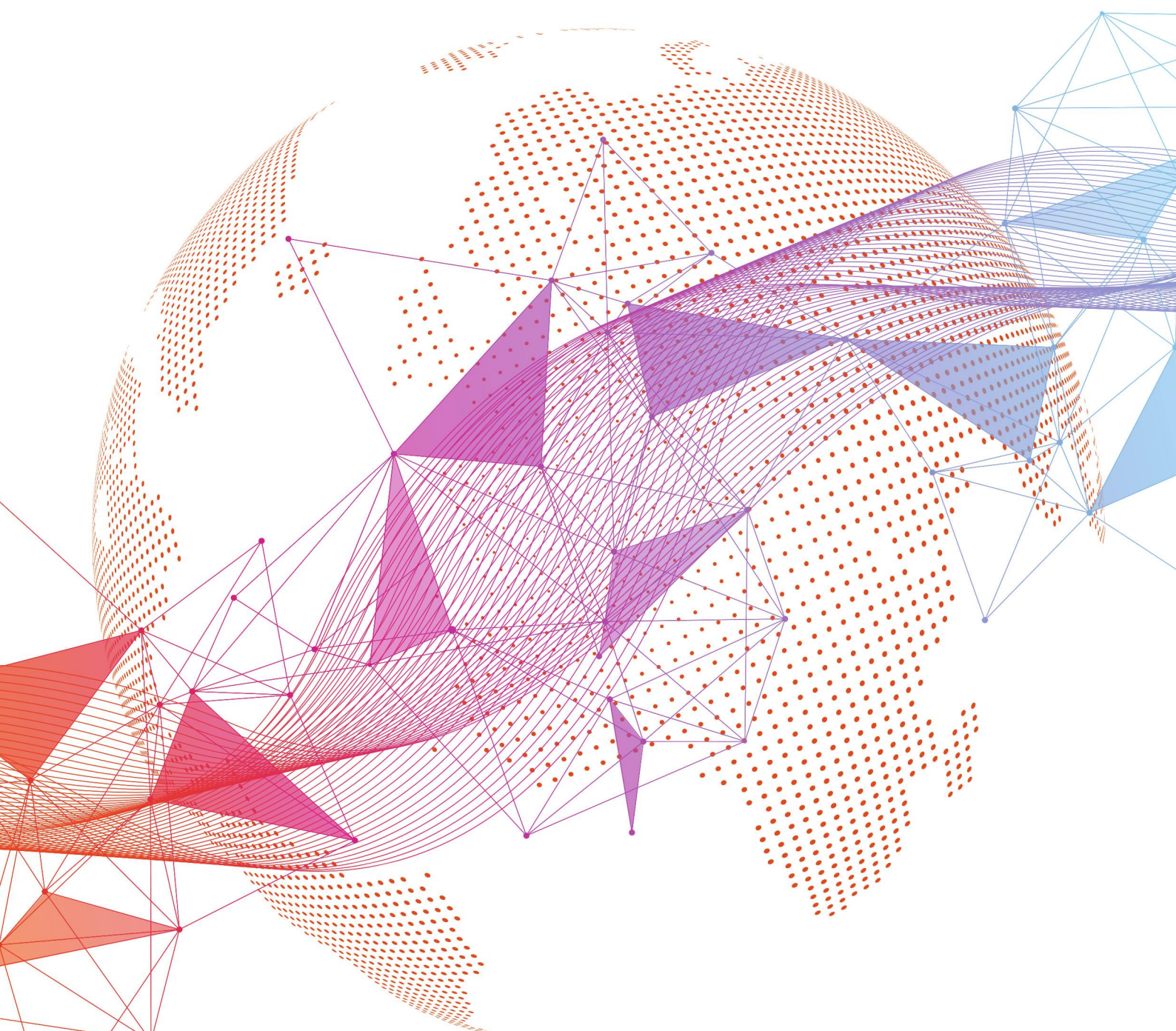




Vibrant Group Limited



CONNECTING ACROSS **BOUNDARIES**

2022 SUSTAINABILITY REPORT

BOARD STATEMENT



The Board of Directors (the “Board”) is pleased to present our Sustainability Report (the “Report” or “Sustainability Report”) of Vibrant Group Limited (the “Group”, “Vibrant Group” or “we”) for the financial year ended 30 April 2022 (“FY2022”). This Report provides an overview of the Group’s commitment and approach towards sustainability through its operations and business practices in the industry.

The Report presents the Group’s environmental, social and governance (“ESG”) initiatives, plans and performances in a transparent manner and demonstrates the Group’s ongoing commitment to sustainability and serves as a platform to communicate with its stakeholders about the Group’s approach to sustainability.

As an overarching point the Board believes sustainability is inextricably tied to growth and development. As stewards of the Group, including its long-term strategic approach, the Board is responsible for overseeing the performance of the Group and to guide the incorporation of the precepts of sustainability into its business operations. The Sustainability Steering Committee (“SSC”), comprising the Group’s senior management, works with the Board to establish the Group’s sustainability objectives, plans and performance. The material ESG factor are determined, managed and monitored by the cooperation between the Board and the senior management.

As an integrated service provider in logistics, real estate and financial services, the Group strives to establish the best sustainable practice within the industry while achieving a commercially successful business. The Group realises the importance of improving sustainability performance in enhancing competitiveness. We aim to make contributions to the environment, our employees and our communities by integrating sustainability in our business operations.

The Board would like to take this opportunity to express our gratitude to our employees, customers and business partners for their continuous support over the past years in the realm of sustainability and hopes to see greater engagement with all its stakeholder in the future.

Vibrant Group’s Board of Directors

CONTENTS

BOARD STATEMENT

2 ABOUT VIBRANT GROUP

3 OUR SUSTAINABILITY EFFORTS

4 ABOUT THE SUSTAINABILITY REPORT

4 CONTACT US

5 STAKEHOLDER ENGAGEMENT

6 MATERIALITY ASSESSMENT

8 SUSTAINABILITY TARGETS PERFORMANCE

10 GOVERNANCE

11 ECONOMIC

12 ENVIRONMENTAL

18 SOCIAL

25 SGX CONTENT INDEX

26 GRI CONTENT INDEX



ABOUT VIBRANT GROUP



Vibrant Group Limited (formerly known as Freight Links Express Holdings Limited) was incorporated in 1986 and listed on the 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 business we naturally strive for growth and development and consequently the Group remains watchful for business opportunities whether strategic or opportunistic. Evolving business environments may offer opportunities for us to improve our sustainability performance, or harness potential sustainability initiatives. We are aware of the increasing importance placed on ESG among our stakeholders and the global community, and we intend to keep sustainability practices as a key part of our business strategy.

SUSTAINABILITY STEERING COMMITTEE

Sustainability at the Group is spearheaded by the Sustainability Steering Committee (“SSC”), led by the Group’s senior management including the Chief Executive Officer, Executive Director and Chief Financial Officer. The Board works closely with SSC, whose role is to develop the sustainability objectives, plans and strategy, manage and monitor the overall sustainability performance, and report to the Board. To ensure that sustainability remains a priority, the SSC will review sustainability practices, including implementation and execution, periodically.

The SSC is supported by the Sustainability Task Force (“STF”), which is responsible for driving the sustainability programme across the organisation. The STF comprises members of the senior management teams from different business units across the Group.



ABOUT THE SUSTAINABILITY REPORT

The scope of this Report is consistent with that of the financial year ended 30 April 2021 ("FY2021"). Unless specified otherwise, the scope of the Report covers the Group's most material business at our headquarters in Singapore and our freight and logistics business. Activities included are 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 relating to the ESG aspects. The Group will strengthen its commitment to sustainability in the future, and continue to expand its scope of disclosure subject to the materiality assessment and necessity.

REPORTING FRAMEWORK

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

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

GRI 102: General Disclosure 2016	GRI 307: Environmental Compliance 2016
GRI 103: Management Approach 2016	GRI 401: Employment 2016
GRI 201: Economic Performance 2016	GRI 403: Occupational Health and Safety 2018
GRI 205: Anti-corruption 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 418: Customer Privacy 2016
GRI 305: Emissions 2016	GRI 419: Socioeconomic Compliance 2016
GRI 306: Waste 2020	

CONTACT US

We value and welcome feedback to continuously improve our sustainability reporting and practices. If you wish to provide comments or feedback, please send your comments, suggestions, or feedback to corporate@vibrant.com.sg.

STAKEHOLDER ENGAGEMENT

The Group values its stakeholders and their feedback regarding its businesses and sustainability aspects. In order to understand and address their key concerns, we have been maintaining close communication with our stakeholders that have direct and significant impacts on our business, and also those who will be affected by our operations. We will continue to increase our engagement with stakeholders with a view to charting a course for long term prosperity.

In formulating operational strategies and sustainability measures, the Group takes into account views and expectations and strives to improve its performance through cooperation with the stakeholders. The following table summarises our key stakeholders and their concerns of discussions, together with their corresponding engagement methods and frequency.

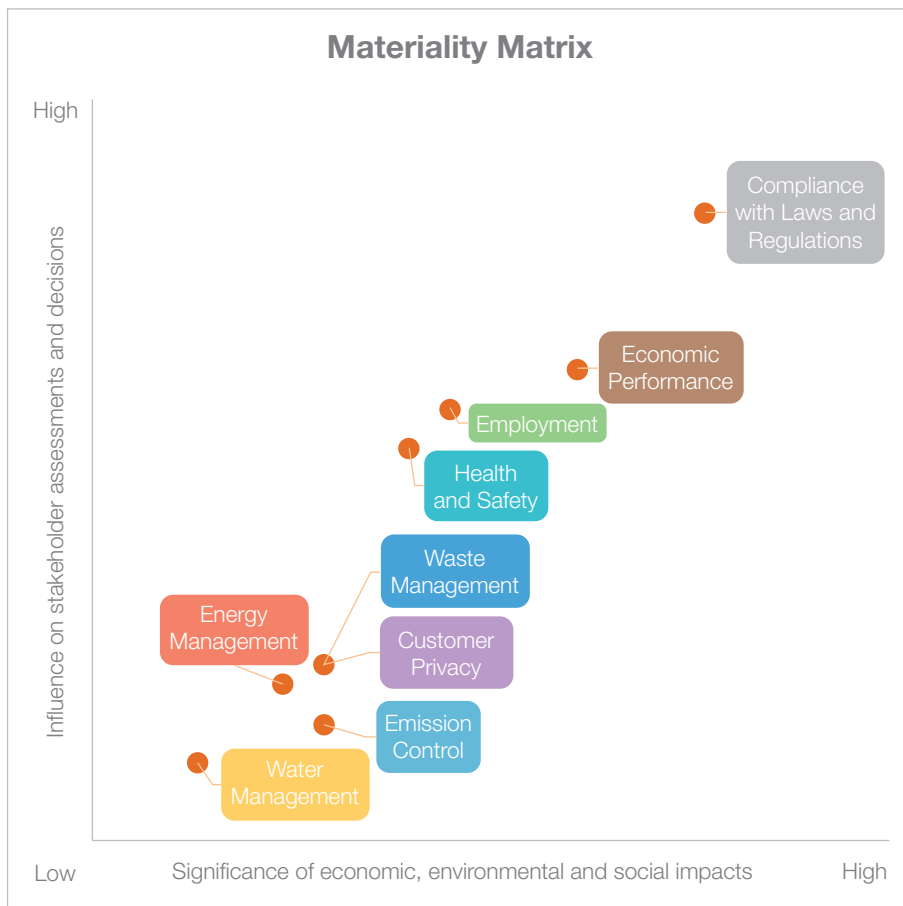
Stakeholders	Concerns of Discussions	Methods of Engagement	Frequency
Investors and Shareholders	<ul style="list-style-type: none"> Sustain profitability and enhance shareholder return Transparent reporting Sound corporate governance practices Long-term growth of business 	Timely updates of financial results and announcements, business developments, press releases, and other relevant disclosures via SGXNet and the Group's website	Throughout the year
		Annual General Meeting	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 update 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 programme for new employees Training and development programmes Recreational and wellness activities	Throughout the year
		Career development performance appraisals	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 keep 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 Singapore Aircargo Agents Association, the International Air Transport Association, etc.	Throughout the year

MATERIALITY ASSESSMENT

A materiality assessment in the form of questionnaires has been conducted by the Group, in which material sustainability matters to our business operations are identified. Employees from different business units across the Group were involved in completing the materiality survey. During the materiality assessment, we took into consideration the following factors:

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

The Group has considered feedback from relevant stakeholders in determining the Group's material sustainability aspects to be covered in this Report. The Group's materiality matrix is presented as follows:



MATERIALITY ASSESSMENT

Category	Material Topics
Governance	Compliance with Laws and Regulations
Economic	Economic Performance
Environmental	Emission Control
	Waste Management
	Energy Management
	Water Management
Social	Employment
	Health and Safety
	Customer Privacy

Other topics which matter to our business operations:

Category	Material Topics
Governance	Anti-corruption
	Operational Risk Assessment
Economic	Return to Shareholders
Environmental	Climate Change Mitigation and Adaptation
	Material Management
Social	Training and Development
	Diversity and Equal Opportunity
	Recruitment and Remuneration
	Corporate Social Responsibility















The Group's performance on the above material topics is disclosed below in this Report, and we consider the results as important reference points for the planning of sustainability management in the following financial years.

The Group has appropriate and effective management policies and internal control policies for ESG matters.









SUSTAINABILITY TARGETS PERFORMANCE

To better manage the Group's material areas and its performance in this regard, the Group has set quantifiable targets for both FY2022 and the financial year ended 30 April 2023 ("FY2023").


The table below summarises the Group's progress in and attainment of the sustainability targets set for FY2022. Where the Group is working toward achieving a target, the Group will continue with its efforts in the particular area.


	Targets for FY2022	Results	Targets for FY2023
Governance			
	Anti-corruption <ul style="list-style-type: none"> No confirmed incidents of corruption/public legal cases regarding corruption brought against the Group No termination of contracts with business partners due to violations related to corruption 		<ul style="list-style-type: none"> No confirmed incidents of corruption/public legal cases regarding corruption brought against the Group No termination of contracts with business partners due to violations related to corruption
	Economic Compliance No incidents of non-compliance with relevant anti-corruption laws and regulations that would have a material impact on the Group		<ul style="list-style-type: none"> Maintain zero incidents of non-compliance with relevant anti-corruption laws and regulations that would have a material impact on the Group
Environmental			
	Greenhouse Gas ("GHG") Emissions Maintain or reduce both Scope 1 and Scope 2 GHG emission intensities level below FY2021's level		<ul style="list-style-type: none"> Maintain or reduce both Scope 1 and Scope 2 GHG emissions intensities in FY2023, using approximately 0.0014 tonnes carbon dioxide equivalent ("tCO₂e") per kilometre ("km") travelled of Scope 1 GHG emissions intensity and approximately 0.0100 tCO₂e per square metre ("m²") of Scope 2 GHG emissions intensity in FY2022 as the baseline
	Waste Management Maintain zero spills		<ul style="list-style-type: none"> Maintain zero spills
	Energy Maintain or reduce electricity and diesel intensities below FY2021's level ^{Note 1}		<ul style="list-style-type: none"> Maintain or reduce the electricity and diesel consumption intensities in FY2023, using approximately 0.0245 megawatt-hour ("MWh") per m² of electricity consumption intensity and 0.5207 litres per km travelled of diesel consumption intensity in FY2022 as the baseline
	Water Management <ul style="list-style-type: none"> Formulate relevant procedures to improve water management Maintain or reduce water consumption intensity below FY2021's level 		<ul style="list-style-type: none"> Formulate relevant procedures to improve water management Maintain or reduce water consumption intensity in FY2023, using approximately 51 litres per m² in FY2022 as the baseline
	Environmental Compliance No incidents of non-compliance with relevant environmental laws and regulations that would have a material impact on the Group		<ul style="list-style-type: none"> No incidents of non-compliance with relevant environmental laws and regulations that would have a material impact on the Group

SUSTAINABILITY TARGETS PERFORMANCE

	Targets for FY2022	Results	Targets for FY2023
Social			
	Employment Maintain an employee turnover rate of 25% or below		<ul style="list-style-type: none"> Reduce employee turnover rate to 23.5% or below
	Health and Safety <ul style="list-style-type: none"> Maintain or reduce lost time injury rate of 0.16 Maintain zero incidents of non-compliance resulting in regulatory breaches related to relevant health and safety legislation 		<ul style="list-style-type: none"> Achieve zero lost time injury rate in FY2023 Maintain zero incidents of non-compliance with health and safety legislation
	Customer Privacy Maintain zero breaches and substantiated complaints of customer privacy and losses of data		<ul style="list-style-type: none"> Maintain zero breaches and substantiated complaints of customer privacy and losses of data
	Socio-economic Compliance No incidents of non-compliance with relevant socioeconomic laws and regulations that would have a material impact on the Group		<ul style="list-style-type: none"> No incidents of non-compliance with relevant socio-economic laws and regulations that would have a material impact on the Group

Key:

 Met target

 Working towards target

Note 1: The Group has achieved the target of reducing the electricity intensity below FY2021's level.

GOVERNANCE

Vibrant Group believes that corporate governance underpins trust from its stakeholders. The Group has developed a system for risk management and internal control to provide reasonable assurance that assets are safeguarded, operational controls are adequate, and business risks, including operational risks, are suitably protected. The audit committee of the Company (the “Audit Committee”) oversees and ensures that such a system has been appropriately implemented and monitored.

COMPLIANCE WITH LAWS AND REGULATIONS

We recognise the importance of maintaining high standards of business integrity and complying with applicable laws and regulations, including relevant environmental laws and regulations. Thus, we have implemented measures to ensure that our employees comply with the Group’s policy and procedures. We have also put monitoring and enforcement mechanisms in place to manage our economic, social and environmental matters. We provide related training to employees to equip them with knowledge on compliance with laws and regulations including but not limited to anti-corruption, environmental emissions, employment, etc. More details of the Group’s risk management and internal controls can be found in the “Corporate Governance Report” on pages 22 to 40 of the Group’s Annual Report 2022.

ANTI-CORRUPTION

As a corporation that upholds its business integrity, we have zero tolerance towards any forms of bribery and any forms of corruption. The Group has Anti-Bribery and Anti-Corruption Policy. Other anti-corruption policies are also specified in the Code of Conduct and Corporate Policy on Exchange of Gifts. All employees are required to adhere to the policies strictly. The policies specify requirements in conducting business legally, ethically and with integrity.

In addition, a Whistle-Blowing Policy has been put in place for employees to report their concerns about suspected fraud, corruption, dishonest practices, misconducts, or other similar matters. Employees are encouraged to report any suspicious practices or inappropriate activities and bring them immediately to the attention of the chairman or any member of the Audit Committee and/or the Board. Appropriate action will be taken if an employee is found guilty of fraud, dishonesty or criminal conduct in relation to his/her employment. It is also the Group’s policy to protect the identity of the whistle-blower. The Group views any harassment or retaliation in any forms or manners against the whistle-blower seriously, and has zero tolerance against victimisation of the whistle-blower. Any acts of reprisal or victimisation of the whistle-blower by members of the Group or management will result in disciplinary actions, including termination of employment.

During FY2022, there were no confirmed incidents of corruption or corruption prosecutions brought against the Group, nor any termination of contracts with business partners due to violations related to corruption. Moreover, the Group did not identify any material non-compliance with relevant anti-corruption laws and regulations. We aim to maintain this trend for FY2023.

ECONOMIC



Vibrant Group sees economic performance as a material factor as we believe our business economic viability is important to our stakeholders. We aim to attain sustainable economic growth to provide desirable returns to our shareholders annually.

To keep the Group abreast of the latest industry information, the Group holds membership in industry associations such as the Singapore Logistics Association, the Singapore Business Federation, the Singapore Aircargo Agents Association, the International Air Transport Association, etc.

Our financial performance for FY2022 can be found in the Group's Financial Highlights (pages 10 to 11) and Financial Statements section (pages 41 to 146) of the Annual Report 2022.

ENVIRONMENTAL

There is an increasing awareness of environmental issues such as climate change. As a global integrated logistics provider, Vibrant Group recognises the impacts of its business on the environment, especially the use of fossil fuels in vehicles and other resources consumed in respect of our business operations. The Group believes that environmentally friendly practices complement business efficiency and advocates corporate social responsibility towards the environment by incorporating these processes in its daily operations. The Group strictly complies with environmental laws and regulations and employees have responsibilities in monitoring the Group's environmental performances. Employees are encouraged to report any suspected violations, and the management will investigate all reports seriously. In FY2022, the Group achieved the target of maintaining zero incidents of non-compliance with relevant environmental laws and regulations that would have a material impact on the Group. We aim to maintain the record of zero incidents for non-compliance for FY2023.

CLIMATE CHANGE MITIGATION AND ADAPTION

The Group recognises the importance of developing a strategy and risk management framework that can help enhance the Group's climate resilience. We acknowledge that Task Force on Climate-Related Financial Disclosure ("TCFD") provides recommendations regarding disclosure of climate-related financial information. TCFD has four overarching elements, including governance, strategy, risk management and metrics and targets, to assess the impact of key climate-related risks and opportunities. While we have adopted certain areas of TCFD's recommendations, such as setting metrics and targets, we will continue to strengthen our disclosure with reference to TCFD.

Governance

The Board has oversight of the Group's sustainability strategy including its formulation and reviews disclosures relating to climate-related risk and opportunities and its actions to enhance climate resilience.

The SSC are responsible for developing objectives, plans and performance metrics and to manage and monitor the overall climate-related sustainability performance.

Support to the SSC is provided by the STF, which drives the implementation of programme in the Group's operation and advises the SSC on the material climate-related sustainability matters.

Strategy

We continuously update ourselves on climate-related risk, including physical risks and transition risks, and climatic events affecting our business.

While physical risks generally remain low, the Group expects that the laws and regulations related to climate change will become more stringent and more demanding, with developments such as more aggressive government policies and measures to limit GHG emissions, in addition to carbon taxes. As a result, the Group may be exposed to legal risks and compliance requirements which in turn may lead to higher operating costs.

With the increased awareness of climate change, our stakeholders may prefer products and services that are less damaging to the climate. As a result, the transition to a low-carbon business model can bring opportunities. If the Group is able to adopt more environmentally friendly practices in its operations, the Group may be able to seize more business opportunities from business customers who recognise the Group's environmental initiatives.

ENVIRONMENTAL

Risk Management

The SSC and STF carry out the corresponding actions to manage the climate-related risks.

Regarding legal risks on climate related matters the Group continuously monitors any changes in laws or regulations. In addition, the Group will enhance its measures to reduce GHG emissions. As the Group strives to exceed the requirements of regulations in its operations, the Group can quickly adapt to the more stringent regulations that may arise.

Metrics and Targets

We have measured and disclosed our Scope 1 and Scope 2 GHG emissions in this Report. GHG emissions data is calculated based on, including but not limited to, "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standards" issued by the World Resources Institute and the World Business Council for Sustainable Development and emission factor published by the Energy Market Authority in 2020.

We have committed to emissions reduction targets to strive to mitigate our GHG emissions. In FY2022, we have set a target of maintaining or reducing both Scope 1 and Scope 2 GHG emissions intensities in FY2023, using the levels in FY2022 as the baseline.

EMISSION CONTROL

The Group is aware that its businesses involve emissions and recognises that reduction of emission is essential. We aim to reduce emissions through practices and initiatives, with a view to increasing our efficiency and lowering costs. We have implemented related environmental policies and initiatives, including but not limited to those listed below, to reduce the Group's emissions:

- Conduct regular checks on our vehicles to ensure that they comply with environmental regulations as well as monitor our diesel consumption;
- Educate employees to turn off engines for idling vehicles;
- Actively adopt other emission reduction measures which are described in the "ENERGY MANAGEMENT" section; and
- Consider lower emission vehicles when replacing.

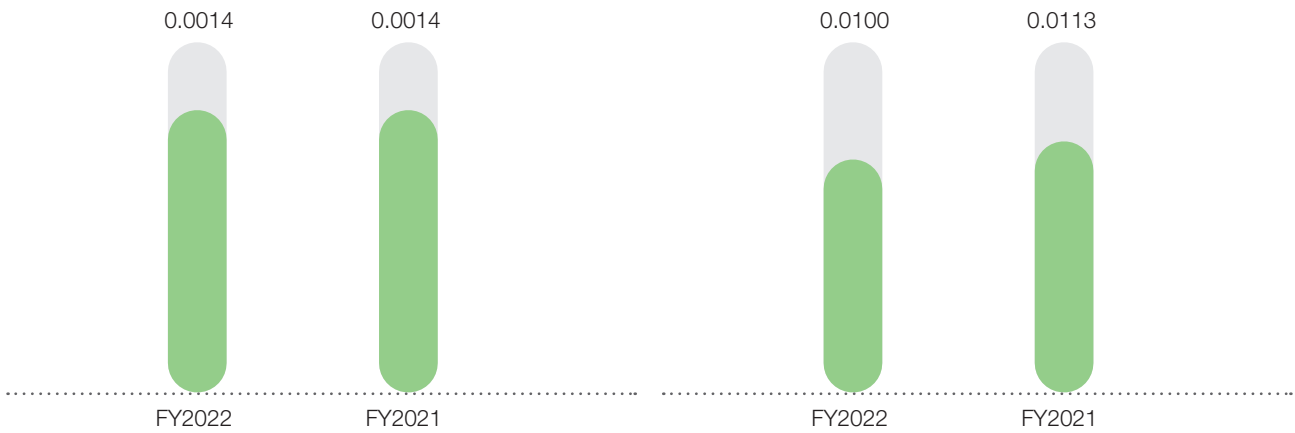
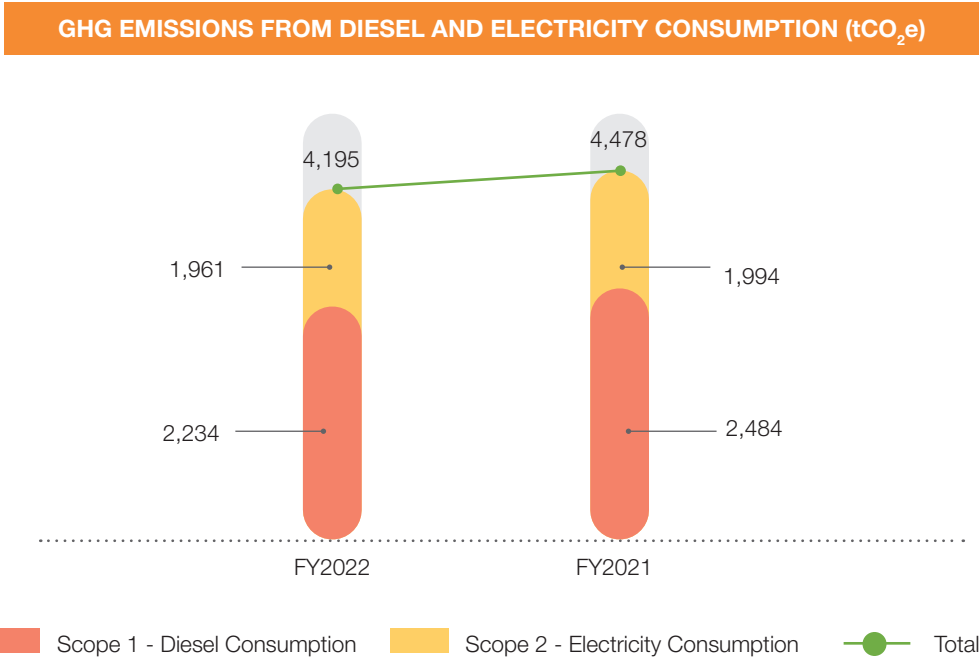
The Group's major sources of GHG emissions is from fuel consumption by vehicles (Scope 1) and purchased electricity (Scope 2). The GHG emissions intensity from diesel consumption remains unchanged at approximately 0.0014 tCO₂e per km travelled ^{Note 2} for FY2022 and FY2021. In FY2022, the GHG emissions intensity from electricity consumption decreased by approximately 12% to approximately 0.0100 tCO₂e per m² (FY2021: 0.0113 tCO₂e per m² ^{Note 3}). In FY2022, we achieved the target of maintaining or reducing both Scope 1 and Scope 2 GHG emissions intensities. We have set an emission target of maintaining or reducing both Scope 1 and Scope 2 GHG emissions intensities in FY2023, using approximately 0.0014 tCO₂e per km travelled of Scope 1 GHG emissions intensity and approximately 0.0100 tCO₂e per m² of Scope 2 GHG emissions intensity in FY2022 as the baseline.

Note 2: The Scope 1 GHG emissions and the corresponding intensity data has been restated due to the revision of the Group's diesel consumption in FY2021.

Note 3: The Scope 2 GHG emissions and the corresponding intensity data has been restated due to the revision of the Group's electricity consumption and revision of the floor area of the Group's operation sites in FY2021.

ENVIRONMENTAL

In FY2022, the Group's total GHG emissions have decreased by about 6% as compared to FY2021. The following graphs show the summary of GHG emissions of Vibrant Group in FY2022 and FY2021.



ENVIRONMENTAL

WASTE MANAGEMENT

The Group generates general wastes from its daily office operation and certain amount of hazardous waste from its logistics business. The Group is committed to handling and disposing of all waste generated by our business activities in a proper manner, and strives to minimise the environmental impact of waste management.

The general waste is centrally collected and disposed, and we assign designated staff to check the waste collection area regularly to ensure the tidiness of the surroundings. We also encourage employees to conduct waste separation at the source by placing separate bins for the various types of warehouse waste (e.g. wood, plastic) in accessible areas. This can in turn aid in recycling efforts by waste collectors.

Regarding hazardous waste, the Group has established the Chemical Safety Policy to govern the use, storage of chemicals, and disposal of such wastes. Chemical waste must be disposed of in accordance with prevailing regulatory requirements and laws and the Group avoids the accumulation of hazardous waste. All hazardous waste is required to be labelled clearly according to national and international codes. We engaged licensed waste collectors, treaters and disposers in handling hazardous waste. Regular training is also conducted to ensure that our staff are able to deal hazardous waste and are familiar with the latest legal requirements concerning regulated substances and waste.

In addition, the Chemical Safety Policy has stated best practices for the use, storage, and disposal of chemicals in the workplace. Each warehouse is subject to regular inspections, via an inspection or audit programme by the safety committee and if necessary, by the Office of Health, Safety and Environment ("HSE"). Emergency action plans concerning any accidental release of hazardous wastes, and responding to chemical incidents such as fires, spills, and explosions are also required to be established. All incidents are required to be reported to the safety committee and Office of HSE and subsequently investigated by higher management to minimise recurrence. Regular drills and training were also conducted for employees to educate them on the appropriate mitigation measures to be taken in case of any accidents.

The Group will continue to keep a record of environmental incidents such as spills. There were zero spills recorded in FY2022 and we aim to maintain this in FY2023.

ENERGY MANAGEMENT

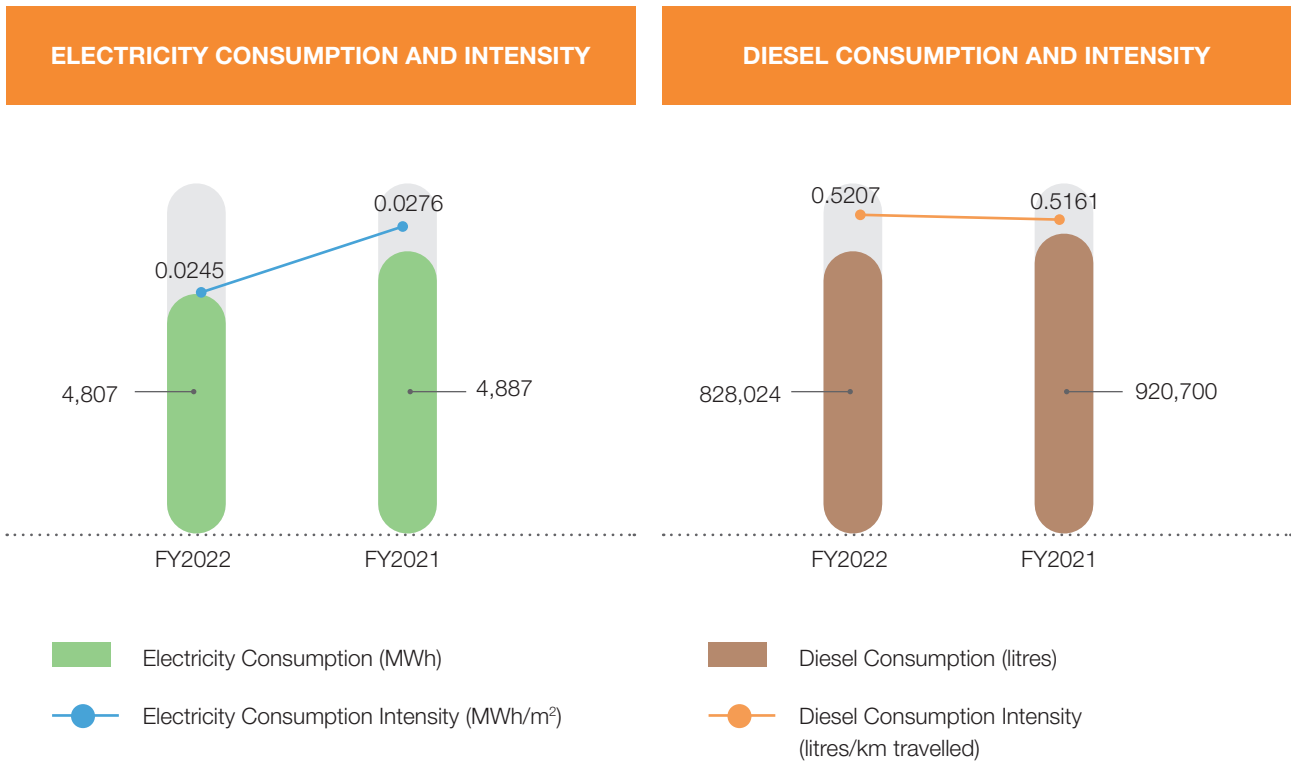
The Group is committed to reducing energy consumption and ensuring energy efficiency in its business activities. Energy management plans and measures have been developed as one of the Group's fundamental policies of energy conservation and efficiency. The Group has developed initiatives to reduce the Group's energy consumption and hence reduce GHG emissions. The consumption of electricity, fuel and other materials is regularly monitored. Unexpected high consumption of such resources will be investigated to find out the root cause and preventative and ameliorative measures will be taken when deemed necessary.

Given our business, energy consumption is mainly the consumption of fuel for vehicles and purchased electricity for our operation. The Group has introduced steps to save electricity and reduce consumption including (without limitation):

- Explore energy efficient technologies to implement in operations;
- Active tracking and monitoring of direct energy usage, for example, use of diesel in vehicle fleet;
- Achieve transparency by enhancing data quality; and
- Promote effective environmental management among suppliers and external contractors.

ENVIRONMENTAL

The Group is committed to actively tracking the effectiveness of the above policies and initiatives. In FY2022, electricity consumption intensity decreased by about 11% to approximately 0.0245 MWh per m² (FY2021: approximately 0.0276 MWh per m²^{Note 4}). In FY2022, the diesel consumption intensity increased by approximately 1% to approximately 0.5207 litres per km travelled (FY2021: 0.5161 litres per km travelled^{Note 5}). In FY2022, we managed to achieve the energy consumption target of reducing the electricity consumption intensity, however, we did not achieve the energy consumption target for the diesel consumption intensity. We have set a target of maintaining or reducing the electricity and diesel consumption intensities in FY2023, using approximately 0.0245 MWh per m² of electricity consumption intensity and 0.5207 litres per km travelled of diesel consumption intensity in FY2022 as the baseline. The following graphs show the electricity and diesel performances of the Group in FY2022 and FY2021.



Note 4: The electricity consumption and the corresponding intensity data has been restated due to the revision of the Group's use of resources and revision of the floor area of the Group's operation sites in FY2021.

Note 5: The diesel consumption and the corresponding intensity data has been restated due to the revision of the Group's use of resources in FY2021.

ENVIRONMENTAL

WATER MANAGEMENT

The water consumed by the Group was mainly for domestic purposes in office areas and warehouses. The Group has adopted water conservation measures to reduce water consumption. The Group encourages all employees and customers to develop the habit of conserving water consciously. As part of property maintenance, the Group routinely checks for water leakage and promptly investigates any leaks to rectify defects timely.

Effluent generated by the Group, which are mostly domestic wastewater, are discharged to the municipal pipeline network.

During FY2022, the Group consumed approximately 10.07 mega-litres of water with an intensity of approximately 51 litres per m². The water consumption in FY2021 was approximately 13.52 mega-litres with an intensity of approximately 76 litres per m² ^{Note 6}. The water consumption intensity in FY2022 has decreased by about 33% below FY2021's level mainly due to lease restructuring and space consolidation exercise. No water was withdrawn from the area with water stress. The Group has set a water efficiency target of maintaining or reducing the water consumption intensity in FY2023, using approximately 51 litres per m² in FY2022 as the baseline.

MATERIAL MANAGEMENT

To consume less materials and generate less waste the Group plans to enhance material efficiency and optimising the use of materials in different processes including freight forwarding, warehousing and logistics operations. Using materials efficiently will contribute to overall cost savings for the Group. Hence, the Group will implement measures to closely monitor the consumption of materials in all our operating processes.

We have trained our employees to adopt resource-saving methods when carrying out daily operations such as reducing paper consumption through duplex printing and reusing materials where possible. We have also increased digitalisation of processes that increased efficiency as well as reduce paper usage.

Other than diesel consumption, which was mentioned in the section headed "ENERGY MANAGEMENT", the major materials used for our operations include plastic and wooden pallets, plastic wraps, cardboard boxes and office paper.

Note 6: Water consumption intensity data has been restated due to the revision of the floor area of the Group's operation sites in FY2021.

SOCIAL

Socioeconomic compliance is one of the key factors for the Group to fulfil its corporate social responsibility. The management of the Group regularly reviews the business activities, sets up clear policies and procedures in advance to prevent potential infringement of related laws and regulations. Employees are also encouraged to report suspected cases of violation in any laws and regulations. In FY2022, there were zero incidents of non-compliance with relevant material socio-economic laws and regulations, and we aim to maintain this trend for FY2023.

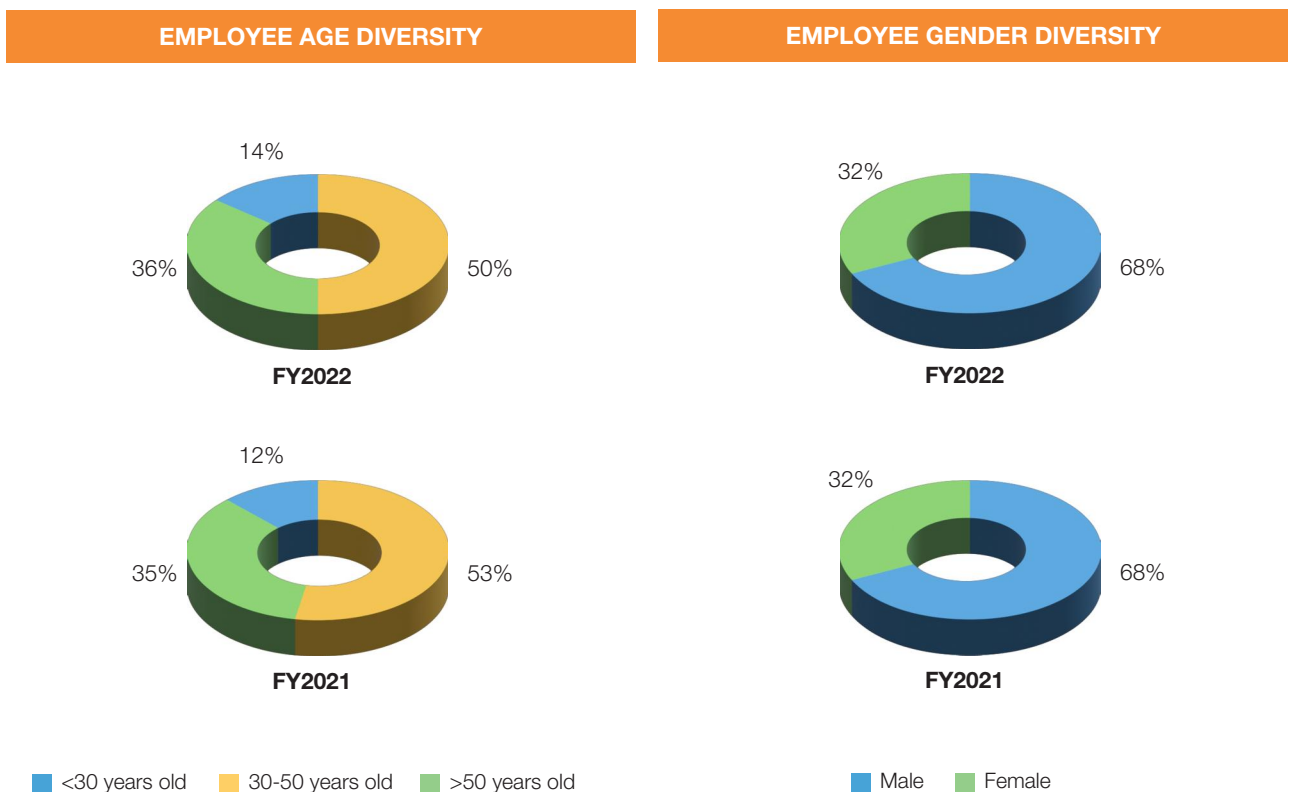
EMPLOYMENT

We recognise that human capital is the backbone of the Group. Our employees are involved in warehouse operations and management as well as the processing and distribution of shipments and goods. Their skills and expertise are vital to our business success. Thus, attracting and retaining talent are part of Vibrant Group’s strategy for ensuring sustainable growth for our business.

The Group adopts a people-oriented management approach and seeks to realise the full potentials of our employees. The Group has formally established the Employee Handbook, covering the aspects of recruitment, compensation, promotion, working hours and rest periods, diversity and equal opportunity, etc. The Group constantly reviews the Employee Handbook and its employment practices to ensure continuous evolution of the employment standards and compliance with relevant employment laws and regulations.

Apart from the employment policies, the Remuneration Committee is also established to review and recommend the general framework of remuneration policies to the Board. The Remuneration Committee is also responsible for reviewing and recommending to the Board the remuneration packages for key senior management personnel and directors. Key terms of references can be found in the Group’s Corporate Governance Report under the Annual Report.

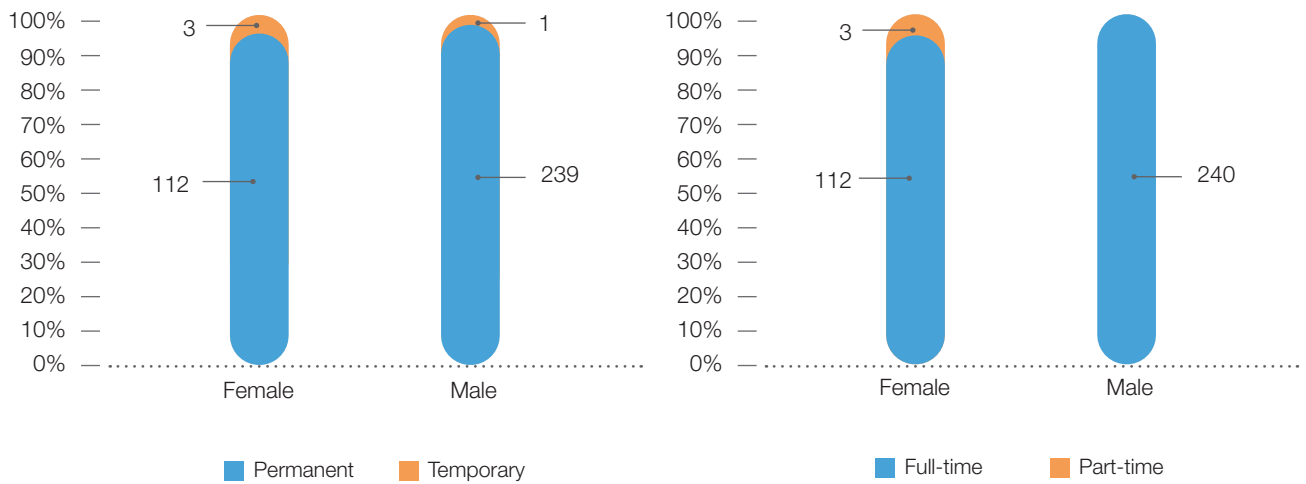
In FY2022, Vibrant Group’s governance bodies consisted of 5 males aged over 50. There were 355 employees at the Group in respect to the reporting scope. The following graphs show the age and gender diversity of employees of the Group.



SOCIAL

EMPLOYEE CONTRACT DIVERSITY

EMPLOYEE EMPLOYMENT TYPE DIVERSITY

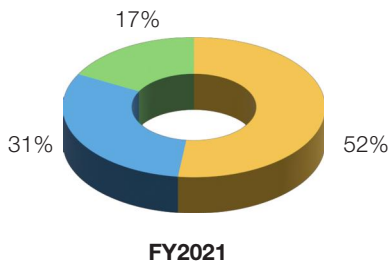
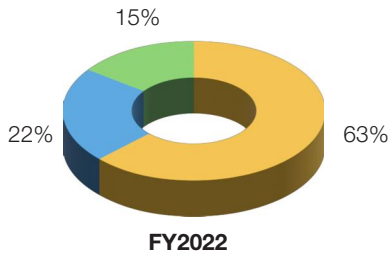


In FY2022, there were 74 new employees and 108 employees left the Group. In FY2022, we did not achieve the target of maintaining an employee turnover rate of 25% or below, but we will continue efforts to provide a satisfactory working environment to retain talent. We have set a target of reducing the turnover rate in FY2023 to 23.5% in view of emphasis going forward to maintain our workforce. The following charts and table set out the employment performances in FY2022 and FY2021.

	FY2022	FY2021
New employee hires (annual rate)	74 (21%)	48 (12%)
Employee turnover (annual rate)	108 (30%)	85 (22%)

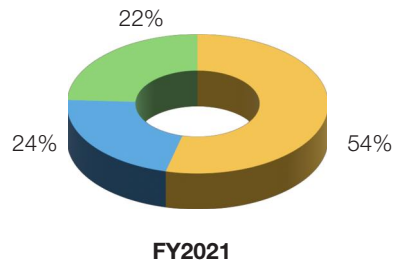
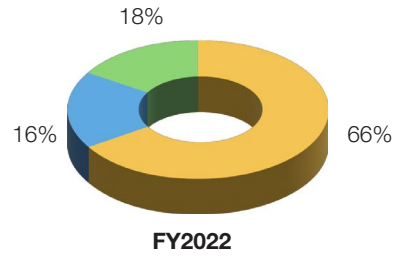
SOCIAL

NEW EMPLOYEE BY AGE



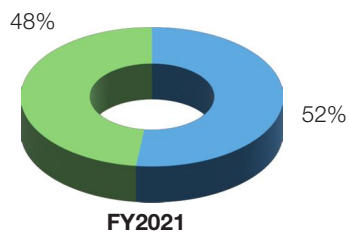
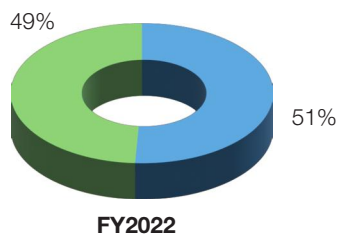
■ <30 years old ■ 30-50 years old ■ >50 years old

EMPLOYEE TURNOVER BY AGE



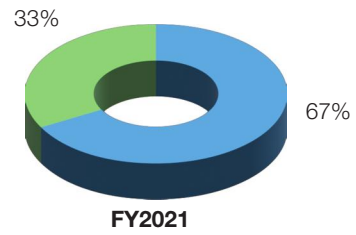
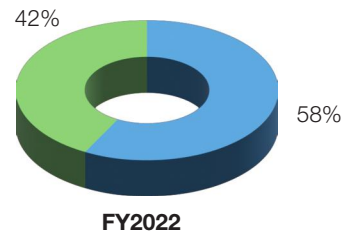
■ <30 years old ■ 30-50 years old ■ >50 years old

NEW EMPLOYEE BY GENDER



■ Male ■ Female

EMPLOYEE TURNOVER BY GENDER



■ Male ■ Female

SOCIAL

Following the outbreak of the COVID-19 pandemic, employees have been asked to work from home where appropriate. The management team reviewed the work from home arrangement and observed that operations have continued smoothly under such arrangement, and had a positive impacts beyond prevention and control of the spread of the pandemic. Therefore without sacrificing operational efficiency, the Group continues to keep in place some flexible work arrangements to better attract and retain valued employees.

RECRUITMENT AND REMUNERATION

The Group applies transparent recruitment processes based on merit, experience, ability and relevant skills for the position and the potential to fulfil the Group's current and future needs. We have formulated related employment policies for recruitment that comply with both the employment legislation and guidance in Singapore.

Employees play a crucial role in the overall success of the Group. We believe high talent retention creates a positive work environment, and helps strengthen employees' commitment to the organisation. Therefore, we continue to enhance competitive remuneration packages. We also demonstrate care for our employees through comprehensive welfare and benefits schemes, including, but not limited to, insurance coverage and medical benefits for full-time employee. Full-time employees are also entitled to different leave types, such as annual leave, parental leave, medical and hospitalisation leave, etc. The Group is also constantly looking at enhancing staff benefits by recognising and rewarding long service. Apart from benefits provided for full-time employees, we also provide sufficient benefit coverage to our part-time employees.

In addition to the above, the Group also recognises the importance of maintaining employee's well-being, and stresses heavily on creating a work-life balanced lifestyle for our employees.

During FY2022, 1 female employee took parental leave and she returned to work after the leave ended.

DIVERSITY AND EQUAL OPPORTUNITY

Vibrant Group recognises the value of a diverse and skilled workforce and endeavours to create an inclusive and collaborative workplace culture in which all can thrive. The Group has formulated policies including the Remuneration Policy, Staff Welfare and Benefit Policy, and Employment Code of Conduct which aim at achieving diversity and equal opportunity at Vibrant Group.

We are committed to promoting a discrimination-free work environment and to providing equal opportunity in all aspects of employment. The Group embraces diversity and inclusivity regardless of race, religion, gender, age, nationality, family status, and marital status. This covers all aspects of employment, including selection, job assignment, compensation, discipline, termination, and access to benefits and training. We respect and permit clothing and accessories that are dictated by religious beliefs, ethnicity or disability.

TRAINING AND DEVELOPMENT

At Vibrant Group, we aim to provide opportunities for employees to not only learn and grow, but also support them in developing talent and ability that meet their current and further job needs. Therefore, we have a variety of training and development programmes for our employees as part of our sustainability strategy.

Our employees are encouraged to participate in a wide range of relevant learning and development programmes. During FY2022, our employees received an average of 3.7 hours of training per employee, and we plan to provide our employees with more opportunities for training in FY2023. The Group also provides further education (e.g. diploma in International Freight Management) opportunities for our employees as part of the emphasis on professional development.

HEALTH AND SAFETY

Health and safety is our highest priority. We strive to maintain a safe and healthy working environment at all of our facilities with specific policies tailored to each facility based on the business undertaken. The Group has formulated its health and safety policies with the intention of providing a safe and healthy working environment and to protect employees from occupational hazards in accordance with laws and regulations of Singapore, including but not limited to the Workplace Safety and Health Act. Such policies extend to but are not limited to Personal Protective Equipment Policy, Safety Belt Policy, Drug and Alcohol Policy amongst others. The Group strongly encourages its employees to provide feedback or suggestions on the health and safety policies. We also actively enforce the Health, Safety, Security and Environment ("HSSE") Policy in the workplace to ensure compliance and to protect the health, safety and security of our employees, property and the public from the risk of harm. The Group's health and safety policies are regularly reviewed and will be updated where appropriate to meet the requirements of the applicable laws and regulations relating to health and safety.

SOCIAL

Apart from formulating policies, we also require employees to actively adopt a series of health and safety measures, which includes the safe use of vehicles and equipment, and the safe handling of hazardous chemicals to prevent injuries and loss of life. We constantly highlight the importance of a safe working environment to our employees by providing safety tips regularly. We also adopt a systematic approach to manage health and safety, taking into consideration training, communication, safety at work sites, security operations and audits. 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.

Initiatives and Measures	Details
Documentations: Employee Handbook/Orientation Handbook	<p>Social Code of Conduct:</p> <ul style="list-style-type: none"> • Safe and Healthy Work Environment; and • The requirements on safe and healthy work environment are communicated to all of the Group's employees. <p>Rules and Regulations:</p> <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 <ol style="list-style-type: none"> (1) Apply Workplace Safety and Health in Process Plant; (2) Hazmat Transport Training Driver Course; and (3) Perform Work at Height • 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.

In view of the COVID-19 pandemic, the Group remains highly vigilant to the potential impact of health and safety on both its employees and customers. The Group has reminded employees of the importance of maintaining a high degree of personal hygiene and implemented safe management measures such as regular cleaning of common spaces and demarcating safe physical distancing. Employees and customers were also required to wear a face mask at all times. The Group has also imposed measures to minimise the spread of COVID-19, such as providing hand sanitisers to everyone entering the Group's premises and ensuring mask mandates are observed. The Group keeps itself apprised of Singapore Ministries' advisories on COVID-19 general guidelines and precautionary measures.

The total number of hours worked in FY2022 was 914,201 hours. No workplace fatalities or major high-consequence work-related injuries were recorded during FY2022. There was 1 lost time injury at Vibrant Group, which resulted in a 1.09 lost time injury rate. All such work-related injuries were investigated and analysed to identify and record occurrence time, place, sequence of events and casualties.

Based on the findings, the Group took corrective actions including more frequent equipment inspections, updating safety operating procedures, strengthening staff training and replacing or installing protective equipment.

SOCIAL

The target of maintaining or reducing the lost time injury rate of 0.16 previously set in FY2021 has yet to be achieved. The lost time injury rate in FY2021 has been restated from 0.34 to 2.07 due to revision of the Group's total working hours. We have achieved the target of achieving zero incidents of non-compliance resulting in regulatory breaches related to relevant health and safety legislation. We have set a target of achieving zero lost time injury rate in FY2023 as we are committed to continual improvement towards achieving a safe workplace. We have also set a target of maintaining zero incidents of non-compliance with health and safety legislation in FY2023.

CUSTOMER PRIVACY

The Group has established the following policies and standards to prevent loss or mishandling of customer data such as the information technology ("IT") security management approach to protect business and personal data against unauthorised access:

- Introducing the Internal Data Protection Policy that governs the collection, use, disclosure and care of personal data;
- Abiding by the employee code of conduct for the use of personal data;
- Complying with privacy and information security law and regulatory requirements; and
- Adopting Privacy Operation Life Cycle methodology to protect personal data.

The following diagram shows our 5-steps in Privacy Operation Life Cycle to comply with the Personal Data Protection Act ("PDPA"):



1	<ul style="list-style-type: none"> • Create the Governance Structure <ul style="list-style-type: none"> • Identify clear roles and responsibilities in Vibrant Group and subsidiaries
2	<ul style="list-style-type: none"> • Data Protection Assessment <ul style="list-style-type: none"> • Identify the personal data • Personal Data Inventory Map <ul style="list-style-type: none"> • Identify the business process • Define the purpose • Personal Data Flow <ul style="list-style-type: none"> • Identify the flow in the business process where personal data is collected, used and disclosed • Baseline On-site Audit
3	<ul style="list-style-type: none"> • Develop policies for handling personal data <ul style="list-style-type: none"> • Address risk • Controls
4	<ul style="list-style-type: none"> • Communicate the internal personal data protection policies and process <ul style="list-style-type: none"> • Monitoring • Auditing • Communications
5	<ul style="list-style-type: none"> • Handle queries or complaints; liaise with the Personal Data Protection Commission <ul style="list-style-type: none"> • Response management • Accountability • Preventing harm

SOCIAL

Further, the Group has Personal Data Protection Officers who will be responsible for, amongst others, conducting regular checks of our IT system in order to prevent the loss of business and personal data. Reported breaches and complaints of the loss of business and personal data will be documented. We also plan to disseminate information on data privacy requirements to key stakeholders.

In addition to the above measures and initiatives, the Group has previously reminded employees to familiarise themselves with the PDPA and how it applies to the collection, use, storage and disclosure of National Registration Identity Card (“NRIC”) and other national identification numbers.

During FY2022, the Group has achieved the target of maintaining zero breaches and substantiated complaints of customer privacy and losses of data, and we aim to maintain this record for FY2023.

CORPORATE SOCIAL RESPONSIBILITY

Vibrant Group has been and is committed to acting for the betterment of the community and has always been sensitive to the needs of the underprivileged. Every year the Group selects a social enterprise that accords with the Group’s vision and ensures that the Group’s corporate social activities can be effectively focussed on the organisations which the Groups believes to be the most in need of assistance. Due to COVID-19 social distancing measures, volunteering work was limited. Nonetheless, the Group has continued with donations to its selected charities.

Recognition

The Group had received Singapore Chemical Industry Council (“SCIC”) Responsible Care Awards in relation to Distribution Code, Employee Health and Safety Code as well as Community Awareness and Emergency Response. The Group will continue its commitment to community awareness and to give back to society.

SGX CONTENT INDEX

Primary Component	Section Reference
Material environmental, social and governance factors	MATERIALITY ASSESSMENT
Climate-related disclosures	ENVIRONMENTAL – 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

GRI CONTENT INDEX

GRI Indicator	Description	Session/Explanation
GRI 102: General Disclosures 2016		
102-1	Name of the organization	Vibrant Group Limited
102-2	Activities, brands, products, and services	Annual Report 2022 – Corporate Profile, P. 1 Annual Report 2022 – Our Business Lines, P. 2-3 Sustainability Report 2022 – About Vibrant Group, P. 2
102-3	Location of headquarters	Annual Report 2022 – Corporate Information, P. 21 Sustainability Report 2022 – About the Sustainability Report, P. 4
102-4	Location of operations	Annual Report 2022 – Corporate Information, P. 21 Sustainability Report 2022 – About the Sustainability Report, P. 4
102-5	Ownership and legal form	Annual Report 2022 – Shareholders' Information, P. 147-148
102-6	Markets served	Annual Report 2022 – Our Business Lines, P. 2-3
102-7	Scale of the organization	Sustainability Report 2022 – Employment, P. 18-21 Annual Report 2022 – Group Financial Highlights, P. 10-11
102-8	Information on employees and other workers	Sustainability Report 2022 – Employment, P. 18-21
102-9	Supply chain	Supply chain activities are minimal and immaterial to report on.
102-10	Significant changes to the organization and its supply chain	No significant changes during FY2022.
102-11	Precautionary principle or approach	The Group has developed internal control mechanism, and will regularly conduct risk management exercises so to identify potential operational risks and development of new products. In addition, the Group has introduced the Whistle-Blowing Policy to maintain a high level of corporate governance and business conduct.
102-12	External initiatives	No externally developed economic, environmental and social charters, principles, or other initiatives is subscribed or endorsed during FY2022.
102-13	Membership of associations	Sustainability Report 2022 – Stakeholder Engagement, P. 5
102-14	Statement from senior decision-maker	Sustainability Report 2022 – Board Statement, Cover page
102-16	Values, principles, standards, and norms of behavior	Sustainability Report 2022 – Board Statement, Cover page Annual Report 2022 – Our Vision, Our Mission, Cover page Annual Report 2022 – Corporate Governance Report, P. 22-40
102-18	Governance structure	Sustainability Report 2022 – Our Sustainability Efforts, P. 3 Annual Report 2022 – Corporate Governance Report, P. 22-40
102-40	List of stakeholder groups	Sustainability Report 2022 – Stakeholder Engagement, P. 5
102-41	Collective bargaining agreements	No collective bargaining agreements are in place during FY2022.
102-42	Identifying and selecting stakeholder	Sustainability Report 2022 – Stakeholder Engagement, P. 5
102-43	Approach to stakeholder engagement	Sustainability Report 2022 – Stakeholder Engagement, P. 5
102-44	Key topics and concerns raised	Sustainability Report 2022 – Stakeholder Engagement, P. 5
102-45	Entities included in the consolidated financial statements	Annual Report 2022 – Group Corporate Structure, P. 8-9, 94-96
102-46	Defining report content and topic Boundaries	Sustainability Report 2022 – About the Sustainability Report, P. 4 Sustainability Report 2022 – Materiality Assessment, P. 6-7

GRI CONTENT INDEX

GRI Indicator	Description	Session/Explanation
102-47	List of material topics	Sustainability Report 2022 – Materiality Assessment, P. 6-7
102-48	Restatements of information	The GHG emissions data from diesel consumption (Scope 1) has been restated due to the revision of the Group's diesel consumption. The GHG emissions data from electricity consumption (Scope 2) has been restated due to the revision of the Group's electricity consumption. The electricity consumption data and diesel consumption data have been restated due to the revision of the Group's use of resources. The GHG emissions intensity data, energy consumption intensity data and water consumption intensity data have been restated due to the revision of the floor area of the Group's operation sites. The lost time injury rate has been restated due to the revision of the Group's total working hours.
102-49	Changes in reporting	Sustainability Report 2022 – Materiality Assessment, P. 6-7
102-50	Reporting period	Sustainability Report 2022 – About the Sustainability Report, P. 4
102-51	Date of most recent report	08 September 2021
102-52	Reporting cycle	Report on annual basis.
102-53	Contact point for questions regarding the report	Sustainability Report 2022 – Contact Us, P. 4
102-55	GRI content index	Sustainability Report 2022 – GRI Content Index, P. 26-29
102-56	External assurance	This Report has undergone the internal review process of the Group, and was reviewed by the Board. The Group has not sought external assurance for FY2022.
GRI 103: Management Approach 2016		
103-1	Explanation of the material topic and its Boundary	Sustainability Report 2022 – Our Sustainability Efforts, P. 3
103-2	The management approach and its components	Sustainability Report 2022 – Our Sustainability Efforts, P. 3
103-3	Evaluation of the management approach	Sustainability Report 2022 – Our Sustainability Efforts, P. 3
GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	Annual Report 2022 – Financial Statements, P. 41-146
GRI 205: Anti-corruption 2016		
205-3	Confirmed incidents of corruption and actions taken	Sustainability Report 2022 – Anti-corruption, P. 10
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	Sustainability Report 2022 – Energy Management, P. 15-16
302-3	Energy Intensity	Sustainability Report 2022 – Energy Management, P. 15-16
GRI 303: Water and Effluents 2018		
303-1	Interactions with water as a shared resource	Sustainability Report 2022 – Water Management, P. 17
303-2	Management of water discharge-related impacts	Sustainability Report 2022 – Water Management, P. 17
303-3	Water withdrawal	Sustainability Report 2022 – Water Management, P. 17

GRI CONTENT INDEX

GRI Indicator	Description	Session/Explanation
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	Sustainability Report 2022 – Emission Control, P. 13-14
305-2	Energy indirect (Scope 2) GHG emissions	Sustainability Report 2022 – Emission Control, P. 13-14
305-4	GHG emissions intensity	Sustainability Report 2022 – Emission Control, P. 13-14
GRI 306: Waste 2020		
306-1	Waste generation and significant waste-related impacts	Sustainability Report 2022 – Waste Management, P. 15
306-2	Management of significant waste-related impacts	Sustainability Report 2022 – Waste Management, P. 15
GRI 307: Environmental Compliance 2016		
307-1	Non-compliance with environmental laws and regulations	Sustainability Report 2022 – Environmental, P. 12
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	Sustainability Report 2022 – Employment, P. 18-21
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Sustainability Report 2022 – Recruitment and Remuneration, P. 21
401-3	Parental leave	Sustainability Report 2022 – Recruitment and Remuneration, P. 21
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	Sustainability Report 2022 – Health and Safety, P. 21-23
403-2	Hazard identification, risk assessment, and incident investigation	Sustainability Report 2022 – Health and Safety, P. 21-23
403-3	Occupational health services	Sustainability Report 2022 – Health and Safety, P. 21-23
403-4	Worker participation, consultation, and communication on occupational health and safety	Sustainability Report 2022 – Health and Safety, P. 21-23
403-5	Worker training on occupational health and safety	Sustainability Report 2022 – Health and Safety, P. 21-23
403-6	Promotion of worker health	Sustainability Report 2022 – Health and Safety, P. 21-23
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability Report 2022 – Health and Safety, P. 21-23
403-9	Work-related injuries	Sustainability Report 2022 – Health and Safety, P. 21-23
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	Sustainability Report 2022 – Training and Development, P. 21
404-2	Programs for upgrading employee skills and transition assistance programs	Sustainability Report 2022 – Training and Development, P. 21

GRI CONTENT INDEX

GRI Indicator	Description	Session/Explanation
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	Sustainability Report 2022 – Employment, P. 18-21
GRI 418: Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Sustainability Report 2022 – Customer Privacy, P. 23-24
GRI 419: Socioeconomic Compliance 2016		
419-1	Non-compliance with laws and regulations in the social and economic area	Sustainability Report 2022 – Social, P. 18



Vibrant Group Limited

51 Penjuru Road #04-00
Freight Links Express Logisticentre
Singapore 609143
Tel: +65 6262 6988
Fax: +65 6261 3316
Company Registration No. 198600061G
www.vibrant.com.sg

