

INAUGURAL SUSTAINABILITY REPORT FY2024



Reliable Partnerships, Sustainable Progress

YENISEI EXPRESS PTE LTD
Publication Date | June 2025

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ABOUT THIS REPORT

Reporting Framework, Frequency and Reporting Period

This report has been prepared with reference to the Global Reporting Initiative (GRI) Standards for 2021. It covers January to December 2024. In moving forward, the sustainability report will be published annually.

Restatements of Information

Sustainability Report FY2024 is the first year of sustainability publication according to GRI Standards. As such, re-statement of information is not required by the Global Reporting Initiative.

External Assurance

No external assurance was undertaken on this report.

Forward-looking Statements

Although most of the content in this report focus on events carried out before or during FY2024, certain statements are forward-looking and thus reflect our current expectations, judgments, assumptions and estimates regarding future events. Forward-looking statements may be identified using words such as, but not limited to, "expects", "plans", "might", "likely", or similar words. Such statements are based on the best information available to us at the date when the report was published and/or the date of Yenisei Express Pte Ltd (or "Yenisei", "Yenisei Express", "organisation", "company") planning and sustainability reporting processes.

These statements are subject to risks and uncertainties beyond our control that may cause actual results to differ and do not act as guarantees or predictions of future occurrences. We undertake no obligation to update or revise any forward-looking statements in this report publicly. In addition, we caution against relying on any forward-looking statements or guidance. By accessing and using this sustainability report, readers acknowledge and accept the disclaimers, recognising that the report provides an overview of Yenisei Express Pte Ltd's sustainability performance but may not capture all aspects or guarantee future outcomes.

Feedback

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OPENING STATEMENTS

Message from the Managing Director



At Yenisei Express Pte Ltd, our sustainability efforts are deeply aligned with our mission and values, ensuring that our environmental, social, and economic responsibilities reinforce our core principles. We strive to uphold the highest standards through sustainable practices, reflecting our commitment to Excellence and Professionalism.

To better understand the importance of sustainability in the logistics industry and learn from global leaders, our management team attended the convention organised by CILT China from 16th to 19th June 2024 in Langfang, near Beijing.

By embracing energy-efficient technologies and eco-friendly logistics strategies, we embody Adaptability and Innovation, driving progress while addressing evolving industry demands. Additionally, our responsible use of resources and active community engagement reflect our dedication to Reliability and Community, fostering trust and strengthening societal well-being. Through these initiatives, we aim to strike a harmonious balance between economic growth and environmental stewardship, affirming our vision to lead responsibly and sustainably in the logistics industry.

Since the beginning of 2024, we have implemented e-invoicing to minimise waste. We reduce paper usage by storing documents in a shared cloud drive. We have also optimised our transport routes and monitor vehicle mileage and diesel consumption daily. Our goal is to reduce operational greenhouse gas (GHG) emissions by 10% by 2027 and 25% by 2030, using 2024 as the baseline year. Additionally, we are working towards gradually adopting electric vehicles, with a target of converting 30% of our fleet by 2030.

In early 2024, we established a dedicated sustainability team to integrate environmental and social responsibility into our daily operations. This team is focused on embedding sustainability principles across all logistics and warehousing activities—from optimising transportation routes to implementing energy-efficient technologies in our warehouse facilities.

We believe that sustainability is a shared responsibility, and we are actively involving all employees in this journey. Every individual plays an essential role, whether by adopting eco-friendly practices, minimising waste, or contributing innovative ideas to enhance operational efficiency. By fostering a culture of collective responsibility and empowering our workforce, we are making meaningful progress towards our sustainability goals.

In 2024, we have also begun engaging employees in social responsibility initiatives. One such effort was our participation in a nationwide “Ruckathon” organised by Care Corner on 14th September 2024 at Punggol Waterway Park, aimed at raising funds for the less fortunate in our society.

Doris Soh
Managing Director
Yenisei Express Pte Ltd

OPENING STATEMENTS

Statement from the Sustainability Lead

As the Head of Sustainability in Yenisei Express Pte Ltd, I am committed to champion our mission to deliver goods efficiently while minimising our environmental footprint and creating long-term value for our communities and customers.

The logistics industry plays a significant role in shaping a sustainable future and a crucial role in the global economy, but it also contributes significantly to carbon emissions and resource consumption. That's why we are stepping up our commitment and take measurable steps to lead the transition towards a more sustainable, and responsible supply chain, ensure environmental and social responsibility and economic viability. Our strategy is focused on reducing diesel emissions and optimising delivery route, and partnering with green energy providers to power our facilities.

Our commitment extends beyond compliance; we strive to create long-term value for our stakeholders by embedding environmental, social, and governance (ESG) principles into everything we do. From reducing our carbon footprint and optimising resource use to advancing diversity, equity, and community engagement, we are dedicated to making measurable progress.

Collaborating and engaging employees in regular toolbox meeting to gather feedback for improvement and safety is also our priority. Together with our teams, partners, and customers, we aim to drive systemic transformation and lead by example in our industry. We are accountable for our impact, and we are committed to continuous improvement as we move forward on our sustainability journey.



Sunny Yap

Sustainability Lead

Yenisei Express Pte Ltd

OUR ORGANISATION



Organisational & Reporting Practices

Yenisei Express Pte Ltd is the registered name of the reporting organisation in this sustainability report. It is a privately owned company limited by shares with its headquarters and operations in Singapore.

Guiding Principles

Service Commitment

In today's uncertain economy, we commit to provide valuable suggestions and humanistic services to our clients:



Business Value Creation

We aim to connect businesses and deliver on time, focusing on excellence, adaptability, and reliability, while maintaining safety and supporting the community.

By adhering to high standards of professionalism and practical solutions, we ensure that our services are effective and dependable. Our flexible approach allows us to meet the evolving needs of our clients, and our commitment to safety and community ensures responsible and sustainable operations.



Excellence & Professionalism

This entails maintaining high standards, expertise, ethics, and a focus on providing quality service.



Adaptability & Innovation

This encompasses flexibility, agility, and a focus on continuous improvement and innovation.



Reliability & Community

This includes being reliable, practical, ensuring safety, and fostering a strong sense of community.

Sustainability Development: Committed to Lifting Others Up



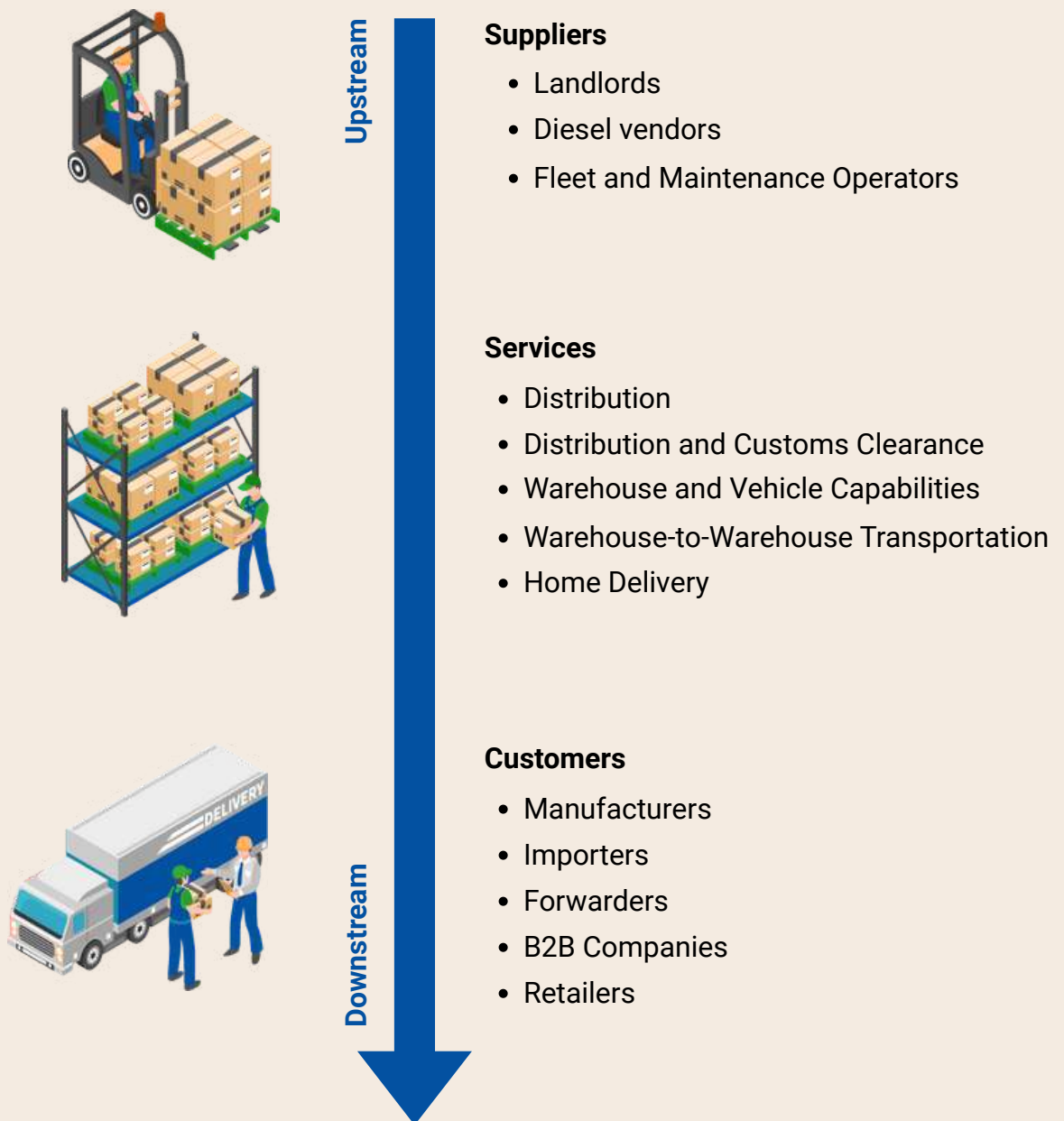
In September 2024, we joined the Care Corner Uplift for Life "Ruckathon 2024" to raise funds for the vulnerable in our community.

As a sign of unity, we carried 5kg backpacks and walked 5km to stand alongside the beneficiaries and their caregivers, whose burdens are often too heavy to bear alone.

Key Markets & Activities

Value Chain

We operate in the freight transport arrangement sector (SSIC¹ 52292), specialising in ground shipping services within the Singapore market.



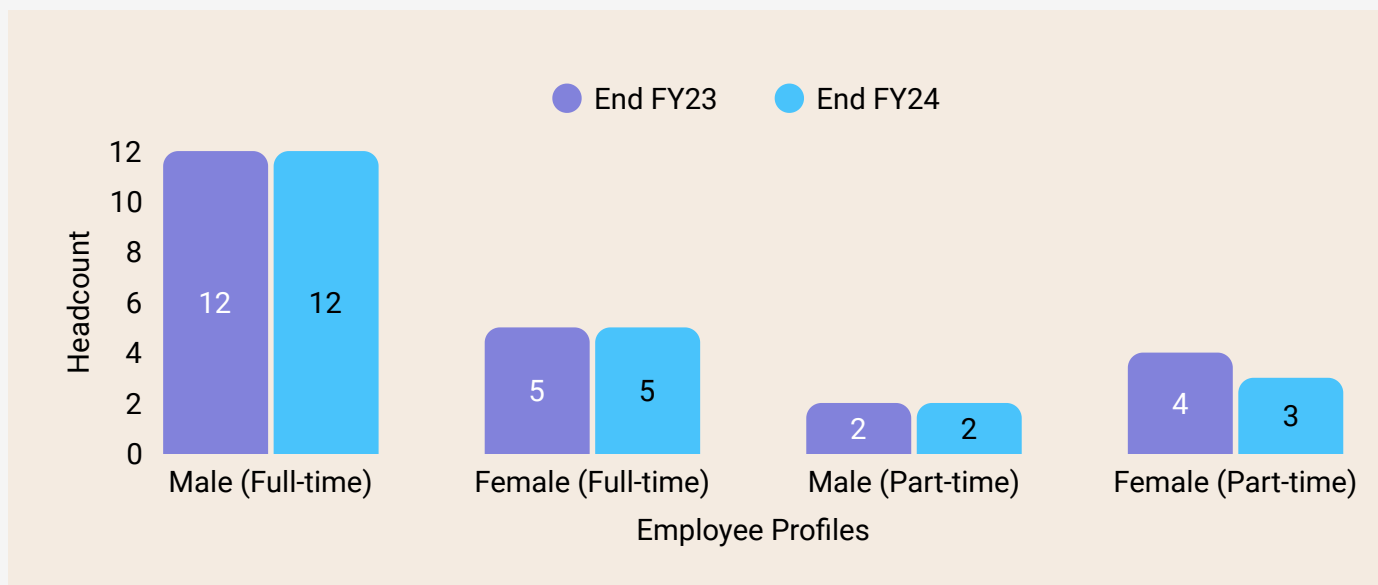
Business Affiliation

Yenisei Express is a member of the Singapore Logistics Association (SLA), an ecosystem of over 700 logistics professionals. Through our membership, we leverage SLA's initiatives to drive business excellence, foster meaningful connections with industry peers, and access specialised training programmes that enhance our team's skills and expertise.

¹ SSIC: Singapore Standard Industrial Classification

OUR STAKEHOLDERS

Employees



Our employment numbers remain relatively stable with minimal fluctuations, and we do not have any collective bargaining agreements or non-employee workers.

Stakeholder Engagement Approach

At Yenisei Express, our purpose is to foster collaborative relationships with our stakeholders, address their concerns, and identify opportunities for improvement that align with our values and sustainability goals.

To achieve this purpose, we follow a structured stakeholder engagement approach:



Stakeholder Engagement Plan

The following Implementation Plan outlines our strategy for fostering a collaborative relationship with our stakeholders, demonstrating our commitment to mutual success and ongoing engagement.

Shareholders

Topics of Interest	Engagement Platforms & Frequency
• Company financial performance • Company strategic goals and plans • Market trends and opportunities	• Annual financial report • Half-yearly general meetings • Ad-hoc updates and meetings
Action Plan	
• Provide timely, clear & transparent communication on financial performance, strategic goals and sustainability initiatives. • Provide engagement platforms with shareholders to systematically collate feedback and concerns from shareholders. • Use feedback from shareholders to continuously improve business practices and strategies.	

Employees

Topics of Interest	Engagement Platforms & Frequency
• Company performance, goals and planning • Employee wellbeing • Workplace health and safety • Training and development	• Quarterly townhall meetings • Bi-weekly team meetings • Regular toolbox meeting • Suggestion box
Action Plan	
• Address employee concerns and provide regular updates on company performance and initiatives. • Regularly check in with employees through formal meetings, surveys and informal open dialogues. • Provide a suggestion box for employees to submit ideas and feedback anonymously at any time. • Celebrate employee achievements, milestones, and contributions to the company.	

Customers

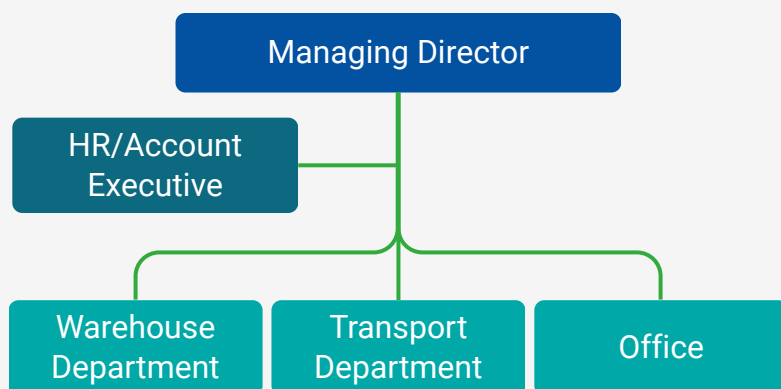
Topics of Interest	Engagement Platforms & Frequency
• Competitive and quality services updates • Safe and compliant workplace practices • Good business ethics • Secure data management	• Regular e-mails, calls and face-to-face meetings • Customer feedback survey
Action Plan	
• Work closely with customers about service improvements to meet business needs, delivery progress and sustainability initiatives. • Collaborate with customers on safety requirements and training employees to adhere to safety standards and local regulations. • Proactively obtain and address customer feedback from all projects.	

Suppliers

Topics of Interest	Engagement Platforms & Frequency
• Business opportunities • Compliance and regulations	• Ad hoc phone calls, video meetings and emails • Supplier surveys
Action Plan	
• Collaborate with suppliers to identify opportunities and improve services for mutual growth. • Keep suppliers informed on relevant regulatory changes and customer requirements that suppliers need to be aware of. • Provide a communication channel for open dialogue and feedback.	

OUR LEADERSHIP

Corporate Stewardship



The organisation is led by the Managing Director, its sole non-independent director, who sets the strategic direction and oversees operations with the support of department leads for Warehouse, Transport, and Office.

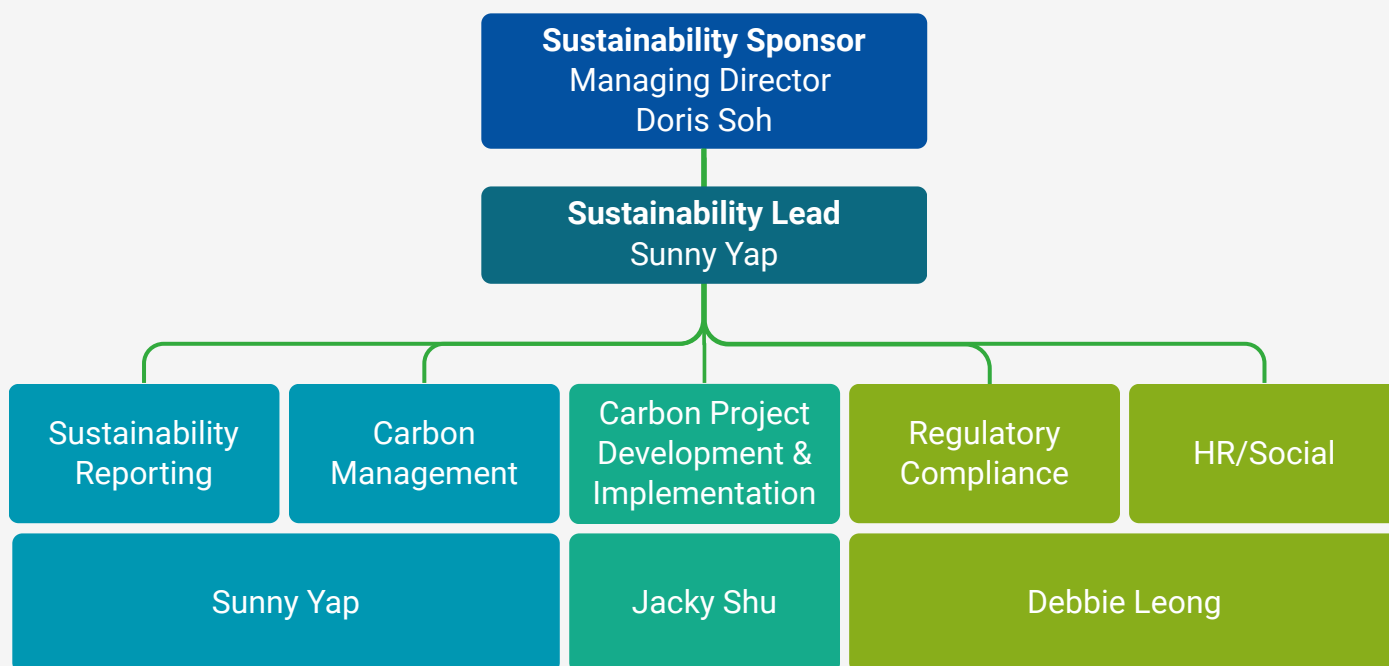
Ethical business conduct is a key concern of the leadership, and we uphold a strict stance against all corrupt practices.

Total number of corruption incidents
0

Action taken in corruption cases
N.A.

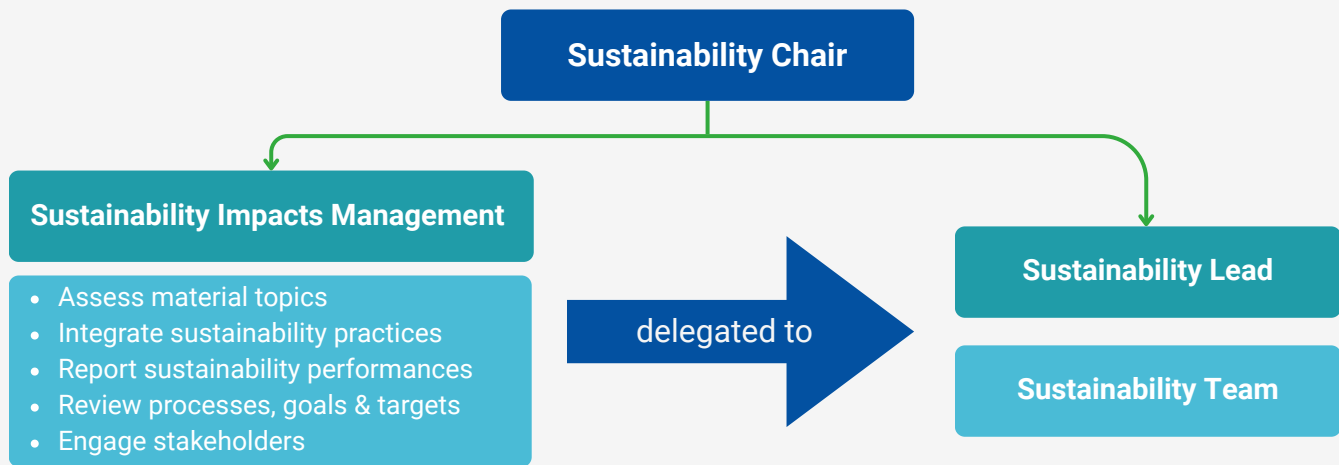
Public cases on corruption
N.A.

Sustainability Stewardship



The Sustainability Team is chaired by the Managing Director, who is also the Sustainability Sponsor. The Sustainability Sponsor is supported by the Sustainability Lead, the Warehouse Manager, who also has functional roles in the areas of Sustainability Reporting and Carbon Management. The rest of the Sustainability Team helm the areas of Carbon Project Development & Implementation, Regulatory Compliance and Human Resources / Social respectively.

To ensure transparent and fair conduct in discharging their duties, the Sustainability Team members have declared their conflictual areas of interest upon their employment with the organisation.



As chair of the Sustainability Team, the Managing Director sets the purpose and direction of the organisation's sustainability development; and has oversight over the management of sustainability impacts. These include assessing material topics, engaging stakeholders in identifying material impacts, integrating sustainability practices into core operational processes, reviewing processes, goals, and targets on an ongoing basis, and reporting sustainability performances.

Functionally, these duties are delegated to the Sustainability Lead, Warehouse Manager, who is supported by members of the Sustainability Team as well as office executives within the organisation.

Collectively, the Sustainability Team exercises due diligence in the respective areas described. The identification of impacts is achieved with the involvement of stakeholders' input in a systematic process to assess material topics (see "Methodology in Material Assessment"); and the review of internal processes, goals and targets is performed annually and disclosed in the sustainability report. In disclosing its sustainability performances, the Sustainability Team, under the leadership of its Sponsor and Lead, is responsible for reviewing and approving all reported information.

The Sustainability Team meets monthly to review progress and implement improvements while more critical concerns are discussed formally in meetings and informally on an ad hoc basis, especially to address issues that require remediation action. Finally, to stay abreast on global sustainability development, the Team attends training by approved agencies (e.g. SkillsFuture, NTUC, UNGC Global Compact).

Sustainability Development: Committed to building an inclusive workforce

In June 24, Sunny and I attended the CILT International Convention 2024, organised by the Chartered Institute of Logistics and Transport on the theme "Leading Global Sustainable Development in Logistics and Transport" for governments and industry leaders, experts and scholars.

We left inspired and committed to increasing even greater participation of marginalised groups (e.g., ex-offenders and the physically challenged) in our company. We also see the need to transform the male-dominated logistics industry with significant female representation.

- Doris Soh, Managing Director



STRATEGIES

Prioritising the Wellbeing of Our People

The logistics industry is labour-intensive, and the safety of our employees and suppliers cannot be compromised. We therefore take our policy on Occupational Health and Safety (OHS) seriously. The Managing Director approves the policy and reviews it yearly. It is communicated verbally to all new hires and in meetings with business partners during contract renewals.

Establishing a Channel for Continual Improvement

Yenisei Express is committed to remediation by establishing a reporting channel, cooperating in investigations and making remedies where appropriate. Additionally, individuals can contact us directly regarding our policies and practices, or raise concerns at cs@yenisei.com.sg.

Compliance with
Laws & Regulations

0
cases

Integrating Our Commitments into Practice

We bring our policies to life by assigning clear responsibilities to key employees using the CLAM responsibility matrix, ensuring accountability and ownership. Our commitments are also integrated into the Sustainability Team's sustainability plan to drive collective action and progress. This dual approach ensures that our policies are not only embedded into our daily operations but also aligned with our overall sustainability goals.



MANAGING MATERIAL IMPACTS

Climate-Related Risks and Opportunities

In this inaugural sustainability report, the Sustainability Team has assessed climate risks and opportunities to understand the magnitude of climate-related potential challenges and opportunities that the company is facing. With this awareness, it is acknowledged that a phased approach to responding to the outcomes from this tabletop exercise is needed in going forward.

Sustainability Risks



**Short
Timeframe**



**Medium
Timeframe**



**Long
Timeframe**

Risks	Description	Potential Impact	Our Response
Acute Physical Risk High Likelihood 	Flash Floods	Disrupt operations, damage assets, and pose safety risks, impacting supply chain efficiency and incurring additional costs.	Implement proactive measures to mitigate flood disruptions, including alternative delivery routes, real-time flood alerts, staff training, vehicle safety gear, and collaborative solutions with landlords.
Chronic Physical Risk High Likelihood 	Rising Temperature	Pose health risks to staff and compromise temperature-sensitive goods, leading to spoilage or increased cooling costs.	Implement protective measures for workers and goods, including hydration, rest breaks, cooling uniforms, and efficient cooling systems in vehicles and warehouses.
	Rising Sea Level	Coastal warehouses and depots are at risk of flooding and delays due to storm surges.	Mitigate coastal risks through adequate insurance and collaboration with local authorities on sea level rise projections and response measures.

Risks	Description	Potential Impact	Our Response
Policy and Legal   	Carbon Taxation Regulations on air pollution	Carbon-intensive fuel usage may lead to increased operating costs due to potential supplier-paid carbon costs. Non-compliance with emissions standards risks fines, shutdowns, and added operational expenses for maintenance and testing.	Invest in fuel-efficient vehicles and alternative energy to reduce dependence on fossil fuels. Transition fleet to cleaner vehicles by 2040, leveraging tax incentives and engaging with policymakers to stay informed on compliance pathways.
Technology    	Innovation Cost	Adopting new technologies and processes can strain finances and cause temporary disruptions, but failing to innovate risks falling behind competitors.	Implement innovation in phases, automating quick wins and managing costs through grants and staggered rollout to minimise disruptions.
Market   	Shift in Customer Demand	Failure to meet eco-logistics demand can lead to a loss of business, while adapting requires significant investment.	Engage with customers on sustainability expectations and start with small changes like route optimisation and eco-friendly packaging.
Reputation    	Company Image	Loss of business and revenue from failing to meet environmental expectations of customers and investors.	Develop a crisis management plan to swiftly address potential reputational issues.

Sustainability Opportunities

Opportunities	Description	Potential Impact	Our Response
Resource Efficiency  High Likelihood  	Green Vehicles	Green vehicles offer cost savings, reduced operational costs, and a lower carbon footprint.	Retire vehicles in phases, leverage government schemes to offset costs, train staff, and collaborate with industry experts on green technology transition.
	Digitalisation	Improved efficiency reduces operational costs and enhances decision-making.	Leverage grants like the Productivity Solutions Grant (PSG) and the Logistics Industry Digital Plan (IDP) to offset costs, and implement digital solutions in phases to manage costs and operations.
Market  High Likelihood  	Market Differentiation	Attract and retain customers by building a credible sustainability narrative, potentially earning fee premiums.	Develop a sustainability strategy with clear goals and metrics, communicate efforts transparently, and obtain recognised certifications to validate commitment.
Resilience  High Likelihood   	Supply Chain Resilience	Reduced disruptions lead to cost savings, improved customer experience, and increased trust.	Identify potential disruptors, assess bottlenecks, and implement corrective actions and technologies like load forecasting to enhance supply chain resilience.

For a detailed Sustainability Risks and Opportunities analysis, please email cs@yensei.com.sg

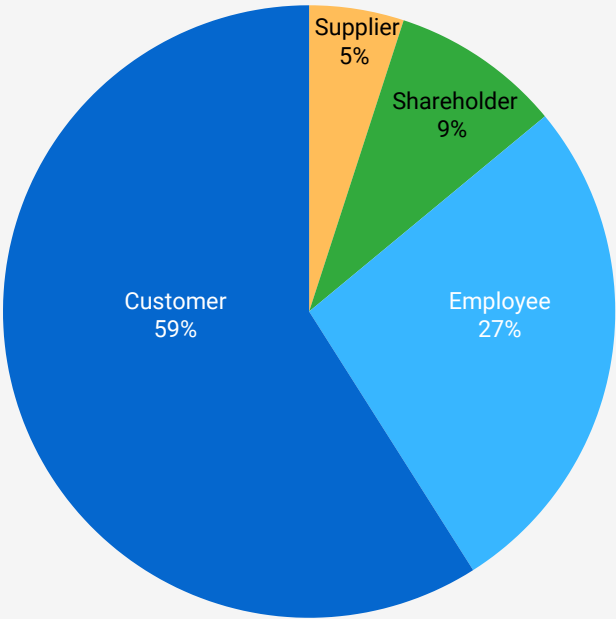
MATERIALITY ASSESSMENT

Determining Material Topics

The organisation first prioritised its key stakeholders: Shareholders, Employees, Customers and Suppliers (see “Stakeholder Engagement”). Next, it considered 11 topics for their materiality from three perspectives: Local regulatory guidance (i.e., Enterprise Singapore), global standards and trends:

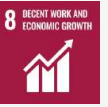
Pillars	Enterprise Singapore with SLA (i.e., Sustainability Playbook)	Global Standards & Trends (e.g., GRI, SASB)
Eco Stewardship	- Greenhouse Gas (GHG) Emissions - Energy Consumption - Waste Generation	Greenhouse Gas (GHG) Emissions
Social Responsibility	- Occupational Health & Safety - Employee Engagement	- Diversity & Equal Opportunities - Employment Staff Training & Education - Local Communities
Social Responsibility	Data Security	Anti-Corruption

Surveys were sent out to the 4 key stakeholder groups between 6 August 2024 to 15 October 2024. 22 completed responses were received. Using a scoring matrix, the topics were rated in terms of importance to the stakeholders. Finally, the Sustainability Team shortlisted 5 topics that were deemed critical to both stakeholders and for business success.

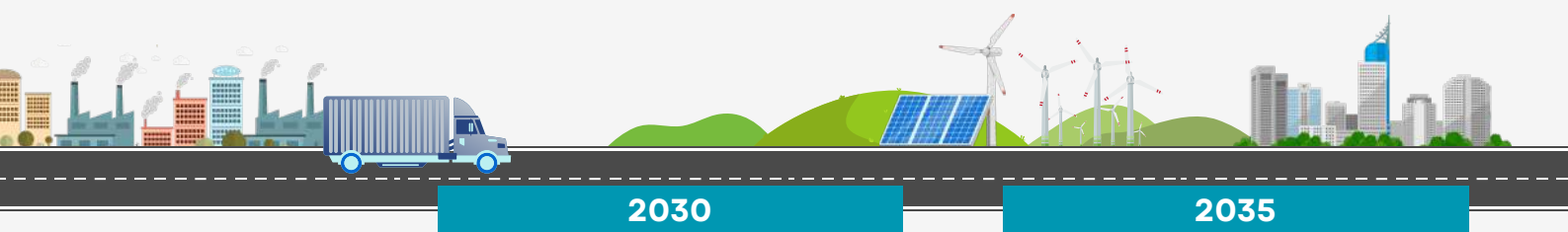


Materiality Assessment Respondents

Material Topics

Purpose	Strive for excellence, ensuring sustainable practices for total logistics solutions		
Pillars	E Eco Stewardship Reducing impact on the planet	S Social Responsibility Prioritising safety and engagement	G Governance Integrity Upholding trust and transparency
Material Topics	- Energy consumption and efficiency - Greenhouse gas emissions	- Occupational health and safety - Employee engagement	Data security
Responding to UN SDGs	  	  	

Sustainability Road Map & Targets



Greenhouse Gas Emissions

- | | |
|--|---|
| <ul style="list-style-type: none"> • Reduce operational GHG emissions by 25% using 2024 GHG data as the baseline • Comprehensively report Scope 3 categories | <ul style="list-style-type: none"> • Align GHG framework with ISO 14001 certification • Transition fleet to cleaner modes by 2040 |
|--|---|

Energy Efficiency

- | | |
|--|---|
| <ul style="list-style-type: none"> • Achieve a 25% improvement in energy efficiency per ton of cargo handled from 2024 data as the baseline • Explore working with 3PL providers for better bargaining power with the renewable vehicle provider | <ul style="list-style-type: none"> • Achieve a 35% improvement in energy efficiency per ton of cargo handled from 2024 data as the baseline • Transition fleet to cleaner modes by 2040 |
|--|---|



2030

2035

Occupational Health & Safety

- Maintain zero incident rate annually
 - Improve OHS Management System, such as implementing software to track near-misses, incidents and fatalities, implement safety technology and maintain equipment
- Maintain zero incident and fatality rate
 - Improve BizSafe Level 3 to BizSafe STAR
 - Continuously update and expand safety training to address emerging risks

Employee Engagement

- Increase employee engagement scores by 10% using 2027 data as the baseline
 - Provide possible voluntary health promotion services and workplace outreach wellness programmes to employees
- Benchmark employee engagement scores against industry standards
 - Invest in developmental programmes where managers can train the next leadership generation

Data Security

- Achieve Cyber Trust Mark by CSA
- Achieve ISO 27001
 - Continuously update security protocols and technologies to stay ahead of emerging threats and regulatory charges

REDUCING ENVIRONMENTAL IMPACT



Energy Management

Energy management is vital for Yenisei because our operations heavily rely on energy, particularly fuel for transportation, which constitutes a significant portion of our expenses.

Effective energy management not only directly impacts our bottom line by reducing costs but also enhances our value proposition. By optimising fuel usage and implementing energy-efficient practices, we can achieve substantial cost savings and deliver cost-effective and competitive services to our clients.

The Sustainability Team is actively involved in reviewing the company's energy-saving strategy. Measures to reduce electricity and diesel usage in vehicles, warehouse operations, and other energy-dependent areas are being evaluated and implemented. Energy consumption is systematically recorded and detailed reports are submitted to the Sustainability Lead for review. Based on these insights, the Sustainability Team takes corrective actions to control and optimise energy usage by adopting alternative methods in operations or exploring partnerships with energy-efficient vendors.

Performance

Total Fuel (Diesel) Consumption

75,556
litres per annual

Total Electricity Consumption

7,604
kWh per annual

Goals

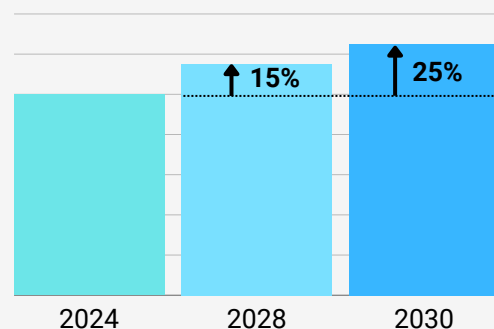
Goals Reduce energy consumption

Targets Achieve a 25% improvement in energy efficiency by 2030, with a 15% improvement milestone set for 2028

Indicators kWh

Processes Monthly comparison in energy consumption to determine improvements in energy saving

Energy efficiency goals



Action Plan

Actions	Performance, Targets & Timeframe	
	Mid 3 - 5 years	Long >5 years
	By 2030	By 2035
1. Identify areas for improvement and implement recommendations 2. Replace retiring old machinery with energy-efficient models 3. a) Use energy-efficient lighting and HVAC² systems in office spaces b) Implement asset management tools such as fleet management system supported by Enterprise SG to optimise telematics, demand planning and mileage of vehicle fleet to reduce fuel consumption 4. a) Ensure all systems are operating efficiently b) Implement predictive maintenance 5. a) Educate employees on energy-saving practices and the importance of energy efficiency. b) Turn off electricity in non-operational areas. c) Inculcate eco-driving behaviour	1. Achieve a 25% improvement in energy efficiency per ton of cargo handled from the 2024 baseline 2. Explore working with fellow 3PL providers for better bargaining power with the renewable vehicle provider	1. Achieve a 35% improvement in energy efficiency per ton of cargo handled from the 2024 baseline 2. Transition fleet to cleaner modes by 2040
Standards Guidance	GRI 302 & ISO50001	

² HVAC stands for heating, ventilation and air conditioning

Greenhouse Gas Emissions

Tailpipe emissions are a significant aspect of a logistics company’s operations. We understand that unchecked logistics operations can accelerate global warming and lead to climate-related physical risks in the short to long-term. As a key enabler of the economy and supply chain, Yenisei Express wants to enable sustainable logistics practices that reduce our carbon footprint and contribute to a healthier planet.

To this end, the Sustainability Team conducts monthly meetings to review GHG data collated and discuss the efficacy of actions taken to mitigate impacts contributed. Necessary actions are then taken to rectify the current practice. In particular, diesel usage for the logistics fleet is continuously checked and monitored, and strategies to save electricity and reduce diesel usage in vehicles are actively reviewed and implemented in order to lower overall emissions in business operations.

Performance

Yenisei Express’s greenhouse gas emissions for FY24 totalled 215,049 tCO₂e, with the primary hotspot being Scope 1 transportation from company-owned vehicles. This is expected, as the company’s core business involves distribution and cargo handling.

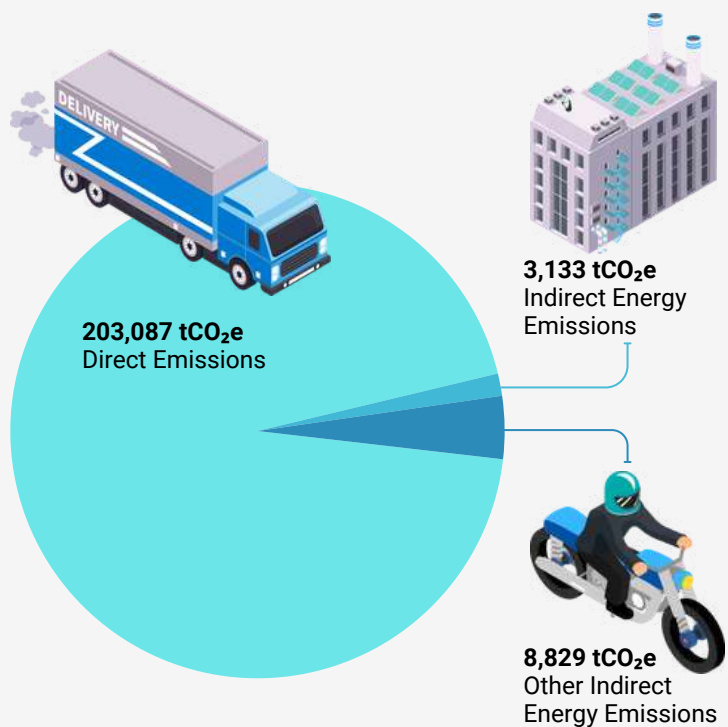
Types of GHG Emissions	Emission (Metric tons tCO ₂ e)
Scope 1: Direct	203,087
Scope 2: Indirect Energy	3,133
Scope 3: Other Indirect	8,829
Total	215, 049

Recognising that Scope 1 transportation is a major emissions contributor, Yenisei Express is committed to reducing this category through eco-driving awareness training, calculating emissions per trip based on ISO 14083, and a timely transition to electric vehicles. Through these efforts, Yenisei Express hopes to enable a healthier planet.

Regarding Scope 2 emissions, Yenisei Express has recently relocated to the Mapletree Jurong Logistics Hub. We are excited to collaborate with sustainability-focused partners who prioritise renewable energy and sustainable practices in their properties.

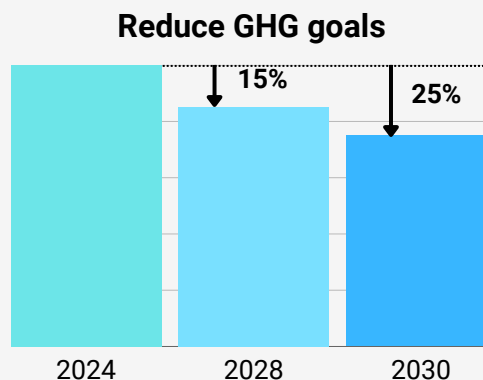
This move will also reduce travel distance between our office and warehouse, as both are now located within the same premises, further minimising emissions.

Lastly, for indirect Scope 3 emissions, which arise from employee commuting via motorbikes and buses, Yenisei Express remains committed to enhancing employee connectivity. We will explore opportunities to reduce these emissions as part of our broader sustainability goals.



Goals

Goals	Reduce Greenhouse Gas Emissions (GHG)
Targets	Reduce operational GHG emissions by 25% by 2030, using 2024 as the baseline, with a milestone of 15% by 2028



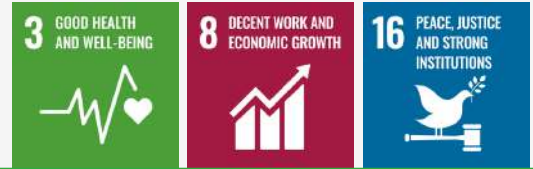
Indicators tCO₂e

Processes Annual comparison in GHG data to determine improvements in GHG reductions

Action Plan

Actions	Performance, Targets & Timeframe	
	Mid 3 - 5 years	Long >5 years
	By 2030	By 2035
1. Define clear environmental mission and values; and align with local government plans, to tap into public initiatives for decarbonisation 2. a) Train employees to understand, calculate and report GHG emissions b) Automate processes where possible, for example, installing a fuel monitoring device 3. a) Prioritise curtailing emission hotspots (i.e., company fleet) b) Use logistics calculator to determine the asset emissions hotspot and conduct feasibility analysis to determine abatement options 4. Stay updated with relevant environmental regulations in key markets in Singapore	1. Reduce operational GHG emissions by 25% using 2024 GHG emissions as the baseline 2. Comprehensively report Scope 3 categories, including Category 3 - Fuel and Energy Related	1. Review and update GHG emissions targets, and expand GHG reduction initiatives 2. Align GHG reporting framework with ISO 14001 certification 3. Transition fleet to cleaner modes by 2040
Standards Guidance	GRI 305 & GHG Protocol Corporate Standard	

PRIORITISING SAFETY AND ENGAGEMENT



Occupational Health & Safety (OHS)



We provide livelihoods for our employees, but we recognise that work on the road comes with inherent risks. Accidents leading to permanent disability or, worse, death have real and potential impacts on our employees. Therefore, at Yenisei Express, ensuring a safe working environment goes beyond regulatory compliance or avoiding operational disruptions.

We are committed to empowering our employees with the safest possible conditions because we believe in “Safe Work, Safe Livelihoods.” This is why we prioritise Occupational Health and Safety as an a priori concern and we have a dedicated Safety Manager, Mr. Sunny Yap, to steer OHS concerns conscientiously.

Yenisei Express has a BizSafe Level 3 certification recognised by WSH Council³. All our logistics operations adhere to processes established by a WSH-approved external consultant. To manage risks, Yenisei Express conducts toolbox meetings to brief employees on safety measures before their handling of tasks identified with potential hazards. In-house training is provided for new hires and whenever new equipment, or software is introduced. Drivers are required to complete Hazardous Materials (HazMat) courses upon certification expiry, while prime mover drivers and warehouse employees undergo Port of Singapore Authority (PSA) safety courses and forklift license training respectively.

Additionally, Yenisei Express has implemented mandatory requirements for all warehouse employees, transport drivers, and lorry attendants to wear safety boots and safety vests at identified work sites. Safety briefings, specified by job requirements, are conducted for new customers to reflect Yenisei Express’ commitment to maintaining a safe work environment and aligning its operations with industry best practices.

Performance

Number of work-related fatalities, injuries and recoverable injuries

0 cases

³ WSH Council stands for Workplace Safety and Health Council, a statutory body under the Ministry of Manpower in Singapore.

Goals

Goals	Ensure a safe working environment
Targets	Maintain zero incident rate annually through 2030
Indicators	Number of incidents
Processes	Annual comparison of incident rates



Action Plan

Actions	Performance, Targets & Timeframe	
	Mid 3 - 5 years	Long >5 years
	By 2030	By 2035
- Develop a training curriculum (on workplace safety, equipment, and regulatory requirements), and schedule, and track completion rates - Implement a comprehensive incident reporting system internally and externally, and track KPIs of incident rate, fatalities rate and near misses - Investigate each incident through root cause analysis and implement corrective actions - Conduct internal audits to identify areas for improvement and ensure compliance with the standard - Continuously improve OHS Management System based on the findings of risk assessments, evaluations and audits	- Maintain zero incident rate annually - Improve OHS management system, such as implementing a software to track near-misses, incidents and fatalities, implement safety technology and maintain equipment - Continuously improve safety standards per regulations and customer requirements	- Maintain zero incident rate and fatalities rate - Improve BizSafe Level 3 to BizSafe STAR - Continuously update and expand safety training to address emerging risks
Regulatory & Standards Guidance	BizSafe Certification, ISO45001 and GRI 403	

Employee Engagement

Employee engagement is crucial for a logistics company, especially in a competitive market like Singapore where manpower is scarce. This is especially so for a small company like ours. Engaged employees are more productive, motivated, and committed to their work, leading to efficient operations and higher customer satisfaction.



This has a positive impact on the economy by reducing turnover costs and enhancing service quality. Furthermore, engaged employees are more likely to adhere to sustainable practices, contributing to the company’s green initiatives. Conversely, unengaged employees can lead to higher turnover rates, increased recruitment and training costs, and potential disruptions in the supply chain.

Additionally, disengaged employees may be less attentive, increasing the risk of accidents and safety incidents, which can negatively affect both the workforce and the community. Therefore, fostering employee engagement is essential for maintaining a productive, safe, and sustainable logistics operation.

Performance

Hiring and Resignation in FY24



Number of Female Hires

under 30 years old	30 - 50 years old	above 50 years old
1	0	0

Number of Female Resignees

under 30 years old	30 - 50 years old	above 50 years old
1	0	1



Number of Male Hires

under 30 years old	30 - 50 years old	above 50 years old
0	0	0

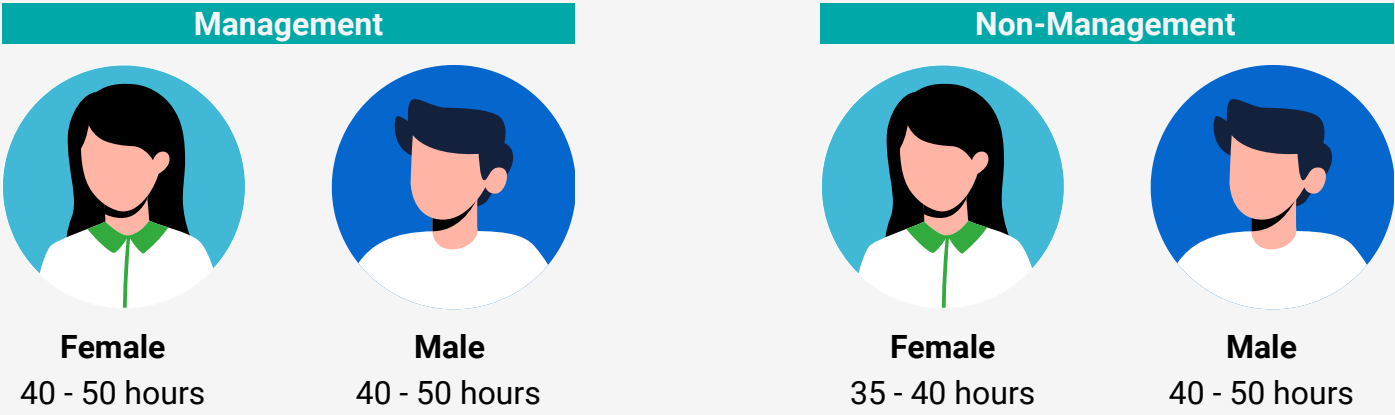
Number of Male Resignees

under 30 years old	30 - 50 years old	above 50 years old
0	1	1

Benefits for Full-Time Workers in FY24



Average Hours of Training Per Employee in FY24



Goals

Goals	Enhance employee engagement
Targets	Achieve 80% employee participation rate in Employee Feedback Survey and improve employee engagement scores by 10% by 2027
Indicators	Employee engagement scores by % through employee engagement surveys
Processes	Annual comparison in GHG data to determine improvements in GHG reductions



Action Plan

Actions	Performance, Targets & Timeframe	
	Mid 3 - 5 years	Long >5 years
	By 2030	By 2035
1. Conduct half-yearly employee surveys to gather feedback, particularly on employee satisfaction and aspirations for improvement 2. Establish transparent communication channels between management and employees to ensure everyone is informed and heard 3. Accommodate discussions for flexible work arrangements according to TAFEP for suitable work positions 4. Conduct annual performance appraisals and identify career path/development opportunities for employees 5. Develop succession plans for each leadership position to ensure business continuity.	1. Increase employee engagement scores by 10% using 2027 data as the baseline 2. Provide possible voluntary health promotion services and workplace outreach wellness programmes to all employees	1. Benchmark employee engagement scores against industry standards 2. Invest in developmental programmes where managers can train the next leadership generation 3. Foster a culture of involvement, continuous improvement and innovation
Regulatory Guidance	TAFEP ⁴ Standards and Guidelines, GRI 401, GRI 404	

⁴ TAFEP stands for Tripartite Alliance for Fair & Progressive Employment Practices

UPHOLDING TRUST AND TRANSPARENCY

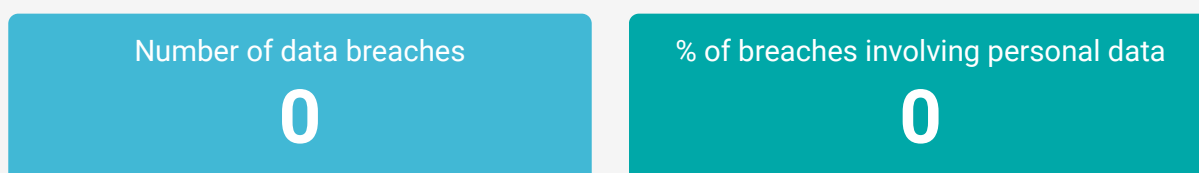


Data Security

As the logistics sector increasingly embraces digitalisation, robust data security becomes imperative for smooth operations. Without it, we risk exposure to cyber-attacks, data breaches, and theft by malicious actors. Conversely, secure data management not only supports efficient logistics operations but also builds trust with our customers and employees, assuring them that their data is secure. To that end, we are committed to robust data security, and contribute to a more resilient and reliable logistics network in an increasingly digital and interconnected world.

Yenisei Express does not collect personal data. The data collected is limited to information related to the services provided, pricing, and validity. Data is required for purposes such as order processing, customer support, and billing. All information is securely stored on the company's servers. Yenisei Express has a Personal Data Protect Act (PDPA) policy in place and complies fully with the PDPA (2012) requirements. Additionally, all company-issued computers are equipped with protective software to ensure data security.

Performance



Goals

Goals	Achieve strong data security
Targets	Achieve Cyber Essentials mark within 18 months Complete each stage of Cyber Essentials Mark processes within 3 – 4 months from respective start points
Indicators	Number of security incidents and access control violations
Processes	Annual comparison in the number of security breaches



Action Plan

Actions	Performance, Targets & Timeframe	
	Mid 3 - 5 years	Long >5 years
	By 2030	By 2035
1. Understand the requirements of the CyberSafe Essentials Mark by Cyber Security Agency of Singapore (CSA) 2. Conduct risk assessments to identify data security vulnerabilities and prioritise mitigation efforts 3. Develop and enforce security policies (e.g. data retention, data security, data distribution access, data backup, data breach response plan) and procedures aligned with CyberSafe 4. Provide regular training sessions on data security best practices and awareness to all employees 5. Strengthen access controls by implementing multi-factor authentication and role-based access management 6. Conduct data security integrity and phishing simulations	1. Achieve Cyber Trust Mark by Cyber Security Agency of Singapore (CSA) by 2030 2. Achieve zero data breaches and maintain 100% compliance with evolving data security standards	1. Achieve ISO 27001 2. Continuously update security protocols and technologies to stay ahead of emerging threats and regulatory changes
Regulatory & Standard Guidance	PDPA Act (2012), GRI 418, SASB, ISO 27001	

⁴ TAFEP stands for Tripartite Alliance for Fair & Progressive Employment Practices

GRI CONTENT INDEX

Statement of Use YENISEI EXPRESS PTE LTD has reported the information cited in this GRI content index for FY2024 [January 2024 – December 2024] with reference to GRI Standards.

GRI 1 used GRI 1: Foundation 2021

GRI Section	Clause	Description	Section
GRI 2: General Disclosures 2021	2-1	Organizational details#	Our Organisation
	2-2	Entities included in the organization's sustainability reporting#	
	2-3	Reporting period, frequency and contact point#	About this Report
	2-4	Restatements of information#	About this Report
	2-5	External Assurance#	
	2-6	Activities, value chain & other business relationships	Key Markets & Activities
	2-7	Employees	Our Stakeholders
	2-8	Workers who are not employees	
	2-9	Governance structure and composition	Our Leadership
	2-10	Nomination and selection of the highest governance body	N.A.: Non-listed status with the absence of formal nomination / selection obligations.
	2-11	Chair of the highest governance body	Our Leadership
	2-12	Role of the highest governance body in overseeing the management of impacts	
	2-13	Delegation of responsibility for managing impacts	
	2-14	Role of the highest governance body in sustainability reporting	
	2-15	Conflicts of Interest	
	2-16	Communication of critical concerns	
	2-17	Collective knowledge of the highest governance body	
	2-18	Evaluation of the performance of the highest governance body	Confidential: Proprietary information not publicly disclosed.
	2-19	Remuneration policies	
	2-20	Process to determine remuneration	

Omission not allowed

GRI Section	Clause	Description	Section
GRI 2: General Disclosures 2021	2-21	Annual total compensation ratio	Confidential: Proprietary information not publicly disclosed.
	2-22	Statement on sustainable development strategy	Opening Statements
	2-23	Policy commitments	Strategies
	2-24	Embedding policy commitments	
	2-25	Processes to remediate negative impacts	
	2-26	Mechanisms for seeking advice and raising concerns	
	2-27	Compliance with laws and regulations	
	2-28	Membership associations	Business Affiliation
	2-29	Approach to stakeholder engagement	Our Stakeholders
	2-30	Collective bargaining agreements	
GRI 3 Standard Requirements Disclosure	3-1	Process to determine material topics#	Materiality Assessment
	3-2	List of material topics#	
GRI 205 Anti-Corruption 2016	3-3	Management of material topic	Our Leadership
	205-3	Confirmed incidents of corruption and actions taken	
GRI 302 Energy 2016	3-3	Management of material topic	Reducing Environmental Impact
	302-1	Energy consumption within the organisation	
GRI 305 Emissions 2016	3-3	Management of material topic	Reducing Environmental Impact
	305-1	Direct (Scope 1) GHG Emissions	
	305-2	Energy Indirect (Scope 2) GHG Emissions	
	305-3	Other Indirect (Scope 3) GHG Emissions	
GRI 401 Employment 2016	3-3	Management of material topic	Prioritising Safety and Engagement
	401-1	New employee hires and employee turnover	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	

GRI Section	Clause	Description	Section
GRI 403 Occupational Health and Safety 2018	3-3	Management of material topic	<u>Prioritising Safety and Engagement</u>
	403-9	Work-related injuries	
GRI 404 Training and Education 2016	3-3	Management of material topic	<u>Prioritising Safety and Engagement</u>
	404-1	Average hours of training per year per employee	
GRI 418 Customer Privacy 2016	3-3	Management of material topic	<u>Upholding Trust and Transparency</u>
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	