

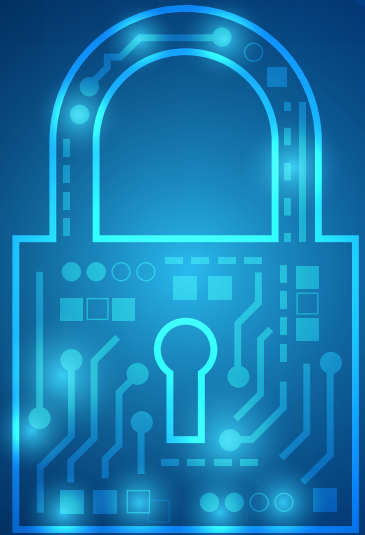


VCPLUS LIMITED



# SAFEKEEPING YOUR DIGITAL ASSETS

SUSTAINABILITY REPORT 2023





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This Sustainability Report has been reviewed by the Company's sponsor, UOB Kay Hian Private Limited (the "**Sponsor**"). It has not been examined or approved by the Singapore Exchange Securities Trading Limited (the "**Exchange**") and the Exchange assumes no responsibility for the contents of this Sustainability Report, including the correctness of any of the statements or opinions made or reports contained in this Sustainability Report.

The contact person for the Sponsor is Mr Lance Tan, Senior Vice President, at 8 Anthony Road, #01-01, Singapore 229957, telephone (65) 6590 6881.

## ABOUT THIS REPORT

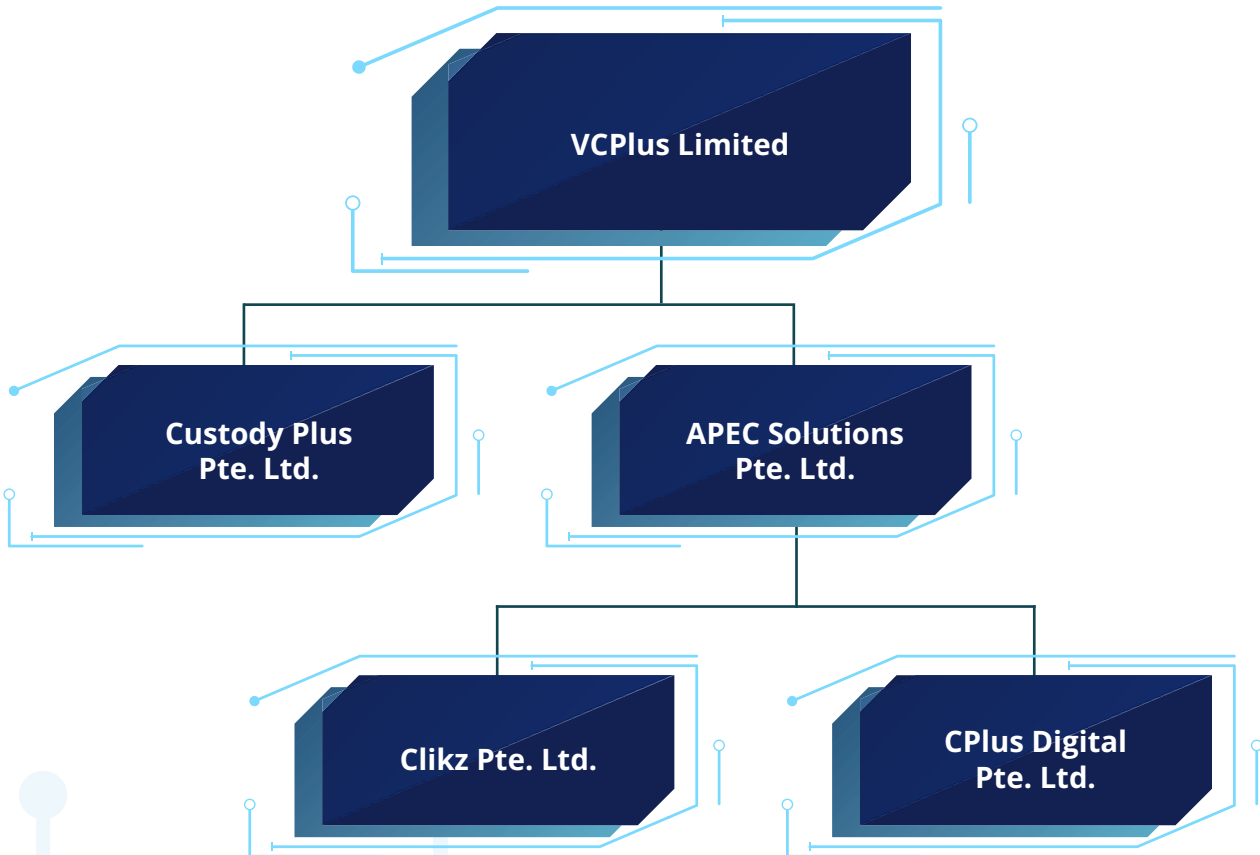
### COMPANY BACKGROUND

VCPlus Limited (“**the Company**”) was listed on the Catalist Board of the Singapore Exchange Securities Trading Limited.

The businesses of the Company and its subsidiaries (collectively, the “**Group**”) currently comprise:-

- i. The provision of advisory, consultancy and/or management services on the adoption of technology by small and medium enterprises offered by APEC Solutions Pte Ltd (the “**APEC Business**”); and
- ii. The provision of custodian services for digital assets currently offered by Custody Plus Pte. Ltd. and CPlus Digital Pte. Ltd. (formerly known as “**3Sixty Vhomes Pte. Ltd.**”) (the “**Digital Assets Business**”, collectively with the APEC Business known as the “**FinTech Business**”). In March 2023, Custody Plus Pte. Ltd. successfully obtained the Capital Market Service license from the Monetary Authority of Singapore (“**MAS**”) to carry out the business of digital assets custodian.

The diagram below depicts the group structure of the Group and its subsidiaries.



The Group’s operating companies comprise the Company (investment holding company) and APEC Solutions Pte. Ltd. (“**APEC Solutions**”), while the other companies currently do not have any material operations. All employees of the Group are located in Singapore.

## ABOUT THIS REPORT

### OVERVIEW OF THE REPORT

This report presents the annual sustainability performance of the Group for the period from 1 January 2023 to 31 December 2023 (“FY2023”) (“**Sustainability Report 2023**”).

The Sustainability Report 2023 covers data and information for FY2023 and has been prepared with reference to the following standards and disclosures:

i. Global Reporting Initiative (“GRI”) Standards

This Report has been prepared with reference to the GRI 2021 Universal Standards, an internationally recognised sustainability reporting framework that provides comprehensive guidance for businesses to communicate their impacts on people and the planet in a global common language. The GRI content index included in the Sustainability Report 2023 indicates the location of all relevant disclosures within the Report. Please refer to Appendix B for the GRI content index.

ii. SGX Listing Rules 711A and 711B

This Report is issued pursuant to SGX Listing Rules 711A, 711B and Practice Note 7F of the Singapore Exchange Securities Trading Limited (“SGX-ST”) Listing Manual Section B: Rules of Catalist (“Catalist Rules”), with the inclusion of the primary components in our annual sustainability reporting on a ‘comply or explain’ basis.

iii. Task Force on Climate-related Financial Disclosures (“TCFD”)

The Group currently is not materially exposed to climate-related risks or opportunities due to the nature of its business and we will monitor any emerging climate-related risks or opportunities as the Group’s business evolves. We are currently in the process of implementing mandatory climate reporting based on the recommendations of the TCFD. We will report on our progress and will align our disclosure with the TCFD recommendations for our sustainability report in accordance with the timeline prescribed by SGX-ST. Please refer to Appendix C for the TCFD recommendations content index.

The Sustainability Report 2023 should also be read in conjunction with VCPlus’ Annual Report 2023.

There were no restatements of figures or information.

### ASSURANCE

VCPlus is bound by the SGX requirement 711B, which states that issuer’s sustainability reporting process must be subject to internal review. The issuer may additionally commission an independent external assurance on the sustainability report.

We did not obtain external assurance for this sustainability report and the data and information provided have not been verified by an independent third party. We have relied on internal verification mechanisms to ensure the accuracy of information. Our ESG performance data is reported in good faith and to the best of our knowledge. ESG data is verified using internal mechanisms and checks. Financial statements included in our Annual Report, however, have been audited by independent auditors.

In 2023, the Group has appointed Tricor Axcelasia (SG) Pte Ltd as the outsourced internal auditor (“Outsourced IA”) to assist the AC to independently evaluate the Group’s sustainability reporting process. As part of the risk-based internal audit plan, a follow-up on the internal review of the sustainability reporting process was conducted this year to ensure observations raised in the prior year was remediated accordingly. The follow-up review was conducted in accordance with the International Standards for the Professional Practice of Internal Auditing issued by The Institute of Internal Auditors.

### FEEDBACK

As we progress and grow, the Group values any feedback from our stakeholders on how we can improve on our sustainability reporting. Please send your feedback to [enquiry@vcplus.sg](mailto:enquiry@vcplus.sg).

## BOARD STATEMENT

### DEAR STAKEHOLDERS,

The Board of directors (the “**Board**”) is pleased to present the Group’s sixth sustainability report for the financial year ended 31 December 2023. This report highlights our sustainability performance and demonstrates our efforts to enhance the Group’s financial, organisational, social, and environmental resilience.

In May 2022, the Company exited the Granite Business and the financial performance of the Granite Business has been classified under discontinued operations in the financial statements of the Group. Since then, the Company’s business comprises the FinTech Business and FY2023 was the Group’s first full year of operations solely as a FinTech and digital assets company.

FY2023 started off well when the Company’s subsidiary Custody Plus Pte. Ltd. (“**Custody Plus**”) successfully obtained the full license from the Monetary Authority of Singapore to carry out the business of digital assets custodian on 28 March 2023. To expand the custodian business under full control of the Company, the Company acquired the remaining 45% stake in Custody Plus it did not own, a transaction completed in July 2023.

While the Group was pushing ahead with its businesses, FY2023 was a challenging year for the Group’s businesses in the midst of uncertain global economic outlook, rising inflationary pressures and interest rates and geopolitical tensions. In addition, in September 2023, the Group’s executive director Mr. Lim Beng Chew and Head of APEC Solutions Mr. Cedric Yap were subject to investigation by regulators in Singapore and this had adversely affected the confidence of various stakeholders in the Group’s businesses, which will take time to regain.

Notwithstanding the headwinds faced by the Group, we believe that good corporate governance coupled with our efforts to ensure our business and operations have embedded sustainability values is essential to the long-term sustainability of the Group’s businesses and performance. With the full support from the Board and notwithstanding that the Group’s current businesses do not have material impact on environment, social and governance (“**ESG**”) factors, the management continues its efforts in monitoring and managing any material ESG factors as they arise.

The Group is proud to share that in FY2023, we had increased average training hour per employee from 8 hours in FY2022 to 13 hours in FY2023. In addition, the Group embarked on its maiden community engagement in FY2023. VCPlus participated in a student research program whereby VCPlus worked with a group of MBA students from the University of Oklahoma of the US in their research paper on the topic of digital assets. Other participating entities in the program included the Monetary Authority of Singapore, Changi Airport and Cisco Singapore. VCPlus also hosted the MBA students in Singapore in January 2024. We hope the students have gained some valuable practical experience.



The forthcoming sections of this report highlight the initiatives the Group has undertaken to secure a sustainable business model, paving the way for a brighter future for both society and the environment.

We would like to thank our stakeholders for your continued contributions and commitment to our sustainability journey and we look forward to your continued support.

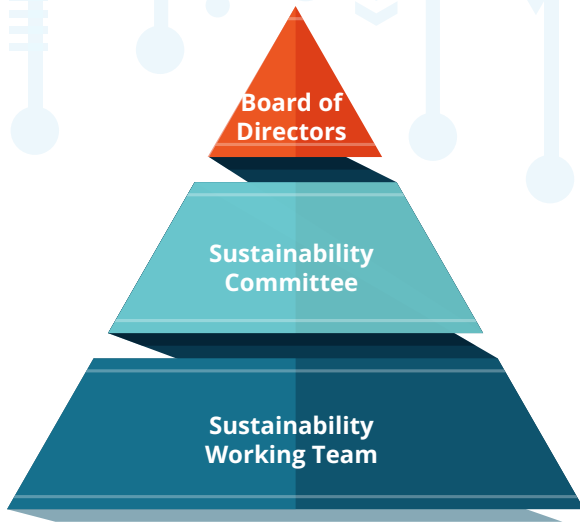
On behalf of the Board of Directors,

**Mr Chua Ser Miang**  
*Independent Non-Executive Chairman*

11 April 2024

## SUSTAINABILITY GOVERNANCE STRUCTURE

VCPlus supports ethical and sustainable business practices leading to a healthy corporate culture. We recognise the importance of a strong sustainability governance structure. Our sustainability governance structure is as depicted below.



The roles of each level of the structure are as follows:

### BOARD

The Board considers sustainability issues in the Group's business and strategy, oversees the formation of strategies (including the management and monitoring of material sustainability factors) and their implementation.

### SUSTAINABILITY COMMITTEE

The Board has established the Sustainability Committee ("SC") to assist in fulfilling its oversight responsibilities in relation to Environment, Social, and Governance ("ESG") matters relating to the Group as well as embedding sustainability practices into the businesses. The Board has approved the Terms of Reference, which are to be adopted by the SC. The SC shall review and reassess these Terms of Reference at appropriate intervals, and at least annually, and recommend proposed changes to the Board for approval. The SC consists of the head of each business unit and head of finance.

Duties of the SC comprise:-

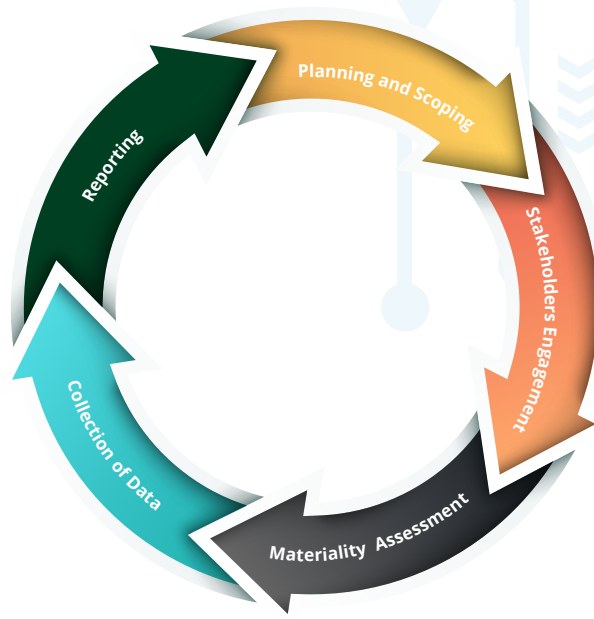
- i. Review sustainability risks and opportunities and recommend changes as appropriate to the Company's sustainability strategy and policy, considering the Company's strategy, purpose and culture and ensuring standards of business behaviour are up to date and reflect the best business practices in this area. Ensure the required actions to implement this strategy are appropriately resourced by management.
- ii. Assess the Company's performance in implementing the Sustainability strategy and policy and setting of sustainability action plans and targets, by receiving and considering updates from the Company's businesses and internal and external experts. Prepare sustainability contents for the Annual Report and the annual Sustainability Report, and to ensure the completeness and accuracy of such contents in those reports.
- iii. Monitor and review changes in the Company's reputation and stakeholders' sustainability expectations, and ensure the Board is kept appropriately informed.
- iv. Bring best-practice thinking and ongoing awareness of global developments in sustainability.

### SUSTAINABILITY WORKING TEAM

VCPlus' sustainability working team is led by the Executive Director and Chief Executive Officer, supported by the other members of the SC. Sustainability strategy action plans and targets set by the SC will be shared with various heads of department for implementation and execution.



# SUSTAINABILITY FRAMEWORK



## KEY STAKEHOLDERS' ENGAGEMENT

VCPlus noted that different stakeholders are important to the Group to varying degrees. While some stakeholders can influence the actions of the Group, there are also others that have lesser influence on the Group and yet are impacted by the actions of the Group. VCPlus considers it to be important that the Group actively engage all stakeholders and to receive feedback of the impacts or potential impacts of the Group's actions.

Having assessed the stakeholders in terms of their impacts on the Group as well as the impact or potential impacts upon the stakeholders by the actions of the Group, VCPlus identified the key stakeholders, the methods of engagement and addressed their concerns as tabulated below.

Stakeholder	Method of Engagement & Frequency	Key Concerns	Key Concerns addressed in the following sections
Government / Authorities / Regulators / Municipals & other Government Linked Bodies	<ul style="list-style-type: none"> <li>Meetings when necessary</li> <li>Correspondences</li> <li>Group's Announcements</li> <li>Website</li> </ul> <p>Throughout the year</p>	<ul style="list-style-type: none"> <li>Compliance regulations</li> <li>Anti-corruption</li> <li>Governance</li> <li>Environmental impact</li> </ul>	<ul style="list-style-type: none"> <li>Governance</li> <li>Environmental</li> </ul>
Shareholders	<ul style="list-style-type: none"> <li>General Meetings</li> <li>Annual Reports</li> <li>Group's Announcements</li> <li>Website</li> </ul> <p>Throughout the year</p>	<ul style="list-style-type: none"> <li>Financial performance</li> <li>Economic performance</li> <li>Business sustainability</li> <li>Governance</li> </ul>	<ul style="list-style-type: none"> <li>Annual Report 2023</li> </ul>
Employees	<ul style="list-style-type: none"> <li>Meetings, hybrid of physical and online meetings</li> <li>Health and safety activities</li> <li>Correspondence</li> </ul> <p>Throughout the year</p>	<ul style="list-style-type: none"> <li>Professional development</li> <li>Employee benefits and compensation</li> <li>Work-life balance and company culture</li> <li>Workplace health and safety</li> <li>Employee diversity</li> </ul>	<ul style="list-style-type: none"> <li>Our People</li> <li>Occupational Health &amp; Safety</li> </ul>

# SUSTAINABILITY FRAMEWORK

Stakeholder	Method of Engagement & Frequency	Key Concerns	Key Concerns addressed in the following sections
Customers /Business Partners / Vendors	<ul style="list-style-type: none"> <li>Meetings, hybrid of physical and online meetings</li> <li>Communications through emails, and phone calls</li> <li>Events</li> <li>Website</li> </ul> Throughout the year	<ul style="list-style-type: none"> <li>Pricing and quality of products and services</li> <li>Compliance with regulations</li> <li>Increased market presence</li> <li>Local &amp; oversea procurement with quotation requests</li> <li>Environmental impact</li> </ul>	<ul style="list-style-type: none"> <li>Governance</li> <li>Occupational Health &amp; Safety</li> </ul>
Community	<ul style="list-style-type: none"> <li>Corporate Social Responsibility (“CSR”) Activities</li> </ul> Throughout the year	<ul style="list-style-type: none"> <li>Social outreach programmes and activities</li> <li>Implementing CSR programmes</li> <li>Encourage employee volunteerism</li> </ul>	<ul style="list-style-type: none"> <li>Corporate Social Responsibility Management</li> </ul>

## MATERIALITY ASSESSMENT

VCPlus, in the study and identification of the material topics, is guided by the GRI reporting framework and reflects the Group's commitments. The interests of the stakeholders were considered along with the overall operations of the Group.

In this reporting period of FY2023, VCPlus has performed a materiality review by analysing its business context, operating environment and the feedback received from the stakeholders to assess matters that have a material impact on the business. VCPlus determined the materiality of its sustainability topics based on the level of its impact on the environmental, social and governance aspects of its area of operation and surroundings.

The materiality assessment process is outlined below:

### Identification

- The key stakeholder groups were identified and prioritised to ensure their interests and concerns are reflected in the relevant material matters.
- An inventory of matters was created based on internal and external sources of information to determine the sustainability context and common definitions were agreed on across stakeholders.

### Rating and Prioritisation

- Material sustainability matters were shortlisted and prioritised according to the importance of each matter to key stakeholders and the Group.






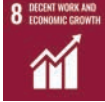




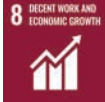

### Validation

- The material matters were presented to the Senior Management for their endorsement and was thereafter validated by the Board of Directors.








Due to the nature of the Group's business as a provider of services, this report may cover aspects beyond the GRI reporting scope, and important materiality issues covered by GRI may not be entirely relevant to the Group.

Based on the assessment exercise above, presented below is a summary of our material topics and approach aligned with the GRI Standard Topics and SGX Core ESG Topics, along with their relevance to the United Nation Sustainable Development Goals as detailed in the table below:

# SUSTAINABILITY FRAMEWORK

GRI Standard Topics	SGX Core ESG Topics	Operations where it is material	Management Approach	SDGs
<b>ENVIRONMENTAL</b>				
GRI 302: Energy 2016	Energy Consumption	Electricity consumption in office	Improve energy efficiency and implement energy-saving measures.	 
GRI 305: Emissions 2016	Greenhouse ("GHG") Emissions	Gas Electricity consumption in office	Reduce emission through improving energy efficiency and energy-saving measures.	
GRI 307: Environmental Compliance 2016	Not applicable	Board	Ensure environmental objectives and strategies are maintained and comply with all environment laws and regulations.	
<b>SOCIAL</b>				
GRI 401: Employment 2016	Employment	Human resources management and practices	Nurture a fair and inclusive workplace and invest in developing people.	
GRI 404: Training and Education 2016	Development and Training			
GRI 403: Occupational Health & Safety 2018	Occupational Health & Safety	All business operations	Implement occupational health and safety practices to minimise workplace accidents and injuries.	
GRI 405: Diversity and Equal Opportunity 2016	Gender Diversity	All business operations	Nurture a fair and inclusive workplace and invest in developing people.	
GRI 406: Non-discrimination 2016	Age-based Diversity	All business operations	Nurture a fair and inclusive workplace and invest in developing people.	
General Disclosure 2-9 Governance structure and composition	Board Composition	Board	Refer to section on Corporate Governance in the Annual Report 2023.	  
	Management Diversity	Management team	Nurture a fair and inclusive workplace and invest in developing people.	

# SUSTAINABILITY FRAMEWORK

GRI Standard Topics		SGX Core ESG Topics		Operations where it is material	Management Approach	SDGs
GRI 413: Communities 2016	Local	Not applicable		All business operations	Engage with stakeholders to assess the impacts and review policies to continuously improve practices.	  
<b>GOVERNANCE</b>						
GRI 205: Anti-corruption 2016		Ethical Behavior		All business operations	Comply with all applicable laws and regulations. Maintain a zero-tolerance stance against corruption.	
GRI 418 Privacy 2016	Customer	Not applicable		All business operations	Handling of personal data with applicable rules and regulations.	
GRI, Listing Rules 711A and 711B, Practice Note 7.6	TCFD, SGX-ST (Catalist)	Alignment Frameworks	with	All business operations	Refer to section on Overview of the Report.	
		Assurance		All business operations	Refer to section on Assurance.	

## SUSTAINABILITY RISKS AND OPPORTUNITIES

It is crucial to identify and monitor potential sustainability risks and opportunities that may impact VCPlus’ business, people, and environment. The Group is implementing a risk management system and internal control processes to protect the interests of the Group’s stakeholders while pursuing its strategic goals. Moving forward, the Group plans to incorporate sustainability considerations into our risk management framework in the next report.

The table below outlines an overview of our preliminary risks and opportunities assessment.

Risks	
<b>Increased in carbon taxes and enhanced emission reporting obligations</b>	
Descriptions	<ul style="list-style-type: none"> <li>Higher operational expenses due to higher carbon tax imposed.</li> <li>There could be more regulatory requirements needed on the emission reporting, leading to additional efforts and resources.</li> </ul>
Likelihood <sup>1</sup>	<ul style="list-style-type: none"> <li>Certain</li> </ul>
Impacts	<ul style="list-style-type: none"> <li>Increase in operational expenses due to higher carbon tax.</li> </ul>
Time Period <sup>2</sup>	<ul style="list-style-type: none"> <li>Short Term</li> </ul>
VCPlus’ response	<p>The Group is currently adopting the following measures to reduce energy and emissions:</p> <ul style="list-style-type: none"> <li>Use of daylighting for common areas.</li> <li>The finance department monitors utility bills to measure electricity usage.</li> <li>Frequent reminders were sent to employees to switch off air conditioning and lights if not in use.</li> <li>Use of natural resources efficiently, e.g. using energy efficient lighting and air-conditioning.</li> </ul>

# SUSTAINABILITY FRAMEWORK

Risks	
<b>Cyber Security and Data Privacy</b>	
Descriptions	<ul style="list-style-type: none"> <li>Rising data privacy concerns and compliance requirements for international and local data privacy protection laws.</li> <li>Data security is critical for fintech, as the Group handle a large amount of sensitive financial data.</li> </ul>
Likelihood <sup>1</sup>	<ul style="list-style-type: none"> <li>Certain</li> </ul>
Impacts	<ul style="list-style-type: none"> <li>Loss of clients' sensitive information.</li> <li>Reputational damage.</li> <li>Regulatory and legal action.</li> </ul>
Time Period <sup>2</sup>	<ul style="list-style-type: none"> <li>Short, Medium, Long Term</li> </ul>
VCPlus' response	<ul style="list-style-type: none"> <li>The Group has established IT security policies to detect unauthorised information processing activities. The systems in place are also regularly monitored, while information security events are logged to facilitate prompt detection of unauthorised or malicious activities by internal and external parties. The IT department uses various monitoring tools to perform checks on various devices and systems in the Group. Investigations will be conducted immediately should suspicious or malicious threats be identified and reported by the monitoring tools.</li> </ul>

Risks	
<b>Economic Disruption in Local Communities</b>	
Descriptions	<ul style="list-style-type: none"> <li>The risk of economic disruption to local communities due to factors such as job losses, changes in market demand, or other economic shifts related to the organization's operations. Local community is broadly defined to include stakeholders of the Group such as employees, customers and suppliers.</li> </ul>
Likelihood <sup>1</sup>	<ul style="list-style-type: none"> <li>Possible</li> </ul>
Impacts	<ul style="list-style-type: none"> <li>Increased unemployment rates and negative effects on the overall economic stability of the community.</li> </ul>
Time Period <sup>2</sup>	<ul style="list-style-type: none"> <li>Medium Term</li> </ul>
VCPlus' response	<ul style="list-style-type: none"> <li>The Group will explore community engagement programs that support local social and environmental initiatives.</li> </ul>

Opportunities	
<b>Energy Management</b>	
Descriptions	<ul style="list-style-type: none"> <li>Implementing advanced energy management systems and adopting energy-efficient technologies can result in significant cost savings and reduced GHG emissions.</li> </ul>
Likelihood <sup>1</sup>	<ul style="list-style-type: none"> <li>Likely</li> </ul>
Impacts	<ul style="list-style-type: none"> <li>Reduced energy and operational expenses through efficiency gains.</li> <li>Reduced exposure to GHG emissions and less sensitivity to changes in cost of carbon.</li> </ul>
Time Period <sup>2</sup>	<ul style="list-style-type: none"> <li>Medium, Long Term</li> </ul>
VCPlus' response	<ul style="list-style-type: none"> <li>The Group shall continue its implementation of more energy efficient measures and processes to reduce electricity consumption and lower emissions. The Group will keep track of advancements in low-carbon and energy-efficient technologies for the sector and assess potential adoption opportunities where appropriate.</li> </ul>

# SUSTAINABILITY FRAMEWORK

Opportunities	
Talent Attraction and Retention	
Descriptions	<ul style="list-style-type: none"> <li>The Group ensures the retention of top talent and fosters an environment of innovation for continuous improvement.</li> <li>Talent development programs and competitive compensation packages to ensure that its employees are motivated, skilled, and aligned with corporate goals.</li> </ul>
Likelihood <sup>1</sup>	<ul style="list-style-type: none"> <li>Certain</li> </ul>
Impacts	<ul style="list-style-type: none"> <li>Increase in revenue as a result of operation efficiency.</li> </ul>
Time Period <sup>2</sup>	<ul style="list-style-type: none"> <li>Short, Medium, Long Term</li> </ul>
VCPlus' response	<ul style="list-style-type: none"> <li>The Group will continue to adopt its equal employment opportunity policy and is committed to complying with all applicable government laws and regulations pertaining to safety, health, and environmental aspects, and establishing systems which provide a safe and healthy workplace for employees.</li> <li>The Group implements and adheres to best practices regarding employee engagement, including employee benefits, training and development programs.</li> </ul>

Opportunities	
Diverse Talent Pool Enhancement	
Descriptions	<ul style="list-style-type: none"> <li>VCPlus is committed to a policy of equal opportunity for all potential and current employees.</li> <li>The Group believes in the merits of a diverse work force, where a wide range of varying expertise and perspectives can be brought together to bring the Group to the next level.</li> </ul>
Likelihood <sup>1</sup>	<ul style="list-style-type: none"> <li>Likely</li> </ul>
Impacts	<ul style="list-style-type: none"> <li>Enriched organizational culture, increased creativity and innovation, improved employee morale and engagement.</li> </ul>
Time Period <sup>2</sup>	<ul style="list-style-type: none"> <li>Short, Medium Term</li> </ul>
VCPlus' response	<ul style="list-style-type: none"> <li>The Group will continue to adopt its equal employment opportunity policy and is committed to complying with all applicable government laws and regulations pertaining to safety, health and environmental aspects, and establishing systems which provide a safe and healthy workplace for employees.</li> <li>The Group implements and adheres to best practices regarding employee engagement, including employee benefits, and training and development programs.</li> </ul>

Opportunities	
Fair and Equitable Decision-Making Processes	
Descriptions	<ul style="list-style-type: none"> <li>The Group ensures fair and equitable decision-making processes that eliminate biasness, ensuring that all employees have equal opportunities for career advancement and recognition.</li> </ul>
Likelihood <sup>1</sup>	<ul style="list-style-type: none"> <li>Likely</li> </ul>
Impacts	<ul style="list-style-type: none"> <li>Increased employees' satisfaction and engagement, strengthened organizational culture, improved diversity representation at all levels.</li> </ul>
Time Period <sup>2</sup>	<ul style="list-style-type: none"> <li>Short, Medium, Long Term</li> </ul>
VCPlus' response	<ul style="list-style-type: none"> <li>The Group will adopt its non-discrimination policy to ensure fair and equitable decision-making.</li> </ul>

# SUSTAINABILITY FRAMEWORK

Opportunities	
Fostering Diverse Skill Sets	
Descriptions	<ul style="list-style-type: none"> <li>The Group encourages its employees to acquire diverse skill sets which aims to empower individuals to explore and develop a wide range of competencies independently.</li> </ul>
Likelihood <sup>1</sup>	<ul style="list-style-type: none"> <li>Likely</li> </ul>
Impacts	<ul style="list-style-type: none"> <li>Increased employees' adaptability to changing skill demands, individualised professional development and heightened employee motivation.</li> </ul>
Time Period <sup>2</sup>	<ul style="list-style-type: none"> <li>Short, Medium, Long Term</li> </ul>
VCPlus' response	<ul style="list-style-type: none"> <li>The Group shall continue to adopt its training policy, continuously encouraging self-development, and aiming to provide all employees with equal opportunities for training and upgrading.</li> </ul>

Opportunities	
Anti-Corruption Policy	
Descriptions	<ul style="list-style-type: none"> <li>The Group adheres to a zero-tolerance policy on fraud and unethical conduct, including corruption and bribery.</li> </ul>
Likelihood <sup>1</sup>	<ul style="list-style-type: none"> <li>Likely</li> </ul>
Impacts	<ul style="list-style-type: none"> <li>Enhanced organizational reputation.</li> <li>Reduced likelihood of corruption incidents.</li> </ul>
Time Period <sup>2</sup>	<ul style="list-style-type: none"> <li>Short, Medium Term</li> </ul>
VCPlus' response	<ul style="list-style-type: none"> <li>The Group will continue to operate its business in line with the highest ethical standards and in compliance with all applicable anti-corruption legal requirements.</li> </ul>

Opportunities	
Proactive Safety Awareness	
Descriptions	<ul style="list-style-type: none"> <li>The Group promotes safety awareness in the workspace to ensure that all employees are well-versed in occupational health and safety practices, fostering a culture of prevention and responsibility.</li> </ul>
Likelihood <sup>1</sup>	<ul style="list-style-type: none"> <li>Likely</li> </ul>
Impacts	<ul style="list-style-type: none"> <li>Reduced accident rates, improved employee well-being, enhanced workplace morale and productivity.</li> </ul>
Time Period <sup>2</sup>	<ul style="list-style-type: none"> <li>Short, Medium Term</li> </ul>
VCPlus' response	<ul style="list-style-type: none"> <li>The Group shall continue to provide employees with a safe working environment by adhering to local safety laws and regulations. Occupational health and safety measures are in place to ensure the well-being of our team members.</li> </ul>

<sup>1</sup> Three categories of likelihood have been used in this Report: (i) Certain - up to once in 2 years or more, (ii) Likely - once in 2 years to once in 25 years, (iii) Possible - once in 25 years up to once in 50 years.

<sup>2</sup> Definition of time period used in this Report: Short: within 1 year, Medium: 2 - 10 years and Long: more than 10 years.

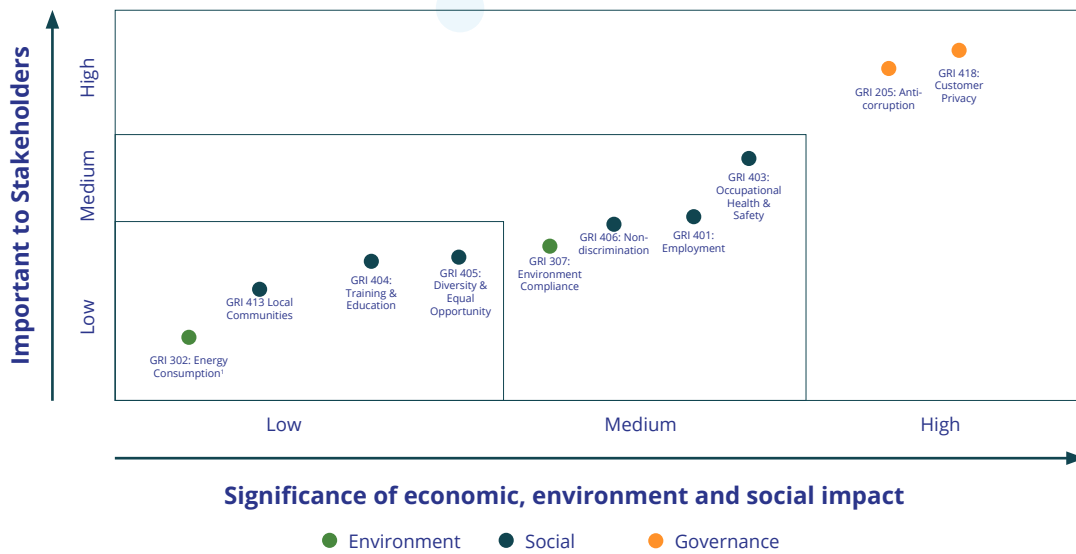
# SUSTAINABILITY FRAMEWORK

## VCPLUS MATERIALITY MATRIX

The Group has considered feedback from employees, suppliers and customers in determining the Group’s material sustainability aspects to be covered in this Report. Water consumption and waste generation have not been incorporated into the materiality matrix, as the factors are not material in the Group’s operations. However, the Group will consider to include these sustainability matters in the future report.

The Group’s materiality matrix is presented as follows:-

### MATERIALITY MATRIX



<sup>1</sup> The GRI 302 Energy Consumption includes GRI 305 Emissions, reflecting a comprehensive assessment to evaluate both energy usage and emissions.



# KEY MATERIAL TOPICS

## ENVIRONMENTAL

VCPlus endeavors to minimise the potential impact of our operations on the environment, and we are committed to reduce our carbon footprint through continual improvement in our engagement with the environment.

The Group’s existing business comprises only the FinTech Business and its operations currently do not have a direct material impact on the environment.

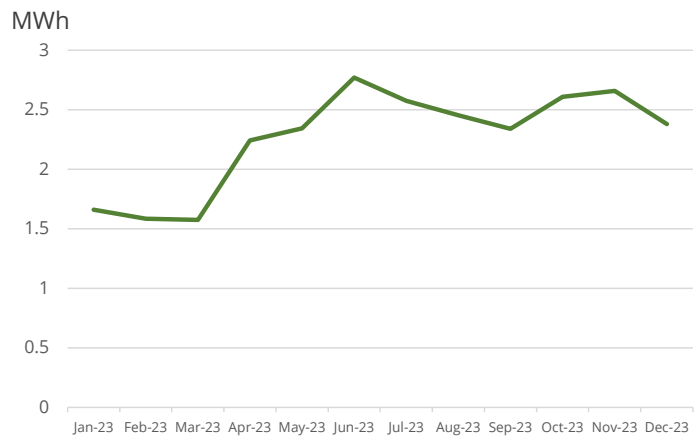
Electricity consumption is our primary environmental impact. Our office and the FinTech Business rely on power for uses such as lighting, air-conditioning and providing electricity for computers and back-up systems. Hence, our environmental efforts are focused on energy efficiency.

### ENERGY - ELECTRICITY

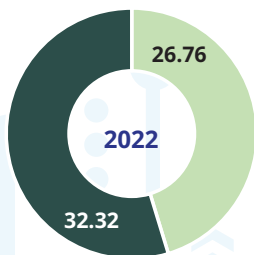
The Group’s 13 staffs are currently working in an office unit in Singapore and we have no physical presence overseas. Our electricity consumption in FY2023 amounted to 27.19 MWh and the electricity consumption intensity by revenue is estimated 68.32 per MWh per S\$ ‘million revenue and the diagram below depict the monthly electricity consumption in FY2023.

As compared to FY2022, electricity consumption intensity has increased due to the decline in revenue of the Group in FY2023. The Group shall continue to strengthen several best practices. These include promoting greater awareness of minimising electricity usage in the workplace, adopting natural sunlight as the primary source of office lighting, optimising our air conditioning and lighting system and implementing various other measures aimed at reducing overall consumption.

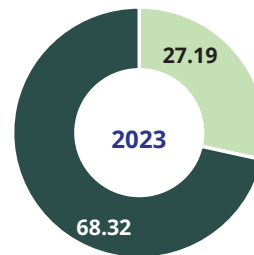
**ELECTRICITY USAGE 2023**



**ELECTRICITY USAGE**



■ Electricity Consumption (MWh)  
■ Electricity Consumption Intensity (MWh/S\$ million revenue)



■ Electricity Consumption (MWh)  
■ Electricity Consumption Intensity (MWh/S\$ million revenue)

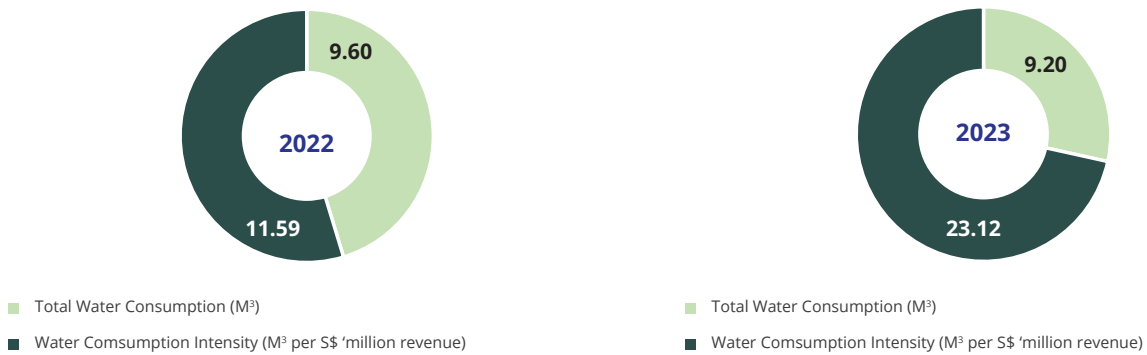
# KEY MATERIAL TOPICS

## Water Consumption

While the Group’s operations do not consume a significant amount of water for it to be a material issue, we are nonetheless mindful of its value as a precious resource in Singapore. The Group focused on minimising water consumption in our office through implementing initiatives which reduced water usage such as promoting water-saving practices and undertaking regular maintenance checks to ensure there were no water leakages in our office’s water pipe.

In FY2023, our total water consumed in the office amounted to approximately 9.2 M<sup>3</sup> and the water consumption intensity by revenue is estimated 23.12 M<sup>3</sup> per S\$ million revenue. The data for FY2022 has been included here, as there was no data reported in the previous report.

### WATER CONSUMPTION



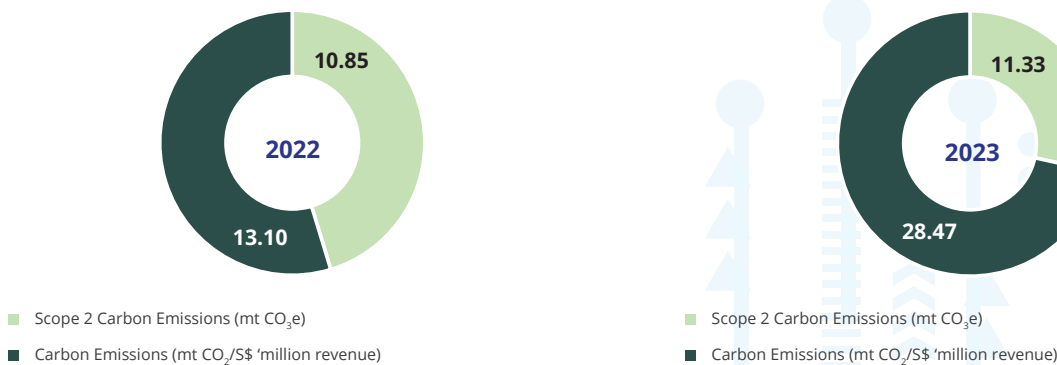
## GREENHOUSE GAS (“GHG”) EMISSIONS

The Group’s main source of indirect GHG emissions (Scope 2) is electricity consumption in the office. There are no Scope 1 emissions. In our effort to conserve energy and in line with the TCFD recommendations, we have started tracking our GHG Scope 2 emissions in FY2022.

In FY2023, our Scope 2 indirect emissions via purchased electricity amounted to approximately 11.33 mt CO<sub>2</sub> equivalent and the carbon intensity is approximately 28.47 mt CO<sub>2</sub> equivalent per S\$ million revenue. As compared to FY2022, GHG emissions intensity increased due to the decline in revenue of the Group in FY2023. We target to maintain or reduce the GHG emissions intensity in FY2024.

To fulfil our targets and have lower GHG emissions, the Group continues to reduce energy consumption, conserve energy in the workplace and promote sustainable practices among our employees.

### CARBON FOOTPRINT EMISSIONS



## KEY MATERIAL TOPICS

### Waste Generation

While the Group's operations do not produce a significant amount of waste for it to be a material issue, we acknowledge the potential risks associated with waste generation in Singapore. Recognising our responsibility toward environmental stewardship, the Group is focused on minimising waste generation within our office premises. The Group has implemented initiatives to reduce waste generation, with a particular emphasis on promoting recycling practices. The Group continuously explores and implements innovative measures to further decrease our environmental footprint and enhance our overall waste management strategies.

### COMPLIANCE WITH ENVIRONMENTAL LAWS AND REGULATIONS

In FY2023, we have achieved zero incidence of non-compliance with laws, environmental rules and regulations resulting in significant fines or sanctions. We aim to continue to fully comply with all environmental rules and regulations.

Environmental Performances in FY2023	
FY2023 Targets	FY2023 Performance Updates
<b>Electricity Consumption</b> <ul style="list-style-type: none"> <li>Reduce electricity consumption.</li> </ul>	<ul style="list-style-type: none"> <li>Electricity consumption intensity have increased in FY2023 due to lower revenue recorded in that fiscal year.</li> </ul>
<b>Water Consumption</b> <ul style="list-style-type: none"> <li>No data and target were reported.</li> </ul>	<ul style="list-style-type: none"> <li>The total water consumed in the office has declined in FY2023 but the water intensity by revenue has increased due to lower revenue recorded in FY2023.</li> </ul>
<b>Electricity Consumption and GHG Emissions</b> <ul style="list-style-type: none"> <li>We target to maintain or reduce the GHG emissions intensity in FY2023.</li> </ul>	<ul style="list-style-type: none"> <li>GHG emissions intensity has increased in FY2023 due to lower revenue recorded in FY2023, while electricity usage of corporate office remained relatively stable.</li> </ul>
<b>Waste Generation</b> <ul style="list-style-type: none"> <li>No data and target were reported.</li> </ul>	<ul style="list-style-type: none"> <li>The Group does not produce a significant amount of waste for it to be a material issue.</li> </ul>

Environmental Targets in FY2024	
FY2024 Targets	Action Plans
<b>Water Consumption</b> <ul style="list-style-type: none"> <li>We target to maintain or reduce the water consumption in FY2024.</li> </ul>	<ul style="list-style-type: none"> <li>Implement water saving initiatives.</li> <li>The finance department will monitor utility bills to measure water usage.</li> </ul>
<b>GHG Emissions</b> <ul style="list-style-type: none"> <li>We target to maintain or reduce the GHG emissions intensity in FY2024.</li> </ul>	<ul style="list-style-type: none"> <li>Frequent reminders will be sent to employees to switch off air conditioning and lighting when not in use.</li> <li>Use daylighting for common areas.</li> <li>The finance department will monitor utility bills to measure electricity usage.</li> <li>Bring greater awareness in the workplace to ensure the electricity is used efficiently.</li> </ul>
<b>Compliance of Environmental Law and Regulation</b> <ul style="list-style-type: none"> <li>We target to continue to fully comply with all environmental rules and regulations.</li> </ul>	<ul style="list-style-type: none"> <li>Continue to monitor and adhere to environmental rules and regulations.</li> </ul>

Environmental Medium and Long-term Targets	
Medium-Term Targets <sup>1</sup>	Long-Term Targets <sup>1</sup>
<ul style="list-style-type: none"> <li>VCPlus targets to reduce the GHG emissions.</li> </ul>	<ul style="list-style-type: none"> <li>VCPlus targets to reduce the GHG emissions by 10% from the 2023 base year.</li> </ul>

<sup>1</sup> Definition of time period used in this Report: Short: within 1 year, Medium: 2 – 10 years and Long: more than 10 years. Please refer to Appendix A for the sustainability scorecard.

# KEY MATERIAL TOPICS

## SOCIAL

### OUR PEOPLE

#### Employment

VCPlus provides equal employment opportunities without discriminating gender, ethnicity, colour, religion, age and nationality. These cover hiring and employment practices extending to wages, promotions, rewards and access to trainings. We are fully committed to maintaining a safe and healthy work environment for our staff.

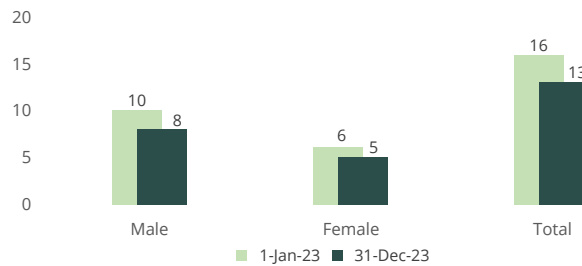
We have established relevant policies to fulfil our vision on people-oriented management. The VCPlus' Employee Handbook documents the human resources policies covering materials aspects such as employment terms, performance evaluation, working hours and employee welfare. These policies are reviewed regularly to ensure that they are in line with prevailing fair employment practices.

We seek to continuously improve our safety policies and procedures as well as the implementation of our safety measures and we will provide regular safety education and training to achieve it.

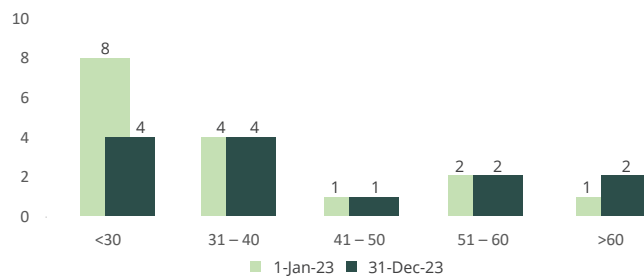
In FY2023, all the employees of the Group were located in Singapore, in line with the operations of the Group.

The graphs below show the employee profiles by gender, age group, and residency as of 31 December 2023 as compared to 1 January 2023.

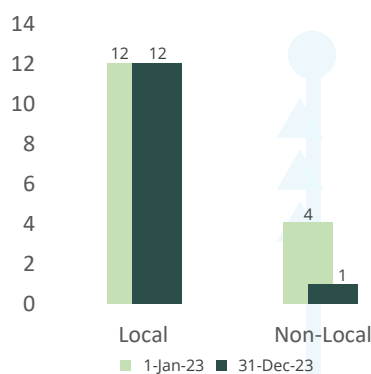
**Employee Breakdown by Gender**



**Employee Breakdown by Age**



**Employee Breakdown by Residency**



Note: Local is defined as Singaporean and Singapore permanent resident.

# KEY MATERIAL TOPICS

## Diversity And Equal Opportunity/ Discrimination

VCPlus is committed to a policy of equal opportunity for all potential and current employees. The Group hires, promotes, develops and compensates employees based on merit and without regard for age, gender, disability, marital status, race or colour, national origin, religion, sexual orientation or any other legally protected class or status. The Group believes in the merits of a diverse work force, where a wide range of varying expertise and perspectives can be brought together to bring the Group to the next level.

The Group will continue to adopt an equal employment opportunity policy, and is committed to complying with all applicable government laws and regulations pertaining to safety, health and environmental aspects, and establishing systems which provide a safe and healthy workplace for employees. Grievance-handling channels are also available to employees who believe that they have been subjected to discriminatory behaviour to raise their concerns, and such complaints will be looked into, with the Human Resource department determining the appropriate immediate and/or follow up actions to be taken.

VCPlus aspires to create a work environment where employees remain engaged thus providing employees growth and learning opportunities to help drive employee retention. We implement and adhere to best practices regarding employee engagement, including fair remuneration, employee benefits, training and development programs. We comply with local labour regulations and our employees are remunerated above minimum wage.

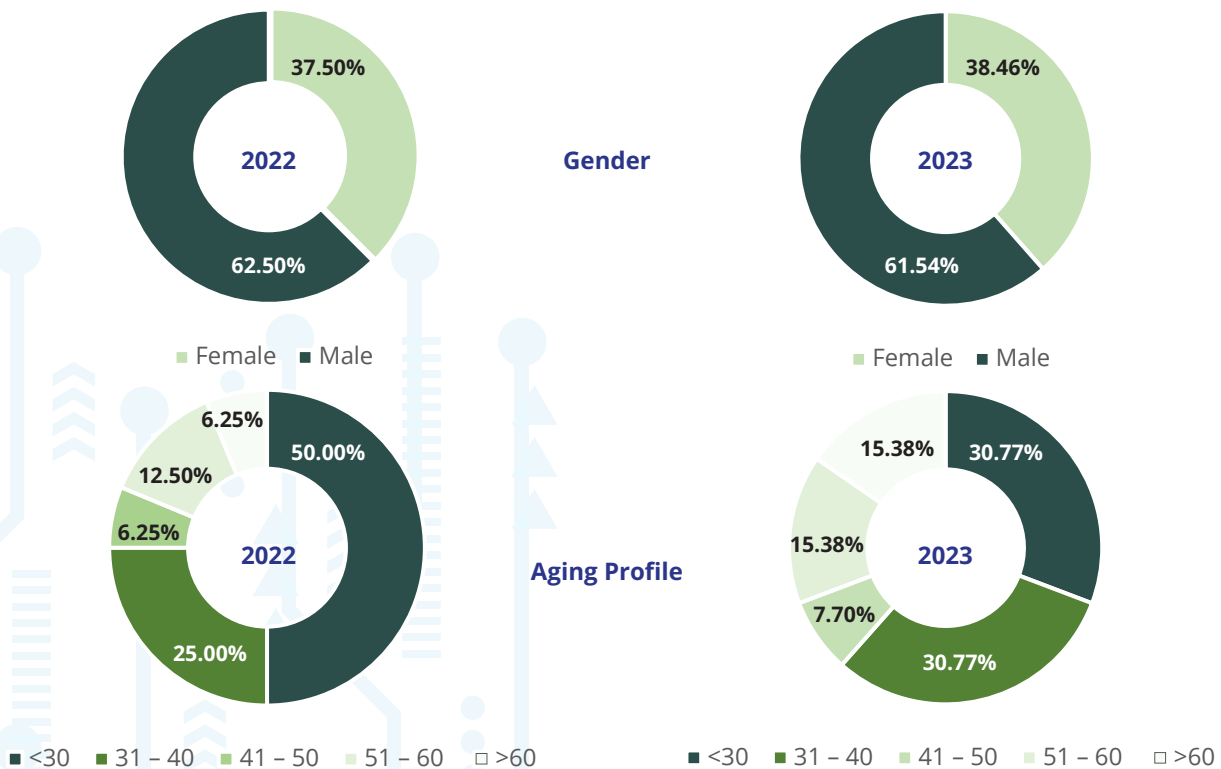
In addition, VCPlus recognises that timely and effective performance evaluation empowers employees to give their best. As such, managers and their team members meet at least once a year to review their performance.

We take responsibility for the well-being of our employees and provide them with adequate healthcare benefits such as hospitalization, surgical insurance and medical benefits.

As of 1 January 2023, total staff headcount was 16 and we ended 2023 with 13 headcounts. The headcount reduction was a deliberate action taken by the Group to manage operating costs, amidst the challenging year for the Group's businesses due to uncertain global economic outlook, rising inflationary pressures and interest rates and geopolitical tensions. Notwithstanding a lower headcount, the Group had greater diversity of staff with 1/3 or more of total headcount representing female staffs, and an increase in the headcount for staff aged 31 years old and above, as compared to 1 January 2023.

The graphs below show the employee profiles by gender, age group, and residency as a percentage as of 31 December 2023 as compared to 1 January 2023.

### Employee Diversity



## KEY MATERIAL TOPICS

In FY2022 and FY2023, the Group did not receive any complaint concerning employee dissatisfaction, incident of discrimination or breaches of employment regulations.

### BOARD DIVERSITY

The Board recognises that board diversity is an important element which will better support the Group's achievement of its strategic objectives for sustainable development by enhancing the decision-making process of the Board through varied perspectives, skills, experience, gender, age, knowledge and professional qualifications. To this end, the Group adopted the Board Diversity Policy in FY2022 to solidify the Group's commitment to diversity.

Under the Board Diversity Policy, the Board strives to have one member with relevant experience in the Group's businesses or markets; and one member with professional qualification in accounting or other professional background or discipline as may be determined by the Board to be necessary and/or beneficial to the Group. The Board also strives to have at least one female Board member, in cognisance that gender is an important aspect of diversity. Please refer to the Corporate Governance Report in the Company's Annual Report 2023 for more information on the Company's Board Diversity Policy.

The Company started the year in 2023 with four directors comprising one executive director and three independent directors. In September 2023, the executive director took leave of absence and as his replacement, the Company's appointed its CEO as an executive director. To further enhance the diversity and experience of the Board, the Company added two additional directors in FY2023. Therefore, the Company ended the year 2023 with seven directors comprising two executive directors (one on leave of absence), four independent directors and one non-executive non-independent director.

A breakdown of the age and gender diversity of our Board of Directors as at 31 December 2023 is set out below.

Age Group	Male	Female	Total
Under 50 years old	2	0	2
Over 50 years old	4	1	5
Sub-total	6	1	7
Percentage (%)	86	14	100

### MANAGEMENT DIVERSITY

The Group recognises management team diversity as a strategic asset, vital for innovation and resilience. Our commitment, outlined in the FY2023 Management Team Diversity Policy, is reflected in our diverse leadership. The Group's management team comprises the CEO, the Interim Head of APEC Solutions, Head of Custody Plus and Head of Finance.

As at 31 December 2023, a breakdown on the age and gender diversity of our management team is set out below.

Age Group	Male	Female	Total
Under 50 years old	2	0	2
Over 50 years old	0	2	2
Sub-total	2	2	4
Percentage (%)	50	50	100

### TRAINING AND EDUCATION

VCPlus encourages continuous self-development and aims to provide all employees with equal opportunities for training and upgrading. We believe that learning and training opportunities are important, and that self-development is a continuous and life-long process so that employees are equipped with the competencies needed to meet current and future business needs. This could include having employees attend workshops, seminars, conferences, in-house company training and on-the-job training as well as external training providers. By engaging external providers, we ensure that our employees gain new insights and skills from diverse perspectives. VCPlus encourages its staff to participate in business and industry events to engage with other stakeholders.

## KEY MATERIAL TOPICS

The Group is proud to share that in FY2023, we had increased average training hour per employee from 8 hours in FY2022 to 13 hours in FY2023.

### OCCUPATIONAL HEALTH AND SAFETY

The health and safety of our people is the highest priority at all our operations and across our entire company. We believe that fostering a safety culture at work will protect the most important resource of the business – our people. To this end, we provide them with a safe working environment by adhering to local safety laws and regulations. Occupational health and safety measures are in place to ensure the well-being of our team members while providing assurance to our customers.

Our workplace safety and health records are as follows:

	FY2022	FY2023
<b>Fatalities</b>		
Number of fatalities as a result of work-related injury	0	0
<b>High consequence injuries<sup>1</sup></b>		
Number of high-consequence work-related injuries	0	0
<b>Recordable injuries<sup>2</sup></b>		
Number of recordable work-related injuries	0	0
<b>Recordable work-related ill health cases<sup>2</sup></b>		
Number of recordable work-related ill health cases	0	0

### COVID-19

The impact of COVID-19 has affected every individual, function, business, industry and country. The Group started putting in place guidelines according to advisory notes from the Governments and stepped-up communications with employees since COVID-19 cases happened. In FY2022, Singapore experienced progressive relaxation of COVID-19 restrictions in the workplace and on employees.

In FY2023, the Annual General Meeting and some of the Board of Directors' meetings were conducted by electronic means. The safety and health of the Directors are paramount important for VCPlus' Board and committees to function smoothly. Some of the Board of Directors' meetings were conducted in hybrid format after the relaxation of the restrictions announced by the government.

These precautionary actions and plans can make a big difference with our employee's safety and health being the utmost priority.

### MARKETING AND LABELLING

VCPlus recognises that fair marketing practices and being transparent in the way we communicate can build trust and loyalty among our customers/business partners and suppliers. We have put in place strict marketing codes to ensure that all marketing activities comply with the various laws and guidelines such as the Singapore Code of Advertising Practice, the Info-communications Media Development Authority's Codes of Practice and Guidelines, and the Personal Data Protection Act 2012 ("PDPA").

In FY2023, there were no known instances of any non-compliance with regulations and/or voluntary codes concerning information and labelling, or marketing communications including advertising, promotion and sponsorships in relation to products and services that we offer.

Moving forward, we strive to maintain the quality of our products and services by choosing the right type of products and services to fit our business model. Quality checks will also be continuously deployed by our staff to ensure compliance with applicable regulations relating to marketing and labelling in the markets we operate.

<sup>1</sup> Under GRI, high consequence injuries refer to injuries where the worker cannot, does not, or is not expected to fully recover to pre-injury health status within 6 months.

<sup>2</sup> Under GRI, 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

## KEY MATERIAL TOPICS

### CORPORATE SOCIAL RESPONSIBILITY MANAGEMENT

We recognise the importance of establishing sound relationships with our communities.

VCPlus places importance in maintaining good relations with the local communities. In FY2023, the Group embarked on its maiden community engagement. VCPlus participated in a student research program whereby VCPlus worked with a group of MBA students from the University of Oklahoma of the US in their research paper on the topic of digital assets. Other participating entities in the program included the Monetary Authority of Singapore, Changi Airport and Cisco Singapore. VCPlus also hosted the MBA students in Singapore in January 2024. We hope the students have gained some valuable practical experience.

#### Social Performances in FY2023

FY2023 Targets	FY2023 Performance Updates
<b>Employment</b> <ul style="list-style-type: none"> <li>No target was set forth for FY2023.</li> </ul>	<ul style="list-style-type: none"> <li>Reduction in headcount to manage operating costs amidst the challenging year for the Group's businesses due uncertain global economic outlook, rising inflationary pressures and interest rates and geopolitical tensions.</li> </ul>
<b>Diversity and Equal Opportunity/ Discrimination</b> <ul style="list-style-type: none"> <li>No target was set forth for FY2023.</li> </ul>	<ul style="list-style-type: none"> <li>The Group had greater diversity of staff with 1/3 or more of total headcount representing female staffs and an increase in the headcount for staff aged 31 years old and above.</li> </ul>
<b>Board and Management Team Diversity</b> <ul style="list-style-type: none"> <li>No target was set forth for FY2023.</li> </ul>	<ul style="list-style-type: none"> <li>Maintained ongoing diversification across the board to reflect a balanced and inclusive representation.</li> <li>Half of the management team is female staff.</li> </ul>
<b>Training and Education</b> <ul style="list-style-type: none"> <li>Average of 8 hours of training for each staff continuous professional development.</li> </ul>	<ul style="list-style-type: none"> <li>Target met with an average 13 hours of training per employee, as employees attended various self-study courses online and/or seminars to learn, develop and/or enhance their skillsets and knowledge base.</li> </ul>
<b>Occupational Health &amp; Safety</b> <ul style="list-style-type: none"> <li>No target was set forth for FY2023.</li> </ul>	<ul style="list-style-type: none"> <li>Achieved zero fatality, high-consequence injuries, recordable injuries, and recordable work-related ill health cases for FY2023.</li> </ul>
<b>Marketing and Labelling</b> <ul style="list-style-type: none"> <li>Zero non-compliance concerning marketing and labelling.</li> </ul>	<ul style="list-style-type: none"> <li>Achieved zero non-compliance concerning marketing and labelling.</li> </ul>

#### Social Targets in FY2024

FY2024 Targets	Action Plans
<b>Employment</b> <ul style="list-style-type: none"> <li>VCPlus aims to increase employee retention rates.</li> </ul>	<ul style="list-style-type: none"> <li>Frequently communicate with employees on how they can better meet their needs and expectations.</li> </ul>
<b>Diversity and Equal Opportunity/ Discrimination</b> <ul style="list-style-type: none"> <li>VCPlus targets to provide equal opportunities and merit-based rewards regardless of age, gender, ethnicity, cultural background.</li> <li>VCPlus aims to achieve zero complaints concerning employee dissatisfaction, incidents of discrimination or breaches of employment regulations.</li> </ul>	<ul style="list-style-type: none"> <li>Adhere to laws against discrimination and promote equal opportunity and diversity.</li> </ul>
<b>Board and Management Team Diversity</b> <ul style="list-style-type: none"> <li>VCPlus targets to promote diversity across the Board and management team.</li> </ul>	<ul style="list-style-type: none"> <li>Continuous enhancement of the Board and management team assessment framework.</li> </ul>
<b>Training and Education</b> <ul style="list-style-type: none"> <li>VCPlus aims to encourage staff training of an average of 8 hours for each staff continuous professional development.</li> </ul>	<ul style="list-style-type: none"> <li>Conduct training internally or attend training with external training providers.</li> </ul>
<b>Occupational Health &amp; Safety</b> <ul style="list-style-type: none"> <li>VCPlus targets to achieve zero fatality, high-consequence injuries, recordable injuries, and recordable work-related ill health cases.</li> </ul>	<ul style="list-style-type: none"> <li>Promote awareness on health and safety culture at workplace and provide a safety work environment for employees.</li> </ul>
<b>Marketing and Labelling</b> <ul style="list-style-type: none"> <li>VCPlus seeks to maintain zero non-compliance concerning marketing and labelling.</li> </ul>	<ul style="list-style-type: none"> <li>Adhere to the strict marketing codes to ensure that all marketing activities comply with the various laws and guidelines.</li> </ul>



## KEY MATERIAL TOPICS

### Social Medium and Long-term Targets

#### Medium-Term Targets<sup>1</sup>

- Increase workforce diversity and opportunity.
- VCPlus aims to maintain diversity across both the Board and management team.
- Target to promote and provide an average of 10 hours of staff training for each staff continuous professional development.
- Enhance and implement inclusive occupational health and safety standards to align with the expanding scope of our business units.
- VCPlus aims to maintain zero non-compliance concerning marketing and labelling.

#### Long-Term Targets<sup>1</sup>

- Achieve full representation and inclusion across all levels of the organization, reflecting the diversity of the communities we serve.
- VCPlus strives to establish a Board and management team that not only mirrors the diversity of our global society but also sets a standard for inclusive leadership within our industry.
- Target to promote and provide an average of 12 hours of staff training for each staff's continuous professional development.
- Achieve industry-leading occupational health and safety standards.
- Strive to achieve and sustain zero instances of non-compliance with marketing and labeling regulations.

<sup>1</sup> Definition of time period used in this Report: Short: within 1 year, Medium: 2 – 10 years and Long: more than 10 years.

Please refer to Appendix A for the sustainability scorecard.

## KEY MATERIAL TOPICS

### GOVERNANCE

#### BUSINESS ETHICS AND ANTI-CORRUPTION

VCPlus adheres to a zero-tolerance policy on fraud and unethical conduct including corruption and bribery. Our Board of Directors mandates a high standard of integrity for all its members and the Group. We operate our business in line with the highest ethical standards and in compliance with all applicable anti-corruption legal requirements.

The Group's Code of Conduct sets out, inter alia, the guidelines for acceptable codes of ethics in the workplace and for dealings with suppliers and customers. This policy, which is included in the Group's Employee Handbook, applies across our entire organization as well as to any individual or entity authorised to do work on our behalf. All directors, officers, and employees are required to acknowledge that they have read and understand this policy. The Group's Code of Conduct has been communicated during formal and informal communications to all employees and the Human Resources department will circulate the Employee Handbook once a year to remind all staff of their responsibilities. Where there is any non-compliance with the Code of Conduct, employees will be required to disclose the details of such non-compliance.

In addition, the Group has a whistleblowing policy ("**Whistleblowing Policy**") in place to promote good ethical standards, integrity and governance in the corporate conduct and business practices of the Group. The Whistleblowing Policy provides an avenue for our employees to raise in confidence, concerns about actual or suspected improprieties about, amongst others, financial reporting, internal controls, corruption, bribery and fraud, and offer assurance that employees raising such concerns in good faith will be protected from reprisals for whistleblowing. The Audit Committee of the Group are responsible for oversight and monitoring of whistleblowing, including investigation of whistleblowing reports which are made in good faith. Whistleblowing concerns received will be handled in accordance with the procedures set out in the Whistleblowing Policy and will be reported to the Chairman of the Audit Committee, via email to [whistleblowing@vcplus.sg](mailto:whistleblowing@vcplus.sg) or by mail at 223 Mountbatten Road, #03-10 Singapore 398008. Please refer to our Whistleblowing Policy as described in our Corporate Governance Report.

There was no reported incident of corruption in the reporting period of FY2023.

#### INTERNAL ACCESS CONTROL AND IT SECURITY POLICIES

As a service provider in the FinTech sector, VCPlus is committed to upholding a high degree of Cybersecurity to protect and safeguard its stakeholders' interests, including customers, employees, business partners and the Group and also committed to promote a culture of security.

To ensure that data access is only provided on a need to-know basis, and to protect the Group's system from unauthorised access, stringent internal access controls have been established where employees are only granted access to specific information based on their assigned duties, and a strict approval process including proper authorisation to grant access control has been enacted. The IT department reviews internal access control at regular intervals, providing assistance to the different departments to determine their data sensitivity while advising them on the controls available. IT department also advises other departments within the Group pertaining to information security.

The Group has established IT security policies to detect unauthorised information processing activities, the systems in place are also regularly monitored, while information security events are logged to facilitate prompt detection of unauthorised or malicious activities by internal and external parties. The IT department uses various monitoring tools to perform checks on various devices and systems in the Group. Investigations will be conducted immediately should suspicious or malicious threats be identified and reported by the monitoring tools.

In FY2023, there were no incidents of cybersecurity breaches. The Group will continue to strengthen its cybersecurity system to protect its customers from cybersecurity risks and threats.

#### DATA PROTECTION

It is our duty to protect private data and uphold a high standard of data privacy in our day-to-day operations. We are committed to maintaining trust between our businesses and stakeholders including our employees, customers and business partners.

## KEY MATERIAL TOPICS

VCPlus has a Data Protection Officer (“DPO”) who is responsible for ensuring its compliance with the PDPA in respect of protecting the personal data in the Group’s possession or control. The roles of DPO include developing policies for handling personal data in electronic and non-electronic forms, communicating internal personal data policies to customers and handling any queries or complaints related to the protection of personal data. The DPO also engages all employees to communicate the data protection policies and their roles in safeguarding its customers’ personal data as well as to understand the internal processes in place to protect personal data. The DPO will also be the overall in-charge for remedial measures in the event of a breach.

In FY2023, the Group did not receive any complaint concerning breaches of customer privacy, or any leaks, thefts, and loss of customer data.

Governance Performances in FY2023	
FY2023 Targets	FY2023 Performance Updates
<b>Business Ethics and Anti-Corruption</b> <ul style="list-style-type: none"> <li>VCPlus aims to continue achieving zero fraudulent activities in FY2023.</li> </ul>	<ul style="list-style-type: none"> <li>Zero fraudulent activity was reported in FY2023.</li> </ul>
<b>Internal Access Control and IT Security Policies</b> <ul style="list-style-type: none"> <li>VCPlus aims for zero breach on cybersecurity in FY2023.</li> </ul>	<ul style="list-style-type: none"> <li>Zero breach on cybersecurity was reported in FY2023.</li> </ul>
<b>Data Protection</b> <ul style="list-style-type: none"> <li>VCPlus targets for zero breaches of customer privacy, or any leaks, thefts, and loss of customer data in FY2023.</li> </ul>	<ul style="list-style-type: none"> <li>Zero breaches of customer privacy, or any leaks, thefts, and loss of customer data.</li> </ul>

Governance Targets in FY2024	
FY2024 Targets	Action Plans
<b>Business Ethics and Anti-Corruption</b> <ul style="list-style-type: none"> <li>VCPlus aims to continue achieving zero fraudulent activities in FY2024.</li> </ul>	<ul style="list-style-type: none"> <li>Promote awareness of anti-corruption and whistle-blowing policy in the Group.</li> </ul>
<b>Internal Access Control and IT Security Policies</b> <ul style="list-style-type: none"> <li>VCPlus aims for zero breach on cybersecurity in FY2024.</li> </ul>	<ul style="list-style-type: none"> <li>Implementation of IT security measures and perform regular checks.</li> </ul>
<b>Data Protection</b> <ul style="list-style-type: none"> <li>VCPlus targets for zero breaches of customer privacy, or any leaks, thefts, and loss of customer data in FY2024.</li> </ul>	<ul style="list-style-type: none"> <li>Ensure internal processes are in place to protect personal data.</li> </ul>

Governance Medium and Long-term Targets	
Medium-Term Targets <sup>1</sup>	Long-Term Targets <sup>1</sup>
<ul style="list-style-type: none"> <li>VCPlus seeks to continuously update its code of conduct to ensure comprehensiveness and to uphold anti-corruption measures.</li> <li>VCPlus aims to integrate advanced technology systems to enhance IT security and bolster data protection measures.</li> </ul>	<ul style="list-style-type: none"> <li>We aspire to evolve into a benchmark for ethical leadership in our industry.</li> <li>VCPlus strives for an enduring commitment to advanced technology integration, fortifying IT security, and elevating data protection measures.</li> </ul>

<sup>1</sup> Definition of time period used in this Report: Short: within 1 year, Medium: 2 – 10 years and Long: more than 10 years. Please refer to Appendix A for the sustainability scorecard.

# APPENDIX A: SUSTAINABILITY SCORECARD

## ENVIRONMENTAL

Performance Indicator	Units	FY2022	FY2023
Total Electricity Consumption	MWh	26.76	27.19
Electricity Usage Intensity	MWh / S\$ million revenue	32.32	68.32
Total Water Consumption	M <sup>3</sup>	9.60	9.20
Water Consumption Intensity	M <sup>3</sup> / S\$ million revenue	11.59	23.12
Total Carbon Footprint	mtCO <sub>2</sub> e	10.85	11.33
Carbon Footprint Intensity	mtCO <sub>2</sub> e / S\$ million revenue	13.10	28.47
Total Waste Generated	Tons	Immaterial	Immaterial

## SOCIAL

Performance Indicator	Units	FY2022	FY2023
Current Employees by Gender	Number (%)	M: 10 (62.50%) F: 6 (37.50%)	M: 8 (61.54%) F: 5 (38.46%)
Current Employees by Age	Number (%)	30 <: 8 (50.00%) 31 - 40: 4 (25.00%) 41 - 50: 1 (6.25%) 51-60: 2 (12.50%) > 61: 1 (6.25%)	30 <: 4 (30.77%) 31 - 40: 4 (30.77%) 41 - 50: 1 (7.70%) 51-60: 2 (15.38%) > 61: 2 (15.38%)
Average Training Hour per Employee	Number	8	13
Average Training Hour per Employee by Gender	Number	M: 8 F: 0	M: 21 F: 4
Incident of Fatalities, High-Consequence Injuries, Recordable Injuries and Recordable work-related ill health cases	Number	0	0

## GOVERNANCE

Performance Indicator	Units	FY2022	FY2023
Independent Directors	Number (%)	3 (75.00%)	4 (57.14%)
Female on the Board of Directors	Number (%)	1 (25.00%)	1 (14.29%)
Female in the management team	Number (%)	1 (33.33%)	2 (50.00%)
Employees communicated on whistleblowing policy and code of conduct	Number (%)	13 (100.00%)	13 (100.00%)
Whistleblowing complaints	Number	0	0
Employees that received anti-corruption training	Number	0	0
Cybersecurity breach	Number	0	0
Data Privacy breach	Number	0	0
Confirmed incidents of corruption	Number	0	0

## APPENDIX B: GRI CONTENT INDEX

<b>STATEMENT OF USE</b>	VCPlus Limited has reported with reference to the GRI Standards for the period 1 January 2023 to 31 December 2023
<b>GRI 1 USED</b>	GRI 1: Foundation 2021

GRI STANDARDS	DISCLOSURE TITLE	PAGE REFERENCE	
<b>General Disclosures</b>			
GRI 2: General Disclosures 2021	2-1	Organisational details	2
	2-2	Entities included in the organisation's sustainability reporting	2
	2-3	Reporting period, frequency and contact point	3
	2-4	Restatements of information	3
	2-5	External assurance	3
	2-6	Activities, value chain and other business relationships	2
	2-7	Employees	17
	2-8	Workers who are not employees	Not applicable
	2-9	Governance structure and composition	AR: 17
	2-10	Nomination and selection of the highest governance body	AR: 19
	2-11	Chair of the highest governance body	AR: 15
	2-12	Role of the highest governance body in overseeing the management of impacts	AR: 15
	2-13	Delegation of responsibility for managing impacts	5
	2-14	Role of the highest governance body in sustainability reporting	5
	2-15	Conflicts of interest	Not applicable
	2-16	Communication of critical concerns	6 - 7
	2-17	Collective knowledge of the highest governance body	5
	2-18	Evaluation of the performance of the highest governance body	AR: 26 - 27
	2-19	Remuneration policies	AR: 28 - 30
	2-20	Process to determine remuneration	AR: 27
	2-21	Annual total compensation ratio	Not applicable
	2-22	Statement on sustainable development strategy	5
	2-23	Policy commitments	8 - 9
	2-24	Embedding policy commitments	8 - 9
	2-25	Processes to remediate negative impacts	9 - 10
	2-26	Mechanisms for seeking advice and raising concerns	6 - 7
	2-27	Compliance with laws and regulations	3
	2-28	Membership associations	Not applicable
	2-29	Approach to stakeholder engagement	6 - 7
	2-30	Collective bargaining agreements	Not applicable <sup>1</sup>

## APPENDIX B: GRI CONTENT INDEX

GRI STANDARDS	DISCLOSURE TITLE	PAGE REFERENCE	
<b>Material Topics</b>			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	7
	3-2	List of material topics	8 - 9
	3-3	Management of material topics	8 - 9
<b>Economic Performance</b>			
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	AR: 7
<b>Market Presence</b>			
GRI 202: Market Presence 2016	202-2	Proportion of senior management hired from local community	Our senior management is 100% hired from the local community
<b>Anti-Corruption</b>			
GRI 205: Anti-Corruption 2016	205-1	Operations assessed for risks related to corruption	23
	205-2	Communication and training about anti-corruption policies and procedures	23
	205-3	Confirmed incidents of corruptions and actions taken	23
<b>Energy</b>			
GRI 302: Energy 2016	302-1	Energy consumption within the organisation	14
	302-3	Energy intensity	14
<b>Water</b>			
GRI 303: Water and Effluents	303-5	Water consumption within the organisation	15
<b>Emission</b>			
GRI 305: Emission 2016	305-2	Energy indirect (Scope 2) GHG emissions	15
	305-4	GHG emissions intensity	15
<b>Waste</b>			
GRI 305: Emission 2016	306-3	Waste generated within the organisation	16
<b>Employment</b>			
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Not applicable
<b>Occupational Health and Safety</b>			
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	20
	403-4	Worker participation, consultation, and communication on occupational health and safety	20
	403-5	Worker training on occupational health and safety	20
	403-6	Promotion of worker health	20
	403-9	Work-related injuries	20

## APPENDIX B: GRI CONTENT INDEX

GRI STANDARDS	DISCLOSURE TITLE	PAGE REFERENCE	
<b>Training and Education</b>			
GRI 404: Training and Education 2016	401-1	Average hours of training per year per employee	19 - 20
	404-2	Programs for upgrading employee skills and transition assistance programs	19
<b>Diversity and Equal Opportunity</b>			
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	18 - 19
<b>Non-discrimination</b>			
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	19
<b>Local Communities</b>			
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	21
<b>Customer Privacy</b>			
GRI 418 Customer Policy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	23 - 24

<sup>1</sup> All employees within the scope of this SR are not covered by collective bargaining agreements.

## APPENDIX C: TCFD RECOMMENDATIONS

TCFD Thematic Areas	Recommended Disclosures	Reference and Remarks
<b>Governance</b>		
Disclose the organisation's governance around climate-related risks and opportunities	<ul style="list-style-type: none"> <li>a. Describe the board's oversight of climate-related risks and opportunities.</li> <li>b. Describe management's role in assessing and managing climate-related risks and opportunities.</li> </ul>	The Group currently has in place governance mechanisms to address climate-related risks and opportunities. Please refer to the "Sustainability Governance Structure" section of this Sustainability Report for more information on the governance mechanism.
<b>Strategy</b>		
Disclose the actual and potential impacts of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning where such information is material	<ul style="list-style-type: none"> <li>a. Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term.</li> <li>b. Describe the impact of climate-related risks and opportunities on the organisation's business, strategy, and financial planning.</li> <li>c. Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.</li> </ul>	The Group is currently in the process of developing a climate risk management framework to identify and assess the impacts of climate-related risks and opportunities.
<b>Risk Management</b>		
Disclose how the organisation identifies, assesses, and manages climate-related risks	<ul style="list-style-type: none"> <li>a. Describe the organisation's processes for identifying and assessing climate-related risks.</li> <li>b. Describe the organisation's processes for managing climate-related risks.</li> <li>c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management.</li> </ul>	<p>The Group is currently in the process of developing a climate risk management framework to identify and assess the impacts of climate-related risks and opportunities.</p> <p>Climate-related risks are currently considered in the Group's materiality assessment process and managed by the Sustainability Committee.</p>
<b>Metrics and Targets</b>		
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	<ul style="list-style-type: none"> <li>a. Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.</li> <li>b. Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.</li> <li>c. Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.</li> </ul>	The Group has disclosed Scope 2 GHG emissions. Please refer to "Greenhouse gas ("GHG") Emissions" section for more information on the Scope 2 GHG emissions. The Group is currently in the process of developing a climate risk management framework to identify and assess the impacts of climate-related risks and opportunities.



# CORPORATE SOCIAL RESPONSIBILITY POLICY STATEMENT

## SOCIAL RESPONSIBILITY POLICY

The Group is committed to being a responsible corporate citizen and consider the physical and human environment when making our business decisions. We endeavor to have a positive impact on the communities in the areas where we operate both socially and economically.

We uphold the following principles and responsibilities of good corporate citizenship in realising our commitments:

- Provide our staff with comfortable and responsible working conditions and treat them with dignity and respects.
- Strive to achieve high degree of trust with all stakeholders and would conduct our business honestly and ethically. This includes to comply with all applicable laws in places we conduct our businesses.
- Strive to protect human health and preservation of the environment in each phase of our operating activity by implementing high standard of environment, health and safety policy.
- Contribute to local community by providing working opportunities, donating to the less fortunate local residents and participating in local community projects.
- Provide sufficient resources to train and develop our staff.

## ENVIRONMENT, HEALTH AND SAFETY POLICY

The Group intends to achieve high standard of compliance with regard to environment, health and safety matters. In achieving this we are committed to the following:

- Apply safety management in design, planning and development of all project's developments and operations.
- Develop and implement safe working procedures.
- Ensure compliance to all applicable laws related to environment, health and safety.
- Provide continuous training to all staff to elevate their alertness to issues related to environment, health and safety.
- Ensure installation of appropriate system and all chemical are discharged in safe manner and will not bring harm to the environment.
- Conduct audit to ensure that policies and procedures related to environment, health and safety are being adhered to by both internal staff and external contractors.