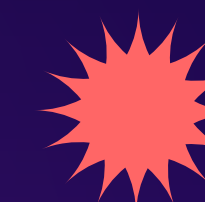




Sustainability Report 2022



Index

3	Letter from the CEO	
4	About Us	
7	Our History	
9	Our Business	
11	Regions Served	
12	Sectors Served	
13	Certifications and Awards	
15	Governance	
16	Strategy	
17	Leadership Structure	
19	Compliance	
20	Sustainability at Venturus	
22	People	
24	Employees	
26	Benefits	
27	Diversity and Inclusion	
28	Venturus Culture	
33	Health, Safety and Quality of Life	
36	Impact on the Local Community	
40	Donations	
41	Local Suppliers	
42	Planet	
44	Waste Management	
45	Water and Power	
46	Information Security	
48	LGPD (Brazilian Data Protection Law)	
49	About this Report	
49	Ficha técnica	
50	SDG Index	

Letter from the CEO

Venturus is an institute I witnessed being born and I feel very happy to be part of everything we are building. It is exciting to see that, with the passage of time, the atmosphere of trust and respect has not changed and remains the same as at the beginning of our journey. As CEO, I feel great satisfaction in working in an environment where people respect each other and believe in our values.

We understand that, in a world so connected and with great social and environmental challenges, the role of innovation and technology is essential for sustainable economic growth and for human development.

In this context, Venturus provides, through its purpose of “transforming people’s lives, building new futures”, a way for companies to walk their paths, connecting good innovation practices and benefiting society.

We are committed to sustainability and ESG indicators in our operations, seeking a diagnosis that brings these big themes to our company and allows us to contribute positively to the technology sector.

Our biggest challenge is to continue developing the business with longevity and financial sustainability through good administrative management, following the growth of our client base and our staff, which has grown from 150 to 640 people in 11 years.

Coordinating this evolution and adapting to it has been our great challenge. Growing is a process and, to do so, we need to maintain our commitment to guaranteeing our same healthy environment for employees and good strategies for our Institute, reaching our full potential with great results.

We see ESG as a strategy that complements our vision for the future and as a theme that matches our ethos. Our first step in this journey was to understand our current scenario through an ESG diagnosis. It identifies company actions covered by the ESG themes and paints a picture of how to set organizational goals and strategies to achieve good results and grow in this context.

In addition, we realized the need to engage all stakeholders in these themes, especially our internal audience, the great driver of change within the company. Therefore, we are focused on empowering our team to increase the institute’s engagement in ESG topics, which are so relevant to the business.

For the next year, we take on the challenge of focusing on communication, so that everyone understands what

sustainability is and its importance for our business. We will also work to generate engagement in all parties so that the company can evolve in good environmental, social and governance practices.

We have a board of directors that work in companies with ESG practices, which brings this issue frequently to our agenda, making the introduction of the topic in the company easier and enabling development of structured and well-advised plans.

We are just getting started and our dream is to be a reference in technology in every way. This leads us to draw up strategies that contribute to this path being followed, generating a positive impact for the entire ecosystem of which we are part.

João Sato
CEO Venturus



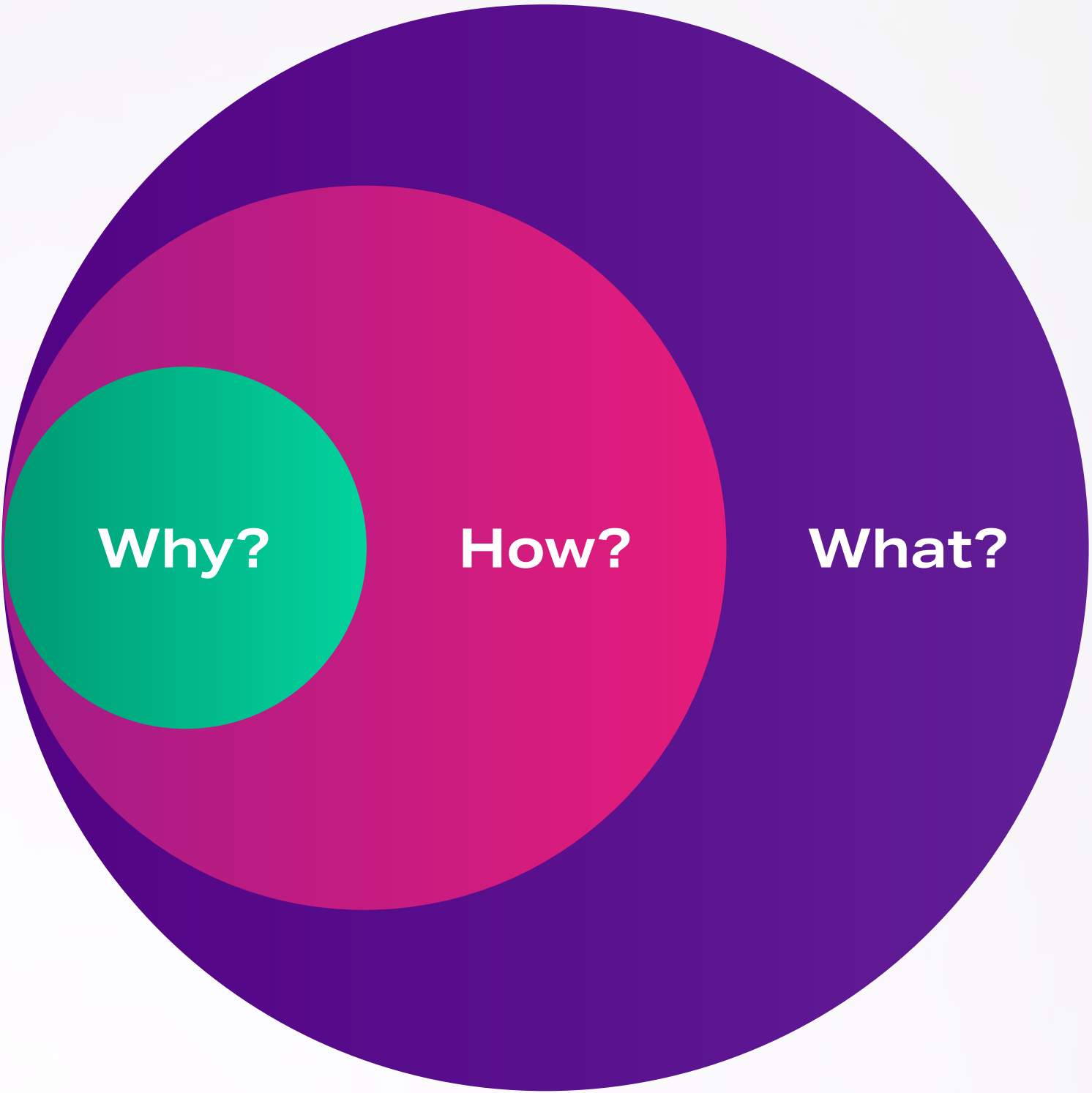
1.

About Us

Purpose

Transforming
people’s lives,
building new
futures.

Golden Circle of Venturus



Transforming
people’s lives,
building new futures

Uncomplicated
technology for who
needs it, focused on
who uses it

High quality
technological services
and training

Values



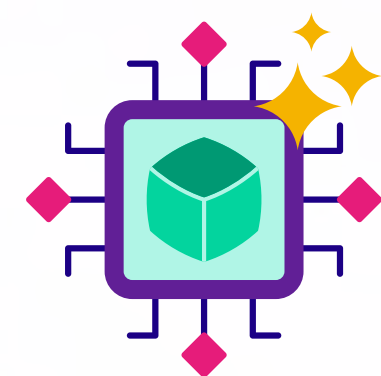
We are constantly evolving

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



We are protagonists

As authors of this story, we feel ownership to build Venturus and our journey.



We deliver great results

We raise Venturus' excellence levels through a commitment to delivering value to our clients.



We value people

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



We build relationships of trust

Collaboration and transparency between our people and with clients defines us, we do nothing alone.



We act responsibly

We are responsible in our relationships: we transform reality through sustainable actions that impact the environment and community.

Our History

In **1995**, in the town of **Barueri**, an initiative began in **Ericsson's** Development Department to create its own institute. With incentives from the Brazilian Informatics Law, the team built this idea that originated **Instituto Informat** (Informat Institute). Over time, the institute's headquarters moved to **Indaiatuba**, where it remained for **10 years connected to Ericsson**.

In **2005**, the organizational structure of the institute was reformulated, including a rebranding. In October of that same year, **Informat was renamed Venturus**, an Institute of Science and Technology. In **2006**, the company moved its location to the **High Technology Center in Campinas (SP)**.

The Institute offers services focused on **solving problems and anticipating the future**. It is a technological center that creates and develops products and services with a decisive impact in the life of end users, that is, our clients' customers. All solutions are thought out and planned with a focus on usability and how to **make people's lives easier**.

Our deliveries are built on a methodology that maps of the entire scenario presented. Based on that, unique solutions

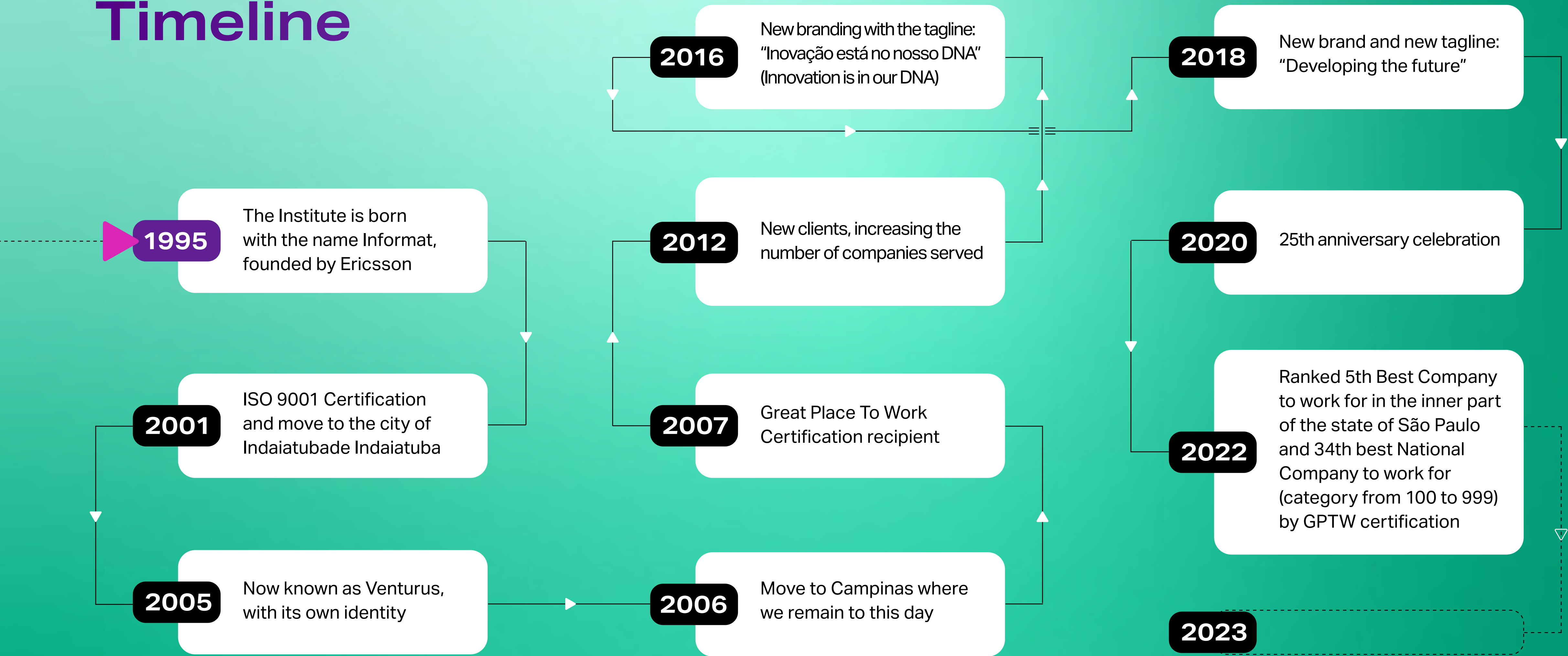
are developed, reducing risks, saving time and delivering value, transforming people's lives through technology and, therefore, fulfilling our purpose of generating solutions that overcome challenges and create unique experiences.

Until **2022**, the Institute had the mission of building innovative solutions and providing technological services in mobility, automation and communication. The vision of the company was **to be the preferred choice of companies seeking technological development and innovation**. We were guided by our purpose: with authentic relationships, we are authors of solutions that overcome challenges and create unique experiences in technology. These insights are part of the Venturus story and, from the innovations and changes planned for the coming years, emerges a new purpose: **"transforming people's lives, building new futures."**

Connected to these changes, **5 values** that have been part of the Venturus Institute for a long time — **"we are constantly evolving"**, **"we are protagonists"**, **"we build relationships of trust"**, **"we deliver excellent results"** and **"we value people"** — have gained a sixth element in 2023, reinforcing the company's position in regards to its **social responsibility**.



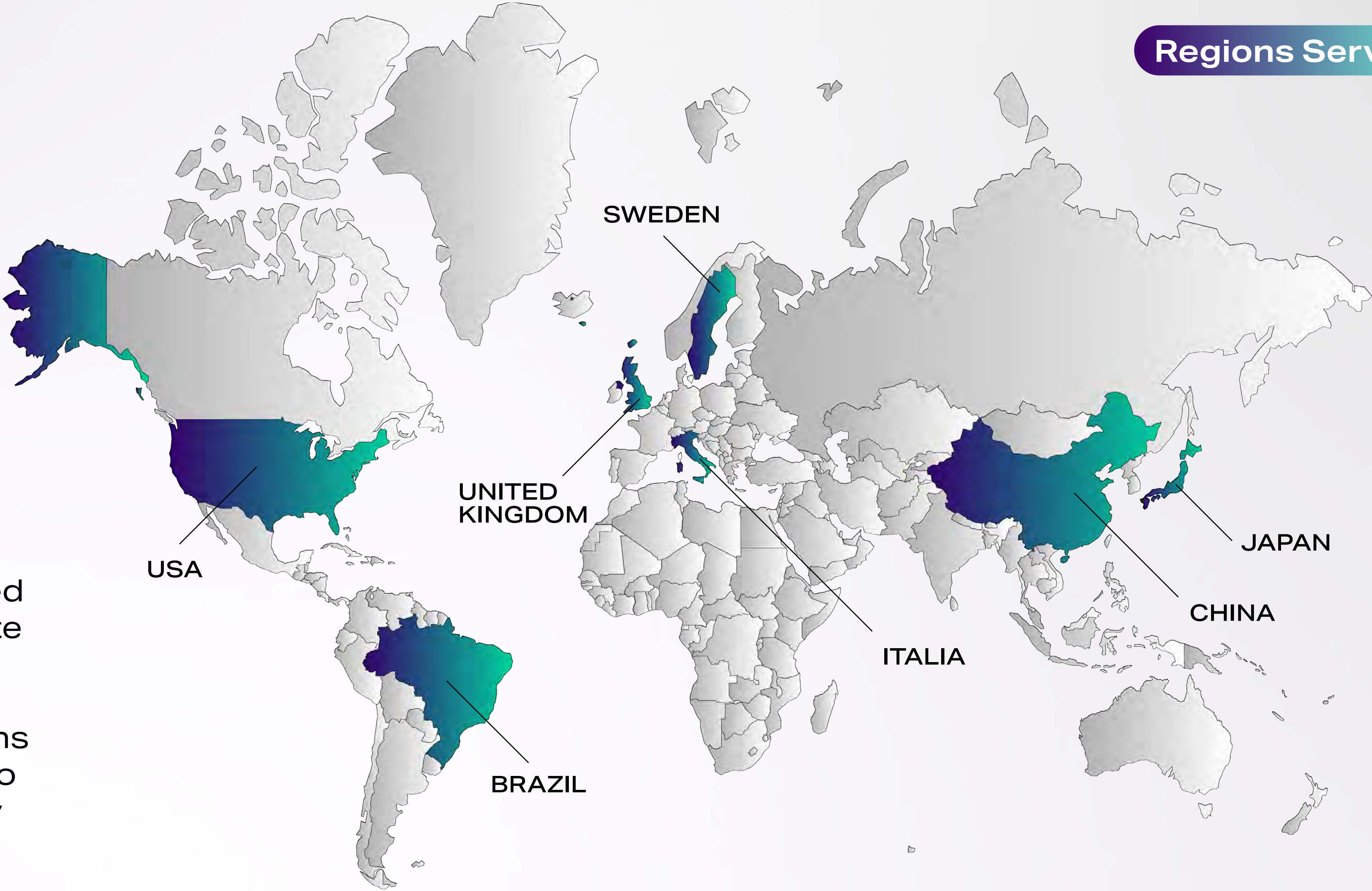
Timeline



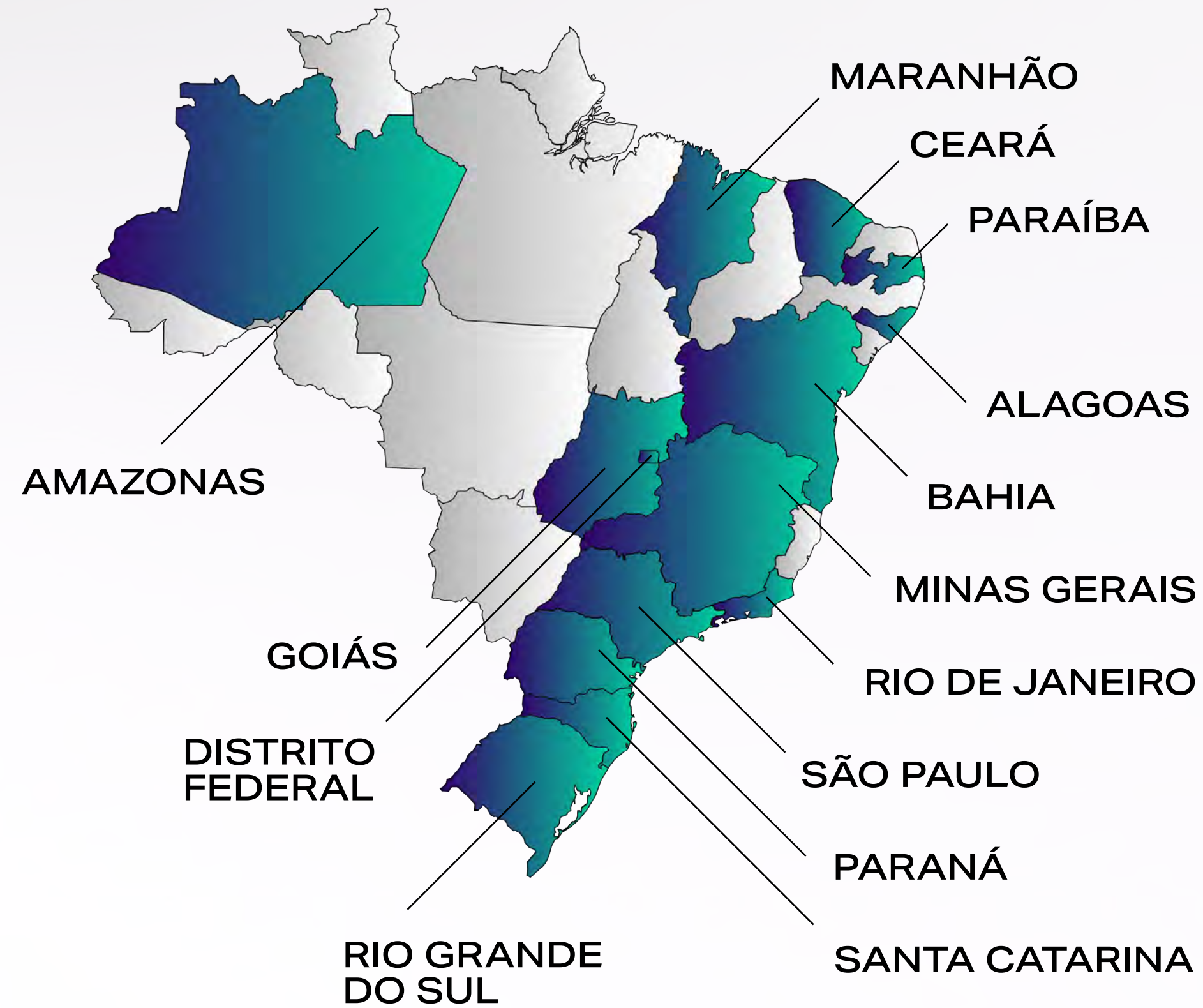
Our Business

Regions Served

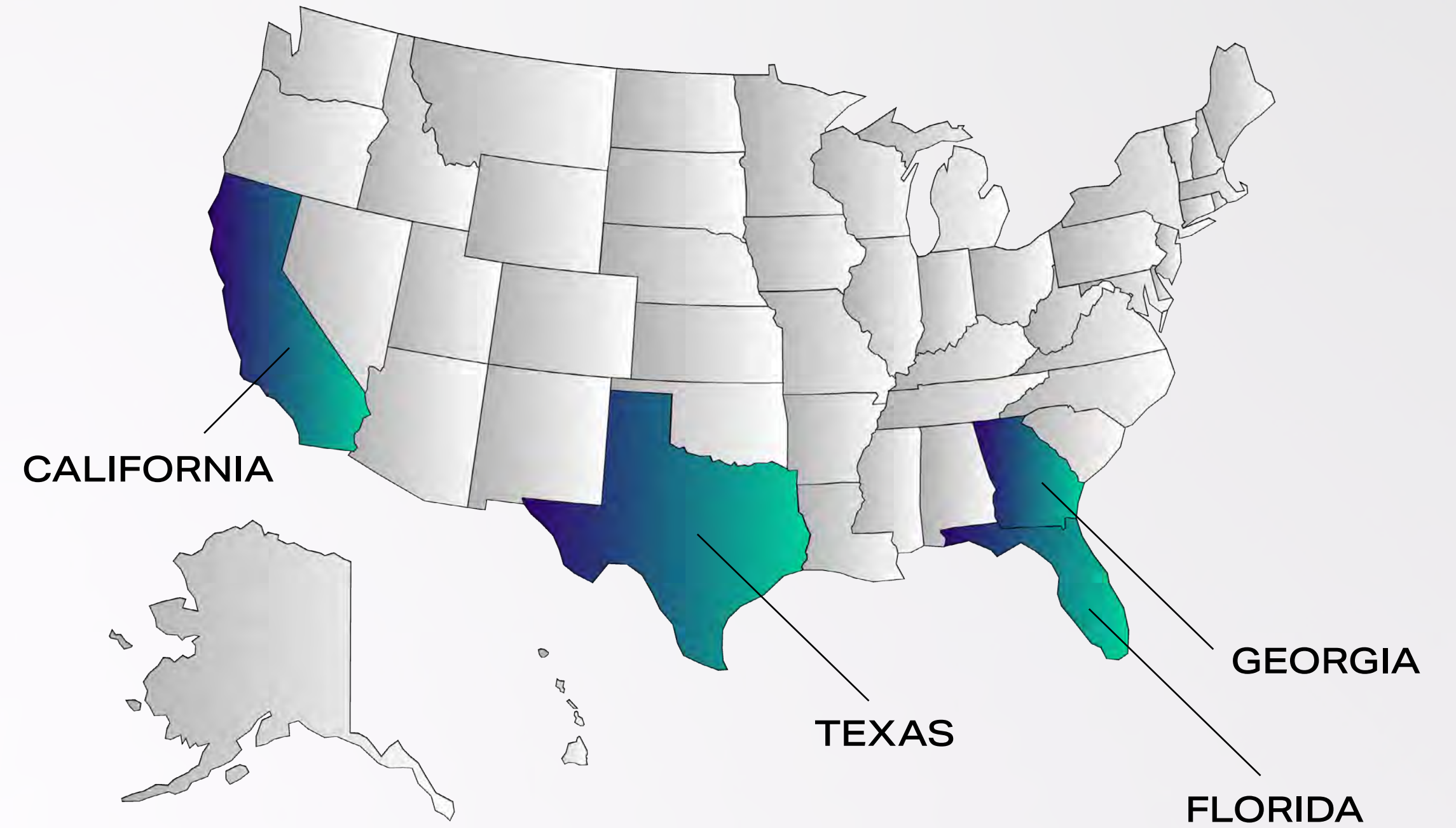
Venturus Institute is located in the inner part of the state of São Paulo but serves companies worldwide through innovative solutions and has delivered results to clients from a great variety of business segments.



In Brazil



In the United States



Sectors Served

Get to know the sectors in which Venturus already operates and the solutions and services delivered to our clients.

Automotive

Finance

Manufacturing

Pulp and Paper

Human Healthcare

Animal Healthcare

Utilities

Payment Methods

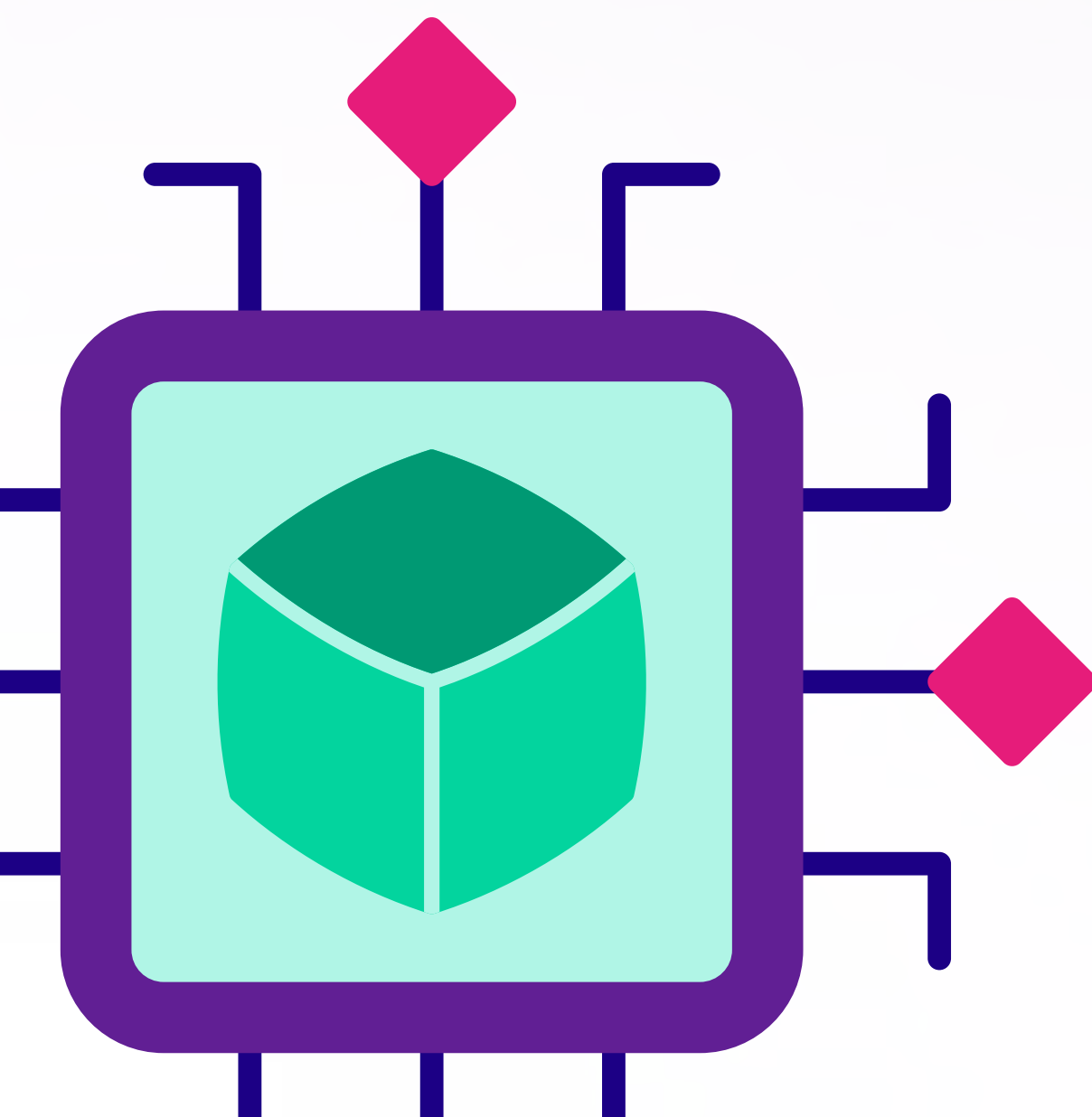
Agrobusiness

Construction Sector

Eletronic Sector

Venturus develops solutions for the **automotive, finance, manufacturing, pulp and paper, human healthcare, animal healthcare, utilities, payment methods and agribusiness** sectors. It provides services through **innovation** and cutting-edge technology, zeroing in on **bigger issues in the production chain** and **delivering solutions** that meet the real needs of clients. Products are also developed to serve the **construction sector**, including testing and **evaluation** of applications' usability.

In the **electronics sector**, we develop **core software** for **mobile devices** (such as smartphones and wearables), including the parts that no one sees, such as **drivers and firmware**. In addition, we work on optimizing production processes of equipment such as monitors and laptops, creating **customized solutions** for the factory floor. In this regard, Venturus develops **systems** that detect defects in products through **sensors** and **Computer Vision** (part of Artificial Intelligence), and **software** to optimize work in inventories, track components and manage team competencies.



Services

Cibersecurity

This service seeks to understand the client's operation and its needs in depth, supporting the development of projects in other areas, creating lasting and personalized protection, and keeping the company truly safe.

Helps clients to get the most out of the web, always with quality and commitment to technological innovation. Development of end-to-end web systems, from conception to delivery of the final project, always focusing on usability, performance and, of course, on results that really make a difference.

Web

Production of everything, from operating system customization to out-of-the-box solutions for smartphones, tablets, cars, TVs and wearables.

Mobile

With systems that mimic human intelligence and use experience through data to make decisions, the team helps companies conquer new business opportunities, being a technological partner that accelerates companies' digital transformation with machine learning techniques, big data and other technologies.

Artificial Intelligence

Design

Mapping and studies of the needs and opportunities of each project, prototyping and development of strategic solutions with valuable results to both the client and end users.

Cloud Computing

Computational solutions on the main market platforms, offering new operational and managerial possibilities in information technology, always with close and personalized service.

Data Analytics

Delivers value by collecting and working on customer data, aiming to business gains, mapping opportunities and improving internal processes.



Certifications and Awards

Great Place to Work (GPTW)

GPTW (Great Place to Work) is an important certification that identifies **The Best Companies to work** for. This is a very important honor, attesting to the company's quality in people management and organizational culture. In 2007, Venturus received this award for the first time, and, in 2022, it secured the following awards:

- Awarded the **34th position** in the Category Nationals from 100 to 999
- Awarded the **33rd position** in the Category Medium-sized (Information Technology)
- Awarded the **5th position** in the Category Medium-sized (inner state of São Paulo)

Venturus consolidates itself as a great place to work for its **culture of innovation**, involving employees in this process as innovation protagonists in the day to day of the company. The Institute works to develop a feedback culture that is strengthened each year, with **63% of employees reportedly receiving feedback three or more times in the period**, which demonstrates our commitment to our people.

The GPTW survey put Venturus is in the **excellence tier**, with **86% of employees acting as promoters of the company**, which reinforces the idea that the institute has an engaged team, with proud employees and with a strong sense of belonging.



Empresas Humanizadas Seal

The Venturus Institute has the “Empresas Humanizadas” (Humanized Companies) seal, an initiative that is part of the **Conscious Capitalism (Capitalismo Consciente) movement**. In 2019, Venturus was among the 22 organizations that stood out in all the criteria that make up the list of humanized companies in Brazil. This certification is held every two years, and, in 2021, Venturus participated again and received an A grade in its evolutionary journey of consciousness.

Humanizadas is a pioneer and reference in the evaluation of multiple stakeholders and **levels of awareness in businesses**, focusing on measuring and monitoring the evolutionary journey of companies, supporting **more conscious decision-making** about their priorities, investments, purchases (products and services) and work, therefore evaluating the company’s journey and the evolution of its awareness about its **social role**.



**RATING
HUMANIZADAS
2021**

ISO 9001

Venturus is ISO 9001 certified. This certification is a management system that aims to ensure process optimization, greater agility in product development and more agile production, ensuring process compliance, quality and customer satisfaction. ■



2.

Governance

Governance expands through the growth of the company in a continuous and sustainable way and management of controls and actions done responsibly.

The company is structured with an organizational chart of leaders, which facilitates the management process and ensures transparency in decision-making. In addition, it has policies and processes that ensure proper conduct. There is also a channel for receiving complaints, reports and suggestions, in order to listen to people and ensure compliance.

Estrategy

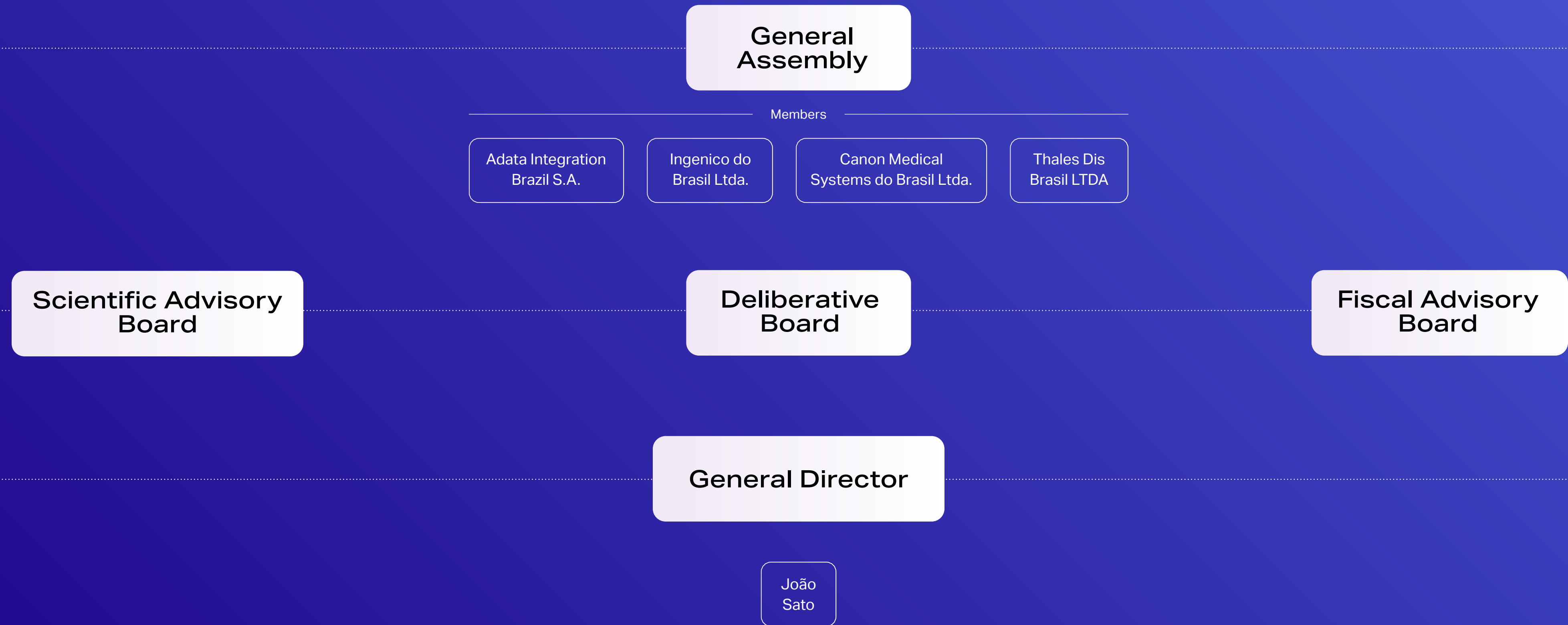
The company has an established organizational strategy that ensures the development and advancement of the business to overcome the growing market challenges.

Communicating the important events of Venturus **with transparency** is a principle adopted by all. This dialogue is held monthly in a live meeting with the whole company, where the **General Director and Executives** present the **organizational objectives, goals**, the **evolution of the current objectives** and **actions**. In this meeting, there is a moment for employees to **ask questions**, which ensures **alignment** among all teams and strengthens the **execution** and **engagement** of the entire Institute.

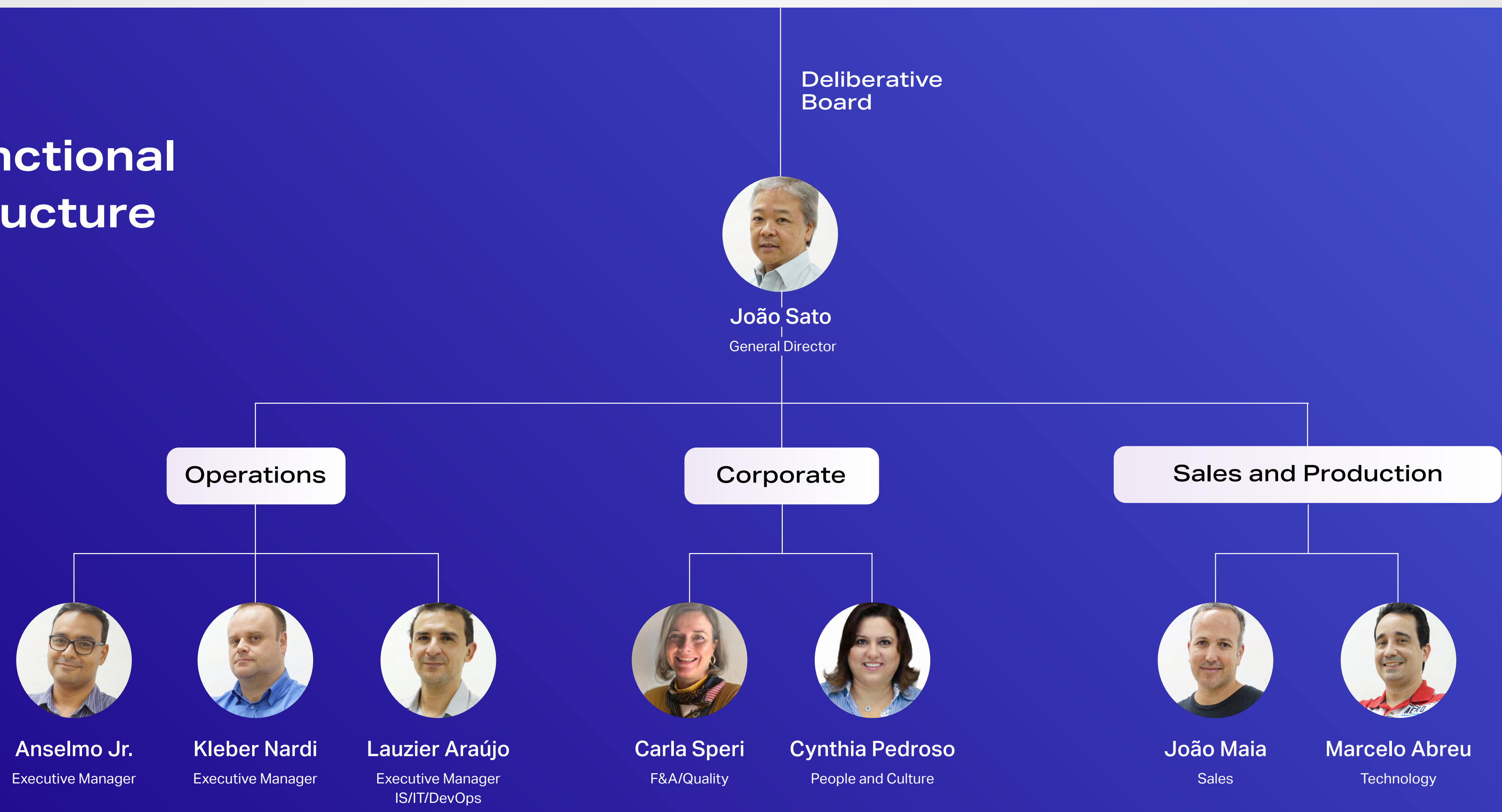
The goals for next year are ambitious and all are committed to achieving the objectives set for 2023.

Leadership Structure

Venturus' leadership is structured with a **Deliberative Board**, formed by representatives of partner companies, a **Scientific Advisory Board**, responsible for promoting research directions within the Institute, and a **Fiscal Advisory Board**, which looks closely at financial issues.



Functional Structure



Compliance

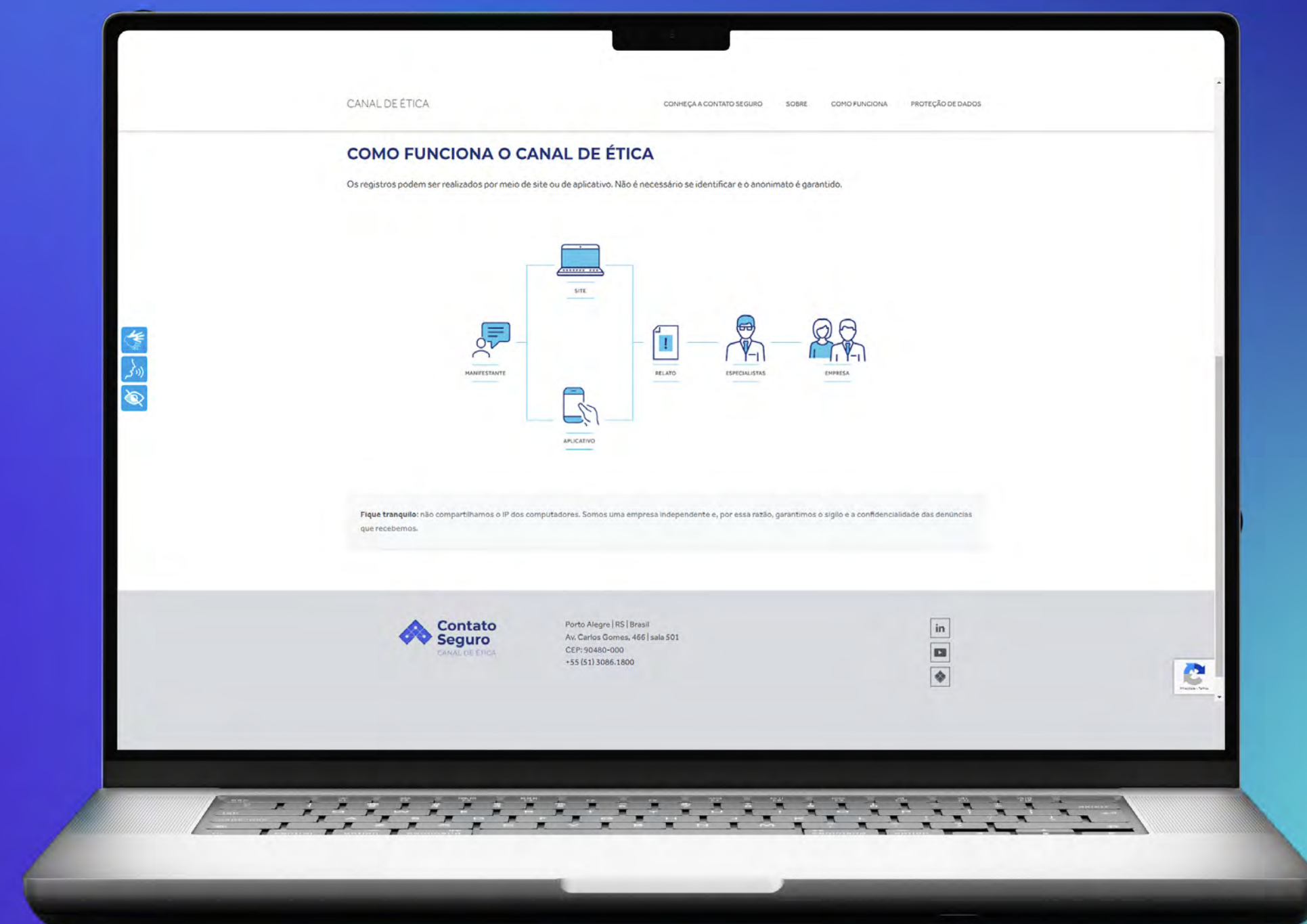
At Venturus, there are several initiatives to **combat unethical behavior** and actions that may hurt the company's **legal standing and conduct**. The **Code of Ethics** is made available to all employees, a document that comprises guidelines for behavior and values related to ethics, being a reference for action and protection of all within the institute. The code has the role of **guiding employees** so that everyone is aware of their rights and duties.

The institute has a [channel available to the internal and external public](#), ensuring confidentiality and enforcing our commitment to transparency and ethics, being a **safe and confidential place** in which complaints or other manifestations can be made.

All complaints are sent to an **outside expert** who directs cases to the company's **Ethics Committee**.

The Ethics Committee is formed by a multidisciplinary team: **General Director, People and Culture Manager, Executive Manager, Operations Representative, F&A Executive Manager and Executive Manager of the person reported**. The group deals with situations of ethics and conduct, guaranteeing compliance inside and outside the company.

The Institute also has a **set of policies** that guarantee the quality of deliveries and respect for standards and legislation, such as: Policy of **Good Practices** for **Remote Communication, Personal Data Governance Policy, Quality Policy, Work Policy, Information Security Policy, Standards for Information Use and Communication Resources** and **Information Classification Standard**. This set of documents ensures the proper management of the company's operations.





Sustainability at Venturus

The growing awareness of stakeholders leads to higher expectations for people and companies in their roles as global corporate citizens and their ability to drive sustainable business practices. **Venturus understands its role in this ecosystem** and makes a point of being a **proactive and pioneering company in the sector**, bringing information and democratizing knowledge to many of its stakeholders, fostering its local and business communities.

Its involvement with the theme throughout the history of the institute happened in an organic way, through its commitment to **projects focused on issues of environmental and social impact**. Among these, it is worth highlighting a success case of the tool developed with **investment from BNDES** (Brazil's National Economic and Social Development Bank). This tool focused on **identifying water leaks by pinpointing the exact location of the leak** in the water distribution network.

The **tool** was developed to **send data**, over a **wireless network**, to its operations center, which performs the analysis using **georeferencing** systems. The project was named **DVAP** (Detection and Leakage of Drinking Water).

The project was **awarded in the edition of the Anuário Telesíntese Inovação em Comunicações** (Telesynthesis Communication Innovation Yearbook). The product stood out for its work with three integrated indicators: **water pressure, water flow and noise**. They were used to identify more precisely where the problem was, presenting the market with a complete solution guaranteed by the three identification fronts.

Looking to the future, the Institute has been developing and improving its strategies to **ensure business sustainability**, delivering value to all its stakeholders, seeking to generate a **positive impact** for the environment and community.

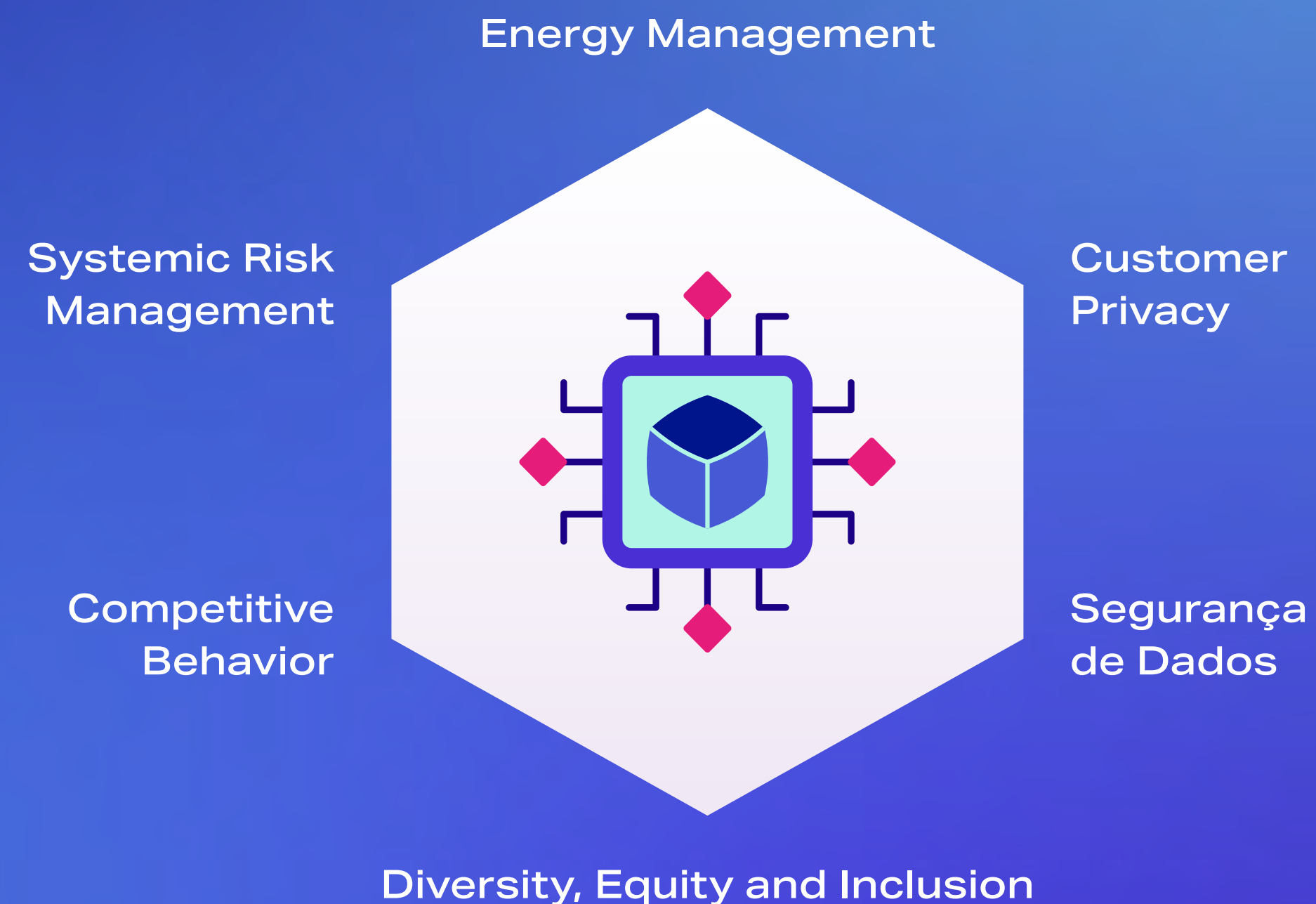
To create this report, we used the **materiality for the Information Technology sector** of the [Sustainability Accounting Standards Board](#), SASB, a council of global investors that has defined the sustainability indicators that have financial impacts on businesses in 77 different industry sectors.



According to SASB, relevant topics are: Energy Management; Customer Privacy; Data Security; Diversity, Equity and Inclusion; Competitive Behavior and Systemic Risk Management

In **2023**, Venturus **will develop its own materiality process** to understand, among the themes that have economic, social and environmental impact, **which ones are connected to the Institute's business** and also impact the decision-making of its stakeholders. Thus, the Institute will identify which are the most relevant points to be worked on in its ESG strategy. ■

According to SASB, relevant topics are:



3. People

People represent one of the most important assets of a company and maintaining good relationships with employees is essential for the success of operations, as well as creating opportunities for well-being and satisfaction.

In addition to providing a **safe and healthy working environment**, the Institute supports **fair treatment practices** such as ensuring **diversity**, **equal pay** and **supporting freedom of association**.

At Venturus, the culture is strengthened through a lot of dialogue with employees, called **Ventureiros** and **Ventureiras**. It seeks to ensure a **friendly environment**, providing employees with **benefits** that bring **quality of life**, possibilities for diverse work models and continuous investments in training and development.

Employees

The Venturus Institute concluded 2022 with 640 employees and 49 interns engaged in the Venturus purpose. The employees are mostly from the **Campinas** Metropolitan Area and, by having the possibility of **remote work**, it was possible to add a greater **plurality** to the team of employees, and, currently, there are employees living in the North, Northeast, Midwest, Southeast and South regions of Brazil.

The team has been growing and, to attract new people to the teams, the **Recruitment** team carries out processes of dissemination, recruitment and selection of new employees frequently. There is also the **Venturus Referral Program**, which acts as a task force action in filling available vacancies, where employees can **refer people** to participate in the process, which generates a win-win opportunity. The company gains from the admission of professionals aligned with Venturus and employees receive a **financial bonus** for the nomination, from the candidate's interview.



Number of Employees
640

Full-time Employees
633

Part time Employees
7

Number of Interns
49

Jornada Venturus



Venturus' **internship program** is called **Jornada Venturus** (Venturus Journey). It aims to be the main gateway for employees, ensuring greater **diversity**, fit in culture, values and the way of being a Ventureiro. In the framework of people who are part of the team of Ventureiros, there are interns who act mainly as **testers, developers** and.

The **behavioral development program** includes **six-month** planning that goes through competencies such as: **protagonism, self-knowledge, emotional intelligence, communication, relationship building and creativity**. Throughout Jornada Venturus, the intern is supported since their arrival, experiencing alignment meetings and, after **three months**, starting monitoring **performance, feedback** and **PDI (Individual Development Plan)**.

January
**Protagonism
Workshop**

1

February
Self-Knowledge

2

March
**Emotional
Intelligence**

3

April
**Communication
and Relationship
Building
Workshop**

4

May
**Creativity
(Lego)**

5

Benefits



At the Venturus Institute, the employee **benefits** package is very robust, which is a competitive edge in the labor market when seeking employee **satisfaction** and **well-being**.

- Health Insurance
- Dental Insurance
- Food and Meal Vouchers
- Life Insurance
- Credit Union Membership
- Private Retirement Pension via PreviEricsson
- Commuter Benefits
- Work Model Stipends

In the benefits package, employees get access to **health insurance** with national coverage and accommodation in a private room. Their legal **dependents** (spouses, common-law partners, children under 24 years of age or stepchildren under custody or guardianship by court order) also get access to these services with **100% free tuition**.

We also offer **dental insurance**, with national coverage and in the form of open membership, that is, each employee **can choose to join or not**, the membership fees are **discounted in payroll**.

As part of the benefits package, **food** and **meal vouchers** are made available to all full-time registered employees. In the case of interns, food stamps are also available. These benefits are provided even on **vacation**.

Venturus offers, **optionally**, the benefit of **Life Insurance**, which aims to guarantee support to the employee and their family in times of need for financial and family restructuring. For employees that choose **Life Insurance**, there is a cost of approximately **1.14% of their salary**, of which **53.91% is deducted** from payroll and the other **46.09% is paid by Venturus**.

Venturus is affiliated to a **Credit Union**, where employees can make monthly contributions of up to **1.3%** of the nominal salary discounted in payroll. This monthly amount is **accumulated**, forming the capital balance. As long as

the employee is part of union, the capital balance will yield according to the cooperative's transactions. This benefit, in addition to generating **savings** for the employee, facilitates access to **loans** with **lower interest** rates than those practiced by the financial market.

Among the benefits, Venturus also offers **PreviEricsson**, a financial investment focused on **retirement** and which aims to provide entrepreneurs with additional pension protection to that offered by the Brazilian government (INSS) (for which workers' contributions are mandatory). This benefit is also different, as it receives an **additional contribution from Venturus in the same amount provided by the employee**, doubling the contribution.

For those who opt to work **exclusively from the office**, a monthly **commute stipend** is paid. Those opting for the **hybrid work model** (2x per week) and for the hybrid model (1x per week) also receive **proportional** stipends as well, deposited in a benefits card to subsidize the displacement between their homes and Venturus.

Employees that opt to work remotely or in a hybrid model receive a monthly amount to subsidize expenses incurred from the routine of **remote work**, such as bills (Internet, electricity, water), office supplies, stationery, among others. At Venturus, there are **flexible working hours**, starting between 7:00 AM and 9:00 AM and finishing between 4:00 PM and 6:00 PM, following the working hours.

Diversity and Inclusion

The **Diversity Committee** was launched to the community in January 2021. It was born after a diversity census was conducted with the Institute’s community. First, a focus group was formed, which led to the structuring and formation of the committee.

The team is responsible for ensuring the **representation** of all in the company and its mission is to address demands linked to all aspects of **diversity and inclusion**, especially those that are part of the pillars of the organization’s operations: **people with disabilities; gender equity; LGBTQIAP+; color and ethnicity.**

Every employee that enters Venturus undergoes **training** on diversity and inclusion, content that is presented so that all have knowledge about the topic and how it is worked within the company, ensuring those values are respected.

There is a broad internal movement for diversity and Venturus also works on the issue beyond its gates. Thinking about other relationship audiences, Venturus creates **materials**, whether for **external** or **internal** use, so that they are **accessible**, including **Libras** (Brazilian Sign Language) interpreters and **subtitles** in all the videos that are created based on courses and **lectures**, thus making it possible for the content to reach all people in a democratic way.





Diversity Committee



People with Disabilities



Gender Equity



LGBTQIAP+



Color and Ethnicity

Genre

% Leadership Positions

Gender	Count	Percentage
Men	27	67,5%
Women	13	32,5%

% Technical staff

Gender	Count	Percentage
Men	398	80,3%
Women	98	19,7%

% Other Employees

Gender	Count	Percentage
Women	33	80,4%
Men	8	19,6%

Race and ethnicity

% Leadership Positions

Race and ethnicity	Count	Percentage
White	36	82,5%
Brown	6	15%
Black	1	2,5%

% Technical staff

Race and ethnicity	Count	Percentage
White	373	75,3%
Brown	69	13,9%
Black	13	2,7%
Yellow	24	3,2%
Not reported	17	4,3%

% Other Employees

Race and ethnicity	Count	Percentage
White	55	73,9%
Brown	10	13%
Black	6	8,7%
Not Reported	4	4,3%

Venturus Culture

The culture at Instituto Venturus is based on three pillars:



Culture of Learning

We are restless to learn and share knowledge and technologies to develop people and solutions



Culture of Purpose

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



Culture of Results

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

Training

Education and constant evolution are essential for the technology and innovation business to continue acting and growing in a sustainable way, being a reference in technology in the sector.

Venturus enables **programs** as a way of **encouraging** employees committed to their personal and professional development.

Hours of training 2022

21.059

Average training hours per employee in 2022

30

Vnt/school



vnt/school
powered by venturus

Vnt/school is a corporate university created within Venturus, which, connected to the importance of professional development, emerged to promote the development of essential skills to leverage the potential of employees and the community, serving both internal and external audiences. Through technical training and knowledge sharing, it contributes to the training of technology professionals, ensuring people are better prepared and qualified.

There are many programs, such as:

- Scholarships;
- Technical Certifications;
- Trainings;
- Corporate English;
- Masters and Doctorate degrees;
- Udemy Corporate Platform;
- Brazilian Sign Language Classes.

Among the values of the Institute are: delivery with excellence and the culture of learning and, through programs such as vnt/school, Venturus offers people a broad vision of opportunities for a future connected to continuous learning and innovation in its technological deliveries.

Vnt/school was born from our strategic need to have more people ready and trained to take on new projects. As the technological job market is very heated, we believe that training people is more appropriate than looking for professionals from other companies.



Cynthia Pedroso

Venturus People and
Culture Manager

Mentoring Program



Venturus’ Mentoring Program was created to **facilitate the meeting** of people who want to **share knowledge** and people who have a desire and need to **learn**, be it **technical** content (hard skills) or **behavioral** improvement (soft skills). This program fosters the internal culture of **continuous learning** and contributes to the **development** of Ventureiros.

The program is more **independent**, as it is organized by each mentor that applying their own methodology and teaching processes. The mentorships are carried out from **3 to 6 months** and the meetings take place through **weekly** or **biweekly**, starting from an initial meeting to align the objectives agreed by the parties.

Any employee, regardless of their career stage, can choose to mentor or receive mentoring. All they need to do is follow the steps in the **program’s manual**, which guides and removes doubts about the paths to conduct the meetings.

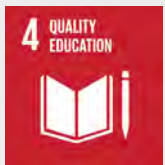


TechTalk



TechTalks are **lectures** held **online** to share **technical knowledge** with the Venturus **community**. The themes are focused on market and **technology trends**. This model provides participants with the development of technical skills and, for the presenter and speaker, the opportunity to act as a learning facilitator for the day.

People Talk



People Talks are **lectures** held **online**, in which knowledge on **behavioral issues** is shared. The lectures are for Ventureiros and Ventureiras, addressing topics such as **mental health, career** and **development**, always related to internal programs and initiatives.



Work Models

Venturus is a company that operates on a hybrid work structure. We offer conditions for those who want to work in all models, allowing employees to choose a work model from: Remote, Hybrid or Full Venturus (exclusively at the office).

In recent years, internal and market **studies** have found that it is necessary to have a broader look at the **new formats** and possibilities of work models. This movement creates conditions for those who wish to live in different ways, thus offering the freedom for people to **choose** between **work models established** by the Institute.

The **Management** team (CEO, Executive Managers, Operation and Development



Managers) can choose between the **Hybrid** and **Office models**, being required to be in the company at least two days per week. To ensure employee satisfaction, Venturus has **Any Where Office**, or **Office Pass** (nomenclature adopted in 2023), an action that allows employees not residing in Campinas (SP) to **work in different offices** through a partnership established with a network of **coworking spaces**. The Institute understands that working in a functional and healthy way is also finding space for the exchange of ideas, to be oneself freely and be part of a community.

To meet the needs of Ventureiros in the office or hybrid work models, a **carpool program** was also developed, facilitating the trip to Venturus on office workdays. The project called is **CaronaVNT**. It aims to help drivers with travel **costs**, stimulate the **reduction of carbon emissions** and create a **sense of community** within the company.



Workplace



With employees working in different models, it is necessary to ensure that the company’s culture is present in everyone’s day to day and that people are close to their colleagues. Thus, to reinforce the sense of belonging, Venturus uses an **internal communication** tool called Workplace, where communities formed by smaller groups with **common interests** were created, looking to generate connection and strengthening **social welfare** through a safe space for exchanges, tips and conversations beyond work.

Qulture Rocks



Venturus also employs Qulture Rocks, a platform focused on the management of professional **goals** and **evaluation** of employee **performance**, where it is possible to measure the performance of the team, establish **action plans**, send feedback and monitor the evolution of the company’s goals and results **monthly**. All employees are involved in this process, those at the office and those working remotely. With this platform, the institute promotes a cycle of employee development through **1:1** meetings, **PDI** and **evaluations**, taking into account the individualities of each person.

Melhoria Contínua



The People and Culture department conducts a survey every **three months** in order to analyze employee **satisfaction**, the **Climate Pulse Survey** (Pesquisa Pulso de Clima). In this survey, all full-time registered employees and interns participate. The objective is to raise issues that are important for the whole company, specially related to topics such as **Culture, Performance, Leadership, Health** and **Well-Being**, in addition to understanding if people would recommend the Institute to friends, thus generating Venturus’ E-NPS.

The idea of this survey is build a picture of how the company’s current state, its gaps and points of improvement in the employees’ vision. The **E-NPS** carried out in 2022 were 85.1 in July and 87.7 in October.

For **2023**, Venturus’ People and Culture team plans to address **new survey** topics, one of which is “post-pandemic”. In addition, as a result of the analysis made on the survey carried out previously, the team intends to promote **talks, series** and other actions with different and pertinent themes to meet the demands of employees.



Health, Safety and Quality of Life

CARE4ALL Program



CARE4ALL is a program that looks after Venturus employees' **emotional well-being** and brings together **initiatives** and **benefits** to support their **mental, physical** and **social health**, such as: **Gympass, Zenklub, Psychologist Services, Beecorp, Sesc, CoopEricsson and Healthcare Insurance.**

Each benefit and action have its purpose to contribute to the Institute's Quality of Life Program. **Zenklub**, for example, is a **mental health** platform that supports and encourages employees in mental and emotional healthcare, as well as contributing to **social-emotional education. Mindfulness** is a strand of meditation that emphasizes controlling one's **emotions**, which benefits employees with increased **focus** and **concentration**, reducing the level of **stress, anxiety** and **depression.**

Encouraging employees to practice meditation is a way to care for their mental health, which also brings them physical and social benefits, so Venturus promotes **courses** on this topic for its employees.

The practice of light and targeted **physical exercises**, performed by employees **during working hours**, with workplace exercise (**ginástica laboral**), prevents occupational health issues, supports the reduction of **sedentary work, fatigue, exhaustion** and **stress**, and positively impacts employee well-being.

Committed to the team's quality of life, Venturus offers **Gympass**, a benefit that allows Ventureiros to practice **physical activities** for a more **affordable price**, through an agreement with several **gyms** of **many different modalities.** There is also **Quick Massage**, which takes place at the office. It is a quick **body massage** technique that produces **relaxation** and **relief** from pain due to muscle tension, reducing **stress** and **fatigue** from routine.

To support actions that encourage the body and mind, Mental Health Pills are shared with our internal community. These are **videos** up to **3 minutes** that address topics focused on expanding knowledge of health-related issues, providing strategies that can be used on a daily basis, aiming at personal growth and well-being.



Parenting on Board

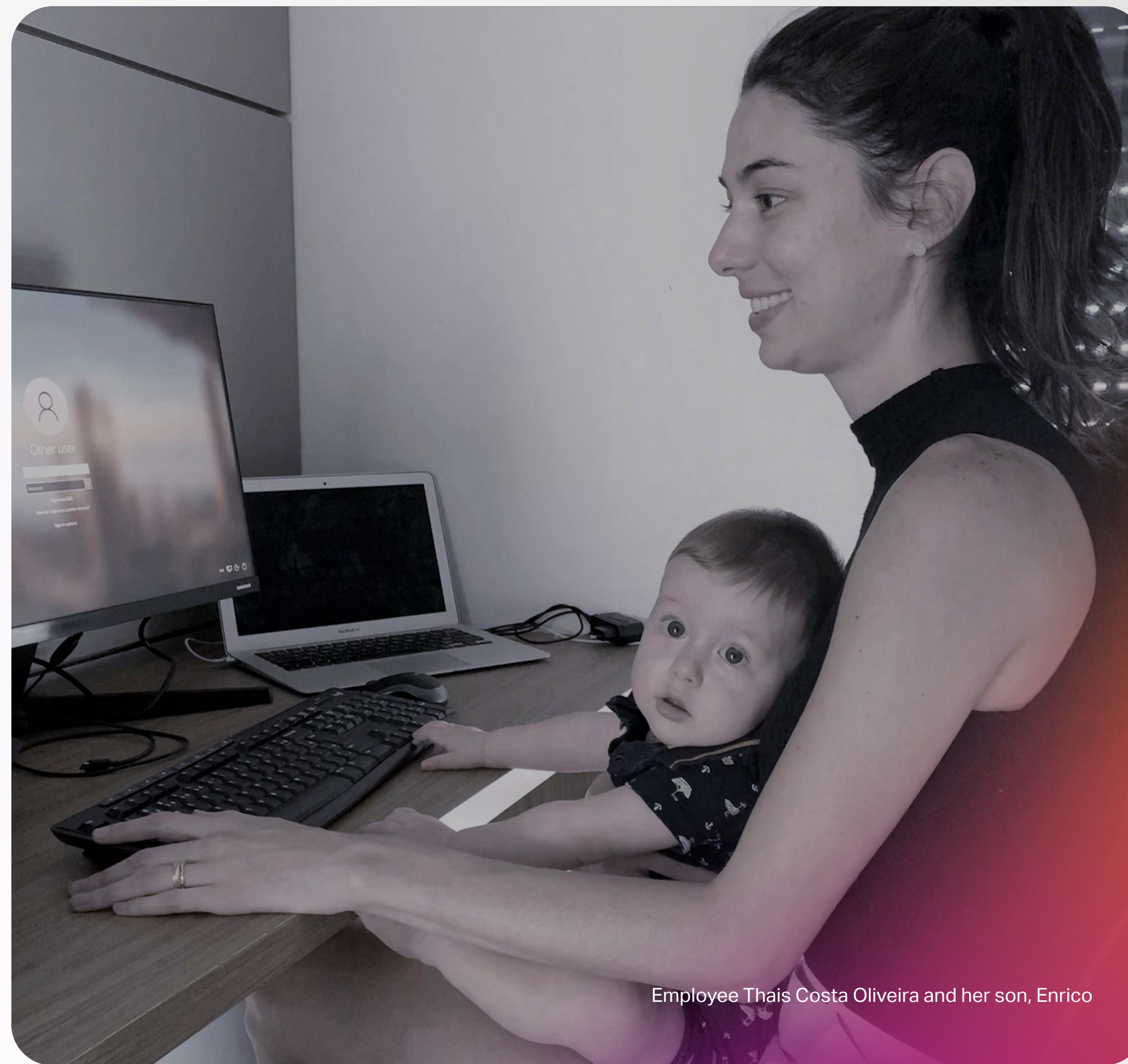


In order to support new Dads and Moms, the “Parentalidade a Bordo” (Parenting on Board) program is made available to support Ventureiros and Ventureiras in their parenting journeys, making this milestone even more special and fostering the **importance of this moment in the life of the child and the parents themselves.**

Upon receiving the news, the **Care** team gets in touch to support the Ventureiro. Along with the **baby kit**, a **letter** is sent, created with great care to guide the new mom or new dad through the different stages of this journey. Leaders of these employees are sensitized, as well as their teams, so that the **return from leave** is as **smooth** as possible.

Maternity and Paternity Leave benefits in Venturus are **extended**. Maternity Leave has 60 additional days to the 120 days provided in the Brazilian legislation, totaling **six months of paid maternity leave**. Paternity leave has 15 additional days to the 05 days provided in the legislation, totaling **20 days of paid paternity leave**.

For Venturus dads and moms, **daycare assistance** is offered with indemnity in the amount of **half a national minimum wage**, for **24 months** starting from the birth of the child, that is, during the **first 2 (two) years** of the child’s life.



Employee Thais Costa Oliveira and her son, Enrico



Caring for Carers



The program exists to nurture and **support leaders** in the incredible and challenging mission of leading people, supporting **relationships** to be **sustainable** and providing **well-being** for all. To take care of others, it is necessary for people to be well themselves, and that is the objective of the program: to support leaders In this journey. An **emotional mentoring with an external psychologist** is made available to this team to assist them in caring for themselves and their teams.

Health and Safety



The company has established an internal **Accident Prevention Commission** with the role of, in addition to preventing **accidents, avoiding** and controlling **risks** caused by work or the spreading of **diseases**. This team aims to ensure a healthy working environment and to carry out prevention campaigns.

Annually, a **flu vaccination campaign** is carried out for employees, in which the **company pays a percentage of the price of vaccine doses.** ■

4. Impact on the Local Community

Venturus is committed to benefiting the community and, through resources in the technology field, it currently provides its blog as a space where anyone can enter and see articles and posts written about topics that are part of the company's day to day.

News or **articles** are available. They can be searched by categories or by date of publication with a focus on **innovation** or **market trends**.

In addition to the blog, Venturus has a **podcast** called **SpaceBar**, hosted by **Antônio Salgado**, Senior UI/UX Designer at Venturus, and **João Anunciação**, Senior Development Analyst at Venturus. The episodes deal with **technology and career**, the subjects are presented in a relaxed way, bringing information about Venturus, business and technology.

Committed to the democratization of knowledge, the Institute supports the **Protagonista do Futuro** (Protagonist of the Future) program, which is developed by **ShareRH free of charge** to participants and aims to train **young university students and minority groups**. The program comprises market skills of the future, with practical action in **solving real challenges of NGOs in the region**, connecting contracting opportunities by supporting companies. This project connects two great achievements, generating development for minority groups, sharing and democratizing knowledge, and delivering development to NGOs in the area, thus strengthening the local ecosystem.

Venturus Empowering All



The goal is to **foster diversity** in Venturus' technology teams, especially with respect to **people with disabilities, women, members of the LGBTQIAP+ community, more representation of color and ethnicity, and generational diversity**. With technical training, the free program offers **hiring** opportunities for professionals from all pillars of diversity, fostering the technical empowerment of the technology community. The training track of Venturus Empowering All - Expanding Your Universe in Q.A. will be focused on **test automation**, focusing on **Cypress** with expert market facilitators. Both the pre-selection stages and the training itself will take place **100% online**.



Venturus Hackathon - The Future Tech Challenge



It is a **free challenge** designed for **high school students from public schools** in the Metropolitan Region of **Campinas**, bringing together students, teachers, mentors and professionals with different skills. Venturus Hackathon's main objective is to develop new ideas and solutions to real

problems that companies and/or society go through daily. This year, young people developed a **solution based on the SDGs** for a **smart city** with several problems and the groups were evaluated and received **awards**.



Venturus4tech



Venturus4Tech is a social program for **technological training** promoted by vnt/school, Venturus' Corporate University, located in Campinas. At 4tech, we give students the opportunity for **contact and learning** they would usually only get upon their entry into the job market.

Android Trail



The Android Trail is a **free initiative** of vnt/school, Venturus' Corporate University, with the aim of **training people in technology**, contributing to the community and consequently arousing interest in the world of technology.

Android Specialization

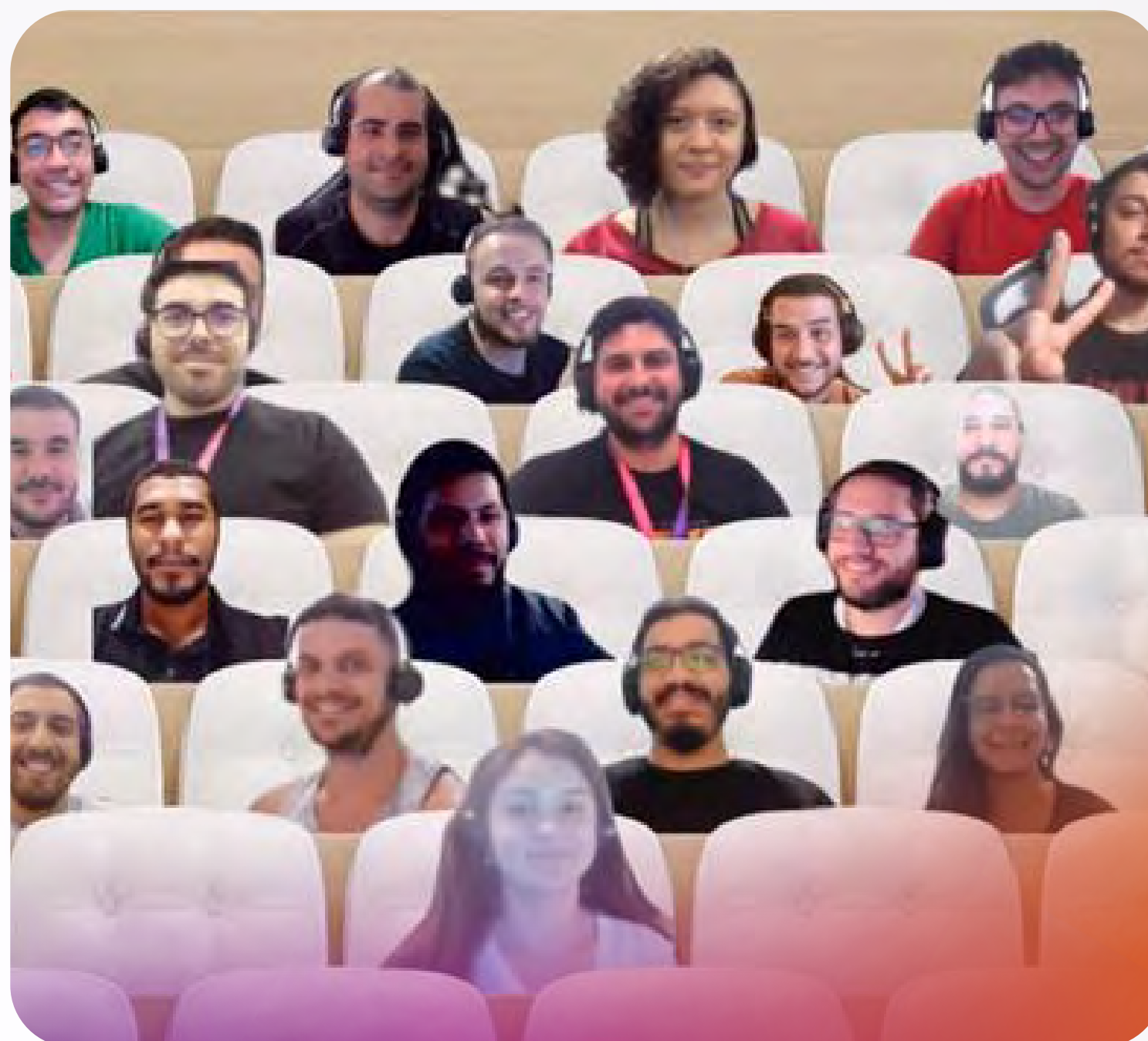


The Android Specialization Program is a vnt/school initiative, Venturus' Corporate University, in partnership with Softex.

Venturus 4Tech

Não perca esse incrível
programa de férias gratuito

Inscrições abertas

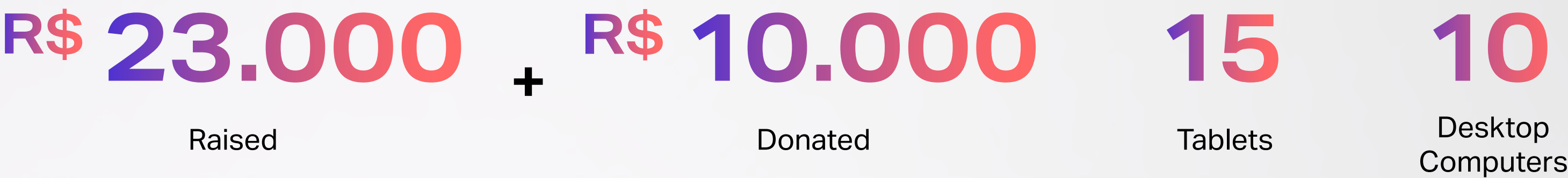


Donations



Venturus is always looking to work with **local communities** and this is supported and disseminated by employees through some practices within the company, including the **donation** of computers.

Computers that are not at their maximum capacity, and, therefore, are no longer being used by developers, are formatted and donated to **people or institutions** in need. These donations happen through employees' **nominations** and also by the **institutions themselves**. In **2021**, 15 tablets were donated to the **Union of Workers in Research and Development Activity in**



Science and Technology in the Greater Campinas Area (Sindicato dos Trabalhadores em Atividade de Pesquisa e Desenvolvimento em Ciência e Tecnologia de Campinas e Região). In **2022**, 10 desktop computers were donated to an action in Campinas called **"Artists in Action"**.

In addition to donating equipment, Venturus conducts **internal campaigns** to raise food or money for **different institutions**. In **2022**, we took part in **Mobiliza Campinas**, which resulted in the donation of R\$23K from employees, in addition to R\$10K donated directly by the Institute.



Computers donated to "Artists in Action"

Local Suppliers



In 2022, about 27% of Venturus suppliers were **local businesses** offering **facilities** services: building maintenance, concierge services, security and products for common use in the day to day of the space. ■

Total spent on local suppliers

R\$ 11.657.072,35

Local suppliers

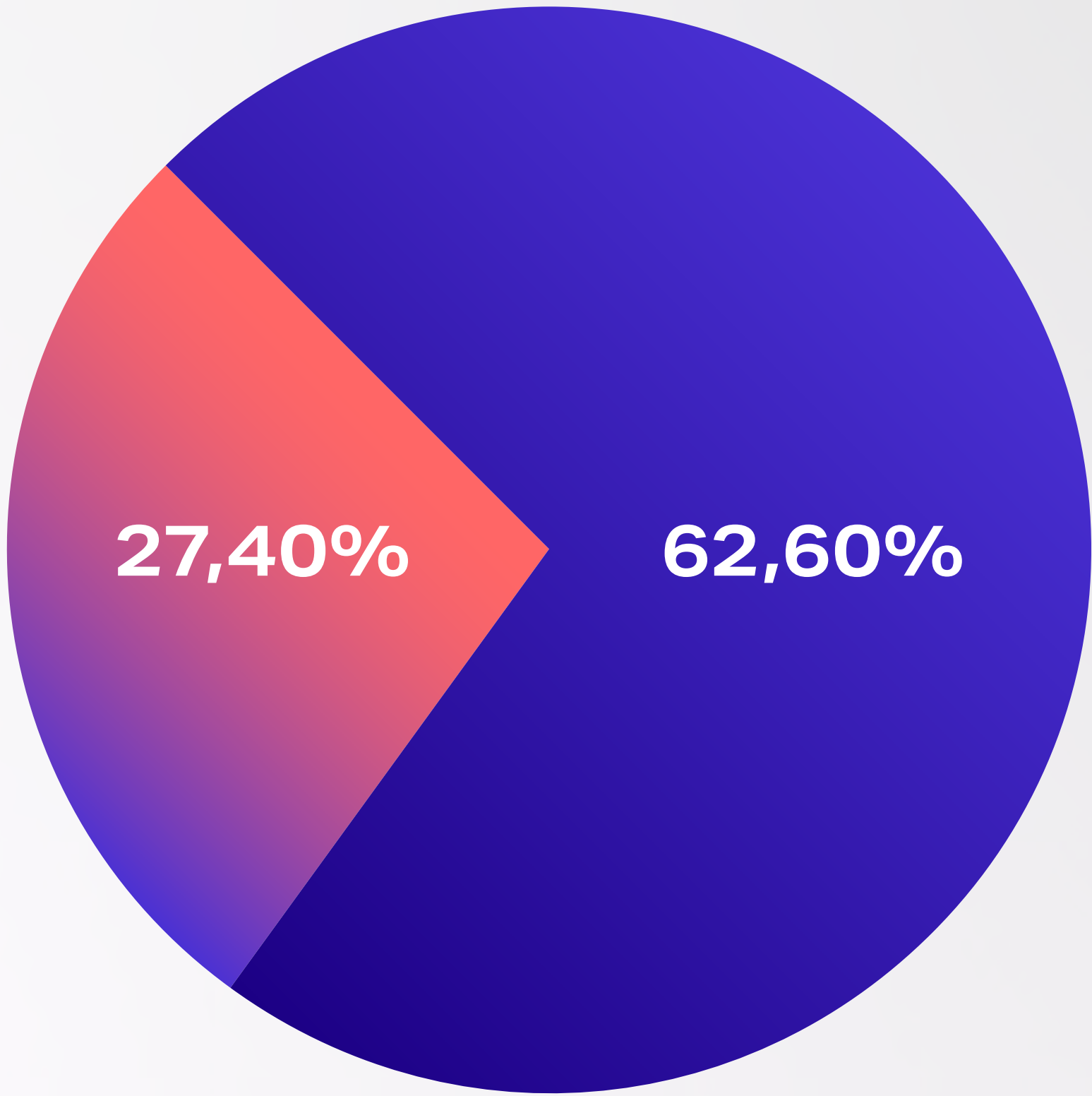
184

External Suppliers

491

Total suppliers

675



5. Planet

Every company generates impact to some extent and it is no different in technology companies. Even if the company endeavors to minimize its environmental impact through operational actions, all have a share in the responsibility regarding the management of a systematic, planned and environmental program.

The Venturus Institute is located in a **building** and **shares space with other companies**, that means that what there is information on water and electricity consumption are only **estimates** of what is actually consumed and generated by our team. The processes **do not generate large volumes of waste** and it is important to highlight that our workforce has the opportunity to choose the work model, be it at the office, hybrid or remote, which influences the minimization of our impact.

Even in this scenario, Venturus seeks to understand its challenges related to the theme and include the planning and resources necessary to develop them in the organizational structure through the company's **environmental resource management initiatives**. Currently, the Institute focus on managing its **waste, energy consumption** of its operation and **compensation of the emissions** of its projects.

Waste Management



In the office, **waste is separated** and **properly directed** for recycling. **Electronic waste** is directed to the correct disposal place, since, if disposed of incorrectly, these residues can **contaminate** the soil and groundwater, bringing **risks to the health** of the population. In 2022, **2,047 kg of electronic waste** and **3,364 kg of wood** were correctly disposed of by Venturus.

In the operation of the company, there is an effort by all employees to **reduce waste**, especially **paper**, since it was the type of waste most

generated by the team. Measures have been taken to encourage digitization of documents and processes that previously generated a **large volume of waste**. This action directly impacts the Venturus community by facilitating and making **information** available **digitally, saving costs** and generating a **positive impact** on the environment by significantly reducing resource consumption. This process happened very naturally. Due to the Coronavirus pandemic, employees adapted their activities to be done digitally, thus stimulating this change of habit.

2.047 kg
of electronic waste
disposed correctly

3.364 kg
of wood disposed
correctly



Water and Power



Venturus cares about its environmental impact and, for this reason, in its facilities it has **automatic taps** that release water with a simple push of a button. After a few seconds, depending on the regulation in the installation, the water is cut off, this **avoiding waste** and reaching a **saving of 25% to 75%**, according to values estimated by the São Paulo housing Union (Secovi-SP).

In addition, bathrooms are equipped with toilet **flushes with double flow**. The “double mechanism” works as a fractional system, offering users the option of a **partial flush of 3 liters** (ideal for liquid waste), or a **total flush of 6 liters** (ideal for solid waste).

Aiming at greater economy, the traditional mechanisms for coupled

box (operating system that goes inside the ceramic flush box), went through an evolution that led to the emergence of **dual action systems**, resulting in greater savings in water consumption in the company’s operations.

Since **2020**, the building maintenance team, along with Venturus’ facilities management, has been **replacing fluorescent and halogen lamps** with **LED lamps**.

Regarding **energy consumption**, Venturus has forged a strong partnership with the company **Flora Energia**, which, in its sustainable farms, generates energy and supplies it to the traditional electricity grid. The **renewable energy supply** is returned to Flora as energy **credits by the distributor**. ■



Total water consumption

563,88 m³



Total power consumption

772.708 kWh



6. Information Security

Our super-connected world has challenged businesses to keep access to network, IT systems and data increasingly secure.

Low system performance or service **interruptions** can result in high **costs** for operations and **risk** the business' reputation.

Venturus works so that incidents of this nature do not happen, preventing its clients from being exposed to these situations. The risks managed and mapped bring attention-points about **technical failures, human errors, malicious attacks**, among others. The management of these risks, as well as emergency plans, are crucial to ensure the effectiveness of activities. Companies need to be prepared to prevent system failures and serious **information security** (cybersecurity) breeches by reacting appropriately if such events occur.

LGPD (Brazilian Data Protection Law)



Venturus respects and complies with the norms of the **Brazilian General Data Protection Law** (Law 13.709/18) in regard to both client and employee data. All information collected is used solely to comply with the employment contract and its norms, for both legislation and for the **collective employment agreement**. Thus, in addition to Brazilian govern entities, such as **e-Social, Ministry of Labor**, the data are also shared with private entities, such as: **healthcare insurance companies** and **banks**, to guarantee the **contracting** of benefits directed to employees.

For internal protection, monitoring tools are used and threat assessments are carried out using **XDR from Trend Micro** and an **external consultancy** that monitors the environment **24 hours a day**, activating the company's internal analysts whenever necessary.

Each year, approximately **two hours of training** on general LGPD concepts and aspects are administered to all employees. In this training, the main points of the law are presented, through concepts that help Ventureiros to employ practices that contribute to a corporate culture of **privacy**, based on the privacy governance program prepared by the **Brazilian Federal Government Secretariat**.

There is a set of actions that are managed to ensure **information security** and prompt stabilization of Venturus' operating system. **System maintenance is performed yearly**, scheduled for a specific date, where the **entire data center is shut down** for updates. These scheduled maintenances take place to avoid business interruption due to outdated systems or the possibility of errors and bugs, as they may affect the negotiations, ensuring the delivery of value to customers. ■



About this report

Publishing this Sustainability Report is a milestone in Venturus' ESG journey. Through the intense collaborative work to build this project, it was possible to realize how many practices and actions we have already carried out, the results we have achieved and how our culture is strong and prioritizes people.

Since 2020, ESG has been part of Venturus' strategy. While the strategy focuses on technology, people were the main motivator for this commitment. Thus, maturity in ESG is developed daily in an organic way, following the growth of the institution, and reflecting our purpose, which is "transforming people's lives, building new futures".

Living the present while building the future, we understand how we can be protagonists in

sustainable development. In 2022, we started a project focused on understanding our social, environmental and economic impact in order to map a transformative path.

Through this project, we have started the construction of the materiality process, which will show us which relevant sustainability themes to prioritize. With those, we will define our guidelines and commitments in ESG, which will form the VNT Sustainability Policy.

We are aware of our impact on the world and committed to the future we want to help build.

**Sustainable Human
Development**

Credits

Reporting period

01/01/2022 a 31/12/2022

Writing and editing

Venturus e Geração Social

Layout

Geração Social

Contact for questions and suggestions

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Human and sustainable development



Index

Sustainable Development Goals

Learn more about the SDGs

Get to know the goals in Brazil



SDG 3
Good Health and Well-Being

- [p. 26](#)
- [p. 33](#)
- [p. 35](#)



SDG 4
Quality Education

- [p. 29](#)
- [p. 30](#)
- [p. 34](#)
- [p. 38](#)
- [p. 39](#)



SDG 5
Gender Equality

- [p. 27](#)
- [p. 34](#)



SDG 6
Clean Water and Sanitation

- [p. 45](#)



SDG 7
Affordable and Clean Energy

- [p. 45](#)



SDG 8
Decent Work and Economic Growth

- [p. 26](#)
- [p. 27](#)
- [p. 29](#)
- [p. 30](#)
- [p. 32](#)
- [p. 35](#)
- [p. 38](#)
- [p. 39](#)



SDG 9
Industry, Innovation and Infrastructure

- [p. 32](#)



SDG 10
Reduced Inequalities

- [p. 27](#)
- [p. 40](#)



SDG 11
Sustainable Cities and Communities

- [p. 41](#)



SDG 12
Responsible Consumption and Production

- [p. 44](#)



SDG 16
Peace, Justice and Strong Institutions

- [p. 32](#)
- [p. 48](#)



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