



FY2025 SUSTAINABILITY REPORT





HHH Group Pte Ltd (hereafter referred to as “HH Group”) proudly reaffirms our third sustainability report, reflecting our continued commitment to building a resilient, responsible and future-ready business.

As sustainability considerations become increasingly important in shaping business performance and stakeholder expectations, we recognise the importance of integrating Environmental, Social and Governance (“ESG”) principles into our corporate strategy, operational processes and decision-making frameworks.

Through this report, we aim to provide transparent and meaningful disclosure of our sustainability journey, including the initiatives, progress and priorities that guide our ESG efforts.

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About HH Group

HH Group is one of the largest importer, exporter and stockiest of stainless steel and other high-performance metals in Singapore. With a proven track record across Southeast Asia, the Asia Pacific region, and the Middle East, we have supported clients from diverse industries. These include hardware and trading, energy and marine shipyard operations, construction and infrastructure development, as well as the oil and gas sector.

HH Group holds the largest, most comprehensive stainless-steel inventory in Singapore, with over 15,000 high-performance metal products housed across three warehouses, together with an extensive network of contacts, expertise and solutions. We have successfully forged trusted partnerships with globally recognised suppliers from Europe, China, Japan, Taiwan and South Korea, enabling access to an uninterrupted supply of high-performance metal products.

OUR VISION

Empowering sustainability through resilience, growth and unity that leaves an enduring impact for future generations

OUR MISSION

To be the valued partner of high-performance materials and services that delivers seamless customer experiences

OUR CORE VALUES

HH Group embraces the idea of “**Sustainability For The Next Generation**” through our four core values:

Integrity

We are committed to honesty and maintain moral high ground, ensuring transparency in the way we conduct our business.

Agility

We strive to remain progressive and competitive in this dynamic landscape by remaining flexible.

Empathy

We remain humble through active listening and open communication with all our valued stakeholders.

Teamwork

We are a dedicated team of specialists that collaborate to achieve success together.



The background of the page features a large, semi-transparent image of a wind turbine and solar panels. The wind turbine is white and stands prominently in the center-left. In the foreground, there are rows of blue solar panels angled towards the viewer. The background also shows some green trees and a distant city skyline under a hazy sky.

About This Report

Scope of the report

This report provides a comprehensive overview of HH Group's ESG initiatives and performance, encompassing our key divisions — HH Stainless Pte Ltd ("HHS"), HH Special Metal Pte Ltd ("HHSM") and HH Project Pty Ltd ("HHP") — for the financial year 1 January 2025 to 31 December 2025 ("FY2025").

Reporting framework

This report has been prepared with reference to the Global Reporting Initiative ("GRI") Universal Standards (2021), an internationally recognised framework for sustainability reporting. HH Group has been an adopter of the GRI Standards as they provide a robust and structured approach to sustainability disclosures, enabling us to report on our material ESG impacts in a consistent, transparent and comparable manner.

Feedback

We welcome feedback on this report and value the insights of our stakeholders as we continue to enhance our sustainability efforts. Please address all feedback to enquiries@honghock.com.sg



FY2025

OUR SUSTAINABILITY JOURNEY

At HH Group, our sustainability approach is centered on creating long-term value for our stakeholders and the environment through responsible business practices. We remain committed to integrating sustainability into our operations and driving positive environmental and social impact.

FY
2023

1ST SUSTAINABILITY REPORT

- ❖ Baseline year of FY2023
- ❖ Inaugural tracking of scope 1, 2 and 3 emissions across three warehouse sites
- ❖ Group emission reduction goal setting
- ❖ Begun exploration of green product sources

FY
2024

2ND SUSTAINABILITY REPORT

- ❖ Achieved zero work related injuries
- ❖ MOM Media doorstep - Learning journey about HH Stainless' Health and Safety practices
- ❖ New entity under HH Projects was formed
- ❖ Continued efforts into carbon emission reductions

FY
2025

3RD SUSTAINABILITY REPORT

- ❖ Achieved SGBC 4-Tick certification for Outokumpu green stainless-steel sheets and plates
- ❖ Established a partnership with Nippon Steel to introduce NSCarbolex™ Neutral Green Stainless Steel Duplex Pipes
- ❖ HHG Mega Warehouse has reached 95% completion and will centralise up to 12,000 MT of stainless-steel inventory



FY2025

Message from Group Deputy CEO

Since commencing our sustainability reporting journey in FY2023, HH Group has established a strong foundation for sustainable growth, positioning ourselves at the forefront of green steel adoption through active collaboration with partners across the region.

We recognise that sustainability is integral to business resilience and long-term value creation. Our approach is pragmatic and guided by materiality, focusing on areas where we can drive the greatest impact. Anchored by strong governance, we ensure that our ESG initiatives are aligned with stakeholder priorities and deliver meaningful, measurable outcomes for both our business and the wider community.

In the current year, HH Stainless achieved a key milestone by becoming the first to be awarded a certified green stainless-steel product under the Singapore Green Building Product ("SGBP") certification scheme for the Singapore market in collaboration for Outokumpu's Circle Green P. In addition, we established a strategic partnership with Nippon Steel Corporation ("NSC") to advance sustainable solutions, including the development of the first green stainless steel duplex pipes of their kind. These initiatives underscore our commitment to driving innovation in low-carbon materials and supporting the transition towards a more sustainable and environmentally responsible industry.

On the social and governance front, we continue to cultivate an inclusive workplace that values diverse perspectives, enhances employee engagement, and fosters innovation, while upholding the highest standards of corporate ethics and governance. These efforts have enabled us to maintain a strong track record, with zero reported incidents of employee discrimination, workplace health and safety violations, and corruption.

Sustainability is an ongoing journey that extends beyond our internal stakeholders to include our external partners and the wider community. As we look ahead, we will further refine our focus on the most material environmental, social, and governance priorities across our operations, strengthening our resilience and driving long-term value creation for all stakeholders.

Eric Low

Deputy Chief Executive Officer
HH Group





SUSTAINABILITY HIGHLIGHTS

ENVIRONMENT

1 Expanded low-carbon product portfolio

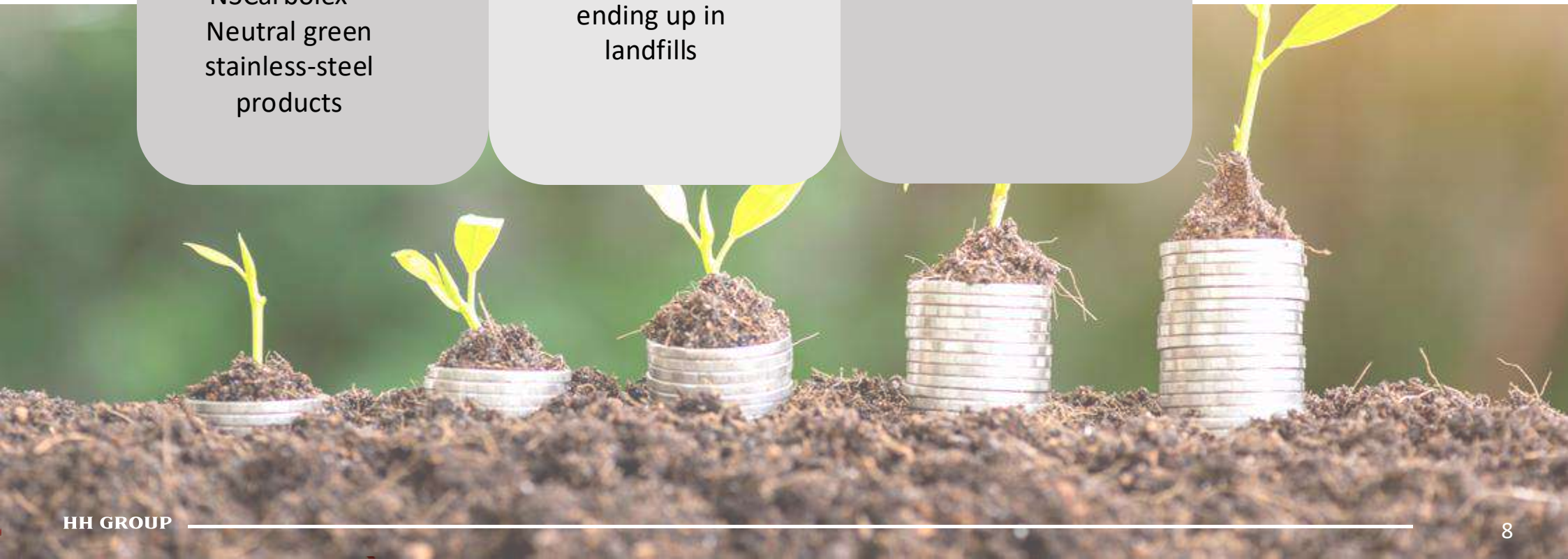
Including SGBC 4-Tick certified and NSCarbolex™ Neutral green stainless-steel products

2 100%

of scrap metals were recycled, preventing valuable materials from ending up in landfills

3 Solar Panels

Installation at the new mega-warehouse, targeted for completion by FY2026





SUSTAINABILITY HIGHLIGHTS

SOCIAL

1 **7.9%**

turnover rate recorded, which is significantly lower than the national average in Singapore

2 Selected as **one of 32 organizations** participating in the **AfA-EMW** to advance workforce diversity and inclusion

3 Collaborated with **SGBC** and **Outokumpu** to advance industry awareness and understanding of **green stainless steel**

4 **ZERO**

fatalities, high-consequence work-related injuries and recordable work-related injuries



SUSTAINABILITY HIGHLIGHTS

GOVERNANCE

1 **100%**

of HH Group's operations were assessed for risks related to corruption and no risks were identified

2 **ZERO**

confirmed incidents of corruption





SUSTAINABILITY STRATEGY

SUSTAINABILITY GOVERNANCE

A strong governance framework enables HH Group to identify and manage sustainability-related risks and opportunities, strengthen accountability across the organisation, and ensure that ESG considerations are consistently integrated into operational and strategic priorities.

In FY2023, we formalised a comprehensive sustainability governance framework to strengthen oversight, enhance accountability and ensure cross-functional representation across all departments.

Management

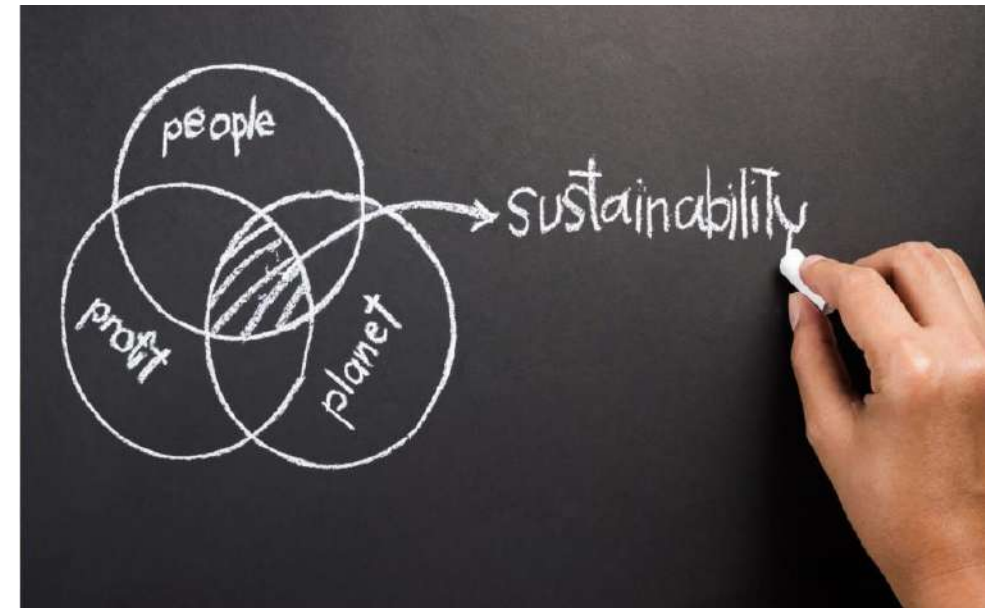
- Comprises of Executive Chairman cum CEO, Deputy CEO and Group Sales Director.
- Establish appropriate policies and practices, set measurable targets, and support sustainability initiatives with well-defined actions.
- Conduct periodic reviews and work closely with the Head of Departments to assess, propose, coordinate, and promote HH Group's sustainability practices.

Sustainability Task Force ("STF")

- Comprises of one representative from various departments including Sales, Purchasing, Warehouse/Operation, Quality Assurance/Quality Control ("QA/QC") & Sustainability, Human Resource ("HR") & Administration, Finance.
- Responsible for gathering data and compiling it into a Sustainability Report.
- Execute Management's sustainability vision and provide proposals to achieve the established objectives.

Employees

- Comprises of all HH Group's employees.
- Support HODs and STF representatives in implementing proposed sustainability initiatives.





SUSTAINABILITY STRATEGY

STAKEHOLDER ENGAGEMENT

Engaging with stakeholders is essential to HH Group's approach to sustainability, enabling us to better understand the ESG topics that are most significant to our stakeholders and business operations. In FY2023, we undertook a stakeholder engagement exercise involving both internal and external stakeholder groups to gather perspectives on key sustainability matters and support the identification of our material ESG topics (refer to the next section of this report for further details on our material ESG topics).

EMPLOYEES

Mode & Frequency of engagement	Key Topics of Interest
<ul style="list-style-type: none">❖ Annual performance reviews and appraisals❖ Internal communication groups to provide updates as needed❖ Daily toolbox meetings at the start of each day, lasting 5 to 10 minutes❖ Refresher training sessions and programmes conducted annually	<ul style="list-style-type: none">❖ Training and upskilling programmes❖ Awareness of quality, environmental, health, and safety standards❖ Risk management covering product and service quality, environmental conservation and protection, as well as health and safety

GOVERNMENT & REGULATORS

Mode & Frequency of engagement	Key Topics of Interest
<ul style="list-style-type: none">❖ Calls, meetings, and inspections during government agency spot-checks as required❖ Quarterly Workplace Safety and Health ("WSH") alerts, legal register updates, and compliance checks❖ Monthly Quality, Environmental, Health, and Safety ("QEHS") inspections and meetings❖ Incident reporting, QEHS findings, and rectification updates communicated via online communication platform as required	<ul style="list-style-type: none">❖ Compliance with regulatory requirements



SUSTAINABILITY STRATEGY

STAKEHOLDER ENGAGEMENT

CUSTOMERS

Mode & Frequency of engagement	Key Topics of Interest
<ul style="list-style-type: none">❖ Inquiry and feedback channels for updates as needed❖ Direct meetings with customers for large-scale projects	<ul style="list-style-type: none">❖ Product and service quality, including cost forecasting❖ Cost competitiveness

Suppliers

<ul style="list-style-type: none">❖ Provide quotations as needed❖ Conduct periodic discussions❖ Arrange factory visits by invitation	<ul style="list-style-type: none">❖ Quality of products❖ Cost forecasting
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LOCAL COMMUNITIES

Mode & Frequency of engagement	Key Topics of Interest
<ul style="list-style-type: none">❖ Actively participate in community service at least once per year❖ Maintain membership in relevant government associations❖ Provide support to those in need	<ul style="list-style-type: none">❖ Community engagement activities

OWNERS

<ul style="list-style-type: none">❖ Ensure sustainable business growth and development	<ul style="list-style-type: none">❖ Corporate social responsibilities
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SUSTAINABILITY STRATEGY

MATERIALITY ASSESSMENT

HH Group conducted our ESG materiality assessment in FY2023, which serves as an important foundation to identify, evaluate and prioritise the sustainability topics most significant to our business operations and stakeholders. The outcomes of the assessment also support informed decision-making, strengthen our sustainability reporting approach and guide the development of future ESG initiatives and priorities.

Our materiality assessment comprises of the following four distinct steps:

Step 1: Identify

Conduct desktop research to understand global sustainability trends and peer benchmarking exercise to identify a list of ESG topics relevant to HH Group.

Step 2: Engagement

Engage internal and external stakeholders via a stakeholder engagement survey to understand ESG topics important to them.

Step 3: Prioritise

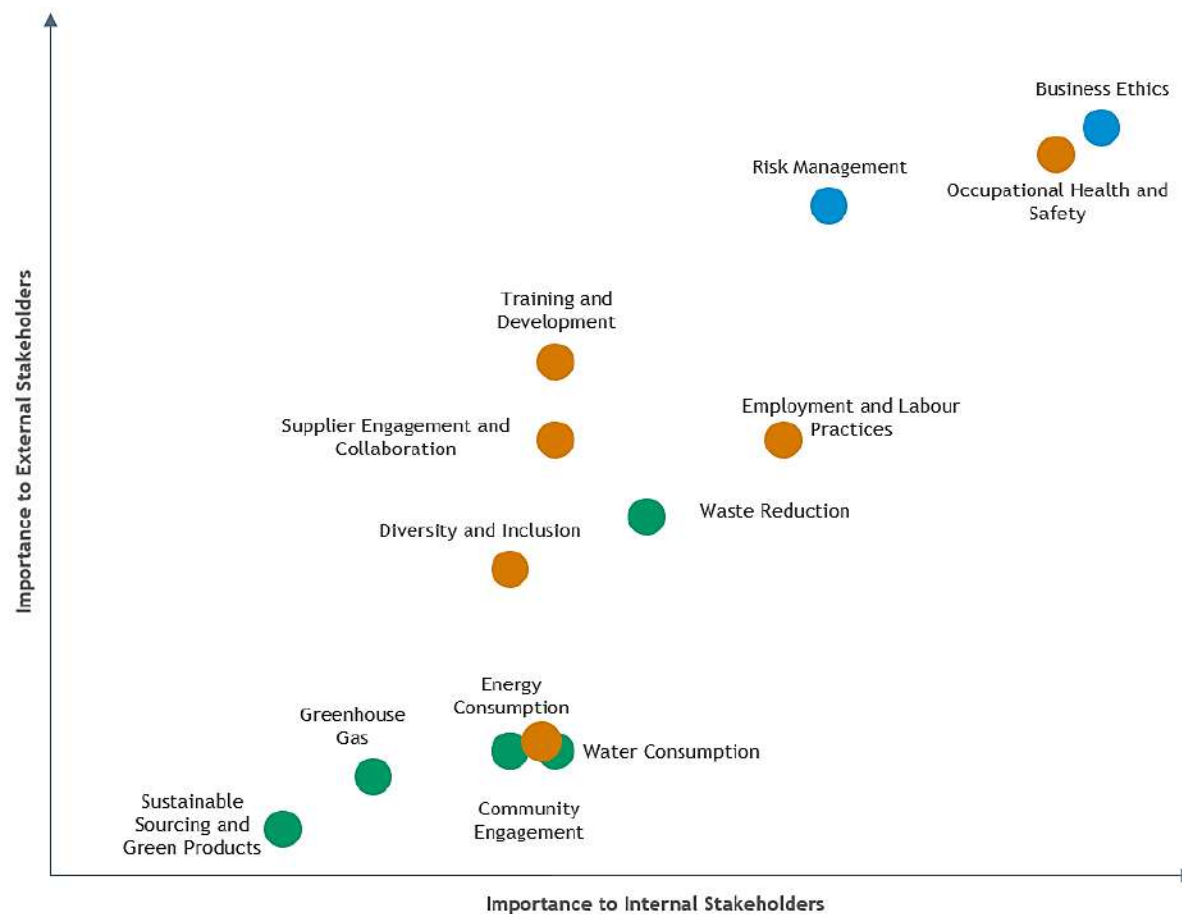
Rank material topics in a materiality matrix, based on its importance to HH Group and external stakeholders respectively.

Step 4: Validate

Seek Senior Management's validation and approval of identified material topics.



During the reporting year, HH Group conducted a review of the 13 material topics identified in our previous materiality assessment to evaluate their continued relevance and significance to our business operations. We confirmed that all 13 material topics remain material to our business. These material topics are presented in the materiality matrix below.





SUSTAINABILITY STRATEGY

ESG POLICIES



Environmental Stewardship Policy

We are committed to minimising our environmental impact by implementing sustainable practices in all operations, reducing waste, and actively seeking to lower our carbon footprint across the entire supply chain.



Ethical Business Conduct Policy

We uphold the highest standards of ethics in all business dealings, ensuring transparency, integrity, and accountability in every transaction, while fostering a culture of honesty and respect.



Labour & Human Rights Policy

We pledge to respect and protect the rights of all workers by providing safe working conditions, fair wages, and equal opportunities, while strictly prohibiting any form of forced labour, child labour, or discrimination.



Sustainable Procurement Policy

Our procurement practices prioritise sustainability by sourcing materials and services from suppliers who share our commitment to environmental protection, ethical business practices, and the fair treatment of workers.





ENVIRONMENT

Greenhouse Gas Emissions

Energy

Water Consumption

Waste Management

Sustainable Sourcing and
Green Products



CONSOLIDATION PROGRESS



The development of HH Group's mega warehouse at 17 Jurong Port Road represents an important step in the Group's ongoing operational consolidation.

By centralising warehousing and inventory management activities at a larger integrated facility, the Group aims to improve operational efficiency, strengthen inventory control and optimise the use of storage space and resources.

The consolidation is also expected to support better management of packaging materials, encourage reuse and repurposing practices, and reduce unnecessary material consumption and waste across warehouse operations.

Implementation pathway

01

Consolidate

Bring inventory and operations into one central facility

02

Optimise

Improve process efficiency and resource utilisation

03

Generate

Commission rooftop solar PV, targeted for March 2026

Environmental benefits are expected to materialise in future reporting periods



ENVIRONMENT

GREENHOUSE GAS EMISSIONS

To address the climate crisis, reducing carbon emissions remains a critical priority. HH Group has been measuring and tracking greenhouse gas (“GHG”) emissions across our business operations since FY2023. Over time, we have continuously enhanced the transparency and accuracy of our data — for instance, in FY2024, we transitioned to incorporating supplier-specific emissions data for selected Purchased Goods and Services categories.

In the current reporting year, we have continued to monitor and manage our Scope 1, 2, and 3 emissions. HH Group adopts the operational control approach, in alignment with the GHG Protocol, in calculating emissions. We reference emission factors from reputable sources, including the United Kingdom’s Department for Environment, Food & Rural Affairs (“DEFRA”), Singapore’s Energy Market Authority (“EMA”), the United States Environmental Protection Agency (“EPA”), World Stainless Steel Association and Carbon Border Adjustment Mechanism (“CBAM”). Where available, supplier-specific emission factors are also incorporated to enhance the accuracy and reliability of our emissions calculations.

Targets:

Achieve a 1% reduction in Scope 1 emission intensity by FY2029

Achieve a 1% reduction in Scope 2 emission intensity by FY2029



IN PROGRESS

1

SCOPE 1

+34.0%

increase in emission intensity
as compared to FY2024

FY2025 Emission intensity:

0.0018 kgCO₂e
per unit of revenue

2

SCOPE 2

+87.4%

increase in emission intensity
as compared to FY2024

FY2025 Emission intensity:

0.0016 kgCO₂e
per unit of revenue

3

SCOPE 3

-23.0%

decrease in emission intensity
as compared to FY2024

FY2025 Emission intensity:

0.94 kgCO₂e
per unit of revenue

Note: Unless otherwise stated, all Scope 2 emissions referenced in this section refers to emissions calculated via the market-based approach, which accounts for HH Group’s renewable attributes purchased.



ENVIRONMENT

GREENHOUSE GAS EMISSIONS

In FY2025, HH Group's total Scope 1, 2, and 3 emissions amounted to 73,187,770.17 kgCO₂e, representing a significant reduction of 35.2% compared to FY2024. This decrease was primarily driven by lower procurement volumes of steel materials, reflecting changes in project delivery schedules, inventory management, and overall business requirements during the reporting period. Consequently, emissions from Purchased Goods and Services declined.

In addition, we recorded lower waste generation during the reporting period, largely attributable to the ongoing consolidation and relocation of warehouse operations. During this transition, basic waste disposal and recycling practices for materials such as wood and paper were maintained, while the Group continues to enhance our waste management processes as part of our broader operational integration efforts.

1

SCOPE 1

FY2025 EMISSIONS

138,054.42

kgCO₂e

FY2024
122,784.95

kgCO₂e

+12.4%
increase as compared to
FY2024

EMISSION SOURCE

- Diesel combustion in company-owned vehicles and backup generator
- Refrigerant top-ups

2

SCOPE 2 (Market Based)

FY2025 EMISSIONS

125,865.56

kgCO₂e

FY2024
80,056.27

kgCO₂e

+57.2%
increase as compared
to FY2024

EMISSION SOURCE

- Purchased electricity

3

SCOPE 3

FY2025 EMISSIONS

72,923,850.19

kgCO₂e

FY2024
113,021,799.71

kgCO₂e

-35.4%
decrease as compared
to FY2024

EMISSION SOURCE

- Purchased goods and services
- Capital goods
- Upstream transportation and distribution
- Downstream transportation and distribution
- Waste generated in operations
- Business travel

Note:

1. Scope 2 emissions from location-base and market-base are 170,984.94 kgCO₂e and 125,865.56 kgCO₂e respectively.

2. FY2024 Scope 3 emissions have been restated following a comprehensive review of the underlying calculations, which led to revisions in the methodologies, including updates units applied in the assessment.



ENVIRONMENT

GREENHOUSE GAS EMISSIONS

This year, HH Group's Scope 1 emissions were solely attributable to diesel combustion from company-owned vehicles, which play a critical role in the transportation and distribution of stainless steel and high-performance metals. No emissions were recorded from backup generators, as there was no diesel consumption for their operation during the year. Similarly, no refrigerant-related emissions were reported, as no top-ups were required.

Scope 2 emissions increased approximately two-fold in FY2025, primarily driven by higher electricity consumption during the year. This was largely attributable to the Group's ongoing warehouse expansion and operational consolidation initiatives, which resulted in increased energy demand. Further details are provided under the material topic "Energy" in the next section.

During the year, HH Group continued to invest in and procure **Renewable Energy Certificates ("RECs")**, enabling the offset of **45,119.37 kgCO₂e of Scope 2 emissions**. Through the acquisition of RECs, we support the generation and adoption of renewable energy, thereby reducing its indirect emissions footprint. This initiative underscores HH Group's ongoing commitment to decarbonisation and the transition towards more sustainable energy sources, while contributing to the broader advancement of low-carbon energy markets.



ENVIRONMENT

GREENHOUSE GAS EMISSIONS

72.92m

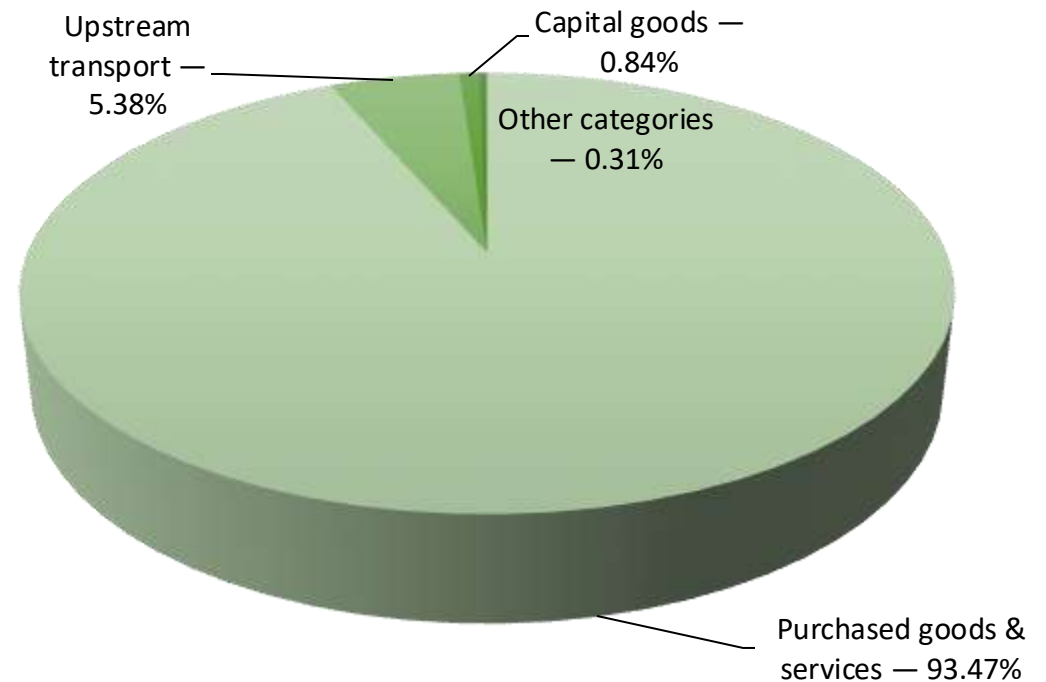
kgCO₂e Scope 3 emissions

–35.4% compared to FY2024

With Scope 3 emissions constituting a substantial share of our overall carbon footprint, this underscores the importance of actively engaging with our supply chain partners. Strengthening collaboration across our value chain is essential to advancing sustainability initiatives, improving data transparency, and jointly identifying opportunities to reduce emissions. The detailed breakdown of our FY2025 Scope 3 emissions is as follows:

Our Scope 3 emissions is largely driven by emissions associated with activities integral to our operations:

- 01** Purchased Goods and Services, which involves the procurement of stainless steel and high-performance metals from suppliers
- 02** Upstream Transportation and Distribution, includes the logistics involved in delivering these materials efficiently to customers.





ENVIRONMENT

GREENHOUSE GAS EMISSIONS

Long-term decarbonisation initiatives remain in progress

While HH Group did not record significant measurable GHG emission reductions from new initiatives in FY2025, we have made substantial progress in strengthening our long-term decarbonisation strategy.

As several initiatives remain in the implementation phase, their full environmental benefits are expected to materialise in future reporting periods.

Key initiatives include:

- 01 Solar PV System**
Development of a new mega warehouse equipped with a rooftop solar PV system, targeted to commence operations in FY2026.
- 02 Expansion of green stainless**
Expansion of low-carbon product offerings, including SGBC 4-Tick certified green stainless steel and NSCarbolex™ Neutral Green Stainless Steel products.
- 03 Optimise of internal processes**
Consolidation of warehouse operations and optimisation of processes to enhance overall resource efficiency.
- 04 Continuous improve**
Ongoing evaluation and implementation of additional measures to support the Group's long-term GHG reduction strategy.

HH Group remains committed to progressively improving our sustainability performance and anticipates that these initiatives will contribute to meaningful GHG emission reduction in the coming years.



ENVIRONMENT ENERGY

425,356

kWh electricity consumed
in FY2025

+10.1%
compared to FY2024

Target:

Achieve a 1% reduction in purchased electricity annually

Target not met

Due to a rise in electricity consumption, primarily resulting in the Group's ongoing warehouse expansion and operational consolidation initiatives

At HH Group, purchased electricity from third-party providers in Singapore continued to represent our primary source of energy consumption in FY2025. Electricity consumption is directly linked to our Scope 2 emissions - as such, we place great emphasis on identifying opportunities to optimise electricity usage, adopt more efficient technologies, and explore cleaner energy alternatives to further reduce our energy intensity and associated emissions over time.

In FY2025, the Group's total electricity consumption amounted to 425,355.66 kWh, representing a 10.1% increase compared to FY2024. This increase was primarily driven by the Group's ongoing warehouse expansion and operational consolidation initiatives. Key contributing factors included the construction and preparation of the new warehouse, inventory relocation activities, as well as the installation and commissioning of new equipment and facilities, all of which contributed to higher electricity demand during the reporting period.

To further reduce electricity consumption, HH Group is continuing to strengthen our energy efficiency efforts through the following ongoing initiatives:

Employee Engagement and Awareness

Promoting energy conservation best practices across the workforce.

Optimised Lighting Operations

Implementing measures such as switching off warehouse lighting during lunch breaks to minimise unnecessary energy use.

Lighting Upgrades

Progressively replacing conventional lighting with energy-efficient LED systems across facilities.

Occupancy Sensors

Expanding the use of motion-activated lighting to ensure energy is consumed only when spaces are occupied.



ENVIRONMENT

ENERGY

As part of our long-term sustainability strategy, HH Group is taking proactive steps to reduce our reliance on purchased electricity and increase our consumption of renewable energy.

01 Solar Energy Implementation

Install solar panels at the new mega-warehouse by FY2026 to lower reliance on external electricity sources.

02 Renewable Energy Certificates (“RECs”)

We are actively exploring investments in RECs to offset our electricity consumption and further contribute to the transition toward sustainable energy solutions.



ENVIRONMENT

WATER CONSUMPTION

5,295.8

m³ water consumed
in FY2025

-2.6%

compared to FY2024

Target:

Achieve a 1% reduction in water intensity annually

Target Not Met:

Although total water consumption decreased by 2.6% in FY2025 as compared to the prior reporting year, water intensity increased by 16.1% due to lesser revenue generated during the year

Holistic water management is integral to sustaining the long-term value of HH Group's operations. Accordingly, we have continued to implement water conservation initiatives while closely monitoring our monthly water consumption to track performance and identify opportunities for improvement.

To further reduce our reliance on potable water, we utilise NEWater (non-potable) sourced in Singapore for operational purposes where feasible, supporting more efficient and sustainable water use across our facilities.

In FY2025, HH Group's total water consumption — comprising both potable and non-potable ("NEWater") sources — amounted to 5,295.80 m³, representing a 2.6% decreased compared to the previous year. This was due to improved monitoring, timely leak repairs, more efficient cleaning practices, and stronger employee awareness of water conservation. HH Group remains committed to monitoring water consumption and continuously identifying opportunities to improve water efficiency across our operations.

To continuously improve water efficiency, we regularly inspect and repair leaks in pipes to minimise water loss and prevent unnecessary consumption.

We have also installed water-efficient faucets across our facilities to reduce water usage without compromising operational needs. In addition, we monitor water consumption trends by comparing actual usage against historical averages to identify unusual increases that may indicate potential leakages or inefficiencies, enabling timely investigation and corrective action.



ENVIRONMENT

WATER CONSUMPTION

Our planned transition to a single mega-warehouse by FY2027 will further minimise water wastage.

01 Reduced Leakage Risks

Consolidating operations into minimises the number of water pipelines, tanks, and distribution systems, reducing the likelihood of undetected leaks.

02 Improve monitoring and control

Installation of smart monitoring systems, enabling quicker identification and resolution of higher-than-average water usage.

03 Optimise operating routines

Centralise cleaning activities, apply water-saving protocols and avoid duplicated processes.





ENVIRONMENT

WASTE MANAGEMENT

64,629

kg of non-hazardous waste
generated in FY2025

100%

scrap metal recycled

FY2025 Progress

01

Total non-hazardous waste generated of 64,629 kg and \$12,198.62 spent on waste collection for commercial and industrial waste

02

100% of scrap metals were recycled, preventing valuable materials from ending up in landfills

Due to the nature of our operations, HH Group generates waste streams such as scrap metal, packaging materials, and wood products. Effective waste management is therefore a critical component of our environmental strategy, enabling us to optimise resource utilisation and minimise our environmental footprint. By implementing responsible waste management practices, we reduce the volume of waste sent to landfill while promoting the principles of a circular economy.

All waste from construction sites and managed buildings is disposed of in compliance with local waste regulations.

During the data collection process, HH Group noted that the weight of commercial and industrial waste is currently unavailable, as the waste service provider invoices based on service charges rather than the quantity of waste collected.

Consequently, the invoices received contain only service fee information and do not include waste weight data. We recognise the value of waste quantity information in supporting more effective waste management and sustainability reporting and will continue to engage with our waste service provider to explore opportunities to obtain waste weight data in future reporting periods.

HH Group strengthened internal operational controls to reduce packaging waste and extend the useful life of materials. Wooden pallets, wooden cases, wooden boxes and carton boxes are collected, segregated and inspected after use. Materials that remain safe and serviceable are stored in designated areas and reused for repacking, internal transfers and future deliveries.

Damaged packaging is repaired or repurposed where practicable, while materials unsuitable for reuse are directed to approved recycling or disposal channels. Regular monitoring, proper storage and employee guidance help prevent unnecessary disposal and reduce the purchase of new packaging materials.

Note: The reported weight of non-hazardous waste comprises only metals, plastics, paper, and wood. As HH Group is currently unable to obtain accurate weight data for commercial and industrial waste from third-party waste collectors, the associated expenditure on waste management services is disclosed instead.



ENVIRONMENT

WASTE MANAGEMENT

Initiatives to reduce waste generated includes the following:

01 Waste prevention at source

Minimise waste before it is generated

02 Reuse and Repurposing of packaging

Extend packaging life through reuse

03 Lower consumption of new materials

Reduce reliance on new packaging materials

04 Reduced disposal and recycling volumes

Decrease materials requiring disposal or recycling

05 Improved packaging inventory control

Strengthen tracking and management of packaging stock

06 Greater employee awareness of circular practices

Encourage employees to adopt reuse and waste-reduction practices



ENVIRONMENT

SUSTAINABLE SOURCING AND GREEN PRODUCTS

As a global leader in the stainless steel and high-performance metals industry, HH Group is deeply committed to building a sustainable and responsible supply chain. We collaborate with internationally recognised suppliers from regions including Europe, China, Japan, Taiwan, and South Korea, ensuring that our sourcing practices uphold the highest ethical and environmental standards.

During the reporting year, HH Group made meaningful progress in expanding our portfolio of sustainable product offerings and strengthening strategic partnerships to advance green product development. These efforts reflect our commitment to supporting the transition towards more sustainable industry practices, as well as responding to evolving customer demand for environmentally responsible products.



<https://www.youtube.com/watch?v=Q732c10--CY>

HH Group has begun introducing green product offerings; however, formal targets for sustainable sourcing and green product initiatives have not yet been established, given the limited number of mills currently advancing in this space. We are currently in the early stages of evaluating and developing our sustainability strategy. As part of this process, we are actively engaging mills that can provide Environmental Product Declarations (“EPDs”) and Life Cycle Assessment (“LCA”) reports, in response to project specifications that increasingly require both, alongside a carbon footprint of below 5 tCO₂e per tonne of material.

As industry standards for green steel and carbon reporting continue to evolve and remain relatively un-centralized, HH Group is actively monitoring ongoing developments and evaluating available methodologies and frameworks. In the interim, the Group will continue to implement education and awareness initiatives for employees, suppliers, and customers on green steel and sustainable sourcing over the next 12 months, while progressively working towards establishing more defined sustainability targets.



ENVIRONMENT

SUSTAINABLE SOURCING AND GREEN PRODUCTS

NSCarbolex Neutral Green Stainless Steel Pipes

NSCarbolex™ Neutral

In partnership with Nippon Steel Corporation (“NSC”), HH Stainless is advancing the transition towards more sustainable solutions through our collaboration on NSCarbolex™ Neutral — the first green stainless steel duplex pipes of their kind. This initiative represents a significant milestone in expanding our portfolio of environmentally responsible products in Singapore and across the ASEAN region, reinforcing our commitment to building a greener and more sustainable supply chain.





ENVIRONMENT

SUSTAINABLE SOURCING AND GREEN PRODUCTS



FIRST IN SINGAPORE

SGBC 4-Tick green stainless steel

Since FY2024, HH Group has partnered with Outokumpu to introduce Circle Green — the world's first towards-zero stainless steel—positioning ourselves as a pioneer in the Asia Pacific region.

In the current year, through our collaboration with SGBC and Outokumpu, HH Stainless has achieved a significant milestone by being awarded the first certified green stainless-steel product under SGBC's certification scheme for the Singapore market. These materials have attained a 4-tick rating, representing the highest level of environmental performance for stainless steel, for our sheets and plates supplied by Outokumpu.



Partnership with Singapore Green Building Council ("SGBC") and Outokumpu

Singapore Green Building Council ("SGBC") Seminar

In collaboration with SGBC and Outokumpu, HH Stainless co-organised a seminar to promote awareness and deepen understanding of green stainless steel, as well as the role that higher-grade stainless steel materials can play in shaping a more sustainable built environment.

The seminar aimed to explore how stainless steel contributes to decarbonisation through advancements in material innovation, lifecycle optimisation, and climate-resilient applications. It also examined the growing importance of green steel in reducing embodied carbon across construction projects, while providing a platform for industry stakeholders to exchange insights on sustainable building practices and the transition towards low-carbon materials.



SGBC Event

SGBC Seminar: Forging a Low-Carbon Future with Sustainable Steel

3:00PM to 5:30PM | 9 October 2025 | In-Person CPD Event





SOCIAL

Employment and Labour
Practices

Diversity and Inclusion

Training and Development

Health and Safety

Community Engagement

Supplier Engagement and
Collaboration



SOCIAL EMPLOYMENT AND LABOUR PRACTICES

Target:

Recognise at least 10 employees annually under HH Group's Employee Recognition Programmes ("ERP")

Target Met:

At least 10 employees recognised under the ERP in FY2025.

Our Employees

As of 31 December 2025, HH Group employs a total of 101 individuals (excluding contractors), all of whom are based in Singapore and hold full-time, permanent positions.



101

Of all full-time, permanent employees
all based in Singapore

HH Group is committed to driving productivity, enhancing employee engagement, and fostering talent retention as key enablers of organisational excellence.

We recognise that our people are our most valuable asset, and their dedication and expertise are fundamental to achieving sustainable growth and long-term success.



To cultivate a supportive, transparent, and well-informed workplace, we provide all employees with a comprehensive Staff Handbook.

This serves as a central reference outlining the Group's policies, procedures, and expectations, while reinforcing our commitment to fair practices, clear communication, and a consistent employee experience across the organisation.



SOCIAL

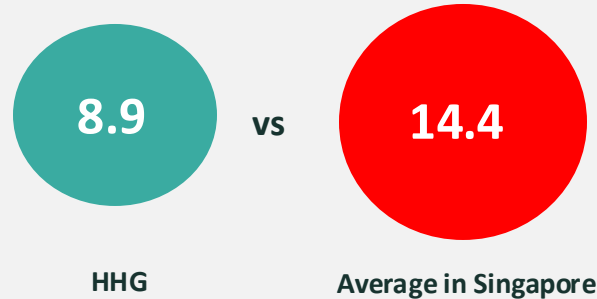
EMPLOYMENT AND LABOUR PRACTICES

Due to the nature of our operations which covers the import, export, and storage of stainless steel and other high-performance metals, our workforce demographics reflect the physical and technical demands of these roles.

At HH Group, 66.3% of our employees are male, consistent with industry norms. We remain committed to fostering a more inclusive and diverse workplace by actively exploring opportunities to broaden talent representation across all roles.

FY2025 Progress

Turnover % stayed well below the national average



HHG new hire rate in FY2025: **12.9%**

ZERO incidents of employee discrimination

People performance indicators comparison table between FY2024 and FY2025 of HH Group:

People Performance Indicators	HH Group	
	FY2025	FY2024
Number of employees by gender		
Male	67	61
Female	34	36
Total Employees	101	97
New hires by age mix and gender		
Male	10	5
Female	3	10
< 30 years old	3	7
30-50 years old	10	7
> 50 years old	0	1
Turnover by age mix and gender		
Male	4	5
Female	5	4
< 30 years old	2	3
30-50 years old	3	3
> 50 years old	4	3

During the reporting year, we recorded a new hire rate of 12.9% and a turnover rate of 8.9%, with 13 new hires and 9 resignations respectively. We are pleased to note that our turnover rate is significantly lower than the national average in Singapore, which stands at 14.4%.



SOCIAL EMPLOYMENT AND LABOUR PRACTICES

HH Group is dedicated to cultivating a workplace environment where employees are empowered, engaged, and supported in reaching their full potential. Our employee welfare and benefits framework is comprehensive, encompassing life and personal accident insurance, robust medical and dental coverage, and a wide range of leave provisions aimed at promoting overall well-being and work-life balance.



Staff Bowling Event

HH Group organised a bowling event during the year, providing an engaging platform for employees to connect in a relaxed and enjoyable setting. The event fostered camaraderie and team spirit, offering colleagues the opportunity to build stronger interpersonal relationships while welcoming new members to the team.

Furthermore, we ensure the timely and consistent monthly contributions to employees' Central Provident Fund ("CPF") accounts. These efforts reflect our ongoing commitment to providing a stable, inclusive, and supportive workplace that enables both personal and professional development.

During the year, HH Group organised a series of employee engagement initiatives aimed at fostering a cohesive, inclusive, and positive workplace culture. Such initiatives not only contribute to employee morale and overall well-being but also support stronger collaboration and communication.

Durian Party

HH Group organised our annual durian event, fostering employee engagement in a fun and interactive setting. This year's edition introduced a creative twist, where participants were challenged to open durians using an assortment of unconventional tools—from scissors and screwdrivers to even wooden spoons — adding an element of excitement and friendly competition.



Note: Central Provident Funds (CPF) is a compulsory comprehensive savings and pension plan for working Singaporeans and permanent residents primarily to fund their retirement, healthcare, and housing needs in Singapore.



SOCIAL DIVERSITY AND INCLUSION

Diversity, equity, and inclusion are fundamental to fostering a workplace that values varied perspectives, strengthens employee engagement, and drives innovation. HH Group is firmly committed to cultivating an inclusive environment that embraces diversity, upholds fair employment practices, and ensures equal opportunities for all employees.

Annual Target:

Zero reported incidents of workplace discrimination annually

FY2025 Progress Against Target:

Zero reported incidents of workplace discrimination annually

Our Diverse Workforce

In FY2025, employees aged between 30 and 50 years accounted for 53.5% of our workforce, forming the largest employee demographic within the organisation. This group contributes a balanced blend of professional experience, expertise, and adaptability, supporting our operational effectiveness and continued growth. Employees aged above 50 represented a further 33.7% of the workforce, reflecting the valuable contributions of experienced professionals whose deep industry knowledge and insights strengthen our capabilities. The diversity of our workforce across different age groups fosters a collaborative environment where varied perspectives and experiences contribute to a strong, inclusive, and resilient organisational culture.

While the current workforce composition reflects the nature of certain operational and technical roles and the available talent pipeline, HH Group believes that diversity is driven by equal opportunity rather than quotas.

We remain committed to providing a fair and inclusive workplace where individuals are recruited, developed and advanced based on merit, qualifications and capabilities, while continuing to encourage broader workforce diversity over the long term.

People Performance Indicators	HH Group	
	FY2025	FY2024
Number of employees- by gender		
Male	67	61
Female	34	36
Total Employees	101	97
Total employees by age group		
< 30 years old	13	15
30-50 years old	54	48
> 50 years old	34	34
Age mix by employee category and gender (Director)		
Male	5	5
Female	0	0
< 30 years old	1	1
30-50 years old	2	2
> 50 years old	2	2
Age mix by employee category and gender (Snr Management)		
Male	3	2
Female	2	2
< 30 years old	0	0
30-50 years old	2	2
> 50 years old	3	2
Age mix by employee category and gender (Manager)		
Male	15	14
Female	2	2
< 30 years old	0	0
30-50 years old	10	10
> 50 years old	7	6
Age mix by employee category and gender (Executive & Below)		
Male	44	40
Female	30	32
< 30 years old	12	14
30-50 years old	40	34
> 50 years old	22	24



Alliance for Action on Empowering Multi-Stage Careers for Mature Workers (“AfA-EMW”)

The Alliance for Action on Empowering Multi-Stage Careers for Mature Workers (“AfA-EMW”) was established under the Tripartite Workgroup on Senior Employment to bring together a diverse range of stakeholders in co-developing innovative solutions to support senior employment. The initiative aims to empower mature workers to remain productive and relevant in the workforce, while enabling employers to design age-inclusive roles and foster multi-generational workplaces.

HH Group is one of the 32 selected organisations in the AfA-EMW pilot initiative participating in this pilot initiative, collaborating closely with the tripartite partners — the Ministry of Manpower (“MOM”), National Trades Union Congress (“NTUC”), and Singapore National Employers Federation (“SNEF”).

Our involvement reflects a strong commitment to advancing workforce diversity and inclusion, while supporting the continued engagement and development of mature employees within our organisation.



One of 32 selected organisations in the AfA-EMW pilot



SOCIAL

TRAINING & DEVELOPMENT

HH Group invests in learning and development programmes for all employees. Through this, our employees are equipped with the capabilities required to adapt to evolving business needs, improve performance, and take on greater responsibilities within the organisation. This commitment to learning and development not only supports individual career progression but also strengthens HH Group's overall talent pipeline, fostering a culture of continuous improvement and long-term organisational resilience.

Annual Target:

To achieve at least 90% of the training plan proposed annually

FY2025 Progress

Achieved an average of

2.13 training hours

per employee

100%

of employees received regular performance and career development reviews

FY2025 Progress Against Target

Target met for HHSM and HHP; not met for HHS during personnel movements and the warehouse transition

Upskilling Our Employees

In FY2025, employees received an average of 2.13 training hours, with training participation varying across departments based on operational and regulatory requirements. Employees within the Operations & Delivery department recorded higher training hours compared to those in the Logistics department, largely due to mandatory training programmes required to maintain regulatory compliance and uphold workplace safety standards.

Training hours exhibited a gender-based variance, with male employees recording higher average training hours than female employees during the reporting period. This difference was largely driven by the nature of HH Group's operations, where a higher proportion of male employees within the Operations & Delivery function participated in certification programmes that required more extensive training commitments.

Training Hours	HH Group	
	FY2025	FY2024
Average training hours		
Total Average	2.13	2.22
Average training hours by gender		
Male	3.74	1.98
Female	1.75	2.61
Average training hours by employee category		
Director	0	1.33
Senior Management	1.5	1.8
Manager	5.11	5.2
Executive & Below	3.06	1.69



SOCIAL TRAINING & DEVELOPMENT

HH Group is committed to supporting employee development and career progression. During the year, 100% of employees participated in regular performance and development reviews, enabling alignment between individual goals and organisational objectives while fostering continuous growth.

Learning priorities covered four areas

QUALITY

- ✓ Mastering the Art of Cyber Incident Response
- ✓ Understanding the conditions to Apply 0% GST on Business Transactions for Export of Goods
- ✓ Leveraging M&A For Growth - Opportunities For SMEs & Individual
- ✓ WSQ MS Excel
- ✓ Navigating SG Corporation Tax - Pain Point & Latest Development
- ✓ Maintaining & Restoring the Corrosion Resistance Passive Film on Stainless steel
- ✓ AfA-EMW Onboarding Session for Employers
- ✓ Welding on Duplex Stainless Steel
- ✓ Zero Rating GST Explained
- ✓ TWG - SE Engagement Session on Shaping the Future of Senior Employment
- ✓ Seminar GST InvoiceNow
- ✓ Update of SFRS 2025
- ✓ FC Renewal process for 17JPR
- ✓ UMS Toyota system for storage and retrieval of the fittings sections
- ✓ Understand of Specifications (A182, A262, ASME B16.5 Table 3, A312, A358)

ENVIRONMENT

- ✓ Basic Ionising Radiation Safety (General) - for R1 Certificate

HEALTH & SAFETY

- ✓ Apply Workplace Safety and Health in Metal Work
- ✓ Occupational First Aid - Refresher
- ✓ Operate Scissor Lift
- ✓ Safety & Operations Training For Lifting Machine
- ✓ Operate Boom Lift
- ✓ Manage Work At Height
- ✓ Safety & Operations Training for Lifting Machine
- ✓ WSQ - Operate Forklift Course

SUSTAINABILITY

- ✓ SGBC Seminar – Rethinking Building Materials for a Low Carbon Future
- ✓ Navigating Effective Sustainability Reporting: build a Greener Future
- ✓ SGBC x SP Sustainability Learning Journey
- ✓ Singapore International Green Building Conference
- ✓ Sustainable Future-Ready: Structured Career Planning Workshop
- ✓ Sustainability - The Next Challenge
- ✓ Understand sustainability, current policies and solutions (BDO)



SOCIAL

HEALTH & SAFETY

Given the nature of our industry and operations, HH Group recognises the inherent risks faced by our workforce, particularly in activities involving the handling, processing, and cutting of steel within our warehouse environments. These tasks require stringent safety controls, as they expose employees to potential mechanical, physical, and operational hazards. We remain firmly committed to upholding the highest standards of workplace safety, with the objective of preventing incidents, minimising risks, and safeguarding the well-being of our employees, contractors, and stakeholders.

FY2025 Progress

- Zero fatalities
- Zero high-consequence work-related injuries
- Zero recordable work-related injuries

Annual Target

- To reduce Incident rate or Accident rate to less than 2 incidents for every 200k manhours worked
- To reduce severity rate to less than 4 man-days lost for every 1000 man-hours worked

Target Met

- Fewer than 2 incidents per 200,000 man-hours worked in FY2025
- Achieved a Severity Rate of 0.70 lost workdays per 1,000 man-hours worked meeting the FY2025 target

Health and Safety Training Programmes

At HH Group, we are committed to equipping our employees with the necessary resources and training to effectively manage health and safety risks. This includes:

- ✓ All new hires participating in a comprehensive 90-minute safety and orientation briefing, which focuses on our QEHS protocols.
- ✓ New hires and computer-accessible staff to attend foundational training to ensure they are adequately prepared to work safely and in compliance with our established QEHS procedures.
- ✓ Two fire drills are held annually.
- ✓ Specialised safety training for Safety Officers to ensure they are well-versed in responding to emergencies and equipped to manage health and safety risks effectively.



SOCIAL

HEALTH & SAFETY

HH Group adopts a proactive and systematic approach to health and safety management, ensuring that appropriate risk assessments, safety protocols, and control measures are implemented and regularly reviewed.

Hazard Identification and Assessment

HH Group has implemented a health and safety management system aligned with ISO 45001: Occupational Health and Safety Management System. To effectively mitigate and minimise health and safety risks, HH Group has taken proactive steps, including conducting a risk assessment, adhering to the Hierarchy of Control Measures, employing root cause analysis and conducting vendor's risk assessment.

Hazard Reporting

HH Group has established a clear chain of command for incident reporting and defining procedures for responding to various safety scenarios. Employees are required to promptly report injuries to their supervisors, while workplace hazards can be communicated through designated channels, daily toolbox meetings, or directly to management. This structured approach supports timely resolution of safety concerns and reinforces our commitment to maintaining a safe work environment.

FY2025 Safety Performance

In the reporting year, HH Group recorded zero fatalities, high-consequence work-related injuries, and recordable injuries. This reflects our strong commitment to maintaining a safe and secure workplace for all employees.



SOCIAL COMMUNITY ENGAGEMENT

HH Group recognises that sustainable business success goes hand in hand with contributing positively to the communities in which we operate. Guided by this principle, we actively promote a culture of giving back by encouraging our employees to participate in corporate social responsibility (“CSR”) initiatives.

We provide meaningful opportunities for employees to engage in community-driven activities that align with our corporate values, enabling them to make a tangible social impact beyond their day-to-day roles.

FY2025 Progress:

Participated in 1 CSR activities during the year

Annual Target:

Conduct at least one CSR activity per year

Target Met:

Target achieved with HH Group participating in at least one CSR event during the year

1

CSR activity

Annual target met

As part of our annual charity initiative, HH Group organised a meaningful engagement at Bright Hill Evergreen Home, bringing together our team and senior residents for a day of interaction and camaraderie. The event featured activities such as bingo and karaoke sing-alongs, creating a lively and enjoyable atmosphere for all participants.





SOCIAL

SUPPLIER ENGAGEMENT & COLLABORATION

As an importer, exporter, and stockist of stainless steel and high-performance metals, we rely on a global network of suppliers from regions including Europe, China, Japan, Taiwan, and South Korea. People and partnership have always remained at the heart of HH Group's sustainability strategy. Effective supplier engagement and collaboration are key to enhancing operational efficiency, driving innovation, and maintaining the highest quality standards.

FY2025 Progress

Actively participate in conferences and industry events

FY2025 Target

Complete scheduled evaluations for 100% of approved vendors due for review, with all retained vendors achieving a minimum performance score of 50%

FY2025 Progress Against Target

Target Met:

Approved Vendor List ("AVL") 2026 approved

FY2026 Target

Achieve at least a 50% rating score for external provider evaluations

Throughout the year, HH Group actively participated in a range of conferences and industry events, engaging with key stakeholders, industry leaders, and experts within the stainless steel sector. These platforms provided valuable opportunities to exchange insights into emerging trends, technological advancements, and evolving sustainability practices.



SOCIAL

SUPPLIER ENGAGEMENT & COLLABORATION

Stainless Steel Exhibitions

During the year, HH Group actively participated in multiple industry exhibitions to showcase our stainless steel product offerings to a broader audience of potential customers and partners.

These platforms not only provided opportunities to strengthen our market presence and build new business relationships, but also served as key channels for promoting our sustainability initiatives.



Malaysia



Thailand



Indonesia



GOVERNANCE

Risk Management and
Business Ethics



GOVERNANCE

RISK MANAGEMENT AND BUSINESS ETHICS

HH Group is committed to maintaining strong corporate governance and regulatory compliance as the foundation of our long-term success. We uphold high ethical standards and ensure adherence to all applicable laws, reinforcing organisational integrity and investor confidence.

FY2025 Target:

- Ensure that 100% of employees adhere to the company's code of conduct through training and assessments annually
- Identify and document at least 95% of potential risks associated with key business processes in huddle meetings

FY2025 Target Met:

- 100% of employees adhere to the company's code of conduct through assessments annually
- Potential risks associated with key business processes were discussed in huddle meetings

100%

operations assessed for corruption risk, with no significant risks identified

ZERO

confirmed corruption incidents

FY2025 Progress

Through our established policies and risk management framework, HH Group adopts a balanced and disciplined approach to conducting business ethically while effectively mitigating risks. Our governance framework is supported by policies covering key areas such as data security, risk management, and anti-corruption. For further details, please refer to our FY2024 Sustainability Report.

In addition, HH Group has implemented a comprehensive risk management framework designed to proactively identify, assess, and mitigate potential risks that may impact the organisation. This structured approach strengthens our resilience and supports informed decision-making.

During the year, 100% of HH Group's operations were assessed for risks related to corruption and there were no significant risks identified. We are also pleased to report that there were no confirmed incidents of corruption, reflecting our ongoing commitment to integrity, transparency, and ethical business conduct.

Three layers of discipline

01

Policy

Data security, risk management and anti-corruption policies

02

People

100% employee adherence to the code of conduct through training and assessments

03

Process

Potential business-process risks discussed in regular huddle meetings



GRI CONTENT INDEX



GRI CONTENT INDEX

Statement of use:

HH Group has reported the information cited in this GRI content index for the period 1 January 2025 to 31 December 2025 with reference to the GRI Standards.

GRI 1 used:

GRI 1: Foundation 2021
GRI 2: General Disclosures 2021
GRI 3: Material Topics 2021

Applicable GRI Sector Standards:

No GRI Sector Standards adopted.

Disclosure No.	Disclosure Topic	Section & Page Reference
GRI 2: General Disclosures 2021		
2-1	Organisational details	About HH Group (Page 04)
2-2	Entities included in the organisation's sustainability reporting	About This Report (Page 05)
2-3	Reporting period, frequency and contact point	About This Report (Page 05)
2-4	Restatements of information	Greenhouse Gas Emissions (Page 19)
2-5	External assurance	External assurance has not been sought for this report. We may consider seeking external assurance for future reports.
2-6	Activities, value chain and other business relationships	About HH Group (Page 04)
2-7	Employees	Diversity and Inclusion (Page 36)
2-8	Workers who are not employees	HH Group does not engage any workers who are not employees.
2-9	Governance structure and composition	Sustainability Governance (Page 11)
2-11	Chair of the highest governance body	Sustainability Governance (Page 11)
2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability Governance (Page 11)
2-13	Delegation of responsibility for managing impacts	Sustainability Governance (Page 11)
2-14	Role of the highest governance body in sustainability reporting	Sustainability Governance (Page 11)
2-16	Communication of critical concerns	Risk Management and Business Ethics (Page 46)
2-22	Statement on sustainable development strategy	Message from Group Deputy CEO (Page 07)
2-23	Policy commitments	ESG Policies (Page 15) Risk Management and Business Ethics (Page 46)
2-24	Embedding policy commitments	Throughout the Sustainability Report
2-25	Processes to remediate negative impacts	Health and Safety (Page 41) Risk Management and Business Ethics (Page 46)
2-26	Mechanisms for seeking advice and raising concerns	Risk Management and Business Ethics (Page 46)
2-27	Compliance with laws and regulations	Risk Management and Business Ethics (Page 46)



GRI CONTENT INDEX

Disclosure No.	Disclosure Topic	Section & Page Reference
GRI 2: General Disclosures 2021		
2-28	Membership associations	HH Group is a member of Singapore Precision Engineering & Technology Association, Singapore Green Building Council and Singapore Metal and Machinery Association.
2-29	Approach to stakeholder engagement	Stakeholder Engagement (Pages 12 & 13)
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	Materiality Assessment (Page 14)
3-2	List of material topics	Materiality Assessment (Page 14)
Material Topic: Greenhouse Gas Emissions		
GRI 3: Material Topics 2021		
3-3	Management of material topics	Greenhouse Gas Emissions (Pages 18 - 22)
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	Greenhouse Gas Emissions (Page 19 & 20)
305-2	Energy indirect (Scope 2) GHG emissions	Greenhouse Gas Emissions (Page 19 & 20)
305-3	Other indirect (Scope 3) GHG emissions	Greenhouse Gas Emissions (Pages 19 & 21)
305-4	GHG Emissions Intensity	Greenhouse Gas Emissions (Page 18)
305-5	Reduction of GHG emissions	Greenhouse Gas Emissions (Pages 20 & 22)
Material Topic: Energy		
GRI 3: Material Topics 2021		
3-3	Management of material topics	Energy (Pages 23 & 24)
GRI 302: Energy 2016		
302-1	Energy consumption within the organisation	Energy (Page 23)
302-4	Reduction of energy consumption	Energy (Pages 23 & 24)



GRI CONTENT INDEX

Disclosure No.	Disclosure Topic	Section & Page Reference
Material Topic: Water Consumption		
GRI 3: Material Topics 2021		
3-3	Management of material topics	Water Consumption (Pages 25 & 26)
GRI 303 (2018): Water and Effluents		
303-1	Interactions with water as a shared resource	Water Consumption (Pages 25 & 26)
303-5	Water consumption	Water Consumption (Page 25)
Material Topic: Waste Management		
GRI 3: Material Topics 2021		
3-3	Management of material topics	Waste Management (Pages 27 & 28)
GRI 306: Waste 2020		
306-1	Waste generation and significant waste-related impacts	Waste Management (Page 27)
306-2	Management of significant waste-related impacts	Waste Management (Pages 27 & 28)
306-3	Waste generated	Waste Management (Page 27)
306-4	Waste diverted from disposal	Waste Management (Page 27)
306-5	Waste directed to disposal	Waste Management (Page 27)
Material Topic: Sustainable Sourcing and Green Products		
GRI 3: Material Topics 2021		
3-3	Management of material topics	Sustainable Sourcing and Green Products (Page 29 - 31)
Material Topic: Employment and Labour Practices		
GRI 3: Material Topics 2021		
3-3	Management of material topics	Employment and Labour Practices (Pages 33 - 35)
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	Employment and Labour Practices (Page 34)
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employment and Labour Practices (Page 35)



GRI CONTENT INDEX

Disclosure No.	Disclosure Topic	Section & Page Reference
Material Topic: Employment and Labour Practices		
GRI 406: Non-Discrimination 2016		
405-1	Incidents of discrimination and corrective actions taken	Employment and Labour Practices (Page 34)
Material Topic: Diversity and Inclusion		
GRI 3: Material Topics 2021		
3-3	Management of material topics	Diversity and Inclusion (Pages 36 & 37)
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	Diversity and Inclusion (Page 36)
Material Topic: Training and Development		
GRI 3: Material Topics 2021		
3-3	Management of material topics	Training and Development (Pages 38 & 39)
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	Training and Development (Page 38)
404-2	Programmes for upgrading employee skills and transition assistance programmes	Training and Development (Page 39)
404-3	Percentage of employees receiving regular performance and career development reviews	Training and Development (Page 38)
Material Topic: Health and Safety		
GRI 3: Material Topics 2021		
3-3	Management of material topics	Health and Safety (Pages 40 & 41)
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	Health and Safety (Page 41)
403-2	Hazard identification, risk assessment, and incident investigation	Health and Safety (Page 41)
403-3	Occupational health services	Employment and Labour Practices (Page 35) Health and Safety (Page 40)
403-4	Worker participation, consultation, and communication on occupational health and safety	Health and Safety (Page 40 & 41)
403-5	Worker training on occupational health and safety	Training and Development (Page 39) Health and Safety (Page 40)



GRI CONTENT INDEX

Disclosure No.	Disclosure Topic	Section & Page Reference
Material Topic: Health and Safety		
GRI 403: Occupational Health and Safety 2018		
403-6	Promotion of worker health	Employment and Labour Practices (Page 35) Health and Safety (Page 40 and 41)
403-8	Workers covered by an occupational health and safety management system	Health and Safety (Page 41)
403-9	Work-related injuries	Health and Safety (Page 40)
Material Topic: Community Engagement		
GRI 3: Material Topics 2021		
3-3	Management of material topics	Community Engagement (Page 42)
GRI 413: Local Communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programmes	Community Engagement (Page 42)
Material Topic: Supplier Engagement and Collaboration		
GRI 3: Material Topics 2021		
3-3	Management of material topics	Supplier Engagement and Collaboration (Page 43 & 44)
Material Topic: Risk Management and Business Ethics		
GRI 3: Material Topics 2021		
3-3	Management of material topics	Risk Management and Business Ethics (Page 46)
GRI 205: Anti-corruption (2016)		
205-1	Operations assessed for risks related to corruption	Risk Management and Business Ethics (Page 46)
205-2	Communication and training about anti-corruption policies and procedures	Risk Management and Business Ethics (Page 46)
205-3	Confirmed incidents of corruption and actions taken	Risk Management and Business Ethics (Page 46)



THANK YOU

