

CONNECTING IN A
CONNECTING IN A

NEW DIMENSION

REVEZ

REVEZ Corporation Ltd.
Sustainability Report 2021

MISSION

We seek to empower enterprises, reinvent industries and transform experiences with our operational and technological excellence, powered by robust CreativeTech innovations.

VISION

To be an enabler of growth that shapes the digital future globally through technological innovations and digital creativity.

CULTURE

Our team is our company's cornerstone for success. At REVEZ, we honour and uphold these values:

- ▶ **Positive Attitude:** To nurture an appetite to experiment with new concepts and technology and a willingness to find innovative solutions to unique challenges.
- ▶ **Loyalty and Commitment:** To cultivate a sense of responsibility to our clients and perform tasks with dedication.
- ▶ **Collaboration:** To adopt a cooperative attitude when working with both internal teams and external partners.
- ▶ **Continuous Improvement:** To use our existing achievements as motivation to strive for better work and improve our skillsets.
- ▶ **Innovation:** To research and develop new and innovative ideas that better achieve our clients' business objectives.

CONTENTS

- About REVEZ
- Board Statement
- About This Report
- Corporate Structure
- Our Stakeholders & Materiality Analysis
- Our Sustainability Focus Areas
 - Environmental
 - Social
 - Talent Management
 - Responsible Digitalization
 - Governance
 - Compliance and Ethics
 - Confidentiality and Protection of Intellectual Property
 - Data Privacy



ABOUT REVEZ CORPORATIONAL LTD

REVEZ Corporation Ltd. (the “Company”) is a CreativeTech group incorporating innovators, technologists and creative capabilities to drive enterprise and consumer value across its IT segments. Leveraging their network of Fortune 500 partners and industry experts, they are known for their expertise in Meta Experience, Information Technology (IT), Cybersecurity, Industrial Automation and Digital Media Networks. Since its incorporation in 2010, the group has worked with more than 100 clients in the private and public sectors on over 500 projects regionally. REVEZ Corporation Ltd continues to shape the digital future with scalable tech adoption, enabling strategic partners to build a robust digital ecosystem and stay ahead of evolving trends.

These businesses expertise thrive independently. Our uniqueness comes from our ability to value-add to these services, according to our clients' requirements. This means that we are able to meet the demands for large-scale projects, while our client benefits from the convenience of one central point of contact.

Compared to other competitors where clients may be required to coordinate with various vendors and solution providers, we eliminate the barriers and hassle, enabling smooth and timely delivery of projects.

The Company's business operations is based in Singapore and serves customers globally.



02 BOARD STATEMENT

The Board of Directors (the “Board”) of REVEZ Corporation Ltd, is pleased to present our third sustainability report for the financial year 2021 (“FY2021”). The sustainability report has been prepared based on the Singapore Exchange Securities Trading Limited Listing Manual (SGX-ST Listing Manual): Listing Rules 711A and 711B, and with reference to the Global Reporting Initiative (GRI) Standards, a globally-recognised sustainability reporting framework that aids the Company in presenting a balanced view of its contributions towards sustainable development. This report covers our Singapore operations only.

In 2019, we conducted our first internal materiality assessment and have identified material Environmental, Social and Governance (“ESG”) topics relevant to our business. The Board has considered sustainability issues as part of its strategic formulation, determined the material ESG factors and overseen the management and monitoring of sustainability risks and opportunities, while ensuring all ESG matters significant to our business are addressed. The Board was also involved in the review of this sustainability report before it was published.

As an established CreativeTech provider, the Company is committed to maintain a high standard of a management system governed by the strictest internal controls and risk management practices. The nature of the Company’s business operations requires good governance controls ensuring the protection of intellectual property, data privacy and security. These topics are of paramount importance and material to our business.

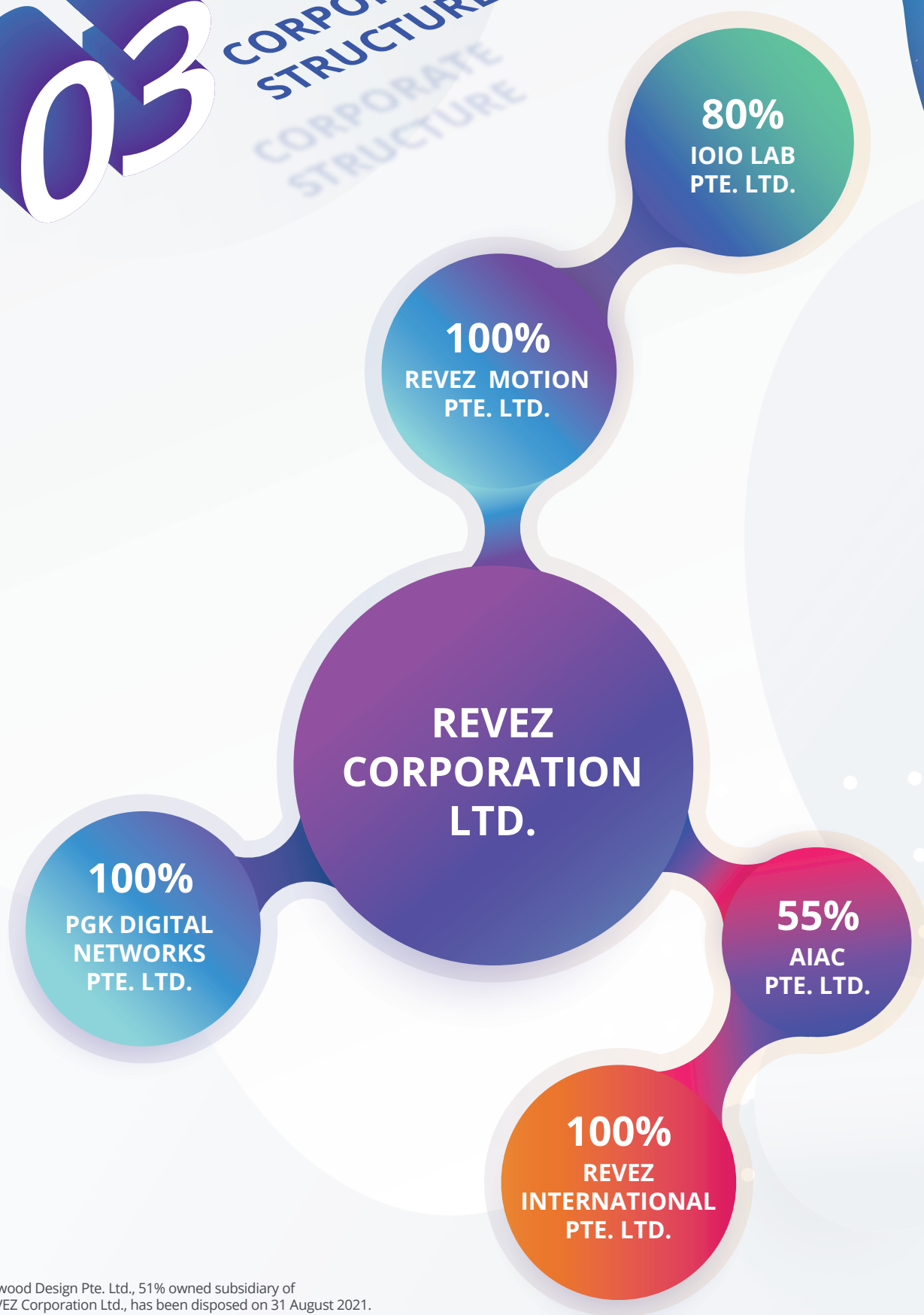
As we continue to expand, we are held accountable by our diverse stakeholders who will keep us in check to ensure transparency and accuracy. A phased approach is being adopted by the Company for our sustainability report and we will seek to provide additional disclosures on our material topics as our sustainability reporting matures over time. We will also start to engage our external stakeholders in subsequent reports and improve our efforts as we move forward in our sustainability journey.

The Company’s sustainability report will be published on an annual basis and made available on our website. Our sustainability report is currently not externally assured. We welcome stakeholders to provide us with feedback and suggestions at

enquiry@revezcorp.com.



CORPORATE STRUCTURE



Newood Design Pte. Ltd., 51% owned subsidiary of
REVEZ Corporation Ltd., has been disposed on 31 August 2021.

04

OUR STAKEHOLDERS & MATERIALITY ANALYSIS

The Company engages a wide variety of stakeholders including employees, customers, business partners, industry associations and the authorities.

To ensure we prioritise the issues that have the most impact on the economy, society and the environment, and that most influence the decision-making of our stakeholders, we have reviewed our material topics in 2021 to ensure that they are still relevant. The criteria for the Company's material analysis were explored and selected based on industry international standards, peer benchmarking based on companies with similar operations, internal responses and management awareness.

In this third sustainability report, we continue to build on what we have been reporting in FY2019 and FY2020, and have included additional disclosures on environmental topics as we understand that these are increasingly important for our stakeholders. We have referenced the GRI Standards where applicable, for our material topics, and disclosed the Company's policies, practices and performance of these material topics.

OUR STAKEHOLDERS



Shareholders and Investors

Institutional investors, analysts, retail investors, Securities Investors Association of Singapore.



Authorities and Regulatory Bodies

Infocomm Media Development Authority, Singapore Exchange, Ministry of Manpower, etc.



Business partners and Suppliers

Collaboration partners, equipment suppliers, service-related suppliers etc.



Customers

Corporates, general public



Employees

Our Employees

Sustainability Focus Area

Material Topics

GRI-Referenced Claim

Environment

- Energy & Emissions

GRI 302: Energy 2016 (GRI 302-1)
GRI 305: Emissions 2016 (GRI 305-1)

Social

- Talent Management
- Employee Retention
- Responsible Digitalisation
- Innovation (Research & Development)

GRI 401: Employment 2016 (GRI 401-1)

Governance

- Compliance and Ethics
- Confidentiality and Protection of Intellectual Property
- Data Privacy

GRI 418 Customer Privacy 2016 (GRI 418-1)



SUSTAINABILITY FOCUS AREAS

5.1 ENVIRONMENT

At Revez, we are aware of the importance of environmental responsibility. To better understand our environmental impact of our activities, we have started to monitor our energy use in our operations. In this year's Report, we have reported on our electricity consumption at our offices, namely at our headquarters (Revez Motion) and at AIAC. At our offices, we have in place various energy saving improvements and initiatives such as replacing old lighting with LEDs and installing sensor lighting in low traffic areas.

ENERGY & EMISSIONS



In FY2021, our total energy consumption was **112,874 MJ**.



Our total GHG emissions, which was solely due to Scope 2 emissions*, was **12.8 tCO₂e**.



As the majority of our employees were working from home in FY2021 during the COVID-19 pandemic, we plan to track and monitor our electricity consumption for the coming year so as to have a better understanding of our baseline energy use and greenhouse gas ("GHG") emissions.

*Scope 2 emissions are indirect GHG emissions associated with the purchase of electricity.

5.2 SOCIAL

5.2.1 Talent Management

Talent management is regarded as our strategic priority. Attracting and retaining well-qualified talent is crucial but challenging in the competitive job market. To ensure that our employees are aligned with emerging trends in the technological landscape, we constantly provide them with learning opportunities, such as short digital learning courses. We recognise that continuous learning is necessary for their professional development and growth, and in 2022 the Company plans to provide employees with more opportunities to attend courses for soft skills and technical skills.

Revez has also partnered with Nanyang Polytechnic ("NYP") so as to continue nurturing the next generation of top digital engineering talents in Singapore. Under this partnership, Revez will educate, train and provide these talents with various opportunities in the areas of Augmented Reality, Virtual Reality, Mixed Reality, Artificial Intelligence, 5G and cloud computing. NYP students will also gain a competitive edge as they work on real-life industry problems through projects and internships. We will continue to inspire more young talents as we work closely with other potential institutions and academics.

Employee Retention

Our employees are the key to our business success. Therefore, we offer a stimulating work environment where our employees are encouraged to perform at their very best and opportunities for growth are plentiful. Fostering inclusion and rewarding talent are central to our recruitment and development strategy. The Company offers attractive working environments, fair and competitive wages, and a working atmosphere based on mutual respect and appreciation for each individual. We are guided by the Ministry of Manpower Singapore as well as the Tripartite Alliance for Fair Employment Practices (TAFEP) on our working relationship with our employees on fair employment practices, remuneration and benefits.

During the year, our Company implemented a wide variety of retention strategies including improved onboarding processes, recognition, engagement and award schemes, benefits enhancements and work-life balance initiatives.

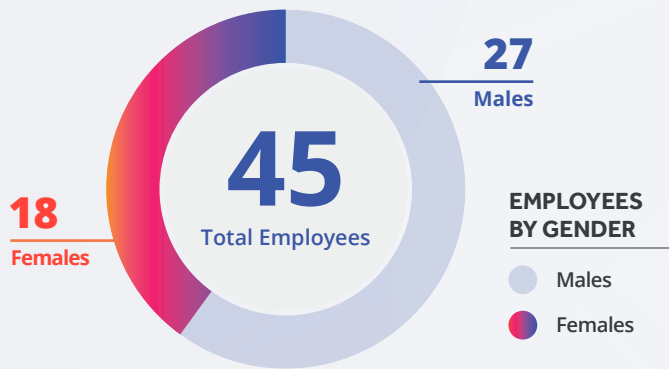
To measure our progress for creating an engaging and innovative workplace, we track our retention, hiring and performance, and evaluate our metrics and goals annually. In FY2021, our total staff strength was 45, comprising of 60% males and 40% females. This is a decrease in headcount from 66 employees in FY2020 due to staff resignations and divestment of a subsidiary. To cope with the shortage of skilled manpower, we have also started to work with an offshore service provider to support its Singapore workforce so as to spread out workloads for regional projects, while maintaining high standards of excellence and productivity. This year's turnover rate is above our FY2021 target of 10%. We will continue to actively recruit and aim to reduce our employee turnover rate to 10% in FY2022 through continued engagements and communication.

Our Response During COVID-19

The health and safety of our employees is always our top priority. Throughout the COVID-19 pandemic, we have continued to follow the recommendations and guidelines provided by the local governmental agencies, such as Ministry of Health, to keep our employees safe. This included providing the required Personal Protective Equipment (PPE) and establishing safe work practices, including social distancing and use of face masks.

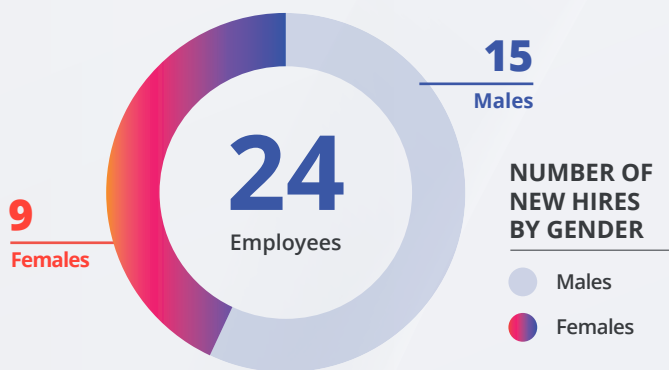
For customers who are unable to fulfil their contractual obligations, we have adopted a flexible and consultative approach and have either extended completion deadlines and deployment dates or extended maintenance contract periods.

As COVID-19 has disrupted large parts of the global economy, our projects delivery timelines have been delayed and the Company is in constant discussion with our suppliers and contractors to provide the necessary support. Where feasible, deadlines for supplier deliveries have been delayed and extended, in particular for multimedia installation and deployment sites.

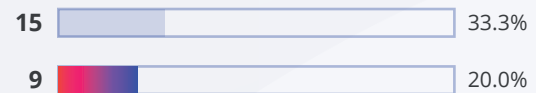


2021 EMPLOYEE HIRES

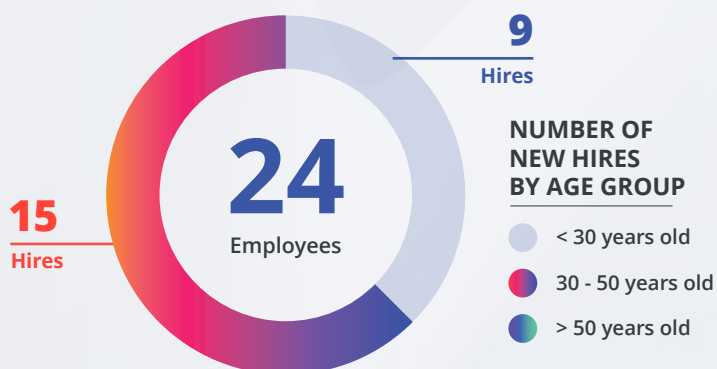
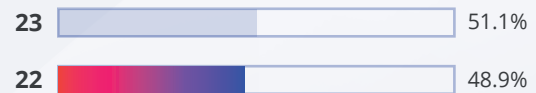
as of 31 December 2021



HIRING RATES



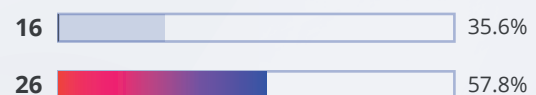
EMPLOYEE TURNOVER

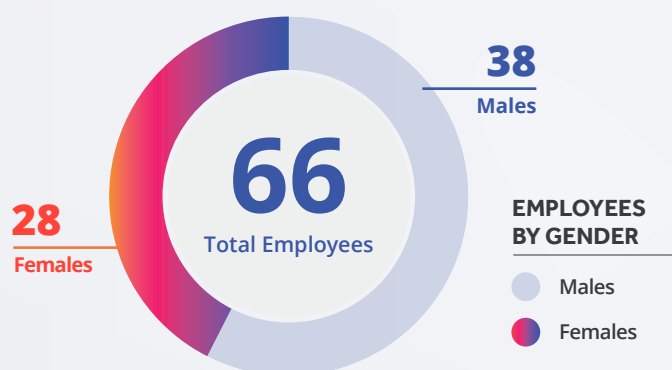


HIRING RATES



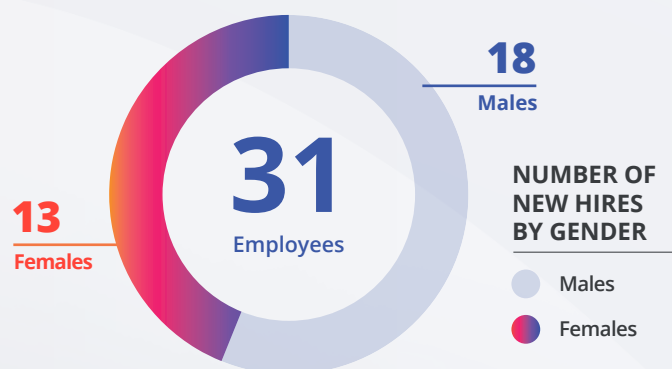
EMPLOYEE TURNOVER





2020 EMPLOYEE HIRES

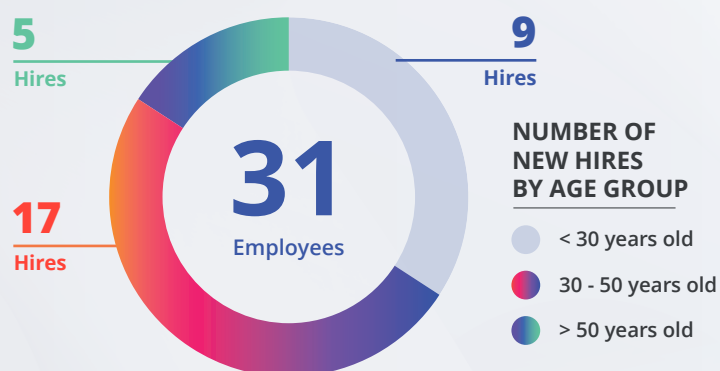
as of 31 December 2020



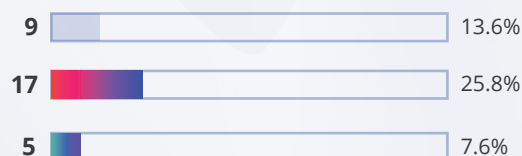
HIRING RATES



EMPLOYEE TURNOVER



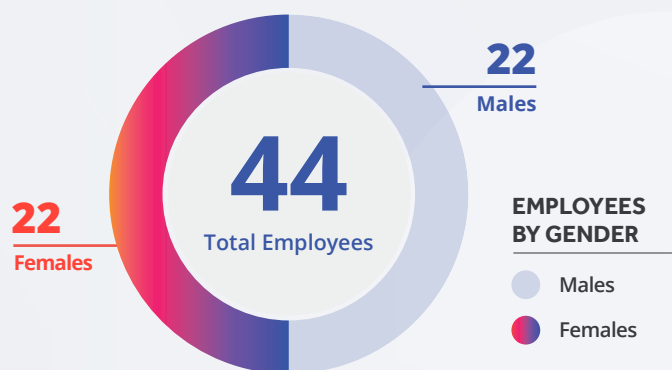
HIRING RATES



EMPLOYEE TURNOVER

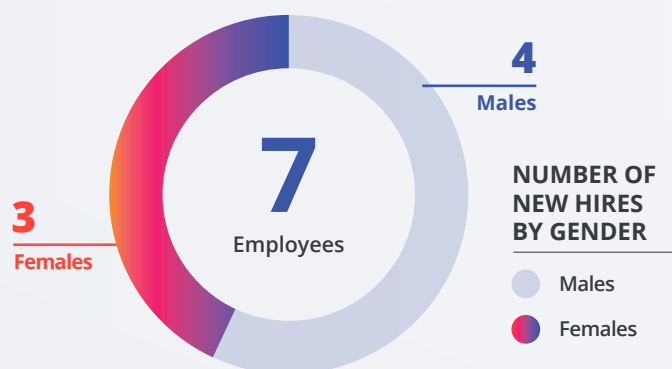


We have restated the figures for FY2020 to standardise the method of consolidation for employee numbers. For purpose of computations, employees who submitted resignations on or before 31 December 2020 are not consolidated as part of total employee headcount for FY2020.



2019 EMPLOYEE HIRES

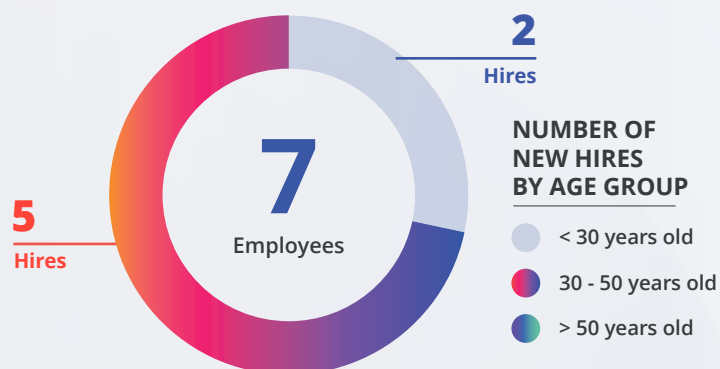
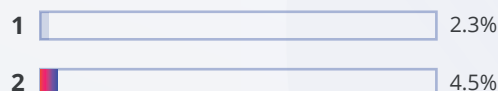
as of 31 December 2019



HIRING RATES



EMPLOYEE TURNOVER



HIRING RATES



EMPLOYEE TURNOVER



We have restated the figures for FY2019 to standardise the method of consolidation for employee numbers. For purpose of computations, employees who submitted resignations on or before 31 December 2019 are not consolidated as part of total employee headcount for FY2019.

5.2.2 Responsible Digitalization

Innovation - Research & Development

The Company believes in Research and Development (R&D) as it remains a critical factor in achieving the strategic objective of becoming one of the world's leading digital innovators. The Company strives to create a world where human workers and technology harmoniously optimise business efficiency, continuously leading the innovation and creative technology landscape, so as to remain at the forefront of digital transformation in this fast-moving world.

Technological advances are constantly emerging and changing due to market trends, needs and demands. While the Company strives to continually enhance the digital user experiences for our clients, we also recognise that the innovation is about discovering the changing needs and demands of our clients so that we can develop and deliver a comprehensive suite of solutions. The Company's continuous investment in R&D allow us to come up with innovative solutions reflective of the technological advances especially in Artificial Intelligence, 5G networks, Augmented Reality and virtual experiences. New products and technologies, or improvements to existing ones, are protected through our intellectual property rights.

The Group was acknowledged for its efforts in developing an e-Request System with IT Process Automation ("ITPA") for National Library Board's Archives Reading Room. The development of a proprietary content management system, with the added automation processes, increased the efficiency and productivity for retrieval, approval and payment processes, and reduced manpower operations.

REVEZ was also awarded the "Most Innovative B2B Technology Company 2021 – Singapore" in the South East Asia Business Awards hosted by APAC Insider. The Group gained recognition as a CreativeTech group incorporating innovators, technologists and creative capabilities to drive enterprise and consumer value across all its domain expertise.

As our business grows and evolves, we are investing more in core digital, data and transformational skill sets. We also are taking a strategic approach to building and leveraging connections across our business to bring a broader range of value-added products, services and experiences to customers and players.



5.3 GOVERNANCE

Within the Company, we instil a strong culture of corporate governance to guide us in all aspects of our businesses. Exercising accountability and transparency in our business reflects our commitment to the highest standards of governance. Compliance and ethics are fundamental elements of a responsible, accountable business process and our governance on compliance and ethics management are kept in check by the Board and senior management. Our Board monitors and responds to important governance issues, including board independence, composition and refreshment, executive and board compensation, as well as succession planning.

Compliance and Ethics

There are increasing demands from stakeholders for more transparency around business practices and for companies to have zero-tolerance policies for corruption and ethics and compliance programs to ensure a culture of compliance. Failure to implement a robust ethics and compliance program and to adequately train the workforce around it puts the Company at risk of losing trust and reputation, increasing costs and losing licenses to operate.

Revez is focused on and committed to responsible, transparent and ethical business practices. Beyond legal requirements, the Company is guided by our internal policies and procedures which covers topics such as non-competition, gifts policy, conflict of interest and grievance mechanism for employees. Our Code of Conduct established in 2019 affirms the principles that guide the behaviour of the Company and its subsidiaries, non-employee members of our Board of Directors, independent contractors, consultants, suppliers, and others who do business with our Company. Through the Code of Conduct, we seek to promote honest and ethical conduct, deter wrongdoing, and support compliance with applicable laws and regulations.

All employees are provided with our employee handbook and internal policies to guide them in their everyday work activities. The Code of Conduct reflects the business ethics practices expected of all employees while our employee handbook and Human Resource (HR) policy provides a clear narrative of the Company's standards, expectations and individual rights of all employees.

Employees are encouraged to report any conduct they believe violates our Code of Conduct, policies, or the law via our anonymous reporting channel. Our non-retaliation policy is also communicated clearly, which prohibits retaliation against anyone who, in good faith, reports a concern or participates in an investigation.

We have zero cases of violations in FY2021 relating to ethics and compliance. We are committed to ensure that ethics and compliance remain our top priorities to maintain the trust of our stakeholders and will aim to achieve full compliance in FY2022.

Confidentiality and Protection of Intellectual Property

As a CreativeTech provider, where our business is the intellectual property ("IP"), data security and maintaining the confidentiality of our business are paramount to us. The Company provides a large volume of services to a significant number of clients and interacts with a range of external contractors, suppliers and private and public-sector companies. We therefore take IT security extremely seriously by conducting appropriate reviews of our information technology systems, our operations and human resourcing, our management of cyber risk, and by educating our staff on awareness of data protection and cyber security. We have an in-house system architect who is responsible for the internal infrastructure, IT cybersecurity, hardware, architecture, as well as enforcement of IT security policies.

At Revez, we take an IP-centric strategy to safeguard all our IP and technological research. We believe a robust IP management is necessary to achieve global business competitiveness. Our IP management is being applied constantly to ensure market readiness. In 2020, we have successfully trademarked our logo and tagline for Revez Motion Pte Ltd.

All new employees are required to sign a Non-Disclosure Agreement ("NDA") as part of their hiring process to protect Company's IP as well as any information that is deemed confidential. We acknowledge that any breach of data loss or business secrets can damage the reputation and credibility of the Company.

Data Privacy

We recognise that protecting data privacy is important for maintaining the trust of our customers and growing our business. The Company's Data Protection Policy lays out strict requirements for the processing personal data of customers, business partners, employees and other third parties whose personal information we may have access to. As the first rule of thumb, we comply with the Personal Data Protection Act 2012 (PDPA) and invest in secure internal security systems to reduce the risk of data breach or data leaks. The Company has implemented a comprehensive security procedure when deploying business activities to reduce any risk of data breach due to employee carelessness or errors. All relevant employees are trained to understand the security system procedures to guide them in their work activities and to empower them with the knowledge of what to be on the lookout for and how they can help the company stay safe.

Our employees, as well as third parties who provide services on the Company's behalf, are required by policy and process, as well as by contract, if applicable, to treat customer information with care. Our processes are designed to preclude unnecessary access to confidential information and our Company has in place, administrative, technical and physical safeguards that reflect this obligation.

We have zero cases of violations in data breach or data integrity in 2021 and strive to maintain full compliance in 2022.