

Sustainability Policy

OSKH-GCC-POL-002-3

19 November 2021

OSK

OSK Holdings Berhad (199001015406 (207075-U))	19 November 2021
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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	Feb 2013	NIL
2	All	All	All	Document revised	30 Nov 2016	CS/GCC/CI R/001
3	All	All	All	Refer to Summary of Change	19 Nov 2021	CS/GCC/CI R/002

Glossary

Term	Description
“Board”	Board of Directors of OSK Holdings Berhad
“CSO”	Chief Sustainability Officer
“ESG”	Environmental, Social and Governance
“GMRC”	Group Management Risk Committee
“NGO”	Non-Governmental Organisations
“OSK” or “the Group”	OSK Holdings Berhad and its subsidiaries
“Policy”	Sustainability Policy
“RMC”	Board Risk Management Committee

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A. POLICY

- 1. Introduction**

 - OSK was built on years of prudent management and financial stability. We aim to continue building OSK on these platforms towards a business that is sustainable and delivers value to all our stakeholders including shareholders, employees, customers, suppliers, business partners, and the wider community.
 - The purpose of this Sustainability Policy (“Policy”) is to establish the principles, objectives and direction for OSK Holdings Berhad and its subsidiaries (“OSK” or “the Group”) with regards to sustainability matters.
- 2. Objectives**

 - The objectives of this Policy are as follows:
 - To express OSK’s principles and approach with regards to Material Matters across the Group in order to:
 - Drive value creation for long-term sustainable growth;
 - Build resilience against current and future challenges.
 - To facilitate decision-making on matters impinging on sustainability.
 - To align the Group’s conduct, practices and performance with the principles, approach and commitment towards sustainability as stated in this policy document.
 - To ensure continued compliance and adherence to related internal policies/guidelines, external authorities and regulators when dealing with sustainability matters.
- 3. Intended Audience and Stakeholders**

 - This Policy should be read and adhered to by all Directors and employees of the Group, including relevant parties in the Group’s value chain.
 - This Policy shall be made accessible to all relevant parties in the Group’s value chain through the appropriate channels.
- 4. Reference**

 - This Policy shall be read in conjunction with Bursa Malaysia’s Main Market Listing Requirements, Bursa Malaysia’s Sustainability Reporting Guide, and the Malaysian Code on Corporate Governance, and the OSK Framework Document on Sustainability (“Sustainability Framework”).
 - All relevant Policies within the Group shall make reference to and stand guided by this Policy, in relation the Group’s principles, objectives and direction on sustainability.

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5. View Towards Sustainability

- The Company's overarching perspective on sustainability is about striking a balance between the Economic and ESG factors to ensure a successful and thriving organisation in the long run.
- OSK Group is committed to doing its part towards environmental and social sustainability:
 - As a conglomerate, OSK is deeply committed to the goals of offering value to its stakeholders, contributing to society, living in harmony with nature and creating a better future.
 - In addressing the challenges ahead, OSK sees sustainability as a means to build greater resilience in our business model, increase our competitiveness, ensure high standards of compliance and ethics in all our business practices, while strengthening our ability to contribute meaningful change in society.
 - We adopt a proactive stance in conducting sustainability activities by using our financial resources to benefit our community.

6. Principles and Approach

- The spirit and essence of the Group's sustainability commitment and efforts are integrated into our vision to be a long-term business builder that delivers sustainable value to all our internal and external stakeholders. Our sustainability vision and mission support OSK's corporate strategy, as we continually advance and innovate to build resilient and future-ready businesses.
 - **Our Sustainability Vision:** Building sustainable businesses of tomorrow.
 - **Our Sustainability Mission:** A responsible organisation that creates significant value for our stakeholders – for today and tomorrow.
- The Group's principles towards sustainability are:
 - To comply with, and exceed where practical, all applicable legislations, regulations, and adopted codes of practice;
 - To consider sustainability risks and opportunities our business strategy and decision-making, guided by our Core Values:

Five (5) Core Values of OSK Group



- To contribute towards the realisation of national and international sustainability aspirations and agenda, where applicable;
- To ensure that all Directors and employees are fully aware of our Sustainability Policy and are committed to its implementation, reporting and improvement;

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- To ensure that all external parties involved in any business dealings with the Group is aware of this Policy and to seek relevant external party's understanding and adherence to this Policy;
- To communicate with and engage all relevant stakeholder groups i.e. shareholders, Directors, employees, customers, suppliers, media, Non-Governmental Organisations ("NGOs") and the local community to identify and align their concerns with the Group's sustainability direction and initiatives;
- To report on our sustainability performance on an annual basis in accordance with the provisions of Bursa Malaysia's Listing Requirements. The Group commits to provide an accurate, and timely disclosure of the Group's sustainability initiatives to all its stakeholders.
- To conduct bi-annual internal review of key Material Matters and continually strive to improve our sustainability performance and disclosure.

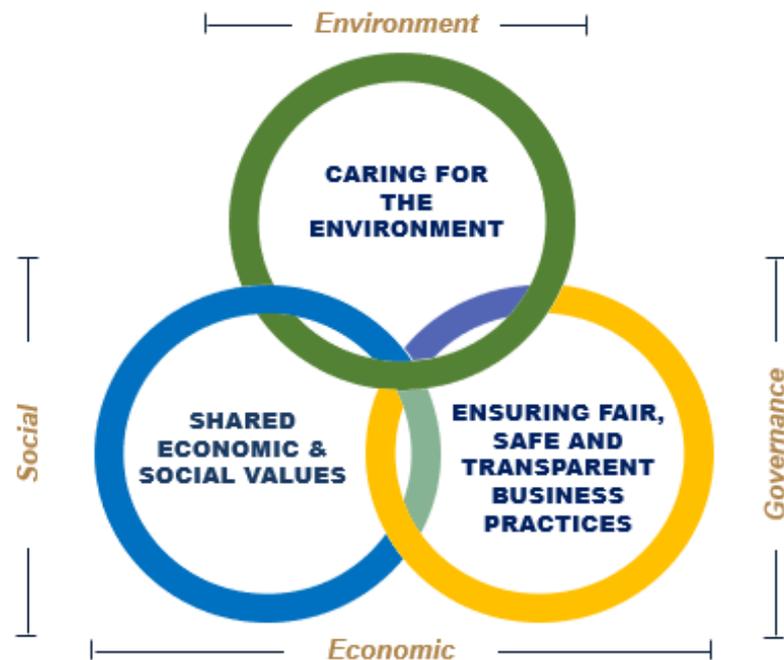
7. Our Direction

- The Group adopts an integrated view towards sustainability by integrating our enterprise risk management processes with our shared values and our business objectives to form our identified Material Matters to enable better decision-making and enhance our ability to create value for our stakeholders.
- This integrated approach not only strengthens our growth and competitiveness, but also enables us to further enhance the well-being of the communities and the environment where we operate.
- We believe that **"What helps us do well, also helps us do good."**



- As a responsible corporate citizen with diversified business interests in Property Development & Investment, Financial Services, Construction, Industries and Hospitality, OSK is committed to addressing our key Material Matters and developing resilience towards future challenges through the three (3) core Sustainability Pillars known as, "*OSK, Growing Together*":

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- The key thrusts that shall underscore the Group's sustainability endeavours under each Sustainability Pillar are listed below:

Pillar 1: Caring for the Environment
<ul style="list-style-type: none"> ✓ Adopt business and environmental innovation ✓ Promote green practices and increase use of renewable energy ✓ Ensure responsible procurement and supply chain
Pillar 2: Shared Economic & Social Values
<ul style="list-style-type: none"> ✓ Strengthen market leadership for products/services and deliver sustainable returns ✓ Nurture and support our talents ✓ Support sustainable development through digital ecosystems, engagements and partnerships ✓ Broaden and deepen our CSR impacts for the underserved community
Pillar 3: Ensuring Fair, Safe and Transparent Business Practices
<ul style="list-style-type: none"> ✓ Zero corruption and incidents of fraud ✓ Zero fatality and occupational illness ✓ Uphold business integrity, ethical conduct and compliance

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8. Governance

- The Board of Directors (“Board”) is the ultimate governing body of the Company. The Board assumes full accountability and authority of the Company’s sustainability approach and direction with delegation of responsibility to the Board Risk Management Committee (“RMC”).
- The RMC cascades the monitoring and oversight of the Group’s sustainability approach and direction to the Group Management Risk Committee (“GMRC”), which is made out of senior management of the Group, and is advised by the Chief Sustainability Officer (“CSO”).
- The CSO is supported by a Sustainability Working Group (“SWG”) which is entrusted to drive, track and monitor the progress and improvements of the Group’s key Material Matters.
- Business and Functional Heads, together with their appointed Sustainability Champions who are part of the SWG, are responsible for the planning and implementation of sustainability initiatives, while ensuring that daily operational activities and business decisions made are aligned with this Policy.

Sustainability Governance in OSK Group

