ufinity

Culture Book

19/20

Foreword.

TUNG TECK LEE | CHIEF EXECUTIVE OFFICER

Times flies! We are into the fourth culture book since we started this more than 7 years ago. As before, we use this book to record unedited contributions from our staff describing the company culture, and we added photos that captures the shared moments.

During the period associated with this book i.e. 2019-2020, we saw continued growth of the company and our company members helped to deliver and support many important projects, including various new applications and enhancements to existing ones. Meanwhile, agile delivery and design practices continued to gain its importance. We also observed a major shift in the way we engaged our customers, towards a more collaborative development model.

We hope this book will give our potential and existing customers, partners and candidates a glance of how we work and play, and how we are like. For the staff in the Ufinity family, I am sure it brings back fond memories of our journey together.

Around the time of writing of this foreword, we experienced the unprecedented COVID-19 pandemic, and the situation is still unfolding, so here is wishing that by the time you are reading this book, everything is all and well!

PS: Many thanks to Yvette Siow and the other members in the design team who helped with the book design and the various photographers who took all the candid shots!

> **"**
> As a group, we focus on delivering value collaboratively, efficiently, and strives to have fun while doing so.
>
> *Teck Lee*

Our Services.

AGILE DEVELOPMENT

Enterprises today need to rapidly adapt as software complexity increases and product life cycles shorten. Agile software development can help manage these complexities. Being a pioneer of agile development, Ufinity will work with you to best adapt agile. practices for successful implementations.

MAINTENANCE & MANAGED SERVICES

Ufinity's Operations Team provides application maintenance and managed services for both Ufinity and third party developed applications. Our team is organised into highly adaptive and responsive groups to give you the peace of mind that your applications meets stringent service levels while you focus on your business needs.

CONSULTANCY

We leverage on our extensive experience and deep technical expertise to provide you with practical and cost effective solutions in areas such as Planning, Software Product Management, Release Planning, Implementation Frameworks and Operations amongst other high value-added services.
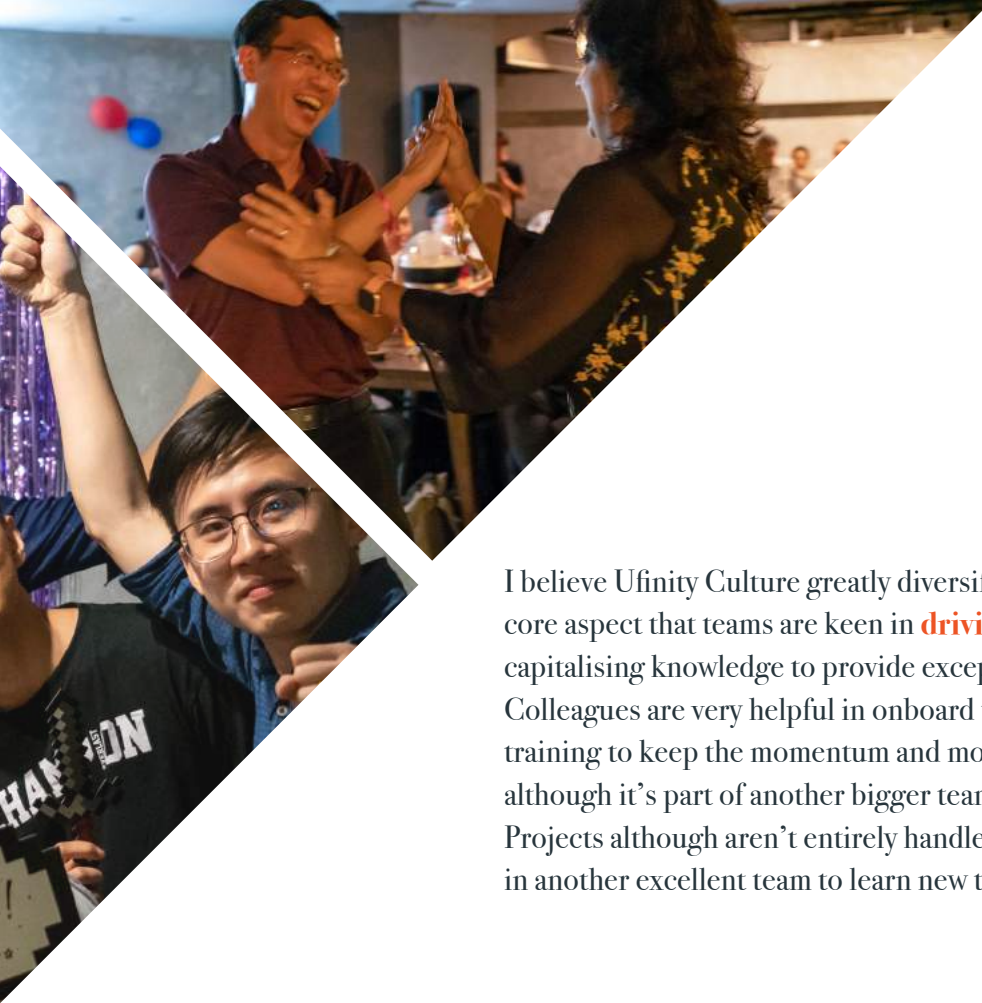
USER EXPERIENCE DESIGN & RESEARCH

Is your product aligned with your business strategy and user needs? Our UX Design and Research services link user and business needs to produce a balanced product. We do this through Business Strategy understanding and consultation, Stakeholder Engagement and Alignment, UX Research and Validation, Workshop Facilitation,

Reflections.

Delivering
software through
teamwork and
technical expertise

Anonymous

Ufinity is place where people are helpful and willingly share knowledge so that everyone can **improve together**. In Operations, we work closely together across teams and departments to deliver high quality support to clients.

Jia De

I believe Ufinity Culture greatly diversifies across different team. Yet I noticed the core aspect that teams are keen in **driving excellence in engineering quality**, capitalising knowledge to provide exceptional value to our customers. Colleagues are very helpful in onboard to help you gain access to knowledge and training to keep the momentum and morale up. The working environment in team, although it's part of another bigger team, is pleasant and engaging overall. Projects although aren't entirely handle by us, I'm still very grateful to be involved in another excellent team to learn new tech and processes.

Anonymous

- **Open to make mistakes**
- Encourages growth and learning
- Friendly and helpful colleagues

Ng Qiu Pei

Ufinity is like a big happy family. Everyone is very **friendly, passionate and professional**.

TMK

Ufinity encourages a culture of **self-learning** and **peer-learning**. Developers are encouraged to learn new things in this ever-evolving and competitive IT industry. Colleagues that share the desire of learning made peer-learning more easily approachable.I couldn't ask for a more suitable first job experience!

S

F - Fairness
A - Agile
B - Balance (work life)
U - Understanding
L - Learning
O - Openness
U - Unity
S – Support

Mark Lee

A big family with people who care; I can always count on my teammates. We know how to work hard and play hard!

Anonymous

In Ufinity, there is a shared passion towards a **positive company culture** that is a reflection of the company's culture, environment and its core values.

Anonymous

The spirit of **Ufinity is one of collaboration**, whereby sharing of knowledge and ideas is a common and valued trait among the staff.

There is always some discussions happening on topics, which we can all benefit from, be it on improving productivity or adding value towards our clientele.

Anonymous

A great place to work. Everyone is closely knitted even though the company workforce has grown over the years.

With caring colleagues and understanding bosses, this create a **friendly and conducive environment** where everyone works as a family.

CS

I'd just like to say that it's been a joy to work at Ufinity. With regards to people, the people are friendly and understanding. With regards to work, there is a **genuine sense of competence and quality**. I'm not one for speeches, so I'll end it here.

Anonymous

Great working culture, no political issue.

Anonymous

Everybody in Ufinity is very professional and friendly, we share knowledges and experiences among each other to achieve company objectives and personal growths.

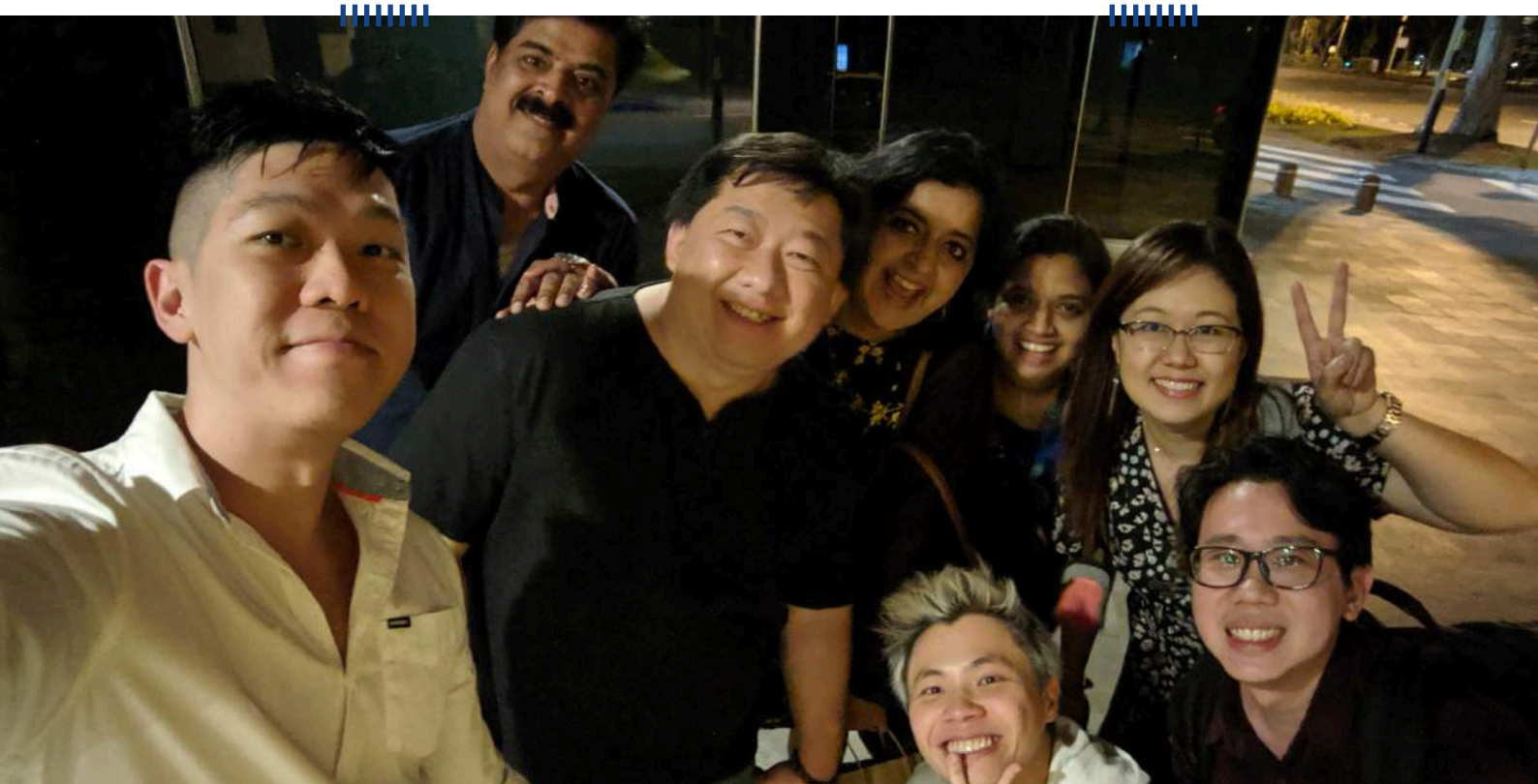Ufinity has great working environment, great colleagues, great bosses, great work-life balance.

ahzhe

Together
Everyone
Achieves
More

= **T.E.A.M**

Ufinity is a place where every individual is a strong team player. We are a large group of very approachable people, who will always put in the extra effort to share our knowledge and provide help regardless of seniority, status and role.

Fysh

I took a short break in my career and restarted again here in Ufinity. As a working mother, there will always be an inner fear to get into a new working place and bloom yourself back.

But Ufinity made my work life easy with lot of support. I got good helping hands which helped me more to learn faster. It's a more friendly team and happy to be part of Ufinity

Anandhi

Doing things right, in the right direction Great help and support from fellow colleagues. **Mutual learning and knowledge**, shared inter-departmentally.

Selective project for the right fit, ensuring a successful delivery. Fun filled social events to bond with colleagues, **Building rapport**.

CJ

Ufinity has been a family to me for the last 12 years. Through thick and thin, the family stood together, **always supporting each another** to deliver value to our customers.

DG

Preoccupied with a single leaf, you won't see the tree Preoccupied with a single tree, you'll miss the entire forest

Nothing goes perfectly for us
But... being incomplete is what pushes us onward to the next something...

Fools who don't respect the past are likely to repeat it Fool me once, shame on you... fool me twice, shame on me Remember the lesson, not the disappointment

Anonymous

I'm grateful that Ufinity as my first job in Singapore. My colleagues are very helpful and willing to share knowledge with each other. I also enjoy regular company events here. Looking forward to create more memory in Ufinity.

Anonymous

"I'm willing to learn. I'm hardworking."
Pretty much sums up how our client perceives us as the team from Ufinity.

Jean Ng

Work collaboratively to delivery good products within schedule.

While company grows itself through every staff, it provides the platform for a staff to grow himself / herself.

Chen Zhijie

❝ Ufinity is a comp
employees. Addi
everyone throug
can be seen.

We care about **well-being** of employees; **voices** can be heard and reach out to management.

We work together as a team, provides **trust** and **support** for team to help them meet challenges successfully.

We are **good** at and **love** what we are doing, we know our hard work are **valued** and **appreciated**.

We deliver **quality** work, promotes **positive** culture and **happy** employees, which ultimately leads to satisfied & loyalty customers!

GCC

At Ufinity, we have a nice and **friendly** culture. Our people are also hardworking and deliver professional results!

Siew Bee

pany that really cares for its
tionally, the effort in trying to bond
gh team bonding sessions or events

Oliver Cheah

I am working in Ufinity for almost 10 years and here is the reason why:
Ufinity - A big family (still growing and become bigger).
Colleagues are like brothers and sisters and usually work very closely with each other, caring and loves to share.
Bosses are just like parents that take good care of us, empower us with a shared vision and strong values in which everyone enrols and excels.
The opportunities are always wide open. A great place to learn and grow. **Team work** is always one of the key points to lead the project to succeed and that's our strength.

Kenny Chong

In Ufinity, we help each other achieve greater heights by **working collaboratively** despite of the different backgrounds that we come from.
It is not uncommon to see people of different nationalities and roles mingling together with one another.
We work hard, play hard, and **strive to achieve the best** that we can with whatever abilities that we've been conferred.

Anonymous

Ufinity is a great place where we **share**, **grow** and **excel** together

Huang RongXiang

Ufinity is a good place for me to start my career and **great environment to enhance my skills** as a professional software engineer.

Chin Boon

I love working in Ufinity. The people that I work with are **kind**, **smart** and driven which motivates me to excel.
Anonymous

Everyone on Ufinity are very friendly and willing to help each other. For me, Ufinity has a very **good culture** and I enjoy it.

Leong

Colleagues here are **friendly**, seniors are **patient** when giving helps.

YS

The hard work as a team was really **fruitful**.

B.C.

Culture is a recruiting tool. Our company is an **open working environment** with lots of freedom to think as well as work.

The staff is friendly and **often engage in positive interactions with one another** throughout the day. Change is constant. We learn many things from one another which contribute not only to our growth but also **motivation to try new things** every time.

Heena

The Ufinity culture in my opinion is to **exude energy, passion and warmth** to each and every team we engage in. I don't know many of us in this huge family, especially when we are deployed to different projects across the country.

However, one thing for certain is that whenever I see a fellow colleague, be it at work, cohesion or team outings, they would put in **great dedication and effort in everything they do**, from squashing production bugs to getting to know your favourite food. It makes me feel at home.

Huang Lie Jun

-Encouraging company that's willing to hire fresh graduates to grow and nature, prepare them for the tech world

- Project members are close as if they're brothers and sisters to **work hand in hand and achieve greater heights**

- Give employees opportunities to attend cohesion, events, gatherings to improve relationships not just with project team members, but the whole of Ufinity

- **Care and concern to employee's well-being at all times**, ensuring that they're doing fine and excel progressively in their work

Mcvie Chua Qihe

Friendly and positive working environment where it makes you feel like you can build strong and lasting friendships with anyone!

M

A very good culture to work in! Everybody is friendly and **work-life definitely balanced**!

Anonymous

Colleagues are accommodating to answer any queries and **work together to overcome challenging obstacles**. It is amazing how a bug can bring people together.

Anonymous

Ufinity is an awesome workplace as I am working from overseas, **colleagues are very friendly and outgoing**. It's not just about work but also having fun while doing it.

Batman Wayne

Ufinity is an amazing company to work with. **Friendly, good natured and supportive colleagues**. The company culture is pretty open where individual opinions matters.
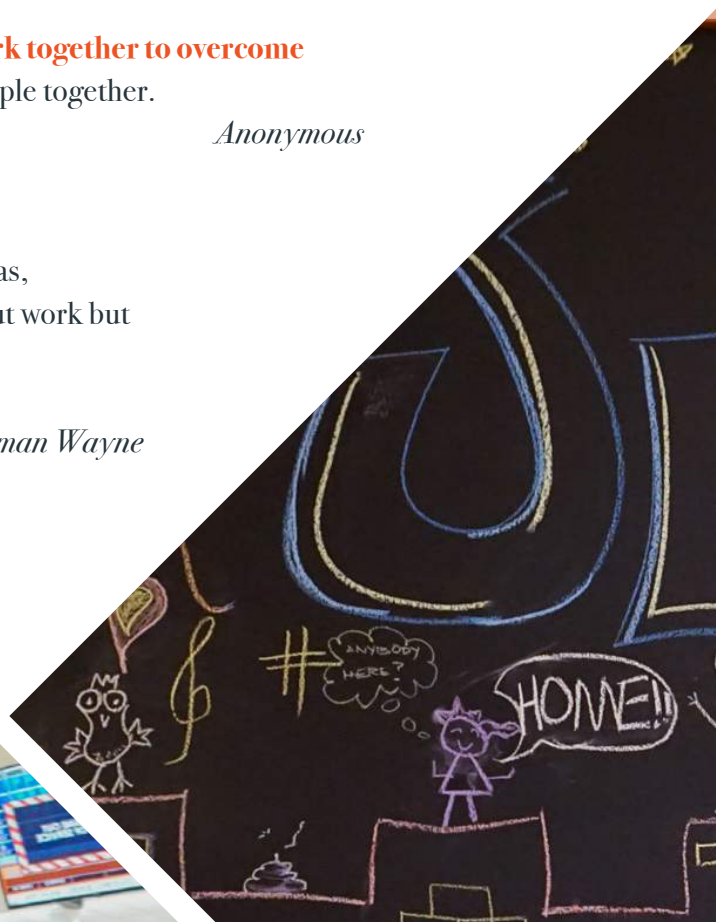
SS

Open communication with all levels. Problems are solved collaboratively as a team.

Chin CW

"
A place I tru
achieve the s
TEAM. They
with, never h

ly feel there's no I, you, him or she but WE
same goal, learning, sharing and growing as a
are like friends who I love to spend every day
had Monday blue since then.

Anonymous

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www.ufinity.com