



A
VISION
FOR TOMORROW

SUSTAINABILITY REPORT **2021.**

SUSTAINABILITY

REPORT

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LETTER FROM THE BOARD

Dear Stakeholders,

2021 marked ongoing social and economic challenges from the COVID-19 pandemic. Venture has invested much time and resources to mitigate and resolve most, if not all issues, demonstrating our resilience in a changing global economy. Against the backdrop of a global pandemic, there has also been unprecedented consensus worldwide around the urgency of climate action among governments, businesses, and civil society. This has shaped Venture's increasing focus on the need to integrate sustainability across our business operations.

Several sustainability topics have emerged as particularly relevant to Venture's continued excellence as an industry leader. Firstly, electronic waste is gaining attention as the fastest growing global waste stream. Improper electronic waste disposal contributes to environmental and health impacts, bringing increasing focus on the importance of reuse and recycling, to conserve precious materials such as gold, silver, copper, and platinum.

Secondly, sustainable supply chain management has become an increasing area of focus for many global companies, both in terms of potential labour rights issues and raw material shortages. In a world where the interdependence of economic success, social stability, environmental health, and corporate governance has become increasingly apparent, Venture recognises that sustainable practices will enable us to minimise business risks and capture opportunities. We welcome the opportunity to share our progress with you through our annual sustainability report.

MATERIALITY REVIEW

To ensure the continued relevance of our sustainability strategy, we underwent a comprehensive materiality review in 2021, guided by the Global Reporting Initiative (GRI) Reporting Principles and facilitated by an independent sustainability advisor firm, Paia Consulting. We carefully considered pertinent sustainability issues, feedback from key stakeholders and benchmarked our sustainability strategy against other electronics manufacturers. As a leading global provider of technology services, products, and solutions, we have benchmarked ourselves against international best practices, and evaluated the impact of emerging sustainability trends on our business.

With rigorous evaluation, we came up with Venture's refreshed material factors. We are pleased to share the inclusion of new material topics: Waste, Human Rights, Diversity and Inclusion, and Responsible Material Sourcing. Each of these topics will have an impact on and will be impacted by Venture's business activities. We are firmly committed to reporting the relevant information and our management approaches in these new areas of priority. In 2022, we will begin to set qualitative and quantitative targets for our material topics, starting with Energy & Emissions and Water.

REVISED RESPONSIBLE MINERALS POLICY

At Venture, we are committed to the responsible and conflict-free sourcing of minerals across our supply chain. We strive for the highest standards of excellence and ethical business practice, and fully support international efforts to ensure responsible manufacturing through sustainable sourcing. In this spirit, we revised our Conflict Minerals Policy to the updated Responsible Minerals Policy to align it to the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (OECD DDG), and the Responsible Business Alliance (RBA) standards on responsible minerals.

Our Responsible Minerals Policy symbolises our commitment to collaborate with our supply chain partners towards RBA compliance. In so doing, we play our part in encouraging responsible business practices beyond our operations.

CARING FOR OUR COMMUNITIES

As the COVID-19 pandemic continued to impact the health of local communities, the effects of climate change were more visible than ever before. Venture stepped forward, offering its aid through the donation of critical resources such as Intensive Care Unit (ICU) oxygen ventilator machines to the Penang General Hospital and flood relief supplies to 100 affected families in the state of Johor, Malaysia.

ENHANCING OUR CLIMATE-RELATED DISCLOSURES

In 2021, Singapore Exchange unveiled its roadmap for issuers to provide climate-related disclosures based on recommendations of the Task Force on Climate-related Financial Disclosures. As an organisation with robust operations and well-established processes in place, we are proactively taking the necessary steps to address climate-related issues that may impact the Group and will enhance our reporting disclosures. In addition, we will be subjecting our 2022 sustainability reporting processes to internal audit review.

STRONG CORPORATE GOVERNANCE AS OUR FOUNDATION

Venture has built its industry leadership upon the foundations of fairness, integrity, and strong ethical practices. We are pleased to share that no reported incidents of significant non-compliance with any socio-economic and environmental regulatory frameworks, as well as no breaches of customer privacy at the sites where we operate, as covered in this report. To extend our sustainability commitment beyond our operations, we are also developing a Supplier Code of Conduct.

With robust management systems as the backbone of our business conduct, a sustained commitment to managing our material factors, and a strong track record of product and service excellence, Venture will continue to deliver long-term value to all its stakeholders.

Board of Directors

Venture Corporation Limited

2021 AT A GLANCE

REVISED RESPONSIBLE MINERALS POLICY

An update from our Conflict Minerals Policy in 2021. The revised policy is closely aligned to the OECD Due-Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas



ZERO

Reported incidents of corruption and bribery



ZERO

Reported cases of significant fines or penalties



ZERO

Zero breaches of customer privacy



REFRESHED MATERIAL TOPICS

Conducted a materiality review guided by the GRI Reporting Principles

Included new material topics: Waste, Diversity and Inclusion, Human Rights, and Responsible Material Sourcing



WINNER OF BEST IN SECTOR, TECHNOLOGY

IR Magazine Forum & Awards - South East Asia



ZERO

Reported cases of environmental and socio-economical non-compliance



ZERO

Fatalities At Reported Sites

ABOUT THIS REPORT

The pages that follow contain our fifth annual Sustainability Report (report) for the 12 months to 31 December 2021. Covering our major sites in Singapore and Malaysia that together contributes more than three quarters of Venture's revenue for the financial year, the report conveys our approach to the material economic, environmental, social and governance (EESG) factors of most importance to our business and stakeholders.

This sustainability report encompasses Venture's operationally active sites at Woodlands, Ang Mo Kio and Marsiling in Singapore, and Penang, Senai and Johor Bahru in Malaysia, given no significant changes to the ownership structure or extent of operations compared to the prior year.

Maintaining consistency in our approach to facilitate year-on-year comparison, we have again elected to publish our report in line with the Global Reporting Initiative (GRI) standards and principles. Specifically, this report has been prepared in accordance with the GRI Standards 2020: Core option and also complies with the requirements

of the Singapore Exchange Securities Trading Limited (SGX-ST) Listing Rules Practice Note 7.6 Sustainability Reporting Guide.

We recommend this report be read together with the other sections of our Annual Report 2021, which provides key information on our financial performance and our corporate governance and risk management practices.

Venture has not commissioned any third-party assurance on this report. For now, our efforts are focused on establishing robust data collection processes and on integrating stakeholders' feedback on our sustainability performance.

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

We highly value your feedback to help us improve. Please send your feedback to sustainability@venture.com.sg.



VENTURE'S SUSTAINABILITY APPROACH



OUR GOVERNANCE

OUR SUSTAINABILITY GOVERNANCE STRUCTURE



Board of Directors

Provide oversight on significant EESG factors that are material to Venture's long-term business objectives



Sustainability Steering Committee

Develops Venture's sustainability strategy and policies; monitors performance



Sustainability Task Force

Manages Venture's sustainability policies, initiatives, and programmes



All Employees

Implement Venture's sustainability initiatives and programmes

Our Board of Directors (the Board) is responsible for driving Venture's sustainability strategy in line with our corporate strategy to create long-term value for all stakeholders. The Board provides oversight of the governance structure relevant to Venture's EESG performance and guides our sustainability strategy through the Sustainability Steering Committee (SSC) which comprises senior leaders from across our operations which meets annually to review our sustainability plans. On a more periodic basis, on behalf of the SSC, the Investor Relations and Corporate

Communications team communicates the status of ongoing sustainability efforts to the Board.

On a day-to-day basis, management of Venture's sustainability initiatives and programmes is provided by the Sustainability Task Force (STF). The STF, which comprises representatives from across Venture, reports to the SSC. Finally, we work closely with our employees from all our businesses and operational units to participate in the implementation of our various sustainability efforts.



OUR VALUES AND STRATEGY

Our approach to sustainability governance is guided by our commitment to create long-term value for all stakeholders. Our resulting sustainability strategy is underpinned by these governance philosophies, aligned with our corporate culture and based on our five core values, which form the foundation of all our operations and activities.

Venture's senior management team takes into consideration various sustainability factors for holistic, balanced decision making.

While this report focuses on our material issues identified through discussion with key stakeholders, Venture's Enterprise Risk Management Framework enables consideration of sustainability risks beyond those referenced here. Appropriate controls and mitigating procedures are designed for all

recognised risks, and our risk governance framework ensures that we are continually and proactively identifying additional potential risks.

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

Responsible business practices lay the foundation for our long-term sustainable value creation. We operate honestly, fairly and with integrity, and we comply with all applicable laws and regulations in the countries in which we operate. These include regulations on export control, operational permits, finance and accounting, labour laws, customer protection, personal data protection, workers' health and safety, use of conflict-free minerals, and environmental frameworks.

To guide our business conduct and ensure compliance with all laws and regulations, we have instituted various policies across the Group for all our operations and employees. Our business leaders are regularly updated about Venture's ethics and compliance performance, enabling them to effectively lead their teams towards excellent business conduct.

In 2021, we revised our Conflict Minerals Policy to the current Responsible Minerals Policy to align it to the OECD Due Diligence Guidelines for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. The updated policy reflects our commitment to sourcing components and materials in line with governmental regulations and international standards, such as the Responsible Business Alliance (RBA) standards and the Global e-Sustainability Initiative (GeSI). The updated policy also broadens our responsible mineral management system to include cobalt. We are pleased to report that there were no incident of non-compliance with our Conflict Minerals Policy in 2021. No contracts with business partners or suppliers had to be terminated due to the presence of conflict minerals in their supply chain.

To inculcate ethical behaviour among employees across the world, Venture's Code of Conduct establishes a

company-wide standard. The Code of Conduct is premised on: 1) treating employees with respect and dignity, and 2) managing business with integrity and responsibility. As our workforce is made up of a significant number of migrant workers, we actively engage with our recruitment service providers and conduct audits on them to ensure that their recruitment and labour management processes comply with all applicable regulations and our Code of Conduct.

We enforce a zero-tolerance approach towards fraud and corruption through Venture's Anti-Bribery and Anti-Corruption (ABC) policy. Policies and practices on ABC are included in our Code of Conduct. We are pleased to report that there were no incidents of corruption or bribery in 2021, and no public legal cases regarding 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.

To pre-empt potential corruption incidents, employees are required to complete an Annual Self-Declaration on Conflicts of Interest. In addition, Venture's third-party suppliers are required to adhere to our Code of Conduct and relevant policies such as the Compliance with Export Control Laws, and the Responsible Minerals Policy. We are currently developing a Supplier Code of Conduct which guides us in our engagement with our global network of suppliers.



For details on our Code of Conduct, Anti-Bribery and Anti-Corruption policy, and other policies, please refer to our Sustainability & Governance webpage at <https://www.venture.com.sg/sustainability-governance/>

VENTURE'S SUSTAINABILITY APPROACH



PROTECTION OF CONFIDENTIAL INFORMATION



Safeguarding confidential information is of critical importance to Venture. As a global provider of technology solutions, where reliable data management is paramount in retaining stakeholder confidence, data protection is a critical aspect of our business operations. Venture has implemented a Personal Data Protection Policy which maintains our commitment to data privacy and protection for all parties involved with our organisation. We also 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).

With the increasing prevalence and complexity of cyber-attacks and personal data theft, Venture adopts a holistic and risk-based framework to safeguard confidential information. Across the Group, all manufacturing sites and business units are guided by policies and standard operations procedures (SOPs) which prescribe measures to securely receive, handle and store confidential information.

In 2021, there was no substantiated complaints concerning breaches of customer privacy or leak and loss of customer data from Venture's IT network.

Initiative	Improvements to Cybersecurity	Scope of Implementation	Future Plans
IT Acceptable Use Policy and periodic audits by Venture's Internal Audit team	Maintain and improve governance of IT resources and security level	Group-level	Continued in 2022
Hard disk data encryption on all company laptops	Prevent leakage of confidential information due to device theft or loss, a heightened risk in light of work-from-home practices	Group-level	Continued in 2022
Vulnerability Assessment and Penetration Testing (VAPT), conducted by a CREST certified external provider – EC Council	Ability to assess our security posture when facing external threat actors, and remediate any vulnerabilities to protect our IT infrastructure from any data breaches	6 of our key sites (Ang Mo Kio, Marsiling, Tebrau, Kempas, Senai and Penang)	Continued in 2022 for all Venture sites globally
Major Data Gating System (DGS) upgrade, installing latest security and stability features from Oracle database	Strongly mitigated cyber risks to Venture's confidential production data, inspiring even greater business confidence in the stability and agility of our manufacturing execution system	Ang Mo Kio site Penang site	Completed for 2 sites. Rolled out to other global sites in 2022



STAKEHOLDER ENGAGEMENT

Our three key stakeholder groups comprise our employees, shareholders and business partners, who are mainly our customers and suppliers. These are individuals or groups that our business has a significant impact on, and who can influence Venture's ability to advance on our strategies and objectives.

We also engage with a more extensive range of stakeholders, including national and local governments, suppliers,

analysts, local communities, industry associations, and interest groups. Their interests and concerns are carefully considered when defining business strategy and making management decisions.

The following table shows the different engagement methods employed with our three key stakeholder groups, and indicates their main areas of interest.

Stakeholder Group	Topics of Concern or Issues of Interest	Engagement Platforms and Frequency
Business Partners	Customers	<ul style="list-style-type: none"> Delivery of innovative solutions with excellent technological and engineering capabilities Compliance to ethical and responsible ESG standards along the supply chain Protection of confidential information Greenhouse gas (GHG) emissions performance and climate impact
	Suppliers	<ul style="list-style-type: none"> Fair and competitive business conduct Compliance to ethical and responsible ESG standards Protection of confidential information
Employees	<ul style="list-style-type: none"> Corporate direction and strategy Fair and competitive 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 employees Training and development programmes Regular 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 value and returns 	<ul style="list-style-type: none"> Annual General Meetings Annual and Sustainability reports Results updates Regular meetings Non-deal roadshows Corporate website

VENTURE'S SUSTAINABILITY APPROACH



MATERIALITY

Venture is committed to staying up-to-date on sustainability risks and opportunities. In 2021, we refreshed our material topics through an in-depth materiality assessment process, guided by the GRI's Reporting Principles for defining report content. We considered industry peers' disclosures, stakeholders' feedback, international best practices, and emerging sustainability-related trends.

Having refined our material factors, we are also reviewing our Group-wide targets in 2022. We have also identified the Sustainable Development Goals (SDGs) relevant to our material factors, and may consider formally mapping them to the SDGs in future.

The following list of material factors were identified and are addressed in the rest of this Sustainability Report.

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	 

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

Venture's Material Sustainability Factors	Factor boundaries ¹		Corresponding GRI Standards Topics	Relevant chapter in this report	SDGs
	Internal stakeholders	External stakeholders			
Human Rights	✓	✓	GRI 409: Forced or Compulsory Labor 2016 GRI 408: Child Labor 2016	Our People	
Responsible Material 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 419: Socioeconomic compliance 2016 GRI 307: Environmental compliance 2016	Ethics and Compliance Our Environment	



VENTURE'S SUSTAINABILITY APPROACH



TARGETS

Venture's Material Sustainability Factors	Targets	Status
Economic Performance	For information on our economic and financial performance, please refer to pages 8-11, 97-177 in our Annual Report	
Energy & Emissions	Reduction of GHG emissions intensity across all sites	Venture is committed to reducing GHG emissions intensity across all sites, with the intent to set quantifiable targets in 2022
Waste	To be determined in 2022	Venture is taking stock of waste management practices across all sites in 2022, with the intent to set quantifiable targets in future
Water	Reduction of water usage intensity across all sites	Venture is committed to reducing water usage intensity across all sites, with the intent to set quantifiable targets in 2022
Occupational health and safety	Reduce or maintain incident rate of recordable injuries to below 1.0 Maintain zero fatalities across all sites under coverage	Incident rate at 1.29 in 2021 Zero fatalities across all sites under coverage in 2021
Talent attraction, retention and development	Review each site's workplace initiatives with a view to enhance employee engagement programmes in the near future Maintain fair and objective performance management system Continue to improve engagement focus groups to ensure effective and open channels are available for our employees	Ongoing Ongoing Ongoing
Diversity and inclusion	Zero incidents of discrimination Maintain gender balance in our workforce	Zero incidents of discrimination in 2021 In 2021, 42% of Venture's workforce were male, and 58% were female. This gender balance was maintained from 2020.
Human rights	Zero forced and child labour in operations	Zero incidents of forced and child labour in operations in 2021

Venture's Material Sustainability Factors	Targets	Status
Responsible Material Sourcing	Maintain zero incidents of non-compliance with revised Responsible Material Sourcing Policy	Zero incidents of non-compliance in 2021
	Maintain zero termination of contracts with business partners or suppliers due to infringement of Responsible Material Sourcing Policy	Zero terminations of contracts
Responsible Business Conduct	Maintain frequency of Code of Conduct modules and refresher trainings	Maintained
	Maintain zero cases of corruption	Zero cases of corruption in 2021
Protection of confidential information	Maintain compliance with all existing policies and procedures	Zero incidents of non-compliance with all existing policies and procedures in 2021
	Continue to improve existing processes to safeguard confidential information	Group-wide initiatives were successfully rolled out by the IT department to improve our cybersecurity infrastructure in 2021
	Obtain ISO 27001 Information Security Management System (ISMS) certification for the Corporate IT department to systematically manage risks and ensure business continuity	Group IT ISO27001 ISMS certification achieved in January 2021
	Obtain ISO 27001 ISMS certification for all key global sites	Targeting to obtain certification for one of Venture's key sites in 2022
Compliance with other laws and regulations	Maintain compliance with all relevant laws and regulations Zero cases of significant fines or non-monetary sanctions related to environmental laws and regulations	One incident of non-compliance in 2021. One of Venture's sites was fined RM 800 for not holding a business license. The fine has been paid and Venture is reviewing the business licenses held by all other Senai sites

CARING FOR OUR COMMUNITIES

Since the onset of the COVID-19 pandemic, the safety and well-being of our employees remain our top priority. We organised the distribution of necessities such as masks and Antigen Rapid Test (ART) test kits across our sites, and implemented regular ART testing to ensure a safe working environment for all. Regular updates on the pandemic were provided to our staff, and we adhered strictly to safe management measures. In particular, Venture Tebrau registered close to 6,000 employees in its vaccination programme, and arranged for a site-wide polymerase chain reaction test. Tebrau also took care of its foreign workers who were quarantined in hostels, providing food and toiletries daily.

Venture believes in making a positive impact on the communities we operate in. Venture Penang recognised that local healthcare systems were critically strained for resources, and offered aid through the donation of Intensive Care Unit (ICU) oxygen ventilator machines to Penang General Hospital. In addition, through the Malaysian Red

Crescent Society, Venture donated relief supplies to 100 families affected by the floods at Segamat and Muar, in Johor Bahru.



ICU oxygen ventilator machines donated to Penang General Hospital

ECONOMIC PERFORMANCE

While economic growth is a critical facet of a healthy organisation, we believe the benefits of this growth should be inclusive and should encompass not just our shareholders but also our business partners, employees, and the communities in which we operate. Venture relies on all of these stakeholders to drive long term value creation and financial growth.

We are committed to capitalising on our expertise across technology domains to deliver innovative and transformational engineering solutions that ultimately contribute to creating a conducive economic environment for the benefit of all stakeholders.

Venture's Board of Directors and Senior Management team are critical to driving sound business decisions and performance. Supported by four key committees – Audit, Nominating, Remuneration, and Investment, the Board upholds good corporate governance and ensures constant compliance with all laws and regulatory requirements, including our SGX listing obligations.



Venture actively participates in various associations to establish important connections, exchange ideas, contribute to improvements of local laws and regulations, and improve our industry. For example, Venture is a member of the American Malaysian Chamber of Commerce, the Federation of Malaysian Manufacturers, and The Free Industrial Zone, Penang, Companies' Association (FREPENCA).

Our dedication to excellence has earned us multiple awards and recognitions over the years. In 2020, Venture was awarded a number of accolades from our customers, such as a Platinum Supplier Award and a Special Contribution Award as Strategic Supplier. In 2021, Venture was again honoured by a Ramp Performance Award for our outstanding support of customer needs. We also received Best Innovation Supplier, and Excellent Performance on Production Ramp-up. At the Securities Investors Association Singapore (SIAS) Diversity Awards, Venture was recognised for its board diversity.

For information on our financial performance and business plans, please refer to pages 8-11 and 97-177 of our Annual Report 2021.

INNOVATION

Innovation is pivotal to Venture's business growth and success. Our innovation transforms challenges into opportunities, enabling us to contribute to a healthier, cleaner, greener and more resource-efficient world. As a leading technology services and products company, we actively seek ways to advance our research and development capabilities to create and value add for our stakeholders.

In 2021, Venture embarked on the development of an artificial intelligence in-house programme. Utilising machine learning technology, the programme will predict success or failure by analysing available data sets, producing actionable insights and enabling early detection. By harnessing the power of artificial intelligence, Venture aims to enhance the efficiency and productivity of our manufacturing sites, and achieve best-in-class product quality.



OUR ENVIRONMENT

2021 has been a pivotal year for environmental awareness. The latest Intergovernmental Panel on Climate Change's report was called a "code red for humanity", and global momentum towards a net-zero economy has accelerated. Venture recognises that it plays a pivotal role in the area of environmental management. Thus, we adopted two new material factors: Water and Waste. To ensure we can measure and drive progress, we are embarking upon a quantitative target setting exercise in 2022 for Energy & Emissions, and Water.

Operationally, we continue to be resource efficient in all our operations, to sustain not only economic growth, but also conserve finite environmental resources. Our Lean Council's Lean philosophy drives resource efficiency beyond our operations and within our value chain. Driven by selected Lean Leads and Site Champions, our Lean Council continuously improves Venture's manufacturing processes to reduce costs and minimise our environmental impact.



In tandem, Venture's Environmental Management System (EMS) Committee manages and monitors performance objectives and targets across the Group. The EMS Committee consists of environmental management representatives who are responsible for each site's performance, and ensure compliance against all environmental regulations and requirements.

In 2021, all our operational sites maintained their ISO 14001 certification for Environmental Management Systems. We are also pleased to report that there were no incidents of environmental non-compliance during the reporting period. We aim to maintain the ISO 14001 certifications for all our operational sites and to uphold our track record of zero non-compliance with environmental laws and regulations. To achieve this goal, our EMS Committee will continue to actively review our group-wide environmental policy against the evolving global and local environmental standards.

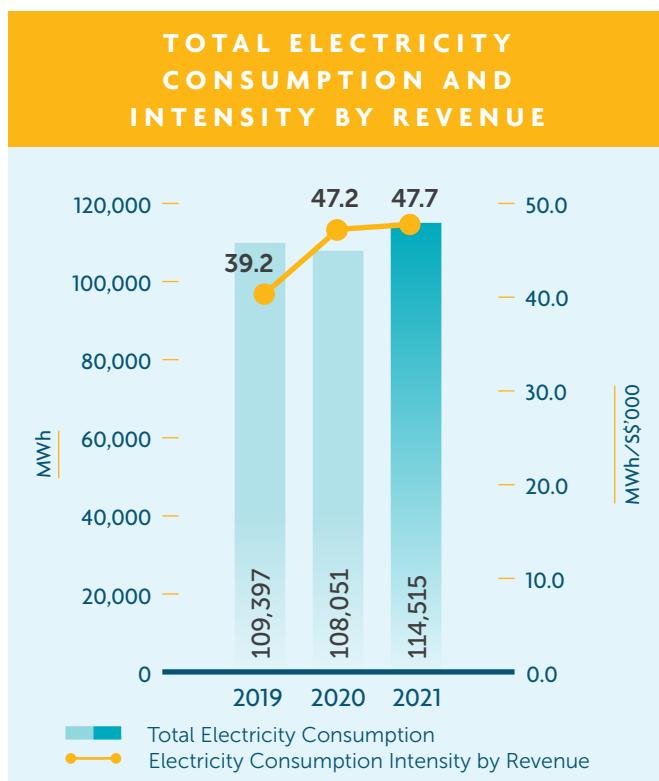
OUR ENVIRONMENT



As the world accelerates towards low-carbon economies, both countries and companies are increasingly declaring their decarbonisation commitments. To support our customers and investors in their net zero carbon targets, Venture is committed to reducing its greenhouse gas (GHG) emissions intensity. Towards this commitment, we are progressively establishing quantitative energy and emissions targets.

Given the nature of our operations, our main source of energy is electricity which we source from the grid. In 2021, we recorded an increase of 6.0% of total electricity consumed from 108,051 MWh in 2020 to 114,515 MWh in 2021 as we ramped up production after the height of the pandemic. Consequently, our electricity consumption intensity by revenue increased from 47.2 MWh/S\$'000 in 2020 to 47.7 MWh/S\$'000 in 2021.

Venture continuously seeks to improve its energy efficiency throughout its operations.



In 2021, we implemented a range of energy efficiency initiatives. Our Penang site replaced fluorescent lighting tubes with LED tubes. Through this initiative and switching off lighting on non-production days, Penang achieved energy consumption savings of approximately 320 MWh in 2021. Both our Woodlands and Johor Bahru sites have implemented energy efficiency programmes such as coil cleaning of chillers, and our Ang Mo Kio site replaced 20 air-conditioning units with higher efficiency alternatives. The Ang Mo Kio site has also installed a timer switch and variable speed drive for its cooling tower fan to reduce energy usage. We have also implemented the Ozone Depleting Substances (ODS)-FREE Process Verification Scheme in some of our operations.

In line with our electricity consumption data, our absolute carbon emission increased by 4.4% in 2021, while we recorded a decrease in carbon emissions intensity by 0.4% in 2021¹.



¹ Singapore's Energy Market Authority ("EMA") updated the Grid Emission Factor ("GEF") for 2020 after SR2020 was published. We have subsequently revised Venture's historical emissions figures for 2020 using the revised 2020 GEF.



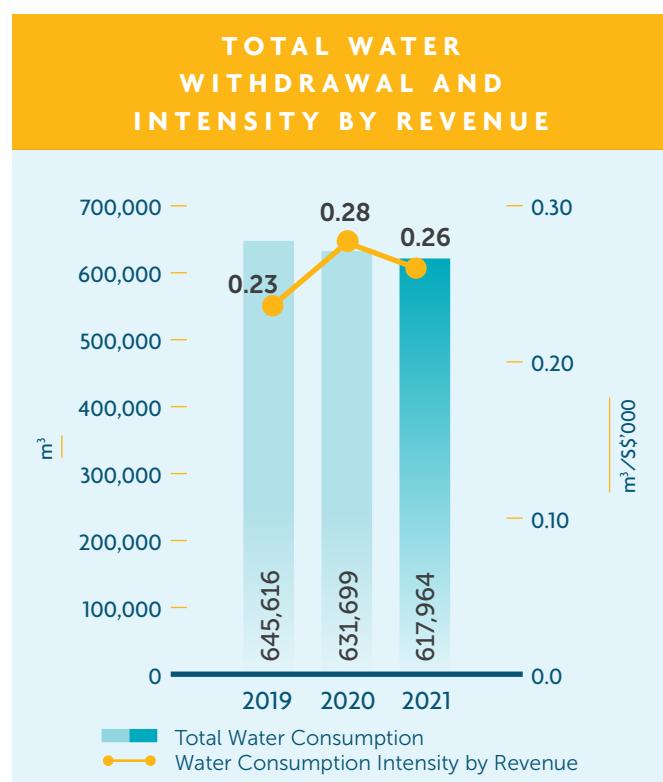
Access to clean and safe water supply is a basic need for mankind. In water-scarce Singapore, we monitor our water usage at every site carefully to avoid excessive water consumption and pollution from improperly treated effluent discharge. Water needed for our operations is completely sourced from municipal water supplies. As of 2021, most of our sites have yet to identify water-related impact¹; we plan to take steps to improve our water withdrawal and discharge monitoring through target-setting in 2022. To manage effluent-related impacts, we comply with local government regulations for water discharge in all our locations of operation.

In 2021, to mitigate water-related impact and reduce our water consumption, we implemented a range of water-saving initiatives. For example, at our Penang site, we conduct daily inspections for main pipe supply leakage, urinal water supply and flush systems. The Penang site continues to conduct monthly water consumption review, and the usage of auto-taps and reduced diameter flexible hoses with pressurised nozzles in all toilets. In 2021, the Penang site replaced a 540 feet 4-inch diameter incoming HDPE water pipe due to water leakage, resulting in savings of 2,561m³ of water.

Our 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. As part of its Water Reduction Program, water conservation posters are displayed at the premises, and a facility hotline is provided for any leakages encountered. The site has also installed a timer switch and variable speed drive for its cooling tower fan to reduce water consumption.

These water-saving initiatives resulted in a 2.2% decrease in total water withdrawal across our operating sites. In addition, we recorded a 6.6% reduction in water intensity by revenue.

Freshwater is the main discharge from our sites. Water is used at our sites for activities such as aqueous cleaning of printed circuit board assemblies (PCBAs), and we are aware of water discharge-related impact such as the accidental discharge of chemicals into sewers. To manage our effluent-related impact, all of our sites have set minimum standards either internally or based on local regulations. These standards define discharge limits for substances of concern such as heavy metals, suspended solids, as well as pH values. Wastewater from our Ang Mo Kio site is subject to monthly testing to monitor the quality of our water discharge. There was no incident of non-compliance with discharge limits and regulations in 2021.



¹ Venture's Tebrau site in Malaysia has identified water discharge from production washing area and sewage to normal drainage as a potential water-related impact, although its water discharge adheres to local regulations.

OUR ENVIRONMENT



WASTE

Venture recognises our responsibility to manage waste generated through our operations, and within our value chain. We are aware that electronics waste is the fastest growing waste stream globally, so we design our products with longevity, durability, and recyclability in mind. We have also adopted a lifecycle approach at some of our sites for waste management and prevention.

We have identified potential waste-related impacts at most of our sites. In our manufacturing processes, we use chemicals and solvents which may result in land pollution without proper disposal procedures. We also use hydraulic fluids to lubricate our machines, which may lead to water pollution without proper disposal. We also dispose of electrical components such as PCBAs that may result in air and land pollution if improperly managed. To manage and mitigate the emissions 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. With regard to non-hazardous waste, we generate paper and plastic waste in our manufacturing and assembly operations.

To mitigate these impacts, we ensure the proper disposal of all our hazardous waste by licensed waste collectors that follow the requirements of local authorities. We encourage the use of less toxic materials where possible, such as the use of lead-free solder dross. We also ensure that waste is stored with secondary containers to minimise spillage risk. At our Ang Mo Kio site, we design our products with their product lifecycle in mind, and use recyclable and reusable materials. Paper and plastic waste generated at our Marsiling and Woodlands sites are collected by recycling contractors.

Venture monitors the total weight of waste generated at all our sites, and data for recyclable waste where applicable. We engage with third-party licensed contractors to collect, recycle, and dispose of our waste, abiding by all legal obligations. As Waste is a new material topic for Venture, we are enhancing our data collection on waste management.



OUR PEOPLE



OVERVIEW OF EMPLOYEE PROFILE

To achieve our long-term organisational objectives, our people is the most valued asset. Our human capital management policies and practices are guided by Venture's Code of Conduct, the principles of the United Nations Global Compact, and applicable local laws and regulations.

Venture employs over 12,000 employees, of which more than three quarters are covered by the scope of this report. Of the reported scope, 42% of the workforce are male while the remaining 58% are female. 22% of our employees are based in our Singapore sites, while the other 78% are based in our Malaysia sites.

NUMBER OF EMPLOYEES BY EMPLOYMENT CONTRACT, BY GENDER

MALE

Permanent Employees

4,144

FEMALE

Permanent Employees

4,685

Temporary Employees

185

Temporary Employees

628

Total

4,329

Total

5,313

NUMBER OF EMPLOYEES BY EMPLOYMENT TYPE, BY GENDER

MALE

Full-Time Employees

4,329

FEMALE

Full-Time Employees

5,312

Part-Time Employees

0

Part-Time Employees

1

Total

4,329

Total

5,313

NUMBER OF EMPLOYEES BY EMPLOYMENT CONTRACT, BY REGION

SINGAPORE

Permanent Employees

1,764

Temporary Employees

146

Total

1,910

MALAYSIA

Permanent Employees

7,065

Temporary Employees

667

Total

7,732

OUR PEOPLE



TALENT ATTRACTION, RETENTION & DEVELOPMENT

At Venture, we firmly believe that our success hinges on attracting and attaining the brightest talent. To sustain strong employee engagement, recruitment and promotion practices must be fair, development opportunities must be provided, and compensation packages must be competitive.

To maintain high employee satisfaction levels, we provide market competitive renumeration and benefits such as medical coverage. Beyond performance-based remuneration, Venture places a strong focus on the mental and physical wellbeing of our employees. We regularly organise sports and recreational activities, enabling our employees to build strong connections and teamwork. At Venture Ang Mo Kio and Woodlands, mental wellness information is shared with employees to boost mental health awareness. Helplines are also made available to staff who require support during stressful periods. At Venture Marsiling, cakes and thank-you bentos were distributed to employees to show our appreciation for their hard work.



Thank-you bentos were sent to all staff at Venture Marsiling



Venture's core value of encouraging employees to realise their full potential is put into practice through extensive and structured training programmes. Our business needs are constantly evolving, and therefore our employees need to keep pace and continue to skill up. We constantly explore how our employees can develop their technical and interpersonal knowledge, enabling them to perform their best at work. Our training programmes also keep employees updated of the latest regulations and standards relevant to their work.

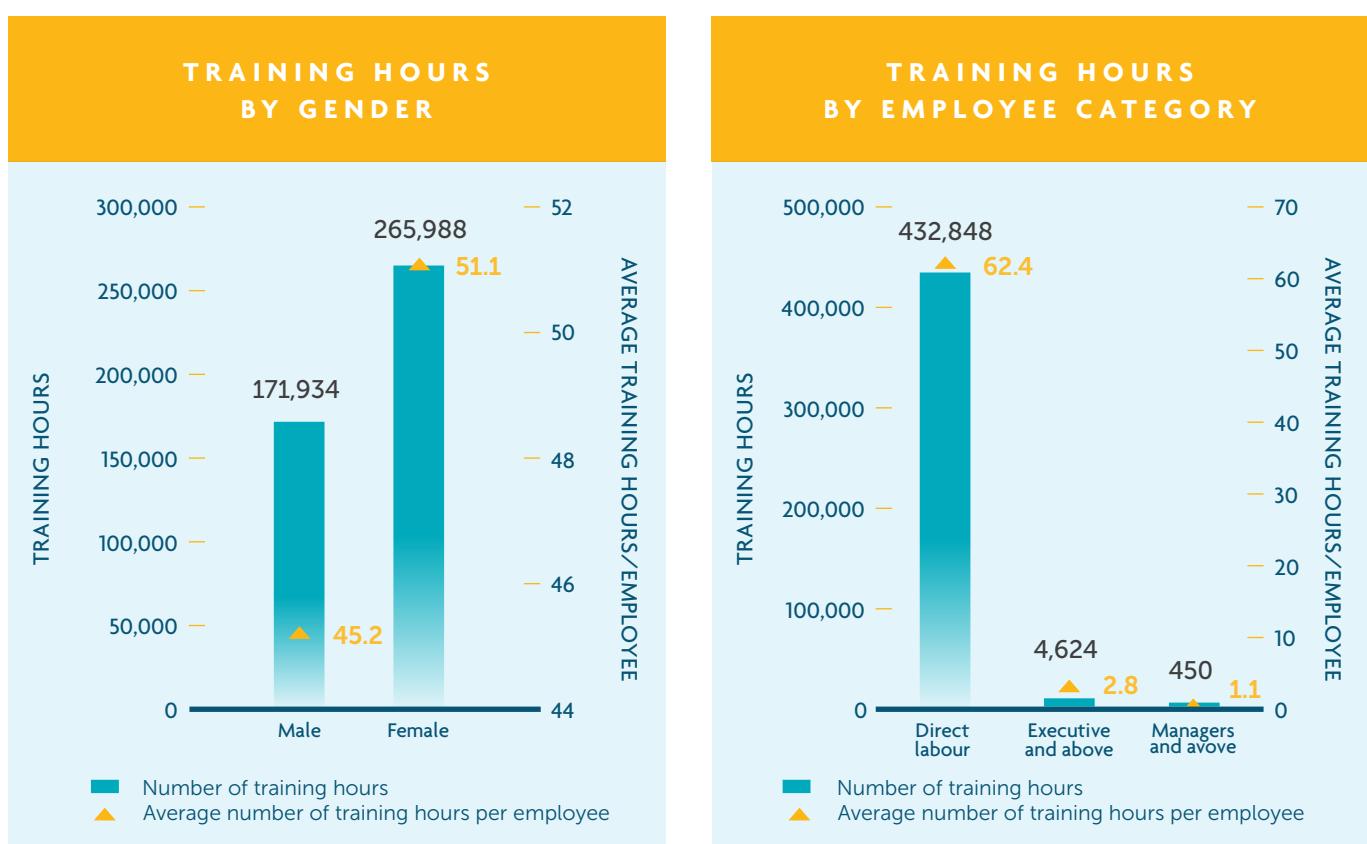
Mandatory training that extend across all 6 sites include: New Hires' Orientation, General Data Protection Regulation/ Personal Data Protection Act briefing, Environmental Health and Safety briefing, and Venture's Code of Conduct as aligned to the Responsible Business Alliance. There are also site-specific mandatory trainings that equip site employees with critical skills to perform on-the-job.

On top of mandatory sessions, Venture's culture of development and learning facilitates on-the-job training. Through brainstorming with team members and interfacing with customers, our employees hone both their technical and soft skills.

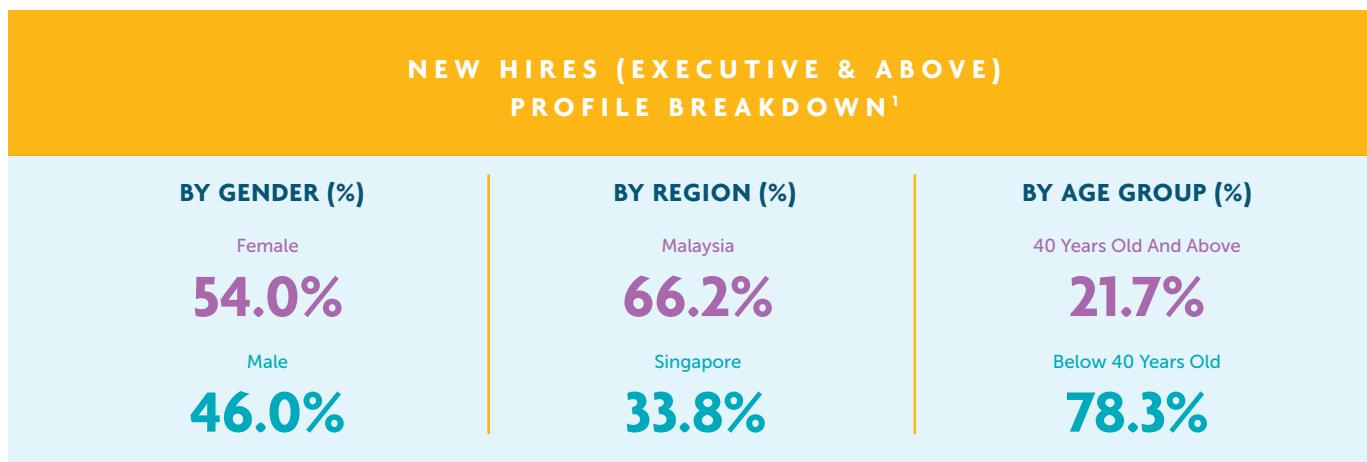
In 2021, Venture achieved its target of an average of 40 training hours for its employees, facilitated by our Learning Management System (LMS) at our Tebrau¹, Senai², and Marsiling sites. The LMS allows employees to access the online learning materials at their convenience. Due to its flexibility and ease of access, the LMS was well-received by employees across different functions and positions. The LMS will be extended to our Ang Mo Kio site by 2023. Our Penang and Woodlands sites have independent training systems that have also provided access to critical skills for employee development.

¹ Tebrau's LMS platform added 841 new courses that are predominantly customer-related process training in FY 2021, expanding the site's LMS to 5,573 courses overall. 5,077 employees participated in the platform.

² Senai's LMS platform added 25 new courses that are predominantly compliance training in FY 2021, expanding the site's LMS to 265 courses overall. 1,906 employees participated in the platform.



Our focus on strong employee engagement has established Venture as an attractive workplace that strives for excellence. In 2021, we hired 461 new employees (executive & above) through a mixture of talent expansion and replacement roles.



¹ New hire rate is calculated as the proportion of new hires in that category, of the total number of new hires

OUR PEOPLE



DIVERSITY AND INCLUSION

At Venture, we strive to create an inclusive work environment and recognise that diversity contributes to a high-performing culture. Achieving gender balance in our workforce is an important first step towards giving every employee at Venture equal opportunity to succeed. In 2021, we achieved a gender balance across all of Venture's employees, and we are committed to maintaining this balance in 2022. We strongly believe in creating an inclusive and healthy work environment for all employees, free of harassment and discrimination. In 2021, we are pleased to report that zero incidents of discrimination were recorded at Venture. We intend to retain this goal in 2022.

We have formalised equal recruitment and advancement opportunities for employees in our Code of Conduct. We stipulate that all forms of discrimination based on race, colour, gender, sexual orientation, ethnicity or national origin, disability, religion, political affiliation, union membership, marital or social status, are strictly prohibited. In 2021, there were no incidents of discrimination at any site within our reporting scope.

Beyond diversity in the workforce, Venture also recognises the importance of board diversity. In 2021, we were recognised for diversity at our board level at the SIAS Diversity Awards. Directors from interdisciplinary backgrounds contribute a diversity of perspectives, enabling us to formulate robust, well-conceived and multifaceted policies that consider different perspectives.



OCCUPATIONAL HEALTH AND SAFETY

At Venture, robust health and safety performance is critical in our operations.

We have formalised and operationalised our commitment to Occupational Health and Safety (OHS) through Group-wide and site-specific policies. These policies include our Health and Safety Policy, Code of Conduct, and Employee Handbook, which are based on OHS best practices. Our OHS policies support the Workplace Safety and Health Act in Singapore and Occupational Safety and Health Act 1994 in Malaysia. They apply to every employee at all sites. Our site-specific OHS policies address health and safety needs tailored to each site's operations and work areas. Some examples of these operation-specific policies include clean-up of chemical spillage, scheduled waste management, hygiene and sanitation, fire safety, first-aid and emergency preparedness. These policies are

aligned to internationally-recognised standards such as the OHSAS 18001.



Workplace Safety and Health (WSH) Committees oversee the management of OHS at each site. Each WSH Committee ensures the rigorous implementation of health and safety policies and management systems. They develop annual plans and monitor performance indicators. Management and safety officers at each site are appointed to support WSH committees. To maintain a high standard of health and safety standards and ensure compliance to all health and safety regulations, regular audits and management reviews are conducted at each site. This process includes risk assessments and hazard identification to boost prevention of health and safety incidents. The results of these assessments are documented monthly.

Workers outside of our employment but are working at our sites are also important to us. Onsite contractors and third-party suppliers are covered through policies such as the Contractor Management Procedure at our Ang Mo Kio site. This policy stipulates that contractors, suppliers, and vendors adhere to strict OHS standards. We are pleased to report that during the reporting period, there was no significant incident of non-compliance with relevant health and safety laws and regulations at all sites.

We conduct OHS trainings at all our sites to instil robust safety management and practices. Beyond regular fire drills, periodic table-top exercises were conducted to ensure employee preparedness in the event of an emergency. All employees are briefed on hazard identification and incident notification processes, and all external parties are briefed on health and safety compliance. We are pleased to report that more than 90% of our employees have completed these programmes.

Production machinery and equipment are regularly evaluated for safety hazards, and maintenance is promptly conducted to eliminate risk of injury. Any employee exposed to health hazards has access to regular health tests and screening. For example, employees at our Woodlands site who are exposed to excessive noise at their workplace are provided audiometry testing.

When OHS incidents do occur, they must be documented regardless of severity, and an investigation is immediately carried out by the relevant supervisor. After assessing the situation, the supervisor decides on the best management approach. All reportable incidents are also filed to relevant authorities. If our employees feel unsafe while performing any operations, they are able to remove themselves from the risk and report the situation to their supervisor.

	Singapore Employees	Malaysia Employees
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	14	11
Rate of Recordable Work-related Injuries ⁵	3.34	0.72
No. of Occupational Disease Incidents	0	2

There were 25 work-related accidents in 2021. As a result, we recorded a Rate of Recordable Work-related injuries of 1.29 for both our Singapore and Malaysia sites⁶. This is higher than our commitment to reduce or maintain our rate of recordable injury incident rate at or below 1.0. These injuries were mainly a result of accidents that occurred while handling machinery and transporting goods, such

as minor cuts, burns and sprains. To prevent a recurrence and reduce the rate of injury, risk assessments were reviewed, staff were trained on safe handling practices and additional personnel protective equipment provided. There were zero fatalities and high-consequence work-related injuries in 2021.

¹ Rate of Fatalities = No. of Fatalities per 200,000 or 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 200,000 or 1,000,000 hours worked

⁴ Recordable work-related injury, 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 200,000 or 1,000,000 hours worked

⁶ Singapore's Ministry of Manpower (MOM) revised the definition of workplace injuries, requiring all employers to record and report all workplace safety and health incidents instead of injury incidents that result in a minimum of 3 days MC or more from 1 September 2020 onwards.; Malaysia's regulation on recording workplace injury incidents remains unchanged

OUR PEOPLE



HUMAN RIGHTS

At Venture, we recognise that sustainably managed supply chains secure our ability to continue manufacturing the highest quality of cutting-edge technology products. Our supplier network extends across over 5,200 suppliers in over 55 locations across 20 countries.

As Venture's business relies heavily on our labour-intensive supply chain, we understand that labour risks and human rights issues in our value chain may have indirect impact on our production. Several of our sites have mutually agreed upon OHS policies or procedures with their respective suppliers, vendors, and contractors.

However, we recognise that human rights in supply chain management extends beyond health and safety to include freely chosen employment, ethical conduct, and zero tolerance for forced or child labour. Thus, we are currently formulating a Supplier Code of Conduct aligned to international best practices.



RESPONSIBLE MATERIAL SOURCING

At Venture, we recognise our moral imperative to source our materials from conflict-free regions. We are committed to the responsible sourcing of minerals across our supply chain, and protect the stability of our procurement operations. We are fully supportive of global efforts to ensure responsible manufacturing through transparent sourcing, and that none of our material inputs are sourced from conflict regions. Thus, in 2021, we revised our Conflict Minerals Policy to our current Responsible Minerals Policy, as aligned to the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High Risk Areas (OECD DDG), and the Responsible Business Alliance (RBA) standards on responsible minerals.

Our Responsible Minerals Policy reflects our commitment to engage with our supply chain partners, in accordance with the RBA standards, and supply chain risks detailed in Annex II of the OECD DDG. Venture is also committed to expanding 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 with the environmental and social impacts of cobalt mining, including child labour and unsafe working conditions. We are thus committed to further engaging with our suppliers to improve their capacities or support alternative sourcing, where appropriate.

For details on our Responsible Minerals Policy, please refer to our Sustainability & Governance webpage at <https://www.venture.com.sg/sustainability-governance>

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GRI Standard	Disclosure Number	Disclosure Title	Page Number and Reasons for Omissions, if applicable
GENERAL DISCLOSURES			
Organisational Profile			
GRI 102: General Disclosures 2016	102-1	Name of the organization	Venture Corporation Limited (Venture)
GRI 102: General Disclosures 2016	102-2	Activities, brands, products, and services	Annual Report 2021, pages 1-7
GRI 102: General Disclosures 2016	102-3	Location of headquarters	Annual Report 2021, pages 1, 13
GRI 102: General Disclosures 2016	102-4	Location of operations	Annual Report 2021, pages 22-23
GRI 102: General Disclosures 2016	102-5	Ownership and legal form	Venture is a public company, listed on the Singapore Exchange Annual Report 2021, pages 178-179
GRI 102: General Disclosures 2016	102-6	Markets served	Annual Report 2021, pages 149-154, 176
GRI 102: General Disclosures 2016	102-7	Scale of the organization	Annual Report 2021, pages 12, 22-23 Our People > Overview of Employee Profile, Sustainability Report 2021, page 19
GRI 102: General Disclosures 2016	102-8	Information on employees and other workers	Our People > Overview of Employee Profile, Sustainability Report 2021, page 19
GRI 102: General Disclosures 2016	102-9	Supply chain	Our People > Human Rights, Sustainability Report 2021, page 24
GRI 102: General Disclosures 2016	102-10	Significant changes to the organization and its supply chain	No significant changes.
GRI 102: General Disclosures 2016	102-11	Precautionary Principle or approach	In general, the precautionary principle is embedded in our approach to sustainability.
GRI 102: General Disclosures 2016	102-12	External initiatives	Not applicable.
GRI 102: General Disclosures 2016	102-13	Membership of associations	Economic Performance, Sustainability Report 2021, page 14
Strategy			
GRI 102: General Disclosures 2016	102-14	Statement from senior decision-maker	Letter from the Board, Sustainability Report 2021, page 3
Ethics and Integrity			
GRI 102: General Disclosures 2016	102-16	Values, principles, standards, and norms of behaviour	Venture's Sustainability Approach > Our Values and Strategy, Ethics and Compliance and Protection of Confidential Information, Sustainability Report 2021, pages 6-8
GRI 102: General Disclosures 2016	102-17	Mechanisms for advice and concerns about ethics	Annual Report 2021 > Whistle-Blowing Policy, pages 71-72

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GRI Standard	Disclosure Number	Disclosure Title	Page Number and Reasons for Omissions, if applicable
Governance			
GRI 102: General Disclosures 2016	102-18	Governance structure	Venture's Sustainability Approach > Our Governance > Sustainability Report 2021, page 6
Stakeholder Engagement			
GRI 102: General Disclosures 2016	102-40	List of stakeholder groups	Venture's Sustainability Approach > Stakeholder Engagement, Sustainability Report 2021, page 9
GRI 102: General Disclosures 2016	102-41	Collective bargaining agreements	In line with Venture's Code of Conduct, all Venture 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.
GRI 102: General Disclosures 2016	102-42	Identifying and selecting stakeholders	Venture's Sustainability Approach > Stakeholder Engagement, Sustainability Report 2021, page 9
GRI 102: General Disclosures 2016	102-43	Approach to stakeholder engagement	Venture's Sustainability Approach > Stakeholder Engagement, Sustainability Report 2021, page 9
GRI 102: General Disclosures 2016	102-44	Key topics and concerns raised	Venture's Sustainability Approach > Stakeholder Engagement, Sustainability Report 2021, page 9
Reporting Practice			
GRI 102: General Disclosures 2016	102-45	Entities included in the consolidated financial statements	Annual Report 2021, pages 149-153 About this Report, Sustainability Report 2021, page 5
GRI 102: General Disclosures 2016	102-46	Defining report content and topic Boundaries	About this Report, Sustainability Report 2021, page 5 Venture's Sustainability Approach > Materiality, Sustainability Report 2021, pages 10-11
GRI 102: General Disclosures 2016	102-47	List of material topics	Venture's Sustainability Approach > Materiality, Sustainability Report 2021, pages 10-11
GRI 102: General Disclosures 2016	102-48	Restatements of information	Revised historical Grid Emission Factor figures for 2020: Our Environment > Energy and GHG Emissions, Sustainability Report 2021, page 16
GRI 102: General Disclosures 2016	102-49	Changes in reporting	Letter from the Board, Sustainability Report 2021, page 3
GRI 102: General Disclosures 2016	102-50	Reporting period	About this Report, Sustainability Report 2021, page 5
GRI 102: General Disclosures 2016	102-51	Date of most recent report	Our Sustainability Report for 2020 was published in our Annual Report for 2020 on 7 April 2021
GRI 102: General Disclosures 2016	102-52	Reporting cycle	Annual
GRI 102: General Disclosures 2016	102-53	Contact point for questions regarding the report	About this Report, Sustainability Report 2021, page 5
GRI 102: General Disclosures 2016	102-54	Claims of reporting in accordance with the GRI Standards	About this Report, Sustainability Report 2021, page 5

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GRI Standard	Disclosure Number	Disclosure Title	Page Number and Reasons for Omissions, if applicable
Reporting Practice (cont'd)			
GRI 102: General Disclosures 2016	102-55	GRI content index	Found on Venture's Sustainability Reports webpage at http://venture.listedcompany.com/sustainability_report.html
GRI 102: General Disclosures 2016	102-56	External assurance	About this Report, Sustainability Report 2021, page 5
TOPIC SPECIFIC DISCLOSURES			
GOVERNANCE			
Economic Performance			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Venture's Sustainability Approach > Materiality, Sustainability Report 2021, pages 10-11 Economic Performance, Sustainability Report 2021, page 14
GRI 103: Management Approach 2016	103-2	The management approach and its components	Economic Performance, Sustainability Report 2021, page 14 Annual Report 2021, pages 8-11
GRI 103: Management Approach 2016	103-3	Direct economic value generated and distributed	Annual Report 2021, pages 8-11, 97-177
Ethics and Compliance			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Venture's Sustainability Approach > Ethics and Compliance, Sustainability Report 2021, page 7 Venture's Sustainability Approach > Materiality, Sustainability Report 2021, pages 10-11 Our Environment, Sustainability Report 2021, page 15
GRI 103: Management Approach 2016	103-2	The management approach and its components	Venture's Sustainability Approach > Ethics and Compliance, Sustainability Report 2021, page 7 Our Environment, Sustainability Report 2021, page 15
GRI 103: Management Approach 2016	103-3	Evaluation of the management approach	Venture's Sustainability Approach > Ethics and Compliance, Sustainability Report 2021, page 7 Our Environment, Sustainability Report 2021, page 15
GRI 307: Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations	Our Environment, Sustainability Report 2021, page 15
GRI 419: Socioeconomic Compliance 2016	419-1	Non-compliance with laws and regulations in the social and economic area	Venture's Sustainability Approach > Ethics and Compliance, Sustainability Report 2021, pages 7, 13

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GRI Standard	Disclosure Number	Disclosure Title	Page Number and Reasons for Omissions, if applicable
Protection of Confidential Information			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Venture's Sustainability Approach > Protection of Confidential Information, Sustainability Report 2021, page 8 Venture's Sustainability Approach > Materiality, Sustainability Report 2021, pages 10-11
GRI 103: Management Approach 2016	103-2	The management approach and its components	Venture's Sustainability Approach > Protection of Confidential Information, Sustainability Report 2021, page 8
GRI 103: Management Approach 2016	103-3	Evaluation of the management approach	Venture's Sustainability Approach > Protection of Confidential Information, Sustainability Report 2021, page 8
GRI 418: Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Venture's Sustainability Approach > Protection of Confidential Information, Sustainability Report 2021, pages 8, 13
ENVIRONMENT			
Energy & GHG emissions			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Our Environment, Sustainability Report 2021, page 15 Venture's Sustainability Approach > Materiality, Sustainability Report 2021, pages 10-11 Our Environment > Energy and GHG Emissions, Sustainability Report 2021, page 16
GRI 103: Management Approach 2016	103-2	The management approach and its components	Our Environment, Sustainability Report 2021, page 15 Our Environment > Energy and GHG Emissions, Sustainability Report 2021, page 16
GRI 103: Management Approach 2016	103-3	Evaluation of the management approach	Our Environment, Sustainability Report 2021, page 15 Our Environment > Energy and GHG Emissions, Sustainability Report 2021, page 16
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Our Environment > Energy and GHG Emissions, Sustainability Report 2021, page 16
GRI 302: Energy 2016	302-3	Energy intensity	Our Environment > Energy and GHG Emissions, Sustainability Report 2021, page 16 The energy type included in the numerator of our intensity ratio is electricity consumption within the organisation, while the denominator is revenue.

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GRI Standard	Disclosure Number	Disclosure 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	<p>Our Environment > Energy and GHG Emissions, Sustainability Report 2021, page 16</p> <p>GHG conversion is based on the Greenhouse Gas Protocol. Emission factors for our electricity consumption in Singapore are sourced from the Energy Market Authority (EMA), 2021. The emissions factor for our electricity consumption in Malaysia is based on Malaysian Green Technology Corporation's "2017 CDM Electricity Baseline for Malaysia" report.</p>
Water			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	<p>Our Environment, Sustainability Report 2021, page 15</p> <p>Venture's Sustainability Approach > Materiality, Sustainability Report 2021, pages 10-11</p> <p>Our Environment > Water, Sustainability Report 2021, page 17</p>
GRI 103: Management Approach 2016	103-2	The management approach and its components	<p>Our Environment, Sustainability Report 2021, page 15</p> <p>Our Environment > Water, Sustainability Report 2021, page 17</p>
GRI 103: Management Approach 2016	103-3	Evaluation of the management approach	<p>Our Environment, Sustainability Report 2021, page 15</p> <p>Our Environment > Water, Sustainability Report 2021, page 17</p>
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	Our Environment > Water, Sustainability Report 2021, page 17
GRI 303: Water and Effluents 2018	303-2	Management of water discharge-related impacts	Our Environment > Water, Sustainability Report 2021, page 17
GRI 303: Water and Effluents 2018	303-5	Water withdrawal	Our Environment > Water, Sustainability Report 2021, page 17
Waste			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	<p>Our Environment, Sustainability Report 2021, page 15</p> <p>Venture's Sustainability Approach > Materiality, Sustainability Report 2021, pages 10-11</p> <p>Our Environment > Waste, Sustainability Report 2021, page 18</p>

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GRI Standard	Disclosure Number	Disclosure Title	Page Number and Reasons for Omissions, if applicable
Waste (cont'd)			
GRI 103: Management Approach 2016	103-2	The management approach and its components	Our Environment, Sustainability Report 2021, page 15 Our Environment > Waste, Sustainability Report 2021, page 18
GRI 103: Management Approach 2016	103-3	Evaluation of the management approach	Our Environment, Sustainability Report 2021, page 15 Our Environment > Waste, Sustainability Report 2021, page 18
GRI 306: Waste 2020	306-3	Waste generated	Information unavailable. As Waste is a new material topic for Venture, we are in the process of collecting the relevant data for our next sustainability report.
GRI 306: Waste 2020	306-4	Waste diverted from disposal	Information unavailable. As Waste is a new material topic for Venture, we are in the process of collecting the relevant data for our next sustainability report.
GRI 306: Waste 2020	306-5	Waste directed to disposal	Information unavailable. As Waste is a new material topic for Venture, we are in the process of collecting the relevant data for our next sustainability report.
SOCIAL			
Talent Attraction, Retention & Development			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Our People > Talent Attraction, Retention & Development, Sustainability Report 2021, page 20 Venture's Sustainability Approach > Materiality, Sustainability Report 2021, pages 10-11
GRI 103: Management Approach 2016	103-2	The management approach and its components	Our People > Talent Attraction, Retention & Development, Sustainability Report 2021, page 20
GRI 103: Management Approach 2016	103-3	Evaluation of the management approach	Our People > Talent Attraction, Retention & Development, Sustainability Report 2021, page 20
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Our People > Talent Attraction, Retention & Development, Sustainability Report 2021, pages 19 - 21
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Our People > Talent Our People > Talent Attraction, Retention & Development, Sustainability Report 2021, page 21
GRI 404: Training and Education 2016	404-2	Programs for upgrading employee skills and transition assistance programs	Our People > Talent Attraction, Retention & Development, Sustainability Report 2021, page 20

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GRI Standard	Disclosure Number	Disclosure Title	Page Number and Reasons for Omissions, if applicable
Diversity & inclusion			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Our People > Diversity & Inclusion, Sustainability Report 2021, page 22 Venture's Sustainability Approach > Materiality, Sustainability Report 2021, pages 10-11
GRI 103: Management Approach 2016	103-2	The management approach and its components	Our People > Diversity & Inclusion, Sustainability Report 2021, page 22
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Our People > Diversity & Inclusion, Sustainability Report 2021, page 22
Occupational Health and Safety			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Occupational Health and Safety, Sustainability Report 2021, pages 22-23 Venture's Sustainability Approach > Materiality, Sustainability Report 2021, pages 10-11
GRI 103: Management Approach 2016	103-2	The management approach and its components	Occupational Health and Safety, Sustainability Report 2021, pages 22-23
GRI 103: Management Approach 2016	103-3	Evaluation of the management approach	Occupational Health and Safety, Sustainability Report 2021, pages 22-23
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Occupational Health and Safety, Sustainability Report 2021, pages 22-23
GRI 403: Occupational Health and Safety 2018	403-2	Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety, Sustainability Report 2021, pages 22-23
GRI 403: Occupational Health and Safety 2018	403-3	Occupational health services	Occupational Health and Safety, Sustainability Report 2021, page 23
GRI 403: Occupational Health and Safety 2018	403-5	Worker training on occupational health and safety	Occupational Health and Safety, Sustainability Report 2021, pages 22-23
GRI 403: Occupational Health and Safety 2018	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety, Sustainability Report 2021, pages 22-23

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GRI Standard	Disclosure Number	Disclosure Title	Page Number and Reasons for Omissions, if applicable
Occupational Health and Safety (cont'd)			
GRI 403: Occupational Health and Safety 2016	403-9	Work-related injuries	Occupational Health and Safety, Sustainability Report 2021, page 23
Training and Education			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Our People, Sustainability Report 2021, page 19 Our People > Talent Attraction, Retention & Development, Sustainability Report 2021, pages 20-21 Venture's Sustainability Approach > Materiality, Sustainability Report 2021, pages 10-11
GRI 103: Management Approach 2016	103-2	The management approach and its components	Our People, Sustainability Report 2021, page 19 Our People > Talent Development, Sustainability Report 2021, pages 20-21
GRI 103: Management Approach 2016	103-3	Evaluation of the management approach	Our People, Sustainability Report 2021, page 19 Our People > Talent Development, Sustainability Report 2021, pages 20-21
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Our People > Talent Attraction and Retention, Sustainability Report 2021, page 21
Human Rights			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Our People > Human Rights, Sustainability Report 2021, page 24 Venture's Sustainability Approach > Materiality, Sustainability Report 2021, pages 10-11
GRI 103: Management Approach 2016	103-2	The management approach and its components	Our People > Human Rights, Sustainability Report 2021, page 24
GRI 103: Management Approach 2016	103-3	Evaluation of the management approach	Our People > Human Rights, Sustainability Report 2021, page 24
GRI 408: Child Labour 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	Venture is unable to provide this information due to confidentiality constraints.
GRI 409: Forced or Compulsory Labour 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Venture is unable to provide this information due to confidentiality constraints.

GRI

CONTENT INDEX

GRI Standard	Disclosure Number	Disclosure Title	Page Number and Reasons for Omissions, if applicable
Responsible Material Sourcing			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Our People > Responsible Material Sourcing, Sustainability Report 2021, page 24 Venture's Sustainability Approach > Materiality, Sustainability Report 2021, pages 10-11
GRI 103: Management Approach 2016	103-2	The management approach and its components	Our People > Responsible Material Sourcing, Sustainability Report 2021, page 24
GRI 103: Management Approach 2016	103-3	Evaluation of the management approach	Our People > Responsible Material Sourcing, Sustainability Report 2021, page 24
GRI 308: Supplier Environmental Assessment 2016	308-1	Occupational health and safety management system	Information unavailable. As this is a new material topic to Venture, we are considering relevant environmental criteria for suppliers.
GRI 414: Supplier Social Assessment 2016	414-1	Hazard identification, risk assessment, and incident investigation	Information unavailable. As this is a new material topic to Venture, we are considering relevant social criteria for suppliers.



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