints with respect to breaches of our data systems. We will continue to exercise diligence in safeguarding our data and information while continuing to explore new technologies and practices to ensure that the integrity of our data is kept secure.

PERPETUAL TARGETS	FY2023	FY2024	FY2025
Zero substantiated complaints concerning breaches of privacy and losses of organisation’s data	✓	✓	✓

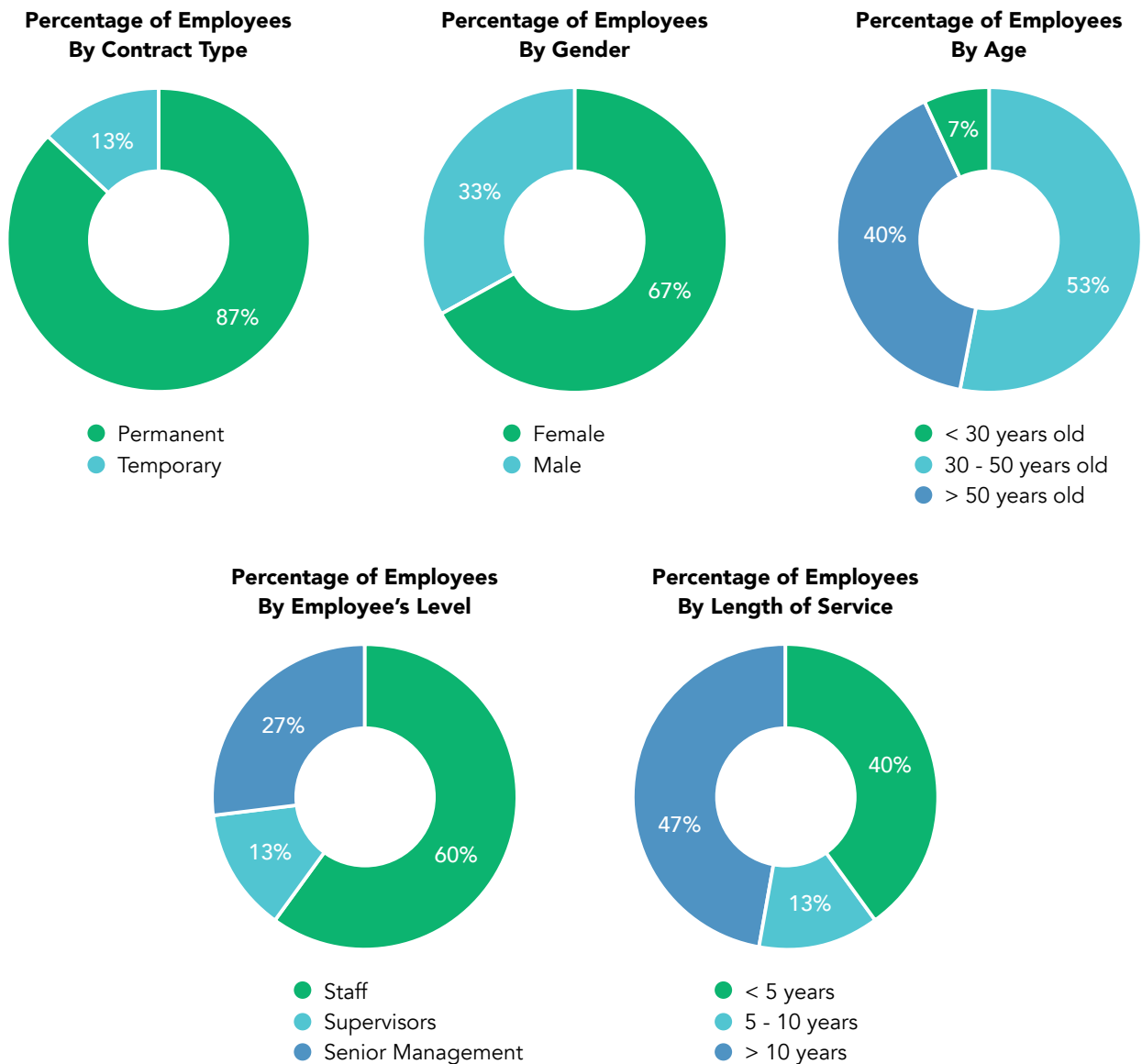
OUR PEOPLE

EMPLOYEE PROFILE ^[2-7]

Our employees are central to Chuan Hup's business model. We recognise that cultivating and retaining a capable and engaged workforce is critical to the long-term growth of the business in delivering our strategy and ensuring our ability to grow. To keep our employees engaged and motivated, we are committed to providing a nurturing, inclusive and safe working environment with continual opportunities for development.

Below is an overview (Figure 7) of our employee profile for FY2025. Chuan Hup did not have any part-time employees in the reporting period. In addition, all our employees are based in Singapore.

Figure 7. Detailed breakdown of Chuan Hup's Employee Profile in FY2025



OUR PEOPLE

HEALTH AND SAFETY [3-3]

Chuan Hup places the health, safety, and well-being of our employees as a key priority. We continue to implement rigorous health and well-being policies and practices while instilling safe working practices to keep our employees safe and healthy. We have taken proactive steps to reduce the risk of injury to our staff. We remain committed to our long-term goal of “zero accidents” and are continuously reviewing our safety procedures to ensure the relevance and achievability of our targets.

POLICIES AND PRACTICES [2-23] [2-24] [2-25] [403-6]

Our health and safety policies are summarised below:

Figure 8. Summary of Chuan Hup’s Health and Safety focus



Chuan Hup places a strong emphasis on safeguarding the well-being and human rights of our employees. The Board of Directors have approved several governance and benefits policies which ensure a safe working environment that respects individuals’ rights to life, security, and dignity. These policies include our Whistleblowing policy, our adherence to the regulations of the Personal Data Protection Act, our Anti-Harassment policy, and our health benefits extended to all staff, and are readily accessible to all employees in the Company’s shared drive³.

TARGETS AND PERFORMANCE [403-9] [403-10]

Chuan Hup has achieved zero work-related fatalities, high consequence injuries, or work-related ill health cases from FY2020 to FY2025⁴. In FY2025, there were also no recorded incidents of work-related injuries, an improvement from FY2023 with safety measures in place. The dip in average manhours in FY2025 was a result of increased training hours. Table 3 summarises our workplace health and safety performance in FY2025⁴.

Table 3. Summary of Chuan Hup’s Workplace Health and Safety Performance over a period of 3 years

PERFORMANCE INDICATORS	FY2023		FY2024		FY2025	
	NUMBER	RATE	NUMBER	RATE	NUMBER	RATE
Work-related Fatalities	0	0	0	0	0	0
Work-related High-consequence Injuries	0	0	0	0	0	0
Work-related Recordable Injuries	1	7.03	0	0	0	0
Work-related Ill Health Cases (including fatalities)	0	0	0	0	0	0
Average Manhours worked	2,033	-	2,031	-	1,843	-

³ These policy commitments are not publicly available as they are confidential internal documents.

⁴ Please refer to the ‘Definitions and Methodologies’ section for further details.

OUR PEOPLE

Our participation rate for our annual health screening is 67% in FY2025, below our target of 70%, due to change in staffing. Moving forward, we will continue to encourage all our employees to participate in our annual health screening.

PERPETUAL TARGETS	FY2023	FY2024	FY2025
Zero reported incidents of injuries yearly	—	✓	✓
Achieve a > 70% participation rate for Chuan Hup annual health screening	✓	✓	—

TALENT MANAGEMENT

At Chuan Hup, we believe that a skilful and proficient workforce greatly contributes to seizing opportunities as our economy and society moves towards long-term resilience and sustained growth. Enhanced employee competency resulting from training programmes can improve the quality of work produced, leading to efficiency and productivity. This, in turn, can contribute to economic growth and competitiveness. In addition, providing training and development opportunities to employees can promote employee commitment and fulfilment, leading to increased job satisfaction and motivation. These impact positively on the overall work environment, and we further demonstrate our respect for human rights by providing equal opportunities for career development and maximising the potential of a diverse workforce.

POLICIES AND PRACTICES [\[2-23\]](#) [\[2-24\]](#) [\[2-25\]](#) [\[404-2\]](#)

Chuan Hup places great emphasis on talent development and management. We are committed to attracting, managing, developing, and retaining talent and excellent employees in a focused yet sustainable manner. We endeavour to motivate our employees by giving them opportunities to develop their skills and capabilities, ultimately helping to improve the Company's business performance.

Our learning and development policy places emphasis on self-development whereby employees are encouraged to explore specific skillsets that they wish to develop, supported by the Company as appropriate. Such courses and skillsets include courses on IT-related training, and development courses which enable employees to learn new skills. This enables and empowers our employees to take ownership of their personal growth and career development, which often results in improved work productivity and efficiency.

Chuan Hup also provides transition assistance programmes for employees who are seeking alternative career options, and for our senior employees who are approaching retirement. We offer job counselling to employees at least half a year before reaching retirement age, including the option of re-employment and re-training for those who wish to continue working with us. We also provide job placement services and additional assistance for employees who are transitioning to other positions or non-working positions.

TARGETS AND PERFORMANCE [\[404-1\]](#) [\[404-3\]](#)

Our employees at all levels participated in both internal and external training from information sessions about regulatory changes, market-specific seminars, to training on the use of new digital software. In FY2025, Chuan Hup employees underwent a total of 756 hours of training, almost three times the total hours in FY2024. The increase in training hours was attributed to an employee's enrolment in an MBA programme.

Chuan Hup remains committed to our digitalisation transformation journey. Our focus on training and upskilling our workforce has allowed our team to become more efficient, delivering results of higher work productivity.

OUR PEOPLE

Figure 9. Breakdown of FY2025 average training hours by employee category and gender

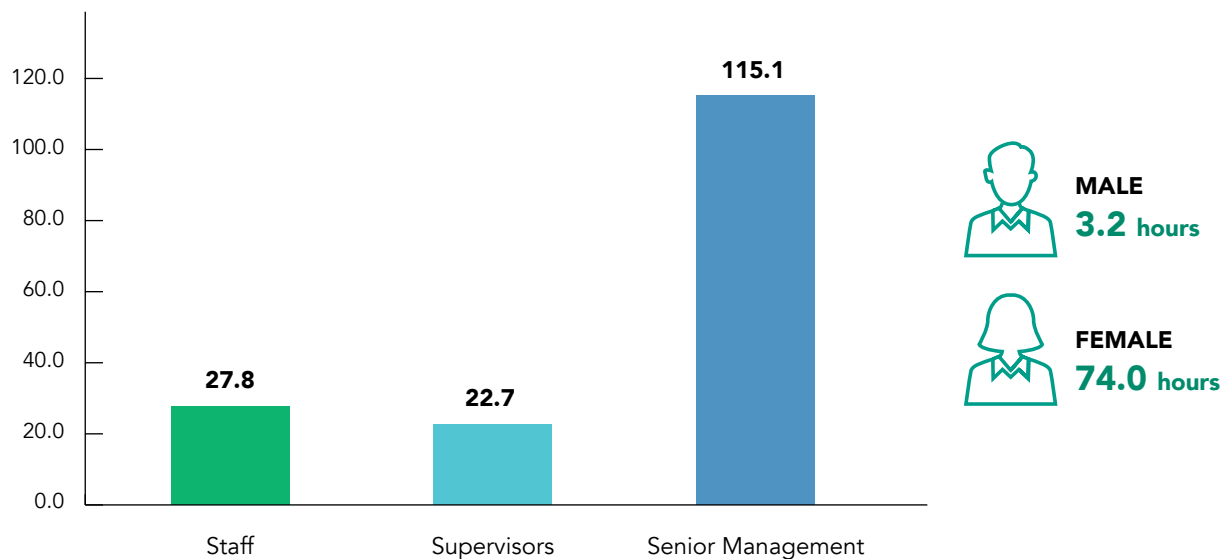


Table 4. Summary of Chuan Hup's training hours and average training hours over a period of 3 years

TRAINING HOURS	FY2023	FY2024	FY2025
Total	256.8	254.3	756.0
Average	18.3	17.0	51.3

Building on our performance in previous years, Chuan Hup continues to have a perpetual target in FY2025 to conduct an annual performance review for all employees (except directors). The review is conducted by our HR department in the form of talent performance and career development evaluations to motivate employees to track their progress and identify potential areas of improvement that they should work on in the coming phase. We successfully met our target this year and will continue to conduct regular performance reviews for all employees.

PERPETUAL TARGETS	FY2023	FY2024	FY2025
All employees (except directors) to undergo annual performance review	✓	✓	✓

The performance of our Board and our Directors is assessed on an annual basis in consultation with the Nominating Committee. Please refer to our 2025 Annual Report page 29 for further details.

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURE (“TCFD”) REPORT

Building on the previously adopted direction of meeting the TCFD recommendations, Chuan Hup is striving for more comprehensive disclosures and ramping up efforts to understand and mitigate the climate-related risks faced by the business.

CLIMATE GOVERNANCE

Following the enhancements made in FY2024 to the Terms of Reference and Roles and Responsibilities of the Board of Directors and Senior Management, Chuan Hup continued to strengthen governance this year by reinforcing the management’s oversight of sustainability and climate-related matters, ensuring sustained alignment with the Group’s long-term strategic sustainability objectives.

The Audit Committee of the Board of Directors plays a central role in overseeing and reviewing Chuan Hup’s sustainability strategy and agenda, which includes climate-related risks and opportunities. It provides strategic direction on the management’s implementation of sustainability policies and standards, ensuring synergy across the Group’s goals, initiatives and performance. The Audit Committee also conducts an annual review of Chuan Hup’s climate and sustainability disclosures – including ambitions, metrics, and targets – to support transparency, accountability and alignment with stakeholder expectations.

Chuan Hup’s Senior Management plays an active role in the deployment of our sustainability and climate-related strategies. Senior Management provides regular updates to the Board on Chuan Hup’s key sustainability initiatives and progress and is closely involved in discussions on material ESG topics, risks and opportunities that are relevant to the Group. The sustainability strategy and agenda set by the Board is operationalised by Senior Management in collaboration with the Sustainability Working Team and relevant departments. Senior Management offers overarching guidance and direction to ensure effective implementation of ESG initiatives across the organisation. Additionally, Senior Management oversees the Sustainability Working Team and provides leadership on sustainability and climate reporting. This includes reviewing matters identified through internal processes and ensuring the accuracy and completeness of disclosures prior to submission to the Board for approval.

The Sustainability Working Team is responsible for the day-to-day execution of Chuan Hup’s sustainability agenda. Its core functions include the collection, preparation and review of sustainability and climate-related data, as well as the ongoing monitoring against established ESG targets.

For further details, please refer to the “Sustainability Governance” section on page 4.

STRATEGY AND RISK MANAGEMENT

Chuan Hup recognises that climate-related risks and opportunities can have a significant impact on our business model, strategy and financial planning over various time horizons. To enhance its strategy and risk management processes, Chuan Hup continues to address climate-related risks and opportunities, and has placed green deposits as part of its commitment to sustainable finance. Further progress updates will be provided in subsequent reports.

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURE (“TCFD”) REPORT

METRICS AND TARGETS [302-1] [305-1] [305-2]

In FY2025, Chuan Hup undertook the measurement and disclosure of its Scope 1 and Scope 2 greenhouse gas (GHG) emissions, in alignment with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

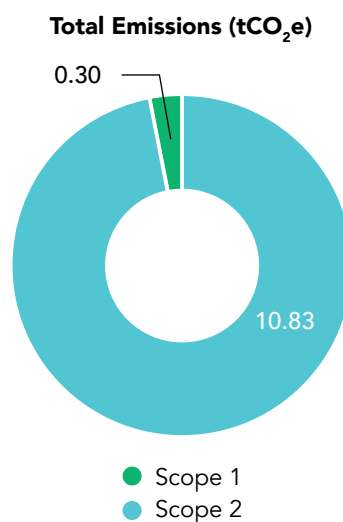
Chuan Hup’s Scope 1 direct emissions come from the combustion of fuel of our company vehicles. The total amount of motor gasoline consumed in Chuan Hup’s operations amounted to 130.65 litres in FY2025, equivalent to 4.31 GJ. This corresponds to Scope 1 emissions of 0.30 tonnes of CO₂ equivalent (tCO₂e).

Our Scope 2 indirect emissions are attributed to the consumption of purchased electricity across the Group’s two office premises and two newly acquired electric vehicles. The office premises contributed primarily to the Scope 2 emissions, consuming 23,030.69 kWh of electricity, equivalent to 82.91 GJ and 9.49 tCO₂e. The electric vehicles consumed 3,265.06 kWh of electricity, equivalent to 11.75 GJ and 1.34 tCO₂e. As such, our total Scope 2 emissions in FY2025 was 10.83 tCO₂e.

In FY2025, overall emissions were lower than in FY2024, reflecting the positive impact of our ongoing reduction efforts.

Table 5. Total Emissions in tCO₂e

INDICATOR	FY2024	FY2025
Total Energy Consumption (GJ)	154.12	98.97
Scope 1 Emissions (tCO ₂ e)	6.29	0.30
Scope 2 Emissions (tCO ₂ e)	7.97	10.83
Total Emissions (tCO₂e)	14.26	11.13



Chuan Hup maintains its commitment to managing climate-related risks and exploring relevant opportunities as part of the ongoing enhancement of our disclosures. We continue to adopt measures aimed at reducing our carbon footprint, with a view to supporting responsible and sustainable operations.

DEFINITIONS AND METHODOLOGIES

MATERIAL TOPIC: HEALTH AND SAFETY

With reference to the requirements and guidance of GRI 403: Occupational Health and Safety 2018:

- Injury Rate is calculated as the total number of workplace injuries per 200,000 hours worked during the reference period.
- High-consequence injuries refer to injuries where the worker cannot, does not, or is not expected to fully recover to pre-injury health status within 6 months.
- Work-related ill health covers, but is not limited to, occupational diseases as defined by the International Labour Organisation.

SUPPLEMENTARY DISCLOSURE: TCFD REPORT

With reference to the requirements and guidance of GRI 302: Energy 2016 and GRI 305: Emissions 2016:

- Chuan Hup's greenhouse gas ("GHG") emissions were calculated using the operational control method described in the requirements of the GHG Protocol.
- Chuan Hup's fuel consumption refers to petrol consumed by vehicles owned by Chuan Hup Holdings Limited. All fuel consumed by Chuan Hup is considered to be non-renewable. Energy consumption was calculated using the conversion factors of 0.75 kg/L for fuel density and 44.3 TJ/Gg for energy density from the Greenhouse Gas Protocol.
- Scope 1 emissions refer to GHG emissions from sources that are owned or controlled by Chuan Hup Holdings Limited. Emissions from CO₂, CH₄ and N₂O have been included in the calculation.
 - Emissions were calculated using emission factors of 2.29 kgCO₂/L, 3.8 kgCH₄/TJ and 5.7 kgN₂O/TJ for Motor Gasoline/Petrol from the GHG Protocol and the 2006 IPCC Guidelines for National Greenhouse Gas Inventories.
 - Global Warming Potentials of 27.9 for CH₄ and 273 for N₂O from the IPCC Sixth Assessment Report were used.
- Scope 2 emissions refer to GHG emissions that result from the generation of purchased or acquired electricity, heating, cooling, and steam consumed by the organisation. Emissions were calculated using the latest grid emission factor of 0.412 kgCO₂/kWh from the Energy Market Authority of Singapore 2023.

GRI CONTENT INDEX

Statement of Use	Chuan Hup has reported with reference to the GRI Standards for the period from 1 July 2024 to 30 June 2025.
GRI Used	GRI 1: Foundation 2021

GENERAL DISCLOSURES				
GRI Standard	GRI Disclosure	Section of Report and/or Explanation	Page Reference	
GRI 2: General Disclosures 2021	Organisational Profile			
	2-1	Organisational details	About Chuan Hup	Page 3
	2-2	Entities included in the organisation's sustainability reporting	Reporting Period and Scope	Page 2
	2-3	Reporting period, frequency and contact point	Reporting Period and Scope Feedback	Page 2
	2-4	Restatements of information	None	
	2-5	External assurance	External assurance was not conducted for this report.	
	Activities and Workers			
	2-6	Activities, value chain and other business relationships	About Chuan Hup	Page 3
	2-7	Employees	Employee Profile	Page 12
	2-8	Workers who are not employees	Chuan Hup does not have any workers who are not employees.	
	Governance			
	2-9	Governance structure and composition	Sustainability Governance Annual Report, Page 22	Page 4
	2-10	Nomination and selection of the highest governance body	Annual Report, Pages 27 to 29	N.A.
	2-11	Chair of the highest governance body	Annual Report, Page 28	N.A.
	2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability Governance	Page 4
	2-13	Delegation of responsibility for managing impacts	Sustainability Governance	Page 4
	2-14	Role of the highest governance body in sustainability reporting	Sustainability Governance	Page 4
	2-15	Conflicts of interest	Corporate Governance, Business Ethics and Compliance to Laws Annual Report, Page 24	Page 8
	2-16	Communication of critical concerns	Annual Report, Pages 35 to 36	N.A.
	2-17	Collective knowledge of the highest governance body	Annual Report, Pages 26 to 28	N.A.
	2-18	Evaluation of performance of the highest governance body	Annual Report, Page 29	N.A.
	2-19	Remuneration policies	Annual Report, Pages 30 to 32	N.A.
	2-20	Process to determine remuneration	Annual Report, Pages 30 to 32	N.A.
2-21	Annual total compensation ratio	Not disclosed as employee compensation is confidential information.		

GRI CONTENT INDEX

GENERAL DISCLOSURES				
GRI Standard	GRI Disclosure	Section of Report and/or Explanation	Page Reference	
GRI 2: General Disclosures 2021	Strategy, Policies, and Practices			
	2-22	Statement on sustainable development strategy	Statement from Our Board	Page 1
	2-23	Policy commitments	Corporate Governance, Business Ethics and Compliance to Laws Digitalisation & Information Security Health and Safety Talent Management	Pages 8 to 11, 13 to 15
	2-24	Embedding policy commitments	Corporate Governance, Business Ethics and Compliance to Laws Digitalisation & Information Security Health and Safety Talent Management	Pages 8 to 11, 13 to 15
	2-25	Processes to remediate negative impacts	Corporate Governance, Business Ethics and Compliance to Laws Digitalisation & Information Security Health and Safety Talent Management	Pages 8 to 11, 13 to 15
	2-26	Mechanisms for seeking advice and raising concerns	Corporate Governance, Business Ethics and Compliance to Laws	Page 8
	2-27	Compliance with laws and regulations	Corporate Governance, Business Ethics and Compliance to Laws - Targets and Performance	Page 9
	2-28	Membership associations	Memberships and Associations	Page 7
	Stakeholder Engagement			
	2-29	Approach to stakeholder engagement	Stakeholder Engagement	Page 7
	2-30	Collective bargaining agreements	No collective bargaining agreements are in place. The working conditions and terms of employment of employees are not influenced or determined based on other collective bargaining agreements.	
GRI 3: Material Topics 2021	Reporting Practice			
	3-1	Process to determine material topics	Materiality Assessment	Page 5
	3-2	List of material topics	Materiality Assessment	Page 6

GRI CONTENT INDEX

MATERIAL TOPICS				
GRI Standard		GRI Disclosure	Section of Report and/or Explanation	Page Reference
Corporate Governance, Business Ethics and Compliance to Laws				
GRI 3: Material Topics 2021	3-3	Management of Material topics	Corporate Governance, Business Ethics and Compliance to Laws	Pages 8
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	Corporate Governance, Business Ethics and Compliance to Laws – Policies and Practices	Pages 8
	205-2	Communication and training about anti-corruption policies and procedures	Corporate Governance, Business Ethics and Compliance to Laws – Policies and Practices	Pages 8
	205-3	Confirmed incidents of corruption and actions taken	Corporate Governance, Business Ethics and Compliance to Laws – Targets and Performance	Pages 9
Digitalisation & Information Security				
GRI 3: Material Topics 2021	3-3	Management of Material topics	Digitalisation & Information Security	Pages 9 to 11
Health and Safety				
GRI 3: Material Topics 2021	3-3	Management of Material topics	Health and Safety	Pages 13
GRI 403: Occupational Health and Safety 2018	403-6	Promotion of worker health	Health and Safety – Policies and Practices	Pages 13
	403-9	Work-related injuries	Health and Safety – Targets and Performance	Pages 13 to 14
	403-10	Work-related ill health	Health and Safety – Targets and Performance	Pages 13 to 14
Additional Reporting Matters				
GRI 404: Training and Education 2016	404-1	Average hours of training per employee	Talent Management – Targets and Performance	Pages 14 to 15
	404-2	Programmes for upgrading employee skills and transition assistance programmes	Talent Management – Policies and Practices	Pages 14
	404-3	Percentage of employees receiving regular performance and career development reviews	Talent Management – Targets and Performance	Pages 14 to 15
Task Force on Climate-Related Financial Disclosures				
GRI 302: Energy 2016	302-1	Energy consumption within the organisation	TCFD Report – Metrics & Targets	Pages 16 to 17
GRI 305: Emissions 2016	305-1	Energy direct (Scope 1) GHG emissions	TCFD Report – Metrics & Targets	Pages 16 to 17
	305-2	Energy indirect (Scope 2) GHG emissions	TCFD Report – Metrics & Targets	Pages 16 to 17



CHUAN HUP HOLDINGS LIMITED

(Co. Reg. No. 197000572R)

8 Eu Tong Sen Street

#24-90 The Central

Singapore 059818

Tel: (65) 6559 9700 Fax: (65) 6268 1937

Website: www.chuanhup.com.sg

Email: corpsec_legal@chuanhup.com.sg