Sustainability Report 2025

vividthree

Contents

This sustainability report has been reviewed by the Company's sponsor, UOB Kay Hian Private Limited (the "Sponsor").

This sustainability report has not been examined or approved by the Singapore Exchange Securities Trading Limited ("SGX-ST") and the SGX-ST assumes no responsibility for the contents of this announcement, including the correctness of any of the statements or opinions made or reports contained in this sustainability report.

The contact person for the Sponsor is Mr Lance Tan, Senior Vice President, at 83 Clemenceau Avenue, #10-01 UE Square, Singapore 239920, telephone (65) 6590 6881.

BOARD STATEMENT

The Board of Directors (the "**Board**") is pleased to present Vividthree Holdings Ltd's ("**Vividthree**" or the "**Company**", and together with its subsidiaries, the "**Group**") sustainability report for financial year ended 31 March 2025 ("**FY2025**"), where we share about the sustainability initiatives and progress the Group has made throughout the year.

We recognise the importance of integrating sustainability principles into our business strategy, operations, and processes. In FY2025, the Group conducted a review of its material topics and included one new topic – Emissions, to align with the Singapore Exchange Securities Trading Limited ("**SGX-ST**") requirement on climate related disclosures and to reflect its increasing relevance to the business. In addition, the assessment of climate-related risks and opportunities has been integrated into our strategy, aligned with the recommendations of the Task Force on Climate-related Financial Disclosures ("**TCFD**").

In collaboration with the senior management team, we have reviewed and approved the material Environmental, Social and Governance ("**ESG**") factors that constitute the primary focus areas of this report. We are committed to overseeing the Group's sustainability risks and opportunities by regularly reviewing updates from the senior management team on the Group's performance and management approach for each material ESG factor.

FY2025 marks a strategic realignment, where the Group is pivoting from Meetings, Incentives, Conferences, and Exhibitions ("**MICE**") events and digital family entertainment towards new growth areas in consumer out-of-home entertainment and digital content creation. This transition marks a move away from the increasingly competitive post-production and computer graphics services, which have been challenged by technological advancements and rising labour costs. With growing regional demand for out-of-home and experiential entertainment, the Group is well-positioned to capture recurring revenue streams through intellectual properly ("**IP**") creation. Looking forward, the Group will utilise its capabilities to continue delivering impactful live and digital experiences for MICE events and the family entertainment sector, as well as pursue new opportunities in Immersive Experiences, Segmental Expansion and Sustainable Digital Solutions.

Our Board is deeply committed to driving the sustainability agenda across the Group. We actively oversee our ESG performance, ensuring that our strategies align with global sustainability standards and stakeholder expectations. We understand that our long-term success is intertwined with the health of the planet and the well-being of the communities we serve. Looking ahead, we are dedicated to further embedding sustainability into our corporate strategy. We will continue to invest in sustainable practices, innovate for a greener future, and collaborate with our partners to amplify our positive impact.

We invite you to explore this report, which details our sustainability initiatives, achievements, and future commitments. We are proud of the progress we have made and remain steadfast in our journey toward a sustainable future. As Vividthree continues to pursue sustainable growth, we extend our heartfelt appreciation to our employees, customers, business partners, and investors for accompanying us on this journey. We eagerly anticipate sharing our future achievements with our valued stakeholders in the years ahead.

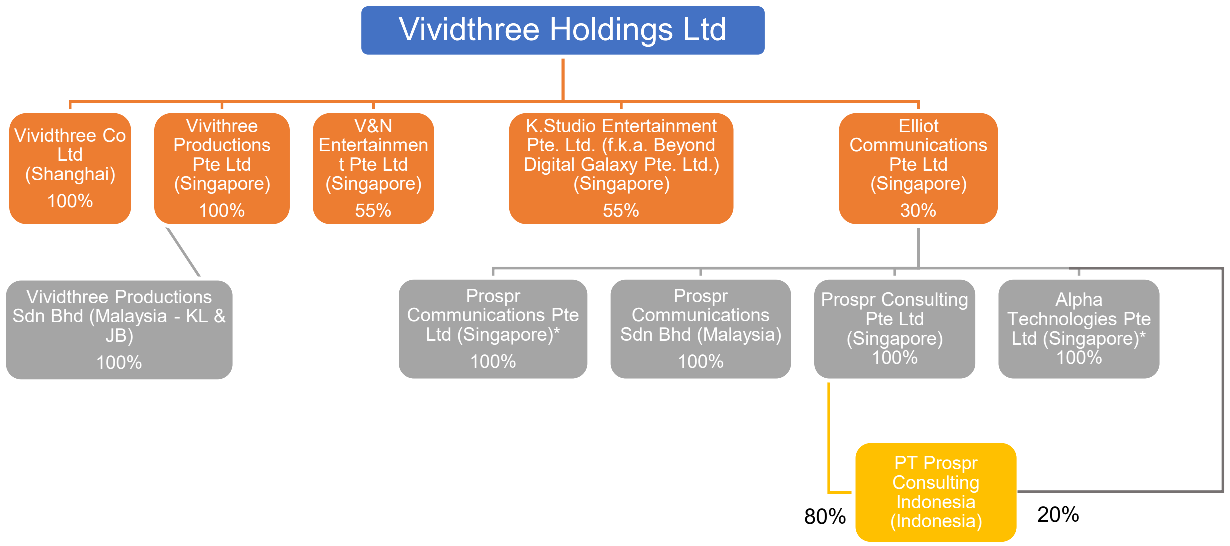
Board of Directors
Vividthree Holdings Ltd.

ABOUT THIS REPORT

Vividthree Holdings Ltd is pleased to present our seventh sustainability report covering the performance of our most material sustainability issues for FY2025.

Reporting Scope

This report covers the Group's strategies, initiatives, and performance data with regards to ESG issues for FY2025. Unless otherwise stated, the scope of this report covers all the entities listed in our Group Structure as of 31 March 2025, as follows:



**Prospr Communications Pte Ltd (Singapore) and Alpha Story Technologies Pte Ltd (Singapore) are in the process of striking off.*

Restatements of Information

This report includes restatements of FY2024 (1 April 2023 to 31 March 2024) figures for GRI 201 (Economic Performance) and GRI 302 (Energy) due to changes in the components used to calculate total income, and GRI 405 (Diversity and Equal Opportunity) due to changes in directorship. Further details on each restatement can be found in the relevant sections of this report.

Report Assurance

All data has been compiled and verified internally, and we have not yet engaged an independent third party to provide external assurance on the contents of our sustainability report. The Board will consider seeking external assurance in the future as we mature in our sustainability journey. This report is also internally reviewed by internal auditors.

Feedback Channel

We are fully committed to listening to our stakeholders and we welcome any feedback at ir@vividthree.com.

The electronic version of this report is made available on our corporate website, www.vividthreeholdings.com. A copy of this report has also been made available on the SGX-ST website, at www.sgx.com/securities/company-announcements.

Reporting Frameworks

This Report has been prepared with reference to the Global Reporting Initiative ("**GRI**") Standards and the GRI Universal Standards 2021, which is chosen as it is an internationally recognised reporting framework that aligns well with and guides the disclosure of an organisation's ESG impacts. The report also conforms with Rules 711A and 711B of the Listing Manual Section B: Rules of the Catalist ("**Catalist Rules**") of the SGX-ST and is prepared with reference to the Practice Note 7F of the Catalist Rules.

Vividthree has opted to reference the TCFD recommendations and include climate-related disclosures in FY2025.

In the preparation of this report, we have considered the GRI principles of Sustainability Context, Stakeholder Inclusiveness, Materiality, and Completeness when determining the contents of this report.

CORPORATE PROFILE

Since its incorporation in 2006, Vividthree has evolved into the premier Immersive Digital Content Production Powerhouse listed on SGX Catalist (SGX Stock Code: OMK). With its headquarters in Singapore and a robust network in Malaysia and China, Vividthree stands as a top-tier service provider in the Digital Entertainment and Out-of-Home Entertainment domains.

Our core expertise lies in the creation of immersive digital content, including animation, visual effects, and extended reality (XR) to deliver engaging and impactful audience experiences. By pioneering innovative storytelling formats, we establish ourselves at the forefront of Asia's digital entertainment and pave the way for the future of digital entertainment. In response to the growing demand for out-of-home entertainment and digital content creation, the Group has strategically shifted its focus towards these high-growth areas.

To support long-term sustainable growth, the Group has transitioned away from low-margin service production to concentrate on higher-value IP creation, content licensing and exportable entertainment formats. We are also investing in eco-friendly production technologies and proprietary IP to reduce our environmental footprint.

Our operations are structured into two key business segments: (1) Digital Media & Live Experience Production, which comprises (i) Digital & Live Experience Production and (ii) Digital Media Production, and (2) Public Relations. The first business, Digital & Live Experience Production, focuses on creating immersive experiential content and IP for MICE and family entertainment. These IP assets are either internally developed or licensed from third parties and are commercialised through partnerships with venue owners and show promoters for marketing and promotional purposes. The second business, Digital Media Production, provides specialised services in visual effects, computer-generated imagery, and immersive media for feature films, commercials, projection mapping, and other post-production services. These services are primarily related to motion picture, 3D anamorphic content, video, and television program post-production. The third business, Public Relations, refers to the services in management consultancy services and communications and media relations solutions.

Looking ahead, strategic partnerships in Southeast Asia and China will play a vital role in expanding our market reach and diversifying revenue streams. The Group aims to deliver long-term shareholder value and maintain its position as a leading force in Asia's digital media and entertainment industry.

For more information, please refer to our annual report or visit our website at https://www.vividthree.com/.

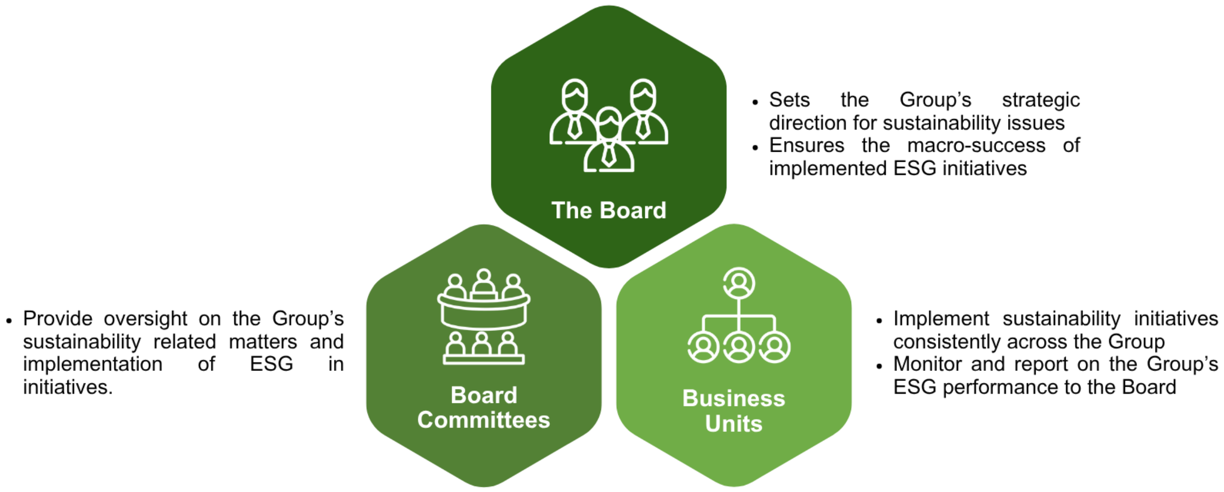
SUSTAINABILITY APPROACH

At Vividthree, we are dedicated to ensuring our long-term prosperity through the continuous enhancement and expansion of our sustainability initiatives. We prioritise the implementation of ethical business practices and uphold strong corporate governance across all facets of our operations. Furthermore, we actively encourage our business partners to adhere to these principles. Together, we strive to create a future where we can collectively make a positive impact.

Sustainability Governance

At Vividthree, establishing a culture that embraces sustainability begins with leadership. The Board of Directors is collectively responsible for driving the sustainability agenda across the Group and maintaining comprehensive oversight of Vividthree's ESG performance annually.

To support this mandate, the Board is complemented by the Audit Committee, Nominating Committee, and Remuneration Committee (collectively referred to as "**Board Committees**"). These committees address complex or specialised issues and make informed recommendations to the full Board, which retains collective responsibility for decision-making. All Directors have undergone training on sustainability as prescribed by SGX-ST.



Collaboration between the Board, its Committees, and the management of each Business Unit is essential for the effective implementation of sustainability initiatives across the Group. Management sets strategic objectives aligned with the Group's commitment to sustainable development. They then develop new initiatives to enhance sustainability efforts and monitor progress on each ESG factor highlighted in the annual sustainability report.

For more information on the Group's risk management practices as well as the Board's nomination and remuneration policies, please refer to the Corporate Governance Report in the Group's FY2025 Annual Report.

Stakeholder Engagement

Effective stakeholder engagement and management are crucial for understanding the materiality and significance of our operations from an ESG perspective. This insight significantly influences our ongoing success and growth. By incorporating feedback from our employees, customers, business partners, and regulatory authorities, we ensure that our sustainability decision-making processes consider the interests of all relevant stakeholders, thereby maximising the benefits of our sustainability initiatives.

The table below summarises our key stakeholder groups, the methods of engagement we employ, and their primary concerns and interests:

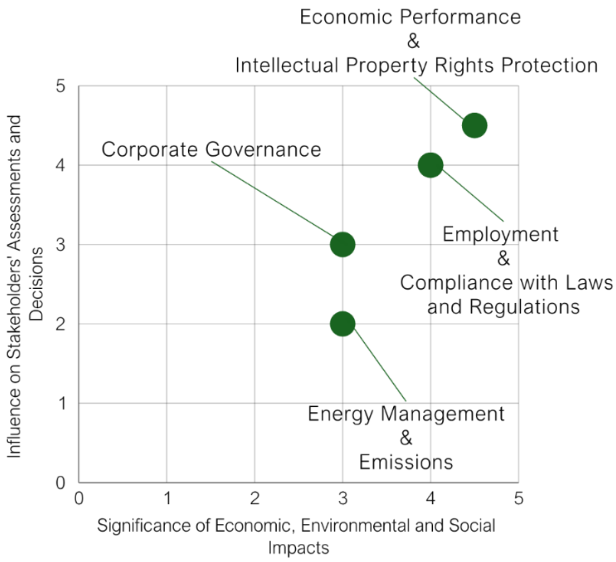
Stakeholder Group	Engagement Platforms	Stakeholders’ Key Concerns
Business Partners	• Digital conferencing calls and email correspondence, as required	• Fair purchasing practices • Protection of IP rights
Customers	• Online feedback channels • Customer service hotlines • Business events	• Delivery of quality content and services that meets their needs
Employees	• Annual performance and career development reviews • Periodic staff gatherings	• Competitive remuneration packages • Career advancement opportunities
Governments & Regulators	• Discussions with government agencies and regulators, as required	• Compliance with governmental regulations
Investors	• Annual general meetings • Periodic announcements, media releases, and circulars to shareholders on SGXNET • Business information sharing sessions	• Sustained economic growth • Transparent business conduct • Timely reporting of financial statements
Local Community	• Online feedback channels • Community development initiatives	• Creating engaging content for the community

Materiality Assessment

As a Group, we recognise the importance of identifying our most significant ESG risks and opportunities to develop an effective sustainability strategy. In FY2021, Vividthree conducted a comprehensive materiality assessment to identify, assess, and prioritise ESG factors based on two primary criteria: (a) their influence on our key stakeholders' assessments and decisions and (b) their impact on the economy, environment, and society.

The positioning of each ESG factor within the subsequent materiality matrix reflects the unique sustainability context of our industry and integrates valuable feedback received from our stakeholders. This thorough analysis ensures that our sustainability strategy aligns with both stakeholder expectations and broader environmental, social, and governance considerations.

Materiality Matrix



This year, we have added a new material topic – Emissions, to our disclosure to align with the requirement on reporting Scope 1 and 2 Greenhouse Gas ("**GHG**") emissions. We continue to conduct annual review of our material ESG factors, and their corresponding policies, practices, performance, and targets. The updated list of material topics are as follows:

Topic	Description
Economic Performance	Monetary value generated by the Group's activities.
Energy Management	Management and optimisation of electricity consumption levels across our business operations.
Emissions	Scope 1 and 2 GHG emissions generated by the Group's activities.
Employment	Fair employment practices to attract, retain and develop top level talents for all our business segments.
Corporate Governance	Policies in place to uphold good corporate governance.
Legal Compliance	Compliance to relevant laws and regulations in the locales we operate in.
Intellectual Property Rights Protection	Measures in place to manage the Group's intellectual property.

SUMMARY OF SUSTAINABILITY INDICATORS

Material Topics and Indicators	Reporting Period (Financial year unless indicated)	
	FY2025	FY2024 (Restated)[1]
ECONOMIC PERFROMANCE (Refer to pages 11 to 12)		
Total Income (S$' million)	4.067	7.156
Direct Economic Value Distributed (S$' million)	6.921	8.585
Economic Value Retained (S$' million)	(2.854)	(1.429)
Grants Received from the Singapore Government (S$)	44,248	83,632
(Note: The above figures in Economic have been adjusted to meet the reporting requirements for sustainability disclosures)		
ENVIRONMENT (Refer to page 13)		
Energy Management		
• Energy Consumed (kWh)	106,775	132,532
• Energy Intensity Ratio (kWh/ S$' million)	26,254	18,520
EMISSIONS (Refer to page 17)		
• Scope 1 (t CO_2)	-	NA
• Scope 2 - Purchased Electricity (t CO_2)	45.42	NA
• GHG Emission Intensity (t CO_2/ S$' million)	11.17	NA
SOCIAL (Refer to pages 18 to 21)		
Employees		
• Male	15	28
• Female	24	35
• New Hires	35	48
• Resignations	59	14
Board of Directors		
• Male	4	4[1]
• Female	0	0
GOVERNANCE (Refer to pages 22 to 24)		
Total Confirmed Incidents of Corruption	0	0
Total Confirmed Incidents of Non-compliance with Laws and Regulation	0	0
Total Confirmed Incidents of Non-compliance with IP-related Laws	0	0

[1] Mr Freddy Er passed away on 5 May 2023, and Mr Jonathan Zhang resigned as an Executive Director and Chief Executive Officer on 30 November 2023.

ECONOMIC PERFORMANCE

To achieve sustainable growth, the Group must strive to utilise resources efficiently and responsibly, which is directly reflected in our economic performance. At Vividthree, delivering sustainable returns to our stakeholders has always been a top priority. The following tables outline key values of our economic performance, underscoring our commitment to long-term sustainability and responsible resource management.

Direct Economic Value Generated (S$' million)[2]			
	FY2025	FY2024[2]	FY2023[2]
Revenue Income[2]	3.962	7.093	2.914
Interest Income	0.047	0.049	0.054
Rental Income[3]	0.058	0.014	0.023
Total Income[2]	**4.067**	**7.156**	**2.991**

Direct Economic Value Distributed (S$' million)			
	FY2025	FY2024 (Restated)	FY2023 (Restated)
Operating costs (includes employee wages and benefits)	6.760	8.354[4]	5.636[4]
Payments to providers of capital[5]	0.161	0.171	0.172
Payments to government	0.000[6]	0.056[7]	0.004[7]
Community investments	-	0.003[8]	0.001[9]
Total	**6.921**	**8.585**	**5.813**

Economic Value Retained (S$' million)			
	FY2025	FY2024 (Restated)	FY2023 (Restated)
Direct Economic Value Generated less Direct Economic Value Distributed	(2.854)	(1.429)	(2.822)

The Group's total income decreased by approximately 43%, from S$7.156 million in FY2024 to S$4.067 million in FY2025.

The revenue generated from both the Digital & Live Experience Production business and the Public Relations Services business decreased. The latter dropped by 25%, from S$2.68 million in FY2024 to

[2]*The figures for revenue for FY2023 and FY2024 have been revised to include other sources of revenue, such as equipment rental and interest income. These 3 sources of income are now collectively reported under the term "Total Income".*
[3]*The rental income is recorded within "Other income" in the FY2025 Financial Statements.*
[4] *The operating cost figures for FY2023 and FY2024 have been restated following a recategorization: employee wages and benefits, depreciation and amortisation are now included in operating costs.*
[5]*This amount refers to "Expenses (Finance)" in the FY2025 Financial Statements.*
[6] *The income tax paid for FY2025 is less than S$100.*
[7] *The figures for payments to government in FY2023 and FY2024 have been restated to reflect income tax paid, rather than income tax expense, to align with the GRI Standards*
[8] *We donated S$3,000 to the Siglap Community Club in May 2023 for East Coast Community Day*
[9] *We donated $1,000 to Pico Art International to sponsor its Annual Dinner and Dance 2023*

S$2.02 million in FY2025. On the other hand, revenue from the Digital Media Production business increased by 21%, from S$1.60 million in FY2024 to S$1.94 million in FY2025, due to few projects completed in FY2025. As a result of these factors, the economic value retained by the Group almost doubled from -S$1.429 million in FY2024 to -S$2.854 million in FY2025.

The Group has received approximately S$44,248 in grants from the Singapore government in FY2025. Bulk of the grants received are made up of the Wages Credit Scheme and other subsidies.

Government Financial Aid (S$)			
	FY2025	FY2024	FY2023
Tax relief and tax credits	4,000	-	-
Subsidies	21,267	80,347	31,744
Government grants received for development of software	-	-	154,936
Financial incentives (Wage Credit Scheme)	18,981	3,285	1,935
Total	**44,248**	**83,632**	**188,615**

ENERGY MANAGEMENT

Given the nature of our business and operations, electricity is inherently our primary source of energy. The majority of the Group's electricity consumption in Singapore is attributed to the daily use of digital equipment, VR technology, air-conditioning, and lighting systems in our offices as we develop and produce immersive digital content for our customers.

The Group remains dedicated to implementing energy-conservation measures within the office environment. We strongly encourage our employees to set the air-conditioning temperature between 25-27°C as part of our electricity conservation efforts and remind them through a notice posted on the wall. Additionally, we conduct regular maintenance on our air-conditioning units to ensure optimal efficiency by replacing or cleaning filters, which further reduces power usage. Furthermore, whenever our light fixtures require replacement, we select high-quality LED lights, chosen specifically for their efficiency and energy-saving capabilities.

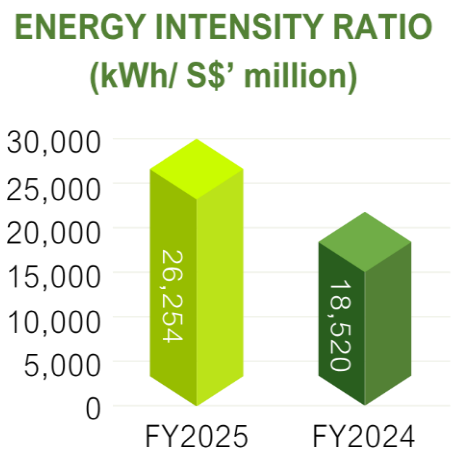
In FY2025, electricity consumption decreased by 19% from 132,532 kWh in FY2024 to 106,775 kWh. Despite the reduced consumption, the energy intensity ratio increased by 40%, rising from 18,693 kWh/S$' million to 26,254 kWh/S$' million. This increase was primarily due to a decline in total income, which fell from S$7.156 million to S$4.067 million during the reporting period.

The significant reduction in total income was due to lower demand for production business in the current market, while the decrease in electricity consumption was due to Prospr Consulting Pte Ltd and Prospr Consulting Sdn Bhd moving to co-working spaces for 8 months and 3 months respectively in FY2025.

We will continue to track our monthly electricity usage, actively advocate for energy-saving initiatives in the workplace, and research cost-effective, energy-efficient devices for our operations to improve our energy intensity in the years to come.

	FY2025	FY2024 (Restated)[10]
Energy consumed (kWh)	106,775	132,532
Total Income (S$' million)	4.067	7.156[10]
Energy intensity ratio (kWh/S$' million)	26,254	18,520

Changes from FY2024 to FY2025:



[10] *The FY2024 figure has been restated to include other sources of revenue, such as equipment rental and interest income. These sources of income are now collectively reported under the term "Total Income".*

TCFD REPORT

As the Group continues to integrate sustainability deeply into our corporate strategy, we recognise the significance of robust and transparent climate-related financial disclosures. Our aim is to provide stakeholders with a clear understanding of how Vividthree is positioned to address both transitional and physical risks associated with climate change, while also positioning ourselves to leverage opportunities arising from the global shift towards sustainability, both in this report and in future disclosures.

In FY2025, an assessment of climate-related risks and opportunities was undertaken in alignment with the categories outlined under the TCFD risk taxonomy. This assessment was informed by a review of prior year climate-related disclosures and benchmarking against industry peers.

Governance	Risk Management
• The Board provides oversight for all sustainability-related matters, including climate-related risks and opportunities. • Guided by the Board, Management formulates and implements strategies to address climate-related issues, integrates climate considerations into business operations and establishes targets to monitor climate-related performance. • Management provides the Board with at least annual updates on climate-related activities and performance, seeking feedback for continuous improvements.	• An assessment of physical and transition climate-related risks was conducted, benchmarked against industry peers and with reference to the International Financial Reporting Standards (IFRS) S2. • The Group will conduct at least annual reviews of its climate-related risks, impacts, and mitigation strategies to ensure they remain relevant and responsive, and will integrate these considerations into the broader risk management framework.
Strategy	**Metrics**
• Identified climate-related risks are reviewed by the Board and Management and the impact to the Group are assessed over the short, medium and long term[11]. • The Group has also examined the climate-related opportunities, particularly in the areas of resource efficiency, products and services and markets.	• GRI 305: Emissions have been identified as the key metric for monitoring and disclosing its GHG emissions. • For FY2025, Scope 2 emissions have been identified across the business to understand the Group's emission.

[11] *Short Term (2030), Medium Term (2040), Long Term (2050)*

The relevant physical and transition risks and associated financial impact are described below. The risk ratings are aligned with the Group's risk parameters and definition of risk ratings:

Risk	Category	Description	Financial Impact	Time Horizon
Physical	Acute	Global warming is increasing the frequency and severity of extreme weather events (such as storms, floods and tropical cyclones). This leads to the following risks: • Rising insurance premiums. • Limiting access to events space affecting production.	Revenue reduction / increased operating cost	Short - medium term
Physical	Chronic	Rising air temperature can affect worker productivity and health. It may also increase heat stress events.	Increased operating cost	Long term
Transition	Policy and legal	Increased costs required to deliver initiatives related to climate change and reporting.	Increased operating cost	Short - medium term
		Though not a major emitter, reliance on energy-intensive activities drives up costs as suppliers pass on carbon-related expenses.	Increased operating cost	Short - medium term
Transition	Technology	Legacy system integration with AI, blockchain, or VR/AR can cause disruptions and costly upgrades. Unmanaged digital emissions risk outages, reputational damage, and regulatory scrutiny.	Increased operating costs	Long term
Transition	Market	Investors and customers are increasingly prioritizing companies that adopt sustainable practices or undertake projects that promote environmental responsibility and sustainability.	Reduction in fundings	Long term
		Increased costs in raw materials (e.g. electricity / water) will have an impact on production budgets, reducing margins and affecting operational planning.	Increased operating costs	Short - medium term

Risk	Category	Description	Financial Impact	Time Horizon
Transition	Reputational	Ongoing scrutiny of diversity, inclusion, energy efficiency and decarbonization means falling short of stakeholder expectations can lead to loss of trust, negative publicity, and loss of partner support.	Reduction in fundings	Long term
Transition	Reputational	Social media amplifies reputational risks, allowing incidents to escalate rapidly and trigger global backlash or scrutiny.	Revenue reduction	Medium - long term

The relevant climate opportunities are described below:

Opportunity	Description	Time Horizon
Resource efficiency	Reduction of petrol usage by transitioning to hybrid / electric vehicles.	Short - medium term
Products and services	Embedding climate themes and solutions into films, series, and other media, reaching broad and diverse audiences. This informal climate education can inspire behavioural change and empower communities to address climate challenge.	Short - medium term
Markets	Leveraging on innovations in market mechanisms, such as carbon credits and sustainable finance to further integrate climate action into their operations and offerings, aligning with broader economic shifts toward sustainability.	Short - medium term

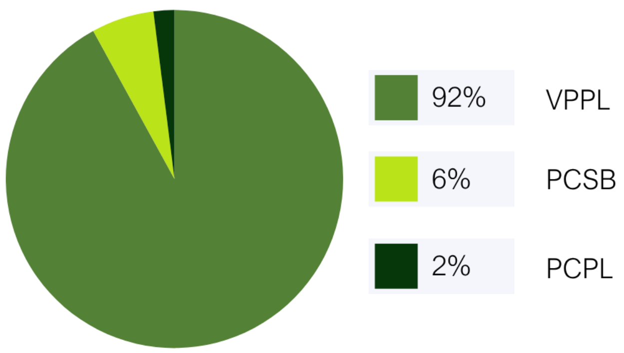
EMISSIONS

GRI 305 Emission was identified as the metrics used to assess climate related risks & opportunities. The operational control approach is used for the consolidation of data based on the GHG protocol. The Group's Scope 1 and Scope 2 CO_2 Emissions are detailed below:

	FY2025
Total Carbon Emission (tonnes CO_2 equivalent)[12]	45.42
Scope 1 Emission(s)[13]	
• Mobile fuel combustion	-
Scope 2 Emission(s)	
• Purchased Electricity (Location Based)[14]	45.42
GHG Emission Intensity (t CO_2 / Total Income 'million)	11.17

The majority of the total carbon emissions in FY2025 (41.8t CO_2) was contributed by Vividthree Productions Pte Ltd ("**VPPL**"), with the remaining emissions attributed to Prospr Consulting Sdn Bhd ("**PCSB**") and Prospr Consulting Pte Ltd ("**PCPL**"). PCSB emitted 2.5t CO_2 while PCPL emitted 1.1t CO_2.

Scope 2 Emissions (t CO_2)



As FY2025 is the initial year that the Group has identified, collected and disclosed Scope 2 emission data, there are no comparative figures provided for prior years. The Group will continue to monitor and develop a better understanding of its emission exposure before determining a reasonable target to reduce emissions where applicable.

[12] *GHG emissions are derived in accordance with the requirements of the "GHG Protocol Corporate Accounting and Reporting Standard". The Global Warming Potential dataset is based on the 2014 IPCC Fifth Assessment Report. The equivalent CO_2 emission for electricity based on the operating margin factors from the Energy Market Authority of Singapore.*
[13] *Vividthree is currently in the process of identifying and quantifying its Scope 1 emissions. Relevant data is currently being collected, with the aim to include Scope 1 disclosure in the next reporting period.*
[14] *Purchased Electricity are primarily location-based with data derived from the national grids of Singapore and Malaysia.*

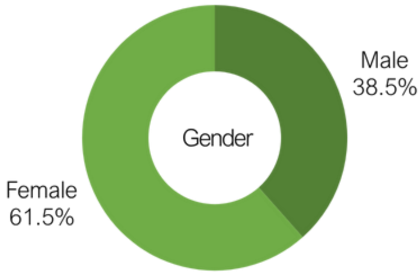
DIVERSITY AND FAIR EMPLOYMENT

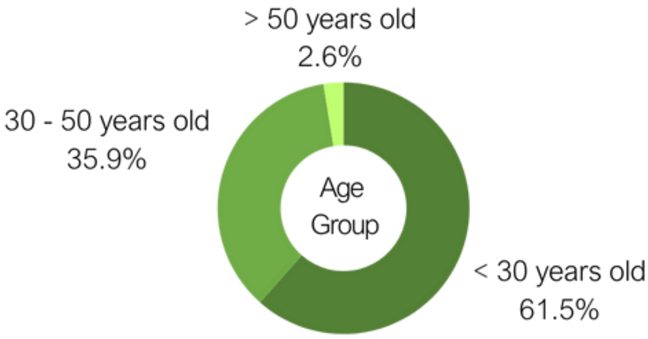
At Vividthree, we recognise the pivotal role our employees play in the Group's success, and we are steadfast in our commitment to offering them ongoing opportunities for personal and professional development within a secure and supportive work environment.

Diversity & Fair Employment

We acknowledge the invaluable contribution of diversity to our organisation's success, recognising that varied perspectives and ideas enhance our competitive edge. At Vividthree, we hold firm to the principle of treating all employees with fairness and dignity, regardless of gender, race, marital status, or age. Our commitment to fostering an inclusive work environment free from discrimination underscores our dedication to creating a workplace where every individual feels respected and valued. Our employment practices are rigorously aligned with the Tripartite Guidelines on Fair Employment Practices, focusing on merit-based recruitment and fair compensation reflective of individual contributions.

As of 31 March 2025, the Group's workforce comprised of 39 full-time, permanent employees, a 38% decrease from the previous year's headcount of 63. All our staff are full-time personnel, and we do not engage any part-time or contract staff. Of our current workforce, 17 and 22 employees are based in Singapore and Malaysia respectively. We are proud to report that there were no instances of discrimination within our organisation during FY2025. In FY2026, we aim to uphold our zero-tolerance policy for workplace discrimination while striving to maintain or improve gender balance within our workforce.





The table below presents the number of employees by category across the various diversity categories.

<table>
<tr><th>FY2025</th><th colspan="2">By Gender</th><th colspan="3">By Age group</th><th></th></tr>
<tr><td>Employee Category</td><td>Male</td><td>Female</td><td>Below 30 years old</td><td>30 - 50 years old</td><td>Above 50 years old</td><td>Total</td></tr>
<tr><td>Board of Directors of Vividthree</td><td>4</td><td>-</td><td>-</td><td>1</td><td>3</td><td>4</td></tr>
<tr><td>Management</td><td>8</td><td>6</td><td>5</td><td>9</td><td>-</td><td rowspan="2">39</td></tr>
<tr><td>Employees (non-management role)</td><td>7</td><td>18</td><td>19</td><td>5</td><td>1</td></tr>
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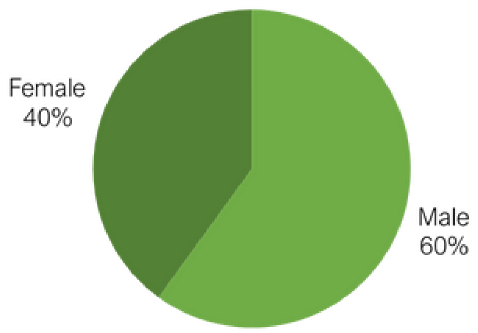
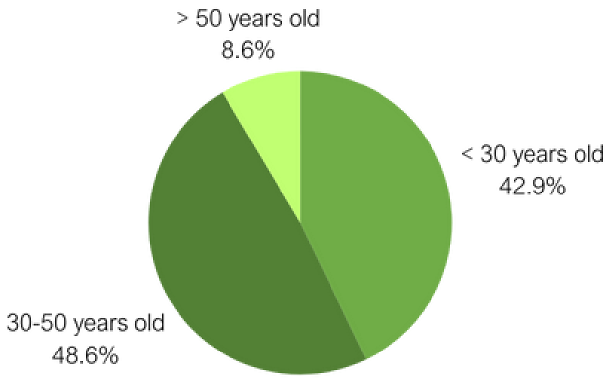
New Hires

During the reporting period, the Group recorded 35 new hires.



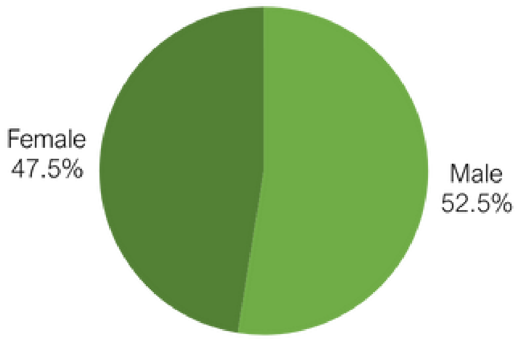


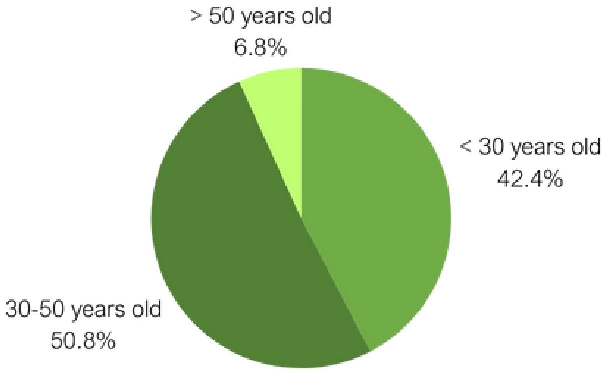
The tables below provide a breakdown of the number of new hires across the various diversity categories in FY2025.

FY2025	New Hires		
Gender	Female	Male	Total
Total No. of New Hires	14	21	35
Age Group	<30	30-50	>50
Total No. of New Hires by Age Group	15	17	3

Resignations

There were 59 resignations in FY2025. The high number of resignations is primarily driven by the Group's strategic shift from production business production to IP creation. This change was prompted by a declining market demand and the labour-intensive nature of the current business. Moving forward, the Group's new strategy is to focus on IP creation in the digital creative sector and prioritising opportunities in consumer entertainment and edutainment.





The tables below provide a breakdown of the number of resignees across the various diversity categories in FY2025.

FY2025	Turnover		
Gender	Female	Male	Total
Total No. of Resignees	28	31	59
Age Group	<30	30-50	>50
Total No. of Resignees by Age Group	25	30	4

Employee Benefits

In FY2025, there were a total of 4 employees who took parental leave – 2 females and 2 males. All 4 employees returned to work in the reporting period after the parental leave ended, maintaining Vividthree's return-to-work rate of 100% from FY2024.

Equal Opportunity and Talent Recruitment

As an advocate for equal opportunity, our organisation adheres to a recruitment and selection process that evaluates candidates solely based on their education, skill sets, and professional experience. To attract a diverse pool of applicants, we advertise job vacancies across multiple platforms and offer competitive salaries to potential hires. Additionally, we provide comprehensive training to newly onboarded staff members to ensure they are well-acquainted with our products and services.

Employee Development and Team Building

Fostering a nurturing work environment that cultivates the potential of our employees is a top priority for us. We have consistently supported our staff in pursuing skill development courses relevant to their roles. Recognising the importance of teamwork, we regularly engage our employees in both virtual and in-person gatherings to enhance collaboration and foster a sense of unity.

Staff Appraisals

We conduct regular staff appraisals for all employees to ensure that remuneration is directly tied to performance, reinforcing our commitment to equitable and merit-based pay. Adhering to Singapore's labour laws that champion workplace equality, we maintain open communication channels for employee feedback, which helps us continuously enhance their work environment.

Employees are encouraged to provide feedback to their supervisors during appraisal sessions, which supports our culture of transparency and continuous improvement. Additionally, team bonding activities such as team lunches and dinners foster a close-knit community, promoting workplace equality and facilitating ongoing dialogue among staff. These practices collectively contribute to a supportive and equitable work environment.

Furthermore, we understand the importance of nurturing local talents within the communities where we operate, as they play a pivotal role in the continued growth and success of the film industry. To support this, we provide comprehensive training for our interns, offering them hands-on experience and insight into the workings of our productions. By investing in their development, we aim to cultivate a skilled workforce that will drive future innovation and excellence in the industry.

CORPORATE GOVERNANCE

We are dedicated to upholding exceptional corporate governance standards across all facets of our business operations. We hold quarterly meetings with the Audit Committee to ensure our robust corporate governance practices are upheld. Our focus lies on fostering transparency, accountability, robust risk management, and the establishment of effective internal controls. We have two key policies within our framework of notable importance. They underscore our staunch stance against unethical practices and emphasise the promotion of anti-corruption measures. These policies are included in the employee handbook, provided to all new employees.

Key Policies	
Conflict of Interest ("COI") Policy	The Group upholds a comprehensive COI policy, which is regularly communicated to all employees. This policy facilitates the reporting and management of any potential conflicts of interest, ensuring that all transactions conducted by the Group prioritise its interests over any individual's personal gain. Any declarations of potential conflicts of interest are promptly referred to the Audit Committee for thorough review, resolution, and mitigation.
Whistleblowing Policy	The Group maintains a strict policy against fraud, bribery, corruption, and all forms of dishonest conduct in the workplace. To reinforce this commitment, we have established an internal whistleblowing channel that allows individuals to securely report any suspected instances of misconduct in confidentiality. Information disclosed through this channel is handled with the utmost discretion, accessible only to designated personnel responsible for conducting thorough investigations.

In FY2025, there were no confirmed incidents of corruption, and no reports were received through Vividthree's internal whistleblowing email. There were also no reported or confirmed cases of potential conflicts of interest within the organisation. The Group remains committed to upholding the highest standards of integrity. It is our perpetual target to maintain zero incidents of corruption and conflicts of interests across all operations.

COMPLIANCE WITH LAWS AND REGULATIONS

Vividthree has maintained a steadfast dedication to adhering meticulously to all relevant laws and regulations within the jurisdictions where we operate. This dedication ensures that we uphold ethical standards and promote positive ESG impacts, particularly in the social domain. This report will provide detailed insights into the specific areas of compliance that we consider essential.

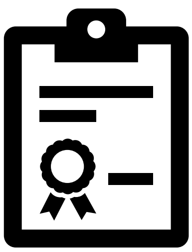
Censorship and Classification Guidelines

In our sector, a significant portion of our operational focus revolves around content creation and storytelling, where we engage closely with clients throughout various stages such as script development, storyboarding, and animation. It is imperative that the content we generate complies with the censorship and classification regulations and guidelines applicable in the countries where they are produced and distributed.

For instance, in Singapore, the Films Act (Chapter 107) mandates that all movies, videos, and video games distributed and exhibited, except for certain exemptions, undergo classification and certification by the Infocomm Media Development Authority ("**IMDA**"). Similarly, in Malaysia, oversight of regulations and licensing requirements for film production and television commercial advertisements falls under the purview of the National Film Development Corporation Malaysia ("**FINAS**").

Filming Licenses and Approvals

In instances where filming is required outside our studio premises, the Group meticulously adheres to established protocols to obtain the necessary licenses and approvals from pertinent government bodies or property owners for location usage. These protocols are rigorously followed before the initiation of each project.



In FY2025, Vividthree reported no instances of non-compliance with local laws and regulations, including those stipulated in the Films Act and FINAS Act 1981, during our routine business operations. We remain committed to vigilant monitoring of changes and updates to these regulations to ensure ongoing adherence. Moving forward, the Group maintains a perpetual target of zero reported incidents of non-compliance with local laws and regulations.

INTELLECTUAL PROPERTY RIGHTS PROTECTION

Digital IP is a key driver of operational and strategic decisions within our sector. Protecting IP is essential to fostering innovation and ensuring a level playing field for all industry participants. Any infringement of digital IP rights compromises ethical standards and distorts fair market dynamics. As such, the protection of digital IP remains a critical priority for sustaining integrity and progress across the sector.

Similarly to our industry counterparts, Vividthree heavily relies on the development and utilisation of digital intellectual property to maintain a competitive edge in the digital production arena. We regularly assess all IP assets owned by the Group, ensuring comprehensive documentation, appropriate compensation, and alignment with our organisational objectives.

The Group's IP are categorised as follows:

Type	Description
Copyrights	Individual licensing agreements pertaining to visual elements, story boards, characters, and synopses that we create for our virtual reality products
Trademarks	"Vividthree Productions" trademark in Singapore, Malaysia, and China.
Domain Names	The Group owns and maintains a list of Domain Names.

We face considerable exposure to both internal and external risks related to IP. To protect our IP rights, a dedicated Corporate Business Development team has been established to oversee all IP-related matters across the Group. In addition, we uphold a strong commitment to ethical business conduct by actively identifying and addressing potential infringements on third-party IP rights.

Vividthree adopts a comprehensive strategy to protect our IP, leveraging a combination of legal mechanisms including copyrights, trademarks, and contractual agreements to assert our rights over an expanding portfolio of digital assets. These measures furnish Vividthree with the requisite legal documentation to counter any potential infringement claims from third parties. Additionally, we have instituted confidentiality provisions in our employment contracts with staff members to enhance the security of our IP assets.

In FY2025, the Group remained free from any reported instances of IP infringement or non-compliance with IP-related laws and regulations. To mitigate the risk of IP theft or infringement, our corporate business development team will continue to diligently monitor our IP rights, as well as the registration of trademarks and copyrights in the countries where we operate or plan to expand. It is our perpetual target to maintain zero incidents of IP violations.

GRI CONTENT INDEX

Statement of use	Vividthree Holdings Ltd has reported the information cited in this GRI content index for the period from 1 April 2024 to 31 March 2025 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

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GRI 3: Material Topics 2021		
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3-3	Management of material topics	Refer to respective material topics within this report.
GRI 201: Economic Performance 2016		
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GRI 305: Emissions 2016		
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