

Sustainability Report 2026



vivid**three**

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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 the financial year ended 31 March 2026 (“**FY2026**”). This report provides an overview of the Group’s sustainability approach, key initiatives, performance and progress during the financial year.

We recognise the importance of integrating sustainability principles into our business strategy, operations, and processes. In FY2026, the Group conducted its annual review of the material Environmental, Social and Governance (“**ESG**”) factors identified in FY2025. As there were no material changes to the Group’s business activities or operating environment during the year, the existing material topics remain relevant and continue to represent the sustainability matters that are most significant to the Group and its stakeholders.

FY2026 marks the Group’s second year of assessing and disclosing its climate-related annua with reference to the recommendations of the Task Force on Climate-related Financial Disclosures (“**TCFD**”). The climate-related risks and opportunities identified in last year’s sustainability report continued to be relevant during FY2026. The Group is taking a phased approach to progressively aligning its climate-related disclosures with the applicable climate-related disclosure requirements under the SGX-ST sustainability reporting framework, including the relevant provisions of International Financial Reporting Standards (“**IFRS**”) S2 and the climate-relevant provisions of IFRS S1 issued by the International Sustainability Standards Board (“**ISSB**”), and to enhance its disclosures in accordance with the applicable regulatory timelines.

The Board, in collaboration with the senior management team, reviewed and approved the material ESG factors that constitute the primary focus areas of this report. We are committed to overseeing the Group’s sustainability risks and opportunities and continue to review updates from the senior management team on the Group’s performance and management approach for each material ESG factor.

As part of its ongoing strategic realignment, the Group continued to refine its business approach in FY2026 to remain responsive to evolving market dynamics, including the increasing adoption of AI-enabled tools and solutions by clients. To strengthen business resilience and optimise resource allocation, the Group adopted a more selective approach to project acceptance by prioritising opportunities with stronger commercial viability.

The Group currently operates across digital and live experiences, digital media, public relations and communications, and consumer and out-of-home entertainment. Looking ahead, the Group intends to progressively develop its consumer and out-of-home entertainment business as part of its strategy to broaden its revenue base and build more sustainable recurring sources of revenue, while continuing to assess its other existing businesses and activities based on their strategic relevance and commercial viability.

The Board remains committed to overseeing the Group’s sustainability agenda and ESG performance. The Group will continue to monitor its material ESG factors, strengthen its sustainability reporting processes and review its climate-related risks and opportunities as its business activities evolve, including its increasing focus on consumer and out-of-home entertainment.

We invite you to explore this report, which details our sustainability initiatives, achievements, and future commitments. While encouraged by the progress achieved to date, we remain committed to continuously improving our sustainability performance and supporting long-term sustainable growth. As Vividthree continues to pursue sustainable growth, we extend our heartfelt appreciation to our employees, customers, business partners, and investors for their continued support and participation in our sustainability journey. We eagerly anticipate sharing our future achievements with our valued stakeholders in the years ahead.

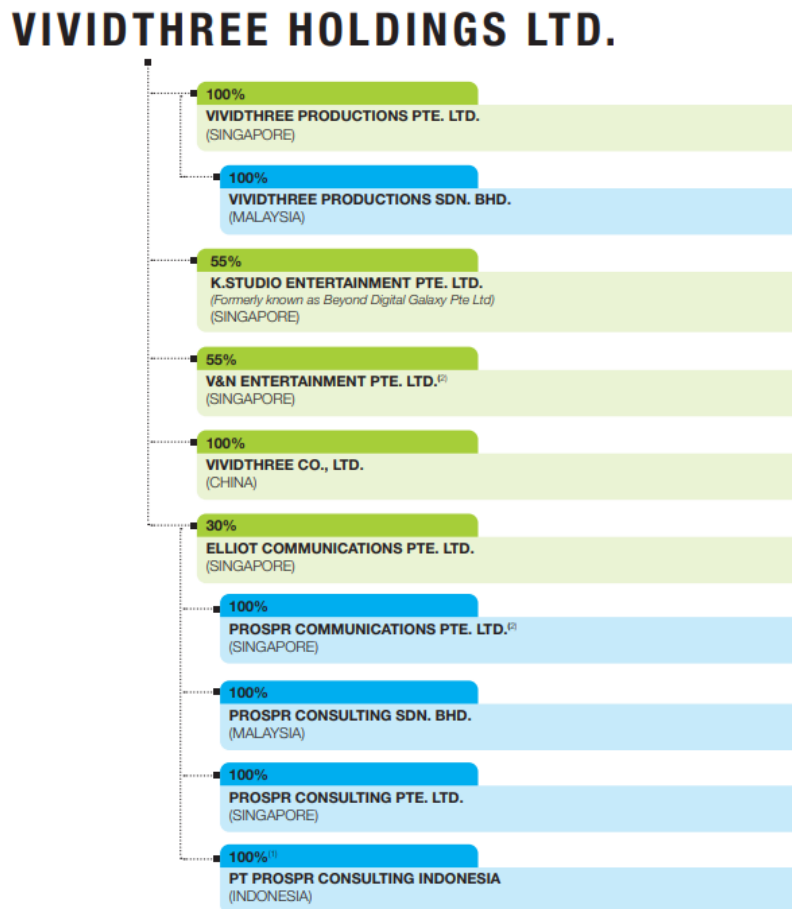
Board of Directors
Vividthree Holdings Ltd.

ABOUT THIS REPORT

Vividthree Holdings Ltd is pleased to present our eighth sustainability report covering the performance of our most material sustainability issues for FY2026.

Reporting Scope

This report covers the Group's strategies, initiatives, and performance data with regard to ESG issues for FY2026. Unless otherwise stated, the scope of this report covers all the entities listed in our Group Structure as of 31 March 2026, as follows:



(1) Elliot Communications Pte. Ltd. indirectly holds 100% in PT Prospr Consulting Indonesia by virtue of Elliot Communications Pte. Ltd.'s shareholding of 20% and its subsidiary, Prospr Consulting Pte. Ltd., shareholding of 80% in PT Prospr Consulting Indonesia.

(2) Prospr Communications Pte. Ltd. and V&N Entertainment Pte. Ltd. are in the process of striking off.

Restatements of Information

Following a reconciliation of the FY2025 employee data, the previously reported employee movement and closing headcount figures were revised due to inconsistencies in the historical data and limitations in the availability of detailed supporting records. Based on Management's reconciliation, new hires and resignations were restated from 35 and 59 to 16 and 27, respectively, while the closing headcount was restated from 39 to 52. The restated comparative information is presented in the Summary of Sustainability Indicators on page 11 and the Employment section on page 19 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.

FY2026 marks the Group’s second year of assessing and disclosing its climate-related risks and opportunities with reference to the TCFD recommendations. The Group is taking phased approach to implement the applicable SGX-ST and IFRS Sustainability Disclosure requirements and enhance its disclosures in accordance with the applicable regulatory timelines.

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 from a creative studio specialising in digital content production into a provider of digital media production, digital and live experiences, public relations and communications, and consumer and out-of-home entertainment. Listed on the SGX Catalist under stock code OMK and headquartered in Singapore, the Group has operations in Singapore, Malaysia and China.

Leveraging its experience in visual effects, animation, immersive media and event management, the Group provides digital media production, event management, public communications and media relations solutions and entertainment services to corporate clients, event organisers and consumers.

The Group currently operates across four business areas:

1. Digital & Live Experience

Vividthree provides content creation and event management services for meetings, incentives, conferences and events, live events and experiential projects. Through its digital content capabilities and access to intellectual property, the Group creates immersive and interactive experiences for commercial, marketing and promotional applications.

2. Digital Media

Vividthree provides motion picture, video and television programme post-production and content production services, including visual effects, computer-generated imagery, video production, animation, anamorphic displays, projection mapping and motion design.

3. Public Relations & Communications

The Group provides management consultancy services and communications and media relations solutions, including strategic planning, research, media engagement, and the conceptualisation, organisation and execution of events such as product launches, press conferences and speaking engagements.

4. Consumer and Out-of-Home Entertainment

Vividthree develops and operates consumer and out-of-home entertainment concepts, including live entertainment, music-related experiences, family entertainment and venue-based experiences. The Group combines content, technology and entertainment to create engaging social and entertainment experiences for consumers.

In August 2026, the Group's wholly owned subsidiary, Vividthree Productions Pte. Ltd., entered into a binding term sheet with mm2 Asia Ltd and was appointed as the operator of the Livehouse Venue and Music Studio Venue at *SCAPE.

Going forward, the Group intends to progressively develop its consumer and out-of-home entertainment business as part of its strategy to broaden its revenue base and build more sustainable recurring sources of revenue, while continuing to assess its other existing businesses and activities based on their strategic relevance and commercial viability.

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

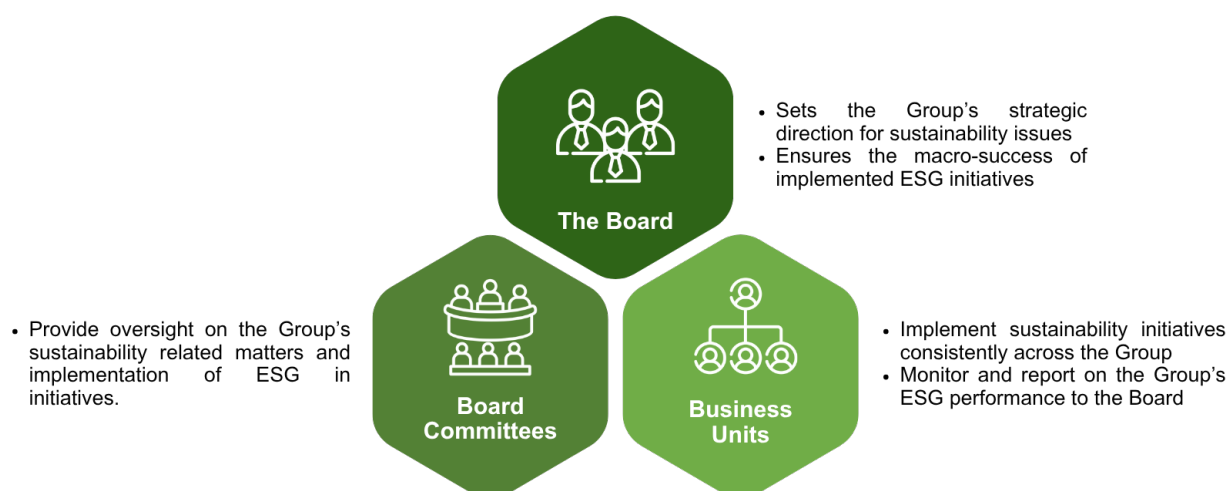
SUSTAINABILITY APPROACH

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 FY2026 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 following summary outlines the Group's key stakeholder groups, the engagement channels used to communicate with them, and the main concerns and interests raised through these engagements:

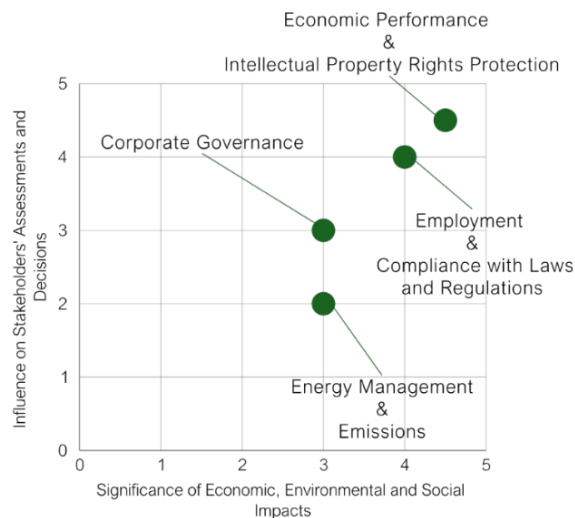


Materiality Assessment

Vividthree assesses material ESG matters based on their significance to stakeholders and the Group's impacts on the economy, environment and society. The material topics are reviewed annually to ensure they remain relevant to the Group's business and operating environment.

In FY2026, the Group reviewed the material topics and the related policies, practices, performance and targets. As no material changes were identified, the following material topics remain relevant:

Materiality Matrix



SUMMARY OF SUSTAINABILITY INDICATORS

Material Topics and Indicators	Reporting Period (Financial year unless indicated)	
	FY2026	FY2025 ¹
ECONOMIC PERFORMANCE		
Total Income (S\$' million)	1.890	4.067
Direct Economic Value Distributed (S\$' million)	3.231	6.921
Economic Value Retained (S\$' million)	(1.341)	(2.854)
Grants Received from the Singapore Government (S\$)	36,071	44,248
<i>(Note: The above economic figures have been adjusted to meet the reporting requirements for sustainability disclosures)</i>		
ENVIRONMENT		
Energy Management		
• Energy Consumed (kWh)	31,976	106,775
• Energy Intensity Ratio (kWh/ S\$' million)	16,915	26,254
EMISSIONS		
• Scope 2 - Purchased Electricity (tCO ₂ e)	15.63	45.42
• GHG Emission Intensity (t CO ₂ e/ S\$' million)	8.27	11.17
SOCIAL		
Employees		
• Male	7	21
• Female	4	31
• New Hires	2	16
• Resignations	43	27
Board of Directors		
• Male	4	4
• Female	0	0
GOVERNANCE		
Total Confirmed Incidents of Corruption	0	0
Total Confirmed Incidents of Non-compliance with Laws and Regulations	0	0
Total Confirmed Incidents of Non-compliance with IP-related Laws	0	0

¹ FY2025 employee data has been restated following Management's reconciliation of available historical records. New hires, resignations and closing headcount were revised from 35, 59 and 39 to 16, 27 and 52, respectively.

ECONOMIC PERFORMANCE

Economic performance is important to the Group's long-term sustainability and its ability to create value for stakeholders. In accordance with GRI 201-1, the Group reports the economic value generated from its activities, how that value was distributed through its operations and to relevant stakeholders, and the resulting economic value retained.

Economic value generated

Economic value generated represents the income earned by the Group during the financial year. Total income comprises revenue generated from the Group's operations, together with rental and interest income.

Direct Economic Value Generated (S\$' million)		
	FY2026	FY2025
Revenue Income	1.868	3.962
Interest Income	0.000 ²	0.047
Rental Income ³	0.022	0.058
Total Income	1.890	4.067

In FY2026, the Group's total income decreased by approximately 54%, from S\$4.067 million in FY2025 to S\$1.890 million. The decrease was primarily attributable to lower revenue from the Group's Digital Media and Live Experience Production and Public Relations Services businesses.

Revenue from Digital Media and Live Experience Production decreased from approximately S\$1.94 million in FY2025 to S\$0.75 million in FY2026, while revenue from Public Relations Services decreased from approximately S\$2.02 million in FY2025 to S\$1.12 million in FY2026. The decrease from both segments was mainly due to fewer projects completed and/or secured during FY2026 and the Group's more selective approach to accepting projects with stronger commercial viability. The Group placed greater emphasis on projects with better margins, clearer commercial viability and more efficient resource allocation, and moved away from certain lower-margin projects as part of its efforts to improve operational efficiency and business sustainability.

Economic value distributed

Economic value distributed represents the amounts used to support the Group's operations and other stakeholders. These amounts include operating costs and employee wages and benefits, payments to providers of capital, payments to government and community investments.

Direct Economic Value Distributed (S\$' million)		
	FY2026	FY2025
Operating costs (includes employee wages and benefits)	3.088	6.760
Payments to providers of capital ⁴	0.128	0.161

² Interest income for FY2026 is less than S\$100.

³ The rental income is recorded within "Other Income" in the FY2026 Financial Statements.

⁴ This amount refers to "Expenses (Finance)" in the FY2026 Financial Statements.

Payments to government ⁵	0.015	0.000 ⁶
Community investments	-	-
Total	3.231	6.921

Economic value distributed decreased from approximately S\$6.921 million in FY2025 to S\$3.231 million in FY2026. The decrease was mainly due to lower operating costs arising from the reduced level of project activity, together with the Group's efforts to streamline its operations, manage its cost structure and allocate resources more efficiently.

Payments to providers of capital decreased from S\$0.161 million in FY2025 to S\$0.128 million in FY2026. Payments to government increased from less than S\$0.001 million in FY2025 to approximately S\$0.015 million in FY2026. No community investments were recorded in either year.

Economic value retained

Economic value retained is calculated as economic value generated less economic value distributed. It indicates whether the economic value generated during the year exceeded the value distributed through the Group's operations and to its stakeholders.

Economic Value Retained (S\$' million)		
	FY2026	FY2025
Direct Economic Value Generated less Direct Economic Value Distributed	(1.341)	(2.854)

Although total income decreased in FY2026, economic value distributed declined by a greater amount. As a result, the Group's negative economic value retained narrowed from approximately S\$2.854 million in FY2025 to S\$1.341 million in FY2026. This reflects the reduction in the Group's cost base during the year, although economic value distributed continued to exceed economic value generated.

Financial assistance received from government

In FY2026, the Group received approximately S\$36,071 in financial assistance from the Singapore Government, compared with S\$44,248 in FY2025. The financial assistance comprised tax relief and tax credits, subsidies and incentives under the Wage Credit Scheme.

Government Financial Aid (S\$)		
	FY2026	FY2025
Tax relief and tax credits	2,000	4,000
Subsidies	33,922	21,267
Financial incentives (Wage Credit Scheme)	149	18,981
Total	36,071	44,248

⁵ This amount refers to the "Change in working capital (Income tax paid)" in the FY2026 Financial Statements.

⁶ The income tax paid for FY2025 is less than S\$100.

ENERGY MANAGEMENT

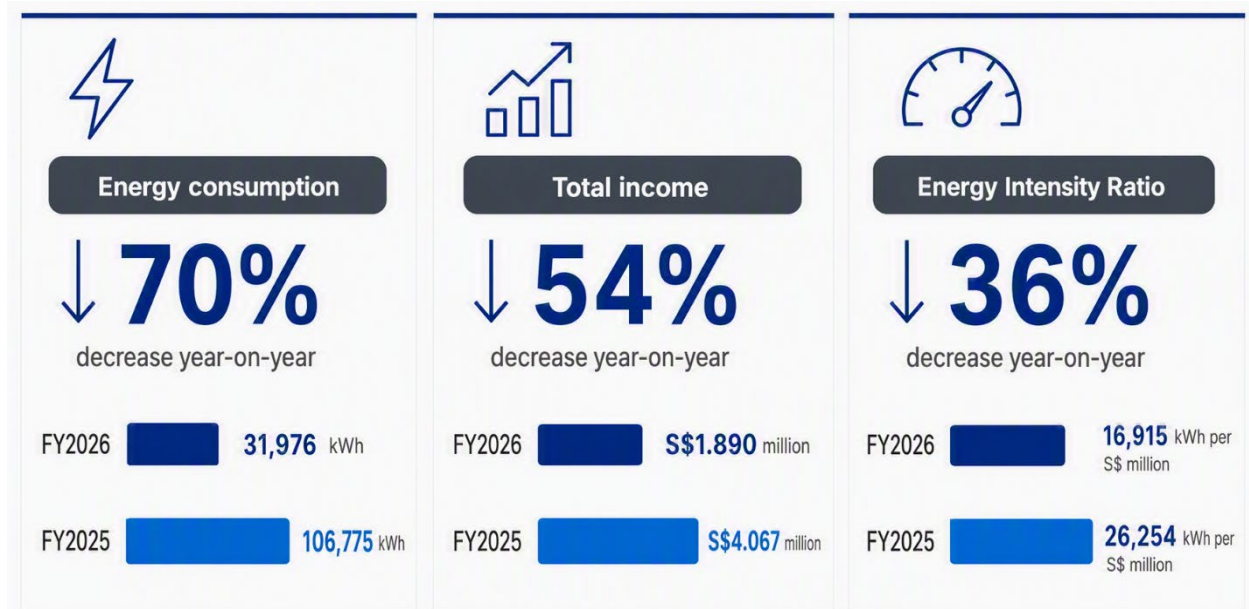
Given the nature of our business and operations, electricity is inherently our primary source of energy. Electricity is mainly consumed through the operation of digital production equipment, immersive and virtual reality technologies, air-conditioning and lighting systems in our offices as we develop and produce digital content and experiences for our customers.

In FY2026, the energy consumption decreased significantly by 70%. The decrease was primarily attributable to changes in the Group's operating arrangements during the reporting period. In FY2026, employees of Prospr Consulting Pte. Ltd. transitioned from a co-working space to working from home. Accordingly, no electricity consumption was reported for the entity during the year⁷, compared with FY2025, when electricity consumption associated with the co-working space was included in the Group's energy data. Electricity consumption at Vividthree Productions Pte. Ltd. also decreased following its relocation to a smaller office in FY2026.

The energy intensity ratio decreased by approximately 36% in FY2026. While total income declined due to fewer projects completed and/or secured during the year, electricity consumption decreased at a greater rate, resulting in a lower energy intensity in FY2026.

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.

Energy Performance



⁷ Electricity consumption associated with the employees' home-working arrangements was not included, as such consumption was not separately measurable by the Group.

CLIMATE-RELATED DISCLOSURES

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, the Group conducted an assessment of its climate-related risks and opportunities in alignment with the TCFD risk categories. As there were no material changes to the Group's business activities or operating environment in FY2026, the previously identified climate-related risks and opportunities continued to be relevant to the Group during the reporting period.

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 updates at least annually on climate-related activities and performance, seeking feedback for continuous improvement.	- The Group's assessment of physical and transition climate-related risks was 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 on the Group are assessed over the short, medium and long term⁸. - The Group has also examined the climate-related opportunities, particularly in the areas of resource efficiency, products and services and markets.	- FY2026 marks the Group's second year of measuring and reporting its GHG emissions with reference to GRI 305: Emissions. - The Group continues to monitor its Scope 2 emissions from purchased electricity and reviews the applicability of Scope 1 emissions to its operations.

⁸ 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 event spaces, 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 prioritising companies that adopt sustainable practices or undertake projects that promote environmental responsibility and sustainability.	Reduction in funding	Long term
		Increased raw material costs lever (e.g. electricity / water) will have an impact on production budgets, reducing margins and affecting operational planning.	Increased operating costs	Short - medium term
Transition	Reputational	Ongoing scrutiny of diversity, inclusion, energy efficiency and decarbonisation means falling short of stakeholder expectations can lead to loss of trust, negative publicity, and loss of partner support.	Reduction in funding	Long term

Risk	Category	Description	Financial Impact	Time Horizon
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:

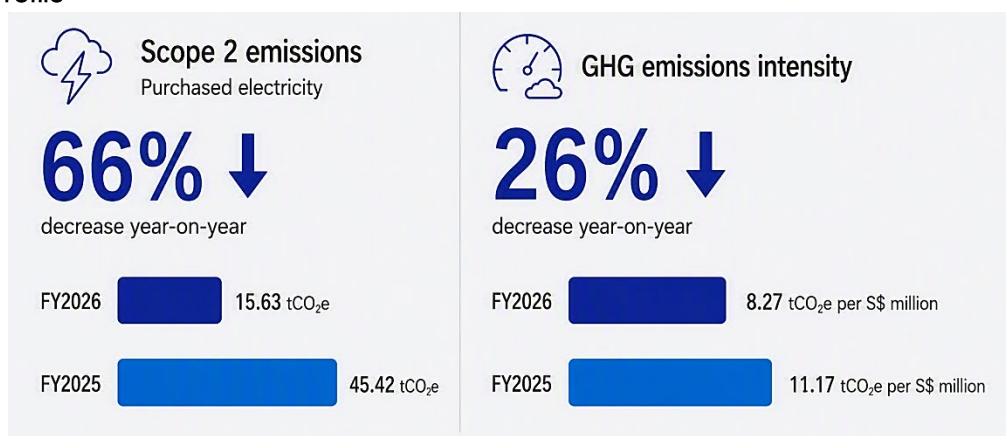
Opportunity	Description	Time Horizon
Resource efficiency	Reduction of petrol usage by transitioning to hybrid / electric vehicles.	Short - medium term
Products and services	Embedding climate themes and solutions into films, series, and other media, reaching broad and diverse audiences. This informal climate education can inspire behavioural change and empower communities to address climate challenges.	Short - medium term
Markets	Leveraging 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 Emissions⁹ have been identified as the metrics used to assess climate-related risks and opportunities. The operational control approach is used for the consolidation of data based on the GHG protocol.

The Group's reported emissions in FY2026 comprised Scope 2 emissions arising from purchased electricity¹⁰. Following the assessment initiated in FY2025, the Group did not identify any applicable Scope 1 emission sources under its operational control during FY2026. Accordingly, no Scope 1 emissions were reported for FY2026. The Group will continue to review the applicability of Scope 1 emissions should there be changes to its operations.

Emission Profile



FY2026 marks the second year in which the Group has collected and disclosed its GHG emissions data, enabling a year-on-year comparison of its emissions performance. The Group's total GHG emissions decreased by approximately 66%, from 45.42 tCO₂e in FY2025 to 15.63 tCO₂e in FY2026.

The reduction reflected changes in the Group's office and working arrangements. During FY2026, Vividthree Productions Pte. Ltd. relocated to a smaller office, while the employees of Prospr Consulting Pte. Ltd. transitioned from working in a co-working space to working from home. Consequently, electricity consumption associated with the work-from-home arrangement was excluded from the Group's purchased electricity data for FY2026¹¹. The FY2025 comparative included electricity consumption associated with the co-working space.

The Group's emissions intensity decreased by approximately 26% in FY2026. Although total income declined during the year, GHG emissions decreased at a greater rate, resulting in a lower GHG emissions intensity. The Group will continue to monitor and develop a better understanding of its emissions profile before determining a reasonable target to reduce emissions where applicable.

⁹ GHG emissions are derived in accordance with the requirements of the "GHG Protocol Corporate Accounting and Reporting Standard". The equivalent CO₂ emission for electricity is based on the operating margin factors from the Energy Market Authority of Singapore and Energy Commission of Malaysia.

¹⁰ Purchased electricity are primarily location-based with data derived from the national grids of Singapore and Malaysia. Market-based Scope 2 emissions are not disclosed as the Group does not have qualifying contractual instruments under the GHG Protocol.

¹¹ Electricity consumption associated with employees' home-working arrangements was not included, as such consumption was not separately measurable by the Group.

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.

The Group has implemented a Whistleblowing Policy that provides accessible channels for employees to raise concerns about possible improprieties in financial reporting or other matters. The Policy provides for independent and timely investigations, appropriate actions to address identified weaknesses and prevent recurrence, and appropriate administrative, disciplinary, civil or criminal actions following the completion of investigations. Employees who make reports in good faith and without malice are protected from reprisals or victimisation. To the extent possible, the identity of whistleblowers is kept confidential and protected against detrimental or unfair treatment. The Audit Committee oversees and monitors the Whistleblowing Policy, including the adequacy of the reporting arrangements, the status and outcome of material reports, and the implementation of follow-up actions.

Workforce Profile

	FY2026	FY2025 ¹²
Total employees	11	52

As at 31 March 2026, the Group's workforce consisted of 11 employees, representing a 79% decrease from 52 employees in FY2025. The reduction in the workforce reflects the Group's effort to align its resources with the lower level of project activity and its ongoing strategic realignment. During FY2026, the Group continued to streamline its operations and adopted a more selective approach to project acceptance, prioritising opportunities with stronger commercial viability to support business resilience and long-term sustainable growth. Notwithstanding the change in workforce, the Group remains committed to maintaining a fair, respectful and inclusive workplace. No incidents of workplace discrimination were reported during FY2026.

¹² The total number of employees in FY2025 was restated from 39 to 52 following Management's reconciliation of available historical employee record.

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

FY2026	By Gender		By Age group			
Employee Category	Male	Female	Below 30 years old	30 - 50 years old	Above 50 years old	Total
Board of Directors of Vividthree	4	-	-	1	3	4
Management	3	1	-	4	-	11
Employees (non-management role)	4	3	1	4	2	

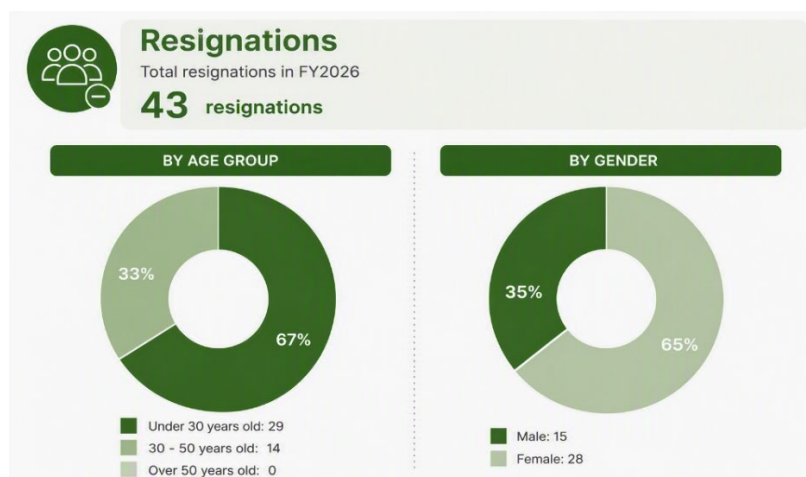
New Hires

In FY2026, new hires decreased by 88%, from 16 in FY2025 to 2.



Resignations

Resignations increased by 59%, from 27 in FY2025 to 43 in FY2026.



Employee Benefits

In FY2026, no employees took parental leave, compared with four employees in FY2025. Accordingly, the return-to-work rate was not applicable for FY2026.

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

The Group is committed to fostering a fair, inclusive and supportive working environment across its operations in Singapore and Malaysia. Employment practices are guided by applicable labour laws and fair employment principles in the respective jurisdictions.

Regular staff appraisals are conducted to review employee performance and support remuneration decisions based on merit and individual contributions. These sessions also allow employees to discuss their performance, development needs and workplace feedback with their supervisors. Open communication channels are maintained to encourage ongoing dialogue and support the continuous improvement of employment practices and the working environment.

Positive workplace relationships are further encouraged through employee engagement and team-bonding activities, including team lunches and dinners. These activities strengthen team cohesion and contribute to an inclusive and collaborative workplace culture.

Recognising the importance of developing local talent within the communities in which it operates, the Group may engage interns where suitable opportunities arise, providing them with practical work exposure, on-the-job guidance and insights into its operations. Although the business is progressively pivoting and expanding into new areas, its commitment to supporting local talent and contributing to the development of local industries remains unchanged. This applies to both existing film production activities and the new business areas into which it is expanding.

Internship and work-exposure opportunities will continue to be considered based on prevailing business activities, operational requirements and the availability of suitable roles.

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. These policies demonstrate the Group’s firm 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 FY2026, the Group recorded zero confirmed incidents of corruption, no reports were received through the Group’s internal whistleblowing email, and no actual, potential or perceived conflicts of interest were reported or confirmed. 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 interest 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 FY2026, the Group recorded zero incidents of non-compliance with applicable 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.

Data Protection and Privacy

The Group recognises the importance of safeguarding personal data and complying with applicable data protection requirements. During FY2026, the Group commenced formalising a Group-wide data protection policy to establish a consistent approach to the collection, use, disclosure, protection, retention and transfer of personal data.

As part of this process, the Chief Financial Officer (“**CFO**”) will be appointed as the Group’s Data Protection Officer (“**DPO**”), succeeding the former Financial Controller (“**FC**”) who previously performed this role. The Data Protection Officer will oversee the implementation of the Group’s data protection policies and serve as the point of contact for data protection-related enquiries and requests.

The policy being formalised covers personal data relating to employees and job applicants and provides for administrative, physical and technical safeguards to protect personal data against unauthorised access, collection, use, disclosure, modification or loss.

In FY2026, the Group recorded zero complaints concerning breaches of privacy and zero identified incidents of data leakage, theft or loss. Moving forward, the Group aims to maintain zero substantiated privacy complaints and zero identified incidents of data leakage, theft or loss.

INTELLECTUAL PROPERTY RIGHTS PROTECTION

Digital Intellectual Property (“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:



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 FY2026, there were no 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 2025 to 31 March 2026 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

DISCLOSURES		SECTION REFERENCE
GRI 2: General Disclosure 2021		
2-1	Organisational details	SR: About this Report (Reporting Scope)
2-2	Entities included in the organisation's sustainability reporting	SR: About this Report (Reporting Scope)
2-3	Reporting period, frequency and contact point	SR: About this Report (Reporting Scope)
2-4	Restatements of information	SR: About this Report (Restatement of Information)
2-5	External assurance	SR: About this Report (Report Assurance)
2-6	Activities, value chain and other business relationships	AR: Corporate Profile
2-7	Employees	SR: Employment
2-9	Governance structure and composition	SR: Sustainability Approach (Sustainability Governance)
2-10	Nomination and selection of the highest governance body	SR: Sustainability Approach (Sustainability Governance)
2-11	Chair of the highest body	SR: Sustainability Approach (Sustainability Governance)
2-12	Role of the highest governance body in overseeing the management of impacts	SR: Sustainability Approach (Sustainability Governance)
2-13	Delegation of responsibility for managing impacts	SR: Sustainability Approach (Sustainability Governance)
2-14	Role of the highest governance body in sustainability reporting	SR: Board Statement; Sustainability Approach
2-16	Communication of critical concerns	SR: Corporate Governance
2-17	Collective knowledge of the highest governance body	SR: Sustainability Approach (Sustainability Governance)

DISCLOSURES		SECTION REFERENCE
2-18	Evaluation of the performance of the highest governance body	AR: Corporate Governance Report
2-19	Remuneration policies	AR: Corporate Governance Report
2-20	Process to determine remuneration	AR: Corporate Governance Report
2-22	Statement on sustainable development strategy	SR: Board Statement
2-26	Mechanisms for seeking advice and raising concerns	SR: Corporate Governance
2-27	Compliance with laws and regulations	SR: Compliance with laws and regulations
2-29	Approach to stakeholder engagement	SR: Sustainability Approach (Stakeholder Engagement)
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	SR: Sustainability Approach (Materiality Assessment)
3-2	List of material topics	SR: Sustainability Approach (Materiality Assessment)
3-3	Management of material topics	Refer to respective material topics within this report.
GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	SR: Economic Performance
201-4	Financial Assistance Received from Government	SR: Economic Performance
GRI 205: Anti-Corruption 2016		
205-3	Confirmed incidents of corruption and actions taken	SR: Corporate Governance
GRI 302: Energy 2016		
302-1	Energy consumption within the organisation	SR: Energy Management
302-3	Energy intensity	SR: Energy Management
302-4	Reduction of energy consumption	SR: Energy Management
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG Emissions	SR: Emissions
305-2	Energy indirect (Scope 2) GHG Emissions	SR: Emissions
305-4	GHG emissions intensity	SR: Emissions
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	SR: Employment