

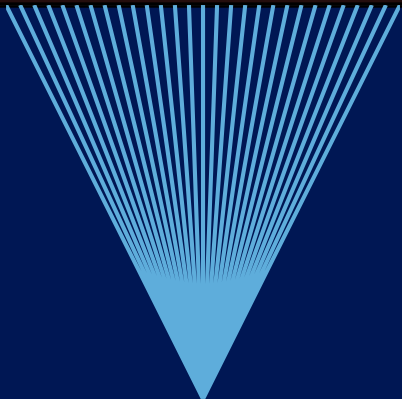


# SUSTAINABILITY REPORT

VERTEX HOLDINGS

2024

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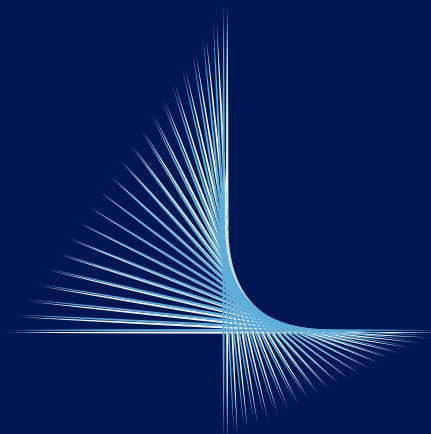
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LOOKING AHEAD

# MESSAGE FROM OUR CEO



**CHUA KEE LOCK**

Chief Executive Officer  
Vertex Holdings

Dear Valued Stakeholders,

At Vertex Holdings, we believe that innovation is the catalyst for transformative change. It is our privilege to stand alongside visionary entrepreneurs who push the boundaries of what is possible, striving to solve the world's most pressing challenges.

This inaugural Sustainability Report reflects our unwavering commitment to responsible growth and our belief that venture capital can drive both economic, environmental and societal value. While ESG has become a global imperative, the ethos of “doing well by doing good” has long been embedded in our DNA. From the outset, we have partnered with innovators whose ideas not only generate strong returns but also create value by addressing business, community and societal issues.

Our portfolio companies are at the forefront of creating impactful solutions. Fairatmos is tackling climate change by making carbon removal accessible and scalable, while Certa enables companies to enhance transparency, ESG compliance, and accountability in their supply chains. In Southeast Asia, Aruna is transforming the fisheries sector by empowering small-scale fishers through technology, contributing to more sustainable livelihoods. Meanwhile, Virta is advancing electric vehicle charging infrastructure through its software, accelerating the shift toward cleaner transportation. These companies exemplify the dual promise of financial success and societal impact, embodying our commitment

to investments that align with ESG values and contribute to a sustainable future. You will hear more about such impactful companies in our report.

The past few years have been challenging as we navigated a difficult environment with limited opportunities for exits. Anticipating this, we prepared for a scenario of minimal exits for two to three years, which largely materialised. However, the tide is turning, and we are witnessing the results of our patient, long-term approach. Notable successes include the acquisitions of Own Company by Salesforce for USD1.9 billion, Eyebio by Merck for USD3 billion, and Evisort by Workday for an undisclosed figure; as well as the public listings of Horizon Robotics and Geek+ in Hong Kong. These accomplishments validate our investment philosophy and reaffirm our ability to support innovators who drive meaningful impact and deliver strong returns.

While delivering strong financial performance remains core to our mission, we are equally committed to advancing ESG priorities, including gender diversity. A key initiative this year is the launch of a parallel fund in Vertex Ventures Southeast Asia and India Fund V to co-invest in startups led by female founders. This builds on the success of Fund IV, where over 35% of startups had at least one female founder. Supporting women entrepreneurs is an essential part of our broader effort to foster innovation that reflects diverse perspectives and unlocks untapped potential.

The global landscape is shifting rapidly. Recent milestones, such as the IFRS S1 and S2 standards and Singapore's mandate for listed companies to disclose greenhouse gas emissions, underscore the growing emphasis on accountability and transparency. As stewards of capital, we are preparing to meet these rising expectations, ensuring that both we and our portfolio companies remain at the forefront of building a better world.



**"We are nurturing tomorrow's global champions by empowering innovators with the tools to create a better future."**

Our approach is simple: empower innovators with the resources, knowledge, and networks to amplify their impact. Through strategic partnerships and sound governance, we enable entrepreneurs to develop solutions that drive economic growth as well as improve lives and cultivate more resilient communities. Every innovation we support is a step toward a future that is smarter, more equitable, and more sustainable.

Sustainability is not a checkbox. It is a long-term commitment to building a better future. We have ESG principles woven into our investment operations. Beyond metrics and mandates, what inspires us are the stories of our entrepreneurs: individuals who transform challenges into opportunities, risks into resilience, and ideas into impact.

Looking ahead, we remain steadfast in our mission to nurture the next generation of global champions. Together with our stakeholders and partners, we will continue to champion innovation that transforms lives and safeguards the planet for generations to come.

Thank you for being part of this shared journey.

Chua Kee Lock  
Chief Executive Officer  
Vertex Holdings

# MESSAGE FROM THE ESG LEAD

As a global venture capital platform, we sit at the intersection of capital, technology, and innovation. The challenges of climate change, rapid digitalisation, and societal inequality demand that we play our part in shaping a more resilient future. Our commitment therefore is to bring the same discipline and foresight to ESG as we do to investing. That means aligning with global standards such as IFRS S1 and S2, building systems for better data collection and reporting, and collaborating across our funds, portfolio companies, and partners to raise the bar for transparency and accountability. We see this not just as risk management, but as an opportunity to create long-term value in line with our purpose of nurturing tomorrow's global champions.

With this inaugural Sustainability Report, I am mindful that this represents both a milestone and a starting point. For years, strong governance and a commitment to people have guided the way we operate. With this report, we begin to articulate how these longstanding values intersect with a broader sustainability agenda that also encompasses environmental stewardship. Progress will take time, but with intent, partnership, and consistency, we are confident that ESG integration will strengthen both our business and the positive impact of the companies we help grow.

We also recognise that our ESG journey must be practical and data-driven. We initiated our first ESG materiality assessment to prioritise issues most relevant to our stakeholders and began laying the groundwork to understand our financed emissions. These efforts, though early, are critical steps toward building the systems and capabilities that will allow us to measure progress consistently. By strengthening our internal foundations and sharing learnings across our ecosystem, we aspire to contribute not only to the resilience of our own

portfolio, but also to the advancement of ESG practices in the wider venture capital industry.

Looking ahead, our priority is to translate commitment into action. We will focus on building the internal capabilities, tools, and partnerships needed to track our progress and hold ourselves accountable. Overall, we aim to embed ESG into the way we operate as a firm and into the innovation we support, ensuring that our contribution to sustainable growth is both meaningful and lasting.



**Hana Suri**  
ESG Lead  
Vertex Holdings

# ABOUT VERTEX HOLDINGS



Our global platform comprises seven network partnerships: Vertex Ventures China, Vertex Ventures Israel, Vertex Ventures Japan, Vertex Ventures Southeast Asia & India, Vertex Ventures US, Vertex Ventures HC, and Vertex Growth. Together, these funds cover a comprehensive spectrum of early-stage technology, healthcare and growth-stage opportunities.

Vertex Holdings (“Vertex”) is a leading global venture capital investment company headquartered in Singapore, managing assets exceeding USD 6.8 billion<sup>1</sup>. Vertex serves as an anchor investor providing strategic funding and operational support to a network of independent venture capital funds across key innovation hubs worldwide.

<sup>1</sup> Vertex’s assets under management (AUM) is computed based on the aggregate fund size of all Funds including the portions already divested.



USD 6.8B

ASSETS UNDER MANAGEMENT

7

NETWORK PARTNERSHIPS

>300

PORTFOLIO COMPANIES

29

FUNDS

15

OFFICES

80

GLOBAL PROFESSIONALS

At Vertex, we are more than investors: we are partners focused on delivering a positive and lasting impact through the company we keep. Guided by our core values of **Empathy, Collaboration, Integrity, Excellence,** and **Innovation**, we back founders seeking to redefine the status quo through disruptive innovation.



# ABOUT THIS REPORT



This inaugural Sustainability Report consolidates and summarises Vertex's work on environmental, social, and governance (ESG) topics that are important to our business and stakeholders. It covers the period 1 January 2024 to 31 December 2024.

The scope of this report includes Vertex's direct operations and material ESG factors. In particular, this document focuses on corporate-level governance, emissions reporting, and other ESG-related risks and opportunities relevant to Vertex. We provide insights into how we embed ESG considerations into our governance framework, strategy and operations. In our pursuit of disruptive innovation and outstanding financial returns, it is also important that we also address key challenges at the corporate and portfolio levels.

Topics were identified through an internal materiality assessment that considered:

- Vertex's strategy, risk register, and compliance obligations;
- feedback and queries from investors and ecosystem partners;
- external sustainability trends relevant to venture capital; and
- the potential financial effects and decision-usefulness of each topic.

This assessment will be refined over time as our data and stakeholder engagement mature.

The structure and content of this report are informed by the ISSB Sustainability Disclosure Standards (IFRS S1 and IFRS S2). These frameworks will guide our prioritisation and disclosures as we build capabilities.

Through this report, we aim to strengthen stakeholder trust, demonstrate accountability, and reinforce our role as responsible investors, committed to driving positive environmental and social outcomes, as well as outstanding financial performance.

# GOVERNANCE



We believe that ethical leadership, strong governance, and responsible decision-making are fundamental to long-term success. Our governance framework provides clear lines of accountability, integrity, and transparency, guiding us in delivering value to our stakeholders.

We have historically emphasised the “S” and “G” of ESG, including inclusive talent development, responsible investing practices, and robust internal controls. Our Board of Directors and Audit & Risk Committee provide strategic oversight and risk governance, while our senior management team and functional leads in Compliance, Legal, Finance, and Operations work together to uphold integrity and regulatory compliance in our day-to-day activities.

Although sustainability and climate-related matters have not traditionally been the focus of structured governance, we recognise that stakeholder expectations are evolving. We are therefore taking active steps to strengthen our approach to environmental and climate-related topics, and to explore how they can be more systematically addressed within our risk frameworks, investment processes, and operations over time.

This evolution builds on our strong governance foundation and our longstanding commitment to responsible business practices.



# GOVERNANCE FRAMEWORK



## Role of the ESG Lead

The ESG Lead is responsible for coordinating the firm’s sustainability efforts. The role ensures ESG considerations are integrated into governance, investment processes, and reporting, and serves as the primary liaison with stakeholders on sustainability matters. The ESG Lead helps strengthen accountability and reinforces our long-term commitment to responsible investment.

# STRATEGY



"We are committed to environmental stewardship, sensible business practices, and investing in people and communities."



## Materiality Assessment

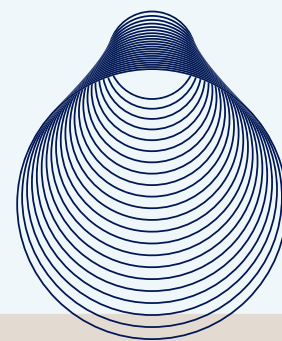
We have conducted the first internal materiality assessment. These findings form the basis of our ESG strategy and is the first step in ensuring our sustainability efforts are focused where they drive the greatest impact. As regulations, market dynamics, and stakeholder expectations evolve, we remain committed to regularly reassessing these priorities, reinforcing our role as a responsible and forward-thinking investment partner.

## Our Strategy

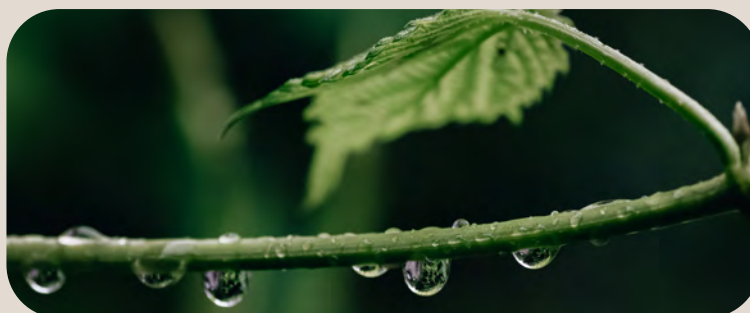
Building on this assessment, our sustainability strategy is structured around three pillars that integrate ESG considerations into how we operate and invest: (i) Environmental Stewardship; (ii) Sensible Investing; and (iii) People and Community.

# OUR FRAMEWORK

## Creating Value across the VC Ecosystem



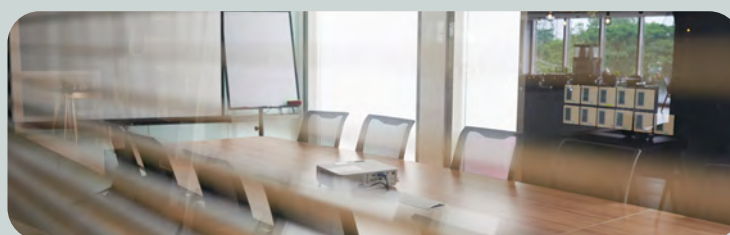
### Environmental Stewardship



We recognise that the success of businesses and communities is intrinsically linked to the health of our planet. As responsible investors, we are committed to minimising our environmental impact, supporting sustainable innovations, and driving meaningful change in how industries operate. By integrating environmental stewardship into our strategy, we help shape a more resource-efficient, low-carbon future.



### Sensible Investing



We believe that sound investments are those that create enduring value over the long term. Our material priorities here are regulatory change, technological transition, and governance integrity. Our commitment to sensible investing will be reflected in three key areas:

- Strengthening Governance and Compliance
- Integrating ESG into Investment Decisions
- Leveraging Technology and Partnerships for Resilience

This integrated approach enables us to manage regulatory, operational, and reputational risks while capturing opportunities in emerging sectors shaped by sustainable innovation and digital transformation.

## OUR FRAMEWORK



### People & Community



People are at the heart of everything we do. We believe that businesses thrive when they prioritise their employees, cultivate inclusive workplaces, and contribute meaningfully to the communities in which they operate.

Our commitment to people extends beyond our own workforce to the broader ecosystem of entrepreneurs, innovators, and changemakers who are shaping the future.

We continue to

- Foster a culture of inclusion and well-being.
- Invest in people.
- Strengthen communities through engagement.

## Our Path in Sustainable Development

Vertex is proud to align our initiatives with the United Nations Sustainable Development Goals (SDGs). We have identified eight key SDGs where we believe we can make the greatest impact. These goals represent areas where our investments and operational efforts contribute positively while also helping mitigate ESG risks.



# RISK MANAGEMENT

Effective risk management is integral to how Vertex safeguards long-term value creation and resilience. Our approach links directly to our strategic pillars of **Environmental Stewardship**, **Sensible Investing**, and **People & Community**, ensuring that sustainability-related risks and opportunities are systematically identified, assessed, and integrated into decision-making.

We view risk management not merely as a control function, but as a strategic enabler that informs capital allocation, supports operational discipline, and reinforces stakeholder trust. Within this framework:

- **Environmental Stewardship** focuses on anticipating and addressing climate-related, environmental, and resource-efficiency risks that could affect our operations or portfolio. This includes strengthening environmental accountability in our own footprint and identifying opportunities in sustainable innovation.
- **Sensible Investing** integrates governance, ethical conduct, and regulatory compliance into the investment lifecycle. By embedding ESG considerations into diligence, portfolio oversight, and exit planning, we mitigate financial, legal, and reputational risks while capturing opportunities in emerging, sustainability-aligned sectors.
- **People & Community** underscores the social dimension of resilience. We manage workforce and community-related risks, such as talent retention, diversity, and social impact, through policies that promote inclusion, well-being, and responsible engagement.

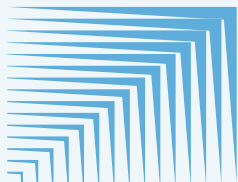
Through these three pillars, Vertex strengthens organisational resilience, enhances investor confidence, and ensures that sustainability considerations are embedded into both our operations and our investment philosophy.

## Risk Identification and Assessment

Vertex faces a range of sustainability opportunities and risks that shape its ability to deliver long-term value while fostering global champions. Key opportunities and risks are outlined here.



## Risk Identification and Assessment // Opportunities



| Opportunity Type                                  | Description                                                                                                     | Potential Financial Impact                                                                                                                                           |
|---------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Supporting the Transition to a Low-Carbon Economy | Investing in innovative technologies to address climate change and transition to a low carbon economy.          | Increased portfolio resilience and valuation; access to emerging markets and sectors; competitive differentiation.                                                   |
| Diversity, Equity and Inclusion                   | Promoting inclusive workplace policies to harness diverse perspectives to drive innovation.                     | Enhanced workforce productivity, talent attraction, and retention; strengthened reputation among stakeholders.                                                       |
| Enhancing ESG Practices in Portfolio Companies    | Working with portfolio companies to improve their ESG posture, referencing best practices and standards.        | Attracting investors that take into account ESG considerations; reducing operational risks and enhancing portfolio company brand differentiation in the marketplace. |
| Environmental Accountability and Efficiency       | Implementing efficiency measures and responsible sourcing to reduce waste and mitigate resource scarcity risks. | Reduce waste and lower operational costs; improved regulatory compliance; enhanced brand reputation.                                                                 |
| Brand Positioning and Differentiation             | Positioning as a sustainability leader in venture capital by integrating ESG into investment decisions.         | Stronger investor appeal; improved deal flow; access to talent and potentially government incentives.                                                                |

## Risk Identification and Assessment // Risks



| <b>Risk Type</b>              | <b>Description</b>                                                                                                 | <b>Potential Financial Impact</b>                                                                                                           |
|-------------------------------|--------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------|
| Regulatory Changes            | Introduction of carbon pricing, stricter ESG disclosure requirements, or industry regulations.                     | Increased compliance costs, operational adjustments, and potential penalties for non-compliance.                                            |
| Market Shifts                 | Changing consumer and investor preferences toward sustainable products and services.                               | Reduced demand and/or higher cost of capital for non-ESG-aligned portfolio companies; pressure to divest from certain industries or sectors |
| Technological Disruption      | Shift to technologies supporting the transition to a low carbon economy across operations and portfolio companies. | Increased capital expenditure for new technologies; obsolescence of existing technologies.                                                  |
| Reputation                    | Failure to deliver on expectations of stakeholders.                                                                | Loss of investor confidence, reduced access to or increased cost of capital, and potential impact on brand value.                           |
| Talent and Workforce Risks    | Challenges in attracting and retaining talent due to shifting employee expectations regarding ESG commitments.     | Higher recruitment and retention costs; reduced employee engagement and productivity.                                                       |
| Social and Human Rights Risks | Exposure to social risks in portfolio companies, including labour rights violations or community conflicts.        | Legal liabilities; reputational damage; investor scrutiny.                                                                                  |

## Risk Management



The financial implications of ESG risks and opportunities on Vertex's portfolio are influenced by various factors, including the industries and geographies where our portfolio companies operate, their investment horizon, and the availability of relevant ESG data. Regulatory changes, technological advancements and shifting stakeholder expectations play a significant role in shaping investment outcomes.

As a venture capital platform, we recognise the variability in the ESG maturity levels across our General Partnerships and that of our portfolio companies. Access to sustainability-related data, including carbon emissions, resource usage, and broader ESG practices, is often dependent on the reporting frameworks and capabilities of these companies. This presents challenges in consistently quantifying financial impacts and integrating ESG insights into investment management.

Nevertheless, Vertex remains committed to embedding sustainability principles in our investing. We aim to not only generate outstanding financial returns but also contribute to long-term environmental and social progress.

As global trends in decarbonisation and technological innovation accelerate, our ability to identify and invest in companies driving positive change will continue to shape the strategic and financial outcomes of our portfolio. Through ongoing dialogue with our stakeholders and portfolio companies, we remain committed to

advancing a culture of sustainable innovation and value creation.

## Environmental Stewardship

At Vertex, we recognise that climate change presents material risks and opportunities that impact both our operations and investment portfolio. Our approach to climate-related risk management is grounded in Environmental Stewardship, ensuring that we proactively mitigate environmental risks while identifying growth opportunities through sustainable innovation.



### Reducing Our Environmental Footprint Enhancing Environmental Accountability

We systematically track our Scope 1 and 2 emissions, water usage, and waste generation. Recycling and optimisation of office and IT equipment have helped us lower our waste generation. We are taking steps to optimise our operations, lower emissions, cut waste, and improve energy efficiency – strengthening the sustainability and resilience of our business model and investments in the face of a changing climate. We continue to refine these



processes to strengthen the resilience of our operations and investments in the face of a changing climate.

### Investing in Sustainable Innovation

Climate-related transition risks arise from evolving regulations, market expectations, and advances in low-carbon technologies. These factors can impact business viability, asset valuation, and investment strategy. However, they also generate new opportunities for value creation.

Our approach is to:

- **Support Innovative Solutions** – We engage with startups developing technologies and business models that enhance efficiency, resilience, and sustainability, such as advanced mobility, circular systems, and AI-driven optimisation.
- **Build Strategic Positioning** – We recognise trends shaping the low-carbon transition to identify growth sectors and mitigate exposure to regulatory or market shifts, while maintaining the breadth and flexibility of our investment strategy.

### Sensible investing

Risk integration is central to our investment decision-making process.

### Strengthening Governance and Compliance

Our approach to risk management is underpinned by robust governance practices that ensure transparency, integrity, and accountability across our operations and investment activities. Regulatory compliance is a cornerstone of this framework.

Vertex maintains a comprehensive compliance infrastructure, overseen by an independent Compliance function staffed with experienced professionals. This team ensures that our policies remain aligned with both local and international regulatory requirements. Key guiding documents include the Anti-Money Laundering and Countering the Financing of Terrorism Policy, Compliance Manual, and Personal Data Protection Manual.

To uphold the highest standards of governance, we conduct regular internal audits and monitoring exercises, with findings reported annually to the Audit and Risk Committee. This proactive approach mitigates legal and reputational risks and safeguards the trust of our stakeholders.

### Ethical Conduct and Anti-Corruption

As a values-driven organisation, Vertex upholds a zero-tolerance policy towards bribery and corruption. Our Code of Conduct and Anti-Bribery Policy define clear boundaries for ethical behaviour, supported by rigorous record-keeping and approval protocols.

We reinforce these standards through:

- Gifts & Entertainment Policy – Providing clear guidance on acceptable conduct.
- Training and Awareness – Educating employees on compliance obligations and responsible business behaviour.

Embedding these measures into our corporate culture ensures that all business dealings are conducted with fairness, professionalism, and integrity.

### Whistleblowing and Ethics Reporting

Vertex fosters a culture of transparency and accountability through a dedicated Whistleblowing Policy that allows employees to raise concerns confidentially and without fear of retaliation.

Key principles include:

- Confidentiality and Non-Retaliation – Ensuring protection for all whistleblowers.
- Impartial Investigation – Reports are handled by neutral parties to ensure objectivity.
- Proactive Resolution – Concerns are investigated and addressed promptly to uphold ethical standards.

This open reporting culture strengthens Vertex's governance and reinforces our commitment to responsible investing.

### Integrating ESG into Investment Decisions

We aim to embed ESG considerations at every stage of the investment lifecycle. This integration ensures that sustainability factors are systematically assessed and managed to support long-term value creation.

We partner with startups whose technologies address pressing environmental and social challenges, from clean energy and resource efficiency to digital inclusion and equitable economic growth. These engagements help mitigate exposure to regulatory, market, and reputational risks while positioning our portfolio for sustainable growth.

### Leveraging Technology and Partnerships for Resilience

As a technology-driven investor, Vertex recognises the importance of secure and ethical data management in risk mitigation and performance. We have implemented comprehensive cybersecurity policies and controls to protect sensitive information and reinforce a risk-aware culture.

Our cybersecurity framework includes:

- Robust Governance – Clear guidelines on data protection, system security, and digital conduct.
- Continuous Monitoring – Regular audits and threat assessments to identify and mitigate emerging risks.
- Employee Readiness – Mandatory cybersecurity training and simulated testing to maintain vigilance.

In parallel, we leverage AI-powered analytics and data-driven insights to enhance investment precision, improve due diligence, and support portfolio companies in scaling responsibly. Collaboration with partners and investors amplifies this impact, enabling knowledge exchange and collective progress on ESG performance across our value chain.





## People & Community

### Building a Strong Organisational Culture



**At Vertex, we believe that a strong corporate culture is fundamental to long-term success.**

At Vertex, people are at the heart of our success. We believe that a strong, inclusive culture is fundamental to long-term performance. We are committed to fostering a workplace that values meritocracy, diversity, and collaboration, where every individual is empowered to succeed and contribute meaningfully.

Our onboarding and engagement practices strengthen this culture across our global offices.

Through structured induction programmes and social events, we connect colleagues, share knowledge, and celebrate the diversity that drives innovation.

A highlight of the year is our Global Meeting, which brings together professionals from across Vertex's family of funds. This platform facilitates knowledge exchange on industry trends, market dynamics, and investment strategies. Participation by board members, senior management, and teams from different regions reinforces our culture of openness and collaboration, while guest speakers provide fresh perspectives on global developments and innovation.

Together, these initiatives foster belonging, shared purpose, and a unified commitment to excellence across the organisation.

### Fostering a Resilient Workforce

We recognise that our people are our greatest asset and a critical source of long-term resilience. In an environment shaped by technological disruption, evolving regulations, and global uncertainty, our

ability to adapt depends on a workforce that is skilled, agile, and engaged. Continuous learning and development are therefore central to our sustainability strategy and to maintaining our competitive edge.

Employees undergo mandatory compliance training on topics such as Anti-Money Laundering (AML)/Countering the Financing of Terrorism (CFT), and data protection, ensuring that our standards of integrity remain consistent across jurisdictions. Beyond compliance, we provide leadership and professional development opportunities designed to build strategic thinking, innovation capacity, and cross-cultural collaboration. We encourage employees to attend industry seminars, conferences, and learning programmes, and we offer sponsorships for relevant certifications that align with career aspirations. Regular performance evaluations and career reviews also ensure that skills remain aligned with business needs and emerging trends.

## Diversity, Equity, and Inclusion (DEI) in Action

Vertex values diversity as a driver of innovation and performance. We continue to advance gender equity and inclusive leadership: almost half of our managerial and senior leadership roles are held by women.

Our inclusive policies ensure that all employees can grow professionally and thrive, regardless of background or experience.

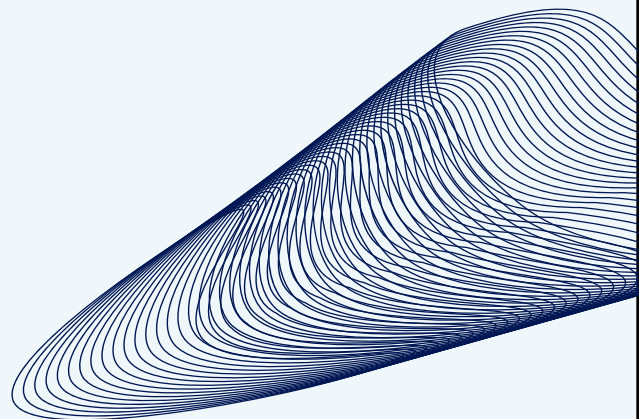


## Nurturing Future Talent Through Internships

Vertex has maintained a strong commitment to providing internship opportunities to tertiary students, equipping them with valuable industry exposure and practical experience. Since the onset of the COVID-19 pandemic, we have ramped up this initiative, offering structured learning and development opportunities to as many tertiary students as possible.

Unlike traditional internship programmes, we apply the same vetting process for interns as we do for full-time employees. This ensures that every intern is fully embedded into their assigned teams, allowing them to work on real projects, contribute meaningfully, and develop critical skills for their future careers. By integrating interns into day-to-day operations, we foster a pipeline of future talent while reinforcing Vertex's role as a knowledge-sharing organisation that nurtures the next generation of professionals.

Our internship programme has risen in popularity. Students value the opportunity to gain insights and experience with us, with many taking a six-month leave of absence from their academic pursuits to fully benefit from our programme.



# Strengthening Communities Through Engagement

Beyond our internal workforce, we invest in initiatives that strengthen the communities where we operate. Our contributions support education, healthcare, and social welfare programmes, helping address local needs while reinforcing our role as a responsible corporate citizen.



## Cashew CCC Community Development & Welfare Fund (2020–2024, Ongoing)

Supporting COVID-affected families, social assistance for disadvantaged residents, education sponsorships, and temporary unemployment relief.



\$200,000,  
benefitting over 800  
individuals to date



## SingHealth Community Hospitals' iWalk 2025 (2024)

Supporting needy patients, families, and caregivers.



\$10,000

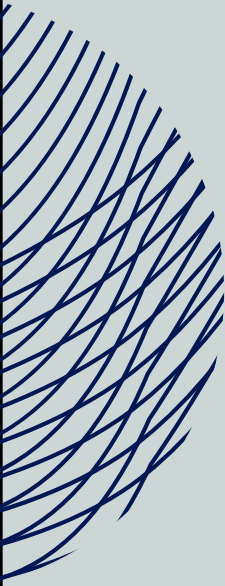


## Victoria Theatre Adopt A Seat Programme (2024)

Funding artistic initiatives, promoting local artists, and fostering arts and culture appreciation.



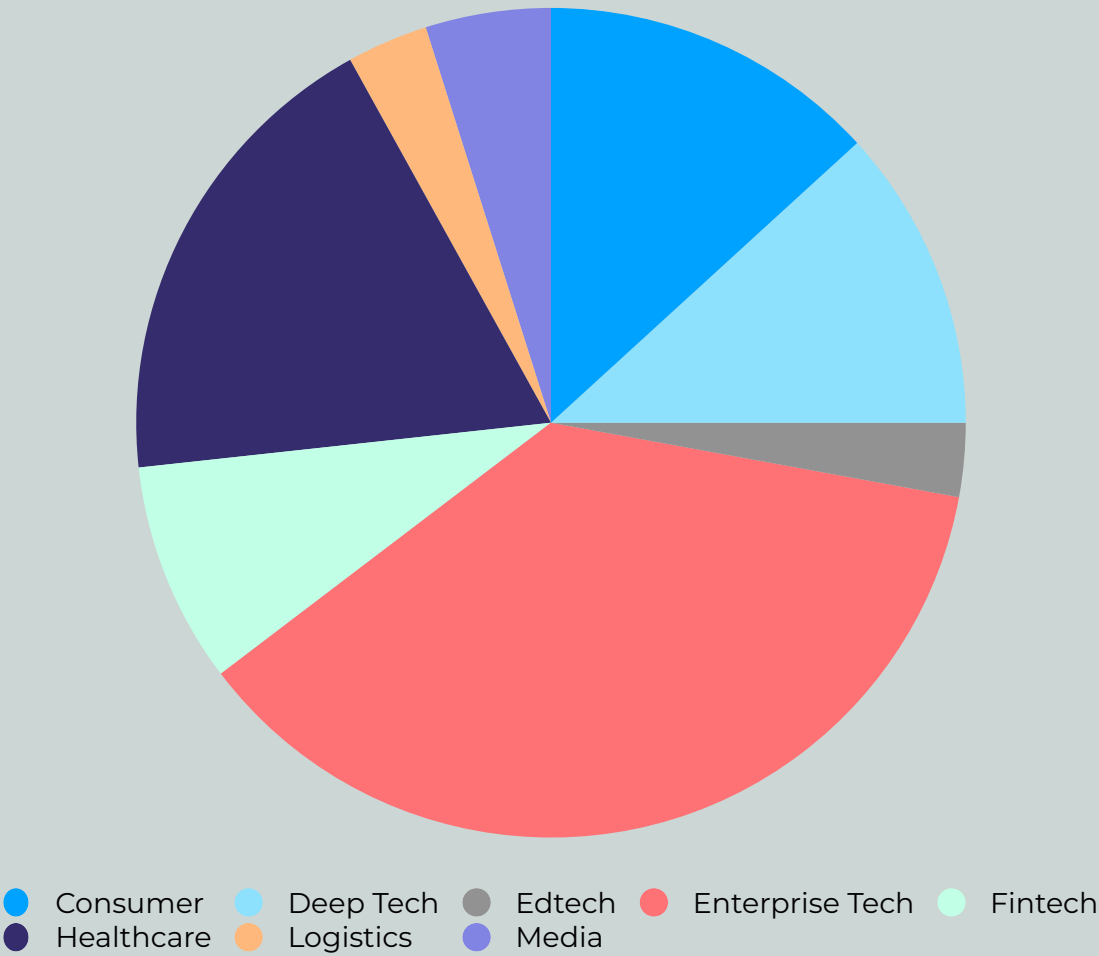
\$12,000



# PORTFOLIO COMPANY SHOWCASE

In this section, we highlight several portfolio companies that embody our ESG objectives. These examples illustrate how Vertex’s capital and guidance support businesses that deliver environmental and social value alongside financial returns.

Vertex Portfolio Overview by Industry Sector



measurable.energy

Fund: Vertex Exploratory Fund  
Headquartered: UK  
Founders: Dan Williams, Josh Eadie

# measurable.energy:

## Powering Efficiency, Empowering Sustainability



In today's world, where energy efficiency is paramount, measurable.energy stands at the forefront of innovation, offering intelligent solutions to combat energy waste in buildings.

**It has developed AI-powered smart sockets and fused spurs designed to identify and eliminate unnecessary energy consumption, thereby reducing both carbon emissions and electricity costs.**

The core of measurable.energy's technology lies in its machine learning capabilities, which enable their devices to automatically detect and manage the power usage of connected equipment. By monitoring energy consumption in real-time, these smart sockets can autonomously switch off devices when they're not in use and reactivate them

as needed, ensuring optimal energy utilization without compromising functionality. This proactive approach not only aids users in achieving their net-zero goals but also contributes to significant financial savings.

Users have reported remarkable outcomes; for instance, the Wernick Group eliminated 23% of their CO<sub>2</sub> emissions in just four months, while Stink Studios experienced a 25% reduction in energy use alongside a 22% drop in CO<sub>2</sub> emissions. These tangible results underscore the effectiveness of measurable.energy's solutions in real-world applications.

Beyond individual benefits, measurable.energy is committed to broader environmental impact. Each smart socket is designed with sustainability in mind, offsetting its own carbon footprint within the first month of operation by eliminating an

average of 9.87 kg of CO<sub>2</sub> monthly. This rapid payback period highlights the product's efficiency and the company's dedication to creating eco-friendly technologies.

Recognised for their contributions to sustainability, measurable.energy has garnered several accolades, including the 'Carbon and Energy Reduction' and 'Sustainability Champion' awards in 2022,

followed by the 'Energy Management Project of the Year' award in 2023. These honours reflect the company's ongoing commitment to innovation and environmental stewardship.

## ESG Impact/ SDGs met



**Goal 7: Affordable and Clean Energy** – measurable.energy's smart solutions promote energy efficiency, making energy more accessible and affordable for businesses and households.



**Goal 9: Industry, Innovation, and Infrastructure** – By integrating advanced AI and machine learning into everyday devices, measurable.energy exemplifies how innovative infrastructure can lead to sustainable industrial practices.



**Goal 12: Responsible Consumption and Production** – The company's technology encourages responsible energy consumption, reducing waste and promoting sustainable production patterns.



**Goal 13: Climate Action** – Through significant reductions in CO<sub>2</sub> emissions, measurable.energy directly contributes to efforts combating climate change, aligning with global climate action initiatives.





Fund: Vertex Ventures Israel  
Headquartered: US  
Founders: Gal Moav (Co-Founder & GM Israel),  
Navin R. Thadani (Co-Founder and CEO)

# Evinced:

## Pioneering Digital Accessibility



In a world where digital access is essential, Evinced is revolutionising how organisations ensure inclusivity in their online platforms.

**Based in Palo Alto, California, Evinced is a leader in digital accessibility automation services, using cutting-edge artificial intelligence (AI) and automation to bridge the accessibility gap for individuals with disabilities.**

Traditionally, making web and mobile applications accessible was a laborious, manual process, often leaving many users behind. Evinced is changing that. By automating the detection and remediation

of accessibility issues, the company empowers developers and designers to create more inclusive digital experiences at scale. Their AI-powered platform not only identifies barriers but provides actionable insights, ensuring compliance with global accessibility standards while enhancing usability for all.

The company's mission is rooted in the belief that technology should be inclusive and accessible to all. By equipping organisations with the tools to build barrier-free digital environments, Evinced is reshaping the future of digital accessibility, making equitable access not just an obligation but a competitive advantage.

## ESG Impact/ SDGs met



**Goal 4: Quality Education** - Digital accessibility ensures that students and adult learners of all abilities can fully participate in online learning, making education more inclusive and equitable.



**Goal 8: Decent Work and Economic Growth** - Evinced's solutions help organisations build inclusive workplaces, ensuring that digital tools are accessible to all employees, especially those with disabilities, thus fostering a diverse and productive workforce.



**Goal 10: Reduced Inequalities** - Evinced's technology directly addresses digital exclusion, helping close the accessibility gap and ensuring that people with disabilities have equal access to information and opportunities.



### Is this code for an accordion accessible?

```
const AccordionSection: React.FC<AccordionSectionProps> = ({
  title, children }) => { const [isOpen, setIsOpen] =
  ...
```

```
HTML CSS JS
1 let cancelButton = document.getElementById("cancel-button");
2 let sendButton = document.getElementById("send-button");
3
4 cancelButton.addEventListener("click", function () {
5   console.log("Cancel button clicked");
6 });
```



Fund: Vertex Ventures SE Asia & India  
Headquartered: India  
Founders: Lal Chand Bisu, Vikas Goyal, and  
Vinod Kumar Meena

# Kuku FM:

## Amplifying Voices, Enriching Minds



Kuku FM is revolutionising audio entertainment and education, making high-quality podcasts, audiobooks, and original shows accessible to millions across India.

As one of the country's leading vernacular audio platforms, Kuku FM caters to an audience beyond metropolitan centres, reaching tier 2 and 3 cities with content in languages such as Tamil, Telugu, Malayalam, and Kannada, ensuring that learning and entertainment are truly inclusive.

At its core, Kuku FM is more than a platform—it is an ecosystem for creativity and opportunity. By empowering content creators, including a

majority of women, it fosters a thriving community of storytellers, educators, and voice artists, providing sustainable income streams and career growth in India's expanding digital economy. This commitment to local talent not only enriches the country's audio landscape but also contributes to economic empowerment, ensuring that diverse voices are heard and valued.

Through its accessible and educational content, Kuku FM is bridging knowledge gaps, creating employment opportunities, and making learning engaging for millions—proving that the power of audio can transform lives.

## ESG Impact/ SDGs met



**Goal 4: Quality Education** - Kuku FM enhances lifelong learning by offering a rich library of educational podcasts and audiobooks in multiple regional languages, making knowledge more inclusive and accessible for learners beyond Hindi and English. While other platforms focus solely on Hindi and English, Kuku FM focuses on other languages such as Tamil, Telugu, Malayalam, and Kannada, driving an increase in interest for educational content for users tier 2 and 3 regions.



**Goal 8: Decent Work and Economic Growth** – With over 50,000 content creators and 60% of them being women, Kuku FM creates job opportunities for content creators, voice artists, and other professionals in the audio industry, promoting sustained economic growth and opportunities for upward mobility.



**Goal 10: Reduced Inequalities** - With a focus on regional languages and tier 2 and 3 audiences, Kuku FM is breaking barriers to information access, amplifying diverse voices, and ensuring equitable representation in India's growing digital economy. By empowering storytellers, expanding access to knowledge, and creating sustainable livelihoods, Kuku FM is shaping the future of inclusive and impactful audio content in India.



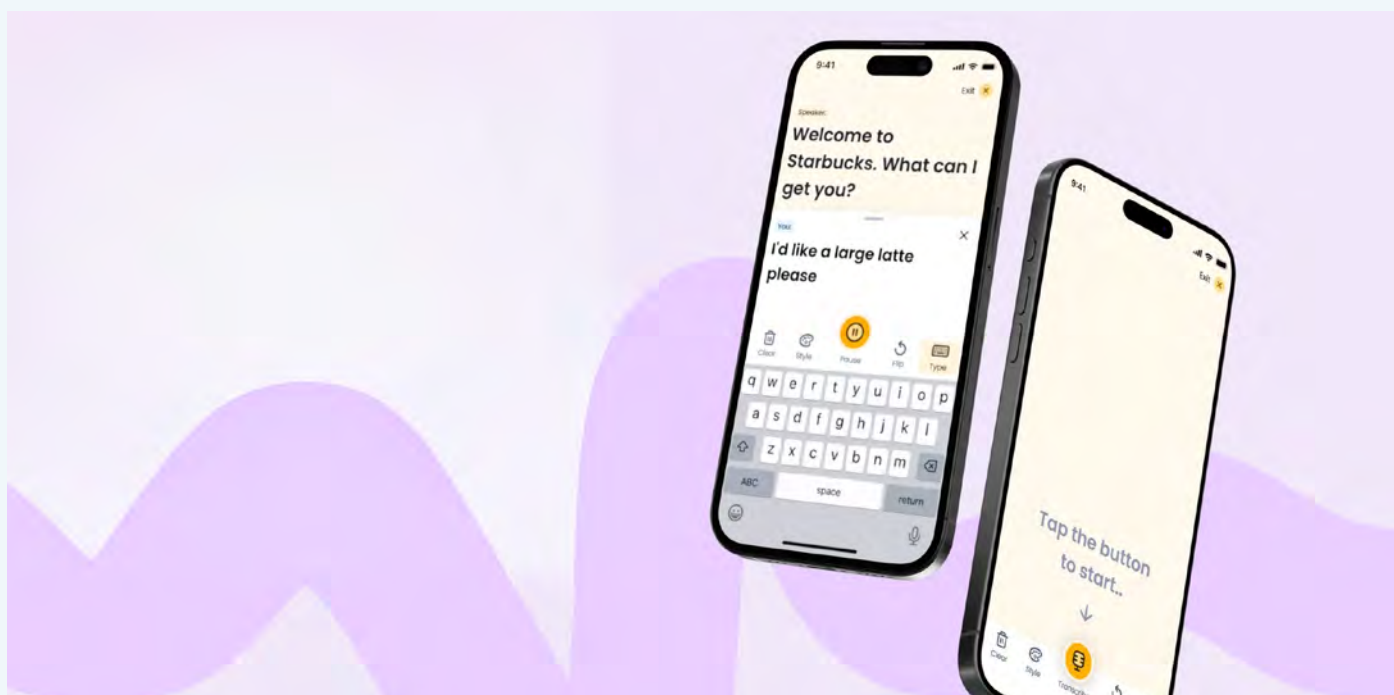
Fund: Vertex Ventures Israel  
Headquartered: Israel  
Founders: Tomer Aharoni and Alon Ezer



# Nagish:

## Breaking Sound Barriers, Empowering Connections

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For millions of individuals with hearing impairments, daily interactions—whether on the phone, at work, or in social settings—can be filled with frustration and exclusion. Nagish is changing that.

**Nagish is redefining accessibility through its AI-powered speech-to-text and text-to-speech technology. Its flagship mobile app delivers instant, highly accurate captions for phone calls and in-person conversations, enabling users to communicate seamlessly and independently.**

With its recent FCC certification for telecommunication relay services, Nagish is not only pioneering accessibility innovation but also ensuring that regulatory compliance and user safety remain at the core of its mission.

More than a communication tool, Nagish is a movement that fosters awareness, inclusion, and empowerment for the deaf and hard-of-hearing community. By breaking social and professional barriers, Nagish is reshaping perceptions around disability and creating a future where everyone, regardless of hearing ability, can fully engage in daily life.

## ESG Impact/ SDGs met



**Goal 8: Decent Work and Economic Growth** - Nagish promotes equal opportunities for individuals with disabilities in the workforce by facilitating better communication, thus contributing to sustained economic growth and decent work conditions.



**Goal 10: Reduced Inequalities** - The platform directly addresses inequalities faced by individuals with hearing impairments, ensuring they have equal access to information, services, and social interactions, thereby promoting inclusivity.



**Goal 11: Sustainable Cities and Communities** - As cities evolve, Nagish contributes to building accessible urban environments, allowing individuals with disabilities to fully participate in public life, fostering stronger, more inclusive communities.





Fund: Vertex Ventures China  
Headquartered: Singapore  
Founder: Tony Hong

# Strutt:

## Redefining Mobility, Empowering Independence

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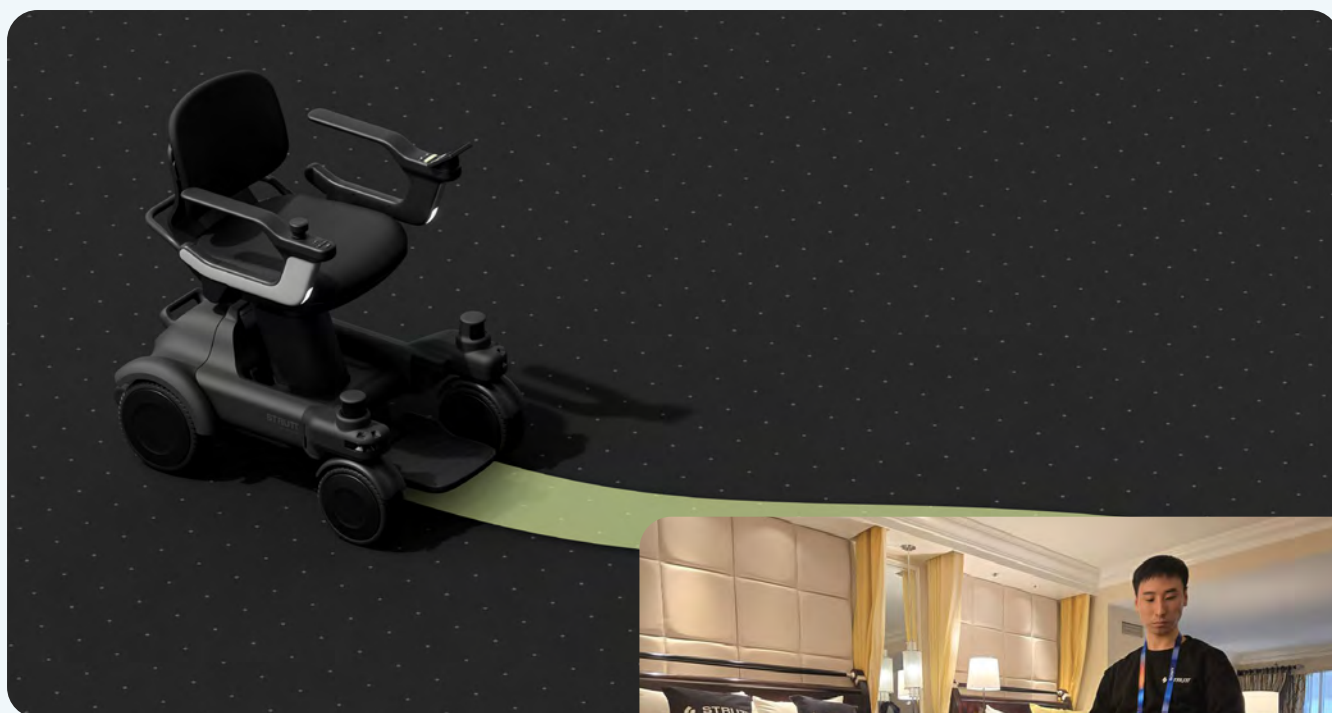
Strutt is revolutionizing personal mobility with its innovative Strutt ev<sup>1</sup>, a next-generation smart transport solution designed to empower individuals seeking greater independence in their daily lives. With advanced sensing technology and an intuitive design, the Strutt ev<sup>1</sup> features an intelligent Co-Pilot system that enhances navigation and safety, allowing users to traverse complex environments with ease.

Strutt aims to reduce barriers for individuals with mobility needs, fostering a sense of freedom and connection in their lives. Strutt's impact goes beyond just technology; it is a catalyst for change, addressing real-world mobility challenges to create a society where accessibility and freedom are not privileges, but standards.

As CEO Tony Hong puts it,

**"The Strutt ev<sup>1</sup> is about helping you live with fewer practical barriers, less stress, and enabling you to spend more time on the things that matter."**

By integrating innovation with social impact, Strutt is paving the way for a future where everyone can move freely and confidently.



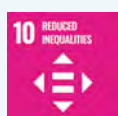
## ESG Impact/ SDGs met



**Goal 3: Good Health and Well-Being** – Strutt enhances mobility for individuals with physical challenges, promoting independence, reducing stress, and contributing to better mental and physical well-being.



**Goal 9: Industry, Innovation, and Infrastructure** – With its use of its advanced sensors and intelligent Co-Pilot system, Strutt's development of advanced technology in personal transport showcases innovation in the industry, contributing to sustainable infrastructure that supports diverse mobility needs.



**Goal 10: Reduced Inequalities** - The Strutt ev<sup>1</sup> is designed to remove mobility barriers, ensuring equal access to and inclusivity in urban mobility.



**Goal 11: Sustainable Cities and Communities** - By enhancing personal mobility through its intelligent Co-Pilot system, Strutt supports the creation of sustainable urban environments where all individuals can navigate their communities effectively and safely.

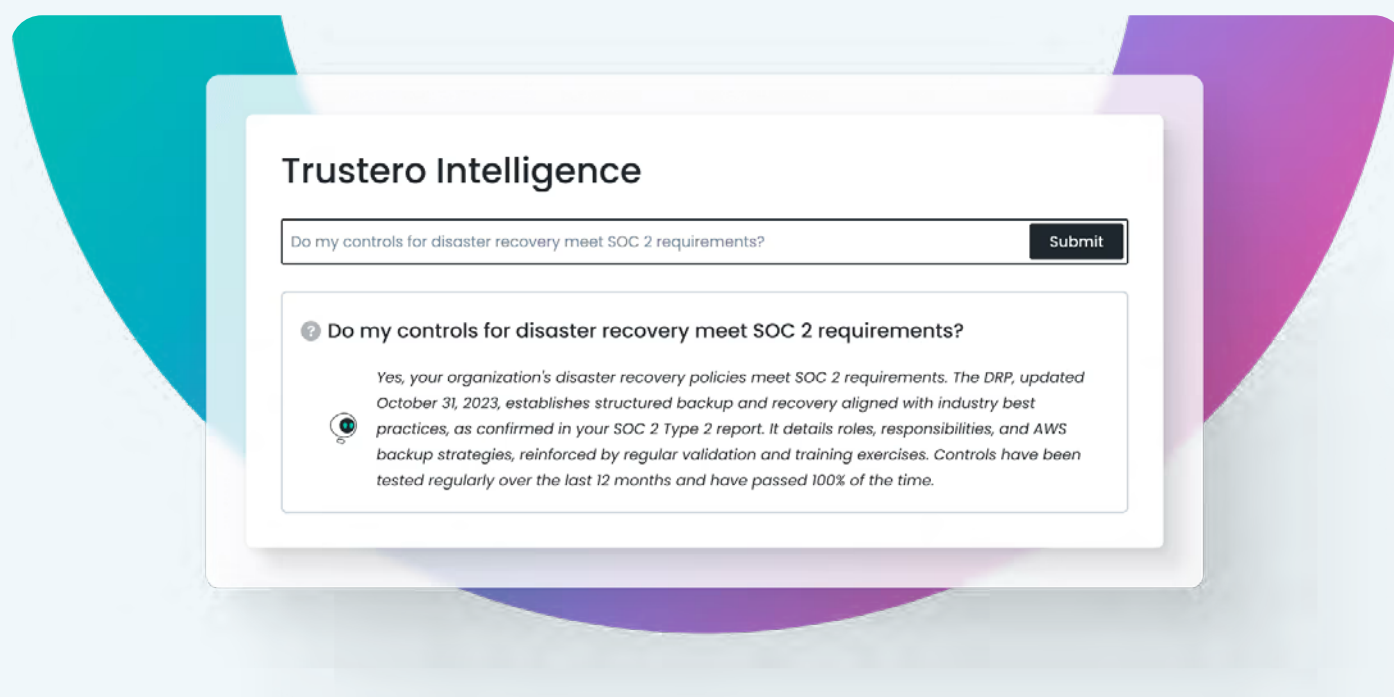




Fund: Vertex Ventures US  
Headquartered: US  
Founder: Phillip Liu

# Trustero:

## Transforming Compliance with AI Precision



In today's complex regulatory landscape, maintaining compliance can be a daunting task for organizations.

Trustero is revolutionizing this space with its AI-powered Compliance-as-a-Service (CaaS) platform, designed to streamline governance, risk, and compliance (GRC) processes for businesses of all sizes.

Headquartered in Palo Alto, California, Trustero leverages advanced artificial intelligence to automate time-consuming GRC tasks such as gap analysis, remediation guidance, questionnaire automation, and evidence collection. By ingesting

and analysing data in real-time, Trustero's platform provides organizations with actionable insights, enabling them to achieve and maintain compliance with unmatched speed and accuracy.

A key innovation of Trustero is its Trust Graph, a patented technology that connects a company's operational procedures to compliance requirements on a continual basis, ensuring a state of continuous compliance. This dynamic mapping allows businesses to navigate evolving regulatory demands efficiently, reducing the manual effort traditionally associated with compliance management.

## ESG Impact/ SDGs met



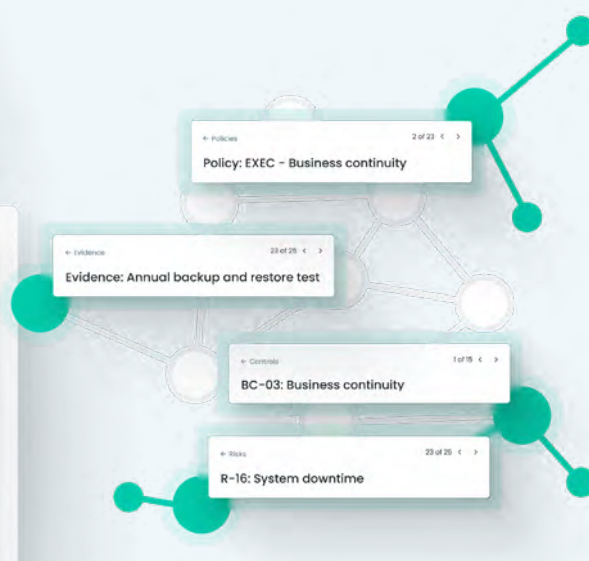
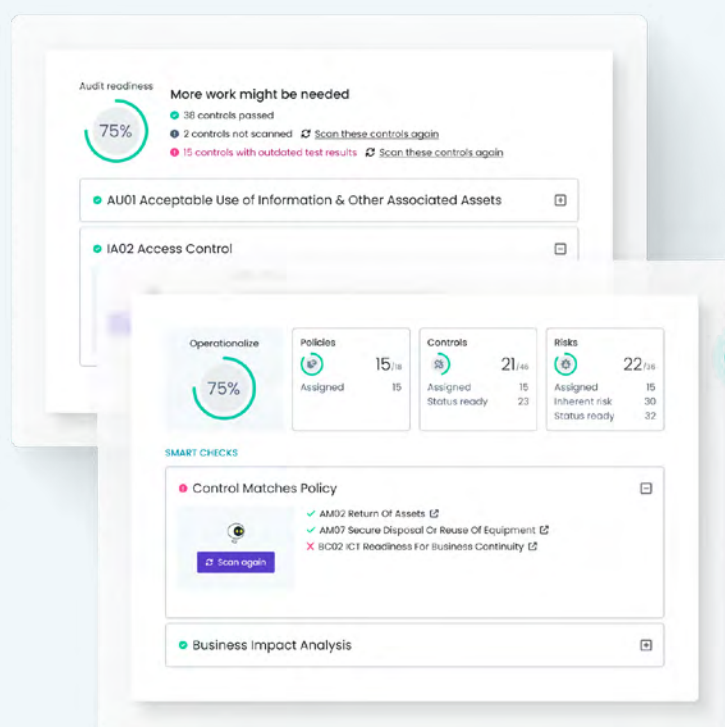
**Goal 8: Decent Work and Economic Growth** – By automating compliance processes, Trustero reduces the burden on employees, allowing them to focus on strategic tasks, thereby enhancing productivity and contributing to economic growth.



**Goal 9: Industry, Innovation, and Infrastructure** – Trustero's AI-driven platform exemplifies innovation in the compliance industry, providing scalable infrastructure that supports sustainable industrial practices.



**Goal 16: Peace, Justice, and Strong Institutions** – By ensuring continuous compliance and transparency, Trustero strengthens institutional governance, promoting just and inclusive organizations.





Fund: Vertex Growth Fund  
Headquartered: Finland  
Founders: Jussi Palola, Taavi Madiberg,  
Ville Lehtimäki

# Virta:

## Accelerating the Shift to Electric Mobility

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Virta is a leading smart electric vehicle (EV) charging platform that enables businesses and consumers to participate in the clean mobility revolution. Recognised by the Financial Times as one of Europe's fastest-growing companies, Virta operates across more than 35 countries, connecting over 1,000 charging network partners and 100,000 charging points on its platform.

The company's cloud-based software platform provides a comprehensive suite of services that allow energy companies, real estate owners, fleet operators, and retail chains to launch and manage branded EV charging services. Its modular architecture integrates seamlessly with renewable energy systems and energy storage, enabling intelligent load management and grid balancing—key to supporting the global transition toward low-carbon transport systems.

**Virta's technology enables bi-directional energy flows and supports Vehicle-to-Grid (V2G) applications, turning EVs into mobile energy assets.**

This capability not only reduces strain on power grids but also allows drivers and operators to monetise stored energy. The platform's real-time data analytics optimises charging behaviour, minimises emissions intensity, and contributes to energy system flexibility at scale.

Having achieved more than 80% annual growth in recent years, Virta continues to expand globally with strong support from institutional investors. Its platform underpins national and regional EV charging infrastructure in Europe and Asia, positioning the company as a key enabler in the decarbonisation of transport.

## ESG Impact/ SDGs met



### Goal 7: Affordable and Clean Energy –

By integrating renewable energy sources into its charging networks, Virta facilitates accessible and efficient clean energy use.



### Goal 9: Industry, Innovation, and Infrastructure –

Virta's digital infrastructure enhances the scalability of EV networks, strengthening the foundation for sustainable transport systems.



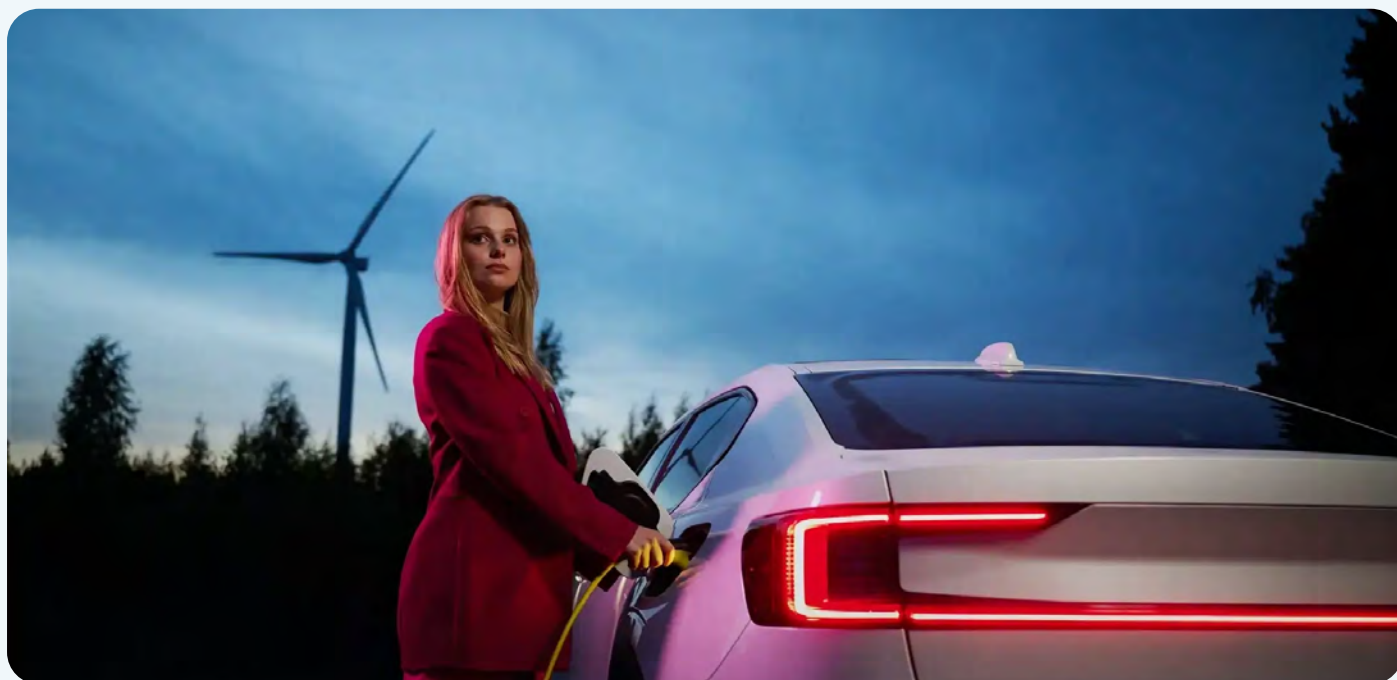
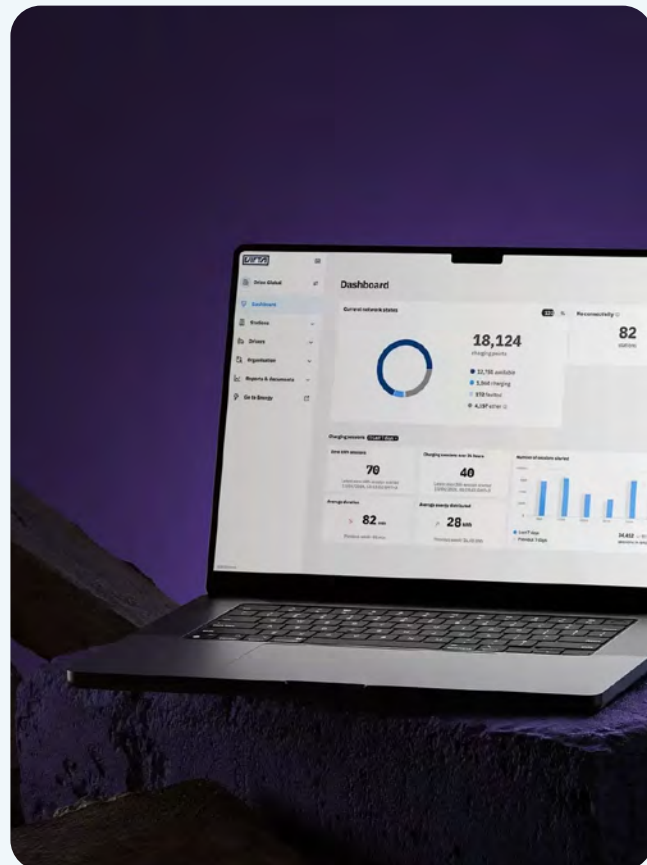
### Goal 11: Sustainable Cities and Communities –

Through partnerships with municipalities and property owners, Virta supports the development of smart, low-emission urban mobility solutions.



### Goal 13: Climate Action –

By displacing fossil-fuel-based transport with electric mobility, Virta directly contributes to emission reduction and global climate goals.



# METRICS

As a venture capital firm, Vertex’s direct operational footprint is modest compared to larger, more asset-intensive industries. Nevertheless, we remain committed to measuring and managing our environmental impact, focusing on greenhouse gas (GHG) emissions, water usage, and waste management.

While our operational impact may be smaller relative to other industries, we aim to continuously improve our sustainability performance and contribute positively to the broader ecosystem, including our influence through portfolio companies.



## Greenhouse Gas (GHG) Emissions

Our absolute gross GHG emissions generated during the reporting period are:



## Water Usage

Our water consumption remains low. We aim to continue to measure and reduce water consumption within our operations, where possible.



## Waste Management

While our operations do not generate material waste, we note that effective waste management is integral to reducing our environmental footprint. Our strategy includes waste reduction and recycling within our office premises such as minimising single-use products and the adoption of digital solutions.

# LOOKING AHEAD

At Vertex, we recognise that our journey towards sustainability is a continuous and evolving process. We are studying how to set clear, measurable, and actionable targets that drive long-term value creation for our stakeholders, support the global transition to a sustainable economy, and enhance our resilience to climate-related risks.

As we navigate the evolving landscape of venture capital and sustainability, we are committed to a process of continuous learning and improvement.

Our policies and practices will be regularly reviewed and updated to align with emerging global standards, regulatory frameworks, and societal expectations, while addressing new challenges and opportunities.

This report reflects our ambition to be a responsible and forward-thinking venture capital firm. Together with our stakeholders, partners, and founders, we will continue to champion innovation that transforms lives and safeguards our planet for generations to come.

We will consistently monitor and refine our ESG strategies as needed, and provide transparent updates to our stakeholders. In the long run, Vertex aims to contribute meaningfully to a more sustainable and equitable world while generating long-term value for our investors and partners.

