

GRI

CONTENT INDEX

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

GRI

CONTENT INDEX

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

GRI

CONTENT INDEX

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

GRI

CONTENT INDEX

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

GRI

CONTENT INDEX

GRI Standard	Disclosure Number	Disclosure Title	Page Number and Reasons for Omissions, if applicable
Energy & GHG emissions (cont'd)			
GRI 305: Emissions 2016	305-2	Energy indirect (Scope 2) GHG emissions	Our Environment > Energy and GHG Emissions, Sustainability Report 2021, page 16 GHG conversion is based on the Greenhouse Gas Protocol. Emission factors for our electricity consumption in Singapore are sourced from the Energy Market Authority (EMA), 2021. The emissions factor for our electricity consumption in Malaysia is based on Malaysian Green Technology Corporation's "2017 CDM Electricity Baseline for Malaysia" report.
GRI 305: Emissions 2016	305-4	GHG emissions intensity	Our Environment > Energy and GHG Emissions, Sustainability Report 2021, page 16 The GHG emissions included in the numerator of our intensity ratio is energy indirect (Scope 2) emissions, while the denominator is revenue.
Water			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Our Environment, Sustainability Report 2021, page 15 Venture's Sustainability Approach > Materiality, Sustainability Report 2021, pages 10-11 Our Environment > Water, Sustainability Report 2021, page 17
GRI 103: Management Approach 2016	103-2	The management approach and its components	Our Environment, Sustainability Report 2021, page 15 Our Environment > Water, Sustainability Report 2021, page 17
GRI 103: Management Approach 2016	103-3	Evaluation of the management approach	Our Environment, Sustainability Report 2021, page 15 Our Environment > Water, Sustainability Report 2021, page 17
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	Our Environment > Water, Sustainability Report 2021, page 17
GRI 303: Water and Effluents 2018	303-2	Management of water discharge-related impacts	Our Environment > Water, Sustainability Report 2021, page 17
GRI 303: Water and Effluents 2018	303-5	Water withdrawal	Our Environment > Water, Sustainability Report 2021, page 17
Waste			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Our Environment, Sustainability Report 2021, page 15 Venture's Sustainability Approach > Materiality, Sustainability Report 2021, pages 10-11 Our Environment > Waste, Sustainability Report 2021, page 18

GRI

CONTENT INDEX

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

GRI

CONTENT INDEX

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

GRI

CONTENT INDEX

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

GRI

CONTENT INDEX

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