

## Annex

YCH Group first established a Company Training Committee in partnership with the Supply Chain Employees' Union (SCEU) in 2019. The company had faced manpower constraints, with physically demanding tasks requiring extensive walking and resulting in reduced accuracy — particularly during peak e-commerce periods.

Working with NTUC and SCEU, YCH tapped on the CTC Grant and introduced an Automated Guided Vehicle (AGV) system in its e-commerce warehouse to transform operations and improve its productivity in 2024. The AGV automated shelf movements to designated picking stations, allowing workers to remain stationed, reducing physical strain and improving picking accuracy. This enabled YCH Group to better manage peak volumes and achieve up to three times improvements in operational efficiency. The project will benefit 32 workers with an average wage increase of 5% on top of their annual increment.

In addition to its collaboration with NTUC through the CTC, YCH Group will formalise a partnership with NTUC LearningHub (LHUB) to provide structured upskilling in digital and artificial intelligence (AI) as well as sustainability capabilities. As part of this partnership, YCH will support LHUB's outreach to its network of SME partners to identify training needs and facilitate access to relevant programmes. This includes joint efforts in promoting awareness and adoption of emerging technologies, co-developing tailored training pathways, and building future-ready competencies aligned with sectoral transformation priorities and national initiatives.