



RESHAPING THE FUTURE OF FINANCE

SUSTAINABILITY REPORT 2022

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ABOUT THIS REPORT

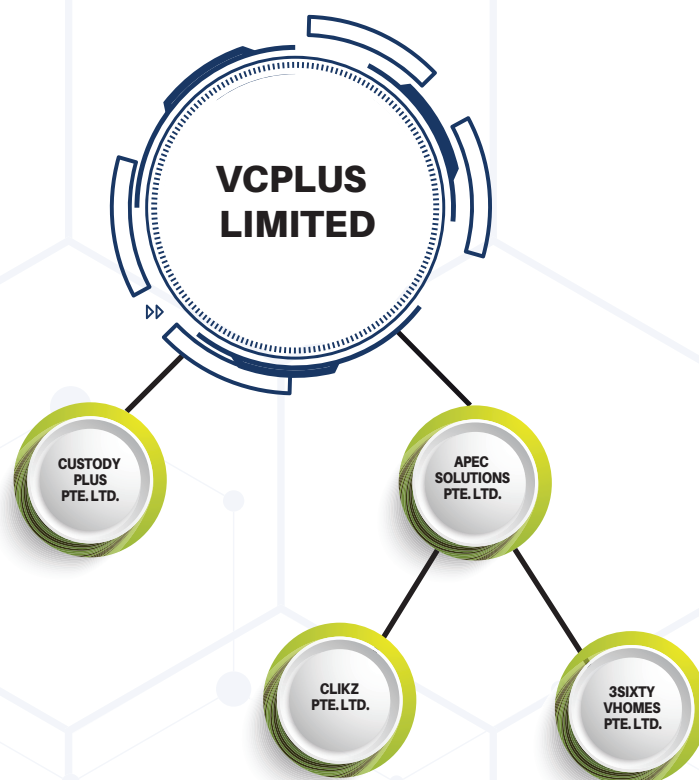
COMPANY BACKGROUND

VCPlus Limited was listed on the Catalist Board of the Singapore Exchange Securities Trading Limited in 2016 as a gold mining company. In 2017, it expanded into the business of exploration, mining and production of dimension stone granites for sales as well as architectural stone and interior fit-out (“**Granite Business Business**”).

In April 2021, VCPlus obtained shareholders’ approval to diversify into the financial and blockchain technology sectors (collectively, “**FinTech sector**”). Following the completion of the disposal of its wholly owned subsidiary GGTM Sdn. Bhd. in May 2022, the Company exited the Granite Business. The Company’s business currently comprises the provision of advisory, consultancy and/or management services related the Fintech sector (the “**Fintech Business**”).

In November 2022, the Company’s subsidiary Custody Plus Pte Ltd successfully obtained the In-Principle Approval from the Monetary Authority of Singapore (“**MAS**”) to carry out the business of digital assets custodian. Subsequently on 28 March 2023, we received the full license from MAS. The Company intends to commence this business in FY2023.

The diagram below depicts the group structure of the Company 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 are currently dormant. All employees of the Group are located in Singapore.

OVERVIEW OF THE REPORT

This report presents the annual sustainability performance of the Group for the period from 1 January 2022 to 31 December 2022 (“**FY2022**”) (“**Sustainability Report 2022**”).

As the Company has exited from the Granite Business in May 2022, the Sustainability Report 2022 will relate solely to the FinTech Business only. The Granite Business had very minimal activities between January to May 2022 and including data for this business may not be meaningful.

The Sustainability Report 2022 covers data and information for FY2022 and has been prepared with reference to the widely recognised Global Reporting Initiative (“**GRI**”) Standards as well as on a “Comply and Explain” basis pursuant to Rule 711A, 711B and Practice Note 7F of the Singapore Exchange Securities Trading Limited (“**SGX-ST**”) Listing Manual Section B: Rules of Catalist (“**Catalist Rules**”). The data and information provided have not been verified by an independent third party.

The GRI is an independent, international standards organisation that helps businesses and other organisations take responsibility for their impacts, by providing them with the global common language to communicate those impacts. GRI provides the world’s most widely used standards for sustainability reporting – the GRI Standards, as such, we have adopted the GRI Standards for our reporting purposes.

The report should also be read in conjunction with VCPlus’ Annual Report 2022.

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. 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 2022, the Company has appointed Tricor Axcelasia (SG) Pte Ltd as the outsourced internal auditor to assist the AC to independently evaluate the Company’s sustainability reporting (“**Outsourced IA**”).

During the year, we have subjected our sustainability management process for an internal review conducted by our Outsourced IA. The area of coverage as per the updated and approved Internal Audit Plan includes the review of Sustainability Framework and Policy, data collection process (metrics and targets), sustainability reporting process and etc. The internal review was conducted in accordance with the International Standards for the Professional Practice of Internal Auditing issued by The Institute of Internal Auditors. Several critical gaps and recommendations were highlighted by our Outsourced IA of which the Management are taking steps to ensure these are being promptly and adequately addressed.

FEEDBACK

As we progress and grow, the Company values any feedback from our stakeholders on how we can improve on our sustainability reporting. Please send your feedback to enquiry@vcplus.sg.

BOARD STATEMENT

Dear Stakeholders,

The Board of directors (the “**Board**”) is pleased to present the Company’s fifth sustainability report for the financial year ended 31 December 2022.

With the full support from the Board, the management establishes the policies and practices to address and manage the material environment, social and governance (“**ESG**”) factors. The Board has (i) considered sustainability issues as part of its strategic formulation, (ii) determined the material ESG factors, and (iii) overseen the management and monitoring of the material ESG factors.

The Company remains committed to further improve and strengthen its engagement with various stakeholders in relation to the material issues. To this end in FY2022, the Board reinforced its governance over sustainability by adopting a Board Diversity Policy. The Group places importance on diversity for an effective board and for the sustainability of the businesses.

As we continue our sustainability journey, our next priority is to provide climate-related disclosures based on recommendations of the Task Force on Climate-related Financial Disclosures (“**TCFD**”). Aligning with SGX’s roadmap to mitigate the effects of climate change and the transition to a lower-carbon economy, we have been actively reviewing and exploring emission reduction measures which will be published in our next sustainability report for FY2023.

In May 2022, the Company exited the Granite Business whose operations generally cause material ESG concerns. Since then, the Company’s business comprises only the FinTech Business. In November 2022, the Company’s subsidiary Custody Plus Pte Ltd successfully obtained the In-principle Approval from the Monetary Authority of Singapore (“**MAS**”) to carry out the business of digital assets custodian in Singapore. Subsequently on 28 March 2023, we received the full license from MAS. Therefore, we intend to commence the business of providing custodian services for digital assets in FY2023.

While the FinTech Business operations currently do not have material impact on the environment, VCPlus remains committed to reducing the environmental impact of its operations. VCPlus strives to enhance shareholder value and maintain cordial relationships with the local communities in the areas that VCPlus operates in. With its continuous efforts in developing a sustainable operating model, VCPlus looks forward to grow its businesses in the coming years in a manner that is both sustainable and climate friendly.

To this end, in October 2022, the Company executed a Memorandum of Understanding with two cooperative agencies in Indonesia, empowering them with relevant technology solutions to an underserved market of over 139 million adults population and micro, small and medium enterprises in Indonesia. This is a small initiative by the Company to contribute to the development of economic and social inclusiveness in certain segment of the Indonesian population.

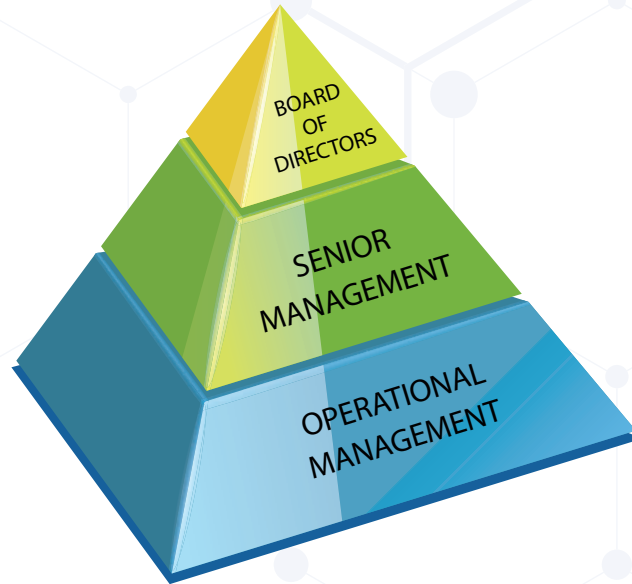
We would like to thank our stakeholders for your continued contributions and commitment to our sustainability journey and we look forward to your continued support.

On behalf of Board,
Mr Chua Ser Miang
Independent Non-Executive Chairman

28 April 2023

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 oversees the formation of strategies and their implementation.

VCPlus complies with SGX's new requirement for Directors to undergo mandatory sustainability training. As of date of report, all Directors have attended sustainability training courses in Singapore.

SENIOR MANAGEMENT

VCPlus' senior management comprises of the Executive Director, the Chief Executive Officer, and the Director of APEC Solutions. They set the strategies and action plans relating to sustainability topics to be presented to the Board for approval.

The Chief Executive Officer and the Director of APEC Solutions will be attending sustainability training courses on ESG Essentials offered by the Singapore Institute of Directors after the date of this Report.

OPERATIONAL MANAGEMENT

The operational management team consists of the various heads of department. The team implements and executes the approved strategies and the day-to-day operations and meets on a monthly basis where sustainability topics are discussed alongside other operational matters. The team also reports to Senior Management the results of operational activities and sustainability topics.

SUSTAINABILITY FRAMEWORK



KEY STAKEHOLDERS' ENGAGEMENT

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

Having assessed the stakeholders in terms of their impacts on the Company as well as the impact or potential impacts upon the stakeholders by the actions of the Company, 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	- Meetings when necessary - Correspondences - Company's Announcements - Website Throughout the year	- Compliance with regulations - Anti-corruption - Governance - Environmental impact	- Governance - Environmental Responsibility
Shareholders	- General Meeting, using electronic means - Annual Reports, using electronic means - Company's Announcements - Website Throughout the year	- Financial performance - Economic performance - Business sustainability - Governance	Annual Report 2022

SUSTAINABILITY FRAMEWORK

Stakeholder	Method of Engagement & Frequency	Key Concerns	Key Concerns addressed in the following sections
Employees	- Meetings, hybrid of physical and online meetings - Health and Safety Activities - Correspondence Throughout the year	- Professional development - Employee benefits and compensation - Work-life balance and company culture - Workplace health and safety - Employee diversity	- Our People - Occupational Health & Safety - Covid-19
Customers /Business Partners / Vendors	- Meetings, hybrid of physical and online meetings - Communications through emails, phone calls - Events - Website Throughout the year	- Pricing and quality of products and services - Compliance with regulations - Increased market presence - Local & oversea procurement with quotation requests - Environmental impact	- Governance - Procurement practices - Occupational Health & Safety
Community	Corporate Social Responsibility (“CSR”) Activities Throughout the year	- Social outreach programmes and activities - Implementing CSR programmes - Encourage employee volunteerism	Corporate Social Responsibility Management

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 Company.

In this reporting period of FY2022, 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 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.

SUSTAINABILITY FRAMEWORK

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.

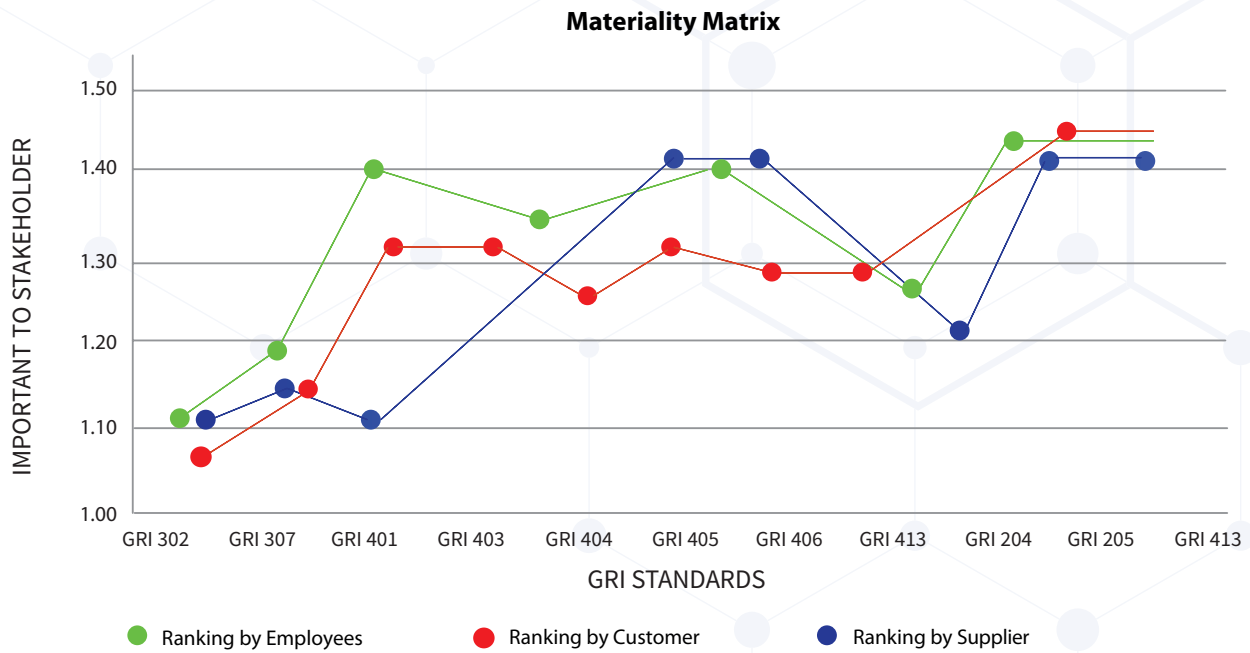
Due to the nature of Company's FinTech Business as a provider of advisory, consultancy and/or management services related to FinTech regulation and licensing, as well as the adoption of FinTech strategies and technology, this report may cover aspects beyond the GRI reporting scope, and important materiality issues covered by GRI may not be entirely relevant to the Company.

Based on the above, the Group has identified its Key Material Topics as below:

Key Material Topics	Label in Materiality Matric Diagram
ENVIRONMENTAL	
GRI 302 : Energy Consumption	GRI 302
GRI 307 : Non-compliance with environmental laws and regulations	GRI 307
SOCIAL	
GRI 401: Employment	GRI 401
GRI 403: Occupational Health & Safety	GRI 403
GRI 404: Training and Education	GRI 404
GRI 405: Diversity and Equal Opportunity	GRI 405
GRI 406: Non-discrimination	GRI 406
GRI 413: Local Communities	GRI 413
ECONOMIC	
GRI 204: Procurement Practices	GRI 204
GOVERNANCE	
GRI 205: Anti-corruption	GRI 205
GRI 418: Data Privacy	GRI 418

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. The Group's materiality matrix is presented as follows:-



KEY MATERIAL TOPICS

1. ENVIRONMENTAL RESPONSIBILITY

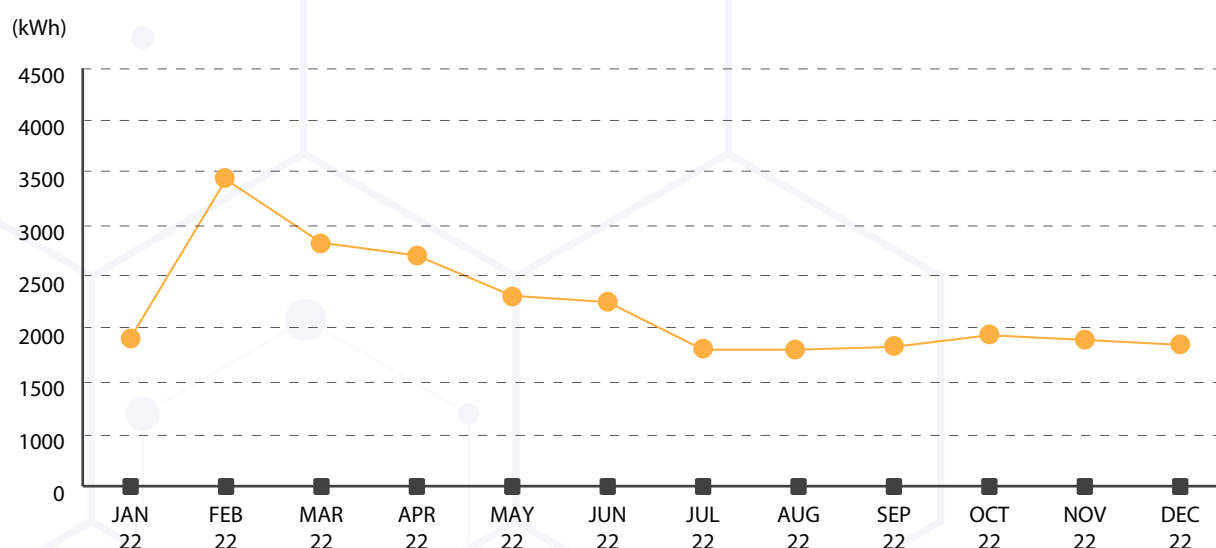
VCPlus endeavors to minimise the potential impact of our operations on the environment and we are committed to reduce any carbon footprint through continual improvement in our engagement with the environment.

In May 2022, the Company exited from the Granite Business whose operations generally cause material ESG concerns. The Company'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 Company's 16 staffs under the FinTech Business are currently work in an office unit in Singapore and we have no physical presence overseas. Our electricity consumption for the FinTech Business in FY2022 amounted to 26,755 kwh and the diagram below depicts the monthly electricity consumption in FY2022:-



The diagram above excludes historical data for the Company which comprised the Dimension Stone Business the Company exited in May 2022.

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 Task Force on Climate-related Financial Disclosures ("TCFD") recommendations, we have started tracking our GHG Scope 2 emissions in FY2022.

In FY2022, our Scope 2 indirect emissions via purchased electricity amounted to approximately 10.85 metric tons of CO₂ equivalent. and the carbon intensity is estimated 13.10 MT CO₂ equivalent per S\$1 million revenue. We target to maintain or reduce the GHG emissions intensity in FY2023.

COMPLIANCE WITH ENVIRONMENTAL LAWS AND REGULATIONS

In FY2022, we have achieved zero incidence of non-compliance with laws, environmental rules and regulations resulting in significant fines or sanctions. We aim to continue full compliance with all environmental rules and regulations.

Environmental Performance in FY2022	
FY2022 Target	Performance Updates
Reduce electricity consumption	Target set last year was for the Granite Dimension Business. Given the Company has exited this business in FY2022, this target has become irrelevant in our current reporting. Nevertheless, in the course of conducting our business in the FinTech Business, frequent reminders were sent to employees to switch off aircons and lights if not in use

Environmental Target in FY2023	
FY2023 Target	Action Plan
- Reduce electricity consumption - We target to maintain or reduce the GHG emissions intensity in FY2023.	Bring greater awareness in the work place to ensure the water and electricity is used efficiently

2. SOCIAL RESPONSIBILITY

OUR PEOPLE

Employment

VCPlus provides equal employment opportunities without discriminating gender, ethnicity, colour, religion, age and nationality. This covers hiring and employment practices extending to wages, promotions, rewards and access to training. 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. VCPlus' Employee Handbook documents the human resources policies covering materials aspects such as employment terms, performance evaluation, working hours and employee welfare. The policies are reviewed regularly to ensure that they are in line with prevailing fair employment practices.

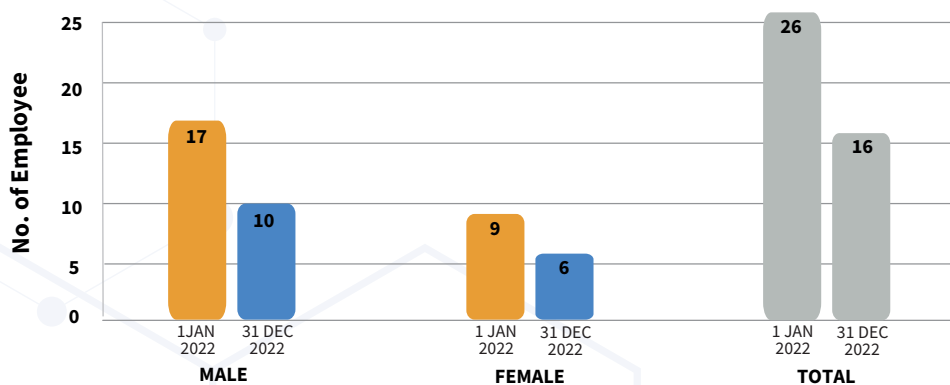
We seek to continuously improve our safety policies and procedures as well as the implementation of our safety measures and we will provide regular safety education and training to achieve it.

In FY2022, the employees of the FinTech Business were located in Singapore, in line with the operations of the Group.

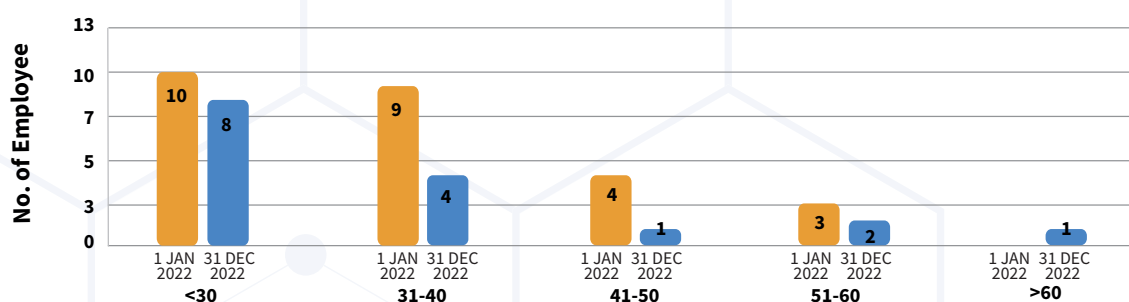
KEY MATERIAL TOPICS

The graphs below are showing the employee profiles by gender, age group and residency as at 31 December 2022 as compared to 1 January 2022.

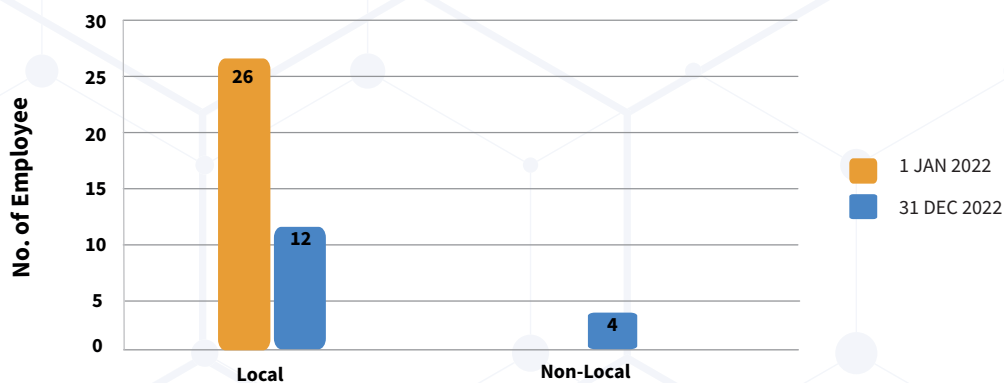
Employee Breakdown by Gender



Employee Breakdown by Age Group



Employee Breakdown by Residency



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

Employee Benefits And Development

VCPlus is committed to a policy of equal opportunity for all potential and current employees. The Company 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 Company 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 Company to the next level.

The Company 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.

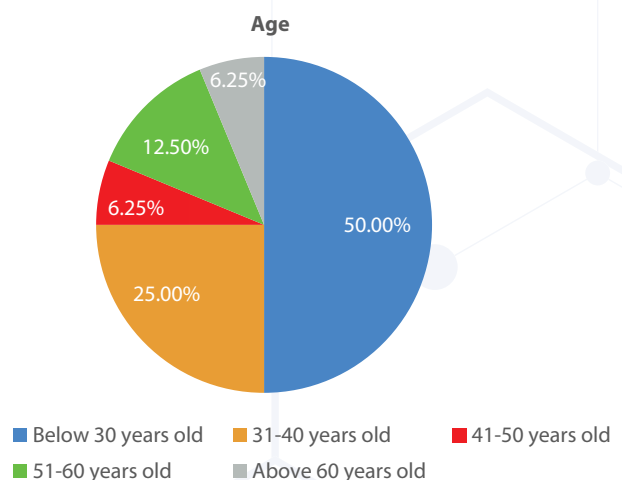
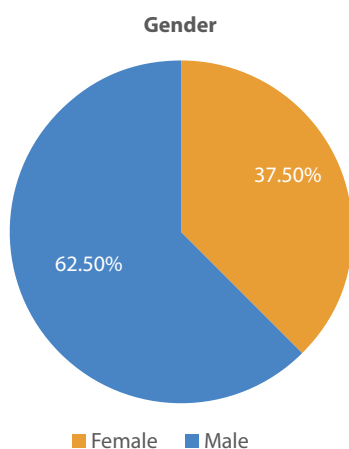
VCPlus aspires to create a work environment where employees remain engaged thus providing employees growth and learning opportunities to help drive employee retention. We implement and adhere to best practices regarding employee engagement, including fair remuneration, employee benefits, training and 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, manager 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 hospitalisation, surgical insurance and medical benefits.

As at 1 January 2022, total staff headcount was 26 and we ended 2022 with 16 headcount. The headcount reduction was a deliberate action taken by the Group to manage operating costs while waiting for the approval for the custody license from MAS. Notwithstanding a lower headcount, the Group had greater diversity of staff with a higher proportion of female staff representing more than 1/3 of total headcount and a younger average age with close to 75% of staff below the age of 40 years, as compared to 1 January 2022.

Employee Diversity



In FY2022 and FY2021, the Group did not receive any complaint concerning employee dissatisfaction or breaches of employment regulations.

KEY MATERIAL TOPICS

BOARD DIVERSITY

The Board recognises that board diversity is an important element which will better support the Company'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 Company adopted the Board Diversity Policy in FY2022 to solidify the Company's commitment to diversity.

A breakdown on the age and gender diversity of our Board of Directors as at 31 December 2022 is set out below.

Age Group	Male	Female	Total
Over 50 years old	3	1	4
Sub-total	3	1	4
Percentage (%)	75	25	100

Advisory Committee

The Company diversified into the FinTech Business in April 2021 and we recognise the benefits of guidance and advice from individuals with the relevant experience and track records. To this end, the Company has established an advisory committee comprising distinguished and experienced individual invited to advise and support the growth of the Group.

The Company is able to reach out to the Advisory Committee to seek advice as and when need arises. In addition, the Company can tap on the network of the Advisory Committee members to initiate business collaborations.

The Advisory Committee comprises Mr. Esmond Choo and Mr. Desmond Tan. Their profile is available on the Company's website (www.vcplus.sg).

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.

VCPlus achieved zero fatality and zero loss time injury for both FY2022 and FY2021.

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.

During the period of various restrictions on travel and working environment, VCPlus staff members continued to carry out their duties remotely; when the restrictions were eased, steps were similarly taken to stagger attendance at the office and we have implemented safe distancing measures at our workplace premises, which include reducing the need for and duration of physical interactions. Other measures taken include constantly updating employees on the Government's guidelines, introducing work from home arrangement, stepping up the cleaning efforts of high-touch surfaces and personal hygiene and provided surgical masks and sanitisers throughout the office for employees. The Company also encourage employees to maintain an active and healthy lifestyle during this challenging period by incorporating routine exercise regime in daily activities.

In addition, in compliance with strict Covid-19 guidelines, these procedures were in place during the relevant period in FY2022 (some of these procedures were removed in accordance to the relaxation of the restrictions announced by the government):

- 1) Procedure before / after entering workplace or premises
 - a) Employees and/or visitor having a temperature more than 37.5°C or possess symptoms of COVID-19 are not allowed to enter the workplace.
 - b) Before entering the workplace, all employee and/or visitors will have their temperatures checked.
 - c) Utilise hand sanitizer and ensure the wearing of face mask before entering the workplace.
- 2) Ensure all employees/visitors/vendors wear face masks when entering the workplace and conduct digital check-ins and check-outs the SafeEntry or TraceTogether applications.
- 3) Ensure there is social distancing of at least one metre.
- 4) When employees have symptom of COVID-19 (such as fever, cough, shortness of breath, sore throat, headache), the following immediate actions shall be taken:
 - a) Inform the employer immediately and contact the health coordinator or a nearby health officer directly.
 - b) Isolate workers with COVID-19 symptoms by complying with the Government's advisory notes on such matters.
 - c) Employees who have direct contact with employees with COVID-19 must also be screened and monitored.
 - d) Carry out disinfection work in workplaces and places identified as having contact with employees with COVID-19 symptoms with health agencies.

In FY2022, the Annual General Meeting, Extraordinary General Meetings 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.

KEY MATERIAL TOPICS

Education And Training

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 trainings and on-the-job training.

In FY2022, internal review sessions were conducted by the Company to ensure proper work processes are adhered to by its employees.

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 FY2022, 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.

CORPORATE SOCIAL RESPONSIBILITY MANAGEMENT

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

VCPlus places importance in maintaining good relations with the local communities. Whenever possible, VCPlus will assist the local communities through provision of financial supports or in any other matter.

KEY MATERIAL TOPICS

Social Performance in FY2022	
FY2022 Target	Performance Updates
Average of 8 hours of training for each staff continuous professional development	Target met as employees attended various self-study courses online and/or seminars to learn, develop and/or enhance their skillsets and knowledge base.
Engage with the local communities	The Company, led by the CEO, participated in various FinTech conferences and seminars to engage with the local communities in the FinTech sector. In addition, the Company had signed a memorandum of understanding in Indonesia to promote social inclusiveness for an underserved market of over 139 million adults along with micro, small and medium enterprises in Indonesia. This represents a small effort by the Company to contribute to the development of underserved community which is more prevalent in developing countries.
Zero non-compliance concerning marketing and labelling	All information and marketing materials had been reviewed and approved by senior management.

Social Target in FY2023	
FY2023 Target	Action Plan
VCPlus aims to encourage staff training of average of 8 hours for each staff continuous professional development	Conduct training internally or attend training with external training providers.

KEY MATERIAL TOPICS

3. ECONOMIC

PROCUREMENT PRACTICES

The Company has established stringent procedures and policies for the onboarding of suppliers, encompassing aspects such as evaluation and background checks. The due diligence process consists of initial independent research analysis conducted by the Company as well as regular communications with suppliers to review if the products and services are suitable to be provided to the Company in terms of quality, pricing and after sales support.

In addition, VCPlus recognizes that one of the primary benefits of our business is that our customers and operations are based mostly in Singapore and hence, it offers substantial local business opportunities available for local stakeholders. By maximizing local procurement expenditure, we can play an even greater role as a catalyst for social and economic development in our host communities and in FY2022, the group purchased most of its supply from local suppliers.

VCPlus is supportive of local businesses and strive to obtain supplies and services from local suppliers provided that local suppliers are able to offer competitive prices and commercial terms.

The Company is guided by the Group's "Policies and Procedures for Procurement" document to ensure that cost effective, efficient and sustainable procurement is attained.

4. 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 company. 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 a workplace and for dealings with suppliers and customers. This policy applies across our entire organization as well as to any individual or entity authorized to do work on our behalf. All directors, officers, and employees are required to acknowledge that they have read and understand this policy. This value has been communicated during formal and informal communications to all employees. 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 independent Directors of the Company 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 Mr. Gavin McIntyre, the Chairman of the Audit Committee, via email to 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 FY2022.

Governance Performance in FY2022	
FY2022 Target	Performance Updates
VCPlus aims for zero fraudulent activities in FY2022	Zero fraudulent activities were reported during FY2022.
To set Board Diversity Policy in FY2022	The Company has adopted its Board Diversity Policy on the recommendation of the Nominating Committee. Refer to the Corporate Governance Report for more details. The Company has also enhanced the Board assessment framework in FY2022.

Governance Target in FY2023	
FY 2023 Target	Action Plan
VCPlus aims to continue achieving zero fraudulent activities in FY2023.	Promote awareness of anti-corruption and whistle-blowing policy in the Group.

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 Company 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 Company'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 also advises other departments within the Group pertaining to information security.

The Company 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 Company. Investigations will be conducted immediately should suspicious or malicious threats be identified and reported by the monitoring tools.

In FY2022, there were no incidents of cybersecurity breaches. The Company will continue to strengthen its cybersecurity system to protect its customers from cybersecurity risks and threats.

KEY MATERIAL TOPICS

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.

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 Company’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 FY2022, the Group did not receive any complaint concerning breaches of customer privacy, or any leaks, thefts, and loss of customer data.

Cybersecurity Performance in FY2022

FY2022 Target

VCPlus aims for zero breach on cybersecurity in FY2022

Performance Update

Zero breach on cybersecurity was reported in FY2022.

Cybersecurity Target in FY2023

FY2023 Target

VCPlus aims for zero breach on cybersecurity in FY2023

Action Plan

Implementation of IT security measures and perform regular checks.

STATEMENT OF USE	VCPlus Limited has reported with reference to the GRI Standards for the period 1 January 2022 to 31 December 2022.
GRI 1 USED	GRI 1: Foundation 2021

GRI STANDARDS	DISCLOSURE TITLE	PAGE REFERENCE
General Disclosures		
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	AR: 117
	2-5 External assurance	3
	2-6 Activities, value chain and other business relationships	2 & 6
	2-7 Employees	11
	2-8 Workers who are not employees	NIL
	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	5
	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	18
	2-16 Communication of critical concerns	6
	2-17 Collective knowledge of the highest governance body	5
	2-18 Evaluation of the performance of the highest governance body	AR: 23
	2-19 Remuneration policies	AR: 24
	2-20 Process to determine remuneration	AR: 24
	2-21 Annual total compensation ratio	AR: 26
	2-22 Statement on sustainable development strategy	6
	2-23 Policy commitments	5
	2-24 Embedding policy commitments	7-19
	2-25 Processes to remediate negative impacts	7-19
	2-26 Mechanisms for seeking advice and raising concerns	18

GRI CONTENT INDEX

GRI STANDARDS	DISCLOSURE TITLE	PAGE REFERENCE
	2-27 Compliance with laws and regulations	14
	2-28 Membership associations	NIL
	2-29 Approach to stakeholder engagement	6
	2-30 Collective bargaining agreements	Not applicable ¹
Material Topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	7
	3-2 List of material topics	7
Economic Performance		
GRI 3: Material Topics 2021	3-3 Management of material topics	18
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	AR: 6
Anti-Corruption		
GRI 3: Material Topics 2021	3-3 Management of material topics	18
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	18
	205-2 Communication and training about anti-corruption policies and procedures	18
	205-3 Confirmed incidents of corruptions and actions taken	18
Energy		
GRI 3: Material Topics 2021	3-3 Management of material topics	10
GRI 302 : Energy 2016	302-1 Energy consumption within the organisation	10
	302-3 Energy intensity	10
Training and Education		
GRI 3: Material Topics 2021	3-3 Management of material topics	16
GRI 404: Training and Education 2016	401-1 Average hours of training per year per employee	17
	404-2 Programs for upgrading employee skills and transition assistance programs	16

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

GRI STANDARDS	DISCLOSURE TITLE	PAGE REFERENCE
Occupational Health and Safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	14
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	14
	403-2 Hazard identification, risk assessment, and incident investigation	14
	403-4 Worker participation, consultation, and communication on occupational health and safety	14
	403-5 Worker training on occupational health and safety	14
	403-6 Promotion of worker health	14
	403-9 Work-related injuries	14
Local Communities		
GRI 3: Material Topics 2021	3-3 Management of material topics	16
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	16

CORPORATE SOCIAL RESPONSIBILITY POLICY STATEMENT

1. 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 realizing 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 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.

2. 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 followings:

- 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.



VCPLUS LIMITED