TRAVELITE HOLDINGS LTD.

Sustainability Report 2026

Table of Contents

About This Report

Travelite Holdings Ltd. **(“Travelite”)** is pleased to present its Sustainability Report for the fiscal year ended 31 March 2026 **(“FY2026”)**. Published annually, this report has been prepared in accordance with the requirements of Rules 711A and 711B of the Singapore Exchange Securities Trading Limited **(“SGX-ST”)** Listing Manual. It provides stakeholders with an overview of the Group's approach to sustainability and its performance across key Environmental, Social, and Governance **(“ESG”)** matters that are material to its business operations.

This report has been prepared with reference to the Global Reporting Initiative **(“GRI”)** Standards 2021 and includes a GRI Content Index to facilitate referencing relevant disclosures. In preparing this report, Travelite has applied the GRI reporting principles of accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness, and verifiability. These internationally recognized standards provide a robust framework for communicating the Group's sustainability performance and progress.

The reporting boundary covers Travelite Holdings Ltd., Travelite Pte. Ltd., YG Marketing Pte. Ltd., and Singapore Crocodile (1968) Pte. Ltd., which represent the Group's main operations in Singapore. Overseas operations in Malaysia and Cambodia have not been included, as they contribute less than 10% of the Group's total revenue and are therefore not considered material for this report.

During FY2026, the Group continued to strengthen its sustainability governance and further assess climate-related risks and opportunities that could impact its operations. As regulatory expectations evolve, Travelite will progressively enhance its climate-related disclosures, taking into account internationally recognized reporting frameworks and industry best practices where appropriate.

This Sustainability Report has not been externally assured. Nonetheless, the Group remains committed to improving the quality, reliability, and transparency of its sustainability disclosures and will continue to evaluate the need for independent external assurance in future reporting cycles.

Contact Us

We welcome feedback and suggestions from our stakeholders as part of our commitment to ongoing improvement. For any inquiries regarding this Sustainability Report, please contact:

Group Financial Controller
Mr. Chong Tien Chen
Email: tcchong@etravelite.com

Sustainability Board Statement

Dear Stakeholders,

On behalf of the Board of Directors, we are pleased to present Travelite Holdings Ltd.'s Sustainability Report for the financial year ended 31 March 2026 **(“FY2026”)**. Sustainability remains an integral part of our long-term business strategy and corporate governance. As we navigate an increasingly dynamic retail landscape, we remain committed to conducting our business responsibly while creating sustainable value for our shareholders, customers, employees, suppliers, and the communities we serve.

FY2026 presented a challenging operating environment characterised by cautious consumer spending, rising operating costs, intense market competition, and the continued growth of e-commerce. Despite these challenges, the Group remained focused on disciplined execution, prudent cost management, and strengthening our operational resilience. Alongside our business priorities, we continued to integrate Environmental, Social, and Governance **(“ESG”)** considerations into our decision-making processes, recognising that responsible business practices contribute to our long-term competitiveness and sustainable growth.

From an environmental perspective, we continued our efforts to improve energy efficiency and reduce our environmental footprint through responsible energy management and ongoing monitoring of our greenhouse gas emissions. During FY2026, the Group achieved further reductions in both total energy consumption and Scope 1 and Scope 2 emissions, demonstrating our commitment to continuous environmental improvement. While our operations have a relatively modest environmental footprint, we recognise the importance of contributing to Singapore's sustainability ambitions through practical and measurable actions.

Our people remain at the heart of our business. We are committed to providing a safe, inclusive, and supportive workplace where employees can develop professionally and contribute meaningfully to the organisation. During the year, we continued to invest in employee training and development, maintained our strong occupational health and safety performance with zero workplace injuries, and promoted diversity, equal opportunity, and employee well-being across the Group. We also strive to build trusted relationships with our customers, suppliers, and business partners through ethical business conduct, transparency, and mutual respect.

Good governance provides the foundation for our sustainability journey. The Board oversees the Group's sustainability strategy and material ESG matters, while Management is responsible for implementing sustainability initiatives across our operations. We remain committed to maintaining high standards of corporate governance, effective risk management, ethical business practices, and regulatory compliance. These principles strengthen stakeholder confidence and support the long-term resilience of our business.

Looking ahead, sustainability will continue to be embedded within our business strategy as we adapt to changing market conditions and evolving stakeholder expectations. We will continue to enhance our ESG performance, strengthen stakeholder engagement, improve operational efficiency, and progressively develop our sustainability reporting practices. Through responsible leadership and continuous improvement, we aim to create lasting value for all our stakeholders while positioning Travelite for sustainable long-term success.

Mr Thang Teck Jong (TJ Thang)
Executive Chairman

Sustainability Performance for FY2026

Topics	FY2026 Target	FY2026 Achievement	FY2027 Target
Economic Performance	The objective is to return sales target to its FY2025 peak.	Recorded revenue of S$36.3 million amid challenging market conditions while maintaining prudent cost management and operational efficiency to strengthen long-term business resilience.	Improve revenue performance through business expansion, enhanced operational efficiency, and stronger customer engagement while maintaining sustainable profitability.
Anti-Corruption	To ensure all level of staff are aware of anti-corruption policies and remain in compliance with relevant laws and regulations.	Maintained zero reported incidents of corruption, fraud, or non-compliance with applicable laws and regulations. Continued to reinforce ethical business conduct across the Group.	Maintain zero incidents of corruption or regulatory non-compliance and continue reinforcing employee awareness through periodic communication and policy reviews.
Supplier Social and Environmental Assessment	To work with suppliers to ensure an ethical and transparent value chain.	Continued engaging key suppliers on responsible sourcing and maintained procurement practices that support ethical and transparent supply chain management.	Expand supplier engagement by incorporating environmental and social considerations into supplier evaluations and promoting responsible sourcing practices.
Energy	To work on energy efficiency and continue to monitor the progress and ascertain our efforts are effective.	Reduced total energy consumption to 904.3 MWh, a continued improvement in energy efficiency compared with FY2025.	To work on energy efficiency and continue to monitor the progress and ascertain that our efforts are effective.

Topics	FY2026 Target	FY2026 Achievement	FY2027 Target
Emissions	To encourage the staff to save energy and track and monitor the progress.	Reduced total Scope 1 and Scope 2 greenhouse gas emissions to 325.6 tCO_2e, reflecting lower energy consumption and improved operational efficiency.	To improve energy efficiency and promote responsible energy use across operations.
Occupational Health and Safety	To maintain good health and safety incident record in FY2026.	Achieved zero work-related injuries and occupational health incidents, maintaining a safe and healthy workplace throughout FY2026.	Maintain zero work-related injuries and occupational health incidents while continuing to strengthen workplace safety awareness and emergency preparedness.
Training and Education	To identify new areas of training and engage more staffs in training.	Increased employee training to 846 training hours, averaging 3.58 hours per employee, demonstrating continued investment in employee capability development.	To offer trainings that are essential and beneficial to the development and career progressions of its employees.
Non-Discrimination	To maintain zero record of discriminations in FY2026.	Maintained zero reported incidents of discrimination.	Maintain zero incidents of discrimination or workplace harassment and continue promoting a respectful, inclusive, and equitable workplace.
Diversity And Equal Opportunity	To maintain a diversified workforce in the organisation and prioritize internal transfer.	Continued to maintain a diverse workforce, and no discrimination reported.	Continue fostering a diverse and inclusive workforce while supporting equal opportunities, internal career progression, and leadership development.

Topics	FY2026 Target	FY2026 Achievement	FY2027 Target
Employment	To retain talent in the organisation and reduce the turnover rate.	Maintained a workforce of 236 employees, continued talent acquisition efforts, and monitored employee turnover to strengthen workforce stability and succession planning.	Strengthen employee retention through talent development, employee engagement initiatives, and succession planning while maintaining a stable and skilled workforce.
Customer Satisfaction and Privacy	To maintain our performance record for FY2026.	Maintained zero reported incidents of customer data breaches or customer privacy violations, reflecting the Group's commitment to protecting customer information and maintaining service quality.	Maintain zero customer data privacy breaches and continue enhancing customer satisfaction through quality products, responsive service, and robust data protection practices.

Table 1. Sustainability Performance for FY2026

Materiality Assessment Matrix

Travelite carried out a materiality assessment to identify the most relevant Environmental, Social, and Governance **("ESG")** topics for our business operations and stakeholders. The assessment evaluated each ESG issue from two perspectives: its potential impact on the Company's long-term performance and its significance to our key stakeholder groups. The results form the basis of our sustainability strategy, guiding us to allocate resources toward areas that generate the greatest value for both the business and society.

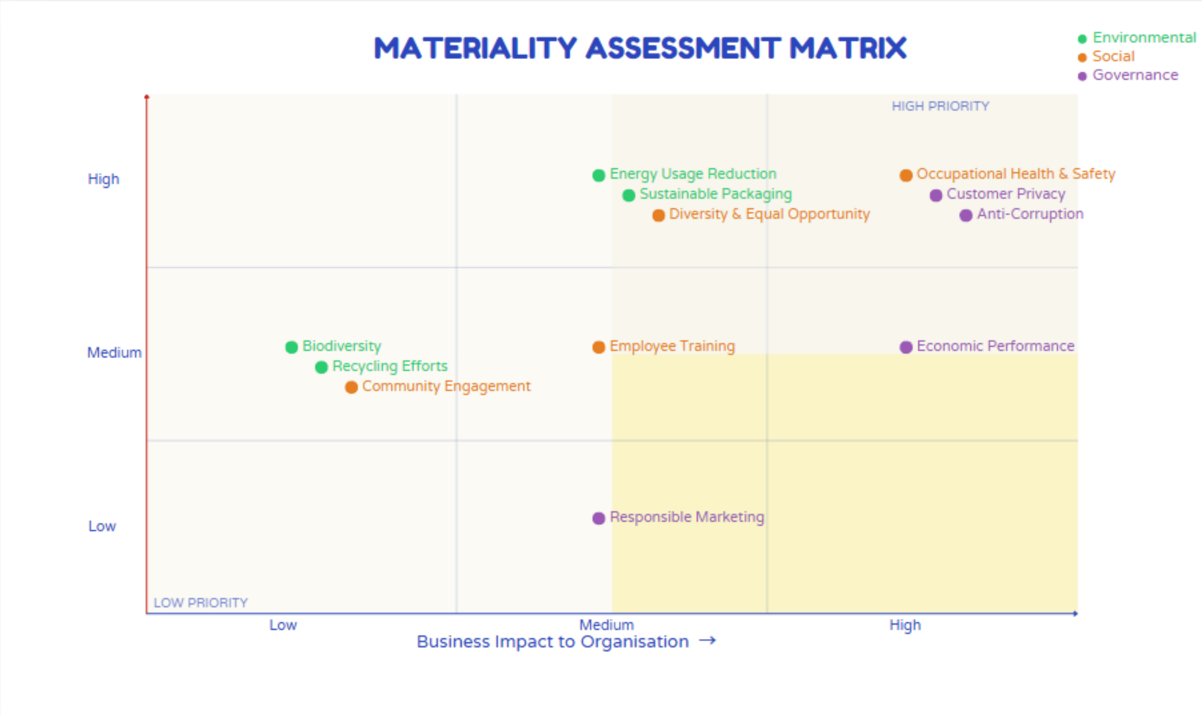

Fig 1. Materiality Assessment Matrix

The assessment highlighted sustainable packaging materials, employee training and development, diversity and equal opportunity, anti-corruption, and economic performance as the top priority material topics. These issues are crucial because they greatly influence business resilience, operational excellence, regulatory compliance, employee engagement, and stakeholder confidence. As consumer expectations and sustainability regulations evolve, these priorities will stay central to Travelite's long-term growth plan to achieve customer satisfaction.

Several issues, including energy reduction, recycling efforts, occupational health and safety, community engagement, customer privacy, and responsible marketing, were rated as medium importance. Although not currently top priorities, they are actively managed through existing policies and operational practices to promote responsible business conduct. Biodiversity was considered less material due to the nature of the Group's retail and distribution activities, which have limited direct contact with biodiversity-sensitive areas.

The materiality assessment will be reviewed regularly to ensure it remains aligned with changes in the company’s operating environment, stakeholder expectations, emerging sustainability risks, and evolving regulatory demands. This continuous review helps Travelite improve its ESG performance while creating sustainable value for shareholders, customers, employees, suppliers, and the broader community.

Environmental Sustainability

1. Sales in the last 3 years

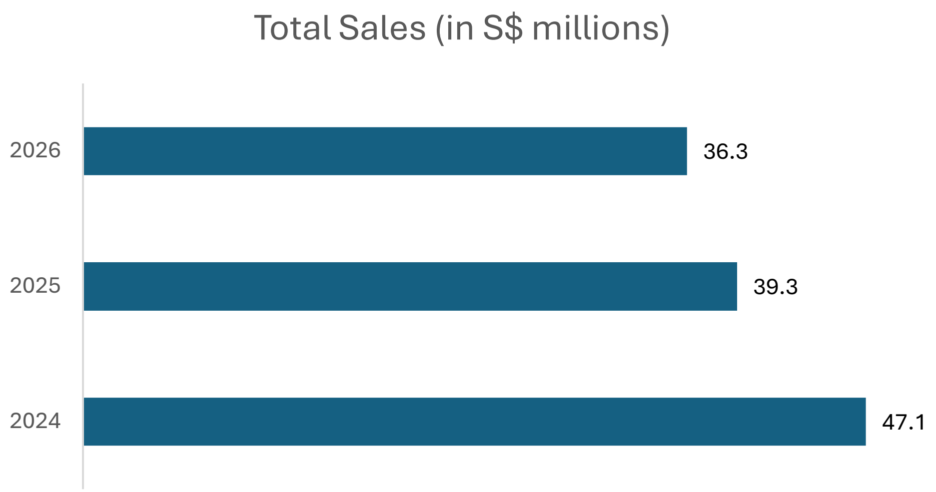

Chart 1. Sales in the last 3 years

In FY2026, Travelite operated in a challenging retail environment characterized by cautious consumer spending, rising operating costs, intense market competition, and the ongoing shift toward e-commerce. Revenue declined to S$36.3 million from S$39.3 million in FY2025, mainly due to weaker consumer demand, market saturation, and the closure of several key department stores. Despite these challenges, the Group maintained financial discipline through careful cost management, improved inventory turnover efforts, and a selective expansion strategy while continuing to strengthen its omnichannel presence through standalone stores, promotional events, travel fairs, and digital platforms. Looking ahead, Travelite remains committed to improving operational efficiency, expanding strategically into economically viable locations, and proactively responding to changing consumer preferences to support long-term sustainable growth.

2. Energy Consumption

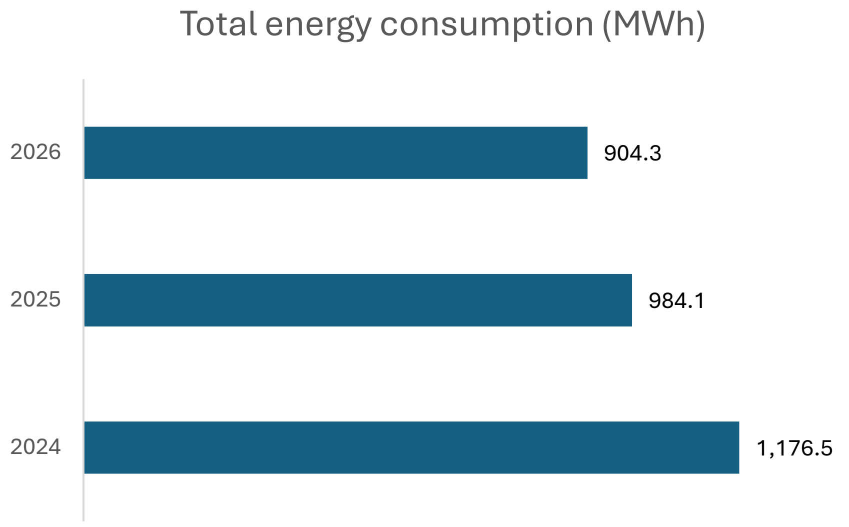

Chart 2. Energy Consumption

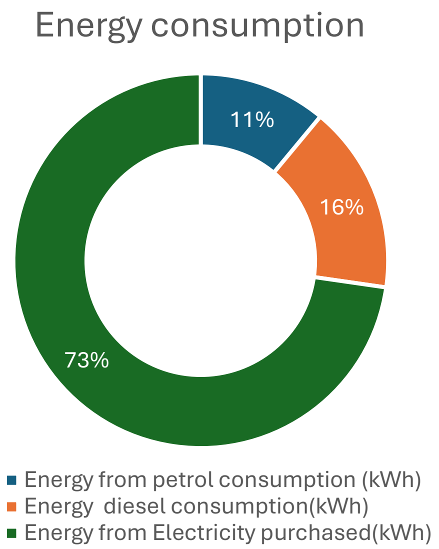

Chart 3. Energy Consumption Mix

Travelite continued to enhance its energy efficiency in FY2026, with total energy consumption dropping to 904.3 MWh, down from 984.1 MWh in FY2025 and 1,176.5 MWh in FY2024. The decrease reflects the Group's ongoing efforts to optimize energy use across its operations through improved operational efficiency and responsible resource management. In FY2026, electricity accounted for 73% of total energy consumption, while petrol and diesel made up 16% and 11%, respectively. Travelite remains dedicated to finding opportunities to further improve energy efficiency and reduce its environmental footprint in support of its long-term sustainability goals.

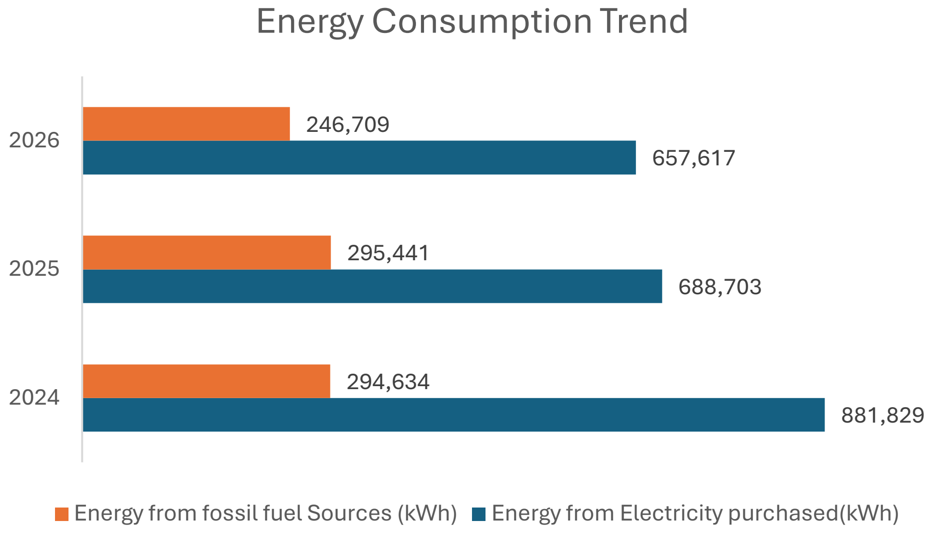

Chart 4. Energy Consumption Trend

Travelite continued to lower its energy use from both electricity and fossil fuels over the three-year reporting period. Electricity use dropped from 881,829 kWh in FY2024 to 688,703 kWh in FY2025 to 657,617 kWh in FY2026, while energy from fossil fuels decreased from 294,634 kWh in FY2024 to 295,441 in FY2025 to 246,709 kWh in FY2026. The overall decline shows the Group's ongoing efforts to improve operational efficiency, optimize energy consumption, and lessen its environmental impact across its retail, warehouse, and logistics operations.

3. Emission Profile

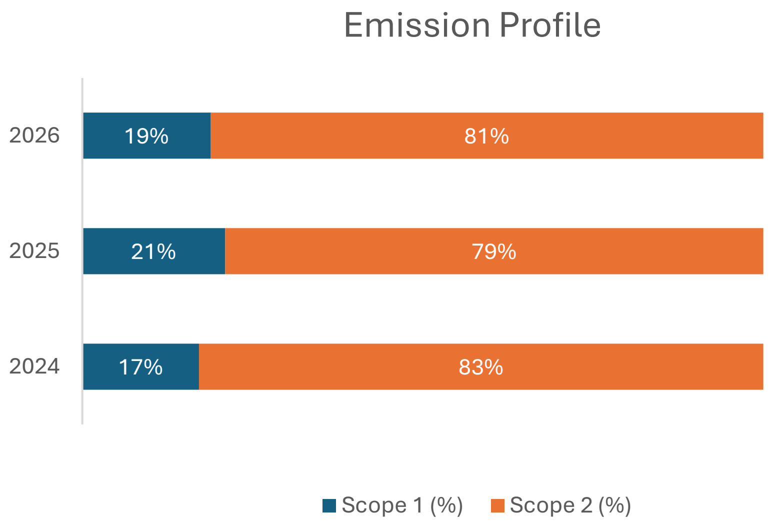

Chart 5. Emission Profile

Scope 2 emissions, generated from purchased electricity, continued to be the largest source of the Group's greenhouse gas emissions, making up 81% of total emissions in FY2026, while Scope 1 emissions accounted for 19%. This emission profile reflects the nature of Travelite's operations, where electricity use across retail outlets, offices, and warehouses is the main cause of carbon emissions. The Group remains committed to improving energy efficiency to cut its indirect emissions over time.

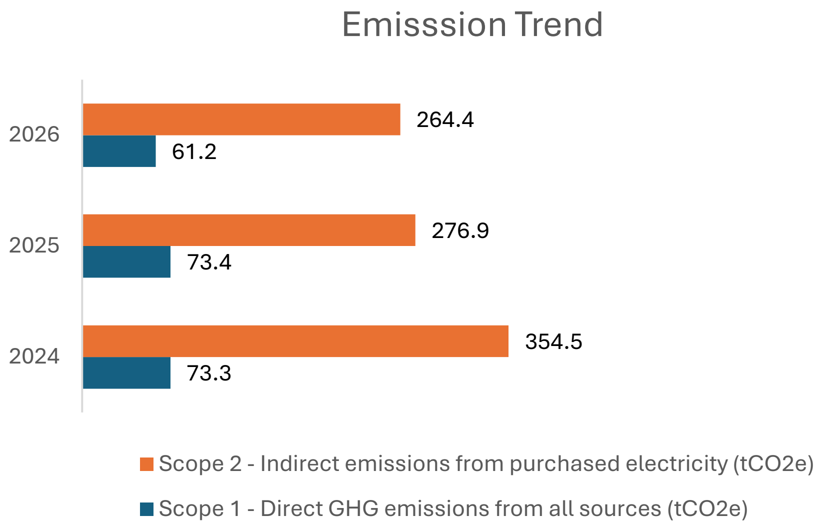

Chart 6. Emissions Trend

Travelite continued to reduce greenhouse gas emissions in FY2026. Scope 2 emissions dropped from 354.5 tCO_2e in FY2024 to 264.4 tCO_2e in FY2026, while Scope 1 emissions fell from 73.3 tCO_2e to 61.2 tCO_2e during the same period. This overall decline shows the success of the Group's energy-saving efforts and ongoing work to enhance operational efficiency and lower its carbon footprint.

4. Sales vs Emissions in the last 3 years

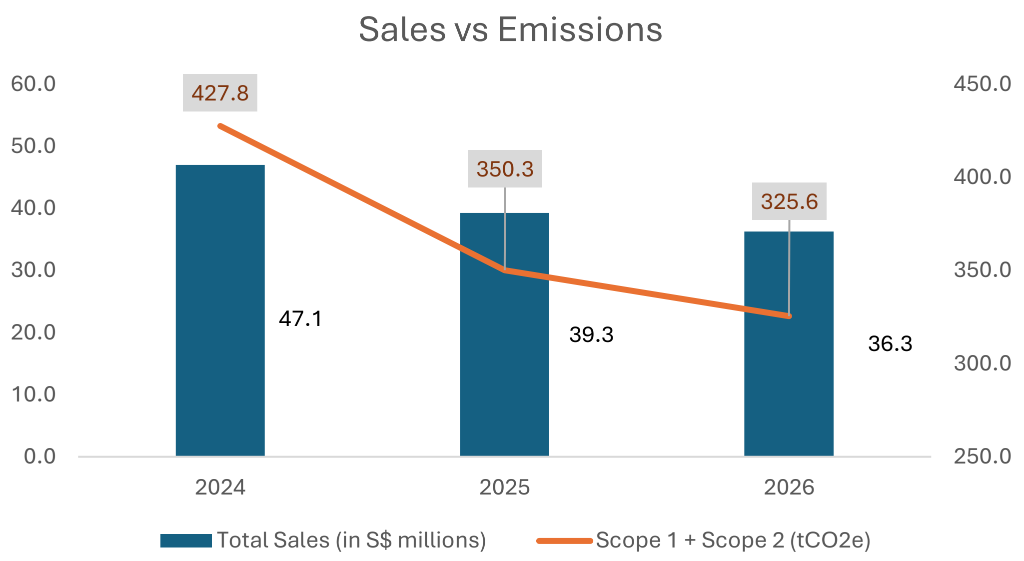

Chart 7. Sales vs Emissions

Although the Group's revenue decreased from S$47.1 million in FY2024 to S$36.3 million in FY2026, total greenhouse gas emissions also dropped from 427.8 tCO_2e to 325.6 tCO_2e during the same period. The decline in emissions indicates lower energy use and ongoing efficiency improvements, showing Travelite's dedication to reducing its environmental impact while facing a challenging business environment.

5. Emission Intensity trend in the last 3 years

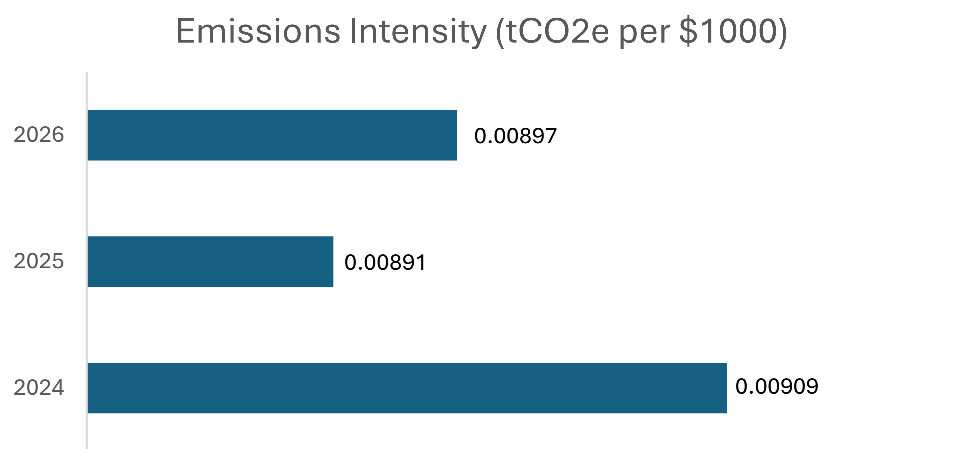

Chart 8. Emission Intensity per $ of revenue

The Group's emissions intensity per revenue unit remained relatively stable over three years, registering 0.00897 tCO_2e per S$1,000 in FY2026, slightly up from 0.00891 in FY2025. Despite a small rise caused by lower revenue, the emissions intensity stayed below FY2024's 0.00909, showing ongoing progress in improving carbon efficiency relative to business activity.

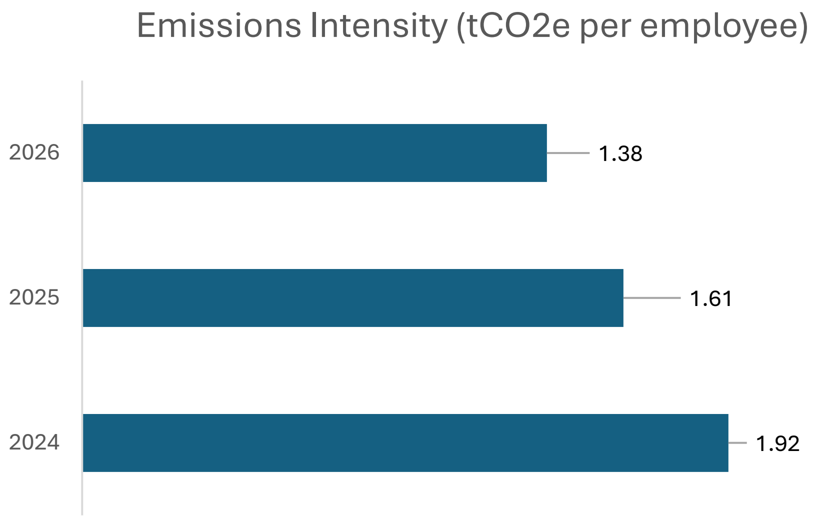

Chart 9. Emission Intensity per Employee

Travelite continued to improve its carbon efficiency per employee, with emissions intensity decreasing from 1.92 tCO_2e in FY2024 to 1.38 tCO_2e in FY2026. This steady progress reflects lower greenhouse gas emissions and effective resource management, showing the Group's ongoing commitment to reducing its environmental impact while supporting sustainable business operations.

Social Sustainability

Travelite recognizes that a skilled, diverse, and engaged workforce is essential for sustainable business success. We are dedicated to creating a workplace where employees feel valued, respected, and have opportunities to grow. Through ongoing learning, equitable employment practices, and an inclusive environment, we seek to attract, retain, and empower talent while supporting the company's long-term growth and resilience.

In FY2026, the company had a total of 236 employees, including 73 males (31%) and 163 females (69%), showing a predominantly female workforce. The largest age group was employees over 50 years old, with 136 employees (58%), followed by those aged 30–50 years with 81 employees (34%), and 19 employees (8%) were under 30 years old. Female employees outnumbered male employees in the 30–50 and over 50 age groups, with 54 females versus 27 males in the 30–50 range and 100 females versus 36 males in the over 50 category. This workforce profile indicates a mature and experienced employee base, emphasizing the importance of succession planning, knowledge transfer, and talent development to ensure long-term organizational sustainability.

Number of employees (FY 2026)			
Gender	**Male**	**Female**	**Total**
< 30 years old	10	9	19
30-50 years old	27	54	81
> 50 years old	36	100	136
Total number of employees	73	163	236

Table 2. Staff Composition by Gender and Age

Category / Gender	Managerial	Executive	Non-Executive	Total No. of Employees
Female	14	19	130	163
Male	13	7	53	73
Total	27	26	183	236

Table 3. Staff Composition by Gender

The organizational structure in FY2026 mainly consisted of non-executive employees, who made up 183 of the 236 employees (78%), reflecting the operational focus of the workforce. Management and executive roles were fairly balanced, with 27 managerial and 26 executive employees. Women continued to play a key role across all job categories, especially in non-executive positions where they accounted for 130 employees, and they also held 14 managerial and 19 executive roles. Male employees included 13 managerial, 7 executive, and 53 non-executive staff. This workforce makeup shows a strong talent pipeline with significant female representation, providing a solid base for developing future leaders through targeted training, internal promotion, and succession planning initiatives.

Category / Age	Managerial	Executive	Non-Executive	Total No. of Employees
Age Below 30	0	3	16	19
Age 30-50	11	15	55	81
Age Above 50	16	8	112	136
Total	27	26	183	236

Table 4. Staff Composition by Age

In FY2026, the workforce exhibited a mature profile across all levels. The largest segment was employees over 50, totaling 136 (58%), including 16 managers, 8 executives, and 112 non-executives, showcasing extensive experience. The 30–50 age group comprised 81 employees (34%), with a balanced distribution of 11 managers, 15 executives, and 55 non-executives, representing the core leadership and professional talent. Employees under 30 numbered 19 (8%), all in executive or non-executive roles, signaling a developing pool of younger staff. This age structure highlights the need for succession planning, leadership development, and knowledge transfer to maintain expertise while fostering future leaders.

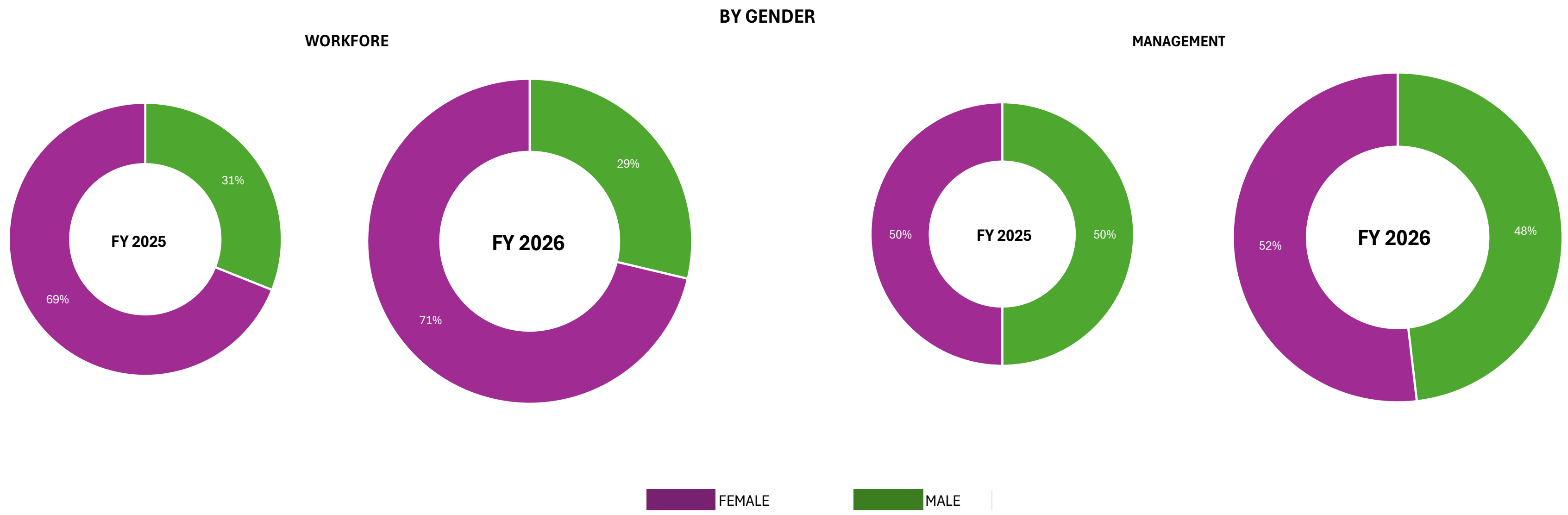

Chart 10. Statistics on Employees based on Gender

The gender distribution of employees in FY2026 indicates that the organisation employed a total of 236 staff, comprising 163 female employees (69%) and 73 male employees (31%). The strong representation of female employees demonstrates the organisation's commitment to fostering a diverse and inclusive workplace. Maintaining gender diversity across the workforce enhances innovation, collaboration, and decision-making while supporting equal employment opportunities and alignment with the company's diversity and inclusion objectives.

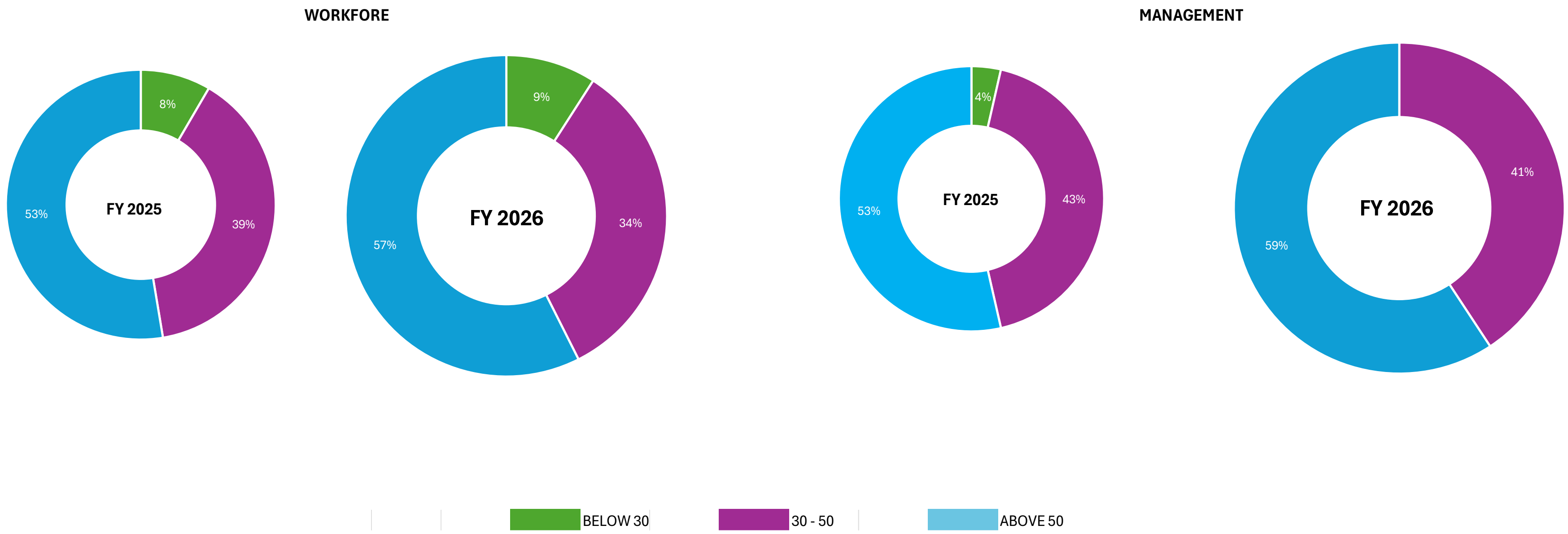

Chart 11. Statistics on Employees based on Age

The age profile of employees reflects a mature and experienced workforce. Employees aged above 50 years represented the largest group with 136 employees (58%), followed by 81 employees (34%) in the 30–50 years age group, while 19 employees (8%) were below 30 years old. This demographic distribution highlights the organisation's strong base of experienced personnel while underscoring the need to attract and develop younger talent through graduate recruitment, training, mentoring, and succession planning to ensure long-term organisational resilience and knowledge continuity.

Employee Well-being and Development

At Travelite, our people are our greatest asset. We are committed to creating a workplace that supports employee well-being, encourages professional growth, and promotes a positive and inclusive work environment. Through competitive rewards, comprehensive benefits, and continuous development opportunities, we strive to attract, retain, and empower a motivated workforce.

Employee Health and Well-being

The health and well-being of our employees remain a key priority. We provide competitive remuneration, performance-based incentives, and a comprehensive benefits package designed to support both physical and financial well-being. To encourage preventive healthcare, we organise an **Annual Health Screening Programme** at our workplace, enabling employees to conveniently monitor their health and identify potential medical concerns at an early stage.

Comprehensive Employee Benefits

Travelite offers a range of benefits that support employees and their families throughout different stages of life. These include medical, dental, and vision insurance coverage, as well as interest-free financial assistance for employees facing personal or family emergencies. We also support work-life integration by fully complying with Singapore's parental and childcare leave provisions under the Ministry of Manpower (MOM), ensuring employees can effectively balance their professional and family commitments.

Respecting Employee Rights

We are committed to maintaining fair employment practices and respecting employees' rights to freedom of association and collective bargaining. Employees of our subsidiary, Singapore Crocodile (1986) Pte Ltd, are represented by the Singapore Industrial and Services Employees' Union under a collective agreement that safeguards their employment rights, workplace conditions, and employee welfare.

Career Development and Internal Mobility

Developing our people is essential to our long-term success. We prioritise internal career progression by filling suitable vacancies through promotions and internal transfers wherever possible. This approach provides employees with meaningful career advancement opportunities, strengthens employee engagement, and preserves valuable organisational knowledge while supporting succession planning.

Employee Retention and Workforce Planning

Travelite regularly monitors recruitment, employee turnover, and workforce trends to evaluate the effectiveness of its people management strategies. By analysing workforce data and employee feedback, we identify opportunities to enhance engagement, improve retention, and strengthen our talent pipeline. This proactive approach enables us to build a resilient workforce capable of supporting the Company's sustainable growth and long-term business objectives.

Talent Acquisition and Employee Retention

The company's workforce movements remained relatively stable over the three-year period. The new hire rate increased from 21.5% in FY2024 to 22.0% in FY2026, after a temporary decline to 14.2% in FY2025, while the employee turnover rate rose to 25% in FY2026 following 19% in FY2025. These trends indicate continued recruitment efforts to support business growth while highlighting the importance of employee retention initiatives.

The organisation continued to promote workforce diversity through its recruitment practices. In FY2026, 60% of new hires were female and 40% were male, while employee turnover was relatively balanced, with 55% of departures involving female employees and 45% involving male employees. This distribution generally reflects the organisation's predominantly female workforce.

Recruitment and turnover occurred across all age groups, supporting a balanced workforce profile. New hires were fairly evenly distributed, with 38% aged above 50, 37% below 30, and 25% between 30 and 50 years. Employee turnover was highest among employees below 30 years (38%), followed by those aged 30–50 years (34%) and above 50 years (28%), underscoring the need for continued focus on talent development, career progression, and succession planning.

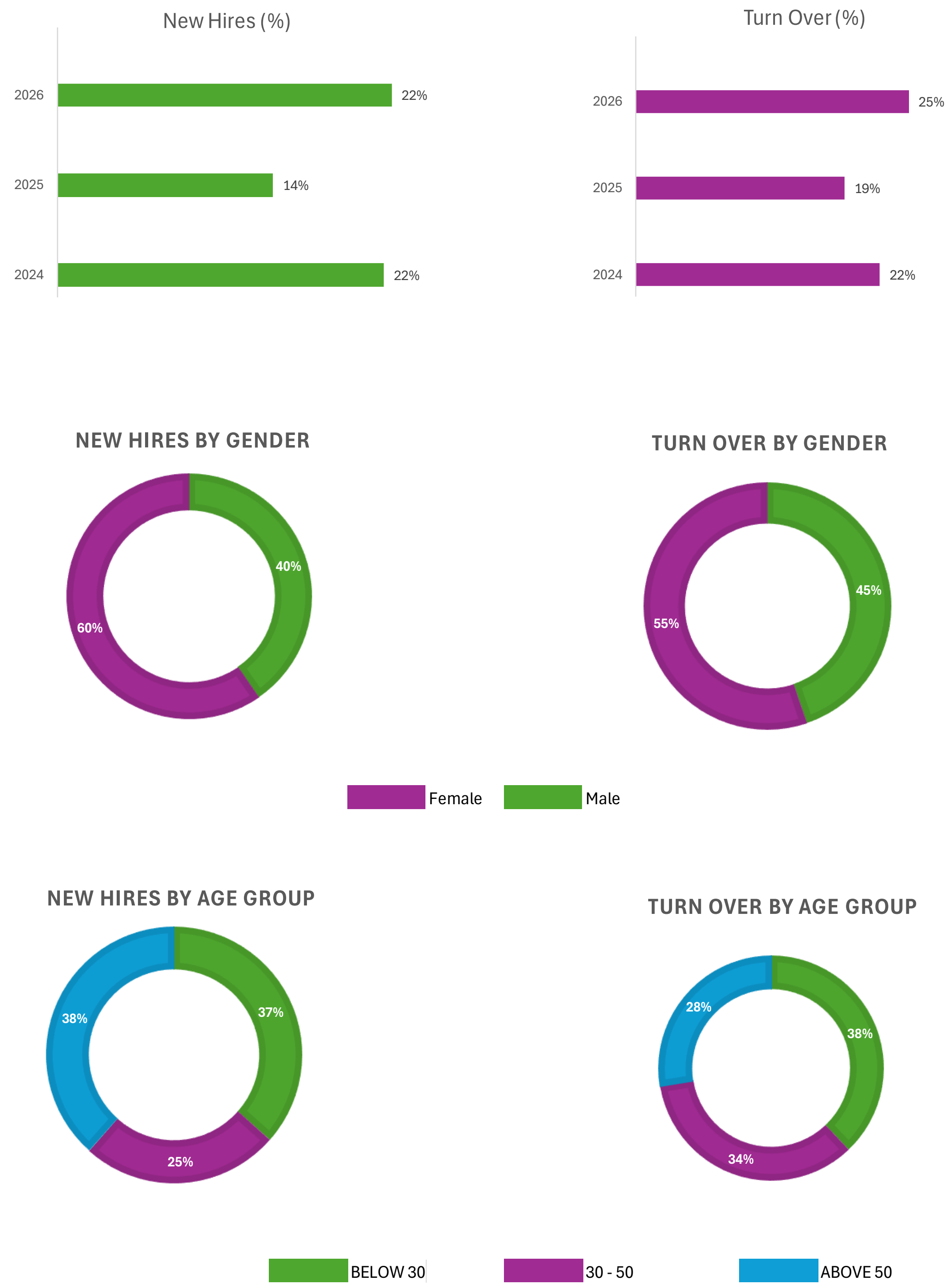

Chart 12. Statistics on new hires and turnover

Training and Education

Training for Employees	FY2025	FY2026
No. of Employees	218	236
Training Hours	588	846
Training Hours per Employee	2.69	3.58

Table 5. Training for Employees

During FY2026, employees participated in a diverse range of training programmes aimed at strengthening technical, digital, leadership, compliance, and workplace competencies. Key training areas included digital transformation and AI in the workplace, SkillsFuture for Digital Workplace 2.0, human resource management, workplace fairness and fair recruitment practices, personal data protection (PDPA), employee misconduct investigations, workplace safety and health (WSH), risk management, first aid and CPR, taxation and transfer pricing, and government workforce initiatives. The broad range of programmes reflects the Group's commitment to equipping employees with future-ready skills, ensuring regulatory compliance, enhancing operational effectiveness, and fostering continuous professional development across all levels of the organisation.

Employee development remained a key focus in FY2026, with the company increasing both its workforce and investment in training. The number of employees grew from 218 in FY2025 to 236 in FY2026 (8.3% increase), while total training hours rose significantly from 588 to 846 hours (43.9% increase). Consequently, the average training hours per employee increased from 2.69 to 3.58. The higher training participation relative to workforce growth reflects the company's commitment to enhancing employee skills, strengthening capabilities, and fostering a culture of continuous learning to support long-term organizational performance.

Occupational Health, Safety and Well-being

At Travelite, providing a safe, healthy, and secure workplace is fundamental to our commitment to employee well-being. We strive to foster a safety-first culture by maintaining high occupational health and safety (OHS) standards, complying with all applicable regulations, and continuously improving our workplace practices to minimize risks and protect our employees.

Safety Management

Our OHS management system is aligned with the Workplace Safety and Health (WSH) Act and supported by regular reviews of workplace policies, operational procedures, and safety practices. Routine inspections and preventive maintenance of facilities and equipment help identify and address potential hazards before they result in incidents. Employees are expected to comply with established safety procedures and promptly report any unsafe conditions, near misses, or workplace injuries. All reported incidents are thoroughly investigated by the Human Resource Department to identify root causes and implement appropriate corrective and preventive actions.

Building a Safety Culture

We actively promote safety awareness through continuous communication and employee engagement initiatives. Occupational health and safety topics are incorporated into town hall meetings, while regular safety reminders are shared through internal communications to reinforce safe workplace behaviours. Employee feedback is also encouraged to help strengthen our safety programmes and ensure our policies remain responsive to evolving workplace needs.

Emergency Preparedness

Travelite maintains comprehensive emergency response procedures in accordance with Singapore Fire Safety Regulations. Annual fire evacuation drills are conducted to familiarise employees with emergency protocols and to ensure appointed emergency response personnel are well prepared to fulfil their responsibilities. These exercises are periodically reviewed to enhance emergency preparedness and improve organisational resilience.

Health and Safety Performance

Our continued focus on preventive measures and employee awareness has contributed to a strong workplace safety record. During FY2026, the Group recorded zero work-related injuries and occupational health incidents, demonstrating the effectiveness of our safety management practices and the collective commitment of our employees to maintaining a safe working environment. We remain committed to continuously strengthening our occupational health and safety performance as part of our broader commitment to employee well-being and operational excellence.

Governance Sustainability

Our FY2026 governance and sustainability achievements demonstrate our ongoing commitment to transparency, accountability, and responsible leadership at every level of the organization.

Policy & Compliance

Updated frameworks and zero major non-conformances recorded across all business units.

Board Accountability

Dedicated ESG oversight committee established with enhanced diversity targets.

Transparency

Aligned with global reporting standards and expanded public disclosure practices.

Risk & Integrity

Zero material data breaches and robust anti-corruption training completed organisation-wide.

Fig 2. Governance Sustainability

Governance Structure

Travelite believes that strong corporate governance is crucial for creating long-term value and fostering sustainable business growth. Sustainability issues are embedded within the company's governance framework and integrated into strategic decision-making, risk management, and daily operations. The Board of Directors oversees sustainability matters, ensuring that environmental, social, and governance (ESG) considerations stay in line with the company's business strategy, stakeholder expectations, and long-term goals. The Board also reviews the company's sustainability priorities, tracks progress on key initiatives, and approves the annual Sustainability Report.

Sustainability Governance

The Board is backed by Senior Management and an internal ESG Taskforce with representatives from vital business functions throughout the Group. This Taskforce collaboratively implements the Company's sustainability strategy, coordinates ESG initiatives, and tracks progress toward sustainability goals. Its main duties include identifying key ESG issues, aiding in developing and executing sustainability policies, raising awareness across business units, and embedding ESG more deeply into operational processes. By engaging with management regularly, the Taskforce ensures that sustainability factors are integrated into business planning and decision-making.

Risk Management

Effective risk management continues to be a core element of Travelite's governance strategy. The Group employs a comprehensive enterprise risk management process to identify, evaluate, monitor, and address operational, financial, regulatory, and sustainability risks that could impact its performance. Regular assessments are carried out to identify emerging issues such as climate risks, supply chain vulnerabilities, and changing regulatory landscapes. To strengthen resilience and protect the interests of shareholders, employees, customers, suppliers, and other stakeholders, appropriate mitigation strategies and internal controls are put in place.

Responsible Supply Chain

As a leading distributor and retailer of travel goods, luggage, handbags, and lifestyle products, Travelite understands the important role of its supply chain in responsibly delivering quality products. Our products come from long-standing suppliers across China, Japan, Switzerland, Hong Kong, Malaysia, Thailand, Singapore, and other regional markets. We work closely with our suppliers to promote ethical business practices, product quality, and responsible sourcing. Procurement activities are supported by an integrated inventory and supply chain management system that improves operational efficiency, traceability, and transparency. Supplier evaluations are conducted regularly to assess operational, environmental, and social risks, helping the Company build a resilient and sustainable supply chain while supporting responsible business practices.

Stakeholder Engagement and Industry Collaboration

Travelite values active participation in industry and business networks that promote responsible business practices and sustainable economic development. During FY2026, the Group continued its membership with several key industry associations, providing opportunities to engage with stakeholders, monitor emerging regulatory developments, and exchange industry best practices. These memberships include:

- Business Network International (BNI)
- Singapore Business Federation (SBF)
- Singapore Chinese Chamber of Commerce and Industry (SCCCI)
- Singapore Retailers Association (SRA)

Through these collaborative platforms, Travelite remains informed of evolving market trends and sustainability developments while strengthening partnerships that support the Company's long-term business resilience and sustainable growth.

Achievement for FY2026

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

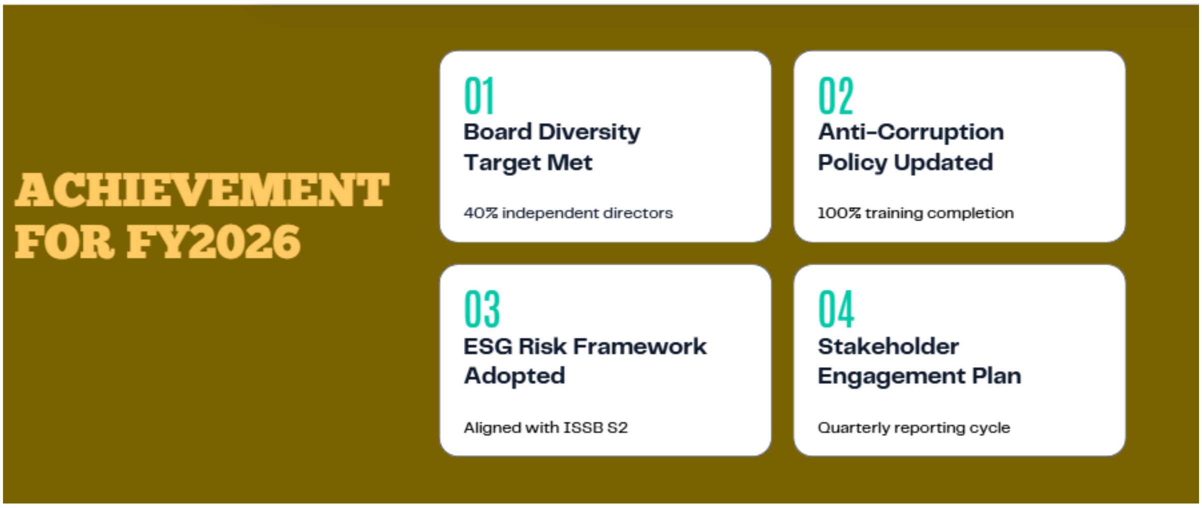

Fig 3. Achievement for FY2026

FY2026 Governance Sustainability Summary

This year's governance sustainability outcomes demonstrate meaningful progress across policy, accountability, disclosure, and integrity — laying a strong foundation for continued improvement in the years ahead.

Fig 4. FY2026 Governance Sustainability Summary

GRI Content Index

Disclosure	Page no.
GRI 2: General Disclosures 2021	
2-1 Organizational details	2
2-2 Entities included in the organization's sustainability reporting	2
2-3 Reporting period, frequency and contact point	2
2-4 Restatements of information	2
2-5 External assurance	2
2-6 Activities, value chain and other business relationships	2
2-7 Employees	16 - 19
2-8 Workers who are not employees	16 - 19
2-9 Governance structure and composition	25
2-10 Nomination and selection of the highest governance body	25
2-11 Chair of the highest governance body	25
2-12 Role of the highest governance body in overseeing the management of impacts	25
2-13 Delegation of responsibility for managing impacts	25
2-14 Role of the highest governance body in sustainability reporting	25
2-15 Conflicts of interest	AR 13
2-16 Communication of critical concerns	AR 18 & 25
2-17 Collective knowledge of the highest governance body	AR 16
2-18 Evaluation of the performance of the highest governance body	AR 18 - 21
2-19 Remuneration policies	AR 21 - 23
2-20 Process to determine remuneration	AR 21 - 23
2-21 Annual total compensation ratio	AR 21 - 23
2-22 Statement on sustainable development	3
2-23 Policy commitments	25
2-24 Embedding policy commitments	25
2-25 Processes to remediate negative impacts	AR 25
2-26 Mechanisms for seeking advice and raising concerns	AR 25
2-27 Compliance with laws and regulations	AR 24 -26
2-28 Membership associations	26
2-29 Approach to stakeholder engagement	26
2-30 Collective bargaining agreements	20

* AR – Annual Report

Material Topics	
3-1 Process to determine material topics	8
3-2 List of material topics	8
MATERIAL ENVIRONMENTAL TOPICS	
Energy	
302-1 Energy consumption within the organisation	11 - 12
302-3 Energy intensity	11 - 12
Emissions	
305-1 Indirect GHG emissions (Scope 2)	12 - 13
305-4 GHG emission intensity	14 - 15
Supplier Environmental Assessment	
308-1 New suppliers that were screened using environmental criteria	26
MATERIAL SOCIAL TOPICS	
Employment	
401-1 New employee hires and employee turnover	22
Occupational Health and Safety	
403-1 Occupational health and safety management system	23
403-2 Hazard identification, risk assessment, and incident investigation	23
403-3 Occupational health services	23
403-4 Worker participation, consultation, and communication on occupational health and safety	23
403-5 Worker training on occupational health and safety	23
403-6 Promotion of worker health	23
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	24
403-9 Work-related injuries	24
Training and Education	
404-1 Average hours of training per year per employee	23
404-3 Percentage of employees receiving regular performance and career development reviews	23
Diversity and Equal Opportunity	
405-1 Diversity of governance bodies and employees	18 - 19
Non-Discrimination	
406-1 Incidents of discrimination and corrective actions taken	20
Supplier Social Assessment	
414-1 New suppliers that were screened using social criteria	26
Customer Privacy	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	8
Customer Satisfaction	8
Non-GRI topic	27

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