

Frequently Asked Questions (FAQ)

- **What is ‘Whistleblowing’?**
 - Whistleblowing refers to an act where any one of the employees of OSKVI Group or members of public, raises concern(s) about any improper conduct occurring within OSKVI Group.

- **What is an ‘Improper Conduct’?**
 - OSKVI Group defines improper conduct as any conduct which if proved, constitutes a disciplinary/criminal offence. Improper conduct includes but is not limited to the following:
 - fraud;
 - corruption, bribery or blackmail;
 - theft, embezzlement and unauthorised use of OSKVI Group's assets;
 - unauthorised disclosure or distribution of confidential trade secrets and other relevant information of OSKVI Group;
 - improprieties in matters of financial reporting;
 - providing deceptive, misleading or false information about corporate transactions, including suppression of material information;
 - acts or omissions which are deemed to be against the interest of OSKVI Group, laws, rules and regulations;
 - endangerment of an individual's health and safety; and
 - deliberate concealment of any of the above matter or other acts of wrongdoing.

- **Should I lodge a concern if I am unsure whether certain event/action is considered as ‘Improper Conduct’?**
 - Yes. The assigned whistleblowing team from OSKVI Group will review all concerns lodged, to determine if it should be classified as an Improper Conduct.

- **What happens after I lodge a concern?**
 - Upon receipt, the assigned whistleblowing team will determine if the nature of the concern lodged falls within the ambit of Improper Conduct.
 - If it is within the ambit of Improper Conduct, an investigation exercise would be initiated. However, if your concern does not fall within the ambit of Improper Conduct, we will endeavour to assist you on a best effort basis. In either case, you will be notified on the decision/outcome.
 - You may be contacted by the investigation team should there be a need to clarify or obtain further information.

- **Will my identity be kept confidential?**
 - Yes. All concerns lodged will be treated as confidential and will be kept protected against any unauthorised use and access except where OSKVI Group is obligated or requested to disclose under applicable law or with prior consent from you.

- **Will I be protected from retaliation?**
 - Yes. All whistleblowers who have acted in good faith will be protected from unfair treatment or practices.

- **What is ‘acted in good faith’?**
 - Acted in good faith means acting without malicious intentions and in the best interest of OSKVI Group.

FAQ (cont'd)

- **Who should I contact in OSKVI Group for further enquiries?**
 - For further enquiries, please contact:
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