

FAMILY DAY

We held our Family Day at the Jurong Lake Gardens on Jun 29 2025.

A tentage was installed for the carnival theme activities.

MD kicked off the event with a welcoming speech to all staff and family members. A warm up Zumba dance soon started the activities rolling with challenge activities such as tug-of-war for enthusiastic participants. There were also stage shows and games for young and old.

All had a great time by the end of the event.





Sankyu Singapore congratulates **MR JUNUS KARTARA** on being awarded “TAPA Certified Supply Chain Risk Expert (CSRE)”!



Mr Junus Kartara received the **TAPA Certified Supply Chain Risk Expert (CSRE)** award during the Supply Chain Resilience and Sustainability (SCRS) Conference & Awards 2025 organized by Transported Asset Protection Association Asia Pacific (TAPA APAC) on October 27 and 28, 2025, at the Amara Sanctuary Resort in Sentosa, Singapore, marking a significant milestone for TAPA APAC as the organization celebrated its 25th Silver Jubilee.

The **TAPA Certified Supply Chain Risk Expert (CSRE)** is a professional certification, not a specific single award, jointly issued by the Transported Asset Protection Association (TAPA) and the Singapore Institute of Materials Management (SIMM). It recognizes individuals with the skills and knowledge for advanced supply chain risk management. The certification is valid for three years.

Mr Junus Kartara said, "I am honoured to receive the Certified Supply Chain Risk Specialist award at the Transported Asset Protection Association's APAC SCRS Conference 2025 in Singapore. My sincere thanks to **TAPA APAC** for championing 25 years of advancing supply chain resilience, and to the **Singapore Institute of Materials Management** for their dedication in developing supply chain leaders. Special appreciation goes to **Mr Roger Lee** from SIMM for his inspiring guidance. Grateful to connect with industry professionals committed to trusted collaboration and excellence. Looking forward to contributing further to resilient and sustainable supply chains in the Asia Pacific."

Mr Junus Kartara's dedication, professionalism, and drive to continually raise the bar in supply chain security and resilience have made a real impact. His recognition is thoroughly deserved.



Article By: **A.S. Muthu - Logistics & Warehouse**



Sankyu Singapore at

Transport Logistic and Air Cargo Southeast Asia Exhibition

DRIVING LOGISTICS INNOVATION & GROWTH

tlacSEA
2025



The Transport Logistic and Air Cargo Southeast Asia (tlac SEA 2025) exhibition, held from October 29–31, 2025, at Marina Bay Sands, Singapore, brought together leaders from across the global logistics, supply chain, and air cargo communities for a pivotal three-day event. Organized by MMI Asia, a subsidiary of Messe München, the exhibition welcomed over 10,000 logistics professionals, and 160 plus expert speakers, reinforcing its position as Southeast Asia's most influential logistics and air cargo showcase.

The event served as a vital platform for shippers (manufacturers, producers, and businesses that move goods) to connect with leading logistics providers.

Sankyu South East Asia Holdings Pte Ltd booked a 9sqm booth to showcase the state-of-the-art facilities of our new warehouse, Tuas Distribution Hub, via stand up banners, colourful brochures and flyers and share how Sankyu (Singapore) Pte Ltd can aim to be a reliable partner for its clients, offering comprehensive and innovative solutions to meet their diverse needs in plant engineering, logistics, and operational support.



Many attendees visited Sankyu booth enquiring on the logistics services provided by Sankyu (Singapore) Pte Ltd. Mr Kian Teck Yong (General Manager) and Ms Mariko Ueki (Deputy Department Manager) explained to the visitors at Sankyu's exhibition booth about the logistics and engineering services provided by Sankyu (Singapore) Pte Ltd in detail. They also introduced our new warehouse, Tuas Distribution Hub, to them. Many other Sankyu representatives from Sankyu Singapore Warehouse and Engineering Divisions were also present to engage the visitors at the booth over the three days of the exhibition. This event has provided Sankyu Singapore a good opportunity to expand our business network, discover potential new business partners, and build relationships that can be beneficial in the long term. Moreover, most exhibition participants are business players who definitely have great potential for collaboration.



Mr Junus elevated Sankyu brand visibility and establish its position as a key logistics industry player through a curated speaking opportunity offered on the first day of the exhibition. Sankyu's Corporate video was shown to the guests. It showcased Sankyu's brand identity, values, and unique selling proposition, helping to create a positive image and emotional connection with the viewers. The attendees were impressed with his presentations on the services provided by Sankyu (Singapore) Pte Ltd.

Article By: A.S. Muthu - Logistics & Warehouse



Pudong Shipping Week 2025



Pudong Shipping Week 2025 had opened in Shanghai, a leading international maritime center, with a focus on the industry's digital transformation and the construction of a new industrial ecosystem with the help of artificial intelligence.



The six-day event, which opened on 1 December 2025 under the theme "Navigating an Intelligent and Diverse Ecosystem," had drawn over 420 industry representatives to the opening ceremony from around the world. It covered over 40 series of events, encompassing shipping finance, maritime arbitration, the low-altitude economy, and other frontier areas. "Artificial Digital Intelligence" emerged as the key phrase at the event.

Pudong Shipping Week 2025 had provided a platform for maritime leaders, government representatives, and business executives to delve into:

- **Singapore – China Shipping Cooperation:** Exploring collaboration in maritime infrastructure, cross – border logistics, and green shipping tech, leveraging mutual strengths in the Asia – Pacific.
- **Supply Chain Security Trends & Challenges:** Analyzing resilience trends and challenges, sharing Singapore's supply chain risk prevention practices
- **Shipping Risk Management (Finance & Insurance):** In collaboration with OCBC, to discuss shipping risk mitigation and explore institutional maritime stability support
- **ESG and Sustainable Shipping Dynamics:** Navigating the transition to green shipping through in-depth discussions on core ESG related areas.



Mr Junus Kartara, General Manager, Logistics Division, Sankyu (Singapore) Pte Ltd, was one of the speakers at this event. His speech focused on "China Enterprises Going Global, China-Singapore Industrial and Maritime Cooperation". He highlighted the growing partnership between the two countries, focusing

on how Singapore could serve as a gateway for Chinese companies expanding internationally, while Chinese firms can offer opportunities for Singaporean businesses in China and beyond. This collaboration could be further strengthened by cooperation on industrial initiatives, digital and green shipping corridors, and leveraging mutual strengths in areas like innovation and manufacturing to foster economic growth and resilience in the face of global challenges.



As a speaker, representing Sankyu Singapore Pte Ltd, Mr Junus Kartara admirably blended professional presentation skills with deep industry expertise, focusing on key themes relevant to a global audience.

Mr Junus Kartara held the attention of the audience at the Pearl Hall, 7th floor, Shanghai International Convention Centre by using a combination of vocal and physical techniques, interactive elements, and engaging content. He maintained engagement through varied delivery (pitch, pace, volume), eye contact, and strategic use of pauses and silence. By speaking at an international event like Pudong Shipping Week 2025, Mr Junus Kartara had significantly elevated Sankyu's brand by strategically leveraging on their platform, expertise, and global reach.



The Pudong Shipping Week 2025 had provided a good platform to network with senior executives and businessmen from international organizations and multinationals and build warm business relationships.

Article By: A S Muthu - Warehouse





Annual QSSHE Campaign

Sankyu Singapore launched the 2025 QSSHE Campaign in July with the slogan, "Eliminate serious accidents and serious lost-time injuries by adhering to the 5BGR +1 basic safety action". The campaign activities focused on promoting the 5 Basic Golden Rules and the +1 Point and Call safety action, in alignment with the company's Quality, Safety, Security, Health, and Environmental objectives. Opening speeches were delivered by top management across various locations to mark the start of this month-long initiative.



The important thing for each worker is to increase their sensitivity to danger.



Speech delivered on 2nd July 2025 at CDC By Managing Director, K Yajima



Point & Call demonstration in action



Absolute use of safety harness demonstration

Morning Exercise



Speech delivered on 4th July 2025 at Engrg MELS SDM By Managing Director, K Yajima



The effort starts from you, your awareness, and your willingness to take action.

Let's build a safe and comfortable workplace together.



Speech delivered on 3rd July 2025 at TLH By Director, T Kato (Logistics & On-site Process Divisions)



It is important to believe in and consistently practice the 5BGR+1 to prevent serious incident in workplace



Safety Message from Aung Lin Engineering Division AGM



Forklift Safe Handling Skills Event

Conducted on 19 July 2025 in collaboration with Logisnext and Goldbell business partners, Sankyu forklift operators showcased their skills through both practical demonstrations and theoretical knowledge. Pre-operational safety check for forklifts and safe battery handling procedures were conducted. The top winner was nominated to participate in the Southeast Asia Forklift Competition, held at the Sankyu Technical Academy on 02 September 2025.



Champion of the Sankyu Singapore Forklift Competition and the 2nd Runner-up in the Southeast Asia Forklift Competition.

Article By: Keith Lim - QSSHE



SANKYU'S HEALTH WEEK



This year, the Sankyu Group is dedicated to promoting health awareness among employees and enhancing the work environment. Embracing the motto, "Focus on work-life balance and create a healthy workplace through stress checks". Sankyu Singapore launched Occupational Health Week from 1 to 10 October 2025, event's highlights include:

- ✓ MENTAL HEALTH PROMOTION
- ✓ HEALTH ACTIVITY FOR DISEASE PREVENTION
- ✓ DAILY INSPECTION OF WORKING ENVIRONMENT
- ✓ REGULAR INSPECTION OF HAZARDOUS WORKPLACE



BULLETIN TOPICS

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The Health Week Bulletin was published on the SHE CARE For You platform. The health articles publication was to promote awareness of Sankyu Singapore's Health Week programs.

In conjunction with Health Week this year, the Aromatherapy Health & Wellness Workshop was held on 08 October 2025. The session featured a self-help BMI kiosk, health talk and a hands-on essential oil blending activity designed to calm the mind and body, relieve stress and tension, and enhance overall well-being.



Article By: Keith Lim - QSSHE

WALK FOR WORK - CHAMPIONING INCLUSIVE HIRING

EVENT HIGHLIGHTS (9 NOVEMBER 2025)

Sankyu Singapore was proud to participate in this year's Walk for Work, an event dedicated to championing Inclusive Hiring as part of a charity fundraiser in support of EmployWell by the SBF Foundation. The event underscored our organisation's commitment to supporting meaningful social causes and promoting a more inclusive workforce in Singapore.

Held on 9 November 2025 at 12A Bayfront Avenue, Marina Bay, the 4KM non-competitive and inclusive walk was thoughtfully designed to accommodate participants of all backgrounds and abilities. The scenic route showcased Singapore's iconic cityscape and lush greenery, offering an enjoyable and vibrant weekend experience for all attendees.



WALK FOR WORK 2025

EMPLOYWELL: FOR INCLUSIVE HIRING

Sankyu Singapore joined the event with a strong showing of 30 employee participants, reflecting our team's spirit of volunteerism, unity, and social responsibility. Staff demonstrated enthusiasm and camaraderie throughout the walk, engaging actively while supporting an initiative that aligns closely with our corporate values.

The event provided not only an opportunity for team bonding but also a meaningful platform to contribute to the broader effort of empowering inclusive employment across Singapore. Sankyu Singapore is honoured to be part of this initiative and remains committed to supporting similar causes in the future.



TEAM BONDING

A Team Bonding activity was held at Triggered Games located along Orchard Road on Aug 23 2025.



Triggered Games are high intensity activities that challenges individual reflexes and skill level. They are engaging, puzzle-driven gameplays which enhances teamwork and communication and are fun and immersive.

Participants are all winners and enjoyed every minute of the event.



Article By: Micahel Lim - HR

FUTSAL TOURNAMENT

The futsal inter-department tournament was held on Sep 20 2025.

A total of 12 teams participated in the tournament which was played at the Golazo Futsal Pitch located at Jurong West area.

The game was tough and exciting with the Japanese team and PE as the match finalists.

PE eventually emerged as the new Champion but the match top scorer went to Yamaguchi san from the Samurai team.



MOVIE DAY



Movie Day was organized on Oct 11 2025 at the Golden Village cinema in Jurong Point.

The show was a sci-fi movie titled **TRON ARES** and appealed to audiences of all ages.

Article By: **Micahel Lim - HR**



BUILDING A CULTURE OF CARE: LAUNCH OF SANKYU'S WORKPLACE MENTAL WELL-BEING AMBASSADORS PROGRAMME



At Sankyu, we recognise that emotional well-being is essential for individuals to thrive both at work and in their personal lives. To strengthen our organisational culture of care, we have established the Sankyu Mental Well-being Ambassadors, a dedicated group of staff who serve as first responders for mental well-being support across our workplaces.

The Ambassadors play a pivotal role in providing initial support to colleagues, promoting awareness, and contributing to a psychologically safe environment. To equip them with the skills and confidence required for this meaningful responsibility, Sankyu partnered with Kaleidoscope, the appointed administrator and manager of the Well-being Champions Network (WCN), to deliver the Well-being First Responder (WFR) Programme. This programme is developed in alignment with the National Mental Health and Well-being Competency Training Framework (NMHCTF), ensuring that our Ambassadors are equipped with the competency to support themselves and support others at work.

Workshop 1: Self-Care for Sustainable Well-being 3 November 2025, Clementi Distribution Centre (CDC)

The first workshop, "Self-Care for Sustainable Well-being," was facilitated by **Dannie Hamid**, a well-being practitioner and WFR trainer renowned for helping teams build resilience and psychological safety through coaching, psychological first aid, and scenario-based learning.

During the session, Ambassadors explored the Dimensions of Wellness Framework to assess their personal well-being needs. They practiced grounding techniques and learn to design personalised Self-Care Wheels, committing to sustainable daily wellness rituals that support long-term well-being.

Workshop 2: Resilience and Mental Toughness 24 November 2025, Clementi Distribution Centre (CDC)

The second workshop, also facilitated by Dannie Hamid, focused on "Resilience and Mental Toughness." Participants learned strategies for resilient and adaptive thinking, practiced stress management tools applicable to high-stakes decision-



making, and designed their own personal resilience plans to sustain both performance and well-being.

Through these sessions, we hope our Ambassadors gained valuable insights and inspiration for their own journeys of well-being and purpose. By nurturing confident and compassionate Well-being Ambassadors, we continue to build a supportive workplace where every individual feels seen, valued, and cared for.

We Thank You to have you joining us as Sankyu Mental Wellbeing Ambassadors!

See you again in our upcoming workshops!

Article by: **Pui San - HR**



ANTICIPATION

How much we anticipate in advance matters? The biggest problem most people have is being re-active to a situation. When matters are brought up and not followed through. we must never assume that whatever we tell is clearly understood by others. We must follow through and confirmed that it is going in accordance to what we have plan. We just need to Plan the Work and Work the Plan.

Most people don't plan to FAIL, they tend to FAIL to plan. When we observe on how activities are carried out, we must understand what they are doing:-

- 1) What is the work flow? 5 W 1 H all covered.
- 2) Do they have adequate resources allocated?
- 3) Are the people competent for the work?
- 4) How much time needed to complete the task given?
- 5) Was there adequate support provided?

Once we have an assessment of the work process involved, we can improvise any or all of the following to improve our productivity:-



- ✓ Change the way we work
- ✓ Get rid of disruption
- ✓ Change the approach
- ✓ Provide more support and resources
- ✓ More check-ins and discussion for better progress
- ✓ Have more competent and skillful people on the job

We have to take action in order to see changes that we expect. The more we anticipate, the smoother the work will be. For those who are carrying out the task for the first time, we need to guide them and prompt areas of concern so that we can address them.

Article By: **Ronnie Seah - Admin & Corporate Planning**



YOUTH CONNECTION PROGRAM

facilitated by SBF Foundation in partnership with Singapore Polytechnic and Halogen

This year as part of SG60, they decided to expand the program with more connectors and I was invited again to support this meaningful program for the 2nd time.

As one of the Youth Connector, we get to be match to some polytechnic students over period of 8 weeks that consist of the following milestones

24 Sep 2025 – **Speed Matching** @ SCAPE where youth interact with connectors and get to know each other better.

9 Oct 2025 – **Matched** notification by SBF Foundation where both connector and youths are linked up via e-mails where we get connected.

31 Oct 2025 – **Bond over a meal** where we met at WESTGATE SHAKE SHACK to exchange views.



25 Nov 2025 – **In the Real World**, both youths visited our office at 11 Clementi Loop and had a quick tour of our Warehouse facilities.

Our colleague Mike from Warehouse with me showed Rafael and Narius around our Clementi Distribution Centre facilities for a quick overview of our operation. I explained briefly to them on our nature of business before the walkabout.

10 Dec 2025 – **Till we meet again**, we reconvene @ SCAPE to share our experiences.

Peralta Joaquin Rafael from Singapore Polytechnic, Diploma in Biomedical Science, year 2.

Key takeaways:

I think my key takeaways were that as youths, we have so many options to explore and find out what we actually want to do. Additionally, I initially had a very narrow view of mainly looking at job salaries and not evaluating the exposure I would get from certain jobs. I think this will affect my future decisions as I enter the working industry.

Importantly, I have learnt to get more connections because getting connections is so important in order

have more opportunities. And to learn to set aside time to make these connections. I should not be so focused on my studies and schedule and make excuses not to make these connections. So with this learning I hope to make myself more available for connections.

Overall, I think my biggest takeaway to make more connections and to get exposure importantly.

I am Narius Yau from Singapore Polytechnic, Diploma in Business Administration, Year 2.

I have learnt from this Youth Connections event and my mentor Mr. Ronnie that we should have a drive to make connections and to reach out to more people as you'll never know when they can be of assistance to you. I learnt from the office visit that fairness is also a priority as office workers are only allowed 1 work-from-home day as there are many others in the company who are not able to carry out their jobs from home and hence to eliminate unfairness, they found a middle ground. I gained a lot from insight from the office visit, like how things are stored in warehouses, how management is in the real world and being able to see a real functioning organizational structure.

My action plan is to try to expose myself to more people and take opportunities as they are given, look for exposure in the industry that I am in and try to stack experiences as much as possible right now, because at the stage I am at, mistakes are permissible and I can learn the most right now from these mistakes. And hopefully from this I can learn my niche and continue pursuing and honing this ability.

We are glad to be part of this program where we could provide some insights of the working world to young minds who are searching for possible options to pursue or not to. It provided us some insight into their world for a better understanding of the younger generation.



Article By: **Ronnie Seah - Admin & Corporate Planning**



ON BEING A Teacher FOR A DAY AT SINGAPORE INSTITUTE OF MATERIALS MANAGEMENT (SIMM)!



Miss Yuki Nakamura (Assistant Manager) was given the opportunity to teach a class of 21 students from the Singapore Institute of Materials Management on Wednesday, 19 November 2025 from 7.00pm to 8.30pm.



She introduced a list of five Japanese words, Seiri (sort), Seiton (order), Seiso (shine), Seiketsu (standardise) and Shitsuke (sustain) to improve the workplace to the students simply and vividly.

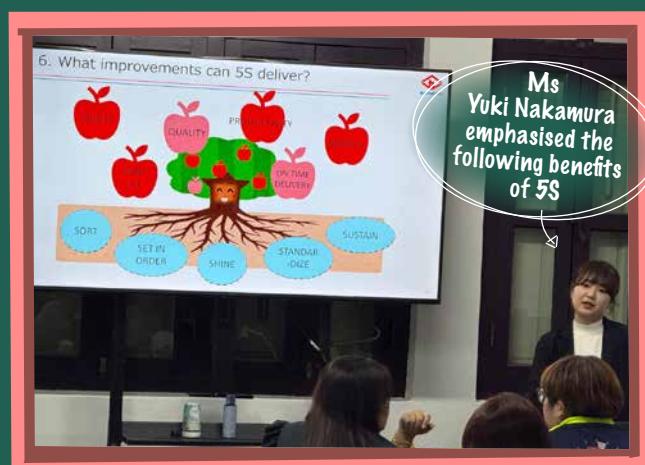
She taught the 5S to students by using a combination of experiential and collaborative methods, like hands-on activities and case studies, to make it relevant to their experiences and goals.

She presented real – life warehouse scenarios where the implementation of 5s led to significant improvements. This allows students to analyse and solve problems using the 5S methodology.

She leveraged on adult experiences; started by asking students to share their current challenges with organization and efficiency. This draws on their life experience, which is a key adult learning principle.

She facilitated collaborative tasks by organising group activities where students worked together to apply 5S to a shared space or problem. This encourages team connections and allowed them to learn from each other's perspectives.

She narrated stories about the benefits of 5S, using examples and analogies that are directly relevant to the students. Instead of just lecturing, present them with a problem (e.g. a cluttered warehouse) and have them actively work through the 5 steps to solve it. She encouraged peer teaching by having students teach a concept to each other. This deepens their own understanding and empowers them as learners. She asked relevant questions to evaluate students' understanding of the lesson.



Over time, the 5S methodology leads to many benefits, including:

- ✓ Reduced Costs
- ✓ Higher Quality
- ✓ On Time Delivery
- ✓ Increased Productivity
- ✓ Greater Employee Satisfaction
- ✓ A Safer Work Environment



It was indeed a memorable experience for both teacher and students respectively.

Article By: A.S. Muthu - Logistics & Warehouse



CORPORATE VOLUNTEERING //

Since its official launch on 1st January 2024, our Corporate Volunteering Programme has completed 17 activities to date. At Sankyu, we believe that true corporate responsibility extends beyond our daily operations. Our volunteering programme is designed with a dual purpose to contribute meaningfully to the communities and to foster team bonding among our dedicated Sankyu staff.

We encourage every colleague to take part in this rewarding community work. Details and registration for all events are available in the Sankyu Volunteer portal.



Chinese New Year Celebration



Nature Walk at Jurong Lake Gardens



Year End Celebration at Clementi Community Centre



Receiving of Certificate of Appreciation from West Coast Active Ageing Centre



Receiving of Donor Appreciation Plaque from Jamiyah Foodbank



Mini Sports



Goat Farm Visit



Other Places of Visits include Bollywood Veggie Farm, Botanical Garden, Jewel, Garden by the Bay, Chinese Garden and Bidadari Park.



Article By: Soh Boon Hock

