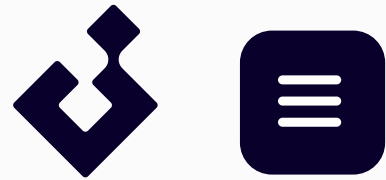


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Letter from the Managing Director

The year 2024 was marked by maturity, structuring, and consistency in our ESG journey! If in previous years we carried out a deep diagnosis of our practices and values and started to consolidate a sustainable structure in our business model, in 2024, we were able to materialize several initiatives and reap the positive results of this, taking another step to reaffirm our commitment to sustainability on its various fronts.

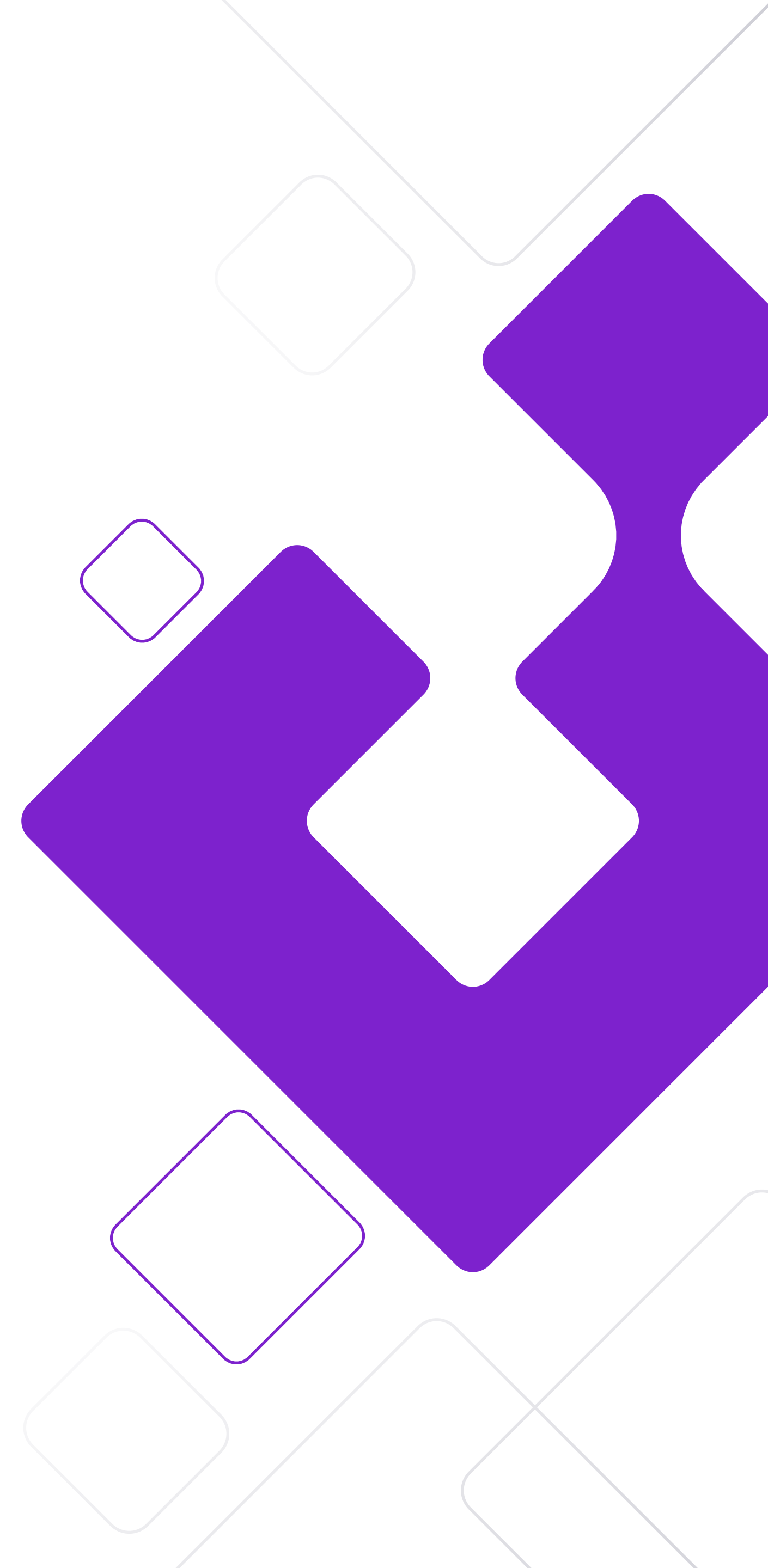
Such progress involves the effort to raise awareness about the role of each one in this journey. ESG is not a responsibility confined to one area or leadership, but a collective construction, which manifests itself in daily decisions, in the projects we deliver, in the way we use the resources of the environment we share. Engaging the Venture community and our partners around this idea has been an ongoing and essential task, one that I am very proud of!

Technology is our greatest asset and a great responsibility. As a leading organization in innovation, we understand the crucial role we have in this

scenario. In 2024, we talked a lot about emerging technologies such as artificial intelligence, quantum computing, and blockchain. All of them bring immense possibilities and are increasingly present in our daily lives, but they also put us in front of a challenge: the conscious use of the natural resources that sustain this infrastructure. We must carefully consider what lies behind technological power, such as energy consumption, refrigeration, and waste disposal, while seeking solutions that drive us forward without compromising the planet.

When I look ahead back to 2024, some actions come to mind, such as the planning of our headquarters move in Manaus, where we thoroughly considered every detail of the infrastructure to ensure it reflected our principles: a modern, functional, and, above all, sustainable space. We also started our inventory of greenhouse gas emissions inventory, both in Campinas and Manaus, a fundamental step to know our impact and draw up even more effective action plans.

I would also like to highlight the progress in our internationalization process and the launch of our Center of Excellence in Quantum Computing. This movement has brought us visibility and recognition, reinforcing the transformative potential of technology when guided by a responsible vision of the future.





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Other significant advancements were made in the areas of training and development. The vnt/school trails, projects such as Descomplica VNT and TIC em trilhas continue to grow and open real paths for more people to connect with the world of technology, and more than that: with real opportunities for social transformation.

We end 2024 with the certainty that we are more prepared for the challenges ahead. As in recent years, we structure have structured our ESG plans considering our material topics: eco-efficiency, community development, and anti-corruption practices. These topics have already guided our actions throughout the years, but now have clearer goals, dedicated teams and an active committee in Campinas and Manaus, with the strong support of our board and management team.

ESG is, today, a priority strategic theme within **Venturus**, and we understand that this **responsibility** only makes sense if it's shared.

Participating in events, exchanging experiences with other organizations and actively contributing to society is part of what we believe is a path to a fairer and more sustainable future: being in community is better than exploring these means alone!

I thank all the Adventurers, partners and customers who walked with us this year! Together, we continue to transform people's lives and build new futures. That's what drives us.

GRI 2-22

João Sato
Managing Director of Venturus





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About this report

It is with great satisfaction that we present Venturus' third Sustainability Report. This edition introduces a unique distinction: we have adopted compliance with the standards of the *Global Reporting Initiative* (GRI). As a result, we have made significant progress in providing more detailed reports on our advancements in environmental, social, and governance practices, which marks a new level of maturity in relation to ESG, which is increasingly integrated into our culture and strategy.

We will highlight initiatives, projects and results achieved during the period from January 1 to December 31, 2024. **GRI 2-3**

Thus, we reaffirm our commitment to transparency and accountability on our performance and practices, including actions towards a more sustainable future.

In 2022, we began this journey by identifying the social, environmental, and economic impacts of our company. In 2023, we expanded our understanding and strengthened our actions to reduce negative impacts. And, in 2024, we consolidated our initia-

tives, improved our practices, and structured ourselves in a more robust way, aligning reporting with GRI standards and reinforcing the strategic role of ESG within the organization .

We remain confident that by sharing our updates and goals for the future, we can inspire other businesses and people, contributing to a more equitable, just, and sustainable future.



Any questions
and clarifications about
this report can be sent to
Venturus, represented by

dhs@venturus.org.br

GRI 2-3



Global Reporting Initiative (GRI)

The *Global Reporting Initiative* (GRI) guidelines lead the production of this report and standardize the information for organizations worldwide. This is the first year we have reported our sustainability efforts, in accordance with international standards, demonstrating our commitment to continually strengthening and advancing towards best practices in the environmental, social and governance spheres.



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Our Material Topics



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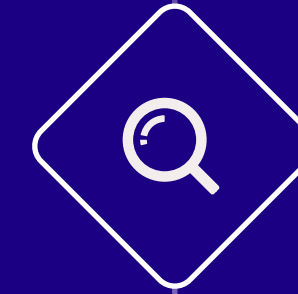
Our Material Topics

Material topics are the most relevant and significant topics for the organization and its *stakeholders*, serving as a compass that guides strategic and tactical decisions in favor of robust socio-environmental and economic performance. [GRI 2-29](#)

Therefore, identifying and prioritizing topics are essential processes for the strategic and effective management of corporate sustainability.

In Venturus' context, the construction of the Materiality Matrix was made from mapping of key stakeholders and is a clear example of how the integration of different perspectives can improve the relevance and effectiveness of ESG practices.

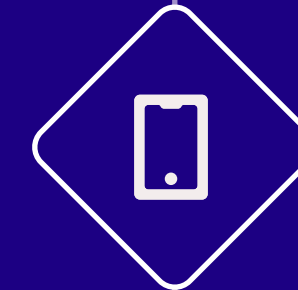
This process was conducted with a customized methodology, aligned with reference standards such as GRI, ABNT PR 2030, SASB and the Sustainable Development Goals (SDGs). The steps included:



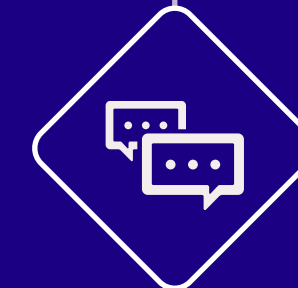
Sphere of Influence definition: identification of all stakeholders and evaluation of their degrees of impact and significance for the business. It was based on six parameters: dependence, responsibility, tension, influence, representativeness, and illegitimate.



Stakeholder Consultation: carried out through structured questionnaires using the Microsoft Forms tool. The sample size was determined with a 95% confidence level and a 5% margin of error, 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, calls, WhatsApp, and face-to-face meetings. This engagement was essential to sensitize the various areas 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 environmental, social and governance issues, based on statements aligned with the specific GRI standards.



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After completing the stages, the most relevant topics were identified and prioritized, resulting in a Materiality Matrix that reflects the interests and concerns of *stakeholders*, as well as industry trends. [GRI 3-1](#)

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

Finally, we identified **8 Material themes**: [GRI 3-2](#)

- 2** Performance and economic impact 
- 3** Anti-corruption practices 
- 5** Eco-efficiency 
- 8** Local community development 
- 10** Diversity, equity and inclusion 
- 12** Fair Labor Practices 
- 13** Health and safety at work 
- 14** Customer security 



Materiality Matrix

Quadrants



Material themes



Themes of impact
for the company



Topic of interest
to stakeholders



Neutral
themes

Pillars



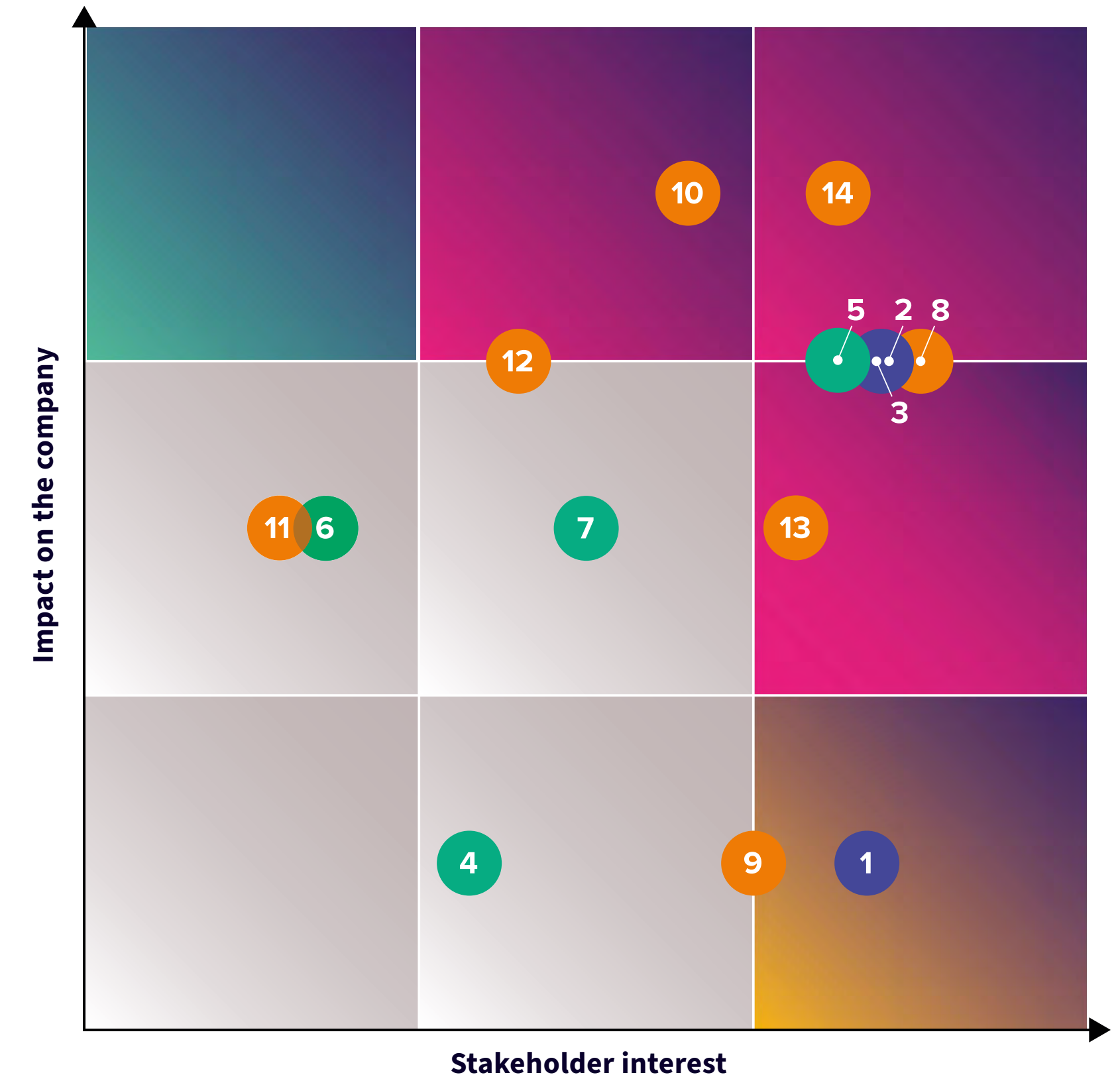
Economic



Environmental



Social



Topics analysed

- 1. Legal and tax compliance
- 2. Performance and economic impact
- 3. Anti-corruption practices
- 4. Biodiversity
- 5. Eco-efficiency
- 6. Climate Strategy
- 7. Supply and waste management
- 8. Local community development
- 9. Human Rights
- 10. Diversity, equity and inclusion
- 11. Supply Chain Management
- 12. Fair Labor Practices
- 13. Health and safety at work
- 14. Customer security



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Performance and Economic Impact



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

- **Internationalization:** seek new customers and business in the American market.
- **New Products and Services:** obtain revenue for the execution of a candidate project in strategic areas.
- **AI SW productivity:** 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 have integrated management of our performance and economic impact into all relevant internal functions and processes. **GRI 402-1**

Here are some practices and responsibilities related to this topic:

- **Executive Responsibility:** Senior management, along 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, allowing us to proactively respond to changes and challenges.
- **Budget Allocation:** The allocation of resources is carefully planned, 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 external audits annually 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 that we maintain strong economic performance and maximize our positive impact on the business environment.



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Anti-Corruption Practices



Venturus, as an Institute of Technology committed to ethics and integrity, has clear policies and commitments regarding the topic of anti-corruption.

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

- Code of Conduct and Ethics.
- Sustainability Policy.
- Internal Due Diligence and Risk Assessment practices.
- Complaint Channel.
- Commitment to Transparency.

These policies and commitments reflect Venturus' dedication to maintaining the highest integrity in all operations and to 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's trust.

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Eco-efficiency



Here, eco-efficiency is a key priority. Our goal is to optimize resources and reduce costs efficiently, which involves adopting renewable energy not only to lower expenses but also to stabilize costs in the long term and reduce our ecological footprint. An example of our commitment is our unit in Campinas, which already uses 100% renewable energy in its operations.

We actively 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. In this regard, we have implemented measures such as reducing plastic usage by removing plastic cups from our Campinas facility; donating unused electronic materials that are reusable whenever possible; and, as an engagement initiative, providing sustainably made products, such as lunch boxes made from aluminum, bamboo, and recycled materials, for our employees.



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Community Development



Community development is key for our sustainable approach. We recognize that the positive economic impacts derived from economic empowerment and the stimulation of innovation and entrepreneurship strengthen local communities and drive regional and national economic growth.

By equipping individuals with skills and knowledge, we enhance their employment opportunities and empower them to start businesses and refine their existing practices. This increases individual income and contributes to poverty reduction and a more robust and diversified economic ecosystem.

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

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Diversity, Equity & 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 to under-represented groups, Venturus contributes to economic inclusion and reducing income disparities.

Therefore, we adopt a zero-tolerance posture for discrimination, always seeking to correct inappropriate behavior. We are committed to being an example of excellence in diversity and inclusion, both internally and externally.

In 2024, we did not have any recorded cases of discrimination. To maintain our culture and monitor data on the subject, while continuously improving the work environment, our Ethics Committee conducts regular analyses of received feedback and tracks indicators related to the organizational climate. [GRI 406-1](#)



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Fair Labor Practices



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

These practices have positive economic impacts, including increased productivity and reduced costs. 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 dedication, including regular assessments of the organizational climate and participation in volunteer programs.

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Occupational Health and Safety



Occupational health and safety are fundamental pillars for the well-being of employees and the sustainable performance of any organization. At Venturus, although the main activity is technological, we are constantly working to mitigate possible risks.

We take proactive measures such as risk assessments, wellness programs, health and safety policies, and regular audits and training. These actions reflect our commitment to ensuring a safe and healthy work environment that is aligned with social and business responsibilities.

In this regard, Venturus applies the principles of ISO 45001 in its daily operations, even though it is not certified, in accordance with Brazil's legal requirement, NR-01. **GRI 403-1**

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Customer Security



Customer safety is a primary concern for Venturus, reflecting not only our commitment to our services' integrity, but also our respect for users' rights and privacy.

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

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, in line with its values of responsibility and excellence.



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About Us

Venturus is a technology, research, development and innovation center that, for 30 years, has been creating and developing customized solutions with cutting-edge technology.

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

To do this, we map the entire industry scenario to deliver the ideal solution for each business. By doing so, we reduce risks, save time, and deliver value to our partners and customers.

Our purpose

To transform people's lives, building new futures.

Golden Circle

Why?

Transform 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 services and technological training.

Values



We are constantly evolving: we are restless in learning and sharing 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 Adventurers 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, we listen to our people, and we celebrate our achievements.



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



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Our History

Our story begins 30 years ago. In 1995, in the city of Barueri - São Paulo, Venturus was born with the name of Instituto Informat, encouraged by the Information Technology Law¹, created in the early 1990s. From the beginning, we have been guided by the purpose of being authors of solutions that overcome challenges and create unique experiences in technology.

In 2001, the Institute's headquarters moved to Indaiatuba, where it remained for 5 years. In 2005, we underwent an organizational reformulation and gained the name of Venturus, an Institute of Science and Technology, with its own identity and our first slogan: Present, the future.

In 2006, the company moved to the Center of Campinas and, years later, to Technology Center II, where we are today.

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 first choice of companies seeking technological development and innovation.

In 2023, we crossed national borders and opened our new headquarters in Atlanta, in the United States. In 2024, we integrated Itriad (Triad Institute for Research and Development) into our operations, expanding our workforce to 800 Adventurers, and inaugurated a new unit in Manaus.

¹The Information Technology Law is an industrial policy instrument created to stimulate the competitiveness and technical training of Brazilian companies producing computer, automation and telecommunications goods.

[Learn more at](#)



1995 – Venturus is born with the name Informat



2001 - ISO 9001 certification and move to the city of Indaiatuba



2005 – Now known as Venturus, with its own identity



2006 - Move to Campinas, where it is to this day



2007 - Great Place To Work Certification



2012 – New customers, considerably increasing the number of companies served



2016 – New branding with the tagline: "Innovation is in our DNA"



2018 – New branding with the tagline: “Developing the future”



2020 - Celebration of 25 years of existence



2022 – Ranked 5th among the Best Companies to Work for in the interior of São Paulo and 34th among the Best National Companies to Work for (100–999 employees’ category) by the GPTW Certification.



2023 –Humanized Company recognition



2024 - Opening of the headquarters in Atlanta, in the United States
- Expansion of Venturus with a new unit in Manaus



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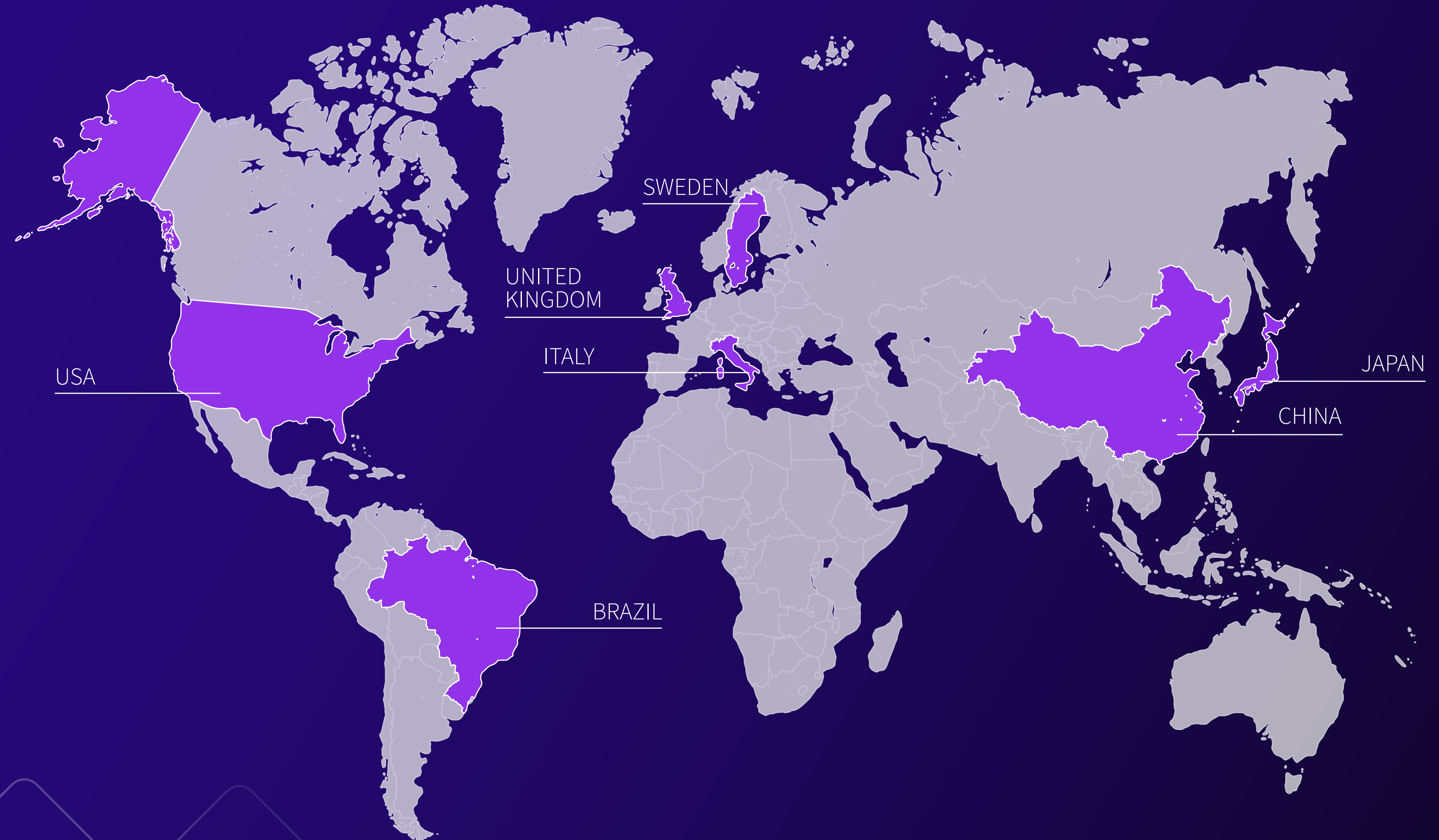


Our performance



Headquartered in Campinas, Brazil, with additional offices in Manaus and Atlanta, USA, we serve companies around the world through innovative solutions.

World





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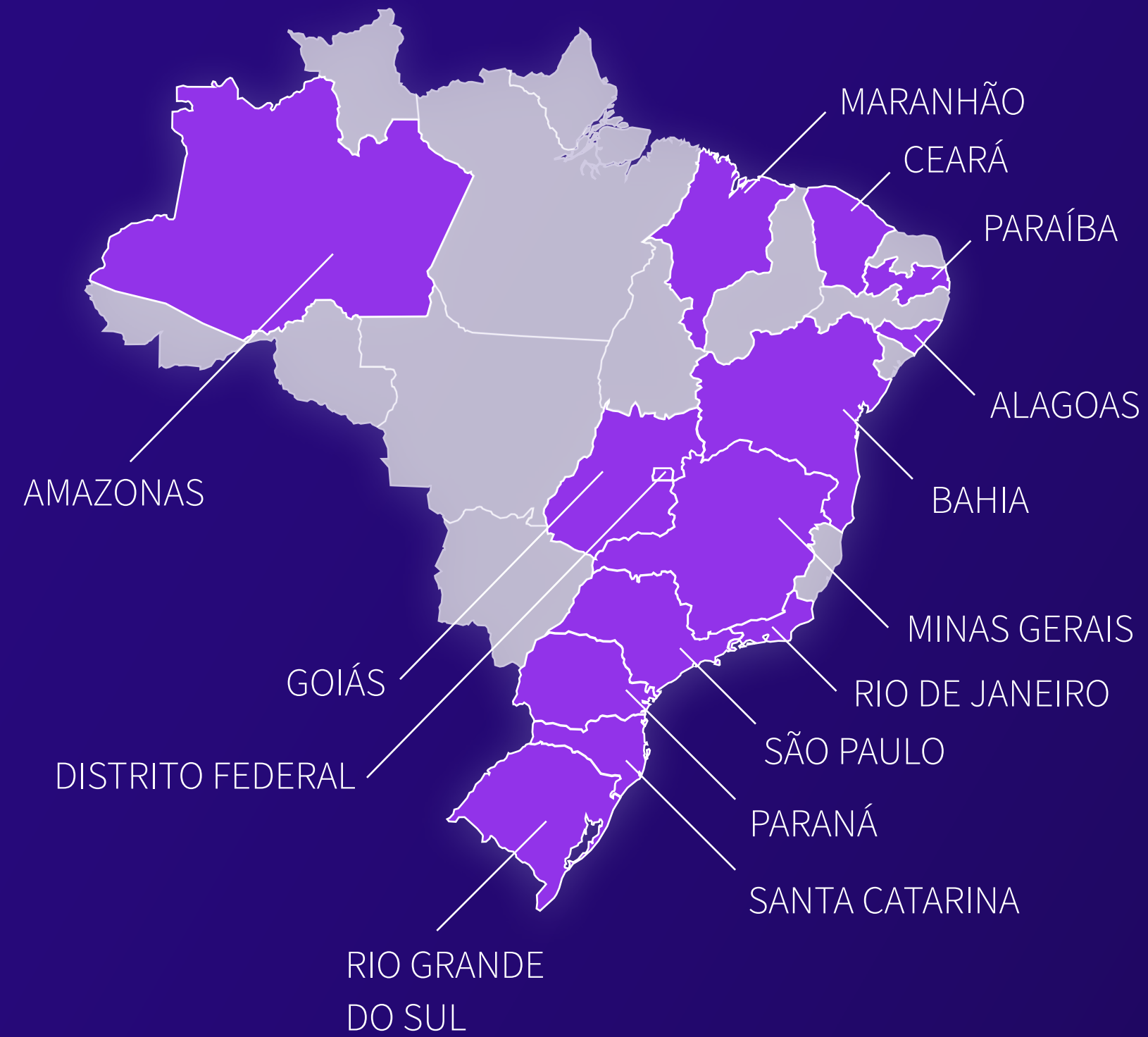


Our performance

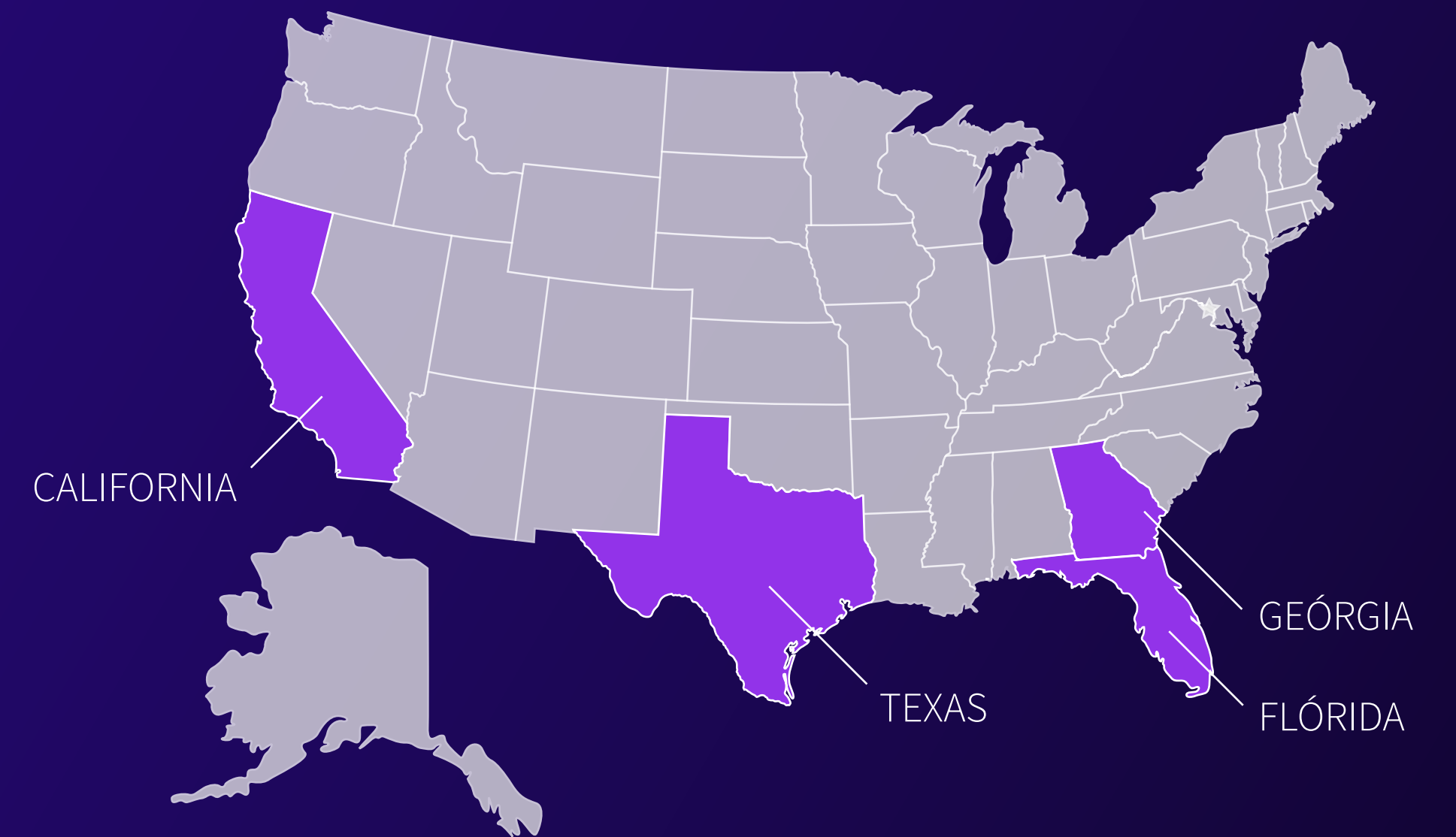


Headquartered in Campinas, Brazil, with additional offices in Manaus and Atlanta, USA, we serve companies around the world through innovative solutions.

Brazil



USA





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Areas of operation

We provide specialized services in the development of solutions for a wide range of industries, including manufacturing, agribusiness, health, utilities, means of payment and, electronics.

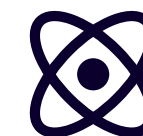
We also develop research in three Centers of Excellence:



Artificial intelligence;



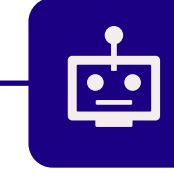
Blockchain;



Quantum Computing.



60+
active customers

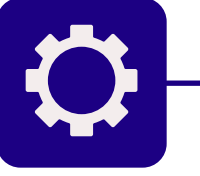


Industry 4.0

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 labor with specialized skills, and cybersecurity concerns during the transition process.

The key services we offer 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 industry. 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.



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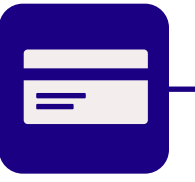


Digital Agribusiness

Improving productivity, reducing costs and enhancing the efficiency of agricultural operations are feasible thanks to the progress of Technology and Innovation within the industry. Here, we overcome the financial and operational hurdles associated with this transformation, ensuring the adoption of responsible farming practices that aim to minimize environmental impact.

Our services include:

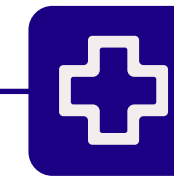
- Data Analysis.
- Artificial intelligence.
- Computer Vision.
- Agroindustry.
- Connectivity and Sensing.



Payment Methods

With the continued progress of the industry, one of the main challenges faced is to ensure cybersecurity in the face of the growing number of fraud threats and digital attacks.

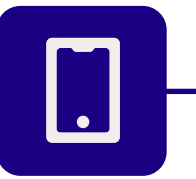
In the area of Payment Methods, we stand out in this regard, having a Testing Laboratory dedicated to ensuring compliance with the standards and regulations required by the sector's authorities.



Digital Transition in Health

The healthcare industry faces several challenges in the digital age, especially when it comes 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, focusing especially on data integration and improving accessibility to available resources. We work with a range of varied technologies both for health operators and hospitals, as well as for patient care.



Innovation in the Electronics Industry

The need for innovation to maintain competitiveness in the market is a reality present in this industry.

Our clients have 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 equipment production processes, regardless of the complexity.



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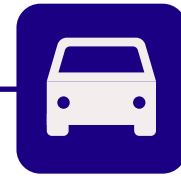
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Automotive

We create technological solutions that drive vehicle efficiency, safety and connectivity. Our focus is to deliver innovation and quality.

The services we offer include:

- Integration of control, diagnosis and infotainment systems.
- Development of electric vehicle charging management systems.
- Data Analysis and Security.
- Application development.
- Automotive Artificial Intelligence.
- Firmware for ECUs (Electronic Control Units).

Services

We offer a wide range of cutting-edge technology services, including Artificial Intelligence, Intelligent Agents, Computer Vision, Digital Products, Embedded Software, Manufacturing 4.0, Robotics, UX/UI Design, Telecom Testing, Blockchain and Quantum Computing.

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 technological partners that drive digital transformations. We use advanced techniques, such as Machine Learning, big data , and other technologies, to offer innovative and efficient solutions.

Intelligent agents

We develop AI-based systems that act to solve specific tasks, learning and adapting to the context of each business. This solution is ideal for companies that deal with large volumes of unstructured data, who want to optimize processes, reduce costs, and improve knowledge management throughout activities.

Computer Vision

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



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Digital Products

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

Custom software

We have been developing Custom Software for over 25 years, creating custom solutions to meet the needs of each of our customers. We have experienced developers who create high-quality software.

Manufacturing 4.0

For companies facing a lack of skilled labor, high costs in implementing advanced technologies, and cybersecurity concerns 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 Robotization

We offer industrial robotization solutions adaptable to the needs of each business, providing greater productivity and speed in delivery. Our service includes real-time production monitoring and 100% national and affordable support.

UX/UI Design

Specialized in User-Centered Design, we offer services ranging from the conception and testing of ideas to the continuous improvement of interfaces and usability testing. We have UX Research experts dedicated to understanding the needs of users, creating unique experiences and designing the present and future of your company.

Telecom Testing

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



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Blockchain

We provide an ecosystem of specialized solutions. Blockchain is an advanced mechanism present in databases that allows the registration of company transactions, providing greater security and traceability for data and systems, in addition to reducing operational costs.

Quantum Computing

Quantum computing is a technology capable of solving complex problems with much more speed and accuracy. At Venturus, we have high-performance machines with high simulation power, combined with experts in the field and partnerships with universities and research centers.

Among our solutions are: Innovation Finance, aimed at portfolio management, asset price simulation and risk analysis, among others; Quantum Optimization, capable of simulating more complex scenarios; and Risk Assessment, which diagnoses the weaknesses of companies and implements protective measures with continuous monitoring.





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Financial Statement

Our main source of revenue comes from Research and Development projects, encouraged by Information Technology Law. Comparing 2023 with 2024, there was an increase in revenue of 3.91% in Campinas and 21.7% in Manaus. In turn, our highest operating cost (80% of the total) corresponds to the salaries and benefits of our Ventureiros. [GRI 201-1](#)

We emphasize that, due to the legal nature of the Institute (which is configured as a Non-Profit Organization), Venturus:

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

does not withhold amounts as profits or distribution thereof;

does not earn a profit, therefore, there is no incidence of Corporate Income Tax (IR) and Social Contribution on Net Income (CSLL).





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Certifications and recognitions



ISO 9001



◆ Campinas

Venturus* has ISO 9001 certification – Quality Management System, which aims to ensure the optimization of processes, greater agility in product development and more efficient production, ensuring compliance, quality and customer satisfaction.

*Specific certification of the Campinas unit (SP)



EcoVadis – Bronze

◆ Campinas

In 2024, Venturus also won a bronze medal from EcoVadis, which points out that the company is among the top 35% of companies evaluated regarding its environmental, social and governance practices. This rating demonstrates a commitment to sustainability.

Importantly, EcoVadis is a global sustainability assessment platform that analyzes the performance of companies in areas such as environmental protection, labor and human rights, business ethics, and sustainable procurement.





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Certifications and recognitions



Hu Rating – Best for Brazil 2024

◆ Campinas

In 2024, we received an A grade through the Humanizada rating, the result of an independent evaluation based on international scientific standards. This score reflects the organization's recognition of the high level of excellence achieved, considering the perception of all its stakeholders, the analysis of sustainability indicators and a rigorous audit of public data.

Through a continuous process of active listening, Venturus dedicated itself to listening and integrating the perspectives of employees, customers, suppliers, investors, leaders and society. This approach shows a remarkable commitment to transparency, inclusion, and social and environmental responsibility, thus consolidating our position as an organization that values and prioritizes sustainability in all its practices.

We had 376 stakeholders consulted, in addition to a HU score of 73% and a degree of confidence of 90%.



GHG Protocol

◆ Campinas ◆ Manaus

Venturus also received a Silver Seal in the GHG Protocol Program by submitting a complete Greenhouse Gas (GHG) inventory, covering Scope 1 and 2 sources, and Scope 3 emissions. Thus, we further consolidate our commitment to climate measurement and action more comprehensively.



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Corporate Governance



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Governança Corporativa

Strategy and Governance Structure



Venturus is an international Research and Development Institute, operating both in Brazil and in the United States. The Institute has three operational units located in Manaus (AM), Campinas (SP) and Atlanta (GA, USA). The Manaus unit, formerly called Itriad, was integrated into Venturus in 2024 and already has its data consolidated with the other two units in this report. Among these operating units, our headquarters are in Campinas (SP). [GRI 2-1](#) [GRI 2-2](#)

We have an organizational structure built on a clear leadership hierarchy, which facilitates management and ensures 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. [GRI 2-26](#)

To solidify good Corporate Governance practices and collaborate in the development of this pillar, since 2023, Venturus has been associated with the Brazilian Institute of Corporate Governance (IBGC), which is the largest reference on the subject in Brazil and one of the main in the world. Since then, we have actively participated in the IBGC's initiatives and maintain our commitment to its code and guidelines.





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Strategy



We have adopted a solid organizational strategy, focused on continuous development and prepared to face the growing challenges of the market.

Affirming our commitment to transparency, we hold regular events to communicate the important happenings of Venturus. Monthly, we conduct a live event for Ventureiros, in which João Sato, the Managing Director, 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.

We have ambitious goals set for 2025, and all team members are committed to achieving the goals.

Leadership Structure



The leadership of the Venturus Institute is structured around a Deliberative Council, composed of company representatives who define goals and strategies, a Technical Council, responsible for promoting research directions within the Institute, and a Fiscal Council, which closely monitors the financial aspects. **GRI 2-9**



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Organization

General Assembly

Associated with

- 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)
- Dr. Anna Realí (USP)
- Cel. Edson Bellini Chiavegatto (Brazilian army)
- Phd Tommaso Macrì (Quera)

Deliberative Council

- Paulo Afonso Frias Trindade Jr.
- Sandro Renato Faria
- Adriano Bordinom
- Daniela dos Santos Bela Cruz

Fiscal Council

- Marilei Venturini
- Fernando Suehara
- Cassio Pacheco

Managing Director

- João Sato



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Organizational Chart





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Ethics and Compliance



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

An important resource that we make available to all employees is the **Code of Ethics and Conduct**, a comprehensive document that establishes guidelines for conduct and ethical values and serves as a reference to guide actions and protect all those involved. [GRI 2-23](#)

We also provide a channel for complaints to internal and external audiences, which guarantees confidentiality and expands our commitment to transparency and ethics. [GRI 2-26](#)

All messages received are forwarded to an external specialist, who directs the cases to the company's Ethics Committee, formed by:



Ethics Committee

General Director.

People and Culture Manager.

Executive Manager.

Operations Representative.

Executive Manager of M&A.

Executive Manager of the Accused.

This group addresses ethical and conduct-related matters, emphasizing the assurance of compliance both inside and outside the company.

Access our

Whistleblowing Channel at





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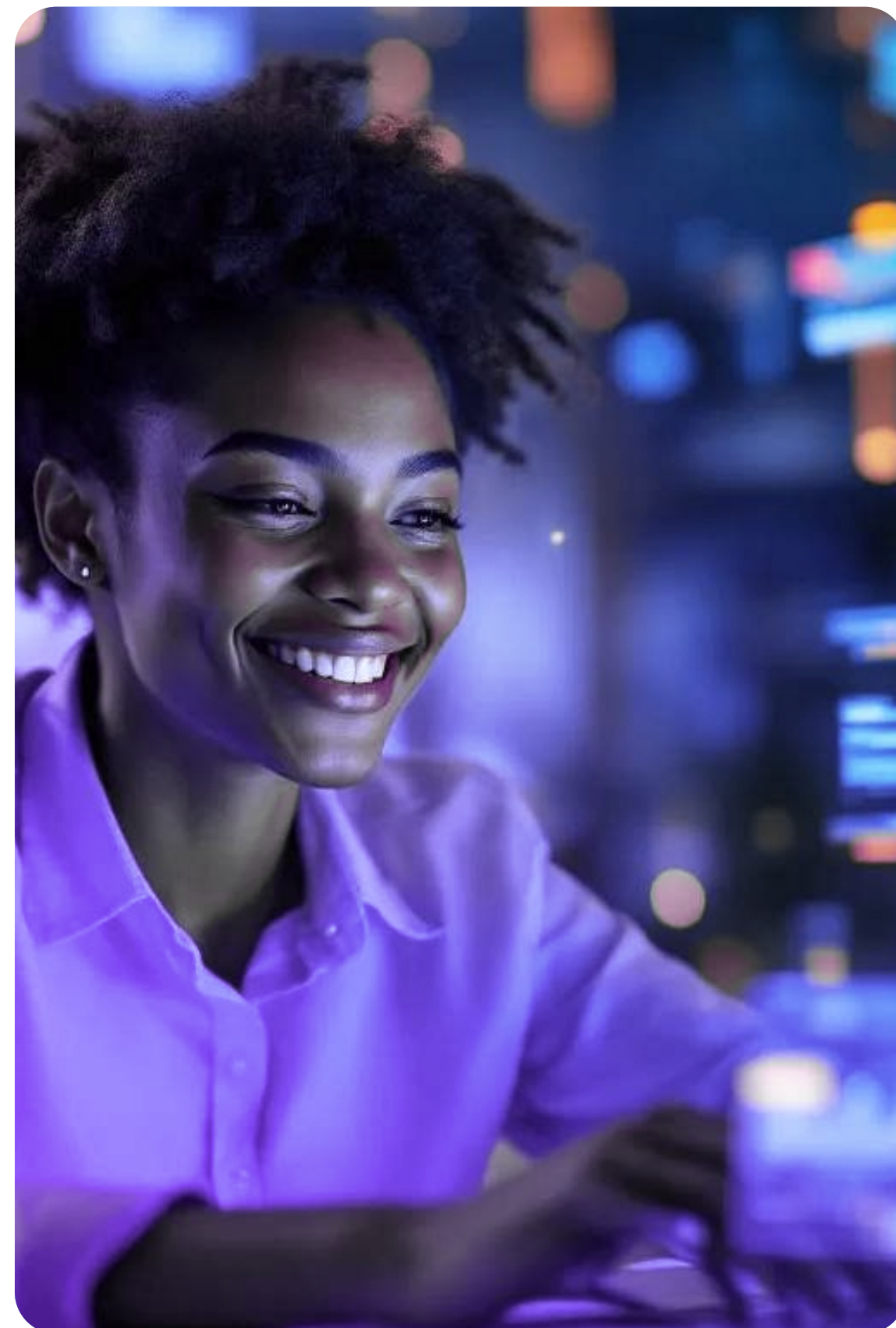


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Code of Ethics and Conduct

At Venturus, we have a dedicated Code of Ethics for our employees and another for our suppliers. We believe that both documents serve as frameworks for transforming people's lives and building new futures in a holistic and transparent manner.



Employee Code of Conduct

For us, employees are the foundation of our company's success. Therefore, the Code of Conduct establishes the basic principles that all Venturus employees, including suppliers and service providers, must follow.

Our Code highlights the guidelines that must lead in interpersonal relationships, always based on valuing individuals and protecting human rights. It also includes principles for the relationship with customers, competitors, suppliers, public agencies, the media and the community.

The document dedicates a specific topic to Diversity and Inclusion, as well as to tackling discrimination and harassment. In addition, it includes chapters on the ESG pillars, data protection and information security.

Access our

Code of Conduct in



Code of Conduct for Suppliers

This Code aims to guide the ethical conduct of our service providers and business partners.

We select our partners based on technical, legal, environmental, and ethical criteria, and we expect them to act in accordance with the established guidelines — which includes respect for human rights, combating child and slave labor, promoting an environment free of harassment and discrimination, and acting with integrity in the face of any form of corruption, fraud, or conflict of interest.

The Code also covers essential topics such as sustainability, information security, and the responsible use of confidential information. Failure to comply with these guidelines may result in contractual termination, and acceptance of this Code is a condition for the beginning and maintenance of any relationship with Venturus.

Access our

Code of Conduct for
Suppliers in





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Policies and Standards

Venturus also has a set of policies that guarantee the quality of deliveries and respect for standards and legislation, such as: [GRI 2-26](#)



- Remote Communication Good Practices Policy.
- Personal Data Governance Policy.
- Quality Policy.
- Labor Policy.
- Information Security Policy.
- Rules for the Use of Information Resources.
- Standard for Cyber Risk Management.
- Welfare and Health Policy.
- Communication and Information Classification Standard.

Risk Management

At Venturus, we have adopted a set of coordinated activities that involve all corporate areas of the organization. This process is structured through action spreadsheets that include characterization and description of risks, assessment of probabilities, and definition of action plans. The goal is to manage and control the Institute in the face of 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.





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Information Security



In today's highly connected world, businesses, especially technology companies, face a growing challenge in maintaining data security and IT systems.

Any disruption to services or security breaches can lead to serious consequences, ranging from high costs to damage to reputation.

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

Through a proactive approach, the company identifies and manages a variety of risks, including technical failures, human errors, and cyber threats, implementing contingency and emergency plans to mitigate these risks.

In 2024, at no time did we had our services interrupted.

General Data Protection Law (LGPD)



Venturus is fully committed to complying with the provisions of the General Data Protection Law (LGPD - Law 13.709/18), both regarding 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. The 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 have adopted several measures to protect data and ensure compliance with the LGPD. We use monitoring tools and cross-check threats with the help of Trend Micro's XDR, in addition to having the support of an external consultancy to perform continuous monitoring of the environment, 24 hours a day.

Annually, all employees participate in comprehensive training on the concepts and general aspects of the LGPD and Information Security.

This training highlights the main points of the law and promotes a corporate culture of privacy, align-

ned with the Privacy Governance program prepared by the Federal Government Secretariat.

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

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



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

Compliance and Safety Indicators	Results
Number of data breaches	0
Total amount of monetary losses as a result of legal proceedings associated with user privacy	0
Number of requests for user information by law enforcement agencies	0
Number of users who have their data used for other purposes	0
Total amount of monetary losses as a result of legal proceedings associated with regulations of anti-competitive behavior	0

In addition, 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 people, linked to the security incident response process. This spreadsheet is regularly reviewed at the Venturus Executive Safety Committee’s meetings.



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Local suppliers



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

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

New suppliers must submit their complete registration data, including bank information, and fill out a specific Approval Questionnaire, depending on whether they provide services or products. For cases of online purchases, we check the company's reputation on Serasa and validate the reliability. [GRI 2-23](#) [GRI 2-24](#)

Based on the documents provided, the Purchasing Department analyzes the data and, if approved, the supplier is registered in the system. If it does not meet the established criteria, the department looks for other options available. [GRI 2-23](#) [GRI 2-24](#)

In specific cases, when a supplier does not pass 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. [GRI 2-23](#) [GRI 2-24](#)

Finally, there is a predominance of local suppliers, which supports regional development and minimizes potential labor and human rights risks across the value chain. The process of approval and evaluation of suppliers, both for the Campinas (SP) and Manaus (AM) units, is conducted by the Purchasing team, which follows standardized criteria and aligned with Compliance guidelines.

In 2024, of our 605 suppliers, 29% were local companies. [GRI 407-1](#)



Sede Campinas



Sede Manaus

R\$ 62.293.117,84

Amount in transactions
with suppliers

R\$ 12.836.472,52

Amount in transactions
with suppliers

| 21%

R\$ 19.980.107,84

Amount in transactions
with suppliers

R\$ 3.919.125,71

Amount in transactions
with local suppliers

| 20%





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People



We deeply value our employees, recognizing that they are one of the fundamental pillars for the success of our company. We understand that it is crucial to cultivate and maintain strong relationships with staff, providing opportunities for well-being and satisfaction. **GRI 3-3**

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. **GRI 405-2**

Our culture is enriched through an open and constant dialogue with our employees, known as Ventureiros and Ventureiras, and we aim to promote a welcoming environment for all people.

Therefore, we offer benefits to improve the quality of life, promote diverse work models and continuously invest in training and professional development. **GRI 2-7**





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Employees



In 2024, the Venturus Institute had a total of 745 employees, most of them located in the metropolitan region of Campinas. [GRI 2-7](#)

[GRI 2-8](#)

[GRI 401-1](#)

In addition to employees under the Brazilian Labor Law (CLT), we hire interns for practical activities related to their area of study and service providers for specific projects, with expertise in specific technologies. The oversight of these workers is done through project management and monitoring of deliveries. Other types of hiring, such as Legal Entities (PJ), are under the management of the purchasing team. [GRI 2-8](#)

In 2024, we hired 188 new employees, resulting in a hiring rate of 25%. Among them, 69% were represented by men and 31% by women, with 71% in the age group of 25 to 54 years. 51% of the hires took place in the Southeast region. [GRI 401-1](#)

We ended the year with a turnover rate of 25%, as follows: [GRI 401-1](#)

51%

involuntary

49%

voluntary

Due to the possibility of remote work, we were also able to add greater plurality to the team. Today, we also have Ventureiro(a) in the North, Northeast, Midwest, Southeast and South regions of Brazil.

Colaboradores(as) por gênero:

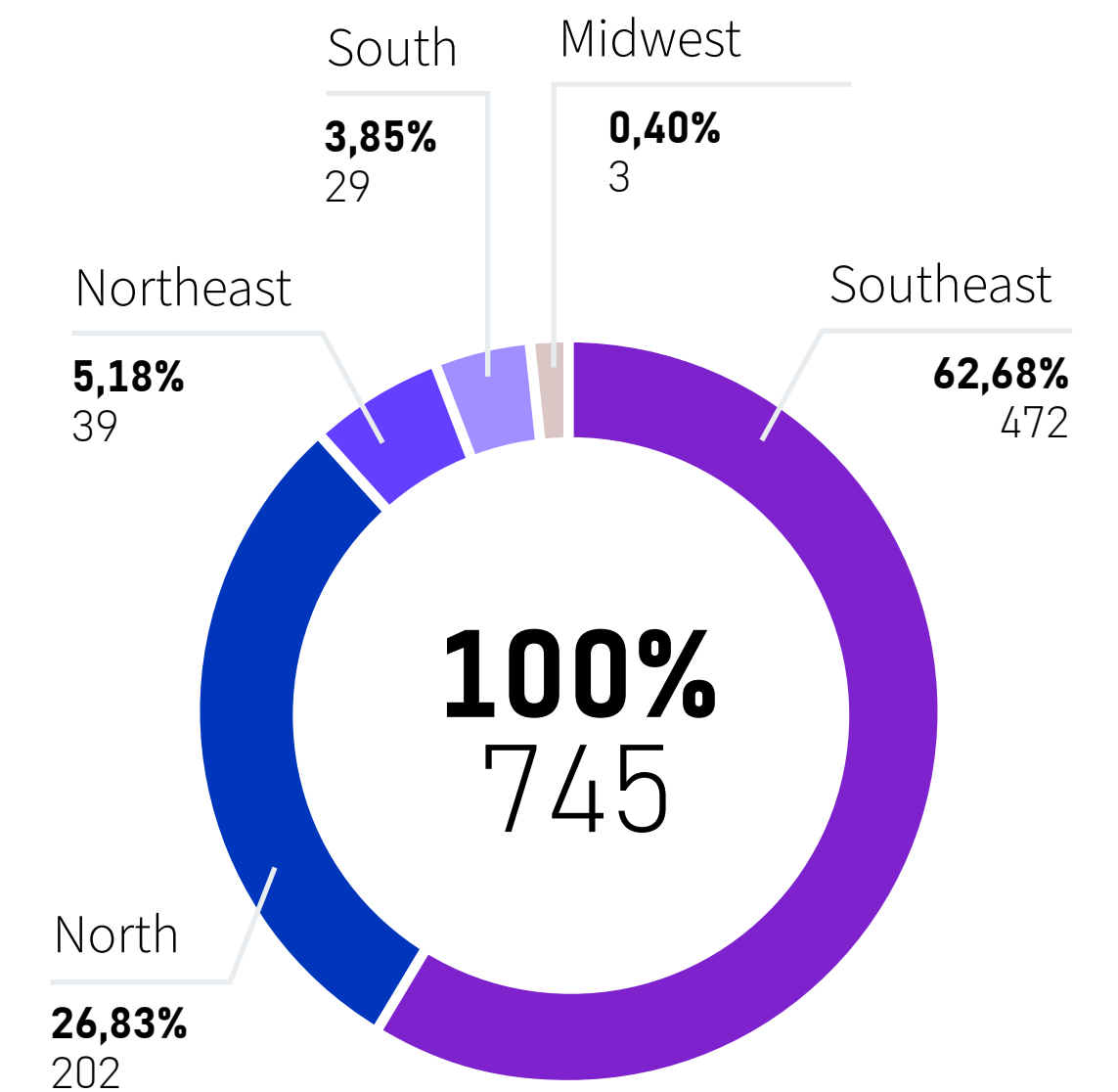
212 | 28%

Female

533 | 72%

Male

Employees by region:





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At Venturus, we have an internship program called Venturus Journey, designed to serve as the main entry point for employees, promoting greater diversity and alignment with the company’s culture, values, and the Ventureiro(a) way of being. Between the people who are part of the team, there are interns who work mainly as testers, developers and designers.

When interns start at Venturus, they initially go through a technical trail of approximately one month, aimed at specific training for the job they will execute.

This behavioral development program comprises a six-month plan, including skills such as: protagonism, self-knowledge, emotional intelligence, communication, relationship and creativity. Throughout the Venturus Journey, interns are supported from their first day, participating in alignment discussions and, after three months, beginning processes of performance monitoring, feedback, and the Individual Development Plan (IDP).

Total number of employees	753
Number of full-time employees	753
Number of part-time employees	0
Number of interns	28



Our team is constantly expanding and, to attract new talent, our Attraction and Selection team regularly carries out processes of dissemination, attraction and selection of new professionals.

In addition, we have the Venturus Referral Program, an initiative that streamlines the filling of open positions, allowing employees to indicate 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, from the candidate's interview.

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

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





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Benefits



For us, employee satisfaction and well-being are paramount. Therefore, we have a set of benefits that underscores the importance we attribute to those who work with us and highlights our competitive advantage.

At the Venturus Institute, we provide a health plan to employees, which also extends to their legal dependents (spouse, common-law partner, children under 24 years of age or stepchildren under legal guardianship or guardianship). This benefit is completely free and has national coverage, with accommodation in a private apartment. [GRI 401-2](#)

We also provide a co-participatory dental plan, with national coverage. Membership is optional, so the employee can choose whether to request it or not. The value of the monthly fees is deducted from the payroll. [GRI 401-2](#)

Here, we offer the monthly benefit of food and meal, through the Caju card, to all employees under the Brazilian Labor Law (CLT), including during vacations. [GRI 401-2](#)

The Life Insurance benefit is optional and provides, both to the Ventureiro(a) and his or her family members, support in times of need for financial and family reorganization. [GRI 401-2](#)

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

Here, we maintain a strategic partnership with a Credit Union, which offers employees the possibility of contributing up to 1.3% of their monthly salaries, with direct payroll deductions. 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 opportunities.



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In financial management, we also provide E-Invest, a complementary private pension. The main goal is to provide employees with additional social security protection to the mandatory one offered by the INSS. This is an exclusive advantage, in which the Institute adds 100% of the contributions made by the employees. [GRI 401-2](#)

At the Venturus Institute, we offer several flexible ways of working. At our headquarters in Campinas, those who opt for the Full Venturus modality receive monthly mobility assistance; those who choose the home office model receive a monthly amount to cover expenses related to remote work, such as consumption bills (internet, energy and water), office supplies, stationery, among others; those who opt for the hybrid model, in addition to receiving an amount proportional to the days they stay at home, they also receive a benefits card intended to subsidize travel between the residence and the Venturus headquarters. [GRI 401-2](#)

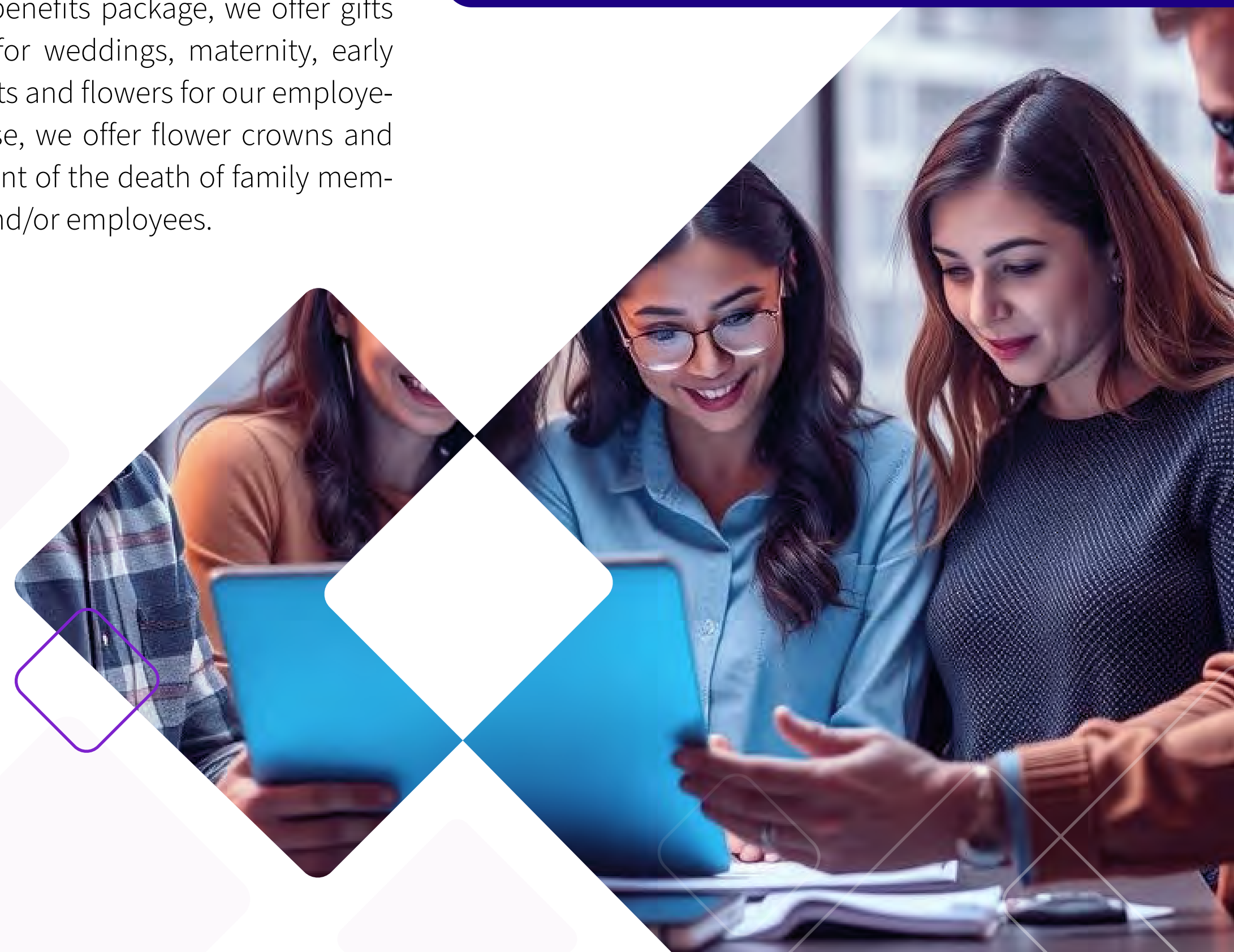
Additionally, we are flexible in relation to schedules, allowing entry between 7 am and 9 am and exit between 4 pm and 6 pm, as long as the stipulated working day is respected. [GRI 401-2](#)

As part of management support, we provide corporate lines, recognizing that direct phone contact enhances the engagement between the institute and its stakeholders.

We also provide access to Voxy, an English-focused learning platform, offering live classes 24 hours a day and comprehensive exercises and activities. Similarly, we offer licenses for other training platforms, such as Learning Rocks and Sapiência from Ciatech. Venturus ensures support throughout all stages of its employees' careers.

The connection between happy moments and the support in difficult times are elements that we believe to be important for a good coexistence and a great bond between Venturus and its *Ventureiros*. That's why, in our benefits package, we offer gifts and welcome kits for weddings, maternity, early childhood, breakfasts and flowers for our employees. Also in this sense, we offer flower crowns and bouquets in the event of the death of family members, dependents and/or employees.

R\$ 59.174.662,11
invested in benefits





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Diversity and inclusion



In January 2021, we inaugurated our Diversity Committee, whose mission is to deal with issues related to all aspects of Diversity and Inclusion, with a special focus on the organization's core pillars: People with Disabilities, Gender Equity, LGBTQIAPN+, and Racial and Ethnic Diversity.

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, in which 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. Not only do we strive to create an inclusive culture within our facilities, but we also extend our efforts to reach diverse audiences outside of 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. Therefore, we have adopted measures such as the inclusion of sign language interpreters and subtitles in all courses' videos and lectures. This approach not only promotes inclusivity but also reflects our commitment to democratizing access to knowledge and information.

In addition, in 2023, we implemented the Diversity Dashboard as part of our strategy to improve the talent attraction and selection process. This tool allows for more detailed monitoring of diversity data, ensuring that hiring practices are aligned with Diversity and Inclusion (D&I) principles. 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.

In 2024, we held the second edition of the **Descomplica Project**, an educational initiative by the Venturus Institute to teach programming from scratch to local communities. This program aims to promote digital inclusion, technical training and social im-

pact, driving transformation through technological education. The project not only provides technical training but also prepares for the job market and professional insertion. In this edition, we focused on the insertion of women in the technology sector.

Additionally, we annually promote a series of initiatives aimed at raising awareness and engaging our teams with the pillars of Diversity and Inclusion. Among them, lectures, publications and thematic conversation circles stand out, with an emphasis on Diversity Month, in August.





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Descomplica 2.0

The second edition of the Project focused on women in vulnerable situations. In all, 15 women were trained and two were hired. The Program also offered mentoring to support students, in addition to asynchronous theoretical classes, face-to-face meetings and practical classes over the course of six months.



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 remain committed to promoting and celebrating it across all areas of our work.



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Diversidade e inclusão GRI 405-1

Gender distribution

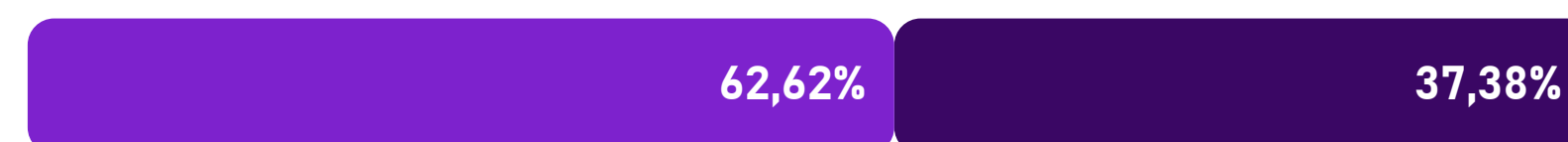
Gender distribution in leadership positions



Gender distribution in technical staff



Gender distribution in the other teams



◆ Female ◆ Male

Ethnic/racial group distribution

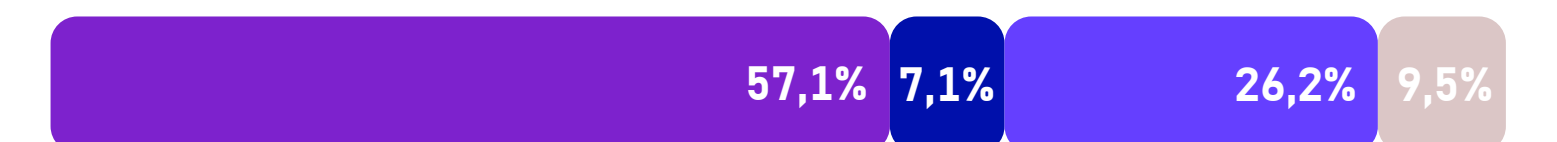
Ethnic/racial group representation in leadership positions



Ethnic/racial group representation in technical staff

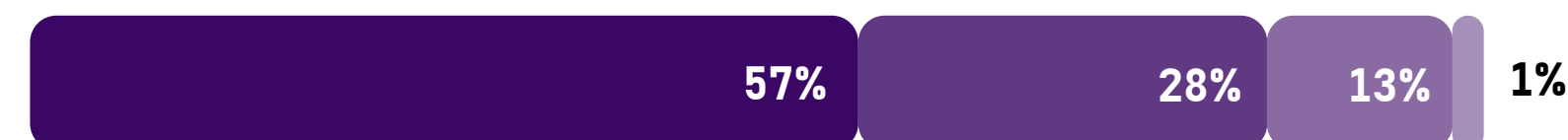


Ethnic/racial group representation in the other teams



◆ White ◆ Black ◆ Brown ◆ Yellow ◆ Not informed

Number of employees by age groups



◆ Gen Z (18–28 years old) ◆ Millennials (29–44 years old)
◆ Generation X (45–60 years old) ◆ Baby Boomers (61–79 years old)



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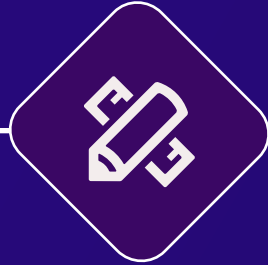
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Venturus Culture



Culture at the Venturus Institute is based on three pillars:



Learning

We are eager about learning and sharing knowledge and technologies to develop people and solutions.

This pillar reinforces Venturus' restlessness for learning and sharing knowledge and technologies to develop people and solutions, which is reflected in its programs, such as VNT/School, the mentoring program, and other training and development initiatives. **GRI 404-1**



Purpose

Collaboration and transparency between Adventurers and clients define us. We don't do anything alone.

The Purpose pillar highlights the importance of collective work and joint construction. It reinforces that collaboration and transparency — among *Ventureiros(as)* and with clients — are essential to generate more solid, sustainable and healthy results for all.



Results

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

The Result pillar deals with the *Ventureiro's* commitment to raise the level of excellence of its deliveries to customers and society.



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Training and qualification



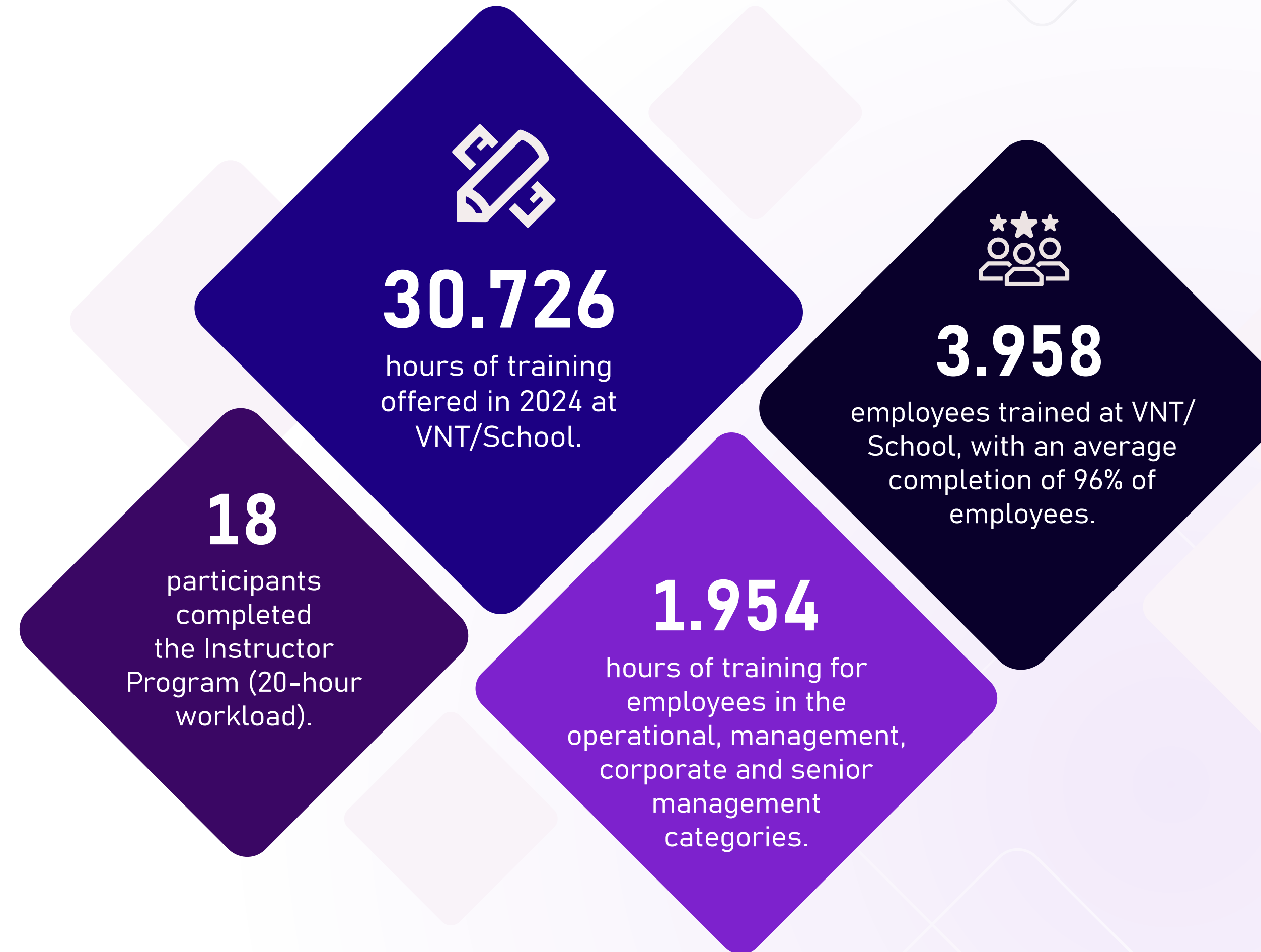
Education and continuous development are key pillars for sustainable progress in the technology and innovation sector, allowing a company to maintain its position as a leader in the market.

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 actions strengthen the team's individual skills and drive innovation and excellence in our work. [GRI 404-1](#)

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

In addition, all security personnel, who are part of the staff of the business condominiums in which Venturus is located, have formal training in the organization's specific policies and procedures on human rights and their application in security. [GRI 404-1](#)





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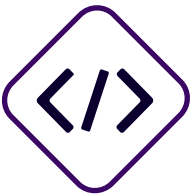


Hours of training by functional category

Category	Number of Adventurers	Total Hours
Operational	202	1.306
Management	34	233
Corporate	61	400
Senior Management	5	15



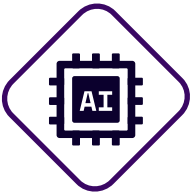
The topics involved in the courses revolve around the biggest trends in IT and *soft skills* at the moment, namely:



DevOps¹



Design²



Artificial Intelligence³



*Soft Skills*⁴



Ethics and Culture

¹ DevOps is a culture and set of practices that aims to integrate the areas of software development (Dev) and operations (Ops), with the aim of accelerating the development and delivery of software products in a more efficient and reliable way.

² Design for technology refers to the application of design principles to user interfaces, user experience, graphics, and visual elements in digital environments such as websites, apps, and software.

³ Artificial Intelligence is the ability of machines to generate simulations and/or imitations of human thought, allowing them to perform tasks that normally require human intelligence.

⁴ Soft skills, or behavioral skills, are the interpersonal and emotional skills that influence how we interact with others and the world around us.



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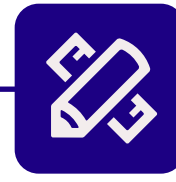
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vnt/school



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 goal is to promote the improvement of essential skills that drive both employees and the community to reach their maximum potential. This program covers several areas, providing technical training and sharing knowledge to educate professionals in the field of technology. [GRI 404-1](#)

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

vnt/school

- Scholarship.
- Technical Training.
 - Full Cycle;
 - Data Analytics.
 - Artificial intelligence.
 - Leadership.
 - Tax reform.
 - Certifications
- Training.
- Corporate English.
- Master's and Doctorate.
- Udemy Corporate Platform.
- Libras Classroom.

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

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

In 2024, the
Institute awarded
46
scholarships

In addition to
having promoted
the training of
73% of
Ventureiros(as)

And provided
8.429
hours of
training.



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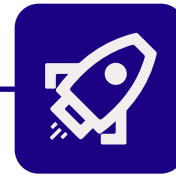
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Mentoring Program

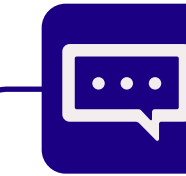


Within the Venturus Institute, we implemented the Mentoring Program, designed with the purpose of connecting people willing to share knowledge with those who seek to learn, whether in technical **(hard skills)** or behavioral **(soft skills)** terms.

This program not only fosters an internal culture of continuous learning but also contributes to the personal and professional development of the *Ventureiros* and *Ventureiras*.

The Mentoring Program takes 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 aligned by the parties involved. [GRI 404-1](#)

Any employee, at any stage of their career, can participate as a mentor or mentee. The Program Manual provides detailed guidance and answers questions about how to initiate 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 offer a platform to share technical knowledge with the community.

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





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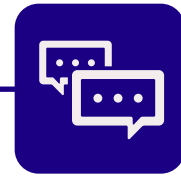
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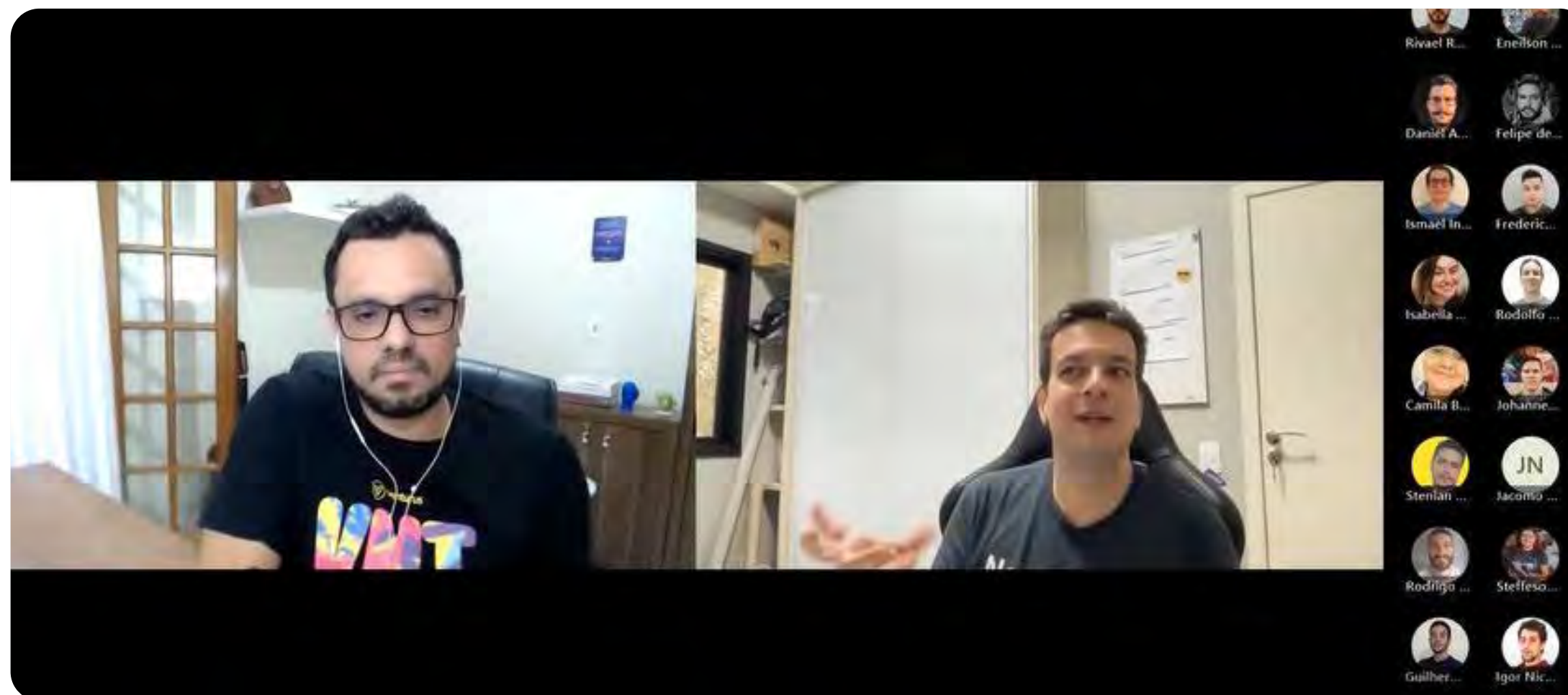
People Talk



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

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

In 2024, the overall average of training hours per employee was 16.7 hours. [GRI 404-1](#)





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Venturus podcast and blog

As part of our initiatives to share knowledge and foster innovation, we also produce content that is open to the public. The Futurus podcast brings conversations with experts about technology, science, innovation, and trends that are shaping the future. You can catch up on the episodes on Spotify.

To do so, go to:

Podcast Futurus



In addition, we maintain our official blog, where we publish articles on relevant topics in our ecosystem, offering content on technology, organizational culture, diversity, sustainability, and much more.

Access at:

Blog Venturus




futurus
podcast  **venturus**

BLOG VENTURUS

**Você conectado
com o futuro**



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Modality of Work



In recent years, we have realized the need to look more broadly at our work possibilities. Creating conditions for those who want to live other realities and giving freedom of choice to our employees has become an increasing 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 (Face-to-face) as long as they meet project requirements and demands..

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

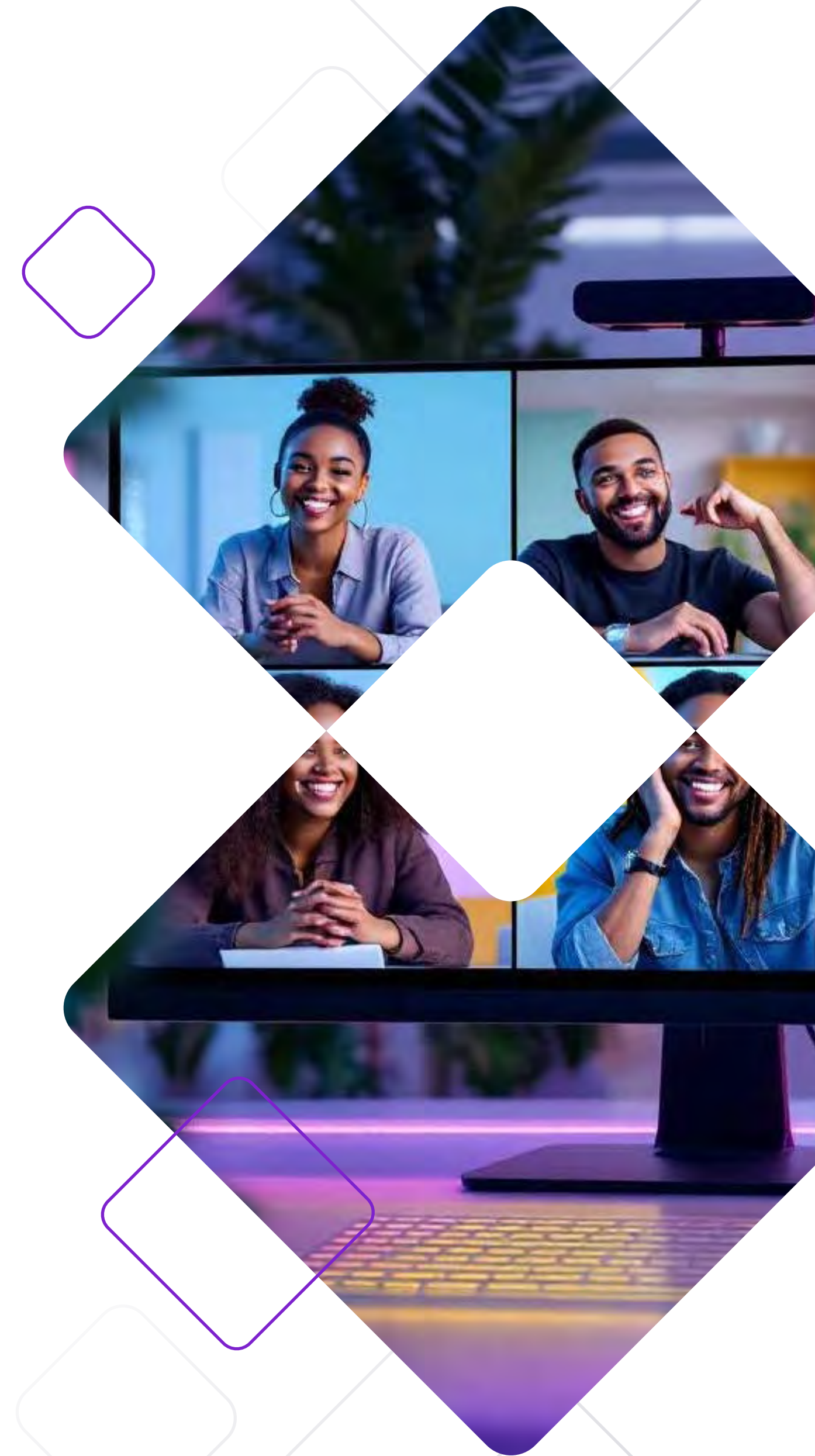
In addition, to ensure employee satisfaction, Venturus launched the Anywhere Office or Office Pass, which allows employees who do not live in the region of Campinas (SP), where our headquarters are located, to work in coworking partner offices.

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

It aims to ease commuting to the company on in-person workdays, helping reduce commuting costs and carbon emissions, while fostering a sense of community among employees.

To connect with employees living far from our headquarters, we created the 'VNT to You' program. Through this initiative, the endomarketing team and an executive from Venturus spend the day at a coworking space with employees in the region.

This action is important for us to maintain the company's communication with the various ethnicities and regions of Brazil, reducing the Institute's southeastern vision 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.





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Viva Engage



To maintain a cohesive company culture and promote integration between 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.

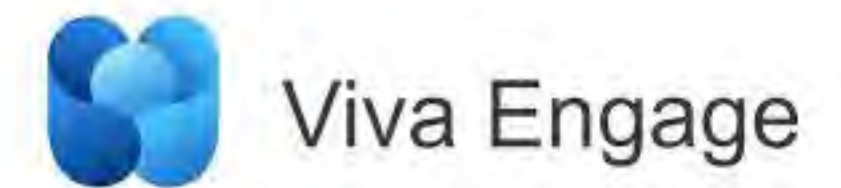
In this sense, an important initiative was the creation of communities in an internal communication tool, known as *Viva Engage*.

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

These communities serve as interaction spaces where employees can connect, share interests and experiences, strengthening bonds and promoting a more collaborative and inclusive work environment. In addition, they contribute to making *Ventureiros e Ventureiras* feel part of something bigger,

reinforcing the sense of belonging to the company and stimulating engagement with organizational values and objectives.

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



Culture Rocks



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

This platform allows you to measure the team's performance, establish action plans, give feedback, and monitor the evolution of the company's objectives and results on a monthly basis. An important aspect is that all employees, both those who work at headquarters and those who work remotely, are engaged in this process.

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

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





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Continuous improvement



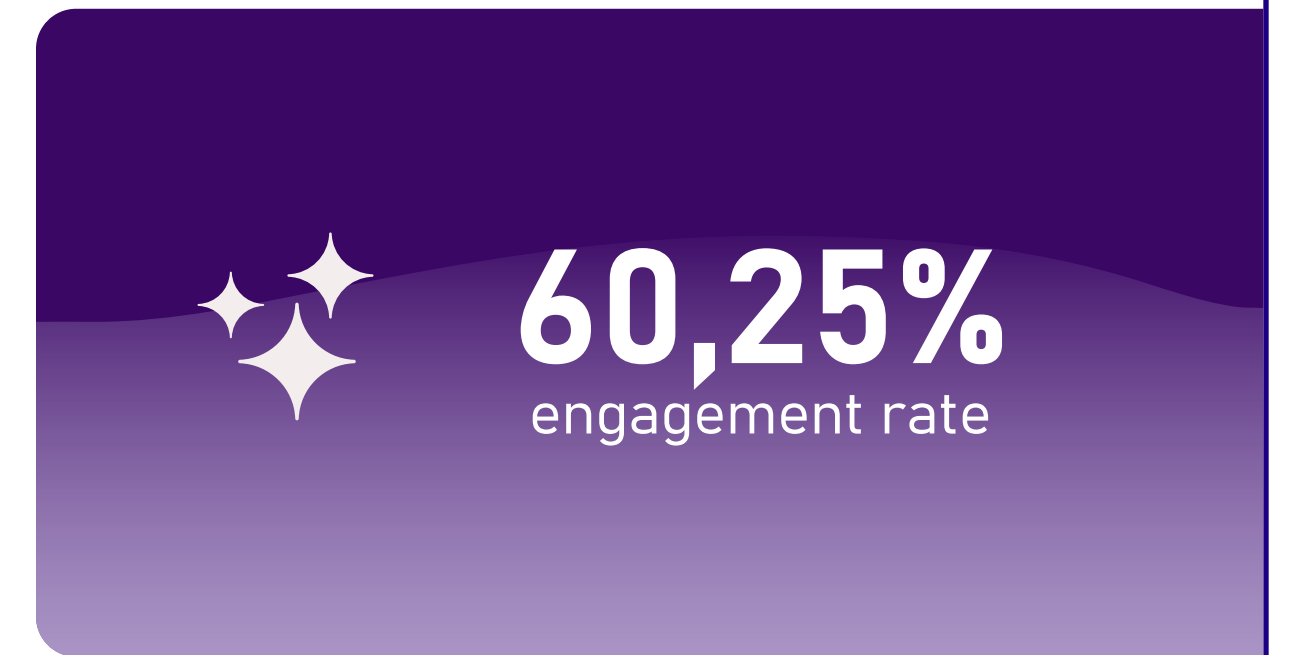
Venturus' People and Culture area is committed to ensuring the well-being and satisfaction of employees through the Climate Pulse Survey, carried out every quarter.

In this survey, all CLT employees and interns can share 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 the company's recommendation by employees. The re-

sults obtained in 2024 were positive, with scores of 71.9 in May and 72.8 in November, reaching a 60.25% engagement rate.

In 2023, the People and Culture area further expanded the scope of the research, addressing new issues, such as the challenges and opportunities of the "post-pandemic". In addition, based on the analysis of previous research, talks, series and other activities were carried out to meet the demands and interests of employees. The goal is to ensure the actions implemented are aligned with the needs and expectations of the team, promoting an increasingly healthy and engaging work environment at Venturus.



In 2024, the People and Culture area started internal research and strategic surveys on team engagement. The goal is to understand the criteria that influence employee motivation and so prospect new alternatives and formats that make engagement actions even more effective and meaningful.

Corporate Well-being Index (IBC)



The IBC is a tool developed by Zenklub to measure the well-being of employees within organizations. Through this index, it is possible to evaluate both individual and company's well-being.

Based on the results obtained, the app 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 organizational culture indicators, guidelines for empowered leadership, and an individualized development plan.





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Health, safety and quality of life

CARE4ALL Program



The Venturus CARE4ALL program is an initiative dedicated to the comprehensive health care of employees, encompassing emotional, physical and social aspects. With a variety of benefits and actions, such as Wellhub, 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 well-being practices, employees benefit from greater concentration and emotional balance.

In this sense, Venturus also offers courses aimed at personal development and an exclusive psychologist for employees, who supports them with therapeutic support for cases of bereavement, illness in the family, leave or any other support that is necessary, including mentoring for leadership.

We also offer meditation courses, recognizing that this care is beneficial not only for the mind, but also for 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 the practice of physical exercise, with activities such as Wellhub, which allows access to various types of physical activities at an affordable price for employees.

To complement, *Quick Massage* is a quick body massage technique that provides relief from pain and tension, reduces stress and tiredness, while increasing motivation and productivity. Offered more than once a week, it is available to employees working in the face-to-face and hybrid models.

We also offer Mental Health Pills, featured in the Care section of our blog, which provide content related to mental health, offering strategies to manage daily stress while promoting personal development and overall well-being for employees.

We currently have an external blog that focuses mainly on content related to our industry and services. Internally, we use the Viva Engage platform as our primary means of communication and engagement. We also organize content into specific sections, which are sent by email, each with a central theme.





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Health, safety and quality of life

The inner sections are:

- **VNT Career:** dedicated to professional development matters.
- **Human and Sustainable Development:** covers content on people's care and health (Care), ESG (with emphasis on Social) and volunteer actions.
- **Developing the Future:** examines the culture of innovation, business and projects.
- **People Who Make It Happen:** highlights achievements, significant accomplishments, and important moments.
- **VNT Learning:** compiles VNT School's educational initiatives, culture of development, and programs.

Additionally, we have groups on Viva Engage focused on health, with an emphasis on the locations of Campinas and Manaus, where we also share pertinent information and relevant content.

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 exams.

The goal of this initiative is to simplify and encourage access to therapies and exams, promoting the well-being and integral health of employees.





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Health, safety and quality of life

Parenting on board



The "Parenting on Board" program was developed to help *Ventureiros e Ventureiras* on the journey through parenthood, making this moment even more special and highlighting the importance of this period in the life of the child and the parents themselves. As soon as they receive the news, the Care team gets in touch to offer support. Along with the baby kit, we send a carefully crafted booklet to guide new parents through each step of this journey.

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

The benefits of Maternity and Paternity Leave at Venturus are expanded and extended also to homosexual couples. [GRI 401-2](#)

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

In addition, Venturus offers a daycare allowance equivalent to half of the national minimum wage for parents, for a period of 24 months from the child's birth, covering the first two years of the child's life.

In 2024, Venturus had 209 employees hired under a regime that includes the right to maternity leave. In that year, seven of them used the benefit, which represents a usage rate of 3.3%. In the same period, among the 529 male employees entitled to paternity leave, 13 made use of the benefit, corresponding to a rate of 2.5%. After the leave ended, all 7 women who took maternity leave

returned to work, resulting in a 100% return rate. Among these, all remained in the company for 12 months, consolidating a retention rate of 100%. In the case of men, the situation was similar: the 13 who left returned to work, maintaining a 100% return rate, and 12 of them remained employed after one year, which corresponds to a retention rate of 92%. These data highlight the importance of paternity and maternity leave not only for family well-being, but also for the continuity of employment relationships. [GRI 401-3](#)



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Health, safety and quality of life

Caring for those who care



The "Caring for Those Who Care" program was developed with the purpose of offering support to leadership in the face of the incredible, but challenging, mission of guiding and managing teams.

The essence of this program lies in fostering sustainable relationships and ensuring the well-being of all involved. Recognizing that, in order to care for others, one must first be well with oneself, the main objective is to support leaders on this journey.

Here, we offer a series of resources and tools aimed specifically at leadership, such as emotional mentoring, led by an expert external psychologist.

This mentoring aims 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 work environment in a healthy and balanced way.

Health and safety



At Venturus' headquarters, we have the Internal Commission for Accident Prevention (CIPA), whose mission is not only to prevent accidents, but also to anticipate and control any risks to the health of employees arising from the work environment.

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

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

We also understand that health is something of everyday life, and that a balanced diet can help in this regard. With this in mind, we offer fruit at our headquarters for employee consumption.

Still on the topic of health and safety, for the Manaus unit, we have a technical team dedicated to working on prevention actions, acting as a brigade of the unit.



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Health, safety and quality of life

Internal Week of Accident Prevention, Environment and Health Incentive (SIPAMAIS)



In 2024, we had an update on what we used to call the **Internal Week for the Prevention of Occupational Accidents** (SIPAT), which was an event dedicated to the awareness and prevention of occupational accidents and diseases in the workplace. This year, this event became **SIPAMAIS**, or **Internal Week of Accident Prevention, Environment and Health Incentive**, which takes place at the Campinas office.

In addition to the topics listed above, we have included actions focused on promoting health, well-being, and environmental sustainability, which continue to be held annually, with the goal of enhancing the health, safety, and quality of life of our employees.

During SIPAMAIS, we carry out several activities with the aim of making employees aware of the risks in the work environment and ways to prevent them. We also encourage the adoption of healthy practices in the day-to-day professional life. Currently, the activities — face-to-face, remote and asynchronous — also incorporate topics related to sustainability.





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Community Impact



Initiatives to positively impact the local community

The evidence of our engagement with the community is manifested through our actions to foster the sharing of knowledge and innovation.

We are committed to keeping our blog dynamic and accessible, serving as a platform for contributors and the external community. Weekly, we offer articles and posts that reflect the team's daily experiences, covering various topics, from innovations in technology to the latest market trends.

Additionally, Venturus is responsible for the production of the Futurus podcast, which is hosted by Marcelo Abreu, our CTO. This informal and uncomplicated program brings discussions on various aspects of technology, offering valuable insights about Venturus, as well as market news and the la-

test technological advances, with the participation of both internal and external guests.

Check out the

▶ **Latest episodes at**



Regarding the democratization of knowledge, the Institute supports the Protagonist of the Future project, a ShareRH initiative that provides free training for young university scholarship holders. This action aims to develop crucial skills for the future job market, enabling participants to face real challenges imposed by local Non-Governmental Organizations (NGOs).

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

More than
500 external
people were
awarded
training!



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ICT on trails



ICT on trails is a nationwide initiative aimed at training professionals in the areas of Information and Communication Technology (ICT). This project is supported by the Ministry of Science, Technology and Innovation (MCTI), using resources from Law No. 8,248/1991, and is coordinated by Softex, within the scope of the MCTI Future Program.

The program provides free learning paths, both virtual and face-to-face, designed by Venturus in collaboration with partner institutions, with the aim of meeting the growing demand for qualified professionals in the technology industry.

Venturus, acting as one of the main drivers of this initiative, is responsible for the elaboration of learning paths aimed at the web developer career, covering from the basic principles of programming to more advanced levels.

Among the trails currently available, we have:

Technical tracks:

- Fundamentals with Programming Logic and Introduction to the Web.
- Front-end with React.js and Vue.js, from beginner to advanced.
- Back-end with Node.js, Kotlin and MySQL Database, from beginner to advanced.
- Infrastructure with Cloud and AWS, from fundamentals to the specific cloud.
- Emerging with Introduction to Quantum Computing.

Behavioral trails:

- *Soft skills* with time management, awareness and emotional intelligence and communication.



The program has already more than **8.000** people,
training **2.240** students
and generating **3.230** certificates.*

* As it is a continuous program, the most recent consolidated data are from 2025, used here to illustrate the evolution of the initiative.



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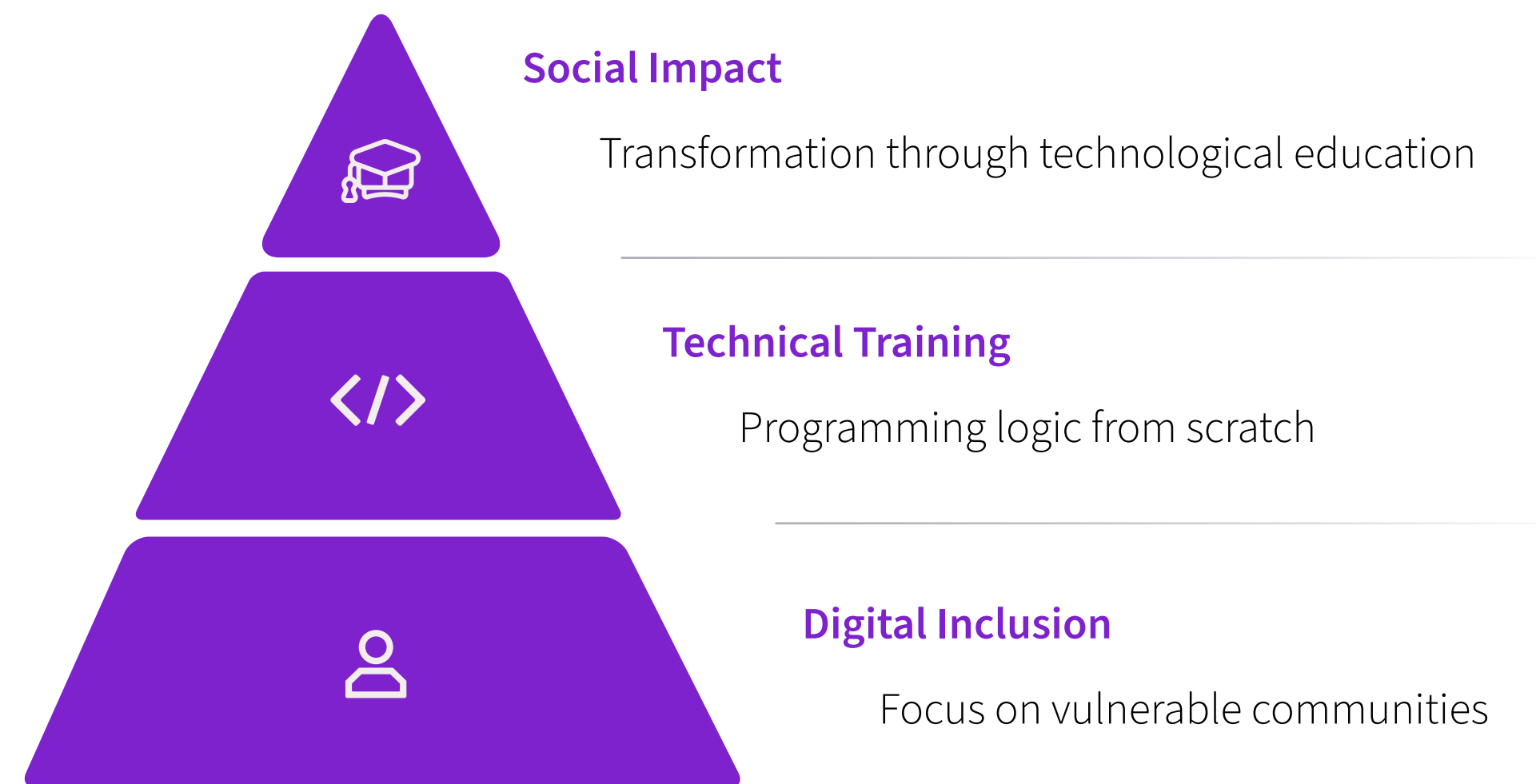
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Uncomplicates VNT



The Community Education Program is an initiative promoted by volunteer employees of Venturus, aiming to offer teaching in basic computing logic to young people from NAS, an institution in the region of Campinas.



The project aims to contribute to the development of the local community, promoting — through education — opportunities for insertion in the labor market. Aimed at people with no previous experience in technology, the program offers an accessible introduction to the area, combining technical learning with the development of social impact projects.

In this program, volunteer employees design and teach courses aimed at the community, using a methodology that involves the development of teaching modules. In addition, the program is integrated with *ICT on trails*, which allows the offer of structured technical content, while adding value with approaches aimed at career and social perspectives. In this way, the project not only trains students in technology, but also prepares them for the job market and their professional insertion.

The program is aligned with the UN Sustainable Development Goals, with a focus on inclusion and equity. In partnership with Grupo Primavera (NGO), the Logic and Web Programming course was held, especially aimed at women in the region of Campinas. The learning format adopted is hybrid, combining face-to-face, online and recorded classes, as well as mentoring and on-call questions. This course offers certifications in Programming Logic, Web Development, and Behavioral Skills, contributing to the training and improvement of the participants.



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During classes, employees act as both teachers and support, providing complete and interactive learning experience for participants. The program's commitment is continuous, and in 2024, we are working on Descomplica 2.0, a more structured version with greater reach, aiming to expand the positive impact on the community. We partnered with Network Attached Storage (NAS) to make this project a reality.

The second edition of the program was aimed at women in situations of social vulnerability, promoting gender inclusion in the technology sector. In all, 15 women were trained, with two of them hired at the end of the course. This initiative represented a significant advance in promoting diversity, creating opportunities for a historically underrepresented group in the area. The program maintained its essence in teaching programming but adapted content and methodologies to meet the specific needs of this audience.

Venturus4tech



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

In this program, we offer technological training for students, providing early learning experience in relation to knowledge and practices that would normally only be accessible after entering the job market.





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Donations and community support



Solidariza VNT is the front dedicated to volunteer actions promoted by the Institute, covering campaigns such as Solidarity Christmas, collection of warm clothes, donation of food and equipment.

Our goal is to cultivate a culture of solidarity among our employees, exploring ways to recycle goods that are no longer useful to us, in order to help those who need it most. Through these initiatives, we were able to raise and donate: [GRI 413-1](#)

- Basic food baskets.
- Cans of powdered milk (380 g).
- Packets of pasta (500 g).
- Bags of rice (5 kg).
- Values converted into basic food baskets.

Winter Clothing Campaign

In 2024, we continued our Winter Clothing Campaign, an initiative in which we collected warm clothes for donation to the institution "Hope Without Limits — City of Boys".

Our intention is to support the community, with special attention to children in conditions of social vulnerability, offering warm clothes to face the winter months and basic food baskets to ensure adequate food.



Christmas Campaign

In this initiative, our team is involved in the adoption of letters sent by the Post Office, contributing with donations of gifts and basic food baskets to the community of Campinas, with a special focus on children and families facing situations of social vulnerability.

The purpose of this campaign is to provide welcome, comfort and moments of joy to those who need the most, especially during a festive season that symbolizes and evokes solidarity and the importance of reaching out to those who require help.





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Equipment Donation

Through our "Equipment Donation" initiative, we promote the reuse of machines that are no longer in use by our developers, either because they no longer meet current needs or because they have reached the limit of their capacity.

Rather than simply discarding them, we breathe new life into these devices by directing them to individuals or institutions that really need them.

We have the support of our employees, who send us recommendations of organizations or people who could benefit from these donations, in addition to receiving requests for donations directly.

This synergy with the community, both internal and external, allows us to extend the reach of our initiative, meeting existing demands more efficiently.

By redistributing equipment that still has value, we not only combat electronic waste, but also favor digital inclusion and access to technological tools that are indispensable for personal and professional development.

In this way, we reinforce our commitment to social responsibility and environmental preservation, while making a positive impact on the lives of those around us.





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Venturus' Commitment to Sustainable Development



In the current context, raising sustainability agendas has become a priority for businesses, including technology companies. [GRI 3-3](#)

The Venturus Institute, located in a corporate condominium and sharing space with other organizations, recognizes the importance of adopting sustainable measures in its operation.

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

With processes that generate low volumes of waste and a workforce that has the flexibility to choose between face-to-face, hybrid or remote work models, Venturus recognizes its environmental responsibility and aims to minimize its impacts. [GRI 3-3](#)

In 2024, we created a sustainability policy to guide our actions and establish clear goals to reduce 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 the protection of the environment and the well-being of the community. [GRI 3-3](#)

To consolidate our evolution in the ESG theme and highlight our commitment to sustainability, in 2024 Venturus joined the **UN Global Compact**, the largest corporate sustainability initiative in the world, making a commitment to act responsibly and transform our practices for a positive impact. Thus, we work to increasingly integrate sustainable development into each of our practices, strategies and daily operations.



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Innovation and sustainability



As awareness of sustainability grows around the world, expectations for companies are also increasing, prompting them to adopt more responsible practices. At Venturus, this awareness translates into concrete actions, reflecting our commitment to the community and the environment.

Since our foundation, we have been engaged in projects that aim to minimize our environmental and social impact. A notable example is the development of the Drinking Water Detection and Leak (DVAP), an innovative tool financed by BNDES. GRI 3-3

See how DVAP helps detect drinking water leaks:

[Link](#)

This technology, awarded for its efficiency, allows for the accurate 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 dedicated to ESG on our website, where we share our initiatives, values, and commitments to ethics and diversity. We remain committed to keeping this page always up to date, providing relevant reports and documents.

Our environmental responsibility also extends to the well-being and awareness of our *Ventureiros* and *Ventureiras*. Annually, and according to the entry of new employees, we deliver the Sustainability Kit, consisting of a thermal bag, lunch box, cutlery, straw and coffee cup, all made with ecological materials, such as aluminum, bamboo and recyclable materials.

This initiative aims to reduce the use of single-use plastic in our work environment by promoting more sustainable practices.

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

Venturus takes pride in 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. GRI 3-3





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Venturus and climate change



Venturus recognizes the growing impacts of climate change on the regulatory, economic and operational environments. As a center for research and technological innovation, the organization actively monitors the financial risks associated with the transition to a low-carbon economy, as well as identifying emerging opportunities in digital solutions and sustainability-aligned initiatives. [GRI 201-2](#)

Greenhouse Gas (GHG) Inventory



The 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 climate change.

This process involves calculating and monitoring Greenhouse Gas (GHG) emissions based on standardized methodologies, in addition to reporting this information according to established guidelines. The practices adopted allow companies, public administrations and individuals to quantify the GHG emissions generated both directly by their operations and indirectly, through their supply chains and customer relationships. This measurement is essential for a comprehensive understanding of an organization's environmental impact, allowing it to identify the main sources of emissions and develop effective mitigation strategies.

Additionally, it provides a solid foundation for complying with environmental regulations, monitoring progress towards emissions reduction targets, and transparent accountability to stakeholders.

At the Venturus Institute, we understand this importance. We report our emissions following the norms and standards set by the GHG Protocol, breaking down and measuring our emission scopes.

The GHG Protocol is a set of international guidelines used to calculate and manage a company's GHG emissions. It categorizes them into three groups:

1

Scope 1: considers direct GHG emissions originating from sources under the organization's direct operational control, such as the burning of fossil fuels at facilities and emissions from the vehicle fleet.

2

Scope 2: This includes indirect GHG emissions associated with electricity, heat or steam purchased by the organization, generated during the production of these resources.

3

Scope 3: covers all other indirect GHG emissions related to the organization's activities, but which occur along the value chain, such as emissions from transportation, business travel, and the use of materials.



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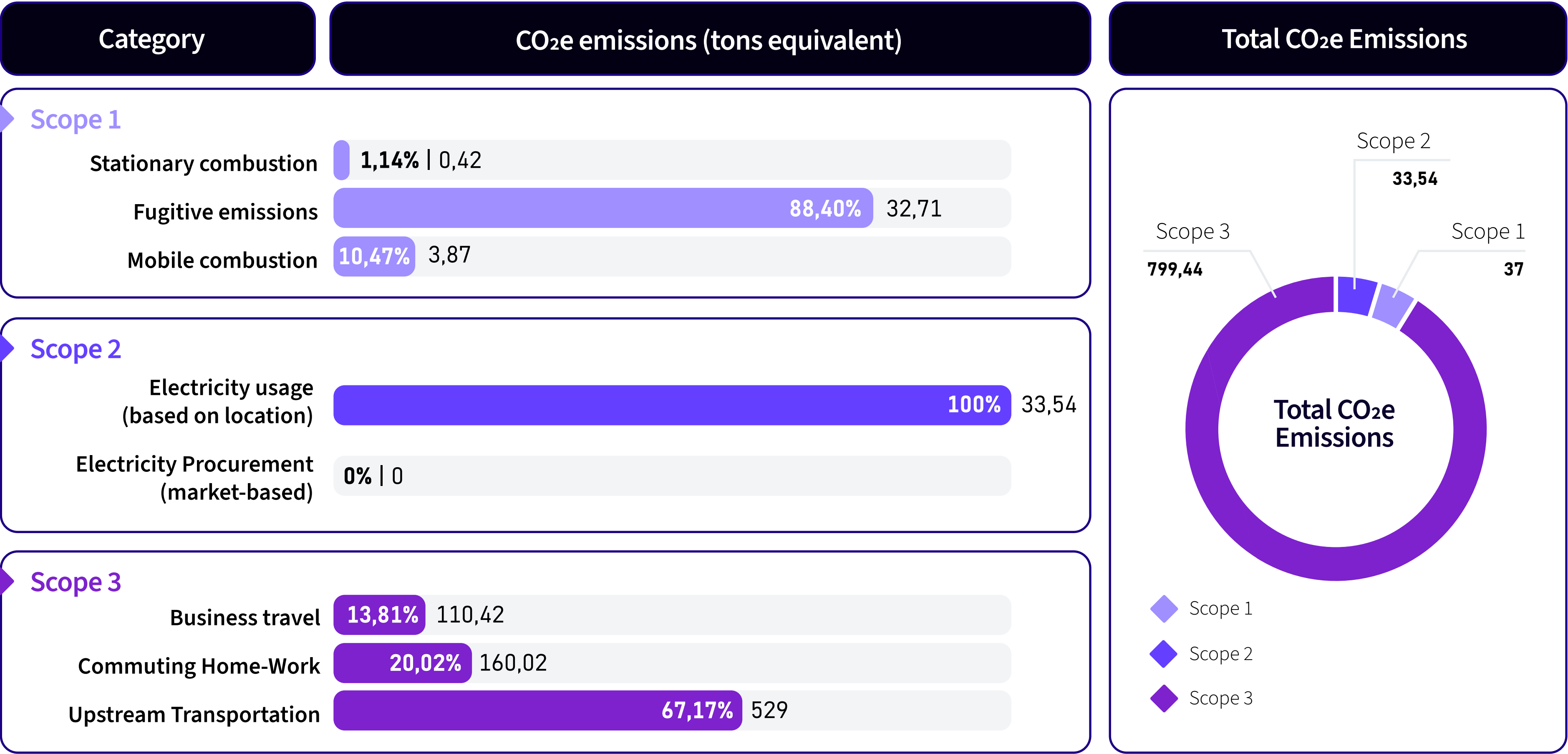
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Detailing the equivalent emissions of each scope helps the organization to identify the main sources of GHG emissions, develop strategies to reduce them, and thus contribute to the fight against climate change. Below, we report on Scope 1, 2 and 3 emissions [GRI 305-1](#) [GRI 305-2](#) [GRI 305-3](#)



It is important to note that, in the long term, Venturus aims to reduce its Scope 1, 2 and 3 emissions in alignment with the *Science Based Targets initiative* (SBTi), a global organization that guides companies and financial institutions in setting science-based climate goals. **The goal is to achieve a reduction of up to 42% by 2030 and up to 90% by 2050.**



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Waste management



The business complex where the Institute's headquarters is located is responsible for waste management, ensuring proper separation and recycling. In addition, the complex provides a specific point for the disposal of electronic waste, recognizing the risks that improper disposal poses to public health and the environment.

It is important to note that, for now, this practice has not yet been implemented in the Manaus office, due to its location in a condominium, whose local rules and processes determine waste management.

These initiatives, added to the effort of the entire team to reduce waste generation, result in practical measures, such as the digitization of documents and 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 espresso coffee capsules, ensuring the correct destination of these materials and encouraging our employees to do the same.

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



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Water and energy



Venturus has several measures to optimize the consumption of water and electricity in its facilities.

The organization's headquarters are located in a business condominium where water supply and management are centralized. All water collection, treatment, distribution and disposal are carried out by the condominium administration, and consumption is apportioned among the resident companies. However, for conscious water use, we have adopted automatic faucets that provide significant savings by cutting off the water flow after a few seconds of use.

This initiative, in addition to avoiding waste, contributes to savings of 25% to 75% in water consumption, according to estimates by the São Paulo Housing Union (Secovi-SP). In addition, we have dual flow flushes, which allow the user to choose between a partial flush of 3 liters or a total flush of 6 liters, further optimizing the use of water. [GRI 301-1](#) [GRI 303-5](#)

10.040,91*m³
Total water consumed in 2024

[GRI 303-1](#)

*The total water reported is from the headquarters in Campinas, given that the Manaus unit has its water consumption as part of the condominium apportionment, not presenting a great impact.

885.009,61 kwh
Total energy consumed in 2024

[GRI 302-1](#)

100%
Percentage of renewable
energy in 2024





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

In addition, Venturus maintains a partnership with Flora Energia, which offers employees the possibility of joining a program that provides energy from solar farms connected to the traditional power grid. Although this initiative does not generate energy credits for the Institute, it represents a sustainable benefit for employees, encouraging the use of renewable energy sources in their homes.

As part of our sustainability initiative, we have the Green Squad, a multidisciplinary team dedicated to projects aimed at neutralizing the carbon footprint. Through accurate calculations, we identify and offset the carbon footprint 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 ongoing effort to operate sustainably, contributing to a greener and more resilient future.

In addition, The business complex where the Institute's headquarters is located acquired **2,050,591 MWh** of **re-newable energy** in 2024, **avoiding the emis-sion of 111,481 tCO₂e** and equivalent to plan-ting **683 trees**.



Effluent Treatment Plant (ETE) Monitoring



Venturus carries out monitoring of its Ef-fluent Treatment Plant (ETE). The results of the 2024 reports show that the overall efficiency of Bio-chemical Oxygen Demand (BOD) removal reached 80.33%, with an inlet BOD of 305.55 mg/L and an outflow BOD of 57.18 mg/L. **GRI 303-2**

The values fully comply with the specifications of article 18 of Decree 8468/76, which requires an overall BOD efficiency of more than 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 safe sewage treatment for the environment. **GRI 303-2**





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SDG 3 Health and Well-Being

Ensure access to quality health and promote well-being for all, at all ages

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SDG 4 Quality Education

Ensure access to inclusive, quality and equitable education, and promote life-long learning opportunities for all

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SDG 5 Gender equality

Achieve gender equality and empower all women and girls

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SDG 6 Clean water and sanitation

Ensure the availability and sustainable management of water and sanitation for

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SDG 7 Affordable and clean energy

Ensure access to reliable, sustainable and modern energy sources for all

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SDG 8 Decent work and economic growth

Promote inclusive and sustainable economic growth, full and productive employment and decent work for all

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SDG 9 Industry, innovation and infrastructure

Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation

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SDG 10 Reduce inequalities

Reduce inequalities within and between countries

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SDG 11 Sustainable cities and communities

Make cities and communities more inclusive, safe, resilient and sustainable

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SDG 12 Responsible consumption and production

Ensure sustainable consumption and production patterns

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SDG 10 Reduce inequalities

Take urgent action to combat climate change and its impacts

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SDG 16 Peace, Justice and Effective Institutions

Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

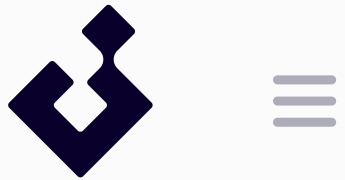
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SDG 17 Partnerships and means of implementation

Strengthen the means of implementation and revitalize the global partnership for sustainable development

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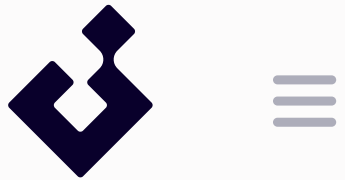
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GRI Summary

GRI Standard	GRI Content	Summary information	Location (Page)	OMISSÕES		
				Omitted requirements	Motive	Explanation
General content						
GRI 2: General Disclosures	2-1 Organizational details		14			
	2-2 Entities included in the organization’s sustainability reporting		15			
	2-3 Reporting period, frequency, and contact point		5			
	2-4 Restatements of information	There are no restatements				
	2-5 External assurance	This sustainability report has not been subject to third-party assurance or external verification.				
	2-6 Activities, value chain, and other business relationships		18, 19, 20, 21 and 22			
	2-7 Employees		39			
	2-8 Workers who are not employees		39, 40			
	2-9 Governance structure and composition		28			
	2-10 Nomination and selection of the highest governance body		29 e 30			



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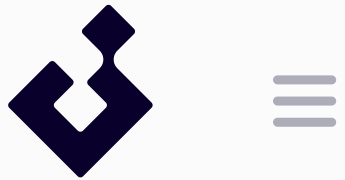
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				Omitted requirements	Motive	Explanation
General content						
	2-11 Chair of the highest governance body		30			
	2-12 Role of the highest governance body in overseeing the management of impacts		28			
	2-13 Delegation of responsibility for managing impacts		30			
	2-14 Role of the highest governance body in sustainability reporting		28			
	2-15 Conflicts of interest		32			
	2-16 Communication of critical concerns		32			
	2-17 Collective knowledge of the highest governance body		28			
	2-18 Evaluation of the performance of the highest governance body		28			
	2-19 Remuneration policies					
	2-20 Process to determine remuneration					
	2-21 Annual total compensation ratio					



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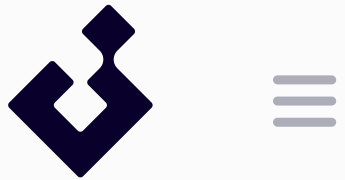
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General content						
	2-22 Statement on sustainable development strategy		3 and 4			
	2-23 Policy commitments		31			
	2-24 Embedding policy commitments		33			
	2-25 Processes to remediate negative impacts		71			
	2-26 Mechanisms for seeking advice and raising concerns		31			
	2-27 Compliance with laws and regulations	In the 2024 reporting period, no fines were imposed as a result of cases of non-compliance with laws and regulations.				
	2-28 Membership associations		71			
	2-29 Approach to stakeholder engagement		7			
	2-30 Collective bargaining agreements	98% of employees are covered by collective agreements, except for interns, who are subject to specific legislation.	40			



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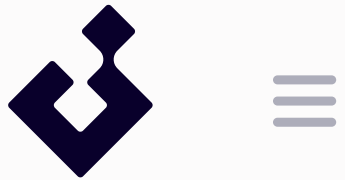
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				Omitted requirements	Motive	Explanation
General content						
MATERIALITY PROCESS						
GRI 3: Material Topics 2021	3-1 Process to determine material topics		8			
	3-2 List of material topics		8			
GRI 3: Material Topics 2021	3-3 Management of material topics		26, 46, 47			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed		18			
	201-2 Financial implications and other risks and opportunities due to climate change		47			
	201-3 Defined benefit plan obligations and other retirement plans	The organization does not maintain defined benefit plans; no actuarial post-employment obligations exist				
	201-4 Financial assistance received from government		23			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption		32			
	205-3 Confirmed incidents of corruption and actions taken	No legal proceedings related to corruption were brought against the organization or its employees during the reporting period.				
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No legal proceedings related to corruption were brought against the organization or its employees during the reporting period.				



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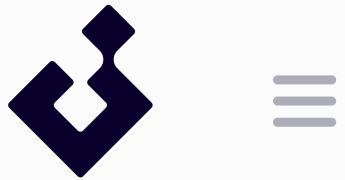
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				Omitted requirements	Motive	Explanation
General content						
GRI 302: Energy 2016	302-1 Energy consumption within the organization		50			
	302-2 Energy consumption outside of the organization	No energy consumption reported outside the organization.				
	302-3 Energy intensity		10			
	302-4 Reduction of energy consumption		10			
	302-5 Reductions in energy requirements of products and services	No energy requirements reported for services provided.				
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource		50 and 76			
	303-2 Management of water discharge-related impacts		50			
	303-3 Water withdrawal		72			
	303-4 Water discharge		76			
	303-5 Water consumption		76			



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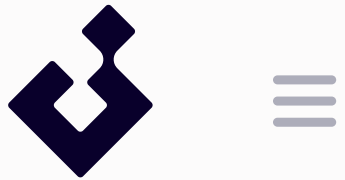
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GRI Standard	GRI Content	Summary information	Location (Page)	OMISSÕES		
				Omitted requirements	Motive	Explanation
General content						
GRI 401: Employment 2016	401-1 New employee hires and employee turnover		39			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees		41			
	401-3 Parental leave		58			
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes		53			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system		12			
	403-2 Hazard identification, risk assessment, and incident investigation		55			
	403-3 Occupational health services		56			
	403-4 Worker participation, consultation, and communication on occupational health and safety		57			
	403-5 Worker training on occupational health and safety		56			
	403-6 Promotion of worker health		57			



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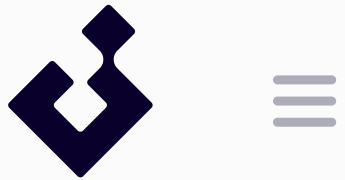
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GRI Standard	GRI Content	Summary information	Location (Page)	OMISSÕES		
				Omitted requirements	Motive	Explanation
General content						
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		57			
	403-8 Workers covered by an occupational health and safety management system		56			
	403-9 Work-related injuries		59			
	403-10 Work-related ill health		60			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee		47, 49, 50, 51			
	404-2 Programs for upgrading employee skills and transition assistance programs					
	404-3 Percentage of employees receiving regular performance and career development reviews					
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees		31			
	405-2 Ratio of basic salary and remuneration of women to men		38			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken		11			



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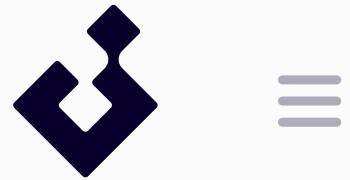
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				Omitted requirements	Motive	Explanation
General content						
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		25			
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures		33			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs		45			
	413-2 Operations with significant actual and potential negative impacts on local communities		9			
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories		12			
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	There are no reported incidents of non-compliance concerning impacts.				
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Not systematically applicable. Since the generated code becomes the property of the client, there is no formal requirement for labeling regarding the origin of components for the end customer. Internally, there may be references to Venturus in pipelines or repositories, but these are not disclosed externally.				
	417-2 Incidents of non-compliance concerning product and service information and labeling	There are no cases of non-compliance concerning product labeling.				
	417-3 Incidents of non-compliance concerning marketing communications	There are no cases of non-compliance concerning marketing communications.				



Letter from the
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GRI Summary

GRI Standard	GRI Content		Summary information	Location (Page)	OMISSÕES		
					Omitted requirements	Motive	Explanation
General content							
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data		There are no reported breaches of privacy.				



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Credits

Venturus Coordination:

Human and Sustainable Development Area
ESG Committee

Consultancy:

Great People ESG

Writing:

Great People ESG

Review:

Great People ESG

Graphic design:

Great People ESG

Layout:

Great People ESG

Photos and illustrations: Envato and digital collection
of Venturus.

This Sustainability Report contributes to progress on targets 12.6 and 12.8 of SDG 12: Ensure Sustainable Consumption and Production Patterns.

12.6: Encourage companies, especially large and transnational corporations, to adopt sustainable practices and integrate sustainability information into their reporting cycle.

12.8: By 2030, ensure that people everywhere have relevant information and awareness for sustainable development and lifestyles in harmony with nature.

Learn more at

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