



**VENTURE CORPORATION LIMITED**

Company Reg. No. : 198402886H

**RESPONSE TO SGX-ST'S QUERY REGARDING ANNUAL REPORT 2013**

In response to the query raised by the Singapore Exchange Securities Trading Limited ("SGX-ST") dated 4 April 2014, the Board of Directors (the "Board") of Venture Corporation Limited (the "Company") provides the following information:

**SGX-ST's Query**

*"Paragraph 9.3 of the Code of Corporate Governance 2012 states that the company should name and disclose the remuneration of at least the top five key management personnel (who are not directors or the CEO) in bands of S\$250,000. On page 37 of the Company's annual report, we note that the Company has disclosed the remuneration of Mr Tan Kian Seng, Mr Lee Ghai Keen and Mr Dharma Nadarajah in bands of S\$250,000 but did not disclose the remuneration of Ms Victoria Ko in bands of S\$250,000. In this respect, please disclose the remuneration of Ms Victoria Ko in bands of S\$250,000 or explain the reason for the deviation from the code as required under Rule 1207(12) of the Listing Manual"*

**Company's response**

On page 37 of the Company's Annual Report 2013, the disclosure relating to Ms Victoria Ko's remuneration was:

| Remuneration Bands /<br>Key Management Personnel | Remuneration        |  |            |  |   |
|--|---------------------|--|------------|--|---|
|  | Cash-based          |  |            | Share-based <sup>(1)</sup>   |   |
|  | Total<br>Fixed<br>% | Variable<br>Bonus,<br>Variable Salary<br>& Benefits-in-<br>kind<br>% | Total<br>% | 2004 Scheme<br>Number of<br>options<br>granted<br>during the<br>financial year | RSP<br>Number of<br>awards<br>granted<br>during the<br>financial year |
| <b>Below S\$500,000</b><br>Victoria Ko Miu Ha    | 73                  | 27   | 100        | 40,000   | 0   |

Note:

(1) The fair value of share options granted under the 2004 Scheme and the fair value of awards granted under the RSP can be found in Note 23 to the financial statements.

More specifically, the remuneration band of Ms Victoria Ko is *"Between S\$250,000 and S\$499,999"*.

By Order of the Board

Angeline Khoo  
Company Secretary  
7 April 2014

Submitted by Angeline Khoo, Company Secretary on 7 April 2014 to the Singapore Exchange Securities Trading Limited.



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## **BACKGROUND**

### **About Venture ([www.venture.com.sg](http://www.venture.com.sg))**

Venture (SGX: VENM.SI) was founded in 1984 as a global electronics services provider. Today, it is a leading global provider of technology services, products and solutions with established capabilities spanning marketing research, design and development, product and process engineering, design for manufacturability, supply chain management, as well as product refurbishment and technical support across a range of high-mix, high-value and complex products.

The Group has built know-how and intellectual property with domain expertise in printing and imaging; advanced storage systems and devices; handheld interactive scanning and computing products; RF communications and network; test and measurement equipment; medical devices; retail store solution suite of products and industrial products and installations.

Headquartered in Singapore, the Group comprises about 40 companies with global clusters of excellence in South-east Asia, North Asia, America and Europe and employs more than 12,000 people worldwide.

In its pursuit to create unparalleled enterprise excellence across design and engineering, manufacturing and distribution, Venture has forged numerous meaningful partnerships and alliances. As it assumes a key role in the enterprise chain, Venture will continue to tap the knowledge and best-in-class capabilities of global enterprises for breakthrough innovations.

Venture is a strategic partner of choice for successful global companies and ranks among the best in managing the value chain for leading electronics companies. It is committed to enhancing its competencies through further investments in technologies, market access capabilities and its people. It stands poised, to provide the leading edge and remain relevant in a constantly changing and evolving world.

This press release is also available at [www.venture.com.sg](http://www.venture.com.sg).

For more information, please contact:-

Ms Chua Mun Yuen

Senior Manager, Corporate Communications

Venture Corporation Limited

Tel : +65-6484 8136

E-mail : [munyuen.chua@venture.com.sg](mailto:munyuen.chua@venture.com.sg)