

Sustainability Report 2024

vivid**three**

A decorative graphic consisting of three overlapping, wavy lines in shades of blue, pink, and green, positioned behind the Vivid Three logo.

Contents

BOARD STATEMENT	1
ABOUT THIS REPORT	2
Reporting Scope.....	2
Restatements of information.....	2
Report Assurance.....	3
Feedback Channel	3
Reporting Frameworks.....	3
CORPORATE PROFILE	4
SUSTAINABILITY APPROACH	5
Sustainability Governance.....	5
Stakeholder Engagement.....	6
Materiality Assessment	7
DIVERSITY AND FAIR EMPLOYMENT	11
Equal Opportunity and Talent Recruitment.....	11
Diversity & Fair Employment	12
CORPORATE GOVERNANCE	13
LEGAL COMPLIANCE.....	14
Censorship and classification guidelines	14
Filming licenses and approvals	14
INTELLECTUAL PROPERTY RIGHTS PROTECTION	15
TCFD REPORT	16
Governance	16
GRI CONTENT INDEX.....	17
TCFD CONTENT INDEX.....	19

This Sustainability Report has been reviewed by the Company’s Sponsor, RHT Capital Pte. Ltd. (“the **“Sponsor”**”). It has not been examined or approved by the Singapore Exchange Securities Trading Limited (the **“Exchange”**) and the Exchange assumes no responsibility for the contents of this Sustainability Report, including the correctness of any of the statements or opinions made or reports contained in this Sustainability Report.

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BOARD STATEMENT

The Board of Directors (the “**Board**”) is pleased to present Vividthree’s sustainability report for FY2024, where we share about the sustainability initiatives and progress the Group has made throughout the year.

We recognise the importance of integrating sustainability principles into our business strategy, operations, and procedures. Consequently, environmental, social, and governance (“**ESG**”) issues are a key priority for the Group. In collaboration with the senior management team, we have 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 by regularly reviewing updates from the senior management team on the Group’s performance and management approach for each material ESG factor. Additionally, we are prepared to address any queries that may arise.

In a strategic shift, the Group is now focusing on Meetings, Incentives, Conferences, and Exhibitions (“**MICE**”) events, leveraging its expertise in digital content creation to provide immersive experiences. This transition marks a move away from the increasingly competitive post-production and computer graphics services, which have been challenged by technological advancements and rising labour costs. These challenges, coupled with the impact of the COVID-19 pandemic, have pressured margins since the Group’s inception. Focusing on immersive experiential content for MICE events positions the Group for significant growth, in line with Singapore’s ambition to become a premier MICE destination amid growing global demand, particularly in the Asia-Pacific region. Looking forward, the Group will utilise its capabilities to deliver impactful live and digital experiences for MICE events and the family entertainment sector. The upcoming reporting periods will see the implementation of strategic plans to broaden the Group’s business model by entering new consumer-facing segments.

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

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

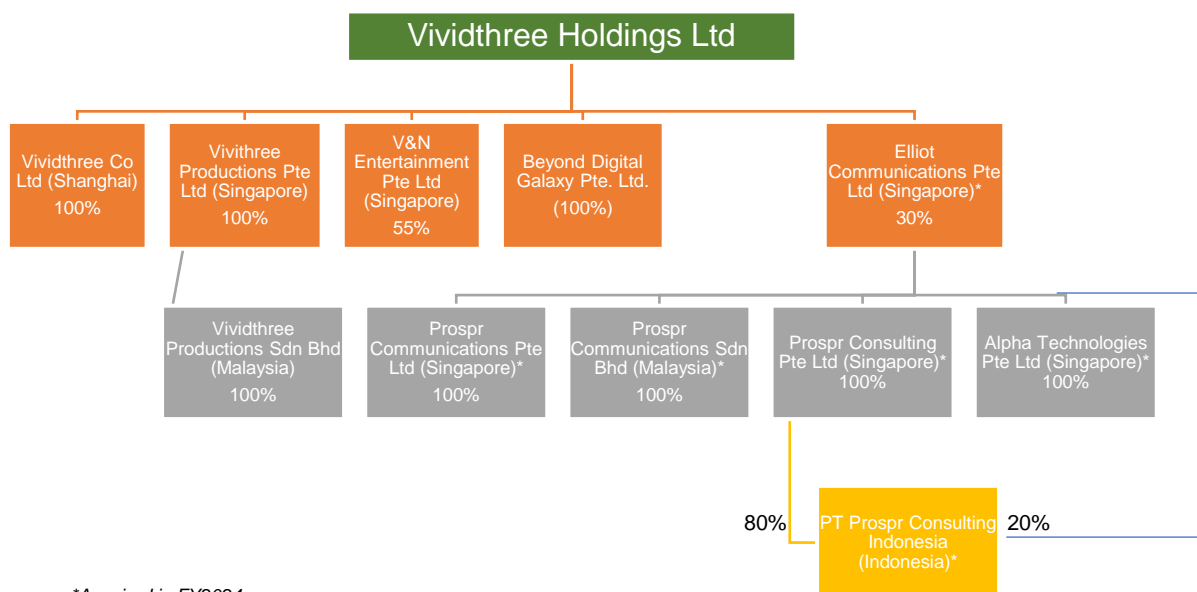
Board of Directors
Vividthree Holdings Ltd.

ABOUT THIS REPORT

Vividthree Holdings Ltd (the “Company”, and together with its subsidiaries, the “Group” or “Vividthree”) is pleased to present our sixth sustainability report covering the performance of our most material sustainability issues for the financial year ended 31 March 2024 (“FY2024”).

Reporting Scope

This report covers the Group’s strategies, initiatives, and performance data with regards to ESG issues for FY2024. Unless otherwise stated, the scope of this report covers all the entities listed in our Group Structure as of 31 March 2024, as follows:



Restatements of information

This report includes restatements for 31 March 2023 and 1 April 2022¹. Please refer to Note 39 to the financial statement in Annual Report 2024 for more information on adjustments made to our financial statements, which are reflected in the consolidated statement of financial position as of 31 March 2023 and 1 April 2022, as well as in the consolidated statement of comprehensive income and consolidated statement of cash flows for the financial year ended 31 March 2023.

¹ Please refer to SGX announcement made on 28th May 2024 on our restatements: <https://links.sgx.com/1.0.0/corporate-announcements/IE2G8EVIC2NG0KLP/b558eee5b40d550430d76fc51f042a1081bf3fee5931a334fa8ec454eb5a0b82>

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 and is prepared with reference to the Practice Note 7F of Listing Manual Section B: Rules of the Catalist of the Singapore Exchange Securities Trading Limited (“SGX”).

Vividthree has opted to reference the Task Force on Climate-related Financial Disclosures (“TCFD”) recommendations and include climate-related disclosures in FY2024 using the phased approach outlined in page [16]. The Group is in the process of performing a preliminary assessment of the climate-related risks and opportunities that our business faces. We plan on progressively including more climate-related disclosures in subsequent years of sustainability reporting.

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

CORPORATE PROFILE

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

Our core focus lies in visual effects, animation, and virtual reality for content creation and services. Our mission is to connect, deliver, and explore innovative media across diverse platforms, paving the way for the future of digital entertainment. We aspire to become Asia's leading immersive digital content producer, dedicated to captivating audiences by transforming stories and experiences into vivid realities. We primarily engage suppliers of videography equipment, machinery, and computers to produce and deliver our digital content.

We operate in two key business segments. The first is our Digital & Live Experience Production segment, which focuses on creating immersive experiential content for Meetings, Incentives, Conferences, and Events ("**MICE**"). This involves developing the Group's digital intellectual property ("**IP**") assets or acquiring IP from third parties, and licensing these IPs to entities such as venue owners and show promoters for commercial, marketing, and promotional purposes. We are also leveraging our existing capabilities to develop new immersive content for MICE events. The second is, Digital Media Production, offers services in visual effects, computer-generated imagery, and immersive media for feature films, commercials, projection mapping, and other post-production services. These services are primarily related to motion picture, 3D anamorphic content, video, and television program post-production. For more information, please refer to our annual report.

In FY2024, the Group completed a sale and purchase agreement ("**SPA**")² with Quin Yeo Chow In and Foo JinZhong Jeremy (the "**Vendor**") for the acquisition 30% of issued and paid-up share capital in Elliot Communications Pte. Ltd. ("**Elliot Communications**"). We have a 70% non-controlling interest from Elliot Communications shareholders. This partnership is crucial in enabling us to offer a more comprehensive suite of services, thereby attracting new clients while retaining our existing ones and strengthening our presence in the public relations industry. Elliot Communications' established footprint in Southeast Asia, with offices in Singapore, Malaysia, and Indonesia, brings a wealth of experience, having served over 1,000 clients. By leveraging their extensive client network and expertise in public relations, we are well-positioned to capitalise on emerging opportunities in the Southeast Asian market. This strategic initiative aligns seamlessly with our vision to expand the Group's presence across multiple industries that complement our core business.

Vividthree Holdings Ltd. is also a subsidiary of SGX Mainboard-listed mm2 Asia Ltd. (SGX Stock Code: 1B0), a producer of film, television, and online content. For more details on the Group, do visit us at <https://www.vividthree.com/>.

² Please refer to the SGX announcement made on 27 June 2023 at <https://links.sgx.com/1.0.0/corporate-announcements/83DCQWHHL361HWL/44940957d33e307c29f00db3bc8773ffa216becf7db1e27fdc4f659feb88d5ea>

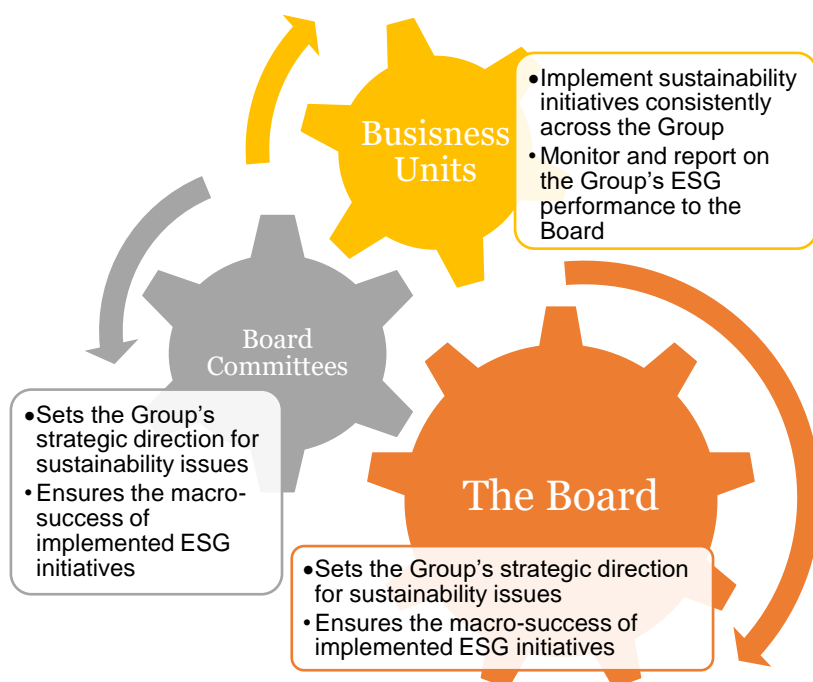
SUSTAINABILITY APPROACH

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. Additionally, in compliance with SGX’s requirements, all Directors have attended the SGX mandatory sustainability training in FY2023.



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 FY2024 Annual Report.

Stakeholder Engagement

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

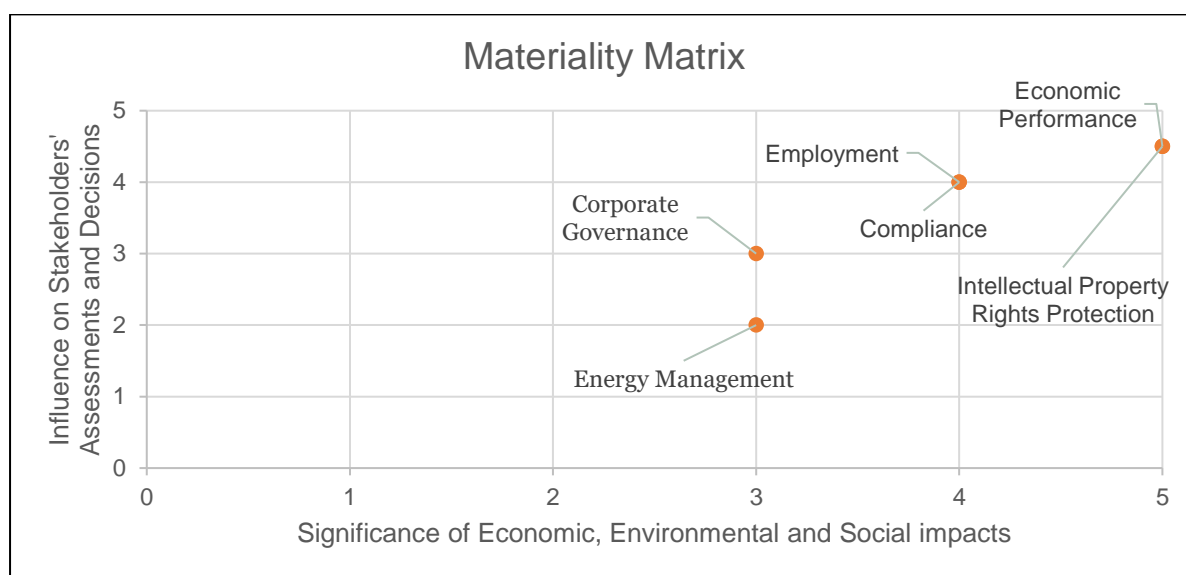
The table below summarises our key stakeholder groups, the methods of engagement we employ, and their primary concerns and interests:

Stakeholder Group	Engagement Platforms	Stakeholders' key concerns
Business Partners	<ul style="list-style-type: none"> Digital conferencing calls and email correspondence, as required 	<ul style="list-style-type: none"> Fair purchasing practices Protection of Intellectual Property ("IP") rights
Customers	<ul style="list-style-type: none"> Online feedback channels Customer service hotlines Business events 	<ul style="list-style-type: none"> Delivery of quality content and services that meets their needs
Employees	<ul style="list-style-type: none"> Annual performance and career development reviews Periodic staff gatherings 	<ul style="list-style-type: none"> Competitive remuneration packages Career advancement opportunities
Governments & Regulators	<ul style="list-style-type: none"> Discussions with government agencies and regulators, as required 	<ul style="list-style-type: none"> Compliance with governmental regulations
Investors	<ul style="list-style-type: none"> Annual General Meetings Periodic SGX announcements, media releases, and circulars to shareholders Business information sharing sessions 	<ul style="list-style-type: none"> Sustained economic growth Transparent business conduct Timely reporting of financial statements
Local Community	<ul style="list-style-type: none"> Online feedback channels Community development initiatives 	<ul style="list-style-type: none"> Creating engaging content for the community

Materiality Assessment

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

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



This year, we have decided to retain the same material topics as those disclosed in the previous financial year. We continue to review these material ESG factors, and their corresponding policies, practices, performance, and targets on an annual basis. The material topics are as follows:

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

ECONOMIC PERFORMANCE

To achieve sustainable growth, the Group must strive to utilise resources efficiently and responsibly, which is directly reflected in our economic performance. At Vividthree, delivering sustainable returns to our stakeholders has always been a top priority. The following tables outline key values of our economic performance, underscoring our commitment to long-term sustainability and responsible resource management.³

Direct Economic Value Generated (S\$' million)			
	FY2024	FY2023	FY2022
Revenue	7.09	2.91	2.86

Direct Economic Value Distributed (S\$' million)			
	FY2024	FY2023	FY2022
Operating costs (exclude staff cost, depreciation, and amortisation)	4.29	2.29	0.91
Employee wages and benefits	3.59	3.07	3.10
Payments to providers of capital	0.17	0.17	0.22
Payments to government	0.00	0.00 ⁴	0.10
Community investments	0.003 ⁵	0.001 ⁶	-
Total	8.05	4.06	4.33

Economic Value Retained (S\$' million)		
FY2024	FY2023	FY2022
(1.62)	(3.45)	(5.83)

The Group's revenue increased by approximately 143.6%, from S\$2.91 million in FY2023 to S\$7.09 million in FY2024. This significant growth was primarily driven by improved performance in our Digital Media & Live Experience Production segment and in FY2024, the Group consolidated a newly acquired subsidiary, Elliot Communications Pte. Ltd. (the "Public Relations" segment), which contributed \$2.68 million to the Group's revenue this financial year.

Revenue from the Digital & Live Experience Production business rose substantially by 393%, from S\$0.57 million in FY2023 to S\$2.81 million in FY2024. This increase was largely due to higher demand for new immersive location-based entertainment as outdoor and event entertainment activities resumed in FY2024. On the other hand, revenue from the Digital Media Production business decreased by 31.6%, from S\$2.34 million in FY2023 to S\$1.60 million in FY2024, due to few projects completed in FY2024.

³The figures for operating costs and net profit for FY2023 have been restated according to our May 28 SGX announcement: <https://links.sgx.com/1.0.0/corporate-announcements/IE2G8EVIC2NGOKLP/b558eee5b40d550430d76fc51f042a1081bf3fee5931a334fa8ec454eb5a0b82>

⁴Amount less than \$1,000

⁵ We donated S\$3,000 to the Siglap Community Club in May 2023 for East Coast Community Day

⁶ We donated \$1,000 to Pico Art International to sponsor its Annual Dinner and Dance 2023

As a result of these factors, the Group shifted from a gross loss of S\$0.12 million in FY2023 to a gross profit of \$2.67 million in FY2024. This improvement in gross profit was mainly driven by the enhanced performance of the Digital & Live Experience Production business.

The Group has received approximately S\$83,632 in grants from the Singapore government in FY2024. These grants include the Wages Credit Scheme, Temporary Employment Credit, Special Government Credit, and government-paid maternity/paternity leave.

Government Financial Aid (S\$)		
	FY2024	FY2023 ⁷
Tax relief and tax credits	-	-
Subsidies	80,347	31,744
Government grants received for development of software	-	154,936
Awards	-	-
Royalty holidays	-	-
Financial assistance from Export Credit Agencies (ECAs)	-	-
Financial incentives (Wage Credit Scheme)	3,285	1,935
Other financial benefits received or receivable from any government for any operation	-	-
Total	83,632	188,615

The older business lines have become increasingly competitive due to technological advancements in both hardware and software lowering the barriers to entry. This, combined with rising labour costs, has squeezed margins since the Group's inception, with the COVID-19 pandemic further exacerbating the issue.

Hence, the Group is making a strategic shift, capitalising on its core capabilities in digital content creation to move away from post-production and computer graphics services into new business lines. The Group has been shifting its focus to the production of immersive experiential content for MICE events – an area that is poised for significant growth. We are using our existing content creation knowledge and expertise to make our MICE events into an immersive experience. This strategic positioning aligns perfectly with Singapore's ambition to become the world's leading MICE destination,⁸ a goal underscored by the increasing global demand for such events, particularly within the Asia-Pacific region. Moving forward, the Group intends to utilise its capabilities to develop and deliver impactful live and digital experiences for MICE events and the family entertainment sectors. Additionally, the upcoming reporting periods will see the execution of strategic plans to broaden the Group's business model by entering new consumer-facing segments. Please refer to our Annual Report for FY2024 for further details on our financial performance for this reporting period.

⁷ Figures for FY2023 have been restated to exact numbers

⁸ See statement from the Singapore Tourism Board on its efforts to promote MICE events: <https://www.stb.gov.sg/content/stb/en/media-centre/media-releases/singapore-tourism-board-launches-global-mice-campaign-to-positio.html.html>

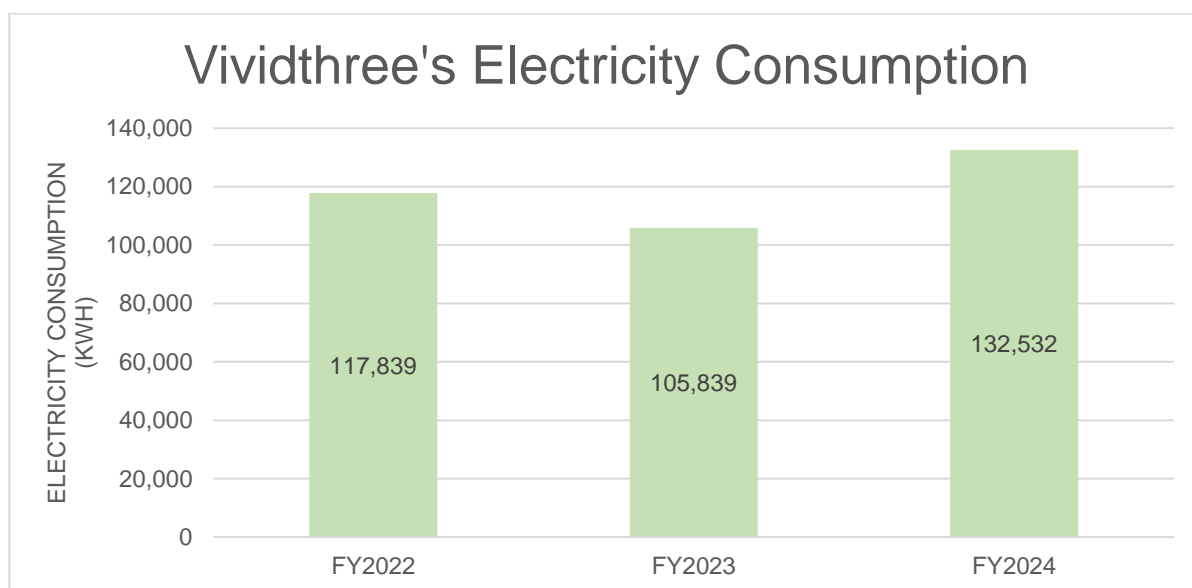
ENERGY MANAGEMENT

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

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

Due to higher sales in FY2024 as well as the acquisition of Elliot Communications in June 2023, our overall energy consumption has increased. However, our energy intensity ratio has decreased significantly from 36,371 kWh/S\$' million in FY2023 to 18,693 kWh/S\$' million. This decrease can be attributed to our continued efforts to save energy by reminding employees to reduce their energy use, as well as an increase in outsourcing work to third parties in FY2024. We will carefully track our monthly electricity usage, actively advocate for energy-saving initiatives in the workplace, and persist in researching cost-effective, energy-efficient devices for our operations. With these efforts, we intend to maintain the downward trend in energy intensity.

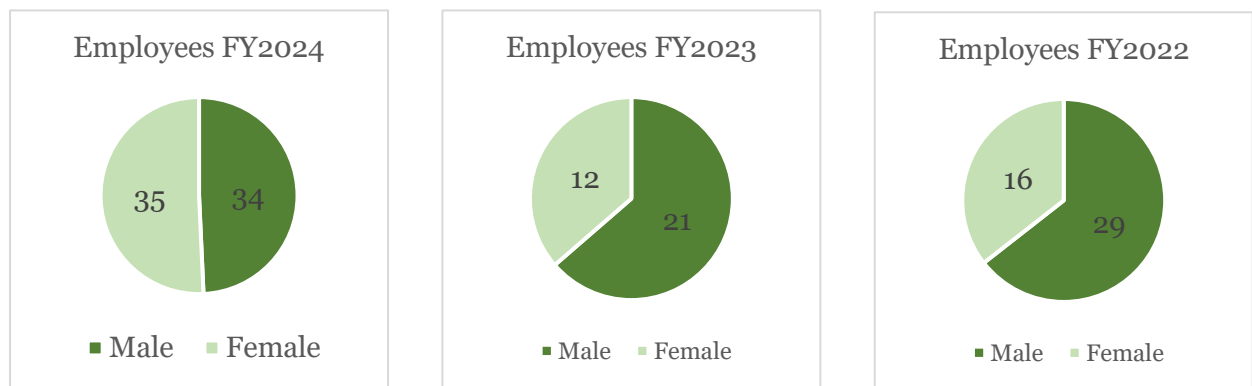
	FY2022	FY2023	FY2024
Energy consumed (kWh)	117,839	105,839	132,532
Revenue (S\$' million)	2.86	2.91	7.09
Energy intensity ratio (kWh/S\$' million)	41,202	36,371	18,693



DIVERSITY AND FAIR EMPLOYMENT

At Vividthree, we recognise the pivotal role our employees play in the Group’s success, and we are steadfast in our commitment to offering them ongoing opportunities for personal and professional development within a secure and supportive work environment. As of 31 March 2024, the Group had a total of 69 employees, an increase from the previous year’s number of 33 employees. This increase is mostly attributable to the inclusion of employees from Elliot Communications following the SPA. There are 35 and 34 staff in Singapore and Malaysia respectively. All our staff are full-time personnel, and we do not engage any part-time or contract staff.

The tables below provide a breakdown of our workforce by gender. The gender ratio of our employees has remained fairly constant over the years.



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.

Diversity & Fair Employment

The table below provides a breakdown of the number of personnel per employee category in each of the following diversity categories in FY2024.

	By Gender		By Age group			
	Male	Female	Below 30 years old	31 - 40 years old	41 - 55 years old	Above 55 years old
Board of Directors	6	-	-	2	2	2
Management	9	6	4	8	3	-
Employees (non-management role)	19	29	30	13	5	-

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

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

We are proud to report that there were no instances of discrimination within our organisation during FY2024. In FY2025, we aim to uphold our zero-tolerance policy for workplace discrimination while striving to maintain or improve gender balance within our workforce.

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

CORPORATE GOVERNANCE

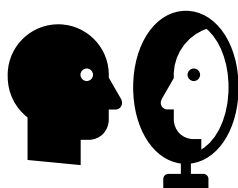
We are dedicated to upholding exceptional corporate governance standards across all facets of our business operations. We hold quarterly meetings with the Audit Committee to ensure our robust corporate governance practices are upheld. Our focus lies on fostering transparency, accountability, robust risk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

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/or 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 and confidentially report any suspected instances of misconduct. Information disclosed through this channel is handled with the utmost discretion, accessible only to designated personnel responsible for conducting thorough investigations.



During FY2024, Vividthree received no reports through its internal whistleblowing email, and there were zero confirmed incidents of corruption or reported potential conflicts of interest within the organisation. This is consistent with the outcomes from FY2023. Looking ahead, the Group aims to sustain this record into the foreseeable future.

LEGAL COMPLIANCE

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.

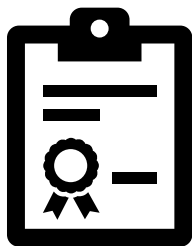
Censorship and classification guidelines

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 FY2024, Vividthree experienced no reported instances of non-compliance with local laws and regulations, including those stipulated in the Films Act and FINAS Act 1981, during our routine business operations. This is consistent with the results from FY2023. Moving forward, Vividthree aims to sustain a record of zero reported incidents of non-compliance with local laws and regulations. We remain committed to vigilant monitoring of changes and updates to these regulations to ensure ongoing adherence.

INTELLECTUAL PROPERTY RIGHTS PROTECTION

In our sector, digital intellectual property (IP) plays a pivotal role in shaping the operations and strategies of industry stakeholders. Protecting IP is essential for fostering innovation throughout the sector and ensuring fair competition. Conversely, infringing upon digital IP laws and rights not only breaches ethical standards but also disrupts equitable market practices. Therefore, safeguarding digital intellectual property is of paramount importance.

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

The Group’s IP are categorised as follows:

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

We encounter significant exposure to both internal and external risks associated with IP. To safeguard our IP rights, hence we have established a dedicated corporate business development team tasked with overseeing all IP-related matters within the Group. Furthermore, we maintain a proactive stance towards ethical business practices by 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 FY2024, the Group remained free from any reported instances of IP infringement or non-compliance with IP-related laws and regulations. This echoes the outcomes of FY2023. 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. This proactive approach is crucial for safeguarding the Group against potential IP-related risks.

TCFD REPORT

As the Group continues to integrate sustainability deeply into our corporate strategy, we recognise the significance of robust and transparent climate-related financial disclosures. Referencing the Task Force on Climate-related Financial Disclosures (TCFD), this section of our Sustainability Report is dedicated to delineating our climate-related endeavours.

Our commitment to the TCFD framework highlights our approach in identifying, assessing, and managing climate risks and opportunities that could affect our business operations and financial planning. 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 accordance with SGX-ST's Sustainability Reporting Guide Practice Note 7F, the Group plans to adopt a phased approach to include climate-related disclosures in our sustainability report. Presented below is our roadmap for climate reporting, organised around the four primary pillars of the TCFD. We will continuously review and update the roadmap to ensure alignment with external business environment and regulatory changes.

	FY2024	FY2025
Governance	Described the governance structures, including Board oversight and management's role.	-
Strategy	-	Identify the climate-related risks, opportunities, and impacts. Scenario analysis with quantitative outcomes.
Risk Management	-	Describe the processes for identifying, assessing, and managing climate related risks and how this is integrated with the organisation's overall risk management.
Metrics and Targets	-	Compute and disclose Vividthree Holdings' operational carbon footprint (Scope 1 and Scope 2 GHG emissions). Identify metrics used for the assessment. Identify targets in quantitative terms

Governance

The Board provides oversight for all sustainability-related matters within the Group, including climate-related risks and opportunities. Under the Board's guidance, Vividthree's management team formulates and implements strategies to address climate-related issues, integrates climate risks and opportunities into the Group's business operations and decision-making processes, and establishes targets to monitor climate-related performance. The management team reports to the Board at least annually on the Group's climate-related activities and performance, seeking feedback on potential improvements.

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 2023 to 31 March 2024 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

DISCLOSURES		PAGE NO.
GRI 2: General Disclosure 2021		
2-1	Organisational details	2-3
2-2	Entities included in the organisation's sustainability reporting	2
2-3	Reporting period, frequency and contact point	2-3
2-4	Restatements of information	2
2-5	External assurance	3
2-6	Activities, value chain and other business relationships	4
2-7	Employees	11
2-9	Governance structure and composition	AR:23-24
2-10	Nomination and selection of the highest governance body	AR:26-27
2-11	Chair of the highest body	AR:25
2-12	Role of the highest governance body in overseeing the management of impacts	AR:19
2-13	Delegation of responsibility for managing impacts	5
2-14	Role of the highest governance body in sustainability reporting	5
2-16	Communication of critical concerns	AR:36
2-17	Collective knowledge of the highest governance body	5
2-18	Evaluation of the performance of the highest governance body	AR:29-31
2-19	Remuneration policies	AR:29-31
2-20	Process to determine remuneration	AR:29-31
2-22	Statement on sustainable development strategy	1
2-26	Mechanisms for seeking advice and raising concerns	13
2-27	Compliance with laws and regulations	14
2-29	Approach to stakeholder engagement	6
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	6-7
3-2	List of material topics	7
GRI 201: Economic Performance 2016		
3-3	Management of material topics	8-9
201-1	Direct economic value generated and distributed	8
201-4	Financial Assistance Received from Government	9

GRI CONTENT INDEX (CONT'D)

DISCLOSURES		PAGE NO.
GRI 205: Anti-Corruption		
3-3	Management of material topics	13
205-3	Confirmed incidents of corruption and actions taken	13
GRI 302: Energy 2016		
3-3	Management of material topics	10
302-1	Energy consumption within the organisation	10
302-4	Reduction of energy consumption	10
GRI 405: Diversity and Equal Opportunity		
3-3	Management of material topics	11-12
405-1	Diversity of governance bodies and employees	12

TCFD CONTENT INDEX

Disclosure Focus Area	Recommended Disclosure	Location/Remarks
Governance		
Disclose the organisation's governance around climate-related risks and opportunities.	a. Describe the board's oversight of climate-related risks and opportunities.	Page 19
	b. Describe management's role in assessing and managing climate-related risks and opportunities.	
Strategy		
Disclose the actual and potential impacts of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning where such information is material.	a. Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term.	As part of reporting in our phased approach, Vividthree will be disclosing this in FY2025.
	b. Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning.	
	c. Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	
Risk Management		
Disclose how the organisation identifies, assesses, and manages climate-related risks.	a. Describe the organisation's processes for identifying and assessing climate-related risks.	As part of reporting in our phased approach, Vividthree will be disclosing this in FY2025.
	b. Describe the organisation's processes for managing climate-related risks	
	c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management.	

TCFD CONTENT INDEX (continued)

Disclosure Area	Focus	Recommended Disclosure	Location/Remarks
Metrics and Targets			
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	a.	Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.	As part of reporting in our phased approach, Vividthree will be disclosing this in FY2025.
	b.	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	
	c.	Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.	