



Vibrant Group Limited



BUILDING TOMORROW'S MOMENTUM, TODAY

SUSTAINABILITY REPORT 2025

BOARD STATEMENT

The Board of Directors (the “Board”) is pleased to present the Sustainability Report (the “Report” or “Sustainability Report”) of Vibrant Group Limited (the “Company” and collectively with its subsidiaries, the “Group” or “Vibrant Group”) for the financial year ended 30 April 2025 (“FY2025”). This Report aims to provide transparency into our sustainability journey, engage with our stakeholders on our approach and outline the Group’s commitment to sustainability by detailing our environmental, social, and governance (“ESG”) and climate-related initiatives, plans, and performance.

We view sustainability as integral to our growth and success. The Board has embedded sustainability considerations into the Group’s strategic direction, and the Sustainability Steering Committee (“SSC”), comprising senior management, supports the Board in setting and monitoring ESG and climate-related objectives. Through close collaboration, we have identified, managed, and tracked material ESG factors.

Recognising the critical role of sustainability, the Group is committed to improving its performance and making positive contributions to the environment, our employees, and our communities. This includes reducing our environmental footprint, investing in employee well-being, and empowering communities through sustainable practices. As part of our ongoing commitment to climate change, the Group provided its climate-related disclosures consistent with the recommendations of the Task Force on Climate-related Financial Disclosures (the “TCFD”).

All Directors have attended the approved sustainability training courses to enhance their understanding of sustainability issues and strengthen our leadership in this area.

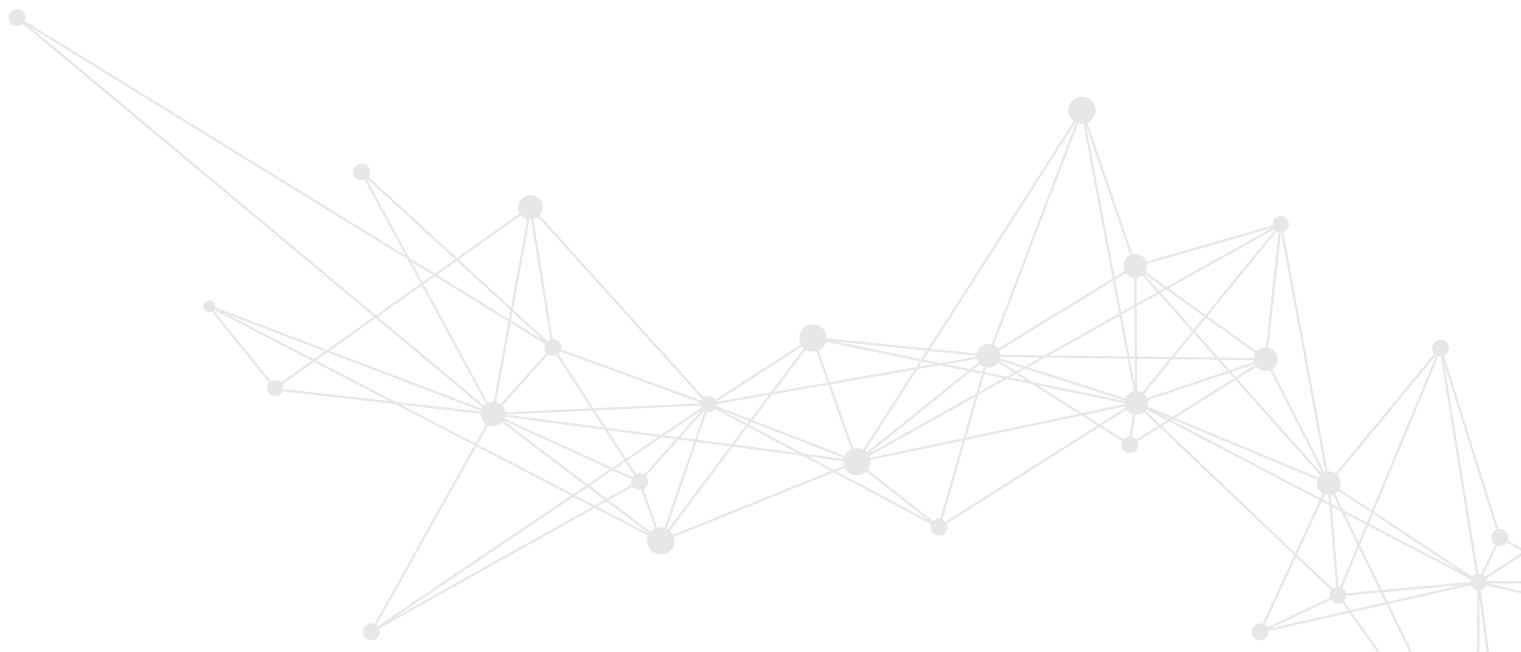
The Board extends its appreciation to our employees, customers, and business partners for their continued support of our sustainability efforts. We look forward to further engaging all stakeholders as we progress on our sustainability journey.

Vibrant Group’s Board of Directors



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ABOUT VIBRANT GROUP

Vibrant Group Limited (formerly known as Freight Links Express Holdings Limited) was incorporated in 1986 and listed on the Singapore Exchange Securities Trading Limited ("SGX-ST") in 1995 on what was then known as SGX-SESDAQ. The listing was transferred to the SGX Main Board in 1997. The Group offers a comprehensive range of integrated logistics services including international freight forwarding, chemical storage and logistics, warehousing and distribution, and record management. The Group is also engaged in real estate business (including property management, development and investment) and financial services such as fund management and financial leasing services.



OUR SUSTAINABILITY EFFORTS

As a growth-oriented business, the Group remains alert to opportunities for enhancing performance, including in sustainability. We recognise the increasing importance of ESG and climate-related issues to our stakeholders and the global community. Accordingly, we are committed to embedding sustainability practices at the core of our business strategy.

GOVERNANCE STRUCTURE FOR SUSTAINABILITY MATTERS

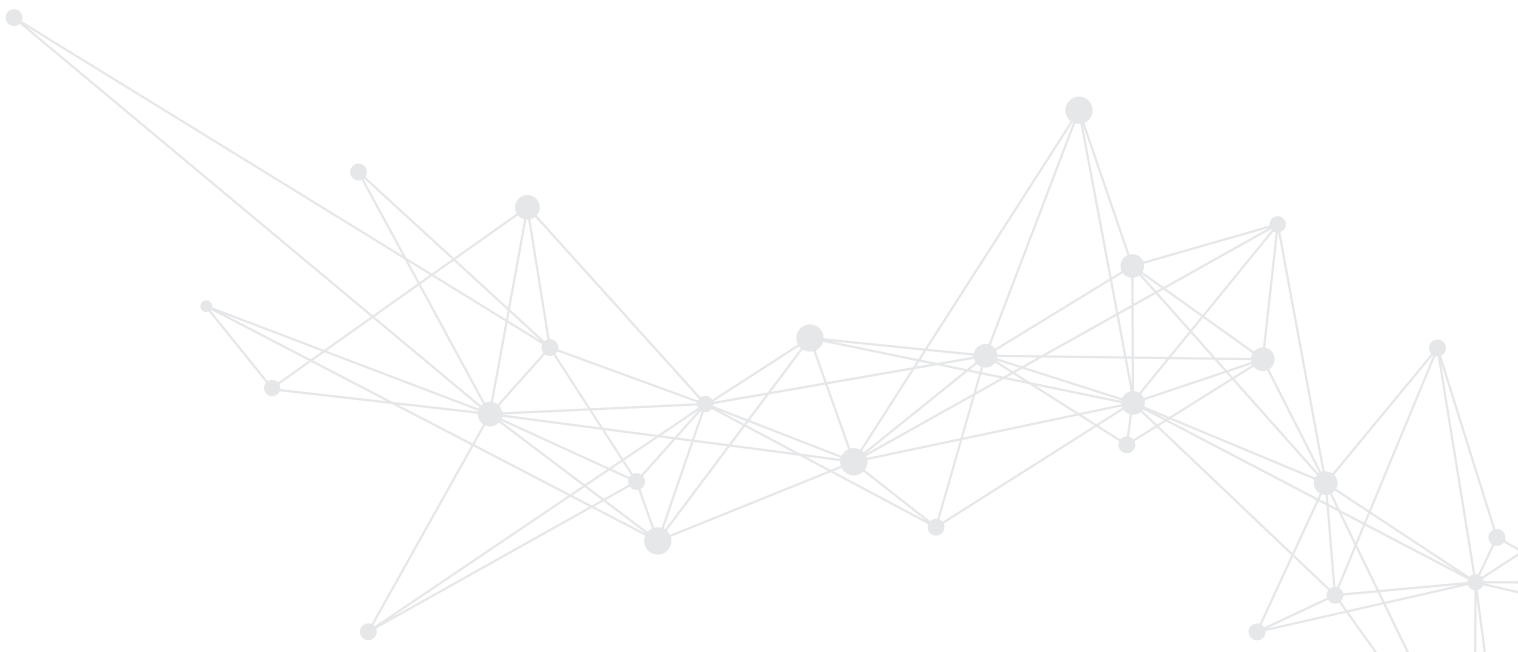


The Board holds overall responsibility for the Group's sustainability strategy and reporting. It recognises sustainability as essential for long-term growth and stakeholder value. The responsibilities of the Board include setting the general direction of the Group's sustainability strategy, determining the material ESG factors, overseeing the management of ESG and climate-related matters, and regularly reviewing the Group's sustainability risks.

The Group's sustainability efforts are led by the SSC, which comprises senior management including the Chief Executive Officer and Chief Financial Officer. The SSC is responsible for developing the Group's sustainability objectives, plans, and strategy, and managing the Group's overall performance on ESG and climate-related matters. It reports directly to the Board.

To support the SSC, the Group established a Sustainability Task Force ("STF") comprising members from various functional teams and business units. The STF assists in promoting, developing, and implementing ESG and climate-related initiatives, policies, plans, goals, and targets in compliance with all applicable laws, rules, and regulations.

The Board and SSC remain committed to sustainability and have established a comprehensive framework to manage ESG and climate-related risks and opportunities. The STF plays a key role in supporting the SSC in implementing this framework and achieving the Group's sustainability objectives.



ABOUT THE SUSTAINABILITY REPORT

The scope of this Report is consistent with that of the financial year ended 30 April 2024 ("FY2024"). The Group assessed its geographical market and service lines to identify the most significant revenue contributors, which form the basis for inclusion in this Report.

In FY2025, Singapore remained the Group's largest market, contributing about 83.13% of the Group's total revenue, while freight and logistics operations accounted for about 95.21%. Accordingly, unless specified otherwise, this Report focuses on the Group's most material operations in Singapore, including international freight forwarding, warehousing property and logistics, as well as chemical storage and logistics operations. This Report also presents and summarises the Group's policies, practices, and performance related to the ESG and climate-related aspects.

REPORTING FRAMEWORK

This Report has been prepared in accordance with the Practice Note 7.6 Sustainability Reporting Guide issued by the SGX-ST, consistent with the TCFD recommendations, and making reference to the Global Reporting Initiative ("GRI") Standards, the set of standards issued by the Global Sustainability Standards Board. The GRI Standards set out generic sustainability factors, general principles and indicators for the Group to report on sustainability policies, practices, performance and targets that are in line with the global best practices for reporting on economic, environmental and social topics.

Specifically, the Report references the following topic-specific disclosures:

GRI 2: General Disclosures 2021	GRI 306: Waste 2020
GRI 3: Material Topics 2021	GRI 401: Employment 2016
GRI 201: Economic Performance 2016	GRI 402: Labor/Management Relations 2016
GRI 205: Anti-corruption 2016	GRI 403: Occupational Health and Safety 2018
GRI 301: Materials 2016	GRI 404: Training and Education 2016
GRI 302: Energy 2016	GRI 405: Diversity and Equal Opportunity 2016
GRI 303: Water and Effluents 2018	GRI 406: Non-discrimination 2016
GRI 305: Emissions 2016	GRI 418: Customer Privacy 2016

INTERNAL REVIEW

The Group's sustainability reporting process was subject to internal review during FY2025 but has not been audited by external auditors. The scope of internal assurance was on sustainability reporting process and controls in relation to policies, practices and performance for selected material ESG factors as well as the sustainability reporting framework.

CONTACT US






We value and welcome feedback to continuously improve our sustainability reporting and practices. If you wish to provide comments or feedback regarding this Report and its contents, please send them to corporate@vibrant.com.sg.



STAKEHOLDER ENGAGEMENT

The Group values stakeholder input on its business and sustainability efforts. We maintain active communication with parties who significantly influence or are affected by our business. Strengthening these relationships is key to our long-term success, and we are committed to enhancing stakeholder engagement.

The Group considers stakeholder expectations when formulating operational strategies and sustainability measures. We aim to enhance our performance through collaboration. The following table summarises our key stakeholders, their areas of concern, and our engagement methods and frequency.

STAKEHOLDERS	CONCERNS OF DISCUSSIONS	METHODS OF ENGAGEMENT	FREQUENCY
Investors and Shareholders 	<ul style="list-style-type: none"> Sustaining profitability and enhancing shareholder return Transparent reporting Sound corporate governance practices Long-term growth of business 	Timely updates of financial results, annual report, sustainability report, circulars and SGX announcements, business developments, press releases, and other relevant disclosures via SGXNet and the Group's website Annual General Meeting	Throughout the year Annually
Customers 	<ul style="list-style-type: none"> Expanding connectivity and maximising cost efficiency Responsiveness to customer requests and feedback 	Regular formal or informal meetings and feedback sessions to exchange ideas and updates on important initiatives and matters Channels of communication for freight and logistics services provided	Throughout the year
Employees 	<ul style="list-style-type: none"> Equitable remuneration Fair and competitive employment practices and policies Safe and healthy work environment Focus on employee development and wellbeing 	Induction programmes for new employees Training and development programmes Recreational and wellness activities Career development performance appraisals	Throughout the year Annually
Business Partners (Third Party Service Providers) 	<ul style="list-style-type: none"> Equitable treatment of business partners Regular and punctual payments upon enlistment of service 	Regular dialogue sessions with service providers Established channels of communication	Throughout the year
Government and Regulators Trade Associations 	<ul style="list-style-type: none"> Compliance with, and keeping abreast of, ever-changing laws and regulations 	Meetings and dialogue sessions Membership in industry associations such as the Singapore Logistics Association, the Singapore Business Federation, the SAAA@Singapore, the International Air Transport Association, the International Federation of Freight Forwarders Association, etc.	Throughout the year

MATERIALITY ASSESSMENT

The Group identified potential ESG topics by evaluating both internal factors, such as the Group's business strategy, financial planning and the business model, and external factors, including societal expectations. The factors considered by the Group during the identification of ESG topics included, but were not limited to:

- Global and local emerging sustainability trends;
- Material topics identified by industry peers; and
- Sustainability reporting frameworks.

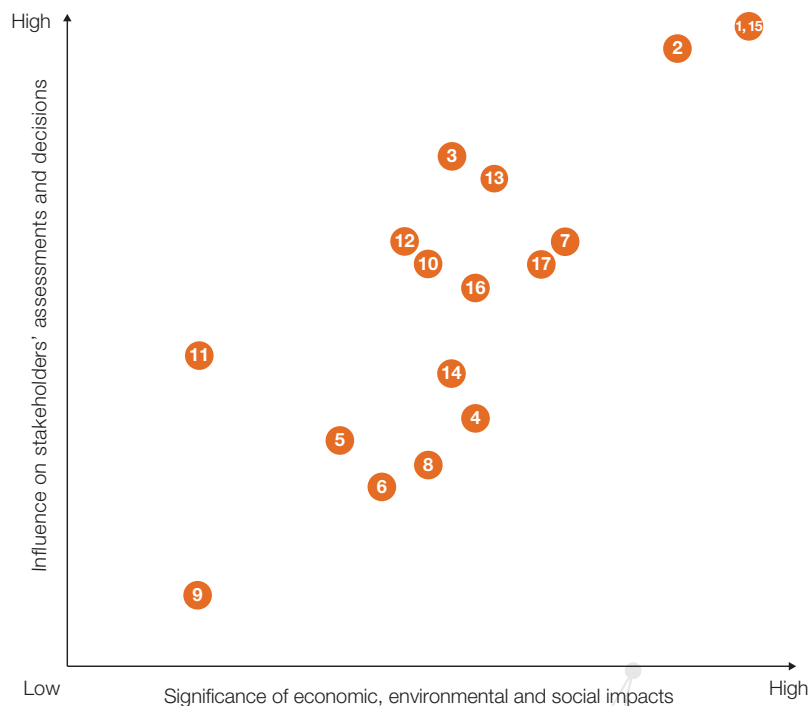
Stakeholder input was gathered through a materiality survey completed by employees across various functions and business units. The STF reviewed the survey results and recommended topics of high relevance to investors and stakeholders to the SSC, which were then designated as material ESG topics. As there were no significant major operational changes, the material ESG factors for FY2025 remain consistent with previous years.

In FY2025, the Group conducted a materiality assessment through questionnaires, where respondents evaluated topics based on two aspects:

- The significance of economic, environmental and social impacts
- Their influence on stakeholders' assessments and decision-making

Stakeholder feedback has been taken into account in determining the material ESG topics addressed in this Report. The Group's materiality matrix is presented as follows:

Materiality Matrix



MATERIALITY ASSESSMENT

MATERIAL TOPICS	
1	Governance
2	Anti-corruption
3	Economic Performance
4	Energy
5	Emissions
6	Waste
7	Critical Incident Risk Management
8	Water and Effluents
9	Materials
10	Employment
11	Labour/Management Relations
12	Diversity and Equal Opportunity
13	Non-discrimination
14	Training and Education
15	Occupational Health and Safety
16	Customer Privacy
17	Corporate Social Responsibility

The Group's performance on the above material topics is disclosed in this Report and serves as a key reference for planning future sustainability efforts.

The Group has established effective management and internal control policies to address ESG matters.



CLIMATE CHANGE MITIGATION AND ADAPTATION

The Group acknowledges the importance of the TCFD framework, which outlines four key pillars, governance, strategy, risk management, and metrics and targets, for disclosing climate-related financial information. In this Report, the Group provides climate-related disclosures consistent with the recommendations of the TCFD and compliant with the relevant SGX-ST Listing Rules.

GOVERNANCE

The Board oversees the Group's sustainability strategy and plays an active role in identifying material ESG factors, including climate-related issues. It regularly reviews ESG risks and opportunities, including those related to climate change.

The SSC and STF, composed of management-level representatives, play a key role in preparing the Group for climate-related risks and opportunities. They support the Board by setting goals, assessing risks, formulating mitigation strategies, and monitoring progress toward climate objectives.

Please refer to the section titled "Governance Structure for Sustainability Matters" for detailed information on the roles of the Board and management.

STRATEGY

To assess the resilience of our climate strategy and business model, the Group analysed key physical and transition risks, as well as climate-related opportunities that could affect our operations, strategy, and financial planning. This analysis was conducted under two climate scenarios:

- Representative Concentration Pathway ("RCP") 2.6 – a low Greenhouse Gas ("GHG") concentration level and aiming at limiting global warming to below 2°C above pre-industrial levels; and
- RCP 8.5 – a high-emissions pathway with warming likely to surpass 4°C.

Physical risks were assessed based on potential impacts from acute and chronic hazards, such as extreme rainfall and extreme heat. Transition risks were evaluated in relation to evolving regulatory disclosure requirements and changing customer expectations.

Based on our analysis, the Group's major climate-related risks as well as the relevant information, are as follows:

RISKS	TIME HORIZON ^{1,2,3,4}	POTENTIAL IMPACTS	RISK LEVEL		MITIGATION MEASURES
			BELOW 2°C	ABOVE 4°C	
Physical risks					
Extreme rainfall	Long-term	Increase in extreme rainfall may result in operational delays, increased costs, customer dissatisfaction, and revenue losses, thereby affecting profitability.	Low	Moderate to High	There are processes in place to halt field work in the event of extreme inclement weather. In addition, heavy equipment that operates in the open has devices like rear cameras to improve visibility for operators during rainy conditions.
					Properties under the Group's portfolio have been insured with all risks insurance policy, where appropriate.

CLIMATE CHANGE MITIGATION AND ADAPTATION

RISKS	TIME HORIZON ^{1,2,3,4}	POTENTIAL IMPACTS	RISK LEVEL		MITIGATION MEASURES
			BELOW 2°C	ABOVE 4°C	
Extreme heat	Long-term	Hot days and extreme heat could become more common and/or severe, which could result in an increase in cooling demand and higher electricity costs.	Low to Moderate	Moderate to High	<p>The Group conducts ongoing maintenance to ensure that air cooling systems and generators remain in good working order amid changing climate conditions.</p> <p>The Group has implemented health and safety initiatives, including regular dialogues with field staff about heat stress and tips for reducing its occurrence, encouraging affected staff to report any medical or physical distress, promoting regular short breaks to prevent heat exhaustion and reminding staff to stay hydrated.</p>
Transition risks					
Policy and legal risks resulting from sustainability reporting obligations	Short-term	Increased demand from governments and regulators for sustainability-related information disclosure by enterprises, requiring greater transparency and detailed data.	Moderate	Low to Moderate	The Group works closely with external consultants to keep its staff abreast of regulatory changes, ensuring sustainability-related information is disclosed in accordance with the latest requirements and reporting guidelines.
Market risks resulting from changes in customers' behaviour	Medium- to long-term	Shifting customer preferences toward sustainable solutions may necessitate significant investments in green technologies and infrastructure to meet evolving demands. Additionally, the Group's profit margins may be adversely affected if its services are perceived as less environmentally friendly compared to competitors.	Moderate to High	Low	The Group closely monitors the potential impacts of shifts in demand for services supported by sustainable business practices, such as the extent of enquiries made by customers on the Group's sustainability initiatives.

CLIMATE CHANGE MITIGATION AND ADAPTATION

In addition to risk assessment, climate-related opportunities were also explored. Based on our analysis, the Group's major climate-related opportunities as well as the relevant information are as follows:

OPPORTUNITIES	TIME HORIZON ^{1,2,3,4}	POTENTIAL IMPACT	APPROACH
Optimisation of transportation methods	Perpetual	By optimising transportation routes and reducing empty runs, the Group can significantly lower fuel consumption and operational costs. These savings can enhance profit margins and overall financial performance. Moreover, embracing sustainability can differentiate the Group from competitors, attract environmentally conscious customers, and unlock new business avenues.	Our operations team carefully evaluates factors such as cargo type, delivery timeframe, pickup and drop-off locations, driver qualifications, and availability when assigning jobs. By strategically allocating tasks, we aim to consolidate loads, minimise empty mileage, and enhance overall efficiency. This approach not only drives cost savings but also reinforces our dedication to sustainable practices.
Popularisation of electric vehicle ("EV") technology	Long-term	The incentives from the Singapore government can lower the upfront costs of switching to EVs, making it more financially viable for the Group to adopt EVs. In addition, adhering to government initiatives such as the Singapore Green Plan 2030 can enhance the Group's reputation and brand image, potentially leading to increased customer loyalty and market share.	The Group is actively exploring opportunities to electrify its fleet, in line with government incentives and sustainability goals. Electric forklifts have been an option where suitable, and we continue to assess the potential for wider adoption. While the transition to electric heavy vehicles is currently hindered by high costs and infrastructure limitations, we are closely monitoring market developments and will capitalise on opportunities as they emerge. Our approach prioritises practical and economically viable solutions while contributing to a greener future.
Prevalence of e-invoicing	Medium- to long-term	By transitioning from paper-based to e-invoicing, the Group can streamline processes, accelerate payment cycles, and reduce costs associated with printing and postage. These improvements contribute to stronger cash flow and overall financial health.	The Group has already adopted digital invoicing and electronic documentation, significantly reducing paper consumption and associated costs. We are currently testing the integration of e-invoicing with our vendor systems to further streamline processes.

Note(s):

1. Relevant short-term time horizon refers to a timeframe of less than or equal to 1 year. All the time horizons mentioned in this Report are consistent with those used for the Group's strategic planning and financial reporting.
2. Relevant medium-term time horizon refers to a timeframe of above 1 year and less than or equal to 5 years.
3. Relevant long-term time horizon refers to a timeframe of more than 5 years.
4. Perpetual time horizon refers to an ongoing trend/target of the Group.

CLIMATE CHANGE MITIGATION AND ADAPTATION

RISK MANAGEMENT

The Group has implemented an Enterprise Risk Management (“ERM”) process to assess and manage risks across its operations. This framework ensures appropriate and effective risk management and internal controls are in place. ESG risks have been integrated into the ERM structure, enabling the identification, assessment, and response to sustainability-related risks.

Beyond the ERM framework, the Group also undertook a dedicated assessment of climate-related risks, including both physical risks and transition risks. This process enhanced the Group’s ability to evaluate potential impacts on financial performance, reputation, and long-term development. It also supports timely decision-making and the implementation of appropriate risk controls. As there were no significant operational changes, the identified climate-related risks and opportunities in FY2025 remain consistent with those from the previous year.

METRICS AND TARGETS

The Group monitors its climate-related risks and opportunities using key indicators such as direct (Scope 1) and energy indirect (Scope 2) GHG emissions, as well as related intensity metrics. Emissions are calculated based on, including but not limited to, “Greenhouse Gas (GHG) Emissions Measurement and Reporting Guidelines” published by Singapore’s National Environment Agency and grid emission factors issued by Singapore’s Energy Market Authority (2023).

Further details on GHG emissions are available in the “Emissions” section, while the Group’s emissions targets and performance are outlined in the “SUSTAINABILITY TARGETS PERFORMANCE” section.

In addition to emissions data, the Group tracks various metrics to assess its exposure to climate-related risks and progress in seizing related opportunities. These are detailed below:

RISKS		METRICS
Physical risks	Extreme rainfall	Number of properties damaged by flooding or water related hazards due to extreme rainfall events for which the Group incurred additional operational costs related to repair, maintenance, and restoration activities.
	Extreme heat	Number of lost workdays due to heat-related issues.
Transition risks	Policy and legal risks resulting from sustainability reporting obligations	Number of incidents of violation of sustainability reporting obligations.
	Market risks resulting from changes in customers’ behaviour	Number of customers providing feedback or enquiring on the Group’s sustainability initiatives.

OPPORTUNITIES	METRICS
Optimisation of transportation methods	New initiatives made on optimisation of transportation routes and reduction of empty runs, thereby lowering fuel consumption and operational costs.
Popularisation of EV technology	Number of non-compliance cases with the government’s vehicle emission standards.
Prevalence of e-invoicing	Proportion of business units within the scope of reporting which is embarking on the e-invoicing.

To monitor and manage these risks and opportunities, the Group has established corresponding targets. For details on the targets and performance for FY2025, please refer to the section titled “SUSTAINABILITY TARGETS PERFORMANCE”.

SUSTAINABILITY TARGETS PERFORMANCE

To effectively manage its material ESG areas, the Group has established measurable targets for FY2025 and beyond.

The following table summarises the Group's performance against its defined sustainability targets for FY2025.

MATERIAL TOPICS	DEFINED TARGETS ^{1,2,3,4}	FY2025 STATUS
GOVERNANCE		
Governance	Perpetual Maintain high standards in business integrity and compliance with laws relating to bribery, extortion, fraud and money laundering including, but not limited to, the Prevention of Corruption Act of Singapore.	There were zero cases of non-compliance with relevant laws and the Group is dedicated to meeting the target perpetually.
	Perpetual Continue to improve the Board's expertise and skills for effective oversight on sustainability matters.	The Group is dedicated to meeting the target perpetually.
Anti-corruption	Medium-term Increase operations assessed for risks related to corruption.	The Group is dedicated to meeting the medium-term target.
	Perpetual Maintain zero incidents of corruption.	There were zero incidents of corruption, and the Group is dedicated to meeting the target perpetually.
	Perpetual Increase the Group's employees' awareness of anti-corruption.	The Group is dedicated to meeting the target perpetually.
ECONOMIC		
Economic Performance	Perpetual Increase direct economic value generated and distributed.	The Group is dedicated to meeting the target perpetually.
	Perpetual Continue to assess and manage financial implications and other risks and opportunities due to climate change.	The Group provided its climate-related disclosures consistent with the TCFD recommendations in FY2025. The Group is dedicated to meeting the target perpetually.
ENVIRONMENTAL		
Energy	Short-term Maintain or reduce the Group's total energy consumption intensity in FY2025, using approximately 209.13 MWh per million revenue ⁵ in FY2024 as the baseline.	Target was not achieved. In FY2025, the Group's total energy consumption intensity was approximately 222.21 MWh per million revenue.
Emissions	Short-term Maintain or reduce the Group's total GHG emissions intensity in FY2025, using approximately 61.56 tCO ₂ e per million revenue ⁵ in FY2024 as the baseline.	Target was not achieved. In FY2025, the Group's total GHG emissions intensity was approximately 65.85 tCO ₂ e per million revenue.
Waste	Perpetual Maintain zero spills.	There were zero spills and the Group is dedicated to meeting the target perpetually.
Water and Effluents	Short-term Maintain or reduce the Group's total water consumption intensity in FY2025, using approximately 186.56 m ³ per million revenue in FY2024 (after adjustment to remove an approximated water consumed due to water leakage) as the baseline.	Target was not achieved. In FY2025, the Group's total water consumption intensity was approximately 197.95 m ³ per million revenue.

SUSTAINABILITY TARGETS PERFORMANCE

MATERIAL TOPICS	DEFINED TARGETS ^{1,2,3,4}	FY2025 STATUS
Materials	Short-term Maintain or reduce the Group's total paper consumption in FY2025, using approximately 8.71 tonnes in FY2024 as the baseline.	Target was achieved. In FY2025, the Group's total paper consumption was approximately 7.99 tonnes.
Critical Incident Risk Management	Perpetual Improve operational risk management and systems, including monitoring and enforcement mechanisms to manage ESG matters.	The Group is dedicated to meeting the target perpetually.
Bundled Topics: <ul style="list-style-type: none"> • Energy; • Emissions; • Waste; • Water and Effluents; • Materials; • Critical Incident Risk Management. 	Perpetual Maintain zero cases of material non-compliance with laws relating to environmental protection including, but not limited to, the Environmental Protection and Management Act of Singapore.	There were zero cases of material non-compliance with laws. The Group is dedicated to meeting the target perpetually.
	Perpetual Increase the Group's employees' awareness of environmental protection.	The Group is dedicated to meeting the target perpetually.
Climate Change Mitigation and Adaptation	Perpetual Ensure all properties under the Group's portfolio have been insured with all risks insurance policy, where appropriate.	All properties under the Group's portfolio have been insured with all risks insurance policy and the Group is dedicated to meeting the target perpetually.
	Perpetual Zero heat-related lost days.	There were zero heat-related lost days and the Group is dedicated to meeting the target perpetually.
	Perpetual Zero incidents of violation of sustainability reporting obligations.	There were zero incidents of violation of sustainability reporting obligations and the Group is dedicated to meeting the target perpetually.
	Perpetual Ensure all customers providing feedback or enquiring on the Group's sustainability initiatives have been attended to.	All customers providing feedback or enquiring on the Group's sustainability initiatives have been attended to and the Group is dedicated to meeting the target perpetually.
	Perpetual Continuously explore means to optimise transportation routes and reduce empty runs, thereby lowering fuel consumption and operational costs.	We have explored means to optimise transportation routes and reduce empty runs and the Group is dedicated to meeting the target perpetually.
	Perpetual Zero cases of non-compliance with the government's vehicle emission standards.	There were zero cases of non-compliance with the government's vehicle emission standards and the Group is dedicated to meeting the target perpetually.
	Perpetual Ensure all business units within the scope of reporting are embarking on the e-invoicing.	The Group is dedicated to meeting the target perpetually.

SUSTAINABILITY TARGETS PERFORMANCE

MATERIAL TOPICS	DEFINED TARGETS ^{1,2,3,4}	FY2025 STATUS
SOCIAL		
Employment	Perpetual Progressively achieve recruitment rate and resignation rate to be lower than latest available national data published by Ministry of Manpower ("MOM").	Target was achieved. The Group's average monthly recruitment rate was approximately 0.7% in FY2025, which is lower than the national monthly average recruitment rate of 1.8%. The Group's average monthly resignation rate was approximately 1.1% in FY2025, which is slightly lower than the national monthly average resignation rate of 1.2%. The Group is dedicated to meeting the target perpetually.
Labour/Management Relations	Long-term Formulate policy on minimum notice periods regarding operational changes.	The Group is dedicated to meeting the target in the long-term.
Bundled Topics: <ul style="list-style-type: none"> • Diversity and Equal Opportunity; and • Non-discrimination. 	Perpetual Advocate diversity of governance bodies and employees as well as fairness and equality in the workplace.	The Group is dedicated to meeting the target perpetually.
Bundled Topics: <ul style="list-style-type: none"> • Employment; • Labour/Management Relations; • Diversity and Equal Opportunity; and • Non-discrimination. 	Perpetual Maintain zero cases of material non-compliance with laws relating to employment including, but not limited to, the Employment Act of Singapore.	There were zero cases of material non-compliance with laws. The Group is dedicated to meeting the target perpetually.
Training and Education	Short-term Maintain or increase average hours of training per employee in FY2025, using 5.81 average training hours in FY2024 as the baseline.	Target was not achieved. In FY2025, the average training hours received by Group's employees was 5.76 hours.
	Perpetual Have an average of at least 8 training hours per employee in each reporting year.	The Group is dedicated to meeting the target perpetually.
	Perpetual Have structured programmes for upgrading employee skills and transition assistance programmes.	The Group is dedicated to meeting the target perpetually.
Occupational Health and Safety	Perpetual Maintain zero cases of material non-compliance with laws relating to providing a safe working environment including, but not limited to, the Workplace Safety and Health Act of Singapore.	There were zero cases of material non-compliance with laws. The Group is dedicated to meeting the target perpetually.
Customer Privacy	Perpetual Maintain zero cases of material non-compliance with laws relating to privacy matters including, but not limited to, the Personal Data Protection Act of Singapore.	There were zero cases of material non-compliance with laws. The Group is dedicated to meeting the target perpetually.
	Perpetual Increase employees' awareness of privacy protection.	The Group is dedicated to meeting the target perpetually.

SUSTAINABILITY TARGETS PERFORMANCE

MATERIAL TOPICS	DEFINED TARGETS ^{1,2,3,4}	FY2025 STATUS
Corporate Social Responsibility	Perpetual Advocate to employees on the Group's responsibility to operate in a way that benefits society and the environment.	The Group is dedicated to meeting the target perpetually.
	Perpetual Increase employee participation in corporate social responsibility activities.	The Group is dedicated to meeting the target perpetually.

Note(s):

5. The data has been revised to enhance accuracy and comparability.

The following table outlines the Group's sustainability targets for the forthcoming years.

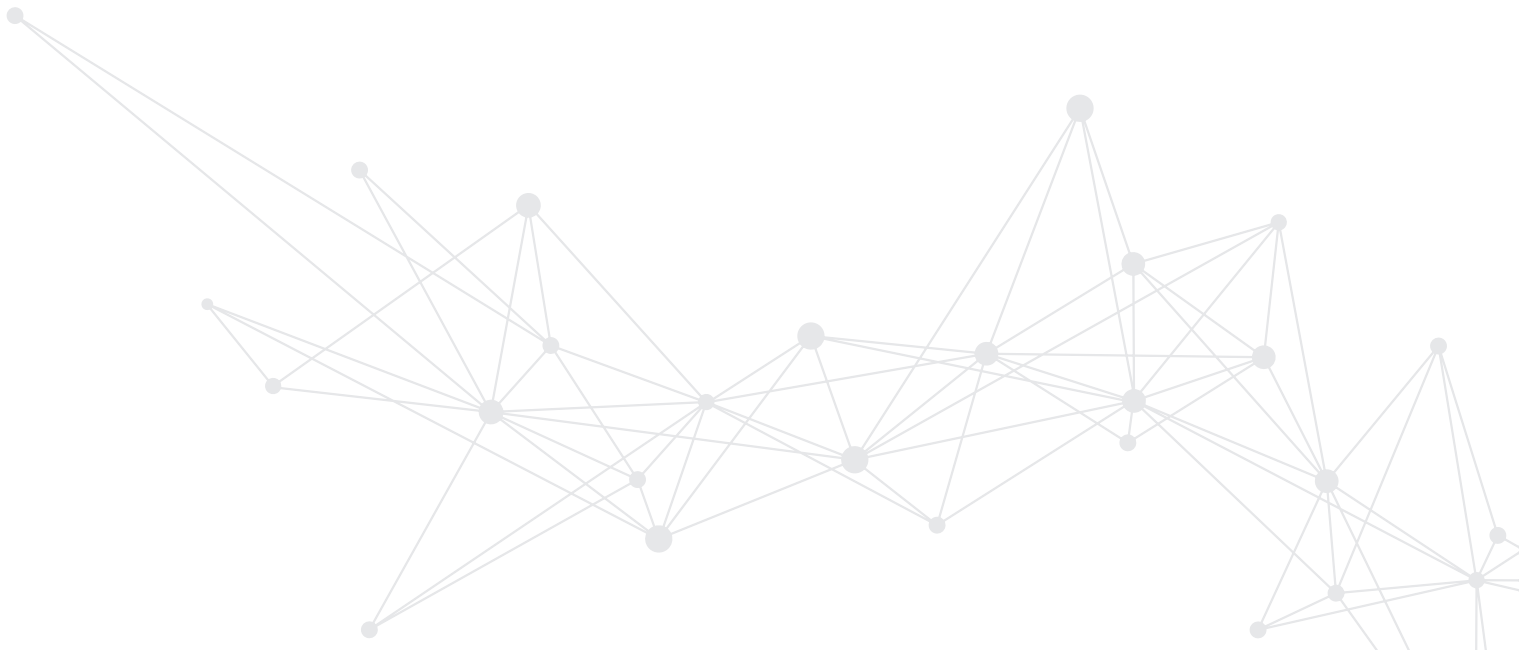
MATERIAL TOPICS	DEFINED TARGETS ^{1,2,3,4}
GOVERNANCE	
Governance	Perpetual Maintain high standards in business integrity and compliance with laws relating to bribery, extortion, fraud and money laundering including, but not limited to, the Prevention of Corruption Act of Singapore.
	Perpetual Continue to improve the Board's expertise and skills for effective oversight on sustainability matters.
Anti-corruption	Medium-term Increase operations assessed for risks related to corruption.
	Perpetual Maintain zero incidents of corruption.
	Perpetual Increase the Group's employees' awareness of anti-corruption.
ECONOMIC	
Economic Performance	Perpetual Increase direct economic value generated and distributed.
	Perpetual Continue to assess and manage financial implications and other risks and opportunities due to climate change.
ENVIRONMENTAL	
Energy	Short-term Reduce the Group's total energy consumption intensity in the financial year ending 30 April 2026 ("FY2026"), using approximately 200.00 MWh per million revenue as the baseline.
Emissions	Short-term Reduce the Group's total GHG emissions intensity in FY2026, using approximately 65.00 tCO ₂ e per million revenue as the baseline.
Waste	Perpetual Maintain zero spills.
Water and Effluents	Short-term Maintain or reduce the Group's total water consumption intensity in FY2026, using approximately 200.00 m ³ per million revenue as the baseline.
Materials	Short-term Maintain or reduce the Group's total paper consumption in FY2026, using approximately 8.00 tonnes as the baseline.

SUSTAINABILITY TARGETS PERFORMANCE

MATERIAL TOPICS	DEFINED TARGETS ^{1,2,3,4}
Critical Incident Risk Management	Perpetual Improve operational risk management and systems, including monitoring and enforcement mechanisms to manage ESG matters.
Bundled Topics: • Energy; • Emissions; • Waste; • Water and Effluents; • Materials; • Critical Incident Risk Management.	Perpetual Maintain zero cases of material non-compliance with laws relating to environmental protection including, but not limited to, the Environmental Protection and Management Act of Singapore.
	Perpetual Increase the Group's employees' awareness of environmental protection.
Climate Change Mitigation and Adaptation	Perpetual Ensure all properties under the Group's portfolio have been insured with all risks insurance policy, where appropriate.
	Perpetual Zero heat-related lost days.
	Perpetual Zero incidents of violation of sustainability reporting obligations.
	Perpetual Ensure all customers providing feedback or enquiring on the Group's sustainability initiatives have been attended to.
	Perpetual Continuously explore means to optimise transportation routes and reduce empty runs, thereby lowering fuel consumption and operational costs.
	Perpetual Zero cases of non-compliance with the government's vehicle emission standards.
	Perpetual Ensure all business units within the scope of reporting are embarking on e-invoicing.
SOCIAL	
Employment	Perpetual Maintain recruitment rate and resignation rate to be lower than the latest available national data published by MOM.
Labour/Management Relations	Long-term Formulate policy on minimum notice periods regarding operational changes.
Bundled Topics: • Diversity and Equal Opportunity; and • Non-discrimination.	Perpetual Advocate for diversity of governance bodies and employees as well as fairness and equality in the workplace.
Bundled Topics: • Employment; • Labour/Management Relations; • Diversity and Equal Opportunity; and • Non-discrimination.	Perpetual Maintain zero cases of material non-compliance with laws relating to employment including, but not limited to, the Employment Act of Singapore.
Training and Education	Short-term Increase average hours of training per employee in FY2026, using 6 average training hours as the baseline.
	Perpetual Have an average of at least 8 training hours per employee in each reporting year.
	Perpetual Have structured programmes for upgrading employee skills and transition assistance programmes.

SUSTAINABILITY TARGETS PERFORMANCE

MATERIAL TOPICS	DEFINED TARGETS ^{1,2,3,4}
Occupational Health and Safety	<p>Perpetual Maintain zero cases of material non-compliance with laws relating to providing a safe working environment including, but not limited to, the Workplace Safety and Health Act of Singapore.</p>
Customer Privacy	<p>Perpetual Maintain zero cases of material non-compliance with laws relating to privacy matters including, but not limited to, the Personal Data Protection Act of Singapore.</p> <p>Perpetual Increase employees' awareness of privacy protection.</p>
Corporate Social Responsibility	<p>Perpetual Advocate to employees on the Group's responsibility to operate in a way that benefits society and the environment.</p> <p>Perpetual Increase employee participation in corporate social responsibility activities.</p>



GOVERNANCE

Vibrant Group recognises that strong corporate governance is fundamental to building stakeholder trust. The Group has established governance practices covering board oversight, remuneration, accountability and audit, as well as shareholder rights and engagement.

GOVERNANCE

The Board and Management are committed to upholding high standards of corporate governance in line with the Singapore Code of Corporate Governance 2018 and its accompanying Practice Guidance. These standards support compliance with SGX-ST Listing Rules and aim to enhance long-term shareholder value through improved performance and accountability. Further details are available in the “Corporate Governance Report” in the Company’s Annual Report 2025 (pages 22 to 44).

The Group has integrated ESG risk management into its existing ERM framework. For more information, please refer to the “Risk Management” section under “CLIMATE CHANGE MITIGATION AND ADAPTATION”.

ANTI-CORRUPTION

The Group maintains a zero-tolerance stance towards bribery and corruption. Anti-Bribery and Anti-Corruption Policy, together with provisions in the Code of Conduct set clear expectations for ethical and lawful business conduct. All employees are required to comply strictly with these policies.

The Group has implemented a Whistle-Blowing Policy that allows employees to report suspected fraud, corruption, dishonest practices, misconduct, or other unethical behaviour. Reports can be made to Chairman, members of the Audit Committee, or the Board. The Group ensures that whistle-blowers’ identities are protected and strictly prohibits any form of retaliation. Acts of reprisal or harassment will result in disciplinary actions, including termination where appropriate.

Corruption poses serious risks to the Group’s operations and reputation. To mitigate these risks, the Group conducted an anti-corruption risk assessment during the year, focusing on its operational workflows. Key risks were identified, controls were evaluated, and mitigation measures were recommended to strengthen the existing framework. Management acknowledges the potential to further reduce residual risks through the implementation of these measures.

In FY2025, there were no confirmed incidents of corruption, no related legal proceedings, and no contract terminations involving business partners due to corruption-related violations (FY2024: Nil).



ECONOMIC

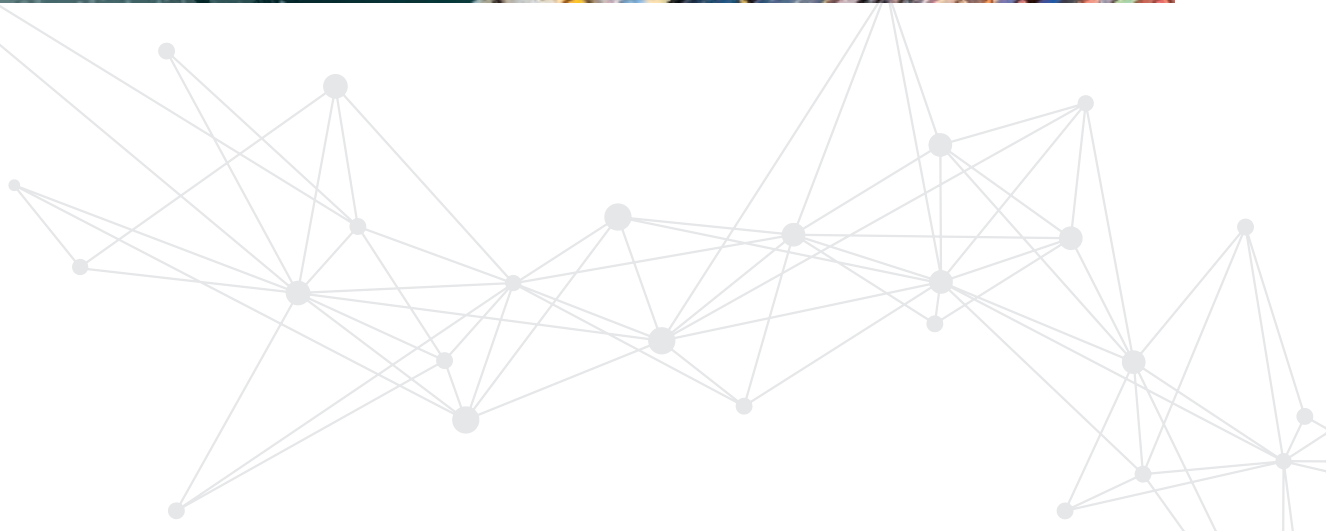
ECONOMIC PERFORMANCE

The Group considers economic performance a material ESG factor, as long-term financial viability is essential to stakeholders. Our objective is to achieve sustainable economic growth and deliver consistent returns to shareholders.

Details of our financial performance for FY2025 are available in the Group's Financial Highlights (pages 10 to 11) and Financial Statements in the Annual Report 2025 (pages 55 to 145).

The Group recognises that climate change may bring both risks and opportunities with financial implications. Rising frequencies of extreme weather events and higher insurance costs could affect business continuity and increase operating expenses. Climate-related disruptions may also impact workforce productivity. Conversely, opportunities may arise through investments in low-carbon technologies and operational improvements.

To address these concerns, the Group conducted a climate risk assessment and continues to implement adaptation and mitigation measures. For further details, please refer to the "CLIMATE CHANGE MITIGATION AND ADAPTATION" section.



ENVIRONMENTAL

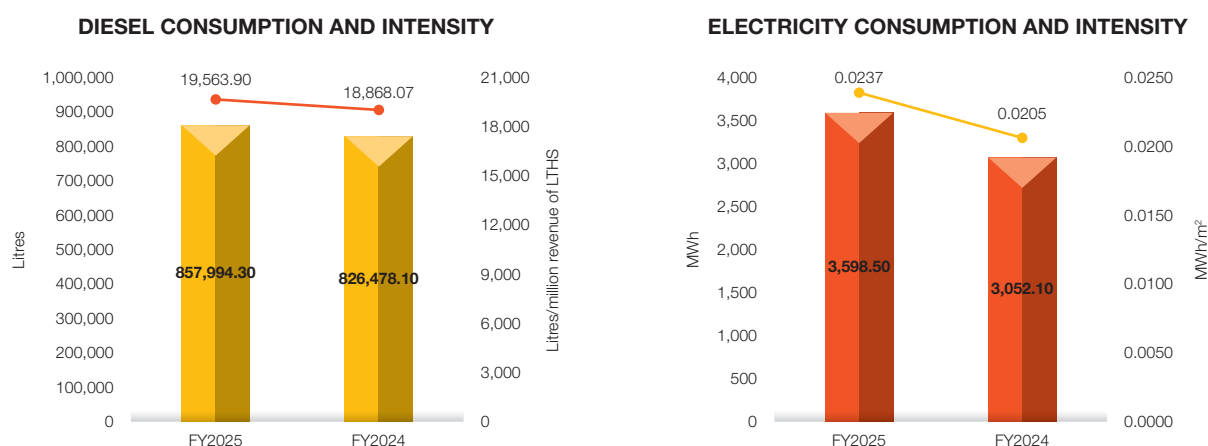
With rising global awareness of environmental issues such as climate change, the Group recognises the environmental impact of its operations, particularly from fossil fuel consumption in logistics activities. We believe that environmentally responsible practices enhance operational efficiency and reflect our corporate social responsibility. These practices are integrated into daily operations, and the Group strictly complies with all applicable environmental laws and regulations. Employees are also expected to contribute to monitoring and improving environmental performance.

ENERGY

The Group has developed a Resource and Energy Procedure and Guideline to manage energy consumption and promote environmental awareness. The goal is to encourage positive behavioural change among employees.

The Resource and Energy Procedure and Guideline includes practical measures for reducing diesel use, such as avoiding unnecessary engine idling, maintaining proper tyre pressure, and considering lower-emission or electric vehicles when replacing obsolete vehicles, amongst various guidelines. It also encourages reduced electricity consumption through the use of energy-efficient appliances, monitoring energy labels, and enabling automatic shut-off features for lights and equipment and where feasible.

In FY2025, diesel consumption intensity was approximately 19,563.90 litres per million revenue of LTHS⁶, a 3.69% increase from 18,868.07 litres per million revenue of LTHS⁶ in FY2024. Electricity consumption intensity rose to approximately 0.0237 MWh per m²⁷, a 15.61% increase from 0.0205 MWh per m² in FY2024. The charts below illustrate the Group's diesel and electricity consumption for FY2024 and FY2025.



Total energy consumption in FY2025 was approximately 12,781.82 MWh, comprising 9,183.32 MWh⁸ from diesel and 3,598.50 MWh from electricity consumption. This represents a 7.43% increase from 11,898.09 MWh⁹ in FY2024, which comprises 8,845.99 MWh⁹ from diesel and 3,052.10 MWh from electricity consumption. Energy intensity also rose to 222.21 MWh per million revenue¹⁰, a 6.25% increase from 209.13 MWh per million revenue in FY2024. As a result, the Group did not meet its target of maintaining or reducing energy intensity. Nonetheless, the Group remains committed to improving energy efficiency.

Note(s):

- In FY2025, the revenue of LTH Logistics (Singapore) Pte Ltd ("LTHS"), a subsidiary of the Group, which was the primary consumer of diesel was approximately \$43.856 million (FY2024: \$43.803 million). To better reflect the actual situation and enhance comparability, the Group used this data as the new basis for calculating the intensities of diesel consumption and associated GHG emissions (Scope 1).
- In FY2025, the total floor space of the Group's operating sites where the electricity consumption data was available was approximately 152,064.62 m² (FY2024: 148,665.84 m²). This data is used for calculating the intensity of electricity consumption and associated GHG emissions (Scope 2).
- The unit conversion calculation is based on the conversion factors in "Energy Statistics Manual" issued by the International Energy Agency.
- The data has been revised to enhance accuracy.
- In FY2025, the total revenue relevant to our scope of reporting was approximately \$57.521 million (FY2024: \$56.892 million). This data is also used for calculating other intensities (by revenue).

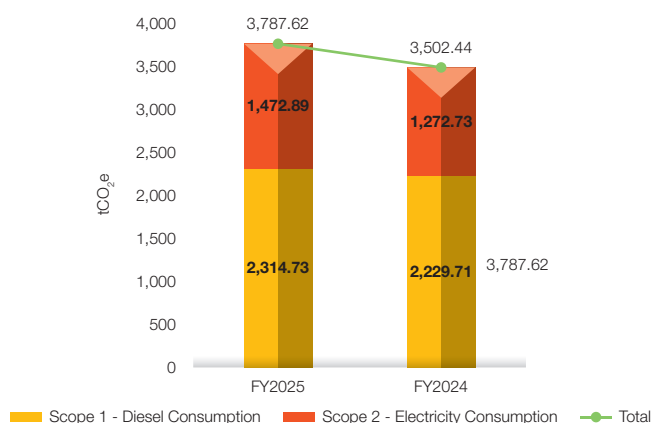
ENVIRONMENTAL

EMISSIONS

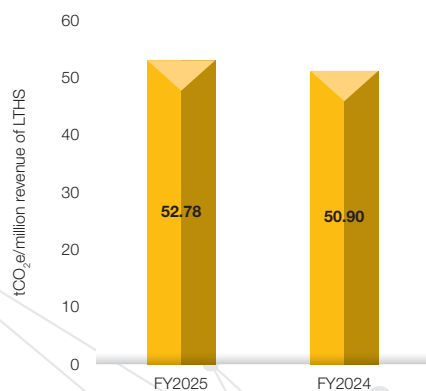
The Group acknowledges that its operations generate GHG emissions and recognises the importance of reducing them. The primary sources of emissions are fuel consumption by vehicles and stationary equipment (Scope 1) and purchased electricity (Scope 2). The energy-saving initiatives described in the “Energy” section contribute directly to lowering these emissions.

To reduce its carbon footprint and increase the use of renewable energy, the Group partnered with leading renewable energy solutions providers to install solar photovoltaic panels on the rooftops of its warehouses. This initiative has resulted in an estimated emission offset of approximately 9.69 tCO₂e. In FY2025, the Group's Scope 1 GHG emissions intensity was approximately 52.78 tCO₂e per million revenue of LTHS, a 3.69% increase from 50.90 tCO₂e per million revenue of LTHS¹¹ in FY2024. Scope 2 emissions intensity rose to approximately 0.0097 tCO₂e per m², up 12.79% from 0.0086 tCO₂e per m² in FY2024. The following charts illustrate the Group's GHG emissions from diesel and electricity consumption in FY2024 and FY2025.

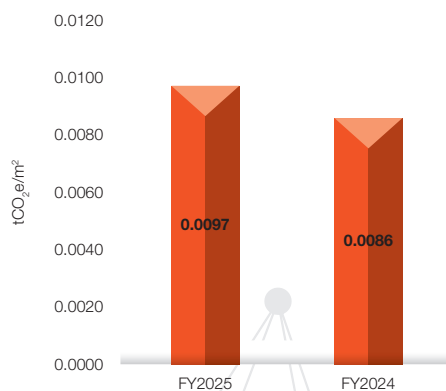
GHG EMISSIONS FROM DIESEL AND ELECTRICITY CONSUMPTION (tCO₂e)



GHG EMISSIONS INTENSITY FROM DIESEL CONSUMPTION (tCO₂e/million revenue of LTHS)



GHG EMISSIONS INTENSITY FROM ELECTRICITY CONSUMPTION (tCO₂e/m²)



Total GHG emissions in FY2025 amounted to approximately 3,787.62 tCO₂e, an 8.14% increase from 3,502.44 tCO₂e⁸ in FY2024. GHG emissions intensity also rose to approximately 65.85 tCO₂e per million revenue, compared to 61.56 tCO₂e per million revenue¹¹ in FY2024, an increase of 6.97%. Consequently, the Group did not meet its emissions intensity reduction target. Nevertheless, we remain committed to reducing GHG emissions through energy efficiency and renewable energy initiatives.

Note(s):

11. The data has been revised for better accuracy and comparability.

ENVIRONMENTAL

WASTE

The Group generates general waste through daily warehouse and office operations and handles hazardous waste in its chemical logistics business. We are committed to managing all waste responsibly and minimising the environmental impact of waste management practices.

General waste is centrally collected and disposed of, with employees encouraged to separate waste at the source using designated bins for materials such as wood and plastic. This supports recycling efforts by licensed waste collectors.

For hazardous waste, the Group adheres to its Chemical Safety Policy, which governs the proper use, storage, and disposal of chemicals. All hazardous waste is clearly labelled in accordance with national and international standards and is handled only by licensed collectors and disposers. Regular staff training is conducted to ensure compliance with the latest legal requirements for regulated substances and waste management.

The Group maintains a record of environmental incidents, including spills. There were zero spills recorded in FY2025 (FY2024: Nil).

CRITICAL INCIDENT RISK MANAGEMENT

The Group has implemented operational risk management and systems, including monitoring and enforcement mechanisms to identify, understand, and mitigate the risk of accidents and emergencies that may result in significant environmental or social impacts. These efforts are grounded in a strong safety culture and supported by safety management systems.

The Group's Chemical Safety Policy outlines best practices for the handling, storage, and disposal of chemicals in the workplace. Warehouses undergo regular inspections by the safety committee and, when necessary, by the Office of Health, Safety and Environment ("HSE"). Emergency response plans are in place to address incidents such as chemical spills, fires, and explosions. All incidents must be reported to the safety committee and the Office of HSE and are subject to investigation by senior management to prevent recurrence. Regular drills and training sessions are conducted to ensure employees are equipped to respond effectively in the event of an emergency.

WATER AND EFFLUENTS

The Group's water consumption is primarily for domestic use in office areas and warehouses. Water conservation measures have been adopted across operations, and employees and customers are encouraged to consciously develop water-saving habits. As part of routine property maintenance, the Group conducts regular inspections for leaks and promptly rectifies any detected defects.

Effluents generated by the Group mainly domestic wastewater, are discharged into the municipal pipeline network.

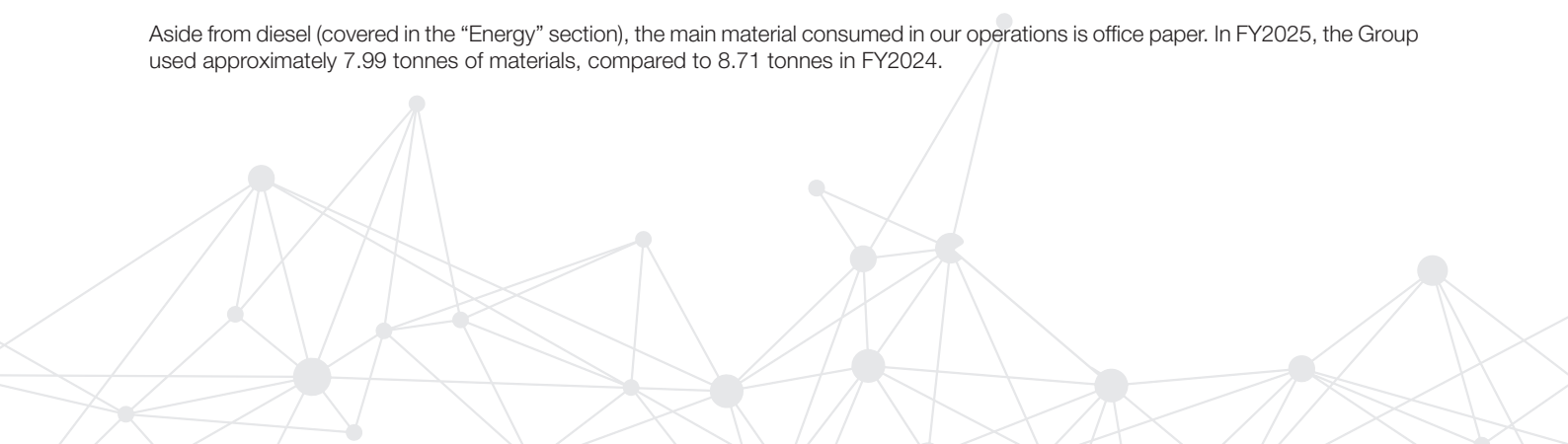
In FY2025, the Group consumed approximately 11.39 megalitres of water, representing a 7.77% reduction from 12.35 megalitres in FY2024. Water consumption intensity was approximately 197.95 m³ per million revenue, a reduction of 8.83% from 217.13 m³ per million revenue in FY2024. However, the Group did not meet its target of maintaining or reducing water consumption intensity based on the adjusted FY2024 baseline of 186.56 m³ per million revenue (which excluded estimated leakage-related usage). We remain committed to monitoring our water use and minimising unnecessary water consumption. No water was withdrawn from the area classified as water-stressed.

MATERIALS

To reduce material consumption and waste generation, the Group aims to enhance material efficiency and optimise usage. Employees are encouraged to adopt resource-saving practices in daily operations, such as reducing paper usage through duplex printing. Increased digitalisation of work processes has further improved efficiency and reduced reliance on usage.

The Group also reuses carton boxes and pallets received from suppliers where feasible. Additionally, we participate in Operation Clean Sweep, a plastic pellet waste management programme committed to achieving "zero" pellet loss. Our work processes are designed to collect and segregate loose pellets, which are sent to the National Environment Agency approved vendors for recycling.

Aside from diesel (covered in the "Energy" section), the main material consumed in our operations is office paper. In FY2025, the Group used approximately 7.99 tonnes of materials, compared to 8.71 tonnes in FY2024.



SOCIAL

Socioeconomic compliance is one of the key pillars of the Group's corporate social responsibility. Management regularly reviews business activities and establishes clear policies and procedures to prevent potential breaches of applicable laws and regulations.

In FY2025, there were zero cases of non-compliance with relevant material socio-economic laws and regulations (FY2024: Nil). We aim to maintain this trend perpetually.

EMPLOYMENT

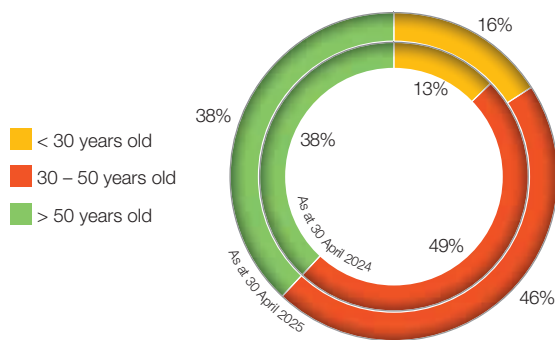
We believe that high employee retention contributes to a positive work environment and strengthens organisational commitment. To support this, the Group continues to offer competitive remuneration packages and comprehensive welfare benefits, including insurance coverage and medical benefits for full-time employees. Full-time employees are also entitled to various types of leave, such as annual, parental, medical, and hospitalisation leave. In addition, the Group recognised long service as part of its staff retention strategy. Part-time employees are also offered appropriate benefit coverage.

In response to the growing trend of remote work, the management team reviewed the effectiveness of work-from-home arrangements and found that operations remained efficient. As such, the Group continues to offer flexible work options to attract and retain talent without compromising operational performance.

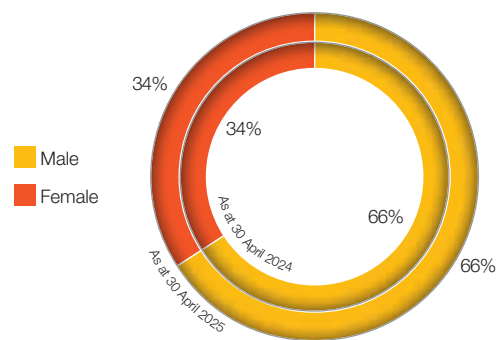
The Group has formalised an Employee Handbook (the "Handbook"), which outlines policies on recruitment, compensation, promotion, working hours, rest periods, diversity, and equal opportunity. The Handbook and related employment practices are reviewed regularly to ensure continuous improvement and compliance with relevant employment laws and regulations.

As at 30 April 2025, the Group employed 336 employees under the reporting scope. All were full-time employees on permanent contracts (as at 30 April 2024: 350 permanent employees, comprising 349 full-time and 1 part-time). The following graphs illustrate the age and gender diversity of the workforce.

EMPLOYEE AGE DIVERSITY



EMPLOYEE GENDER DIVERSITY



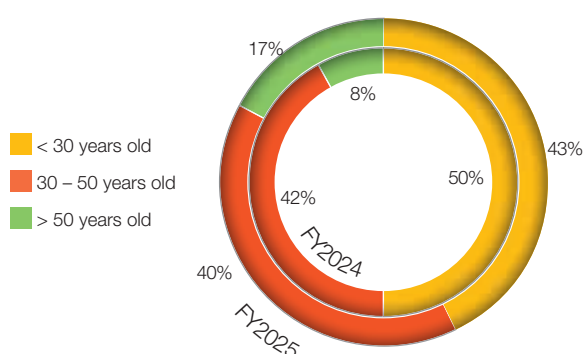
In FY2025, the Group hired 30 new employees, while 44 employees left the Group. The average monthly recruitment rate was approximately 0.7%, below the national average of 1.8%. The average monthly resignation rate was approximately 1.1%, slightly below the national average of 1.2%. We remain committed to fostering a positive and supportive work environment to retain talent.

SOCIAL

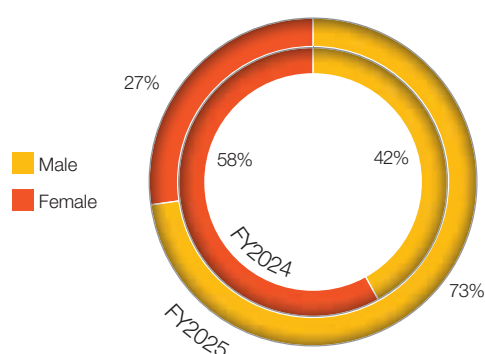
The following table and charts set out the employment performance in FY2025 and FY2024.

INDICATORS	FY2025	FY2024
New employee hires (average monthly rate)	0.7%	1.2%
Employee turnover (average monthly rate)	1.1%	1.6%

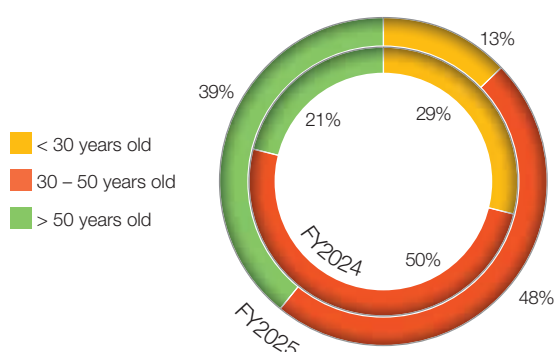
NEW EMPLOYEES BY AGE



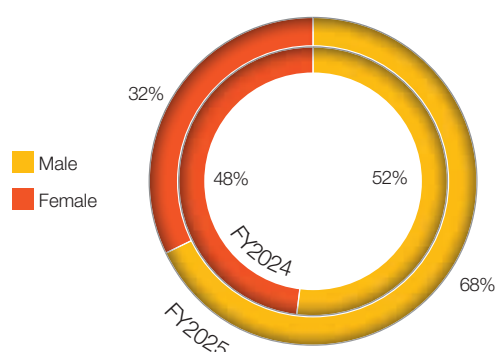
NEW EMPLOYEES BY GENDER



EMPLOYEE TURNOVER BY AGE



EMPLOYEE TURNOVER BY GENDER



In FY2025, no employees (FY2024: 3 employees) took parental leave. The Group remains committed to supporting employees who require time to care for new family members.

LABOUR/MANAGEMENT RELATIONS

To assess the suitability of new hires, all employees undergo an initial performance appraisal at the end of their probationary period. Following confirmation, performance reviews are conducted annually, allowing employees to discuss and reflect on their performance with their immediate supervisors.

The Group does not impose a fixed minimum notice period for operational changes. Instead, reasonable notice is provided based on the nature of the change and business requirements.

DIVERSITY AND EQUAL OPPORTUNITY

The Group recognises the value of a diverse and skilled workforce and strives to create an inclusive, collaborative culture where all individuals can thrive. Several policies, including those outlined in the Handbook, promote diversity and equal opportunity across the organisation.

As at 30 April 2025, the Group's governance bodies comprised five males and one female, all aged over 50 (As at 30 April 2024: five males, all aged over 50).

SOCIAL

Remuneration is primarily determined based on individual performance and overall company performance. The ratio of basic salary and total remuneration of female to male employees by employee category is shown below:

INDICATORS	FY2025		FY2024	
	RATIO OF BASIC SALARY OF WOMEN TO MEN	RATIO OF REMUNERATION OF WOMEN TO MEN	RATIO OF BASIC SALARY OF WOMEN TO MEN	RATIO OF REMUNERATION OF WOMEN TO MEN
BY EMPLOYEE CATEGORY				
Senior management	–	–	–	–
Middle management	1.05	0.97	0.86	0.65
Executive level	0.78	0.85	0.89	0.78
Non-Executive level	1.16	0.79	1.17	0.91

NON-DISCRIMINATION

The Group is committed to fostering a diverse workforce and maintaining a discrimination-free work environment. We provide equal opportunities in all aspects of employment and embrace inclusivity regardless of race, religion, gender, age, disability, nationality, family status, or marital status. This commitment extends across recruitment, job assignment, compensation, disciplinary actions, termination, and access to benefits and training.

We also respect and allow the wearing of clothing or accessories dictated by religious beliefs, ethnicity, or disability. The Group's Code of Conduct clearly stipulates that any employee who feels harassed or discriminated against should report the incident to the Human Resource department.

In FY2025, the Group did not record any incidents of discrimination based on race, colour, sex, religion, political opinion, national extraction, social origin, or other protected grounds involving internal and/or external stakeholders (FY2024: Nil).

TRAINING AND EDUCATION

The Group is committed to providing employees with opportunities for continuous learning and professional development. We offer a variety of training programmes aimed at supporting both current job needs and future career growth, as part of our broader sustainability strategy.

Employees are encouraged to participate in a wide range of learning and development initiatives. Where applicable, the Group also provides support for further education. In FY2025, the average training hours completed per employee were approximately 5.76 hours (FY2024: 5.81 hours).

The average training hours completed per employee by gender and employee category were as follows:

INDICATORS	UNIT	FY2025	FY2024
Average training hours completed per employee	Hours	5.76	5.81
BY GENDER			
Male	Hours	6.03	6.40
Female	Hours	5.22	4.66
BY EMPLOYEE CATEGORY			
Senior management	Hours	11.50	11.00
Middle management	Hours	9.96	5.21
Executive level	Hours	3.92	5.38
Non-Executive level	Hours	5.76	6.10

SOCIAL

OCCUPATIONAL HEALTH AND SAFETY

The Group prioritises health and safety across all operations. This includes hazard identification, risk assessments, and incident investigation. We strive to maintain a safe working environment through site-specific policies tailored to the nature of our operations. Our health and safety framework complies with applicable laws and regulations in Singapore, including the Workplace Safety and Health Act.

Key policies include the Personal Protective Equipment Policy, Safety Belt Policy, and Drug and Alcohol Policy. These are supported by the Health, Safety, Security and Environment (“HSSE”) Policy, which governs safety practices and employee well-being. Employees are encouraged to provide feedback and suggestions to strengthen health and safety practices.

In addition to formal policies, employees are required to follow various health and safety measures, such as the safe handling of hazardous chemicals and proper use of vehicles and equipment. Safety reminders are communicated regularly, and the Group adopts a structured approach to safety management, incorporating training, communication, site audits, and inspections.

The following table summarises the initiatives and practices that we have implemented with regard to the health and safety of our employees and other stakeholders.

OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM	DETAILS
Documentations: Employee Handbook/Orientation Handbook	Social Code of Conduct: <ul style="list-style-type: none"> Safe and Healthy Work Environment; and The requirements for a safe and healthy work environment are communicated to all of the Group's employees. Rules and Regulations: <ul style="list-style-type: none"> Emergency evacuation rule; Safety standards and guidelines; and Smoking, dress code, etc.
Safety training	<ul style="list-style-type: none"> Conduct training programmes covering diverse topics, including but not limited to: <ul style="list-style-type: none"> Workplace Safety <ul style="list-style-type: none"> (1) Apply Workplace Safety & Health in Process Plant (2) Hazmat Transport Driver Permit Course (3) Occupation First Aid Refresher Course Conduct safety training to assure safety equipment is properly worn and maintained; and Evacuation plans and drills well designed for on-the-ground workers.
Safety measures	<ul style="list-style-type: none"> Conduct safety audit(s) and inspections at all facilities to identify key areas and take preventive measures when necessary; Re-examine existing health and safety policies, ensure well-implementation and continued relevance; and Ensure responsible usage of chemicals and transparency on the substances used in premises.
Employee well-being	<ul style="list-style-type: none"> Employee wellness plan including outpatient medical coverage, regular medical check-ups, workplace inspections, advice and treatments.

To strengthen our safety culture, we also engage with stakeholders through ongoing dialogue and safety-related initiatives. These partnerships allow for knowledge sharing and proactive risk mitigation to minimise safety impacts linked to our business relationships.

In FY2025, the Group received the Singapore Chemical Industry Council Responsible Care Award in relation to the Employee Health and Safety Code. We are pleased to receive the award and recognition. We will continue our commitment to enhancing our performance in different aspects.

SOCIAL

During FY2025, total hours worked amounted to approximately 908,342 hours (FY2024: 949,617 hours). No workplace fatalities, high-consequence work-related injuries, or lost-time injuries were recorded during the year (FY2024: Nil). In the event of a workplace injury, the Group investigates the incident to determine the case and implements corrective actions, which may include more frequent equipment inspections, updated procedures, additional training, or enhanced protective measures.

The Group's lost time injury rate remained at zero in FY2025 (FY2024: zero). There were also zero cases of material non-compliance with workplace safety laws, including the Workplace Safety and Health Act of Singapore (FY2024: Nil).

CUSTOMER PRIVACY

The Group has established an Internal Data Protection Policy to prevent the loss or mishandling of customer data. The policy covers the collection, processing, usage, storage, protection, and disclosure of personal data.

Designated Personal Data Protection Officers are responsible for staying updated on the Personal Data Protection Act, ensuring internal compliance, managing data-related feedback or complaints, and communicating the Group's data protection practices to all employees.

In FY2025, the Group recorded zero cases of material non-compliance with privacy-related laws, including the Personal Data Protection Act of Singapore (FY2024: Nil).

CORPORATE SOCIAL RESPONSIBILITY

Vibrant Group is committed to supporting the community and making a positive impact on the lives of others. The Group selects social enterprises that align with its vision and ensures that its corporate social initiatives are focused on organisations that are meaningfully in need of support.

In FY2025, employees volunteered their time to pack various medical items into individual care bags for distribution to the dialysis centres of the National Kidney Foundation. This initiative enabled staff to contribute directly to improving the treatment experience for patients.

Additionally, the Group made a donation in FY2025 to Ambulance Wish (Singapore) Limited, a non-profit organisation that helps fulfil the final wishes of terminally ill patients. This meaningful act provides emotional support and dignity during a patient's final moments.

Vibrant Group remains committed to supporting impactful community initiatives and will continue to invest in programmes that contribute positively to society.



SGX CONTENT INDEX

PRIMARY COMPONENT	SECTION REFERENCE
Material environmental, social and governance factors	Materiality Assessment
Climate-related disclosures consistent with the recommendations of the TCFD	Climate Change Mitigation and Adaptation
Policies, Practices and Performance	Governance
	Economic
	Environmental
	Social
Targets	Sustainability Targets Performance
Sustainability reporting framework	About the Sustainability Report – Reporting Framework
Board statement and associated governance structure for sustainability practices	Board Statement
	Our Sustainability Efforts – Governance Structure for Sustainability Matters



GRI CONTENT INDEX

STATEMENT OF USE	Vibrant Group has reported the information cited in this GRI content index for FY2025 with reference to the GRI Standards.
GRI 1 USED	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION/STATEMENT
GENERAL DISCLOSURE		
GRI 2: General Disclosures 2021	2-1 Organizational details	<ul style="list-style-type: none"> Legal name: Vibrant Group Limited Nature of ownership: Publicly owned Legal form: Incorporated entity Location of the Group's headquarters: Singapore The Group's country of operation: Singapore
	2-2 Entities included in the organization's sustainability reporting	Sustainability Report 2025 – About the Sustainability Report
	2-3 Reporting period, frequency and contact point	Sustainability Report 2025 – Board Statement; Sustainability Report 2025 – Contact Us Reporting frequency: Annual
	2-4 Restatements of information	We have revised energy consumption and emissions data in this Report to improve accuracy and comparability.
	2-5 External assurance	Nil
	2-6 Activities, value chain and other business relationships	Annual Report 2025 – Corporate Profile; Annual Report 2025 – Our Business Lines; Sustainability Report 2025 – About Vibrant Group
	2-7 Employees	Sustainability Report 2025 – Employment
	2-9 Governance structure and composition	Sustainability Report 2025 – Our Sustainability Efforts; Annual Report 2025 – Corporate Governance Report
	2-13 Delegation of responsibility for managing impacts	Sustainability Report 2025 – Our Sustainability Efforts
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Report 2025 – Our Sustainability Efforts
	2-22 Statement on sustainable development strategy	Sustainability Report 2025 – Our Sustainability Efforts
	2-25 Processes to remediate negative impacts	Sustainability Report 2025 – Our Sustainability Efforts
	2-26 Mechanisms for seeking advice and raising concerns	Sustainability Report 2025 – Our Sustainability Efforts
	2-27 Compliance with laws and regulations	Sustainability Report 2025 – Sustainability Targets Performance
	2-28 Membership associations	Sustainability Report 2025 – Stakeholder Engagement
	2-29 Approach to stakeholder engagement	Sustainability Report 2025 – Stakeholder Engagement
	2-30 Collective bargaining agreements	No collective bargaining agreements were in place during FY2025.

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	LOCATION/STATEMENT
MATERIAL TOPICS		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainability Report 2025 – Materiality Assessment
	3-2 List of material topics	Sustainability Report 2025 – Materiality Assessment
ECONOMIC PERFORMANCE		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2025 – Economic Performance
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Annual Report 2025 – Financial Statements Sustainability Report 2025 – Economic Performance
	201-2 Financial implications and other risks and opportunities due to climate change	Sustainability Report 2025 – Climate Change Mitigation and Adaptation
ANTI-CORRUPTION		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2025 – Anti-corruption
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Sustainability Report 2025 – Anti-corruption
	205-2 Communication and training about anti-corruption policies and procedures	Sustainability Report 2025 – Anti-corruption
	205-3 Confirmed incidents of corruption and actions taken	Sustainability Report 2025 – Anti-corruption
MATERIALS		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2025 – Materials
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Sustainability Report 2025 – Materials
ENERGY		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2025 – Energy
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Sustainability Report 2025 – Energy
	302-3 Energy intensity	Sustainability Report 2025 – Energy
	302-4 Reduction of energy consumption	Sustainability Report 2025 – Energy
WATER AND EFFLUENTS		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2025 – Water and Effluents
GRI 303: Water and Effluents 2018	303-5 Water consumption	Sustainability Report 2025 – Water and Effluents
EMISSIONS		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2025 – Emissions
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Sustainability Report 2025 – Emissions
	305-2 Energy indirect (Scope 2) GHG emissions	Sustainability Report 2025 – Emissions
	305-4 GHG emissions intensity	Sustainability Report 2025 – Emissions
	305-5 Reduction of GHG emissions	Sustainability Report 2025 – Emissions

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GRI STANDARD	DISCLOSURE	LOCATION/STATEMENT
MATERIAL TOPICS		
WASTE		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2025 – Waste
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Sustainability Report 2025 – Waste
	306-2 Management of significant waste-related impacts	Sustainability Report 2025 – Waste
	306-3 Waste generated	Sustainability Report 2025 – Waste
EMPLOYMENT		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2025 – Employment
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Sustainability Report 2025 – Employment
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Sustainability Report 2025 – Employment
	401-3 Parental leave	Sustainability Report 2025 – Employment
LABOR/MANAGEMENT RELATIONS		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2025 – Labour/Management Relations
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Sustainability Report 2025 – Labour/Management Relations
OCCUPATIONAL HEALTH AND SAFETY		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2025 – Occupational Health and Safety
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Sustainability Report 2025 – Occupational Health and Safety
	403-2 Hazard identification, risk assessment, and incident investigation	Sustainability Report 2025 – Occupational Health and Safety
	403-3 Occupational health services	Sustainability Report 2025 – Occupational Health and Safety
	403-4 Worker participation, consultation, and communication on occupational health and safety	Sustainability Report 2025 – Occupational Health and Safety
	403-5 Worker training on occupational health and safety	Sustainability Report 2025 – Occupational Health and Safety
	403-6 Promotion of worker health	Sustainability Report 2025 – Occupational Health and Safety
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability Report 2025 – Occupational Health and Safety
	403-8 Workers covered by an occupational health and safety management system	Sustainability Report 2025 – Occupational Health and Safety
	403-9 Work-related injuries	Sustainability Report 2025 – Occupational Health and Safety
	403-10 Work-related ill health	Sustainability Report 2025 – Occupational Health and Safety

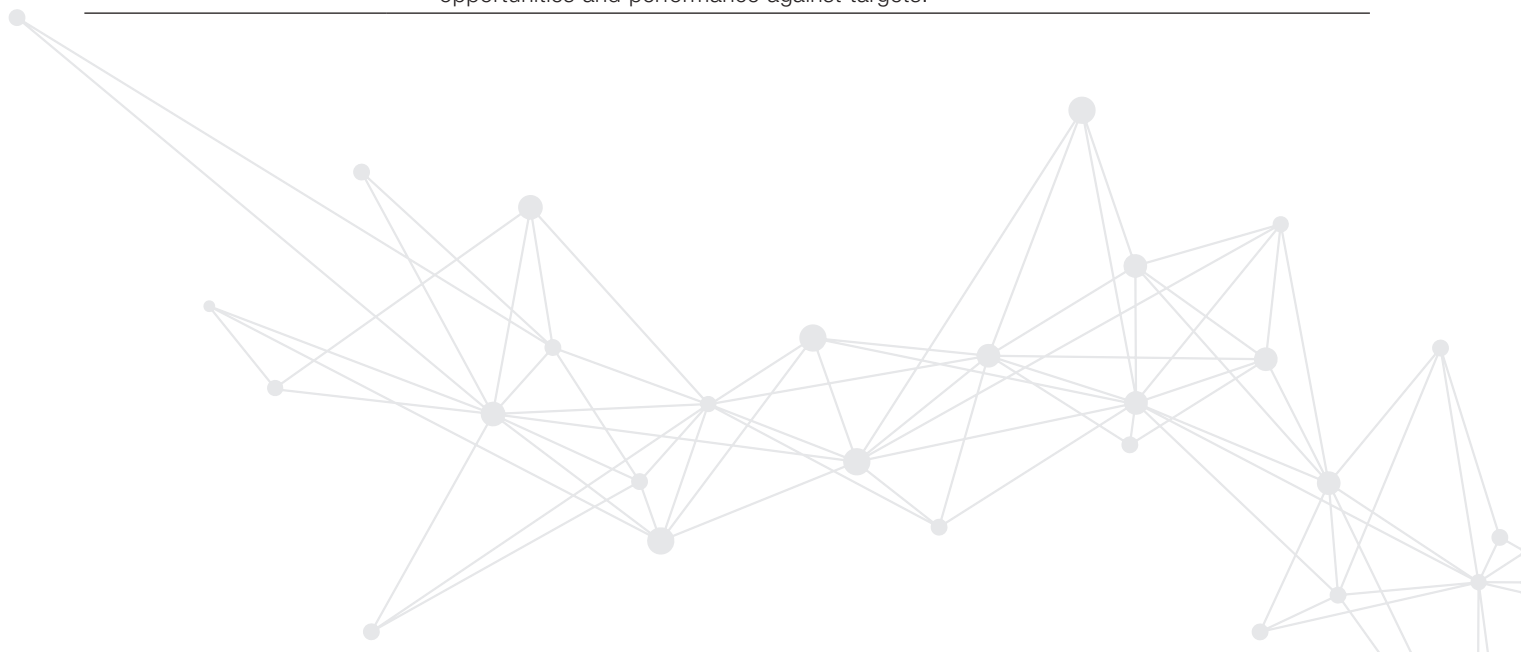
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GRI STANDARD	DISCLOSURE	LOCATION/STATEMENT
MATERIAL TOPICS		
TRAINING AND EDUCATION		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2025 – Training and Education
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Sustainability Report 2025 – Training and Education
	404-2 Programs for upgrading employee skills and transition assistance programs	Sustainability Report 2025 – Training and Education
DIVERSITY AND EQUAL OPPORTUNITY		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2025 – Diversity and Equal Opportunity
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Sustainability Report 2025 – Diversity and Equal Opportunity
	405-2 Ratio of basic salary and remuneration of women to men	Sustainability Report 2025 – Diversity and Equal Opportunity
NON-DISCRIMINATION		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2025 – Non-discrimination
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Sustainability Report 2025 – Non-discrimination
CUSTOMER PRIVACY		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2025 – Customer Privacy
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Sustainability Report 2025 – Customer Privacy



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THEMATIC AREAS	RECOMMENDED DISCLOSURES	LOCATION/STATEMENT
Governance	a) Describe the board's oversight of climate-related risks and opportunities.	Sustainability Report 2025 – Climate Change Mitigation and Adaptation
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	Sustainability Report 2025 – Climate Change Mitigation and Adaptation
Strategy	a) Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term.	Sustainability Report 2025 – Climate Change Mitigation and Adaptation
	b) Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning.	Sustainability Report 2025 – Climate Change Mitigation and Adaptation
	c) Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Sustainability Report 2025 – Climate Change Mitigation and Adaptation
Risk Management	a) Describe the organisation's processes for identifying and assessing climate-related risks.	Sustainability Report 2025 – Climate Change Mitigation and Adaptation
	b) Describe the organisation's processes for managing climate-related risks.	Sustainability Report 2025 – Climate Change Mitigation and Adaptation
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management.	Sustainability Report 2025 – Climate Change Mitigation and Adaptation
Metrics and Targets	a) Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.	Sustainability Report 2025 – Climate Change Mitigation and Adaptation
	b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions, and the related risks.	Sustainability Report 2025 – Climate Change Mitigation and Adaptation
	c) Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.	<p>The Group is currently in the midst of developing calculation methodologies for its Scope 3 emissions.</p> <p>Sustainability Report 2025 – Climate Change Mitigation and Adaptation</p>





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