

Sustainability Policy

OSKVI-CO-POL-002-3

26 February 2024

OSK VENTURES
INTERNATIONAL BERHAD

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Revision History Log

Ver. No	Section	Section Name	Page	Details of Amendments	Effective Date	e-Circular No.
1	All	All	All	Document published	Dec 2012	N/A
2	All	All	All	Complete revision	20 May 2022	OSKVI/CIR/009
3	All	All	All	Complete revision – refer Summary of Changes	26 Feb 2024	OSKVI/CIR/015

Glossary

Term	Description
“Board”	Board of Directors of OSK Ventures International Berhad
“CSO”	Chief Sustainability Officer
“CSR”	Corporate Social Responsibility
“Directors”	Executive Directors and Non-Executive Directors (Includes independent and non-independent Directors)
“Employees”	Includes permanent, temporary, contract, part time employees of OSKVI Group
“E+ESG”	Economic, Environmental, Social and Governance
“EXCO”	Executive Committee of OSKVI
“HOD”	Head of Department
“Interns”	Refers to an individual engaged by OSKVI Group with purpose to gain work experience or practical skills
“OSKVI”	OSK Ventures International Berhad
“OSKVI Group”	Refers to OSK Ventures International Berhad and its subsidiaries, collectively
“Policy”	Sustainability Policy
“SWG”	Sustainability Working Group, consisting of CSO and HODs

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A. OVERVIEW

1. Introduction

- As a responsible investor, employer, and business partner, OSKVI Group believes in leveraging sustainability as one of the key enablers to building a successful, value-driven and thriving organisation.
- This involves integrating environmental impact considerations, social responsibility, and ethical governance into OSKVI Group's daily operations, processes, and policies to effectively manage risks, identify opportunities as well as contribute to the society by investing in businesses that enhance people's daily lives and foster greater efficiency and innovation in the communities OSKVI Group operates in.

2. Objectives

- The objectives of this Policy are as follows:
 - Formalise OSKVI Group's fundamental approach, principles, and governance structure to provide clear directions relating to the incorporation of ESG values across OSKVI Group's operational agendas and decision-making processes;
 - Provide guidance on E+ESG material matters, measure performance progress, ensure regulatory compliance, manage risks, and secure long-term viability and competitiveness of OSKVI Group;
 - Ensure adherence to relevant internal policies guidelines as well as statutory regulations by external authorities pertaining to sustainability.

3. Intended Audience and Stakeholders

- This Policy is applicable to all OSKVI Group's Directors, Employees and Interns, who are accountable for the adherence, implementation, and monitoring of the Policy.
- OSKVI Group will endeavour to ensure that the stakeholders involved in investments processes and business dealings with OSKVI Group are informed, understand, and where practical, adhere to this Policy.

4. Reference

- All policies within OSKVI Group shall make reference to and stand guided by this Policy concerning OSKVI Group's principles, objectives, and direction on sustainability.
- This Policy shall be read in conjunction with the following:
 - Bursa Malaysia's ACE Market Listing Requirements;
 - Securities Commission Malaysia (Amendment) 2017;
 - The Malaysian Code on Corporate Governance;
 - Malaysian Employment Act 1955;
 - Occupational Health and Safety Act 1994;
 - National Environmental and Social Laws and Regulations;
 - United Nation's Sustainable Development Goals; and
 - Other regulations relevant to OSKVI Group
- This includes observing international best practices, particularly in responsible investment and human rights.

5. Reviews and Notices

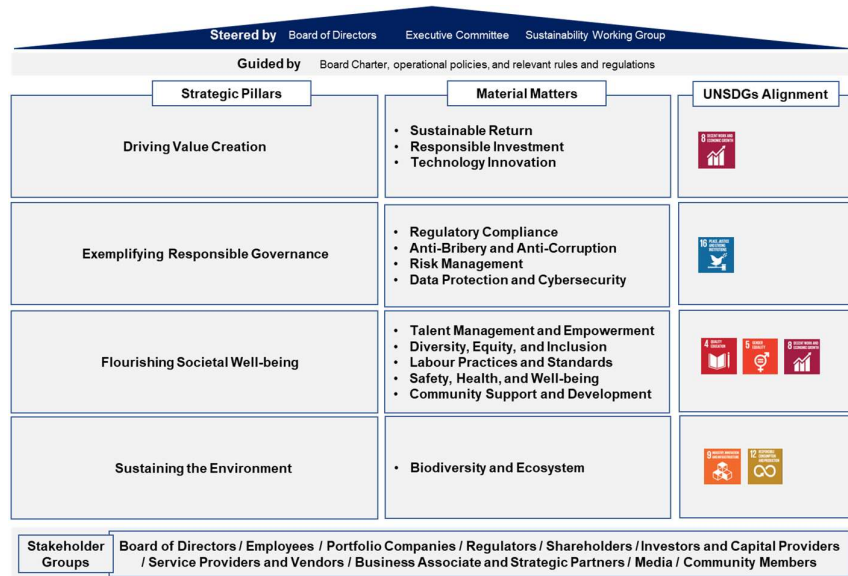
- The content of this Policy shall be reviewed every three (3) years or as and when there are changes to regulatory requirements, direction and strategies of OSKVI Group.
- This Policy shall be circulated through Policy Portal to all Directors, Employees and Interns of OSKVI Group who are provided with email access. Group Human Resources shall arrange for those without email access to acknowledge reading and understanding of this Policy. This Policy is also published on OSKVI Group's corporate website.

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B. POLICY

1. Approach and Principles

- OSKVI Group is dedicated to being a prominent asset management company, integrating E+ESG practices seamlessly into its daily operations while maintaining a strong focus on its core business. The following outlines OSKVI Group's areas of focus in sustainability and key principles that form the basis of how OSKVI Group operates, aligned with the United Nation's Sustainable Development Goals.



- Economic
 - Business Sustainability: Safeguard the long-term viability of the business by ensuring business agility and focusing on sustainable, competitive investment returns in alignment with stakeholders' expectations.
 - Organisational Efficiency: Continuously exploring, adopting, and deploying innovative technologies to enable strategic business models and business processes enhancement.
 - Responsible Investment: Integrating ESG considerations throughout the investment lifecycle, from the due diligence through various stages of our portfolio companies' growth, as appropriate, supporting them to achieve a positive standing in their respective sectors and industries.
 - Stakeholder Engagement: Earn and honour the trust of OSKVI Group's stakeholders to understand and address their concerns and expectations.
 - Innovation Capability Advancement: Leverage OSKVI Group's innovation capabilities to encourage the workforce into a future-ready team.

- **Environment**
 - **Environmental Stewardship:** Identify strategies to enable business adaptation and mitigation to climate change.
 - **Resource Efficiency:** Prioritise the efficient use of natural resources, focusing on fostering a strong environmental consciousness and promote green practices among the Employees.
 - **Continuous Improvement in Environmental Practices:** Evaluate and enhance environmental performance and practices across OSKVI Group, ensuring transparent disclosure of environmental data, performance, and targets aligned with globally accepted reporting frameworks.
- **Social**
 - **Employee Development and Empowerment:** Prioritise personal and professional development of Employees by offering equal learning opportunities.
 - **Harmony Advocacy in the Workplace:** Establish a workplace environment free from harassment and uphold a strict zero-tolerance policy against any threats or acts of violence.
 - **Diversity, Equity, and Inclusion:** Foster a diverse and inclusive workplace that respects and values the unique contributions of all individuals.
 - **Human Rights and Labour Standards:** Uphold and advocate the respect for human rights in all aspects of business operations
 - **Workplace Safety and Health:** Prioritise the health, safety by advocating best work practices specific to each business operation, in addition to providing the workforce and business ecosystem with the necessary resources and training.
 - **Shared Economic Growth:** Foster economic development within the communities where OSKVI Group operates through impactful investments, active promotion of entrepreneurship, and steadfast support for local employment initiatives.
 - **Community Investment:** Invest in community development initiatives and contribute to the social and economic well-being of the communities in which OSKVI Group operates.
 - **Employee Volunteerism Promotion:** Contribute to community development by engaging Employees in charitable activities that support underserved communities through CSR programmes.
- **Governance**
 - **High-level of Corporate Governance:** Maintain zero-tolerance approach to unethical conducts.

- Compliance with Laws and Regulations: Adhere strictly to all relevant laws, regulations, and guidelines.
- Board and Committee Oversight and Leadership: Ensure strong oversight from the Board as well as the Committees in guiding and monitoring sustainability initiatives.
- Transparency and Accountability: Ensure open, transparent communication and reporting on sustainability initiatives and performance.
- Organisational Responsibility Promotion: Foster a sense of ownership among Employees, and advocate responsible corporate practices throughout OSKVI Group's investment ecosystem, where applicable.
- Cultivate Institutional Integrity: Instil a sense of ownership among Employees to uphold the highest standards of ethical conduct, oppose bribery and corruption in all forms, and foster an investment ecosystem grounded in trust and ethical excellence.
- Data Protection and Cybersecurity: Implement robust cybersecurity strategies to protect sensitive information, comply with regulations, and maintain trust with stakeholders.
- Risk Management: Integrate sustainability risks into the overall risk management framework, ensuring proactive identification and mitigation of potential risks as well as effective business continuity planning into OSKVI Group's operations.

2. Sustainability Governance

- The CSO leads and supports by the SWG in making informed decisions regarding the integration of sustainability consideration into business operations.
- The SWG develops and drives progress on the implementation of sustainability initiatives across operations, ensuring alignment with this Policy in daily operations and business decisions.



End