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SUSTAINABILITY REPORT

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Venture's GRI Content Index is available on our website.
Please visit http://venture.listedcompany.com/sustainability_report.html for more information.

Letter from the Board

Dear Stakeholders,

2022 was marked with accelerating actions on sustainability. Singapore joined a growing number of countries to declare a net-zero target by 2050, and Malaysia has announced its goal to become carbon neutral as early as 2050. These net-zero announcements have been accompanied by stronger regulations, including a steeper carbon tax enacted for Singapore companies, and mandatory climate reporting requirements. Worldwide, economies and labour markets continue to recover from the COVID-19 pandemic and ongoing geopolitical conflicts.

Amid the uncertainties, Venture continued to stay resilient and create impactful value for all its stakeholders. We achieved this through our efforts to embed sustainability more deeply into our business strategy and operations. Three sustainability directions emerged as central to our continued resilience and success as an industry leader.

From once-in-a-hundred-year floods and heatwaves to increasing rainfall and rising temperatures, we are seeing the effects of climate change. Regulators and financial markets have begun to implement climate-risk related regulations, including the Singapore Exchange (SGX), which announced climate reporting requirements for all issuers. The physical impacts of climate change and accelerating decarbonisation efforts on the part of regulators, investors and customers, are transforming our business environment.

We continue with our efforts to enhance the sustainability of our supply chain management. Companies are increasingly being held accountable for the respect of human rights and greenhouse gas emissions along their supply chains by their stakeholders.

In addition, we have also bolstered the robustness of our Environment, Social and Governance (ESG) data management systems and reliability of sustainability-related data and information.

CLIMATE RESILIENCE

We recognise that climate-related risks may impact Venture's long-term business resilience. This year, we have adopted the Task Force on Climate-related Financial Disclosures (TCFD) reporting ahead of

SGX's mandatory climate reporting requirements for our industry. Through climate scenario analysis across our operations in Singapore and Malaysia, we identified relevant climate-related risks and opportunities to our business. Key business and operations representatives from across the company contributed to the analysis, and overall, we gained a deeper appreciation of our business resilience in the face of climate change. Going forward, we will consider the quantification of our climate risks, and the integration of these risks into our enterprise risk management system.

A SUSTAINABLE SUPPLY CHAIN

Venture has an important role to play in encouraging sustainable practices within our value chain. Our suppliers are valued business partners, and we are partnering with them towards a sustainable future. Our Supplier Code of Conduct communicates our expectations of all suppliers, including respect for fundamental human rights and environmental stewardship, and a high standard of ethical business conduct. By outlining our sustainability-related expectations to suppliers, we continue to make progress towards a more sustainable supply chain.

ROBUST ESG DATA MANAGEMENT

ESG data has come under increasing scrutiny from investors, customers and regulators. The accuracy and reliability of our sustainability information is critical to the evaluation of our sustainability progress. For this sustainability report, our Internal Audit team undertook an internal review of our environmental data and internal data collection processes, in line with SGX's requirements for all issuers to conduct an internal review of their sustainability reporting processes. In doing so, we also strengthened company-wide understanding of sound environmental data management practices.

CONCLUSION

With a focus on climate resilience, sustainable supply chain management and robust ESG data management, we are confident that we will continue to minimise our business risks and capture opportunities in a green economy. We are pleased to share our progress with you through our sustainability report for the year ended 31 December 2022.

2022

At a Glance

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15 awards
and accolades



Conducted
inaugural climate
risk assessment



Zero breaches of
customer privacy



Performed
internal review of
environmental data





Zero fatalities at
reported sites



Newly-implemented
Supplier Code of
Conduct

KEY MILESTONES



Zero reported cases
of significant fines or
penalties



Zero reported incidents
of corruption and
bribery



Zero reported cases
of environmental and
socio-economic
non-compliance

+ + +

+ + +

+ + +

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About this Report



The report scope covers our major sites in Singapore and Malaysia, including operational sites at Woodlands, Ang Mo Kio, and Marsiling in Singapore, and Penang, Senai and Johor Bahru in Malaysia, for the financial year ending 31 December 2022. Combined, these sites account for more than three-quarters of Venture's revenue for the financial year. Venture has operations in China, Europe, and the US which are excluded from the scope of this report. There were no significant changes to the ownership structure or extent of operations compared to the prior year.

To maintain a consistent approach to our reporting and facilitate year-on-year comparison, we have continued to publish our report in line with the Global Reporting Initiative (GRI) standards and principles. This report has been prepared in accordance with the GRI Standards 2021 and in alignment with the requirements of the SGX Securities Trading Limited (SGX-ST) Listing Sustainability Report Rules. We will

continue to monitor developments in sustainability reporting for applicability to our business.

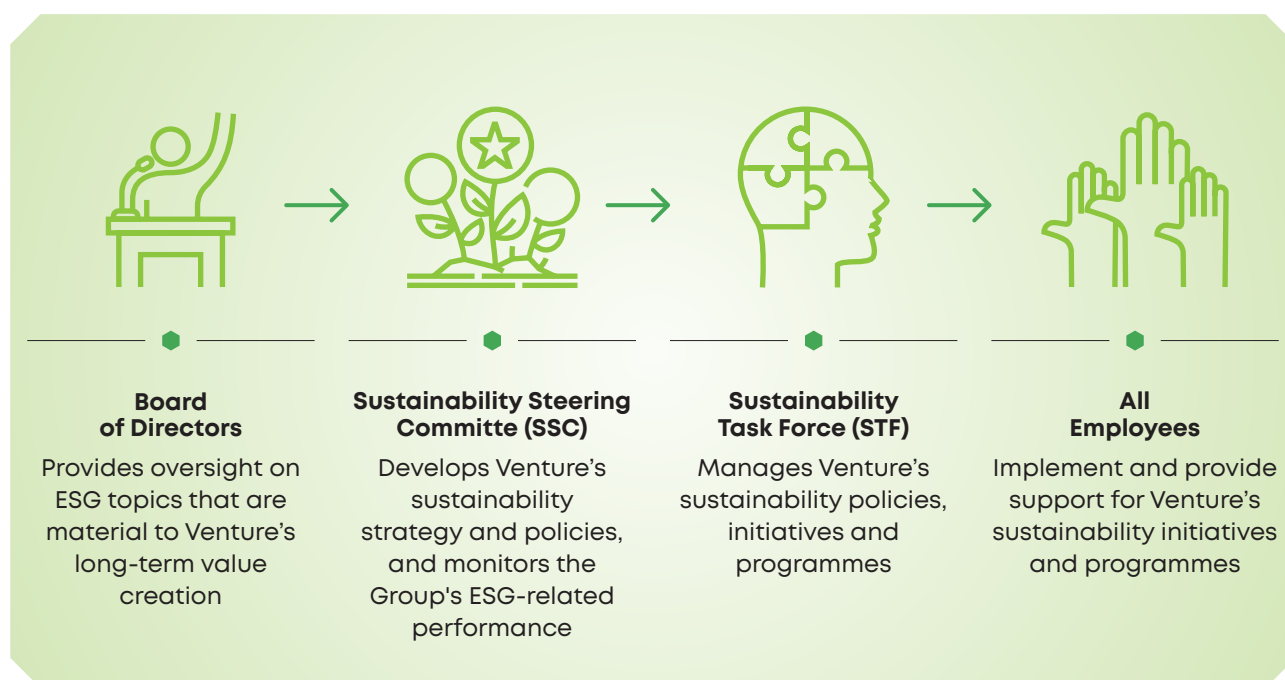
This year, we strengthened the integrity of our ESG data collection process by engaging the Internal Audit department to perform internal review on the environmental data within this report. The review covered controls over the sustainability reporting process for accuracy and validity of environmental data collected. Venture will progressively review social and governance data in the future. We have not commissioned an independent external assurance on this report.

This report uses standard units of measurement. Conversion factors, where required, are explained in their respective sections.

We value all feedback in our sustainability reporting journey. To connect with us, please contact us at sustainability@venture.com.sg.

Our Commitment to Sustainability

SUSTAINABILITY GOVERNANCE STRUCTURE



Integrating sustainability at the highest governance level in Venture enables the Group strategic oversight of ESG issues.

Our Board of Directors is responsible for driving Venture's sustainability strategy and performance that adds business and economic value to the Group. The Board is regularly appraised of the latest sustainability strategy, material issues and performance through updates from the SSC and/or the STF at least once annually.

Within Venture, the SSC, which comprises C-suite level executives, is responsible for Venture's overall performance against ESG goals and targets. The SSC develops Venture's sustainability strategy and policies, and monitor its ESG-related performance.

The management of Venture's sustainability initiatives and programmes is undertaken by the STF. The STF, which comprises representatives from across Venture, reports to the SSC. At the operational level, employees from all business and operational units participate in ESG data collection, performance tracking and the day-to-day implementation of various sustainability efforts. The sustainability report, which is prepared and reviewed by various working team members, is circulated to the SSC and STF. The Board reviews and approves the board statement in the sustainability report.

Our Board of Directors have undergone ESG-related training conducted by the Singapore Institute of Directors and SGX. These training sessions help to reinforce the understanding of their roles and responsibilities in driving sustainability compliance and strategy, and strengthening the company's value creation through ESG practices.



VALUES AND STRATEGY

Our core values are at the heart of our strategy and operations and are aligned with our sustainability focus areas.

They unite our 12,000-strong workforce globally in working towards our shared vision and mission.

VENTURE'S CORE VALUES

1



**Relentless
Pursuit
Of Excellence**

2



**Rendering The Highest
Level Of Total Customer
Satisfaction**

3



**Encouraging Employees
To Realise Their Full
Potential**

4



**Building
Strong Cohesion
And Teamwork**

5



**Fostering
Creativity And
Innovation**



ETHICS AND COMPLIANCE

At Venture, we believe that business success must be accompanied by unwavering principles of integrity. This is reflected in various company policies that underpin our operations and business relationships. They include regulations on export control, operational permits, finance and accounting, labour laws, customer protection, personal data protection, workers' health and safety, the use of conflict-free minerals and environmental frameworks.

Our Code of Conduct, anchored by our Five Core Values, outlines the principles and compliance expectations for all employees globally. It covers topics such as sound employment practices, workplace safety and wellbeing, dealing with conflicts of interests and fair, honest and ethical business conduct. In addition, our Anti-Bribery and Corruption Policy describes our zero-tolerance approach towards inducement, bribery and corruption. To pre-empt potential corruption incidents, employees are required to complete an annual self declaration on conflicts of interest. Furthermore, Venture's third-party suppliers are required to adhere to our Supplier Code of Conduct and relevant policies such as Compliance with Export Control Laws.

There were no reported incidents of corruption or bribery in 2022, and no public legal cases related to corruption or bribery were brought against Venture and its subsidiaries. No contracts with business partners or suppliers had to be terminated due to any corruption or bribery violation.

In line with our culture of transparency, trust and integrity, our Whistle-Blowing Policy provides a framework to promote responsible and secure whistle-blowing of wrongdoings for appropriate investigations and actions. Whistle-blowers are free from fear of reprisals and to the extent permissible, we shall protect the identities of the whistle-blowers who have elected to remain anonymous. Investigations are conducted independently and without prejudice or bias. At the Board level, Venture's Audit & Risk Committee is responsible for the oversight and monitoring of whistleblowing. In 2022, there were no whistle-blowing incidents reported.

All relevant policies are publicly available and communicated to all stakeholders via our corporate website.



For more details on Venture's policies, please visit our Sustainability and Governance webpage at <https://www.venture.com.sg/sustainability-governance/>

Our Commitment to Sustainability



PROTECTION OF CONFIDENTIAL INFORMATION

As a global provider of technology services, products and solutions, safeguarding confidential information is critical to building and maintaining trust between Venture and its stakeholders. We are committed to the protection of personal information in accordance with applicable laws, and the protection of customer data through comprehensive cybersecurity management.

Venture has implemented a Personal Data Protection Policy outlining its commitment to data privacy as well as the collection, use and disclosure of personal information. We conduct our business in compliance with relevant data protection laws and standards, including the Personal Data Protection Act (PDPA) and RBA's Code of Conduct – Ethics and Management System (Intellectual Property).

Venture recognises that cyberattacks and personal data theft are increasingly sophisticated and on the rise. We continually augment our holistic and risk-based framework for the protection of confidential information. All our manufacturing sites are guided by policies and standard operating procedures (SOPs) which prescribe steps that facilitate the secure receipt, handling and storage of confidential information. We continue to maintain zero substantiated complaints on customer privacy breaches and loss of customer data from our IT network in 2022.

In 2022, we further strengthened our IT cybersecurity infrastructure through the implementation of the following initiatives:

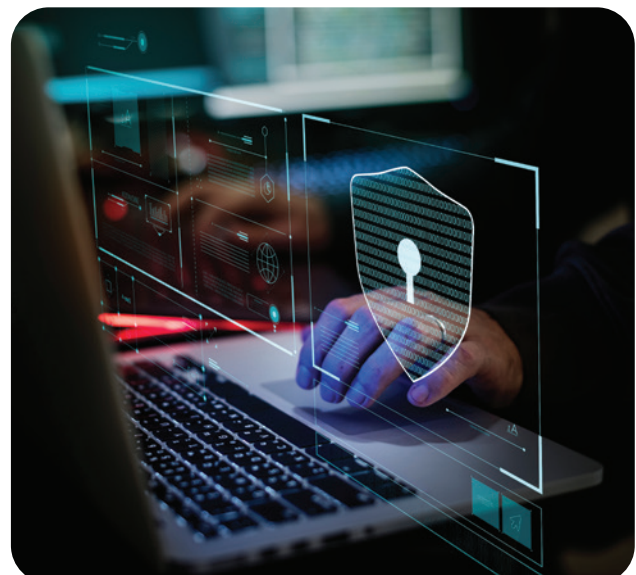
- Global Vulnerability Assessment and Penetration Test (VAPT)
- 24/7 Security Operation Centre Firewall Monitoring
- Data Gating System (DGS) System Upgrade
- Storage immutable backup for business-critical servers
- Email Phishing Simulation and Training

The Global VAPT testing, which was conducted by a CREST certified external provider, assessed Venture's exposure to external security threats level and implemented measures to protect its IT infrastructure from data breaches. The 24/7 Security Operation Centre Firewall Monitoring alerts us of any attempts of data intrusions. The DGS system upgrade further boosted the security and stability of our manufacturing execution system.

In addition, we obtained the ISO 27001 Information Security Management System (ISMS) certification for the Ang Mo Kio site. The qualification enables Venture to systematically manage information security risks and facilitates business continuity.

Various training exercises were also conducted during the year to increase the awareness of cybersecurity among our employees.

In 2023, we plan to implement a Security Incident and Event Management (SIEM) system which collects, processes, analyses and reports real-time log data from all IT systems in a centralised platform, allowing us to protect against data breaches and provides real-time monitoring of IT threats and incident response capabilities. In addition, we will be enhancing our Cyber Incident Response Plan to align with industry's best practices, including conducting table-top exercises.



STAKEHOLDER ENGAGEMENT

Regular stakeholder engagement is key to a successful and sustainable business plan. It is important to understand and integrate stakeholders' concerns into our sustainability strategy and actions.

Our key stakeholder groups include employees, shareholders and business partners such as customers and suppliers. They play an active role in the advancement of our sustainability progress and may be significantly impacted by our business operations. In addition, we also engage more broadly with national and local governments, analysts, industry associations, interest groups and the local communities where we operate in.

The following table outlines our methods of engagement with key stakeholder groups and their respective areas of focus. These topics of concern are addressed through our approach towards managing Venture's sustainability material topics.













Stakeholder Group		Issues and Concerns	Engagement Platforms and Frequency
Business Partners	Customers	<ul style="list-style-type: none"> • Delivery of innovative solutions with excellent capabilities • Compliance with ESG standards • Protection of confidential information • ESG-related performance and climate impact 	<ul style="list-style-type: none"> • Regular meetings with our business partners involving senior management, Total Customer Satisfaction (TCS) Managers, Alliance Management and Programme Managers • Business review and bi-annual customer scorecard review
	Suppliers	<ul style="list-style-type: none"> • Fair and competitive business conduct • Compliance with ethical and responsible ESG standards • Protection of confidential information 	<ul style="list-style-type: none"> • Regular communications, meetings, and teleconferences • Annual meetings and assessments • Facility tours
Employees		<ul style="list-style-type: none"> • Corporate direction and strategy • Remuneration and benefits • Career development and training opportunities • Labour and human rights • Workplace health and safety 	<ul style="list-style-type: none"> • Induction programme for new hires • Annual training and development programmes • Compensation and Benefits benchmarking • Regular e-News communications and meetings • Recreational and wellness activities • Annual performance appraisals and career development reviews
Shareholders		<ul style="list-style-type: none"> • Financial performance • Business outlook • Shareholder returns • Corporate governance 	<ul style="list-style-type: none"> • Annual General Meetings • Annual and Sustainability reports • Business updates • Investor meetings and conferences • Non-deal roadshows • Corporate website and social media platforms

Our Commitment to Sustainability

MATERIALITY

In 2021, we conducted an in-depth materiality assessment that surfaced four more material topics whose impacts are highly relevant to our long-term value creation: Waste, Diversity and Inclusion, Human Rights and Responsible Materials Sourcing. These topics were prioritised through careful consideration of Venture's environmental and social impacts, incorporating feedback from key customers and investors.

Venture's material topics and their relevance to the Sustainable Development Goals (SDGs), as well as related targets and performance, are described in the table below.

Venture's Material Sustainability Factors	Factor boundaries ¹		Corresponding GRI Standards Topics	Relevant chapter in this report	SDGs
	Internal stakeholders	External stakeholders			
Economic performance	✓	✓	GRI 201: Economic Performance 2016	Economic Performance	 
Energy & Emissions	✓	✓	GRI 302: Energy 2016 GRI 305: Emissions 2016	Our Environment	 
Waste	✓	✓	GRI 306: Waste 2020	Our Environment	  
Water	✓	✓	GRI 303: Water & Effluents 2018	Our Environment	   
Occupational health and safety	✓	✓	GRI 403: Occupational Health and Safety 2018	Our People	  
Talent attraction, retention and development	✓		GRI 404: Training and Education 2016	Our People	   
Diversity and inclusion	✓		GRI 405: Diversity & Equal Opportunity 2016 GRI 406: Non-discrimination 2016	Our People	 
Human rights	✓	✓	GRI 409: Forced or Compulsory Labor 2016 GRI 408: Child Labor 2016	Our People	   
Responsible Materials Sourcing	✓	✓	GRI 308: Supplier Environmental Assessment 2016 GRI 414: Supplier Social Assessment 2016	Our People	
Responsible Business Conduct	✓	✓	GRI 205: Anti-corruption 2016	Venture's Sustainability Approach	
Protection of confidential information	✓	✓	GRI 418: Customer Privacy 2016	Venture's Sustainability Approach	
Compliance with other laws and regulations	✓	✓	GRI 2-27: Compliance with laws and regulations	Ethics and Compliance Our Environment	

Venture is currently building a robust environmental baseline. We track our sustainability performance using several environmental metrics for monitoring. Going forward, we plan to set environmental targets, alongside a decarbonisation strategy.

¹ Factor boundaries are defined as stakeholders who may be affected by or have influence on Venture's material sustainability factors



TARGETS

Venture's Material Sustainability Factors	Group-wide targets	Status
Economic performance	For information on our economic and financial performance, please refer to pages 8-11, 96-175 in Annual Report 2022	
Energy & Emissions	Reduce GHG emissions intensity across sites	Venture is committed to reducing GHG emissions intensity across its sites
Water	Reduce water usage intensity across sites	Venture is committed to reducing water usage intensity across sites
Waste	As waste is a relatively new material topic, Venture will continue to closely monitor its waste data and waste management practices, with the intent to set quantifiable targets in the future	
Occupational health and safety	Reduce or maintain an incident rate of recordable injuries to below 1.0	Incident rate of recordable injuries across all sites reduced to 0.7
	Maintain zero fatalities across all sites	Zero fatalities across all sites in 2022
Talent attraction, retention and development	Enhance employee engagement through workplace initiatives	Ongoing
	Maintain a fair performance management system	Ongoing
	Maintain an average of 40 training hours for each employee	Venture's employees undertook 34 hours of training on average ¹
Diversity and inclusion	Achieve zero incidents of discrimination	Zero incidents of discrimination
	Maintain gender balance in the workforce	In 2022, Venture's workforce comprised 55% female and 45% male employees
Human rights	Maintain zero forced and child labour in operations	Zero incidents of forced and child labour in operations in 2022
Responsible Materials Sourcing	Maintain zero incidents of non-compliance with the revised Responsible Materials Sourcing Policy	Zero incidents of non-compliance in 2022
	Maintain zero termination of contracts with business partners or suppliers due to infringement of the Responsible Materials Sourcing Policy	Zero contract terminations
Responsible Business Conduct	Maintain frequency of Code of Conduct modules and refresher training	Maintained training frequency
	Maintain zero cases of corruption	Zero cases of corruption in 2022
Protection of confidential information	Maintain zero breaches of data privacy	Zero incidents of non-compliance with all existing policies and procedures in 2022
	Enhance existing processes to safeguard confidential information	Group-wide cybersecurity infrastructure initiatives were successfully rolled out by the IT department in 2022
	Obtain ISO 27001 ISMS certification for all key global sites	Targeting to obtain certification for one of Venture's key sites in 2023
Compliance with other laws and regulations	Maintain compliance with all relevant laws and regulations	Zero incidents of non-compliance in 2022
	Maintain zero cases of significant fines or non-monetary sanctions related to environmental laws and regulations	

¹ This is due to the wider availability of online information, and an increasing focus on self-initiated skills development

Our Commitment to Sustainability



ECONOMIC PERFORMANCE

Over the years, Venture has sustained a consistent focus on economic performance and technological leadership, relentlessly pursuing excellence and achieving business success. We believe in achieving prosperity together with our stakeholders and sharing the benefits of our success with them.

Venture's Board of Directors and Senior Management team provide overall stewardship in achieving strong business performance. The Board is supported by four committees, namely the Audit & Risk, Nominating, Remuneration, and Investment Committees.

As a leader within our industry, Venture actively participates in industry associations through its membership in the Federation of Malaysian Manufacturers and the Free Industrial Zone, Penang, Companies' Association (FREPENCA). To stay ahead of industry developments, we regularly exchange thought leadership with the American Malaysian Chamber of Commerce and the Malaysia Semiconductor Industry Association.

Our continued dedication to business excellence has been recognised through various accolades and awards. In 2022, Venture received 15 corporate and customer excellence awards, including Runner-Up at the Securities Investors' Association of Singapore Most Transparent Company Award 2022 (Technology Category) for its good corporate governance practices. It was also awarded the prestigious Chief Procurement Award (CPO) from one of its key customers, Philip Morris International (PMI). Venture has also received various Ramp and Supplier awards from its customers.

For information on our financial performance and business plans, please refer to pages 8-11 and 96-175 in Annual Report 2022.



INNOVATION

Innovation is central to Venture's sustainable business growth. Venture strives to pioneer innovative and transformational solutions that contribute to a healthier, greener and more resource-efficient world. We continually invest in research and development capabilities to devise creative and critical technological solutions to meet evolving customer demands.

In 2022, we augmented our vision inspection capabilities for ultra-fine pitch components with the use of an X-ray machine with CT scan capabilities, resulting in improvements in first pass yields and reduced processing time with lesser human intervention. This helped us to deliver superior quality and reliable products more efficiently. As part of our smart factory initiative, we also leveraged our newly-installed auto labelling line to manage multiple products with different shipping label configurations. Through such innovations, the efficiency and productivity of our manufacturing operations were enhanced.



Venture's Climate-related Risks and Opportunities

Climate change is one of the most imperative risks to businesses today. Recognising the impact that climate change has on its operations, Venture has adopted the recommendations by the Task Force on Climate-related Financial Disclosures (TCFD) for its climate-related risks and opportunities this year.



OUR INITIATIVES

In 2022, we conducted a scenario analysis of our operations across our six sites located in Singapore and Malaysia to identify our climate-related risks and opportunities. Moving forward, we plan to integrate the identified risks into our Enterprise Risk Management (ERM) framework to strengthen our oversight of climate-related risks and opportunities.



GOVERNANCE

The Board and senior management are regularly apprised of important sustainability issues that impact Venture's business operations, including climate-related risks and opportunities. We reported and discussed the findings of our scenario analysis with our Board and senior management team. Moving forward, we plan to further strengthen their role in the oversight of Venture's climate-related risks and opportunities.



STRATEGY

Venture conducted a scenario analysis exercise using two scenarios: a 4°C scenario and a less than 2°C scenario, with reference to findings from the Intergovernmental Panel on Climate Change's Sixth Assessment Report and the Network on Greening the Financial System. They were adopted to stress-test Venture's transition and physical risks in two extreme situations. From the scenario analysis, relevant climate-related risks and opportunities that Venture faces were identified. We will further assess these risks and opportunities to guide our management response. Ultimately, Venture seeks to tap into climate opportunities and strengthen its resilience against climate risks.

Venture's climate-related risks		
Transition Risks	Short-term (Present to 2025)	Evolving ESG requirements could increase business costs, or affect access to capital
	Medium-term (2025-2030)	Increase in procurement costs due to higher raw material prices
		Increased energy, materials and utilities costs due to rising carbon prices
Physical risks	Long-term (2030-2050)	Higher and more volatile utilities costs due to damaged infrastructure, disrupted supply, or rising temperatures

Venture’s Climate-related Risks and Opportunities

Venture’s potential climate-related opportunities	
Develop leading-edge low-emissions products and services that are attractive to customers looking to reduce their carbon footprint	Adopt circular economy practices to save on production costs and reduce exposure to fluctuating raw material and component prices
Build a GHG abatement cost curve to visualise cost savings and explore levers that significantly reduce emissions	Leverage green finance to develop low-carbon products and services and/or renewable energy infrastructure



RISK MANAGEMENT

We plan to integrate climate considerations into our existing ERM structure through formalising the Board and Risk Management Committee’s oversight of climate-related risks, as well as incorporating climate risk impacts into our risk coverage. Having identified key climate-related risks through the scenario analysis, we will work towards risk assessment and prioritisation through further research into climate-related risk drivers and quantification of risk impacts where relevant. A deeper understanding of the impact of climate risks on Venture will inform our risk responses.



METRICS AND TARGETS

Since 2019, Venture has published its greenhouse gas emissions and energy consumption data in our annual sustainability reports. We have consistently been monitoring and collecting data on greenhouse gas (GHG) emissions, electricity and water consumption to track our environmental performance. Moving forward, we plan to set environmental targets to guide our business operations and monitor our exposure to climate-related risks.

Our Environment

2022 has seen accelerating global action toward environmental conservation and health. Venture recognises the critical role it plays in stewarding the health of our climate and biosphere.

To minimise our environmental footprint, Venture adopts lean manufacturing approaches to drive resource efficiency within its operations and value chain and implements comprehensive environmental management systems.

Venture's Environmental Management System (EMS) Committee manages and monitors its environmental performance and goals across the Group. The EMS Committee comprises environmental management representatives who are responsible

for each site's performance and compliance with all environmental regulations and requirements. In 2022, all of our operational sites maintained their ISO 14001 certification for Environmental Management Systems¹. There were no incidents of environmental non-compliance during the reporting period.

Beyond the ISO 14001 certification for all operational sites, our group-wide Environmental Policy outlines green manufacturing initiatives, as elaborated in the following sections. Our EMS Committee continues to review Venture's group-wide environmental policy against evolving environmental standards regionally and globally.



For more details on Venture's policies, please visit our Sustainability and Governance webpage at <https://www.venture.com.sg/sustainability-governance/>



ENERGY AND GHG EMISSIONS

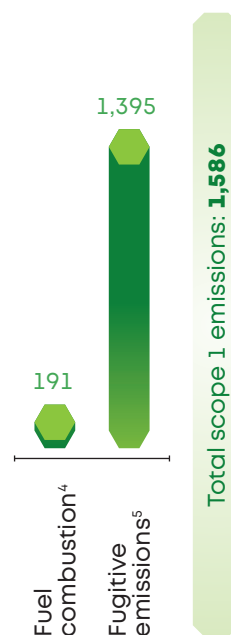
GHG emissions are one of the root causes of the anthropogenic climate change impacts that are felt globally. The Intergovernmental Panel on Climate Change (IPCC) has warned that catastrophic climate-related impacts will occur if the global temperature increase exceeds 2°C above pre-industrial levels.

In 2022, both Singapore and Malaysia announced decarbonisation goals, with Singapore aiming to peak emissions by 2030 and reach net-zero by 2050², and Malaysia committing to carbon neutrality as early as 2050³.

Venture recognises its responsibility to do its part in a decarbonising world. It has provided a consolidated greenhouse gas (GHG) inventory against the GHG Protocol. The scope of our GHG inventory has been expanded to include scope 1 emissions this year, including those from fuel consumption and fugitive refrigerants.

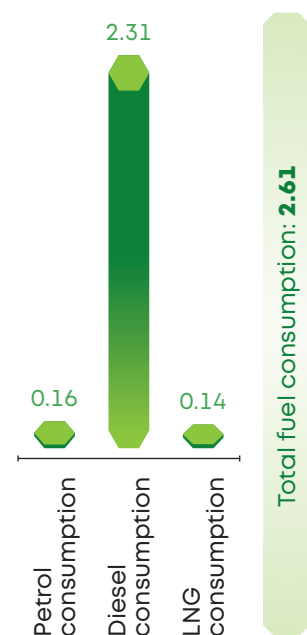
Venture's 2022 Scope 1 emissions

In tonnes of CO₂ equivalent (tCO₂e)



Fuel consumption within Venture's operations in 2022

In tonnes of terajoules (TJ)



¹ In 2022, the Woodlands site obtained its ISO14001 certification

² <https://www.bloomberg.com/news/articles/2022-10-25/singapore-unveils-plans-to-reach-net-zero-emissions-by-2050>

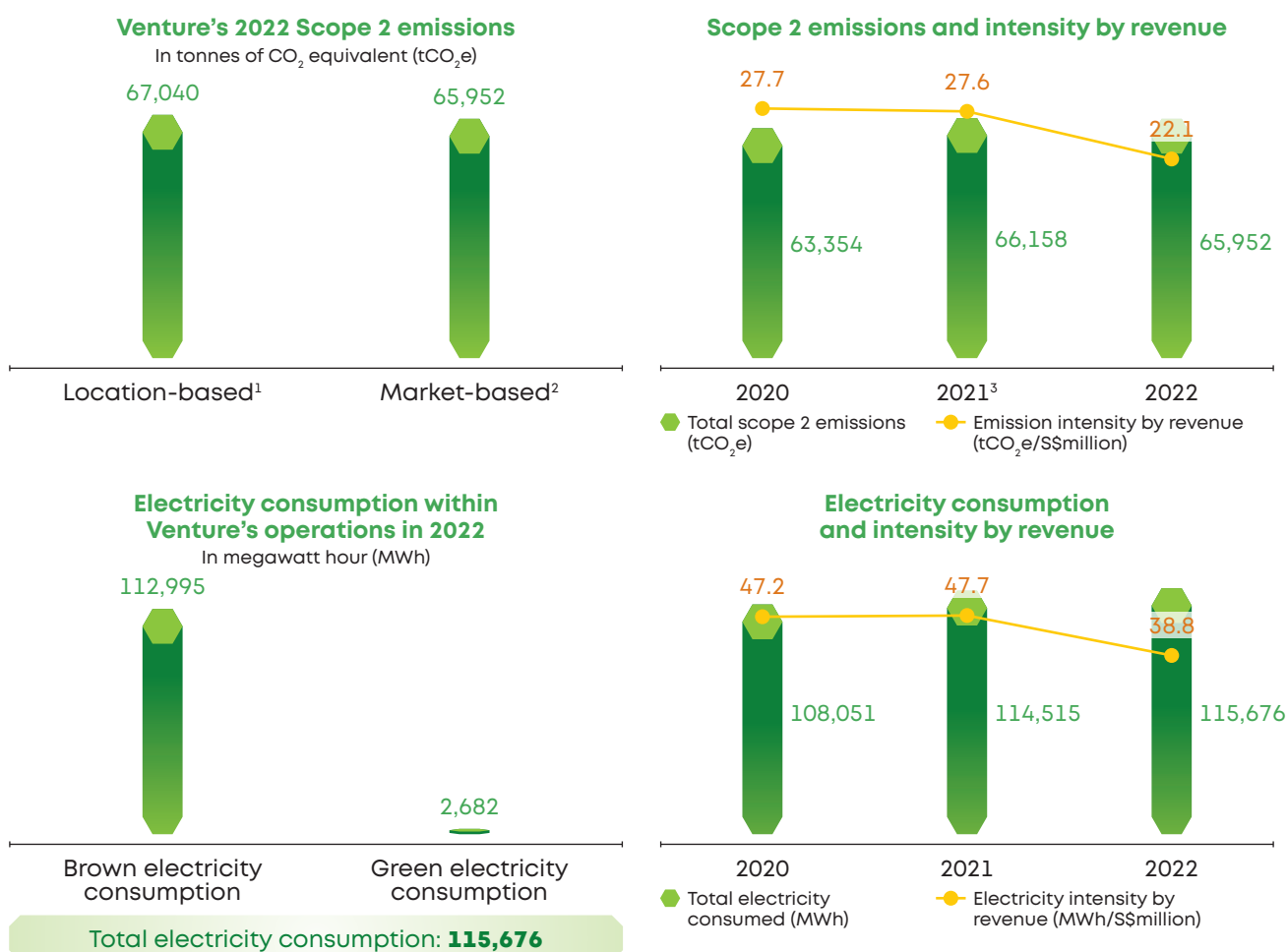
³ <https://www.argusmedia.com/en/news/2258221-malaysia-sets-2050-carbonneutral-goal>

⁴ Fuel combustion Emissions factors were taken from the GHG Protocol's Emission Factors from Cross-Sector Tools, March 2017 version

⁵ Calculated using global warming potentials (GWPs) provided by IPCC AR5, US EPA, GHG Protocol, and Montreal Protocol

Our Environment

Due to the nature of our operations as a provider of technology services, products and solutions, our Scope 2 emissions from electricity consumption are substantially larger than our Scope 1 emissions.



Although our electricity consumption increased by 1%, our collective efforts to reduce electricity usage has resulted in a 18.7% decrease in electricity intensity.

To reduce emissions, our sites have started implementing a range of energy-saving initiatives. The Ang Mo Kio site converted and retrofitted its air conditioning systems to more energy-efficient models, and stickers have been placed near switches to remind employees to conserve electricity. In addition, the site has also switched to renewable energy since August 2022. This has resulted in a reduction of emissions by almost 1,100 tCO₂e. Furthermore, fixed speed drive air compressors have

been converted to the more energy efficient variable speed drive model, reducing energy consumption by more than 100,000 kWh per year.

The Marsiling site implemented new stringent air conditioning operating hours, including shutdown during weekends. The Penang site replaced halogen street lighting with LED lighting and introduced measures to shut down its power supply when not in use, as well as switching off air conditioning and compressors on weekends. The Senai site has transitioned from normal air compressors to inverter air compressors for pneumatic equipment in its operations. This way, equipment not in use will be switched off instead of remaining idle and wasting electricity in the process.

¹ Grid emission factors sourced from: Energy Market Authority (Singapore) and 2017 CDM Baseline for Malaysia

² Grid emissions factors used as residual mix emissions factors publicly unavailable for Singapore and Malaysia. Energy attribute certificate used for site that procured renewable energy for its operations

³ Singapore's Energy Market Authority (EMA) updated the Grid Emission Factor (GEF) for 2020 and 2021. We have subsequently revised Venture's historical emissions figures for 2020 and 2021.



WATER

Universal access to drinking water, sanitation and hygiene is a basic human need for health and well-being. As water demand continues to rise due to population growth and urbanisation, the over-extraction of groundwater and contamination of freshwater supplies must be avoided to reduce water stress. This is especially true of Singapore, which is projected to experience a high risk of water stress by 2030, and some parts of Malaysia such as Kuala Lumpur and Penang, for which high levels of water stress are anticipated¹.

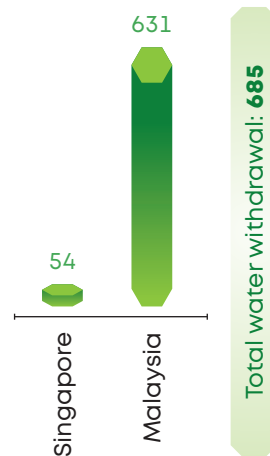
Given the utilisation of water in its operations, Venture has an important role to play in safeguarding water availability. The usage of water at all sites is monitored carefully.

Water needed for our operations is completely sourced from municipal water supplies.

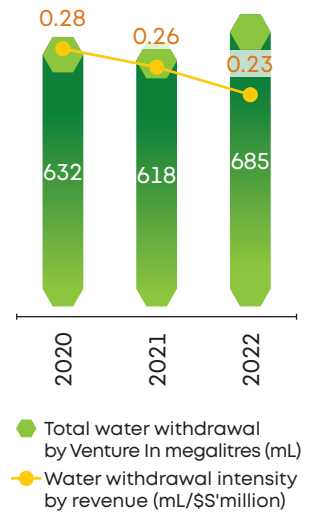
Over the years, we have implemented a range of water-saving initiatives. For example, at the Penang site, we conduct daily inspections for main pipe supply leakage, urinal water supply and flush systems. Monthly water consumption reviews are conducted, and auto-taps and reduced diameter flexible hoses with pressurized nozzles are used in all toilets. The Ang Mo Kio site has set a target of a 3% reduction in water consumption annually since 2019, as required by its Responsible Business Alliance (RBA) and ISO 140001 audit. One cooling tower was also converted to an air-cooled type in January 2023. These water-saving initiatives resulted in an 11.5% decrease in water withdrawal intensity across our operating sites, despite an overall water withdrawal increase of 10.8%.

Water withdrawal by Venture in 2022

In megalitres (mL)



Water withdrawal and intensity by revenue



Our sites mainly discharge freshwater to municipal sewage systems after it has been used for activities such as the aqueous cleaning of printed circuit board assemblies (PCBAs). All sites have set minimum standards that define discharge limits for substances of concern such as heavy metals, suspended solids, as well as pH values, either internally or based on local regulations. In Singapore, the Public Utilities Board of Singapore (PUB) conducts monthly wastewater testing at the Ang Mo Kio and Marsiling sites through a third-party vendor and Venture has received zero adverse reports in 2022. All our sites in Malaysia abide by standards set within the Environmental Quality (Industrial Effluent) Regulations 2009.

¹ World Resources Institute, Aqueduct tools

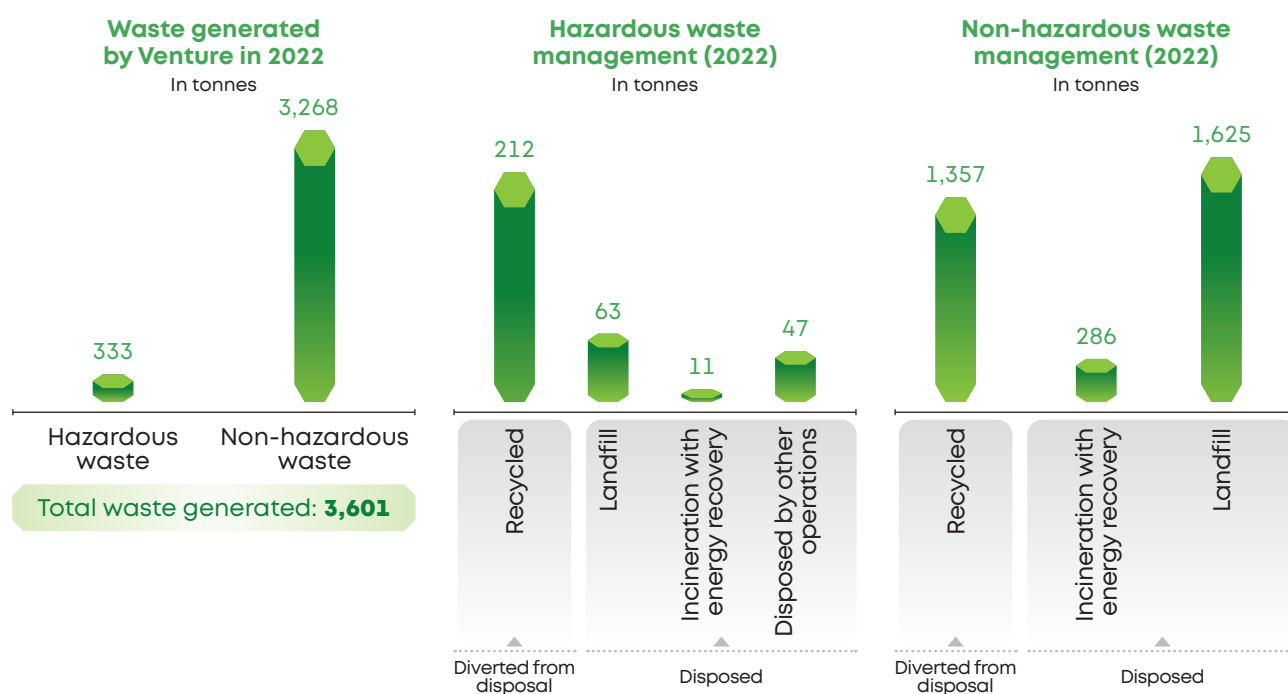
Our Environment



WASTE

Responsible waste management, particularly hazardous waste, is critical for an electronics design and manufacturing company such as Venture. As electronics waste is the fastest-growing waste stream globally¹, Venture recognises the imperative to reduce e-waste. We are exploring new ways of integrating

lifecycle approaches in our product design, bearing in mind the principles of durability and quality, as part of our efforts to reduce material wastage. We also engage with third-party licensed contractors to collect, recycle and dispose of our waste with adherence to all regulations.



HAZARDOUS WASTE

In our manufacturing processes, we generate hazardous waste including waste solvents, contaminated rags and batteries. We also dispose of electronic parts such as PCs, monitors, laptops, as well as scrapped PCBAs and PCB tabs that may result in air and land pollution if improperly managed. Without proper disposal procedures, the chemicals and solvents used in our operations may result in land pollution. To manage and mitigate the use of harmful substances, we comply with the Restriction of Hazardous Substances (RoHS) directive in all our facilities and use only RoHS-certified materials in our operations.

Additionally, licensed waste collectors are engaged for the proper disposal of all hazardous waste. Liquid waste is stored in secondary containers to minimise spillage risk. We also encourage the use of less toxic

materials where possible, such as the use of lead-free solder dross. At the Ang Mo Kio site, we design our products with their product lifecycle in mind and use recyclable and reusable materials. As an example, in 2022, we switched to using 100% lead-free materials to reduce hazardous waste. All hazardous waste is properly disposed of or diverted from disposal offsite by licensed third-party vendors.

NON-HAZARDOUS WASTE

We generate paper, plastic, food and general waste in our day-to-day operations. Venture monitors the total weight of waste generated at all sites, and collects data for recyclable waste, where applicable. Paper and plastic waste from all sites is collected by recycling contractors. At the Woodlands site, molded components are transferred using reusable plastic tote boxes instead of disposable carton boxes, reducing wastage by doing so.

¹ The Global E-waste Monitor, 2020

Our People

Employees are Venture's most valuable resource. We are devoted to good human capital management practices, guided by our Code of Conduct and applicable local laws and regulations.

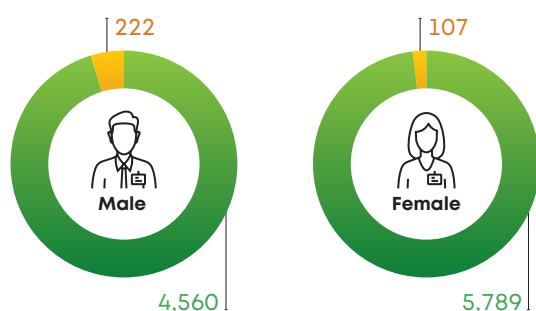


OVERVIEW OF EMPLOYEE PROFILE

Venture employs over 12,000 employees of which more than three quarters are covered by the scope of this report¹. Of the reported scope, 45% of the workforce comprises male while the remaining

55% are female. 20% of our employees are based in Singapore, while the other 80% are based in Malaysia. A snapshot of our employee profile for 2022 is provided below².

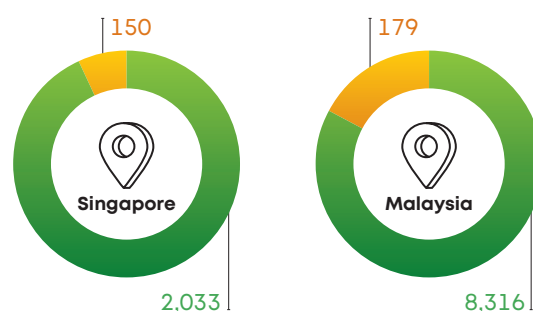
Number of employees by employment contract, by gender



Total: **4,782**

● Permanent Employees ● Temporary Employees

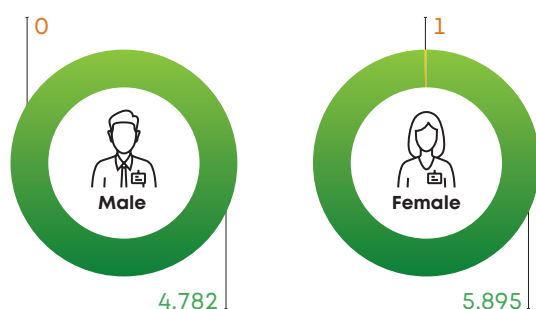
Number of employees by employment contract, by region



Total: **2,183**

● Permanent Employees ● Temporary Employees

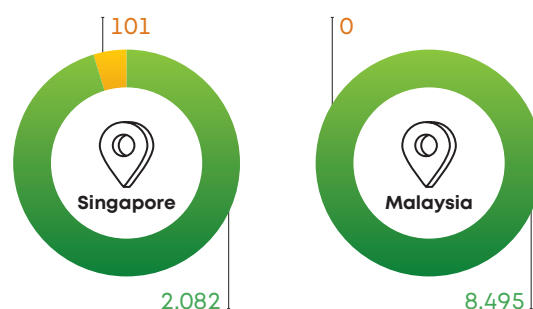
Number of employees by employment type³, by gender



Total: **4,782**

● Full-time Employees ● Part-time Employees

Number of employees by employment type, by region



Total: **2,183**

● Full-time Employees ● Part-time Employees

¹ 0.2% of our workforce is constituted by workers who are not employees

² All employee numbers have been compiled by headcount, as of 31 December 2022

³ No employee has been hired on the basis of non-guaranteed hours

Our People

TALENT ATTRACTION, RETENTION & DEVELOPMENT

At Venture, human capital is our greatest asset; attracting the best and brightest talent is critical to our long-term success. We provide our employees with opportunities for professional development, fair recruitment and competitive benefits.

Venture highly values the well-being of its employees through supporting a positive workplace environment that allows every employee to achieve their best performance at work.

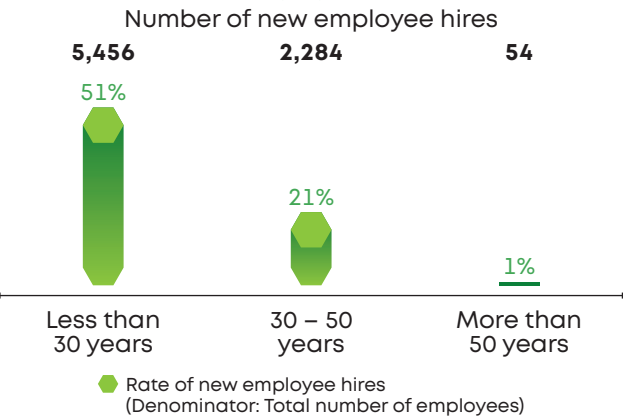


TALENT ATTRACTION AND RETENTION

During the year, we hired 7,794 new employees through a mix of talent expansion and replacement roles. We provide competitive compensation packages

including medical coverage and parental leave. Employee benefits vary across regions based on local recruitment and employment practices.

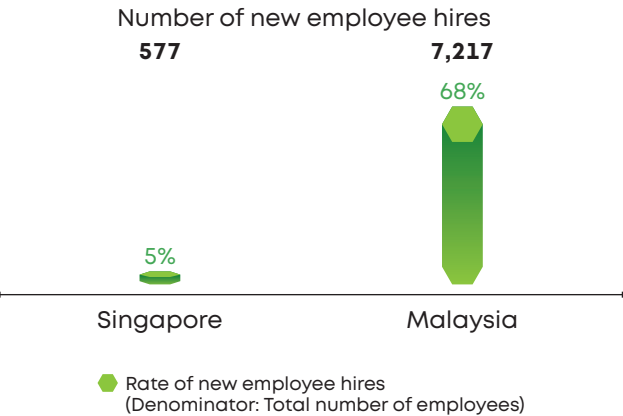
Number and rate of new employee hires, by age group



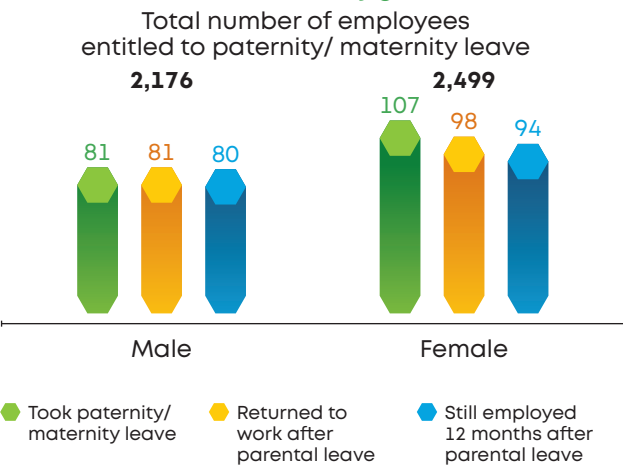
Number and rate of new employee hires, by gender



Number and rate of new employee hires, by region



Parental Leave, by gender





EMPLOYEE DEVELOPMENT

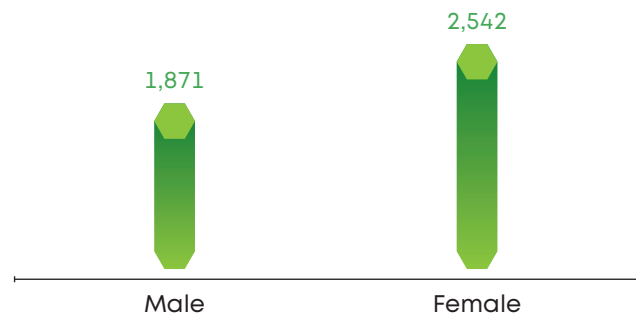
Venture offers an extensive and structured training programme for career development and fosters a culture of learning that enables employees to develop both technical and interpersonal skills, including on-the-job training.

Mandatory training sessions are conducted across all our sites, including New Hires' Orientation, briefings on corporate policies and Venture's Code of Conduct as aligned to the Responsible Business Alliance. At each site, training that equips employees with critical skills required for its operations is also provided. In addition, access to online learning materials through the Learning Management System (LMS) is available at various sites. In 2022, there were more than 5,800 course materials available on the platform, ranging from customer training processes to compliance and re-certifications. In 2022, we averaged 34 hours of training per employee, owing to a wider availability of online information and an increasing focus on self-initiated skills development.

At Venture, we believe strongly in providing fair employment and promotion practices. We actively engage our employees through regular communications, staff activities and performance appraisals¹.

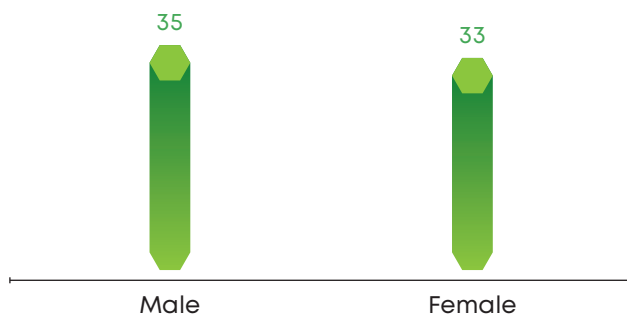
Employees who received a regular performance review, by employee category

Number of eligible employees who received a regular performance and career development review



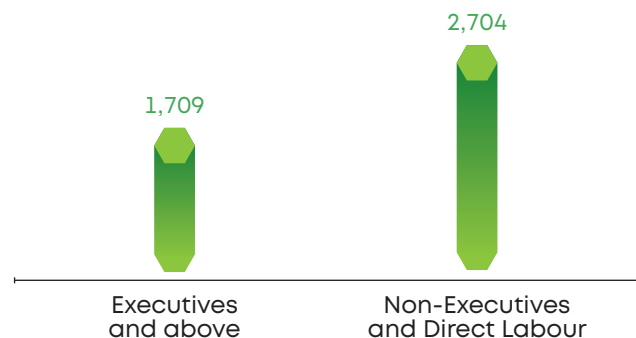
Average hours of training per year per employee, by gender

Average no. of training hours
(Denominator: no. of employees in gender category)



Employees who received a regular performance review, by employee category

Number of eligible employees who received a regular performance and career development review



¹ 98.9% of our eligible employees receive regular performance reviews

Our People



OUR COMMUNITY

Venture believes in making a positive impact on the communities that we operate in. In 2022, we participated in hiring initiatives in Malaysia such as the Penjana Incentive 3.0 and Jamin Kerja 1.0, both organised by SOCSCO (PERKESO). In recognition of our efforts, we received the 'Employer Care Award' by SOCSCO.



As part of its corporate social responsibility, Venture donated relief supplies worth over RM29,000 to more than 100 families affected by the floods in Selangor and Johor through the Malaysian Red Crescent Society (MRCS) in Johor Bahru.

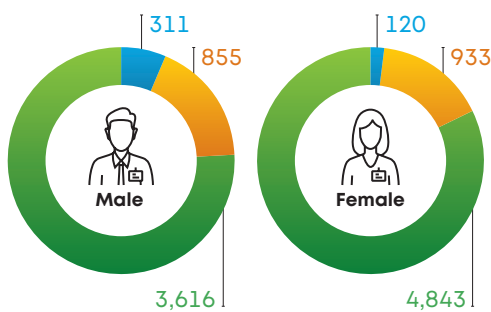




DIVERSITY AND INCLUSION

An inclusive work environment encourages our employees to thrive and excel at work. Venture believes in building a diverse employee base with different skill sets and age groups to contribute to enriching perspectives at work.

Number of employees by employee category and gender

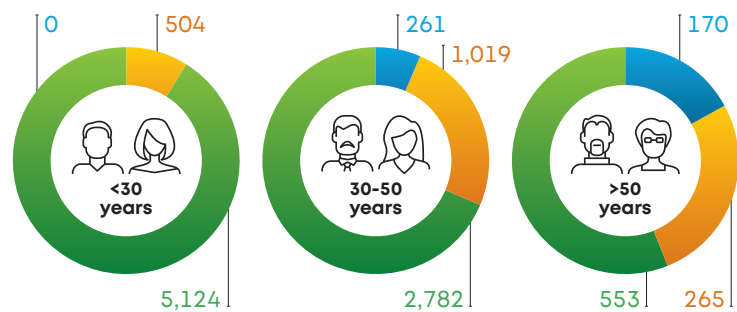


Total: **4,782**

Total: **5,896**

- Managers and above
- Executive and above
- Direct labour & non-exempt

Number of employees by employee category and age group



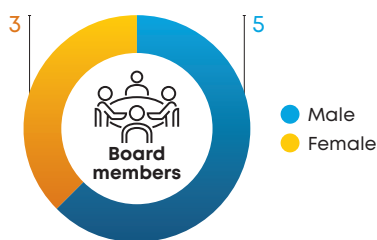
Total: **5,628**

Total: **4,062**

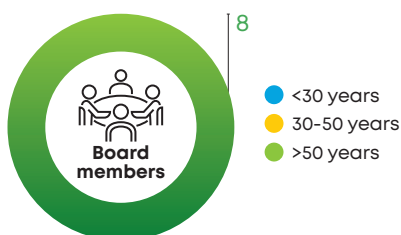
Total: **988**

- Managers and above
- Executive and above
- Direct labour & non-exempt

Number of employees by employee category and gender



Number of employees by board members and age group



At the highest level of our governance, an interdisciplinary Board of Directors brings a range of perspectives, enabling multifaceted viewpoints to be considered, and balanced decisions made in the best interests of our company. Diversity in board composition across factors such as professional qualifications, industry knowledge and gender facilitates collective competence and effective stewardship.

Venture is fully committed to treating all employees fairly, equally and with respect. We do not tolerate any form of discrimination based on race, colour, gender, sexual orientation, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, marital or social status, as stipulated in our Code of Conduct.

Our People



OCCUPATIONAL HEALTH AND SAFETY

A safe and healthy working environment is a fundamental human right. Our employees' health and safety are a top priority, and we have operationalised our commitment to Occupational Health and Safety (OHS) through group-wide and site-specific policies. Group policies include the Health and Safety Policy, Code of Conduct and Employee Handbook, all of which include OHS best practices. Our OHS policies support the Workplace Safety and Health Act in Singapore and the Occupational Safety and Health Act 1994 in Malaysia. These policies apply to all employees at Venture.

The policies are aligned to internationally-recognised management systems such as the OHSAS 18001 / ISO45001 OSHMS. Workplace Safety and Health (WSH) Committees oversee the management of OHS at each site and are responsible for implementation, including developing annual plans, setting and monitoring performance indicators. Each WSH committee is supported by health and safety officers who have been appointed at every site. Regular audits and reviews, including risk assessments and hazard identification are conducted, and review results are documented monthly.

In addition, OHS policies are tailored to each site's operational needs. For example, clean-up of chemical spillage, scheduled waste management, hygiene and sanitation, fire safety, first-aid and emergency preparedness are all differentiated by site.

The health and safety of workers outside of our employment but working at our sites is also important to us. On-site contractors and third-party suppliers

are covered by contractor management procedures which stipulate that contractors, suppliers and vendors adhere to strict OHS standards.

OHS training is conducted at all sites. Employees are briefed on hazard identification and incident notification processes, and all external parties are briefed on health and safety compliance. Additionally, we regularly conduct fire drills to prepare our employees for emergencies.

At Venture, production machinery and equipment are regularly evaluated for safety hazards, and maintenance is promptly conducted to eliminate the risk of injury. Employees are reminded to use personal protective gear to prevent occupational hazards.

Employees who are exposed to health hazards have access to regular health tests and screening. For example, employees who are exposed to excessive noise at their workplace are provided audiometry testing. Employees also have access to occupational health doctors and hygiene technicians, with all employee workplace health-related records kept under strict confidentiality.

When OHS incidents do occur, they must be documented regardless of severity, and an investigation is immediately followed up on. After assessing the situation, the supervisor decides on the best management approach, and all reportable incidents are filed with the relevant authorities. If an employee feels unsafe while performing any operation, he/she may abstain from the task at hand and report the unsafe condition to the supervisor.

In 2022, there were no significant incidents of non-compliance with any relevant health and safety laws and regulations at all sites.

	Singapore	Malaysia
No. of fatalities	0	0
Rate of fatalities as a result of work-related injury ¹	0	0
No. of high-consequence work-related injuries ²	0	0
Rate of high-consequence work-related injuries ³	0	0
No. of recordable work-related injuries ⁴	11	5
Rate of recordable work-related injuries ⁵	2.4	0.27
No. of occupational disease incidents	0	0
No. of fatalities as a result of work-related ill health ⁶	0	0
No. of recordable work-related ill-health ⁷	0	0

There were 16 work-related accidents in 2022. As a result, we recorded a Rate of Recordable Work-related injuries of 0.7 for Singapore and Malaysia sites⁸. There was zero fatality and no high-consequence work-related injury in 2022.



¹ Rate of Fatalities = No. of Fatalities per 1,000,000 hours worked

² High-consequence work-related injuries = work-related injury that results in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within 6 months

³ Rate of High-consequence work-related injuries = No. of High-consequence injuries per 1,000,000 hours worked

⁴ Recordable work-related injury or ill-health, that results in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness; or significant injury or ill health diagnosed by a physician or other licensed healthcare professional even if it does not result in death, days away from work, restricted work or job transfer, medical treatment beyond first aid, or loss of consciousness

⁵ Rate of Recordable work-related injury = No. of work-related injury per 1,000,000 hours worked

⁶ Work related ill-health indicates damage to health as a result of exposure to hazards at work, includes diseases, illnesses, and disorders

⁷ Recordable work-related injury or ill-health, that results in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness; or significant injury or ill health diagnosed by a physician or other licensed healthcare professional even if it does not result in death, days away from work, restricted work or job transfer, medical treatment beyond first aid, or loss of consciousness

⁸ Singapore's Ministry of Manpower (MOM) definition of workplace injuries requires all employers to record and report all workplace safety and health incidents. Workplace injury numbers in both Singapore and Malaysia have been compiled on this basis

Sustainable Supply Chain



HUMAN RIGHTS

We uphold fundamental human rights throughout our operations and across the supply chain, in alignment with the International Labour Organisation (ILO) Declaration of Fundamental Principles and Rights at Work. These include the freedom of association and the right to collective bargaining, the elimination of all forms of forced or compulsory labour, abolition of child labour, the elimination of discrimination at the workplace and providing a safe working environment.

Our commitment to sound employment practices that goes beyond the basic rights of workers is outlined in our Code of Conduct. We have zero tolerance for any form of abuse. Freedom of employment, minimum age limit, reasonable work hours and benefits, fair wages and freedom of association as per local legislations are adhered to. All of Venture's employees are free to join trade unions and any group advocating for employee rights.

We recognise that fair labour practices across our supply chains are interconnected with our ability to procure high-quality components and manufacture some of the world's leading technological products. Our supplier network extends over 5,000 suppliers in more than 55 locations across 20 countries. We are cognisant that the electronics supply chain within Malaysia has been connected with labour risks¹.



For more details on Venture's policies, please visit our Sustainability and Governance webpage at <https://www.venture.com.sg/sustainability-governance/>



RESPONSIBLE MATERIALS SOURCING

Venture has a moral imperative to source our materials from conflict-free regions. We are committed to the responsible sourcing of minerals across our supply chain and protecting our procurement operations.

Our Responsible Minerals Policy reflects our commitment to engage with our supply chain partners towards compliance with the RBA standards, and supply chain risks detailed in Annex II of the OECD DDG. The policy reflects our full support of global efforts towards transparent sourcing such as the Dodd-Frank Act² and the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (OECD DDG).

At Venture, we take a firm stand against purchasing any material or component that is associated with

As Venture's business relies heavily on a labour-intensive supply chain, labour risks and human rights issues in our value chain may have an indirect impact on our production.

Our Supplier Code of Conduct, which has been circulated to our suppliers and is available on our website, stipulates our expectations for all suppliers that all components we source are produced in a way that respects fundamental human rights and the environment, preserves every worker's right to a safe and fair workplace, and upholds high standards of business ethics. Our Supplier Code aims to articulate the same standards outlined in the Responsible Business Alliance Code of Conduct (RBA Code) and encompasses Venture's expectations for labour practices, health and safety management, environmental stewardship and ethical practices.

We require our suppliers to uphold the fundamental human rights of their workers and treat them with dignity, in compliance with all local legislations, including freely-chosen employment, protection of young persons, and fair working hours, wages and benefits. Our suppliers must commit to providing workplaces free of discrimination and harassment and respect the right of all workers in their freedom of association.

financing unlawful military factions, armed conflict, human rights abuses and violence in conflict regions. There were no reported incidents of non-compliance with our Conflict Minerals Policy in 2022. No contracts with business partners or suppliers had to be terminated due to the presence of conflict minerals in their supply chain.

Venture has also expanded its mineral management system to include cobalt. While cobalt has not been defined as a conflict mineral under section 2 of the Dodd-Frank Act, multiple reports have highlighted concerns on the environmental and social impacts of cobalt mining, including child labour and unsafe working conditions. We are committed to further engaging with our suppliers to improve their capacities or support alternative sourcing, where appropriate.

¹ Forced labour in the production of electronic goods in Malaysia, Verité (2016)

² Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act

GRI

CONTENT INDEX

GRI Standard	Disclosure Number and Title	Page Number and Reasons for Omissions, if applicable
General Disclosures		
The Organization and its reporting practices		
GRI 2: General Disclosures 2021	2-1 Organizational details	Corporate Profile, page 1, Annual Report 2022 Corporate Directory, page 13, Annual Report 2022 List of Properties, pages 22–23, Annual Report 2022 International Network, pages 179–181, Annual Report 2022
GRI 2: General Disclosures 2021	2-2 Entities included in the organization's sustainability reporting	About this Report, page 5, Sustainability Report 2022
GRI 2: General Disclosures 2021	2-3 Reporting period, frequency and contact point	About this Report, page 5, Sustainability Report 2022
GRI 2: General Disclosures 2021	2-4 Restatements of information	Our Environment, page 16, Sustainability Report 2022
GRI 2: General Disclosures 2021	2-5 External assurance	About this Report, page 5, Sustainability Report 2022
Activities and workers		
GRI 2: General Disclosures 2021	2-6 Activities, value chain and other business relationships	Letter from the Board, page 3, Sustainability Report 2022 Driving the next wave of innovation, pages 2–3, Annual Report 2022 Turning new domains into businesses, pages 4–5, Annual Report 2022 Delivering greater value for stakeholders, pages 6–7, Annual Report 2022
Governance		
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	Our Commitment to Sustainability > Our Sustainability Governance Structure, page 6, Sustainability Report 2022 Board of Directors, pages 14–19, Annual Report 2022 Corporate Governance Report > The Role of the Board and Matters Requiring Board Approval, page 50, Annual Report 2022 Corporate Governance Report > Board & Board Committees, page 51, Annual Report 2022 Corporate Governance Report > Principle 2 – Board Composition and Guidance, pages 54–56, Annual Report 2022 Corporate Governance Report > Board Diversity, page 56, Annual Report 2022 Corporate Governance Report > Principle 3 – Chairman and Chief Executive Officer, page 57, Annual Report 2022
GRI 2: General Disclosures 2021	2-10 Nomination and selection of the highest governance body	Corporate Governance Report > Principle 4 – Board Membership, pages 58–59, Annual Report 2022

GRI

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GRI Standard	Disclosure Number and Title	Page Number and Reasons for Omissions, if applicable
Governance (cont'd)		
GRI 2: General Disclosures 2021	2-11 Chair of the highest governance body	Corporate Governance Report > Principle 3 – Chairman and Chief Executive Officer, page 57, Annual Report 2022
GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	Our Commitment to Sustainability > Our Sustainability Governance Structure, page 6, Sustainability Report 2022
GRI 2: General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	Our Commitment to Sustainability > Our Sustainability Governance Structure, page 6, Sustainability Report 2022
GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	Our Commitment to Sustainability > Our Sustainability Governance Structure, page 6, Sustainability Report 2022
GRI 2: General Disclosures 2021	2-15 Conflicts of interest	Corporate Governance Report > Fiduciary Duties & Conflict of Interest, page 51, Annual Report 2022
GRI 2: General Disclosures 2021	2-16 Communications of critical concerns	Corporate Governance Report > Fiduciary Duties & Conflict of Interest, page 51, Annual Report 2022 Our Commitment to Sustainability > Ethics and Compliance, page 7, Sustainability Report 2022 Whistle-Blowing Policy on Venture's Sustainability & Governance website at https://www.venture.com.sg/sustainability-governance/
GRI 2: General Disclosures 2021	2-17 Collective knowledge of the highest governance body	Our Commitment to Sustainability > Our Sustainability Governance Structure, page 6, Sustainability Report 2022
GRI 2: General Disclosures 2021	2-18 Evaluation of the performance of the highest governance body	Corporate Governance Report > Principle 5 – Board Performance, page 60, Annual Report 2022
GRI 2: General Disclosures 2021	2-19 Remuneration policies	Corporate Governance Report > Principle 7 – Level and mix of remuneration and Principle 8 – Disclosure on remuneration, pages 62–69, Annual Report 2022
GRI 2: General Disclosures 2021	2-20 Process to determine remuneration	Corporate Governance Report > Principle 6 – Procedures for developing remuneration policies, page 61, Annual Report 2022
GRI 2: General Disclosures 2021	2-21 Annual total compensation ratio	Due to confidentiality constraints, Venture is unable to disclose this information.
Strategy, policies and practices		
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	Letter from the Board, page 3, Sustainability Report 2022
GRI 2: General Disclosures 2021	2-23 Policy commitments	Our Commitment to Sustainability > Ethics and Compliance, page 7, Sustainability Report 2022 Sustainable Supply Chain > Human Rights, page 26, Sustainability Report 2022 Sustainable Supply Chain > Responsible Materials Sourcing, page 26, Sustainability Report 2022 Responsible Minerals Policy on Venture's Sustainability & Governance website at https://www.venture.com.sg/sustainability-governance/

GRI

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GRI Standard	Disclosure Number and Title	Page Number and Reasons for Omissions, if applicable
Strategy, policies and practices (cont'd)		
GRI 2: General Disclosures 2021	2-24 Embedding policy commitments	Our Commitment to Sustainability > Ethics and Compliance, page 7, Sustainability Report 2022 Sustainable Supply Chain > Human Rights, page 26, Sustainability Report 2022 Supplier Code of Conduct on Venture's Sustainability & Governance website at https://www.venture.com.sg/sustainability-governance/
GRI 2: General Disclosures 2021	2-25 Processes to remediate negative impacts	There is an employee grievance handling policy in the countries we operate in
GRI 2: General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns	Our Commitment to Sustainability > Ethics and Compliance, page 7, Sustainability Report 2022
GRI 2: General Disclosures 2021	2-28 Membership associations	Our Commitment to Sustainability > Economic Performance, page 12, Sustainability Report 2022
Stakeholder Engagement		
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	Our Commitment to Sustainability > Stakeholder Engagement, page 9, Sustainability Report 2022
GRI 2: General Disclosures 2021	2-30 Collective bargaining agreements	Venture's employees are free to participate in recognised labour unions or other bona fide representatives within the framework of Company procedures, applicable local laws and regulations and prevailing industrial relations and practices.
Material Topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Our Commitment to Sustainability > Materiality, page 10, Sustainability Report 2022
GRI 3: Material Topics 2021	3-2 List of material topics	Our Commitment to Sustainability > Materiality, page 10, Sustainability Report 2022
Topic Specific Disclosures		
Category: Environment		
Energy & GHG emissions		
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Environment > Energy and GHG Emissions, pages 15–16, Sustainability Report 2022 Our Commitment to Sustainability > Stakeholder Engagement, page 9, Sustainability Report 2022 Our Commitment to Sustainability > Targets, page 11, Sustainability Report 2022
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Our Environment > Energy and GHG Emissions, pages 15–16, Sustainability Report 2022
GRI 302: Energy 2016	302-3 Energy intensity	Our Environment > Energy and GHG Emissions, page 16, Sustainability Report 2022
GRI 302: Energy 2016	302-4 Reduction of energy consumption	Our Environment > Energy and GHG Emissions, page 16, Sustainability Report 2022
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Our Environment > Energy and GHG Emissions, page 15, Sustainability Report 2022

GRI

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GRI Standard	Disclosure Number and Title	Page Number and Reasons for Omissions, if applicable
Energy & GHG emissions (cont'd)		
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	Our Environment > Energy and GHG Emissions, page 16, Sustainability Report 2022 GHG conversion is based on the Greenhouse Gas Protocol. Emission factor for our electricity consumption in Singapore are sourced from the Energy Market Authority's (EMA) "Electricity Grid Emission Factor and Upstream Fugitive Methane Emission Factor, 2005–2021". The emission factor for our electricity consumption in Malaysia is based on Malaysian Green Technology Corporation's "2017 CDM Electricity Baseline for Malaysia" report.
GRI 305: Emissions 2016	305-4 GHG emissions intensity	Our Environment > Energy and GHG Emissions, page 16, Sustainability Report 2022
GRI 305: Emissions 2016	305-5 Reduction of GHG emissions	Our Environment > Energy and GHG Emissions, page 16, Sustainability Report 2022
Water		
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Environment > Water, page 17, Sustainability Report 2022 Our Commitment to Sustainability > Stakeholder Engagement, page 9, Sustainability Report 2022 Our Commitment to Sustainability > Targets, page 11, Sustainability Report 2022
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Our Environment > Water, page 17, Sustainability Report 2022
GRI 303: Water and Effluents 2018	303-2 Management of water discharge-related impacts	Our Environment > Water, page 17, Sustainability Report 2022
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	Our Environment > Water, page 17, Sustainability Report 2022
Waste		
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Environment > Waste, page 18, Sustainability Report 2022 Our Commitment to Sustainability > Stakeholder Engagement, page 9, Sustainability Report 2022 Our Commitment to Sustainability > Targets, page 11, Sustainability Report 2022
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Our Environment > Waste, page 18, Sustainability Report 2022
GRI 306: Waste 2020	306-2 Management of significant waste related impacts	Our Environment > Waste, page 18, Sustainability Report 2022
GRI 306: Waste 2020	306-3 Waste generated	Our Environment > Waste, page 18, Sustainability Report 2022
GRI 306: Waste 2020	306-4 Waste diverted from disposal	Our Environment > Waste, page 18, Sustainability Report 2022
GRI 306: Waste 2020	306-5 Waste directed to disposal	Our Environment > Waste, page 18, Sustainability Report 2022

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GRI Standard	Disclosure Number and Title	Page Number and Reasons for Omissions, if applicable
Category: Governance		
Economic Performance		
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>Our Commitment to Sustainability > Stakeholder Engagement, page 9, Sustainability Report 2022</p> <p>Our Commitment to Sustainability > Targets, page 11, Sustainability Report 2022</p> <p>Our Commitment to Sustainability > Economic Performance, page 12, Sustainability Report 2022</p>
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	<p>Message to Shareholders, pages 8–11, Annual Report 2022</p> <p>Five-year Financial Highlights, page 12, Annual Report 2022</p> <p>Notes to Financial Statements > Profit for the year, page 171, Annual Report 2022</p>
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	Venture's Climate-related Risks and Opportunities > Strategy, page 13–14, Sustainability Report 2022
Responsible Business Conduct		
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>Our Commitment to Sustainability > Ethics and Compliance, page 7, Sustainability Report 2022</p> <p>Our Commitment to Sustainability > Stakeholder Engagement, page 9, Sustainability Report 2022</p> <p>Our Commitment to Sustainability > Targets, page 11, Sustainability Report 2022</p>
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Our Commitment to Sustainability > Ethics and Compliance, page 7, Sustainability Report 2022
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	<p>2022 At A Glance, page 4, Sustainability Report 2022</p> <p>Our Commitment to Sustainability > Ethics and Compliance, page 7, Sustainability Report 2022</p>
Protection of Confidential Information		
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>Our Commitment to Sustainability > Protection of Confidential Information, page 8, Sustainability Report 2022</p> <p>Our Commitment to Sustainability > Stakeholder Engagement, page 9, Sustainability Report 2022</p> <p>Our Commitment to Sustainability > Targets, page 11, Sustainability Report 2022</p>
GRI 418: Customer Privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	<p>2022 At A Glance, page 4, Sustainability Report 2022</p> <p>Our Commitment to Sustainability > Protection of Confidential Information, page 8, Sustainability Report 2022</p> <p>Our Commitment to Sustainability > Targets, page 11, Sustainability Report 2022</p>

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GRI 3: Material Topics 2021	3-3 Management of material topics	Our Commitment to Sustainability > Stakeholder Engagement, page 9, Sustainability Report 2022 Our Commitment to Sustainability > Targets, page 11, Sustainability Report 2022
GRI 2: General Disclosures 2021	2-27 Compliance with laws and regulations	2022 At A Glance, page 4, Sustainability Report 2022 Sustainable Supply Chain > Human Rights, page 26, Sustainability Report 2022 Sustainable Supply Chain > Responsible Materials Sourcing, page 26, Sustainability Report 2022
Category: Social		
Talent Attraction, Retention & Development		
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Commitment to Sustainability > Stakeholder Engagement, page 9, Sustainability Report 2022 Our Commitment to Sustainability > Targets, page 11, Sustainability Report 2022
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Our People > Employee Development, page 21, Sustainability Report 2022
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Our People > Employee Development, page 21, Sustainability Report 2022
GRI 404: Training and Education 2016	404-3 Percentage of employees receiving regular performance and career development reviews	Our People > Employee Development, page 21, Sustainability Report 2022
Diversity & inclusion		
GRI 2: General Disclosures 2021	2-7 Employees	Our People > Overview of Employee Profile, page 19, Sustainability Report 2022
GRI 2: General Disclosures 2021	2-8 Workers who are not employees	Our People > Overview of Employee Profile, page 19, Sustainability Report 2022
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Commitment to Sustainability > Stakeholder Engagement, page 9, Sustainability Report 2022 Our Commitment to Sustainability > Targets, page 11, Sustainability Report 2022
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Our People > Talent Attraction, Retention and Development, page 20, Sustainability Report 2022
GRI 401: Employment 2016	401-3 Parental leave	Our People > Talent Attraction, Retention and Development, page 20, Sustainability Report 2022
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Our People > Diversity and Inclusion, page 23, Sustainability Report 2022
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Our People > Diversity and Inclusion, page 23, Sustainability Report 2022

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GRI 3: Material Topics 2021	3-3 Management of material topics	Our People > Occupational Health and Safety, pages 24–25, Sustainability Report 2022 Our Commitment to Sustainability > Stakeholder Engagement, page 9, Sustainability Report 2022 Our Commitment to Sustainability > Targets, page 11, Sustainability Report 2022
GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	Our People > Occupational Health and Safety, page 24, Sustainability Report 2022
GRI 403: Occupational Health and Safety 2018	403-3 Occupational health services	Our People > Occupational Health and Safety, page 24, Sustainability Report 2022
GRI 403: Occupational Health and Safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	Our People > Occupational Health and Safety, page 24, Sustainability Report 2022
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	Our People > Occupational Health and Safety, page 24, Sustainability Report 2022
GRI 403: Occupational Health and Safety 2018	403-6 Promotion of worker health	Our People > Occupational Health and Safety, page 24, Sustainability Report 2022
GRI 403: Occupational Health and Safety 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Our People > Occupational Health and Safety, page 24, Sustainability Report 2022
GRI 403: Occupational Health and Safety 2016	403-9 Work-related injuries	Our People > Occupational Health and Safety, page 25, Sustainability Report 2022
GRI 403: Occupational Health and Safety 2016	403-10 Work-related ill health	Our People > Occupational Health and Safety, page 25, Sustainability Report 2022
Human Rights		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable Supply Chain > Human Rights, page 26, Sustainability Report 2022 Sustainable Supply Chain > Responsible Materials Sourcing, page 26, Sustainability Report 2022 Our Commitment to Sustainability > Stakeholder Engagement, page 9, Sustainability Report 2022 Our Commitment to Sustainability > Targets, page 11, Sustainability Report 2022

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GRI 408: Child Labour 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Information is unavailable
GRI 409: Forced or Compulsory Labour 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Sustainable Supply Chain > Human Rights, page 26, Sustainability Report 2022
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Information is unavailable
Responsible Materials Sourcing		
GRI 3: Material Topics 2021	3-3 Management of material topics	Letter from the Board, page 3, Sustainability Report 2022 Sustainable Supply Chain > Responsible Materials Sourcing, page 26, Sustainability Report 2022 Our Commitment to Sustainability > Stakeholder Engagement, page 9, Sustainability Report 2022 Our Commitment to Sustainability > Targets, page 11, Sustainability Report 2022
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Information is unavailable
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Information is unavailable



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