



Empowering growth and innovation

SUSTAINABILITY REPORT 2024

VENTURE
CORPORATION
LIMITED

SUSTAINABILITY REPORT 2024

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About This Report

We are pleased to present our sustainability report for the financial year ended 31 December 2024, published on 2 April 2025.

CORPORATE PROFILE

Venture Corporation Limited (“Venture” and together with its subsidiaries, the “Group”) was formed in 1989 as an electronic services provider following the merger of three companies. With over three decades of consistent growth and about 12,000-strong today, the Group is a leading provider of technology services, products and solutions, with established capabilities spanning innovation, design and development, product and process engineering, design for manufacturability and supply chain management in diverse technology domains.

Headquartered in Singapore, the Group comprises more than 40 companies worldwide with Centres of Excellence in Southeast Asia, Northeast Asia, America and Europe.

The Group is well-known for its deep know-how and expertise in various technology domains. These include life science, genomics, molecular diagnostics, medical devices and equipment, healthcare, luxury lifestyle and wellness technology, test and measurement instrumentation, networking and communications, semiconductor equipment, advanced industrial as well as computing, printing and imaging technology.

Venture will continue to invest in new technologies and enhance its talent pool and their technical capabilities to offer a wide range of differentiated services. It is the preferred partner-of-choice for over 100 global companies, including Fortune 500 corporations, and ranks among the best in managing the value chain for leading electronics companies.

REPORTING GUIDELINES

This report has been prepared in accordance with Global Reporting Initiative (“GRI”) Standards and the Singapore Exchange Securities Trading Limited (“SGX”) Listing Rules, ensuring alignment with regulatory requirements and international best practice. We use a financial control consolidation approach to determine organisational boundaries. All data reported are as at or for the financial year ended 31 December 2024, unless otherwise indicated.

SCOPE OF REPORT

This report includes 11 operational sites globally, comprising Ang Mo Kio, Jurong, Marsiling and Woodlands in Singapore, Johor Bahru, Penang, Senai, and Taman Gembira in Malaysia, Jin Qiao and Zhangjiang in China, and Milpitas in the United States. Venture’s operations in Barcelona, Spain and Suzhou, China remain outside the purview of this report due to their relatively small manufacturing footprint. There were no notable changes to the ownership structure compared to the previous year.

ASSURANCE

Our Internal Audit Department has reviewed a selection of data and internal data collection processes in accordance with SGX requirements. We intend to seek external assurance going forward.

UNITS OF MEASUREMENT

This report utilises standard units of measurement. We explain any required conversion factors in their corresponding sections.

CONTACT

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

Letter From The Board

Dear Stakeholders,

At Venture, sustainability remains a core pillar of our long-term strategy as we continue to reduce our environmental footprint, uphold high governance standards, and foster a more inclusive and responsible workplace. We are pleased to share the progress made in 2024 in this sustainability report.

ENVIRONMENTAL STEWARDSHIP

In 2024, we continued to take meaningful steps towards reducing greenhouse gas ("GHG") emissions, achieving a 24% reduction in Scope 1 and 2 emissions from our 2022 baseline. Expanding our renewable energy initiatives, we completed the installation of solar panels at our Penang site, which now supplies around 20% of the site's electricity consumption. Building on these advancements, we are expanding our renewable energy efforts with more solar panel installations, further reinforcing our commitment to decarbonisation. These efforts will support our long-term goal of reducing our reliance on conventional energy sources and improving operational sustainability.

Our environmental management practices were further strengthened with ISO 14001 certification across all reporting sites, including our Milpitas site, which achieved certification in 2024. A sustainability site audit at our Senai facility conducted by a key customer via Bureau Veritas, recognised Venture's strong commitment to environmental sustainability and workplace health and safety.

RECOGNITION FOR OUR SUSTAINABILITY EFFORTS

In recognition of our continuous improvements in sustainability, we achieved our first EcoVadis Commitment Badge, with our EcoVadis score advancing into the 'Good' category. We also recorded an improvement to our CDP

Climate score, and were included in Sustainalytics' 2025 ESG Top-Rated Companies List, bearing testament to the progress made in our sustainability framework and reporting efforts. We will continue to drive enhancements in transparency, accountability and alignment with global standards.

GOVERNANCE AND RESPONSIBLE SUPPLY CHAIN MANAGEMENT

We remain committed to upholding the highest ethical standards across our operations. In 2024, we maintained zero substantiated cases of corruption and bribery, zero incidents of non-compliance with our Responsible Minerals Policy, and zero incidents of forced or child labour. These results affirm our strong governance framework and commitment to responsible supply chain practices. As we continue to advance our responsible supply chain initiatives, we will build on these achievements by further strengthening our engagement with supply chain stakeholders and reinforcing ethical business practices in our operations.

SOCIAL RESPONSIBILITY AND DIVERSITY

Venture is committed to fostering an inclusive and responsible workplace. In 2024, we were honoured with the Sustainable HR Practices Award by JobStreet and the Best Diversity Hiring Award by TalentCorp, both recognising our efforts in ethical human resource management and workforce diversity. Our Board of Directors come from diverse backgrounds and experiences, and three out of seven Directors are female, reflecting our commitment to strong board diversity. We will continue to enhance our talent development and diversity initiatives, ensuring that our workforce remains engaged and well-positioned to support our sustainability objectives.

Highlights

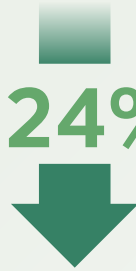


CLIMATE CHANGE & ENVIRONMENT

2024 Scope 1 and 2
GHG emissions

reduced by 24%

from 2022 baseline



SIGNIFICANT PROGRESS IN TAPPING ON SOLAR ENERGY

Solar panels installed
at Penang, which now
contributes around
20% of site
electricity consumption

Commenced
project to install
solar panels at
Milpitas site



IMPROVED

CDP CLIMATE SCORE

Reflecting improved
awareness of climate-related
risks and opportunities

SUSTAINALYTICS' 2025

ESG TOP-RATED COMPANIES LIST

Recognised as one of the top
performing companies rated by
Sustainalytics based on our ESG score



FIRST ECOVADIS COMMITMENT BADGE

EcoVadis score progressed into
the "Good" category, compared
with "Partial" in 2023



GLOBAL ISO 14001 CERTIFICATION

All sites are now ISO 14001 certified, with Milpitas
achieving certification in 2024

*The report commended Venture for a "good, dedicated, workforce with
high commitment to following environmental requirements and practices"*



GOVERNANCE & SUPPLY CHAIN MANAGEMENT



SOCIAL

ZERO substantiated cases of
corruption and bribery

ZERO incidents of
non-compliance
with Responsible Minerals Policy

ZERO incidents of forced and
child labour in operations

STRONG
BOARD DIVERSITY



**3 OUT OF 7 BOARD
OF DIRECTORS
ARE FEMALE**

WON AWARDS IN HUMAN CAPITAL MANAGEMENT

**WINNER OF 2024
BEST DIVERSITY
HIRING AWARD
BY TALENTCORP**

Venture was acknowledged for
promoting diversity and inclusion
by TalentCorp, a national agency
under Malaysia's Ministry of Human
Resources

**2024 SUSTAINABLE HR
PRACTICES AWARD BY
JOBSTREET**

Venture
recognised by
JobStreet for
sustainable
human capital
management



Our Commitment To Sustainability

SUSTAINABILITY GOVERNANCE STRUCTURE



Venture embeds sustainability at all levels to strategically grow our business in a responsible and sustainable way, creating long-term value for our stakeholders.

Our Board of Directors has overall responsibility for sustainability matters, including setting the Company's strategy and targets, evaluating risks, and monitoring performance. The Board discusses key sustainability issues at each quarterly Board meeting facilitated by updates presented by the Head of Investor Relations, Corporate Communications and Sustainability ("IRCCS").

To ensure that the Board is appropriately skilled to oversee sustainability-related matters, our Board of Directors received sustainability-related training as mandated by the SGX Listing Rules. Ms Tan Seok Hoong @Mrs Audrey Liow, Mr Wong Yew Meng, Mr Han Thong Kwang, Mr Chua Kee Lock and Ms Chong Siak Ching attended sustainability courses conducted by SGX-authorized providers. Mr Wong Ngit Liong and Ms Kuok Oon Kwong were assessed by the

Nominating Committee to be sufficiently experienced in sustainability matters to be exempted from such training.

At the management level, the Sustainability Steering Committee, comprising the Executive Chairman, the Group CEO and the CFO, drives and executes the Company's strategy, ensuring continuous improvement and performance against our sustainability targets.

The IRCCS Department, led by the Head of IRCCS, plans, manages and oversees sustainability matters at Group level, and regularly reports to the Sustainability Steering Committee.

We also have a Sustainability Task Force, made up of the IRCCS Department and cross-functional site representatives, which manages and implements Venture's sustainability initiatives at an operational level. This includes data collection, performance tracking and the day-to-day implementation of sustainability efforts.

VALUES AND STRATEGY

VENTURE'S CORE VALUES



Our five core values form the foundation of our corporate culture, to guide our business strategy and deliver on our commitment to long-term stakeholder value creation.

Our Commitment To Sustainability

STAKEHOLDER ENGAGEMENT

Venture continuously engages in constructive dialogue with different stakeholders to understand their views and expectations. We gain invaluable insight from such dialogue that help us create shared values with our stakeholders and improve our sustainability performance overall.

The key concerns of our primary stakeholder groups, and the corresponding engagement platforms, are summarised below:

	Employees	Shareholders	Customers	Suppliers
Matters of concern	- Corporate direction and strategy - Compensation and benefits - Career growth and training opportunities - Workplace health and safety	- Financial performance - Business outlook - Shareholder value and returns - Corporate governance	- Delivery of innovative solutions with strong technological and engineering expertise - ESG-related performance and climate impact - Ethical and responsible ESG compliance across the supply chain - Protection of confidential information	- Equitable and competitive business practices - Ethical and responsible ESG standards - Protection of confidential information
Engagement channels	- Orientation for new hires through onboarding programme - Ongoing career development and training opportunities - Compensation and benefits benchmarking - Regular e-News communications - Recreational and wellness activities - Annual performance appraisals and career development reviews	- Annual General Meetings - Annual Reports - Regular business updates - Investor meetings and conferences - SGX announcements, and our corporate website	Regular business review meetings between our business partners and internal teams including Senior Management, Total Customer Satisfaction Managers, Alliance Management, and Programme Managers	- Regular communications and meetings - Annual assessments - Site tours

Our Commitment To Sustainability

MEMBERSHIP ASSOCIATION

The Group actively participates in relevant associations, reflecting our dedication to engaging with stakeholders and contributing to global and regional sustainability goals. In 2024, the Group participated in the following associations:

- Responsible Business Alliance ("RBA")
- Federation of Malaysian Manufacturers
- Free Industrial Zone, Penang, Companies' Association
- Malaysia Semiconductor Industry Association
- American Malaysian Chamber of Commerce
- Adopter of Tripartite Standards published by the Singapore Tripartite Alliance for Fair & Progressive Employment Practices ("TAFEP") for Age-Friendly Workplace Practices, Flexible Work Arrangements, and Recruitment Practices



MATERIALITY

The Group's materiality assessment is based on SGX's guidelines on Sustainability Reporting, as well as GRI's guidance on the approach to determine material topics. Materiality with respect to sustainability reporting, as defined by GRI standards, includes topics and indicators that reflect the organisation's significant economic, environmental, and social impacts, and which would substantively influence the assessments and decisions of stakeholders.

Venture periodically reviews the materiality assessment to ensure that it remains relevant. Venture has considered

various factors, including stakeholders' inputs and internal discussions on the Group's main sustainability challenges and opportunities to establish the material topics that reflect our current understanding of significant impacts and stakeholders expectations. While no changes were made to our material topics, we remain committed to regularly assessing their applicability in response to evolving sustainability expectations and industry dynamics. Venture's material topics and their alignment with the United Nations' Sustainable Development Goals ("SDGs"), coupled with associated targets and performance, are shown in the table on the following page.

Our Commitment To Sustainability

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	Please refer to the Annual Report	 
Energy and emissions	✓	✓	GRI 302: Energy 2016 GRI 305: Emissions 2016	Environment	 
Waste	✓	✓	GRI 306: Waste 2020	Environment	  
Water	✓	✓	GRI 303: Water & Effluents 2018	Environment	   
Occupational health and safety	✓	✓	GRI 403: Occupational Health and Safety 2018	Social	  
Talent attraction, retention and development	✓		GRI 404: Training and Education 2016	Social	   
Diversity and inclusion	✓		GRI 405: Diversity & Equal Opportunity 2016 GRI 406: Non-discrimination 2016	Social	 
Human rights	✓	✓	GRI 409: Forced or Compulsory Labor 2016 GRI 408: Child Labor 2016	Supply Chain Management	   
Responsible materials sourcing	✓	✓	GRI 308: Supplier Environmental Assessment 2016 GRI 414: Supplier Social Assessment 2016	Supply Chain Management	
Responsible business conduct	✓	✓	GRI 205: Anti-corruption 2016	Compliance	
Protection of confidential information	✓	✓	GRI 418: Customer Privacy 2016	Compliance	
Compliance with other laws and regulations	✓	✓	GRI 2-27: Compliance with laws and regulations	Compliance	

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

Our Commitment To Sustainability

TARGETS

Venture's Material Sustainability Factors	Group-Wide Targets	Status As At Or For The Financial Year Ended 31 December 2024
Economic performance	For information on our economic and financial performance, please refer to pages 8 to 11, 19 and 97 to 161 of our Annual Report	
Energy and emissions	SBTi-aligned emissions reduction target of 42% reduction in Scope 1 and 2 GHG emissions by 2030, from a 2022 baseline Net zero by 2050	From a 2022 baseline, Venture's Scope 1 and 2 GHG emissions have reduced by 24%
Waste	Venture will continue to closely monitor its waste data and waste management practices, with the intent to set quantifiable targets in the future	
Water	Reduce water usage intensity across sites	Venture is committed to reducing water usage intensity across sites
Occupational health and safety	Reduce or maintain an incident rate of recordable injuries to below 1.0 per one million hours worked	Incident rate of recordable injuries across all sites at 1.27 per one million hours worked
	Maintain zero fatalities across all sites	Zero fatalities across all sites
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 per employee	Average of 89.6 training hours per employee
Diversity and inclusion	Achieve zero incidents of discrimination	Zero incidents of discrimination
	Maintain gender balance in the workforce	44% of Venture's workforce was male, and 56% were female
Human rights	Maintain zero forced and child labour in operations	Zero incidents of forced and child labour in operations
Responsible materials sourcing	Maintain zero incidents of non-compliance with the Responsible Minerals Policy	Zero incidents of non-compliance
	Maintain zero termination of contracts with business partners or suppliers due to infringement of the Responsible Minerals Policy	Zero terminations of contracts
Responsible business conduct	Maintain frequency of Code of Conduct modules and refresher training	Maintained
	Maintain zero cases of corruption	Zero cases of corruption
Protection of confidential information	Maintain zero breaches of data privacy	Zero substantiated incidents of non-compliance with all existing policies and procedures
	Enhance existing processes to safeguard confidential information	Group-wide cybersecurity framework improved. Please refer to page 48 for details.
	Obtain ISO 27001 ISMS certification for all key global sites	Obtained ISO 27001:2022 ISMS certification for Ang Mo Kio site
Compliance with other laws and regulations	Maintain compliance with all relevant laws and regulations	No significant ¹ incidents of non-compliance
	Maintain zero cases of significant fines or non-monetary sanctions related to environmental laws and regulations	Zero incidents of significant ¹ fines or non-monetary sanctions related to environmental laws and regulations

¹ Refers to incidences that have a material impact, financial or otherwise, on Venture and our stakeholders.

Climate-Related Risks and Opportunities

Venture has adopted the recommendations by the Task Force on Climate-Related Financial Disclosures (“TCFD”) for climate-related risks and opportunities.

GOVERNANCE

Venture’s sustainability governance structure is set out on page 24.

The Board and Management work together to:

- Develop the Group’s sustainability strategy to manage climate-related risks and opportunities;
- Identify the Group’s material sustainability issues, and associated risks and opportunities;
- Monitor progress against appropriate sustainability goals and targets, taking into consideration the relevance of material sustainability issues and prioritisation of its impact to the business and the nature and magnitude of risks and opportunities, including available financial capabilities for climate-related investment purposes; and
- Monitor climate risks in relation to our Group Enterprise Risk Management (“ERM”) framework.

STRATEGY

In 2022, Venture worked with an external consultant to conduct a climate scenario analysis of selected sites in Singapore and Malaysia. We adopted scenarios developed by the Intergovernmental Panel on Climate Change’s (“IPCC”) Sixth Assessment Report and the Network on Greening the Financial System (“NGFS”). The table below lists the parameters of the climate scenario analysis.

Parameters	
Climate scenarios	4°C and Below 2°C. The scenarios were selected to evaluate both the physical risks of climate change and the transition risks and opportunities associated with a low-carbon economy, ensuring a comprehensive assessment of potential future outcomes.
Time horizons	Short term (To 2025) Medium term (2025 – 2030) Long term (2030 – 2050) The medium-term time horizon aligns with our strategic climate action target. The long-term time horizon aligns with the net-zero by 2050 goal of the Paris Agreement.
Types of climate risks	Physical and transition risks
Scope	Singapore operational sites: Ang Mo Kio, Marsiling and Woodlands Malaysia operational sites: Johor Bahru, Senai and Penang

Climate-Related Risks and Opportunities

Our key risks and opportunities as well as associated potential financial impact are summarised below:

Climate-related risks		
Transition risks	Short-term	Evolving ESG requirements could increase business costs, or affect access to capital.
	Medium-term	Increase in procurement costs due to higher raw materials prices. Increased energy, materials and utilities costs due to rising carbon prices.
Physical risks	Long-term	Higher and more volatile utilities costs due to damaged infrastructure, disrupted supply or rising temperatures.

Climate-related opportunities		
Opportunities	Short-term	Drive innovation in low-emission products and services to attract customers looking to reduce their carbon footprint, and leverage green financing to fund renewable energy infrastructure and advance sustainable solutions.
	Medium-term	Develop a GHG abatement cost curve to identify and prioritise cost-effective emissions reduction strategies, and implement circular economy practices to reduce production costs and mitigate risks from raw materials and component price volatility.

RISK MANAGEMENT

Venture currently reviews climate risks in a separate process using the same principles as the Group ERM framework. Going forward, we aim to integrate climate risks into our Group ERM framework to achieve a more holistic overview.

The scenario analysis conducted in 2022 continues to serve as a foundation for identifying risks and informing our strategic response. Identified risks are prioritised based on their financial impact to our financial position, financial performance and cash flows across different time horizons. We aim to refresh our climate scenario analysis in the next 12 months to ensure resilience against emerging risks and further strengthen our climate risk management approach.

In 2024, we engaged with site teams to evaluate progress on our decarbonisation efforts, and gained insights into operational challenges and opportunities at individual sites. These engagements enabled us to track mitigation efforts, identify areas requiring further attention and support site-level alignment with broader Group-wide goals.

All sites achieved ISO 14001 certification in 2024. This milestone underscores our commitment to minimising environmental impact across our operations, providing a structured approach to managing the environmental aspects of our activities, products, and services.

METRICS AND TARGETS

Venture has consistently tracked GHG emissions and energy consumption data since 2019. With the establishment of Scope 1 and 2 GHG emissions reduction targets in 2023, we are focused on monitoring and progressing against those targets. You may refer to the targets set out on page 28 for more information. We continue to adopt

the recommendations of the TCFD and have completed a gap analysis in 2024 to align with the ISSB-aligned climate-related disclosure requirements. This analysis provided a clear roadmap for the adoption of the IFRS S1 and S2 Sustainability Disclosure Standards in due course in accordance with SGX requirements.

Our Decarbonisation Journey



Solar Panels in Penang site

In 2023, Venture set a SBTi-aligned target for 42% absolute reduction in Scope 1 and Scope 2 GHG emissions by 2030. Over the course of 2024, we have been focused on executing initiatives to achieve reductions in our emissions.

Our decarbonisation journey is driven by the dedication and innovation of our people. Across the organisation, individuals and teams are championing initiatives to drive impactful change.

ADOPTING RENEWABLE SOURCES OF ENERGY

As part of our decarbonisation efforts, we committed to transitioning to renewable energy across our operations. This includes installing solar panels at multiple sites, enabling us to generate clean energy on-site and reduce our reliance on traditional power grids.

Additionally, we implemented the use of Renewable Energy Certificates ("RECs") to offset our energy consumption, ensuring that a significant portion of our electricity is from renewable providers. These steps are integral to reducing our overall carbon emissions and aligning with global sustainability goals.



TAY CHIN YIN
Head, NCIS

"We strive to ensure that the Penang site is running at the most optimal level, including from an energy perspective. We were involved in the evaluation, planning and installation of solar panels on the rooftop of our site. Solar now provides around 20% of our power needs at the plant, resulting in a reduction in overall GHG emissions as well as cost savings from lower electricity consumption."

Our Decarbonisation Journey

FACILITIES AND SITE ENHANCEMENTS

To improve energy efficiency, we upgraded the lighting systems in our facilities, and will progressively replace all conventional bulbs with energy-efficient LED lights. These LED lights use significantly less energy and have a longer lifespan, contributing to both cost savings and reduced environmental impact. We also invested in more energy-efficient air conditioning systems

that require less power to operate, further reducing our carbon footprint. These facility enhancements are just a few of the many ways to make our operations more sustainable. Moving forward, we will consider how to further optimise our facilities through the use of smart building management systems.



Group Facility, Safety & Security Department

Left to right:

Mr Terry Lim, Mr Mohamed Rizwan, Mr Rajkumar Somasundaram, Mr Murugavhinaren Chelliah, Mr Azrin Bin Ahmad, Mr Karthi Sundharamurthi, Ms Lee Ying Ping, Mr Wong Ko Mun, Mr Mohammad Hafiz Al-Hakim

GROUP FACILITY, SAFETY & SECURITY

"The Group Facility, Safety & Security Department is responsible for driving energy efficiency across all sites as we work towards our decarbonisation goals. Our team also manages the Group's RECs procurement, as we look to further our transition to renewable energy and reduce reliance on grid-sourced brown electricity."

OPERATIONAL ENHANCEMENTS

Operational efficiency is a key focus in our decarbonisation journey. We are constantly optimising and re-engineering our production and operational equipment and processes. We replaced older machinery with more energy-efficient models, reducing energy consumption while maintaining

high productivity. These upgrades have minimised GHG emissions and resulted in operational cost savings. By adopting smarter, greener technologies, we are working towards a more sustainable future in every aspect of our operations.



TAN MING SIEW

Director, Total Customer Satisfaction

"As a Total Customer Satisfaction Director, I collaborate closely with our customers to ensure that our operations are optimised for maximum efficiency. I lead the design and execution of *Kaizen* programmes aimed at driving continuous improvement. These include creating energy-efficient and environmentally-friendly processes while consistently reviewing the productivity and performance of our equipment. By supporting our decarbonisation efforts, these initiatives not only help reduce costs but also enable us to deliver greater value to our customers."

Our Decarbonisation Journey



G CHARANJIT SINGH

Manager, Compliance

"I am actively overseeing and ensuring compliance with emissions reduction targets alongside my team. Additionally, we support the implementation of carbon management programmes and collaborate with internal stakeholders to minimise our carbon footprint. One of the projects that I am currently leading is evaluating the installation of solar panels at one of our buildings in Johor Bahru, Malaysia. This initiative aligns with our Group's sustainability objectives by aiming to reduce reliance on fossil fuels."

DATA ANALYSIS & REPORTING:

We developed robust data analysis and reporting systems to track and measure the success of our decarbonisation efforts. Our site representatives collect and analyse data on energy consumption and emissions semi-annually, allowing us to identify areas for further improvement.

By leveraging data-driven insight, we can continuously refine our strategies and report transparently on our progress.



AMTC Department

Left to right:

Mr Imran, Mr Tan Boon Teong, Ms Cynthia Tan,
Mr Wang Jung Pin

ADVANCED MANUFACTURING TECHNOLOGY CENTRE

"In 2022, the AMTC team developed a platform for our operational sites to input environmental data, significantly reducing the reliance on manual data entry in Excel spreadsheets and minimising the risk of human error. We initially piloted the platform at six operational sites, and today it serves all our sites. Throughout its development, we made continuous enhancements to streamline the data collection workflow, automate the integration of collected data and source documents into a centralised database, and create an accessible repository portal. Ultimately, the platform enables accurate, timely collection, retrieval, consolidation and analysis of data across the entire reporting process."

COMMUNITY ENGAGEMENT

Venture is committed to engaging with the local communities in which we operate. We launched educational programmes, workshops, and sustainability initiatives to raise awareness about the importance of decarbonisation and encourage collective action. By collaborating with local stakeholders and sharing knowledge, we aim to inspire others to take meaningful steps toward a low-carbon future. Community engagement is a vital part of our approach, enabling us create a broader impact beyond our operations.

Our Decarbonisation Journey



NORMAH SHAHROM

Senior Manager, Human Resource

"I believe in the importance of establishing community engagement through community outreach programmes. In 2024, we organised employee bonding and knowledge sharing activities such as environment clean-up day, tree planting, and protecting our marine ecosystem through turtle conservation. On a larger scale, we organise talks with government agencies and local universities on sustainability-focused topics."

MOVING FORWARD – OUR MULTI-YEAR ROADMAP

We established a multi-year sustainability roadmap which includes key initiatives aimed at achieving meaningful reductions in our GHG emissions. This roadmap encompasses planned actions, clear milestones, and a robust framework for tracking and monitoring progress.

As part of the roadmap, we initiated data collection efforts on Scope 3 GHG emissions in 2024. This marks

a significant step toward understanding and addressing our broader environmental impact.

In the next 12 months, we will be working to align our climate disclosures with the IFRS S1 and S2 standards, as well as conducting a new climate scenario analysis to dive deeper into understanding our climate-related risks and opportunities.



IRCCS Department

Left to right:

Mr Jordan Choo, Mr Jason Lim, Ms Nadia Tay

INVESTOR RELATIONS, CORPORATE COMMUNICATIONS AND SUSTAINABILITY

"The IRCCS Department oversees the sustainability function at Group level. We develop and implement a multi-year roadmap that ensures regulatory compliance while promoting sustainable practices that creates meaningful impact.

Our team collaborates with all operational sites and corporate functions to drive Venture's sustainability strategy. We also engage with external stakeholders, including customers, suppliers, regulators and rating platforms, to drive efforts that reduce environmental impact and promote accountability and social responsibility across our operations."

Environment

Venture recognises the critical role it plays in the global climate action movement as a leading electronics manufacturer. We seek to minimise our environmental footprint by maximising the efficiency of our manufacturing operations.

In 2024, our Milpitas site achieved ISO 14001 certification. All our sites are now ISO 14001 certified. Using the clear criteria and guidelines that the certification outlines, Venture continues to establish an effective environmental management system framework that supports the tracking of our environmental impact. There were no incidents of significant fines or non-monetary sanctions related to environmental laws and regulations in 2024.

At Venture, we seek to implement our green manufacturing initiatives as identified in our Group-wide Environmental Policy. The policy is kept up to date through regular reviews against the relevant national and international environmental standards. Our green manufacturing initiatives are further elaborated below.

ENERGY AND GHG EMISSIONS

Human-caused GHG emissions are responsible for far reaching climate change impacts. Hence, decarbonisation is of utmost importance to avoid the negative impacts of climate change.

Singapore¹ updated its nationally determined contributions to reduce emissions by 2030 after peaking emissions earlier, and achieving net zero emissions by 2050.

Like Singapore, the United States² has also committed to net zero with a target year of 2050. In Malaysia³ and China⁴, commitments have been made to reach carbon neutrality by 2050 and 2060 respectively. Building on our commitment to align with national and international net zero goals, Venture reaffirms our emissions reduction targets established last year as outlined below.



VENTURE'S SBTi-ALIGNED GHG EMISSIONS REDUCTION TARGETS

42% reduction in Scope 1 and 2 GHG emissions, using a 2022 baseline

BY 2030

BY 2050

Net zero GHG emissions

¹ <https://www.nccs.gov.sg/singapores-climate-action/singapores-climate-targets/overview/>

² <https://climateactiontracker.org/countries/usa/targets/>

³ <https://www.nimp2030.gov.my/index.php/pages/view/82?mid=472>

⁴ <https://climateactiontracker.org/countries/china/targets/>

Environment

It is our responsibility to do our part in a decarbonising world, and we have provided our consolidated GHG inventory against the GHG Protocol. To track our progress towards achieving our emissions reduction targets, Venture continues to improve the comprehensiveness and accuracy of our GHG inventory.

FUEL CONSUMPTION

In litres

	2022	2023	2024
Petrol consumption	9,433	8,886	10,657
Diesel consumption	95,975	87,394	82,368
Liquified Petroleum Gases consumption	-	-	279
Total fuel consumption	105,408	96,280	93,304

ELECTRICITY CONSUMPTION

In megawatt-hour (MWh)

	2022	2023	2024
Brown electricity consumption	135,519	106,227	91,254
Green electricity consumption	4,858	22,524	36,360
Total electricity consumption	140,377	128,751	127,614

ELECTRICITY INTENSITY

In megawatt-hour (MWh) per S\$'million

	2022	2023	2024
Electricity intensity by revenue	37.42	43.92	48.30

The environmental data provided below is based on 11 sites which represent the majority of the Group's revenue. The 2022 data also form the baseline against which we have set our SBTi-aligned Scope 1 and 2 GHG emissions reduction target.

SCOPE 1 GHG EMISSIONS

In tonnes of CO₂ equivalent (tCO₂e)

	2022	2023	2024
Fuel combustion ¹	279	254	267
Fugitive emissions ²	2,616	2,405	1,144
Total Scope 1 GHG emissions	2,894	2,659	1,411

SCOPE 2 GHG EMISSIONS

In tonnes of CO₂ equivalent (tCO₂e)

	2022	2023	2024
Location-based ³	93,162	85,251	83,181
Market-based ⁴	91,538	75,803	70,301

SCOPE 1 AND SCOPE 2 GHG EMISSIONS

In tonnes of CO₂ equivalent (tCO₂e)

	2022	2023	2024
Location-based	96,057	87,910	84,592
Market-based	94,432	78,462	71,712

SCOPE 1 AND 2 GHG EMISSIONS INTENSITY

In tonnes of CO₂ equivalent (tCO₂e) per S\$'million

	2022	2023	2024
GHG emissions intensity by revenue	25.17 ⁵	26.77	27.14

1 Fuel combustion emissions factors were taken from the GHG Protocol's Cross-Sector Emissions Factors, March 2024 version.

2 Calculated using Global Warming Potentials (GWPs) provided by IPCC AR6.

3 Grid emission factors sourced from: Energy Market Authority (Singapore), Malaysia Energy Information Hub (Malaysia), IGES List of Grid Emission Factors (China), and US EPA Emission Factors Hub (United States).

4 Renewable energy certificates used for sites that procured renewable energy for their operations.

5 Due to a change in grid emission factors for Singapore, Peninsular Malaysia, Shanghai and California, 2022's GHG emissions and GHG emissions intensity by revenue has been restated.

Environment

As an electronics manufacturer, we recognise that energy consumption is a key aspect of our operations. Our Scope 2 GHG emissions are significantly higher than our Scope 1 GHG emissions. While we currently depend on grid electricity in our operational regions, we are actively exploring opportunities to transition to renewable energy sources. We have procured green electricity through renewable energy certificates for several of our sites.

We recorded a decrease in the amount of electricity consumed in 2024, from 128,751 MWh in 2023 to 127,614 MWh in 2024. Importantly, we significantly shifted the mix of green electricity of our total electricity consumption to 28% in 2024, up from 17% in 2023. This was through deliberate efforts to switch to solar energy as well as procuring RECs.

Accordingly, Venture recorded a 9% decrease in Scope 1 and Scope 2 market-based GHG emissions from 78,462 tCO₂e in 2023 to 71,712 tCO₂e in 2024.

We recognise that achieving our environmental goals requires the active participation of our employees. In 2024, we launched training programmes to educate employees on

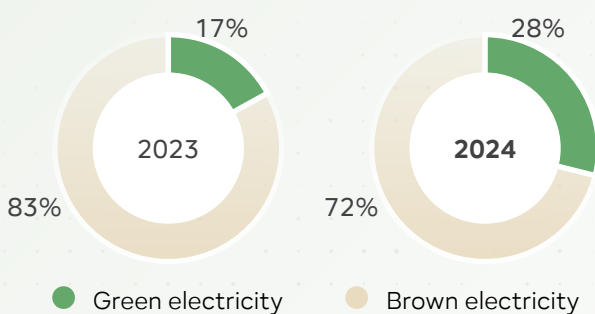
energy conservation and climate action. These programmes focus on empowering employees with the knowledge and tools to contribute to energy-saving initiatives and GHG emissions reduction.

In addition to internal training, we are proud to collaborate with one of our key customers on their sustainability accelerator programme. In 2024, our team dedicated over 30 hours to this initiative, working alongside the customer to develop solutions for reducing environmental impacts across the supply chain.

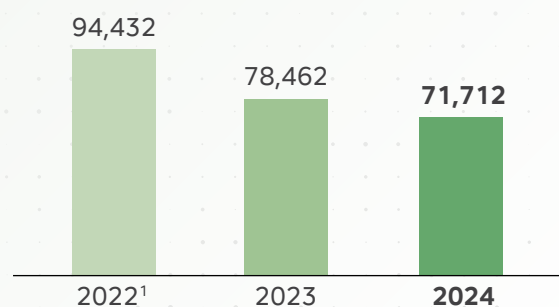
We are also aware of the importance of addressing Scope 3 GHG emissions, which arise from our value chain, including upstream and downstream activities. While Scope 3 GHG emissions are not currently included in our reporting, we are exploring ways to incorporate them into our environmental strategy. This includes assessing methodologies for measuring Scope 3 GHG emissions and engaging with suppliers to better understand their environmental impact. We aim to establish a robust and holistic framework for monitoring, managing and disclosing Scope 3 GHG emissions in the coming years.

SHIFTING TOWARDS GREEN SOURCES

Mix of Electricity Consumption



Reducing our Scope 1 and 2 GHG market-based emissions from 2022 baseline In tonnes of CO₂ equivalent (tCO₂e)



¹ Due to a change in grid emission factors for Singapore, Peninsular Malaysia, Shanghai and California, 2022's GHG emissions and GHG emissions intensity by revenue has been restated.

Environment

WATER

Venture is committed to implementing sustainable water management practices, particularly in regions where water stress is a growing concern.

We closely monitor water usage across all our sites, which are currently supplied by municipal water systems. Our goal is to ensure efficient water consumption and minimise waste through proactive measures and continuous improvement initiatives.

To maintain efficient water use, we conduct regular water consumption reviews and daily inspection of key water systems, including main supply pipes, urinal supplies, and flush systems. These measures enable us to promptly identify and address any leaks or inefficiencies.

We have implemented several water-saving measures across our facilities, such as installing auto-taps and reduced-diameter flexible hoses with pressurised nozzles in restrooms. Additionally, we are transitioning some of our central air conditioning systems from water-cooled to air-cooled units, significantly reducing water consumption.

We regularly remind employees to use water responsibly and display water conservation posters throughout our premises. A dedicated hotline is also available for employees to report any detected leaks or water-related issues.

In alignment with the Responsible Business Alliance (RBA) and ISO 14001 standards, our Ang Mo Kio, Johor Bahru and Penang sites have established annual water reduction targets. We also adhere to stringent discharge limits for substances such as heavy metals, suspended solids, and pH levels, based on both internal standards and local regulations. For example, our Malaysian sites comply with the Environmental Quality (Industrial Effluent) Regulations 2009.

Through these initiatives, we aim to reduce our water footprint, contribute to the sustainability of local water resources, and support global water conservation efforts.

WATER WITHDRAWAL IN 2024

In mega litres (mL)

Total water withdrawal	657
Water withdrawal intensity by revenue (mL/S\$'million)	0.25

WASTE

Responsible waste management is a key component of Venture's sustainability strategy.

While we have limited influence over waste generation at the consumer level — since our products are sold through partners — we prioritise resource efficiency across our manufacturing processes and product design. By integrating lifecycle thinking into our operations, we ensure that our products are durable, high-quality, and designed with sustainability in mind.

In product development, we prioritise raw materials and components with lower environmental footprints, selecting materials that require less water and energy while reducing toxicity. We are actively exploring ways to increase the

proportion of renewable and recyclable materials in our products, supporting downstream waste reduction and recycling efforts.

To comply with waste management regulations across all operational locations, we collaborate with licensed third-party contractors for waste collection, recycling, and disposal. We strive to divert waste from landfills by directing it to appropriate recycling and disposal facilities. To enhance transparency and accountability, we work closely with our contractors to gather and analyse waste treatment data, enabling us to identify further opportunities for improvement and strengthen our waste management practices.

Environment

WASTE GENERATED IN 2024

In tonnes

Hazardous waste	443
Non-hazardous waste	4,011
Total waste generated	4,454

HAZARDOUS WASTE MANAGEMENT IN 2024

In tonnes

Diverted from disposal	Recycled	47
	Preparation for reuse	255
	Other recovery operations	2
Directed to disposal	Incineration (with energy recovery)	28
	Incineration (without energy recovery)	36
	Landfill	12
	Disposed by other operations	64

NON-HAZARDOUS WASTE MANAGEMENT IN 2024

In tonnes

Diverted from disposal	Recycled	0
	Preparation for reuse	1,544
	Other recovery operations	0
Directed to disposal	Incineration (with energy recovery)	425
	Incineration (without energy recovery)	65
	Landfill	1,967
	Disposed by other operations	10

HAZARDOUS WASTE

We recognize the critical importance of responsibly managing hazardous waste to prevent environmental harm.

Some of our operations generate hazardous waste, including waste solvents, contaminated rags, batteries, and electronic waste such as PCs, monitors, laptops, and scrapped printed circuit board assemblies. To mitigate risks, we adhere to the Restriction of Hazardous Substances ("RoHS") directive across all operational sites, ensuring that only RoHS-compliant materials are used. This commitment helps reduce harmful substances in our products and processes.

We engage licensed waste collectors to ensure the safe and compliant disposal of hazardous waste. Hazardous waste is securely stored in secondary containers to prevent spills and contamination. Additionally, we actively seek alternatives to hazardous materials, such as lead-free solder, wherever feasible.

NON-HAZARDOUS WASTE

Non-hazardous waste, including paper, plastic, food, and general waste, is an inevitable byproduct of our operations. To manage this responsibly, we collaborate with licensed waste contractors, both public and private, to ensure proper collection, recycling, and disposal.

We monitor the total volume of non-hazardous waste generated across our operational sites by working closely with our waste contractors. This allows us to track waste streams, identify opportunities for waste reduction, and improve recycling rates. By prioritising waste segregation and recycling initiatives, we aim to minimise the amount of non-hazardous waste sent to landfills and contribute to a more circular economy.

Social

TALENT ATTRACTION, RETENTION AND DEVELOPMENT

Venture prioritises the well-being of its employees and supports a positive workplace environment that allows every employee to achieve their best at work.

Venture provides competitive compensation packages, including medical coverage and parental leave. We regularly evaluate our employment packages and enhance our employee benefits to remain competitive. In 2024, we formalised the flexible work arrangement framework in Singapore.

We treat all our employees equally and with respect. This is reflected in our Code of Conduct, which stipulates that any form of discrimination is strictly not tolerated. We are pleased to report that there are zero cases of discrimination reported in 2024.

CAREER DEVELOPMENT

It is our goal to inculcate a strong learning culture among our people and enable their growth trajectory. All employees undergo mandatory training sessions. These training sessions include New Hires' Orientation and briefings on data protection regulations Environmental Health and Safety, and Venture's Code of Conduct as aligned to the RBA Code of Conduct. Separately, each site has its respective training sessions that support employees in the development of critical skills required for the business activities that the site engages in.

Our Learning Management System ("LMS") offers employees access to online learning materials at their convenience. The LMS offers a wide range of learning materials, from customer training processes to compliance and recertification. We have received positive feedback from our employees regarding the LMS, mainly regarding its flexibility and ease of access.

Some of the training that were conducted in 2024 through the LMS include:

- Venture Code of Conduct
- Anti-bribery and anti-corruption
- Gifts & Business Entertainment Policy
- Protection of personal data
- Responsible Business Alliance
- Guidance on employee appraisals

In 2024, we ramped up the certification and re-certification training programmes for our direct labour and non-exempt employees. These programmes provide training and certification on knowledge and skillsets to improve their performance. These efforts resulted in an average of 89.6 training hours per employee, marking a 150% increase compared to 35.8 hours in 2023. Such training initiatives empowered our employees to expand their expertise, while ensuring that our workforce remains adaptable and future-ready.

AVERAGE HOURS OF TRAINING IN 2024 PER EMPLOYEE

By gender

	Male	Female
Average no. of training hours ¹	77.2	99.4

EMPLOYEES WHO RECEIVED A REGULAR PERFORMANCE REVIEW IN 2024

By gender

	Male	Female
Percentage of employees	99.6%	99.3%

By employee category

	Managers and above	Executives and above	Direct labour & non-exempt
Percentage of employees	99.5%	98.9%	99.5%

¹ Denominator: Total number of employees in their respective gender categories.

Social

OVERVIEW OF EMPLOYEE PROFILE

Venture employs over 10,000¹ employees and the majority of them are covered under the scope of this report.

NUMBER OF EMPLOYEES BY EMPLOYMENT CONTRACT IN 2024

By gender

	Male	Female
Permanent employees	4,134	5,344
Temporary employees	249	265
Total	4,383	5,609

By region

	Singapore	Malaysia	China	United States
Permanent employees	2,196	7,087	26	169
Temporary employees	31	14	469	0
Total	2,227	7,101	495	169

NUMBER OF EMPLOYEES BY EMPLOYMENT TYPE IN 2024

By gender

	Male	Female
Full-time employees	4,379	5,608
Part-time employees	4	1
Total	4,383	5,609

By region

	Singapore	Malaysia	China	United States
Full-time employees	2,223	7,100	495	169
Part-time employees	4	1	0	0
Total	2,227	7,101	495	169

¹ This has been compiled using the head count method. Workers who are not employees of Venture include third-party contracted cleaning staff, third-party contractors and security staff. The number of workers who are not employees of Venture is not disclosed due to confidentiality reasons.

² There are no non-guaranteed hours employees in 2024.

Social

NUMBER AND RATE OF NEW EMPLOYEE HIRES IN 2024

By age group

	Less than 30 years	30 – 50 years	More than 50 years
Number of new employee hires	1,969	754	42
Rate of new employee hires ¹	19.7%	7.5%	0.4%

By gender

	Male	Female
Number of new employee hires	1,243	1,522
Rate of new employee hires ¹	12.4%	15.2%

By region

	Singapore	Malaysia	China	United States
Number of new employee hires	316	2,363	61	25
Rate of new employee hires ¹	3.2%	23.6%	0.6%	0.3%

PARENTAL LEAVE IN 2024

By Gender

	Male	Female
Entitled to parental leave	1,953	1,893
Took parental leave	84	117
Returned to work after parental leave	84	112
Still employed 12 months after parental leave	77	112
Return to work rate	100%	96%
Retention rate	92%	96%

¹ Denominator: Total number of employees covered under the scope of this report.

Social

DIVERSITY AND INCLUSION

NUMBER OF EMPLOYEES BY EMPLOYEE CATEGORY IN 2024

By gender

	Male	Female
Manager and above	389	159
Executive and above	907	1,035
Direct labour and non-exempt	3,087	4,415
Total	4,383	5,609

By age group

	Less than 30 years	30 – 50 years	More than 50 years
Manager and above	1	311	236
Executive and above	351	1,239	352
Direct labour and non-exempt	3,768	3,048	686
Total	4,120	4,598	1,274

NUMBER OF BOARD MEMBERS IN 2024

By gender

	Male	Female
Board members	4	3

By age group

	Less than 30 years	30 – 50 years	More than 50 years
Board members	0	0	7

Social

OCCUPATIONAL HEALTH AND SAFETY

Certain employees and workers are exposed to occupational health and safety ("OHS") risks inherent to our industry.

To safeguard our employees across all sites, Venture has implemented OHS management processes that comply with local regulatory requirements such as Malaysia's Occupational Safety and Health Act 1994, and is aligned to internationally recognised management systems such as the OHSAS 18001 and ISO 45001. Our OHS policies are reflected in our Group-wide Health and Safety Policy, Code of Conduct, and Employee Handbook. We also implement site-specific OHS policies that 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.

Each site has its respective Workplace Safety and Health ("WSH") Committee which oversees the management of OHS and implementation of policies. Employees are represented on such committees. Health and safety officers are appointed at each site to support their WSH committee in the implementation of OHS policies. This includes developing annual plans, and setting and monitoring performance indicators. Audits and reviews such as risk assessments and hazard identification are conducted regularly, and their results are documented.

Venture employs certain workers who are not our employees. We seek to protect our on-site contractors and third-party suppliers by including them in some of our health and safety-related policies. For example, workers and suppliers are covered by the Ang Mo Kio site's Contractor Management Procedures, which stipulates that contractors, suppliers, and vendors adhere to strict OHS standards.

Our production machinery and equipment are frequently assessed for safety hazards. If there are potential safety hazards identified, maintenance is promptly conducted to eliminate the risk of injury to our employees. Employees are reminded to use personal protective gear to prevent occupational hazards.

Particularly for sites with employees who are exposed to health hazards, they have robust occupational health services in place for employees to have access to regular health tests and screenings. For example, audiometric testing and noise risk assessment are available at our Johor Bahru site for employees exposed to loud noises. Our Penang site has occupational health doctors that conduct occupational health programmes such as medical surveillance and audiometric testing. All workplace health related records are kept under strict confidentiality.

Regardless of severity, all OHS incidents must be documented and followed by an investigation. Depending on the results of the investigation, the manager or supervisor will decide on the best management approach. All reportable incidents are filed with the relevant authorities. Employees may also remove themselves from the task at hand if they feel unsafe while performing any operations and report the unsafe condition to their supervisor.



**NO SIGNIFICANT INCIDENTS OF
NON-COMPLIANCE WITH ANY RELEVANT
HEALTH AND SAFETY LAWS AND REGULATIONS**

Social

To strengthen our safety management practices, OHS training is conducted at all sites. These training programmes include briefings on hazard identification and incident notification processes. Additionally, we regularly conduct fire drills to prepare our employees for fire incidents.

In November 2024, we launched our Environment, Health and Safety (“EHS”) campaign which focuses on a different EHS topic each month. We kickstarted the campaign on the topic of prevention of trips, slips and falls and wrapped the year educating our employees on how to handle hazardous substances and chemicals. The primary purpose of our EHS campaign is to increase safety awareness and practices so as to promote a safer workplace for everyone.

In 2024, there were no significant incidents of non-compliance with any relevant health and safety laws and regulations in all our sites.



ZERO FATALITIES AND HIGH-CONSEQUENCE WORK-RELATED INJURIES IN 2024

WORK-RELATED INJURIES AND ILL-HEALTH IN 2024

	Employees	Contractors
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	26	0
Rate of recordable work-related injuries ⁵	1.27	0
No. of fatalities as a result of work-related ill health ⁶	0	0
No. of recordable work-related ill-health ⁶	9	0

There were 26 work-related accidents in 2024 and we recorded a rate of recordable work-related injuries of 1.27 across the reported sites. Most of the injuries were minor and we are taking active steps to prevent recurrence and reduce the rate of injuries. There were zero fatalities and high-consequence work-related injuries in 2024.

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.

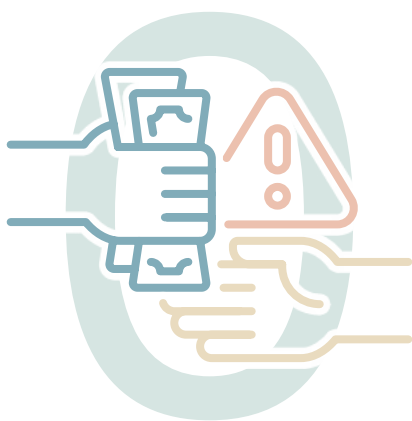
For more details on the Group's governance practices, please refer to the Corporate Governance Report starting from page 61 of the Annual Report.

COMPLIANCE

Venture is committed to maintaining the highest standards of compliance and integrity. We have established a robust corporate governance framework to uphold best practices and prohibit any form of illegal or unethical conduct.

These policies are regularly communicated to the Board of Directors employees, and business partners to ensure a shared understanding of their role in preventing unethical or illegal behaviour.

We are pleased to report that there were zero confirmed incidents of corruption in 2024.



ZERO CONFIRMED INCIDENTS OF CORRUPTION IN 2024

A summary of our policies is set out below. These policies are also publicly available on our website at <https://www.venture.com.sg/social-and-governance/>.

CODE OF CONDUCT

The Code of Conduct forms the foundation of the Company's policies and procedures on key topics such as sound employment practices, personal data privacy, ethical business conduct and whistleblowing. It is anchored by the Company's five core values. Mandatory training sessions on the Code of Conduct were conducted in 2024 for employees. These training sessions covered key principles of ethical conduct, detailed scenarios to illustrate appropriate behaviour and practical guidance on addressing workplace challenges.

ANTI-BRIBERY AND CORRUPTION POLICY

The Anti-Bribery and Corruption Policy outlines zero tolerance to any form of inducement, bribery, and corruption. The giving and receiving of gifts are highly discouraged, and gifts to public officials are strictly prohibited. Business entertainment should only be provided in group settings and should never be lavish. Gifts and business entertainment must never be received or given as a bribe.

To reinforce accountability, all employees are required to complete an annual Self-Declaration on Conflicts of Interest.

In 2024, we ran an online anti-bribery and anti-corruption training for all executives and above through the LMS, with a completion rate of close to 95%. We also incorporated anti-bribery and anti-corruption training into our new employee orientation materials. Moving forward, we will continue to do refreshers and update the training on a regular basis.

There were no reported instances of corruption or bribery, and no public legal cases regarding corruption or bribery were raised against Venture and its subsidiaries in 2024. No contractual relationships with business partners or suppliers were severed due to corruption or bribery breaches.

Governance

WHISTLE-BLOWING

The Whistle-Blowing Policy provides a framework to promote responsible and secure whistle-blowing. It enables whistle-blowers acting in good faith to raise concerns about activities that violate Venture's policies, or suspected criminal or other improper or illegal activities, and ensures that appropriate investigations and actions ensue. Whistle-blowers are safeguarded against reprisal, and the identities of whistle-blowers who have elected to remain anonymous will be protected to the extent permitted by law. Investigations are conducted independently and without prejudice or bias.

At the Board level, the Audit & Risk Committee assumes responsibility for overseeing and monitoring whistle-blowing. In 2024, there were two whistle-blowing incidents, both of which were reviewed by the Audit & Risk Committee and reported to the Board. Remedial actions were promptly taken, and the matters have been resolved.

PROTECTION OF CONFIDENTIAL INFORMATION

As a global provider of technology services, products and solutions, safeguarding confidential information is paramount to Venture. This is especially so as cybersecurity threats grow more prolific. Venture respects the privacy of personal data disclosed to us and is committed to protecting all personal data in accordance with applicable laws. We comply with pertinent data protection laws and standards, including the Personal Data Protection Act 2012 and RBA's Code of Conduct – Ethics (Intellectual Property).

All sites follow policies and standard operating procedures which prescribe steps for the secure receipt, handling, and storage of confidential information. In 2024, we maintained zero substantiated customer complaints on privacy breaches, leaks, or data losses.

Venture also has a Personal Data Protection Policy that outlines the practices around the collection, use, and disclosure of personal information. As a rule of thumb, Venture does not collect, use, or disclose any personal data without the prior knowledge of, or consent from, data owners. Any data collected, used, or disclosed is for the sole purpose of Venture's business functions and activities.

In 2024, we conducted an online personal data protection training module through the LMS for the Group with specific guidelines for departments that most frequently process personal data.

We ensure the privacy of personal data by storing them securely, including the usage of computer storage facilities. Any unauthorised access to personal data is prevented by our physical, technical, administrative, and procedural security arrangements. Venture requires vendors or organisations who handle personal data on our behalf to adhere to strict confidentiality rules and comply with applicable laws.

Governance

CYBERSECURITY

Venture has a robust cybersecurity framework, aligned to the National Institute of Standards and Technology ("NIST") Cybersecurity Framework and ISO 27001.

Guided by the NIST framework, we identify and protect information assets, detect anomalies through continuous monitoring, respond swiftly to incidents, and ensure a rapid recovery process.

In addition, our cybersecurity practices go through a rigorous ISO 27001 certification, the global standard for Information Security Management Systems ("ISMS"). We conduct comprehensive risk assessments, implement effective risk treatment plans, and develop policies consistent with ISO guidelines. Continuous improvement is embedded in our approach, with regular audits to enhance cybersecurity controls. Vulnerability Assessment and Penetration Testing ("VAPT") is also conducted annually Group-wide, proactively enhancing our cybersecurity posture and safeguarding our systems and data.

Together, the NIST and ISO 27001 frameworks enable us to meet international standards while assuring stakeholders of our dedication to data confidentiality in a rapidly evolving digital landscape.

Additionally, we introduced a Privileged Access Management ("PAM") system to mitigate risks associated with data breaches and ransomware. By securing privileged accounts and ensuring access is restricted to only authorised personnel, PAM strengthens confidential data protection through

comprehensive access policies and real-time monitoring. Concurrently, we rolled out our Security Incident & Events Management ("SIEM") initiative Group-wide, up from five sites in 2023. We are now able to consolidate data, offer real-time threat detection, and improve incident response for all our sites.

To further enhance our cybersecurity framework, we implemented a 24x7 Managed Detection & Response ("MDR") service with a leading security services provider. This service combines advanced threat detection with continuous monitoring and rapid incident response. This achieves better protection of confidential data, immediate detection and containment of potential breaches, and strengthened intellectual property security.

In 2024, we conducted an ISO27001:2022 ISMS surveillance audit at our Ang Mo Kio site and we are pleased to announce that we recorded zero cases of non-compliance. To further enhance employee cybersecurity awareness and knowledge, we continued with phishing simulation exercises and cybersecurity-related trainings throughout the year.

These comprehensive measures aim to empower employees with the skills and knowledge needed to recognise potential cyber threats, adopt secure practices, and contribute to the overall cybersecurity resilience of the organisation. By regularly reinforcing these efforts, we strive to create a vigilant and informed workforce capable of effectively safeguarding sensitive information and proactively mitigating cyber risks.



Governance

SUPPLY CHAIN MANAGEMENT

RESPONSIBLE BUSINESS ALLIANCE

In December 2023, Venture became an affiliate member of the RBA, a global non-profit established to promote ethical and sustainable supply chains. As an affiliate member, we are committed to progressively align our operations with the RBA Code of Conduct, ensuring safe working conditions, ethical business practices, and respect for human rights and the environment.

Beyond our own operations, we actively encourage and support our suppliers in adopting responsible business practices. Wherever feasible, Venture integrates RBA's approach and tools into our sustainability initiatives, reinforcing our commitment to industry-wide best practices and shared responsibility.

Venture has completed RBA audits for our Ang Mo Kio, Johor Bahru, Penang and Taman Gambira sites over the last two years, demonstrating our dedication to continuous improvement and accountability. Notably, our Ang Mo Kio site achieved a perfect score in its last audit in 2023, reflecting our high standards in ethical and sustainable business practices.

COMMITMENT TO ETHICAL AND SUSTAINABLE SUPPLY CHAINS

At Venture, we are committed to ensuring that our products and services are produced with respect for fundamental human rights, environmental sustainability, and ethical business practices. We uphold every employee right to a safe and fair workplace while maintaining world-class standards of integrity across our global supply chain.

Our Supplier Code of Conduct sets clear expectations for all suppliers in labour practices, health and safety, environmental stewardship, and ethical business conduct. These standards align with the RBA Code of Conduct. Where differences exist between our Supplier Code of Conduct, the RBA Code of Conduct and local laws, the strictest standard applies.

Venture requires full compliance with the Supplier Code of Conduct from all suppliers, including their subsidiaries, affiliates, subcontractors, and sub-tier suppliers. By engaging with Venture, suppliers agree to comply with our Code of Conduct in both letter and spirit.

PROMOTING FAIR LABOUR AND ENVIRONMENTAL PRACTICES

With a global network of over 5,000 suppliers, fair labour practices are essential to maintaining a responsible and resilient supply chain. We mandate that our suppliers source components without infringing on human rights or harming the environment, while fostering safe, fair, and inclusive workplaces. This includes non-discrimination policies, harassment-free work environments, and respect for employees' rights to freedom of association.

ENGAGEMENT AND ACCOUNTABILITY

Venture actively engages with suppliers to share updates on our latest environmental initiatives and sustainability goals. Routine audits assess adherence to ethical, social, and environmental standards, while environmental factors are integrated into supplier selection alongside quality, reliability, and regulatory compliance.

To reinforce compliance, we periodically request written certifications from suppliers and conduct audits where necessary. Non-compliance may impact a supplier's business relationship with Venture, up to and including termination.

HUMAN RIGHTS

Venture is committed to aligning our operations with the International Labour Organisation Declaration of Fundamental Principles and Rights at Work. These principles include:

- Freedom of association and the right to collective bargaining
- Elimination of all forms of forced or compulsory labour
- Abolition of child labour
- Elimination of workplace discrimination
- Provision of a safe and healthy working environment

Governance

As outlined in our Code of Conduct, we have zero tolerance for any form of abuse. We uphold policies ensuring freedom of employment, minimum age requirements, reasonable working hours, fair wages, and employee benefits, all in compliance with local legislation. Venture employees are free to join trade unions or advocacy groups for employee rights without fear of retaliation. We continuously review and enhance workplace safety practices to ensure strict compliance with applicable standards, codes, regulations, and laws in every country where we operate.

To strengthen our due diligence, we screen for the existence of human rights and business ethics policies as part of our preliminary supplier evaluations, ensuring alignment with our ethical and sustainability standards. We also conduct audits on our suppliers to check for the presence of child labour.

Our recent supplier survey completed in 2024 assessed risks of child or forced labour. Results confirmed that all surveyed suppliers either prohibit these practices or comply with equivalent national policies.

RESPONSIBLE MATERIALS SOURCING

At Venture, we are committed to sourcing responsibly by ensuring that materials originate from conflict-free regions while upholding integrity in procurement.

Our Responsible Minerals Policy supports global efforts for transparent and ethical sourcing, in accordance with the Dodd-Frank Wall Street Reform and Consumer Protection Act ("Dodd-Frank Act¹") and the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas ("OECD DDG").

As part of this policy, we do not source specified metals from conflict regions controlled by non-government military groups or unlawful factions, nor from sites linked to concerns highlighted in Annex II of the OECD DDG, such as:

- Human rights abuses
- Armed conflict and financing of armed groups
- Corruption, bribery, and money laundering
- Illegal control of mining sites by security forces

To ensure compliance with RBA standards on responsible minerals sourcing and OECD DDG Annex II requirements, all suppliers are required to:

- Adopt a policy ensuring that tantalum, tin, tungsten, and gold ("3TG") used in their products are conflict-free.
- Establish due diligence frameworks to comply with responsible sourcing practices for minerals from Conflict-Affected and High-Risk Areas.
- Cross-check smelters against the RBA's Conflict-Free Smelter list, ensuring that only verified, ethical sources are used.

Going beyond regulatory requirements, Venture has expanded our mineral management scope to include cobalt, due to concerns over child labour and unsafe mining conditions. We continue to engage with suppliers to strengthen ethical sourcing capabilities and support alternative sourcing where necessary.

We are pleased to report that in 2024, no non-compliance incidents were identified under our Responsible Minerals Policy, and no supplier contracts were terminated due to the presence of conflict minerals in their supply chain.

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

Governance

COMPLIANCE WITH EXPORT CONTROL LAWS

Venture's Export Control Compliance Programme provides a robust framework of operational controls to ensure that all internal and external transactions comply with applicable export control laws and regulations. These include:

- U.S. Export Administration Regulations
- International Traffic in Arms Regulations
- Singapore Strategic Goods (Control) Act
- Malaysia Strategic Trade Act

To uphold compliance across our operations, Venture actively communicates regulatory developments to our partners to increase awareness, ensure our global sourcing and local procurement teams accurately track export control status of externally acquired materials and components and maintain up-to-date records in our systems for seamless regulatory compliance.

SUPPLIER SURVEY

In 2023, Venture piloted a supplier sustainability survey, engaging nearly 80 of our top suppliers by annual spend. The survey assessed adherence to labour laws including risks of child or forced labour, environmental goal-setting, and accreditation received from standard-setting organisations such as RBA and ISO.

In 2024, we expanded the survey to around 370 suppliers.

- 100% of respondents acknowledged that they are able to conform to Venture's Supplier Code of Conduct; and
- 100% of respondents acknowledged that they are able to conform to Venture's Responsible Minerals Policy and Anti-Bribery and Anti-Corruption Policy.

We remain committed to enhancing sustainability and accountability across our supply chain.

GRI Content Index

Statement of use	Venture Corporation Limited has reported in accordance with the GRI Standards for the period from 1 January 2024 to 31 December 2024	
GRI 1 used	GRI 1: Foundation 2021	
Applicable GRI Sector Standard(s)	None	
GRI Standard	Disclosure Number and Title	Page Number and Reasons for Omissions, if applicable
The Organisation and its reporting practices		
GRI 2: General Disclosures 2021	2-1 Organisational details	Corporate Profile, page 1, Annual Report 2024 List of Properties, pages 165 to 166, Annual Report 2024 International Network, pages 167 to 169, Annual Report 2024
	2-2 Entities included in the organisation's sustainability reporting	About This Report, page 1, Sustainability Report 2024
	2-3 Reporting period, frequency and contact point	About This Report, page 1, Sustainability Report 2024
	2-4 Restatements of information	Environment, pages 16 to 17, Sustainability Report 2024
	2-5 External assurance	About This Report, page 1, Sustainability Report 2024
Activities and workers		
GRI 2: General Disclosures 2021	2-6 Activities, value chain and other business relationships	Corporate Profile, page 1, Annual Report 2024 Impactful Value Creation for our Partners, pages 2 to 6 Annual Report 2024
Governance		
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	Our Commitment to Sustainability > Sustainability Governance Structure, page 4, Sustainability Report 2024 Board of Directors, pages 12 to 17, Annual Report 2024 Corporate Governance Report > Principle 1 – The Board's Conduct of Affairs, pages 61 to 64, Annual Report 2024 Corporate Governance Report > Board Committees, page 62, Annual Report 2024 Corporate Governance Report > Principle 2 – Board Composition and Guidance, pages 64 to 66, Annual Report 2024 Corporate Governance Report > Board Diversity, page 66, Annual Report 2024 Corporate Governance Report > Principle 3 – Chairman and Chief Executive Officer, pages 66 to 67, Annual Report 2024 Key Management Executives, page 18, Annual Report 2024

GRI Content Index

GRI Standard	Disclosure Number and Title	Page Number and Reasons for Omissions, if applicable
	2-10 Nomination and selection of the highest governance body	Corporate Governance Report > Principle 4 – Board Membership, pages 67 to 68, Annual Report 2024
	2-11 Chair of the highest governance body	Corporate Governance Report > Principle 3 – Chairman and Chief Executive Officer, pages 66 to 67, Annual Report 2024 Board of Directors, pages 12 to 17, Annual Report 2024
	2-12 Role of the highest governance body in overseeing the management of impacts	Our Commitment to Sustainability > Sustainability Governance Structure, page 4, Sustainability Report 2024
	2-13 Delegation of responsibility for managing impacts	Our Commitment to Sustainability > Sustainability Governance Structure, page 4, Sustainability Report 2024
	2-14 Role of the highest governance body in sustainability reporting	Our Commitment to Sustainability > Sustainability Governance Structure, page 4, Sustainability Report 2024
	2-15 Conflicts of interest	Corporate Governance Report > Principle 1 – The Board's Conduct of Affairs, page 62, Annual Report 2024
	2-16 Communications of critical concerns	Corporate Governance Report > Principle 1 – The Board's Conduct of Affairs, pages 61 to 63, Annual Report 2024 Governance > Compliance, pages 26 to 27, Sustainability Report 2024 Whistle-Blowing Policy on Venture's Social & Governance website at https://www.venture.com.sg/social-and-governance/
	2-17 Collective knowledge of the highest governance body	Our Commitment > Sustainability Governance Structure, page 4, Sustainability Report 2024
	2-18 Evaluation of the performance of the highest governance body	Corporate Governance Report > Principle 5 – Board Performance, page 69, Annual Report 2024
	2-19 Remuneration policies	Corporate Governance Report > Principle 7 – Level and Mix of Remuneration and Principle 8 – Disclosure on Remuneration, pages 70 to 77, Annual Report 2024
	2-20 Process to determine remuneration	Corporate Governance Report > Principle 6 – Procedures for Developing Remuneration Policies, page 70, Annual Report 2024
	2-21 Annual total compensation ratio	Due to confidentiality constraints, Venture is unable to disclose this information.

GRI Content Index

GRI Standard	Disclosure Number and Title	Page Number and Reasons for Omissions, if applicable
Strategy, policies and practices		
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	Letter from the Board, page 2, Sustainability Report 2024
	2-23 Policy commitments	Governance > Compliance, pages 26 to 27, Sustainability Report 2024 Governance > Supply Chain Management, pages 29 to 31, Sustainability Report 2024 Supplier Code of Conduct on Venture's Social & Governance website at https://www.venture.com.sg/social-and-governance/
	2-24 Embedding policy commitments	Governance > Compliance, pages 26 to 27, Sustainability Report 2024 Governance > Supply Chain Management, pages 29 to 31, Sustainability Report 2024 Supplier Code of Conduct on Venture's Social & Governance website at https://www.venture.com.sg/social-and-governance/
	2-25 Processes to remediate negative impacts	Venture maintains multiple avenues for stakeholders to raise grievances, including our whistleblowing programme and grievance handling policies at our key sites.
	2-26 Mechanisms for seeking advice and raising concerns	Governance > Compliance, pages 26 to 27, Sustainability Report 2024
	2-28 Membership associations	Our Commitment to Sustainability > Membership Association, page 26, Sustainability Report 2024
Stakeholder Engagement		
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	Our Commitment to Sustainability > Stakeholder Engagement, page 5, Sustainability Report 2024
	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, pages 6 to 7, Sustainability Report
	3-2 List of material topics	Our Commitment to Sustainability > Materiality, pages 6 to 7, Sustainability Report

GRI Content Index

GRI Standard	Disclosure Number and Title	Page Number and Reasons for Omissions, if applicable
Topic Specific Disclosures		
Category: Environment		
<i>Energy & GHG emissions</i>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Environment > Energy and GHG Emissions, pages 15 to 17, Sustainability Report 2024 Our Commitment to Sustainability > Targets, page 8, Sustainability Report 2024 Our Commitment to Sustainability > Stakeholder Engagement, page 5, Sustainability Report 2024
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	Environment >Energy and GHG Emissions, page 16, Sustainability Report 2024
	302-3 Energy intensity	Environment >Energy and GHG Emissions, page 16, Sustainability Report 2024
	302-4 Reduction of energy consumption	Environment >Energy and GHG Emissions, page 16, Sustainability Report 2024
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Environment >Energy and GHG Emissions, page 16, Sustainability Report 2024
	305-2 Energy indirect (Scope 2) GHG emissions	Environment >Energy and GHG Emissions, page 16, Sustainability Report 2024
	305-4 GHG emissions intensity	Environment >Energy and GHG Emissions, page 16, Sustainability Report 2024
	305-5 Reduction of GHG emissions	Environment >Energy and GHG Emissions, page 17, Sustainability Report 2024
<i>Water</i>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Environment >Water, page 18, Sustainability Report 2024 Our Commitment to Sustainability > Targets, page 8, Sustainability Report 2024 Our Commitment to Sustainability > Stakeholder Engagement, page 5, Sustainability Report 2024
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Environment >Water, page 18, Sustainability Report 2024
	303-2 Management of water discharge-related impacts	Environment >Water, page 18, Sustainability Report 2024
	303-3 Water withdrawal	Environment >Water, page 18, Sustainability Report 2024

GRI Content Index

GRI Standard	Disclosure Number and Title	Page Number and Reasons for Omissions, if applicable
<i>Waste</i>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Environment > Waste, pages 18 to 19, Sustainability Report 2024 Our Commitment to Sustainability > Targets, page 8, Sustainability Report 2024 Our Commitment to Sustainability > Stakeholder Engagement, page 5, Sustainability Report 2024
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Environment > Waste, pages 18 to 19, Sustainability Report 2024
	306-2 Management of significant waste related impacts	Environment > Waste, pages 18 to 19, Sustainability Report 2024
	306-3 Waste generated	Environment > Waste, page 19, Sustainability Report 2024
	306-4 Waste diverted from disposal	Environment > Waste, page 19, Sustainability Report 2024
	306-5 Waste directed to disposal	Environment > Waste, page 19, Sustainability Report 2024
Category: Governance		
<i>Economic Performance</i>		
GRI 3: Material Topics 2021	3-3 Management of material topics	About this Report > Corporate Profile, page 1, Sustainability Report 2024 Our Commitment to Sustainability > Targets, page 8, Sustainability Report 2024 Our Commitment to Sustainability > Stakeholder Engagement, page 5, Sustainability Report 2024
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Message to Shareholders, pages 8 to 11, Annual Report 2024 Five-Year Financial Highlights, page 19, Annual Report 2024 Consolidated Statement of Profit or Loss and Other Comprehensive Income, page 99, Annual Report 2024 Notes to Financial Statements> Profit for the Year, page 157, Annual Report 2024
	201-2 Financial implications and other risks and opportunities due to climate change	Climate-Related Risks and Opportunities > Strategy, pages 9 to 10, Sustainability Report 2024

GRI Content Index

GRI Standard	Disclosure Number and Title	Page Number and Reasons for Omissions, if applicable
<i>Responsible Business Conduct</i>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Governance > Compliance, pages 26 to 27, Sustainability Report 2024 Our Commitment to Sustainability > Targets, page 8, Sustainability Report 2024 Our Commitment to Sustainability > Stakeholder Engagement, page 5, Sustainability Report 2024
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Governance > Compliance, page 26, Sustainability Report 2024
	205-3 Confirmed incidents of corruption and actions taken	Governance > Compliance, page 26, Sustainability Report 2024
<i>Protection of Confidential Information</i>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Governance > Compliance, page 27, Sustainability Report 2024 Our Commitment to Sustainability > Targets, page 8, Sustainability Report 2024 Our Commitment to Sustainability > Stakeholder Engagement, page 5, Sustainability Report 2024
GRI 418: Customer Privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Governance > Compliance, page 27, Sustainability Report 2024
<i>Compliance with other laws and regulations</i>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Commitment to Sustainability > Targets, page 8, Sustainability Report 2024 Our Commitment to Sustainability > Stakeholder Engagement, page 5, Sustainability Report 2024
GRI 2: General Disclosures 2021	2-27 Compliance with laws and regulations	Environment, page 15, Sustainability Report 2024 Social > Occupational Health and Safety, pages 24 to 25, Sustainability Report 2024 Governance > Supply Chain Management, page 31, Sustainability Report 2024 Our Commitment to Sustainability > Targets, page 8, Sustainability Report 2024

GRI Content Index

GRI Standard	Disclosure Number and Title	Page Number and Reasons for Omissions, if applicable
Category: Social		
<i>Talent Attraction, Retention & Development</i>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Social > Talent Attraction, Retention and Development, page 20, Sustainability Report Our Commitment to Sustainability > Targets, page 8, Sustainability Report 2024 Our Commitment to Sustainability > Stakeholder Engagement, page 5, Sustainability Report 2024
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Social > Talent Attraction, Retention and Development, page 20, Sustainability Report
	404-2 Programs for upgrading employee skills and transition assistance programs	Social > Talent Attraction, Retention and Development, page 20, Sustainability Report
	404-3 Percentage of employees receiving regular performance and career development reviews	Social > Talent Attraction, Retention and Development, page 20, Sustainability Report
<i>Diversity & inclusion</i>		
GRI 2: General Disclosures 2021	2-7 Employees	Social > Overview of Employee Profile, page 21, Sustainability Report
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Commitment to Sustainability > Targets, page 8, Sustainability Report 2024 Our Commitment to Sustainability > Stakeholder Engagement, page 5, Sustainability Report 2024
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Social > Overview of Employee Profile, page 22, Sustainability Report
	401-3 Parental leave	Social > Overview of Employee Profile, page 22, Sustainability Report
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Social > Diversity and Inclusion, page 23, Sustainability Report
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Social > Talent Attraction, Retention and Development, page 20, Sustainability Report

GRI Content Index

GRI Standard	Disclosure Number and Title	Page Number and Reasons for Omissions, if applicable
<i>Occupational Health and Safety</i>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Social > Occupational Health and Safety, pages 24 to 25, Sustainability Report 2024 Our Commitment to Sustainability > Targets, page 8, Sustainability Report 2024 Our Commitment to Sustainability > Stakeholder Engagement, page 5, Sustainability Report 2024
GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	Social > Occupational Health and Safety, page 24, Sustainability Report 2024
	403-3 Occupational health services	Social > Occupational Health and Safety, page 24, Sustainability Report 2024
	403-4 Worker participation, consultation, and communication on occupational health and safety	Social > Occupational Health and Safety, page 24, Sustainability Report 2024
	403-5 Worker training on occupational health and safety	Social > Occupational Health and Safety, page 24, Sustainability Report 2024
	403-6 Promotion of worker health	Social > Occupational Health and Safety, page 24, Sustainability Report 2024
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Social > Occupational Health and Safety, page 24, Sustainability Report 2024
	403-9 Work-related injuries	Social > Occupational Health and Safety, page 25, Sustainability Report 2024
	403-10 Work-related ill health	Social > Occupational Health and Safety, page 25, Sustainability Report 2024
<i>Human Rights</i>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Governance > Supply Chain Management, pages 29 to 30, Sustainability Report 2024 Our Commitment to Sustainability > Targets, page 8, Sustainability Report 2024 Our Commitment to Sustainability > Stakeholder Engagement, page 5, Sustainability Report 2024
GRI 408: Child Labour 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Governance > Supply Chain Management, pages 29 to 30, Sustainability Report 2024

GRI Content Index

GRI Standard	Disclosure Number and Title	Page Number and Reasons for Omissions, if applicable
GRI 409: Forced or Compulsory Labour 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Governance > Supply Chain Management, pages 29 to 30, Sustainability Report 2024
<i>Responsible Materials Sourcing</i>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Governance > Supply Chain Management, page 30, Sustainability Report 2024 Our Commitment to Sustainability > Targets, page 8, Sustainability Report 2024 Our Commitment to Sustainability > Stakeholder Engagement, page 5, Sustainability Report 2024
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Governance > Supply Chain Management, page 29, Sustainability Report 2024
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Governance > Supply Chain Management, page 29, Sustainability Report 2024