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HYGIEIA GROUP LIMITED

(Incorporated in the Cayman Islands with limited liability)

(Stock Code: 1650)

ANNUAL RESULTS ANNOUNCEMENT FOR THE YEAR ENDED 31 DECEMBER 2025

The board (the “**Board**”) of directors (the “**Directors**”) of Hygieia Group Limited (the “**Company**”), together with its subsidiaries (the “**Group**”), is pleased to announce the annual results and the audited annual consolidated financial information of the Group for the year ended 31 December 2025, together with the comparative figures for the year ended 31 December 2024. The results have been reviewed by the Audit Committee (the “**Audit Committee**”) and were approved by the Board on 30 March 2026.

FINANCIAL HIGHLIGHTS

- The audited revenue of the Group for the year ended 31 December 2025 amounted to approximately S\$80.7 million, representing an increase of approximately of S\$6.0 million or 8.0% as compared with that of approximately S\$74.7 million for the year ended 31 December 2024.
- The audited profit after tax of the Group for the year ended 31 December 2025 was approximately S\$2.6 million, which represented an increase of approximately S\$1.8 million or 215.7% as compared to with that of approximately S\$0.8 million for the year ended 31 December 2024.
- Basic and diluted earnings per share was S\$0.0013 for the year ended 31 December 2025 as compared to with that of S\$0.0004 for the year ended 31 December 2024.
- The Board has resolved to recommend a final dividend of S\$0.001 per share for the year ended 31 December 2025.

AUDITED CONSOLIDATED STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

For the year ended 31 December 2025

	<i>Note</i>	2025 <i>S\$'000</i>	2024 <i>S\$'000</i>
Revenue	3	80,666	74,697
Cost of sales	9	<u>(67,082)</u>	<u>(63,551)</u>
Gross profit		13,584	11,146
Other income	4	210	294
Other gains, net	5	160	165
Administrative expenses	9	<u>(10,554)</u>	<u>(10,079)</u>
Operating profit		3,400	1,526
Finance costs	7	<u>(103)</u>	<u>(178)</u>
Profit before income tax		3,297	1,348
Income tax expense	8	<u>(702)</u>	<u>(526)</u>
Profit for the year		<u>2,595</u>	<u>822</u>
Other comprehensive income:			
<i>Item that may be subsequently reclassified to profit or loss:</i>			
Exchange differences arising on translation of foreign operations		<u>11</u>	<u>17</u>
Other comprehensive income for the year, net of income tax		<u>11</u>	<u>17</u>
Total comprehensive income for the year		<u>2,606</u>	<u>839</u>

AUDITED CONSOLIDATED STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME (CONTINUED)

For the year ended 31 December 2025

	<i>Note</i>	2025 <i>S\$'000</i>	2024 <i>S\$'000</i>
Profit/(loss) for the year attributable to:			
Owners of the Company		2,666	756
Non-controlling interests		<u>(71)</u>	<u>66</u>
		<u>2,595</u>	<u>822</u>
Total comprehensive income/(loss) for the year attributable to:			
Owners of the Company		2,675	768
Non-controlling interests		<u>(69)</u>	<u>71</u>
		<u>2,606</u>	<u>839</u>
Earnings per share			
Basic and diluted (<i>Singapore cents</i>)	<i>10</i>	<u>0.13</u>	<u>0.04</u>

AUDITED CONSOLIDATED STATEMENT OF FINANCIAL POSITION

As at 31 December 2025

	<i>Note</i>	2025 <i>S\$'000</i>	2024 <i>S\$'000</i>
ASSETS			
Non-current assets			
Property, plant and equipment		2,313	2,404
Right-of-use assets		1,235	1,614
		3,548	4,018
Current assets			
Trade and other receivables, deposits and prepayments	12	20,081	19,153
Pledged bank deposits		306	–
Fixed bank deposits		4,399	7,437
Cash and cash equivalents		9,550	10,387
		34,336	36,977
Total assets		37,884	40,995
EQUITY			
Share capital		3,592	3,592
Reserves		22,900	24,225
Equity attributable to owners of the Company		26,492	27,817
Non-controlling interests		47	116
Total equity		26,539	27,933

AUDITED CONSOLIDATED STATEMENT OF FINANCIAL POSITION (CONTINUED)*As at 31 December 2025*

	<i>Note</i>	2025 <i>S\$'000</i>	2024 <i>S\$'000</i>
LIABILITIES			
Non-current liabilities			
Borrowings		41	351
Lease liabilities		439	404
		<u>480</u>	<u>755</u>
Current liabilities			
Trade and other payables	<i>13</i>	8,690	8,586
Borrowings		665	1,932
Lease liabilities		787	1,215
Income tax payable		723	574
		<u>10,865</u>	<u>12,307</u>
Total liabilities		<u>11,345</u>	<u>13,062</u>
Total equity and liabilities		<u>37,884</u>	<u>40,995</u>
Net current assets		<u>23,471</u>	<u>24,670</u>
Total assets less current liabilities		<u>27,019</u>	<u>28,688</u>

NOTES TO THE AUDITED CONSOLIDATED FINANCIAL STATEMENTS

1 GENERAL INFORMATION AND BASIS OF PREPARATION

1.1 General information

Hygieia Group Limited (the “**Company**”) was incorporated on 28 February 2019 in the Cayman Islands as an exempted Company with limited liability under the Companies Law (as revised) of the Cayman Islands. The address of the Company’s registered office is at Cricket Square, Hutchins Drive, P.O. Box 2681, Grand Cayman KY1-1111, Cayman Islands. Its parent is TEK Assets Management Limited which was incorporated in the British Virgin Islands. Its ultimate controlling party is Mr. Toh Eng Kui, who is also the chairman and executive director of the Company.

The Company is an investment holding company and its subsidiaries (collectively referred to as the “**Group**”) are principally engaged in the provision of cleaning services. The principal place of business in Singapore of the Group is at 6 Tagore Drive, #B1-02, Singapore 787623.

The Company’s shares were listed on the Main Board of the Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”) on 3 July 2020.

The consolidated financial statements are presented in Singapore dollars (“**S\$**”), which is also the functional currency of the Company and all values are rounded to the nearest thousands (S\$’000), except when otherwise stated.

1.2 Basis of preparation

The consolidated financial statements have been prepared in accordance with IFRS Accounting Standards issued by the International Accounting Standards Board (the “**IASB**”). In addition, the consolidated financial statements include applicable disclosures required by the Rules Governing the Listing of Securities on the Stock Exchange and by the disclosure requirements of the Hong Kong Companies Ordinance.

2 APPLICATION OF NEW AND AMENDMENTS TO IFRS ACCOUNTING STANDARDS

Amendments to IFRS Accounting Standards that are mandatorily effective for the current year

In the current year, the Group has applied the following amendments to IFRS Accounting Standards as issued by the IASB for the first time, which are mandatorily effective for the annual period beginning on 1 January 2025 for the preparation of the consolidated financial statements:

Amendments to IAS 21	Lack of Exchangeability
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The application of the amendments to IFRS Accounting Standards in the current year has had no material impact on the Group’s financial positions and performance for the current and prior years and/or on the disclosures set out in these consolidated financial statements.

New and amendments to IFRS Accounting Standards in issue but not yet effective

The Group has not early applied the following new and amendments to IFRS Accounting Standards that have been issued but are not yet effective:

Amendments to IFRS 9 and IFRS 7	Amendments to the Classification and Measurement of Financial Instruments ²
Amendments to IFRS 9 and IFRS 7	Contracts Referencing Nature-Dependent Electricity ²
Amendments to IFRS 10 and IAS 28	Sale or Contribution of Assets between an Investor and its Associate or Joint Venture ¹
Amendments to IFRS Accounting Standards	Annual Improvements to IFRS Accounting Standards — Volume 11 ²
IFRS 18	Presentation and Disclosure in Financial Statements ³
Amendments to IAS 21	Translation to a Hyperinflationary Presentation Currency ³

¹ Effective for annual periods beginning on or after a date to be determined.

² Effective for annual periods beginning on or after 1 January 2026.

³ Effective for annual periods beginning on or after 1 January 2027.

The directors of the Company anticipate that the application of all new and amendments to IFRS Accounting Standards will have no material impact on the consolidated financial statements in the foreseeable future.

3 REVENUE AND SEGMENT INFORMATION

The Company's executive directors monitor the operating results of its operating segment for the purpose of making decisions about resource allocation and performance assessment.

The chief operating decision-maker has been identified as the executive directors of the Group. The executive directors consider the segment from a business perspective. The executive directors regard the Group's business as one single operating segment that qualifies as reportable segment under IFRS 8 Operating Segments and review the financial information accordingly for the purposes of allocating resources and assessing performance of the operating segment.

(a) Disaggregation of revenue from contracts with customers

	2025 S\$'000	2024 S\$'000
Provision of cleaning services	80,587	74,611
Sales of goods	79	86
	<u>80,666</u>	<u>74,697</u>
Timing of revenue recognition:		
Over time	80,587	74,611
Point in time	79	86
	<u>80,666</u>	<u>74,697</u>

The Group's revenue by geographical location is as follows:

	2025	2024
	S\$'000	S\$'000
Singapore	68,075	64,301
Thailand	12,591	10,396
	<u>80,666</u>	<u>74,697</u>

The Group's revenue from customer contributing over 10% of the total revenue of the Group is as follows:

	2025	2024
	S\$'000	S\$'000
Customer A	10,902	N/A ¹

¹ The corresponding revenue did not contribute over 10% of the total revenue of the Group.

(b) Non-current assets by geographical location

	2025	2024
	S\$'000	S\$'000
Singapore	3,223	3,870
Thailand	325	148
	<u>3,548</u>	<u>4,018</u>

4 OTHER INCOME

	2025	2024
	S\$'000	S\$'000
Interest income	163	292
Sale of crockery items	40	–
Others	7	2
	<u>210</u>	<u>294</u>

5 OTHER GAINS, NET

	2025	2024
	S\$'000	S\$'000
Net exchange gain	93	117
Gain on disposal of property, plant and equipment	64	47
Gain on lease termination	3	1
	<u>160</u>	<u>165</u>

6 EMPLOYEE BENEFIT EXPENSES (INCLUDING DIRECTORS' EMOLUMENTS)

	2025	2024
	S\$'000	S\$'000
Salaries and other allowances	53,707	48,734
Employer's contribution to defined contribution plan	3,871	3,486
Other employee benefits	826	979
	<u>58,404</u>	<u>53,199</u>

Included in employee benefit expenses are government grants on employment credit provided by the Singapore government which has been netted off against the wages and salaries amounting to S\$2,140,000 for the year ended 31 December 2025 (2024: S\$1,497,000).

All of the government grants have been credited against employee benefit expenses included in "cost of sales".

Employee benefits expenses have been included in consolidated statement of profit or loss and other comprehensive income as follows:

	2025	2024
	S\$'000	S\$'000
Cost of sales	51,952	47,555
Administrative expenses	6,452	5,644
	<u>58,404</u>	<u>53,199</u>

7 FINANCE COSTS

	2025 S\$'000	2024 S\$'000
Interest on term loans	26	66
Interest on lease liabilities	53	76
Interest on hire purchase arrangements	14	27
Interest on trade receivables financing	3	–
Other finance costs	7	9
	<u>103</u>	<u>178</u>

8 INCOME TAX EXPENSE

	2025 S\$'000	2024 S\$'000
Current tax:		
– Singapore corporate income tax (“CIT”)	715	493
– Thailand CIT	8	30
(Over)/under provision in prior years	(21)	3
	<u>702</u>	<u>526</u>

Singapore CIT is calculated at 17% of the estimated assessable profit for the year ended 31 December 2025 (2024: 17%).

Thailand CIT is calculated at the 20% of the estimated assessable profit for the year ended 31 December 2025 (2024: 20%).

9 EXPENSES BY NATURE

	2025	2024
	S\$'000	S\$'000
Auditor's remuneration	117	120
Employee benefit expenses (including directors' emoluments) (Note 6)	58,404	53,199
Purchase of supplies	3,069	2,811
Subcontractor charges	5,394	6,397
Foreign worker levies and fees	3,515	3,387
Allowance for expected credit loss ("ECL") on trade receivables recognised	346	569
Depreciation of property, plant and equipment	730	805
Depreciation of right-of-use assets	1,404	1,777
Legal and professional fees	432	684
Repair and maintenance	239	670
Rental of low-value equipment	183	141
Rental of workers' accommodation under short-term leases	514	301
Others	3,289	2,769
	<hr/>	<hr/>
Total cost of sales and administrative expenses	77,636	73,630

10 EARNINGS PER SHARE

	2025	2024
Earnings for the purpose of basic and diluted earnings per share:		
Profit attributable to owners of the Company (S\$'000)	2,666	756
Number of shares for the purpose of basic and diluted earnings per share:		
Weighted average number of ordinary shares in issue ('000)	2,000,000	2,000,000
Basic and diluted earnings per share (Singapore cents)	0.13	0.04

Diluted earnings per share for both years were the same as the basic earnings per share as there were no potential ordinary shares in issue for both 2025 and 2024.

11 DIVIDENDS

	2025 S\$'000	2024 S\$'000
Dividends for ordinary shareholders of the Company recognised as distribution during the year:		
2023 Final – S\$0.0015 per ordinary share	–	3,000
2024 Final – S\$0.002 per ordinary share	<u>4,000</u>	<u>–</u>
	<u>4,000</u>	<u>3,000</u>

Subsequent to the end of the reporting period, a final dividend of S\$0.001 per ordinary share for the year ended 31 December 2025 has been proposed by the Board and is subject to shareholders' approval at the forthcoming annual general meeting of the Company.

12 TRADE AND OTHER RECEIVABLES, DEPOSITS AND PREPAYMENTS

	2025 S\$'000	2024 S\$'000
Trade receivables	16,585	13,906
Less: allowances for ECL	<u>(910)</u>	<u>(548)</u>
	<u>15,675</u>	<u>13,358</u>
Unbilled revenue	2,881	3,788
Less: allowances for ECL	<u>(13)</u>	<u>(21)</u>
	<u>2,868</u>	<u>3,767</u>
Deposits	443	610
Prepayments	478	400
Other receivables	<u>617</u>	<u>1,018</u>
	<u>1,538</u>	<u>2,028</u>
Total	<u>20,081</u>	<u>19,153</u>

The Group generally grants credit terms to its customers ranging from 0–90 days. The ageing analysis of the Group's trade receivables based on invoice date (net of allowance for ECL) is as follows:

	2025	2024
	<i>S\$'000</i>	<i>S\$'000</i>
0 to 30 days	7,342	6,169
31 to 60 days	4,937	3,952
61 to 90 days	2,106	1,608
91 to 120 days	813	727
Over 120 days	477	902
	<hr/> 15,675 <hr/>	<hr/> 13,358 <hr/>

13 TRADE AND OTHER PAYABLES

	2025	2024
	<i>S\$'000</i>	<i>S\$'000</i>
Trade payables	1,456	1,770
Other payables	2,306	1,625
Accrued expenses	266	286
Accrued employee benefit expenses	4,662	4,905
	<hr/> 8,690 <hr/>	<hr/> 8,586 <hr/>

The ageing analysis of the Group's trade payables based on invoice dates at 31 December 2025 and 31 December 2024 were as follows:

	2025	2024
	<i>S\$'000</i>	<i>S\$'000</i>
0 to 30 days	702	936
31 to 60 days	431	562
61 to 90 days	116	117
Over 90 days	207	155
	<hr/> 1,456 <hr/>	<hr/> 1,770 <hr/>

MANAGEMENT DISCUSSION AND ANALYSIS

BUSINESS REVIEW

The Group is an established general cleaning service provider in the environmental services industry headquartered in Singapore with operations in both Singapore and Thailand. The Group primarily provides general cleaning works for a variety of public and private venues including shopping malls, commercial and industrial buildings, hotels, private condominiums as well as public access areas in town councils in Singapore. In Thailand, the Group provides general cleaning works for private customers at private residences, offices, retail outlets and industrial buildings.

The Group has more than 30 years of experience in the environmental services industry, and with their L6-graded FM02 workhead for “Housekeeping, Cleansing, Desilting and Conservancy” services currently held by Eng Leng, the Group is able to tender for public sector service contracts of an unlimited contract value. As at 30 March 2026, Eng Leng was one of 43 registered contractors holding an L6-graded FM02 workhead among 514 contractors registered with the FM02 workhead. The Group has a quality management system accredited by their ISO 9001:2015 certification for the provision of cleaning and housekeeping services, and the Group has been recognised by the NEA with the Class 1 License under its Cleaning Business License scheme.

During the year, the Group continued to invest in automation and digitalisation to enhance productivity and reduce reliance on manual labour. The Group also placed emphasis on staff training and retention, recognising that skilled manpower is critical to delivering consistent service quality. For the year ended 31 December 2025, the Group had achieved a 8.0% increase in revenue as compared to the corresponding period in 2024, primarily due to new projects awarded in Singapore, as well as the organic growth of the Group’s environmental services business in Thailand.

As at 30 March 2026, the Group had 299 ongoing service contracts, excluding one-off contracts, with outstanding contract sums of approximately S\$69.6 million.

FUTURE PROSPECTS

In 2026, the Group will continue its vision to become an integrated service provider in the environmental services industry, and to provide consistent and quality cleaning services to customers. While the Group expects the Singapore environmental services industry to remain competitive due to manpower constraints, the Group remains committed in enhancing its productivity through investments in technology and training. The management and staff will remain vigilant and nimble, look ahead and make necessary adjustments to remain a market leader in the environmental services industry in Singapore. The Group will strive to further entrench and increase its market presence in the industry. At the same time, the Group may also explore additional investment prospects that could generate additional returns to the Group.

FINANCIAL REVIEW

Revenue

For the year ended 31 December 2025, the Group's total revenue was approximately S\$80.7 million, representing an increase of approximately 8.0% from approximately S\$74.7 million for the year ended 31 December 2024. This increase was primarily due to new contracts awarded in Singapore, as well as the organic growth of the Group's environmental services business in Thailand.

Cost of Sales

For the year ended 31 December 2025, the cost of sales was approximately S\$67.1 million, representing an increase of approximately 5.6% from approximately S\$63.6 million for the year ended 31 December 2024. Please refer to the paragraph "Gross Profit and Gross Profit Margin" below for the explanation of the increase.

Gross Profit and Gross Profit Margin

Gross profit increased from approximately S\$11.1 million for the year ended 31 December 2024 to approximately S\$13.6 million for the year ended 31 December 2025. The gross profit margin increased from 14.9% for the year ended 31 December 2024 to 16.8% for the year ended 31 December 2025, which was primarily due to improved cost control and operational efficiency, including optimisation of manpower deployment, and the increase in receipts of government grants on employment credit. For the year ended 31 December 2025, the Group has recognised approximately S\$2.1 million of government grants on employment credit in total (31 December 2024: S\$1.5 million).

Other Expenses

Administrative Expenses

Administrative expenses increased from approximately S\$10.1 million for the year ended 31 December 2024 to approximately S\$10.6 million for the year ended 31 December 2025, which was primarily due to the increase in employee benefits expenses.

Finance Costs

Finance costs decreased from approximately S\$178,000 for the year ended 31 December 2024 to S\$103,000 for the year ended 31 December 2025, primarily due to the Group's decreased interest expense incurred on its borrowings.

Other Income

Other income decreased from approximately S\$294,000 for the year ended 31 December 2024 to approximately S\$210,000 for the year ended 31 December 2025, primarily due to the lower interest income generated from a lower average balance of fixed bank deposits and lower effective rate for the year ended 31 December 2025.

Other Gains, Net

Other gains for the year ended 31 December 2025 have remained relatively constant at S\$160,000 as compared to approximately S\$165,000 for the year ended 31 December 2024.

Income Tax Expense

The income tax expense for the year ended 31 December 2025 was approximately S\$702,000 as compared with S\$526,000 during the year ended 31 December 2024. Such increase was mainly attributable to the overall higher chargeable income of the subsidiaries of the Company.

Profit after Tax for the Year Ended 31 December 2025

As a result of the above factors, the net profit of the Group was approximately S\$2.6 million for the year ended 31 December 2025, an increase of approximately 215.7% as compared with the net profit of S\$0.8 million for the year ended 31 December 2024.

Final Dividend

The Board has resolved to recommend the payment of a final dividend of \$0.001 per Share for the year ended 31 December 2025 (2024: \$0.002 per Share).

Liquidity and Capital Resources

As at 31 December 2025, the current assets of the Group amounted to approximately S\$34.3 million, including cash and cash equivalents of approximately S\$9.6 million, fixed bank deposits of approximately S\$4.4 million, pledged bank deposits of approximately S\$0.3 million and trade and other receivables, deposits and prepayments of approximately S\$20.1 million. Current liabilities of the Group amounted to approximately S\$10.9 million, including trade and other payables of approximately S\$8.7 million, borrowings of approximately S\$0.7 million, lease liabilities of approximately S\$0.8 million and income tax payable of approximately S\$0.7 million. As at 31 December 2025, the current ratio (the current assets to current liabilities ratio) of the Group was 3.2, as compared with 3.0 as at 31 December 2024.

Net debt to equity ratio is calculated by dividing net debt by total equity. Since the amount of cash and cash equivalents exceeded that of bank borrowings, the Group was at a net cash position as at 31 December 2025. Thus, the net debt to equity ratio was not applicable (31 December 2024: N/A).

Capital Expenditures

Save as disclosed in this announcement, there were no other significant capital expenditure incurred during the year ended 31 December 2025.

Contingent Liabilities

The Group had no material contingent liabilities as at 31 December 2025.

Pledge of Assets

As at 31 December 2025, the banking facilities of the Group were secured by the following:

- (i) Trade receivables from debtors allowed under trade receivables financing;
- (ii) Debenture incorporating a fixed and floating charge over all assets of Eng Leng;
- (iii) Pledged bank deposits; and
- (iv) Corporate guarantee provided by the Company, Eng Leng and EL Holding Co., Ltd.

Future Plan for Material Investments and Capital Assets

Save as disclosed in this announcement, the Group did not have plans for material investments and capital assets as at 31 December 2025.

Significant Investments, Acquisitions and Disposals

Save as disclosed in this announcement, there were no other significant investments held, no material acquisitions or disposals of subsidiaries, associates and joint ventures during the year ended 31 December 2025.

Foreign Exchange Risk Management

The functional currency of the Group is SGD. The majority of the Group's revenue and expenditures are denominated in SGD. The Group currently does not have any foreign currency hedging policies. The management will continue to monitor the Group's foreign exchange risk exposure and consider adopting prudent measures as appropriate.

Events after the Reporting Period

After 31 December 2025 and up to the date of this announcement, there was no significant event relevant to the business or financial performance of the Group that has come to the attention of the Directors.

USE OF PROCEEDS FROM THE LISTING

The net proceeds raised by the Company from the Listing are approximately S\$11.8 million (after deduction of the underwriting commissions in respect of the Share Offer and other estimated expenses).

Set out below are the details of the allocation of the Net Proceeds (as revised in the announcement of the Company dated 21 December 2023), the utilised and unutilised amounts of the Net Proceeds as at 31 December 2025:

	Revised allocation of the net proceeds as disclosed in the announcement of the Company dated 21 December 2023 S\$'000	Approximate percentage of the total net proceeds	Utilised amounts as at 31 December 2025 S\$'000	Unutilised amounts as at 31 December 2025 S\$'000	Estimated completion of utilisation
Acquisition of landscaping company	1,774	15.0%	–	1,774	31 Dec 2025 (note (i))
Purchase of waste disposal equipment	605	5.1%	605	–	N/A
Hiring of waste disposal staff	627	5.3%	534	93	31 Dec 2025 (note (ii))
Cash flow mismatch	6,170	52.2%	6,170	–	N/A
Hiring of sales and marketing staff	166	1.4%	166	–	N/A
Hiring of safety officers	296	2.5%	223	73	31 Dec 2025 (note (ii))
Purchase of software and systems	284	2.4%	284	–	N/A
Leasing of automated machinery and equipment	721	6.1%	721	–	N/A
General working capital	1,182	10.0%	1,182	–	N/A
Total	11,825	100%	9,885	1,940	

Notes:

- (i) The delay in utilisation of proceeds was mainly attributable to the absence of suitable acquisition targets that meet the Group's investment criteria. The Group has adopted a prudent approach in evaluating potential acquisition opportunities and will carefully monitor the use of the unutilised proceeds in implementing our strategies to broaden our service offerings in Singapore.
- (ii) The delay in utilisation of proceeds was mainly due to slower-than-expected recruitment progress arising from a shortage of suitable candidates in the market. The Group has adopted a prudent hiring approach and will utilise the proceeds as recruitment progresses.

EMPLOYEE REMUNERATION AND RELATIONS

As at 31 December 2025, the Group had 3,349 employees (2,846 as at 31 December 2024). The Company's employees (including foreign workers) are remunerated according to their work skills, job scope, responsibilities and performance. Employees are also entitled to a discretionary bonus depending on their respective performances. The duration for which foreign workers are typically employed depends on the period specified in their work permits, and their employment with the Company is subject to renewal based on their performance. The Company also provides housing and medical insurance coverage for their foreign workers as required by the Singapore Ministry of Manpower.

Pursuant to the terms and conditions of the Group's cleaning business license, the Group has in place a progressive wage plan for employees who are Singapore citizens and permanent residents of Singapore that specifies the basic wage payable to each class of cleaners that conforms to the wage levels specified by the Commissioner for Labour. The Group also participates in the mandatory provident fund for local and permanent resident employees in accordance with the Central Provident Fund Act (Chapter 36) of Singapore as amended, supplemented and/or otherwise modified from time to time, and has paid the relevant contributions accordingly.

The Group believes that they maintain a good working relationship with their employees, and the Group has not experienced any material labour disputes during the Reporting Period.

CORPORATE GOVERNANCE CODE

The Company is committed to the establishment of good corporate governance practices and procedures with a view to being a transparent and responsible organisation which is open and accountable to the Shareholders.

In the opinion of the Directors, the Company has complied with the relevant code provisions contained in the CG Code during the Reporting Period. The Board will continue to review and monitor the practices of the Company with an aim of maintaining a high standard of corporate governance.

MODEL CODE FOR SECURITIES TRANSACTIONS BY DIRECTORS OF LISTED ISSUERS

Having made specific enquiry with all Directors of the Company, all Directors confirmed that they have complied with the required standard set out in the Model Code regarding directors' securities transactions for the year ended 31 December 2025.

AUDIT COMMITTEE

The Company established the Audit Committee with written terms of reference in compliance with the Listing Rules. The Audit Committee comprises three members, namely, Mr. Wong Yuk, Mr. Leung Chi Hang, Benson and Mr. Lew Chern Yong, all of whom are independent non-executive Directors. Mr. Wong Yuk is the chairman of the Audit Committee.

The Audit Committee, has reviewed the Company's audited consolidated annual results for the year ended 31 December 2025 and confirms that the applicable accounting principles, standards and requirements have been complied with, and that adequate disclosures have been made. The Audit Committee has also discussed the auditing, internal control and financial reporting matters.

The annual results for the year ended 31 December 2025 have been prepared in accordance with IFRS Accounting Standards.

SCOPE OF WORK OF THE COMPANY'S AUDITOR

The figures in respect of the Group's consolidated statement of financial position as at 31 December 2025, consolidated statement of profit or loss and other comprehensive income for the year ended 31 December 2025 and the related notes thereto as set out in this announcement have been agreed by the Company's auditors, HLB Hodgson Impey Cheng Limited, to the amounts set out in the Group's consolidated financial statements for the year. The work performed by HLB Hodgson Impey Cheng Limited in this respect did not constitute an assurance engagement and consequently no opinion or assurance has been expressed by HLB Hodgson Impey Cheng Limited on this announcement.

PURCHASE, SALE OR REDEMPTION OF THE COMPANY'S LISTED SECURITIES

Neither the Company nor any of its subsidiaries has purchased, sold or redeemed any of the Company's listed securities during the year ended 31 December 2025.

PUBLIC FLOAT

As at the date of this announcement, based on the information that is publicly available to the Company and within the knowledge of the Directors, the Company has maintained the prescribed public float under the Listing Rules.

ANNUAL GENERAL MEETING

The 2026 AGM of the Company will be held on Thursday, 21 May 2026, and the notice of the 2026 AGM will be published and despatched in the manner as required by the Listing Rules in due course.

CLOSURE OF REGISTER OF MEMBERS

For determining the entitlement of shareholders to attend and vote at the 2026 AGM, the register of members will be closed from Friday, 15 May 2026 to Thursday, 21 May 2026, both dates inclusive, during which period no transfer of shares will be registered. To be eligible to attend and vote at the 2026 AGM, all transfer documents accompanied by the relevant share certificates must be lodged with the Company's Hong Kong branch share registrar, Tricor Investor Services Limited, at 17/F, Far East Finance Centre, 16 Harcourt Road, Hong Kong for registration by no later than 4:30 p.m. on Thursday, 14 May 2026.

AMENDMENT TO THE TERMS OF REFERENCE OF THE NOMINATION COMMITTEE

The terms of reference of the nomination committee of the Company were amended on 30 March 2026 to strengthen the review of board independence, promote the Company’s workforce diversity policy, and to include the review the nomination policy progress and other duties in ensuring board effectiveness.

PUBLICATION OF ANNUAL RESULTS ANNOUNCEMENT AND ANNUAL REPORT

This annual results announcement is published on the websites of the Stock Exchange (www.hkexnews.hk) and the Company (<http://www.hygieiagroup.com/>). The annual report for the year ended 31 December 2025 containing all the information required by Appendix D2 to the Listing Rules will be dispatched to the Shareholders and available on the same websites in due course.

DEFINITIONS

“2026 AGM”	the annual general meeting of the Company to be held in Singapore on Thursday, 21 May 2026
“Audit Committee”	the audit committee of the Board
“Board”	the board of directors of the Company from time to time
“CG Code”	the Corporate Governance Code as set out in Appendix C1 to the Listing Rules
“Company”	Hygieia Group Limited, a company incorporated in the Cayman Islands as an exempted company with limited liability on 28 February 2019
“Director”	the director(s) of the Company
“Eng Leng”	Eng Leng Contractors Pte Ltd, a private company limited by shares that was incorporated in Singapore on 27 June 1991 and is a wholly-owned subsidiary of the Company

“FM02”	one of the maintenance workheads classified under the CRS (as defined in the Prospectus), where the title of the FM02 workhead is “Housekeeping, Cleansing, Desilting & Conservancy Services” and it refers to the provision of cleaning and housekeeping services for offices, buildings, compounds, industrial and commercial complexes, desilting and cleansing of drains and grass cutting
“Group”	the Company and its subsidiaries
“HK\$” or “Hong Kong Dollars”	Hong Kong dollars, the lawful currency of Hong Kong
“Hong Kong”	the Hong Kong Special Administrative Region of the PRC
“IFRS Accounting Standards”	International Financial Reporting Standards
“ISO 9001:2015”	a quality management system standard that is based on a number of quality management principles including a strong customer focus, the motivation and implication of top management, the process approach and continual improvement
“L6”	the highest financial grade for the FM02 workhead under the CRS (as defined in the Prospectus) in Singapore
“Listing”	the listing of the Shares on the Main Board of the Stock Exchange on 3 July 2020
“Listing Rules”	the Rules Governing the Listing of Securities on the Stock Exchange, as amended or supplemented from time to time
“Model Code”	the Model Code for Securities Transactions by Directors of Listed Issuers contained in Appendix C3 to the Listing Rules
“NEA”	the National Environment Agency, a statutory body under the Singapore Ministry of the Environment and Water Resources which is responsible for improving and sustaining a clean and green environment in Singapore

“Prospectus”	the prospectus of the Company dated 12 June 2020
“Reporting Period”	the year ended 31 December 2025
“Share Offer”	the Public Offer (as defined in the Prospectus) and the Placing (as defined in the Prospectus)
“Shareholders”	holder(s) of Shares
“Shares”	ordinary shares(s) with a nominal value HK\$0.01 each in the issued share capital of the Company
“Singapore”	the Republic of Singapore
“Singapore Government”	the government of Singapore
“Stock Exchange”	The Stock Exchange of Hong Kong Limited
“subsidiary(ies)”	has the meaning ascribed to it under the Listing Rules
“S\$” or “SGD”	Singapore dollars, the lawful currency of Singapore
“Thailand”	the Kingdom of Thailand
“%”	per cent

By Order of the Board
Hygieia Group Limited
Toh Eng Kui
Chairman

Singapore, 30 March 2026

As at the date of this announcement, the executive Directors are Mr. Toh Eng Kui, Mr. Peh Poon Chew and Ms. Toh Lek Siew, the independent non-executive Directors are Mr. Leung Chi Hang Benson, Mr. Lew Chern Yong and Mr. Wong Yuk.