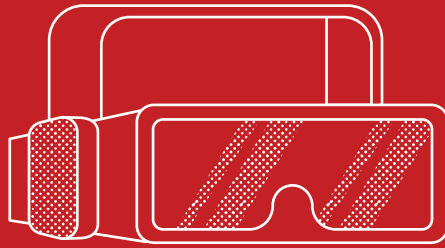


TECH TRANSFORMS LIFE

ANNUAL REPORT FY 2023-24



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.

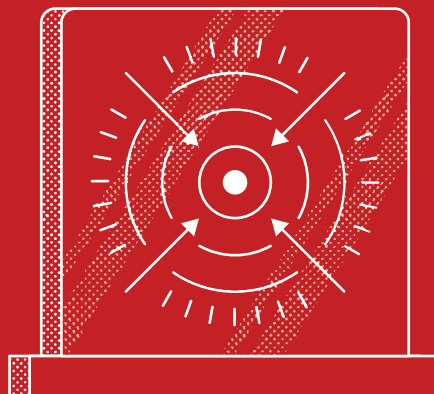


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MESSAGE FROM OUR CHAIR



Mr Wong Wai Meng

SGTech Chair

In these VUCA (volatile, uncertain, complex, and ambiguous) times, SGTech's role as the industry's voice has never been more critical. As Charles Dickens wrote, "It was the best of times, it was the worst of times," a fitting reflection on a year marked by rapid change.

Geopolitical tensions, climate challenges, and advancements in artificial intelligence (AI) are reshaping industries in unprecedented ways. These forces present both significant challenges and remarkable opportunities. At SGTech, we've aligned our efforts with national initiatives like Forward SG, focusing on workforce upskilling and driving sustainability in the tech sector.

Digital Trust: A Pillar for Digital Economy

The digital economy is borderless, and a collective approach is essential for ensuring that the opportunities of the digital age would lead to prosperity, security, and progress for all. Digital trust has become a cornerstone of our digital economy, both in Singapore and globally. In the digital age, trust is a competitive advantage—especially for Singapore, where our reputation for security, transparency, and innovation positions us as a global leader.

This year, we proudly established the Digital Trust Centre of Excellence Advisory in collaboration with the APEC Business Advisory Council (ABAC). Our mission is to drive digital trust discourse and position Singapore at the forefront of this crucial conversation. Under the leadership of Ms Jan De Silva as my Co-Chair, and with the involvement of prominent organisations such as The World Bank, Crimson Logic, and Microsoft, we are shaping the future of digital trust.

Sustainability: Tech as an Enabler

Throughout our journey, SGTech has never lost sight of our mission: to drive growth and innovation through sustainability-ready tech members. As Singapore's tech solution providers position themselves to lead in scaling sustainable outputs, we recognise the challenges that persist in large value chains, particularly in meeting the regulatory changes for sustainability disclosure. Public discourse on Scope 3 issues remains fragmented, and the perspectives of SMEs are often underrepresented.

SGTech is committed to serving as a neutral platform that is relevant to unifying stakeholder groups, advancing sustainability efforts, and addressing Scope 3 issues. We remain steadfast in our belief that technology when adopted widely, will play a pivotal role in driving sustainability across sectors.

Empowering SMEs: Strengthening Capabilities

SGTech's priority is to empower SMEs, the backbone of our economy. This year, we expanded our collaboration with Trade Associations, Chambers and industry groups to tailor support to high-demand sectors, equipping SMEs for digital transformation through Digital Transformation for SMEs (DT-SMEs) that is anchored on our proprietary 3S framework: Strategy, Solutions, and Skills. As well as equipping them to become sustainability-ready through the SGTech Sustainability Guided Programme. By building the capabilities of SMEs, we are ensuring they are prepared to tackle the challenges of today and tomorrow.

Talent: Bolstering National AI Capabilities

AI continues to reshape the future of work, and we are committed to ensuring Singapore's workforce remains at the cutting edge of these developments. Our partnership with AI Singapore (AISG) to launch the Large Language Model Application Developer Programme (LADP) is an exciting step forward. This initiative will equip our workforce with advanced skills in generative AI, empowering individuals to integrate AI solutions into their businesses.

We are also working closely with Workforce Singapore (WSG) to design a Career Conversion Programme (CCP), enabling professionals from diverse backgrounds to transition into AI-related fields. Additionally, the launch of Gen-AI Job Skills Insights with IHRP reflects our commitment to staying ahead in the AI revolution.

Thought Leadership Studies

This year, SGTech's thought leadership efforts included exploring the digital trust workforce, and pioneering research in 'Global Growth of Digital Economies and Impact on Sustainability: Asia and Pacific Towards 2030', or DeSus for short.

Our "Digital Economy x Sustainability" (DeSus) research aims to help businesses align strategies with evolving global trends, especially in Singapore, where navigating rapid digital developments while achieving sustainability goals is essential. This study reinforces SGTech's commitment to driving innovation and shaping a sustainable digital future — a study that is possibly the first of its kind in this space.

Looking Back, Moving Forward

When I assumed the Chairmanship in FY2019/2020, we were thrust into the upheaval of the Covid-19 pandemic. Like today, it was both the best of times and the worst of times. Our events were disrupted, yet we adapted quickly, engaging with government agencies to ensure the tech industry remained an essential service. Through this, our goal was clear: to 'go far and go together' with our members, helping them not just survive but thrive amidst adversity, with their aspirations guiding us forward. That same resilience and focus continue to steer SGTech as we navigate new challenges and opportunities in an ever-changing world.

As I prepare to hand over the chairmanship to my successor, I want to express my deep gratitude to our stakeholders, partners, the SGTech Secretariat, and our vibrant community. Your unwavering support and collaboration have been integral to SGTech's success and growth.

I look forward to continuing to support SGTech in its mission to transform lives through technology, ensuring that we remain resilient and innovative in the face of an ever-changing global landscape.

Together, we will continue to build a brighter, more sustainable, and more digitally secure future.

MESSAGE FROM OUR EXECUTIVE DIRECTOR



Ms Yean Cheong

Executive Director

As we reflect on FY23/24, I'm proud to report that SGTech continues to advance in its mission to empower the tech community. This year has been a testament to our commitment to financial sustainability, advocacy, technological foresight, and industry support, ensuring we remain relevant to our members.

In the words of Peter Drucker, 'The best way to predict the future is to create it,' and at SGTech, we have embraced this mindset—actively shaping the future of technology and innovation through our collective efforts and strategic initiatives.

Membership Growth

We have witnessed a remarkable increase in our membership base, underscoring the growing trust in SGTech's initiatives. We have enhanced engagement between our members, ministries, and government agencies. This closer collaboration empowers our community to influence policy effectively, aligning with our principle of strong engagement with the government and industry advocacy.

Building Our Advocacy

Our engagement with government agencies and key partners has deepened this year, thanks to the active involvement of SGTech's chapter and council leaders. These efforts have resulted in tangible outcomes, from our representation in TESA/PolyITE, IMDA's Green Data Centre RoadMap, and CyberSecurity Agency's CyberSecurity Act Amendment, to name a few. These strongly reflected our contribution and dedication as a trusted voice of the tech community.

Additionally, our media presence has expanded significantly, amplifying SGTech's impact. This year, we have driven thought leadership and community engagement through our spokespersons' representation at key media outlets on important and topical tech developments and our inaugural SGTech Global Future Series online content, achieving 2.2 million engagements. Our YouTube channel followers have increased by 8 times!

Our LinkedIn base has also grown exponentially, having surpassed 25,000 followers. This expanding reach allows us to engage more meaningfully with our community and beyond, continuing our journey to remain relevant, engaged, and impactful.

Driving Business Opportunities

We have prioritised creating business opportunities for our members. Our networking sessions continue to drive lead generation and brand awareness, supporting our partners in achieving their business goals and elevating their brand presence.

Our Members Monday's New Member introductions and Community Spotlight were valuable resources for members seeking to build their networks and connect with the SGTech community.

Collaborations

We have created a more robust ecosystem that supports local SMEs and startups by fostering closer ties with MNC members and other Trade Associations and Chambers (TACs). The Affiliate partnerships with other TACs allowed us to extend our programmes to their members, and the Dual Membership with ACE for startup companies further extended our reach of companies. We have also created weekly networking and connection opportunities for members to seek collaboration partners for tenders and join forces in business ventures locally and overseas. These initiatives strengthened our ecosystem and ensured we support our members to remain competitive and scalable.

Gratitude For Leadership and Teamwork

Our achievements this year would not have been possible without the remarkable contributions of our leadership and team. I wish to express my heartfelt gratitude to our outgoing Chair, Mr Wong Wai Meng, for his visionary leadership and guidance, which has been instrumental in shaping SGTech's forward direction over the last 3 years.

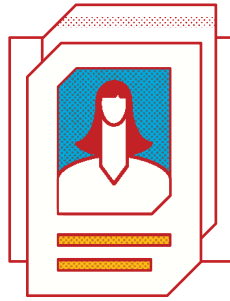
Additionally, I would like to acknowledge and deeply appreciate the dedication and hard work of our Exco Leaders, chapter members, and the Secretariat. Your unwavering commitment to SGTech's success has been pivotal in driving our progress, and I am profoundly grateful for your passion and devoted efforts.

In closing, as we look ahead, SGTech will steadfastly remain committed to ensuring our work is financially sustainable, forward-thinking, and truly beneficial and representative of our members' needs.

Thank you for your continued trust and support.

OUR YEAR IN NUMBERS

MEMBERSHIP



Total Membership

(as of June 2024)

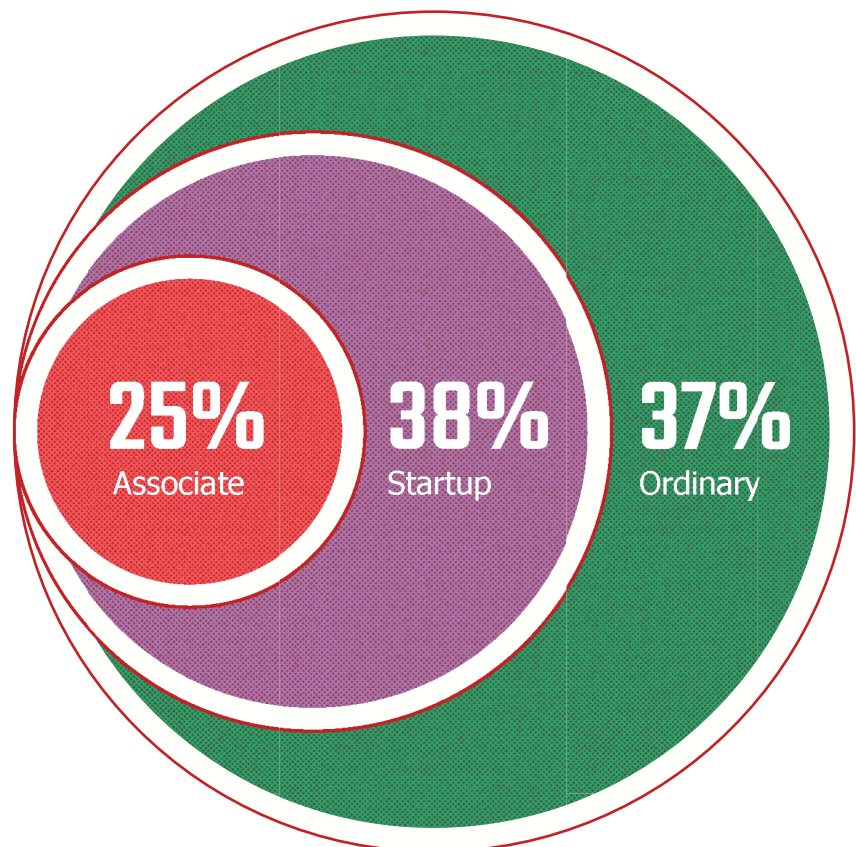
354 Associate

525 Startup

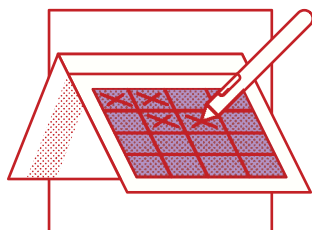
533 Ordinary

Membership Categories

(June 2024)



EVENTS



22

Online Events Hosted
and Supported

02

Offline Events Hosted
and Supported

2742

Attendees Engaged
(Offline and Online)

Business Matching

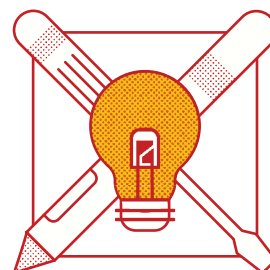
128

Singapore
Companies

690

Foreign
Companies

TALENT



\$4,533,024

Grants Approved for
Talent Initiatives

520

Companies Helped

1600

Students and Professionals
Directly Placed in Internships
and Professional Conversion
Programmes

Outreach

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

781

Students and
Professionals

99

Companies



IN THE MEDIA

FY 23/24 MEDIA HIGHLIGHTS

12 PRINT

85 ONLINE
ARTICLES

4 TV
INTERVIEWS

3 RADIO
INTERVIEWS

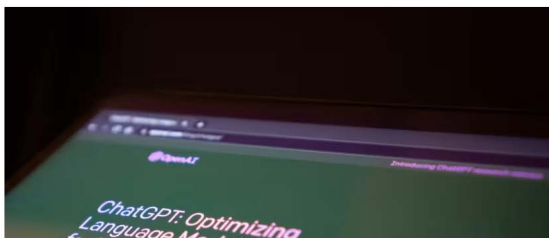


31 October 2023: Lianhe Zaobao's report highlights how SGTech supports the digital transformation of small and medium enterprises across four key areas.



16 January 2024: In a MoneyFM 89.3 interview, Ms Yean Cheong, Executive Director of SGTech and Mr Donald Wee, CEO of Data Terminator, highlighted the transformative benefits of the DT-SME Programme.

Commentary: Do you run an SME? Here's why you might want to start using AI for your business



BY LAURENCE LIEW

BY BENJAMIN MAH

Published November 7, 2023
Updated November 7, 2023



7 November 2023: Mr Laurence Liew, Director of AI Innovation at AI Singapore and Adviser to SGTech's AI Chapter, along with Mr Benjamin Mah, Co-chair of SGTech's Talent Steering Committee, contributed an opinion piece for TODAY on the benefits of AI for SMEs.

SINGAPORE BUDGET 2024

Tech industry group hopes Budget 2024 will help SMEs with sustainability, skills-based hiring



Renald Yeo

Published Wed, Jan 31, 2024 - 08:56 PM

Singapore Budget 2024

Follow

31 January 2024: SGTech shared with The Business Times its key recommendations for Budget 2024, designed to strengthen the nation's tech sector amidst global uncertainty, focusing on three strategic pillars: tech for sustainability, tech talent, and digital trust, as informed by surveys and focus group discussions.



19 February 2024: Mr Wong Wai Meng, Chair of SGTech, discussed with CNA the impact of Budget 2024's national broadband network upgrade, describing it as a crucial step to advance Singapore's digital economy and drive technological innovation.



13 March 24: Mr Wong Wai Meng, Chair of SGTech, shares his insights with The Straits Times on the future outlook of the workforce in the tech sector and how we can overcome future obstacles.

Building an inclusive tech ecosystem: How SGTech prioritises DEI

We aim to cultivate a DEI-focused culture where every individual feels valued, respected, and empowered to contribute their best



Yean Cheong

5 Apr, 2024



5 Apr 2024: Ms Yean Cheong, Executive Director of SGTech, discusses with e27 how SGTech prioritises Diversity, Equity, and Inclusion (DEI) and successfully integrates these principles into the organisation's workplaces.



7 May 2024: In an interview with CNA, SGTech Cybersecurity Chapter Chair Mr Ken Soh discusses the implications of a new bill granting local authorities oversight over critical computer systems, even those located overseas.



30 May 2024: Senior Minister of State Dr Janil Puthucheary and Mr Wong Wai Meng, Chair of SGTech, discussed Singapore's Green Data Center Roadmap on CNA's Singapore Tonight with Ms Glenda Chong.

Navigating success in the digital era: The crucial role of Diversity, Equity, and Inclusion (DEI) in leadership

We have seen increased employee engagement, improved morale, and greater innovation as a result of our commitment to DEI



Jessie Xia
8 May, 2024



8 May 2024: Ms Jessie Xia, Co-Chair of the Digital Trust Chapter at SGTech, shares in an opinion piece with e27 the importance of pushing for inclusivity as leaders in Singapore's tech landscape.

3 June 2024: Ms Gwyneth Tan, Head of Strategic Programmes (Sustainability) at SGTech, shared with Digicon Asia SGTech's perspective on how the path to data-driven sustainability is fuelled by a commitment to environmental accountability.

THE BUSINESS TIMES

SUBSCRIBERS

Singapore should adopt skills-based talent hiring and development

Skills-based approaches will promote hiring efficiency, improve the work environment and ease upskilling practices

BT

Asher Ling and Sharon Teo
 Published Sun, May 26, 2024 · 09:00 AM

Leadership

Follow

26 May 2024: In a Business Times op-ed, SGTech members Asher Ling, CTO, and Managing Director at Princeton Digital Group, and Sharon Teo, CEO of Inspire Tech advocated for Singapore to adopt a skills-based approach to hiring and development.

INTRODUCING GLOBAL FUTURE SERIES: SEASON ONE

IMPRESSIONS
13,152,511

REACH
11,648,687

HOURS WATCHED
10,445

VIEWS
2,821,925

ENGAGEMENT
2,203,212



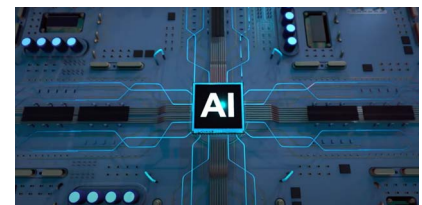
SGTech collaborated with ASN Media, a global content creation and engagement company, to launch the 'Global Future Series'.

Hosted by presenter Ms Colette Wong, the series featured in-depth interviews with technology leaders and key stakeholders, along with editorial reports and profiles of prominent tech organisations.

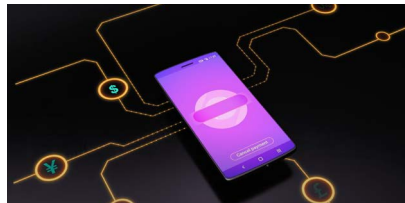
The series focused on six key themes: AI, Digitalisation, Digital Transformation, Sustainability, Digital Trust & Cybersecurity, and Talent & Skills. These topics have been carefully selected to address the pressing challenges and opportunities in the technology sector, reflecting the global trends crucial for future development and progress.

Watch the series trailer here:
<https://youtu.be/yLTIDU0qIUa>

Episode 1: In Asia, AI stands at the crossroads of innovation and challenge, promising revolutionary industry advances while posing ethical and societal dilemmas. This episode explores the balance between AI's potential and its implications, highlighting the region's journey towards harnessing this powerful technology.



Episode 2: Digitalisation in Asia marks a pivotal shift towards a future where technology reshapes every aspect of life, from business to social interactions. This episode explores how digital transformation unlocks new opportunities, drives economic growth, and addresses challenges across diverse sectors, emphasising the region's leap into a tech-empowered era.



Episode 3: Asia's digital transformation journey is a testament to the region's embrace of technology, revolutionising businesses and society. This episode delves into how digital innovations create opportunities, enhance services, and overcome traditional barriers, showcasing Asia's dynamic path toward a digitally empowered future.



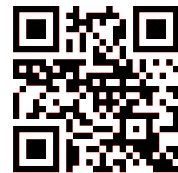
Episode 4: Asia's push for sustainability intertwines closely with technological innovation, leveraging cutting-edge solutions to address environmental concerns. This episode showcases how digital advancements and green tech drive sustainable practices across industries, aiming to reduce environmental impact while fostering economic growth, highlighting the region's strategic approach to achieving ecological balance through technology.



Episode 5: In Asia, digital trust and cybersecurity are pivotal in shaping a secure online ecosystem. This episode examines the intricate balance between advancing technology and maintaining user trust through robust cybersecurity measures. It spotlights the region's efforts in safeguarding digital identities, protecting data, and combating cyber threats, underscoring the critical role of security in Asia's digital age.



Episode 6: Asia's talent and skills landscape is evolving rapidly in response to the digital era's demands. This episode explores the region's initiatives to bridge the skills gap, highlighting innovative education and training programmes designed to equip the workforce with the competencies needed for tomorrow's tech-driven job market, showcasing Asia's commitment to nurturing a future-ready talent pool.



Visit: gfs.sgtech.org.sg



SGTech is dedicated to empowering Singapore's tech scene to be a driving force in sustainable development. Through initiatives such as the Sustainability Guided Programme (SGP), the organisation aims to foster a green tech ecosystem, advocate for sustainable practices, and support businesses in transitioning to a low-carbon future. By collaborating with industry stakeholders and the government, SGTech seeks to create a more sustainable and resilient Singapore.

SUSTAINABILITY - TECH AS A FORCE MULTIPLIER

SUSTAINABILITY GUIDED PROGRAMME

Actions speak louder than words: SGTech's Sustainability Guided Programme

Sustainability Highlights

SGTech's Sustainability Guided Programme ("SGTech SGP") is a customised consulting programme designed specifically for Small and Medium Enterprises (SMEs) in Singapore to help them integrate sustainability into their business operations and report their environmental, social, and governance

practices according to prevailing standards. It's a hands-on approach that provides SMEs with the necessary knowledge and tools to leap past steep learning curves and produce compliant ESG reports for submitting to corporate and government tenders and green loans and assurance.

Salient Features:



Key Benefits for SMEs:

- Win new value chain contracts with commercial and government customers
- Gain a head start on their competition by becoming leading sustainability-ready businesses
- Reduce operational costs by identifying gaps for improving resource management
- Improve brand trust and customer loyalty

For tech SMEs, SGTech SGP provides a structured and supported path to winning new business as accelerating digitalisation continues to open up new opportunities in lucrative value chains. For SMEs in other sectors, SGTech SGP catapults them ahead of the race to secure new contracts as sustainability compliance and disclosures continue to intensify in Singapore and our top export markets.

Outreach Efforts for the Programme

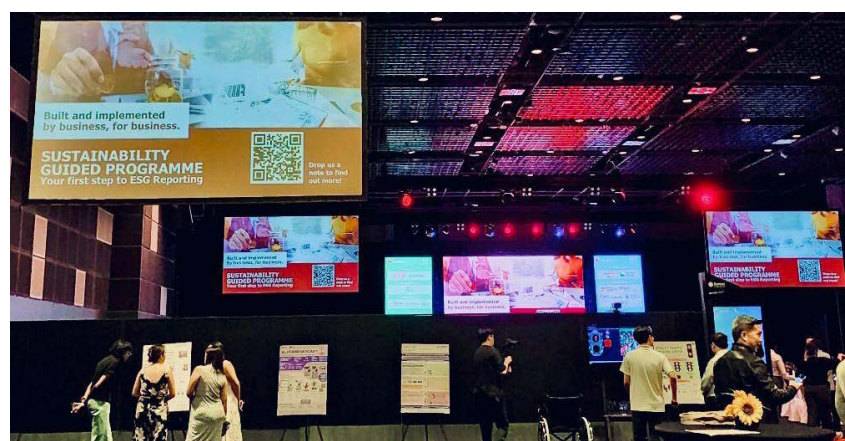
In FY2023/2024, SGP was promoted through pitches and booth outreach at multiple events, including all SGTech Member Mondays, Tech Tuesdays, Founder Fridays and other Partner events.



DT-SME Fujifilm Event: 16 April 2024



Singapore SME Summit 2023: December 2023



Huawei Tech4City: 13 September 2023

STARTING THEM YOUNG: OUR WORK WITH TEMASEK POLYTECHNIC

9 November 2023 - Temasek Polytechnic's Sustainability Week

As part of Temasek Polytechnic's Sustainability Week, SGTech was invited to interact with students on the topic of "Intersection of Tech, Sustainability and Governance: Can Technology Solve Greenwashing?"

The talk delved into the complexities of the issue through various case studies to find out just how much technology can support the efforts to reduce Greenwashing.



21 February 2024 - Executive Certificate in Legal Skills Closing Keynote Sharing

Building on the success of the well-received November session, a follow-up sharing session was held for the students of Temasek Polytechnic, titled: "Tech for Sustainability: Can Judiciaries Leverage Technology to Serve Tomorrow's Issues in Sustainability?"

The objective of the session was not to provide answers or propose solutions but rather to create awareness and stimulate thought, leaving the task of developing strategies and solutions to more capable minds. The sharing session was divided into 4 sections.



Food for thought: Green credibility.

1,016

law firms in Singapore by 2021.

Reference: More law firms set up in Singapore amid pandemic | The Straits Times

6,333

practising lawyers in Singapore by 2021. This rose to 6,512 by 2023.

Reference: Statistics – The Law Society of Singapore

Push for law firms to digitalise.

Legal Technology Platform Initiative (LTPI)

The LTPI is a major initiative by the Ministry of Law to support Singapore law firms to kickstart their digitalisation journey.

[REQUEST FOR DEMO](#)

Assuming such a case is filed in a Singapore court, do our adjudication and advocacy systems and personnel possess locus standi to preside over the contesting parties?

"For firms to be competitive, they also need to embrace sustainability. SMEs today sometimes still treat sustainability as an additional imposition and cost. But...to play in the MNE value chain, our own companies must be "sustainability-ready"."

- DPM Lawrence Wong
Singapore Budget 2024

WORKING TOGETHER TOWARDS A COMMON GOAL

"Ask Our Sustainability Experts" Series

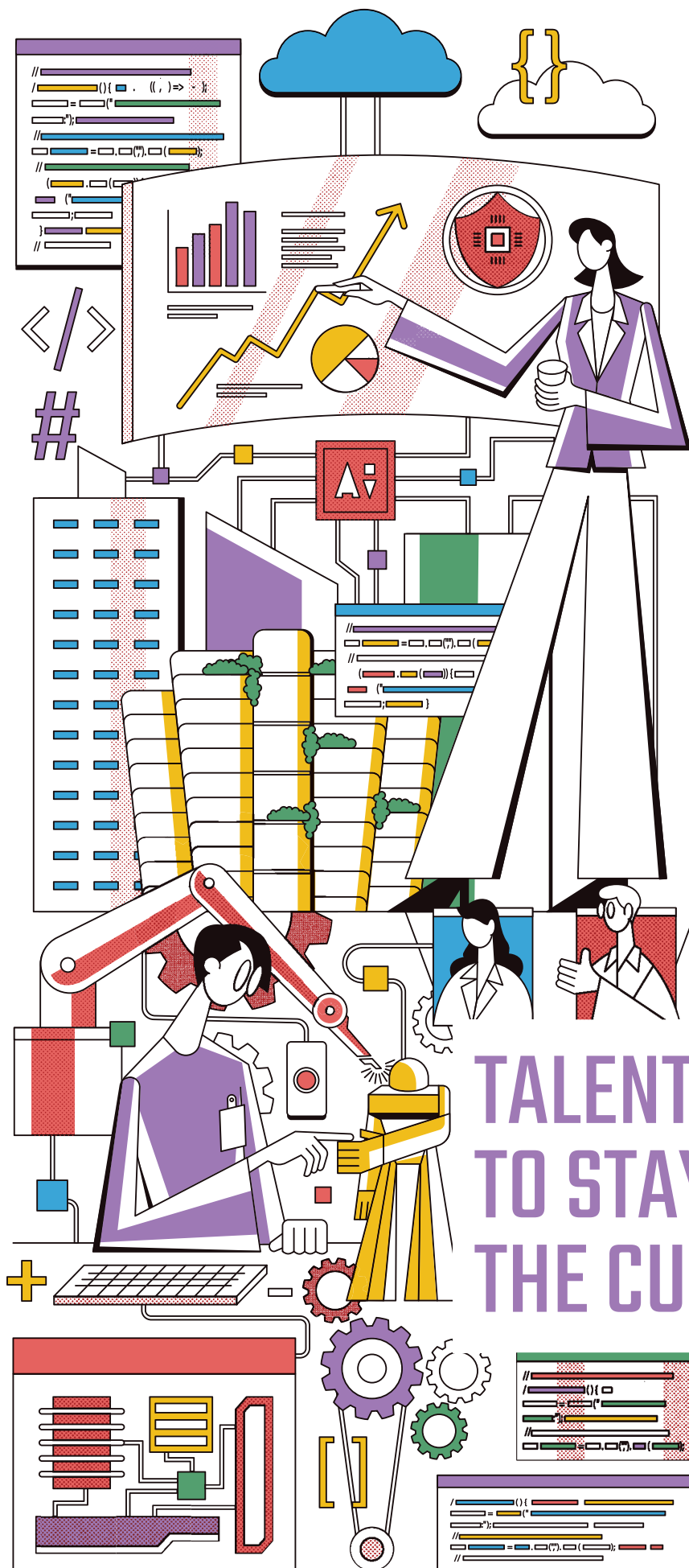


SGTech supports SMEs by offering free information sessions, where the latest regulatory developments in Singapore and globally are shared. During these sessions, participants also have the opportunity to engage in closed-door, no-obligation consultations with SGTech SGP Appointed Implementation Partners.

Sustainability is a collective journey, not a solitary endeavour.

It requires a harmonious collaboration between individuals, businesses, and communities. Just as a thriving ecosystem depends on the interdependence of its components, sustainable progress hinges on shared goals and concerted efforts. By working together, we can amplify our impact, overcome challenges, and create a more resilient and equitable future for all.





To nurture a robust and future-ready tech workforce in Singapore. By collaborating with industry, academia, and the government, SGTech aims to develop talent pipelines, enhance digital skills, and create a conducive environment for tech professionals to thrive. Key initiatives include talent development programmes, industry attachments, and advocacy for policies that support the growth of the tech sector.

TALENT – SKILLING TO STAY AHEAD OF THE CURVE

SKILLS DEVELOPMENT PARTNER (SDP) - GenAI RESOURCE GUIDE

A SGTech and IHRP Collaboration: Riding the Generative AI Wave



On January 24, 2024, SGTech and IHRP collaborated on a groundbreaking event titled "Riding the Generative AI Wave." Hosted at the Lifelong Learning Institute and with more than 60 unique companies in attendance, the event aimed to explore the skills requirements of Generative Artificial Intelligence (GenAI) across various sectors, particularly focusing on the intersection of technology and HR.

Key Highlights:

Publication by SGTech: Identified the critical skills needed for GenAI implementation across technology and non-technology sectors. It shed light on the evolving nature of job roles and the demand for advanced digital proficiencies.

Jobs-Skills Insights by IHRP: Focused on delineating the essential digital proficiencies required for HR professionals to lead workforce transformation initiatives effectively. It emphasised the role of HR in driving organisational change in the era of AI.



The event attracted a diverse audience comprising HR leaders, business executives, and professionals keen on understanding the implications of GenAI on their

respective industries. Attendees actively participated in discussions and networking opportunities, sharing insights and fostering collaboration across sectors.



TO FIND OUT MORE, CHECK OUT THE RESOURCE GUIDE





Published By:



In Partnership With:



B2B MENTORING PROGRAMME

Facilitating exchange between meaningful skills and knowledge

MAKING THE
CONNECT

115
MENTORS

68
MENTEES



Launched in October 2023, the programme aims to facilitate meaningful skills and knowledge exchange within SGTech's dynamic business networks by connecting emerging talents with seasoned business leaders and tech experts through a structured mentoring framework.

HERE'S HOW IT WORKS

Everything you need to know to get started



AS A MENTOR

01

Select the Mentorship Programme
Enroll for the programme that suits you best

02

View mentorship request
Screen mentorship requests from mentees depending on preference and accept the ones you can

03

Connect with mentee
Send your mentee a simple intro message



AS A MENTEE

01

Find a Mentor
Select the most suitable mentor according to your needs

02

Connect with mentor
Mentees connect with mentors by sending a simple intro message

03

Arrange a meeting with mentor
Connect with your mentor and arrange for your first meeting

01

PREPARATION

- Mentor and Mentee recruitment
- Mentor and Mentee Orientation

02

MATCHING

- Identification of mentor and mentee pairing through either self-matching or admin matching

03

ALIGNMENT

- Alignment of goals and expectation for mentoring session
- Setting guidelines on the mode of communication

04

MENTORING

- Setting clear agenda for each mentoring session
- Regular progress evaluation

05

PROGRAMME CLOSURE

- Assessing accomplishment
- Align on the next steps

Up to this point, the B2B mentoring programme has recruited 115 mentors and 68 mentees. Of these, 23 matches have been successfully facilitated, with the remaining 45 in progress towards meeting the minimum requirement of three touchpoints. This progress underscores our unwavering commitment to the programme's success and the positive impact it will have on all involved.

CCP AND GRT

Empowering Mid-Career Professionals - Career Conversion Programmes (CCPs)



UNLOCKING OPPORTUNITIES

318
INDIVIDUALS
PLACED

254
PARTICIPATING
COMPANIES

Since its launch, the CCPs have provided opportunities for mid-career Professionals, Managers, Executives and Technicians (PMETs) to undergo skills conversion and move into new occupations or sectors that have good prospects and growth.

SGTech is the programme manager for 11 CCPs:

- Cloud Professionals - Oracle NetSuite Professionals
- Infocomm Sales and Marketing Professionals - Digital Sales Executive
- Platform and System Professionals - Red Hat Professionals
- Platform and System Professionals - Salesforce Platform Professionals
- Tech Professionals - Business Intelligence Manager
- Tech Professionals - Product Manager
- Tech Professionals - Information Security Auditor

- Tech Professionals - DevSecOps Engineer
- Tech Professionals - Associate Security Analyst
- Tech Professionals - AI Application Developer
- Tech Professionals - Data Protection Officer

These CCPs operate in 2 modalities:

- **Place-and-Train:** Hire mid-career individuals without prior experience and provide on-the-job training for their new roles.
- **Job Redesign (JR) Reskilling:** Targeted at companies that are undergoing business transformation and where their existing workers are at risk of redundancy or in vulnerable jobs due to the transformation. These workers will be reskilled to take on new job roles or redesigned job roles that are of higher value-add within the same company.

TALENT PIPELINE

392
UNIQUE
COMPANIES

3200+
INTERNSHIPS

TO FIND OUT MORE
ABOUT OUR TALENT
PROGRAMMES,
SCAN THE QR CODE.



Preparing you for the world - Global Ready Talent Programme (GRT)

The Global Ready Talent Programme (GRT) supports Singapore enterprises keen to build a talent pipeline and expand locally and overseas. As one of the Approved-in-Principle (AIP) partners appointed by Enterprise Singapore, SGTech evaluates and qualifies promising Singapore enterprises to come on board and serves as the primary contact point for GRT-related matters.

The programme serves to connect

- Singapore enterprises that are
 - Keen on developing a pipeline of young local talent
 - Looking to expand; either locally or overseas, especially in ASEAN, China and India
- Local students who are looking for local/overseas internships

SGTech has been a driving force in the successful completion of the Global Ready Talent Programme contract with Enterprise Singapore (EnterpriseSG) for the fiscal years 2021 to 2023. Our pivotal role in this initiative has enabled us to support 392 unique companies, providing them with the resources to navigate challenges, innovate, and grow.

In recognition of our achievements and the positive impact of our initiatives, SGTech has recently renewed its contract with EnterpriseSG, extending our partnership for another two fiscal years. With this continued support, we are committed to further strengthening the local enterprise landscape.

Cultivating Local Talents with Global Vision

The Global Ready Talent Programme (GRT) aims to build a pipeline of young global-ready talents with in-market knowledge to aid Singapore enterprises with their expansion both locally and overseas market.



TECH APPRENTICESHIP PROGRAMME (TAP)

Unlocking endless potential for future generations

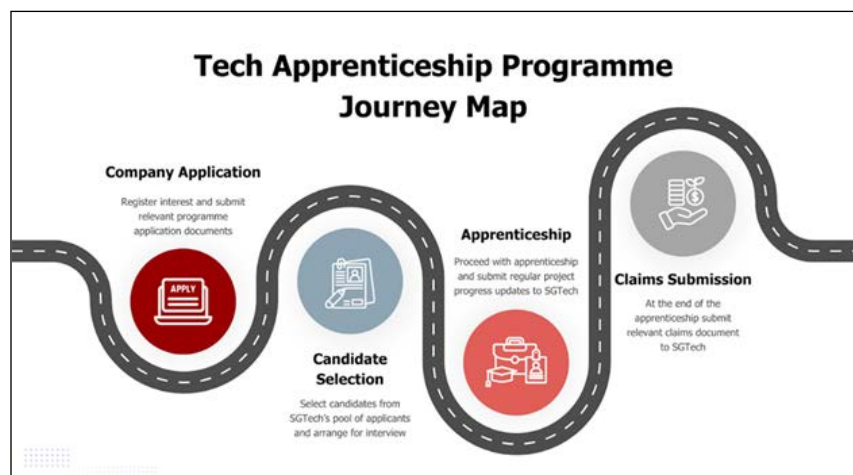


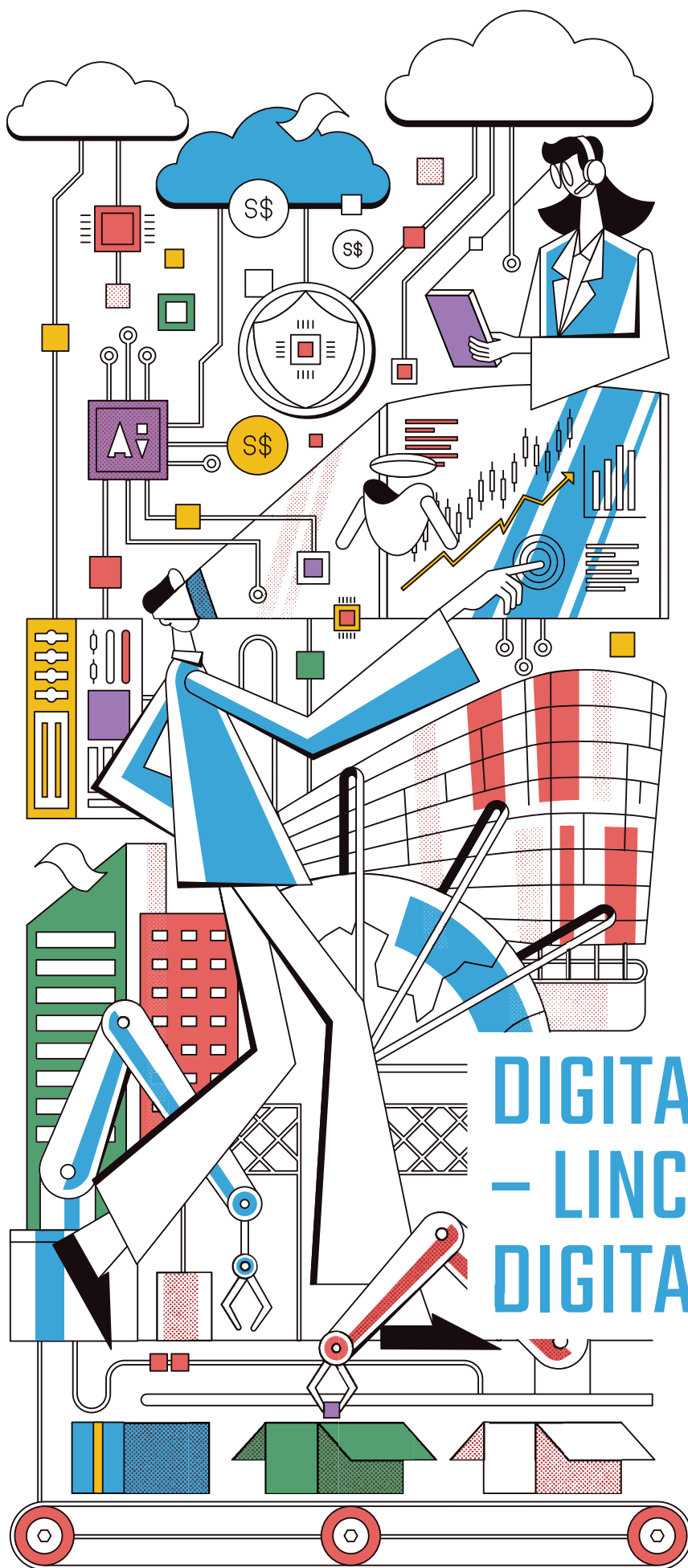
In collaboration with IMDA and the TechSkills Accelerator (TeSA) for ITE and Polytechnics (TIP) Alliance, SGTech is launching the Tech Apprenticeship Programme (TAP) to broaden the career pathways of Polytechnic and ITE graduates. This initiative provides access to industry apprenticeships that offer on-the-job training and development opportunities.

SGTech will work with its 1,400 corporate members, particularly

SMEs and Start-Ups, to create and aggregate opportunities to give these apprentices a head start in their tech careers.

Over the next two and a half years, SGTech hopes to facilitate the placement of at least 300 apprentices who are fresh or mid-career professionals from Polytechnic and ITE backgrounds and drive the adoption of similar practices that promote more inclusive hiring and career agility.





In the digital economy, trust is the linchpin underpinning the continued growth and prosperity of the region, making it essential for advancing digitalisation and innovation. Digital trust is Singapore's most invaluable competitive advantage, especially as a small nation with an open economy and limited natural resources. Recognising this, SGTech is dedicated to promoting the concept of Digital Trust globally, particularly within the Asia-Pacific region, including APEC and ASEAN.

DIGITAL TRUST – LINCHPIN OF THE DIGITAL ECONOMY

SGTECH GLOBAL FUTURE SERIES: DIGITAL TRUST FORUM

On October 31, 2023, SGTech hosted the second edition of the Digital Trust Forum at the Sands Expo & Convention Centre. The event, graced by Guest of Honour Mr Tan Kiat How, Senior Minister of State, Ministry of Digital Development and Information, provided a platform to advance discussions on cultivating Digital Trust in today's hyperconnected world.

Mr Tan Kiat How, in his opening address:

- Emphasised the government's ongoing commitment to safeguarding digital trust through close collaboration with industry partners.
- Highlighted the importance of cultivating a skilled workforce to secure Singapore's digital space, noting that efforts are already underway with industry partners to build and train a robust talent pipeline.
- Stressed the need for a consultative approach, drawing on the expertise and insights of industry professionals to strengthen the digital trust ecosystem.

The forum included panel discussions moderated by industry leaders such as Thoughtworks, PwC Singapore, and the Infocomm Media Development Authority (IMDA). Speakers included representatives from global organisations such as Accredify, Alibaba Cloud, CrimsonLogic, Easy Crypto Global, Mastercard, Meta, Microsoft, and the Tony Blair Institute for Global Change. These sessions covered a range of pressing topics, from data protection, AI accountability, privacy rights, and nurturing professionals for a trustworthy digital economy. The event also featured insights from renowned companies like Huawei, Intel, NEC Asia, and SAP, all contributing to the discourse on building a resilient and secure digital future.



The key takeaways from the panel sessions:

- Panellists emphasised the importance of transparency, ethical AI usage, and cross-border data protection to foster global trust in a hyperconnected world.
- They also underscored the need for robust privacy regulations, trustworthy cloud infrastructures, and a skilled workforce to build a secure digital economy.
- As AI and digitalisation continue to evolve, accountability and fairness in AI systems, alongside maintaining trust in digital and data systems, will be vital for safeguarding privacy and promoting a resilient and inclusive digital future.

Establishing the Digital Trust Centre of Excellence Advisory

In collaboration with the APEC Business Advisory Council (ABAC), SGTech also launched the SGTech Digital Trust Centre of Excellence Advisory at the Global Future Series: Digital Trust Forum 2023. This builds on the foundation laid by the Digital Trust Centre of Excellence established in 2022, bringing together prominent global business leaders, innovators, and experts to help shape best practices, frameworks, and strategies while advancing discussions on Digital Trust and exploring emerging tech trends.

The Advisory is composed of industry leaders from organisations such as Brunswick Group, China Mobile International, Crimson Logic, Easy Crypto Global, Fletcher School Tufts University, Huawei International, Microsoft, Mastercard, Oracle, SenseTime, The World Bank, TÜV SÜD, ThoughtWorks, and the Tony Blair Institute of Global Change. It is chaired by Mr Wong Wai Meng, Chair of SGTech and CEO of Keppel Data Centres, with support from Co-Chair Ms Jan De Silva, Chairperson of the ABAC Digital & Innovation Working Group and Special Advisor to the Toronto Region Board of Trade.

The Advisory aims to lead in three key areas:

- Fostering collaboration among industry, government, and academia to address digital trust issues.
- Supporting the creation of educational resources and training programmes to enhance digital security awareness.
- Providing expert recommendations to government bodies on digital trust policies and regulations. The advisory panel will include representatives from finance, technology, IT solutions, and academia, ensuring a broad perspective on the digital economy.

It seeks to solidify Singapore's position as a digital node rooted in data and trust, fostering a secure digital economy, driving innovation, and attracting regional and international investments.



SGTECH GLOBAL FUTURE SERIES: DIGITAL LEADERS' SYMPOSIUM



On November 2, 2023, SGTech hosted an invite-only exclusive Digital Leaders' Symposium featuring Dr Janil Puthucheary, Senior Minister of State for the Ministry of Digital Development and Information, as the Guest of Honour. The event, which gathered 100 top C-suite leaders across various industries, offered an in-depth exploration of key themes shaping the future of technology: Trust, Sustainability, and Digitalisation.

Meta delivered a special keynote address, setting the stage for a series of engaging panel sessions. The panel sessions highlighted contributions from prominent global entities, including Cognizant, Console Connect (PCCW Global), Credit Agricole, Google Cloud, IBM Asia Pacific, Mastercard, Microsoft, and Razer Inc. The event also saw participation from notable academic and research institutions, such as The Fletcher School at Tufts University and the Singapore Institute of International Affairs.



“Digital Economy x Sustainability” (DeSus) Research Study

Recognising the vital connection between digitisation and decarbonisation, SGTech is positioned to meet the growing demand for trust in digital and data systems across our economies. At the Digital Leaders’ Symposium, Mr Wong Wai Meng, SGTech Chair, announced initiating the “Digital Economy x Sustainability” research study. This study will convene industry leaders to delve deeply into the intricate relationship between the digital world’s economic impact and sustainability.

For this study, SGTech will bring together business and industry leaders to:

- First, identify how digital services, data, and economic value flow.
- Then, study what it takes, in terms of infrastructure, Investment Policy, etc., for businesses and economies to capture this economic value.
- And finally, study the economic ramifications of the interplay between digitalisation and sustainability, all underpinned by trust in digital and data systems, information, and data flows.



DIGITAL TRUST ABAC

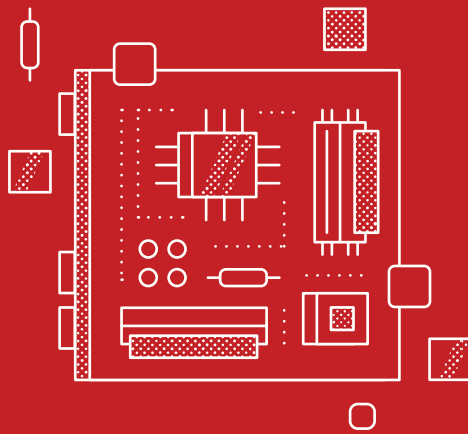
Advancing Digital Trust Across APEC Economies

In 2024, SGTech marks its third year of leading the APEC Business Advisory Council on behalf of Singapore's tech sector.

SGTech remains steadfast in its commitment to advocating for stronger trust within the digital landscape, consistently urging APEC economies to integrate Digital Trust into their digital economy policies. This commitment aligns closely with the APEC Perú 2024 chairmanship's focus on equity and inclusivity, particularly in regions with significant informal economies. Digital Trust is crucial for protecting vulnerable communities from digital threats and scams.

Under the leadership of SGTech Chair Mr Wong Wai Meng and ABAC's Digital & Innovation Taskforce Chair, Ms Jan De Silva, the SGTech x ABAC Digital Trust Centre of Excellence Advisory is poised to make a significant impact on ABAC's agenda. This year, our efforts have guided APEC policymakers, businesses, and communities on critical issues such as Artificial Intelligence (AI), cybersecurity, and digitalisation amid rapid technological advancements. SGTech is dedicated to building a digitally resilient and inclusive future for all.





DIGITAL TRANSFORMATION

EMPOWERING SMEs: A GATEWAY TO DIGITALISATION



On October 31, 2023, SGTech officially launched the Digital Transformation for SMEs (DT-SME) programme, with Ms Low Yen Ling, Minister of State for the Ministry of Trade and Industry, gracing the event as the Guest of Honour. Designed in collaboration with Enterprise Singapore, the DT-SME programme aims to provide SMEs with the resources and guidance to embrace digital transformation in an increasingly competitive digital economy.

Two critical factors distinguish DT-SME: SGTech's unique 3S Framework and a robust ecosystem of support.

The 3S framework focuses on three main pillars:

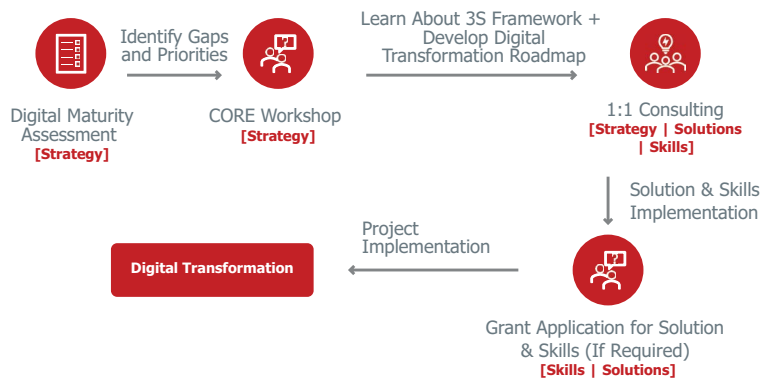
- **Strategy:** Helping SMEs map out a clear business strategy that aligns with their growth goals and market positioning.
- **Solutions:** Matching the right technological solutions for each SME's business needs.
- **Skills:** Ensuring employees have the necessary skills to implement and sustain the long-term transformation.

A SYSTEMATIC, GUIDED PROGRAMME The 3S Framework

Strategy | Solutions | Skills

STRATEGY	SOLUTIONS	SKILLS
<ul style="list-style-type: none"> • Digital Maturity Assessment • CORE Workshop • Roadmap for success 	<ul style="list-style-type: none"> • 1:1 Consultation • Solution matching • Grant exploration • Translating strategy in solutioning 	<ul style="list-style-type: none"> • 1:1 Consultation • Understanding skills requirement • Intro to skills upgrading programmes • Having a ready workforce with key capabilities

SMES USER JOURNEY THROUGH DT-SME



The programme doesn't just offer tools but also integrates SMEs into a community of support. Participants are connected with digital mentors—industry veterans who have successfully undergone business transformation. These mentors offer real-world insights, practical

guidance, and thought leadership, assisting SMEs every step of the way as they navigate digital challenges. SMEs also have access to solution providers, consultants, skill trainers, and fellow industry peers to further aid their digital transformation journey.

KEY MILESTONES

**DT-SME
JOURNEY**

**21
ROADMAPS
COMPLETED**

**286
UNIQUE SMEs
ENGAGED**



The DT-SME programme offers SMEs a unique opportunity to embrace the digital future with a strategic transformation mindset in a rapidly evolving business landscape. DT-SME goes beyond implementing change by providing practical, tailored solutions and fostering invaluable collaboration within a supportive ecosystem. It equips businesses for sustainable

growth, ensuring they are prepared for today's challenges and poised for long-term success in the digital age. This programme is about building a brighter, digitally empowered future for SMEs, and it aligns with Singapore's goal of becoming a global digital and data hub by fostering innovation, security, and sustainable growth among its businesses.



AWARDS

TECHBLAZER AWARDS: CELEBRATING INNOVATION & EXCELLENCE

The fifth edition of the Techblazer Awards, co-organised by the Infocomm Media Development Authority (IMDA) and SGTech, attracted over 330 submissions. Held on 23 August 2023, the prestigious ceremony saw 10 companies and 4 student teams winning across four categories: Most Promising Innovation, Best Adoption, Student Techblazer, and the newly introduced Carbon Zero award. The awards were presented by the Minister for Communications and Information,

Mrs Josephine Teo, along with prominent industry leaders.

The introduction of the “Carbon Zero” category reflects Singapore’s commitment to achieving net-zero emissions. This year’s winners showcased their innovative use of cutting-edge technologies, including Artificial Intelligence (AI), Internet of Things (IoT), Big Data, Cybersecurity, Digital Trust, Enterprise Platforms, and Quantum Computing.





Most Promising Innovation

- Gold - **Accredify**, a solution by Accredify, is a verification technology solution that leverages blockchain to create and issue verifiable digital documents.
- Silver - Scan & Plan Robotics by **Augmentus** combines computer vision and AI to enable intelligent and adaptive robotics.
- Bronze - Thomson Tool, a solution from **Scantist**, is a software composition analysis tool designed to manage security and legal-compliance risks of open-source libraries in source code and binary projects.
- Bronze - Alchemy Fibre by **Alchemy Foodtech** is designed to lower the sugar, carbohydrate, and glycaemic index of foods.

Carbon Zero

- Gold - Power Cube and Energy Cloud, developed by **VFlowtech**, is a modular, cluster-based design that provides an efficient energy storage solution at all operating conditions.
- Special Mention - CapitaLand Net Zero Carbon Emission Office, developed by **CapitaLand Group**, leverages data analytics to create a dashboard that tracks, records, monitors and reports its energy consumption and sustainability performance.

Best Adoption

- Public - GovCash - Face Verification Technology, APIs, and ATM submitted by the **Central Provident Fund (CPF) Board** is a solution to replace cheques for Singaporeans who are unable to use direct bank crediting to receive Government payments.
- Enterprise - CDL Homes Sales (CHS), submitted by **City Developments Limited**, streamlines homebuyers' and property agencies' balloting and buying process through digital features like mobility and onsite and remote digital signatures.
- NGO - ViriyaIntelliBot, submitted by **Viriya Community Services**, digitises the case management process.
- SME - Vehicle-Mounted Ground Penetrating Radar Array with Accurate Positioning System from **HSC Pipeline Engineering** is a tool designed for non-destructive subsurface utility mapping.

Student

- Gold - **Flint Paper Battery** offers a sustainable, cost-effective, and safer alternative to conventional lithium batteries.
- Silver - **Trident** is a two-pronged approach to the detection of renal diseases.
- Bronze - Greenairy by the **Singapore University of Technology and Design** is a filter-less, modular, smart plant tower that can supercharge plants to purify air up to 100X faster.
- Bronze - Fire prevention system using IoT developed by **SHMID.CO** will monitor and remotely turn off charging batteries or other electrical devices due to overheating.





GO GLOBAL

DRIVING LOCAL TECH ENTERPRISES ABROAD

**GLOBAL
REACH**

**82
SINGAPORE
COMPANIES**

**09
OUTBOUND
PROGRAMMES**

**690
BUSINESS LEADS
FACILITATED**

SGTech plays a pivotal role in supporting the global expansion of local tech enterprises by leading impactful Business Missions and organising Trade Fairs. These Business Missions allow companies to showcase innovative solutions, form partnerships, and gather valuable insights into international markets. Similarly, the Trade Fairs serve as a crucial platform for tech firms to display their cutting-edge technologies, offering a gateway to connect with potential collaborators and investors on a global scale.

Key Highlights: Business Missions & Singapore Pavilions

Business Mission & SG Pavilion at Smart China Expo 2023, 4 to 7 September



SCE (Credit Source: IMDA)

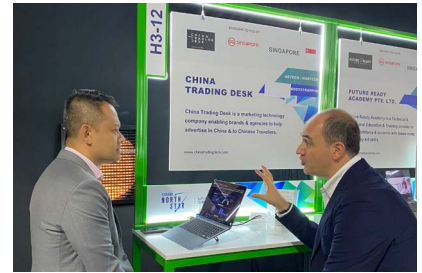
SGTech, in collaboration with IMDA, participated in the Smart China Expo (SCE) 2023 in Chongqing, China. The event provided a platform for 15 Singapore companies to showcase their innovative digital solutions at the Singapore Pavilion. Senior Minister of State Mr Tan Kiat How attended the event, visiting the Singapore Pavilion alongside Chinese officials. The Singapore delegation engaged in business matchmaking sessions, industry visits, and the

Singapore (Chongqing) International Dedicated Connectivity Forum, where 15 MOUs were signed. A highlight was the announcement of the upcoming China-Singapore Information and Communication Sector Market Access Guidebook. The programme concluded with a visit to Chengdu, where delegates attended a conference and visited Jinjiang Software Park, gaining insights into the local market.

Business Mission & SG Pavilion at GITEX Global and Expand North Star 2023, 15 to 20 October



SGTech successfully led 16 Singapore companies in a business mission and the Singapore Pavilion at both GITEX Global (Oct 16-20, 2023) and Expand North Star (Oct 15-18, 2023). The delegation engaged in 107 B2B meetings at GITEX Global and 29 meetings (23 physical, 6 virtual) at Expand North Star, connecting with Gulf Cooperation Council buyers across various sectors. Accredify's victory in the Supernova Challenge was a standout moment, winning a US\$100,000 prize. The delegation also participated in a networking breakfast with Singapore's Ambassador to the UAE, HE Kamal R Vaswani, and Consul-General, HE Syed Muhammad Raziff Aljunied. Overall, the companies identified significant opportunities in the Middle East and are enthusiastic about future participation.



Vietnam Immersion Programme: EdTech 2023, 27 Nov to 1 Dec

In the 5-day Vietnam Immersion Programme: EdTech, held in Ho Chi Minh City, SGTech, in partnership with Launch JDI and EduSpaze, led the Singapore delegation to explore Vietnam's education technology sector. The programme included visits to top EdTech companies and meetings with local industry experts.

SGTech's involvement facilitated the showcasing of Singapore's EdTech innovations and created opportunities to explore potential business ventures, strengthening connections and fostering collaborations between Singaporean and Vietnamese stakeholders in the field.



Vietnam (Credit Source: JDI)

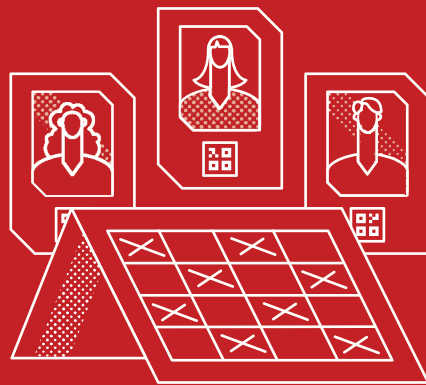
Business Mission & SG Pavilion at LEAP 2024, 4 to 7 Mar



SGTech's debut at LEAP 2024 in Riyadh, Saudi Arabia, was a success, with 15 Singapore companies exhibiting under the Singapore Pavilion, supported by Enterprise Singapore. Over four days, the delegation showcased their tech solutions and engaged in over 60 in-person B2B meetings with potential buyers and government entities. The Saudi Arabian representatives were impressed by the advanced technologies from Singapore and expressed interest in potential

partnerships. Key highlights included meetings with Tahaluf Al Emarat, a major system integrator and leading government solutions provider in Abu Dhabi, and networking with Saudi government ministries. The event underscored the growing opportunities in Saudi Arabia's ICT market, particularly in AI, Cloud, and IoT, and facilitated strategic exchanges to bolster technological cooperation between Singapore and Saudi Arabia.



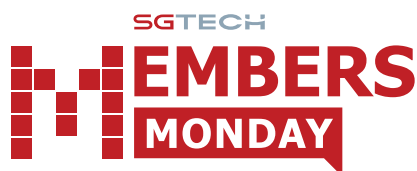


ENGAGING OUR MEMBERS

CULTIVATING A THRIVING TECH ECOSYSTEM: DIVERSE EVENTS FOR EVERY MEMBER

To cater to the diverse needs of our members, SGTech offers a wide range of events designed to connect, inspire, and support businesses at every stage.

From welcoming new members at Members Monday to exploring the latest in digital transformation at Tech Tuesday, SGTech fosters opportunities for engagement and learning. Workforce Wednesday provides essential insights into navigating the modern workplace, while Founders Friday empowers visionary entrepreneurs to share their experiences and foster collaboration. These tailored events help businesses of all sizes connect, innovate, and grow in Singapore's dynamic tech landscape.



Held on the first Monday of every month, this session warmly introduces the newest members of our SGTech community. It serves as a welcoming platform for members to connect, fostering interaction and showcasing the diverse talents and perspectives that contribute to the vibrancy of our network.

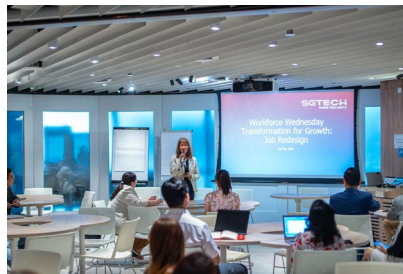


Held on the second Tuesday of the month, Tech Tuesday provides an engaging platform for those keen to explore the fast-paced world of digital transformation. It brings together tech enthusiasts to connect, share insights, and collaborate on the journey towards digitalisation.





Taking place every third Wednesday of the month, Workforce Wednesday serves as a dedicated platform to help members navigate the evolving dynamics of the modern workplace. Join us as we explore the future of work and support your journey toward sustained success and professional fulfilment.



Held on the last Friday of every month, Founders Friday is a vibrant platform where visionary entrepreneurs come together to share their insights, challenges, and successes in building impactful businesses. This dynamic space fosters innovation, collaboration, and a spirit of entrepreneurship, providing participants with practical tools, strategies, and valuable lessons through engaging talks and hands-on workshops. As a community-driven initiative, Founders Friday has inspired aspiring founders, forged meaningful connections, and sparked new ideas, shaping the future of the startup ecosystem.



ADVOCACY WINS & KEY INITIATIVES

Advocacy Wins

Cyber Security Chapter Efforts: Shaping Legislation and Industry Standards

The Cyber Security Chapter's Executive Committee (EXCO) at SGTech, led by Chapter Chair Mr Ken Soh, has been instrumental in influencing cybersecurity regulations through strategic collaboration and consultation. The EXCO engaged in a closed-door discussion with the Cyber Security Agency of Singapore (CSA), providing early feedback on policy considerations as representatives of the tech community. To ensure alignment across relevant sectors, SGTech quickly organised meetings with its Cloud & Data and Data Centre Chapters, gathering insights and establishing a unified stance ahead of the public consultation in January 2024. In February, further closed-door consultations with CSA resulted in positive outcomes, with several SGTech-raised concerns being addressed. Following the Cybersecurity (Amendment) Bill's

passage, Mr Soh's interviews with prominent media outlets, including CNA, Channel 8, and MoneyFM 89.3, have spotlighted SGTech's influential role in shaping Singapore's cybersecurity landscape, reinforcing its position as a key industry leader.



Key Initiatives

Cyber Security Chapter Efforts: Successful Launch of Cyber Export Programme

Our collaboration with CSA on the Cyber Export Programme pilot has yielded significant outcomes, including the creation of a Cyber Catalogue, Cyber Mission, and Cyber Playbook.

- **Cyber Catalogue:** Bridges the visibility gap between global buyers and Singapore's cybersecurity capabilities. It onboarded 122 companies, enhancing collaboration opportunities.
- **Cyber Mission:** Facilitates connections between supply and demand and promotes in-depth discussions on security issues. It included a physical mission to Indonesia and an e-mission to Australia, involving 20 cybersecurity firms and generating at least five qualified leads per mission.
- **Cyber Playbook:** Addresses information gaps for cybersecurity exporters by providing insights on market competition and opportunities. The Playbook was launched on the Cyber Connect website in November 2023.



Cyber Security Chapter Efforts: Collaborative Efforts with CSA on the Safe App Standard

In January 2024, CSA's mobile security team introduced the Safe App Standard to promote robust security practices for mobile applications. SGTech facilitated member participation in the consultation process for both Version 1 and 2 of the standard. The Cyber Security Chapter members actively contributed to the development and refinement of these standards, ensuring they meet industry needs and strengthen regulatory frameworks.



Cyber Security Chapter Efforts: Talent Development

The Cyber Security Chapter, partnering with Institutes of Higher Learning (IHL), organised webinars to inspire and inform young and mid-career job seekers about cybersecurity careers. Two successful webinars were held in June 2023 and May 2024, with around 300 students attending each. We will continue this effort with another session in September 2024 in collaboration with universities. This initiative aims to spark interest in cybersecurity careers and build a diverse, skilled workforce for the industry's future.



Data Centre Chapter Efforts: Powering a Sustainable Future

On August 3, 2023, SGTech's Data Centre Chapter, provided a platform for the official launch of the new Singapore Standard 2023 for the deployment and operation of data centre IT equipment in tropical climates, developed under the Information Technology Standards Committee (ITSC). This standard focuses on improving energy efficiency in data centres by refining cooling and humidity control practices, critical for Singapore's environment.

Mr Chang Tsann, Chair of the Tropical Data Centre Working Group, highlighted the challenges of managing data centres in Singapore's tropical conditions and the importance of sustainable practices. The new guidelines enable data centres to operate at higher temperature settings, significantly reducing energy consumption.

This initiative supports Singapore's digital economy growth while meeting its climate change commitments, ensuring sustainable data centre operations. Developed collaboratively with industry experts, academia, and government agencies, the standard was first introduced by Senior Minister of State Dr Janil Puthucheary at the ATxEnterprise event in June 2023.

Data Centre Chapter Efforts: Innovation Showcase



In November 2023, SGTech's Data Centre Centre of Excellence (DC CoE) hosted a Tech Showcase to spotlight innovations in Singapore's data centre industry. The event featured expert insights on cutting-edge technologies and strategies, including ST Telemedia Global Data Centres' use of liquid cooling, Red Dot Analytics and Iron Mountain Data Centers' application of AI for improved efficiency, and Energy Market Company's presentation on cost savings through Demand Response and Interruptible Load programmes. Additionally, the Energy Market Authority and IMDA shared perspectives on solar energy adoption and IMDA accreditation standards.



Singapore Enterprise Chapter Efforts: SGTech x ACE MOU

On 6th February 2024, ACE, SG and SGTech formalised a strategic partnership by signing a Memorandum of Understanding (MOU) at the Bottle Shop, Timbre+. The occasion was celebrated with a toast, marking the start of collaborative efforts to offer mentorship programmes for startups, alongside hosting events that connect mentors with mentees.

The partnership also introduced initiatives focused on strengthening startups and corporations through internationalisation, joint ventures, market access, financing opportunities, and expert guidance. These efforts aim to foster a dynamic environment that supports and nurtures Singapore's startup ecosystem.



Singapore Enterprise Chapter Efforts: Ensuring Merger & Acquisition Readiness

The Singapore Enterprise Chapter completed a project designed to prepare SMEs for mergers and acquisitions. By providing detailed consultations and assessments of business operations, financial health, and market positioning, we created an "M&A Readiness Report" that offered strategic insights. This initiative helped SMEs understand their value, optimise their growth, and enhance their appeal to potential buyers, empowering them to make informed decisions and improve their competitiveness.



Smart Nation Efforts: Fostering Collaborative Solutions for a Smarter Singapore

The Smart Nation Chapter launched Smart Nation Colab in June 2022 to facilitate partnerships, enhance capabilities, and create comprehensive solutions for a smarter Singapore. SGTech Colab serves as an open platform that leverages the collective strengths of its members to drive interdisciplinary and cross-sector collaborations. This initiative connects problem owners with solution providers early in the project lifecycle to co-develop innovative solutions.

The inaugural project, in partnership with Queenstown Health District and led by NUHS, HDB, and NUS, focuses on using technology to predict and mitigate social isolation and loneliness among seniors.

Smart Nation Chapter Efforts: Shaping Singapore's Future with Technology and Sustainability

The Smart Nation Chapter partnered with the Urban Redevelopment Authority (URA) to enhance Singapore's Smart Nation Masterplan through a consultation session. This initiative focused on integrating cutting-edge technologies to transform urban living, work environments, and recreational spaces, addressing both current and future needs. Key discussions explored emerging tech trends, digital transformation challenges, regional market opportunities for Singaporean firms, and strategies for sustainability and resilience. The goal was to develop strategies for optimising land use, boosting economic competitiveness, and ensuring Singapore remains at the forefront of smart city development.



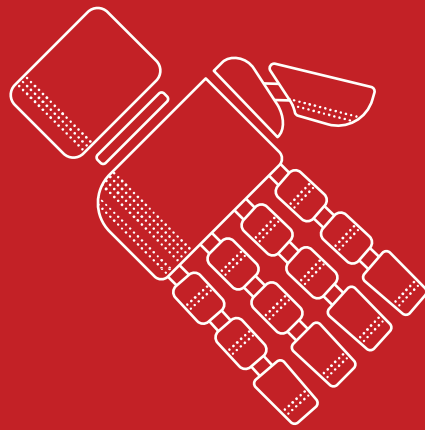
Projects and Initiatives

Collaborate Discover Enable

Workshops using Queenstown Health District as focal point



- CoLab 1.0 facilitated mutual discovery of members' tech capabilities and possible joint GTM approach across the value chain
- Several bilats for projects as a result of this
- Tech for good: Elevated issue to broader tech community. Initiatives aligned to focal point by various agencies, members, communities. E.g. Hackathons
- Moving forward CoLab 2.0, built on the learnings and success of CoLab 1.0 to bring members towards more bite size RFP and joint wins



OUR PILLARS OF SUPPORT

BOARD OF GOVERNORS



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Singapore Institute of Technology

Advisor, Office of the President &
Director, Community Leadership and
Social Innovation Centre



Bill Liu

Stream Global Pte Ltd

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Eileen Chua

Councillor

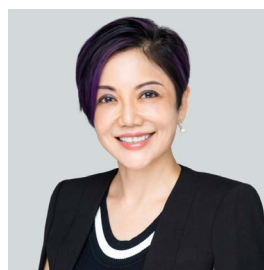
SAP Singapore
Managing Director



Jamie Tan

Councillor

Flying Cape Pte Ltd
Founder, Director



Lee Hui Li

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Microsoft Singapore
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Serene Sia

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Jessie Jie Xia

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Thoughtworks Pte Ltd
Global Chief Information Officer

CO-OPTED COUNCILLOR



Adelyn Ong

Co-opted Councillor

China Mobile International
(Singapore) Pte Ltd
Managing Director



Ameet Nivsarkar

Co-opted Councillor

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



Foo Fang Yong

Co-opted Councillor

Huawei International Pte Ltd
Chief Executive Officer



Craig Gledhill

Co-opted Councillor

ACA Pacific Technology (S) Pte Ltd
Chief Executive Officer



Daphne Ng

Co-opted Councillor

Dedoco
CEO, Co-Founder



Ben King

Co-opted Councillor

Google Asia Pacific Pte Ltd
Managing Director, Google Singapore



Mr David Siah

Co-opted Councillor

Trend Micro (Singapore) Pte Ltd
Country Manager



Jeremy Tan

Co-opted Councillor

Liquid Group Pte Ltd
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Lim Soon Tein

Co-opted Councillor

ST Engineering DPS
Head, Cybersecurity



Dr Mark Shmulevich

Co-opted Councillor

Shelford Digital
Director



Raen Lim

Co-opted Councillor

Splunk Singapore
Group Vice President, Asia



Alex Ng

Co-opted Councillor & Singapore
Enterprise Chapter Chair

Spaze Ventures Pte Ltd
Managing Director



Anthony Ong

Co-opted Councillor & Smart Nation
Chapter Chair

ADERA Global Pte Ltd
Senior Advisor



Ashton Soh

Co-opted Councillor & Data Centre
Chapter Chair

Digital Realty
Director, Acquisition



Dennis Chung

Co-opted Councillor and Cloud & Data
Chapter Chair

Microsoft Singapore
Chief Security Officer



James Miner

Co-opted Councillor & Digital
Transformation Chapter Co-Chair

Minerlabs Group Pte Ltd
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Julian Chan

Co-opted Councillor & Digital
Transformation Chapter Co-Chair

Microsoft Operations Pte Ltd
Regional Digital Experience Lead



Ken Soh

Co-opted Councillor & Cyber Security
Chapter Chair

Athena Dynamics Pte Ltd
Founding CEO



Wu Shiwei

Co-opted Councillor and AI & High
Performance Computing Chapter Chair

Huawei Cloud APAC
Chief Technology Officer



P. Balachandran

Legal Counsel

Robert Wang & Woo LLP
Senior Consultant

SGTECH CHAPTERS

AIHPC

Name	SGTech Designation	Organisation	Designation
Wu Shiwei	Chair	Huawei International Pte Ltd	Chief Technology Officer
Bernard Tan	Vice Chair	National Supercomputing Centre, Singapore	Director (Strategy, Planning & Engagement)
Leonard Oh	Hon Treasurer	Certis Technology (Singapore) Pte Ltd	Head Vice President, Certis Technology (Singapore)
Atul Babu	Hon Secretary	Dhata Tech Pte Ltd	CEO
Hsin Yin Lim	Exco Member	SAS Institute Ptd Ltd	Managing Director, Singapore
Benjamin Mah	Exco Member	Oracle Corporation Singapore Pte Ltd	Senior Director, ESG & Head PE/VC Practice (Asia & Japan)
Alex Chan	Exco Member	Babbobox Pte Ltd	CEO
Dr. Gabriel Noaje	Co-Opted Exco	NVIDIA Singapore Development Pte Ltd	HPC Business Developer
Seow Khee Wei	Co-Opted Exco	Republic Polytechnic	Assistant Director, Capability & Industry
Dr. Peter Leong	Co-Opted Exco	Singapore Polytechnic	Senior Lecturer
Gao Bo	Co-Opted Exco	AI Club Asia	Managing Director
Laurence Liew	Advisor	AI Singapore	Director, AI Industry Innovations & Makerspace

Cloud & Data

Name	SGTech Designation	Organisation	Designation
Dennis Chung	Chair	Microsoft Operations Pte Ltd	Chief Security Officer
Vincent Lee	1st Vice Chair	Dell Global B.V. (Singapore Branch)	General Manager, Channels
Suresh Agarwal	2nd Vice Chair	Agarwal Pte Ltd	Managing Director
Thayalam Pillai	Honorary Treasurer	ST Engineering Digital Systems Pte Ltd	Head Cloud Business Mission Software & Services
Jeremy Ang	Honorary Secretary	BytePlus Pte Ltd	Chief Strategy Advisor - Data & AI
Maneesh Tripathi	Exco Member	Cavu Corp Pte Ltd	Group Chief Executive Officer
Allan Teng	Exco Member	Workato Pte Ltd	Managing Director & VP (APJ)
Gunasekharan Chellappan	Immediate Past Chair	Red Hat Asia Pacific Pte Ltd	General Manager
Jonathan Kok	Co-Opted Exco	Withers KhattarWong LLP	Partner, Intellectual Property & Technology
George Seah	Co-Opted Exco	EPAM Systems Pte. Ltd.	Director, Data Analytics Consulting
John Fan	Co-Opted Exco	Amazon Web Services Singapore Pte Ltd	Account Manager, Education

SGTECH CHAPTERS

Cyber Security

Name	SGTech Designation	Organisation	Designation
Ken Soh	Chair	Athena Dynamics Pte Ltd	Founding CEO
David Siah	Vice-Chair	Trend Micro (Singapore) Pte Ltd	Vice President-Customer Success, AMEA (APAC, Mid East, Africa)
Breyvan Tan	Honorary Secretary	Wissen International Pte Ltd	Managing Director
Francis Goh	Honorary Treasurer	Netpoleon Solutions Pte Ltd	CEO
Sherin Lee	ExCo Member	Ensign Infosecurity (Cybersecurity) Pte Ltd	Head of APAC Marketing, Brand & Communications
Loy Chee Leng	ExCo Member	Infinite Convergence Solutions Incorporation	Regional Vice President for Asia Pacific and Middle East
Genie Gan	ExCo Member	Kaspersky Lab Singapore Pte Ltd	Director, Government Affairs & Public Policy
Eugene Lam	ExCo Member	Netrust Pte Ltd	Deputy CEO
Philips Lai	ExCo Member	Splunk Services Singapore Pte Ltd	Director, APAC Government Affairs
Tommy Foo	Co-Opted Exco Member	Acronis Asia Pte Ltd	Senior Director, International Marketing APJ & MEA
David Ong	Co-Opted Exco Member	Attila Cybertech Pte Ltd	CEO
Jonathan Phua	Co-Opted Exco Member	Insider Security Pte Ltd	Director
Rajat Maheshwari	Co-Opted Exco Member	Mastercard Asia Pacific Limited	Vice President of Cyber and Intelligence (C&I) Solutions, Asia Pacific
Dennis Chung	Co-Opted Exco Member	Microsoft Operations Pte Ltd	Chief Security Officer
John Lim	Co-Opted Exco Member	Nanyang Polytechnic	Senior Manager
Billy Koh	Co-Opted Exco Member	NEC Asia Pacific Pte Ltd	Deputy Biz Dev Director
Divyan Konidala	Co-Opted Exco Member	Ngee Ann Polytechnic	Assistant Director (Continuing Education & Training Tech Skills Advancement Office), School of ICT
Jeremy Lee	Co-Opted Exco Member	Tassel Consulting Pte Ltd	Director
Roy Toh	Co-Opted Exco Member	Terra Systems Pte Ltd	CEO
Victor Lim	Co-Opted Exco Member	softScheck Singapore Pte. Ltd.	Regional Director

SGTECH CHAPTERS

Smart Nation

Name	SGTech Designation	Organisation	Designation
Anthony Ong	Chair	ADERA Global Smart Tech Pte Ltd	Senior Advisor
Ng Nam Guan	1st Vice Chair	Dell Global B.V. (Singapore Branch)	Senior Director, Cloud Native Architecture
Andy Sim	2nd Vice Chair	NCS Pte Ltd	Senior Advisor
Jonathan Tan	Honorary Secretary	UnaBiz Pte Ltd	Managing Director
Calvin Chu	Honorary Treasurer	Eden Strategy Institute LLP	Managing Partner
Terry Gao	ExCo Member	Huawei International Pte Ltd	Managing Director, Huawei Digital Power Business Singapore
Martin Yates	ExCo Member	Injazat Data Systems UAE	Corporate Chief Technology Officer
Karen Chong	ExCo Member	Zscaler, Inc	Regional Vice President, Asean & GCR
Tan Tian Chong	Co-Opted Exco Member	Aptiv8 IT Solutions Pte Ltd	Managing Partner
Audrey Ong	Co-Opted Exco Member	Keppel Data Centres Pte Ltd	Deputy General Manager
Gregoire Thomas	Co-Opted Exco Member	Samsung Electronics Singapore Pte Ltd	Regional Director & Head of OneSamsungB2B
Nicholas Soon	Co-Opted Exco Member	Surbana Technologies Pte Ltd	Senior Director, Digital Technology Services, Integrated Solutions
Thomas Robin	Co-Opted Exco Member	Schneider Electric IT Singapore Pte Ltd	Channel Sustainability Leader - International Market

Digital Transformation

Name	SGTech Designation	Organisation	Designation
James Miner	Co Chair	Minerlabs Group Pte Ltd	Chief Executive Officer
Julian Chan	Co Chair	Microsoft Operations Pte Ltd	Digital Experience Leader, Asia Pacific
Subhash Raghavendra	Honorary Secretary	NashTech Singapore Pte Ltd	Vice President & Country Manager, SG
Thomas Seet	Honorary Treasurer	Jumpstart Disruptive Innovations Pte. Ltd.	Managing Partner
Aleks Farseev	Exco Member	Somin Pte. Ltd.	Chief Executive Officer
Shyaamkumaar Krishnamoorthy	Exco Member	Thoughtworks Pte Ltd	Head of Digital Transformation, SEA
Ilya Gutlin	Exco Member	Singapore Ale Pte Ltd	Senior Vice President APAC
Marcus Loh	Co-Opted Exco Member	Temus Pte Ltd	Director
Dr. Mark Shmulevich	Immediate Past Chair	Shelford Digital Pte Ltd	Director

SGTECH CHAPTERS

Singapore Enterprise

Name	SGTech Designation	Organisation	Designation
Alex Ng	Chair	Spaze Ventures 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
Kelvin Koh	Honorary Treasurer	InterCorp Solutions Pte Ltd	Chief Executive Officer
Edward Tay	ExCo Member	Infracrowd Capital Pte Ltd	Chief Executive Officer
Zen Chin	ExCo Member	Overdrive IOT Pte Ltd	Chief Operating Officer
Charmain Tan	ExCo Member	QuickDesk Pte Ltd	CEO
Sirish Kumar	ExCo Member	Sirrista Pte Ltd	Founder, CEO
Chee Chiu Ng	ExCo Member	Websparks Pte Ltd	Project Director
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	Sendquick 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
Mayuresh Godse	Co-opted Exco Member	Content Factory Pte Ltd	Managing Director
Eric Gan	Co-opted Exco Member	Huawei International Pte Ltd	Deputy Managing Director
Kaylene Wong	Co-opted Exco Member	John Ethans International Pte Ltd	Founder
Sharon Teo	Co-opted Exco Member	Inspire-Tech Pte Ltd	CEO
Eileen Tan	Co-opted Exco Member	Stone Forest IT Pte Ltd	Executive Director
Irza Fauzan Suprpto	Co-opted Exco Member	AIBP Industry Platform	Co-founder
Frank Lee	Co-opted Exco Member	Jumpstart Disruptive Innovations Pte Ltd	Managing Director
Cheryl Tong	Co-opted Exco Member	Collinson Power	Chief Executive Officer

SGTECH CHAPTERS

Data Centre Chapter

Name	SGTech Designation	Organisation	Designation
Ashton Soh	Chair	Digital Realty	Director, Acquisitions
Christopher Street	Vice Chair	STT APDC Pte Ltd (ST Telemedia Global Data Centres)	Chief Revenue Officer
Srini Rao	Honorary Treasurer	Edgnex Operations Management Services LLC	Director Of Sales
Ashok Datta	Honorary Secretary	Microsoft Singapore	Regional Director, Datacenter Construction Integration and Technical Infrastructure – Asia Pacific
Cheong Chun Keat	ExCo Member	Koollogix Pte Ltd	Chief Executive Officer
Gavin Chua	ExCo Member	Meta Singapore Pte Ltd	APAC Head
Mark Simpson	ExCo Member	HDR Consultants	Regional Director
Asher Ling	ExCo Member	Princeton Digital Group	Managing Director, Singapore & Head of Infrastructure Development, Japan
Gavin O’ Reilly	ExCo Member	Equinix Singapore Pte Ltd	Senior Director, Head of IBX Operations Singapore
Mingcheng Lim	ExCo Member	STT APDC Pte Ltd (ST Telemedia Global Data Centres)	Head, Commercial & Operations, Singapore
Joshua Au	ExCo Member	Huawei International Pte Ltd	Chief Technology Officer, Data Centre Facility, Singapore Digital Power Business Singapore
Tan Swee Yong	Co-opted Exco Member	Flow Digital Infrastructure Pte. Ltd.	Regional Head of Procurement
Stephanie Chiang	Co-opted Exco Member	W.Media	Founder

SGTECH CHAPTERS

Digital Trust

Name	SGTech Designation	Organisation	Designation
Gavin Chua	Co chair	Meta Singapore Pte Ltd	APAC Head of Stakeholder Engagement
Jessie Xia	Co chair	Thoughtworks Pte Ltd	Global Chief Information Officer
Calvin Chu	Vice Chair	Eden Strategy Institute	Managing Partner
Jene Lim	Honorary Treasurer	Experian Credit Services Singapore Pte Ltd	Deputy General Manager, Credit Services, SEA
David Alfred	Honorary Secretary	Drew Data Protection & Cybersecurity Academy	Director and Co-Head, Data Protection, Privacy & Cybersecurity
Serene Sia	ExCo Member	Google Cloud Singapore	Country Director
Rajat Maheshwari	ExCo Member	Mastercard Asia Pacific Limited	Vice President of Cyber and Intelligence (C&I) Solutions, Asia Pacific
Tan Chi Siang	ExCo Member	PWC Singapore	Partner
Lim Soon Tein	ExCo Member	ST Engineering DPS	Head, Cybersecurity
Thao Dang	ExCo Member	Thoughtworks Pte Ltd	Head of Enterprise Modernisation, Platforms and Cloud
Richard Hong	ExCo Member	TUV SUD PSB Pte Ltd	Chief Executive Officer
Maxi Wang	Co-opted Exco Member	Huawei International Pte Ltd	Chief Executive Officer

COMMITTEE LISTING

EdTech Committee

Name	Position	Organisation	Designation
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
Lydia Ang	Exco Member	Flying Cape Pte Ltd	Head, Business Development

SMEs Go Digital Advisory Committee

Name	Position	Organisation	Designation
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	Position	Organisation	Designation
Amy Khor	Patron	Ministry of Sustainability and the Environment	Senior Minister of State
Gavin Chua	Co-Chair	Meta Singapore Pte Ltd	APAC Head of Stakeholder Engagement
Lim Boon Pin	Co-Chair	HP PPS Singapore Pte Ltd	Sustainability Compliance Manager (SEA Markets)
Lau Shih Hor	Co-Chair	Elixir Technology Pte Ltd	Co-Founder and Chief Executive Officer
Aidan Wong	Member	Singapore Management University (SMU)	Assistant Professor, Urban Studies (Education), College of Integrative Studies, and Deputy Director
Chia Boon Chong	Member	Singapore Telecommunications Ltd (Singtel)	Director, Group Sustainability
Veerappan Swaminathan	Member	Sustainable Living Lab Pte Ltd	Chief Executive Officer
Tan Ching Hwee	Member	PC Dreams Pte Ltd	Managing Director
Saravanan Krishnan	Member	Dell Technologies Pte Ltd	General Manager, Unstructured Data Solutions, APJ and Greater China
Eugene Lam	Chapter Rep: CSC	Netrust Pte Ltd	Deputy CEO
Tan Tian Chong	Chapter Rep: SNC	Aptiv8 IT Solutions Pte Ltd	Managing Partner

COMMITTEE LISTING

Sustainability Steering Committee Work Groups

Name	Position	Organisation	Designation
Veerappan Swaminathan	E-Waste & SME Workgroup Lead	Sustainable Living Lab Pte Ltd	Chief Executive Officer
Aidan Wong	E-Waste & SME Workgroup	Singapore Management University (SMU)	Assistant Professor, Urban Studies (Education), College of Integrative Studies, and Deputy Director
Dannie Lau	E-Waste & SME Workgroup	NEC Asia Pacific Pte Ltd	Regional Purchasing and Environment Manager
Pushkar Pradhan	E-Waste & SME Workgroup	EcoSense-Enviro Solutions	Chief Executive Officer & Founder
Craig Gledhill	E-Waste & SME Workgroup	ACA Pacific Technology	Chief Executive Officer
Kavickumar Muruganathan	E-Waste & SME Workgroup	Microsoft APAC	Sustainability & Policy Lead (APAC), Cloud Operations & Innovation
Alan Puah	E-Waste & SME Workgroup	Rentalworks Group	Managing Director
Gavin Chua	Green Infrastructure Workgroup Lead	Meta Singapore Pte Ltd	APAC Head of Stakeholder Engagement
Lau Shih Hor	Green Infrastructure Workgroup	Elixir Technology Pte Ltd	Co-Founder and Chief Executive Officer
Fu Shuhui	Green Infrastructure Workgroup	UnaBiz	Head of Communications
Genevieve Ding	Green Infrastructure Workgroup	Amazon Web Services	Head of Sustainability Policy Strategy for Asia-Pacific and Japan
Lau Shih Hor	ESG Reporting Workgroup Lead	Elixir Technology Pte Ltd	Co-Founder and Chief Executive Officer
Chia Boon Chong	ESG Reporting Workgroup	Singapore Telecommunications Ltd (Singtel)	Director, Group Sustainability
Dannie Lau	ESG Reporting Workgroup	NEC Asia Pacific Pte Ltd	Regional Purchasing and Environment Manager
Benjamin Mah	ESG Reporting Workgroup	Oracle	Senior Director, ESG & Head PE/VC Paractice, Oracle Netsuite Asia & Japan
Derek Lee	ESG Reporting Workgroup	BSI Singapore	Senior Business Development Manager
Sreekumar Sivaramakrishnan	ESG Reporting Workgroup	SAP Singapore	Head of Sustainability Business/ Sustainability Principal, SAP APJ
Kenneth Ng	ESG Reporting Workgroup	Razer	Global Sustainability Lead
Veerappan Swaminathan	ESG Reporting Workgroup	Sustainable Living Lab Pte Ltd	Chief Executive Officer
Lim Boon Pin	Circular Economy Workgroup Lead	HP PPS Singapore (Sales) Pte Ltd	Sustainability Compliance Manager (SEA Markets)

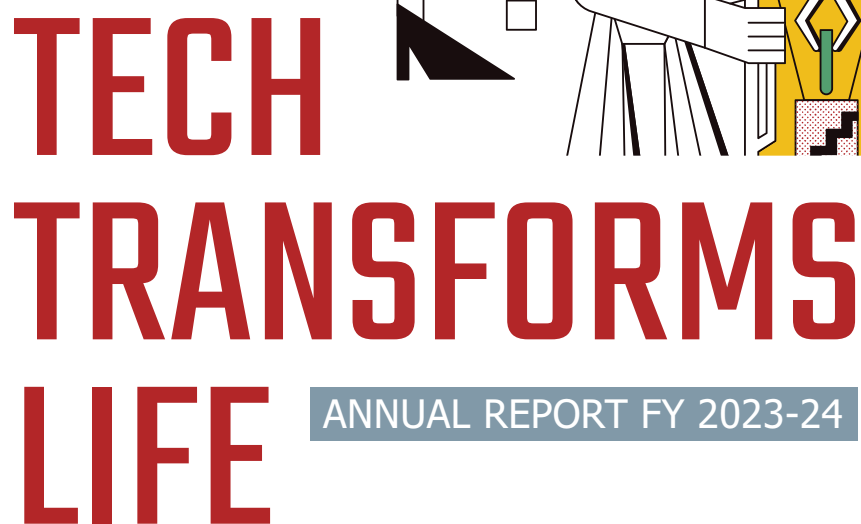
COMMITTEE LISTING

Sustainability Steering Committee Work Groups

Name	Position	Organisation	Designation
Aidan Wong	Circular Economy Workgroup	Singapore Management University (SMU)	Assistant Professor, Urban Studies (Education), College of Integrative Studies, and Deputy Director
Kavickumar Muruganathan	Circular Economy Workgroup	Microsoft APAC	Sustainability & Policy Lead (APAC), Cloud Operations & Innovation
Alan Puah	Circular Economy Workgroup	Rentalworks Group	Managing Director
Chloe Le	Circular Economy Workgroup	Rentalworks (SG) Pte Ltd	General Manager
Shanice See	Circular Economy Workgroup	Razer	Sustainability Analyst
Phyllis Chua	Circular Economy Workgroup	Dell Technologies	S.E.A & ANZ Environmental Compliance & Sustainability
Tan Ching Hwee	Circular Economy Workgroup	PC Dreams	Managing Director & Founder
Craig Gledhill	Energy Workgroup Lead	ACA Pacific Technology	Chief Executive Officer
Jason Plamondon	Energy Workgroup	Equinix Singapore	Regional Sustainability Manager, APAC
Peter Morrison	Energy Workgroup	BP Singapore	Digital Science Principal
Anand Peter	Sustainability Communications Advisor	ADPR	Partner & Director

Talent & Capabilities Steering Committee

Name	Position	Organisation	Designation
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



TECH TRANSFORMS LIFE

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