



HO LEE GROUP SUSTAINABILITY REPORT

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

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MANAGING DIRECTOR STATEMENT

In 2025, Ho Lee Group embraced the principles of Environmental, Social and Governance (ESG) as a matrix to measure our sustainability, reflecting our commitment to minimising our carbon footprint, promoting social responsibility, and ensuring economic viability.

Moving into 2026, Ho Lee Group remains committed to advancing sustainable construction practices using the ESG framework to strengthen our governance. We believe that integrating sustainability into our decision-making processes and operations will promote long-term business resilience without compromising our responsibility to the environment.

From implementation, we will realign our focus on execution. This will be achieved by introducing measurable targets and key performance indicators as a lynchpin in our decision-making process, which will be data-driven with a mindset to enhance transparency, accountability, and long-term resilience.

MR. BENJAMIN TAN

Managing Director
Ho Lee Group



We believe that a strong ESG foundation creates value for our people, community, and stakeholders. We look forward to walk this continued journey together.



ABOUT THIS REPORT

This report covers **Ho Lee Group's** sustainability performance from:

**1 January 2025 -
31 December 2025**

Reporting framework



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



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



This report is aligned with the **United Nations Sustainable Development Goals (SDGs)**, demonstrating our commitment to integrated action across social, environmental, and economic dimensions to support the 2030 Agenda.

Restatement of Information

In the previous reporting year, the waste data was misstated due to an internal data consolidation error. The figures have been corrected in the current report and the figures are now accurately reflected.


External assurance

No external assurance was conducted for this sustainability report.

Feedback

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

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

 **Address:** 200 Jln Sultan, #04-25 Textile Centre,
Singapore 199018

 **Website:** <https://holeegroup.com.sg/>



HO LEE CONSTRUCTION PTE. LTD.

Established in 1971 as Ho Lee Construction Co, HLC initially specialised in sanitary and plumbing works. Following its incorporation in 1980 as Ho Lee Construction Pte Ltd (HLC), the company expanded its scope to include general building construction as a Main Building Contractor. Over the years, HLC has developed core competencies in building construction, earning recognition from the Building and Construction Authority (BCA) and esteemed clients.

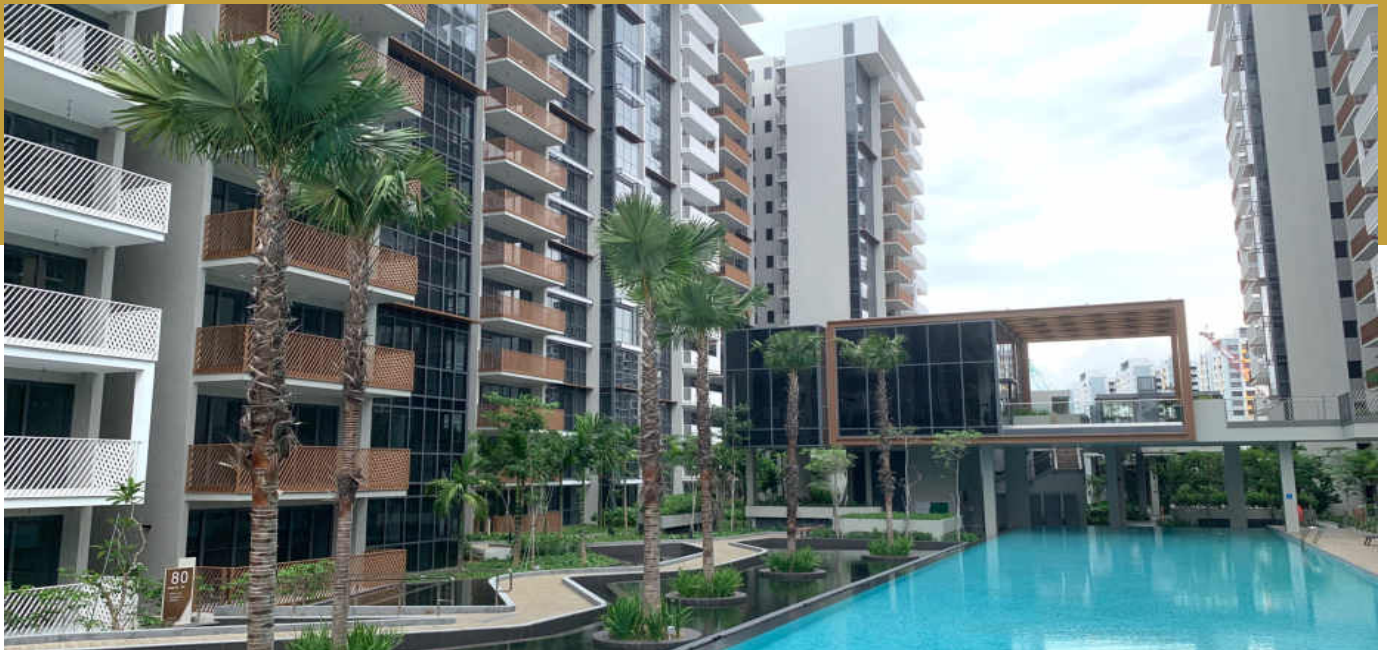
Currently at HLC, we hold the prestigious Grade A1 Contractor certification under the BCA's CW01 (General Building) work head, as well as a B1 Contractor grading under the CW02 (Civil Engineering) work head. The company is also a Registered BCA Licensed Builder in the categories of GB1 (General Builder Class 1).

As a leading construction company, we have built a strong reputation for delivering high-quality buildings across both public and private projects. Our corporate culture places people at the centre, fostering a positive and committed workforce that strengthens our business strategies, extensive experience, and robust financial position.

Location of Operations Reported



Headquarters:
Singapore



WEE POH CONSTRUCTION CO. (PTE.) LTD.

Incorporated in 1977, Wee Poh Construction (WPC) specialises in infrastructure works for the public sector. WPC has achieved certification for compliance with the current ISO Integrated Quality and Safety Management System. At WPC, we hold a Grade A1 Contractor registration with the BCA under the CW01 workhead, a B1 grading under the CW02 (Civil Engineering) workhead and is also a GBI Licensed Builder under General Builder Class 1.

WPC has successfully completed numerous projects as both a specialist trade sub-contractor and Main Contractor.

As we continue to build on our expertise and reputation, WPC remains poised to capitalise on emerging opportunities in the construction sector. With our robust capabilities and commitment to quality, we are certain that WPC is well-positioned to secure new projects and drive growth in the years to come.

Location of Operations Reported



Headquarters:
Singapore

COMMITMENT TO UNSDGs

At Ho Lee Construction Pte. Ltd., sustainability is woven into the way we plan, build, and operate. Our initiatives across the region contribute meaningfully to global progress, aligning our efforts with the United Nations Sustainable Development Goals (SDGs). The overview below highlights how KOAS's ongoing projects and commitments support key environmental and social priorities that shape a more resilient and responsible future.

Our Sustainable Development Goals	
SDG	Our Contributions
	Promotion of gender diversity and equal opportunities across the organisation, including within traditionally male-dominated roles.
	Water is managed through silt control measures and on-site rainwater harvesting, reducing discharge and improving reuse efficiency.
	Solar photovoltaic systems are installed on our rooftops to increase the use of clean and renewable energy.
	Smart construction solutions, including embedded IoT sensors, are used to monitor concrete strength development, reduce embodied carbon, and improve cycle times.
	We support local communities through donation drives and have a social & recreational committee to drive initiatives.
	Green spaces, landscaping, and extensive greenery are incorporated into our office environment to enhance biodiversity and wellbeing.
	We work with subcontractors and suppliers who prioritise sustainability and eco-friendly practices, supporting our role as a Green and Gracious Builder.
	Training and engagement programmes build a knowledgeable, environmentally conscious workforce that supports responsible and sustainable construction practices.

AWARDS & CERTIFICATIONS

Ho Lee Construction



ISO 9001:2015
Quality Management System



ISO 14001:2015
Environmental Management System



ISO 45001:2018
Occupational Health and Safety Management System



SCAL Sustainable Builder 2025



bizSAFE Star Certificate

AWARDS & CERTIFICATIONS

Ho Lee Construction



Singapore Business Federation
Progressive Wage Mark



Green and Gracious
Builder Star Award



Eco Office
Certificate



MOHH Certificate of Merit
Accident-Free Man-Hours

AWARDS & CERTIFICATIONS

Wee Poh Construction



ISO 9001:2015
Quality Management System



ISO 14001:2015
Environmental Management System



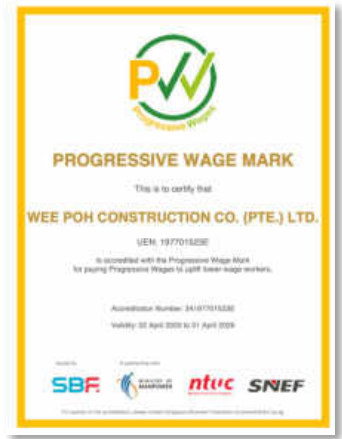
ISO 45001:2018
Occupational Health and Safety Management System



bizSAFE Star Certificate



BCA Green and Gracious Builder Award



Singapore Business Federation Progressive Wage Mark



BCA Green Mark Award (Goldplus)



Eco Office Certificate

Memberships

Ho Lee Group is an active member of these associations:

Ho Lee Construction & Wee Poh Construction

Singapore Chinese Chamber of Commerce & Industry

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



Ho Lee Construction

The Singapore Contractors Association Ltd

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



MATERIAL TOPICS

Material Topic Overview

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

Methodology and Standards

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



- Material Topics**
- Energy (GRI 302)
- Emissions (GRI 305)
- Water consumption (GRI 303)
- Waste (GRI 306)
- Employment (GRI 401)
- Occupational health & safety (GRI 403)
- Training & education (GRI 404)
- Diversity & equal opportunity (GRI 405)
- Anti-corruption (GRI 205)

Ho Lee Construction

CURRENT PROGRESS

FY 2025



ENVIRONMENTAL

Total Energy Consumption

9,808.82

GJ

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

1,260.53

tCO₂e

Total Water Consumption

74,657

m³



SOCIAL

9.5



Average training hours

Gender ratio of male and female

3:1

Young to older employees*

3:7

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



GOVERNMENTAL

24/7



access to whistleblowing channel to every employee

0



incident relating to corruption and/or bribery

Wee Poh Construction
CURRENT PROGRESS
 FY 2025



ENVIRONMENTAL

Total Energy Consumption

2,200.61

GJ

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

194.55

tCO₂e

Total Water Consumption

1,189

m³



SOCIAL

14.85



Average training hours

Gender ratio of male and female

5:1

Young to older employees*

1:7

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



GOVERNMENTAL

24/7



access to whistleblowing channel to every employee

0



incident relating to corruption and/or bribery

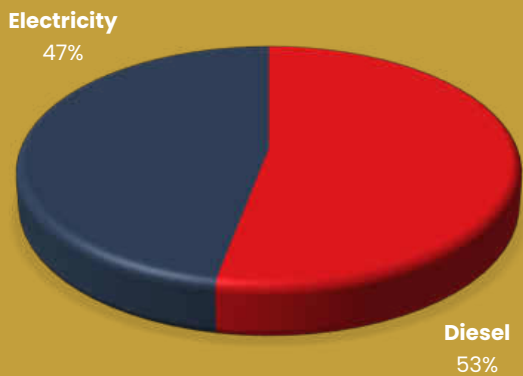
Ho Lee Construction

ENVIRONMENTAL METRICS

Energy Consumption

Total Energy Consumption (FY2025) **9,808.82** GJ

Breakdown of Energy Consumption in FY2025

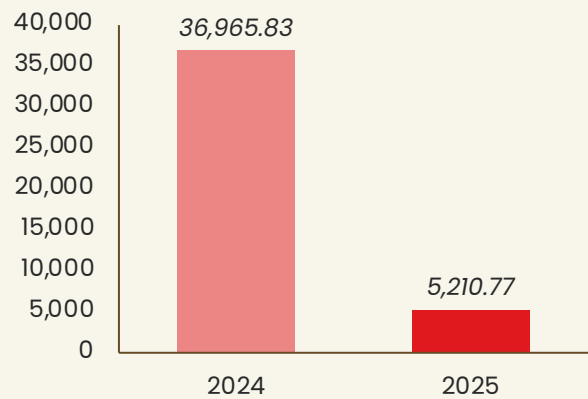


In FY2025, diesel consumption from mobile asset combustion decreased compared to the previous year. This reduction reflects changes in operational activity and ongoing efforts to manage fuel use through closer monitoring and improved operational controls.

Electricity use rose slightly due to higher demand from site and office activities, with consumption mainly supplied through substations and managed through efficiency measures and tighter controls.

We will continue to reduce fuel use and manage electricity demand through practical energy efficiency measures and alternative solutions.

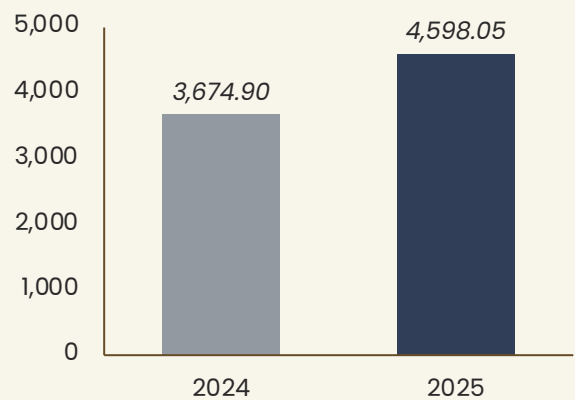
Total Energy Consumption Over Time - Diesel (GJ)



Total Diesel Consumption in Litres

FY	Diesel (litres)
2024	972,317.39
2025	137,059.66

Total Energy Consumption Over Time - Electricity (GJ)



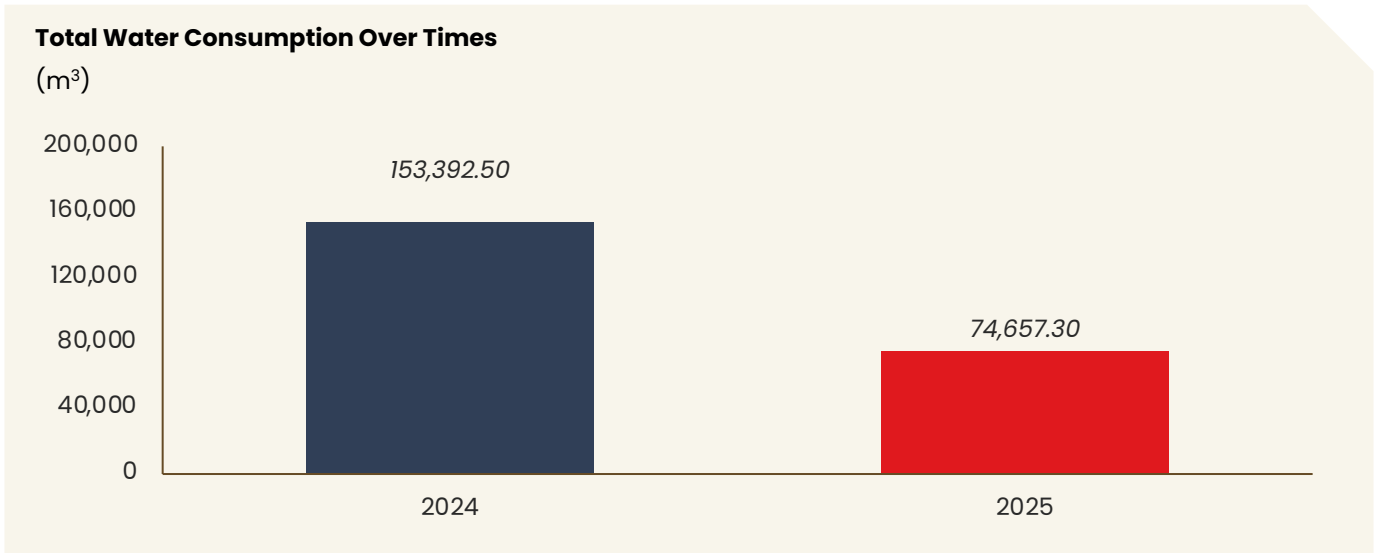
Total Electricity Consumption in kWh

FY	Electricity (kWh)
2024	1,020,804.83
2025	1,277,234.84

Ho Lee Construction

ENVIRONMENTAL METRICS

Water Consumption in FY2025 **74,657.30 m³**



In FY2025, we reduced our water usage across Ho Lee Construction sites by optimising processes, introducing water-saving initiatives, and monitoring consumption, reinforcing our commitment to responsible resource management.

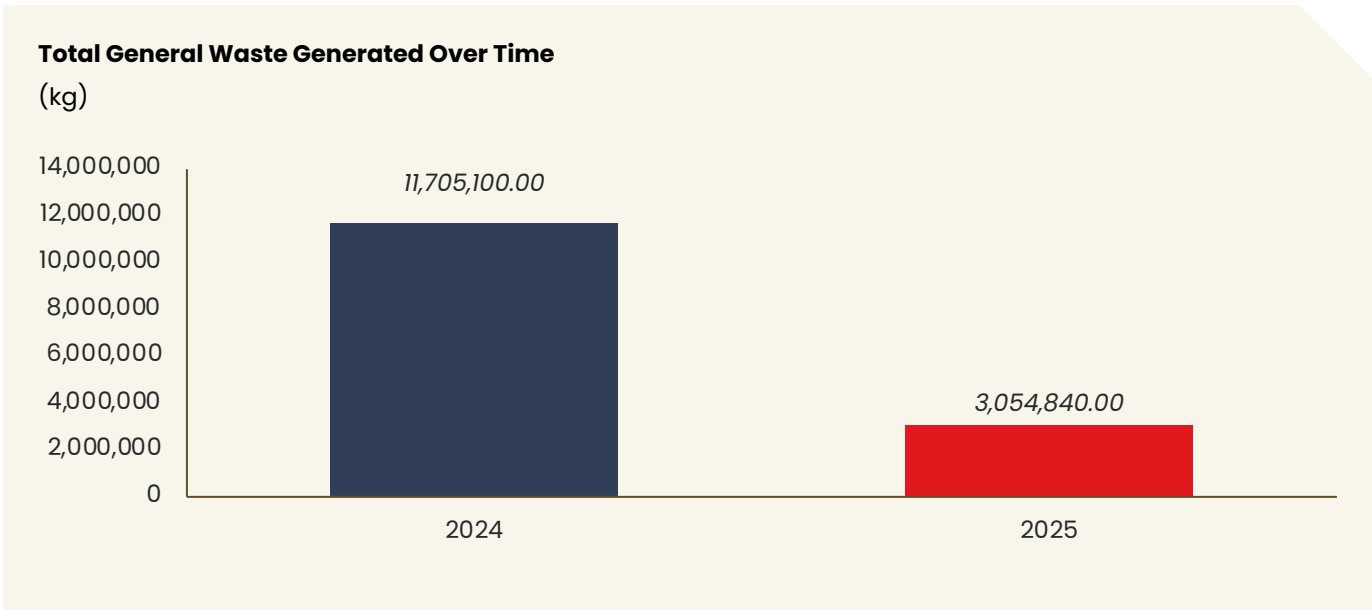


We conserve natural water resources across all our projects by implementing effective water management measures at our sites. To protect water quality and minimise environmental impact, silt discharge are controlled through a 2-stage baffle harvesting tank system, which enhances sediment settlement and significantly reduces suspended solids prior to discharge or reuse. Harvested rainwater is collected, treated and recycled for non-potable site applications such as floor washing, dust suppression and general site cleaning, thereby reducing reliance on potable water supply and supporting sustainable construction practices.

Ho Lee Construction

ENVIRONMENTAL METRICS

Waste Generated in FY2025 **3,054,840 kg**



At HLC, we experienced a notable decrease in both hazardous and non-hazardous waste disposed through FY2025. This reduction reflects Ho Lee Group’s ongoing efforts in waste monitoring and improved waste management practices.

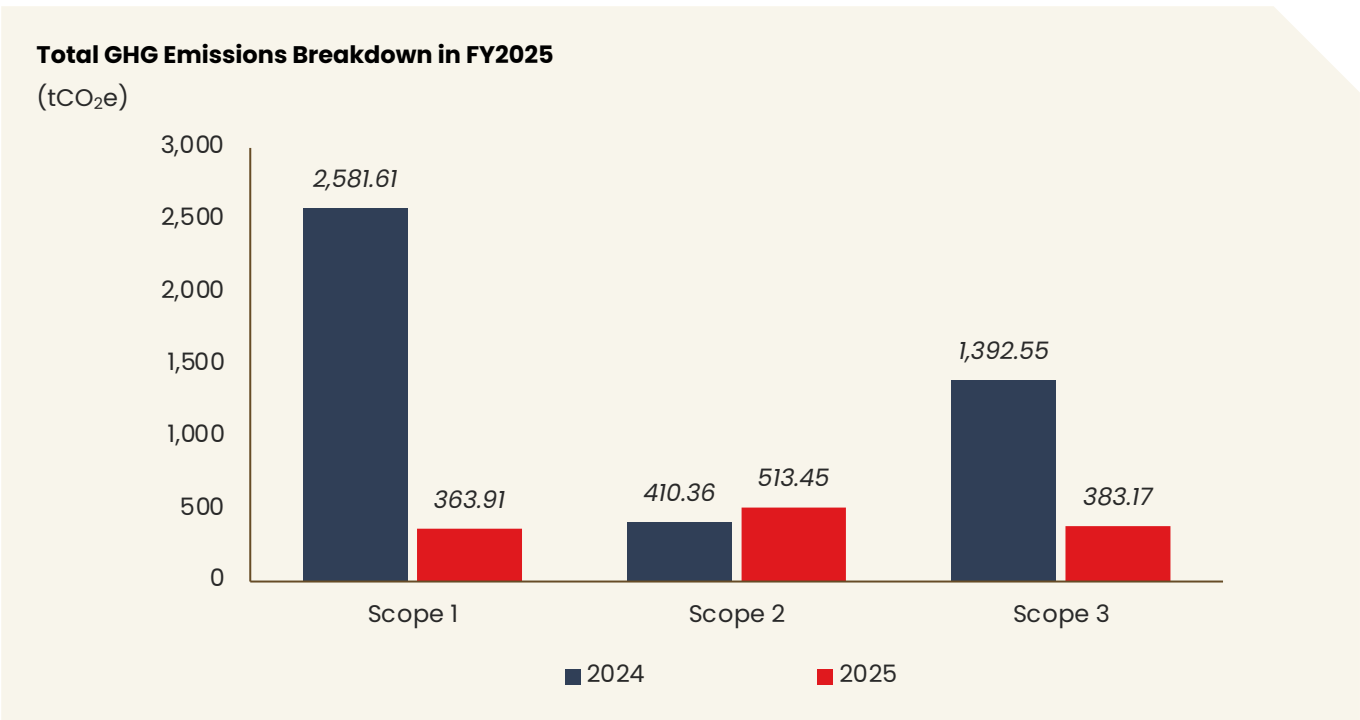


Ho Lee Construction

ENVIRONMENTAL METRICS

GHG Emissions

Ho Lee Construction



Ho Lee Construction FY2025

<p>Scope 1 Emissions</p> <p>363.91</p> <p>tCO₂e</p>	<p>Scope 2 Emissions</p> <p>513.45</p> <p>tCO₂e</p>	<p>Scope 3 Emissions</p> <p>383.17</p> <p>tCO₂e</p>
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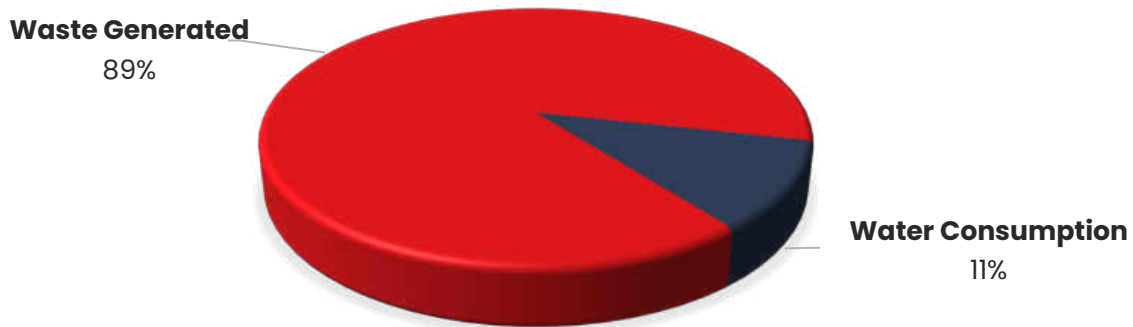
We are committed to understanding and managing our greenhouse gas emissions across Scope 1, 2, and 3. By tracking emissions from our operations, energy use, and key indirect activities, we aim to improve transparency, identify reduction opportunities, and support our transition toward more sustainable and low-carbon construction practices.

Ho Lee Construction

ENVIRONMENTAL METRICS

GHG Emissions

Breakdown of Scope 3 Absolute Emission in FY2025



Water Consumption
(under Purchased Goods and Services)

42.55 tCO₂e

Waste Generated

340.61 tCO₂e

Scope 3 Emissions Breakdown (tCO ₂ e)			
FY	Water Consumption	Waste Generated	Total
2024	87.43	1,305.12	1,392.55
2025	42.55	340.61	383.17

In FY2025, we at Ho Lee Construction tracked our Scope 3 carbon emissions from water consumption and waste generation across all project sites. By implementing water-saving measures, optimising waste management, and promoting material reuse, we successfully reduced these emissions compared to previous years.

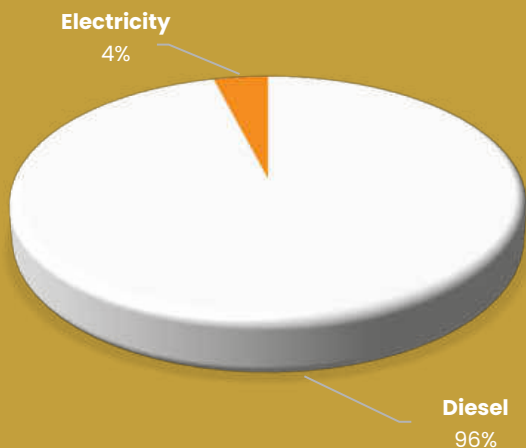
Wee Poh Construction

ENVIRONMENTAL METRICS

Energy Consumption

Total Energy Consumption (FY2025) **2,200.61** GJ

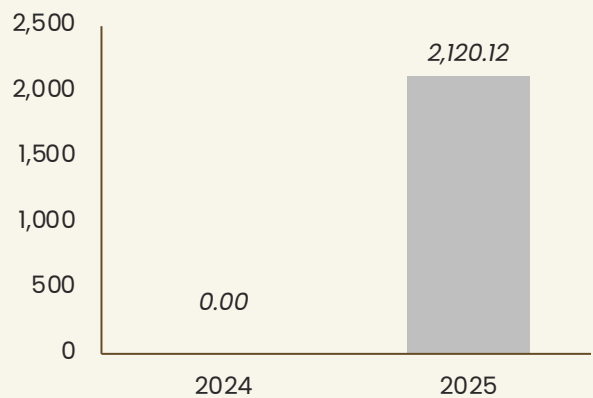
Breakdown of Energy Consumption



In FY2025, Wee Poh recorded diesel consumption from mobile asset combustion for the first time, following the commencement of related site activities during the reporting period. Diesel use was monitored to establish an initial baseline for future tracking and management.

Electricity consumption decreased significantly during the year. This was supported by the continued use of energy-efficient products in office operations, including solar-powered VSS, meters and lighting, LED lighting with motion sensors, and 5-tick air conditioners. These measures have helped reduce Ho Lee Group's carbon footprint, lower operational costs, and support long-term environmental sustainability.

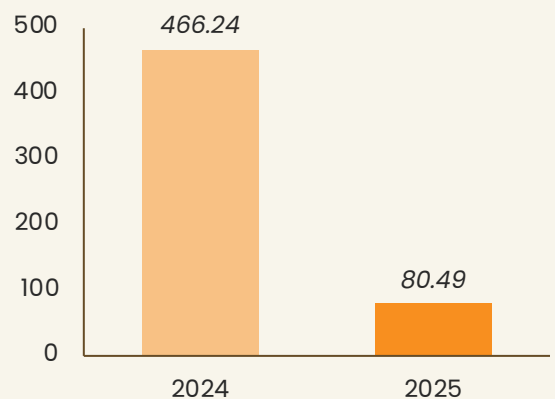
Total Diesel Energy Consumption Over Time (GJ)



Total Diesel Consumption in Litres

FY	Diesel (litres)
2024	0.00
2025	55,765.75

Total Electricity Energy Consumption Over Time (GJ)



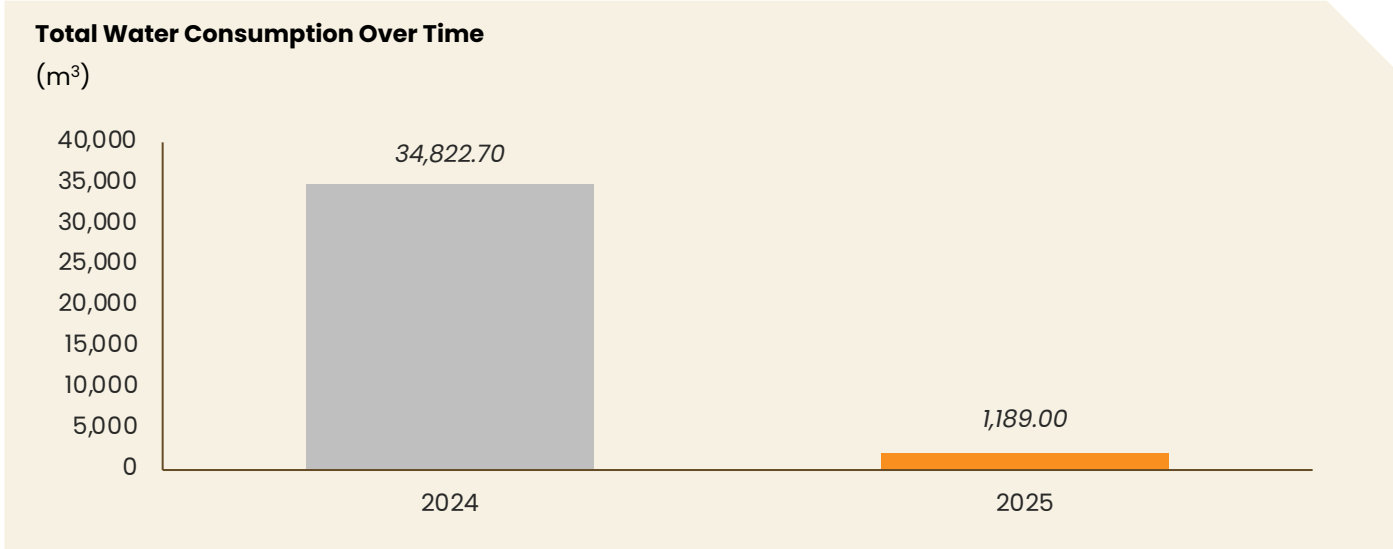
Total Electricity Consumption in kWh

FY	Electricity (kWh)
2024	129,511.00
2025	22,358.00

Wee Poh Construction

ENVIRONMENTAL METRICS

Water Consumption in FY2025 **1,189 m³**



Note: Graphs are not to scale for visualisation purposes

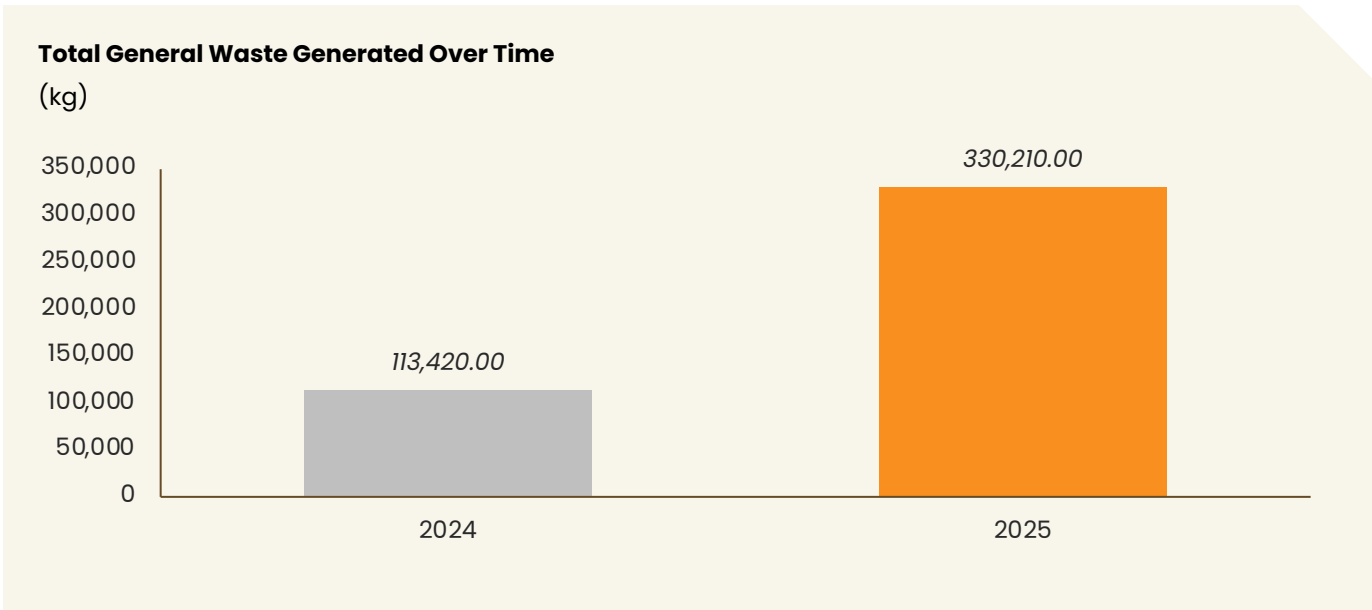
In FY2025, we strengthened our water conservation efforts through the wider adoption of water-efficient equipment, increased reuse of water for suitable site activities, and enhanced housekeeping practices to reduce wastage. Rainwater harvesting is utilised where feasible for non-potable uses such as washing and dust control, while erosion and runoff control measures are implemented to safeguard surrounding water quality. Ongoing awareness initiatives for site personnel further support responsible water use across our projects.



Wee Poh Construction

ENVIRONMENTAL METRICS

Waste Generated in FY2025 **330,210 kg**



Note: Graphs are not to scale for visualisation purposes

At Wee Poh Construction, we are committed to continuously reducing waste and minimising our environmental impact across all projects through responsible sourcing and sustainable on-site practices, such as:



1) Sustainable Procurement Initiatives

We are committed to sourcing and using construction materials with lower environmental impacts such as recycled steel, green concrete and Green Label-certified products.



2) Waste Reduction at All Sites

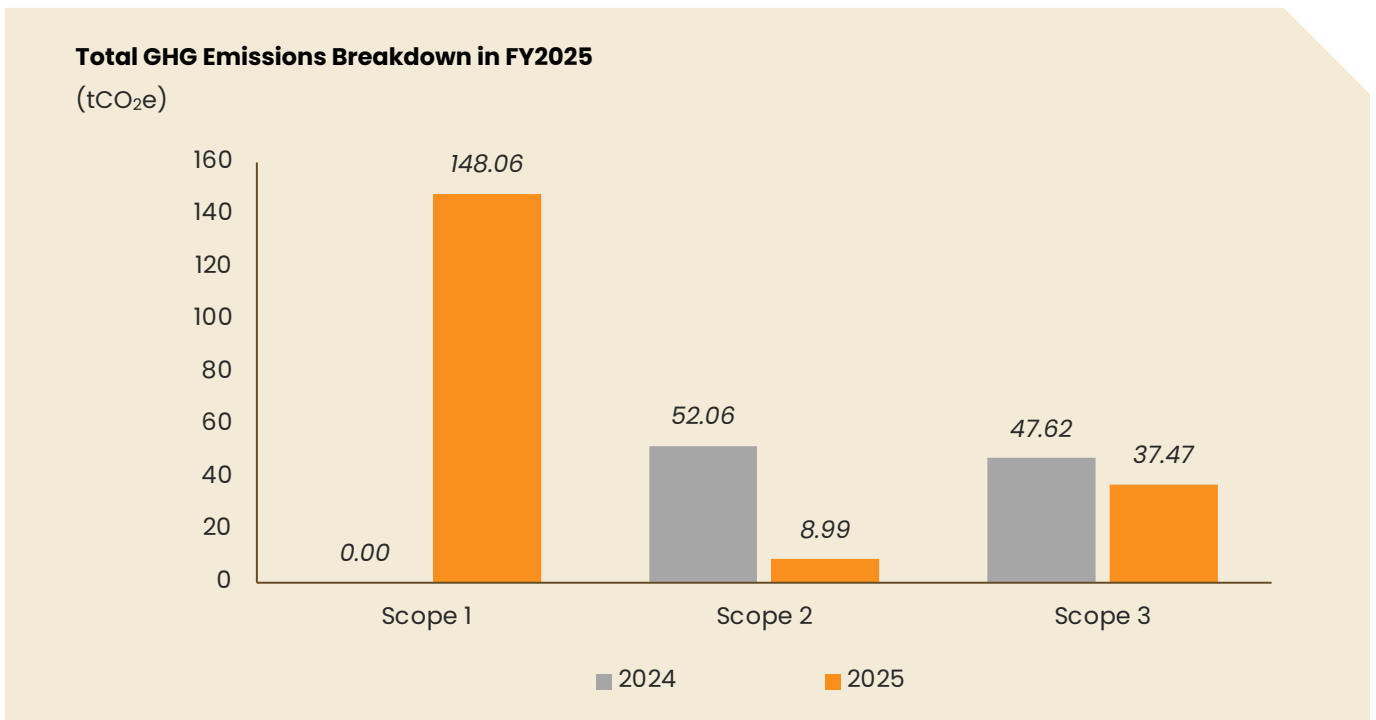
Waste reduction is a cornerstone of our sustainability strategy. We actively incorporate 3R policy in our practices which lowers the carbon footprint of our projects.

Wee Poh Construction

ENVIRONMENTAL METRICS

GHG Emissions

Wee Poh Construction



Wee Poh Construction FY2025

<p>Scope 1 Emissions</p> <p>148.06</p> <p>tCO₂e</p>	<p>Scope 2 Emissions</p> <p>8.99</p> <p>tCO₂e</p>	<p>Scope 3 Emissions</p> <p>37.47</p> <p>tCO₂e</p>
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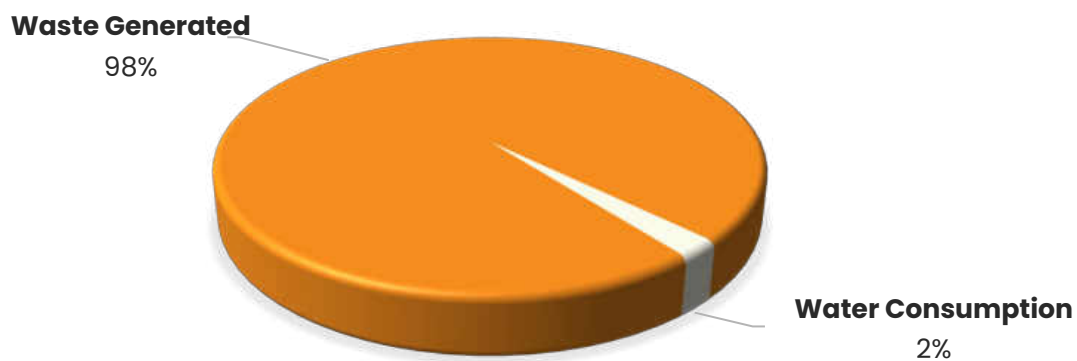
We monitor our greenhouse gas emissions across Scope 1, 2, and 3 to better understand the environmental impact of its activities. This approach supports informed decision-making, continuous improvement, and alignment with the Group’s broader efforts to reduce emissions and enhance environmental performance.

Wee Poh Construction

ENVIRONMENTAL METRICS

GHG Emissions

Breakdown of Scope 3 Absolute Emission in FY2025



Water Consumption in FY2025
(under Purchased Goods and Services)

0.68 tCO₂e

Waste Generated in FY2025

36.82 tCO₂e

Scope 3 Emissions Breakdown (tCO ₂ e)			
FY	Water Consumption	Waste Generated	Total
2024	0.87	0.00	0.87
2025	0.68	36.82	37.47

ENVIRONMENTAL METRICS

Green Initiatives

Smart Construction and Innovative Technologies

We adopt innovative construction technologies to enhance site safety, productivity, quality and environmental outcomes. Drone and AI video analytics were deployed for real-time site monitoring to support safety compliance and progress monitoring, while Augmented Reality (AR) tools were applied for constructability reviews and on-site verification to improve installation accuracy and overall project outcomes. We will also progressively deploy electric and low-emission construction machineries to reduce carbon emissions and noise levels.



Green Workforce

Promoting green workforce initiatives through training and engagement creates a knowledgeable and environmentally conscious workforce. We invest in training and developing a green workforce, ensuring that our teams are equipped with the knowledge and skills to implement sustainable practices on-site. We have sent staff for courses such as Green Mark Accredited Professional and have trained workers in sustainable practices such as waste segregation and energy conservation. This has helped to foster a culture of sustainability on-site and adherence to green construction practices.

Integrated Digital Delivery (IDD) Implementation

We have adopted extensive IDD digital tools and processes for all our projects with the integration of various technologies such as BIM, AR/VR, project management software and digital collaboration platform. Implementing IDD has helped boost productivity by reducing errors, minimising rework and enhancing coordination among all stakeholders.



ENVIRONMENTAL METRICS

Green Initiatives

Rooftop Solar Panels



The integrated 1.074 MWp solar PV system on the rooftop of Tuas warehouse has reduced our reliance on grid electricity, lowering energy costs and minimizing environmental impact. An estimated solar output of 1,335,000 kWh will be generated annually, supporting 100% of our building’s daytime needs with renewable energy.

Prefabrication and Modular Construction

We use precast components extensively, which involves prefabricating components off-site in controlled environments before transporting them to site for final assembly. This approach minimises waste generated on-site, reduces energy consumption and shortens construction timelines. Additionally, prefabricated components have enhanced quality control and promote efficiency in resource allocation.



Energy Efficient Products

We prioritise the use of energy-efficient products in our offices such as solar-powered VSS, meters and lights, LED lighting with motion sensors and 5 ticks air conditioners. This has helped Ho Lee Group reduce carbon footprint, lowers operational costs and contribute to long term environmental sustainability.



ENVIRONMENTAL METRICS

Green Initiatives

Green Spaces



We incorporate extensive greenery and landscaping at our office environment. This approach improves air quality, reduces urban heat island effect and enhances our staff well-being by providing a connection to nature.

Partnerships with Green Suppliers and Subcontractors

Our commitment to sustainability extends across our entire supply chain. We collaborate with subcontractors and suppliers who focus on sustainability and eco-friendly practices and support our drive as a Green and Gracious Builder.



Ho Lee Construction

SOCIAL METRICS

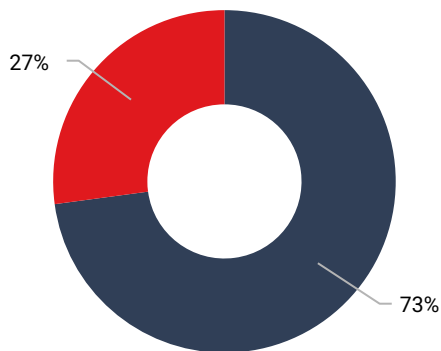
Diversity and Equal Opportunity

Total Number of Current Employees¹

118

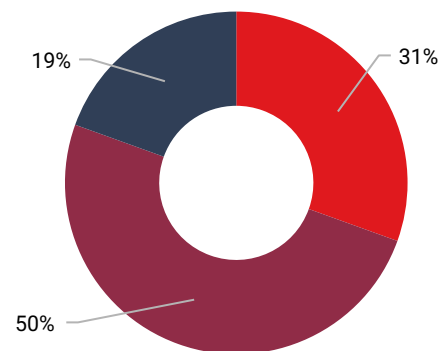
¹As of 31 December 2025

Number of employees by Gender



- Female 32
- Male 86

Number of employees by Age Group



- Under 30 years old 36
- 30-50 years old 59
- Over 50 years old 23



We strive to create a workplace at Ho Lee Group built on respect, where every individual, regardless of age or gender, is treated with fairness and appreciation. We believe that a supportive and inclusive culture drives success, and we are dedicated to ensuring all employees feel valued for their unique contributions.

Wee Poh Construction

SOCIAL METRICS

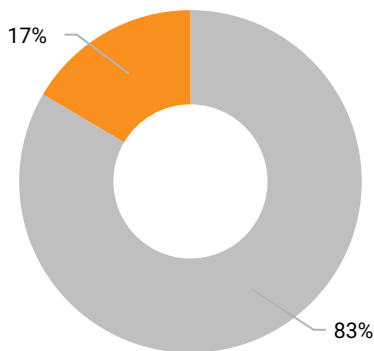
Diversity and Equal Opportunity

Total Number of Current Employees¹

103

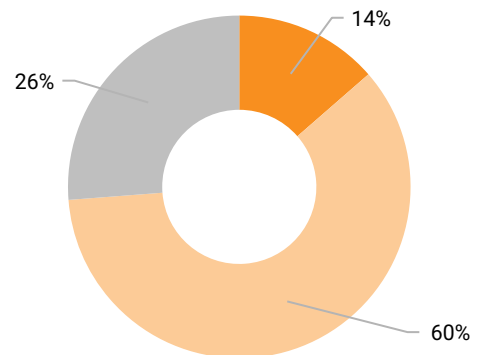
¹As of 31 December 2025

Number of employees by Gender



- Female 17
- Male 86

Number of employees by Age Group




- Under 30 years old 14
- 30-50 years old 62
- Over 50 years old 27

While the construction industry naturally has a predominantly male workforce, it is understandable that our workforce is predominantly male, however, we fully support gender diversity and are committed to providing equal opportunities for all employees to grow, advance, and succeed across every area of our business. Respect and inclusion remain at the heart of our operations, and we are proud to maintain an environment where everyone is empowered to perform at their best.


Ho Lee Construction

SOCIAL METRICS

Supporting Employee Well-being

 New Employee Hires – Ho Lee Construction			
Category	Items	Number	Rate
By Age Group	Below 30 years old	17	47%
	Between 30 to 50 years old	23	39%
	Above 50 years old	1	4%
By Gender Group	Male	35	41%
	Female	6	19%

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

 Employee Turnover – Ho Lee Construction			
Category	Items	Number	Rate
By Age Group	Below 30 years old	17	47%
	Between 30 to 50 years old	24	41%
	Above 50 years old	6	26%
By Gender Group	Male	40	47%
	Female	7	22%


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

We continue to strengthen our workforce by attracting new talent who bring fresh perspectives, diverse experiences, and renewed energy to our teams. Each new hire contributes to our culture of continuous improvement and supports the development of capabilities needed to meet future challenges. As we grow, we remain committed to nurturing and developing the next generation of professionals, ensuring a strong and sustainable talent pipeline that supports our long-term success.


Wee Poh Construction

SOCIAL METRICS

Supporting Employee Well-being

 New Employee Hires – Wee Poh Construction			
Category	Items	Number	Rate
By Age Group	Below 30 years old	6	43%
	Between 30 to 50 years old	30	48%
	Above 50 years old	12	44%
By Gender Group	Male	40	47%
	Female	8	47%

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

 Employee Turnover – Wee Poh Construction			
Category	Items	Number	Rate
By Age Group	Below 30 years old	15	107%
	Between 30 to 50 years old	21	34%
	Above 50 years old	4	15%
By Gender Group	Male	34	40%
	Female	6	35%

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

At Ho Lee Group, we are committed to fostering a supportive workplace that values personal growth, well-being, and long-term employee engagement. We continuously refine our people practices to ensure our employees feel valued, secure, and motivated to grow with the organization.

We offer a range of employee benefits, including healthcare coverage, insurance protection, parental leave, retirement provisions, performance-based incentives, competitive remuneration, and various leave entitlements, supporting our employees both professionally and personally.

Ho Lee Construction

SOCIAL METRICS

Occupational Health and Safety

Number of fatalities as a result of work-related injury

0



Number of high-consequence work-related injuries

0



Number of recordable work-related injuries

1



Number of recordable work-related ill health cases

0



Safety remains a top priority at Ho Lee Construction, particularly within the high-risk construction environment. We are committed to safeguarding our workforce through robust safety practices, clear procedures, and ongoing training across all project sites.

When incidents occur, we conduct thorough investigations to identify root causes and implement corrective actions. These measures strengthen our risk management approach, improve safety systems, and reinforce a strong safety culture, ensuring our employees feel protected and confident while at work.

Wee Poh Construction

SOCIAL METRICS

Occupational Health and Safety

Number of fatalities as a result of work-related injury

0



Number of high-consequence work-related injuries

0



Number of recordable work-related injuries

0



Number of recordable work-related ill health cases

0



At Wee Poh Construction, maintaining a safe and healthy workplace is central to our operations. We place strong emphasis on proactive hazard identification, site-specific risk assessments, and consistent safety supervision to manage the risks inherent in construction activities.

Any safety incidents are carefully reviewed to draw lessons and prevent recurrence. Insights gained from these reviews are used to improve work practices, strengthen controls, and raise safety awareness across our sites. In FY2025, no work-related injuries or fatalities were recorded. Through continuous improvement, we aim to provide a work environment where safety is embedded in daily operations and everyone returns home safely.

SOCIAL METRICS

Training and Education

Ho Lee Construction

Average Hours of Trainings per year per employee



10.92 hours

Male



5.68 hours

Female

Wee Poh Construction

Average Hours of Trainings per year per employee



14.98 hours

Male



14.20 hours

Female

At Ho Lee Group, employee development plays an important role in supporting both individual growth and Ho Lee Group’s continued progress. We recognise that ongoing learning is essential for employees to remain responsive to changes in industry practices, technology, and professional standards.

To facilitate skills enhancement, we offer funding assistance for employees to pursue external training and educational programmes. This support covers relevant courses conducted by recognised training providers, allowing employees to strengthen technical knowledge, improve professional competencies, and meet regulatory or industry requirements.

By investing in external learning opportunities, we enables our workforce to build capability, develop professionally, and contribute more effectively to Ho Lee Group’s long-term resilience and success.

SOCIAL METRICS

Community Engagement

Social & Recreational Committee



Our people and community are central to everything we do. Through initiatives led by our Social & Recreational Committee, we support employee well-being, skill development, and teamwork, while actively engaging with the community through volunteering, charitable efforts, and meaningful social initiatives.

Blood Donation Drive

In FY2025, Ho Lee Group organized a blood donation drive to support local healthcare services and give back to the community. Employees participated enthusiastically, demonstrating our collective commitment to social responsibility and the well-being of those in need. The initiative reinforced our culture of care, teamwork, and active community engagement.



Workforce Wellbeing and Social Sustainability

We are committed to workforce wellbeing and social sustainability through the implementation of a Heat Stress Management Programme aligned with MOM guidelines, including shaded rest areas, hydration stations and appropriate work–rest regimes. Regular sustainability training and environmental toolbox talks are conducted to reinforce responsible practices among site personnel. Proactive community engagement measures, such as advance notifications of key milestones, feedback channels and site visits where appropriate, are implemented to maintain positive stakeholder relations and minimise public inconvenience.



GOVERNANCE METRICS

Anti-Corruption

Ho Lee Group has not recorded any incidents related to corruption to date.

At Ho Lee Group, we uphold a strong commitment to integrity across all aspects of our operations and construction projects. We maintain a zero-tolerance stance toward corruption, bribery, and unethical conduct. Any attempt to offer or accept improper benefits—whether in the form of money, gifts, or other inducements to secure business advantage—is strictly prohibited and may result in legal action and reputational harm.

In an industry where transparency and fair competition are essential, we compete based solely on the quality and merit of our work. We do not give or receive gifts, hospitality, travel, entertainment, or other benefits intended to influence decisions or obtain an unfair advantage in the award of contracts or projects. Cash gifts or cash equivalents are expressly disallowed. Any business obtained through improper or unethical means contradicts our values and will not be accepted.

We encourage employees to raise concerns or report any behaviour that may compromise our ethical standards. This approach helps safeguard our reputation for accountability and fair dealing within the construction sector. In addition, we expect our business partners, subcontractors, and suppliers to adhere to the same standards of integrity, and we avoid engaging with parties known to be involved in corrupt practices.



GRI CONTENT INDEX

Statement of Use

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

GRI 1 Used

GRI 1: Foundation 2021

GRI 2: General Disclosures 2021

2-1	Organisation details	Pg. 5-6
2-2	Entities included in the organisation's sustainability reporting	Pg. 5-6
2-3	Reporting period, frequency and contact point	Pg. 4
2-5	External assurance	Pg. 4
2-7	Employees	Pg. 28-34
2-28	Membership associations	Pg. 11

GRI 3: Material Topics 2021

3-1	Process to determine material topics	Pg. 12
3-2	List of material topics	Pg. 12
3-3	Management of material topics	Pg. 12

GRI 205: Anti-Corruption 2016

205-1	Operations assessed for risks	Pg. 36
205-2	Communication and training about anti-corruption policies and procedures	Pg. 36
205-3	Confirmed incidents of corruption and actions taken	Pg. 36

GRI 302: Energy 2016

302-1	Energy Consumption within the organisation	Pg. 15, 20
302-4	Reduction of energy consumption	Pg. 20

GRI 303: Water and Effluents 2018

303-5	Water consumption	Pg. 16, 21
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GRI CONTENT INDEX

GRI 305: Emissions 2016

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305-2	Energy indirect (Scope 2) GHG emissions	Pg. 18-23
305-3	Other indirect (Scope 3) GHG emissions	Pg. 18-23

GRI 306: Waste 2010

306-3	Waste Generated	Pg. 17, 22
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GRI 401: Employment 2016

401-1	New employee hires and employee turnover	Pg. 30-31
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Pg. 31
401-3	Parental leave	Pg. 31

GRI 403: Occupational Health and Safety 2018

403-2	Hazard identification, risk assessment, and incident investigation	Pg. 32-33
403-3	Occupational health services	Pg. 32-33
403-6	Promotion of worker health	Pg. 32-33
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Pg. 32-33
403-9	Work-related injuries	Pg. 32-33
403-10	Work-related ill health	Pg. 32-33

GRI 404: Training and Education 2016

404-1	Average hours of training per year per employee	Pg. 34
404-2	Programmes for upgrading employee skills and transition assistance programs	Pg. 34

GRI 405: Diversity and Equal Opportunity 2016

405-1	Diversity of governance bodies and employees	Pg. 28-29
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CONTACT US



2025

Main Office

200 Jalan Sultan #04-25

Textile Centre Singapore 199018

Visit Us

Website: <https://holeegroup.com.sg/>

Email: enquiry@holeegroup.com.sg