



# Sustainability Report

# Financial Year 2021

## **Sponsor Statement**

This Sustainability Report has been prepared by the Company and its contents have been reviewed by the Company's Sponsor, Hong Leong Finance Limited.

This Sustainability Report has not been examined or approved by 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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## About This Report

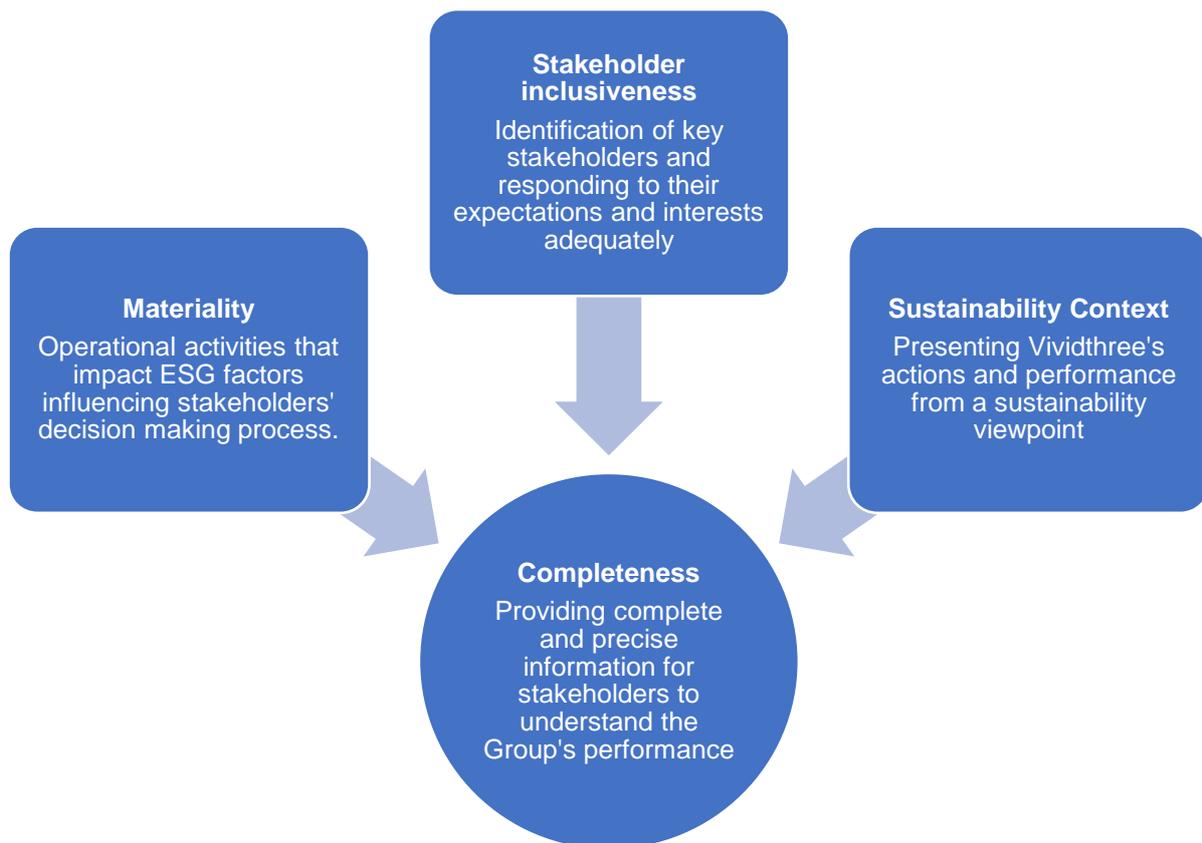
As the Board of Directors (the “Board”) of Vividthree Holdings Ltd (the “Company”, and together with its subsidiaries, the “Group” or “Vividthree”), we are delighted to share the progress made in our sustainability journey for the financial year 2021 (“FY2021”).

In addition to the sustainability practices and progress made by Vividthree in Environmental Management, Social Issues, and Corporate Governance (“ESG” factors), this report would also highlight challenges faced by the impact of COVID-19, accelerated transformation of the digital sphere, and initiatives taken by the Group to adapt and support its stakeholders.

This report was prepared in accordance with the Global Reporting Initiative (“GRI”) Standards – Core Option due to their forward-looking approach, flexible reporting structure, and the ease of referencing the standards to the Company’s policy initiatives. The report also conforms with Rules 711A and 711B and Practice Note 7F of Listing Manual Section B: Rules of the Catalist of the Singapore Exchange Securities Trading Limited (“SGX-ST”). The data and information included was for the period 1 April 2020 to 31 March 2021, compiled and verified internally by our valued staff and management, and we have not engaged an independent third party to verify the data and information. The Board will consider obtaining external assurance in future to add value to our sustainability reports.

### GRI Reporting Principles

We have incorporated the following principles to develop a comprehensive report:



## **Feedback**

We would love to hear more from our stakeholders. Do contact us at [contact@vividthree.com](mailto:contact@vividthree.com) with any suggestions or comments regarding our sustainability journey.

As part of Vividthree's efforts towards greater environmental conservation, we abstain from printing paper copies of this sustainability report. Instead, we invite stakeholders to view the electronic version of this report made available on our corporate website, [www.vividthreeholdings.com](http://www.vividthreeholdings.com). A copy of this report is also made available on the SGX-ST website, [www.sgx.com/securities/company-announcements](http://www.sgx.com/securities/company-announcements).

## Board Statement

The latest media productions and new technologies bring audiences a new level of immersive experiences and entertainment. Likewise, it also showcases the limitless possibilities of what a sustainable future could be for future generations, it is our responsibility to contribute and work towards making this future a reality.

The Board of Directors (the “Board”) of Vividthree continue our commitment to sustainable growth, minimising our environmental footprint, and supporting others to advocate towards conservancy for the creation of a greener future on behalf of the younger generations who would inherit the world we live in. We continue to stay true to our vision in creating Next-generation experiences and entertainment for our audiences through reality-transforming content with the use of visual effects, design motion graphics and immersive media. As part of achieving the sustainability portion of this vision, we incorporate sustainability goals surrounding ESG factors as part of our strategic direction.

FY2021 brought about both unique challenges and opportunities for the Group. COVID-19 and their associated lockdowns abroad and locally (Circuit Breaker) disrupted conventions and in-person events that were part of our Bread-and-Butter. To adjust, we arduously expanded our search for new opportunities through collaborations, initiatives, and branching out into new sectors. Some of our initiatives include Go-Karting events hosted by our subsidiary, V&N Entertainment Pte Ltd and our partner Quebec Leisure International Pte Ltd in November to December 2020, and new animation content projects with Mirage Works based in Malaysia.

These collaborations not only increase the number of revenue streams for the Group by expanding our access to resources for growth, it also provides opportunities to increase our outreach and extend our audience. We were proud to have also been featured by IT.COM.SG as a Top 11 Animation Company<sup>1</sup> in Singapore.

While we pursue our collaborations and projects, we continue to cautiously navigate through the on-going COVID-19 pandemic. We manage our shareholders’ expectations on the impact of the pandemic through twice-yearly financial reporting and announcements of any material changes to business operations through the Group’s SGX announcements. For our valued employees, we continue to follow precautions recommended by the government such as adequate social distancing, requiring staff to work from home whenever possible, encouraging staff to get vaccinated, the enforcement of a mask mandate and safe-entry check in when at the office.

Amidst the evolving pandemic, we remain committed in doing what is best for our stakeholders. This ranges from expanding revenue streams for shareholders, providing unique immersive experiences in virtual reality for our audiences, to providing safe and conducive work environments for employees.

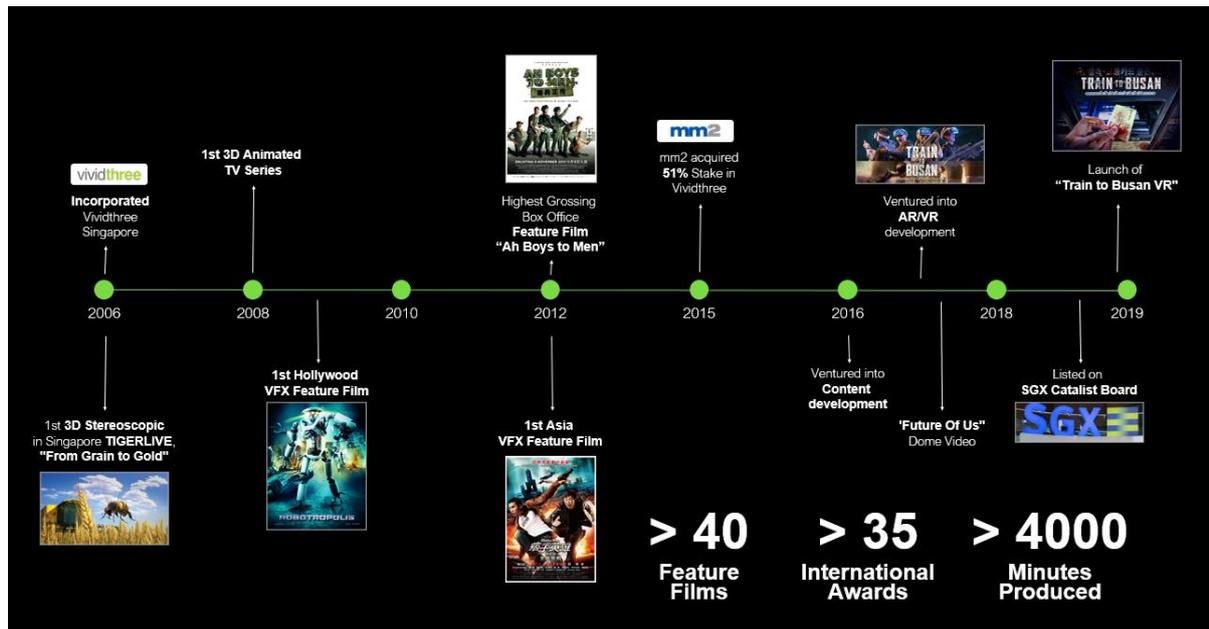
We look forward to sharing our achievements with you as we evolve in our journey in sustainable growth during these unpredictable times.

Board of Directors  
Vividthree Holdings Ltd.

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<sup>1</sup> <https://it.com.sg/services/animation-company/>

## About Vividthree Holdings Ltd.



Vividthree's beginnings started in 2006 as a humble digital media company with six employees, with the goal of producing engaging digital content for a global audience.

Headquartered in Singapore, Vividthree grew exponentially in the last 15 years into a SGX-ST listed company with regional networks abroad in Malaysia and China. Our business model includes digital content production and Meetings, Incentives, Conferences and Exhibitions ("MICE") experiences. Vividthree's revolution in the digital space has fuelled the Group's growth from a company with 6 employees to 48 employees in FY2021 including digital specialists in cutting age virtual reality ("VR"), augmented reality ("AR"), and digital media technologies.

Our products are mainly entertainment orientated, leveraging on cutting age technology and intense storytelling to provide immersive quality content to a global audience. Our strategy team also consistently seeks new synergetic collaborations with other organisations to further our reach and capabilities.

For more details on our products do visit us at <https://www.vividthree.com/>, for investor relations visit us at <http://www.vividthreeholdings.com>.



## **Vividthree Values and Principles**

Our mission is to leverage technology and our teams' creative inputs to create the next generation of entertainment to entice and excite our targeted audiences. We incorporate creativity into all aspects of our business, from our storyboard development, filming, Computer Generated Imagery ("CGI"), visual effects, and virtual and augmented reality technology.

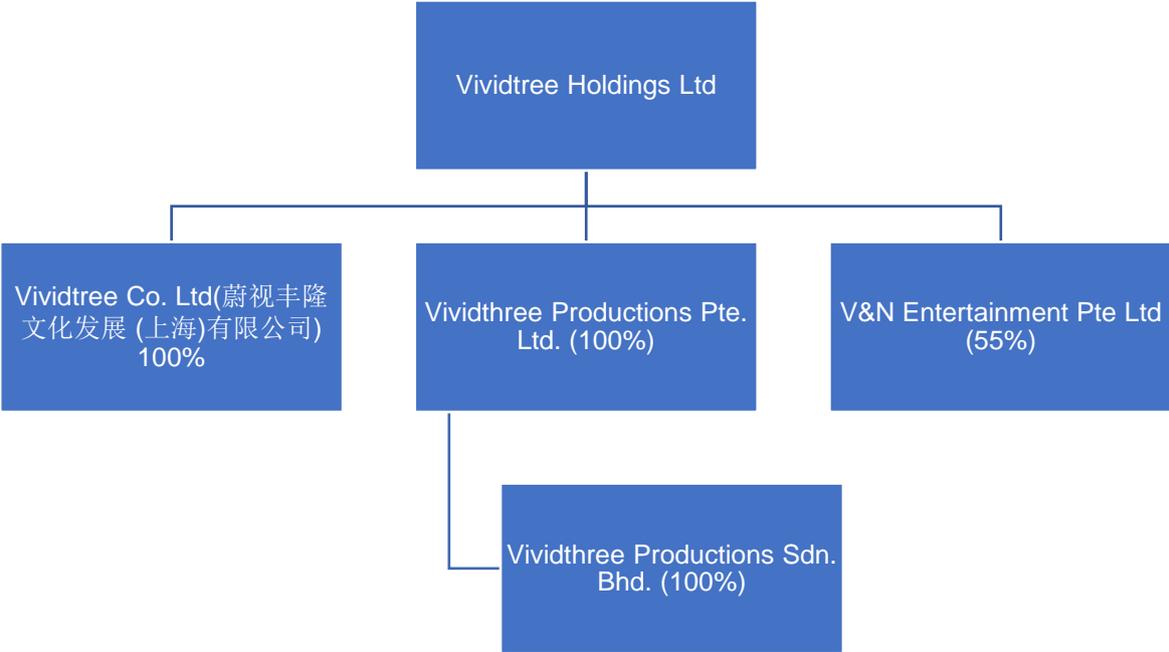
Our vision is to become Asia's best immersive digital content producer, creating immersive and interactive experiences for consumers. As we continue developing our intellectual property assets and talent staff, we are also on the lookout for more collaborative opportunities to maximise our local and international reach. This is also aligned with the interest of major stakeholders, as our audience gain better content, employees gain a more diverse skill-set, and our business partners and shareholders gain more profit.

Our principle to continue being an ethical and sustainable business remains steadfast. We at Vividthree strive to continue our production of superior content, providing both online and offline experiences during and after the pandemic without sacrificing quality or safety of all stakeholders. Not only do we adhere to sustainable business practices, we are in regular communication with other stakeholders such as business partners that we collaborate with to ensure that they too adhere to our requirements regarding our projects and business conduct standards.

### **Connecting with Local Talents**

Our management believes that developing local talents from the countries we operate in are vital for the continued success and growth of the local film industry. Vividthree supports local youths who are interested in entering post-production work through various initiatives and sharing sessions. When possible, we host sharing sessions online to provide them valuable insights, first-hand knowledge, and glimpses into the inner workings of the industry in hopes of inspiring youths to enter the industry after they complete their formal education.

Group Structure (as at 13 July 2021)



Information of Subsidiary Companies



## Governance and Sustainability Approach

### Sustainability Governance Structure

The Board of Directors renews our commitment to strengthening and expanding our efforts towards a sustainable future. The Board maintains broad oversight over the Group's ESG activities, targets, and performances, including setting the tone from the top and the direction of sustainable development for the business units' management to implement. This includes reviewing objectives set by business units, the strategies in-place to meet these objectives, and the progress made in the previous year towards these objectives.

The Board is further supported by Board committees comprising of the Audit Committee, Nominating Committee, and Remuneration Committee. Together, they can more effectively deal with complex or specialised issues and make recommendations for action to the full board, which retains collective responsibility for decision making.

Business Units are responsible for the review of and setting of initiatives building on the efforts in sustainability and progress made by the Group in the previous year. Business Units' management tracks ESG factors highlighted in the Sustainability Report to ensure that the objectives are in line with the commitments to sustainable development before reporting directly to the Board.



## Stakeholder Engagement

Our Stakeholders are fundamental to our continued success and growth. At Vividthree, we understand the importance of continuously developing our relationship with our stakeholders. We undertake this through a multi-pronged approach. First, identifying our key stakeholder groups based on those affected by, have influence over, and or interest with the success of the Company. Next, we use multiple forms of engagement to connect with the stakeholders for better understanding of their interests and concerns, and to demonstrate efforts taken to address them.

Stakeholder concerns received via these and other channels are taken very seriously. All feedback, queries or comments are individually looked at and we take every opportunity to use these to improve our current service offerings.

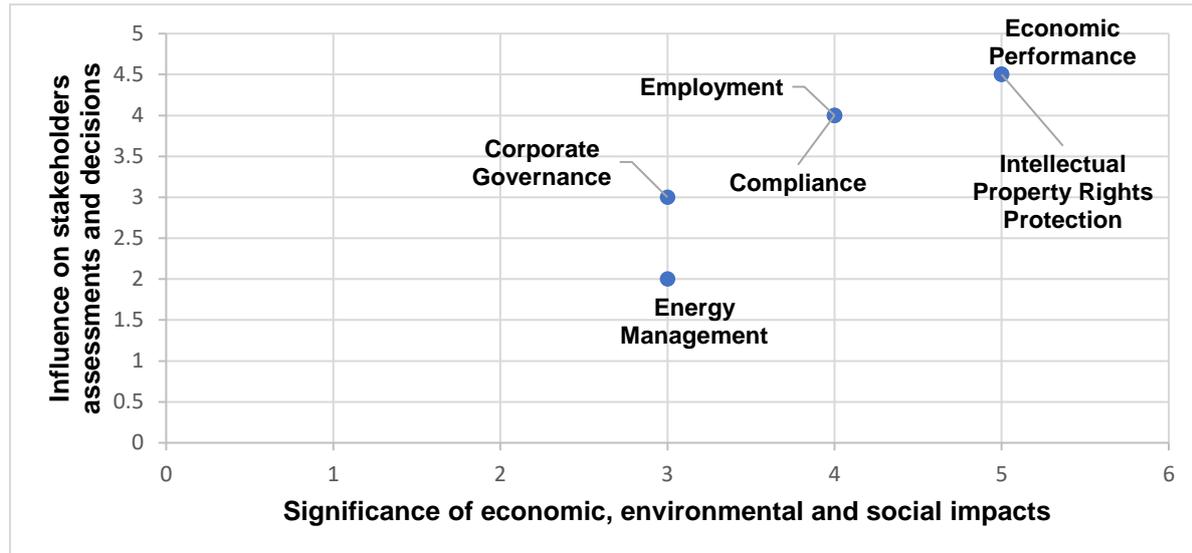
The table below outlines our approach on stakeholders' engagement with the six key stakeholder groups identified by management.

Stakeholder Group	Mode of Engagement	Stakeholders' Expectations	Frequency
Investors	<ul style="list-style-type: none"> <li>✓ Annual general meetings</li> <li>✓ Periodic media release and circulars to shareholders</li> <li>✓ Periodic SGX announcements</li> </ul>	<ul style="list-style-type: none"> <li>👁 Sustained economic growth</li> <li>👁 Transparency with business activities</li> <li>👁 Timely reporting of financial statements</li> <li>👁 Fair purchasing</li> </ul>	<ul style="list-style-type: none"> <li>↶ Annual meetings</li> <li>↶ On an ad-hoc basis as required</li> </ul>
Customers	<ul style="list-style-type: none"> <li>✓ Online platform</li> <li>✓ Feedback channel</li> <li>✓ Customer service hotlines</li> <li>✓ Business events</li> </ul>	<ul style="list-style-type: none"> <li>👁 To visualise the needs of customers</li> <li>👁 Delivering quality content, services</li> </ul>	<ul style="list-style-type: none"> <li>↶ On-going basis</li> </ul>
Employees	<ul style="list-style-type: none"> <li>✓ Orientation programme</li> <li>✓ Performance and career development reviews</li> </ul>	<ul style="list-style-type: none"> <li>👁 Competitive remuneration packages</li> <li>👁 Career advancement opportunities</li> <li>👁 Adequate work-environment</li> </ul>	<ul style="list-style-type: none"> <li>↶ Annual review</li> <li>↶ Periodic gathering</li> </ul>
Business Partners	<ul style="list-style-type: none"> <li>✓ Digital Conferencing</li> <li>✓ Calls and email correspondences</li> </ul>	<ul style="list-style-type: none"> <li>👁 Collaborations and acquisition of IP rights to further expand VR tour</li> </ul>	<ul style="list-style-type: none"> <li>↶ On-going</li> <li>↶ On ad hoc basis</li> </ul>
Government and Regulators	<ul style="list-style-type: none"> <li>✓ Discussions with government agencies and regulators</li> </ul>	<ul style="list-style-type: none"> <li>👁 Timely compliance with governmental regulations</li> </ul>	<ul style="list-style-type: none"> <li>↶ On-going</li> <li>↶ On regular basis as required</li> </ul>
Local Community	<ul style="list-style-type: none"> <li>✓ Feedback channels</li> <li>✓ Community development initiatives</li> </ul>	<ul style="list-style-type: none"> <li>👁 Creating engaging content for the community</li> </ul>	<ul style="list-style-type: none"> <li>↶ Once a year</li> <li>↶ Ad-hoc basis</li> </ul>

## Materiality Assessment

Our sustainability approach for FY2021 is crafted around the feedback received from stakeholders. Management then assesses factors which have a significant impact on the economy, environment and society. Material factors identified by Vividthree are based on the GRI framework and their position in the chart below is based on the degree of significance on our stakeholders.

After evaluating the insightful feedback from our stakeholders, we summarised their main concerns into six factors which should be prioritised by the Group. These topics and their corresponding policy, performance, obligations and targets continue to be reviewed periodically.

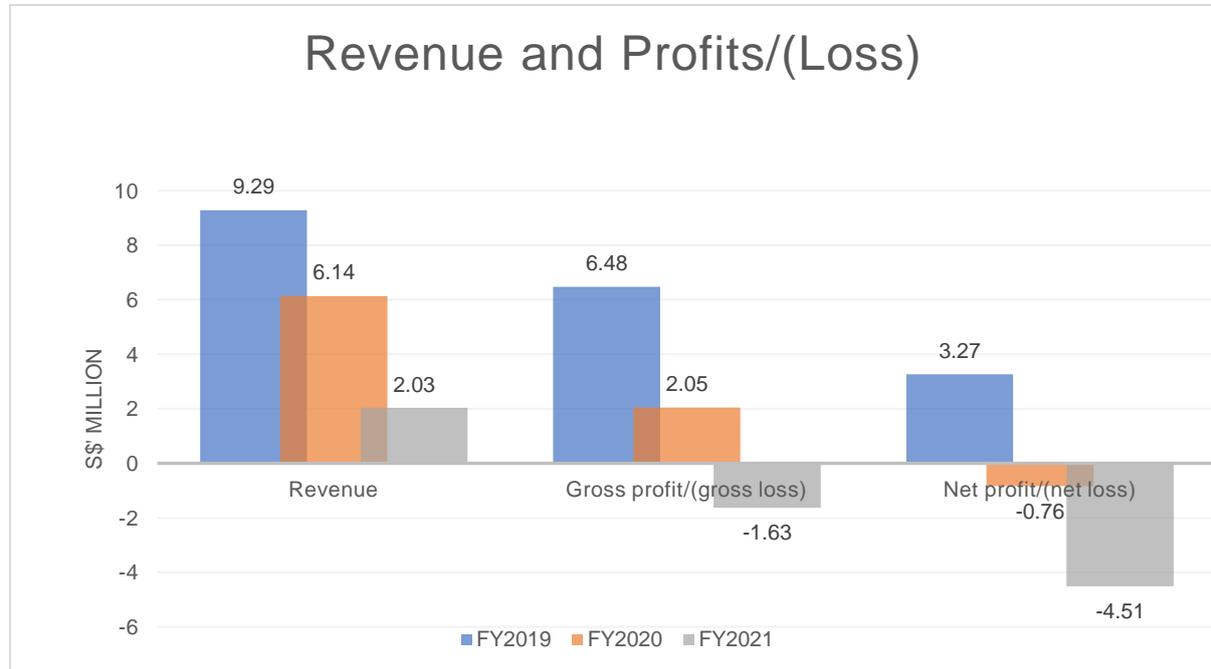


The following material topics are reviewed on an annual basis, with the consideration of changing economic conditions and business objectives, in addition to feedback and concerns from stakeholders. The material topics selected for FY2021 are as follows:

1. **Economic Performance** – Monetary value generated by the Group's activities during the financial year 2021.
2. **Energy Management** – Our management and optimisation of electrical consumption for our business operation.
3. **Employment** – Valuing employees through fair employment practices to attract, retain and develop top level talents for all our business segments.
4. **Corporate Governance** - Our policies and practices in place to uphold real and perceived good corporate governance, including conflict of interest and whistle-blowing policies in the Group.
5. **Compliance** – Our compliance to relevant and key laws and regulations including government COVID-19 regulations in locales we operate in.
6. **Intellectual Property Rights Protection** – Measure in place to manage the Group's intellectual property.

## Material Topics

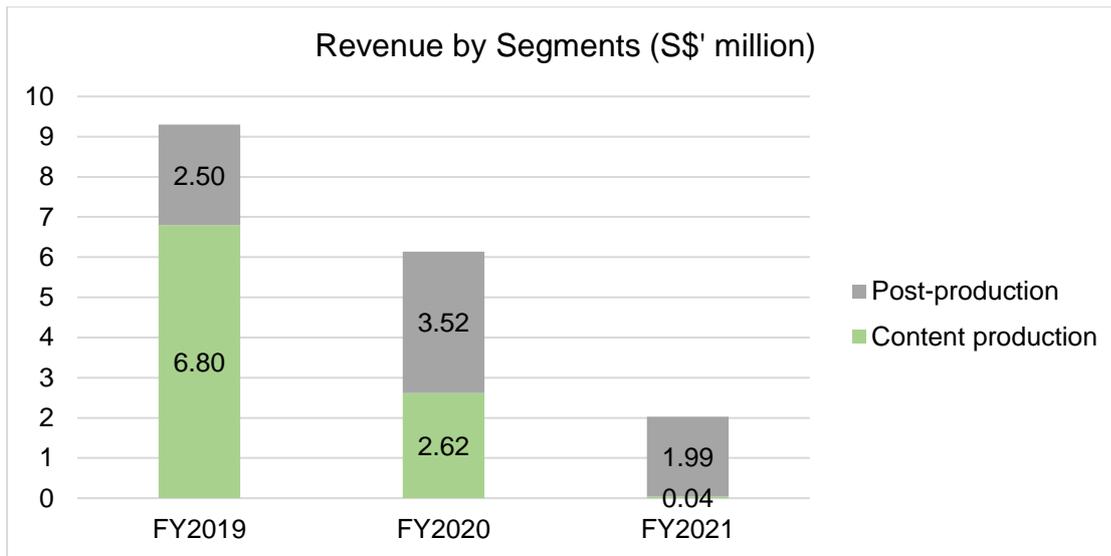
### Economic Performance



The COVID-19 pandemic and associated lockdowns, both locally and abroad including Singapore’s “Circuit Breaker” in response to slow the spread of the virus, had a profoundly negative impact on our business. Major consequences included the suspension of MICE events and content production due to social distancing requirements and closure of international borders. This caused a large fall in revenue and profits for the Group in FY2021. Fortunately, the Singapore Government provided a large variety of financial support packages for businesses to dampen the economic impact of the pandemic. In FY2021, the Group received approximately \$848,000 in government grants, amounting to over 14 times more than the amount received in FY2020. These grants included the Jobs Support Scheme (“JSS”), SkillsConnect Absentee Payroll Funding, Jobs Growth Incentive (“JGI”), Productivity Solution Grant (“PSG”) for Intelli-Temperature Attendance System, and Traineeship Grant. In addition, under the Enterprise Financing Scheme, the Group obtained a \$5 million bridging loan.

With the rapid pace of vaccination locally and abroad, the Group is optimistic about emerging post-pandemic with strong financial fundamentals that would assure our investors. The Group’s strategy is to continue our investments in emerging IPs and technologies to remain competitive in the digital sphere.

We also continued growing our collaboration with business partners during the pandemic, expand our reputation and market capitalisation – with hopes that this can continue post-pandemic. Some of our recent partnerships include Quebec Leisure International Pte Ltd to host a Go-Karting event and jointly develop, curate, bid for and produce thematic experiential content and Mirage Works to co-produce two animation content projects.



The Group's two (2) primary revenue streams, Post-production and Content production, saw a large decline in revenue, totalling S\$4.11 million or 67%, primarily due to this COVID-19 pandemic and its associated adverse impacts of lockdowns locally and abroad.

### **Post-production**

Between FY2020 and FY2021, revenue decreased by S\$1.53 million or 43.6%. The root cause was Singapore's circuit breaker and other control measures implemented in the countries which the Group operates in such as Malaysia and China, which led to the disruption of the Group's business operations continually.

### **Content production**

Content production saw record-low revenues in FY2021 of a miniscule S\$41,640. In FY2021, the continuation of travel restrictions and social distancing measures across the countries the Group operates in have resulted in a number of MICE and tour show projects to be postponed and several customers have been taking 'wait-and-see' approaches to COVID-19. Hence, a vastly lower revenue has been recorded in this segment.

#### ***Objective for FY2022:***

With the rapid rollout of vaccination, rapid-COVID-19 testing, travel bubbles, and the steady reopening of countries for global travel; the Group sees opportunities to recover the Content production segment with the hopes of benchmarking it to pre-COVID-19 levels, while at the same time creating new revenue streams through collaborations locally and abroad. The Group also aims to increase collaborations with Government-funded projects.

## Environmental Protection

Record-high temperatures around the world caused by climate change continue to displace millions of people<sup>2</sup>. One minor effect of the lockdowns globally including the “Circuit Breaker” in Singapore to slow the spread pandemic, was a dramatic decrease in businesses’ electricity consumption and their associated carbon emissions. Please refer below to Energy Management for details.

## Energy Management

Most energy consumed by the Group in Singapore was for daily operations, including air-conditioning, lighting, and the running of digital equipment and VR technology, used for the development and production of digital content. We have new energy saving initiatives to supplement current ones in place.

## Remote Working

Employees are currently encouraged to work from home where possible. This initiative started as a response by the Group to slow the spread of the pandemic. Upon review of the benefits of remote working, the Group is considering extending this initiative in the future to offer employees the option of partial remote working. Not only would this reduce energy usage in the office, employees would also conserve time and cost incurred by traveling to work.

## Continued usage of LED lighting

As conventional lights and LED lights burn out, the Group remains committed in replacing them with well-sourced, highly efficient and energy conservative LED lights.

## Maintaining air-conditioning temperature

With fewer employees in the office, employees are encouraged to maintain the air-conditioning temperature at 25-27°C to reduce the electricity consumption. Our air-conditioner units are also regularly maintained and the filter is either replaced or cleaned for optimal efficiency, thus reducing electricity consumption.

## Performance

We have been constantly reviewing our goals set for the previous year and promoting the abovementioned energy saving initiatives and monitoring our electricity consumption. We logged a 4% drop in electricity consumption in FY2021 as compared to FY2020, to a total usage of 142,694kWh. This decrease can be attributed to energy saving initiatives and employees working from home due to COVID-19 restrictions.

	FY2020	FY2021
<b>Electricity consumption (kWh)</b>	148,633	142,694

<sup>2</sup> <https://www.bloomberg.com/news/articles/2021-05-24/extreme-climate-displaced-more-people-than-conflicts-in-2020>

**Objective for FY2022:**

With record low energy consumption for FY2021 due to remote working, we aim to maintain electricity consumption below FY2020 levels through our initiatives and on-going research on cost-effective energy saving electrical devices. The cost and energy savings would benefit both investors and the environment.

**Employment** 

Vividthree subscribes to the philosophy that developing employees also develops the business, and helps us remain competitive with skilled employees and lower turnover rates. We continue our commitment to attracting and supporting employees through these challenging times, through providing competitive and adequate salaries, promoting continuous skills upgrading, and maintaining a safe and conducive work environment for all employees.

Below are examples of programmes undertaken by the Group in FY2021.

**Talent recruitment** 

Vividthree needs talented employees with specialised skillsets relating to creativity and digital technology to grow the Group.

We take a multi-pronged approach to attracting talent:

1. We advertise on multiple employment portals to extend our reach.
2. We are equal opportunity employers and use objective matrixes such as education level, skillset, and professional experience in the recruitment process.
3. We offer competitive salaries to prospective employees.
4. We provide hands-on training for all employees to familiarise them with our products.

We manage our human capital investment by attracting and nurturing talent, as well as consistently engaging our employees in training programs to keep them abreast with technology advancements.

We put in place workplace practices which include fair employment practices, open communication and open feedback channels to improve the working experience of our employees.

**Talent retention including Work-life balance** 

We want each and every employee to feel safe and valued. Some initiatives taken by the Group to support our employees include:

1. Remote working options for employees, including online meetings when possible, to eliminate commute time for our employees and improve work life balance.
2. Regular virtual team meetings for employees to build team cohesiveness and bond.

3. We encourage employees to apply for and to attend skills upgrading courses relevant to their job scope.
4. We take COVID-19 precautions in the office seriously through enforcing a mask mandate in the office, social distancing between workstations, and providing hand sanitisation stations around the office.



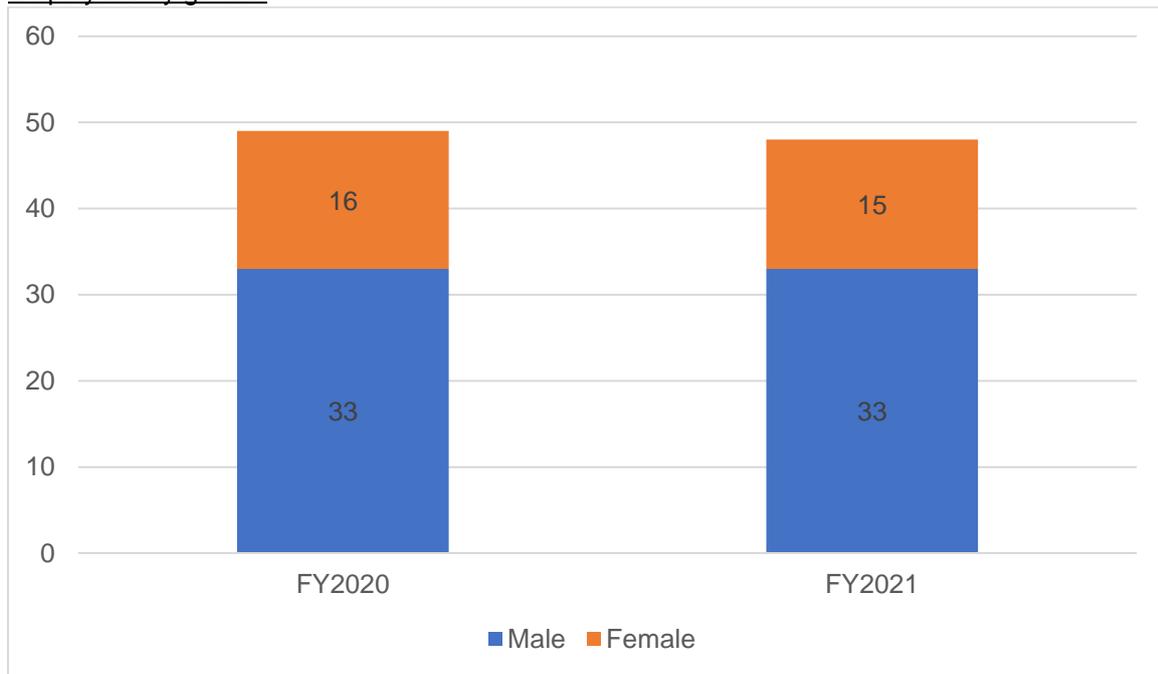
### Equal opportunity

Vividthree follows local and international fair employment practices including the Singapore Tripartite Alliance for Fair Employment guidelines. We support diversity and open hiring processes to expand our talented workforce. We value all our employees, regardless of gender, race, marital status or age, and believe that they should be treated with dignity and respect. Furthermore, we also comply with employment laws and regulations relating to non-discrimination for dismissals.

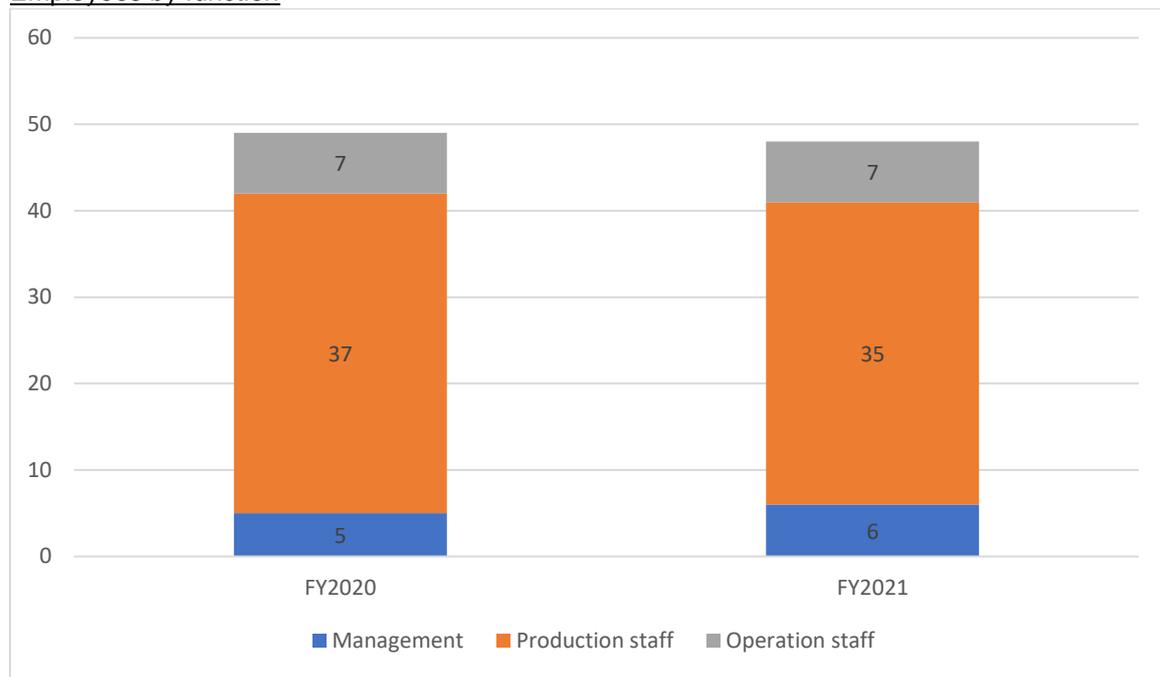
Harmonised with the above-mentioned values and principles, we aim to maintain or improve gender diversity in the workplace.

The tables below show the make-up of the employees in the Group.

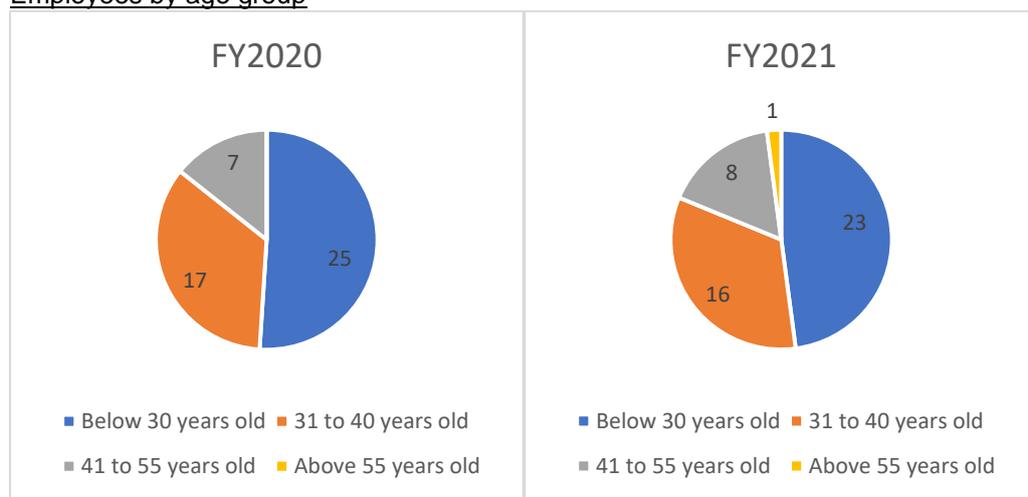
#### Employees by gender



Employees by function



Employees by age group



In FY2021, the number of employees within the Group remained relatively stable, despite the fall in revenue and lockdowns caused by the COVID-19 pandemic. Management did their best to retain staff strength, which was greatly supported by Government Grants such as the Singapore’s Job Support Scheme, which subsidised a substantial portion of our staff’s salary during the Circuit Breaker period. The Group continues our search for talented employees, and we select employees based on their experience and skillset rather than age, gender or race.

As the COVID-19 pandemic situation continues to develop, the Group continues to follow and improve our pandemic strategies first imposed in FY2020. These include a freeze on non-essential overseas travel, safe distancing measures in the office and mandatory mask wearing.

During FY2021, we are proud to highlight that there were zero reported incidents of discrimination recorded by the Group.

***Target for subsequent reporting:***

In addition to providing equal opportunities for all employees, and ensuring that we have a workplace that is free from discrimination, we have also taken additional measures to protect the well-being of our employees. Our philosophy is to recruit and retain employees, by gaining their respect and loyalty through our actions of promoting a positive workplace culture free from discrimination. The Group aims to preserve our record of zero reported cases of workplace discrimination for FY2022.

## Corporate Governance



There is a direct association between best-practice Corporate Governance and improved corporate results and growth. Vividthree is committed to maintain a high standard of corporate governance through a culture of compliance and reinforce internal controls. This culture includes practices that promote transparency, accountability, and sound risk management for all business decisions undertaken by the Group.

Vividthree has formalised corporate policies which communicate the vision and values of the Group towards the employees regarding the day-to-day operations. These include workplace procedures that explain specific action plans to be taken for each procedure. Below are some policies that have assisted employees to uphold a high level of integrity in all business dealings.

## Conflict of Interest (“COI”) Policy



To ensure the Group's transactions uphold its interests, and not any individual's private benefit, the Group maintains a robust COI Policy which is made known to all employees to facilitate the reporting and management of any potential COI. All potential COI reports are referred to the Audit Committee for review and resolution, or mitigation of the potential COI. For FY2021, all staff have completed the declaration of conflict of interest and there was no conflict of interest declared.

## Whistle-blowing Policy



The Group does not tolerate dishonest or corrupt practices. To facilitate the reporting of such practices, the Group has in place a Whistle-blowing Policy. This includes providing an internal whistle-blowing channel for whistle-blowers to confidentially report any suspected misconduct. All information received will be treated with utmost confidence, and is restricted to designated personnel in charge of conducting the investigation.

In FY2021, there were no reported whistle-blowing incidents or confirmed cases of corruption and actions taken against our management or employees.

***Target for subsequent reporting:***

Going forward, the Group targets to maintain and monitor our compliance with relevant laws and regulations and to maintain zero reported incidents of fraud, dishonesty or corruption.

## Compliance

The Group has confidence in competing on a fair playing field, through being ethical and principled in all business activities. The Group adheres to this principle through observing local and international laws and regulations applicable to the Group, especially those in relation to the Group's core business concerning censorship and classifications, and filming licenses and approvals.

### **Censorship and classification**

As a significant portion of our business involves content creation and story-telling through script development, storyboarding and animation; we monitor the substance of the content produced for adherence to censorship and classification regulations and guidelines in the countries they are produced and distributed to. Two countries that we pay extra attention to are Singapore and Malaysia's regulations, as we have a significant number of collaborations in both jurisdictions.

**Singapore:** Except for certain categories, all movies, videos and video games distributed and exhibited must be submitted for classification and certification under the Films Act (Chapter 107) of Singapore.

**Malaysia:** Regulations and licensing requirements imposed by the National Film Development Corporation Malaysia ("FINAS") for film-production and television commercial advertisements.

### **Filming licenses and approvals**

Necessary licences and approvals for filming outside the studio are required from the relevant government authorities or property owners on a per project basis, depending on the filming requirements of each project. Facilitation letters can be obtained from the local authority such as the Infocomm Media Development Authority ("IMDA") in Singapore, as part of procuring location clearances.

The Group's content production's business activities at times require filming to be performed at public locations for the scenic backgrounds. We are grateful to have employees with extensive relevant experience and knowledge regarding the necessary approvals and clearances needed to be obtained before the commencement of each project.

In FY2021, there were no reported cases of non-compliance with the local laws and regulations.

#### **Target for subsequent reporting:**

Going forward, in line with the significance of compliance with laws and regulations in our daily business activities, we will continue to monitor changes and updates with laws and regulations, including COVID-19 restrictions and mandatory safety rules by IMDA and to achieve zero incidents of reported non-compliance.

## Intellectual Property Rights Protection

The Group being in the digital production sphere, including the production of virtual reality, visual effects, and computer-generated imagery, relies heavily on the development and usage of digital intellectual property, copyrights, trademarks and contractual agreements to create a competitive advantage. In FY2021 Vividthree added an additional S\$6.76 million of intangible assets including completing the acquisition of new IP, Silent Horror, of which \$500,000 was paid as a deposit in FY2020. Vividthree utilises a combination of legal protections such as copyrights and trademarks, as well as contractual protection, to establish and protect our ever-growing list of intellectual property rights. Furthermore, we have included confidentiality provisions in our employment contracts with our employees. As it is one of our core business practices, we have a dedicated corporate business development team handling intellectual property related matters. Our Group's intellectual property include the following:

## **Copyrights** ©

The Group owns the copyrights to the visual elements, story boards, characters and synopses that we create for our virtual reality products, based on their individual licensing agreements.

## **Trademarks** ®

We have registered the “Vividthree Productions” trademark in Singapore, Malaysia, and China.

## **Domain Names** 🌐

The Group owns and maintains a list of Domain Names. We conduct periodic review on the list to ensure Domain Names owned by the Group are recorded, paid for, and aligned with our Group’s development. Due to the nature of the business, we are conscious that we are highly vulnerable to risks of being accused of infringement of Intellectual Property Rights. While our corporate business development team closely monitors intellectual property rights, we cannot be assured that we will not infringe any Intellectual Property Rights of third parties in the future. We believe that by registering our trademarks and copyrights, as legal documentation, the risk of being accused of infringement would be significantly reduced.

In FY2021, there were no reported cases of infringement of Intellectual Property Rights made against the Group.

### **Target for subsequent reporting:**

Going forward, our corporate business development team continues to monitor our intellectual property rights, the registration of trademarks in the respective countries we operate in or plan to expand to, and also to safeguard us against any infringement of third parties’ rights.

## GRI Content Index

GRI Standard	Disclosure Title	Page Reference & Remarks
102-1	Name of the organisation	Page 3
102-2	Activities, brands, products, and services	Pages 6,8
102-3	Location of headquarters	Page 6
102-4	Location of operations	Page 6
102-5	Ownership and legal form	Annual Report 2021- Statistic of Shareholdings
102-6	Markets served	Page 6
102-7	Scale of the organisation	Page 6,8,12,16
102-8	Information on employees and other workers	Pages 16,17
102-9	Supply chain	
102-10	Significant changes to the organization and its supply chain	No changes
102-11	Precautionary Principle or approach	Not applicable
102-12	External initiatives	Singapore Code of Corporate Governance and Singapore Financial Reporting Standards (International)
102-13	Membership of associations	Not applicable
102-14	Statement from senior decision-maker	Page 5
102-16	Values, principles, standards, and norms of behaviour	Page 7
102-18	Governance Structure	Page 9
102-40	List of stakeholder groups	Page 10
102-41	Collective bargaining agreements	Not applicable
102-42	Identifying and selecting stakeholders	Page 10
102-43	Approach to stakeholder engagement	Page 10
102-44	Key topics and concerns raised	Page 11
102-45	Entities included in the consolidated financial statements	Annual Report 2020 – Investments in Subsidiaries
102-46	Defining report content and topic boundaries	Page 3
102-47	List of material topics	Page 11
102-48	Restatements of information	Not applicable
102-49	Changes in reporting	Not applicable
102-50	Reporting period	1 April 2020 to 31 March 2021
102-51	Date of most recent report	31 August 2020
102-52	Reporting cycle	Annually

<b>GRI Standard</b>	<b>Disclosure Title</b>	<b>Page Reference &amp; Remarks</b>
102-53	Contact point for questions regarding the report	Page 4
102-54	Claims of reporting in accordance with the GRI Standards	Page 4
102-55	GRI content index	Pages 21,22
102-56	External assurance	Pages 3
103-1	Explanation of the material topic and its Boundary	Pages 10-20
103-2	The management approach and its components	Pages 9 to 11
103-3	Evaluation of the management approach	Pages 9 to 11
201-1	Direct economic value generated and distributed	Pages 12 to 13
201-4	Financial assistance received from government	Page 12
205-3	Confirmed incidents of corruption and actions taken	Page 18
302-1	Energy consumption within the organisation	Page 14
302-4	Reduction of energy consumption	Page 14
405-1	Diversity of governance bodies and employees	Pages 15-17
419-1	Confirmed incidents of non-compliance with laws and/or regulations	Page 18