



VENTURE CORPORATION LIMITED

Incorporated in Singapore
Co. Reg. No: 198402886H
(the “Company”)

VENTURE GROUP ENVIRONMENT POLICY

1. Introduction

The Company and its subsidiaries (together, the “**Venture Group**”) are committed to minimising our environmental footprint through driving reductions in greenhouse gas (“**GHG**”) emissions, energy use, water use and waste generation. We have made an ambitious commitment to be net zero by 2050, and continue to work towards our sustainability goals through operational efficiency, collaborations and the innovative use of technology to achieve meaningful change.

This Environment Policy (this “**Policy**”) articulates the Venture Group’s commitment to protecting the environment and addressing climate change.

2. Scope of application

This Policy applies to all Directors, officers and employees of the Venture Group, whether contracted on a full-time or a part-time basis.

In addition, this Policy is communicated to all customers, suppliers and other business partners such as contractors, consultants, freight forwarders, distributors, sales representatives or any persons doing business with the Venture Group or on its behalf, as a condition of doing business with the Venture Group. The Venture Group seeks the strong support of its business partners in its commitment to the environment.

This Policy is to be read in conjunction with other related policies including:

- **Code of Conduct**, which outlines the key principles, ethics and best practices in the conduct of the Venture Group’s business.
- **Sustainable Procurement Policy**, which outlines our commitment to ethical and sustainable procurement.
- **Supplier Code of Conduct**, which sets clear expectations for all suppliers in labour practices, health and safety, environmental stewardship, and ethical business conduct.
- **Quality Policy**, which states our commitment to providing best in class solutions, services and safe products to all our customers. This is supported by the Quality Procedure, which states the procedures for supplier selection, as appropriate.

- **Ethics Policy**, which outlines our commitment to upholding the highest standards of responsible business conduct and in compliance with all applicable laws, rules, and regulations.
- **Whistle-Blowing Policy**, which provides a channel for employees and third parties to raise and report any concerns about possible improprieties in matters of financial reporting or other wrongdoings relating to the Venture Group and its employees.
- **Grievance Policy and Procedures**, which provides a framework for resolution of difficulties that may arise in the workplace as appropriate.

If there are any discrepancies between the Venture Group's policies, the stricter standard shall apply. This Policy does not purport to be exhaustive and is not intended to be used as a substitute for obtaining specific professional advice as may be required. It does not purport to exhaustively address the legal or regulatory requirements of any country or jurisdiction.

3. Our commitment

The key policy principles are set out below.

Reduction of energy and GHG emissions

The Venture Group 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 operational efficiency.

We remain focused on sustained progress towards the following SBTi-aligned targets:

- **42% reduction in absolute Scope 1 and 2 GHG emissions by 2030, from a 2022 baseline**
- **Net zero GHG emissions by 2050**

Starting with our direct operational emissions, the Venture Group aims to progressively transition to renewable energy sources to the extent possible. 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 have procured green electricity through renewable energy certificates for several of our sites.

We also recognise the importance of reducing Scope 3 GHG emissions which arise from our value chain, including upstream and downstream activities, and will monitor and drive reductions to our Scope 3 GHG emissions.

We are committed to maintaining an effective environmental management system framework that supports the tracking of our environmental impact. All Venture Group sites are ISO 14001 certified.

Responsible management of water

The Venture Group is committed to implementing sustainable water management practices, with an aim to reduce our water footprint, contribute to the sustainability of local water resources, and support global water conservation efforts.

We closely monitor water usage across all sites, with an aim to ensure efficient water consumption and minimise waste through proactive measures and continuous improvement initiatives. This includes conducting regular water consumption reviews and daily inspection of key water systems to promptly identify and address any leaks or inefficiencies and implementing water-saving measures across our facilities. Employees are reminded to use water responsibly.

In alignment with the Responsible Business Alliance (“**RBA**”) and ISO 14001 standards, key sites including Ang Mo Kio, Johor Bahru and Penang have established annual water reduction targets.

Beyond responsible consumption of water, the Venture Group adheres to stringent discharge limits for substances such as heavy metals and suspended solids, and keeps to appropriate pH levels in line with our internal standards and local regulations. This is closely monitored through our regular wastewater quality assessment.

Material use

The Venture Group is committed to reducing harmful substances in our products and processes. We adhere to the Restriction of Hazardous Substances (“**RoHS**”) directive across all operational sites, ensuring that only RoHS-compliant materials are used. We also encourage the use of less toxic materials including lead-free solder, wherever feasible.

Responsible waste management

The Venture Group complies with waste management regulations across all operational locations, collaborating with licensed contractors to collect, recycle and dispose of waste, including hazardous waste. By prioritising waste segregation and recycling initiatives, we aim to minimise the amount of waste sent to landfills and contribute to a more circular economy.

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.

Product life cycle

The Venture Group integrates lifecycle thinking into our operations, collaborating with our customers and suppliers to ensure that our products are durable, high-quality, and designed with sustainability in mind. This encompasses the entire lifecycle from initial concept and engineering design, through manufacturing, service and delivery, to product updates and eventual end-of-life management. To the extent possible, we

prioritise the use of raw materials and components with lower environmental footprint, selecting materials that require less water and energy while reducing toxicity.

Consumer health and safety

As stated in our Quality Policy, the Venture Group believes in providing best in class solutions, services and safe products to all our customers. We will achieve this through an effective customer feedback system and compliance with all applicable requirements, whilst continually improving and maintaining the effectiveness of our quality management system with total employee participation. This is supported by the Quality Procedure, which states the procedures for supplier selection, as appropriate.

We are committed to protecting consumer health and safety by ensuring our products are designed, manufactured, and distributed to prevent harm and minimise risks to users. We adhere to stringent design specifications provided by our customers to promote safe and proper usage, which helps reduce product failures and the need for replacements due to misuse.

Our suppliers are expected to comply with the ethical, social, and environmental standards as stated in our Supplier Code of Conduct, and are audited from time to time to assess adherence. Environmental factors are also integrated into supplier selection alongside quality, reliability, and regulatory compliance, amongst others.

Our Total Customer Satisfaction Managers engages in active and constructive dialogue with our customers to ensure continued operational excellence and accountability.

Stakeholder engagement

The Venture Group engages with our business partners and stakeholders as appropriate to achieve greater impact in our shared sustainability goals:

- **Customers and suppliers:** We engage with our customers and suppliers across various business functions and in various ways with an aim to improve our own ESG performance as well as to reduce environmental impact across the ecosystem.
- **Industry associations:** We participate in industry associations to better understand global issues and industry standards, and also identify opportunities that align with our sustainability goals.
- **Regulatory authorities:** We engage with regulatory authorities to better understand, and also provide feedback on, regulatory matters impacting the Venture Group and our industry.
- **Communities:** We actively promote environmental stewardship through a variety of programmes in the local communities where we operate.

Employee engagement

We strongly believe in fostering a culture of environmental responsibility within the Venture Group. By driving employee engagement in sustainability matters, we want to create a sense of ownership and shared commitment to our sustainability goals.

The Venture Group is committed to clear and regular communication with our employees on sustainability matters, including our goals, progress towards such goals, initiatives and related policies. We are also committed to training programmes to empower employees with the knowledge and tools to contribute to energy-saving initiatives and GHG emissions reduction.

Employees are encouraged to provide feedback, collaborate and share ideas on sustainability matters. Please contact the Sustainability Department at sustainability@venture.com.sg for a discussion.

Legal and regulatory compliance

The Venture Group is committed to complying with all environmental laws, regulations, and other requirements applicable to our operations.

ESG reporting

The Venture Group is committed to transparency and accountability in our ESG disclosures. Our disclosures comply with the requirements of the Singapore Exchange Securities Trading Limited (“**SGX**”) Listing Rules and are based on the required standards of disclosure.

The Internal Audit Department reviews a selection of ESG data and internal data collection processes.

4. Our targets

As part of our commitment to protecting the environment and addressing climate change, we have implemented the following Group-level targets.

Category	Annual target(s)
Energy and Emissions	By 2030: Reduce absolute Scope 1 and 2 GHG emissions by 42%, from a 2022 baseline
	By 2050: Achieve net zero
Water	Reduce water usage intensity across sites

Category	Annual target(s)
Waste	Venture will continue to closely monitor its waste data and waste management practices, with the intent to set quantifiable targets in the future
Compliance with other laws and regulations	Maintain no significant ¹ incidents of non-compliance with all relevant laws and regulations in each calendar year
	Maintain no cases of significant ¹ fines or non-monetary sanctions related to environmental laws and regulations in each calendar year

5. Governance

The Company's Board of Directors has overall responsibility for ESG matters. At the management level, the Executive Strategic Committee, comprising the Executive Chairman, the Group CEO and the CFO, drives and executes the Company's sustainability strategy, ensuring performance against our sustainability targets and regulatory compliance. The Investor Relations, Corporate Communications and Sustainability Department plans, manages and oversees sustainability matters at Group level and is responsible for implementing this Policy.

6. Communications

This Policy is available to all employees on the Company's intranet and also publicly available on the Company's website at <https://www.venture.com.sg/social-and-governance/>, ensuring that all Directors, officers and employees of the Venture Group have access to current guidelines.

7. Non-compliance

In case of non-compliance with this Policy, the Venture Group has a Whistle-Blowing Policy to provide a channel for employees and third parties to raise and report, in good faith and in confidence, any concerns about possible improprieties.

The Venture Group does not condone or tolerate any form of reprisals, unfair or detrimental treatment, such as harassment, retaliation or victimisation, against a whistle-blower who files a whistle-blowing report in good faith. We are committed to protecting whistle-blowers against reprisals, unfair and detrimental treatment arising out of or related to reporting a genuine concern, even if such a concern turns out to be unfounded subsequently.

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

The Audit & Risk Committee is responsible for the oversight and monitoring of the Whistle-Blowing Policy and any whistle-blowing reports. There is a confidential line of communication to make whistle-blowing reports by post to the Company's registered address, marked to the attention of the Audit & Risk Committee Chairperson. Reports can also be lodged by calling the hotline at +65 6484 8096 or via email at whistleblow@venture.com.sg.

The Whistle-Blowing Policy is supplemented by a Grievance Policy and Procedures which provides a framework for resolution of difficulties that may arise in the work place, through open communication and discussion between colleagues.

Both the Whistle-Blowing Policy and Grievance Policy and Procedures are clearly communicated to all employees and are available on the Company's intranet. In addition, the Whistle-Blowing Policy is publicly available on the Company's website at <https://www.venture.com.sg/social-and-governance/>.

8. Review

This Policy shall be reviewed at least once every two years, or as and when necessary, to maintain its relevance and effectiveness in achieving the Venture Group's environmental goals.



Wong Chee Kheong
Group CEO

Date: 31 July 2026