

REVEZ

NEXUS OF
Creativity
&
TECHNOLOGY

SUSTAINABILITY REPORT 2019



Mission

We seek to empower our clients by integrating innovative solutions into their existing business frameworks using the latest CreativeTech¹ advancements, so that they remain at the forefront of digital transformation in this fast-moving world.

Vision

We aim to create a world where people and technology can come together in harmony to optimise business efficiency, by continuously pushing the boundaries of innovation and leading the CreativeTech landscape.

Culture

Our team is our cornerstone for success. At REVEZ Corporation, 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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¹ "CreativeTech" refers to a hub of creative technological specialists who provide creative concepts and designs through the innovative use of technologies.

1.

ABOUT REVEZ CORPORATION LTD

REVEZ Corporation Ltd (the “Company”) prides ourselves as a CreativeTech Hub² also known as “REVEZ Hub”, that focuses on delivering innovative concepts and solutions 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, we provide business services related to the focus areas of Multimedia, Information and Communication Technology (“ICT”), Deep Tech in Artificial Intelligence (“AI”) & Internet of Things (“IOT”), industrial automation, cyber security, as well as meetings, incentives, conferences, and exhibitions (MICE) support, and have been involved in projects across the Asia-Pacific region.

These business services while operating independently, are synergised within REVEZ Hub. Our uniqueness comes from our ability to cross-dimensionally value-add to these services, to fit our clients' requirements. This means that we are able to meet the demands of larger scale projects, while our clients benefit 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 confusion, enabling smooth and timely delivery of projects.

The Company's current business operations Headquarter is based in Singapore and serves customers regionally.

² “CreativeTech Hub” refers to a hub of creative technological specialists who provide creative concepts and designs through the innovative use of technologies.

2.

BOARD STATEMENT

The Board of Directors (the “Board”) of REVEZ Corporation Ltd, is pleased to present the inaugural sustainability report of financial year 2019 (“FY2019”)³. 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.

³ REVEZ Corporation Ltd, formerly Jason Holdings Limited, completed its acquisition of creative technology provider REVEZ Group Pte Ltd in a reverse takeover on 7 June 2019. The financial year 2019 ending 31 Dec 2019 is thus not a full year.

3. CORPORATE STRUCTURE

Before Restructuring

REVEZ CORPORATION LTD.

100% REVEZ GROUP Pte. Ltd.

100% REVEZ Motion Pte. Ltd.

100% REVEZ Pte. Ltd.

51% Newood Design Pte. Ltd.

80% IOIO Lab Pte. Ltd.

After Restructuring

(Announcement on 14 February 2020)

REVEZ CORPORATION LTD.

100% REVEZ Motion Pte. Ltd.

100% REVEZ Pte. Ltd.

51% Newood Design Pte. Ltd.

80% IOIO Lab Pte. Ltd.

100% REVEZ International Pte. Ltd.⁴

70.5% AIAC Pte. Ltd.⁵

⁴ REVEZ International Pte. Ltd. was renamed from REVEZ Group Pte. Ltd. ("RGPL") as of 13 February 2020. The Company has undertaken an internal restructuring exercise pursuant to which the shares of all its indirect subsidiaries held through RGPL have been transferred to the Company.

⁵ AIAC Pte. Ltd. was incorporated on 19 February 2020 as 100% wholly owned subsidiary. As announced by the Company on 1 April 2020, the Company's shareholding in AIAC was diluted from 100% to 70.5% due to new shares being allotted.

4.






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 this is the Company's first sustainability report, we are in the process of collecting data for our material topics to better understand and establish a baseline so that we may report on our performance in subsequent reports.

We have identified and prioritised the material topics to be reported under the various Sustainability Focus Areas. Relevant GRI Standards will be used, where applicable, to report on the policies, practices and performance of these material topics.

Our Stakeholders		
	Shareholders and Investors	Institutional investors, analysts, retail investors, Securities Investors Association of Singapore.
	Authorities and Regulatory Bodies	Infocomm Media Development Authority, Singapore Exchange, Ministry of Manpower, etc.
	Business partners and Suppliers	Collaboration partners, equipment suppliers, service-related suppliers etc.
	Customers	Corporates, general public
	Employees	Our employees

Focus Areas	Material Topics	GRI Standards (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

5.

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 of Directors 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

We are committed to ensure that compliance and ethics remain the foundation of all our business practices. Our commitment to conduct our business in an ethical and transparent manner is embedded in our business practices. The primary basis of our compliance management procedure is complying with relevant local laws and regulations to guide our business practices and operations. 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.

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.

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.

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. Thus, we will continue investing to improve our internal controls and keep up to date with ever changing technological exposures.

We will continue investing to improve our internal controls and keep up to date with ever changing technological exposures so that we may achieve zero cases of loss of IP.

Data privacy

GRI 418 – Customer Data Privacy

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

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

We have zero cases of violations in data breach or data integrity in 2019 and strive to maintain full compliance in 2020.

5.2 Social

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. As the Company looks at expanding, employee retention is necessary for our continued growth, success and maintaining our competitive edge.

Employee Retention

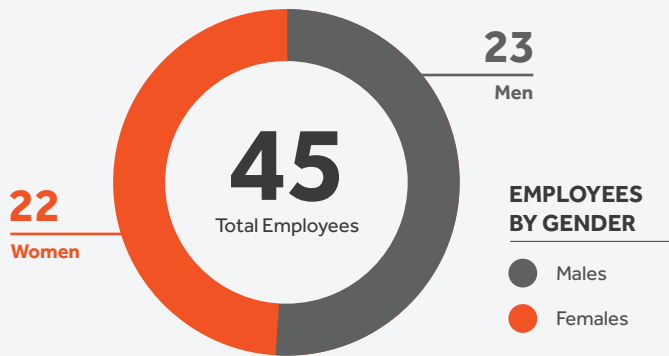
GRI 401 – Employment

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 such as maternity, paternity, childcare leave and employees medical subsidy.

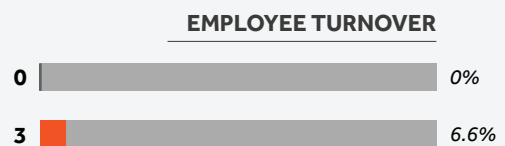
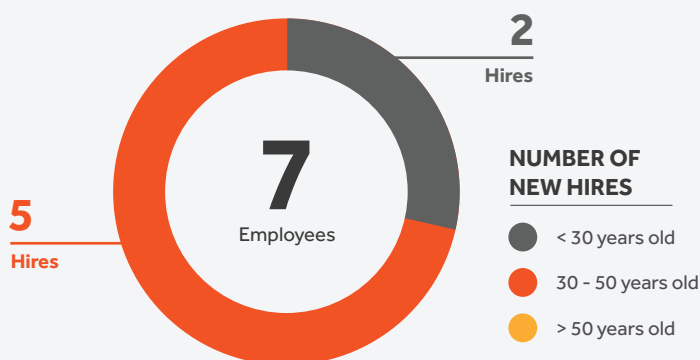
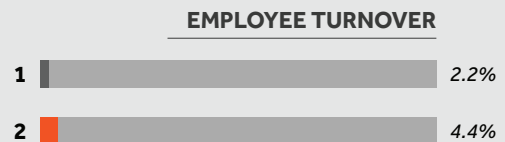
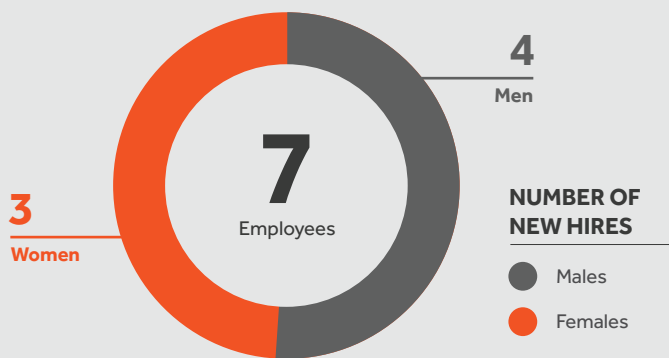
All employees are provided with our employee handbook, internal policies and the Code of Conduct to guide them in their everyday work activities. The employee handbook and Human Resource (HR) policy provides a clear narrative of the Company's standards, expectations and individual rights of all employees.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

Our employee turnover rate for the last 6 months was 6.6% and we aim to maintain our turnover rate at this level through effective employee engagement and positive work environment.



2019 EMPLOYEE HIRES

as of 31 Dec 2019



5.3 Responsible Digitalization

Innovation - Research & Development

We believe in investing research and development as it is a critical factor in achieving our strategic objective to become one of the world's leading B2B creators of digital user experiences. 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 of our clients, we also recognize that the innovation is about discovering the changing needs and demands of our clients so that we can develop and deliver an all-rounded integrated suite of solutions. The Company's continuous investment in research and development allow us to come up with innovative solutions reflective of the technological advances under REVEZ Hub, where new products and technologies, or improvements to existing ones, are protected through our intellectual property rights.

We aim to advance the technological capabilities of our employees and provide them with internal and external training opportunities including courses and conferences, while at the same time, elevate REVEZ Hub's competitive advantage.

6.

COMMUNITY

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

- **REVEZ Corporation Ltd sponsors Prizes for NParks Coast-to-Coast (C2C) trail**

In March 2019, National Parks Board (“NParks”) launched a new mobile trail app competition as part of their initiative to promote coast-to-coast walking trails in Singapore. To encourage a healthy lifestyle in Singapore, the Company has sponsored 10 mobile phones as prizes for this competition.

The Company also sponsored the grand prize of a 13” MacBook Pro for the coast-to-coast Christmas Challenge through the trail app gamification. The 12-day Christmas Challenge ran from 11 to 22 December 2019.