

Sustainability Report • 2023

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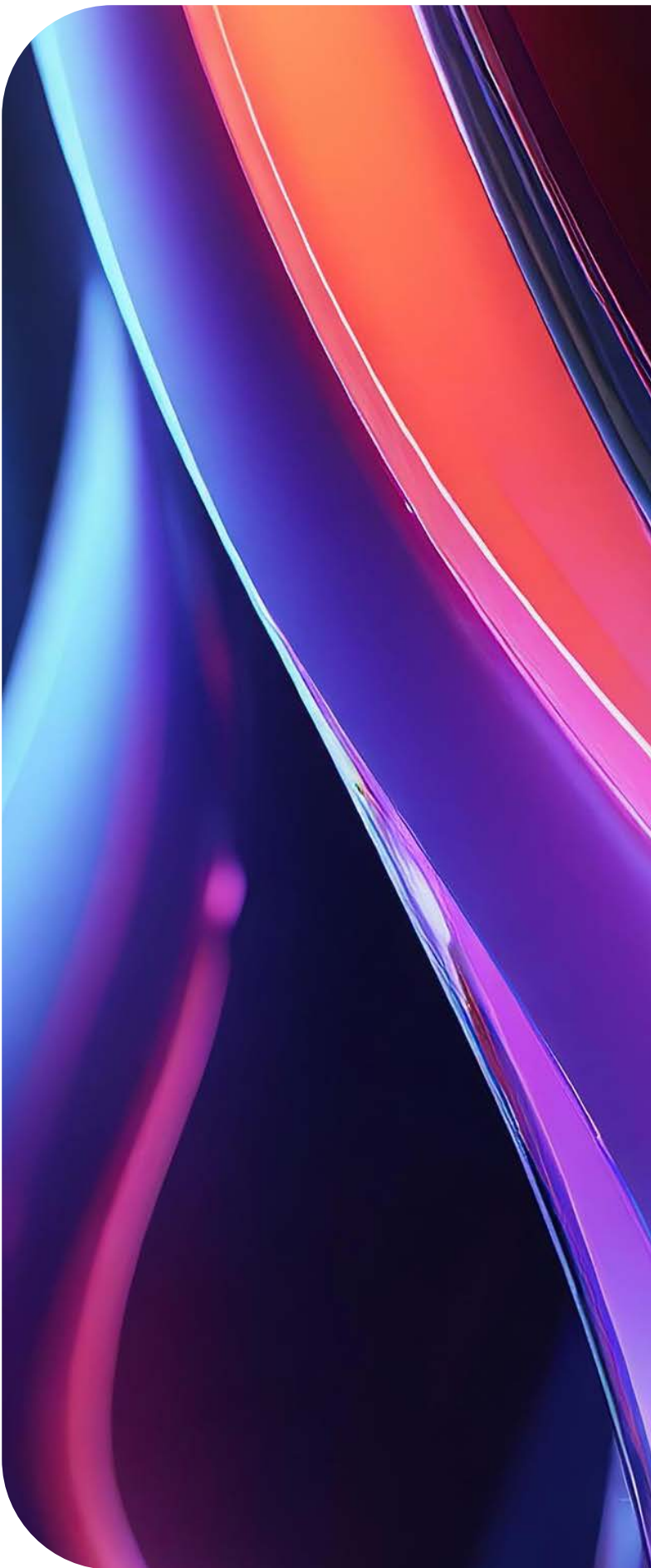
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Letter From de CEO

In 2023, we accepted the challenge of integrating ESG practices into Venturus’ business model. A challenge, indeed, but one that I see as something more: a true opportunity for learning, adaptations, and positive transformations so that we could achieve our goals of being a more socially and ecologically responsible company.

The first issue was to understand whether we were on the right path towards sustainable governance and which directions we could follow. Thus, after a long period of studies and diagnostics, we arrived at the construction of our first Sustainability Report, a material that maps the actions carried out here and indicates our development points, the Materiality Matrix, and our Sustainability Policy.

In addition, we created a new value: “we act responsibly”. After all, ESG gives us guidelines and unifies practices that do not help just a niche of companies, but the world as a whole. And in order to contribute in the best possible way and

be in line with our purpose, “transforming people’s lives by building new futures”, this clinical look at Venturus was extremely important.

In 2023, we carried out a series of actions that brought us great satisfaction: from removing plastic cups from the office and raising awareness among Ventureiras to bring reusable bottles or cups, to Descomplica VNT, a learning program aimed at young people in vulnerable situations who were interested in learning about programming logic.

However, more than highlighting specific achievements, it is the set of transformations occurring in an organized manner that we value the most.

If 2023 was a year of diagnosis, we consider 2024 as the year of consolidation of ESG at Venturus and internationalization of the brand. Within this scope, three main themes guided us:

Eco-efficiency

Community Development

Anti-Corruption Practices



Our goal is to build actions that are increasingly aligned with what we aim for in the pursuit of a sustainable and responsible organization, engaging and involving our internal community and stakeholders for more active participation. We know that this general commitment to ESG practices takes time, but it is the future we seek for Venturus.

I believe that the IT company ecosystem has great potential to help in this journey, since technology has a set of mechanisms and artifacts that can be applied within ESG practices and bring benefits to all layers of society and our environment.

At Venturus, we see Generative AI as a great growth tool capable of assisting in the governance and efficiency of the organization. It is essential to be more productive with the resources

we have at hand and ensure that we are prepared for new technologies.

Finally, I would like to thank our entire community for being with us on this journey! You have been essential to the transformations we are carrying out and, together, we will continue to make a difference in the pursuit of a Venturus that is increasingly socially and ecologically conscious. After all, we transform people's lives by building new futures.



João Sato
CEO of the Venturus

About This Report

It is with great pleasure that we present Venturus’ second Sustainability Report, covering the period of 2023. This document reflects our ongoing commitment to sustainability and reinforces our active role in promoting responsible practices in all areas of operation.

In this report, we highlight the initiatives, results achieved and challenges faced during the last year, demonstrating our journey towards increasingly sustainable management aligned with ESG (Environmental, Social and Governance) principles.

We reaffirm our commitment to transparency and accountability, providing detailed information on our performance in several areas, from environmental management to corporate governance practices.

In 2022, we began a project focused on understanding our social, environmental and economic impacts in order to chart a transformative path. In 2023, we continue this mission, seeking to expand our understanding and strengthen our actions for a more sustainable future.

We are confident that by sharing our achievements, challenges and goals for the future, we can inspire other companies and contribute to a more sustainable and equitable world.

**Sustainable Human
Development Area**



Our Material Topics

Identifying and prioritizing material issues are crucial processes for the strategic management of corporate sustainability. These issues represent the most relevant and significant topics for the organization and its stakeholders, serving as a compass that guides tactical and strategic decisions in favor of robust socio-environmental and economic performance.

In the context of Venturus, the construction of the Materiality Matrix is a clear example of how integrating stakeholder perspectives can improve the relevance and effectiveness of ESG practices.

Their participation was central to the development of the Venturus Materiality Matrix. This process was conducted using a customized methodology, aligned with reference standards such as GRI, ABNT 2030, SASB and the Sustainable Development Goals (SDGs). The steps included:

Definition of the Sphere of Influence

Identification of all stakeholders and assessment of their degree of impact and significance for the business. This was based on six parameters: dependence, responsibility, tension, influence, representativeness and illegitimacy.



Consultation with Stakeholders

Carried out through structured questionnaires using the Microsoft Forms tool. The sampling was determined with a confidence level of 95% and a margin of error of 5%, ensuring the representativeness of the opinions collected.



Stakeholder Engagement

Before starting the consultation, an engagement plan was implemented to maximize participation, using various means of communication such as email, telephone, WhatsApp, and face-to-face meetings. This engagement was essential to raise awareness in the various areas of the organization about the importance of stakeholder participation in the ESG Journey.



Dialogue with Stakeholders

Different groups of stakeholders were consulted, including deliberative and fiscal councils, executive board, employees, customers, suppliers and service providers, who shared perceptions on governance, environmental and social issues, based on statements substantiated in specific GRI notebooks.

From these steps, the most relevant themes were identified and prioritized, resulting in a Materiality Matrix that faithfully reflects the interests and concerns of stakeholders, as well as industry trends.

This process allowed Venturus to develop action plans and policies aligned with sustainability, strengthen the relationship of trust with its stakeholders and prepare for future expectations and challenges.

At the end of the process, we identified the following Material Themes:

Economic Performance and Impact

Performance and economic impact are key aspects of Venturus' financial health and sustainable growth. To strategically direct our efforts and resources, we have identified the following key themes to increase the Institute's revenue and growth:

- Internationalization: new international client – USA;
- New Products and Services: obtain revenue for executing candidate projects in strategic areas;
- SW productivity with AI: increase productivity in SW development using AI tools;
- More competitive costs: reduce G&A expenses.

To ensure that our actions are aligned with corporate strategy and business objectives, we integrate the management of our performance and economic impact into all relevant internal functions and processes.

Here are some practices and responsibilities related to this topic:

- Executive Responsibility: Senior management, together with the Supervisory Board, oversees economic performance and ensures that management measures are aligned with the company's strategic goals.
- Internal Decision-Making Processes: Our decision-making processes involve analysis of economic and market data, enabling us to respond proactively to changes and challenges.
- Budget Allocation: Resource allocation is carefully planned and based on return on investment analysis, ensuring that funds are directed to areas that maximize positive economic impact.

- Internal and External Oversight and Audit: We conduct regular internal audits and undergo annual external audits to assess the effectiveness of impact management measures and identify areas for improvement.
- Response to Negative Impacts: In the event of actual negative impacts, we have processes in place to respond quickly and mitigate the effects, including contingency plans and operational restructuring if necessary.

These practices and responsibilities help us ensure continued strong economic performance and maximize our positive impact on the business environment.

Anti-corruption practices



Venturus, as a technology institute committed to ethics and integrity, has clear policies and commitments regarding the issue of anti-corruption.

These policies are designed to ensure that all activities of the organization comply with applicable laws and regulations and to promote a culture of transparency and accountability:

- Code of Conduct and Ethics
- Sustainability Policy
- Due Diligence and Risk Assessment
- Reporting Channels
- Commitment to Transparency

These policies and commitments reflect Venturus’ dedication to maintaining the highest integrity in all operations and fostering a corporate culture in which corruption has no place.

The organization understands that anti-corruption is a material issue for business sustainability and stakeholder trust.

Eco-efficiency

Here, eco-efficiency is a key priority. Our goal is to optimize resources and reduce costs in an intelligent way, and this involves adopting renewable energy to not only cut costs, but also to stabilize costs in the long term and reduce our ecological footprint.

We actively seek to promote environmental awareness among our employees and visitors,

strengthening our commitment to sustainability at all levels. And, to mitigate our environmental and social impacts, we implement sustainable purchasing policies and recycling programs.

In addition, we promote engagement and education on sustainable practices, encouraging an organizational culture focused on preserving the environment and the responsible use of natural resources.

Community Development

O desenvolvimento da comunidade é uma peça Community development is a key part of our sustainable approach. We recognize that the positive economic impacts of economic empowerment and encouraging innovation and entrepreneurship strengthen local communities and drive regional and national economic growth.

By empowering individuals with skills and knowledge, we improve their employment opportunities and enable them to start businesses and improve their existing practices. This increases individual incomes and contributes to poverty reduction and a more robust and diverse economic ecosystem.

Our responsibility is to ensure that these benefits are shared fairly and inclusively, promoting economic inclusion of all segments of the community and focusing on building capacity for self-reliance, so that communities can sustain and expand the benefits of development independently, ensuring a sustainable future for all.

Diversity, Equity and Inclusion

Our commitment to Diversity, Equity and Inclusion is essential to our organizational culture. Our commitments include fostering an inclusive culture, continuous learning, celebrating diversity, engaging employees, supporting authentic expression and ensuring resources for equity.

By providing employment and training opportunities for underrepresented groups, Venturus contributes to economic inclusion and reducing income disparities.

For this reason, we adopt a zero-tolerance stance towards discrimination, always seeking to correct inappropriate behavior. We are committed to being an example of excellence in diversity and inclusion, both internally and externally.

Health and Safety at Work

Occupational health and safety are fundamental pillars for the well-being of employees and the sustainable performance of any organization. In the case of Venturus, although its core business is technology, we constantly work to mitigate potential risks.

We adopt proactive measures, such as risk assessments, well-being programs, health and safety policies, as well as regular audits and training. These actions reflect our commitment to ensuring a safe and healthy work environment, in line with social and corporate responsibilities.

These measures aim to ensure a safe and healthy work environment, demonstrating transparency and ongoing dedication to health and safety at work.

Fair Labor Practices

We are committed to promoting fair labor practices, recognizing their importance for the well-being of employees and the success of the Institute.

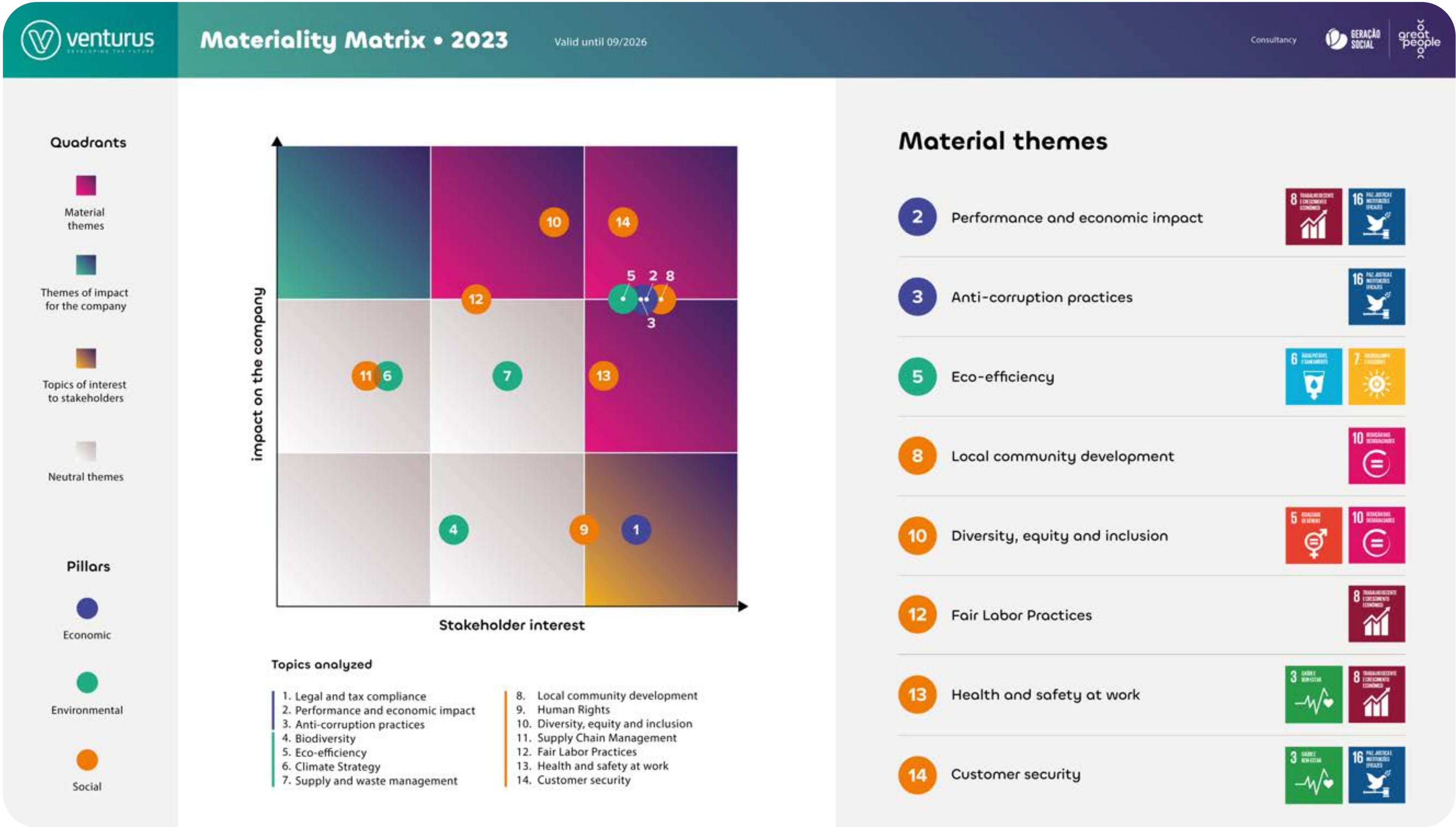
These practices have positive economic impacts, including increased productivity and cost reduction. In addition, they promote the physical and mental well-being of employees, contributing to a culture of diversity, equality and inclusion. Our policies and commitments reflect this commitment, including regular assessments of the organizational climate and participation in volunteer programs.

Customer Safety

Customer security is a top priority for Venturus, reflecting not only its commitment to the integrity of the services it offers, but also its respect for the rights and privacy of its users.

The positive economic impacts are evident, with the building of customer trust and loyalty, as well as the achievement of a significant competitive advantage in the market. Furthermore, the reduction in costs associated with data breaches and security incidents is a direct consequence of effective investments in security.

To mitigate potential negative impacts, we take a proactive approach, including regular security audits, third-party risk management, privacy and compliance policies, ongoing training, and a well-structured incident response plan. These actions demonstrate the organization’s commitment to ensuring a safe and reliable environment for its customers, aligned with its values of responsibility and excellence.



1. About Us

About Us

Our Purpose

Transforming people’s lives by building new futures.

Golden Circle

- **Why?**
Transforming people’s lives by building new futures
- **How?**
Uncomplicated technology for those who need it, with a focus on those who use it
- **What?**
High-quality technological services and training

Values



We are constantly evolving: we are eager to learn and share knowledge and technologies.



We are protagonists: we have a sense of ownership, building Venturus and our own journey.



We build relationships of trust: collaboration and transparency between Ventureiros and clients define us.



We deliver excellent results: we raise our level of excellence through our commitment to delivery.



We value people: we support diversity and individuality, listen to our people and celebrate our achievements.



We act responsibly: we transform reality through sustainable actions that impact the environment and the community.

Our History

In 1995, in the city of Barueri, in São Paulo, an initiative began to be developed.

Based on incentives from the Computer Law, the team built and developed this idea, which gave rise to the Informat Institute. Over time, the headquarters of the Institute's work moved to Indaiatuba, where it remained for 10 years.

In 2005, the Institute's organizational structure was reformulated and even its brand was changed. In October of the same year, Informat was renamed Venturus, an Institute of Science and Technology.

In 2006, the company changed its location to the High Technology Hub, in Campinas, also in the state of São Paulo.

Who we are today

We are a technology, research, development and innovation center that has been creating and developing products and services with a decisive impact on the lives of end customers for 29 years.

We support companies in the development of software solutions, digital strategies, implementation of Artificial Intelligence and productive optimization.

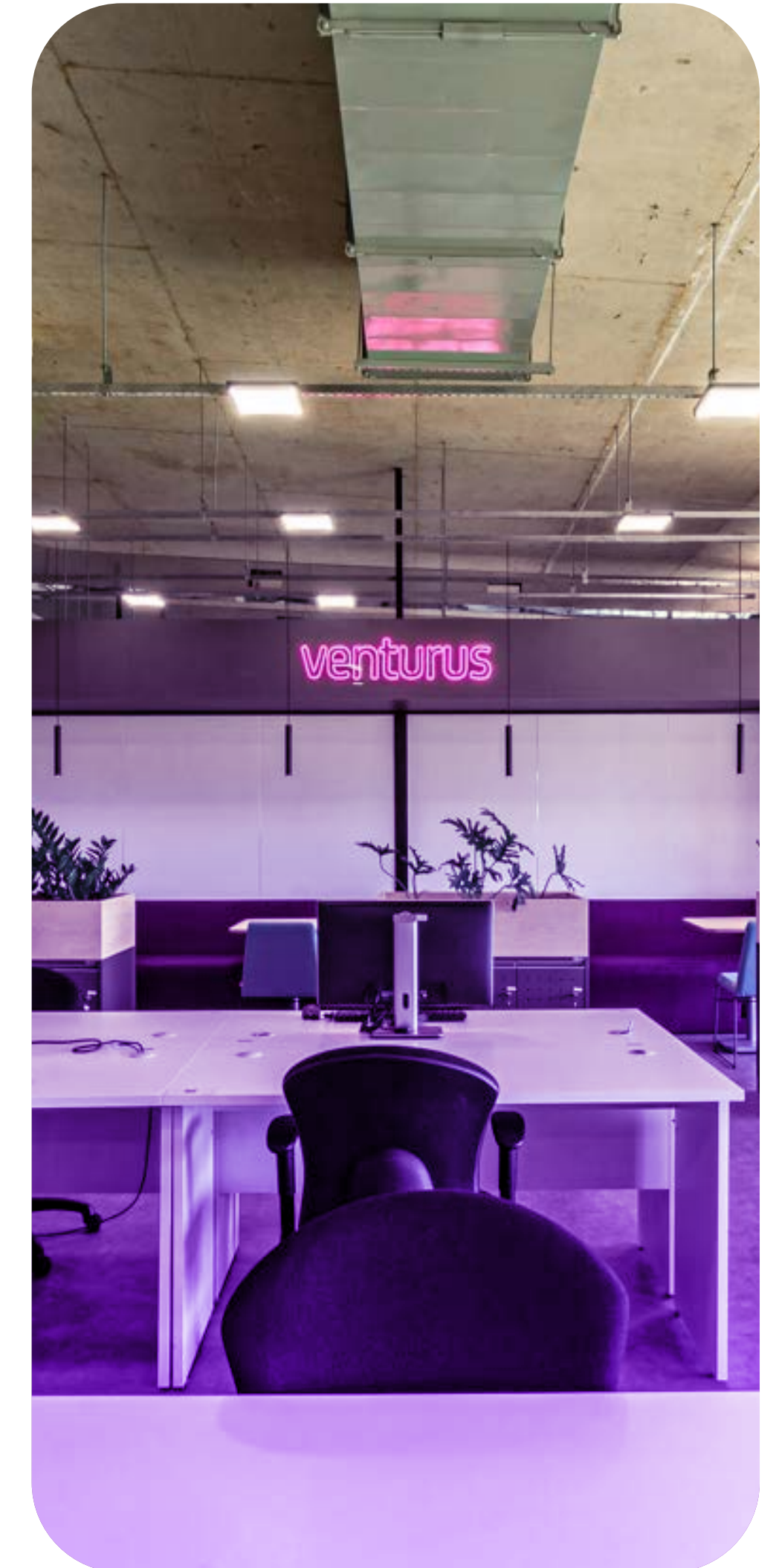
We map the entire scenario to develop technological solutions that no one else does, with risk reduction, time savings and deliveries that truly have value.

Until 2022, our mission was based on building innovative solutions and providing technological services in mobility, automation and

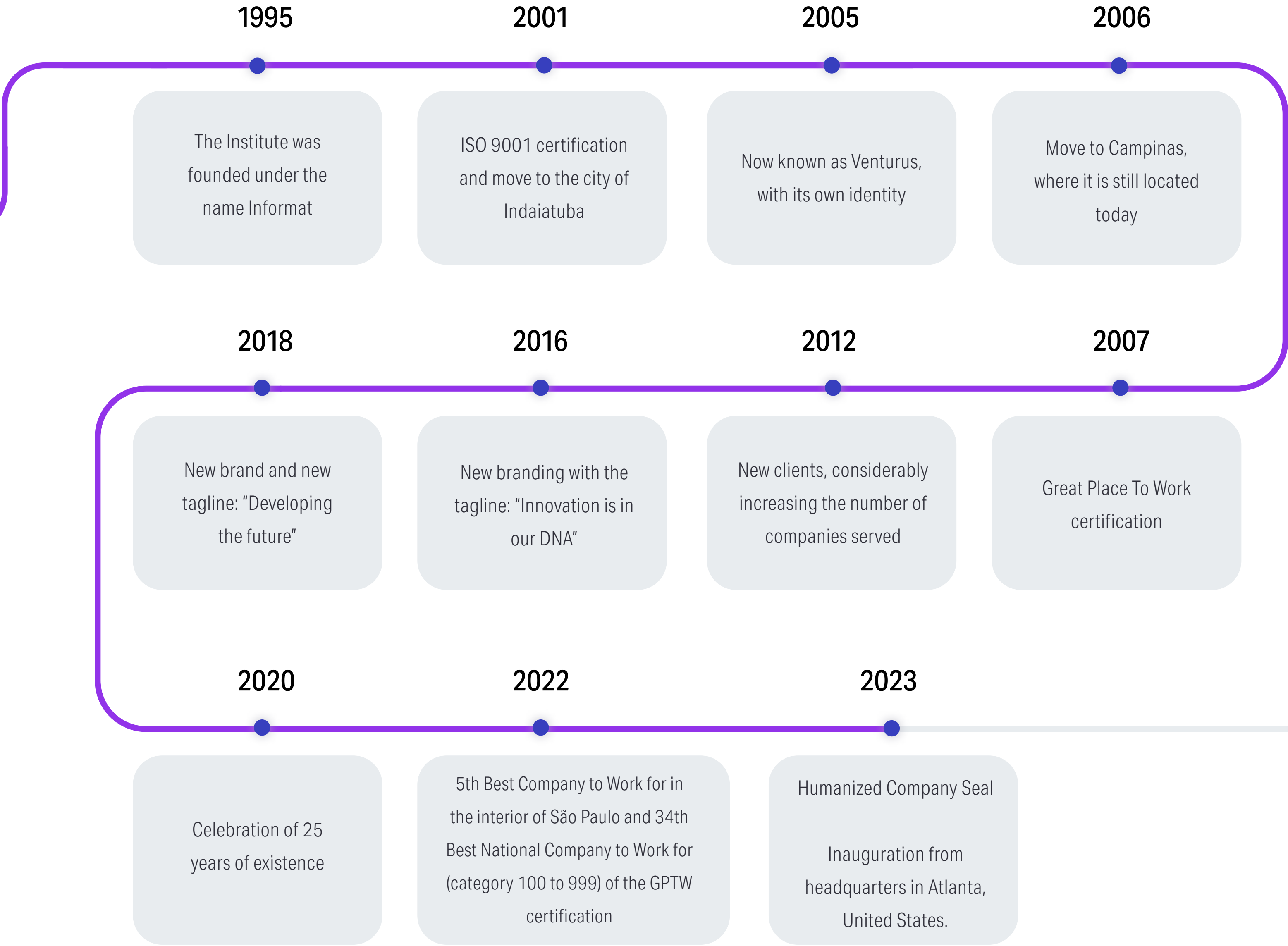
communications. Our vision has always been to be the preferred choice for companies seeking technological development and innovation.

Since the beginning, we have been guided by the purpose of being, through authentic relationships, authors of solutions that overcome challenges and create unique experiences in technology.

These insights are part of our Venturus history and, based on the innovations and changes that are planned for the coming years, we have evolved our purpose: "Transforming people's lives by building new futures".



Timeline

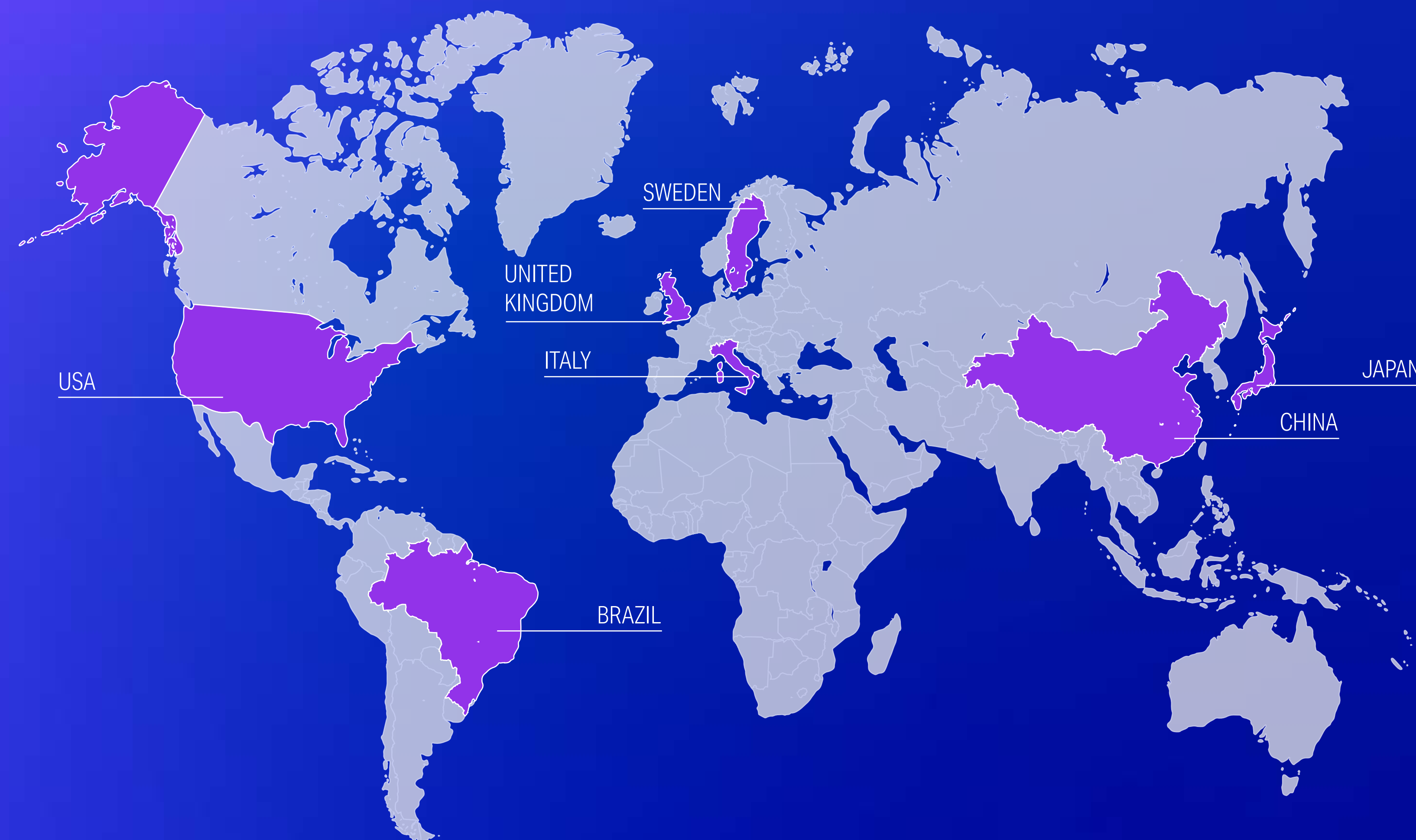


Our Business

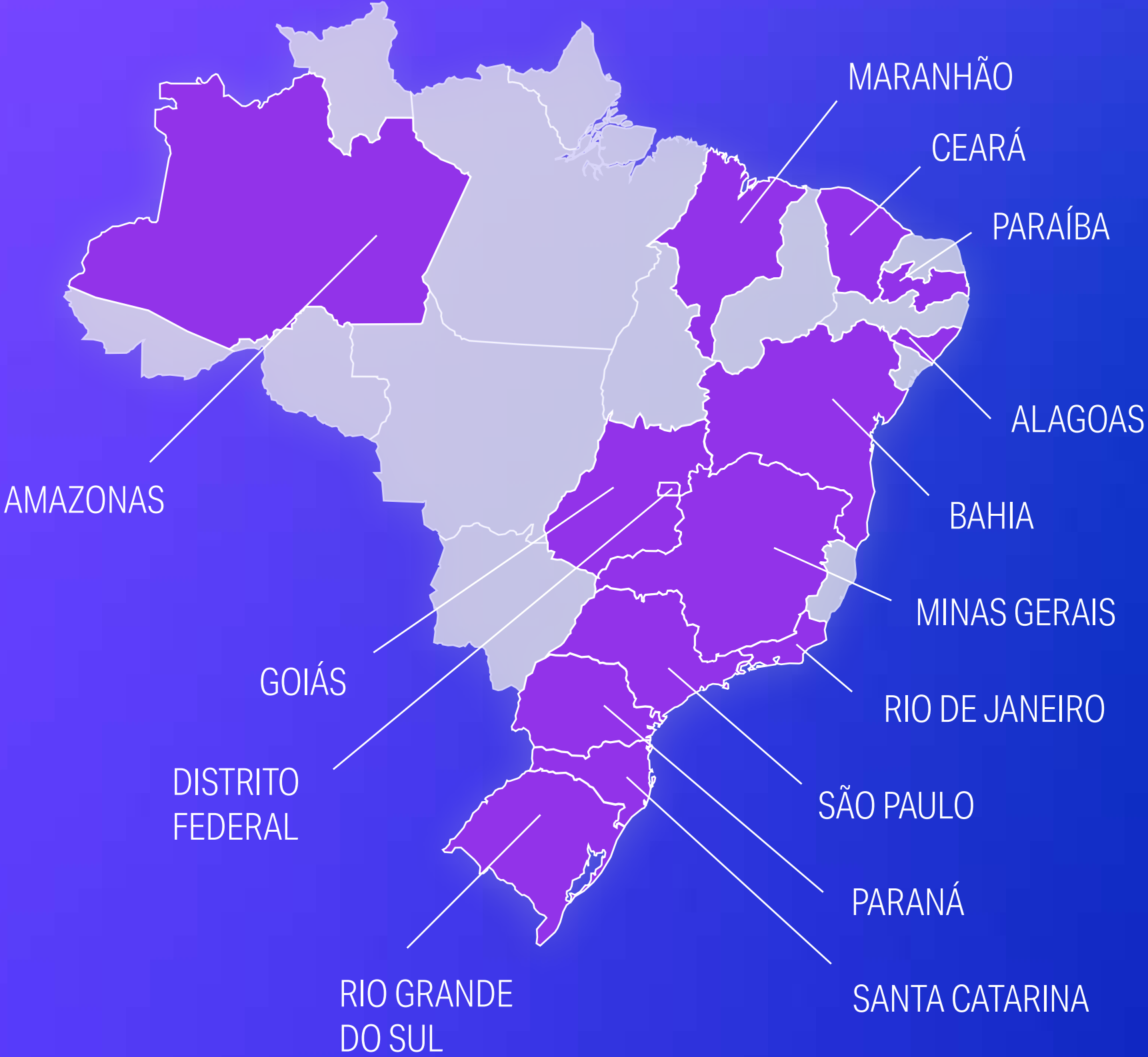
Regions Of Operation

Headquartered in Campinas, in the state of São Paulo, and in Atlanta, USA, which opened in 2023, we serve companies around the world through innovative solutions.

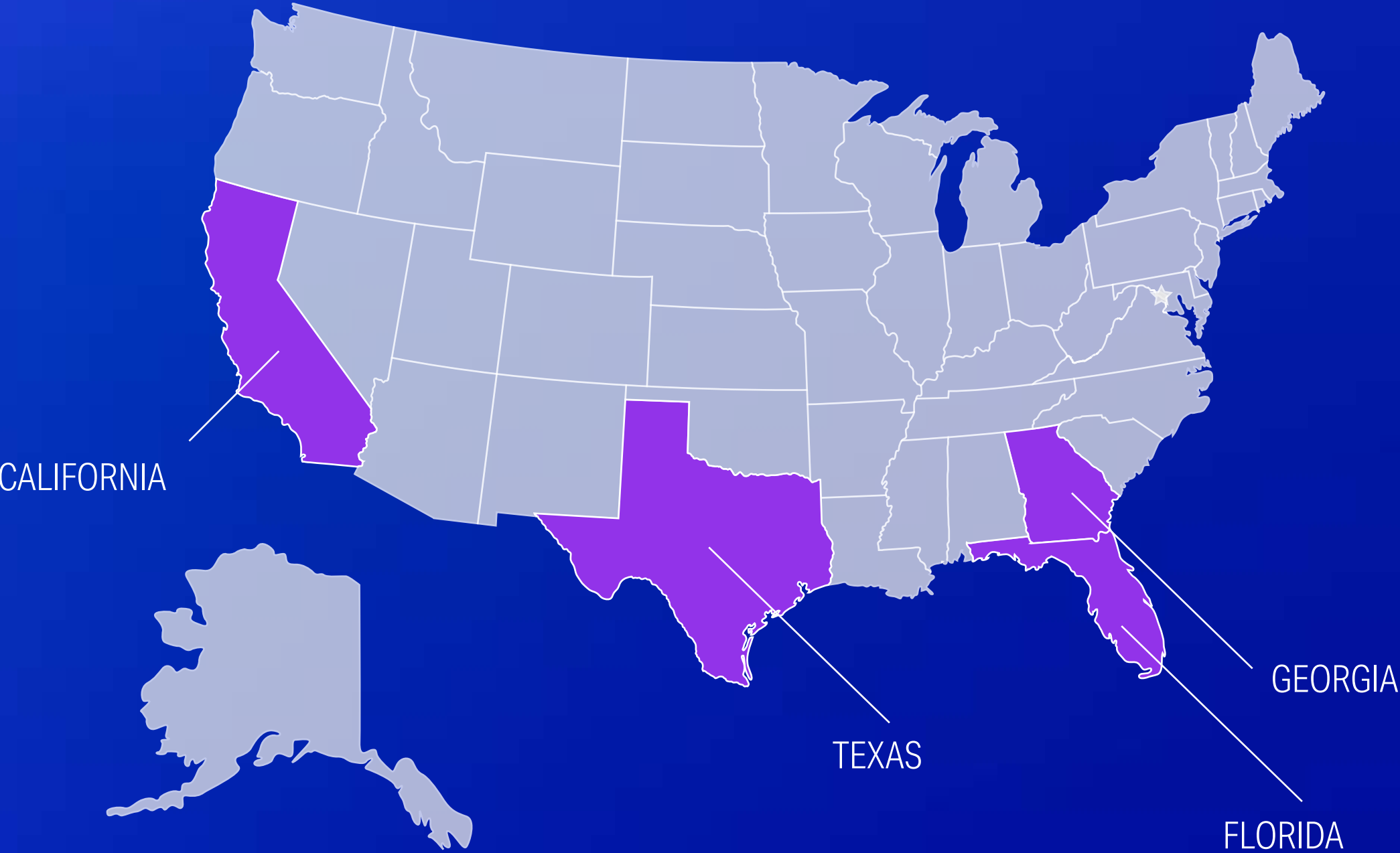
World



Brazil



USA



Sectors of Activity

We, at Venturus Institute, provide specialized services in the development of solutions for a wide range of sectors, including manufacturing, agribusiness, health, utilities, payment methods, electronics and agribusiness.

+ 50

active customers

Manufacturing 4.0

We are dedicated to solving the main challenges faced by the industrial market, such as the high costs associated with implementing advanced technologies, the shortage of workforce with specialized skills and cybersecurity concerns during the transition process.

The main services we offer to the sector include:

- Computer Vision;
- Advanced Robotics;
- IIoT (Industrial Internet of Things);
- Virtual Twins;
- Virtual and Augmented Reality;
- Paperless Factory.

Infrastructure for public services

Aware that the aging of public infrastructure results in reduced operational efficiency, increased maintenance costs and increased risk of failures, we are dedicated to developing practical solutions for the sector. Our goal is to prepare the market to face challenges related to regulatory issues, adoption of renewable energy and data management and analytics.

Our main services include:

- Data Laboratory;
- Management Training;
- Research and Development (R&D);
- Digital Transformation;
- Product Discovery.

Digital Agribusiness

Improving productivity, reducing costs and increasing the efficiency of agricultural operations is possible thanks to the progress of Technology and Innovation in the sector. Here, we overcome the financial and operational obstacles associated with this transformation, ensuring the adoption of responsible agricultural practices that aim to minimize environmental impact.

Our services include:

- Data Analysis;
- Artificial Intelligence;
- Computer Vision;
- Agroindustry;
- Connectivity and Sensing.

Payment Methods

As the sector continues to advance, one of the main challenges faced is ensuring cybersecurity in the face of the growing number of fraud threats and digital attacks.

In the Payment Methods area, we stand out in this regard, and we also have a Testing Laboratory dedicated to ensuring compliance with the standards and regulations required by regulatory authorities.

Digital Transition in Healthcare

The healthcare sector faces several challenges in the digital age, especially with regard to the effective implementation of information technologies such as electronic records and telemedicine.

Our focus in recent years has been on developing solutions to address these challenges, with a particular focus on data integration and improving accessibility to available resources.

Innovation in the Electronics sector

The need for innovation to remain competitive in the market is a reality in the sector.

Our clients can count on an Institute that is constantly updated, exploring lines of research in the main emerging technologies.

Here, we develop essential software for mobile devices and are dedicated to improving the production processes of equipment, regardless of the level of complexity.

Services

Artificial intelligence

Our Artificial Intelligence (AI) service uses systems that replicate human intelligence, applying the experience gained through data to decision-making. Through AI, we help companies explore new business opportunities, acting as technology partners that drive digital transformations. We use advanced techniques such as machine learning, big data and other

technologies to offer innovative and efficient solutions.

Computer Vision

Computer Vision, an advanced Artificial Intelligence technique, is used to interpret and analyze images and videos in real time. With this technology, we help our clients automate complex tasks and generate valuable insights. In addition, we develop customized models and specialized algorithms to meet each challenge in a unique way, ensuring accurate and efficient results.

Digital Products

We design and develop digital solutions, such as marketplaces, portals and applications, with a focus on the end user. Our technology experts apply the most modern software development processes, ensuring that our clients' products are delivered with the highest quality and security standards.



Manufacturing 4.0

For companies facing a lack of skilled labor, high costs in implementing advanced technologies, and concerns about cybersecurity in industrial modernization, we offer Manufacturing 4.0 services.

In this service, we use a range of technologies, from Artificial Intelligence and Advanced Robotics to IoT, Virtual Twins and Paperless Factory, providing complete and integrated solutions.

Industrial Automation

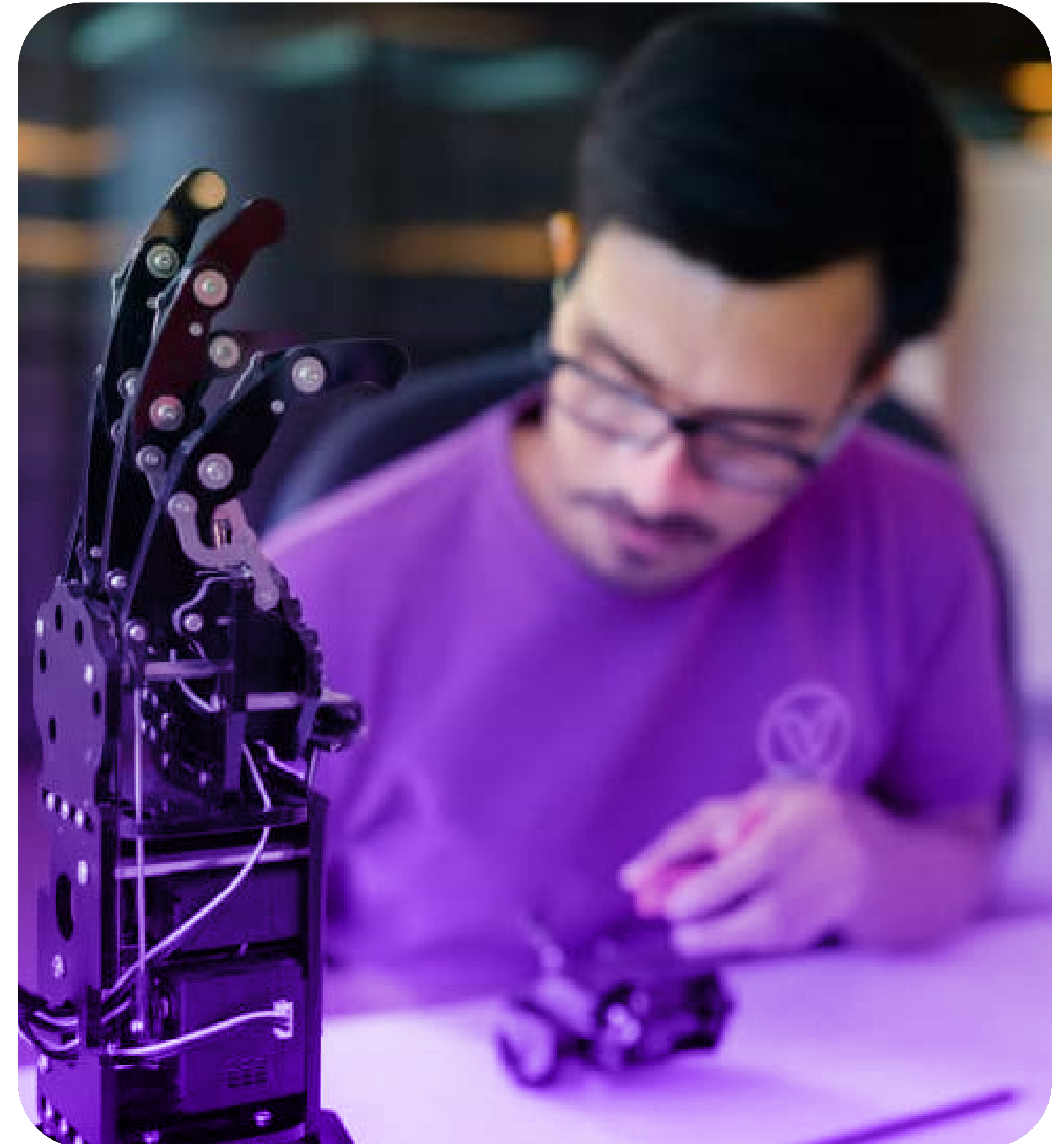
We offer industrial automation solutions that can be adapted to the needs of each business, providing greater productivity and faster delivery. Our service includes real-time production monitoring and 100% national and accessible support.

UX/UI Design

Specialized in User-Centered Design, we offer services that range from idea conception and testing to continuous interface improvement and usability testing. We have UX Research specialists dedicated to understanding user needs, creating unique experiences and designing the present and future of your company.

Telecom tests

We perform telecommunications testing to minimize performance failures and risks in compliance testing and certifications. We develop high-capacity software and hardware, ensuring compliance with international regulatory requirements, and we offer full coverage of certification, testing and custom testing requirements to seek efficient and effective solutions.





Financial Statement

Our main source of revenue comes from Research and Development projects, encouraged by the Computer Law. Comparing 2022 with 2023, there was a 9.4% increase in revenue. Our client portfolio with ongoing projects is made up of more than 40 partners.

Our largest operating cost is made up of approximately 80% between salaries and benefits.

It is worth mentioning that due to the legal nature of the Institute (non-profit organization):

It does not have a shareholding structure and no government entity is part of its associates;

There is no retention of amounts as profits or distribution thereof;

We do not earn a profit, therefore there is no incidence of IR and CSLL.

Certifications and Recognitions

Hu Rating 2023 Seal A

We received the Hu Rating 2023 A seal, assessed by Humanizadas, a leading institution in supporting companies on the path to a more humane, ethical and sustainable future.

The rating ranges from "E" (least developed) to "AAA" (most developed).

This achievement reaffirms our commitment not only to reliability and innovation, but also to delivering results that are in line with the ethical and conscious future we are building, with:

- ✓ Excellence in ESG-related issues;
- ✓ Conscious leadership concerned with corporate well-being;
- ✓ Guarantee of innovative and disruptive projects;
- ✓ Better financial results in the medium and long term.



Glassdor 4,5

In 2023, we achieved a 4.5 rating on Glassdoor, a renowned platform where employees and former employees share professional experiences.

This achievement is proof of our commitment to creating a stimulating and rewarding work environment for our employees, and highlights not only our excellence as an employer, but also our ability to maintain a high level of satisfaction among the team, promoting the personal and professional development of everyone involved.



**The Best
companies
to work
for.**

ISO 9001



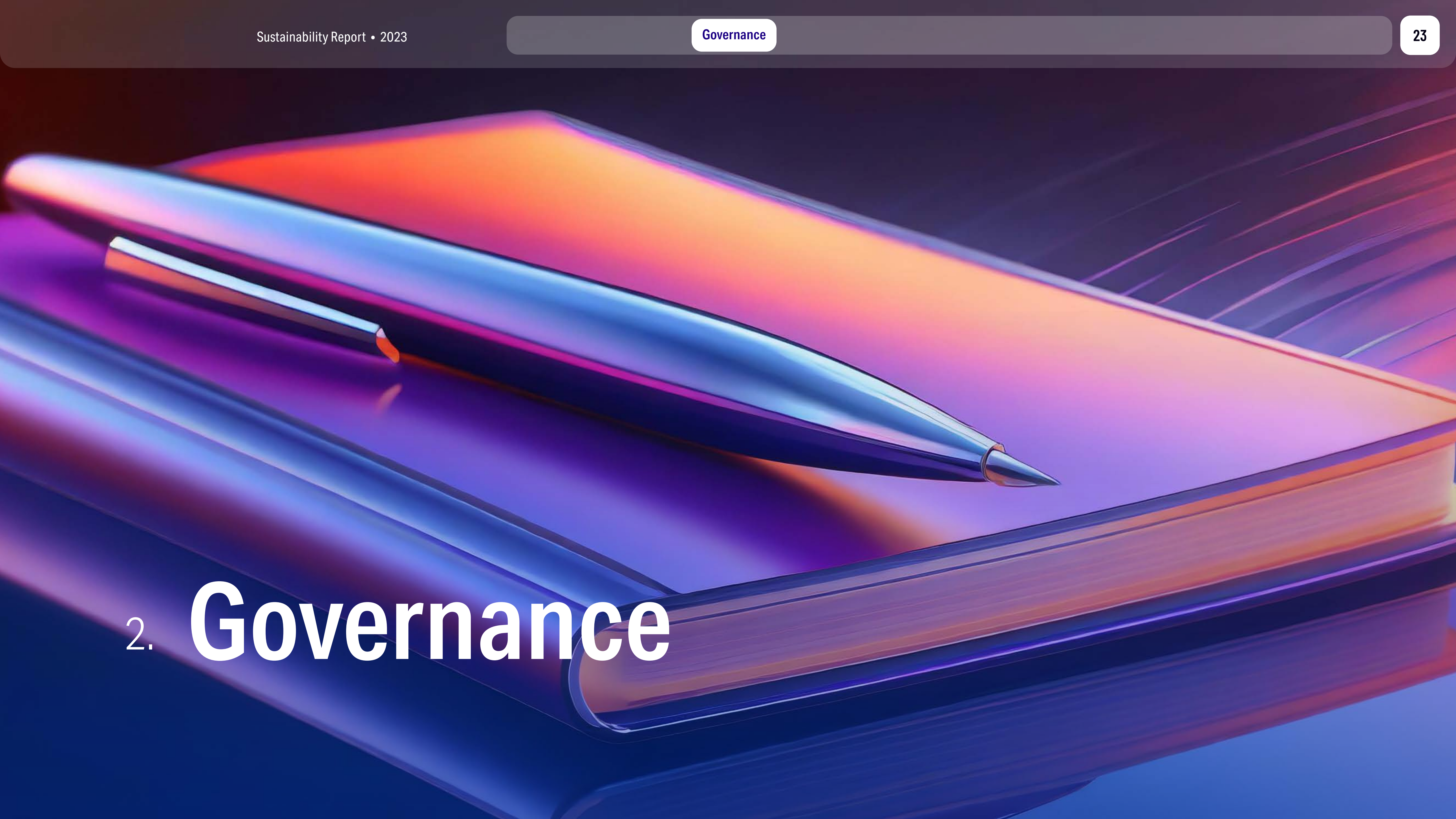
Venturus is ISO 9001 certified, which is a management system designed to ensure process optimization, greater agility in product development and faster production, ensuring process compliance, quality and customer satisfaction.

Conscious Capitalism

In 2023, we took a significant step forward in our sustainability journey by joining Conscious Capitalism. This partnership represents our commitment to adopting responsible and ethical business practices, aligned with the principles of this movement.

By joining the Capitalismo Consciente Brasil Institute, we are joining forces with a community of organizations that share similar values. Our membership is voluntary and reflects our belief in the transformative power of practice to promote positive change in society.





2. Governance

Governance

It is through our continuous and sustainable growth, combined with responsible management of controls and actions, that governance is strengthened.

Venturus has an organizational structure with a clear leadership chart, facilitating management and ensuring transparency in decision-making.

In addition, we have implemented policies and processes that promote ethical conduct. And, to ensure compliance and give our employees a voice, there is a channel dedicated to receiving complaints, reports and suggestions.

In 2023, Venturus joined the Brazilian Institute of Corporate Governance (IBGC), the largest reference in Brazil and one of the main in the world in corporate governance, committing to its code and guidelines. The goal is to collaborate

in the development of this pillar and actively participate in IBGC initiatives.

Strategy

We have adopted a solid organizational strategy to drive development and address growing market challenges.

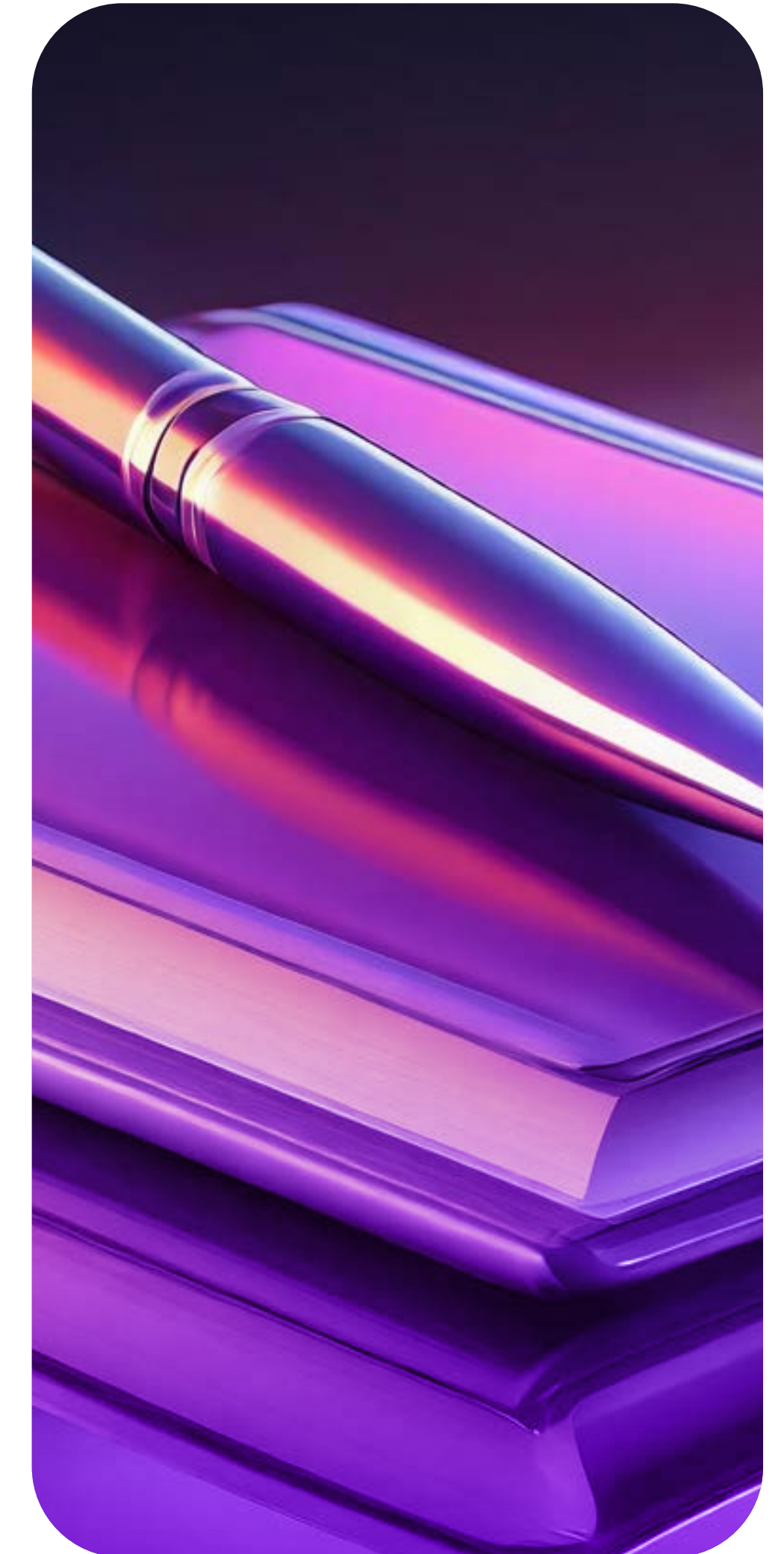
Affirming our commitment to transparency, we hold regular events to communicate important Venturus developments. Every month, we host a live event for "Ventureiros", in which João Sato, the CEO and the Executives share the organizational objectives, goals, progress achieved and ongoing actions.

This meeting provides a space for employees to clarify doubts, promoting alignment and strengthening the engagement of the entire team.

Today, we have ambitious goals set for 2024, and all team members are committed to achieving the objectives set for the year.

Leadership Structure

The leadership of the Venturus Institute is structured with a Deliberative Council, formed by presidents of partner companies with the objective of defining goals and strategies, a Technical Council, responsible for promoting research directions within the Institute, and a Fiscal Council, which looks closely at the financial side.



Organization

General Assembly

Associates

- Adata Integration Brazil S.A.
- Ingenico do Brasil Ltda.
- Canon Medical Systems do Brasil Ltda.
- Thales Dis Brasil Ltda.

Scientific Technical Council

- Dr. Gustavo Fraidenraich (Unicamp)
- Ms. Silvia Cristina de Matos Soares (PUC-C)
- Dr. Hélio Pedrini (Unicamp)
- Dr. Vitor Mondo (Embrapa)
- Dra. Anna Reali (USP)

Deliberative Council

- Paulo Afonso Frias Trindade Jr.
- Sandro Renato Faria
- Adriano Bordinom

Supervisory Board

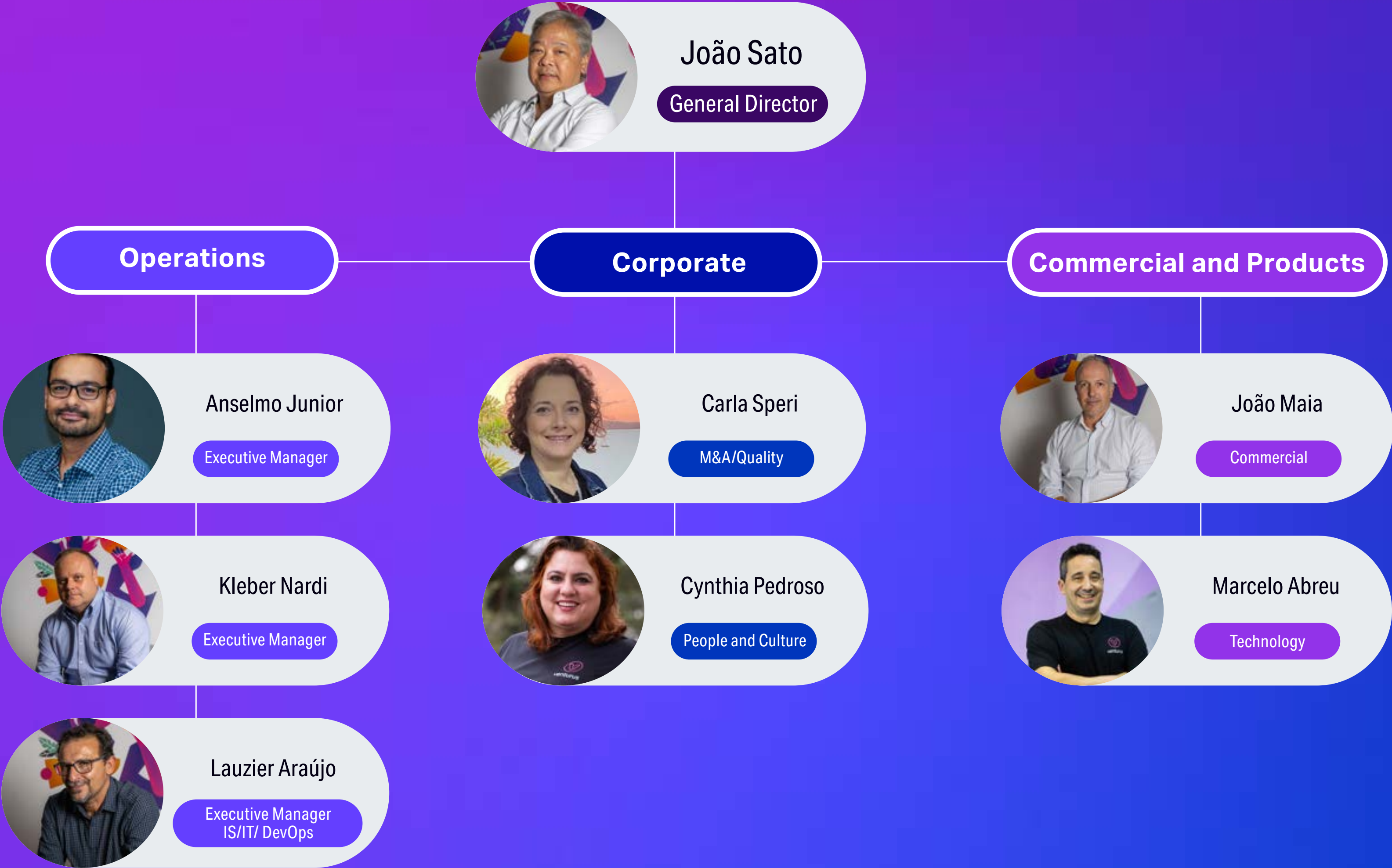
- Gabriella Meneguetti
- Fernando Lima Armando
- Roberto Tomiciolli

Superintendent

João Sato

Organizational Chart

Functional Structure



Compliance

At Venturus, we have implemented several initiatives to combat unethical behavior and actions that may violate legal and company conduct issues.

An important resource that we make available to all employees is the Code of Ethics, a comprehensive document that establishes guidelines for conduct and ethical values, and serves as a reference to guide actions and protect everyone involved in the Institute.

We also provide a channel for internal and external audiences to report issues, which guarantees confidentiality of information and enhances our commitment to transparency and ethics.

Learn more: ESG at Venturus

All messages received are sent to an external specialist who forwards the cases to the company's Ethics Committee, which is made up of:

- General Director;
- People and Culture Manager;
- Executive Manager;
- Operations Representative;
- M&A Executive Manager;
- Executive Manager of the Reported Party.

This group deals with ethics and conduct issues, ensuring compliance within and outside the company.

In addition, the Institute has a set of policies that ensure the quality of deliveries and compliance with standards and legislation, such as:

- Remote Communication Good Practices Policy;
- Personal Data Governance Policy;
- Quality Policy;
- Work Policy;
- Information Security Policy;
- Information Resource Usage Standards;
- Communication and Information Classification Standards.

This set of documents ensures the good management of the company's operations.

Risk Management

At Venturus, we have a set of coordinated activities that involve all corporate areas of the company. This process is structured through action sheets that include the characterization and description of risks, assessment of probabilities and definition of action plans. The objective is to manage and control the Institute in relation to potential threats, regardless of how they may manifest themselves.

With a systematic and proactive approach, we ensure that the company is prepared to face and mitigate potential risks, ensuring business continuity and protecting the interests of all stakeholders.

Information Security

In today’s highly connected world, companies, especially technology companies, face an increasing challenge in maintaining the security of their information technology systems and data.

Any interruption in services or compromise in security can result in serious consequences, from high costs to reputational damage.

Venturus recognizes the critical importance of protecting its systems and data, not only to ensure business continuity but also to maintain customer trust.

Through a proactive approach, the company identifies and manages a variety of risks,

including technical failures, human error and cyber threats, implementing contingency and emergency plans to mitigate these risks.

In 2023, we experienced 25 service interruptions. However, none of these times resulted in problems or losses for our customers.

LGPD

Venturus is fully committed to complying with the provisions of the General Data Protection Law (LGPD - Law 13.709/18), both with regard to customer data and employee data.

All information collected is strictly used to comply with the terms of the employment contract and regulatory standards, including applicable laws and collective bargaining agreements. Data is shared with private entities, such as health plan operators and financial institutions,

only to enable the provision of benefits to employees.

Internally, we adopt several measures to protect data and ensure compliance with the LGPD. We use monitoring tools and perform threat cross-checks with the help of Trend Micro’s XDR, in addition to having the support of external consulting for continuous monitoring of the environment, 24 hours a day.

Every year, all employees participate in comprehensive training, lasting approximately two hours, on the concepts and general aspects of the LGPD.

This training highlights the main points of the law and promotes a corporate culture of privacy, aligned with the Privacy Governance program developed by the Federal Government Secretariat.

To ensure information security and operating system stability, we perform annual system maintenance, scheduled for a specific day, in which the entire data center is shut down for updates.

This preventive maintenance is essential to avoid business interruptions, ensuring the delivery of value to customers.

In addition, Venturus takes a proactive approach to data protection, resulting in an impressive track record of compliance and security:

Compliance and Security Indicators	Results
Number of data breaches	zero
Total value of monetary losses as a result of legal proceedings associated with user privacy	zero
Number of requests for user information by justice agencies	zero
Number of users who have their data used for other purposes	zero
Total value of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	zero

We have adopted strict policies and practices related to targeted advertising and user privacy.

Risk control is conducted through a spreadsheet accessible only to authorized personnel, linked to the security incident response process. This spreadsheet is reviewed regularly at Venturus Executive Security Committee meetings.



Local suppliers

We select our suppliers based on technical, professional and ethical criteria, as well as compliance with legal and environmental requirements.

In 2023, of our 1,987 suppliers, 25.5% were local companies.

The evaluation of new suppliers at Venturus follows a rigorous process to ensure the quality and reliability of the services and products provided.

New suppliers must submit their complete registration data, including banking information, and fill out a specific Approval Questionnaire, depending on whether they provide services or products.



In addition, for online purchases, we check the company's reputation on the Reclame Aqui website and validate the reliability of the website.

In specific situations involving high-value advance payments, additional queries may be made at Serasa. Based on the documents provided, the Purchasing Department analyzes the data and, if approved, the supplier is registered in the system. If the supplier does not meet the established criteria, the department searches for other options on the market.

It is important to note that, in specific cases, when a supplier is not approved in the data analysis, the requester is informed of the decision. This process ensures that only reliable and qualified suppliers are selected to meet the company's needs.



3. People

People

Ventureiros and Ventureiras, and we aim to promote a welcoming environment for all people.

For this reason, we offer benefits to improve quality of life, promote diverse work models and continually invest in training and professional development.

Employees

We deeply value our employees, recognizing that they are one of the fundamental pillars of our company's success. We understand that it is crucial to cultivate and maintain solid relationships with our team, offering opportunities for well-being and satisfaction.

At Venturus, in addition to providing a safe and healthy work environment, we also support fair treatment practices, such as ensuring diversity, equal pay and freedom of association.

Our culture is enriched through open and constant dialogue with our employees, known as

In 2023, the Venturus Institute had a total of 613 employees, most of whom were located in the metropolitan region of Campinas.

We ended the year with a turnover rate of 16%, of which:

10.35% were involuntary

5.33% were voluntary

With the possibility of remote work, we were also able to add more diversity to the team of employees. Today, we also have Ventureiras in the North, Northeast, Central-West, Southeast and South regions of Brazil.

At Venturus, there is an internship program called Jornada Venturus, which aims to be the main entry point for employees, ensuring greater diversity, alignment with the culture, values and way of being Ventureira. Among the people who are part of the team, there are interns who work mainly as testers, developers and designers.

When the intern starts at Venturus, he or she initially goes through a technical path lasting approximately one month aimed at specific training for the area in which he or she will start.

This behavioral development program includes a six-month plan covering skills such as: leadership, self-knowledge, emotional intelligence, communication, relationships and creativity. Throughout the Venturus Journey, the intern is monitored from the moment he/she arrives, experiencing alignment conversations

and, after three months, starting performance monitoring, feedback and PDI processes.

Total number of employees 613

Number of full-time employees 613

Number of part-time employees 0

Number of interns 15

Our team is constantly expanding and, to attract new talent, our Recruitment and Selection team regularly carries out processes to advertise, recruit and select new employees.

In addition, we have the Venturus Referral Program, an initiative that speeds up the filling of open positions by allowing employees to refer potential candidates.

This approach benefits both the company, by ensuring the entry of professionals aligned with our culture, and the employees, who receive a financial bonus for the referral, based on the candidate's interview.

Here, we also have the Technical Career Path, a career diversification initiative that aims to expand professional development opportunities beyond the traditional junior, mid-level and senior levels. This program is focused on providing a broader and more diversified path for growth within the company, allowing employees in technical positions to advance their careers in a more meaningful way.

By offering different progression possibilities, we value the technical skills of Ventureiros and encourage continuous improvement and specialization, contributing to a more dynamic and motivating work environment.

Benefits

For us, employee satisfaction and well-being are essential. That is why we have a set of benefits that demonstrate the importance we give to those who work with us and our great competitive advantage.

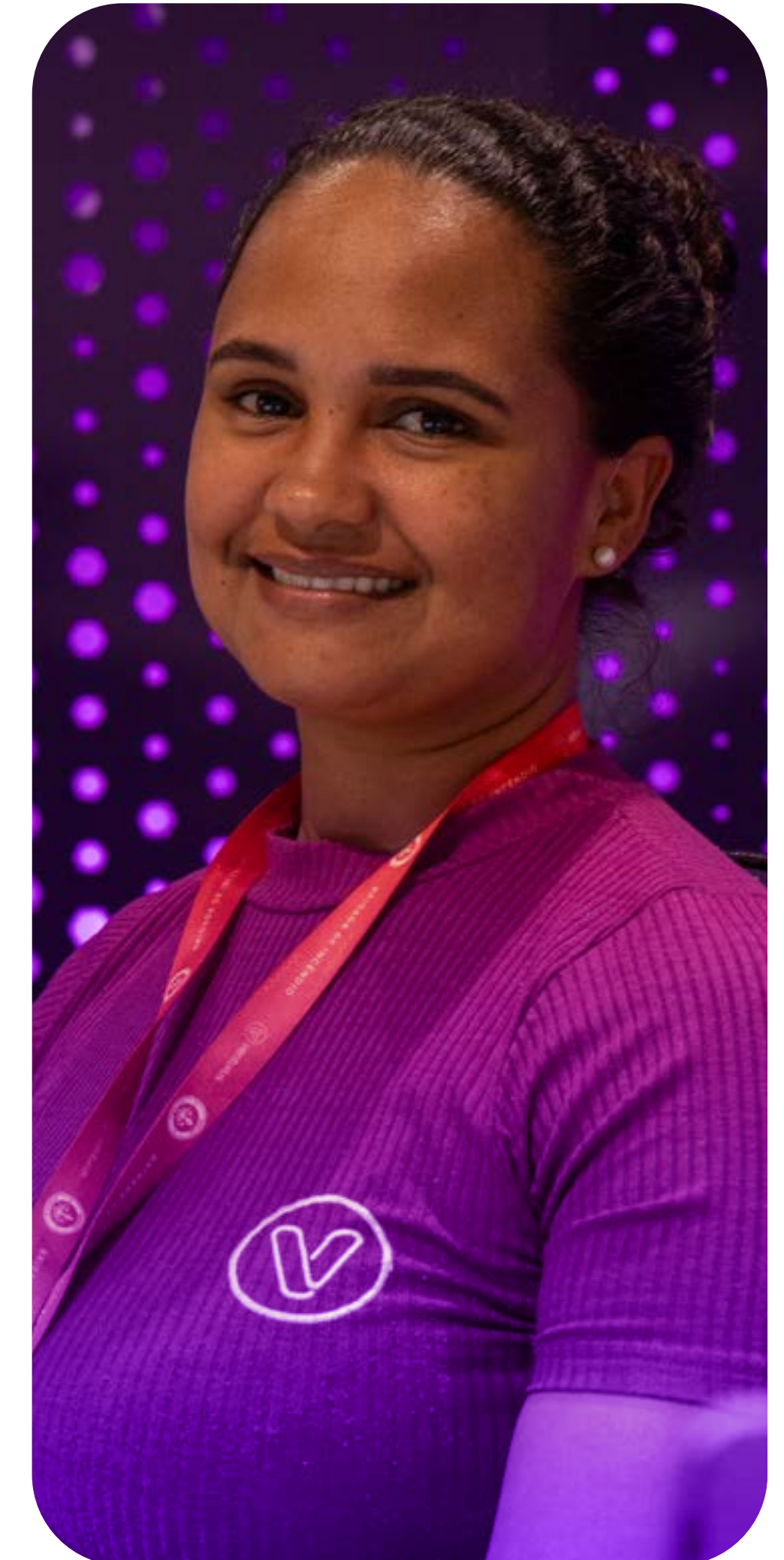
At Venturus Institute, we offer a health plan to employees that also extends to legal dependents (spouse, partner in a stable union, children under 24 years of age or stepchildren under guardianship or tutelage by court order). This benefit is completely free and has

nationwide coverage, with accommodation in a private apartment.

Also in the Health area, we offer a co-participatory dental plan, with nationwide coverage. It is freely available, so employees can request it or not. The monthly payments are deducted from their payroll.

Here, we offer a food and meal benefit, on the Caju card, monthly to all employees who work under the CLT regime, including during vacations. The VA and VR amounts are flexible, that is, the employee chooses how they want to receive the benefit.

The Life Insurance benefit is optional and guarantees both the Ventureiro and their family members support in times of need for financial and family restructuring.



Employees who choose to join the benefit have an approximate cost of 1.14% of their salary. Of this amount, 53.91% is discounted directly from the employee's salary, while the other 46.09% is financed by Venturus.

Here, we have a strategic partnership with a Credit Union, which offers employees the opportunity to contribute up to 1.3% of their nominal salaries per month, with direct deductions from their payroll.

This monthly contribution is accumulated to form the Capital Balance, a type of investment that yields according to the cooperative's operations, while the employee remains a member.

In addition to providing a form of savings, this benefit facilitates access to payroll loans with interest rates lower than those practiced by the financial market, favoring our employees with new possibilities.

In financial management, we also offer PreviEricsson, a type of financial investment aimed at retirement. The main goal is to offer employees additional social security protection to the mandatory one provided by the INSS. This is an exclusive benefit, to which the Institute adds 100% of the contributions made by the employee.

At the Venturus Institute, we have several work model options. Those who choose the Full Venturus model receive a monthly mobility allowance; those who opt for the home office model receive a monthly amount to cover expenses related to remote work, such as utility bills (internet, energy and water), office supplies, stationery, among others; those who choose the hybrid model, in addition to receiving an amount proportional to the days they spend at home, also receive a benefits card to subsidize their commute between home and the Venturus headquarters.

In addition, we are also flexible in terms of working hours, with entry permitted between

7 am and 9 am and exit between 4 pm and 6 pm, as long as the stipulated working hours are respected.

And we offer access to Voxy, a dedicated English language learning platform, with live classes available 24 hours a day and full-time exercises and activities.



Diversity and Inclusion

In January 2021, we launched our Diversity Committee, whose mission is to address issues related to all aspects of Diversity and Inclusion, with a special focus on the organization's fundamental pillars: People with Disabilities; Gender Equality; LGBTQIAP+; Color and Ethnicity.

In 2023, we added the Neurodiversity pillar to the Diversity Committee, an important step towards creating an increasingly inclusive and diverse work environment.

Our new employees participate in specific training on diversity and inclusion, where they receive important information on the topic and on how we address these issues and ensure respect for institutional values.

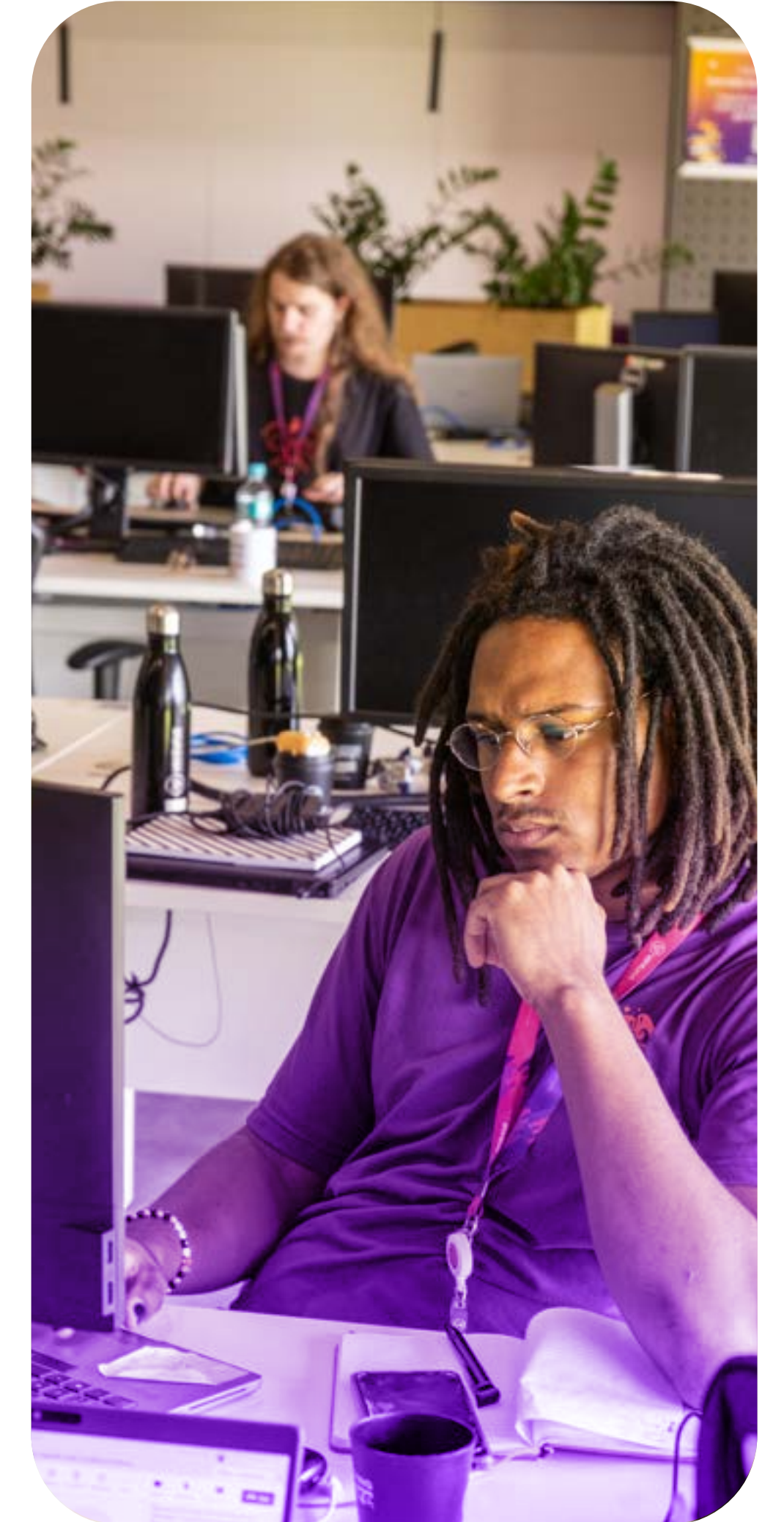
Venturus is firmly committed to promoting diversity in its internal and external environment. We not only strive to create an inclusive culture within our facilities, but we also extend our efforts to reach diverse audiences outside our organization.

When it comes to communication and production of materials, we always seek to ensure that they are accessible to everyone, regardless of their individual capabilities or characteristics. For this reason, we have adopted measures such as including sign language interpreters and subtitles in all course and lecture videos. This approach not only promotes inclusion, but also reflects our commitment to democratizing access to knowledge and information.

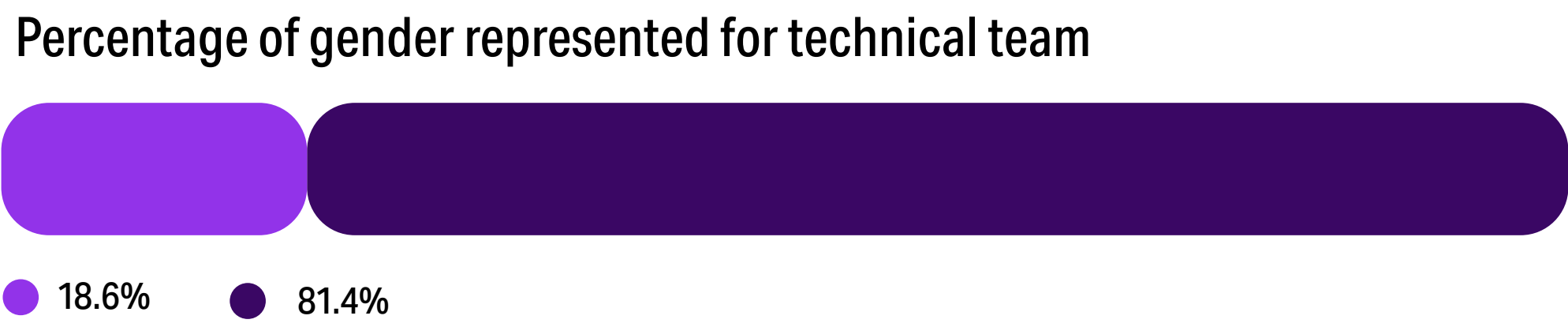
In addition, in 2023, we will implement the diversity dashboard as part of our strategy to improve the talent attraction and selection process. This tool will allow for more detailed monitoring of diversity data, ensuring that hiring practices are aligned with the principles of Diversity and Inclusion (D&I). By using this dashboard, the Institute intends to identify and promote specific actions that encourage

the hiring of a diverse workforce, reflecting its commitment to equity and inclusion in the corporate environment.

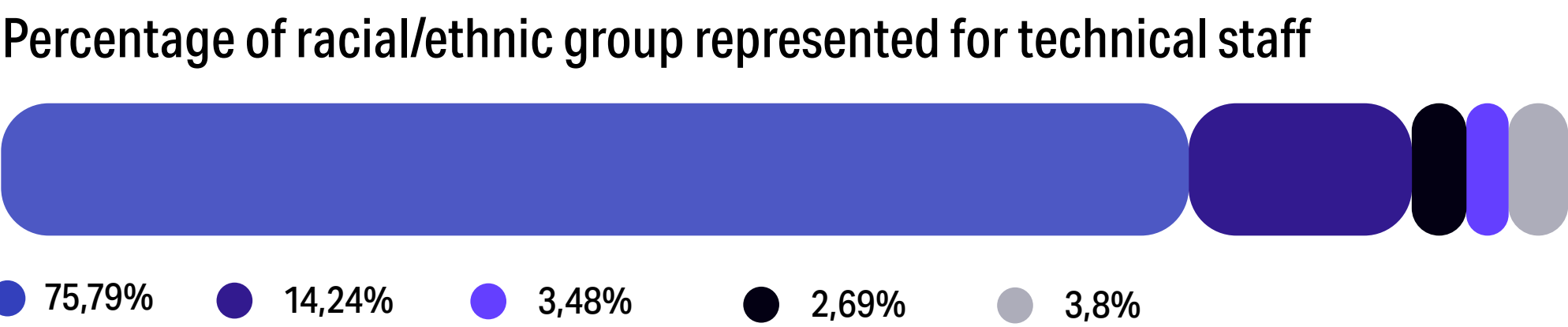
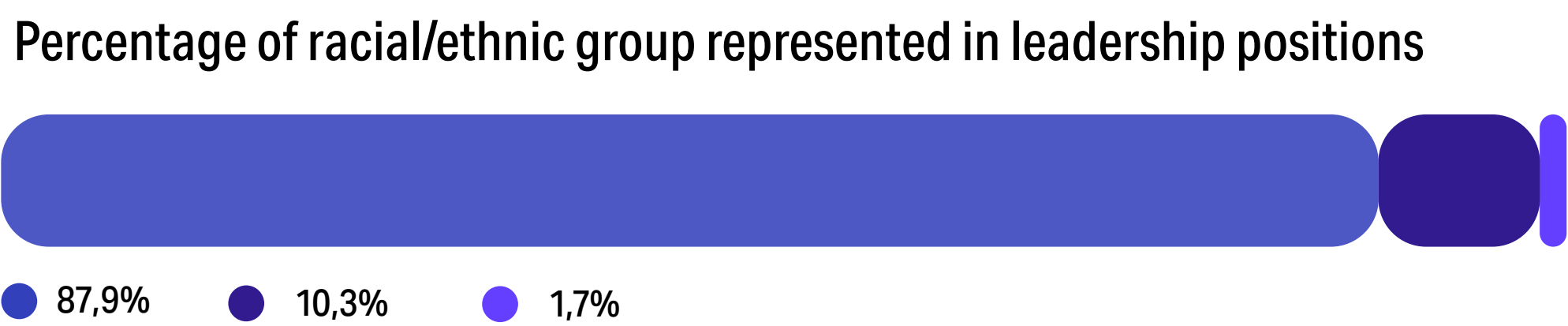
Our goal is to create a place where all voices are heard and all people feel valued and respected. We believe that diversity is a source of strength and innovation, and we are committed to continuing to promote and celebrate this diversity in all areas of our work.



Diversity and Inclusion



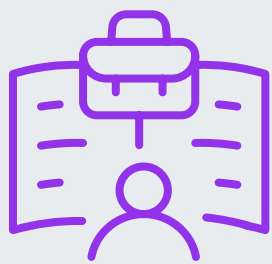
Female Male



White Mixed Yellow Black Not provided

Venturus Culture

The culture at Venturus is based on three pillars:



Learning Culture

We are eager to learn and share knowledge and technologies to develop people and solutions.

The Learning pillar reinforces our eagerness to learn and share knowledge and technologies to develop people and solutions, and this is reflected in our programs, such as: vnt/school, mentoring program, among other training and qualifications.



Purpose Culture

Collaboration and transparency between Venturers and clients define us. We do nothing alone

The Purpose pillar emphasizes collaboration and transparency between Venturers and clients, promoting the understanding that teamwork is essential for better and healthier results for everyone.



Results Culture

We raise our level of excellence through our commitment to delivering outstanding results to our clients

The Result pillar deals with the entrepreneurial commitment to raise the level of excellence of its deliveries to customers and society.



Training and Qualification

We are committed to providing the tools and opportunities necessary for employees to thrive on their growth journeys and contribute to the sustainable success of the Institute.

Education and continuous development are fundamental pillars for sustainable progress in the technology and innovation sector, enabling a company to maintain its position as a market leader.

At Venturus, we recognize the importance of these aspects and encourage our employees to invest in their personal and professional growth.

To support this commitment, we offer a variety of programs and initiatives that encourage and empower our employees to pursue continuous learning. These programs strengthen the individual skills of our team and drive innovation and excellence in our work.

500
training sessions held in 2023

95.8%
of employees participated

TOPICS: DevOps, Design, Artificial Intelligence, Soft skills, Ethics and Conduct.

VNT/SCHOOL

Vnt/school represents an innovative initiative within Venturus, arising from the understanding of the importance of professional development.

Created as a corporate university, its main objective is to promote the improvement of essential skills that drive both employees and the community to reach their maximum potential. This program covers a wide range of areas, providing technical training and sharing knowledge to qualify professionals in the field of technology.

There are training programs in several areas and formats, such as:

- Scholarship;
- Technical Certification;
- Training;
- Corporate English;
- Master's and Doctorate;
- Udemy Corporate Platform;
- Libras Class.

Aligned with the Institute's core values, such as Delivery with Excellence and Learning Culture, these programs reflect our commitment to offering meaningful opportunities for learning and continuous growth.

Through vnt/school, we empower more and more people for a future driven by continuous learning and innovation, preparing them to face the challenges of the constantly evolving technological world.

Mentoring Program

Within the Venturus Institute, we have implemented the Mentoring Program, designed to connect people willing to share knowledge with those seeking to learn, whether in technical terms (hard skills) or behavioral (soft skills).

This program not only promotes an internal culture of continuous learning, but also contributes to the personal and professional development of Venturers.

The Mentoring Program adopts a flexible and independent approach, allowing mentors to apply their own teaching methodologies and processes. Mentoring sessions last an average of 3 to 6 months, with weekly or biweekly meetings and objectives previously agreed upon by the parties involved.

Any employee, at any stage of their career, can participate as a mentor or mentee. The Program Manual provides detailed guidelines and clarifies questions on how to start and conduct mentoring sessions, ensuring that everyone involved can make the most of this valuable learning and development opportunity.

Techtalk

Like lectures, TechTalks are online events that provide a platform for sharing technical knowledge with the community.

Covering the latest market trends and latest technologies, they are designed to foster technical skills development among attendees, while offering presenters and speakers the opportunity to act as learning facilitators for a day.

People talk

Unlike TechTalks, **People Talk** consists of online lectures that aim to share knowledge about behavioral issues.

These lectures are aimed at Venturus employees and cover topics such as mental health, career development and internal initiatives. They aim to promote the well-being and personal and professional growth of participants.

Cocoheads

In a collaborative space, Cocoheads, a group of professional and beginner developers, can exchange knowledge, experiences, and best practices, creating an environment conducive to continuous learning and professional growth.

With regular meetings and interactive activities, it opens an inclusive and welcoming space for people interested in improving their programming skills for Apple iDevices, OSX and iOS.



Work Model

In recent years, we have realized the need to look more broadly at our work possibilities. Creating conditions for those who want to experience other realities and giving our employees freedom of choice has become an increasingly greater concern.

Venturus, operating in a hybrid work model, offers flexibility for employees to choose between different work modalities, such as Full Home Office, Hybrid or Full Venturus (In-Person).

The group of managers, including the CEO, Executive Managers and Operations and Development Managers, have the option of working on the hybrid and in-person models, being present at the company at least two days a week.

In addition, aiming to ensure employee satisfaction, Venturus launched the Anywhere Office or Office Pass, which allows employees who do not live in the Campinas region (SP), where our headquarters are located, to work in partner coworking offices.

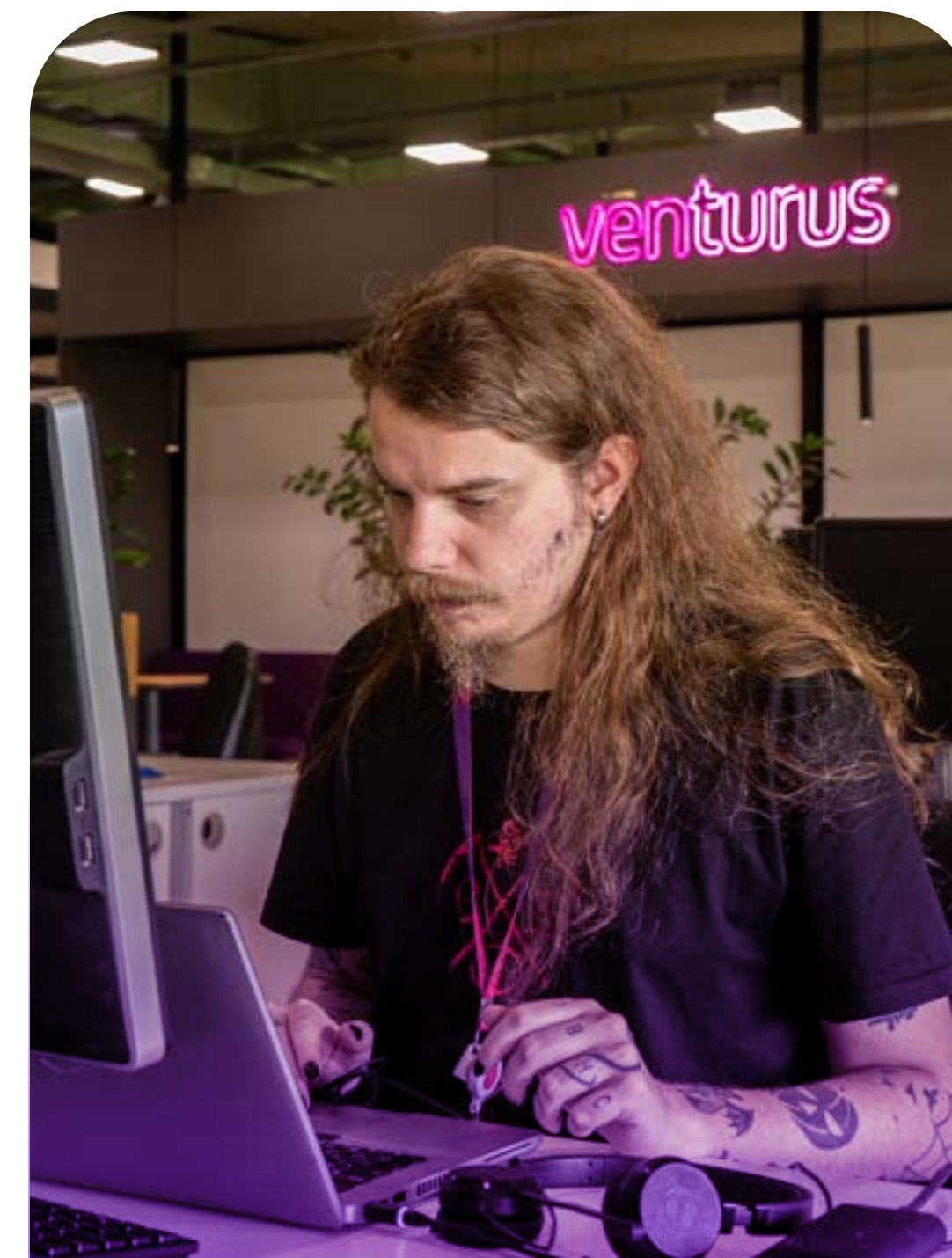
This initiative reflects the company's concern for a functional, healthy, and community-based work environment.

To meet the needs of employees who choose to work in person or in a hybrid environment, Venturus has also implemented a carpooling program, known as CaronaVNT.

It aims to make it easier to get to the company on in-person workdays, helping to reduce travel costs and carbon emissions, while fostering a sense of community among employees.

And to get closer to employees who live far from our headquarters, we created the VNT até você program. In it, the internal marketing team and a Venturus executive spend the day in a coworking space with employees in the region.

This action is important for maintaining the company's communication with the various ethnicities and regions of Brazil, reducing the southeastern vision of the Institute, and seeking to make the company inclusive for all people, regardless of the region. Our commitment for the coming years is to be present in four more regions of Brazil.



Workplace

To maintain a cohesive corporate culture and promote integration among employees who work in different formats, it is essential to ensure that the company's identity and values are present in everyone's daily lives.

In this sense, an important initiative was the creation of communities in an internal communication tool known as Workplace.

These communities are formed by smaller groups of employees who share common interests and affinities. The main objective is to foster connections between members, encouraging care for social well-being and providing a safe environment for exchanging experiences, tips and conversations that go beyond the professional sphere.

These communities serve as spaces for interaction where employees can connect, share interests and experiences, strengthening bonds and promoting a more collaborative and inclusive work environment.

In addition, they help employees feel part of something bigger, reinforcing the sense of belonging to the company and encouraging engagement with organizational values and objectives.

Through these communities, Venturus aims to create a solid and aligned corporate culture, even with teams working in different formats, promoting a more united and cohesive work environment.

Qulture Rocks

To manage goals and evaluate the performance of our employees, we use Qulture Rocks.

This platform allows us to measure team performance, establish action plans, provide feedback, and monitor the progress of the company's objectives and results monthly.

An important aspect is that all employees, both those working at the headquarters and those working remotely, are engaged in this process.

This approach aims to promote a continuous development cycle through individual meetings (1:1), Individual Development Plans (IDPs) and regular assessments.

In this process, we consider individual particularities and needs, ensuring personalized monitoring focused on the professional growth of all team members.



Continuous Improvement

Venturus’ People and Culture department is committed to ensuring employee well-being and satisfaction through the Climate Pulse Survey, conducted every quarter.

In this survey, all CLT employees and interns can share their opinions on Culture, Performance, Leadership, Health, and Well-being, among other relevant aspects.

One of the highlights is Venturus’ E-NPS (Net Promoter Score), a metric that indicates the level of recommendation of the company by employees. The results obtained in 2023 were incredibly positive, with

scores of 85.1 in July and 87.7 in October, reaching an engagement rate of 83%.

For 2024, the People and Culture department plans to further expand the scope of the survey, addressing current issues, such as the challenges and opportunities of the “post-pandemic” period. In addition, based on the analysis of previous surveys, initiatives such as talks, series and other activities are planned to meet the demands and interests of employees. The objective is to ensure that the actions implemented are aligned with the needs and expectations of the team, promoting an increasingly healthy and engaging work environment at Venturus.

83% Engagement rate

IBC (Corporate Wellbeing Index)

The IBC is a tool developed by Zenklub to measure employee well-being within organizations. This index can be used to assess both the individual well-being of employees and that of the company.

Based on the results obtained, the application automatically generates a personalized action plan for each employee, providing specific tools and resources to improve their well-being and promote personal and professional development. This includes indicators of organizational culture, guidelines for empowered leadership and an individualized development plan.

Venturus is committed to using the IBC annually, comparing results over time and implementing targeted actions to improve corporate well-being rates, both at an individual and organizational level.



Health, Safety and Quality of Life

Care4all Program

Venturus' CARE4ALL program is an initiative dedicated to comprehensive employee health care, encompassing emotional, physical, and social aspects. With a variety of benefits and actions, such as Gympass, Zenklub, psychological support, among others, the program aims to promote the holistic well-being of the team.

Zenklub, for example, is a mental health platform that offers emotional support and promotes socio-emotional education. Through practices such as meditation, employees benefit from greater concentration and emotional balance.

In this sense, Venturus also offers courses focused on personal development and an exclusive psychologist for employees, who supports them with therapeutic support in cases of grief, illness in the family, layoffs or any other support that may be needed, including mentoring for leadership.

We also offer meditation courses, recognizing that this care brings benefits not only to the mind, but also to the body. This practice contributes significantly to reducing stress, improving concentration, and increasing overall well-being, resulting in a better quality of life.

In addition, the program encourages physical exercise, with activities such as Gympass, which provides access to several types of physical activities at an affordable price for employees.

In addition, Quick Massage is a quick body massage technique that provides relief from pain and tension, reduces stress and fatigue, and increases motivation and productivity. Offered more than once a week, it is available to

employees who work in person and in a hybrid format.

We also have Mental Health Pills, posts on our blog, in the Care section, which offer content related to mental health, providing strategies for dealing with daily stress, promoting personal development and the overall well-being of employees.

Our blog is an environment open to everyone, where you can access a variety of articles and posts on innovative topics and trends that are part of our daily lives. Having content about Mental Health within our editorials is another way of demonstrating our commitment to being a healthy and productive work environment.

Occupational Physician

Venturus offers its employees a dedicated doctor who manages critical cases and makes referrals for psychotherapy, consultations with physiotherapists and nutritionists, as well as periodic examinations.

The objective of this initiative is to simplify and encourage access to therapies and examinations, promoting the well-being and comprehensive health of employees.

Parentalidade a bordo

The “Parentalidade a Bordo” program was developed to help Venturers on their journey to parenthood, making this moment even more special and highlighting the importance of this period in the lives of the child and the parents themselves.

As soon as they receive the news, the Care team gets in touch to offer support to the Ventureiro or Ventureira. Along with the baby kit, we send a carefully prepared booklet to guide the new parents through each stage of this journey.

The leadership of this employee is sensitized, as is the entire team, to ensure that the return after leave is as smooth as possible.

The benefits of Maternity and Paternity Leave at Venturus are also expanded and extended to same-sex couples.

- For maternity leave, 60 days are added, in addition to the 120 days stipulated by law, totaling six months of maternity leave;
- For paternity leave, 15 days are added, in addition to the 5 days stipulated by law, totaling 20 days of paternity leave.

In addition, for Ventureiro parents, a compensatory daycare allowance is offered in the amount of half the national minimum wage, for 24 months, starting from the birth of the child, that is, during the first 2 years of the child’s life.



Cuidando de quem cuida

The Cuidando de Quem Cuida program was developed with the purpose of offering support and assistance to leaders in the face of the incredible, yet challenging, mission of guiding and managing teams.

The essence of this program lies in promoting sustainable relationships and ensuring the well-being of everyone involved. Recognizing that in order to care for others it is essential to be well with yourself, the main objective is to support and assist leaders in this journey.

Here, we offer a series of resources and tools specifically designed for leaders, such as emotional mentoring, conducted by a specialized external psychologist.

This mentoring is intended to help leaders take care not only of their teams, but also of themselves. Through individual sessions, these employees can explore emotional issues, develop self-care skills, and learn strategies to deal with the challenges of the workplace in a healthy and balanced way.

Health and Safety

At Venturus, we have an Internal Accident Prevention Committee (CIPA), whose mission is not only to prevent accidents, but also to anticipate and control potential health risks to employees arising from the work environment.

The main objective of this committee is to ensure the promotion of safe and healthy work environments, in addition to promoting awareness and prevention campaigns.

Every year, we carry out a flu vaccination campaign for employees. During this period, we subsidize the purchase of part of the doses for the team, aiming at the protection and well-being of everyone.

SIPAT (Internal Week for the Prevention of Accidents at Work)

The Internal Week for the Prevention of Occupational Accidents, known as SIPAT, is an event dedicated to raising awareness and preventing accidents and occupational diseases in the workplace. Held annually, it aims to promote the health, safety, and quality of life of employees.

During SIPAT, we carry out several activities with the aim of educating employees about the risks present in the workplace and how to prevent them, in addition to encouraging the adoption of healthy practices in their daily professional lives.

Pink October

The Pink October Campaign is an annual initiative held during the month of October, focused on raising awareness about breast cancer.

The main objective is to raise awareness about the importance of prevention and early diagnosis of this disease, in addition to promoting solidarity and support for women undergoing treatment.

During the month, several activities and actions are carried out that seek to inform and educate about prevention methods and the importance of regular exams, contributing to saving lives and supporting the community in the fight against breast cancer.

Blue November

During the month of November, Venturus actively participates in the prostate cancer awareness campaign, known as Blue November. The goal of this initiative is to raise awareness about the importance of prevention, early diagnosis, and treatment of prostate cancer, as well as to promote men's health in general.

Through various activities and internal communication, we seek to educate and inform our employees about the best practices for maintaining health, encouraging regular consultations and preventive exams.



4. Impact on the Local Community

Impact on the Local Community

Venturus’ commitment to the community is evident in its knowledge-sharing and innovation initiatives.

We maintain a dynamic blog, accessible to everyone, employees, and the external community, in which we publish articles and posts every week that reflect the team’s daily experiences. This content covers topics ranging from technological innovations to the latest market trends.

In addition to the blog, Venturus produces the Futurus podcast, hosted by Marcelo Abreu, Venturus’ CTO, with the participation of internal and external guests. The program addresses technology-related topics in a relaxed and straightforward manner, providing valuable

insights into Venturus, the market and the latest technological developments.

Check out the latest episodes at:

In addition, we also have the SpaceBar Podcast, which features Antônio Salgado, Senior UI/UX Designer, and João Anunciação, Senior Development Analyst, as hosts. The episodes cover topics such as technology, careers, funny and random topics.

Check out the latest episodes at:

As part of the democratization of knowledge, the Institute supports the Protagonist of the Future program, a ShareRH initiative that offers free training to young university students on scholarships. The goal is to develop essential skills for the future market, allowing participants to face real challenges from local NGOs.

By connecting hiring opportunities with partner companies, we promote the development of minority groups and strengthen non-profit organizations in the region, enriching the ecosystem.

Total amount allocated to non-profit activities:

R\$43,487.00

Venturus Empowering All

The goal is to foster diversity in our technology teams at Venturus, especially in relation to people with disabilities, women, LGBTQIAP+, color and ethnicity, and generational diversity.

With technical training, the free program offers hiring opportunities for professionals from all pillars of diversity, fostering the technical training of the Technology community.

The Venturus Empowering All – Expanding your QA universe training track will focus on test automation, with a focus on Cypress with market expert facilitators. Both the pre-selection stages and the training itself will be 100% online.

Venturus Hackathon – O Future Tech Challenge

At the Hackathon, we took advantage of the opportunity to engage with the main topics of innovation, business, technology, and creativity in the area.

At the event, we shared knowledge in lectures, contributing to the formation of the community, and to promote important discussions on diversity and inclusion (D&I) and environmental, social and governance (ESG) practices. Our main objective was to promote the company and its services, positioning ourselves as agents of innovation and generating visibility for our brand.

In addition, we created an environment of exchange and collaboration, where we were able to learn from other participants and strengthen our connections in the business and technology ecosystem.

Participation in the Hackathon reflects our commitment to innovation, diversity and sustainability, fundamental values for the Institute.

Venturus4tech

Venturus4Tech is a social initiative developed by vnt/school, the Venturus Corporate University, based in Campinas.

In this program, we offer technological training to students, providing them with an earlier learning experience than what they would normally only have access to once they were already in the job market.

Android Specialization

The Android Specialization Program is an initiative of vnt/school, Venturus' Corporate University, in partnership with Softex. Aimed at technology beginners, this program offers a unique opportunity for improvement and market entry. Through it, the Institute has already hired employees, strengthening its team and contributing to the company's continued growth and innovation in the technology sector.

Descomplica VNT

The Community Education Program is an initiative promoted by volunteer collaborators from Venturus, aiming to offer education in basic computer logic to young people from NAS, an institution in the Campinas region.

In this program, volunteer collaborators design and teach courses aimed at the community, using a methodology that involves the development of teaching modules.

During the classes, these collaborators act both as teachers and as support, providing a complete and interactive learning experience for the participants.

The program's commitment is ongoing, and by 2024, we are committed to implementing a more structured and broader version, aiming to increase the positive impact on the community.

We are counting on the partnership of NAS to make this project a reality.

Donations and community support

Solidariza VNT is the arm dedicated to all volunteer activities carried out by the Institute, including Christmas campaigns, clothing drives, food, and equipment donations.

Our goal is to foster a culture of solidarity among employees, seeking ways to reuse assets that are no longer useful to us to help those most in need.

Through these initiatives, we were able to collect and donate:

- 28 basic food baskets;
- 7 cans of Ninho powdered milk (380 g);

- 6 packages of pasta (500 g);
- 4 bags of rice (5 kg);
- R\$6,090.00 invested in basic food baskets.

Campanha do Agasalho

In 2023, we held the "Campanha do Agasalho" (Clothing Drive), an initiative in which we collected clothing to donate to the institution "Esperança Sem Limites - Cidade dos Meninos".

Our goal is to help the community, especially children in situations of social vulnerability, by providing clothing to face the harsh winter and basic food baskets to ensure adequate nutrition.

Based on the donations received from our employees, we were able to collect the equivalent of 7 basic food baskets, in addition to a box full of clothes, delivered directly to the benefiting institution.

Campanha de Natal

During the Christmas season, we carry out the “Campanha de Natal” (Christmas Campaign), an initiative in which our employees adopt letters sent by the Post Office and donate gifts and basic food baskets to the community of Campinas, especially for children and families in situations of social vulnerability.

Essa campanha solidária tem como objetivo levar alegria e conforto para aqueles que mais precisam, especialmente durante as festividades de fim de ano.

Equipment Donation

Through our Equipment Donation initiative, we repurpose machines that are no longer in use by our developers, either because they are no longer meeting demand or because they have exceeded their maximum capacity.

Instead of discarding them, we give them a second life by donating them to individuals or institutions that need them.

We receive requests for donations directly and rely on contributions from our own employees, who recommend institutions or individuals that could benefit from this equipment.

This internal and external collaboration allows us to expand the reach of our action and meet the needs of the community more effectively.

By donating equipment that is still useful, we contribute not only to reducing electronic waste, but also to promoting digital inclusion and access to essential technological resources for personal and professional development.

In this way, we strengthen our commitment to social responsibility and caring for the environment, while positively impacting the lives of those around us.

Curso: Trilha React

At Trilha React, our employees offer the community a hands-on course so that interested people can learn React concepts while developing a project. In it, we cover everything from initial setup to production deployment.

This course aims to provide initial training and certify people in front-end development concepts.





Education

Course: Programming Logic | Exclusive for people with disabilities

The three-month Programming Logic course covers important topics in systems development, such as GIT and programming logic; introduction to Java; object orientation with Java and a final project.

It is aimed at people who have never had contact with technology, beginners in the subject, and, especially, people with disabilities.

Course: Crash Course | Programming Logic and Algorithms

The Crash Course in Programming Logic and Algorithms offers a total of 36 hours of training, including a practical project.

It is especially designed for individuals without any prior knowledge in programming and provides a unique opportunity to experience and learn about this field.

Partnerships with universities

Still on the topic of education, Venturus establishes strategic partnerships with several universities, aiming to promote innovation, access qualified talent, develop specialized labor, use advanced resources and infrastructure, in

addition to strengthening the brand and public relations.

These partnerships include renowned institutions such as Fatec Itapira, the 13th Programming Olympiad of IFSUL de Minas Muzambinho, SECOMP 2023 of UNICAMP, SEMATRON 2023 of USP São Carlos, the Technology in Focus event of UNICAMP Limeira, and the 14th Ben-totec of ETEC Bento Querino.

In addition, Venturus also organizes visits by Etec Itapira students to its facilities, promoting an exchange of knowledge and experiences. These initiatives reinforce the institute's commitment to education and technological development.

5. Planet

Planet

In the current context, raising sustainability issues has become a priority for companies in all sectors, including technology companies.

The Venturus Institute, located in a business complex and sharing space with other organizations, recognizes the importance of adopting sustainable measures in its operations.

Although water and electricity consumption estimates are only a reference due to the sharing of resources, the Institute is committed to understanding its environmental challenges and integrating resource management into its organizational structure.

With processes that generate low volumes of waste and a workforce that has the flexibility to choose between in-person, hybrid, or remote work models, Venturus recognizes its environmental responsibility and aims to minimize its impacts.

In addition, Venturus is committed to creating, by 2024, a sustainability policy that guides its actions and establishes clear goals to reduce its environmental impact.

By seeking to understand the challenges related to sustainability and including the planning and resources necessary to develop them, the Institute reaffirms its commitment to protecting the environment and the well-being of the community.

Sustainability at Venturus

As awareness of sustainability grows worldwide, expectations of companies are also rising, prompting them to adopt more sustainable practices.

At Venturus, this awareness translates into concrete actions, reflecting our commitment to the community and the environment.

Since our founding, we have been engaged in projects that aim to minimize our environmental and social impact. A notable example is the development of DVAP (Potable Water Leak Detection), an innovative tool financed by BNDES.



This technology, which has won awards for its efficiency, allows for the precise detection of leaks in the water network, contributing to the conservation of this vital resource.

In addition, we recognize the importance of transparency in our sustainable practices. To this end, in 2023, we included a section on our website dedicated to ESG, where we share our initiatives, values, and commitments to ethics and diversity. And we are committed to keeping this page always updated, providing relevant reports and documents.

Our environmental responsibility also extends to the well-being of our employees. Also in 2023, we introduced the Sustainability Kit, consisting of a thermal bag, lunch box, cutlery, straw, and coffee cup, all made from eco-friendly materials.

This initiative aims to reduce the use of disposable plastic in our workplace, promoting more sustainable practices.

In addition, in the same year, we developed a Recycling Guide to raise awareness and guide our employees on good recycling practices. This guide was made available to our internal community, encouraging concrete actions in favor of the environment.

Venturus is committed to leading by example, adopting sustainable practices in all areas of our business. We believe

that by acting responsibly and consciously, we can generate significant positive impacts for the environment and our community.

Waste Management

Environmental awareness permeates all the Venturus Institute's activities, reflected in daily practices that aim to minimize our impact on the environment and promote a culture of sustainability.

At the Institute's office, we adopt the appropriate separation of waste, correctly disposing of it for recycling. In addition, we have a specific point for the disposal of electronic waste, recognizing the risks to public health when it is disposed of improperly.

These initiatives, combined with the efforts of the entire team to reduce waste generation, have resulted in practical measures, such as the digitalization of documents and the reduction of printing, which previously generated a large volume of paper. This transition to the digital environment not only contributes

to the preservation of the environment, but also facilitates access to information and reduces operating costs.

Regarding waste disposal, we adopt methods that prioritize recycling. In 2023, we created a collection point for Nespresso capsules, ensuring the correct disposal of these materials and encouraging our employees to do the same.

Another important action was the removal of disposable cups from the office, replacing them with individual cups and glasses, significantly reducing our production of plastic waste. This change was structured through internal communications and the delivery of kits with reusable cups and straws, promoting a culture of conscious consumption.

Water and Energy

In our ongoing efforts to reduce our environmental impact, Venturus has implemented several measures to optimize water and electricity consumption in our facilities.

To ensure responsible water use, we have installed automatic faucets that provide significant savings by cutting off the flow of water after a few seconds of use. This initiative, in addition to preventing waste, contributes to savings of 25% to 75% in water consumption, according to estimates from the São Paulo Housing Union (Secovi-SP).

In addition, we have adopted dual-flush toilets, which allow users to choose between a partial flush of 3 liters or a full flush of 6 liters, further optimizing water use.

1,222.80 m³

Total water consumed in 2023

793.591 kWh

Total energy consumed in 2023

100%

Percentage of renewable energy in 2023

Regarding electricity, since 2020, we have been gradually replacing fluorescent and halogen lamps with LEDs, aiming for greater energy efficiency and reduced consumption.

In addition, we have established a strategic partnership with Flora Energia, a company that generates energy on sustainable farms and supplies it to the traditional electricity grid. In exchange, we receive Energy Credits from the distributor, which provides us with a renewable energy source and significant savings on our energy bills.

As part of our sustainability initiative, we created Squad Verde, a multidisciplinary team dedicated to projects aimed at neutralizing our carbon footprint. Through precise calculations, we identify and offset the carbon emissions generated by our activities, acquiring carbon credits, and ensuring that our projects are carbon neutral.

These actions reflect our commitment to environmental preservation and our continuous effort to operate sustainably, contributing to a greener and more resilient future.

Monitoring of the ETE (Sewage Treatment Plant)

Venturus carries out rigorous monitoring of its Sewage Treatment Plant (STP). The results of the 2023 reports show that the overall efficiency of Biochemical Oxygen Demand (BOD) removal reached 100%, with an input BOD of 240 mg/L and an output BOD of less than 3.0 mg/L.

These values fully meet the specifications of article 18 of Decree 8468/76, which requires an overall BOD efficiency of over 80% and/or an output BOD of less than 60 mg/L, reinforcing our commitment to sustainability and strict compliance with environmental standards, ensuring efficient and environmentally safe sewage treatment.

GHG Inventory

Greenhouse Gas (GHG) Inventory, also known as carbon quantification due to the predominance of carbon dioxide (CO2), is a crucial tool for assessing and tracking emissions that contribute to global warming.

It involves the process of calculating and tracking GHG releases using standardized techniques, as well as reporting these data following established guidelines. These standardized practices enable companies, public administrations, and individuals to determine the amounts of GHG emitted by their actions, both directly through their business activities and indirectly through their supply chains and customers.

This measurement is essential for a complete understanding of an organization's environmental impact, allowing the identification of areas of greatest emissions and the development of effective reduction strategies.

In addition, it provides a solid basis for complying with environmental regulations, monitoring progress towards emission reduction targets and transparent reporting to stakeholders.

In other words, GHG inventory plays a crucial role in the transition to a more sustainable economy and in mitigating the effects of climate change.

At the Venturus Institute, we understand this importance. By changing and reporting our own emissions, we take responsibility for the environmental impact of our operations and demonstrate our commitment to transparency and the ongoing pursuit of sustainability.

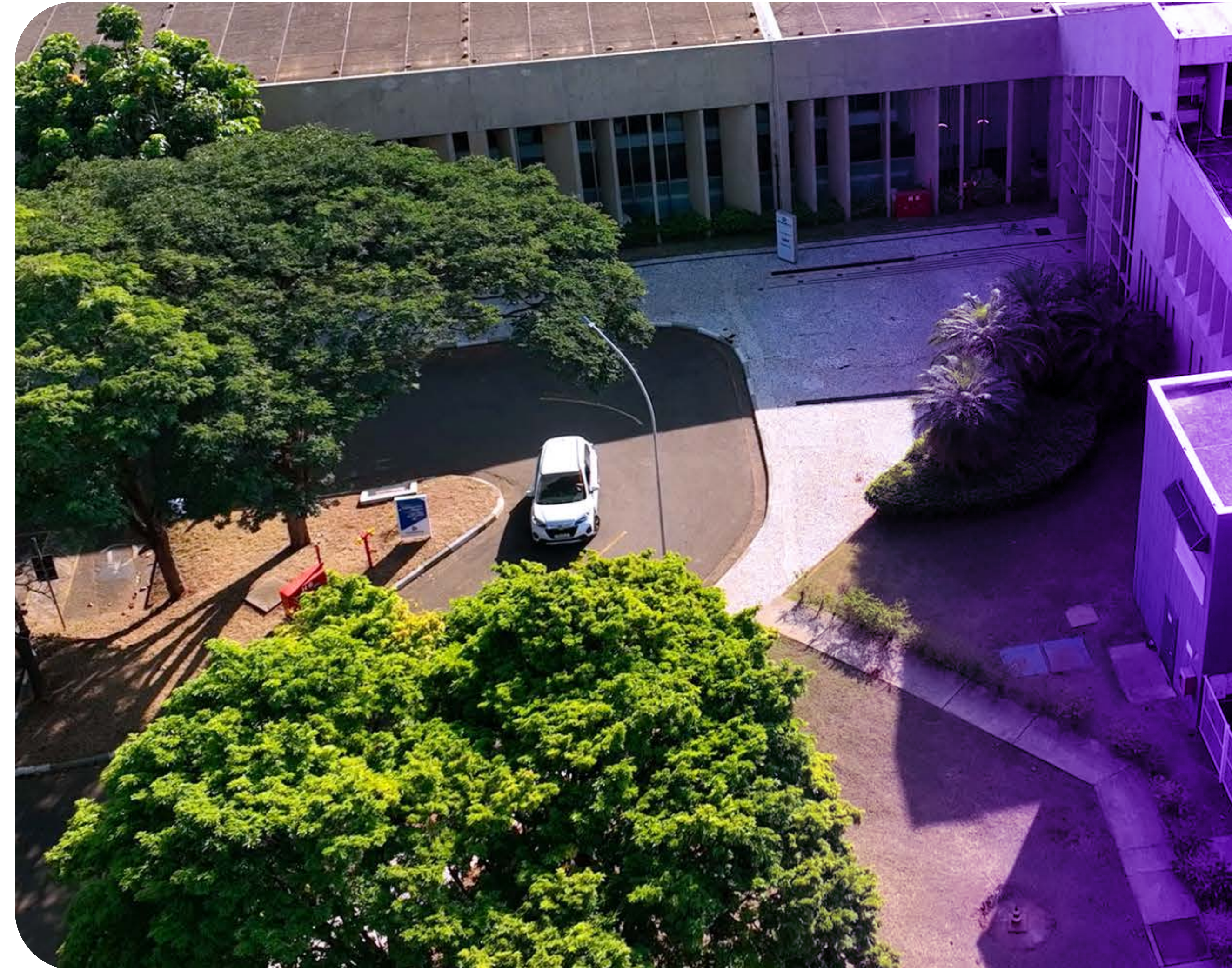
Category	CO2e emissions (tons)
Fugitive Emissions	32.69
Mobile Combustion	5.08
Business travel	110.41
Home Work Commute	922.01
Upstream Transport	491
Purchase of electricity and/or heat and losses during transmission and distribution of energy	33.53/month

About this Report

As we conclude this 2023 Sustainability Report, we proudly reflect on the many achievements and advances made throughout the year. We reinforce our ongoing commitment to sustainability, innovation, and inclusion, and highlight the tireless efforts of our entire team and partners in promoting responsible and ethical practices in all areas of operation.

Through this report, we reaffirm our commitment to transparency and social responsibility, highlighting the concrete actions we have taken to promote sustainable and inclusive development. We will continue to work tirelessly to align our practices with the highest ESG standards, driving innovation and creating lasting value for our stakeholders.

Venturus is determined to continue its trajectory of sustainable growth, building a more fair, inclusive, and responsible future for all. We thank our employees, partners, customers, and community for their trust, and we renew our commitment to be a positive force in the business world!



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