
SUSTAINABILITY REPORT 2025

TRAVELITE HOLDINGS LTD.

www.etravelite.com

Sustainability Report for Travelite Holdings Ltd.

Year Ended 31 March 2025

ABOUT THIS REPORT

Travelite Holdings Ltd. is pleased to present its Sustainability Report for the financial year of 1 April 2024 to 31 March 2025 (“FY2025”), which is published annually to comply with Singapore Exchange Securities Trading (“SGX-ST”) Listing Rules 711A and 711B. The purpose of this report is to provide insights into Travelite’s performance in areas of Environmental, Social, and Governance (“ESG”) that are important to its business operations in Singapore.

The report has been prepared with reference to the Global Reporting Initiative (“GRI”) Standards 2021, and a GRI Content Index is included to outline the relevant material indicators for Travelite. The GRI Standards were chosen because they are a widely recognized sustainability reporting framework that addresses a broad range of issues that Travelite is concerned with. The report adheres to the GRI reporting principles. The company has started to identify relevance of climate risks to our business and will consider incorporating disclosures in line with recommendations by the Taskforce on Climate-related Financial Disclosures (“TCFD”) gradually in the future.

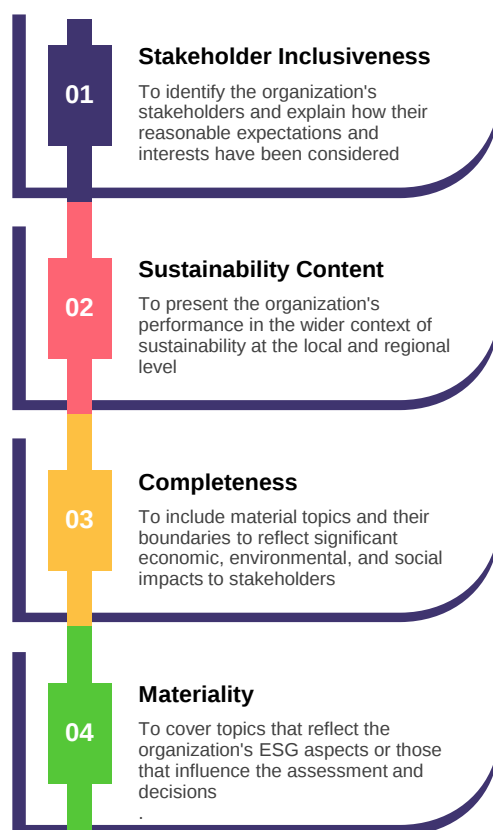


Fig. 1 Four Principles by the GRI Standards

This report covers the following entities: Travelite Holdings Ltd. (“Travelite”), Travelite Pte Ltd (formerly known as Demarco Pte Ltd), YG Marketing Pte. Ltd., and Singapore Crocodile (1968) Pte Ltd. Our operations in Malaysia and Cambodia, where revenue contribution is less than 10%, are not considered significant and are therefore not included in the report.

Travelite did not seek external assurance for this report but may consider doing so in the future to demonstrate its commitment to ongoing improvement.

CONTACT US

Any questions or feedback on this report can be directed to:

Group Financial Controller
Chong Tien Chen
tcchong@etravelite.com

SUSTAINABILITY BOARD STATEMENT

Dear Stakeholders,

At Travelite, we recognise the importance of shaping a sustainable future for upcoming generations. We understand the interconnectedness of economic, environmental, and social sustainability, and we are committed to making a meaningful and positive impact. By integrating sustainable practices across our operations, we aim to reduce emissions and be energy efficient. We have implemented initiatives to lower our electricity and fuel consumption and actively monitor our annual energy usage to ensure we are on track towards a greener approach.

Equally important to us is social sustainability. We are dedicated to treat our employees, customers, and suppliers with fairness and respect, fostering a safe and inclusive workspace. Our commitment extends beyond our organization as we support local communities through charitable efforts that align with our mission and values. These efforts reflect our dedication to cultivating a uniquely diverse and supportive environment that benefits all stakeholders.

Our Board is committed to overseeing our sustainability endeavours, ensuring we deliver long-term sustainable value. We recognize that our journey towards a sustainable future is continuous, and we are committed to evolving our practices and setting ambitious sustainability targets. Through effective collaboration and communication, we believe we can create a better world for everyone.

LONG-TERM VALUE

We aim to create sustainable value for our customers and stakeholders by upholding strong corporate governance and regularly assessing our progress. Recognizing our workforce's role in our success, we have ensured resilience post-COVID-19 with business continuity strategies and updated policies to enhance employee well-being.

ADAPT TO CHALLENGES

Travelite is seizing new opportunities by enhancing our digital capabilities and restructuring internally. This year, we've focused on diversifying our product range and expanding into online retail. We've also improved employee training to meet evolving market demands. Moving forward, we remain dedicated to engaging with customers, suppliers, investors, and colleagues, prioritizing safety, resilience, sustainability and success.

Mr Thang Teck Jong (TJ Thang)
Executive Chairman

Sustainability Performance for FY2025

Topics	FY2025 Target	FY2025 Achievement	FY2026 Target
Economic Performance	To maintain the achievement of \$47 million in FY2025.	Total sales amounted to \$39 million.	The objective is to achieve sales target.
Anti-Corruption	To ensure all level of staff are aware of anti-corruption policies and remain in compliance with relevant laws and regulations.	We have attained our targets. There were no whistleblowing reports received and we had no corruptions or fraud reported in FY2025.	To ensure all level of staff are aware of anti-corruption policies and remain in compliance with relevant laws and regulations.
Supplier Social and Environmental Assessment	To work with suppliers to ensure an ethical and transparent value chain.	We assessed our key suppliers according to our environmental and social assessment criteria.	To work with suppliers to ensure an ethical and transparent value chain.
Energy	To work on energy efficiency and continue to monitor the progress and ascertain our efforts are effective.	A decrease in total electricity purchased. Non-renewable fuel usage rebounded in FY2025.	To work on energy efficiency and continue to monitor the progress and ascertain our efforts are effective.
Emissions	We will continue to track and monitor the emissions and encourage the staff to save energy.	By FY2025, emissions decreased to the lowest compared to the last 2 years, mainly from reduced Scope 2 emissions, indicating potential energy efficiency gains. Scope 1 emissions remained stable throughout, underlining consistent direct emissions.	To encourage the staff to save energy and track and monitor the progress.
Occupational Health and Safety	We will continue to maintain zero incidents of health and safety in FY2025.	There were zero health and safety incidents recorded in FY2025.	To maintain good health and safety incident record in FY2026.

Topics	FY2025 Target	FY2025 Achievement	FY2026 Target
Training and Education	To offer trainings that are essential and beneficial to the development and career progressions of our employees at all levels.	Our staff underwent a total of hours of 588 training in FY2025.	To identify new areas of training and engage more staffs in training.
Non-Discrimination	We will continue to maintain zero incidents of discrimination in FY2025.	There were no incidents of discrimination reported in FY2025.	To maintain zero record of discriminations in FY2026.
Diversity And Equal Opportunity	To maintain a diversified workforce in the organisation and prioritize internal transfer.	We received zero reports of gender or age discrimination from our employees in FY2025.	To maintain a diversified workforce in the organisation and prioritize internal transfer.
Employment	We will ensure existing talents are satisfied with the current working environment and reduce the turnover rate.	The new hires rates for FY2025 is 14.22%, which is lower than that of previous years' 21.52%. The economic activity necessitated the reduced hiring rate. The turnover rate has improved to 18.81% as against 21.97%.	To retain talent in the organisation and reduce the turnover rate.
Customer Satisfaction and Privacy	We will continue to maintain our performance for FY2025.	There were no complaints related to customer privacy received.	To maintain our performance record for FY2026.

Table 1. Sustainability Performance for FY2025

Materiality Assessment Matrix

	Business Impact to Organisation			Importance to Stakeholders		
	Low	Medium	High	Low	Medium	High
Environmental Items	Biodiversity	Energy Usage Reduction	Sustainable Packaging Materials	Biodiversity	Energy Usage Reduction	Sustainable Packaging Materials
	NA	NA	Recycling Efforts	NA	NA	Recycling Efforts
Social Items	NA	Occupational Health & Safety	Employee Training	NA	Occupational Health & Safety	Employee Training
	NA	Community Engagement	Diversity & Equal Opportunity	NA	Community Engagement	Diversity & Equal Opportunity
Governance Items	NA	Customer Privacy	Anti-Corruption	NA	Customer Privacy	Anti-Corruption
	NA	Responsible Marketing	Economic Performance	NA	Responsible Marketing	Economic Performance

Table 2. Materiality Assessment Matrix

A Materiality assessment for Travelite was performed and is presented on various Environmental, Social, and Governance (ESG) factors, emphasizing their business impact and importance to stakeholders. For environmental items, such as biodiversity, energy usage reduction, sustainable packaging materials, and recycling efforts, the focus is on their medium to high significance, highlighting the need for sustainable practices and their influence on both business sustainability and stakeholder expectations. Social items include occupational health and safety, employee training, community engagement, and diversity and equal opportunity, all of which are recognized as crucial for fostering a positive work environment and community relations, with community engagement and diversity receiving high priority. Governance items such as customer privacy and anti-corruption measures are given high importance, reflecting the critical need for ethical practices and data security. The document underscores the necessity of addressing these factors to align with stakeholder values and ensure organizational resilience and success.

Environmental Sustainability

1. Sales in the last 3 years

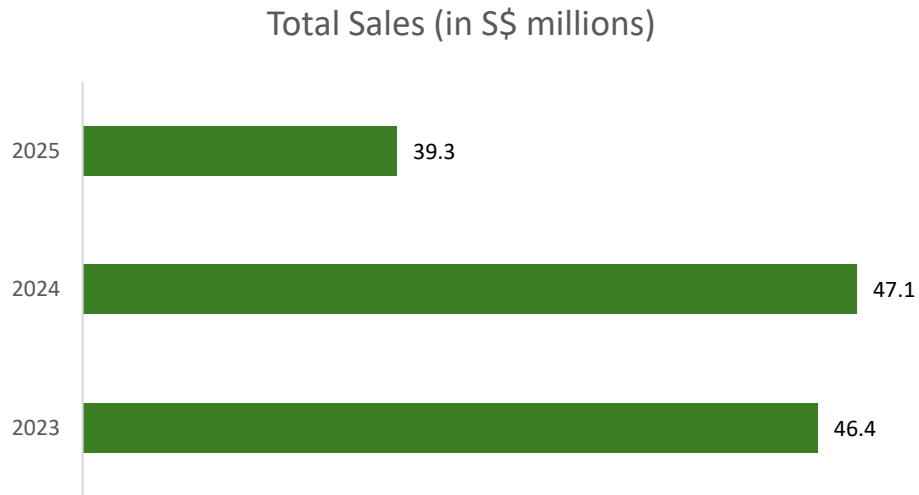


Chart 1. Total Sales

The chart above presents the total sales figures for FY2023, FY2024, and FY2025, showcasing a shift in sales performance over the three-year period. In FY2023, the company recorded strong sales of S\$46.4 million, which slightly increased to S\$47.1 million in FY2024 - reflecting a stable and mature growth phase. However, FY2025 saw a decline, with total sales dropping to S\$39.3 million. This notable decrease may point to changing market conditions, reduced customer demand, or strategic adjustments within the business. While the company had sustained high sales levels in the previous two years, the downturn in FY2025 suggests a need to reassess growth strategies or address external challenges. The visual clearly highlights the stability between FY2023 and FY2024, followed by a sharp contraction in FY2025, drawing attention to a potential inflection point in the company's performance.

2. Energy Consumption

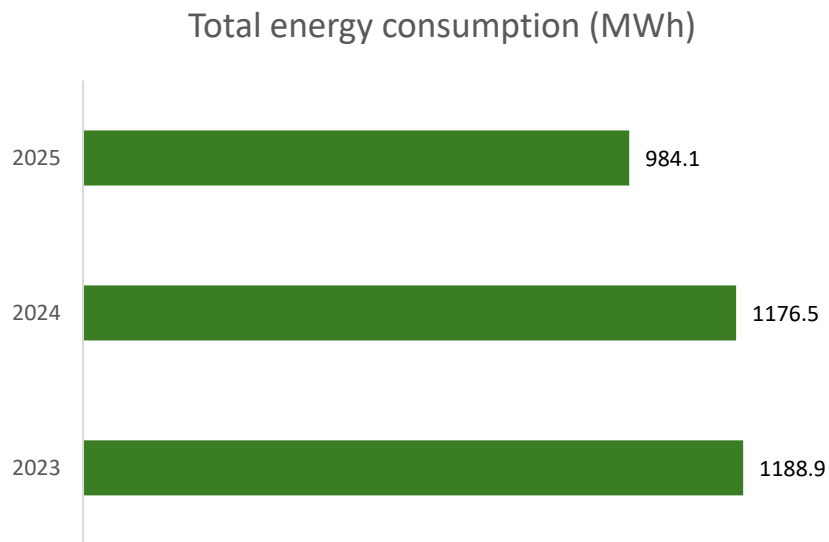


Chart 2. Energy Consumption

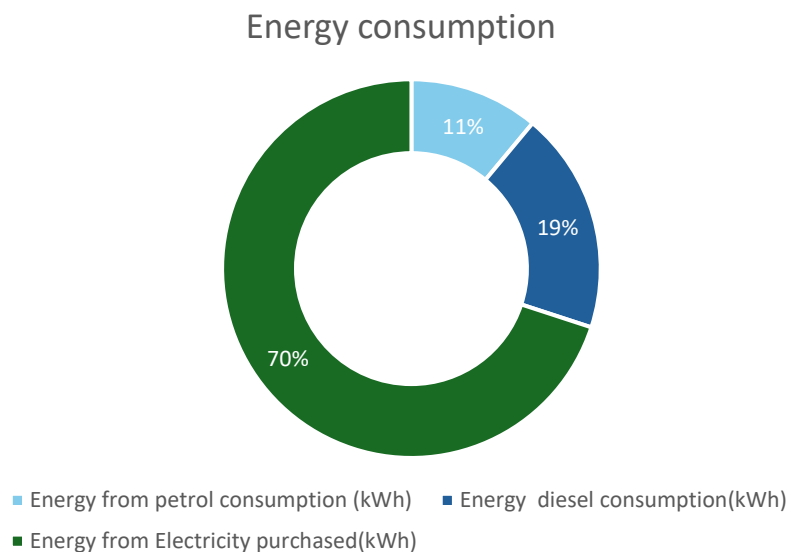


Chart 3. Energy Consumption Mix

The charts illustrate a steady decline in total energy consumption from 1,188.9 MWh in FY2023 to 984.1 MWh in FY2025, indicating improved energy efficiency. Electricity purchased remains the primary energy source, accounting for 70% of usage, followed by diesel (19%) and petrol (11%). The downward trend, combined with the current energy mix, highlights progress in reducing energy demand and presents further opportunities to transition towards cleaner energy sources.

Energy Consumption Trend

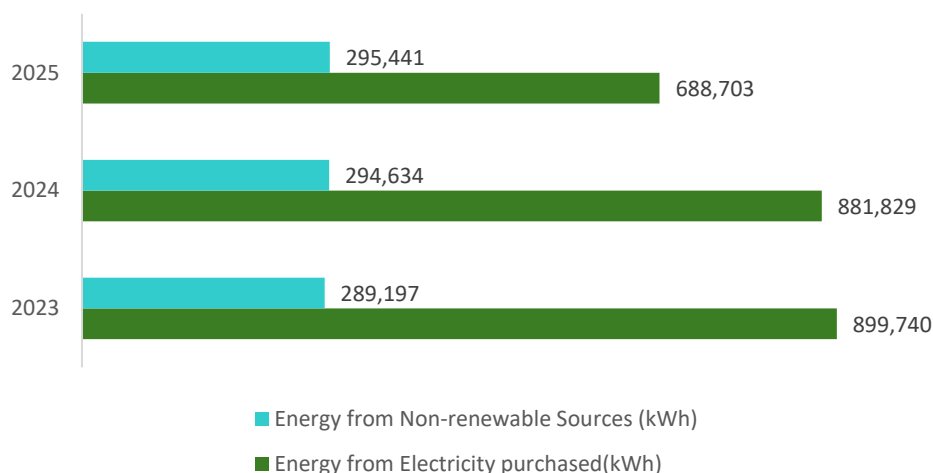


Chart 4. Energy Consumption Trend

An analysis of our energy consumption from FY2023 to FY2025 shows a promising decline in electricity use, reflecting the impact of Travelite's enhanced efficiency measures. However, the use of non-renewable fuels has slightly increased over the period. As we progress, it will be essential to track these indicators to maintain momentum in reducing energy consumption and furthering our move toward more sustainable energy sources.

3. Emission Profile

Emission Profile

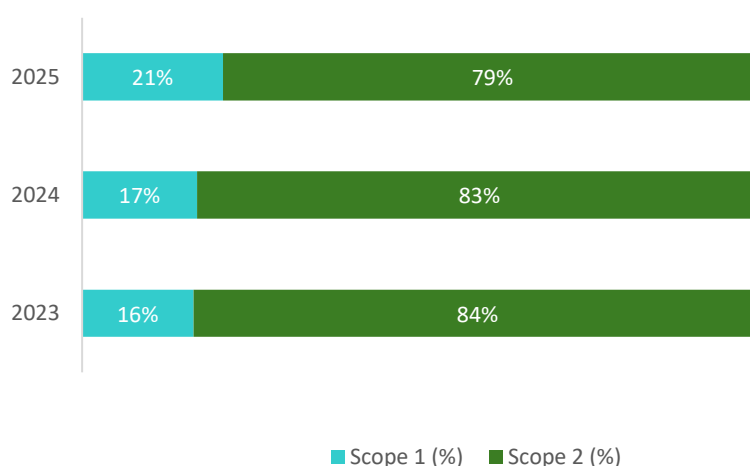


Chart 5. Emission Profile

The chart presents emissions data categorized into Scope 1 and Scope 2 for FY2025, with Scope 1 accounting for 21% and Scope 2 for 79% of total emissions. Scope 1 covers direct emissions from company-controlled sources, such as gasoline and diesel used by Travelite's vehicles, while Scope 2 includes indirect emissions from purchased electricity. Over the past three years, emissions from non-renewable fuels have risen, while those from electricity consumption have declined. Moving forward, Travelite aims to reduce emissions across both categories and transition toward cleaner, more sustainable energy sources.

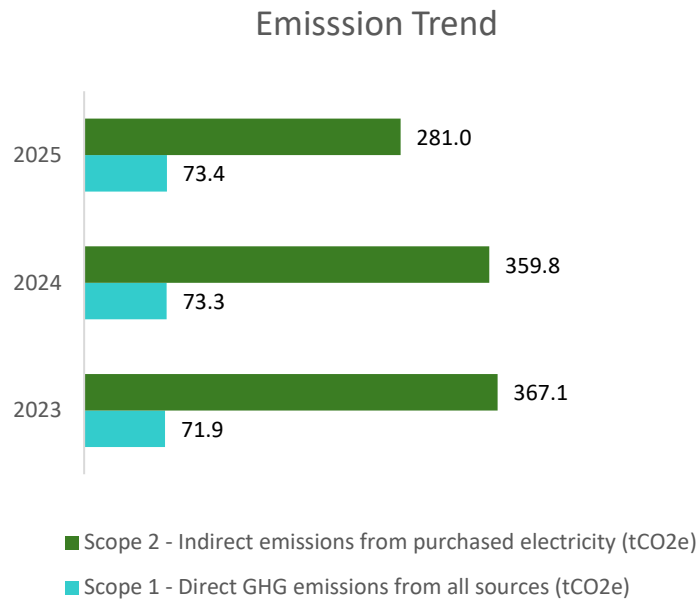


Chart 6. Emissions Trend

The emissions trend chart outlines Travelite's greenhouse gas emissions over a three-year period, segmented into direct (Scope 1) and indirect (Scope 2) sources. In FY2023 and FY2024, total emissions remained relatively stable at 439 tCO₂e and 433 tCO₂e respectively, with the majority attributed to Scope 2 emissions from purchased electricity. By FY2025, total emissions declined to 353 tCO₂e, driven primarily by a reduction in Scope 2 emissions—indicating improved energy efficiency or lower electricity usage. Scope 1 emissions remained consistent across the period, reflecting stable fuel use in operations. This trend underscores Travelite's progress in managing indirect emissions and highlights opportunities to further decarbonise through cleaner energy choices.

4. Sales vs Emissions in the last 3 years

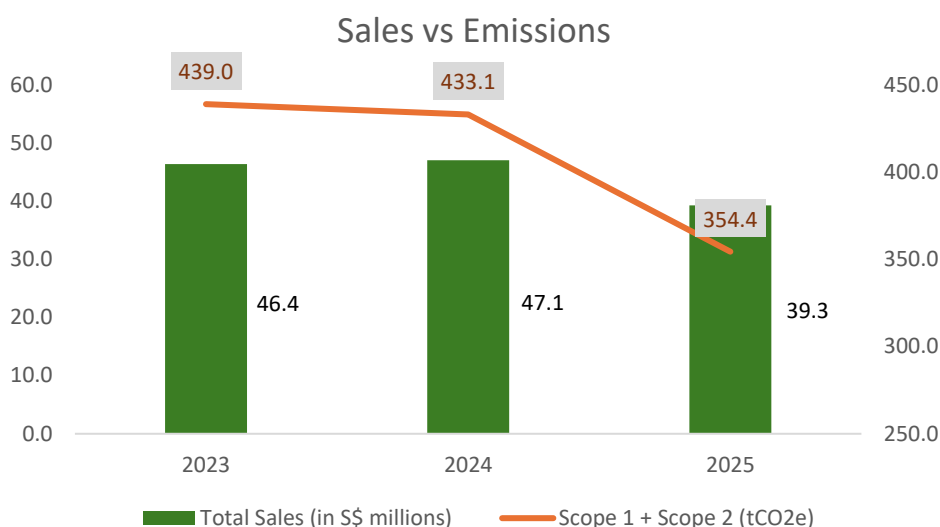


Chart 7. Sales vs Emissions

The above chart on "Sales vs Emissions" provides a comparative analysis of total sales and Scope 1 and Scope 2 carbon emissions over three consecutive years: 2023, 2024, and 2025.

In 2023, the total sales were around \$ 46.4 million, with emissions of 439 tCO₂e. The following year 2024 saw a slight increase in sales to \$ 47.1 million, while emissions decreased to 433.1 tCO₂e, indicating a positive trend of economic growth with reduced environmental impact.

In 2025, the total sales decreased to S\$39.3 million, marking a decline in economic activity. Notably, the emissions for this year also significantly decreased to 354.4 tCO₂e, suggesting a continued reduction in emissions alongside the drop in sales. This trend highlights a period of increasing sales with a slight reduction in emissions, followed by a decline in both sales and emissions, indicating potential improvements in emission efficiency or the adoption of more sustainable practices, especially in the last year. The chart underscores the complexities of balancing economic growth with environmental sustainability and shows a promising trend of decoupling sales from emissions in recent years.

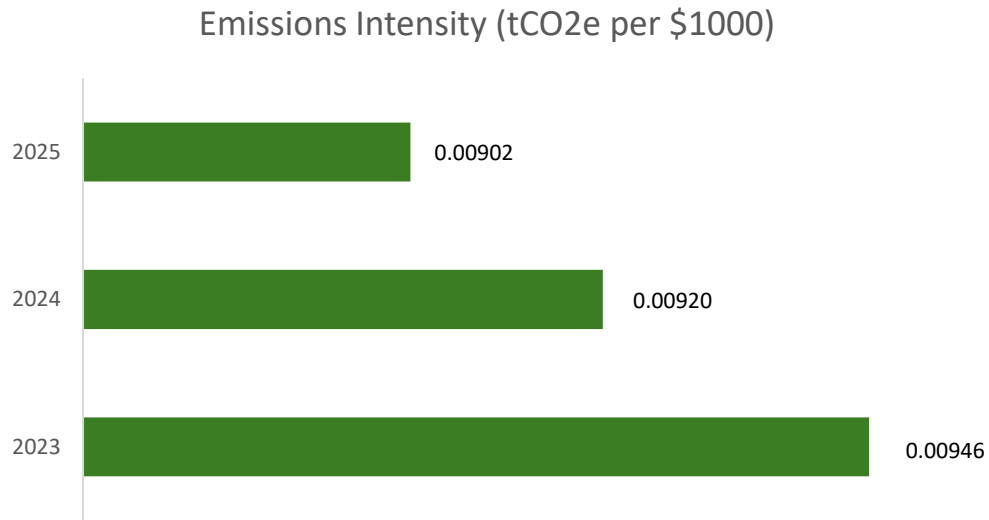
5. Emission Intensity trend in the last 3 years

Chart 8. Emission Intensity per \$ of revenue

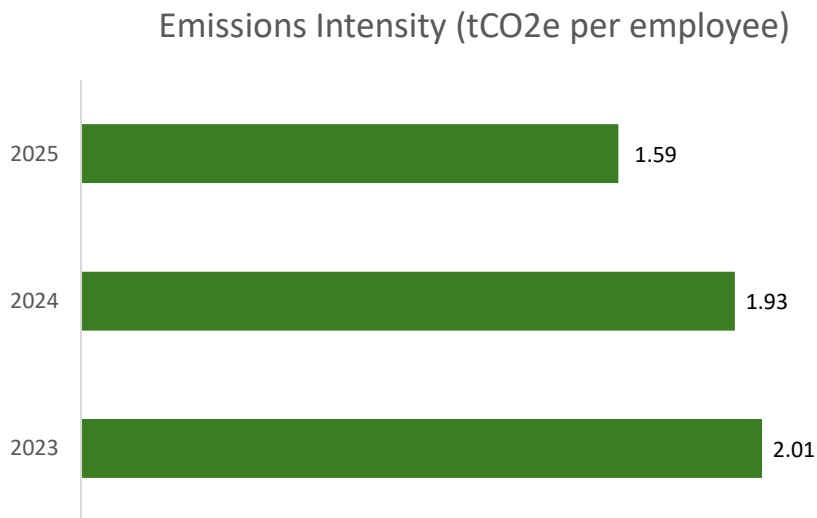


Chart 9. Emission Intensity per Employee

The charts present Travelite's emissions intensity from FY2023 to FY2025, measured by emissions per employee and per S\$1,000 of sales. Emissions per employee declined steadily from 2.01 tCO₂e in FY2023 to 1.93 tCO₂e in FY2024, and further to 1.59 tCO₂e in FY2025, reflecting improved operational efficiency relative to workforce size. Similarly, emissions per S\$1,000 of sales decreased from 0.00946 tCO₂e in FY2023 to 0.00920 tCO₂e in FY2024, and 0.00902 tCO₂e in FY2025. This downward trend across both indicators highlights Travelite's progress in decoupling emissions from business growth-delivering greater economic output and employee support with a reduced environmental footprint.

Social Sustainability

For FY2025, Travelite continued to uphold its belief that people are our most valuable assets. Building on the foundation laid in previous years, we remained committed to empowering our team through opportunities for professional development and meaningful career progression. By investing in our employees' growth, we not only nurture individual potential but also reinforce the long-term resilience and success of our organisation.

As of 31 March 2025, Travelite employed a total of 218 individuals. Of this workforce, 33.5% (73 employees) were male and 66.5% (145 employees) were female, reflecting our strong gender diversity. In terms of age distribution, 7.8% of employees were below the age of 30, while 39.5% were between 30 and 50 years old. The majority (52.7%) were aged over 50, highlighting a mature and experienced team.

Category / Gender	Managerial	Executive	Non-Executive	Total No. of Employees
Female	14	17	114	145
Male	14	6	53	73
Total	28	23	167	218

Table 3. Staff Composition by Gender

Category / Age	Managerial	Executive	Non-Executive	Total No. of Employees
Age Below 30	1	2	14	17
Age 30-50	12	13	61	86
Age Above 50	15	8	92	115
Total	28	23	167	218

Table 4. Staff Composition by Age

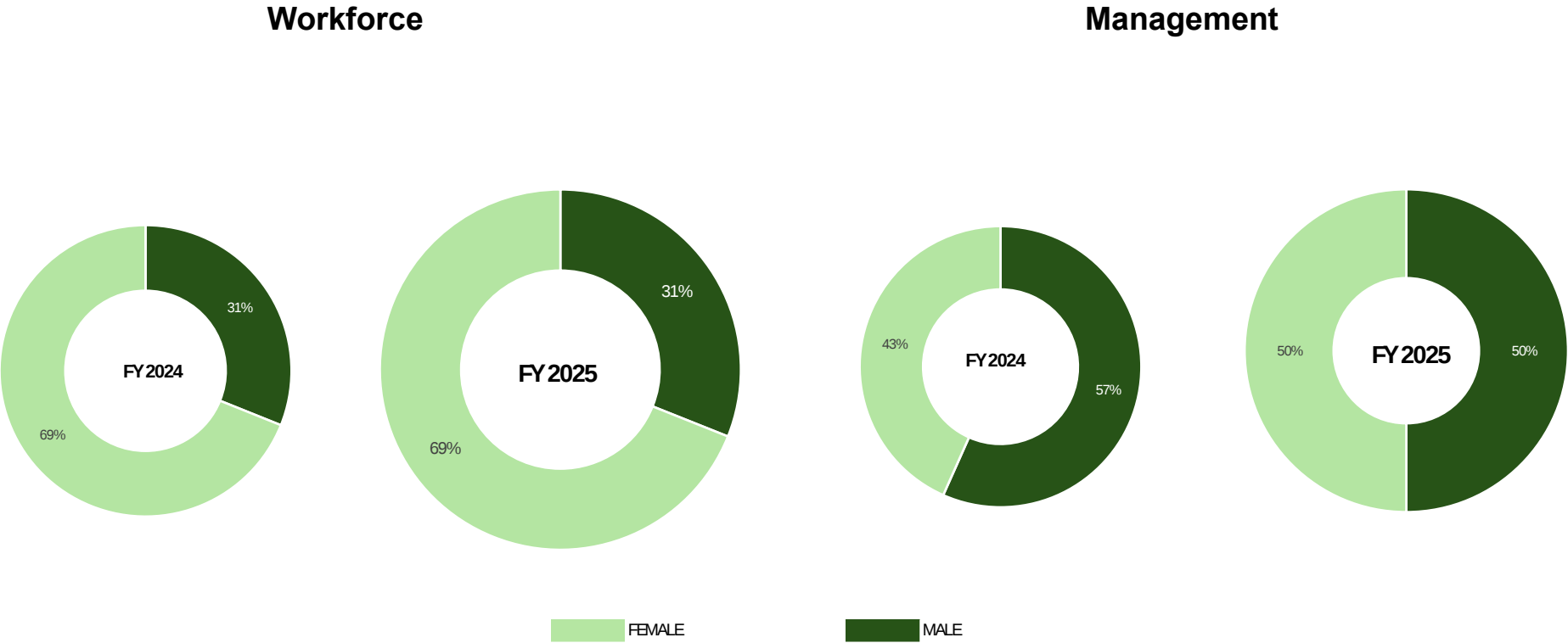


Chart 10. Statistics on Employees based on Gender

Workforce

Management

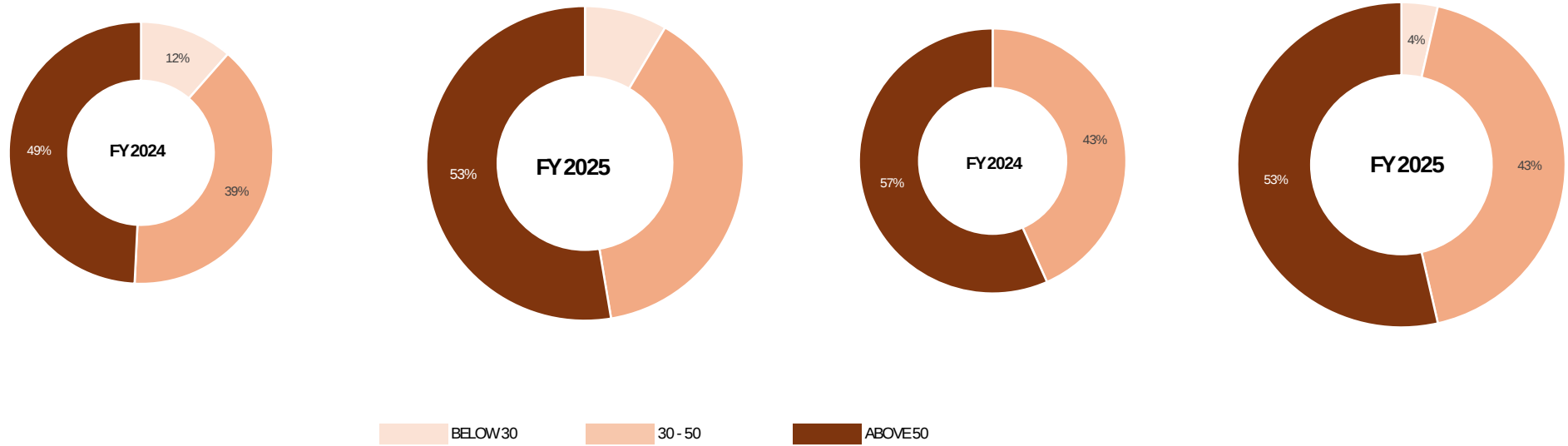


Chart 11. Statistics on Employees based on Age

At Travelite, we place a strong emphasis on the well-being, security, and professional growth of our full-time employees. Our approach to employee welfare is comprehensive, combining competitive compensation, meaningful benefits, and a supportive work environment that values personal and career development.

Health and Wellness

We are committed to promoting a healthy workforce by providing competitive salaries, performance-based bonuses, and a robust benefits package. One key initiative is our Annual Health Check-up Exercise, held conveniently at our operating premises. This initiative underscores our dedication to preventive healthcare and ensures our employees have easy access to routine medical assessments.

Insurance Coverage

Our employees are protected with comprehensive medical, dental, and vision insurance, ensuring they and their families have access to quality healthcare and peace of mind.

Financial Support

To promote financial wellness, we offer interest-free loans to employees in times of personal or family need—an initiative that reflects our care for their overall well-being beyond the workplace.

Family-Friendly Workplace

Travelite fully adheres to Singapore's pro-family policies and the Ministry of Manpower's (MOM) guidelines on parental and childcare leave. We believe in supporting our employees through all life stages and are committed to helping them balance work responsibilities with family needs. Our internal policies provide generous support during major life events, reinforcing our belief that family and career success can go hand in hand.

Upholding Employee Rights

We respect and protect the rights to freedom of association and collective bargaining. Employees from our subsidiary, Singapore Crocodile (1986) Pte Ltd, are active members of the Singapore Industrial and Services Employees' Union, benefiting from a collective agreement that safeguards their rights and working conditions.

Career Growth and Internal Mobility

We believe that investing in our employees' futures strengthens our company. At Travelite, we prioritise internal mobility, filling vacancies through transfers and promotions before seeking external candidates. This not only retains talent but empowers our people with clear opportunities for advancement and a deeper sense of engagement with our values and goals. Our internal-first approach fosters long-term loyalty and strengthens organisational continuity.

Monitoring Turnover and Performance

Each year, we conduct a thorough review of our employee turnover rate and overall employment performance. This data-driven process enables us to identify trends, address potential concerns, and continuously enhance employee satisfaction and retention.

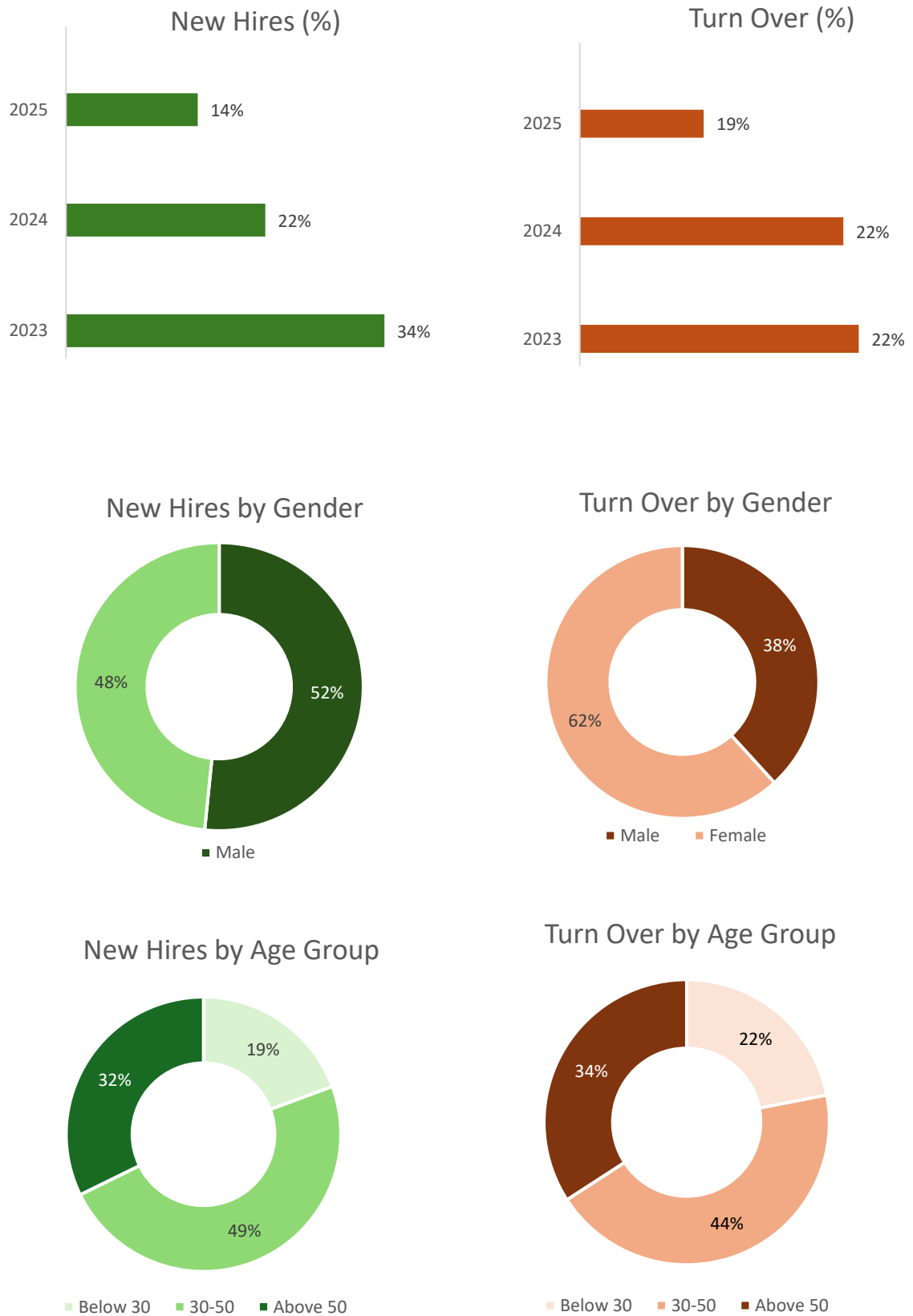


Chart 12. Statistics on New Hire and Turnover based on Gender and Age Group

Gender Distribution

The chart details the gender breakdown of new hires, demonstrating our commitment to gender diversity in our recruitment practices.

Age Distribution

The chart also provides an age breakdown of new hires, highlighting our efforts to build a diverse and inclusive workforce across different age groups.

In conclusion, Travelite remains steadfast in its commitment to its employees. By fostering a supportive, growth-oriented environment and upholding high standards of employee welfare and rights, we continue to build a strong, loyal, and motivated team that drives our company's success.

Training and Education

At Travelite, we are committed to providing our employees with diverse and flexible opportunities for continuous professional growth. To accommodate various learning preferences and schedules, we have organized a mix of in-person, physical, and virtual training sessions. These sessions enable our employees to stay abreast of the latest industry developments and innovations. Through our online training platform, employees have the convenience of accessing a wide range of courses and materials at their own pace, fostering an adaptable learning environment.

Comprehensive Training Topics

Throughout the year, our training sessions covered a broad spectrum of critical topics, including:

Specialized Skill Development

In addition to the above topics, we offer specialized training programs designed to enhance our employees' diverse skill sets and promote their development. These programs include:

- *Perform Essential Online Functions*: Covering key competencies such as the International Computer Driving Licence (ICDL) Certification Module on Online Essentials.
- *Fundamentals of the Personal Data Protection Act*: Providing foundational knowledge of data protection laws.
- *Fundamentals of Art and Design - Adobe Photoshop*: Offering creative skills training to enhance visual communication and design capabilities.
- *Fundamentals of Blockchain for Business Professionals*: Introducing blockchain technology and its applications in the business context.
- *Cybercrimes: How Not to Fall Victim*: Educating employees on recognizing and preventing cyber threats.

Training Impact and Metrics

In FY2025, Travelite continued its commitment to employee development by delivering 588 hours of targeted training to its 218 employees, averaging 2.69 hours per person. While the total training hours were lower compared to the previous year, the focus shifted towards more purposeful, role-specific learning opportunities that aligned closely with operational needs. This approach reflects our ongoing effort to provide quality over quantity, ensuring that training remains impactful, relevant, and responsive to the evolving skills required within the organization.

Training for Employees	FY2024	FY2025
No. of Employees	223	218
Training Hours	1454.4	588
Training Hours per Employee	6.52	2.69

Table 5. Training for Employees

We have established strong support systems that include clear and accessible grievance mechanisms aligned with our whistleblowing policy. These channels offer employees a safe and confidential way to voice concerns or report workplace issues, reinforcing our commitment to transparency, accountability, and employee well-being.

Occupational Health and Safety

At Travelite, the health and safety of our employees and team members are our top priorities. We are dedicated to providing a secure, efficient, and healthy work environment for all our workers, safeguarding them from potential risks and dangers. Our Occupational Health and Safety (OHS) policies are regularly reviewed to identify and implement necessary improvements.

We adhere to the Workplace Safety and Health (WSH) Act and employ best practices to ensure the safety of our workers. Regular inspections and maintenance of our facilities and machinery are conducted to minimize the risk of accidents or hazards. We require all employees to follow recommended safety guidelines and report any safety concerns or injuries that occur on the job. When an issue or incident is reported, our Group Human Resource department conducts a thorough investigation to determine the root cause and implement corrective actions to prevent future occurrences.

Travelite has various safeguards in place to remind employees of the importance of maintaining and practicing safe habits in their workspaces. These measures include safety briefing sessions during town hall meetings and regular email reminders about occupational health and safety issues. We strictly adhere to these internal procedures to prevent potential safety issues and effectively manage OHS.

Additionally, we comply with the Singapore Fire and Safety Regulations and conduct annual fire drills to ensure our employees are prepared to respond promptly in the event of a fire. These drills provide appointment holders the opportunity to exercise their responsibilities, and we take them seriously to inform and remind our employees of emergency procedures. Periodic feedback meetings are also held to better understand our employees' concerns and expectations, enabling us to make necessary improvements to our OHS policies and standards.

For the FY2025, there were no incidents of work-related injuries, highlighting our commitment to maintaining a safe work environment. We will continue to monitor our OHS performance in FY2026 to uphold our impeccable record.

Governance Sustainability

Board ESG Oversight

A sound governance framework forms the basis for embedding responsible and sustainable business practices within our organisation. The Board is responsible for determining the material ESG factors to the business development, setting strategic objectives and targets for our sustainability journal, as well as overseeing the development of our annual sustainability report.

Senior Management and ESG Taskforce

We have established an ESG taskforce to develop Travelite's sustainability strategy and practices. The ESG taskforce is composed of department heads from various entities within Travelite. The taskforce's primary duties and responsibilities include:

- Support our management team in identifying critical ESG factors that impact the business.
- Advocating for the creation and implementation of sustainability policies and procedures within the day to-day operations of the organization; and
- Consistently involving teams from various business units and functions in sustainability matters.

With the support of the ESG taskforce, our Management is responsible for integrating ESG considerations into the organization's strategy and operations. As climate change is an issue with growing importance, the company will evaluate the need and how it can integrate climate-related risk management duties into senior management responsibilities and board oversight in the future.

Managing Risks

Our commitment to risk management extends across our operations and supply chain. We remained vigilant in managing business and associated risks to safeguard the interests of our stakeholders over the long term. Furthermore, we conducted periodic reviews to pinpoint areas of significant risk and implemented measures to mitigate these risks.

Responsible Supply Chain

As a company that acquires manufactured items from suppliers and distributes them as a licensee or distributor in Southeast Asia, Travelite recognizes the significance of our supply chain to our overall strategy. Our key products, such as travel products and ladies' handbags, are mainly sourced from China, Switzerland, Japan and Hong Kong, while our apparel is predominantly obtained from Singapore, China, Malaysia and Thailand.

We have made significant strides in establishing and upholding ethical and sustainable supply chain practices. To this end, we have implemented an integrated supply chain management system, encompassing procurement and inventory management processes to promote transparency and traceability. We also conduct environmental and social assessments of our suppliers to identify and mitigate any risks in our supply chain. It is our goal to procure and promote products from sustainable sources to prioritize the interests of our stakeholders.

Membership Of Association

For FY2025, Travelite continues its membership in the following associations:

- Business Network International
- Singapore Business Federation
- Singapore Chinese Chamber of Commerce and Industry
- Singapore Retailers Association

Achievement for FY2025

Our achievements in Governance Sustainability be summarised in the figure below.

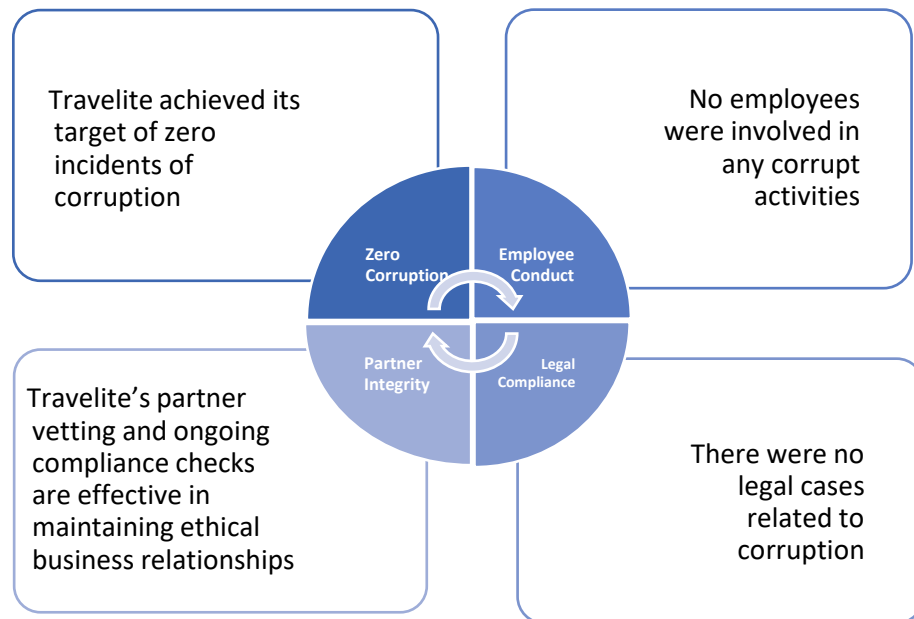


Fig 2. Achievements on Governance Sustainability

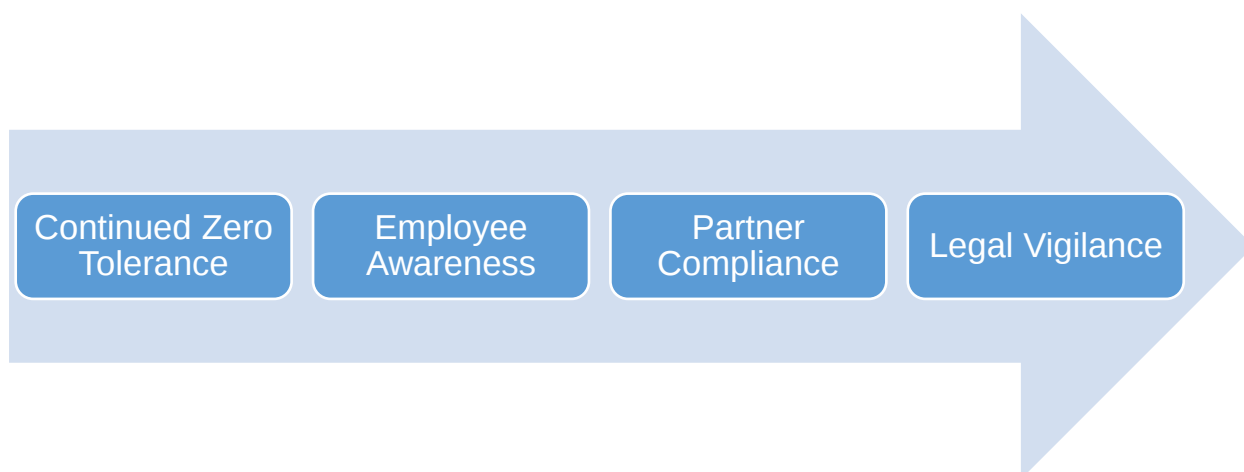
Future target – FY2026

Fig 3. Governance Sustainability Targets

1. **Continued Zero Tolerance:**
Travelite aims to maintain zero incidents of corruption by continuing to emphasize the importance of ethical behaviour and compliance among all employees and partners. The company plans to reinforce its anti-corruption policies through regular training and awareness programs.
2. **Employee Awareness:**
Ongoing training and clear communication of the anti-corruption policy will be crucial in maintaining zero incidents. Travelite will continue to educate its staff on the consequences of corrupt practices and the importance of integrity.
3. **Partner Compliance:**
The company will uphold rigorous standards for its business partners, ensuring that all agreements are in line with anti-corruption regulations. This will help in fostering long-term, ethical business relationships.
4. **Legal Vigilance:**
To prevent any potential legal issues, Travelite will maintain vigilant oversight of its operations and business practices, ensuring compliance with all relevant anti-corruption laws.

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