高原之宝
TREASURE OF PLATEAU

Plateau Treasures Limited

(Incorporated in the Cayman Islands with limited liability)
（於開曼群島註冊成立的有限公司）
Stock Code 股份代號：8402

2025 Environmental, Social and Governance Report
環境、社會及管治報告

Environmental, Social and Governance Report
環境、社會及管治報告

REPORTING PERIOD, BOUNDARY AND PRINCIPLES

We prepared this Environmental, Social and Governance ("ESG") report with reference to and in compliance with the provisions of The Environmental, Social and Governance Reporting Guide ("ESG Reporting Guide") set out in Appendix C2 to the Rules Governing the Listing of Securities on GEM of The Stock Exchange of Hong Kong Limited ("SEHK").

This ESG report covers the financial year ended 31 December 2025 ("Reporting Period") and confines to the scope relating to our major business segment – designing, supplying, fabricating and erecting structural steel-works for the construction of buildings technological plants, industrial buildings, commercial buildings, government institutions and residential buildings and provision of pre-fabricated steel structures or on-site installation services, particularly covering our three factories in Singapore. Our Reporting principles were focused on four aspects as follows:

報告期間、界限及原則

我們參考並遵照香港聯合交易所有限公司(「聯交所」)GEM證券上市規則附錄C2所載的環境、社會及管治報告指引(「ESG報告指引」),編製本環境、社會及管治(「ESG」)報告。

本ESG報告涵蓋截至2025年12月31日止財政年度(「報告期間」),並聚焦與我們的主要業務分部有關的範疇—建造大廈技術廠房、工業大廈、商業大廈、政府機構及住宅大廈提供設計、供應、製造及架設鋼結構以及提供預製鋼結構或工地現場安裝服務,主要涵蓋我們於新加坡的三間廠房。我們的報告原則著重於以下四個方面:

Materiality
ESG matters which have a material impact on investors and other stakeholders.

重要性
- 對投資者及其他持份者有重要影響的ESG議題。

Quantitative
All ESG KPIs are presented as quantitative format with narrative.

量化
- 所有ESG關鍵績效指標均以定量格式呈列並輔以說明。

Balance
Provides unbiased picture of the company's performance.

平衡
- 提供對公司表現的中肯描述。

Consistency
Any changes to the methods or KPIs used, or any other relevant factors affecting a meaningful comparison will be disclosed.

一致性
- 任何方法或關鍵績效指標的變更,或影響有意義比較的任何其他相關因素將予以披露。

OUR VISION FOR SUSTAINABILITY

Plateau Treasures Limited (hereinafter referred as "We", "Plateau", the "Company") and its subsidiaries (collectively referred to the "Group") are keen on adhering to high standards of corporate governance, environmental and social responsibilities.

We recognize the importance of integrity, transparency, professionalism and accountability as the foundation of creating sustainable value for all our stakeholders. We acknowledge our responsibilities to the environment and society at large. As a steel fabricator in Singapore, we have established a Quality, Environmental and Occupational Health & Safety Management System ("QEHS" system) which has been certified with international standards, ISO 9001:2015, ISO 14001:2015, ISO 45001:2018 and OHSAS 18001:2007 for ensuring our quality, environmental and occupational health and safety performance. We also obtained bizSAFE Level Star which marked our excellence and commitment to safety.

Under the QEHS system, we are committed to the consistent delivery of quality products, service excellence and on-time delivery, while ensuring compliance with applicable legal and regulatory requirements on workplace health and safety and environmental protection. We endeavor to provide relevant training to our employees, and ensure effective communication to all employees and stakeholders, including proper control of documents in our system manuals, to enforce and reinforce our QEHS system.

GOVERNANCE STRUCTURE – THE BOARD AND ESG COMMITTEE

The Group conducts a top-down management approach regarding its ESG issues. The board of directors of the Company ("the "Board") oversees and sets out ESG strategy and reporting, is dedicated in enhancing our ESG commitments and data collection systems and has approved this ESG report. The Board is also responsible for ensuring the effectiveness of the Group's risk management and internal control mechanisms.

To develop a systematic management approach for ESG issues, the Group has established an ESG Committee chaired by an Executive Director and composed of various department heads from finance, human resources and operational functions to manage the Group's ESG matters.

The Board of Directors has ultimate oversight of climate-related risks and opportunities. This responsibility is integrated into the Board's existing ESG governance structure. During the year, the Board reviewed the potential impacts of climate change on the Group's strategy, including its core structural steelwork business in Singapore and its developing silver economy product distribution business in China. Our ESG Committee assesses and delivers quarterly updates on sustainability issues, climate related risk and opportunities to the Board. We provides continuous training and capacity building programs to up-skill our employees in identified areas.

我們的可持續發展願景

高原之寶有限公司(下稱「我們」、「高原」或「本公司」)及其附屬公司(統稱「本集團」)致力秉持高水平的企業管治、環境及社會責任。

我們深明誠信、透明、專業及問責是為所有持份者創造可持續價值的基礎。我們牢記自身對環境及整個社會的責任。作為新加坡的鋼材製造商,我們制定一套質量、環境、職業健康及安全管理系統(「QEHS」系統),並獲得包括ISO 9001:2015、ISO 14001:2015、ISO 45001:2018及OHSAS 18001:2007在內的國際標準認證,以保證我們的質量、環境、職業健康及安全表現。我們亦已獲得bizSAFE星級,標誌著我們的卓越表現及對安全的承諾。

根據QEHS系統,我們致力持續提供優質產品、貼心服務及準時交貨,同時確保遵守有關工作場所健康及安全以及環境保護的法律及監管規定。我們致力向僱員提供相關培訓,確保與全體僱員及持份者之間的有效溝通,包括妥當控制系統手冊的文件,以落實及加強QEHS系統。

管治架構-董事會及ESG委員會

本集團就其ESG事宜採取由上而下的管理方法。本公司董事會(「董事會」)監督並制定ESG策略及報告,致力提升ESG承諾及數據收集系統,並已批准本ESG報告。董事會亦負責確保本集團的風險管理及內部監控機制的成效。

為就ESG事宜制定系統化的管理方法,本集團已成立ESG委員會,由執行董事擔任主席,並由多位來自財務、人力資源及營運職能的部門主管組成,管理本集團的ESG事宜。

董事會對氣候相關風險與機遇擁有最高監督權責,此項責任已融入董事會現有的環境、社會及管治管治架構之中。年內,董事會審視了氣候變化對集團策略的潛在影響,當中包括其於新加坡的核心鋼結構業務,以及在中國正拓展的銀髮經濟產品分銷業務。我們的環境、社會及管治委員會負責評估可持續發展議題、氣候相關風險及機遇,並每季向董事會匯報。集團亦持續提供培訓及能力建設計劃,提升員工在特定領域的技能。

The ESG Committee is empowered by the Board through a terms of reference under which it shall directly be instructed and reporting to the Board, is responsible for driving our ESG initiatives, collecting and calculating ESG data and Key Performance Index ("KPI"), overseeing and reporting ESG related matters across our major businesses and operations. It periodically holds meeting for identifying, assessing and monitoring the Group's ESG risk, and evaluates the implementation and effectiveness of the Group's internal control system. It also examines and reviews the Group's ESG performance against the Group's ESG-related goals and targets.

ESG委員會由董事會透過職權範圍授權，據此，其應直接由董事會指示，並向其報告，負責推動ESG舉措、收集及計算ESG數據及關鍵績效指標(「關鍵績效指標」)、監督及報告涵蓋主要業務及營運的ESG相關事項。該委員會定期舉行會議，識別、評估及監察本集團的ESG風險，並評估本集團內部監控系統的實施及成效。其亦按本集團的ESG相關目的及目標審查及檢討本集團的ESG表現。

Decision-Making 決策	**Board of directors** **董事會**	Discuss, review, assess overall ESG strategies and target setting 討論、審閱、評估整體ESG策略及目標制定
Communication 溝通	**Senior management** **高級管理層**	Identify ESG related risks 識別ESG相關風險 Coordinate ESG workplan 協調ESG工作計劃
Execution 執行	**Departments** **部門**	Collect, compile, report ESG data 收集、編製、報告ESG數據 Provide timely feedback 提供適時反饋

MANAGEMENT APPROACH

The Company has set out a systematic management approach to evaluate, prioritize and manage material ESG-related issues, including the following key steps:

1. Identifying significant entities and activities of the Group
2. Collecting and collaborating important ESG concerns from stakeholders
3. Performing a risk assessment that incorporates identified ESG matters and concerns
4. Setting out reporting scope and boundaries
5. Establishing relevant ESG policies to implement the Group's important ESG initiatives
6. Maintaining sufficient ESG data that can reflect the effectiveness of ESG initiatives
7. Setting out realistic and measurable ESG goals and targets and comparing them with actual performance
8. Establishing effective communication and grievance mechanism for stakeholders to providing improvement suggestions and/or remedy when negative impacts occur.

管理方針

本公司已制定系統化的管理方法，以評估、排序及管理重大ESG相關事宜，包括下列主要步驟：

1. 識別本集團的重大實體及活動
2. 自持份者收集及合作重要ESG問題
3. 進行風險評估，涵蓋已識別ESG事宜及問題
4. 制定報告範疇及界限
5. 制定相關ESG政策，以實施本集團的重要ESG舉措
6. 維持可反映ESG舉措效用的足夠ESG數據
7. 制定現實及可計量的ESG目的及目標，並與實際表現比較
8. 為持份者建立有效溝通及申訴機制，以在發生負面影響時提供改進建議及／或補救措施。

During the year, our ESG committees discussed in 2 meetings covers the following agenda,

1. Overview of sustainability issues and progress updates of each operation unit of the Group
2. Assess our 2024 ESG report and outlining the framework of our 2025 ESG report
3. Review our stakeholder's feedback
4. Climate related strategy and update related policy or procedures
5. Formulation of sectoral decarbonization targets
6. Identify and evaluate any undefined climate risk factor(s)

The Group is actively working to align its remuneration policy and practices with its climate strategy by integrating climate-related considerations into the compensation framework, e.g. embedding climate related considerations into the compensation framework e.g. embedding climate-related risk considerations into performance scorecard and evaluation system.

本年度內，本集團的環境、社會及管治委員會召開了兩次會議，議程涵蓋以下事項：

1) 可持續發展議題概覽及各營運單位進度更新；
2) 評估本集團2024年環境、社會及管治報告，並制定2025年環境、社會及管治報告的框架；
3) 檢討持份者的反饋意見；
4) 氣候相關策略及相關政策或程序的更新；
5) 制定行業脱碳目標；
6) 識別及評估任何尚未明確的氣候風險因素。

本集團正積極將氣候相關考慮因素融入薪酬架構，使薪酬政策及常規與其氣候策略保持一致，例如將氣候相關風險考量納入績效評分卡及考核體系。

STAKEHOLDERS' COMMUNICATION

We recognize the responsibility and accountability to all our stakeholders.

To understand and address the key concerns of different stakeholders, we have been maintaining close communication with them. We will continue to increase the involvement of stakeholders via constructive conversation to chart long term prosperity. Stakeholders' expectations have been taken into consideration by utilizing diversified engagement methods and communications channels as shown below:

持份者溝通

我們深知對全體持份者承擔的責任及問責。

我們一直與不同持份者保持密切溝通，以了解及解決其主要關注問題。我們將通過建設性的對話繼續提高持份者的參與程度，以圖長期繁榮。我們善用下列多元化的參與方法及溝通渠道，考慮持份者的期望：

Key Stakeholders 主要持份者	Communication Channels 溝通渠道	Stakeholders' Main Concerns 持份者主要關注問題
Government Departments & Regulators 政府部門及監管機構	✓ Regulatory updates correspondence ✓ 法規更新及通訊 ✓ Compliance advisor ✓ 合規顧問 ✓ Government inspections ✓ 政府視察	◆ Legal compliance ◆ 法律合規 ◆ Prevention of tax evasion ◆ 防範逃税 ◆ Work safety ◆ 工作安全 ◆ Environmental protection ◆環境保護
Investors & Shareholders 投資者及股東	✓ Corporate website and emails ✓ 公司網站及電郵 ✓ Annual general meeting ✓股東週年大會 ✓ Announcements and disclosures ✓公告及披露 ✓ Interim/Annual Reports ✓中期／年度報告	◆ Performance and Profitability ◆ 表現及盈利能力 ◆ Scale and capacity ◆ 規模及產能 ◆ Investment returns ◆ 投資回報
Employees 僱員	✓ Regular management meetings ✓定期管理層會議 ✓ Employee suggestion boxes ✓僱員意見箱 ✓ Performance Evaluation ✓表現評估 ✓ Training ✓培訓	◆ Career development ◆ 職業發展 ◆ Remuneration and benefits ◆ 薪酬與福利 ◆ Staff training ◆ 員工培訓 ◆ Work health and safety ◆ 工作健康與安全
Customers 客戶	✓ Site visits ✓ 實地視察 ✓ Interim/Annual Reports ✓ 中期／年度報告 ✓ Customer hotline ✓ 客戶熱線 ✓ Sales Representative visit ✓ 銷售代表訪問	◆ Product quality ◆ 產品質素 ◆ Delivery times ◆ 交付時間 ◆ Reasonable pricing ◆ 合理價格 ◆ Work safety ◆ 工作安全
Suppliers & subconsultants 供應商及分包顧問	✓ Meeting and correspondence ✓ 會議及通訊 ✓ On-site visits ✓ 實地視察 ✓ Product quality inspection ✓ 產品質素檢驗 ✓ Regular performance assessment ✓ 定期表現評估	◆ Payment schedule ◆ 付款時間表 ◆ Stable demand ◆ 穩定需求 ◆ Fair and open tendering ◆ 公平公開招標 ◆ Product quality ◆ 產品質素
Media, community and the public 媒體、社區及公眾	✓ Community events ✓ 社區活動 ✓ Employee voluntary activities ✓ 僱員義務活動	◆ Employment and community ◆ 僱傭與社區 ◆ Environmental protection ◆ 環境保護 ◆ Social welfare ◆ 社會福利

We aim to collaborate with our stakeholders to improve our ESG performance and create greater value for the wider community continuously.

我們旨在與持份者合作，改善我們的ESG表現，並持續為廣大社區創造更大的價值。

MATERIALITY ASSESSMENT

In the preparation of this report, our ESG Committee gathers important facts and information through continuous communications with our stakeholders, particularly those in relation to our operating practices, employment practices, and environmental Performance/Impact. The ESG Committee has further analyzed those facts and information, collated them with industry reference and evaluated them against materiality, quantitative measures, balance and consistency of this ESG report. The ESG Committee has considered every provision of the ESG Reporting Guide and identified the 7 most concerned ESG issues for this report as presented below.

重要性評估

編製本報告過程中，ESG委員會通過持續與持份者溝通，收集重要事實及資料，尤其是與我們的營運慣例、僱傭慣例及環境表現／影響有關的持份者。ESG委員會進一步分析該等事實及資料，參考行內方式收集數據，並依據重要性、定量計量、均衡及本ESG報告的一致性評估數據。ESG委員會考慮ESG報告指引的每一條文，識別下列本報告7大ESG事項。

	Concerned ESG issues **有關ESG事宜**	**Relevant ESG Provision** **相關ESG條文**
1.	Resource Consumption	A2-Use of Resources
1.	資源消耗	A2－資源使用
2.	Staff occupational health and safety	B2-Health & Safety
2.	員工職業健康及安全	B2－健康及安全
3.	Staff development & training	B3-Development and Training
3.	員工發展及培訓	B3－發展及培訓
4.	Quality Assurance	B5– Supply Chain Management
4.	質量保證	B5－供應鏈管理
5.	Procurement Practice	B5– Supply Chain Management
5.	採購慣例	B5－供應鏈管理
6.	Product Safety	B6-Product Responsibility
6.	產品安全	B6－產品責任
7.	Ethical Practice & Integrity	B7-Anti-corruption
7.	道德慣例及誠信	B7－反貪污

The Board has reviewed and approved the assessment of the ESG Committee and has integrated the concerned ESG issues into the overall risk management framework and incorporated into regular internal review or internal audit plan on a rotation basis.

董事會已審閱及批准ESG委員會的評估，並將有關ESG事宜綜合至整體風險管理框架，且輪流納入內部審閱或內部審核計劃。

STAKEHOLDER'S FEEDBACK

The Group welcomes stakeholders' feedback on our ESG approach and performance, based on which we will take relevant actions and continuously improve our sustainability performance. Our stakeholder can contact us at enquiry@g-tech.com.sg.

持份者的反饋

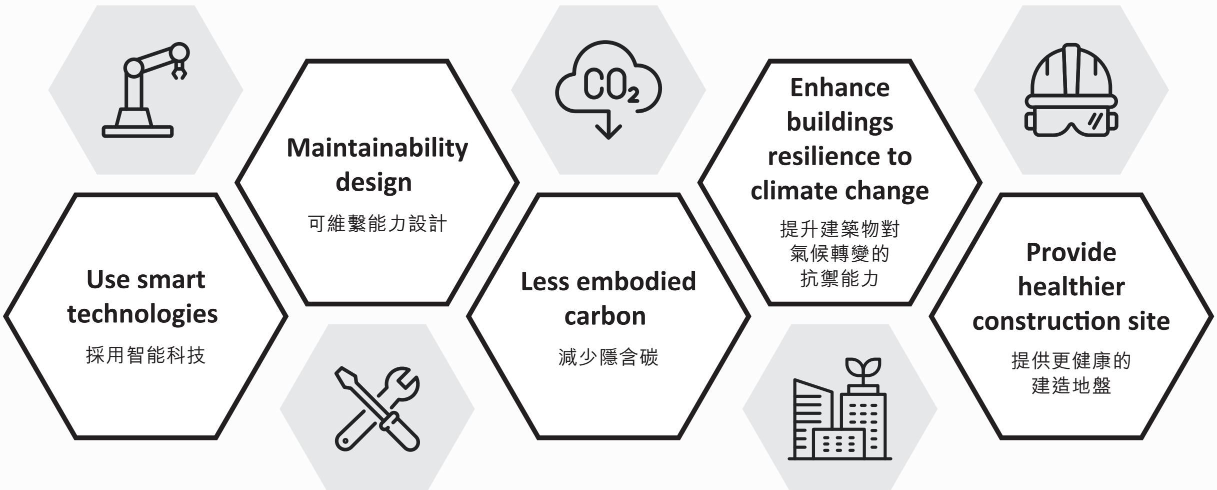
本集團歡迎持份者就ESG方針及表現提出反饋，我們將據此採取行動，繼續改善本公司的可持續性表現。持份者可電郵至enquiry@g-tech.com.sg與我們聯繫。

THE ENVIRONMENT

The Building and Construction Authority ("BCA") of Singapore is pursuing the BCA Green Mark 2021, an internationally recognized green building certification scheme tailored for the tropical climate. It encourages the industry and professionals to collaborate and develop green building solutions, raising Singapore's built environment's sustainability standards.

環境

新加坡建設局(「建設局」)現正推行「2021年建設局環保標識」制度,是一項國際認可的綠色建築認證計劃,專為熱帶氣候而設。該制度鼓勵行業及專業人士協作開發綠色建築解決方案,提升新加坡的建築環境可持續水準。



We support this target through our products and services in structural steelworks to aid the greening of Singapore. The Group values the environmental protection and has established and implemented operation protocol. We are committed to complying with regulatory authorities and with applicable environmental legislation and regulations and strive to reduce our own impact on the environment through the implementation of an Environmental Management System ("EMS").

我們透過提供鋼結構工程所需的產品及服務支持實現該目標,並協助新加坡實現環保。本集團重視環境保護,就此制定及落實操作協議。我們致力服從監管機構,遵守適用環境法律法規,並通過實施環境管理系統(「環境管理系統」),努力減少對環境造成的影響。

Our EMS, which is certified with ISO 14001:2015, ensures environmental policies are in place, and that any and all environmental risks we come across in our operations are well-identified and managed for continuous improvements. We also provide training in relevant environmental aspects of our activities and services to create a green culture among our employees.

我們的環境管理系統獲ISO 14001:2015認證,確保已制定環境政策,且我們充分認識到營運當中的任何及所有環境風險,並管理風險以持續提升表現。我們亦就業務活動及服務的相關環境因素向僱員提供培訓,在僱員當中培養環保文化。

The Group regularly follows the latest national environmental protection laws and regulations, thereby related to air and greenhouse gas emissions ("GHG"), discharges into water and land, and generation of hazardous and non-hazardous waste. In the Reporting Period, we have not encountered any cases of non-compliance with relevant laws and regulations.

本集團定期跟進國家最新環境保護法律法規,特別是與空氣及溫室氣體(「溫室氣體」)排放、向水及土地的排污、有害及無害廢棄物的產生有關的法律法規。於報告期間,我們並無違反相關法律法規。

Emissions generated by our operations primarily consists of oxides from vehicular exhaust, purchased electricity and water. To mitigate air pollution, we have electricity-driven mobile machineries to replace the traditional use of diesel fuel. Exhaust gas generated by the Group during the operation is mainly from the emissions of our vehicles. The National Environment Agency ("NEA") of Singapore has been requiring the supply of cleaner petrol for motor vehicles and the sale of new petrol since September 2017 and diesel vehicles to meet EURO VI emission standards since January 2018. In consideration of the abatement measures by NEA and the relatively miniscule impact of motor vehicle emissions to the overall air pollution in Singapore, we consider that our vehicles do not generate much emission from environmental protection perspective.

營運產生的排放物主要包括汽車廢氣、購買電力及水資源產生的氧化物。為減輕空氣污染，我們以電動車輛替代傳統柴油車。本集團營運過程中產生的廢氣主要為汽車的排放物。新加坡國家環境局(「環境局」)要求為汽車供應更清潔的汽油，自2017年9月起銷售新式汽油，柴油車自2018年1月起須符合歐盟六期排放標準。考慮到環境局的減低排放措施，以及汽車排放對新加坡整體空氣污染的影響相對較小，我們認為，從環境保護角度我們的汽車不會產生大量排放物。

Nevertheless, in order to raise awareness of employees on reducing GHG emissions, the Group adopts implementation of numerous measures.

然而，為加強僱員減少溫室氣體排放的意識，本集團落實多項措施。

Waste & Waste Management – Group places high emphasis on proper waste disposal. Our operation does not generate any significant hazardous waste while the non-hazardous wastes generated were domestic waste and paper. Such wastes will eventually be collected and processed by general waste service providers.

The Group discharges domestic sewage during daily operation, which is discharged into the local sewage pipe network. In our production cycle, we apply energy efficient equipment such as computer numerical controlled ("CNC") steel cutting machines and CNC drilling machines for our fabrication processor, which is predominantly cutting and drilling of steel sections and plates, fitting and welding, generates steel off-cuts and trimmings that are recycled back into the production process. While for erection work on site, quality control processes, including rigorous checking, inspections and testing, are implemented at various stages before delivering the fabricated steel-works to the project site, the steel-works are pre-engineered to the correct dimensions and hence, no site waste is generated. Since steel is the major raw material in our operations and being one of the most recycled building materials, we do not general significant amount of waste.

Overall Compliance – In the Reporting Period, the Group has complied with relevant laws and regulations, including but not limited to below listed, that have a significant impact on the Group relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.

✓ Environmental Protection and Management Act (EPMA) of Singapore.

✓ Environmental Public Health Act (EPHA) of Singapore.

✓ Hazardous Waste (Control of Export, Import and Transit) Act (HWA) of Singapore.

廢棄物及廢棄物管理—本集團高度重視妥當處置廢棄物。我們在營運過程中並無產生任何高度有害廢棄物，而是產生生活垃圾及紙張等無害廢棄物。該等廢棄物最終將由一般廢棄物處理服務供應商收集及處理。

本集團在日常營運過程中產生生活廢水，並排放至當地污水管網絡。在生產週期中，我們的製造流程使用節能設備，例如計算機數字控制(「計算機數控」)鋼材剪切機及計算機數控鑽床，主要用於型鋼及鋼板的剪切及鑽孔、裝配及焊接、產生的鋼材邊角料將於生產流程回收。至於工地的架設工程，我們落實質量控制流程，包括在鋼結構製成品運往項目工地前的不同階段嚴格檢查、檢驗及測試產品。由於我們的鋼結構預製成精準尺寸，因此不會產生工地廢棄物。由於鋼材為我們營運過程中的主要原材料以及其中一種得到廣泛回收的建築材料，我們的營運不會產生大量廢棄物。

整體合規—於報告期間，本集團已遵守相關法律法規，包括但不限於下文所列者，而該等法律法規就空氣及溫室氣體排放、向水及土地的排污以及有害及無害廢棄物的產生方面對本集團有重大影響。

✓ 新加坡《環境保護及管理法》(「環境保護及管理法」)。

✓ 新加坡《環境公共衛生法》(「環境公共衛生法」)。

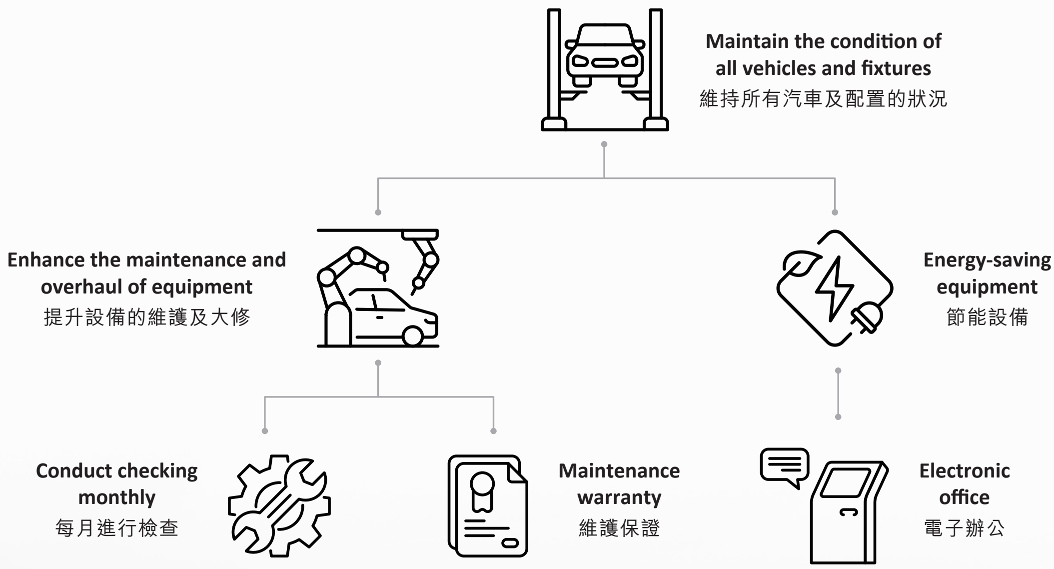
✓ 新加坡《有害廢物(出口、進口及轉口控制)法》(「有害廢物法」)。

USE OF RESOURCES

The Group is fully aware of the high values of natural resources and committed to reducing the waste of resources in its daily operation. Our operation protocol has set out several principles of saving resources in a bid to encourage employees to use the natural resources in an effective way. We have several operational protocols to achieve our reduction target. To achieve emission reduction target, we focus on core competencies, leverage industrial specialization, and collaborate with upstream and downstream suppliers. This has halved diesel consumption this year, including Scope 1 emissions. While maintaining high operational standards, we continue exploring more efficient resource utilization.

資源使用

本集團深明自然資源的寶貴之處，並致力於在日常營運中減少資源浪費。我們的操作協議載列節約資源的若干原則，以鼓勵僱員善用自然資源。我們設有多項操作協議以實現我們的減少目標。我們專注企業專長，善用工業分工，上下游供應商合作。以至本年柴油耗用減少一半，範疇1亦然。我們在維持高水平作業同時會持續探索更有效的資源效益。



Overall, the Company does not consume paper significantly. Yet, we will promote electronic office practice and reduce the usage of paper, such as double-side printing practice.

整體而言，本公司並無消耗大量紙張。然而，我們本年已成功轉型為電子辦公實踐，並減少用紙，例如實踐雙面打印。

CONSUMPTION MANAGEMENT

The Group also carries out resources saving initiatives in every aspect of our operation. The Group constantly monitors the implementation of energy saving initiatives during the operation and establish proper objectives for improvement, so as to enhance employees' awareness in energy saving. In Singapore, water is supplied by the government and posts no sourcing risk to our operation. In our operation and business nature, insignificant packaging materials are used for our final steel products and post no environmental risks to our environment and resources consumption.

消耗管理

本集團同時於營運的各個方面採取節約資源的措施。本集團持續監察在營運過程中節能措施的落實情況，並訂立適當的改善目標，以提高僱員的節能意識。在新加坡，政府供應水資源，因此我們的營運並無求取風險。因營運及業務性質使然，營運過程中毋須使用大量材料包裝鋼材製成品，對環境及資源耗用並無構成風險。

Energy use efficiency

We actively explored during the process of practice, taking multiple measures to embed energy use efficiency to the entire industry chain. We worked with upstream and downstream partners to create a sustainable business ecosystem. At the same time, we will deepen industry exchanges and cooperation through various forms and make unremitting efforts.

We are vigorously promoting investment in the industrialisation of building, which can not only reduce the consumption of building materials and energy, but also effectively shortens the construction period. The development of industrialisation can also continuously improve the practicability of projects and the liability of the environment.

We focused on promoting products standardisation and industrialisation, and achieved the target of energy conservation in projects through efficient construction schemes and designs. This requires a prolongs period of innovation in the industry as a whole.

資源效益

我們在實踐中積極探索，通過多維度舉措將耗能效益理念延伸至全產業鏈，聯合上下游夥伴共建可持續商業生態，並以多元形式深化行業交流合作，持續不懈推進。

我們大力推動建築工業化投資，不僅降低建材與能源消耗，更能有效縮短工期。工業化發展還能持續提升項目實用性與環境宜居度。

我們聚焦產品標準化與工業化，通過高效施工方案與設計達成節能目標，這需要全行業持之以恆的創新投入。

THE ENVIRONMENT AND NATURAL RESOURCES

The Group is fully aware of the importance of the environment and natural resources.

The Group has integrated the concept of environmental protection and natural resources conservation into its internal management and daily operations with the aim of achieving environmental sustainability. In order to assist all employees in understanding the key environmental factors and related departments in controlling the potential impacts on environment and natural resources, the Group identifies key operational issues and provides employees with trainings to enhance their awareness.

環境及自然資源

本集團深明環境及自然資源的重要性。

本集團將環境保護及節約自然資源的理念融入內部管理及日常營運中，旨在達致環境可持續發展。為協助全體僱員理解關鍵環境因素以及協助相關部門控制對環境及自然資源的潛在影響，本集團識別主要營運問題，為僱員提供培訓以提高其環保意識。

CLIMATE CHANGES IMPACT

The Company takes reference to the recommendations and approach set out by The Task Force of Climate-related Financial Disclosure ("TCFD") in assessing the climate changes impacts on the Group. We have assessed a series of risks, including:

1. **Transition risks** that may entail extensive policy, legal, technology, and market changes to address mitigation and adaptation requirements related to climate change in the course of Transitioning to a lower-carbon economy. There are four sub-risks, namely Policy and Legal Risks, Technology Risk, Market Risk and Reputation Risk.

2. **Physical risks** that may have financial implications for the Group, such as direct damage to assets and indirect impacts from supply chain disruption, which can be driven by acute events ("Acute Events") or longer-term chronic shifts ("Chronic Shift") in climate patterns.

氣候轉變的影響

於評估氣候轉變對本集團影響時，本公司參考氣候相關財務信息披露工作組(「TCFD」)制定的建議及方法。我們已評估一系列風險，包括：

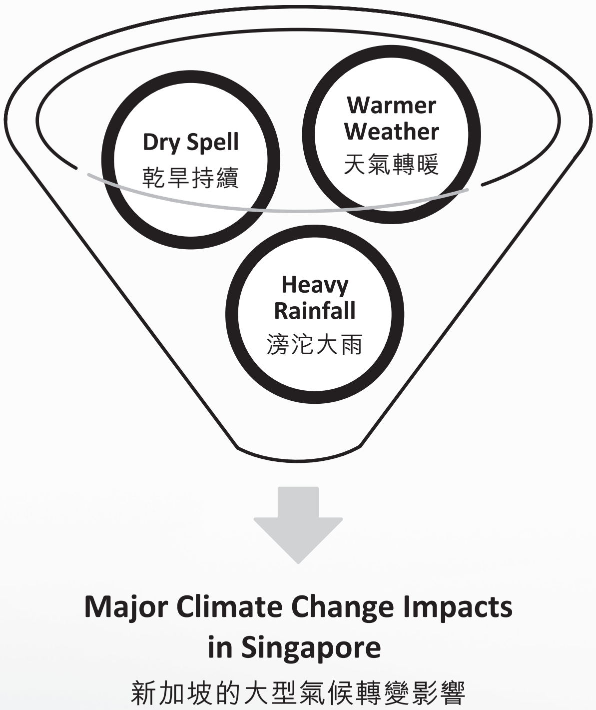
1. **轉型風險**在向低碳經濟轉型中可能引發廣泛的政策、法律、技術及市場變化，以解決與氣候轉變有關的緩解及適應要求。當中有四個子風險，即政策及法律風險、技術風險、市場風險及聲譽風險。

2. **實際風險**可能對本集團產生財務影響，例如資產直接損毀及供應鏈中斷產生的間接影響，該等情況可能由氣候模式的急性事件(「急性事件」)或長期慢性轉變(「慢性轉變」)驅動。

Environmental, Social and Governance Report
環境、社會及管治報告

The Company studies a series of climate-change policies and reports issued by international associations and Singapore governmental departments, such as the Ministry of Sustainability and the Environment. Based on our study, the most prominent climate-change impact of Singapore is:

本公司研究國際組織及新加坡政府部門(例如可持續發發展及環境部)發表的一系列氣候轉變政策及報告。根據我們的研究，新加坡的最顯著氣候轉變影響為：



Warmer Weather
天氣轉暖

Refer to the Changi climate station of Singapore, the annual mean temperature in 2025 was 28.1℃ (2024: 28.4℃).
參考新加坡樟宜氣象站，2024年的年平均氣溫為攝氏28.4度(2024年：攝氏28.4度)。

Dry Spell
乾旱持續

Due to limited land area, Singapore has minimal storage facilities and subject to prolonged dry period bringing the water levels at Linggiu Reservoir to a stress level. Water Conservation Tax (WCT). A percentage of the tariff designed to encourage water conservation by reflecting its scarcity value. The rate for non-domestic premises was updated to 50% of the monthly bill from 1 April 2025. Companies can also tap into PUB's Water Efficiency Fund for support with water conservation projects.
新加坡土地面積有限，蓄水設施較少，且持續乾旱可能導致玲貴水庫水位降至警戒水平。為此，政府設立「節水税」，按水費的一定百分比徵收，藉以反映水資源的稀缺價值，鼓勵節約用水。自2025年4月1日起，非住宅場所的節水税率已調整至每月水費的50%。企業亦可申請公用事業局的「水效基金」，為節水項目獲取支援。

Heavy Rainfall
滂沱大雨

The contrast between the wet months (Nov to Jan) and dry months (Feb and Jun to Sep) will likely become more pronounced in the future.
潮濕月份(十一月至一月)及乾旱月份(二月及六月至九月)的對比在將來會更為明顯。

In context of the Group, the ESG Committee has identified a number of potential and observable concerns over climate-change impact as listed below, which shall be subjected to continuous monitoring, revised and updated by the Company.

就本集團而言，ESG委員會已識別下列多項潛在及可觀察氣候轉變影響的關注事項，本公司會持續檢察、修改及更新該等事項。

Climate Change Impact **氣候轉變的影響**	**Particular Concerns** **特別關注事項**	**The Company's response/possible action plan** **本公司的回應╱可能行動計劃**
Transition risk (Medium-To-Long Term) 過渡風險（中至長期）	In medium-to-long term, heavy rainfall may affect projects of our customers and hence may affect our work schedule. 於中長期內，滂沱大雨可能影響我們客戶的項目及因此可能影響我們的工程時間表。	The Company has in place an effective work schedule to arrange our works. 本公司已制定有效的工程時間表以安排我們的工程。
Technology risk (Medium-To-Long Term) 技術風險（中至長期）	Shift to other materials, such as lightweight material, prompted by tighten fuel efficiency. 為收緊燃油效率，轉移至其他材料，例如輕巧材料。	The Group is continuously monitoring the industry's technology innovations and changes. 本集團持續監察行業技術創新及轉變。
Technology risk (Medium-To-Long Term) 技術風險（中至長期）	Shift to other materials, such as lightweight material, prompted by tighten fuel efficiency. 為收緊燃油效率，轉移至其他材料，例如輕巧材料。	The Group is continuously monitoring the industry's technology innovations and changes. 本集團持續監察行業技術創新及轉變。
Political and Legal risk (Medium-To-Long Term) 政治及法律風險（中至長期）	Singapore is the first Southeast Asian nation to introduce a carbon tax regime, and the Carbon Pricing Act came into effect in January 2019. 新加坡是首個東南亞國家引入碳稅項制度，而碳定價法已於2019年1月生效。	The Group shall be able to negotiate a price-cost sharing plan with customers. 本集團將可與客戶磋商價格成本平分計劃。
Political and Legal risk (Medium-To-Long Term) 政治及法律風險（中至長期）	Risk of logistic costs in situation where fuel is subject to higher tax rate. 於燃料受到較高稅率影響的情況下出現的物流成本風險。	The Group shall be able to negotiate a price-cost sharing plan with customers. 本集團將可與客戶磋商價格成本平分計劃。
Reputation risk (Medium-To-Long Term) 聲譽風險（中至長期）	Our customers may be high expectation on us from environmentally friendly perspective. 從環保角度出發，客戶可能對我們寄予厚望。	We have already put in place an ISO 14001:2015 certified Environmental Management System. 我們已實施ISO 14001：2015認證的環保管理系統。

EMPLOYMENT AND LABOUR STANDARDS

The Company highly values our employees as the great asset of our Group and upholds the value of equal opportunities, diversity and human rights.

Our Human Resource Department is responsible for monitoring the employment matters of the Group. All our employees are subjected to proper evaluation and approval by management at appropriate level before they are hired, remunerated, promoted or terminated. All our employees are treated in the principle of equal opportunity in the ways that they are hired, compensated and promoted in accordance with the merits and contributions they bring to the Group, which can be subjectively and fairly measured in accordance with their educations, experience, qualification, loyalty, efficiency and achievements at works.

We have established standard contractual process, operational procedures and effective system (e.g. attendance-recording) to ensure our employee are remunerated fairly in accordance with our approved remuneration policy and working in a friendly environment where their working hours, entitled holidays and other benefits, such as pension contribution are protected in accordance with the relevant laws and regulations.

We do not tolerate any forms of harassments and discrimination at our workplace or among our employees. We take proactive steps to ensure we are not engaged in any forms of forced labour and child labour, including verification of their identifies at inception and on regular basis. Prohibition of Using Child Labour. We have formulated and implemented a series of internal management systems and policies, such as the Recruitment Management System, the Labour Contract Management Rules, the Management System of Human Resources Changes and the Attendance Management Rules, in order to ensure equal treatment for employees in recruitment, promotion, salary, benefits, training, appraisal, relationships, communication and more, and put an end to forced labour and child labour. In order to protect the legality and compliance of employment, we strictly check the age and identity of new hires when they join us. If one is found to have provided false information, we will immediately terminate his/her employment procedures and disqualify him/her from employment. Since our inception, we have signed labor contracts with all our employees based on the principles of equality, voluntariness and consensus. According to the characteristics of the positions, we adopt the work system of eight hours a day, five days a week. In case of voluntary overtime work due to emergency, we will give employees certain days off or overtime pay, in order to protect their legitimate rights and interests.

In the reporting period, no child labour or forced labour was found in the Group.

In daily operation, we encourage our employees to communicate with their department head or our Human Resources Department to express their views, needs and concerns. In addition, the Company has established a whistleblowing policy and related reporting mechanism through which our employees and any third parties can report their concerns over fraud, misconduct and/or non-compliance to our Executive Director who is responsible for reviewing the concerns and commence investigations when necessary.

僱傭及勞工標準

本公司高度重視僱員為本集團的寶貴資產，並提倡公平機會、多元化及人權價值。

人力資源部負責監察本集團的僱傭事宜。全體僱員均由適當職級的管理層妥為評估及批准後，方行聘請、支薪、晉升或終止聘用。就聘用、報薪及晉升而言，我們根據彼等為本集團帶來的好處及貢獻，按照平等機會原則對待所有僱員，該等好處及貢獻可以按彼等的教育程度、經驗、資格、忠誠度、效率及工作成就主觀及公平計量。

我們已制定標準合約程序、營運程序及有效系統(例如出勤記錄)，確保僱員根據經我們批准的薪酬政策公平地獲得薪酬，並根據相關法律法規保障彼等的工時、享受休假及其他福利(例如退休金供款)，讓彼等於友善環境中工作。

我們絕不容忍工作場所或僱員之間有任何形式的騷擾及歧視行為。我們積極採取措施，確保並不涉及任何形式的強制勞動及童工，包括於最初僱用時及定期核實彼等的身份。禁止使用童工。我們已制定並實施一系列內部管理系統及政策，例如招聘管理系統、勞動合同管理規則、人力資源變更管理系統及考勤管理規則，以確保僱員於招聘、晉升、薪酬、福利、培訓、評估、關係、溝通等方面享有平等待遇。為杜絕強迫勞動、禁止僱傭童工、保障用工的合法、合規性，我們在新員工入職時對其年齡及身份進行嚴格核驗，如發現員工提供虛假信息，我們將立即終止其入職手續的辦理並取消其錄用資格。自成立以來，我們秉持平等自願、協商一致的原則與全體員工簽署勞動合同。我們根據崗位的特性，安排員工施行標準工時工作制，對於因緊急情況而發生的員工自願加班情況，我們將以調休或發放加班工資的形式給予員工合理報酬，以保障員工合法權益。

2025年度內我們沒有發生過使用童工或強迫勞工事件。

於日常營運中，我們鼓勵僱員與彼等的部門主管或人力資源部溝通，表達其意見、需要及疑慮。此外，本公司已制定舉報政策及相關舉報機制，僱員及任何第三方可透過該等政策與機制，向負責檢討問題的執行董事報告對欺詐、不當行為及╱或不合規事宜的疑慮，而有關董事將於必要時展開調查。

WORKFORCE COMPOSITION

As of 31 December 2025, the Group has a total full-time workforce of 117 employees (2024: 119). By geographical region, our full-time workforce is basically residing and operating in Singapore. During the year, the Group did not employ part-time or temporary staff, including the use of agents and outsourced staff. The turnover rate in the year was 0.9% (2024: 0%) due to the contrast of economic uncertainty and relatively stable operation environment of our group.

員工組成

截至2025年12月31日，本集團合共有117名(2024年：119名)全職員工。按地區劃分，我們的全職員工主要在新加坡居住及工作。年內，本集團並無聘用兼職或臨時員工，包括使用代理及外判員工。由於經濟的不確定性與本集團相對穩定的經營環境之間的差異，本年度的流失率為0.9%(2024年：0%)。

Overall Compliance

In the Reporting Period, the Group has complied with relevant laws and regulations in Singapore, including the below listed, that has a significant impact on the Group relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, other benefits and welfare and preventing child and forced labour.

✓ The Employment Act (Cap. 91)

✓ The Employment of Foreign Manpower Act (Cap. 91A)

✓ The Employment of Foreign Manpower (Work Passes) Regulations 2012

✓ The Employment (Children and Young Persons) Regulations

✓ The Children Development Co-Savings Act (Cap. 38A)

✓ The Central Provident Fund Act 1953

✓ The Immigration Act (Cap, 133)

整體合規

於報告期間內，本集團已遵從新加坡的相關法律法規，包括下列各項，且該等法律法規就補償及解僱、招聘及晉升、工時、休息時間、平等機會、多元化、反歧視、其他利益及福利以及防止童工及強制勞動方面，對本集團有重大影響。

✓ 第91章《僱傭法》

✓ 第91A章《外國人力僱傭法》

✓ 《2012年僱傭外國人力(工作證)規例》

✓ 《僱傭兒童及青年規例》

✓ 第38A章《兒童發展共同儲蓄法》

✓ 《1953年中央公積金法》

✓ 第133章《移民法》

HEALTH AND SAFETY

We are committed to providing a safe and healthy workplace to all our employees.

Over the years, we have received various occupational health and safety related awards and certificates, such as bizSAFE level and currently the ISO 45001:2018 (effective until Sep 2027) – Occupational Health and Safety Management system, which requires both management and worker participation in the planning, support and operation of Health and Safety procedures. Under ISO 45001:2018, we are also required to conduct performance evaluation and continuous improvement.

We are basically operating in an inherently safe construction material in consideration of the offsite factory fabrication under a controlled environment and efficient onsite erection by skilled workers. Our standard health and safety measures include 1) requiring employees to attend the safety education and technical training before performing their duties 2) providing employees with safety tools and equipment at workplace, 3) ensuring employees are wearing labor protection articles such as hardhat, overalls, and working shoes while accessing to the production areas, and 4) only properly licensed workers are allowed to operate special devices.

The Group has also developed a set of operational control procedures outlining safety requirements and considerations for carrying hazardous works, such as hot work, workplace noise, working at heights and lifting. Our employees have been educated on potential risks and to carry out day-to-day operations in a safe manner under these procedures, to reduce the associated risks that may affect the safety of our employees.

The Company has developed and implemented systems for dealing with emergencies. All employees are also encouraged to report all accidents, no matter how minor they may seem, to prevent future recurrence and proper medical treatment if needed.

In the past 3 years, the Group has not encountered any work-related fatalities, which is defined with reference to circumstances in which the Group, as an employer, is liable for compensation under relevant employment-related laws in Singapore and Hong Kong.

健康及安全

我們致力為全體僱員提供安全健康的工作環境。

多年來，我們榮獲多個職業健康及安全獎項及證書，例如bizSAFE星級，而目前的ISO 45001：2018（有效期至2027年9月）－職業健康及安全管理系統，要求管理層及員工均須參與健康及安全程序的策劃、支援及運作。根據ISO 45001：2018，我們亦須進行表現評估，並持續改進。

由於可在遠離工地的廠房內之可控環境中生產，並由熟練工人在工地高效架設，我們本質上於一種安全的建築材料中運作。我們的標準健康及安全措施包括1）要求僱員於履行職責前參加安全教育及技術培訓2)在工作場所為僱員提供安全工具及設備，3)確保僱員在進入生產區域時應佩戴勞動保護用品，如安全帽、工裝褲及工作鞋，及4）僅適當持牌工人可操作特殊設備。

本集團亦已制定一套操作監控程序，載明僱員開展危險工作（例如高溫工作、工作場所噪音、高空作業及搬運重物）時的安全要求及注意事項。我們的僱員參加關於潛在風險的培訓，根據程序以安全方式開展日常運作，降低可能影響僱員安全的相關風險。

本公司已制定及實施處理緊急事故的系統。我們亦鼓勵全體僱員不論事無大小報告一切意外，以防止意外日後重現，並在有需要時提供適切的治療。

於過往3年，本集團並無任何因工受傷以至的受傷病假記錄亦無面對根據新加坡及香港的僱傭相關法律界定所指的情況下，本集團作為僱主有責任賠償的任何因工死亡事件。

Overall Compliance

In the Reporting Period, the Group has complied with relevant laws and regulations in Singapore, including but not limited to the below listed, that has a significant impact on the Group relating to providing a safe working environment and protecting employees from occupational hazards.

✓ The Work Injury Compensation Act (Cap. 354)

✓ The Workplace Safety and Health Act (Cap. 354A)

✓ The Workplace Safety and Health (Incident Reporting) Regulations

整體合規

於報告期間，本集團已遵從新加坡的相關法律法規，包括但不限於下列各項，且該等法律法規就提供安全工作環境及保障僱員避免職業性危害方面，對本集團有重大影響。

✓ 第354章《工傷賠償法》

✓ 第354A章《工作場所安全及健康法》

✓ 《工作場所安全與健康（事故申報）規例》

DEVELOPMENT AND TRAINING

It is our policy to provide sufficient and relevant training to our employees for the purpose of their development in aspect of professional knowledge, industry skill, physical health and safety and compliance awareness. In the review year, the Company has arranged 78 (2024: 96) training hours were provided whereas average of 0.7 (2024: 0.8) hours of training. Our external training courses are mainly provided by relevant professional associations and industry organizations while our internal courses are conducted through our experienced management at appropriate level, mainly covering the areas of health and work safety, occupational skills and knowledge, accounting and compliance, such as construction safety, scissor lift operation and Office of Foreign Assets Control. Since the composition of our frontline workers are mainly male general staff, therefore the percentage coverage by category are mostly in male and general staff.

For Anti-Corruption training, the Company has rolled out a continuous training plan under which we intend to arrange an introductory training session for our Directors and Senior Management and will roll out the training plan to our general office and frontline employees on a rotation basis with a target to achieve a 100% full training coverage in 5 years. Our anti-corruption training shall take reference to the relevant guidelines published by anti-corruption authorities in Singapore and Hong Kong.

發展及培訓

為僱員提供充足相關培訓，是我們的政策，旨在發展彼等的專業知識、行業技術、體能健康與安全及合規意識。於回顧年度，本公司已安排78（2024年：96）個小時的培訓，平均接受0.7（2024年：0.8）小時培訓。我們的外部培訓課程主要由相關專業協會及行業組織提供，而我們的內部課程則由適當職級且具備豐富經驗的管理層進行，主要涵蓋健康及工作安全、職業技術及知識、會計及合規的領域，例如建築安全、剪刀式升降機操作及外國資產控制辦公室。由於我們一線員工組成主要為男性一般員工，因此按類別涵蓋的百分比主要為男性及一般員工。

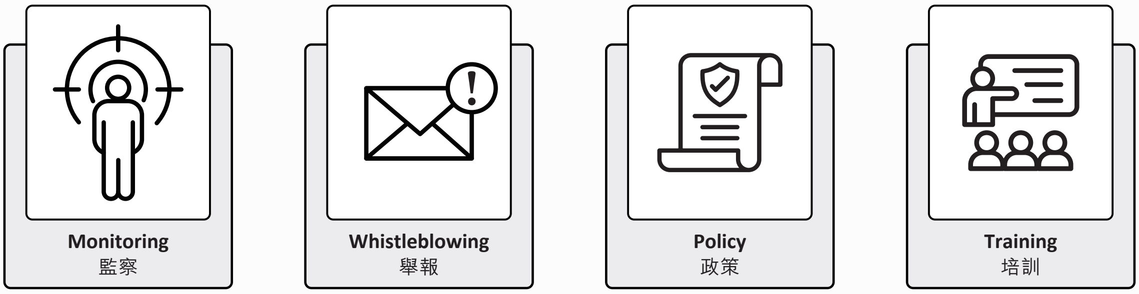
就反貪污培訓而言，本公司已推出持續培訓計劃，據此，我們擬為董事及高級管理層安排入職培訓課程，並將輪流向一般辦公室及前線僱員推出培訓計劃，目標於5年內實現100%全面培訓覆蓋率。反貪污培訓將參考新加坡及香港的反貪污當局刊發的相關指引進行。

ANTI-CORRUPTION

The Company adopts a zero-tolerance approach to all forms and types of corrupted acts, including but not limited to bribery, management collusion and money laundering. To fight anti-corruption, we have established and implemented a number of measures as presented below.

反貪污

本公司對所有形式及種類的貪污行為採取零容忍政策，包括但不限於賄賂、管理層串通及洗黑錢。為打擊貪污，我們已制定及實施下文呈列的多項措施。



1. **Policy Requirement** Expected behaviors and Prohibited acts, such as bribery, management collusion and money laundering are set out in the respective sections of our compliance manual, anti-fraud policy and anti-money laundering policy, which are communicated to our directors, management and employees from time to time.

2. **Monitoring** Our Executive Director and Human Resources Manager are highly involved in the daily operations and are responsible for preventing and detecting corrupted acts. Our employees are encouraged to report to them of any concerned matters.

3. **Whistleblowing** We have established a whistleblowing policy and related reporting mechanism to detect concerns matters, including corruption. It is our policy that goodwill whistleblowers are protected from discrimination, retaliations and/or harassment of any kinds on the ground of their goodwill reports.

4. **Training** The Company has rolled out a continuous training plan on anti-corruption as to enhance the ethic awareness of our employees.

1. **政策規定**如賄賂、管理層串通及洗黑錢等預期行為及禁止行為已載列於合規手冊、反欺詐政策及反洗錢政策的個別章節，而有關資訊會不時傳遞予董事、管理層及僱員。

2. **監察**執行董事及人力資源經理高度參與日常營運，並負責防止及偵查貪污行為。我們鼓勵僱員向彼等報告任何相關事宜。

3. **舉報**我們已制定舉報政策及相關報告機制以偵查有關事宜，包括貪污在內。我們的政策是保護善意舉報人，免於因彼等的善意舉報而遭受任何方式的歧視、報復及／或騷擾。

4. **培訓**本公司已推出反貪污持續培訓計劃，提升僱員的道德意識。

Overall Compliance

During the Reporting Period, no legal cases regarding corrupt practices were noted. The Group has complied with relevant laws and regulations, including but not limited to the below listed that has a significant impact on the Group relating to bribery, extortion, fraud and money laundering.

✓ Prevention of Bribery Ordinance Cap. 201 of Hong Kong

✓ Prevention of Corruption Act of Singapore

整體合規

於報告期間內並無記錄有關貪污行為的法律案件。本集團已遵從相關法律法規，包括但不限於下列各項，且該等法律法規就賄賂、勒索、欺詐及洗黑錢方面，對本集團有重大影響。

✓ 香港第201章《防止賄賂條例》

✓ 新加坡《防止貪污法》

SUPPLY CHAIN MANAGEMENT

The Company considers that the following business partners are most important and relevant to the principal operations of the Group. By properly managing these type and tier of suppliers and logistic service providers (collectively as "critical suppliers"), the Group believes it can effectively extend its ESG values and manage relevant environmental and social risks as to maintain and enhance the Group's competitive advantage.

1. Material suppliers who directly provides structural steel, toolings, plywoods & timber and other steel-production related materials to the Group

2. Logistic service providers which provide good delivery services

3. Sub-contractors which provide sub-contracting works to the Company

Due to industrial characteristic, we have steady and reliable relationship with our suppliers.

As of 31 December 2025, the Group is engaged with 70 material suppliers (2024: 70) located in Singapore. Our Executive Directors, Procurement Department, Production Department and Quality Control Team work together to monitor the performance and quality of our cortical suppliers.

CRITICAL SUPPLIERS' SELECTION

We established a stringent and standardized procurement system and a supplier selection process which also take environmental and social risk control of suppliers into account. Our approved vendor list is reviewed annually by our Management in accordance with the overall performance and quality of our suppliers including cost, responsiveness, product/service quality as well as their environmental, health and safety record.

SUPPLIERS' CODE OF CONDUCT

The Group has also developed a suppliers' code of conduct which sets out the Group's expectation on our suppliers to comply with ten principles in the areas of human rights, labour, environment and anti-corruption.

By the suppliers' code of conduct, our critical suppliers shall understand our expectation on them, including compliance with all relevant laws and regulations in relation to environmental protection, labor protection and anti-corruption while the Group is driven to take appropriate remediation actions on suppliers whose operations go against these principles.

供應鏈管理

本公司認為，下列業務合作夥伴與本集團主要業務營運最為重要及相關。透過妥為管理該等供應商及物流服務供應商（統稱「關鍵供應商」）的類別及層級，本集團相信，可有效拓展其ESG價值，並管理相關環境及社會風險，以維持及提高本集團的競爭優勢。

1. 物料供應商直接向本集團提供結構鋼、工具、膠合板及木材以及其他與鋼鐵生產相關的物料

2. 物流服務供應商提供貨物交付服務

3. 分包商向本公司提供分包工程

由於行業特性，我們與供應商有著穩定可靠的關係。

截至2025年12月31日，本集團委聘70（2024年：70）名位於新加坡的物料供應商。執行董事、採購部門、生產部門及品質控制團隊聯手合作，監察關鍵供應商的表現及質素。

關鍵供應商挑選

我們已制定一套嚴格的標準化採購系統以及供應商挑選流程，當中亦考慮供應商的環境及社會風險監控。我們的管理層每年會根據供應商的整體表現及質素（包括成本、反應速度、產品／服務質素及彼等的環境、健康及安全記錄）檢討認可供應商名單。

供應商行為守則

本集團亦已制定一套供應商行為守則，載列本集團對供應商遵守人權、勞工、環境及反貪污範疇十個原則的期望。

透過供應商行為守則，關鍵供應商應了解我們對彼等的期望，包括遵守有關環保、勞工保障及反貪污的所有相關法律法規，而本集團會被要求對違反該等原則的供應商採取適當補救措施。

In the course of selecting our critical suppliers, the Company has been keeping environmentally preferable products and services as an important indicator, among all key considerations such as costs, quality of service and requirements of customers. The Company has assessed our critical suppliers, including the following dimensions and form a view that they are providing products and service that meet the relevant environmental and social standards.

- The products supplied by our material suppliers meets with the quality standards of the Company and our customers.
- Our logistic service providers are subject to the use of government-regulated fuels and environmentally friendly trucks.
- Our sub-contractors are subject to their own licensing requirements, including the protection of their labors.

The Company understands that environmentally preferable products and services are highly tied to evolving technological innovation and regulatory requirements. The Board has instructed the ESG Committee to monitor such changes and report to the Board of any possible updates and applications of environmentally preferable products and services later introduced.

於挑選關鍵供應商的過程中，於成本、服務質素及客戶要求等所有主要考慮當中，本集團一直視環保產品及服務為重要指標。本公司已自包括下列角度評估關鍵供應商，並認為彼等所提供的產品及服務符合相關環境及社會標準。

- 物料供應商所提供的產品符合本公司及客戶的質素標準。
- 物流服務供應商須使用政府規定的燃料及環保貨車。
- 分包商須遵守彼等自身牌照規定，包括保護其勞工。

本公司了解，環保產品及服務與日新月異的技術創新及監管要求息息相關。董事會會指示ESG委員會監察該等變動，並向董事會報告任何可能最新消息，以及應用其後推出的環保產品及服務。

PRODUCT RESPONSIBILITIES

It is our mission is to deliver quality structural steel products and services for the construction industry on a timely and reliable basis to meet customer's safety and regulatory requirements.

We have put in place a Quality Management System ("QMS"), certified with ISO 9001:2015, to ensure we operate in compliance with all laws and regulations, and for continuous improvement. We also have a quality control process including rigorous checking, inspections and testing, are implemented throughout all of our business activities from design and material selection to the delivery of our works to our customers. We have implemented a number of key measures in various stages of operation as to ensure our products are safe and meeting the requirements of customers and our product responsibility can be substantially discharged, as tabled below.

產品責任

我們的使命為及時可靠地為建築業提供優質鋼結構產品及服務，滿足客戶的安全及監管需求。

我們已實施獲ISO 9001：2015認證的質量管理系統（質管系統），確保我們的營運遵守所有法律法規，並不斷改善。我們亦有質量監控流程，包括嚴格的檢查、檢驗及測試步驟，而所有的業務活動（從設計、材料挑選到向客戶付運成品）均貫徹落實有關質量監控流程。我們已於不同營運階段實施下表所示的多項主要措施，確保產品安全，符合客戶的要求，實質履行我們的產品責任。

Stages **階段**	**Our Key Practices** **我們的主要實踐**
Supply Chain 供應鏈	✓ We use quality materials from our approved suppliers which is subject to the inspection by our quality control team. 我們使用認可供應商提供的優質物料，該等物料已經由品質控制團隊檢驗。 ✓ We only engage with subcontractors which has relevant licenses, sufficient capacity and good performance records as to ensure delegated works can be effectively completed. 我們僅會委聘持有相關牌照、充足產能及良好表現紀錄的分包商，確保有效完成委託工作。 ✓ Regular meeting with critical suppliers in exchanging each other's idea and comment. 與關鍵供應商定期會面，交換雙方的構思及意見。
Production 生產	✓ Our engineers are responsible to ensure the proper design of product before production while our quality control team is responsible for ensuring the products are produced in the intended design and quality. 我們的工程師負責確保產品於生產前設計妥當，而品質控制團隊則負責確保產品按擬定的設計及質量生產。 ✓ Finished products are properly stored in designated zones according to their manufacturing dates and product categories. 製成品按照生產日期及產品類別於指定區域妥善存放。
Product Delivery 產品交付	✓ Before final delivery, we must obtain a written quality inspection confirmation from the customers. In the course, we will adjust our products and service in accordance with customers' comments, if any. 於最終交付前，我們必須取得客戶的書面品質檢驗確認。在此過程中，我們將根據客戶的意見（如有），調整產品及服務。 ✓ In case of any product sold but later identified as disqualified, we will recall the products in according with the established procedures, ensuring product quality and public safety. 倘任何產品出售後被發現不合格，我們將根據既有程序回收產品，確保產品質量及公共安全。

Stages 階段	Our Key Practices 我們的主要實踐
Customer Communication	✓ Our customer service department maintains an on-going dialogue with our consumers through which we can obtain our customer's views and needs and implement requisite precautions to prevent material issues from occurring or reoccurring. 我們的客戶服務部門保持與客戶持續對話，從中收集客戶意見及需要，並實施必要預防措施，防止發生或再次發生重大問題。 ✓ A customer complaint policy was set up to handle and resolve customer's inquiries in a timely manner. Our complaint channel enables our customers to submit complaints and suggestions regarding service or commodity quality. Upon receiving customer complaints, our manager will review such customer complaints before appointing our engineers to launch investigation into the said customer complaints. The engineers will analyze the causes and determine which department shall be held accountable before the follow-up procedures take place. The sales department will also respond to the customers in connection with the merits of the complaint and corrective actions to be taken or precautions to be implemented. 為及時處理及解決客戶查詢，我們設立客戶投訴政策。我們的投訴渠道可供客戶提交有關服務或產品質量的投訴及建議。收到客戶投訴後，我們的經理將會審閱客戶投訴，隨後將委派工程師對有關客戶投訴進行調查。工程師將分析因由，並釐清須對此負責的部門，隨後開展跟進程序。銷售部門亦將回覆客戶有關投訴的實情、將採取的修正行動或將落實的預防措施。

Generally, the Company is subject to lower product recall risk as substantial part of our product liabilities are technically and contractually discharged once we obtain the written quality inspection confirmation from our customers in the product delivery stage. In situations where there are unresolved matters, we will follow our standard recall procedures, including:

1. In-depth investigations of the situations directly managed by our Executive Directors and relevant specialists, such as our engineers and quality control team,

2. Involvement of legal adviser regarding the assessment of the Group's responsibilities,

3. mutual agreement with the customers regarding the methods of redress, such as re-work or monetary compensation.

During the Reporting Period, the Group did not encounter any of the following situations:

1. Recalls of products sold or delivered on the ground of safety and health reasons.

2. Material customer complaints that lead to or likely to lead to product recall or compensations.

一般而言，一旦於產品交付階段取得客戶的書面品質檢驗確認，絕大部分的產品責任將會於技術上及合約上解除，因此，本公司面臨的產品回收風險較低。倘有未能解決事宜的情況，我們將依從標準回收程序，包括：

1. 深入調查情況，由執行董事及相關專家（例如工程師及質量控制團隊）直接管理，

2. 法律顧問參與，評估本集團的責任，

3. 與客戶就補救方法（例如重新生產或金錢補償）達成共同協議。

於報告期間，本集團並無面對下列任何情況：

1. 因安全及健康理由而回收已出售或已交付的產品。

2. 導致或可能導致產品回收或賠償的重大客戶投訴。

ADVERTISING AND LABELING

In connection with advertising and labeling, the Group has appointed external legal advisor to provide legal opinions and perform their duty of oversight. In case that any advertisement or labeling is found false or exaggerating, the Group will immediately cease circulating such false advertisement and eliminate the negative effects by issuing a clarification announcement accordingly.

廣告及標籤

就廣告及標籤而言，本集團委聘外部法律顧問提供法律意見，履行監督職責。一旦發現任何廣告或標籤屬於虛假或誇大事實，本集團將即時停止有關虛假廣告播放，並就此刊發澄清公告以消除負面影響。

INTELLECTUAL PROPERTY RIGHTS, CONSUMER DATA AND PRIVACY POLICY

The Group highly respects intellectual property rights protection and consumer data. In the course of operation, we might have access to the intellectual properties or confidential data of customers, such as patents, trademark, copyrights and trade secrets (e.g., design of products), personalized information or contractual documents.

It is our principle that we will only use and/or store these intellectual properties or customer data in accordance with the purpose they are originally provided to us or collected by us. We have procedures to ensure these intellectual properties and customer data shall be stored in a safe manner, physically and digitally, with restricted access by authorized persons only. We prohibit all kinds of unauthorized use or leakage of intellectual properties by our Company's employees. Our Company will take appropriate actions against breach of Intellectual property rights and consumer data, including termination of employment or legal proceeding.

Overall Compliance

During the Reporting Period, no legal cases regarding corrupt practices were noted. The Group has complied with relevant laws and regulations, including but limited to the below listed, that have a significant impact on the Group relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and method of redress.

✓ The Personal Data Protection (Amendment) Act 2021 of Singapore

✓ The Personal Data (Privacy) Ordinance of Hong Kong

✓ The Patent Act of Singapore

✓ The Patent Ordinance of Hong Kong

✓ The Trade Marks Act of Singapore

✓ The Trade Markets Ordinance of Hong Kong

知識產權、消費者資料及私隱政策

本集團極為尊重保護知識產權及消費者資料。於業務營運中，我們可能接觸到知識產權或客戶的機密資料，例如專利、商標、版權及商業秘密（如產品設計）、個人資料或合約文件。

我們的原則為僅根據向我們提供或由我們收集該等知識產權或客戶資料的原本目的而使用及╱或儲存有關資料。我們設有程序，確保該等知識產權及客戶資料（不論實體及數碼）以安全方式儲存，並僅限授權人士存取。我們嚴禁本公司僱員以任何方式未經授權使用或洩漏知識產權。本公司將針對違反知識產權及消費者資料採取適當行動，包括終止僱用或法律程序。

整體合規

於報告期間，並無記錄有關貪污行為的法律案件。本集團已遵從相關法律法規，包括但不限於下列各項，且該等法律法規就所提供的產品及服務的健康及安全、廣告、標籤及私隱事宜以及補救方法方面，對本集團有重大影響。

✓ 新加坡《個人資料保護（修訂）法2021》

✓ 香港《個人資料（私隱）條例》

✓ 新加坡《專利法》

✓ 香港《專利條例》

✓ 新加坡《商標法》

✓ 香港《商標條例》

COMMUNITY INVOLVEMENT

As a responsible corporation, the Group has been working towards to building a beautiful and healthy community and maintaining communication and interaction with the community to contribute to the development of the community.

According to the Group's community engagement vision, the Company is driven to focus on contributing to the workplace equality.

社區參與

本集團身為有責任感的企業，一直努力建設美好健康的社區，與社區保持溝通互動，為社區發展貢獻力量。

根據本集團的社區參與願景，本公司專注為工作場地平等作出貢獻。

SOCIAL KEY PERFORMANCE INDICATORS

社會關鍵績效指標

Social indicators **社會指標**		2025 2025年
Employments **僱傭**		
Total number of employees[1]	僱員人數[1]（流失率）	117 (0.9%)
By Gender	*按性別劃分（流失率）*	
Male	男性	103 (0%)
Female	女性	14 (7.1%)
By age group	*以年齡組別劃分（流失率）*	
Below 30 years old	30歲以下	66 (0%)
30 to 50 years old	30歲至50歲	40 (2.5%)
Above 50 years old	50歲以上	11 (0%)
By ranking	*以職級劃分（流失率）*	
Managerial grade and above	管理級及以上	13 (7.7%)
General staff and sales force	一般員工及銷售隊伍	104 (0%)
By geographical region	*按地區劃分（流失率）*	
Singapore	新加坡	112 (0%)
China	中國	5 (20%)

Note 1 – employees here refer to staff with employment contractual relationship with the Group.

附註1－此處僱員乃指與本集團有僱傭合同關係的員工。

Training statistics[1] 培訓統計數據[1]		2025 2025年
Total hours of training received by employees	**僱員接受培訓的總時數**	78
Average training hour (staff divided by total training hours)	平均培訓時數（員工人數除以總培訓時數）	0.7
Percentage of employee trained by gender	**按性別劃分的受培訓僱員百分比**	
Female	女性	7%
Male	男性	6%
Percentage of employee trained by ranking	**按職級劃分的受培訓僱員百分比**	
Managerial grade and above	管理級及以上	100%
General staff	一般員工	6%
Average training hours per employee by gender	**按性別劃分每名僱員的平均培訓時數**	
Female	女性	0.7
Male	男性	0.7
Average training hours per employee by ranking	**按職級劃分每名僱員的平均培訓時數**	
Managerial grade and above	管理級及以上	1.5
General staff	一般員工	0.6

Note 1 – employees here refer to staff with employment contractual relationship with the Group.

附註1－此處僱員乃指與本集團有僱傭合同關係的員工。

ENVIRONMENTAL KEY PERFORMANCE INDICATORS 環境關鍵績效指標

KPIs 關鍵績效指標	Indicators 指標	Unit 單位	2024 2024年	2025 2025年
A1.1	NOx emissions 氮氧化物排放量	Kg 千克	2,759	264
	SOx emissions 硫氧化物排放量	Kg 千克	0	0
	Particulate matters 顆粒物	Kg 千克	9	25
	Scope 1 GHG emissions[2] 範圍1溫室氣體排放[2]	Kg 千克	77,829	78,387
	Scope 2 GHG emissions[3] 範圍2溫室氣體排放[3]	Kg 千克	208,544	361,377
	Scope 3 GHG emissions 範圍3溫室氣體排放	Kg 千克	11,181	13,086
A1.2 A1.2	Total greenhouse gas ("GHG") emissions (Scope 1, 2, and 3) 溫室氣體(「溫室氣體」)總排放量(範圍1、2及3)	tCO_2e 噸二氧化碳當量	297,554	452,851
	GHG emissions intensity (Total GHG emissions/ number of employees) 溫室氣體排放強度(溫室氣體總排放量/僱員人數)	tCO_2e/person 噸二氧化碳當量/人	2,522	3,871
A2.1 A2.1	Total electricity consumption 總電力消耗	kWh in '000s 千個千瓦時	506	516
	Electricity consumption intensity (Total electricity consumption/number of employees) 電力消耗強度(總電力消耗量/僱員人數)	kWh in '000s/ person 千個千瓦時/人	4	4
A2.2	Total water consumption 總用水量	Tonne 噸	15	14
	Water consumption intensity (Total water consumption/number of employees) 用水量強度(總用水量/僱員人數)	Tonne/person 噸/人	0	0
	Total diesel fuel consumption 總柴油燃料消耗	Liter 公升	29,194	29,195
	Total diesel fuel consumption intensity (Total diesel fuel consumption/number of employees) 總柴油燃料消耗強度(總柴油燃料用量/僱員人數)	Liter/person 公升/人	245	250

Notes to above table:

1 GHG emissions data is presented in terms of carbon dioxide equivalent and are based on, but not limited to, "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standards" issued by the World Resources Institute and the World Business Council for Sustainable Development, Appendix II: Reporting Guidance on Environmental KPIs" issued by the Hong Kong Stock Exchange.
2 Major source of Scope 1 emission came from usage of diesel.
3 Major source of Scope 2 emission came from usage of purchased electricity.
4 Hazardous waste means raw material with metal content which has been return to raw materials supplier or disposed to qualified collectors where quantity immaterial to our operation and did not include in the scope of this report.
5 Non-hazardous waste includes paper box waste, stickers, and domestic wastes.

上表的附註：

1 溫室氣體排放物數據以二氧化碳當量呈列，基於(包括但不限於)世界資源研究所及世界企業永續發展委員會頒佈的《溫室氣體盤查議定書：企業會計及報告標準》以及香港聯合交易所頒佈的《附錄二：環境關鍵績效指標匯報指引》。
2 範疇1排放物的主要源頭為使用柴油。
3 範疇2排放物的主要源頭為使用外購電力。
4 有害廢棄物指含金屬成分的原材料，其已退回原材料供應商或交由合資格的收集者處理，數量對我們的營運並不重大，且未納入本報告的範圍。
5 本年度，我們產生了數量微少無害廢棄物包括紙箱廢料、貼紙及生活垃圾。

高原之宝

TREASURE OF PLATEAU

Plateau Treasures Limited