

ROBOTICS
SYSTEM RESILIENCE
AUGMENTED REALITY
INFO-COMMS TECHNOLOGY
DIGITAL TRANSFORMATION **SMART**
ADVANCE ACCELERATE **INTEGRATED**
DEEP TECH REDEFINE **SPACES**

REVEZ

DIGITAL MEDIA NETWORKS
ARTIFICIAL INTELLIGENCE DESIGN
INDUSTRIAL AUTOMATION
CYBERSECURITY

INTERNET OF THINGS

**IMMERSIVE
MULTIMEDIA**

CONNECTIVITY
INNOVATION



**POWERING THE
DIGITAL FUTURE**

Sustainability Report 2020
REVEZ Corporation Ltd.

MISSION

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

VISION

We aim 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.

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ABOUT REVEZ CORPORATION LTD

REVEZ Corporation Ltd (the "Company") prides ourselves as a CreativeTech¹ Hub also known as "REVEZ Hub", that focuses on delivering digital innovations across its business services. This enables the Company to retain its unique business position and competitive edge in this fast-moving digital economy.

In REVEZ Hub, our domain expertise includes Immersive Multimedia, Information and Communication Technology ("ICT"), Deep Tech in Artificial Intelligence ("AI") & Internet of Things ("IOT"), industrial automation, cyber security, digital media networks as well as smart integrated spaces, and have been involved in projects across the Asia-Pacific region.

These business domains 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.

Our employees across the Company's subsidiaries understand the functionalities of different services in REVEZ Hub, creating a talent hub or hybrid experts who are able to recommend solutions within their domain of expertise, and collaborating with others when required.

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

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

¹ "CreativeTech" refers to a hub of creative technological specialists who provide creative concepts and designs through the innovative use of technologies.

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BOARD STATEMENT

The Board of Directors (the “Board”) of REVEZ Corporation Ltd, is pleased to present our second sustainability report of financial year 2020 (“FY2020”). 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 (2016), a globally-recognised sustainability reporting framework that aids REVEZ in presenting a balanced view of the Company’s 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.

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.

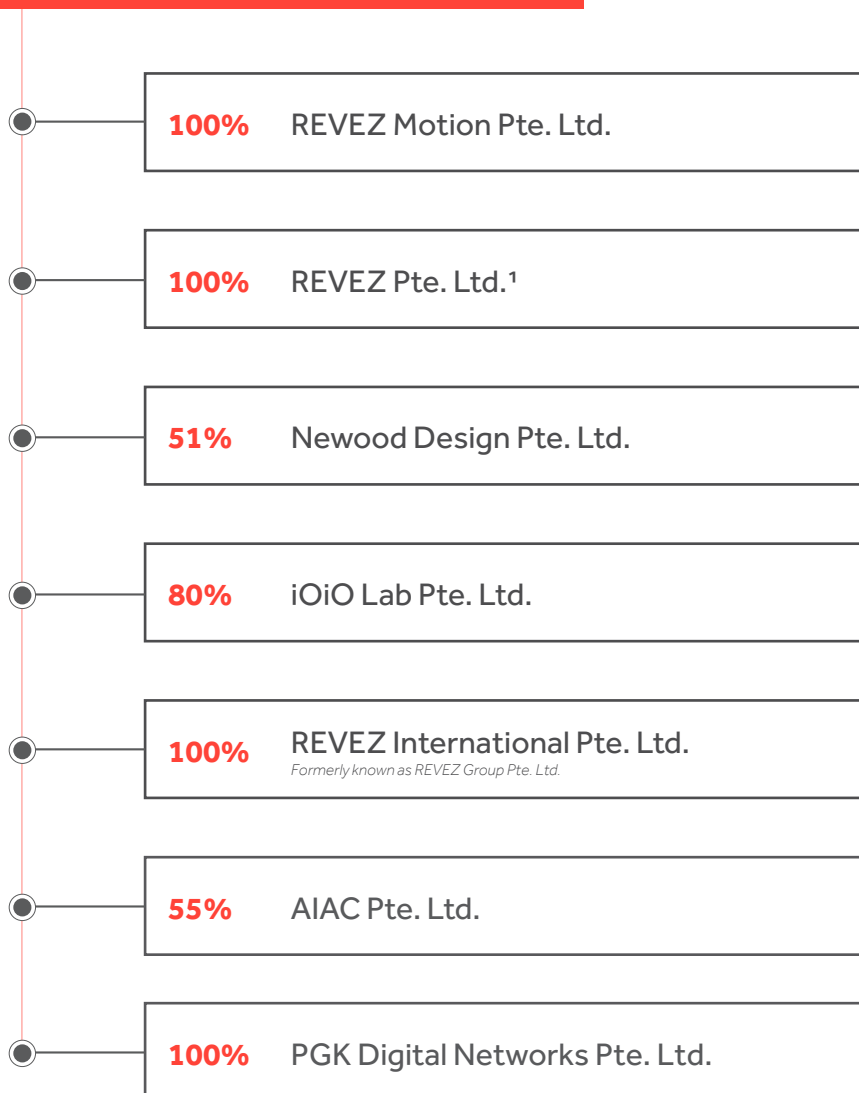
As we continue to expand, we are held accountable by our diverse stakeholders who will keep us in check to ensure transparency and accuracy. A phased approach is being adopted by the Company for our sustainability report and we will seek to provide additional disclosures on our material topics as our 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. We welcome stakeholders to provide us with feedback and suggestions at enquiry@revezcorp.com.

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CORPORATE STRUCTURE

REVEZ CORPORATION LTD.



¹ REVEZ Pte. Ltd. has been struck off with effect from 4 January 2021.

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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 conducted our first internal materiality assessment in 2019. 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.

As part of the process to publish our second sustainability report, we have collected data for our material topics identified in our first sustainability report and where applicable, included data from FY2019 in our reporting so that our stakeholders are able to better understand our performance.

We have also referenced the GRI Standards for our material topics and disclosed the Company's policies, practices and performance of these material topics.

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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 Areas	Material Topics	Relevant GRI Standard and Disclosure used (where applicable)
Governance	<ul style="list-style-type: none"> Ethics & Compliance Confidentiality and protection of intellectual property Customer Data Privacy 	<ul style="list-style-type: none"> GRI 418-1
Social	<ul style="list-style-type: none"> Talent management Employee retention Responsible digitalization Innovation (Research & Development) 	<ul style="list-style-type: none"> GRI 401-1

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SUSTAINABILITY FOCUS AREAS

5.1 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

Our commitment to conduct our business in an ethical and transparent manner is embedded in our 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, internal policies and the Code of Conduct 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.

We maintain a robust process for reporting misconduct, and employees are encouraged to raise ethical questions and concerns, and to ask questions about policies or procedures. An anonymous reporting channel is available for employees to report concerns, and 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.

As the Company continues to grow, we are committed to ensure compliance and ethics remain our top priorities to maintain the trust of our stakeholders and will aim to achieve full compliance with all applicable regulations.

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Confidentiality & 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 established an IP-centric strategy to safeguard all our IP and technological research. In our Company, 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.

In 2020, REVEZ Corporation Ltd participated in the Intangible Disclosure Evaluation and Audit Scheme (IDEAS) Pilot launched by the Intellectual Property Office of Singapore (IPOS) and Singapore Exchange (SGX). The programme enables us to undergo an intangible assets evaluation and audit process to realise the full value of our assets. With this process in place, the Group continues to create revenue streams, build investor trust and yield business value, with intellectual property being an enabler.

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.

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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 2020 and strive to maintain full compliance in 2021.

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. Highly skilled candidates in creative technology and digital services are in high demand and candidates are inundated with opportunities. Retaining employees with the right skills and passion in creating technological solutions is necessary for the Company.

The Company takes pride in creative technological innovation research to keep up with emerging trends in the technological landscape, exposing our employees to various degrees of technological expertise and solutions. To maintain our talent and knowledge within the Company, we need to ensure our employees are involved in and enthusiastic about their work and workplace. Working in an ever-changing industry requires a unique approach to engage and retain our talent.

Employee Retention

We are committed to promote a positive working environment where our employees are encouraged to perform at their very best and opportunities for growth are plentiful. Engaging our employees in a meaningful way to boost their morale increase their trust and loyalty while reducing the employee turnover rates. Therefore, boosting employee morale is key in creating a positive influence in retaining our employees in the Company.

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.

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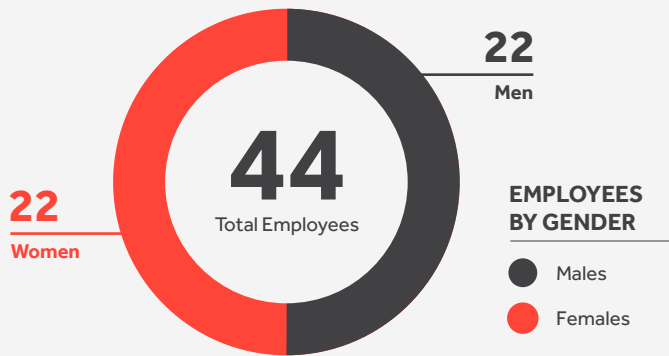
In 2020, as the business continued to grow both organically and by acquisition, our new hire rate increased to 48.5% and overall employee numbers increased by 50.0% to a total of 66 employees in 2020. We had an overall voluntary turnover rate of 13.6% was due to voluntary resignation and no employees were terminated or retrenched due to COVID-19. This year's turnover rate is above our 2020 target of 6.6%. We aim to reduce our employee turnover rate to 10% in 2021 through continued engagements and communication.

Our Response During COVID-19

The Company complies with all government mandated directives in connection with the number of employees allowed to return to office as well as necessary safe distancing measures. Our employees have been working in a split team arrangement and our offices are maintained as per the requirements for Safe Management Measures at the workplace. Masks and sanitisers are also provided in the office for all and all employees and visitors.

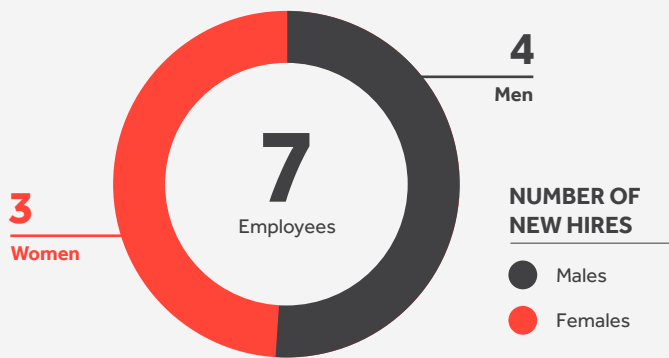
For customers who are unable to fulfil their contractual obligations, we have adopted a flexible and consultative approach and have either extended completion deadlines and deployment dates or extended maintenance contract periods.

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.



2019 EMPLOYEE HIRES¹

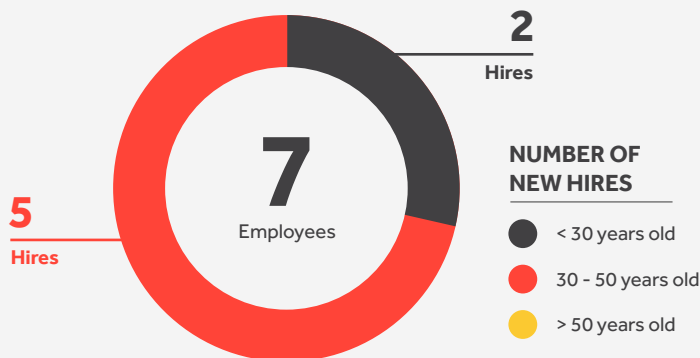
as of 31 December 2019



HIRING RATES



EMPLOYEE TURNOVER



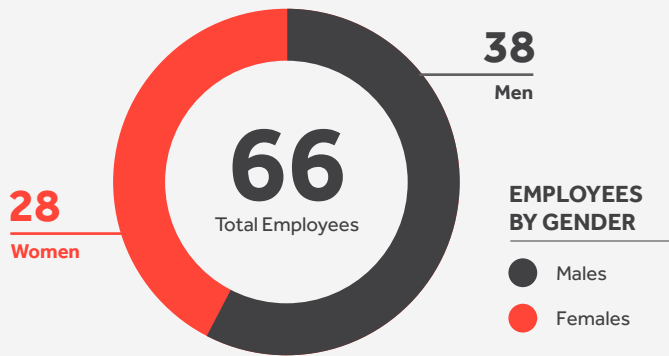
HIRING RATES



EMPLOYEE TURNOVER

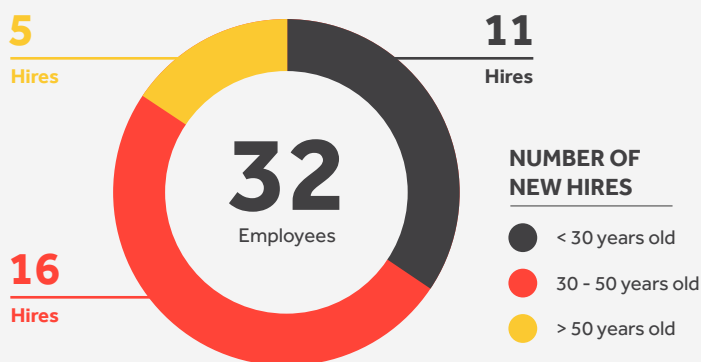
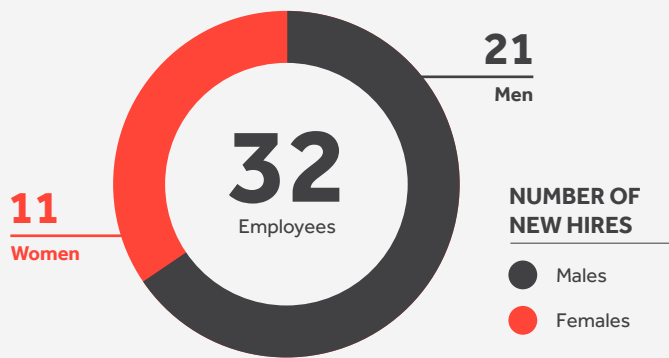


¹ We have restated the figures for FY2019 to standardise the method of consolidation for employee numbers. For purpose of computations, employees who submitted resignations on or before 31 December 2019 are not consolidated as part of total employee headcount for FY2019.



2020 EMPLOYEE HIRES²

as of 31 December 2020



² Includes 8 employees from acquisition of PGK Digital Networks Pte. Ltd., and 9 employees from newly-incorporated AIAC Pte. Ltd.

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5.2.2 Responsible Digitalisation

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 Covid-19 pandemic in 2020 resulted in a demand for hybrid events. Leveraging on our capabilities in Immersive Multimedia and Info-Comms Technology, we developed and commercialised virtual event solutions. Our proprietary virtual platform was also used in the Singapore Week of Innovation and Technology (SWITCH) 2020, which saw over 60,000 virtual attendees from 160 countries.

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.

06

COMMUNITY

REVEZ Corporation is proud to support the communities in which we operate.

We supported National Gallery Singapore in the creation of the Small Big Dreamers 2020 360 Virtual Tour Experience. The immersive 'Small Big Dreamers 360 Virtual Tour,' allowed visitors to interact with art, regardless of location and geographical boundaries. The virtual walkthrough of 'An Artist's Tropical Landscape', also comes with a webVR experience.

The "Small Big Dreamers At Home" is the first online festival in Singapore for children to play, learn and create art. It was also shortlisted in the Best International Digital Activity category in Kids in Museums' Family Friendly Museum Award in 2020.