

Priming for the future

Annual Report
2021 / 2022

OUR VISION

A thriving ecosystem that powers Singapore as a global tech powerhouse.

OUR MISSION

To catalyse the ecosystem to accelerate tech innovation and pervasive tech adoption.

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MESSAGE FROM OUR CHAIR

Mr Wong Wai Meng

SGTech Chair

40 YEARS OF REPRESENTING SINGAPORE'S TECH INDUSTRY

2022 sees SGTech celebrating 40 years since its inception as the Singapore Federation of the Computing Industry (SFCI) in 1982. To kick off the celebrations, we were honoured to have Minister for Communications and Information Josephine Teo unveil the 40th anniversary commemorative logo at the Techblazer Awards Ceremony in January 2022.

While we celebrate our heritage, we are mindful that our raison d'être is to represent our members. SGTech's focus is advocating for our members; our goal is to spearhead initiatives that create opportunities for Singapore's tech industry and contribute to placing Singapore on the world map for tech.

ADVOCATING FOR THE INDUSTRY

We are heartened to report that some of SGTech's recommendations to the government for Budget 2022 were included in the announced measures. They include: the COMPASS Framework for Employment Pass holders, continued enhanced support under the Productivity Solutions Grant, and waiving the Skills Development Levy contribution as a criterion for the SkillsFuture Enterprise Credit, enabling micro and small enterprises to utilise it.

We ensured the industry's voice was heard in engagements on government procurement, the pilot Data Centre – Call for Application Exercise (DC-CFA) and the Public Consultation on Strengthening Protections for Platform Workers. We have also advocated at the international arena via our participation in the APEC Business Advisory Council (ABAC) and the Association of Computing Industry Organisations (ASOCIO).

TRANSFORMING FOR THE FUTURE WITH LEAD SUPPORT

Outside of advocacy, SGTech's focus in the past year was on operationalising our three-year transformation plan. Centre to the plan's execution is a multi-year, multi-million-dollar programme of work under the LEAD umbrella, being supported by Enterprise Singapore. The projects to be funded are aligned with our three strategic thrusts.

Strategic Thrust 1: Positioning Singapore as a Global Digital & Data Node, Built on Trust

One of the pillars of this thrust is to develop tech, people and governance capabilities and relationships in the budding digital trust space to further solidify Singapore's leadership as a global node for digital and data.

We announced the Digital Trust Committee in September 2021, with Senior Minister of State Tan Kiat How as the Patron of the Committee. The Committee has kicked off an ambitious global Digital Trust Landscape Study which has solicited views of over 80 local and international thought leaders combined with secondary research. This seeks to map the state of play for digital trust globally and identify opportunities in this space for Singapore to strengthen its global digital & data node status ambitions.

Another pillar of this thrust is forming a Digital Transformation Centre, which will develop a holistic approach towards digitalisation encompassing Strategy, Skills and Solutions. It aims to engage over 1,500 companies in their digitalisation journey over the next three years.

Supporting our work with companies is a partnership with the Singapore Business Federation to assist 50 trade associations and chambers (TACs) in building their digital capabilities and leveraging them to support companies.

Strategic Thrust 2: Tech as a Driver of Sustainability

SGTech wants to inspire and rally businesses to collaborate and steer Singapore's tech industry toward the Singapore Green Plan 2030 targets.

eRevival Square 2021, our sustainability community outreach pilot with member Sustainable Living Lab, launched in July 2021 to raise awareness of the reuse and repair of electrical appliances among consumers and businesses. The project was named 2021 Runner-Up for Global Public Service Team of the Year in Climate Category by Apolitical, a global multi-governmental funded non-profit championing public sector innovation.

With Senior Minister of State for Sustainability and the Environment Dr Amy Khor as the Patron for the SGTech Sustainability Steering Committee, we have expanded our sustainability agenda to embrace e-waste, circular economy, ESG reporting, green infrastructure, food tech and green energy.

Strategic Thrust 3: Tech Talent to Power the Singapore Economy

Against the backdrop of the global tech talent shortage, we must build a steady stream of talent to power Singapore's tech industry and other sectors.

Following a successful pilot, SGTech is collaborating with Workforce Singapore to launch a scaled-up tech career services programme to assist close to 600 career switchers through support groups, workshops and speed interviews.

We also co-designed a skills-based apprentice programme for graduates of the polytechnics and ITEs. Under the TechSkills Accelerator for ITE and Polytechnics (TIP) Alliance with IMDA, we will match participants with employers. The initiative will bridge 1,000 students with tech companies in the next three years.

GRATITUDE AND FORGING AHEAD

I thank all members for your active participation and look forward to your continued involvement in our initiatives. To the past and present Councillors and Exco members of the Steering Committees, Chapters and Committees, I sincerely thank you for your contributions. Let us continue to forge ahead together and build a bright future for Singapore tech.

We continue the association's 40th Anniversary celebrations in the new financial year with a Gala Dinner that Deputy Prime Minister Heng Swee Keat will grace in September 2022 and the inaugural SGTech Global Future Series: Digital Trust Forum in October 2022. Please join us.



MESSAGE FROM OUR EXECUTIVE DIRECTOR

Ms Yean Cheong

SGTech Executive Director

A FRESH LOOK AND UPDATED NARRATIVE AT FORTY YEARS

On the occasion of the association's fortieth year, and as part of the alignment with our three-year transformation plan, SGTech embarked on a refresh of our SGTech brand and narrative. The outcome of the brand refresh includes an updated set of vision and mission statements to reflect our direction and a refreshed logo with a new tagline, "Where Tech Meets".

WHERE TECH MEETS

To ensure that SGTech continues to be a place where tech meets, we set up new interest groups to better support our growing community of Tech@Core members, such as the Platform Companies Committee comprising Amazon, Deliveroo, Foodpanda, Gojek, Grab and TADA.

Riding on a broader mix of interest groups, activities and representation across more tech verticals, we welcomed more members into our fold this year. We breached the 1,000-member mark for the first time, closing the year with 1,065 members, an increase of 27.86% from FY20/21.

INCREASED GOVERNMENT ENGAGEMENTS AND VISIBILITY IN MEDIA

With clarity in our three strategic thrusts, we set about driving the advocacy for our thrusts. With the support of the members of the Council, Steering Committees, Chapters and Committees, we actively engaged the relevant ministries and agencies to convey and rally support for our ideas and initiatives.

We hosted three CXO in Conversation events in the year, engaging Minister for Trade and Industry Gan Kim Yong, Senior Minister of State for National Development Tan Kiat How and Minister of State for Trade and Industry Alvin Tan. SGTech also held engagement sessions with senior leaders of government ministries and agencies.

SGTech also saw more of our initiatives reported in the media this year. The business and trade media also published our views in interviews and opinion pieces.

ELABORATED WORKSTREAMS FOR STRATEGIC THRUSTS

Cyber security is crucial in furthering Singapore's positioning as a global digital and data node. We continued to build on ongoing work with the Cyber Security Agency of Singapore and are one of the pioneering advocates for CSA's SG Cyber Safe Partnership programme.

On sustainability, under the leadership of our member volunteers, five workstreams have commenced, covering: ICT asset life extension for SMEs, electrical appliance life extension for consumers, packaging innovation for ICT devices, ESG-compliant procurement education for SME suppliers, and outreach and education to encourage broad-based acceptance of tech-produced food.

Continuing our work to build the talent pipeline, SGTech facilitated over 1,000 internships for students with tech companies under the Global Ready Talent programme during the year.

SECRETARIAT EXPANSION TO DEVELOP AND GROW NEW PRODUCTS

The disruption from the Covid-19 pandemic cast the spotlight on the degree of resilience and continuing viability of our traditional flagship events. While we are grateful that we could continue holding the CXO in Conversation series in a virtual (and now hybrid) format and resume Infocomm Leaders Golf in 2021, as part of SGTech's transformation, we want to create new products that are relevant to our time. Leveraging the LEAD-funded programme of work, SGTech will develop new product houses that will become the future flagship projects.

Firstly, the SGTech Global Future Series. The inaugural SGTech Global Future Series: Digital Trust Forum in October 2022 will provide a platform for industry leaders, policymakers and thought leaders to come together and discuss the future of the digital economy around the anchoring issue of trust. It will be a launchpad for several large-scale action plans arising from the Digital Trust Landscape Study. This event will be co-branded with ASOCIO's annual Digital Summit and supported by the APEC Business Advisory Council (ABAC), a testament to SGTech's work in helping position Singapore as a global leader in digital trust, driving impactful and actionable outcomes together with influential regional partners.

Another initiative in the works is a multimedia publication – TransformLife.SG multimedia publication. The project is an update to the book "Intelligent Island: The Untold Story of Singapore's Tech Journey Intelligent Island book", which was published in 2017. Much has changed since the publication of the book. Digital technology is constantly in constant motion to transform the way we live and work. TransformLife.SG will be driven by the tech community-driven project. We will engage the members of the tech community to map the Singapore tech industry's milestones of the tech industry, draw out the lessons learnt to be learned in our technological journey, and provide thought leadership and insights into trends and issues that shape the industry.

To power these new engines of growth for SGTech, we have restructured the Secretariat. We have formed two new divisions – Membership Engagement to ensure that we engage our growing member base and remain relevant to our members, and Government Affairs & Strategic Partnerships to strategize strategies, manage and advocate for our members to key stakeholders. In the coming year, we will set up a new Research team that will generate insights for members and support our advocacy. We have also added headcounts to existing teams to support the growth in volumes across the board.

APPRECIATION

I want to express my appreciation to our member representatives, past and present. You have generously contributed your leadership, resources and know-how to bring SGTech to where it is today.

With everyone's involvement, we will continue to build and support the largest tech community in Singapore, where companies converge to advocate for change and drive what enables tech innovation and accelerates tech adoption. We want to make our refreshed brand messaging a continuing reality.

OUR YEAR IN NUMBERS

MEMBERSHIP

Total Membership
(June 2022)



1065
members

39%
Startup



19%
Associate

EVENTS

28
Total Webinars
Conducted



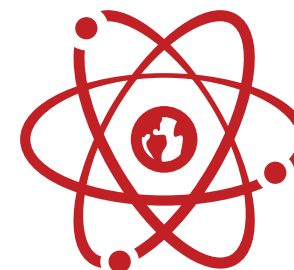
2400
Total Webinar
Attendees



11 Physical Events
Organised

BUSINESS MATCHING

18
Singapore
Companies



78
Foreign
Companies

\$6,784,296

Grants Approved for
Talent Initiatives

78

Companies Helped



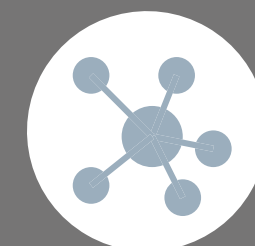
1479

Students & Professionals
Directly Placed in Internships &
Professional Conversion Programmes

OUTREACH

(via Briefings, Seminars, Learning Journeys & Career Fairs)

27
Companies



416
Students &
Professionals

MARKETING



>250%

Increase in Social Media
(LinkedIn) Following

- 30 Jun 2020: 2,410
- 30 Jun 2021: 5,249
- 30 Jun 2022: 13,232

DIGITAL & DATA NODE

TOWARDS A MORE TRUSTED GLOBAL DIGITAL ECOSYSTEM



Commemorating the formation of the Digital Trust Committee and Council were (L-R) Mr Philip Heah, Chair of the Digital Trust Committee, Digital Trust Council members Mr Chun Li, CEO of Lazada Group and Mr Ishan Palit, Board Member of TÜV SÜD AG, Deputy Prime Minister Heng Swee Keat, Minister of State Tan Kiat How, and SGTech Chair Mr Wong Wai Meng

Positioning Singapore as a leading global digital and data node, built on trust, is one of SGTech's strategic thrusts. This is because we believe that in today's rapidly digitalising and interconnected world, understanding Digital Trust and how to capitalise on its opportunities and mitigate its challenges is an imperative for anyone interacting in the digital economy today.

Digital Trust is a growing area of interest that concerns governments, businesses and citizens worldwide. It has the power to accelerate digital trade and power the global digital economy. Yet despite its potential as an influential catalyst for the digital economy, it has been difficult to define common standards for Digital Trust, or understand how best to leverage it for a competitive advantage.

This is why SGTech established the Digital Trust Committee in September 2021. This committee, chaired by Mr Philip Heah and with Senior Minister of State, Tan Kiat How, as its Patron, has been leading high impact initiatives throughout the year to better understand Digital Trust, articulate its importance to stakeholders in our digital ecosystem, and identify ways to harness its significant potential.

Singapore has long been a trusted global hub for business, aviation and finance; we hope that our work can help accelerate Singapore's journey to becoming a global hub for Digital Trust too.



Committee meeting, graciously hosted by our Exco member, Mr Satya Ramamurthy, and Ms Wendy Lim at the KPMG Singapore office.

MAKING A REGIONAL IMPACT WITH DIGITAL TRUST ADVOCACY



◀ SGTech Chair, Mr Wong Wai Meng discussed SGTech's work on digital trust during the Digital Working Group meeting at the 3rd APEC Business Advisory Council

The achievements made and the momentum built by SGTech and the Digital Trust Committee in the past year have been helped significantly by our Patron, Senior Minister of State (SMS) Tan Kiat How, who has been an ever-present and influential supporter of our events and initiatives. SGTech is humbled that SMS Tan recognises the value SGTech's work can bring to Singapore's digital economy, and honoured to be able to benefit so regularly from his counsel and guidance.

SMS Tan was particularly instrumental in guiding the late stage government socialisations of our Digital Trust Landscape Study and will be an active participant in the SGTech Global Future Series: Digital Trust Forum in October 2022, where he will host a roundtable on Digital Trust, and help us launch a number of future SGTech initiatives in his role as Guest-of-Honour.

Throughout the year, SGTech has been an influential voice in the APEC Business Advisory Council (ABAC), where our Chair Wong Wai Meng acts as the Digital Work Group Co-Chair for the Cross-Border Privacy Rules (CBPR) workstream.

At the 3rd APEC Business Advisory Council (ABAC) meeting in Ha Long, Vietnam from 25 - 29 July 2022, Wai Meng shared with ABAC members on how SGTech's work on Digital Trust is closely aligned to the APEC region's digital agenda to facilitate more seamless trusted cross border digital flows. In addition to sharing the high-level

interim recommendations from our Digital Trust Global Landscape Study, SGTech's call for regional action was clear: the ABAC business community has the agency to take tangible steps to build trust amongst businesses, large and small, to facilitate greater trusted cross border data flows using existing standards and certification systems like the CBPR and linking them to local trustmarks to boost adoption rates.

ABAC's unanimous support to co-launch SGTech's Digital Trust Centre of Excellence (CoE) during the Digital Trust Forum in October is a rousing endorsement of the value SGTech's work on Digital Trust is bringing to the region, and is a clear manifestation of how SGTech is actively working to position Singapore as a global digital and data node, built on trust.

SGTech has furthered its regional influence on Digital Trust through our continued partnership with- and active participation in the Asian-Oceanian Computing Industry Organization (ASOCIO), an ICT federation representing 17 countries and economies in the region. Recognising the importance of Digital Trust to boost digital trade in a post-Covid era, the ASOCIO Board is co-funding a Digital Trust White Paper on behalf of their member economies, and ASOCIO will also be holding its annual General Assembly and 64th Board Meeting as part of a parallel programme alongside the SGTech Global Future Series: Digital Trust Forum. We look forward to welcoming the ASOCIO delegations in October.

SURVEYING – AND CHANGING - THE GLOBAL LANDSCAPE OF DIGITAL TRUST

Key Initiatives & Successes

The biggest initiative of the newly-formed Digital Trust Committee in the past year was to commission a global Digital Trust Landscape Study, an ambitious, large-scale research project that got underway in February 2022.

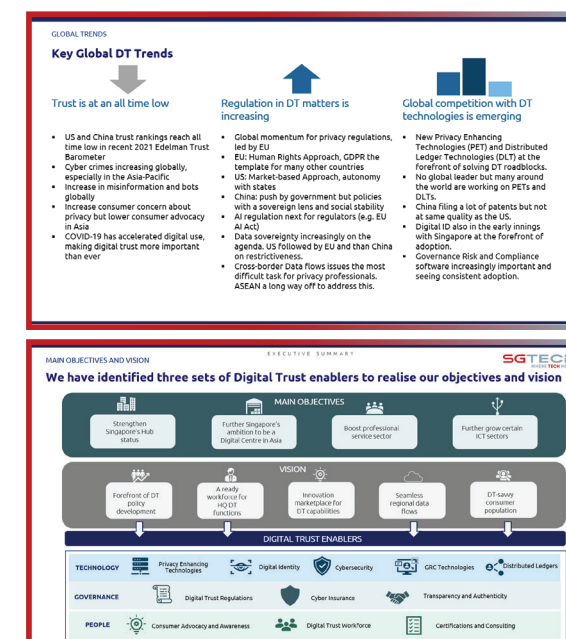
Guided by our Digital Trust Exco, with Royce Wee (Alibaba Cloud) as project lead, this study set out to define Digital Trust, describe the current international landscape for Digital Trust, identify enabling factors for it, analyse the opportunities it offers Singapore – including a deep-dive market sizing forecast – and issue a set of detailed recommendations for government and industry to follow up on.

After more than 70 interviews with industry leaders and policymakers around the world, supported by comprehensive secondary research, the team conceived a framework of 11 'Digital Trust Enablers' in the three

domains of Technology (e.g. GRC and Digital Identity solutions); Governance (e.g. data privacy and ethics, regulation and certification); and People (e.g. a Digital Trust Workforce). Our findings suggest that, leveraged well, Singapore's Digital Trust market could grow from SG\$1.7bill to SG\$4.8bill between now and 2027, adding 30,000 new jobs in the process.

The final report will be released to the public in October 2022 as part of our next big initiative – the inaugural 'SGTech Global Future Series: Digital Trust Forum'. This conference, for which the Digital Trust Exco and Secretariat has been working hard on throughout the year, is Asia's first dedicated conference on Digital Trust issues and will provide an essential platform for global thought leaders, policy makers and industry leaders to further discourse in the area.

▼ Screenshots from report slides talking about the key recommendations



▼ Mr Calvin Chu, sharing on study at 7th DT Comm Exco meeting



SUSTAINABILITY

LAYING THE LAND IN PREPARATION FOR WHAT IS TO COME



Sustainability Committee Meeting 25 Jan 2022 hosted by Sustainability Living Lab

We had our first sustainability community gathering in May 2021. We focus strategically on e-waste, packaging, circular economy, green building, and green IT standards. Since then, we have been laying the ground for our members to be ready to meet global sustainability goals that call for incorporating measurable change in business decisions and practices.

Of our initial strategic foci identified, we have drilled down into specific areas and secured the support of Enterprise Singapore to roll-out proofs-of-concept that demonstrate the viability of effecting collective shifts in business and consumer behaviours and practices towards SG Green Plan 2030 targets.

We have also expanded our strategic focus to look at ESG reporting as a whole, food and agri-tech, as well as emissions baselining to help enable broad-based energy resets.

6 Workgroups for 5 pillars of SG Green Plan (listed in chronological order)					SGTECH WHERE TECH MEETS
E-Waste & Packaging Workgroup Veerappan Swaminathan Sustainable Living Labs Smitha Rajunathan Dell Dr. Aidan Wong SPU Danielle Lee NEC Pushkar Pradhhan Ecosense-Enviros Craig Gladhill ACA Pacific Technology & SGTech Co-opted Councillor Jason Plamondon Equinox Singapore	Green Infrastructure Workgroup Gavin Chua Meta & SGTech Council 2nd Vice-Chair & SGTech Data Centre Committee ExCo Genevieve Ding JSSG & SGTech Cloud & Data Chapter ExCo Fu Shuhui UMWZ Lau Shih Hui Elior Technology Meta unabiz AWS ELIXIR AWS	ESG Reporting Workgroup Lau Shih Hui Elior Technology Chia Boon Chong Singtel Danielle Lee NEC Veerappan Swaminathan Sustainable Living Labs Benjamin Mah UMWZ & SGTech Co-opted Councillor & SGTech Talent & Capabilities Committee Co-Chair ELIXIR NEC SINGTEL SLE SINGTEL	Circular Economy Workgroup Smitha Rajunathan Dell Dr. Aidan Wong SPU Allan Pash Rentalltrix Chloe Le Rentalltrix Craig Gladhill ACA Pacific Technology & SGTech Co-opted Councillor DELL Technologies SMLU Rentalltrix M&Pacilix	FoodTech Workgroup Joannee Chong Cooker 1 Edward Tay Sistema Asia Capital & SGTech Singapore Enterprise Chapter Honorary Treasurer Ruyshen Liew Amplifresh Pushkar Pradhhan Ecosense-Enviros Gaurav Saraf Greenhood Dshinder Singh Green & Infratech Alternatives cookit sistema Amplefresh GREENHOOD GAIA V-Sense	Energy Workgroup Craig Gladhill ACA Pacific Technology & SGTech Co-opted Councillor Jason Plamondon Equinox Singapore M&Pacilix The IT Marketing Company EQUINIX

6 workgroups that aim to support the 5 Pillars for Singapore's Green Plan

Our sustainability strategies are now articulated clearly with specific SG Green Plan 2030 targets. In addition, we have mapped the UN Sustainability Development Goals that we could achieve through our proofs-of-concept to keep SGTech, and consequently Singapore's tech industries, abreast with global developments.

WINS & SUCCESSES



SEEDING AWARENESS IN THE 2RS OF E-WASTE

We began with awareness creation at home to build mindshare and broaden business buy-in of the need for Singapore to level up our two Rs of e-waste reduction: repair/refurbish and reuse. By extending the lives of our electrical and electronic devices and appliances, we help reduce the amount of e-waste going to our landfills while alleviating the stress on our recycling sectors.

Our eRevival Square initiative was launched on 25 July 2022. Based on the concept of “revival”, i.e. extending the life of our e-products, eRevival Square kicked off with a virtual pledge wall signed by over 30 businesses to combat e-waste, and officiated and launched by Dr Amy Khor, Singapore Senior Minister of State for Sustainability and Environment. In the following five months from July to December 2021, SGTech worked on-hands in dynamic partnership with vibrant SGTech Member, Sustainable Living Lab (SL2), and stalwart supporter SGTech member Meta Singapore (Meta SG), to implement a series of weekend repair community workshops livestreamed on

Facebook, as well as an #E-WASTENOMORE challenge to upcycle or repair e-products complete with cash prizes.

Over 800 consumers onsite and over 23,700 consumers online were engaged, over 10,000 online viewers watched our live workshops, corporate pledgee NEC was featured via online interview and video feature, and in January 2022, eRevival Square was voted as the 2021 Runner-Up Global Public Service Team Of The Year by Apolitical, a global multi-government funded education service for public sector and policymakers.

CHAMPIONING THE GREENING OF DATA CENTRES

The booming digital economy across Asia Pacific and increasing rates of digitalisation in business and personal lives are set to continue to increase. This will continue to raise, not reduce or even maintain the status quo of, the global demand of data centres as the infrastructural backbone of our world tomorrow.

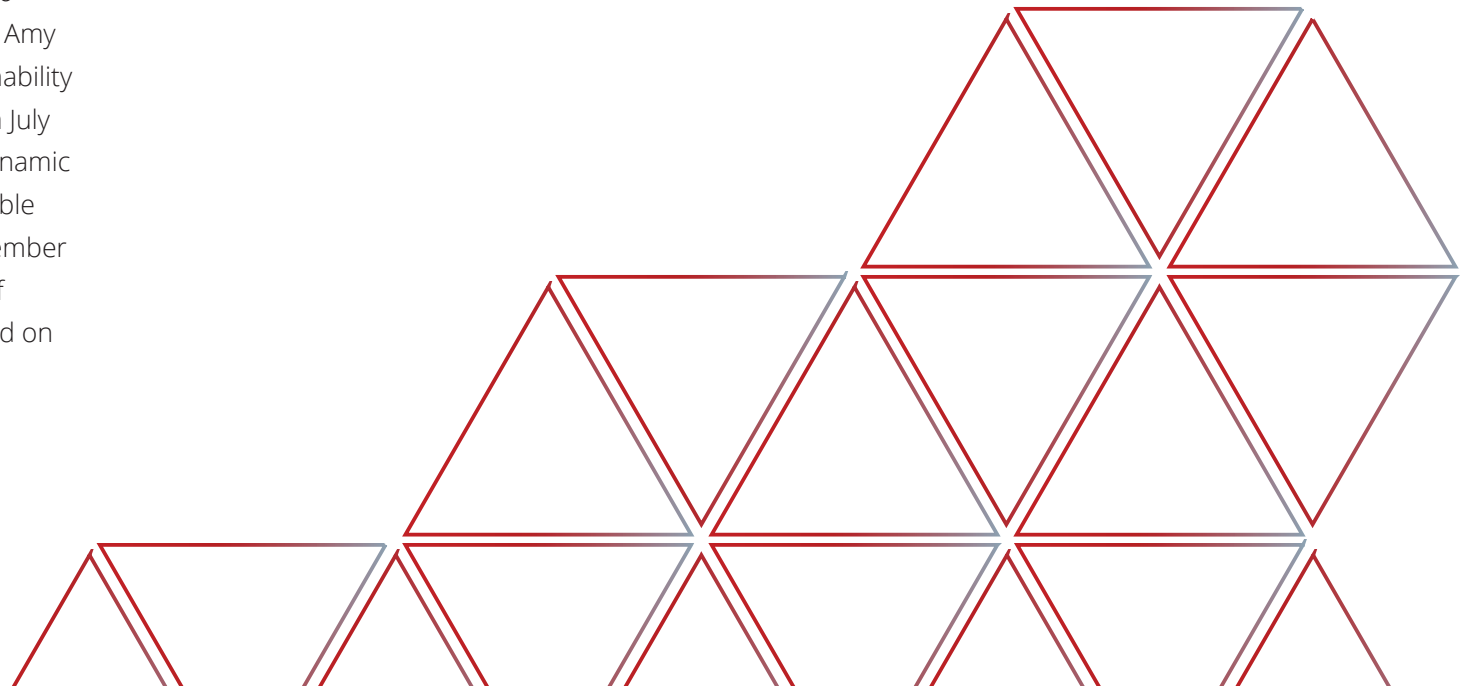
Singapore is currently a leader in the Asia Pacific data centre market and ranks second globally with over 70 operational data centres providing a total available IT capacity of about 1,000MW, according to Singapore’s Ministry of Trade and Industry. This puts Singapore far ahead of developed Asia Pacific cities Hong Kong and Sydney.

By necessity, data centres run round-the-clock in temperate-controlled environments, and everything they use from servers, storage equipment, to cooling infrastructures, require large amounts of electricity. Estimates suggest that data centres globally are responsible for up to 5% of global greenhouse gas emissions, while data centres in Singapore are estimated to consume 7% of our nation’s electricity produced.

This means that every time we bank online, log into our company networks – even watch a streamed show on Netflix or Disney+ during our weekends – we consume data traffic, which in turn consumes power, puts out emissions, and adds to global warming.

With the recent lifting of regulatory moratorium on the construction of new data centre capacity in Singapore, SGTech supported Amazon Web Services to lead the way in rallying Singapore’s data centre industry to discover and pilot greener means of increasing Singapore’s total data capacity without adding to emissions and energy consumption. Furthermore, we invited experts from TÜV SÜD to share on the ISO/IEC 22237 standard which can lead to the improvement of the energy efficiency and sustainability of their DCs.

Going forward, SGTech will continue to organise and facilitate on-going exchange between experts, regulators and industry to find ways to green our data centres and support the growth of the global digital economy from Singapore.



GOING INTO A NEW FY AND BEYOND

Gearing up for new initiatives with the patronage and guidance of Dr Amy Khor



Meeting with Dr Amy Khor to provide an update on the focus of SGTech's sustainability efforts, including the outlines of initiatives in the pipeline. (L to R): Mr Rajeshpal Singh, Mr Yeo Zhihan, Mr Veerappan Swaminathan, Ms Amy Hing, Ms Yean Cheong, Dr Amy Khor, Mr Gavin Chua, Mr Lim Boon Pin, Mr Lau Shih Hor, Dr Aidan Wong and Ms Gwyneth Tan

However, awareness is only the beginning of the sustainability transformations that are looming on Singapore's near horizons. Our next challenge lies in rallying our members to tackle industry-wide issues in a by-industry-for-industry approach, as we pilot proof-of-concept to demonstrate that what is commonly thought to be insurmountable can be done.

Joining our bold endeavours is Dr Amy Khor, who has accepted our invitation to guide and help us as our Patron of Sustainability with effect from our next financial year. With her invaluable leadership and experience onboard, we are excitedly gearing up to work closely with her and her ministry to rally industries, businesses, and peoples to collectively overcome obstacles and adopt new practices for reducing our environmental footprints.

Our first area of focus will be in procurement, to sandbox a method by which large corporates are able to derive attainable baselines for SME suppliers to level themselves up for competing in ESG-compliant tenders. We aim to discover learning points and achieve outcomes that could start businesses large and small to look at greening their respective supply chains.

Our second area of focus will be in ICT packaging, where we are set to drive dialogue between regulators and industry to discover gaps and ways of reducing packaging used in the sale, storage, and transport of ICT devices, or increasing the content of renewable materials used.

Thirdly, we are further expanding eRevival Square to onboard a pilot group of SMEs into firm-level training for extending their IT asset lives and management, with the aim to enable SMEs to identify and unlock cost savings from fixed assets.

We secured strong financial support from Enterprise Singapore to defray portions of our variable costs in implementing the above proofs-of-concept and look forward to strong industry support to work with us to realise our visions.

Last but not least, to strategically amplify the impact of our efforts, we are gearing up to reconstitute SGTech Sustainability Committee as a strategic steering committee with effect from our next financial year.

Through the steering committee, we are positioned to articulate and cascade our strategic goals and initiatives down to the tech sectors we serve, chapter by chapter, committee by committee.

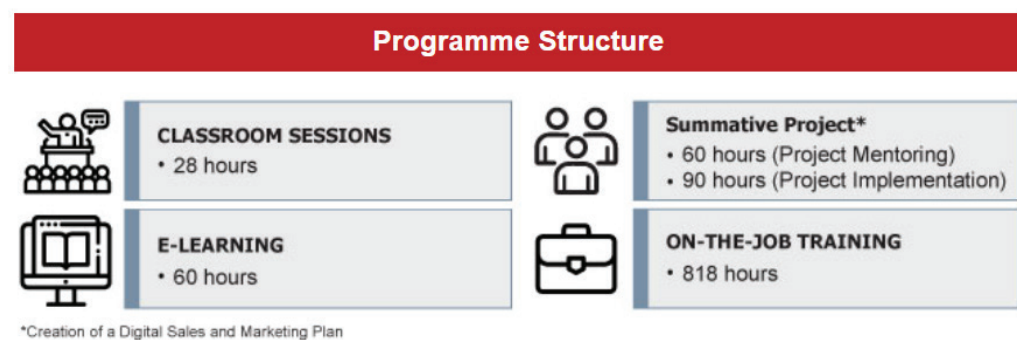
TECH TALENT

CHAMPIONING THE GROWTH OF THE TECH TALENT WORKFORCE

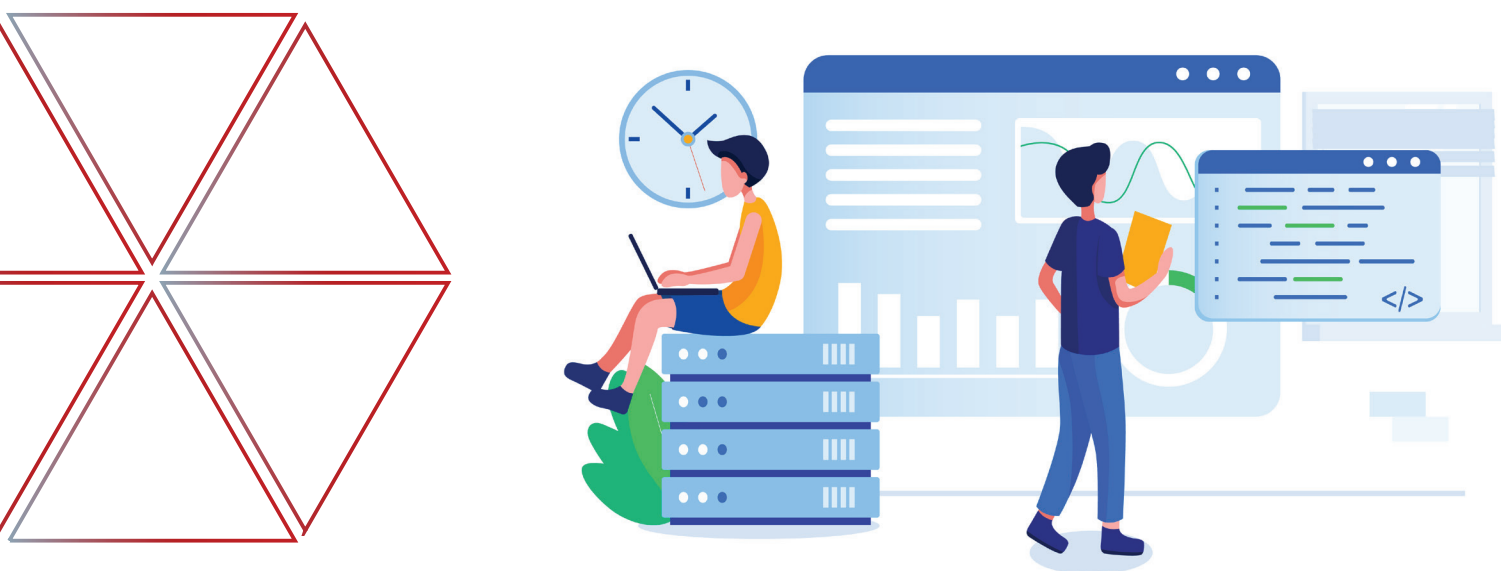
Over the past five years, SGTech has consistently championed the need for policies and programmes that grow the tech talent workforce in Singapore to fuel innovation and drive digital transformation across all sectors.

Working closely with government agencies in constructive dialogue on work pass policies, SGTech has advocated for more openness to global talents via a more precise skills-based approach, with differentiated criteria based on the in-demand and strategic jobs critical to Singapore's development. The Complementarity Assessment Framework (COMPASS) announced at Budget 2022 is an example of a step in the right direction.

SGTech also sees the importance of giving back to the local workforce. Our Talent Steering Committee has a clear vision to help every Singaporean who wants to join the tech sector to have an opportunity to do so. Our focus is on growing the pool of tech talents by co-creating and executing programmes for students and career switchers. Having already placed close to 3,000 locals in internships and jobs across more than 650 companies, we are continuing to expand our suite of support services with Workforce Singapore via our Tech Career Services for career switchers and with IMDA for a new apprenticeship programme called the TechSkills Accelerator (TeSA) for ITEs and Polytechnics (TIP) Alliance to further proliferate more skills-based education and career pathways.



◀ Example of Career Conversion Programme: Digital Sales Executive



THE IMPORTANCE OF SKILLS-BASED HIRING

Over the past few years, SGTech has advocated for greater adoption of skill-based (vs. qualifications-based) hiring as a means to ensure local workforce adaptability to meet the rapidly evolving needs of tech jobs. This has become even more important when it comes to supporting Singaporean career switchers and students entering tech jobs for the first time. While qualifications and experience will always be valuable, assessing candidates based on skills and holistic competencies, rather than their last job title can pave the way for the workforce to adapt more quickly.

Skills-based hiring prioritizes individuals' technical abilities and core competencies over academic credentials. This approach requires recruiting teams to objectively define and evaluate required skills to reduce bias in the hiring process. Skills-based hiring also assists firms in bringing on a more diverse and inclusive staff, providing a comprehensive picture of employees that incorporates talent and skill into how companies build their teams.

Building on the principles of skills-based and more holistic hiring practices, two new initiatives were announced this year that focus on strengthening the tech workforce in Singapore.

1. COMPLEMENTARITY ASSESSMENT FRAMEWORK (COMPASS)

	Individual Attributes	Firm-Related Attributes
Foundational Criteria	<p>C1. Salary Relative to local PMET salary norms for sector</p> <p>C2. Qualifications Based on candidate's qualifications</p>	<p>C3. Diversity Whether candidate improves nationality diversity in firm</p> <p>C4. Support for Local Employment Based on local PMET share relative to industry peers</p>
Bonus Criteria	<p>C5. Skills Bonus (Shortage Occupation List) For candidate in job where skills shortages exist</p>	<p>C6. Strategic Economic Priorities Bonus For partnership with Government on ambitious innovation or internationalisation activities</p>

◀ Complementarity Assessment Framework (COMPASS) Framework extracted from MOM website

COMPASS evaluates Employment Pass (EP) applications based on a holistic set of individual and firm-related attributes. This enables employers to select high quality foreign professionals, while improving workforce diversity and building a strong Singaporean core. It is a transparent system that gives businesses greater clarity and certainty for manpower planning. Given the acute shortage of tech talent in Singapore, we are glad that MOM had taken in SGTech's industry feedback and is moving towards greater transparency and a more targeted approach to the EP framework.

Within the framework, there are two bonus criteria which SGTech is looking forward to making further contributions to, i.e., skills bonus (Shortage Occupation List) and strategic economic priorities bonus by

- working with IMDA and MOM to define the tech sector jobs to be included in the Shortage Occupation List (SOL),
- proposing a pilot trial for skills-based testing to complement the academic qualifications criteria
- expanding the list of "Strategic Economic Priorities Bonus" to include companies that make additional efforts to support the local workforce, e.g., through career conversion, apprenticeship, and internship programmes.

2. TECHSKILLS ACCELERATOR FOR ITE AND POLYTECHNIC ALLIANCE INITIATIVE



The TechSkills Accelerator for ITE and Polytechnic (TIP) Alliance is a new initiative by Infocomm Media Development Authority (IMDA) aimed at providing students and graduates from Singapore's polytechnics and Institute of Technical Education (ITE) with end-to-end support in kick-starting their careers in the tech sector. First announced by then-Minister of State for Communications and Information Tan Kiat How in March 2022, this initiative aims to provide a structured, end-to-end approach to better support our polytechnic and ITE students in securing tech-related jobs.

It will include private sector internships to allow students to acquire in-demand skills such as those of data engineers, database administrators and application developers. After graduation, the ITE and polytechnic graduates will be able to take up apprenticeships at participating companies under place and train programmes, to learn the ropes for information and communications technology (ICT) roles. Participating companies will also establish skills-oriented training plans and career pathways for tech roles for these graduates. These may also include certifications and specialist training. These graduates can also have the option to continue taking up further ICT qualifications such as a diploma and/or degree while working with their employers, through SkillsFuture Work-Study programmes.

This initiative will start with 1,000 students over the next three years. By providing structured support and clearly defined career pathways for the ITE and Polytechnic graduates, the TIP aims to address some of the hiring preferences, especially for suitable entry-level ICT roles, that some employers tend to have i.e., university graduates.

This is also critical to address the issue of the rising shortage of tech talent especially when the ITE and Polytechnic graduates account for more than half of the graduates from tech courses every year. SGTech will be working closely with industry and IHL partners to place and nurture this group of young talent.

AWARDS

TECHBLAZER AWARDS 2021

24 Jan 2022 - The Techblazer Awards 2021 ceremony was held at Suntec City Convention Centre and graced by Guest of Honour Mrs Josephine Teo, Minister for Communications and Information. The Techblazer Awards is jointly organised by IMDA and SGTech.

Over 250 guests attended both in-person and remotely, to witness the selected winners out of 440 submissions, up from 403 in 2020.



GROWING INDUSTRY INTEREST AND SUPPORT

SGTech Chair, Mr Wong Wai Meng, in the welcome address, expressed his gratitude for the community of entrepreneurs, business leaders and industry partners who are committed to advocating for tech entrepreneurs and young tech talent.

Citing SGTech's partnership with Oracle, he thanked Oracle for generously sponsoring US\$30,000 worth of Oracle Cloud credits to 40 participating companies of the Techblazer Award, as part of Oracle's earlier announcement to support startups.



SGTECH SINGAPORE ENTERPRISE CHAPTER PRIZE FOR STUDENT TECHBLAZER WINNERS

Mr Wong highlighted 10 companies from SGTech's Singapore Enterprise Chapter that have come together to award cash prizes to the Student Techblazer winners. The prizes recognise the potential of future trailblazers, their digital transformation efforts, and aims to encourage the development of younger talent.

The 10 sponsoring companies for the SGTech Singapore Enterprise Chapter Prize are Dedoco, Elixir Technology, Inspire-Tech, Intercorp Solutions, Overdrive, Singapore Corporate Services, Sistema Asia Capital, Spaze Investments, StoneForest IT, and Xcellink.

Mr Wong also thanked industry partners who have offered support to our Techblazer participants in the form of training, mentoring, business matching and funding opportunities. They are the Association of AI Professionals, CuriousCore, elev8.vc, FocusTech Ventures, Hammer Enterprise Holdings and Project Management Association Singapore.

SGTECH'S TRANSFORMATION JOURNEY

Mr Wong announced that SGTech has commenced its three-year transformation in 2021. With the tech sector being a horizontal-vertical industry, SGTech is extending its charter to serve a broader base of companies that have technology at the core of their business.

SGTech will focus on two strategic thrusts: to position Singapore as a global node for digital and data; and to lead the tech sector to take collective action and be part of the solution to global Sustainability.

TECHBLAZER AWARDS 2021

SUPPORTING FUTURE INNOVATIONS

In her address, Minister Josephine Teo described how IMDA's Accreditation@SGD and SG:D Spark programmes helps connect companies with new innovations to potential customers in key sectors such as government, finance, and healthcare.

She also explained how partners like SGTech play an important role in helping businesses, big and small, to adopt the digital way of life and transform challenges into opportunities.

Minister Teo said: "I congratulate Wai Meng and his team, and previous generations of leaders at SGTech on your 40th anniversary this year, and thank you for working with us. IMDA has always been very appreciative of your partnership."



TECHBLAZER AWARD 2021 WINNERS

Most Promising Innovation

Gold
EyRIS Pte Ltd (Singapore Eye LEsion Analyzer+ (SELENA+))

Silver
WIZ.AI (WIZ.AI Conversational Voice AI Talkbot)

Bronze
Ackcio Pte Ltd (Ackcio Beam)

Best Adoption – Public Sector

Winner
Ministry of Manpower (FWMOMCare)

Special Mention
Tan Tock Seng Hospital (Digitalisation of Customised Orthoses and Prostheses)

Best Adoption - NGO

Winner
Ren Ci Hospital (CARES4WOUNDS)

Best Adoption - Enterprise

Winner
Singapore Airlines Limited (Cabin Crew Digital Ecosystem)

Special Mention
PSA Singapore (5G: Powering Connectivity at the Next Generation Port)

Best Adoption -SME

Winner
ONG&ONG Group Pte Ltd (Digital Beyond)

Special Mention
EDN Media Consultant Pte Ltd (Immersive Learning Experience)

Student Techblazer

Gold
Nanyang Technological University (DementiCare)

Gold
National University of Singapore & Singapore University of Technology and Design (Skilio)

Silver
Institute of Technical Education, College Central (Contactless Sanitary Door Monitoring System)

Bronze
NUS High School of Mathematics & Science (Loci: A Whiteboard for Everybody)

APPRECIATION

Our sincere thanks to the Co-Chairs of the Awards, Mr Justin Ang representing IMDA, Ms Shirley Wong and Mr Michael Yap representing SGTech, for their leadership at this year's Techblazer Awards. We also appreciate the panel of judges who reviewed and offered their valuable feedback to the participating entries.



APICTA AWARDS 2020-2021

ABOUT THE AWARDS

By providing networking and product benchmarking opportunities to ICT innovators and entrepreneurs in the region, the programme is designed to stimulate ICT innovation and creativity, promote economic and trade relations, facilitate technology transfer, and offer business matching opportunities via exposure to venture capitalists and investors.

Members of APICTA represent seventeen economies including: Australia, Bangladesh, Brunei Darussalam, China, Chinese Taipei, Hong Kong, Indonesia, Japan, Macao, Malaysia, Myanmar, Pakistan, Singapore, Sri Lanka, Thailand, Vietnam and Nepal.

Four Singapore organisations nominated by SGTech were recognised at the APICTA Awards 2020-2021.

The Asia Pacific ICT Alliance Awards (APICTA Awards) is an international awards programme organised by APICTA, which aims to increase ICT awareness in the community and assist in bridging the digital divide.

The organisations recognised were:

Winner

Augmentus

Entry
Augmentus
Award Category
Industrial
- Manufacturing + Supply Chains/Logistics

Merit

Government Technology Agency of Singapore (GovTech)

Entry
SafeEntry
Award Category
Public Sector
- Govt & Citizen Service

NextBillion.ai

Entry
Mapping Platform
Award Category A
Industrial
- Transport + ICT Network/Communication
Award Category B
Start Up of the Year

NM SGP Pte Ltd

Entry
Newton's Meter
Award Category
Consumer
- Marketplaces



APICTA AWARDS 2020-2021

THOUGHTS ON WINNING AT THE APICTA AWARDS

Solution: Augmentus

Mr Daryl Lim, Co-Founder, Augmentus:

I had a great time meeting the various startups around the region and pitching to the panel of distinguished judges. It gave me the opportunity to connect with the judges personally and explore potential synergies to collaborate together.

Prior to starting Augmentus, my co-founder and I built robotic solutions for leading advanced manufacturing companies. After personally experiencing heavy fragmentation and other difficulties during the process, it inspired us to build a fully autonomous robot programming platform that drastically reduces the programming time from weeks to minutes.

Augmentus is an AI-robotics platform that enables fully autonomous digital twin creation and robot motion planning, enabling non-technical operators to programme robot systems in minutes.

We are also looking to raise our next investment round to scale deployments.

Solution: SafeEntry

Mr Daryl Low, Assistant Director, GovTech:

Joining the APICTA awards this year allowed for more open discussion of innovative ideas with the region, to not only to share best practices, but to learn from others as well.

SafeEntry was built to resolve the need for effective and practical visitor management, and have control measures deployed at all public locations to allow citizens to move about the community amidst growing concern for the spread of COVID-19.

As SafeEntry stabilises, there is a greater push for private-sector collaboration and co-creation.

We will continue to innovate and enhance the SafeEntry experience to minimise friction against adjusting to the new-normal for our citizens, visitors and businesses alike.

Solution: Mapping Platform

Mr Ajay Bulusu, Co-Founder, NextBillion.ai:

As a young start-up that's looking to revolutionise enterprise mapping, the APICTA awards presented a great opportunity to compare ourselves with some of the biggest names in the ICT industry. This was an incredibly valuable experience, as it gave us a better idea of where we currently stand and what we can do to advance ourselves.

One map doesn't fit all. Maps were always built for individual end users, not enterprises. Through our solution, we are bridging this gap to help enterprises succeed better with targeted solutions.

Moving forward, we are making investments across artificial intelligence, machine learning and computer vision, and we expect to drive significant innovation in mapping.

Solution: Newton's Meter

Mr Siddharth Mazumdar, Founder, Newton's Meter (NM SGP Pte Ltd):

Participating in the APICTA awards was quite an eye-opening experience for me. Preparing the materials to become a finalist allowed me to better articulate my ideas in the written word, augmenting my communication skills.

The final presentation, in particular, stood out to me. The questions asked by the judges were incisive and insightful and I was able to glean useful feedback from the session.

The APICTA awards also provides exposure to technology leaders across the region, allowing nominees to lean on their experiences.

We are now looking into greater retail and distribution channels in more diverse markets, industrial installations in the offshore, logistics, and healthcare industries, as well as Research and Development (R&D) for military use and preventive accident management.

2021 WITSA GLOBAL ICT EXCELLENCE AWARDS

SGTech nominated 10 Singapore solutions that were recognised at the 2021 WITSA Global ICT Excellence Awards.

SGTech is part of the World Information Technology and Services Alliance (WITSA) – a consortium of associations from ICT industries around the world. As a WITSA member association, SGTech nominates impactful Singapore solutions for the Global ICT Excellence Awards each year.



SPF WINS BIG WITH PROJECT POET

SPF came out winners in the Public/Private Partnership Award (Public Sector) category with Project POET (Production Orders: Electronic Transmission).

Project POET is a collaboration co-led by the Commercial Affairs Department of the SPF and OCBC Bank that automates the retrieval process of critical data for criminal investigations. The prompt conveyance of banking information electronically enhances crime detection, and enables SPF to solve financial crime cases more efficiently.

Other Singapore solutions were:

Runner-Ups

Government Technology Agency of Singapore (GovTech)

Award Category
Digital Opportunity/Inclusion Award (Public Sector)
Personal Alert Button (PAB) x Government \ Assisted Living Ecosystem (GALE)

Award Category
E-Education & Learning Award (Public Sector)
Singapore Student Learning Space (SLS)

National Environment Agency Singapore

Award Category
Sustainable Growth / Circular Economy Award
Waste Resource Management System (WRMS)

National Parks Board Singapore

Award Category
Smart City Award (Public Sector)
Tree Management, Park Management, Conservation and Biodiversity Management

Sengkang General Hospital & Integrated Health Information Systems (IHIS)

Award Category
Innovative eHealth Solutions Award (Public Sector)
Sengkang General Hospital Outpatient Pharmacy Automation system (SKH OPAS)

Tan Tock Seng Hospital

Award Category
Innovative eHealth Solutions Award (Public Sector)
PreSAGE® Bed exit Prediction and Prevention System based on Thermal sensing

Merit

Government Technology Agency of Singapore (GovTech)

Award Category
Innovative eHealth Solutions Award (Public Sector)
HealthCerts

Land Transport Authority

Award Category
Smart City Award (Public Sector)
Project S@TURN

NextBillion.ai

Award Category
Smart City Award (Private Sector/NGO)
NextBillion.ai

Stringent Selection Process at Awards

Nominations are made by the national and regional WITSA ICT industry member associations. The most innovative and impactful solutions are brought before an independent panel of judges, consisting of select industry leaders and luminaries from key international organisations, corporations, and government entities.

About the WITSA Global ICT Excellence Awards

WITSA is the leading voice of the global digital technology industry, whose members from over 80 countries and economies represent more than 90% of the world's ICT market.

The WITSA Awards recognise the entities that made the most significant contributions to mankind in 2021.

NUS SOC INNOVATION PRIZE 2022

SGTech partnered with the NUS School of Computing (SoC) for the third time as a title sponsor for the SoC Innovation Prize 2022, an annual competition that awards student projects that best demonstrate innovation and have a high potential for socio-economic impact.

SGTech participated in the award panel and reviewed promising projects for funding & mentorship under 123JumpStart, our start-up support programme. This support will help students embark on a Proof of Concept (POC) process to determine the feasibility of their idea.

The winner of the S\$2000 cash award for the Team Prize was AllGrow, an application that improves financial inclusion in Singapore by offering advanced financial advisory, education, and cross border remittance services for middle to lower income households in Singapore, and migrant workers.

The seven members of AllGrow, Mr Cristian Giovanni Bojaca Penate, Mr Xhoni Shollaj, Mr Mukeshwaran Baskaran, Mr Teerawat Chaiteerath, Ms Tracy Ng Wing Kei and Mr Xhoni Shollaj, are Master of Science in Business Analytics students at NUS, with backgrounds in consulting, engineering, and finance.

2021 ASOCIO AWARDS

Past Techblazer Awards Winner, BioMind (Hanalytics Pte Ltd), clinched the win in the HealthTech Award category at the 2021 Asian-Oceanian Computing Industry Organisation (ASOCIO) Awards. The annual ASOCIO Awards are prestigious IT awards honouring individuals, agencies, organisations and enterprises in the 24 ASOCIO member countries with outstanding achievements and contributions to the IT sector.

The awards were presented in four categories including outstanding ICT Company Award, Outstanding User Organisation Award, Digital Government Award, ICT Education Award and HealthTech Award.

BioMind received the 2021 ASOCIO Awards for HealthTech category, which recognises the most promising companies developing emerging technologies for healthcare, at the ASOCIO Award Night 2021, held during the World Congress on IT (WCIT) in Dhaka on 12 November 2021.

Congratulations to the SGTech-SoC Prize Winners!

NUS SoC Innovation Prize 2022 (Team Category)
Winning Solution: AllGrow



Mr Cristian Giovanni Bojaca Penate



Mr Mukeshwaran Baskaran



Mr Teerawat Chaiteerath



Ms Tracy Ng Wing Kei



Mr Xhoni Shollaj



HIGHLIGHTS OF FY 2021/2022

INFOCOMM LEADERS GOLF 2021



24 Nov 2021 - SGTech held the Infocomm Leaders Golf event at Tanah Merah Country Club, with Minister for Transport Mr S. Iswaran as Guest-of-Honour.

Safe management measures in place meant that the programme was held over two days, with the post-game networking reception taking place virtually on a different day.

GOLF DAY

100 golfers attended the first day, though the tee-off was delayed to the afternoon due to heavy downpour. Leading the tee-off was Minister S. Iswaran, Mr Charles Cheng, Managing Director of Huawei International, Mr Wong Wai Meng, SGTech Chairman, and Mr Raymond Wong, Infocomm Leaders 2021 Chair.

VIRTUAL RECEPTION

9 Dec 2021 - The Virtual reception was postponed to early December, and was attended by Guest-of-Honour Mr Tan Kiat How, Minister of State, Ministry of Communication and Information, and Ministry of National Development. Participants gathered to celebrate the winners, and share a whiskey appreciation session.

Winners

Winner
Mr Freddie Low, Fujifilm Asia Pacific Pte Ltd

1st Runner-Up
Mr Peter Goh, Oracle

2nd Runner-Up
Mr Raymond Chee, NCS Pte Ltd

Novelty Winners

Nearest-The-Line
Mr Colin Chen, Kualitas Technology Asia

Nearest-The-Pin (Hole 6)
Mr Tian Kah Wai, EZ-Link Pte Ltd

Nearest-The-Pin (Hole 16)
Mr Pierre Samson, Alcatel-Lucent Enterprise

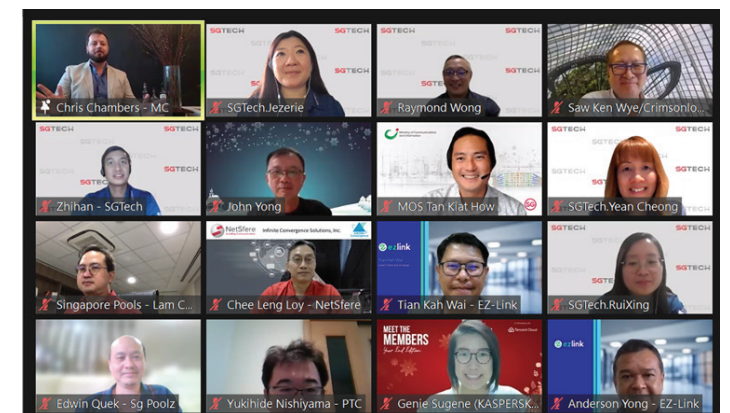
MST One on Green
Mr Lam Chee Weng, Singapore Pools (Private) Ltd



Guest of Honour Minister S Iswaran (2nd from left), Mr Charles Cheng (Managing Director, Huawei International) (extreme left), SGTech Chair Mr Wong Wai Meng (3rd from left) and Infocomm Leaders 2021 Chair Mr Raymond Wong (extreme right) ready to tee off at Infocomm Leaders Golf 2021



SGTech Co-opted Councillor Mr Craig Gledhill (1st from left), Mr Michael Goh (Senior Director & General Manager Asia, Iron Mountain Data Centers) (2nd from left), Cyber Security Chapter Exco Member Ms Genie Sugene Gan (2nd from right) and Immediate Past SGTech Chair Mr Saw Ken Wye (1st from right) enjoying a break at the Halfway House



Guest of Honour Mr Tan Kiat How (Minister of State, Ministry of Communications and Information and Ministry of National Development) (2nd row, second from right) with some of the guests at the Virtual Reception on 9 Dec 2021

VIRTUAL MEET-THE-MEMBERS SESSION

9 Dec 2021 - SGTech hosted more than 100 industry leaders at a virtual Meet-the-Members session, and gave an overview of SGTech's Three Year Transformation Plan.

Mr Wong Wai Meng, SGTech Chairman, explained the objective of the plan - to ensure the organisation remains future-ready and relevant to members and wider committee, and for SGTech to transform as an association to serve a broader base of companies.

The two strategic thrusts Mr Wong highlighted were:

- To become a global node for 'digital and data', built on trust. Steps taken include the formation of a Digital Transformation Centre to guide companies through the process.
- For the tech sector to achieve these goals sustainably, both locally and globally.

However, Mr Wong emphasised that SGTech must continue to champion for **Talent for Tech** which will underpin the strategic thrusts.

Ms Yean Chong, SGTech Executive Director, elaborated on SGTech's transformation plans and focused on improving engagement with members. According to Ms Yean, SGTech's Chapters and Committees will form the building block of this transformation, while the Steering Committees will ensure the entire organisation stays aligned to the strategic thrusts.

MULTIPLE OUTREACH EFFORTS

SGTech also announced the publication of a second volume of "Intelligent Island: The Untold Story of Singapore's Tech Journey" as a digital-only book. While the first volume was a look-back to Singapore's tech journey, the second volume will be a look-ahead at the possibilities in the future.

SGTech's Corporate Social Responsibility (CSR) activities will become an "Always On" platform. This will expand SGTech's capacity to support themes that are meaningful, throughout the year.

SGTech is also developing a Research Practice, and will announce research projects that are meaningful and impactful to the industry and ecosystem.

SHARING OF CHAPTERS AND COMMITTEES' PLANS

The leaders of the Chapters and Committees also revealed exciting initiatives for 2022:

- **Digital Trust Committee:** Capacity building through a digital trust landscape study and collaborating with IMDA for SGTech's first global forum
- **Sustainability Committee:** Invitation to join Committee's five new workgroups—E-Waste and Packaging, Green Infrastructure, ESG Reporting, Foodtech and Circular Economy
- **Artificial Intelligence & High-Performance Computing Chapter:** Hackathon aligned to SG's Green Plan 2030, to be launched on 1 Mar 2022
- **Cloud & Data Chapter:** Cloud Appreciation Series to drive adoption of cloud technologies
- **Cyber Security Chapter:** Outreach to five polytechnics to build a talent pipeline of cyber security professionals and mentorship programmes with polytechnics
- **Digital Transformation Chapter:** Site visits to companies to find out how they have embraced digital transformation and learn best practices
- **Singapore Enterprise Chapter:** Mentorship workshops in collaboration with universities, polytechnics and ITEs
- **Smart Nation Chapter:** Partnership with Smart Nation Chapters from other geographics to form a constellation of like-minded partners, to increase regional access

VIRTUAL NETWORKING

The last segment of the day was the virtual networking session. SGTech created several breakout sessions to facilitate in-depth conversations among interested members, who were able to join different sessions during the networking segment.

SGTech extends its heartfelt thanks to member Tencent Cloud for sponsoring the event.

NETWORKING OVER COFFEE

SGTech continues to actively support digital transformation through regular networking sessions, aimed at sparking ideas and potential business collaboration between members.

CHALLENGES IN DIGITAL TRANSFORMATION

To give members a chance to share their latest technologies and solutions, SGTech's Digital Transformation Chapter (DxC) held multiple networking sessions over coffee, with a total of 24 members attending sessions between April and May 2022. The sessions were sponsored by EZ-Link Pte Ltd.

The sessions were organised by DxC Excos Dr Mark Shmulevich, DxC Chair, Mr Nicholas Lee, DxC 1st Vice-Chair, EZ-Link Pte Ltd, James Miner, DxC 2nd Vice-Chair, Minerlabs Group Pte Ltd, and Mr Julian Chan, Co-opted ExCo, Microsoft Operations Pte Ltd.

Discussions ranged from the tech talent shortage, to general challenges in digital transformation. Members were reminded of the DxC's Chapter Vision - that successful digital transformation requires an agile mindset, openness to collaboration, digital-ready talent, awareness and adoption of best practices.

INVOLVING STAFF AT ALL LEVELS

Members raised the lack of buy-in from employees, hindering efforts to digitally transform their organisations, and shared that involving them in the decision process are critical factors contributing to ensuring the project's success.

MULTIPLE APPROACHES TO TRANSFORMATION

Members also discussed various approaches to streamlining and accelerating the digital transformation process.

- Encouraging CTO service providers to move beyond consultancy, and to build partnerships with companies instead
- Looking abroad for talent, including considering shifting jobs remotely to remain competitive and connected with the global technology industry.
- Developing the necessary skillsets required by the industry within the current and next-gen Singaporean workforce, through Workforce Singapore programmes and Career Conversion Programmes.
- Resuming in-person international business missions and trade fairs, to improve trust and improve the chances of closing international deals. Global missions are currently headed for China, London, Australia, Thailand, Vietnam, Indonesia, and more.



CXO IN CONVERSATION

The Role of Technology in the Future of Manufacturing

CXO In Conversation
The Role of Technology in the Future of Manufacturing Sector

Guest of Honour
MR GAN KIM YONG
Minister for Trade and Industry

29
OCT 2021

Time | **9:15 AM – 10:45 AM**
Venue | **Webinar**

Organised by: **SGTECH** In Partnership with: **AUTODESK** Supported by: **constellar**, **Industrial Transformation Agency (ITA)**, **SIAA**, **Singapore Manufacturing Federation**, **SPETA**

29 Oct 2021 - SGTech hosted the CXO in Conversation series, exploring the role of technology in the future of manufacturing.

Guest-of-Honour Mr Gan Kim Yong, Minister for Trade and Industry, explained to the audience that the manufacturing sector is a top contributor of Singapore's economy, and that the Singapore government's aims to grow the industry by 50% in the next 10 years, in a project called "Manufacturing 2030".

Minister Gan called for an acceleration of digitalisation and automation as part of the new industrial revolution, which he called "Industry 4.0", in order for Singapore to become a global business innovation and talent hub for advanced manufacturing.

The following industry speakers also spoke on how the industry can work together to strengthen companies' capability to compete internationally:

- Ms Serene Sia, Councillor, SGTech
- Mr Tan Ru-Ding, Director, Delphic Manufacturing Solution Pte Ltd
- Mr Terence Teo, President, Singapore Industrial Automation Association
- Mr Douglas Foo, Chair, Sakae Holdings Ltd
- Mr Steven Koh, Executive Director, Singapore Precision Engineering & Technology Association

THE ROLE OF TECHNOLOGY IN SMART MANUFACTURING

Digital transformation is crucial for manufacturers to stay ahead in the global market. With the economic slowdown due to the pandemic and the resulting supply chain crisis, businesses need greater technological innovation to maintain a competitive advantage.

"To remain in the global manufacturing ecosystem," said Mr Douglas Foo, President of Singapore Manufacturing Federation, "you need smart manufacturing and technologies to build a differential type of business model and create a unique space for yourself."

Mr Terence Teo, President of the Singapore Industrial Automation Association, noted how manufacturers integrated various new technologies like 3D engineering tools, machine learning, augmented reality, big data analysis and cloud computing, to streamline their operational processes.

Despite the clear benefits of digitalisation, adopting technology and digital tools remains a challenge for many businesses. Apart from infrastructural limitations, people and processes often remain key barriers. A mindset shift and improving digital literacy, especially amongst top management, will contribute towards a better understanding of how technology can be effectively used.

AID TO ACCELERATE DIGITALISATION

The government is working closely with Trade Associations and Chambers (TACs) such as SGTech to support businesses' digital transition.

Minister Gan spoke about the "Stronger Together, Aiding Recovery" (STAR) fund, launched by SGTech, with support from Meta and Enterprise Singapore (ESG), to help businesses adopt technology to transform and prepare for the post-COVID economy.

MOVING TOWARDS GREATER SUSTAINABILITY IN MANUFACTURING

"Globally, manufacturing contributes to one-third of global greenhouse gas emissions," said Ms Serene Sia, SGTech Councillor and Managing Director, ASEAN at Autodesk.

"Sustainability cannot be a footnote for the manufacturing sector. Integrating it as part of the overall business strategy helps companies save cost, reduce wastage, and improve efficiency," she said.

Sustainable practices are essential to achieving positive business outcomes and long-term value.

Mr Steven Koh, Executive Director of Singapore Precision Engineering & Technology Association (SPETA), explained: "When it comes to waste management, pollution control and energy conservation, these are often regarded as good to have, but, in fact, are a need to have."

Technological development is paving the way towards more eco-conscious practices.

Increasingly advanced tools such as IoT sensors to monitor carbon emissions, or AI with high image resolution cameras performing quality assessments, help to give an improved overview of the supply chain. Using innovative and intelligent solutions is key to the future of manufacturing.

FILLING THE GAP IN SKILLED TALENT

The panelists also noted a shortage of skilled workers, with 75% of jobs in the local manufacturing sector unfilled last year.

Mr Foo stressed the importance of grooming future talent for the survival of Singapore's manufacturing sector. He described educational initiatives launched by SMF that aim to spark an interest in manufacturing amongst the younger generation, and help them nurture relevant industry skills.

Investment in workforce training and talent development is also important in tackling the talent shortage.

Singapore Polytechnic's Company and Workforce Transformation (CWT) program helps companies looking to grow a skilled workforce and increase occupational mobility.

DEVELOP A THRIVING MANUFACTURING ECOSYSTEM

Collaboration is key to building global resilience. In the global race towards digital transformation, building up Singapore's manufacturing ecosystem by leveraging technology will lead to the sector's healthy growth and success.

Mr Gan stressed the importance of active collaboration with industry TACs to encourage a culture of peer learning and help companies along their transformation journey.

CXO IN CONVERSATION

Building Resilience and Emerging Stronger in the Construction Sector

CXO In Conversation
Building Resilience and Emerging Stronger
in the Construction Sector

Guest of Honour
MR TAN KIAT HOW
Minister of State
Ministry of Communications and
Information & Ministry of National
Development

29
NOV 2021

Time | **10:30 AM - 12:00 PM**
Venue | **Webinar**

Organised by: **SGTECH** In Partnership with: **AUTODESK** Supported by: **BTA**, **constellar**, **SIA**, **SINGAPORE INSTITUTE OF ARCHITECTS**

29 Nov 2021 - SGTech continued the CXO in Conversation series, this time with a focus on the construction sector.

Mr Tan Kiat How, Minister of State, Ministry of Communications and Information (MCI) & Ministry of National Development was in attendance as the Guest-of-Honour, while the construction sector was represented by Ms Serene Sia, SGTech Councillor, Mr Dominic Ang, Managing Director, Active Fire Protection Systems, Mr Mak Weng Tat, Managing Director, Chartered Survey Services Consultants and Ar Richard Lai, President, Singapore Institute of Architects.

SLOW GROWTH DUE TO THE PANDEMIC

According to the Ministry of Trade and Industry, the construction sector grew 2.8% in 2019. However, much of this growth has now been reversed by the pandemic.

A few key pain points were brought up by the industry experts that companies across the construction sector faced, such as:

- Increased wages and material costs
- Manpower shortages due to closed borders
- Attracting and retaining skilled talent
- Ensuring workplace safety amidst the pandemic
- Transitioning into a remote/hybrid work environment

The speakers and panelists invited the participants to consider minimising disruption in the workplace caused by the pandemic by adopting the following practices:

- Using Bluetooth and artificial intelligence (AI) for contact tracing.
- Ensuring safe management and distancing are effectively practised at work sites.
- Adopting technologies such as the Build SG Covid Safe platform, that highlights potential cases early and allows only approved workers to enter work sites and dormitories.
- Automating manual and complex workflows through solutions such as the five-dimensional building information modelling (5D BIM) and AI.
- Strengthening the organisation's digital infrastructure.

SUPPORTING SMES IN THE NEW WORK ENVIRONMENT

Minister Tan highlighted that the government is committed to supporting companies on their digital transformation journey by providing assistance schemes, such as BCA's Productivity Solution's Grant (PSG), which helps micro and small enterprises adopt easy-to-use digital and productivity solutions.

SGTech has also introduced a 'Stronger Together, Aiding Recovery' (STAR) Fund, which aims to help tech SMEs in

Singapore support the digital transformation of other SMEs. This fund helps companies leverage technology in their preparation and transition towards digital operations in a post-covid economy. Companies can also use this fund to upgrade core competencies through training programmes.

FRAMEWORKS AND INITIATIVES TO SUPPORT THE CONSTRUCTION INDUSTRY

The lack of talent with the right skills is a main challenge for the industry, according to the speakers. BCA and other industry stakeholders have worked towards tackling this issue. In addition, several accreditation schemes were crafted to help companies adopt frameworks and improve the skillsets of their employees.

1. Building a stronger talent pipeline

- Programmes for students to learn about careers in the built environment sector, such as workshops, digital learning journeys, competitions.
- Joint scholarships with firms to attract talent to the industry.
- iBuildSG, a Built Environment Formation Programme to help better prepare students for their internships by providing real-life insights into career choices and pathways.
- Hands-on interdisciplinary workshops in various transformation areas.

2. Upskilling the workforce

- Launched the "Skills Framework for Built Environment" in 2020, under SkillsFuture, to outline the skills and competencies required to progress along different career pathways.
- Accreditation schemes to uplift the professionalism and attractiveness of careers in a built environment while promoting the recognition of skills to support career progression.

Firms were encouraged to continue embracing the skills framework to increase the attractiveness of built environment careers to new entrants, while ensuring the career progression of existing employees.

This, the speakers believed, will collectively improve the industry's growth and ensure a sustainable talent pipeline to develop greater opportunities and jobs for all Singaporeans.

By maintaining a long-term view and continue transforming by leveraging technology, companies raise their productivity and resilience, and the sector will be better equipped to deal with future disruptions.

CXO IN CONVERSATION

Digitalisation and Internationalisation

13 May 2022 - SGTech and Google Singapore co-hosted the first hybrid edition of The CXO in Conversation, featuring a spontaneous fireside chat format, on the topic of whether digitalisation is key for SMEs to harness opportunities in a S\$1trillion Internet economy.

The event was sponsored by Google Singapore and supported by industry players such as Enterprise Singapore (ESG), Infocomm Media Development Authority (IMDA), Bain & Company, and ThoughtWorks.

IMDA presented the existing government support measures that include the SME Go Digital Initiatives as well as the CTO-as-a-Service one-stop platform that SMEs can take advantage of to overcome immediate and long-term challenges.

STRENGTHENING SMES THROUGH DIGITALISATION SET TO CONTINUE

Strengthening SMEs through digitalisation will continue to be a key commitment between the Government, large enterprises, and industry associations, as highlighted in the event theme.

In Singapore, SMEs have been supported heavily by the Government's strong push for digitalisation. It was announced in Budget 2022 that S\$600 million will be dedicated to helping SMEs boost productivity through digital transformation.

With Southeast Asia's digital economy expected to scale to USD\$1 trillion GMV by 2030, digitalised SMEs in the region are among the key benefactors of such trends and developments.

"One of the things we have been helping SMEs is looking at CTO-as-a-Service for SMEs to adopt these technologies in order to digitalise and internationalise," said Mr Alvin Tan, Minister of State for Trade and Industry during the fireside chat moderated by Mr Nicholas Lee, SGTech Councillor.

Given the race towards digitalisation among SMEs in the last two years owing to the pandemic, Minister Tan is optimistic that there will still be an impetus for digitalisation even as borders reopen.

"COVID-19 has helped us to focus our minds on two things - the thrust in our economic plan, centering on digitalisation and sustainability efforts - going Digital and Green," he said.



◀ *Mr Alvin Tan, Minister of State for Trade and Industry during the fireside chat moderated by Mr Nicholas Lee, SGTech Councillor*

STAYING AHEAD OF DIGITALISATION TRENDS

Based on the e-Economy SEA 2021 Report published by Google, Temasek, and Bain & Company, it was found that in Southeast Asia, digital merchants use an average of two digital platforms to access consumer demand online while one in three merchants believed that they would not have survived the pandemic if not for digital platforms. These findings were presented at the event by Mr Aadarsh Bajjal, Partner of Bain & Company Singapore.

"From tech startups to micro businesses, SMEs form the backbone of the Singapore economy. Supporting and enabling the digital transformation and growth of these SMEs remains a key focus for us, under our larger commitment to empower Singaporeans today, for tomorrow.

During the pandemic, going online has been a necessity for the business continuity of SMEs across the region, including Singapore. To this end, Google has continued to support these SMEs by investing in digital skills through programmes like the SME Leadership Academy, training over 10,000 SMEs during the pandemic," said Mr Ben King, Country Managing Director for Google Singapore and Councillor of SGTech.

Other event highlights included case studies by Thoughtworks and a panel discussion on how businesses can leverage digitalisation for market growth in Southeast Asia, moderated by SGTech.

"When we look at SME's digitalisation journey, there is certainly no one-size-fits-all approach. We are talking about making this journey effective so that it enhances our lives. Technology is developed because it enhances the way we live, the way we work, the way we play, and this is also about the way we do business," said Yean Cheong, Executive Director of SGTech from the panel discussion moderation.

SGTECH PREPARING SMES FOR DIGITALISATION

As the wave of digitalisation continues to sweep across regions and sectors, SGTech has been partnering with important industry players to relook the focus on digitalisation such that outcomes and strategies adopted by SMEs are well-aligned with their business outcomes.

To guide SMEs through their digital transformation journey, SGTech is also looking at setting up an SGTech Digital Transformation Centre, that will champion the need for a holistic approach suited to the changing business environment.



ENGAGEMENTS WITH TACS

MOU Signing with the Blockchain Association of Singapore

21 March 2022 - To bolster the growing blockchain scene in Singapore, SGTech signed an MOU with the Blockchain Association of Singapore (BAS) to collaborate on certification and talent while furthering knowledge on blockchain technology.

The signing between BAS and SGTech was witnessed by Guest of Honour, Minister of State for Communications and Information Tan Kiat How.

FOCUS ON IMPROVING KNOWLEDGE

Both parties hope to establish a partnership that will bolster the local blockchain ecosystem - by leveraging each other's networks on issues such as blockchain certification and talent-sourcing, as well as furthering knowledge on the technology by hosting various conferences and events.

Mr Chia Hock Lai, Co-Chairman of BAS, said: "As per the recent survey by KPMG1, the majority of cryptocurrency and blockchain deals for Singapore in 2021 went towards software and underlying infrastructure. We are seeing this wave and we foresee blockchain to be a frontrunner in generating jobs in Singapore."

SGTech's Annual Survey identified a growing interest in blockchain applications, with many tech companies identifying blockchain technology as one of their key areas of interest.

Mr Wong Wai Meng, SGTech Chairman, said: "As the largest community serving all companies on their technology adoption journey, SGTech aims to help businesses better understand the use cases of enterprise blockchain, find the right fit in the application that can improve their operations. With the acceleration in blockchain innovation, SGTech will further support businesses in strengthening their digital capabilities with enterprise blockchain solutions built on the pillar of trust."



◀ The signing between BAS and SGTech was witnessed by Guest of Honour, Minister of State for Communications and Information Tan Kiat How.

MOU Signing with Indian Chamber of Commerce and Industry



19 Aug 2021 - SGTech took more steps to accelerate digital transformation among micro and small businesses by signing a Memorandum of Understanding (MOU) with the Singapore Indian Chamber of Commerce and Industry (SICCI) - which confirms a two-year partnership to achieve these goals.

CLOUD AND DATA CHAPTER TO LEAD THE PARTNERSHIP

The partnership with SICCI starts with initiatives led by SGTech's Cloud & Data Chapter.

Mr Gunasekharan Chellappan, Chairman of SGTech's Cloud & Data Chapter, shared the 3-step programme for SICCI members:

- An educational series to introduce the topic of cloud and data literacy to companies and supplement with information on government grants
- Further education on essential business functions enabled through cloud such as e-commerce, e-delivery and payroll
- Training for companies that are interested and ready to adopt cloud solutions

Mr Wong Wai Meng, SGTech Chairman, said he was proud of SGTech's role as a horizontal enabler, "leveraging the expertise of our members in tech, to support SICCI member companies in their digitalisation efforts."

He said: "We are delighted to find a partner in SICCI who feels strongly about helping their member companies walk and succeed on their digital journey."

SGTech will continue to collaborate with SICCI to co-create new possibilities and bring mutual benefits to our member companies.

INTERNATIONAL ENGAGEMENTS

SGTECH AND TECHUK MOU OPENS UP OPPORTUNITIES

25 Feb 2022 - SGTech took steps to further Singapore's position as a global node for digital and data with a significant Memorandum of Understanding signing with techUK, a membership organisation in the United Kingdom whose mission is to champion the technology sector.

The bilateral agreement, the first for SGTech outside of Asia, opened up opportunities for collaboration both virtually and in the form of physical visits as well.

Foo Chi Hsia, Assistant Chief Executive (International), Infocomm Media Development Authority (IMDA) said of the agreement: "This MOU between techUK and SGTech is a great complement to the UK-Singapore Digital Economy Agreement.

It will facilitate businesses of all sizes to make full use of the Agreement to connect, innovate, and create value through tech and digitalisation – not just between the UK and Singapore, but through Singapore to the fast-growing digital economies in the rest of ASEAN."

The agreement opens up more commercial links on areas such as digital trade facilitation, artificial intelligence, cyber security, digital identities cooperation, and emerging tech.

SGTech and techUK will also focus on joint activities that promote commercial opportunities in areas of mutual interest as well as allow for greater interaction through dialogue on regulatory cooperation in digital and tech issues.

SERIES OF BILATERAL SESSIONS AND VISITS

techUK CEO Mr Julian David and Ms Yean Cheong, Executive Director of SGTech, met virtually on 23 Feb 2022 to kick-off the bilateral cooperation, with more roundtable sessions held in subsequent months to follow up on key opportunities and to discuss concerns that companies in the cybersecurity sector face.

Ms Cheong said: "We are pleased to ink this understanding with techUK, our first MOU with a partner outside of Asia. The UK has traditionally been a home to technological innovation and enterprise – both local start-ups as well as global companies – and we are excited to have the opportunity to collaborate with and learn from such industry players and leaders through techUK."

The opening of borders brought international delegations to Singapore again. These visiting delegations presented opportunities for SGTech to establish ties to facilitate cross-border initiatives that benefit members, and set the stage for engagements that our members can tap on for partnerships or their overseas expansion.



techUK CEO, Mr Julian David and SGTech Executive Director, Ms Yean Cheong meeting virtually to kick-off the bilateral cooperation

UNITED KINGDOM DELEGATION



12 May 2022 - SGTech welcomed Lord Sarfraz (the UK Prime Minister's Trade Envoy to Singapore) and a delegation from the UK to discuss their shared ambitions on technology, cross-border data flows, artificial intelligence and digital transformation.

SGTECH GOES TO LONDON TECH WEEK

13-17 June 2022 - SGTech led a Singapore delegation of 8 companies to London Tech Week, UK's tech flagship event attended by more than 20,000 global corporate leaders, start-up's ecosystem stakeholders, and government representatives.

SGTech's mission had the following objectives:

- Establish the possible value proposition(s) of Singapore-based enterprise technology companies in Europe/ London tech ecosystem
- Introduce the UK Market and relevant bodies/ organisations to Singapore-based enterprise technology companies
- Support Singapore-based enterprise technology companies in building relevant European-based business contacts and generate relevant business leads



"I think the program was well curated and I liked that it is intertwined with a conference like LTW. It helps to gain a better understanding of the UK ecosystem and I get direct introduction to techUK and Tech Nation," said Ms Nina Alag Suri, Founder and CEO, XOPA AI.

SGTech also acknowledges the importance of internationalisation as a key growth enabler for member companies - and looks to the UKSDEA agreement to help local businesses engage seamlessly with those in the UK.

Ms Cheong said: "SGTech looks forward to working with the government and our counterpart associations in the UK to translate the agreement into actionable connections that our companies can leverage.

Digital agreements form an essential foundation for global digital trade, and SGTech thinks layering the means to enable cross-border transactions and data exchange in a trusted manner, through digital trust, can strengthen this foundation and amplify its effect."

SGTECH PLAYS HOST - INTERNATIONAL DELEGATIONS

20 MAY 2022: BANGLADESH DELEGATION



SGTech, together with Ms Sharon Teo (Exco Member, SGTech) and Ms Charmain Tan (Co-founder and CEO of SGTech member, QuickDesk) played host to Ms Nasima Aktar Nisha, President, Women & e-Commerce Trust (WE) and the first women entrepreneur delegation from the Bangladesh Women & e-Commerce (WE) Trust to exchange ideas for cross-border B2B collaborations as well as to share Singapore's success stories in digital transformation.

20 MAY 2022: INDIA DELEGATION



SGTech hosted Dr Nikhil Agarwal (CEO, FIRST & AIIDE, IIT Kanpur), along with the delegates from the Indian Institute of Technology (IIT) Kanpur. A meaningful dialogue was struck where both organisations' representatives introduced and shared their existing infrastructure and eco-systems. Several referrals and potential collaborations were even discovered within the first ten minutes!

6 JUN 2022: AUSTRALIA DELEGATION



SGTech, together with Mr Wong Wei Kang (Enterprise Singapore, Senior Development Partner, ICT & Media, Digital Industry Singapore), and seven other member companies, and Austrade, hosted delegates from the Insurtech industry in Australia.

Australian delegates were very interested in understanding how they could partner Singapore as a springboard to plug into the regional tech ecosystem. Our members shared their knowledge and experience based on their interactions with other countries, and how Singaporean companies have a unique edge in bridging the Eastern and Western cultures.

2 JUN 2022: KOREA DELEGATION



SGTech hosted a delegation from the Korea IT Cooperation Center (KICC) in our office recently. We had a fruitful discussion on the following topics:

- How to support different types of collaboration, such as product/service support, marketing and branding initiatives
- Further development of international collaboration in terms of tech transfer
- Ways to find suitable overseas partners
- Internationalisation efforts initiated by the public and private sectors from the ICT industry
- Best practices and case studies of tech collaboration

The KICC team was keen on opportunities for Korean ICT companies in ASEAN but also pointed out the challenges such as language barriers and licenses in different parts of the region, as well as a lack of brand awareness. For instance, while NAVER cloud is well-known in Korea, its branding is not as strong in ASEAN.

Our member companies, Unabiz & Sentient.io also shared similar difficulties in penetrating the ASEAN market and they look forward to working on collaborating with KICC in this region.

INTERNATIONALISATION - WEBINARS

[1 JULY 2021] TURKEY THE REGIONAL HUB TO CONNECT EUROPE AND ASIA



Jointly organised in partnership with Enterprise Singapore, and Turkey Investment Office. The webinar was aimed at showcasing the growing innovation and many other reasons for tech companies to consider investing in Turkey.

[29 JULY 2021] SINGAPORE – DIGITAL HUB AND TRUSTED PARTNER, MALAYSIA – A SUSTAINABLE COST-COMPETITIVE INVESTMENT LOCATION



Jointly organised with Internet Alliance, the webinar focuses on the offerings that Singapore has in store for ICT firms looking to develop cutting-edge technologies for regional and global markets. While also highlighting the benefits of Malaysia as well as their Future 5 Strategy.

[22 OCTOBER 2021] TECH OPPORTUNITIES, LEGAL LANDSCAPE AND TAX REGIME IN INDONESIA



With 276 million people and 202 million internet users, Indonesia boasts the largest internet economy in the region, valued at USD 44 billion in 2020 and projected to increase to USD 124 billion by 2025. These strong fundamentals make Indonesia one of ASEAN's most attractive investment locations. The webinar focused on the rapid digital adoption during Covid-19 and the development of Smart Cities and Data Centers in Indonesia.

[1-2 NOVEMBER 2021] TECH OPPORTUNITIES, LEGAL LANDSCAPE AND TAX REGIME OF VIETNAM



With Vietnam's rapid development over the past 30 years, we explored the new ventures and opportunities to a country that was forecasted to have rapid-economic growth. Part of the webinar touched on the legalities and as well as the up and coming sectors.

[18 NOVEMBER 2022] TECH OPPORTUNITIES, LEGAL LANDSCAPE AND TAX REGIME OF THAILAND



Thailand is Southeast Asia's second largest economy, with sizable investments in strategic fundamentals such as a well-developed transportation system, infrastructure, and communications network. Besides key growth sectors such as tourism, manufacturing and agriculture, the digital economy is also becoming increasingly important to the country.

[13 JANUARY 2022] GLOBAL TECH BUSINESS OUTLOOK 2022



From rising inflation and the supply chain crisis to climate change, 2022 was predicted to be a year of navigating new challenges as the global economy transitions to the post-Covid-19 endemic world.

Mr Ang Chin Tah, Senior Vice President & Head of Digital Industry Singapore Digital Industry Singapore (DISG), Mr Kentaro Takenaka (Ken), Head of Corporate Hedging, Asia, Western Union Business Solutions and Mr Charles Ng, Associate Director-General of Investment Promotion (Sector Specialists), Invest Hong Kong highlight 4 key areas to watch for in 2022.

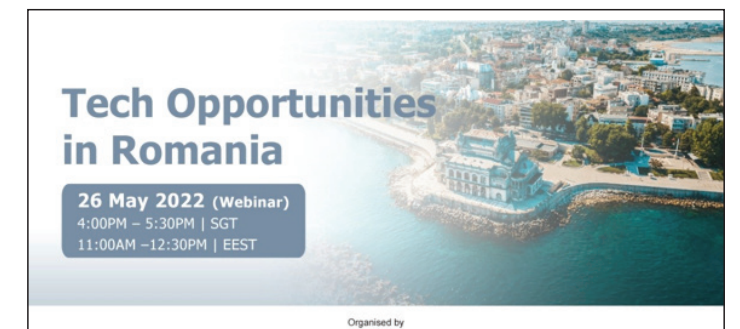
[5-6 MAY 2022] GLOBAL MARKET INSIGHTS 2022: TECH OPPORTUNITIES IN AUSTRALIA



If you are looking to achieve the next level of business growth, exploring market opportunities in Australia can be advantageous for Singaporean companies. A strong bilateral relationship between the two nations has paved the way for long-lasting tech partnerships and collaborations.

By understanding local markets as well as cultural norms, knowing key regulations and building towards long-term goals, businesses can ride the wave of new opportunities in a globally integrated economy.

[26 MAY 2022] TECH OPPORTUNITIES IN ROMANIA



Romania is considered as a regional centre of excellence in innovation and an attractive location for outsourcing and software development. The Romanian IT&C market is expected to reach over \$9 billion by 2022, with the sector contributing to 6.3% of Romania's GDP in 2021.

Industry experts shared their insights on

- The latest trends and developments in Romania's IT&C sector
- New business opportunities available for Singapore companies in Romania via EU funds
- Potential partnerships with Romanian companies to jointly achieve business growth in the EU, Asia, Middle East and Latin America

WOMEN'S EMPOWERMENT TASK FORCE

SGTech participated in the Special Initiative on Women Empowerment at the B20 Summit in Italy 2021.

B20 is the official business community engagement forum for the G20, with each B20 presidency submitting policy recommendations from the business perspective to the G20.

SGTech has been actively collating and submitting relevant Singaporean case studies and examples to illustrate a policy recommendation on Women Empowerment.

HIGHLIGHTS OF THE SPECIAL INITIATIVE ON WOMEN EMPOWERMENT POLICY PAPER

The B20 Taskforce on Women's Empowerment focused on ways to reverse the disproportionate impact of COVID-19 on women, and to unlock new income generation opportunities.

Underpinned by a broad consensus that the scale of pre-pandemic gender gaps was unacceptable, the paper suggested a comprehensive policy framework to support women along the work-life cycle.

The paper had three main recommendations:

Recommendation 1:

Bringing more women back into the workforce and into the heart of economic activity shaping the future. This includes advocating for gender balance across high-growth, high-impact activities such as the design, development and delivery of health and advanced technologies.

Policymakers would need to mitigate the negative impact of the pandemic on women's economic opportunities by designing gender-responsive measures to ensure that progress made over recent decades towards equality is not lost.

They also need to strengthen the pipeline of women into STEM and other high-growth sectors, which will cultivate an early interest in Science, Technology, Engineering and Math (STEM) and build women's aspirations and skills to increase participation in the most in-demand job roles.

Recommendation 2:

Build an inclusive society and workplace cultures, which dismantle pervasive gender stereotypes. The G20 is advised to boost women's economic opportunities by eliminating legal and cultural barriers to paid work, and actively upskilling female workers.

Policymakers will need to identify current gender gaps, and address the associated social and cultural norms that limit women's opportunities - including unpaid work, occupational segregation, and stereotypes.

There also needs to be a focus on building the relevance and resilience of women's skills - Promote gender equity across business departments and functions; and provide women in roles at higher risk of disruption with specific reskilling and training.

Equally crucial is to eradicate sexual discrimination, harassment, and gender-based violence through targeted education programs. Organisations can also develop support mechanisms to aid reporting of unethical behavior in the workplace.

Recommendation 3:

Create pathways for women into business leadership and ownership. The paper recommends that the G20 should mitigate the barriers that limit the ability of women to advance, lead and start businesses.

Policymakers should target gender parity in senior decision-making positions, advocate for and eliminate barriers to women reaching senior decision-making positions, with a focus on comprehensive collection of sex-disaggregated data.

Steps can also be taken to enhance the entrepreneurial potential of women - by building the aspirations and capacity of female entrepreneurs and actively support the financing, scaling, and sustainability of women-owned businesses.

SG WOMEN IN TECH CORPORATE PLEDGE

Back home, SG Women in Tech and SGTech launched the SG Women in Tech Corporate Pledge, with more than 50 companies pledging to create a conducive environment with support in place to attract, retain and develop more women in tech.

ASSOCIATION LED EVENTS

GEO CONNECT ASIA 2022

1-2 June 2022 - SGTech organised the Singapore Pavilion at Geo Connect Asia 2022, Southeast Asia's annual geospatial and location intelligence technology show.

Geo Connect Asia has become a gateway for meeting the world's leading influencers in geospatial technology and solutions, and is the platform for industry professionals, government agencies and start-ups to come together to build and develop knowledge and solutions for Asia's geospatial & location intelligence markets.

Participating companies presented their geospatial solutions at a Tech Talk Live! segment, one of more than 10 fireside chats featuring more than 50 prominent industry speakers, panellists and moderators, who discussed topics from mapping and measuring to the imminent impact of the metaverse.



Mr Edwin Tong, Minister for Culture, Community and Youth and Second Minister for Law (4th from front right) and the VIP entourage pose in front of the Singapore Pavilion.

TECHXLR8 ASIA 2022

1 - 3 June 2022 - SGTech organised the Singapore Pavilion at TechXLR8 Asia 2022, an anchor exhibition at ATxSG, the largest technology event since the reopening of Singapore borders in March 2022.

Over 16,000 visitors attended the hybrid event, with 82% showing up in person.

About 600 exhibitors showcased their latest technology products and services, with more than 350 speakers sharing their expert insights in more than 200 conference sessions.

Exhibitors at the Singapore Pavilion were happy that events had resumed, especially at the scale and impact of ATxSG.

Mr Lee Kian Chong, Co-Founder and CEO of Cyberlitmus, said the experience was "refreshing as it was a great opportunity to meet old and new friends in the industry."

He also noted the increased effectiveness of in-person engagements and meetings at the event. "It was great to restart in-person engagements at TechXLR8 as the event was well designed to facilitate high quality interactions. The SGTech team was also proactive in offering to facilitate these engagements. This meant a higher quality of leads for potential customers and partners in Singapore and beyond."

"SGTech organised the Singapore Pavilion well, and the entire process was very smooth. The organising team was also highly responsive, and passionate about making the event a success," he said.



Singapore Pavilion at TechXLR8 Asia

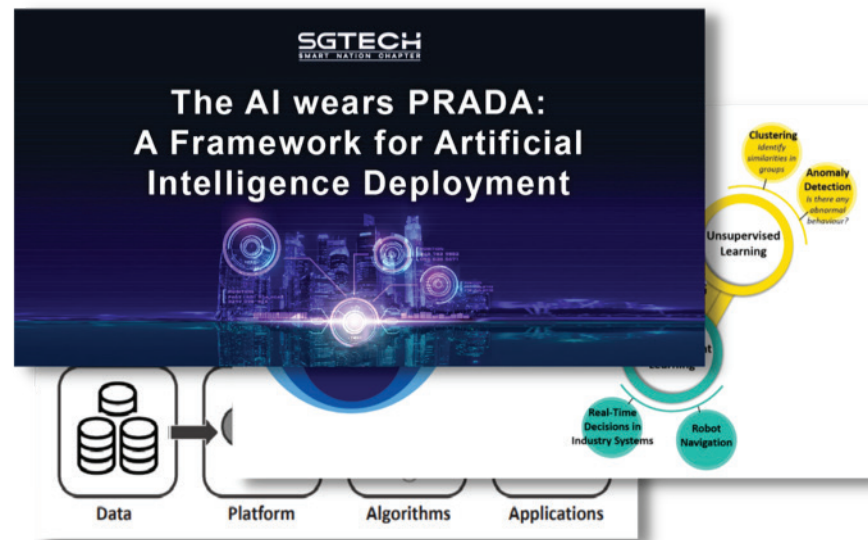
OTHER ONGOING PROGRAMMES

CLOUD APPRECIATION SERIES



To support Singapore's GoCloud movement, SGTech's Cloud Appreciation Series was launched 24 January 2020. Supported by IMDA, with the objective of supporting businesses along their cloud adoption journey, the series of workshops was aimed at clarifying the jargon and debunking myths associated with Cloud, enabling businesses to learn from the first-hand experiences of others that have successfully adopted Cloud and to connect businesses with the relevant support ecosystem for their Cloud adoption journey.

SMART NATION THOUGHT LEADERSHIP SERIES



SGTech's Smart Nation Chapter has curated a series of thought leadership articles on holistic smart city solutions provided by smart technology innovators and adopters for both the Singapore and international markets.

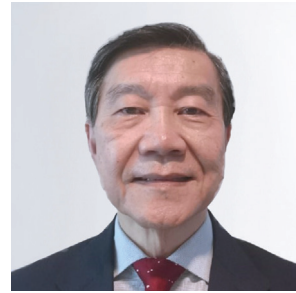
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Head of Stakeholder Engagement,
APAC



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Chief Executive Officer



IVAN CHANG
Honorary Treasurer

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Consumer Payments, APAC



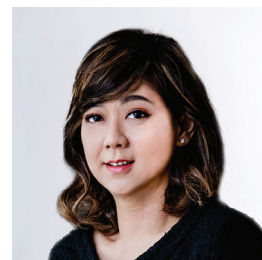
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SERENE SIA
Councillor

Autodesk Asia Pte Ltd
Managing Director, ASEAN



AMEET NIVSARKAR
Co-Opted Councillor

Tata Consultancy Services Asia
Pacific Pte Ltd
Country Head, Singapore and
APAC Regional Head for Public
Sector



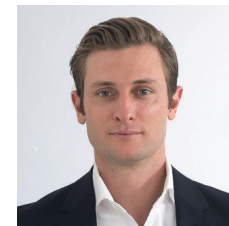
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Development & Head PE/VC
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Japan



CRAIG GLEDHILL
Co-Opted Councillor

ACA Pacific Technology (S) Pte Ltd
Chief Executive Officer



BEN KING
Co-Opted Councillor

Google Asia Pacific Pte Ltd
Managing Director, Google
Singapore



DAVID SIAH
Co-Opted Councillor

Trend Micro (Singapore)
Pte Ltd
Country Manager



JEREMY TAN
Co-Opted Councillor

Liquid Group Pte Ltd
Chief Executive Officer



XIA JIE JESSIE
Co-Opted Councillor

Thoughtworks Pte Ltd
Co-Managing Director,
Southeast Asia



LIM SOON TEIN
Co-Opted Councillor

ST Engineering Electronic Ltd
Vice-President (Programme),



STEPHANIE CHU
Co-Opted Councillor

Accenture Pte Ltd
Managing Director



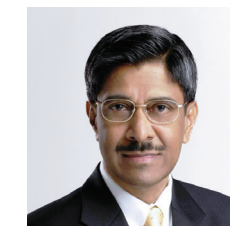
TEH CHONG MIEN
Co-Opted Councillor

NEC Asia Pacific Pte Ltd
Managing Director,
Singapore Operations



RAEN LIM
Co-Opted Councillor

Splunk Singapore
Group Vice President, Asia



P. BALACHANDRAN
Legal Counsel

Robert Wang & Loo LLP
Senior Consultant

SGTECH CHAPTERS

ARTIFICIAL INTELLIGENCE & HIGH PERFORMANCE COMPUTING (AI & HPC) CHAPTER EXCO

Name	SGTech Designation	Organisation	Designation
Foo Tee Meng	Deputy Chair	Adera Global Pte Ltd	General Manager (Digital Payments & Identity)
Tobias M. Brix	Honorary Treasurer	Whispir Pte Ltd	Chief Operating Officer, Global
Ettikan Karupiah	Honorary Secretary	NVIDIA Singapore Development Pte Ltd	Chief Technologist (Asia Pacific South Region)
Bernard Tan	ExCo Member	National Supercomputing Centre	Director (Strategy, Planning & Engagement)
Peter Leong	Co-opted Exco Member	Singapore Polytechnic	Senior Lecturer
Seow Khee Wei	Co-opted Exco Member	Republic Polytechnic	Assistant Director, Capability & Industry
Kamal Karmakar	Co-opted Exco Member	CitiXsys Technologies	Chief Executive Officer
Vinayak Prabhu	Co-opted Exco Member	Nanyang Polytechnic	Deputy Director, Digital Engineering
Wen Yonggang	Co-opted Exco Member	Nanyang Technological University	Associate Dean (Research), College of Engineering
Laurence Liew	Advisor	AI Singapore	Director, AI Industry Innovations & Makerspace

CLOUD & DATA CHAPTER EXCO

Name	SGTech Designation	Organisation	Designation
Gunasekharan Chellappan	Chair	Red Hat Asia Pacific Pte Ltd	General Manager, Singapore
Dennis Chung	1st Vice Chair	Microsoft Operations Pte Ltd	Principal Technology Leader
Vincent Lee	2nd Vice-Chair	Dell Global B.V. (Singapore Branch)	General Manager, Singapore Channels
Suresh Agarwal	Honorary Secretary	Agarwal Pte Ltd	Managing Director
Maneesh Tripathi	Honorary Treasurer	Cavu Corp Pte Ltd	Group Chief Executive Officer
Raju Chellam	ExCo Member	Fusionex Pte Ltd	Vice-President (New Technologies)
Genevieve Ding	ExCo Member	Amazon Web Services Inc	Head of Public Policy, SG & ASEAN Strategic Projects
Abhishek Pradhan	ExCo Member	ST Engineering Digital Systems Pte Ltd	VP / Head Cloud Technology
Andrew Ang	Co-opted Exco Member	Huawei International Pte Ltd	Chief Commercial Officer, Cloud & Data
Wee Luen Chia	Co-opted Exco Member	ServiceNow Pte Ltd	Area Vice President
Kenneth Siow	Co-opted Exco Member	Tencent Cloud	Regional Director (SEA) & General Manager (SG)
Jonathan Kok	Co-opted Exco Member	Withers KhattarWong LLP	Partner, Intellectual Property & Technology
Allan Teng	Co-opted Exco Member	Workato Pte Ltd	Managing Director & VP (APJ)
Jeremy Ang	Co-opted Exco Member	BytePlus Pte Ltd (ByteDance)	Chief Strategy Advisor - Data and Machine Learning

CYBER SECURITY CHAPTER EXCO

Name	SGTech Designation	Organisation	Designation
Dutch Ng	Chair	i-Sprint Innovations Pte Ltd	Chief Executive Officer
David Siah	Vice-Chair	Trend Micro (Singapore) Pte Ltd	Vice President-Customer Success, AMEA (APAC, Mid East, Africa)
Donald Wee	Honorary Secretary	Data Terminator Pte Ltd	Founder and Director
Ken Soh	Honorary Treasurer	Athena Dynamics Pte Ltd	Founding CEO
Eugene Lam	ExCo Member	Netrust Pte Ltd	Deputy CEO
Genie Gan	ExCo Member	Kaspersky Lab Singapore Pte Ltd	Head of Public Affairs & Government Relations, APAC
Goh Eng Choon	ExCo Member	ST Engineering Digital Systems Pte Ltd	President Cyber
Jess Ng	ExCo Member	Fortinet Singapore Pte Ltd	Country Head, Singapore & Brunei
Sherin Lee	ExCo Member	Ensign Infosecurity (Systems) Pte Ltd	Head of APAC Marketing, Brand & Communications
Francis Goh	Co-Opted Exco Member	Netpoleon Solutions	CEO
Aung Win Tin	Co-Opted Exco Member	Nanyang Polytechnic	Lecturer at School of Information Technology
Divyan Konidala	Co-Opted Exco Member	Ngee Ann Polytechnic	Course Chair (Diploma in Cybersecurity & Digital Forensics) at School of InfoComm Technology
Jonathan Phua	Co-Opted Exco Member	Insider Security	Director
Breyvan Tan	Co-Opted Exco Member	Wissen International	Managing Director
Karl Kwan	Co-Opted Exco Member	Singapore Polytechnic	Specialist (Cyber Security)
Phillips Lai	Co-Opted Exco Member	Splunk Services Singapore	Director, APAC Government Affairs
Billy Koh	Co-Opted Exco Member	NEC Asia Pacific	Deputy Business Development Director
Loy Chee Leng	Co-Opted Exco Member	Infinite Convergence	Regional Vice President for Asia Pacific and Middle East
Andrew Ong	Co-Opted Exco Member	Vectra AI, Inc	Regional Director Asia

SGTECH CHAPTERS

DIGITAL TRANSFORMATION CHAPTER EXCO

Name	SGTech Designation	Organisation	External Organisation
Dr Mark Shmulevich	Chair	Shelford Digital	Director
Nicholas Lee	1st Vice-Chair	EZ-Link Pte Ltd	Chief Executive Officer
James Miner	2nd Vice-Chair Honorary Secretary	Minerlabs Group Pte Ltd	Chief Executive Officer
Subhash Raghavendra	Honorary Treasurer	NashTech Singapore Pte Ltd	Vice President & Country Manager, SG
Howie Sim	ExCo Member	NCS Pte Ltd	Senior Partner, Healthcare & Transport Client Service Unit
Aleks Farseev	Co-Opted Exco Member	Somin Pte. Ltd.	Chief Executive Officer
Julian Chan	Co-Opted Exco Member	Microsoft Operations Pte Ltd	Digital Experience Leader, Asia Pacific

SINGAPORE ENTERPRISE CHAPTER EXCO

Name	SGTech Designation	Organisation	External Organisation
Alex Ng	Chair	Spaze Investment Pte Ltd	Managing Director
Adrian Long	1st Vice-Chair	V3 Smart Technologies Pte Ltd	General Manager
Kwok Jen Nie	2nd Vice-Chair	Xcellink Pte Ltd	Chief Executive
Suresh Agarwal	Honorary Secretary	Agarwal Pte Ltd	Managing Director
Edward Tay	Honorary Treasurer	Sistema Asia Capital Pte Ltd	Chief Executive Officer
Zen Chin	ExCo Member	Overdrive IOT Pte Ltd	Chief Operating Officer
Eileen Tan	ExCo Member	Stone Forest IT Pte Ltd	Executive Director
Kelvin Koh	ExCo Member	Intercorp Solutions Pte Ltd	Chief Executive Officer
Anurax Lian	ExCo Member	Simple Solution Systems Pte Ltd	Managing Director
Andy Lim	Co-opted Exco Member	iFoundries (Asia Pacific) Pte Ltd	Director
Shane Yan	Co-opted Exco Member	Savoir Asia Consulting Pte Ltd	Managing Director
Jeat Shyan Wong	Co-opted Exco Member	Talariax Pte Ltd	Chief Executive Officer/Co-Founder
Lawrence Chua	Co-opted Exco Member	Fujifilm Business Innovation SG	Associate Director, Strategic Business Marketing (Integrated Services & Solution)
Li Wei	Co-opted Exco Member	Transfong Ventures Pte Ltd	Chief Executive Officer
Ada Lim	Co-opted Exco Member	Glee Trees Pte Ltd	Director & Co-Founder
Mayuresh Godse	Co-opted Exco Member	Content Factory Pte Ltd	Managing Director
Dennis Chan	Co-opted Exco Member	Hua Wei International Pte Ltd	Chief Cyber Security Officer

SMART NATION CHAPTER EXCO

Name	SGTech Designation	Organisation	External Organisation
Anthony Ong	Chair	ADERA Global Pte Ltd	Group CEO
Ng Nam Guan	1st Vice Chair	VMWare Singapore Pte Ltd	Senior Director, Cloud Native
Gordon Heap	2nd Vice Chair	DXC Technology Singapore Pte Ltd	General Manager, Singapore Public Sector
Nick Lee	Honorary Secretary	AIT Technologies Pte Ltd	CEO
Jonathan Tan	Honorary Treasurer	Unabiz Pte Ltd	Managing Director
Karen Chong	ExCo Member	Zscaler, Inc	Regional Sales Director, Asean
Martin Yates	ExCo Member	Injazat Data Systems UAE	Corporate Chief Technology Officer
Ynse de Boer	ExCo Member	Envision Digital International Pte Ltd	VP Smart Cities & Decarbonization
Lee Sea Lin	ExCo Member	Toppan Ecquaria Pte Ltd	Vice President of Business Development & Innovation
Lau Shih Hor	Immediate Past Chairman	Elixir Technology Pte Ltd	Chief Executive Officer
Lynn Isabella Shiow	Co-Opted Exco Member	Splunk Inc	Regional Sales Director, Public Sector, Singapore
Eileen Chua	Co-Opted Exco Member	SAP Asia Pte Ltd	Managing Director
Phuay Li Ying	Co-Opted Exco Member	PlanetSpark Pte Ltd	Managing Director
Calvin Chu	Co-Opted Exco Member	Eden Strategy Institute LLP	Partner
Tan Tian Chong	Co-Opted Exco Member	Aptiv8 IT Solutions Pte Ltd	Managing Partner
Sani Ismail	Co-Opted Exco Member	STIE Pte Ltd	Chief Commercial Officer (CCO)
Terry Gao	Co-Opted Exco Member	Huawei International Pte Ltd	Managing Director, Huawei Digital Power Business Singapore
Robin Li	Co-Opted Exco Member	Envision Digital International Pte Ltd	Vice President, Global General Manager, Smart Sustainable City

SGTECH COMMITTEES

DATA CENTRE COMMITTEE

Name	SGTech Designation	Organisation	External Organisation
Ashton Soh	Co-Chair	Mapletree Facilities Services Pte Ltd	Vice President
Christopher Street	Co-Chair	Jones Lang Lasalle Technology Services Pte Ltd	Managing Director of Data Centres, Asia Pacific
Chun Keat Cheong	Exco Member	ERS Industries Ptd Ltd	Chief Executive Officer
Clement Goh	Exco Member	ST Telemedia Global Data Centres (STT GDC Pte Ltd)	CEO, Southeast Asia
Gavin Chua	Exco Member	Meta	Head of Stakeholder Engagement, APAC
Mark Simpson	Exco Member	Hurley Palmer Flatt Pte Ltd	Regional Director
Srini Rao	Exco Member	BDx Data Centre te Ltd	Regional Director

DATA PROTECTION ADVISORY COMMITTEE

Name	SGTech Designation	Organisation	External Organisation
Lyn Boxall	Chair	Lyn Boxall LLC	Director
Annabel Lee	Committee Member	Amazon Web Services, Inc.	Head of Digital Policy (APJ)
Dennis Chung	Committee Member	Microsoft Operations Pte Ltd	Healthcare and Research Tech Leader
Saravanan Krishnan	Committee Member	Dell Global B.V. (Singapore Branch)	Sales Director and General Manager, Data Protection Solutions Division (Southeast Asia)

DIGITAL TRUST COMMITTEE

Name	SGTech Designation	Organisation	External Organisation
Philip Heah	Chair	Credence Lab Pte Ltd	Chief Executive Officer
Calvin Chu	Exco Member	Eden Strategy Institute	Managing Partner
David Alfred	Exco Member	Drew & Napier LLC	Director and Co-Head, Data Protection, Privacy & Cybersecurity Practice
Denise Seah	Exco Member	IBM Singapore Pte Ltd	Country Manager, Data & AI, Automation
Foo Fang Yong	Exco Member	Huawei International Pte Ltd	Chief Executive Officer
Jene Lim	Exco Member	Experian Credit Services Singapore Pte Ltd	Head of Product Management
Jessie Xia	Exco Member	Thoughtworks Pte Ltd	Director, Digital Transformation & Digital Talent Strategy Advisory
Lim Soon Tein	Exco Member	ST Engineering Digital Systems Pte Ltd	Head, Cybersecurity
Raju Chellam	Exco Member	Fusionex Pte Ltd	Vice President, New Technologies
Richard Hong	Exco Member	TÜV SÜD PSB Pte Ltd	Chief Executive Officer
Royce Wee	Exco Member	Alibaba.Com Singapore E-Commerce Pte Ltd	Director, Head of Global Public Policy and Head of DPO Function for International Businesses
Satya Ramamurthy	Exco Member	KPMG Services Pte Ltd	Senior Partner
William Anstee	Exco Member	Totallyawesome Singapore Pte Ltd	Chief Executive Officer

EDTECH COMMITTEE

Name	SGTech Designation	Organisation	External Organisation
Jamie Tan	Co-Chair	Flying Cape Pte Ltd	Founder & Director
Stanley Chia	Co-Chair	Cialfo Pte Ltd	Co-Founder & Chief Operating Officer
Alex Wong	Exco Member	Stag Match Pte Ltd	Founder
Dr Richard Yen	Exco Member	Ednovation Pte Ltd	Managing Director
J.D. Lee	Exco Member	Adam Khoo Learning Technologies Group Pte Ltd	Director
Lydia Ang	Exco Member	Flying Cape Pte Ltd	Head, Business Development

GAME COMMITTEE

Name	SGTech Designation	Organisation	External Organisation
James Miner	Co-Chair	Minerlabs Group Pte Ltd	Chief Executive Officer
Hrishikesh Varma	Exco Member	Akamai Technologies Singapore Pte Ltd	Director, Product Management
Phylcia Koh	Exco Member	Play Ventures Pte Ltd	Vice President

SGTECH COMMITTEES

GOVERNMENT PROCUREMENT ADVISORY COMMITTEE

Name	SGTech Designation	Organisation	External Organisation
Shirley Wong	Chair	Singapore Management University (SMU)	Entrepreneur-in-Residence
Andy Sim	Committee Member	Dell Global B.V. (Singapore Branch)	Vice President & Managing Director
Ray Chan	Committee Member	NetApp	Sales Leader
Lai Yee Ng	Committee Member	IBM Singapore Pte Ltd	Managing Partner & Country Leader, IBM Consulting, Singapore
Sharon Teo	Committee Member	Inspire-Tech Pte Ltd	Chief Executive Officer
Anurax Weijie Lian	Committee Member	Simple Solution Systems Pte Ltd	Managing Director
Raymond Choon Kok Goh	Committee Member	ST Engineering Digital Systems Pte Ltd	Head Alliance and Products
Chua Ah Leng	Committee Member	Toffs Technologies Pte Ltd	Chief Operating Officer
Wai Keong Foong	Committee Member	Toppa Ecquaria Pte. Ltd.	Managing Director
Gordon Heap	Vice Chair	DXC Technology Singapore Pte Ltd	General Manager

SMES GO DIGITAL ADVISORY COMMITTEE

Name	SGTech Designation	Organisation	External Organisation
Adrian Long	Chair	V3 Smart Technologies Pte Ltd	General Manager
Dutch Ng	Committee Member	I-Sprint Innovations Pte Ltd	Chief Executive Officer
Gerald Leo	Committee Member	Microsoft Asia Pacific	APAC Partner Director (Solutions, Services, Channels)

SUSTAINABILITY STEERING COMMITTEE

Name	SGTech Designation	Organisation	External Organisation
Gavin Chua	Co-Chair	Meta	Head of Stakeholder Engagement, APAC
Lim Boon Pin	Co-Chair	Hp Pps Singapore (Sales) Pte. Ltd.	South East Asia & Asia Emerging Countries Sustainability Manager (APJ SUSTAINABILITY)
Phyllis Chua	Exco Member	Dell Global B.V. (Singapore Branch)	S.E.A Env Affairs & Producer Responsibility Sr Consultant
Lau Shih Hor	Exco Member	Elixir Technology Pte Ltd	Chief Executive Officer
Dr Aidan Wong	Exco Member	Singapore Management University (Smu)	Assistant Professor of Humanities (Education)
Boon Chong Chia	Exco Member	Singapore Telecommunications Ltd (Singtel)	Director, Group Sustainability
Veerappan Swaminathan	Exco Member	Sustainable Living Lab Pte Ltd	Founder & Director

TALENT STEERING COMMITTEE

Name	SGTech Designation	Organisation	External Organisation
Ivan Weilong Chang	Co-Chair	The Walt Disney Company	Consumer Payments, APAC
Benjamin Mah	Co-Chair	Oracle Netsuite, Asean	Senior Director, Business Development & Head PE/VC Practice, Oracle Netsuite Asia & Japan
Sharon Teo	Committee Member	Inspire-Tech Pte Ltd	Chief Executive Officer
Joe Keen Poon	Committee Member	Kaplan Higher Education Academy Pte Ltd	President
Peiru Teo	Committee Member	Keyreply Pte Ltd	Chief Executive Officer
Edward Chen	Committee Member	LinkedIn Singapore Pte Ltd	Head of Enterprise Sales, LinkedIn Talent & Learning Solutions
Nigel Lim	Committee Member	Payboy Pte Ltd	Managing Director
Benjamin Emmanuel Lee	Committee Member	Sealed Network	Co-Founder
Dr Mark Shmulevich	Committee Member	Aloniq	Managing Partner
Jen Nie Kwok	Committee Member	Xcellink Pte Ltd	Chief Executive Officer

123JUMPSTART ADVISORY COMMITTEE

Name	SGTech Designation	Organisation	External Organisation
Paul Lim	Co-Chair	Fidelium International Pte Ltd	Executive Chairman and CEO
Dr Mark Shmulevich	Co-Chair	Aloniq	Managing Partner
Alex Wong	Committee Member	Stag Match Pte Ltd	Founder



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