

Sustainability Report

SOCIAL

Ongoing macroeconomic challenges amplified by COVID-19 impacts have made sustainability issues, particularly the people agenda, even higher priorities for companies given the increased expectation of employees towards the social and environmental commitments of the organisations they work for.

In response to an increasingly challenging operating environment, the Group has invested considerable attention and resources to work towards building a right organisational culture and ensuring a well engaged workforce, in keeping with our aim to be a purpose-driven organisation. Recognising that people are vital to the success of our business and sustainability strategy, we strive to create a work environment that is just, inclusive and rewarding, while supportive of their aspirations.

By working as a team and leveraging on our regular engagement sessions, we have been able to form a close-knit working relationship among our employees' who are joining the growing number of agents for change, and share our commitment not only as a responsible employer, but also as a responsible investor.



Nurturing All-rounded Employees

During the financial year, our employees underwent an average of 51 hours of training (2021: 40 hours) in both technical and leadership-oriented aspects, in line with their career progression goals. To ensure high levels of effectiveness and efficiency in the trainings attended, we carry out a training satisfaction survey where employees are requested to rate their level of satisfaction and how they feel towards the achievement of the expected learning goals after each training session.

In addition to training, reskilling and upskilling opportunities, we regularly encourage our employees to provide feedback on how we can further improve our employee experience, and where possible, take part in industry and business network events for exposure and as part of their personal development.

Diversity: Enhancing Organisational Performance

Companies that focus on fostering a diverse workforce are known to have stronger organisational cultures, are better in decision-making, and usually have happier and more productive employees. These companies are also known to perform better financially in the long run, as a result of higher employee satisfaction.

Sustainability Report

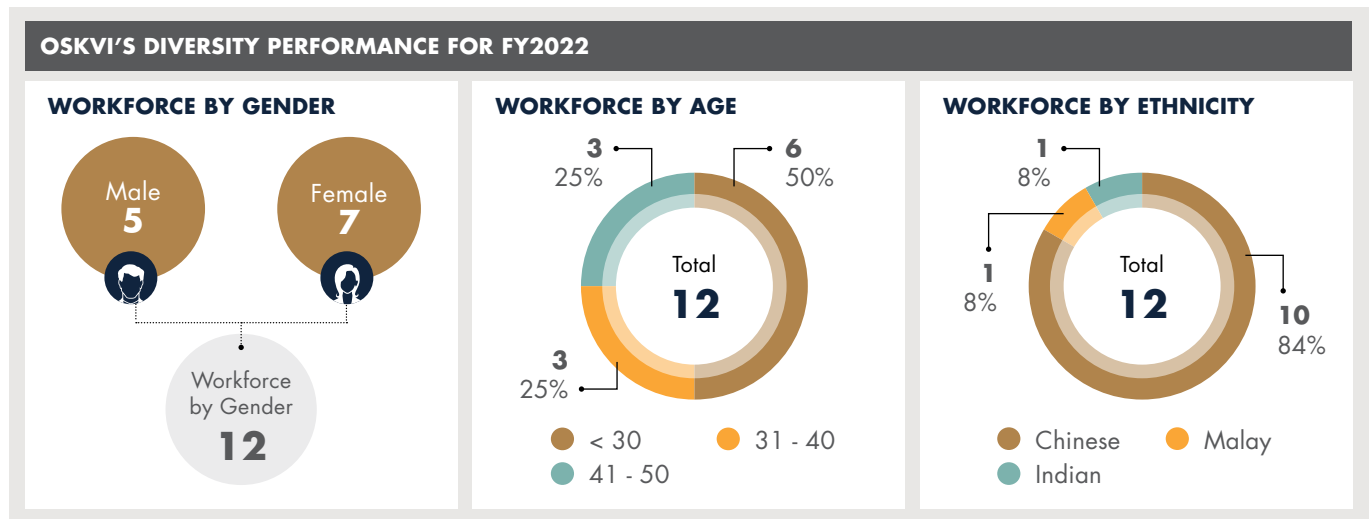
At OSKVI, we believe that building a culture of diversity that values and recognises constructive ideas and innovations drive better business outcomes. With this in mind, we recruit top-in-class talents and provide them with equal opportunities so they can succeed and do well in their lives.

As a responsible employer, we are committed to diversity practices which include non-discrimination in our hiring process and ensure fair remuneration, commensurable

benefits, and provide a balanced work life for our employees.

Though we are not spared from the global trend of higher attrition rates across all economic sectors and work functions post-Pandemic, we are pleased to have been able to continue attracting quality talents to join our organisation.

Here is a snapshot of OSKVI's diversity performance for FY2022, presented in the following tables and charts:



OSK Health Week 2022 - Health is Wealth!

Following extended period of staying indoors in the last two-and-a-half years at the height of the COVID-19 pandemic, the Government relaxed movement restrictions and reopened all social and economic sectors effective 1 May 2022 after successfully achieving a high vaccination rate for Malaysia's adult and youth population.

Recognising the mental, emotional and physical duress the protracted lockdowns may cause, we have worked with the organising team of this year's OSK Health Week to ensure a wider coverage of well-being topics and deliver a more impactful health campaign.

Themed "Health is Wealth", the OSK Health Week 2022 campaign took place from 17 November to 7 December 2022 with health and well-being initiatives covering the following areas:

Stroke and dementia prevention	Breast cancer awareness and breast ultrasound check	Blood donation	Men's health	General health screening	Personal financial planning and well-being
--------------------------------	---	----------------	--------------	--------------------------	--



Sustainability Report

SOCIAL

Together with the organising team, we would like to take this opportunity to thank RHB Asset Management, the National Kidney Foundation ("NKF"), Pusat Darah Negara, ESG Virtual Wellness Series and our breast ultrasound screening partner Verdulife for their support in ensuring the success of the campaign.

We are pleased that our employees had taken part in and benefitted from the activities held.



Financial well-being talk delivered by RHB Asset Management.



General health screening carried out by National Kidney Foundation.

Labour Practices and Standards: Safeguarding Human and Labour Rights

The Universal Declaration of Human Rights ("UDHR") is a landmark document in the history of human rights. Drafted by diverse representatives with different legal and cultural backgrounds across the world, the UDHR was proclaimed by the United Nations General Assembly in Paris on 10 December 1948 as a common standard of the fundamental rights of all peoples and all nations to be universally protected.

OSKVI continues to be a firm proponent of human rights, and believes in the principles stated in the UDHR. We believe in the right to just employment and equality in representation and benefits, irrespective of gender, age, ethnic and religious background; the right to equality in the recruitment process; equal pay for equal work and protection from harassment. The spirit of respecting the rights of our employees is well entrenched in our Code of Conduct and Business Practice.

In addition to protecting human rights, we also abide by the fundamental principles of labour rights as stated in the International Labour Organisation's Declaration

on Fundamental Principles and Rights at Work (1998) (amended in 2022), these include:

- 1 freedom of association and the effective recognition of the right to collective bargaining;
- 2 the elimination of all forms of forced or compulsory labour;
- 3 the effective abolition of child labour;
- 4 the elimination of discrimination in respect of employment and occupation; and
- 5 a safe and healthy working environment.

While the above is observed and practised in OSKVI, we also promote the importance of safeguarding human and labour rights among our private portfolio companies, with whom we share our growth and investing journey with. We are pleased to report that, to the best of our knowledge, there has been no confirmed incidents of discrimination, child or forced labour, or any form of violation of human and labour rights within our organisation, and those whom we invest in, partner with, or procure from, during the financial year.

Sustainability Report

Health & Safety: Promoting a Safe and Healthy Workplace

As Malaysia reopened its borders and moved into endemicity during the second quarter of FY2022, OSKVI has continued to take measures to protect the well-being, safety and health of our employees in accordance with the Standard Operating Procedures ("SOP") issued by the Ministry of Health and the National Security Council.

As added precautionary measures, all our employees have continued to wear face mask in the workplace and underwent weekly RTK Covid-19 tests. All employees have also been fully vaccinated against COVID-19 and taken the booster dose when they returned to work under the National COVID-19 Immunisation Programme ("PICK"). The prudent measures that we have taken have to a large extent, minimised our employees' exposure to COVID-19 at the workplace.

Here is a summary of the TRIIS (Test, Report, Isolate, Inform and Seek) strategy that is recommended by the Ministry of Health and practised by the Group as part of measures taken to ensure the safe reopening of our office:

T TEST	Weekly COVID-19 RTK tests carried out by all employees.
R REPORT	All test results (either positive or negative) are uploaded to health monitoring mobile app "Passbot International" for close tracking by the Management.
I ISOLATE	Employee will be required undergo self-isolation at home if found to be COVID-19 positive.
I INFORM	Close contact tracing at the workplace will be conducted and we encourage the employee to also notify their immediate family members, especially those who are staying together with the employee. We also advise employees to inform the nearest COVID-19 Assessment Centre ("CAC") if their symptoms worsen during home isolation.
S SEEK	We will inform our employees to seek treatment at the nearest medical facility or a COVID-19 Assessment Centre (CAC) if symptoms worsen.

With the continued spread of new COVID-19 variants and sub-variants including BF.7 being detected in Malaysia, as announced by the Malaysian health authorities, the Management continues to remain vigilant of potential risks of COVID-19 and strives to uphold preventive measures across all our premises and activities.

Emergency Evacuation Drill @ Plaza OSK

As part of our safety measures and to support the disaster readiness of all occupants and tenants in Plaza OSK, OSKVI has taken part in a joint simulated fire and evacuation drill organised by OSK Group's Emergency Response Team ("ERT") in collaboration with *Balai Bomba dan Penyelamat Bandar Tun Razak*.

The drill involved careful planning with detailed briefing by the fire brigade team the day before with our Occupational Health & Safety team which include evacuation and medical procedures, role-play, and surveying the designated assembly point for fellow building occupants.



Evacuation procedure role-play during emergency fire drill at Plaza OSK.

Sustainability Report

SOCIAL

COMMUNITY

Despite a challenging year in the capital markets, OSKVI lives up to its mission to play a part in the betterment of our community, especially the underserved and vulnerable communities. In addition to helping B40 students realise their tertiary education, we have ramped up our employee volunteering efforts which include creating goodwill in the community through contributions to charitable homes, and realising the dreams of young Malaysians to become thriving entrepreneurs.

During the year, OSKVI continues to partner with OSK Foundation ("OSKF" or "the Foundation"), the philanthropy arm of OSK Group, as well as Atria Shopping Gallery in creating value for the community. OSKVI is a member of OSKF since the Foundation's establishment in May 2015.

OSK Foundation Scholarship 2022

OSK FOUNDATION SCHOLARSHIP 2022 COHORT

Private University Scholars



Scholars in this year's cohort are pursuing degrees in quantity surveying, economic and computer science, and will have an opportunity to undergo their internship or practical training (as required by their programme of study) at OSK Group and/or OSKVI, and subsequently join the team upon graduation.

Tiger Conservation Awareness and Christmas Celebration with the Less Fortunate

Despite a busy schedule, we have managed to celebrate Christmas with 49 orphans from three orphanages Sunbeams, Rumah Sayangan and Rumah Hope as part of CSR event at Atria Shopping Gallery, in partnership with non-profit organisation The Giving Bank.

It was a fun-filled day for the children, starting with a movie treat session at MBO Cinema sponsored by MBO Cinema, followed by lunch, while being entertained by a group of talented Ukulele performers from Persatuan Pencinta Muzik Malaysia and a surprise Santa Claus appearance during a tiger origami workshop session.

After lunch, the children were then taken to a shopping spree at Borders Bookstore Christmas booth. To conclude the day, we presented the Christmas gift sponsored by OSK Foundation, Tiger Family and shoppers then presented the children with school bag sponsored by Tiger Family, stationaries and books sponsored by OSK Foundation.

Sustainability Report



Orphans from the three homes witnessing the official launch of our "Resident Tiger" art sculpture, created by Gordon Cheung for the WWF "AR-mazing Tiger Trail" campaign, in Atria Shopping Gallery.



The tiger sculpture that was unveiled during the event was named "Terrifying Symmetry" by the artist Gordon Cheung.



The children engaged in a tiger origami session guided by volunteers from NGO The Giving Bank.

In conjunction with the Christmas celebration, the children also witnessed the unveiling and official adoption of the WWF "AR-mazing Tiger Trail" Tiger Sculpture as the "Resident Tiger" in Atria and across OSK Group of Companies, as part of our efforts to create awareness towards environmental conservation and the importance of protecting our unique wildlife and biodiversity in Malaysia.

Being the only one in Malaysia and the world, the art sculpture of a life-sized tiger was created by Gordon Cheung, a modern artist from London, United Kingdom, celebrates the majestic creature and bring the public's attention to the critically endangered Malayan tiger where fewer than 150 surviving wild tigers remain in Malaysia's forests due to poaching, declining food source and deforestation.

The sculpture, named "Terrifying Symmetry," is one of the 33 artistic tiger artworks successfully bid by OSK Foundation at a Sotheby's auction, as part of the WWF Tiger Trail fundraising campaign in 2022. Proceeds from the auction have been channelled towards WWF's programmes to protect forest habitats, support field rangers and engage local communities in Southeast Asia.

Gifts of Hope Chinese New Year

Not forgetting the less fortunate during festive seasons, OSK Foundation's signature programme Gifts of Hope aims to share the joy of giving and create special moments with the underserved community. During the Chinese New Year festive celebration in January 2023, three charity homes received surprise contributions from OSKVI, OSK Holdings Berhad ("OSKH") and the Foundation.

Sustainability Report

SOCIAL

COMMUNITY

The beneficiaries were old folks' home Pusat Jagaan Aman Damai in Serdang; special needs and old folks' home Anbe Sivam Charity Home in Klang; and children's home Persatuan Kebajikan Kanak-Kanak Cornerstone in Semenyih. All three homes are registered with the Department of Social Welfare under the Ministry of Women, Family and Community Development.

Employee Volunteering: Kembara Kitchen

As the saying does, "Disaster strikes when you least expect it." To help our NGO parent Kembara Kitchen prepare for the unexpected, we have joined hands with OSK Group and OSK Foundation in volunteering our time at the kitchen to prepare vacuum-packed "Hero Meals" that have longer shelf lives and can be easily distributed to the vulnerable communities and disaster victims in times of need.

This took place on 10 and 17 December 2022 where a nine volunteers from OSKVI, OSK Group and OSK Foundation joined hands in helping to prepare and pack freshly-cooked in OSK Kembara's kitchen. It was a fun day for the team and everyone went back knowing they had contributed their time for a good cause.



Some of the volunteers from OSKH, OSKVI and OSK Foundation who joined the volunteering session at Kembara Kitchen.

Employee Volunteering: YouthStart

Giving young entrepreneurs a head start in their entrepreneurial journey, our employee volunteered for YouthStart, a national youth entrepreneurship programme for B40 teenagers organised by *Pusat Kreatif Kanak-Kanak Tuanku Bainun*, where youths were coached in a series of five workshops to realise their entrepreneurial ideas. It has been both interesting and rewarding to see various entrepreneurial ideas being put to the test, and to be support and guide the youths along the way. With the lessons learnt, we hope they will become successful entrepreneurs one day and bring further impact to society.

KapitalX Venture Fellowship Programme

Giving back to society is equally important for us and we were very excited to participate in KapitalX Venture Fellowship Programme, Malaysia's first venture capital ("VC") talent development initiative, to help grow the next generation of talents for the Malaysian VC ecosystem. OSKVI accepted two Fellows in 2Q2022 culminating with one being awarded "The Top 5 Analyst" at the end of the programme.

The two-month programme aims to provide venture capital talents with the necessary skills and know-how from the best venture capitalists around the globe. During the duration of their fellowship with us, our Fellow was provided the opportunity to learn actual day-to-day VC tasks including deals sourcing, performing due diligence and market research, and structuring investment theses. It has been a most rewarding process and we are indeed pleased to be able to contribute to the local VC ecosystem and continue to want to participate in giving back where we can.