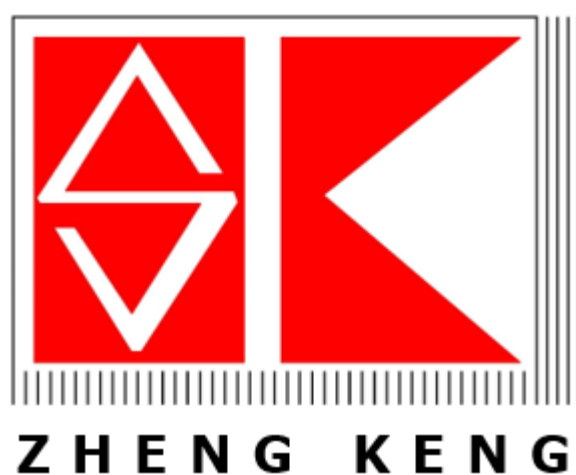


Sustainability Statement for October 2024 to September 2025



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Overview

Zheng Keng Engineering & Construction Pte Ltd (herein “Zheng Keng”) is a main contractor that has track records across many institutional, residential and commercial buildings in Singapore. Established in 1978 as a plumbing and sanitary works contractor, Zheng Keng has grown to be a leading construction company that integrates innovation and responsibility into every aspect of its operations. As one of Singapore’s first contractors to adopt new construction technologies such as Building Information Modelling (BIM) and Prefabricated Prefinished Volumetric Construction (PPVC), Zheng Keng demonstrates a proactive approach toward improving productivity, reducing material waste, and lowering its environmental footprint.

Anchored in a strong commitment to its people, Zheng Keng fosters a safe, inclusive, and collaborative work environment that values continuous learning and employee well-being. The company believes that every employee plays a key role in its success and actively promotes teamwork and open communication across all levels. Its progressive culture supports its ability to adapt to evolving sustainability expectations and align with Singapore’s transition toward a low-carbon, resource-efficient built environment. Zheng Keng also invests in developing its people through training to ensure employees stay relevant and confident in a changing industry landscape.

Zheng Keng’s commitment to safety, quality, and environmental responsibility is reflected in its adoption of internationally recognised management systems and long-standing emphasis on operational excellence. These systems provide a structured framework for consistent project delivery, risk management, and continual improvement across all worksites. The company upholds high standards in workmanship while taking steps to reduce its environmental impact and maintain a safe and healthy workplace. Its strong safety record and proactive practices have earned multiple industry recognitions, including the bizSAFE Partner and Champion Awards and the WSH Performance Award 2023 (Silver)—affirming Zheng Keng’s dedication to building responsibly and sustaining trust among its clients, employees, and partners.

Zheng Keng has taken importance of managing its environmental and social impacts. It continues to take gradual steps toward more responsible practices by improving resource efficiency, promoting safe worksites, and exploring technologies that support sustainable construction. We recognise that construction activities have significant environmental and social impacts, which leads to our commitment on delivering quality and reliable construction services that balance with environmental and social responsibility. This statement serves as our first step in sharing how we are beginning to integrate responsible practices into our work and decision-making processes.

Establishing Our ESG Baseline

Zheng Keng has embarked on its sustainability journey and are assigning efforts to understand and measure its environmental, social, and governance performance. Guided by our long-standing values of safety, quality, and environmental responsibility, we view sustainability as an extension of responsibility and commitment to continuous improvement. This first Sustainability Statement represents our efforts to establish a clear baseline, providing a foundation for setting future targets, tracking progress, and strengthening our contribution to a more sustainable built environment.

Environmental

Zheng Keng recognises the importance of managing its environmental footprint as part of responsible business operations. Guided by our core values of safety, quality, and environmental responsibility, we have begun formalising our environmental performance tracking to support data-driven decision-making and continuous improvement.

From October 2024 to September 2025, Zheng Keng's total greenhouse gas (GHG) emissions amounted 176.62 tCO₂e, comprising of Scope 1, 2, and 3 emissions

			Emission, tCO ₂ e	Emission intensity, tCO ₂ e/pax
Scope 1	Mobile emissions	HQ office	115.60	0.39
	Fugitive emissions	HQ office	0.32	0.00
	Total		115.92	0.39
Scope 2	Indirect emissions	HQ office	49.00	0.16
	Indirect emissions	Electric vehicle (EV)	2.11	0.01
	Total		51.11	0.17
Scope 3 (Category 1)	Indirect emissions	HQ office	9.59	0.03
	Total		9.59	0.03

Scope 1 emissions accounts for approximately 65% of Zheng Keng's total carbon footprint which arise mainly from diesel and petrol consumption for company vehicles and minor fugitive emissions from air-conditioning systems. To lower its mobile emissions, Zheng Keng has begun introducing electric vehicles (EVs) into its fleet, marking an early step toward reducing its reliance on conventional fuel and supporting Singapore's move toward cleaner transport options. The company is also exploring Variable Refrigerant Volume (VRV) systems, which use more environmentally friendly refrigerants and can further reduce emissions from cooling operations. This shift, alongside with enhanced maintenance schedules and regular leak inspections, aims to gradually reduce direct emissions and improve the emissions and improve the efficiency of cooling systems across its operations.

Scope 2 emissions totalled 51.11 tCO₂e, arising from electricity use at the headquarters and the charging of company electric vehicles (EVs). Total electricity consumption across operations was 51,108 kWh, resulting in an EUI¹ of 15.55 kWh/m² and emission intensity of 171.50 kWh per employee. However, this reporting scope currently covers only two out of the three EVs owned and provided to staff, as data for the third vehicle was not yet available at the time of reporting. Moving forward, Zheng Keng aims to capture full EV-related electricity consumption to ensure a more comprehensive representation of its indirect emissions.

For Scope 3, Zheng Keng has reported on their water consumption at HQ office. Water consumption for the year totalled 7,374,000 litres with a WEI² of 67.69 litres per person per day. While water use contributes less significantly to the company's environmental footprint, Zheng Keng continues to monitor consumption closely and adopt practical measures to minimise wastage at sites and offices.

Social

Guided by our long-standing values, we are committed to creating a workplace that prioritises employee well-being, inclusivity, and professional growth. This commitment extends to building a strong safety culture and contributing positively to the community.

As of September 2025, Zheng Keng employs 298 personnel, including both management and site-based employees. The workforce comprises 33 women and 265 men, representing 13 nationalities such as Singaporean, Malaysian, Indian, Burmese, Filipino, Bangladeshi, Chinese and more. This reflects the company's diverse and multicultural environment. While the construction sector remains male-dominated, Zheng Keng continues to encourage fair opportunities and strengthen female representation, particularly in management and administrative roles.

During the reporting year, there were 46 new hires and 56 resignations, resulting in a turnover rate of approximately 20%. We recognise the importance of employee engagement and aims to strengthen retention through continuous training, safe working conditions, and open communication within the company. Hence, Zheng Keng has dedicated a total of 1,512 training hours to upskilling employees across technical, safety, and operational competencies. Furthermore, regular performance reviews are also conducted for all employees, reinforcing a culture of accountability and continuous improvement.

Safety is an important integral part of Zheng Keng's identity, in which zero work-related injuries and fatalities were recorded during the reporting year. This reflects the strong

¹ Energy Use Intensity (EUI) is a metric that measures building energy efficiency. EUI is calculated by dividing a building's total annual electricity consumption (kWh) by its gross floor area (m³).

² Water Efficiency Index (WEI) is a metric used to measure water consumption efficiency of a organisation. WEI is calculated by dividing the total amount of water consumed by the number of people and days that occupies the location.

safety management practices and adherence to ISO 45001 standards. Ongoing safety briefings, toolbox talks, and refresher training help maintain high awareness levels across all employees.

Governance

Zheng Keng upholds high standards of integrity, accountability, and professionalism in all areas of its business. The company's governance approach is shaped by its commitment to transparent decision-making, compliance with regulations, and responsible project delivery. As a Building and Construction Authority (BCA) registered main contractor, Zheng Keng ensures that all operations meet Singapore's regulatory and safety standards and maintains ethical business conduct across its supply chain and stakeholder relationships.

Our leadership team plays an active role in driving operational excellence and sustainability performance. Oversight of environmental, social, and governance (ESG) matters rests with senior management, who integrate sustainability considerations into project planning, procurement, and daily operations. Regular reviews of health, safety, and environmental performance help ensure that the company's commitments are translated into measurable outcomes. Zheng Keng's certified management systems with ISO standards such as ISO 9001, ISO 14001, and ISO 45001, further strengthen consistency, compliance, and continual improvement across its projects.

In accordance with the highest ethical and compliance standards, we have a set of code of conduct guidance to set clear expectations for ethical behaviour, fairness, and respect in the workplace. It guides our employees and encourages our business partners in upholding honesty, avoiding conflict of interest, and complying with all applicable laws and regulations. This reinforces a culture of integrity and accountability across all levels of the organisation.

Moving forward, Zheng Keng aims to formalise its sustainability governance structure with clearer reporting lines, performance monitoring, and risk management processes to enhance transparency and accountability.

Appendix

Appendix 1: Environmental Performance

Reporting period	October 2024 to September 2025
Scope 1 emissions (tCO ₂ e)	1163.50
Scope 2 emissions (tCO ₂ e)	51.11
Scope 3 emissions (tCO ₂ e)	9.59
Total carbon emissions (tCO ₂ e)	1224.19

Table 1: Mobile Emissions (Scope 1)

Month	Diesel Consumption (Litres)	Emission from Diesel Consumption (tCO ₂ e)
October	1773.47	4.79
November	1723.44	4.65
December	1639.54	4.43
January	1180.20	3.19
February	1752.38	4.73
March	1787.40	4.83
April	1816.42	4.90
May	1764.62	4.76
June	2564.30	6.92
July	2603.13	7.03
August	2504.48	6.76
September	1929.01	5.21
Total	23038.39	62.20

Table 2: Fugitive Emissions (Scope 1)

AC unit (DAIKIN)	Quantity	Refrigerant recharged annually (kg)	Emission from Refrigerant Leakage (tCO ₂ e)
RXQ8TY1	1	0.059	0.10
RXQ12TY1	1	0.059	0.10
RXQ10TY1	4	0.059	0.10
RKM60PVMG	1	0.012	0.01
RKM60XVMG	1	0.012	0.01
Total			0.32

Table 3: Emission from Electricity Consumption at HQ office (Scope 2)

Month	Electrical consumption (kWh)	Emission from Electricity Consumption (tCO ₂ e)
October	13,680	5.64
November	13,724	5.65
December	12,495	5.15
January	13,177	5.43
February	11,088	4.57
March	8,816	3.63
April	8,293	3.42
May	7,207	2.97
June	8,040	3.31
July	7,407	3.05
August	7,654	3.15
September	7,356	3.03
Total	118,937	49.00

Table 4: Emission from Electricity Consumption of Electric Vehicle³ (Scope 2)

Month	Electrical consumption (kWh)	Emission from Electricity Consumption (tCO ₂ e)
October	0	0.00
November	89.17	0.04
December	222.61	0.09
January	201.35	0.08
February	546.97	0.23
March	547.91	0.23
April	510.33	0.21
May	563.68	0.23
June	608.05	0.25
July	602.71	0.25
August	640.57	0.26
September	579.30	0.24
Total	5112.65	2.11

³ Zheng Keng has three electric vehicles but only two were recorded for electricity consumption for this reporting period.

Table 5: Emission from Water Consumption at HQ Office (Scope 3)

Month	Water consumption (m3)	Emission from Water Consumption (tCO2e)
October	588	0.76
November	626	0.81
December	627	0.82
January	600	0.78
February	613	0.80
March	574	0.75
April	624	0.81
May	686	0.89
June	638	0.83
July	689	0.90
August	573	0.74
September	536	0.70
Total	7,374	9.59

Appendix 2: Employee Information

Table 6: Zheng Keng Employee's Age Composition

Age Group	<30 Years		30-50 years		>50 years	
	Pax	%	Pax	%	Pax	%
Executive Management	0	0	5	1.68	5	1.68
Non-Executive Management	0	0	7	2.35	12	4.03
All Other Employees	44	14.77	172	57.72	53	17.79

Table 7: Zheng Keng Employee's Gender Composition

Gender	Women		Men	
	Pax	%	Pax	%
Executive Management	3	1.01	7	2.35
Non-Executive Management	2	0.67	17	5.70
All Other Employees	28	9.40	241	80.87

Figure 1: Zheng Keng Employee's Nationality Composition

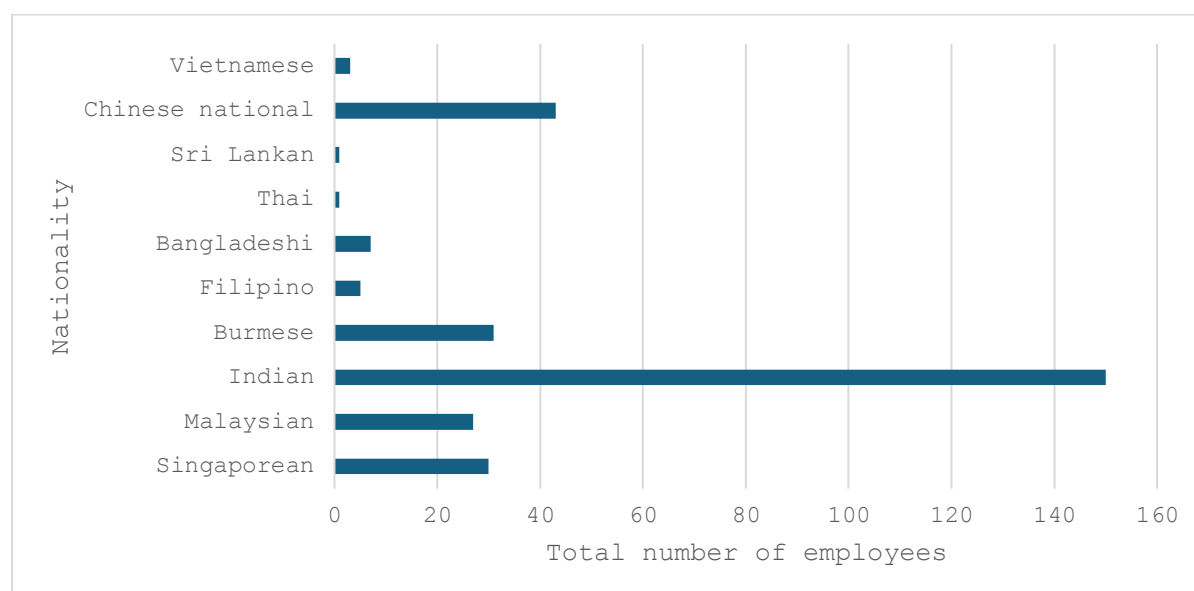


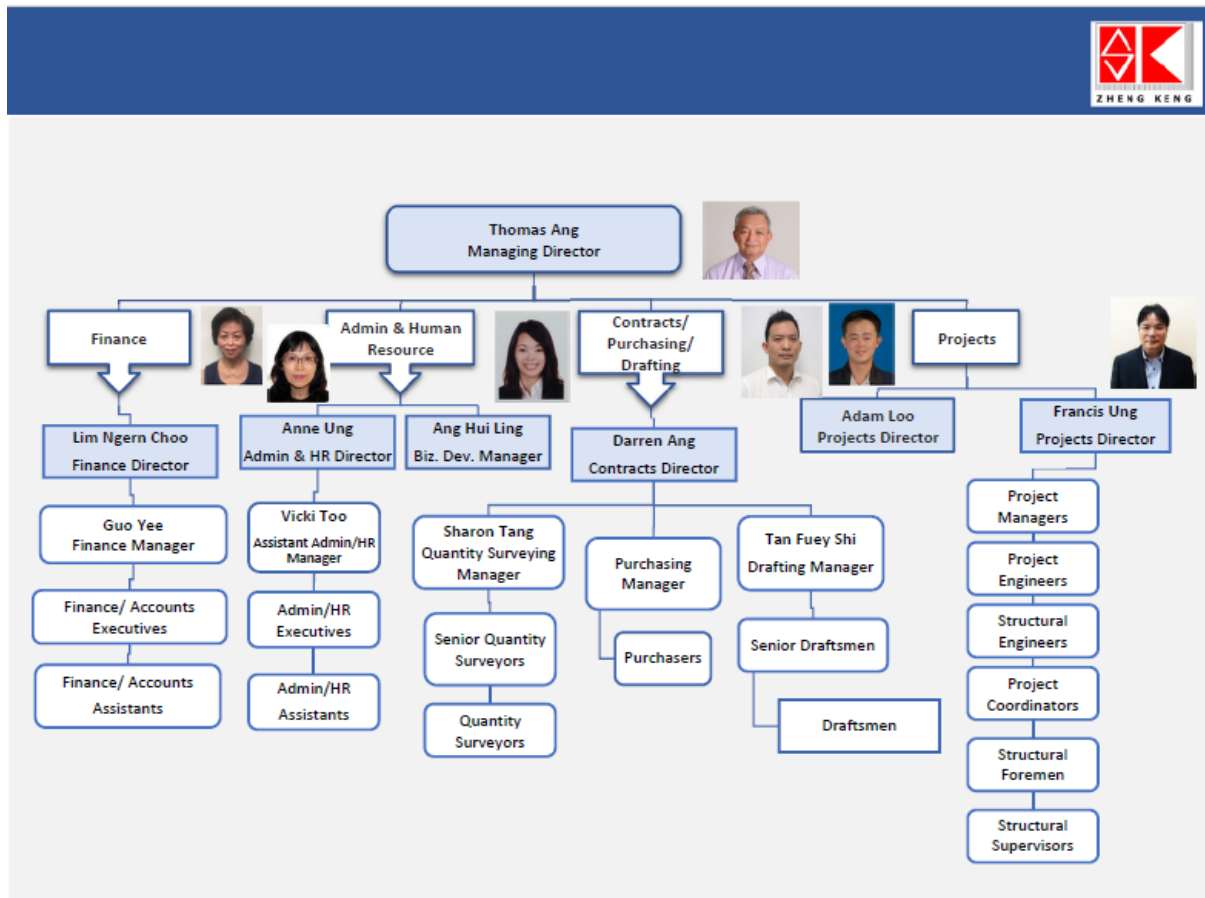
Table 8: Total Number of New Hires, Voluntary and Involuntary Resignation

Gender	Age	Total Number of New Hires	Total Number of Resignation	
			Voluntary Resignation	Involuntary Resignation (e.g. Retrenchment/Layoff)
Women	<30 Years	0	0	0
	30-50 years	6	6	0
	>50 years	0	0	0
Men	<30 Years	15	12	0
	30-50 years	21	24	0
	>50 years	4	14	0

Table 9: Training Topics Provided for Employee

Training Topics Conducted from October 2024 to September 2025
Basic Traffic Controller Course
Certificate of Competency in Earth Control Measures
Continuing Education and Training (CET)- Construction Plant Operation (CSP)
Continuing Education and Training (CET)- Electrical Works (ELW)
Continuing Education and Training (CET)- Plumbing & Piping Works (PPW)
Continuing Education and Training (CET)- Reinforced Concrete Works (RCW)
Continuing Education and Training (CET)- Reinforced Concrete Works-Method Statement (RCW-MS)
Continuing Education and Training (CET)- Structural Steel Works (SSW)
Coretrade- Electrical Wiring Installation
Coretrade- Plumbing & Pipefitting
Manage Work at Height
Occupational First Aid
Occupational First Aid- Refresher
Operate Forklift (without Class 3 Licence)
Operate Scissor Lift
Perform Metal Scaffold Erection
Perform Rigger & Signaller Tasks
Perform Work in Confined Space Operation
Registered Earthworks Supervisor
Supervise Construction Work for WSH/WSH Management in Construction Industry
Supervise Metal Scaffold Erection
WSH Coordinator Refresher Training

Appendix 3: Zheng Keng's Organisation Chart



Appendix 4: Certification

1. ISO 9001: 2015 Quality Management System
2. ISO 14001: 2015 Environmental Management System
3. ISO 45001: 2018 Occupational Health and Safety Management System
4. bizSAFE Partner Award 2020, 2022-2025
5. bizSAFE Champion Award 2022
6. WSHC bizSAFE Enterprise Exemplary Awards 2020, 2022-2025
7. WSH Performance Award 2023 (Silver)
8. WSH Sharp Awards 2022-2025
9. WSH Tech Award 2023