

OSK VENTURES INTERNATIONAL BERHAD

200301033696 (636117-K)
(Incorporated in Malaysia)



INTEGRATED ANNUAL REPORT 2024

SUSTAINABILITY REPORT

Sustainability Report [↗](#)



Click on the links [↗](#) to further information within the document.



Sustainability Report

Sustainability Report



This is the Sustainability Report of OSK Ventures International Berhad (“OSKVI” or “Company”) and its subsidiaries (collectively referred to as “Group”) for the financial year ended 31 December 2024 (“FY2024”). This section highlights our sustainability efforts throughout the year across economic, environmental, social and governance pillars.

Reflecting on the journey thus far will help us pave the way for future successes. In FY2024, we continued to create value for our shareholders and key stakeholders, while making substantial strides in the direction of positive impact. Guided by our sustainability pillars, we have made significant progress as a responsible investor, employer and business partner.

The year marked several notable achievements for OSKVI. On the financial front, we took home The Edge Malaysia Centurion Club Corporate 2024 Awards for the “Highest Return on Equity Over Three Years” and the “Highest Growth in Profit After Tax Over Three Years” in the Financial Services segment, and grew our investment portfolio to RM306.7 million.

We also advanced our Environmental, Social and Governance (“ESG”) agenda both within the Group and across the portfolio companies. ESG considerations have always been an integral part of our due diligence process as we seek out investees with environmental

commitment, social responsibility and ethical governance. In FY2024, we were among the first batch of companies from the ACE Market to have our ESG practices assessed by FTSE Russell and we received a score of 2.7.

OSKVI continues to search for businesses that redefine industries and create meaningful impact in creating a sustainable future. In keeping true to the principles of responsible investing, we aspire to continue delivering profitable returns for our stakeholders and strengthening our position as the investor of choice for those seeking expansion capital.

We hold ourselves to high standards and strive to be transparent and comprehensive in our disclosures. As such, the contents of this Report were prepared in alignment with Global Reporting Initiative (“GRI”) standards and Bursa Malaysia Securities Berhad’s (“Bursa Securities”) Sustainability Reporting Framework.

Sustainability Governance

Building a solid governance structure is central to laying a foundation for accountability and ethical conduct. As such, we have built a governance framework that ensures effective oversight of our sustainability-related matters including risks and opportunities over the short, medium and long term. The Board, as the highest governing body, provides leadership for our sustainability strategy, retaining overarching supervision of our ESG practices. It is supported by the Senior Management and Chief Sustainability Officer, and their roles and responsibilities are summarised as below:

Board of Directors (“Board”)

- Holds the ultimate responsibility for the Group’s sustainability strategy, with support from the EXCO.
- Oversees the sustainability governance framework, setting priorities and targets, addressing climate-related risks and opportunities and ensuring sustainability considerations are integrated throughout the Group.



Executive Committee (“EXCO”)

- Advises the Board on strategic directions and sustainability goals.
- Adopts sustainability-related policies and guides the SWG in formulating strategies and ensuring sustainable operations across the Group.
- Monitors the execution of sustainability strategies and initiatives and reviews reports and disclosures on significant sustainability matters.



Chief Sustainability Officer (“CSO”)

- Supports the EXCO in overseeing the implementation of sustainability strategy and initiatives throughout the Group, aided by the SWG.
- Guides the SWG in integrating sustainability considerations into business operations and making informed decisions.



Sustainability Working Group (“SWG”)

- Composed of business unit heads and tasked with developing and advancing the implementation of sustainability initiatives across operations.
- Ensures that daily operations and business decisions are in line with the Sustainability Policy.

Note:

For additional details on our Corporate Governance (“CG”) practices, please refer to our CG Report 2024. This report can be accessed on both the Bursa Securities’ and our Company’s website. Further insights can also be found in the CG Overview Statement included in this Integrated Annual Report 2024 (“IAR 2024”).

Sustainability Report

Sustainability Policy

Our Sustainability Policy ("Policy"), established in 2012 and revised in 2024, provides clear guidelines for ESG practices in the Group's operational strategies and decision-making process. Our core principles and unwavering commitment to sustainability were written into this policy at its inception, guiding the Group's actions towards a sustainable future. We have updated the Policy to ensure we always stay relevant with the evolving sustainable trends and framework.

The Policy outlines the integration of Economic plus Environmental, Social and Governance ("E+ESG") practices into our daily operations and investment approach, reflecting our staunch belief that sustainability is one of the key pillars of operational excellence.

We recognise that the embedment of E+ESG principles and practices helps secure the long-term viability and competitiveness of OSKVI as a prominent venture capital company.

The table below lists our areas of focus in sustainability and the key principles that steer our endeavours:

OSKVI'S KEY SUSTAINABILITY PRINCIPLES			
Economic: Driving Value Creation	<ul style="list-style-type: none">• Business Sustainability• Organisational Efficiency• Responsible Investment• Stakeholder Engagement• Innovation Capability Advancement	Environmental: Sustaining the Environment	<ul style="list-style-type: none">• Environmental Stewardship• Resource Efficiency• Continuous Improvement in Environmental Practices
Social: Flourishing Societal Well-Being	<ul style="list-style-type: none">• Employee Development and Empowerment• Harmony Advocacy in the Workplace• Diversity, Equity and Inclusion• Human Rights and Labour Standards• Workplace Safety and Health• Shared Economic Growth• Community Investment• Employee Volunteerism Promotion	Governance: Exemplifying Responsible Governance	<ul style="list-style-type: none">• High-Level Corporate Governance• Compliance with Laws and Regulations• Board and Committee Oversight and Leadership• Transparency and Accountability• Organisational Responsibility Promotion• Cultivate Institutional Integrity• Data Protection and Cybersecurity• Risk Management

OSKVI's commitment to sustainable operations goes beyond the adherence of regulatory guidelines. It extends to upholding high ethical standards in investment decision-making and our day-to-day business activities. Our key sustainability principles are supported by adequate policies, frameworks and processes that are guided by best practices and regulatory requirements.

Driving Value Creation	Flourishing Societal Well-Being	Exemplifying Responsible Governance
<ul style="list-style-type: none">• Private Investment Policy• Finance and Accounts Policy• Investment Operations Manual	<ul style="list-style-type: none">• Code of Conduct and Business Ethics Policy• Social Media Policy• Diversity, Equity and Inclusion Policy• Whistleblowing Policy	<ul style="list-style-type: none">• Anti-Bribery and Anti-Corruption Handbook• Corporate Disclosure Policy• Fit and Proper Policy• Enterprise Risk Management Framework• Board Charter• Remuneration Policy• Privacy Policy

These policies communicate the Group's values, establish expectations and promote integrity. They are available on both our corporate website (www.oskvi.com) and staff intranet.

To ensure alignment with the operational landscape, these policies are regularly reviewed and updated according to the guidelines stipulated. Such practice is crucial for the policies to remain relevant and effective. New policies and their subsequent updates must be approved by Senior Management, relevant Board Committees and, ultimately, the Board in alignment with strong governance practice.

Additionally, it is essential that all employees, including permanent, temporary, contract, as well as part-time employees and interns, are aware of the policies in place. Hence, all these policies are communicated to employees and made available on our internal portal to help them understand and be accountable in always upholding these policies. The Group's operations are supported by the Internal Audit, Risk Management, Legal and Sustainability teams to implement these policies in the workplace.

Whistleblowing Mechanism

OSKVI has in place a Whistleblowing Policy and relevant mechanisms as a channel for employees and the public to report cases of suspected improper conduct within the Group, including fraud, corruption and bribery.

With this policy, we encourage stakeholders including staff and members of the public to raise concerns about questionable practices, such as non-compliance claims, breach of company policies and codes, as well as corruption and bribery cases. Our policy is a commitment that they can speak out without fear of reprisals and confidentiality will be accorded to the whistleblower. Details of our various whistleblowing channels, along with our Whistleblowing Policy and FAQ, are available on our corporate website at www.oskvi.com/whistle_blowing.php.

To enhance awareness of the policy, training sessions are conducted for employees so that they are well-informed about the mechanism available for them to raise concerns and report issues of improper conduct.

All reports will then be directed to the Whistleblowing Coordinator and Audit Committee Chairman for further action. Should the assigned whistleblowing team determine that the nature of the case lodged falls within the ambit of "Improper Conduct", an independent investigation exercise will be initiated. The team will report the outcome and propose appropriate action to the Audit Committee and EXCO who will decide on the next course of action.

We are pleased to report that zero whistleblowing complaints were received during FY2024.



Sustainability Report

MATERIAL SUSTAINABILITY MATTERS

Anchored on four (4) pillars, our sustainability agenda addresses key E+ESG issues that are material to our business. We are committed to delivering positive economic, environmental, social and governance outcomes through our strategies.

Our material matters are aligned with six (6) of the United Nations Sustainable Development Goals ("UN SDGs"), reflecting our steadfast commitment to contribute to the universal blueprint for a better and more sustainable future.

With the Board steering the Group's sustainability strategies, our strong governance structure ensures an effective integration of material matters into our business operations. Sustainability initiatives are crafted following a balanced consideration of the risks and opportunities presented across the Group.



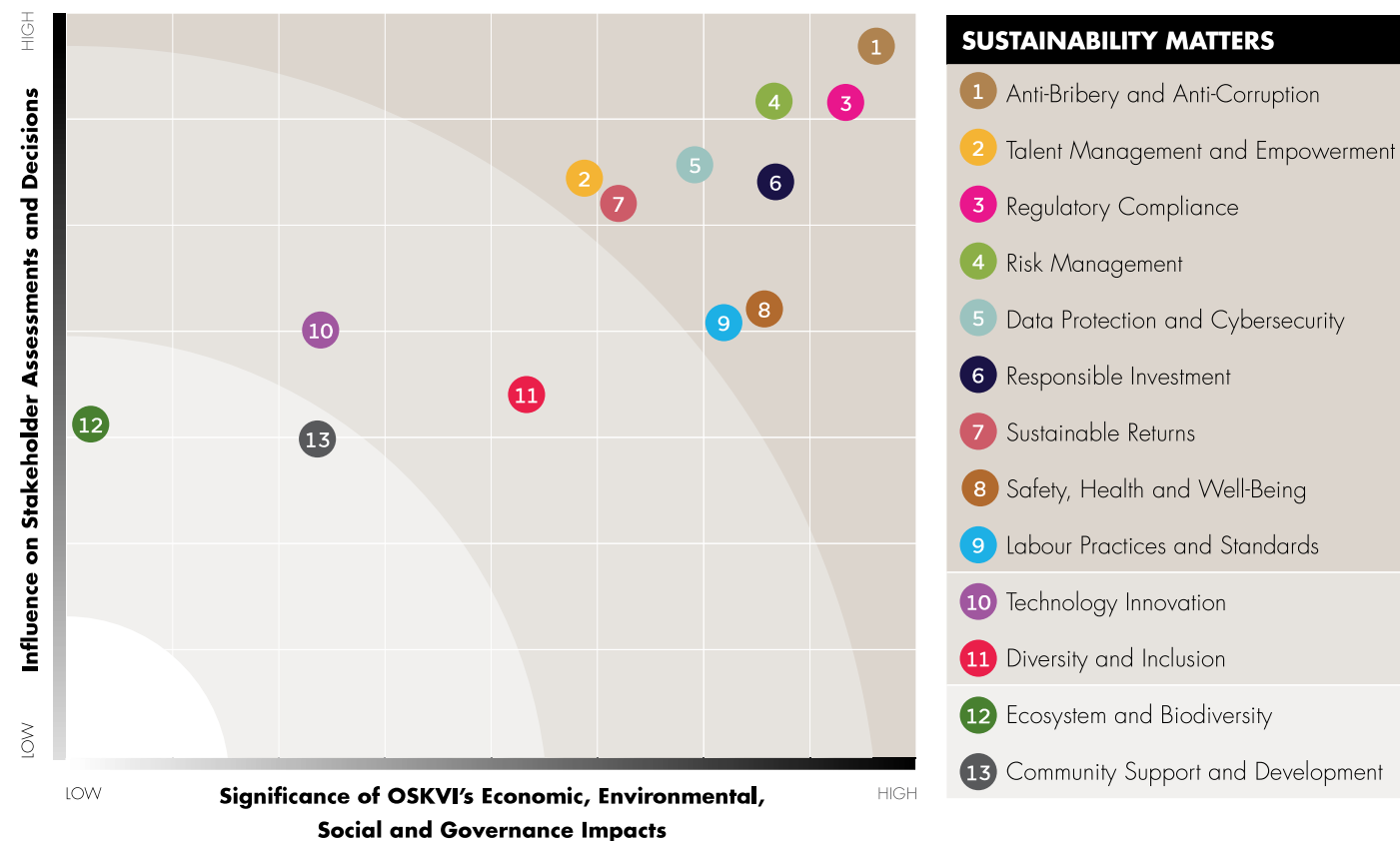
Sustainability Report

MATERIALITY ASSESSMENT

A materiality assessment helps us identify and prioritise sustainability issues that matter most to the Group and our stakeholders. In 2023, we conducted our biennial materiality assessment to update the set of E+ESG matters relevant to our operations. Through a thorough four-step process – identification of material matters, stakeholder engagement and assessment implementation, review and prioritisation of material issues and approval and endorsement by the Board and Senior Management – we arrived at a materiality matrix with 13 key material matters.

The materiality matrix serves as a strategic tool for the Group to identify and prioritise the most relevant E+ESG topics which might impact our business and stakeholders. It helps us to focus on the sustainability matters that are most pertinent to our long-term success and that of our stakeholders.

As the ESG dynamics such as climate change, economic shift and disclosure standards are constantly evolving, we will be conducting the next materiality update exercise in 2025 to ensure we adapt accordingly to the changing landscape.



ENGAGING OUR STAKEHOLDERS

We have a wide group of stakeholders, ranging from investors, portfolio companies, employees and the community that we operate in. All of these stakeholders are impacted by our business and the decisions that we make.

Hence, effective communication consultation and feedback mechanism allow us to stay transparent and accountable to our stakeholders. In addition, we maintain an open communication channel and interact regularly with our diverse stakeholder groups to gain a deeper understanding of their views and concerns. Their feedback is valuable insights that inform our decision-making strategies, which in turn facilitate shared value creation and foster stakeholder trust.

Sustainability Report

Below is an overview of OSKVI's engagement with key stakeholders:

STAKEHOLDER GROUPS	KEY ENGAGEMENT TOPICS	OSKVI'S POSITION	ENGAGEMENT APPROACH	FREQUENCY OF ENGAGEMENT
Shareholders and Investors	<ul style="list-style-type: none">• Business strategies• Corporate governance• Financial performance• Shareholders' return	<ul style="list-style-type: none">• OSKVI's overall goal is to create sustainable shareholder value, while fulfilling the expectations of our stakeholders. A strong focus on financial performance with sustainable returns, prudent risk management and internal control are instrumental in achieving this goal.	• Annual General Meetings	• Annual
			• Extraordinary General Meetings	• As required
			• Annual reports	• Annual
			• Bursa announcements	• Ongoing
			• Corporate website	• As required
			• Emails/phone calls	• As required
			• Meetings or conference calls (upon request)	• As required
Private Portfolio Companies	<ul style="list-style-type: none">• Business strategies• Corporate governance• Mentoring• Operational review• Performance management	<ul style="list-style-type: none">• OSKVI is committed to maintaining an open, purposeful and effective dialogue with our portfolio companies and to providing the necessary support where appropriate to assist them in meeting their business goals.	• Quarterly financial results	• Quarterly
			• Emails/phone calls	• Ongoing
			• Board and Management meetings	• Ongoing
			• Results briefings	• Monthly, quarterly or annually (depending on each investment)
Employees	<ul style="list-style-type: none">• Business direction• Career development• Competency building• Employee engagement activities• Employee value proposition• Financial performance• Health and well-being• Remuneration and benefits• Safety and security• Work-life balance• Vision and values	<ul style="list-style-type: none">• OSKVI is committed to providing a diverse, inclusive and engaging work environment that encourages top-notch performance, high employee satisfaction and loyalty.	• Site visits	• As required
			• Employee volunteerism	• Ongoing
			• Employee townhall	• Annual
			• Formal and informal gatherings	• Ongoing
			• Internal employee portal	• Ongoing
			• Internal engagement activities	• Ongoing
			• Training and development	• Ongoing
			• Whistleblowing channel	• Ongoing
Community	<ul style="list-style-type: none">• Capacity building• Entrepreneurship development• Local community development• Philanthropy	<ul style="list-style-type: none">• As an integral part of society, we strive to deliver positive impact to the community through our business operations. We are committed to playing our role as a contributor and enabler of positive change for the communities in which we operate.	• Community engagement and volunteerism activities	• Ongoing
			• Corporate website	• Ongoing

Sustainability Report



Portfolio Engagement Day

As part of our ongoing efforts to engage our stakeholders, we organised our first ever Portfolio Engagement Day in November 2024, bringing together founders and executives from our portfolio companies for a day of knowledge sharing and collaboration. The event aimed to promote business partnerships and the exchange of best practices among the portfolio companies.

The one-day event covered a variety of discussions, including personal well-being, inspiring talks and interactive sessions. Topics such as strategy, leadership, fundraising, investment and ESG were explored in depth.

At the event, distinguished speakers from organisations such as Malaysia Digital Economy Corporation, Cradle Fund, EY, Rothschild & Co, Robin Lynn & Lee, as well as founders of our portfolio companies, shared valuable insights in carefully curated sessions. With ESG being one of the key themes of the event, a Big 4 firm led a session on 'Integrating ESG Principles for Future-Ready Sustainability Strategies' to discuss how ESG integration can unlock new opportunities in sales and fundraising. By embracing ESG, companies can attract responsible investors, boost consumer appeal and drive increased valuations and sales growth.

The Portfolio Engagement Day reflected our belief in creating value for our investees beyond funding. We are committed to empowering innovative businesses to unlock their full potential and ready themselves for a high-growth trajectory.

DRIVING VALUE CREATION

Sustainable Returns

As a venture capital firm, OSKVI recognises that delivering sustainable financial returns is one of its primary accountabilities to stakeholders. The sustained financial return enables us to also contribute to the community positively, as we provide private funding for startups which create disruptive solutions that accelerate societal progress.

We currently have grown our portfolio to 42 companies, with five (5) new additions and a partial divestment in 2024. They are headquartered in Southeast Asia as this region remains our geographical focus. Our investment approach is to fund companies ranging from early-stage commercialised start-ups to late-stage companies in industries with high growth potential. The companies in our portfolio are in sectors such as enterprise technology, health technology, financial services technology and climate technology. The Group is proud to support them through the early stages of their building journey as they leverage opportunities for innovation and advancement.

In continuation of our outstanding achievement in the year before, we were once again bestowed The Edge Malaysia Centurion Club Corporate 2024 Awards for the "Highest Return on Equity Three Years" in the Financial Services segment in 2024. We also won the same award for the "Highest Growth in Profit After Tax Over Three Years", a testament to our commitment to pursuing sustainable growth.

We also take pride in the achievement of our portfolio companies, which have recorded major milestones within their respective industries.

Sustainability Report

Portfolio
Companies

Awards/Certifications in FY2024



- 2024 Technology Pioneers of the World Economic Forum
- CFI.co Awards 2024 - Best Alternative Asset Exchange (Asia)
- TADS Awards 2023 - Ecosystem Excellence Rising Star



- CII 4R Awards 2024 - Excellence in Managing Municipal Solid Waste by Private Firms and Top 25 Leading Industries in India for Minimising and Managing Waste
- Forbes India-DGEMS Select 200 Global Companies with Global Business Potential
- Indo-Pacific's Climate Tech 100 by HolonIQ



- BCorp Certification
- 12th Asia-Pacific Eldercare Innovation Awards - Facility of the Year - Assisted Living (winner) and Operator of the Year - Assisted Living (finalist)



- 2024 Best of the Best Awards by Asia Asset Management - Singapore's Best Digital Wealth Management
- The Asset Triple A Digital Awards 2024 - Singapore's Best Digital Upgrade for enhancements made on the Endowus app



- BCorp Certification
- Shopee Awards Thailand 2024 - Best Partner of the Year
- Top In Tech Innovation Awards by Malaysiakini and Digital News Asia
- 2024 Malaysia National Business, International Business Awards and Technology Excellence Awards by The Asian Business Review - Excellence Award in Marketing and Initiative Award in Marketing

Portfolio
Companies

Awards/Certifications in FY2024



- Integrated Management Systems ("IMS") Certification from TUV NORD



- Marketing-Interactive Agency of the Year Awards - Market Research Agency of the Year (Gold)



- InvoiceNow 2023 Partner Awards - 1st Place in Best Performance (For Registration) and 1st Place in Best Performance (For Transaction) Access Point Category



- 25th Annual Business Awards by the British Chamber of Commerce Singapore - Business Transformation of the Year Award



- Singapore's Fastest Growing Companies 2024 by The Straits Times and Statista
- High Growth Companies Asia-Pacific 2024 by the Financial Times and Statista
- Top Startups Singapore 2024 by LinkedIn
- NextGen Tech 30 by Granite Asia



- VIP Awards UK - Best Kept Secrets Award
- Australian Enterprise Awards - Best User Experience Feedback Solution
- MarTech Top 50 Companies by BusinessCloud



- Successful recipient of the Securities Commission Malaysia's Digital Innovation Fund ("DIGID") for its project to transform access to Private Retirement Scheme ("PRS")

Sustainability Report

Responsible Investment

We are committed to fostering a culture of responsible investing that drives systemic change and leads to meaningful contributions across society while proactively managing ESG risks throughout the investment life cycle. To uphold this commitment, we have an established governance framework that guides our sustainable investment practices, ensuring alignment with our ESG policies and standards. Oversight of this framework's integration into our investment processes is led by our CSO, with support from the SWG.

Since 2012, we have started introducing ESG considerations into our investment decisions. We have in place a negative screening approach, with specific exclusion criteria established to align our investment portfolio with our ESG values.

Negative Screening Criteria

- Weapons and munitions
- Tobacco
- Hard liquor
- Radioactive materials
- Gambling and casinos

Any other sections/industries which are involved in activities that pose a negative social impact

In addition, we also have in place an ESG due diligence framework that examines the portfolio companies' ESG material matters based on the themes of vision and governance, business ethics, human resources, environment, value chain and societal relations. We promote sustainability by encouraging the integration of these principles and proposing actions for high-materiality ESG issues.

We rolled out our annual profiling exercise on our portfolio companies towards the end of 2024, with a specific aim to gauge their ESG readiness across the realms of sustainability reporting and framework, environmental, social and governance. 71% of our portfolio companies responded to the survey.

As evidenced by the survey result, our portfolio companies are no stranger to ESG, particularly in good social and governance practices. They demonstrated strong commitment to sustainable and responsible business through the implementation of ESG-related initiatives in their operations.

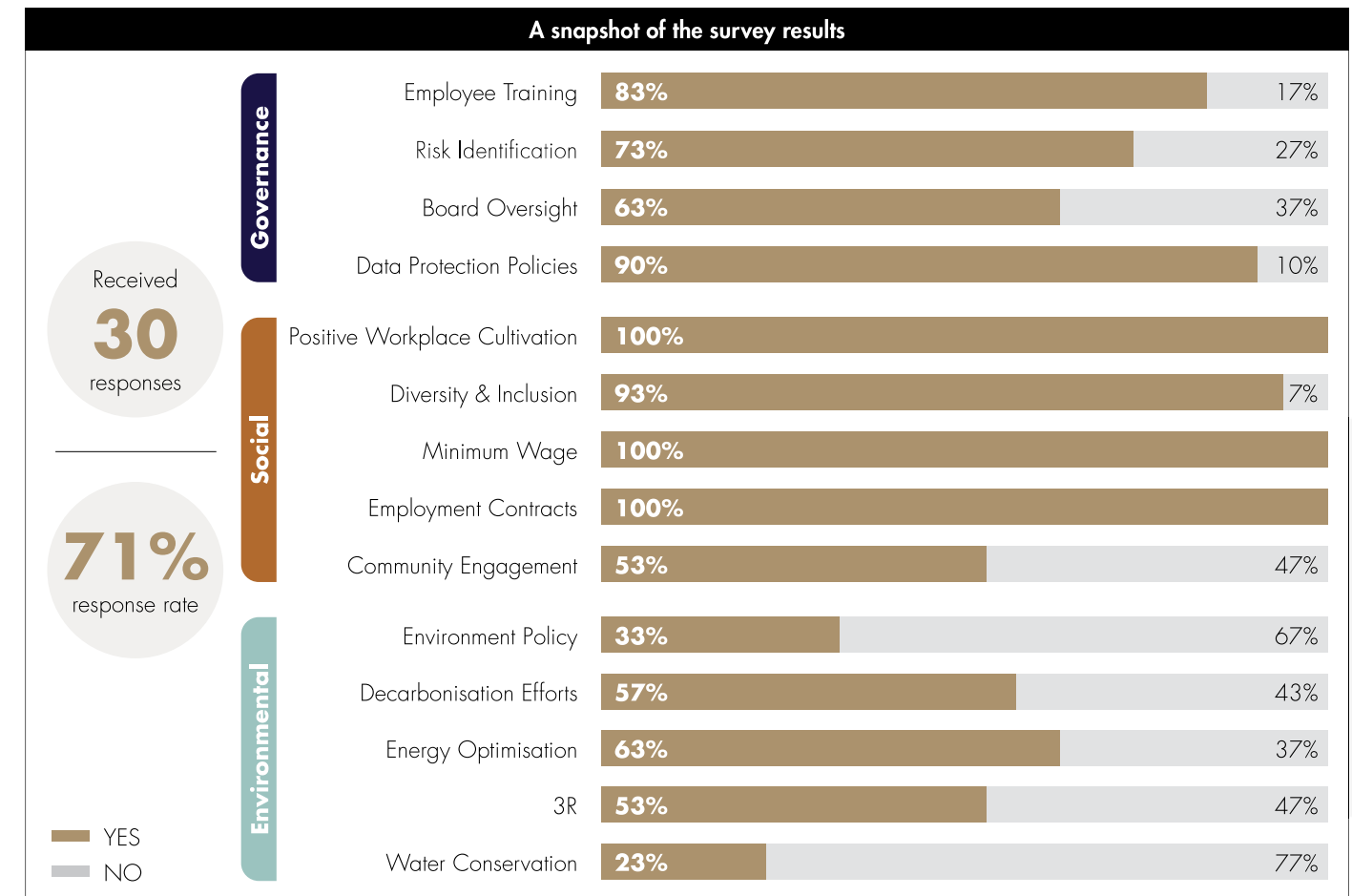
93% of them indicated they have implemented diversity, equity and inclusion ("DEI") initiatives in the workplace, such as zero-tolerance policy for discrimination, bullying and harassment; equal opportunities for career advancement; and inclusive recruitment strategies. Similarly, 93% of them said they have in place at least one (1) governance policy, such as data protection, anti-harassment and anti-bribery and anti-corruption.

33% of the portfolio companies noted that they have adopted the UN SDGs. On the environmental front, 63% of the respondents have introduced energy optimisation initiatives and 57% have initiated decarbonisation efforts in their operations.

Most respondents reported challenges in ESG disclosures, citing uncertainty about compliance with sustainability standards, affordability, limited budget and human resource constraints as the main reasons hindering their plans to initiate sustainability reporting. OSKVI is committed to encouraging and guiding the portfolio companies to make gradual enhancement in their ESG practices within their operations. We will continue to engage with our investee companies to monitor their progress and offer opportunities to take their sustainability agenda forward.



Below is an overview of the survey results. Highlights of the survey responses are displayed in the discussion of relevant material matters.



Technology Innovation

Technological advancement increases productivity, reshapes processes and fosters innovation, playing a key role in enhancing a nation's competitiveness.

At OSKVI, we take pride in our contribution towards driving technological evolution through our investment in promising companies within different industries. Here, we highlight several of our portfolio companies which have been making positive transformation through technology innovation across the financial services technology, e-commerce and climate technology landscapes.

Portfolio Companies	Industry	Business Nature
Sunday Insurance	Insurance Technology	Sunday Insurance is an insurance technology service provider that aims to personalise and simplify insurance as well as to make it accessible to all people. The company offers protection coverage across health, car, travel and electronic products.
Endowus (Addition in 2024)	Financial Services Technology	<p>Endowus is Asia's leading independent digital wealth platform, licensed by the Securities & Futures Commission of Hong Kong and the Monetary Authority of Singapore.</p> <p>As the region's first digital advisor to cover personal savings, private wealth and public pensions (CPF & SRS in Singapore), Endowus offers conflict-free advice and access to institutional solutions, helping individuals, family offices, endowments and institutions grow wealth holistically at low, fair fees through a personalised digital experience.</p>

Sustainability Report

SUSTAINING THE ENVIRONMENT

Biodiversity and Ecosystem

With climate change being a threat that affects environmental and economic stability, everyone has a role to play in addressing the challenges. As a venture capital firm, we recognise that we have the capability to fund innovative companies that provide solutions to solve our planet's environmental and climate change issues. Hence, since 2018, we have proactively sought to include portfolio companies offering environmental and climate solutions. We have made investments in Blue Planet, an environment and climate-focused company which specialises in waste management, recycling and circular economy solutions.

Aside from our investment strategy, we also embed our environment commitment within our operations through the alignment of senior management's compensation. The Board has included ESG implementation and integration in the Corporate Key Performance Indicators ("KPI") and CEO's KPIs for 2023 and 2024.

Within our operations, we emphasise an environmentally conscious culture through resource-saving initiatives. Recycling bins are readily available in our office and single-use products are discouraged. All our laptops and desktops are TCO-certified, which is a world-leading sustainability certification for IT products to drive social and environmental responsibility throughout the product life cycle.

We will continue to reduce our carbon footprint across the Group and improve efficiency wherever possible, including optimising our electricity use and resource consumption. We will also monitor our progress in terms of greenhouse gas ("GHG") emission, in preparation for setting an emission intensity reduction goal in the future.

The table below illustrates our energy consumption over the last three (3) years:

Electricity Consumption (kWh)	
2022	7,411
2023	7,169
2024	8,046

The following section discusses our GHG emissions:

Organisational Boundary

This report covers the emission of which we have direct operational control.

Country	Asset	Scope1	Scope2	Scope3
Malaysia	OSKVI's corporate office in Plaza OSK, Kuala Lumpur	√	√	√

Scope 1 and Scope 2 Emissions

Direct emissions from OSKVI-owned vehicles (Scope 1) and indirect emissions from purchased electricity (Scope 2).

	2023	2024
Scope 1 Mobile Combustion (tCO ₂ e)	3.85	3.78
Scope 2 Electricity Consumption (tCO ₂ e)	5.55	6.23
TOTAL	9.40	10.01

Scope 3 Emission

We have enhanced our disclosure in 2024 by tracking and measuring Category 7 Employee Commuting, in addition to Category 6 Business Travel.

Scope 3 GHG Emission

	2023	2024
Business Travel (tCO ₂ e)	8.36	8.33
Employee Commuting (tCO ₂ e)	N/A	14.57
TOTAL	8.36	22.90

Our total GHG emission is summarised in the table below.

	2023	2024
Scope 1 (tCO ₂ e)	3.85	3.78
Scope 2 (tCO ₂ e)	5.55	6.23
Scope 3 (tCO ₂ e)	8.36	22.90
TOTAL	17.76	32.91

Note:

- Our calculation methodology is based on the GHG Protocol Corporate Accounting and Reporting Standard using the operational control consolidation approach.
- The GHG emissions data for Scope 1, 2 and 3 have been internally reviewed.
- * Scope 2 emission for FY2023 has been restated, following the publication of a new emission factor by the Energy Commission.

As one of the occupants of Plaza OSK, we take part in its recycling and waste reduction initiatives. In 2024, recyclables are segregated and collected by Lovely Disabled Home across all offices within Plaza OSK for its charity recycling programme. Founded in November 2005, the non-governmental organisation provides job opportunities to individuals with physical or intellectual disabilities.

Recyclables	Collected Weight (kg)
Cardboard	952
Steel	37
Mixed Paper	2,053
Black & White Paper	5,541
Newspaper	93
Plastics	25
Textile	3
E-Waste	35
Office Furniture	58

We are also pleased to note that our portfolio companies have taken real steps towards environmental sustainability through introducing decarbonisation and conservation efforts within their operations.

• **33%**

of our portfolio companies have an environmental policy in place, outlining the commitment to minimise environmental impact and integrating environmental considerations into decision-making processes and operations.

• **57%**

of our portfolio companies have implemented decarbonisation initiatives to reduce their carbon footprint.

• **63%**

of our portfolio companies have implemented energy optimisation initiatives.

• **23%**

of our portfolio companies have water optimisation and conservation initiatives in place.

Sustainability Report

FLOURISHING SOCIETAL WELL-BEING

Talent Management and Empowerment

We recognise one of the contributors to our business success lies in our people. We believe that our talent has the potential to continually grow their capability and that a positive work culture enables them to contribute most optimally. It is our commitment to create a workplace that is supportive and nurturing, where each teammate is valued and motivated to scale greater heights.

	2024
Total number of employees	18
Total number of new hires	11
Turnover rate (%)	27.6%
Total number of contract/temporary staff	1

OSKVI is committed to providing development training to our employees, readily investing in professional training sessions for our employees to learn new knowledge, upgrade their skills and stay up to date with market trends. These continuous learning opportunities are open to all levels of our team, including interns. We also listened to their suggestions and feedback in post-training questionnaires to curate a training catalogue that most suits the current needs.

Our internal training programmes are conducted in both online and physical formats to enable greater participation. Staff members are also encouraged to attend external training sessions for professional and personal growth.

	2022	2023	2024
Total investment in employee learning	RM16,700	RM21,010	RM25,162

OSKVI's Training Data in 2024

Average training hours per employee	33
Average training days per employee	4.1
Total training hours as a Group	594

Sustainability Report

TRAINING CATEGORIES	DESCRIPTION
New Hires Series	A series of programmes targeted at equipping new joiners with the important knowledge to perform their work tasks.
Self-Improvement Series	Programmes designed for OSKers to be effective at work, build an all-rounded professional for career development.
Leadership Series	Specifically designed for leaders to improve leadership and management skills to ensure the organisation's success.
Technical Knowledge Series	Specifically designed to equip individuals with specific technical skills/knowledge they need to perform effectively in a particular role or function.
Digital Learning Series	Digital learning & bite-sized learning content to promote learning culture through digital platforms in the new normal.

As part of our effort to improve the overall well-being of employees beyond just monetary recognition, we have also implemented several benefits. Amongst them are:

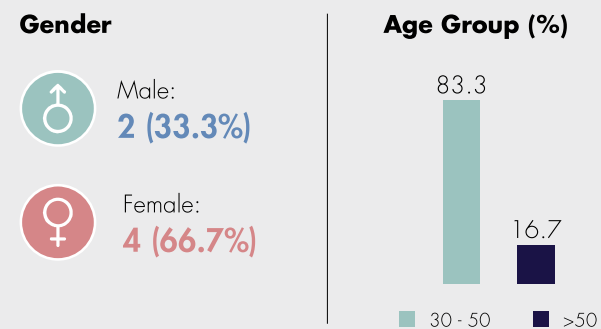
- Subsidised access to the gymnasium located in Plaza OSK
- Flexible working policy for employees to align working hours with their personal needs
- Enriched leave policies, including maternity, paternity, study and compassionate leave
- Access to outpatient service and hospital treatment
- Allowance for health-related expenses, such as traditional medicine treatment and purchase of supplements

Diversity, Equity and Inclusion

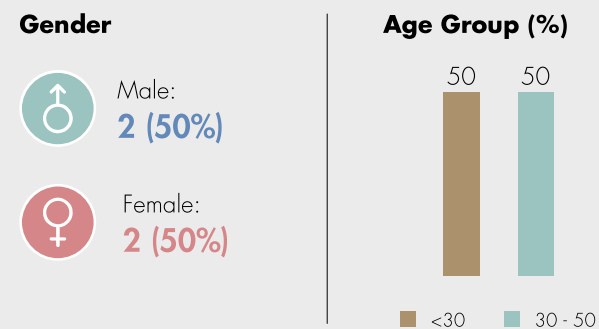
At OSKVI, we believe that a diverse composition of individuals creates a more innovative workplace, bringing together a wider variety of perspectives and ideas for better decision-making. Furthermore, workplaces that embrace DEI are linked to better talent attraction and retention. Hence, we strive to uphold workplace diversity and inclusion, rejecting all forms of discrimination based on race, religion, gender, age, disability and nationality.

Living up to our commitment to fostering a culture of equal opportunity, the OSKVI team of 18 employees represents a spectrum of demographics. Each person is valued for their significant contribution to the Group.

SENIOR MANAGEMENT

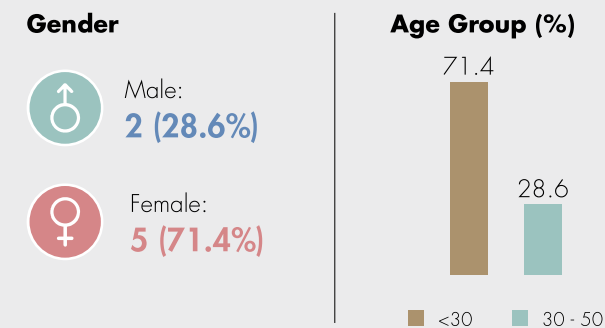


MIDDLE MANAGEMENT

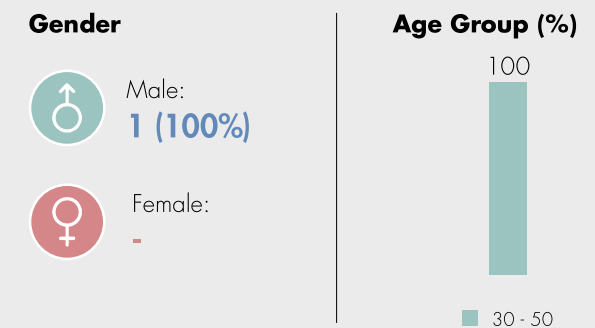


Sustainability Report

SENIOR EXECUTIVE / EXECUTIVE



NON-EXECUTIVE



OSKVI is also committed to gender diversity on the Board and at the Senior Management level. We have surpassed our initial target to have at least one (1) woman Director and maintain at least 30% of women Directors, achieving a 40% representation in 2024.

Externally, OSKVI actively monitors our investee companies' DEI performances, playing our part to encourage representation and participation of people from diverse backgrounds.

In 2024, no incidents of discrimination were reported across the Group.

Beyond our commitment to embrace an inclusive culture within OSKVI, we also engage our portfolio companies in our sustainability assessment efforts to monitor their DEI practices. Below is a snapshot of their workplace inclusivity:

Gender representation in Senior Management across our portfolio companies

	2022	2023	2024
Single Gender Representation	39.4%	44.7%	36.4%
Diverse Gender Representation	60.6%	55.3%	63.6%

- 64% of our portfolio companies are led and managed by at least one (1) female member in the C-suite.
- 27.3% of our portfolio companies have a minimum of 30% representation of women in the C-suite.
- 100% of our portfolio companies believe that a positive workplace culture is a way to attract and retain employees.
- 93% of our portfolio companies actively foster a diverse, equitable and inclusive workplace.

Sustainability Report

Labour Practices and Standards

Fair labour standards and human rights practices are paramount in ensuring that workers are treated with dignity and respect and safeguarded from exploitation and abuse. At OSKVI, we are committed to promoting a healthy and productive workforce.

We observe a strict adherence to the labour regulations of Malaysia, including the Employment Act and the national minimum wage, constantly monitoring the latest updates in employment laws. The Group has a zero-tolerance stance towards inappropriate actions, such as unethical labour practices.

Through lawful human resources practices that are rooted in fairness, we contribute to a just society and foster integrity within our operations. The Group is also committed to providing a safe work environment for our employees that is free from bullying and harassment and individuals are encouraged to report any such incidents. We will apply the principles of confidentiality when handling these complaints.

No confirmed instances of discrimination, child or forced labour, or any violations of human and labour rights were reported across the Group in FY2024.

Meanwhile, our portfolio companies have also displayed a strong commitment to labour law compliance and ethical practices. One of them disclosed that it had encountered one (1) case concerning workplace safety in the last three (3) years and had taken remedial measures by implementing safety training programmes for employees.

• 100%

of our portfolio companies comply with the minimum wage regulations set by the government in their respective operating jurisdiction.

• 100%

of our portfolio companies have a formal contract of employment for all employees, clearly stating the employment details, remuneration package and benefit entitlements.

Safety, Health and Well-being

The safety, health and well-being of our employees are the foundation of a successful organisation. OSKVI strives to provide a secure and healthy work environment while promoting overall wellness within our team.

Operating out of Plaza OSK, the Group abides by the building management's Occupational Health and Safety Management System, which is guided by the Occupational Safety and Health Act 1994. We equip our employees with the necessary safety-related knowledge through participating in periodic fire drills, which help to familiarise the evacuation protocols and assembly points.

To instil a culture of wellness and fitness within the Group, the OSK Health Week was organised as a series of health checks and talks to the employees. In addition to subsidised access to gym facilities, Zumba classes were organised to encourage an active lifestyle.

We are pleased to report that zero fatalities and zero workplace injuries were reported in 2024.



Community Support and Development

As a Malaysian venture capital firm, we are enthusiastic about nurturing the local workforce, both to unlock their potential and contribute to nation building. Our investment in startups has also helped to contribute to the job market, with the offer of over 4,300 career opportunities in 2024. These high-value jobs in fields of financial services technology and e-commerce, to name a few, will result in economic benefits flowing to a wide diversity of local businesses.

Wherever possible, we prioritise local suppliers and vendors as part of our commitment to supporting the local economy. In 2024, 74.6% of the Group's procurement spending was on local suppliers.

▶ Career Talk

Driven by a passion to inspire future business leaders to greater heights, we organised a Career Talk forum at Universiti Tunku Abdul Rahman's ("UTAR") Sungai Long campus in July 2024. The event, attended by 250 students, served the dual goals of establishing linkages with local educational institutions for industry growth and encouraging the students to build meaningful careers.

Joining us on the panel were two (2) of our investee companies, Kakitangan.com and Heal Nutrition under Metier Food. The speakers effectively imparted the significance of perseverance and passion in entrepreneurial journeys while sharing practical advice and insightful anecdotes.



Sustainability Report

About OSK Foundation

OSK Foundation is the philanthropic arm of the Group. Over the years, we have been supporting the Foundation through employee volunteerism. Our staff members contribute personal time and effort to take part in meaningful initiatives that address community needs.

OSK FOUNDATION'S KEY FOCUS AREAS

Community Development

Undertake philanthropic funding, support charitable causes and provide the necessary resources that can improve the quality of life/environment of these individuals and communities.

Community Development - Education

Create opportunities, nurture skills/develop young talents beyond the classroom and build capacity amongst communities.

Support initiatives that focus on research and innovation that facilitate sustainable living as well as establishing channels to stimulate and promote knowledge acquisition.

Environment

Focus on the development of a sustainable society whilst creating access to learnings and tools to facilitate environmental education.

We are pleased to note that our portfolio companies also share our commitment in uplifting the communities through targeted initiatives:

• **53%** of our portfolio companies engage with and support the local community.



Sustainability Report

EXEMPLIFYING RESPONSIBLE GOVERNANCE

Regulatory Compliance

OSKVI holds an uncompromising stance on stringent compliance with all applicable laws, regulations and guidelines.

As a public listed company, OSKVI ensures compliance with company and securities regulations, as well as the ACE Market Listing Requirements. Within our operations, we stress the total compliance with anti-graft laws, industry regulations and ethical guidelines. Our employees are also expected to strictly abide by internal policies and directives.

In 2024, our employees attended training programmes on regulatory compliance to enhance the Group's adherence to relevant laws and regulations.

No compliance violations were recorded across the Group in the financial year.

Anti-Bribery and Anti-Corruption

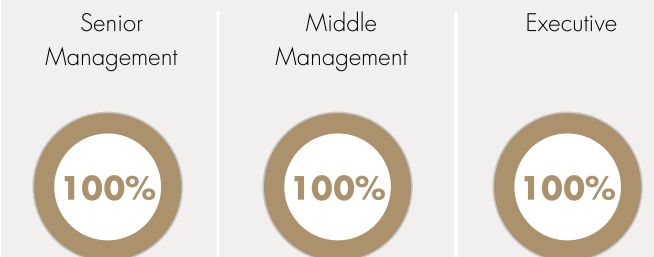
Maintaining a staunch stance against graft, OSKVI does not tolerate any forms of bribery, corruption and fraud. We are committed to professional and fair conduct that is marked by integrity in all our business dealings and relationships.

At OSKVI, we categorically reject any form of corruption and bribery, and pledge to adhere to applicable anti-graft regulations, chiefly the Malaysian Anti-Corruption Commission Act 2009. In our Anti-Bribery and Anti-Corruption Handbook, corruption is defined as the act of giving or receiving of any gratification or reward in the form of cash or in-kind for performing a task to improperly influence the action of another party, such as fraud and abuse of power. Bribery, on the other hand, refers to the unethical offering, promising, giving, demanding or accepting of an advantage of any gratification as an inducement for an action or a reward. Examples of bribery include money, job position or placement, discount offers, services, votes, wages, loans and other forms of payment.

Our employees are mandated to ensure that all dealings with third parties are carried out in accordance with the anti-graft principles. As part of the regular awareness initiatives, a Group-wide Anti Bribery and Anti-Corruption Risk Awareness Briefing was held in 2024 to refresh employees' understanding on anti-corruption, the Group's

anti-corruption policy, different types of graft and the relevant laws and regulations in Malaysia. 76.5% of OSKVI's employees scored 60% and above in a post-training quiz.

Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category:



Externally, the Anti-Bribery and Anti-Corruption Handbook is communicated to our portfolio companies and service providers to stress our zero-tolerance stance on graft. They are encouraged to execute the Third-Party Declaration, in which they promise to refrain from offering or accepting any form of bribery. When conducting due diligence of new portfolio companies and service providers, we also ensure that corruption risk is one of the factors reviewed.

Internally, the Group's Risk Management team is entrusted with the important task of overseeing and managing corruption risks. It is responsible for identifying corruption risk throughout the Group's operations, especially areas with high risks and reporting its assessment to the Board. The review is conducted every quarter, with procedures in place to mitigate potential risks identified.

Bursa C1(b) Percentage of operations assessed for corruption-related risks in FY2024	100
Number of staff disciplined or dismissed due to non-compliance with anti-corruption policy/policies in 2024	0
Cost of fines, penalties or settlements in relation to corruption in 2024	0

As stipulated in the Group's Whistleblowing Policy, we have a mechanism for staff and individuals to report any forms of bribery and/or corruption, with confidence that their reports will be treated confidentially. No cases of bribery or corruption were reported during 2024.

Sustainability Report

Risk Management

Effective risk management is central to OSKVI's resilience and viability. Guided by a vigorous risk management framework, the Group strives to balance investment strategy with risk tolerance in all our decision-making.

At OSKVI, the Board oversees the risk management process of the Group through the Risk Management Committee ("RMC"), which advises the Board on key risks areas as well as the adequacy and integrity of the risk management process.

Top risks within the Group are deliberated in the quarterly RMC meetings. It is the RMC's responsibility to review significant issues stemming from changing business landscape and propose mitigation measures.

The Board, through the RMC, also has oversight of OSKVI's climate change risks. Ms. Amelia Ong Yee Min, our CEO who also assumes the role of CSO, leads the decision-making on the integration of sustainability consideration into our operations.

To address both physical risk and transition risk of climate change, our employees are equipped with ESG knowledge and risk tools to integrate climate-related considerations into our risk management measures. In addition to minimising risk exposure, vigilance is crucial in identifying growth opportunities in the realm of ESG.

Our portfolio companies have also incorporated risk management into their operations to consider the range of potential threats they face and take proactive steps to control the vulnerabilities.

- **73%** of our portfolio companies have identified at least two (2) key risks relevant to their operations (such as data breaches risks and cybersecurity risks); and established an enterprise risk management framework.
- **63%** of our portfolio companies reported that their Board reviews governance-related issues, including risk management.

Note:

Please refer to the Statement on Risk Management and Internal Control in the Integrated Annual Report 2024 for more detailed information on our Enterprise Risk Management Framework and Risk Management practices.

Data Protection and Cybersecurity

A strong data protection and security system acts as a protective shield against cyberattacks, safeguarding an organisation from data breaches. At OSKVI, we treat data security with the utmost importance to protect sensitive financial and strategic information.

To uphold data integrity, our IT team conducts regular vulnerability assessments and penetration tests to identify and rectify security weaknesses. A comprehensive backup system is also in place along with a backup data validation process to ensure reliable data restoration.

Operationally, all employees abide by the IT Policy for Employees, which governs the use and security of all Group-owned equipment, network infrastructure, software applications, access and information. They are required to uphold information security at all times to ensure that the Group's operations are safeguarded. With the prevalence of artificial intelligence ("AI"), we updated the policy in 2024 to establish guidelines for the responsible and ethical use of AI at work.

In 2024, the Group's IT team conducted two (2) phishing tests with the purpose of enhancing cybersecurity awareness and educating the employees on how to handle deceptive emails appropriately. Employees who failed the tests were guided further on the security risks and practical cybersecurity practices. Security awareness tips were also shared regularly to further drive home the importance of reducing human risk in combating cyber threats. Additionally, all personal computers within the Group are equipped with reliable anti-virus software.



To stay one step ahead of cyber threats, we carry out regular enhancement of our internal systems. Among the measures implemented are advanced threat detection mechanisms, subscription to security assessment platform, vulnerability assessments and penetration tests, encryption of data-in-transit and data-at-rest as well as geo-blocking. Taking digital risk management seriously, we invest in cybersecurity to safeguard our devices and platforms from malicious attacks. With these initiatives in place, no substantiated complaints concerning breaches of customer privacy and losses of customer data were reported in 2024.

Given the interconnected nature of today's digital landscape, our portfolio companies also reported that they have implemented data safety policies as a strong shield from evolving cyber threats.

- **90%** of our portfolio companies have data protection and cybersecurity policies in place to safeguard the business.

LOOKING FORWARD

Holding fast to our sustainability principles, we will continue to be a key value-creating investor to our stakeholders, empowering them to drive innovation and growth. In particular, we will pay keen attention to businesses with climate change abatement solutions in line with the critical goal of achieving net zero emission globally by 2050.

Moving forward, we are committed to continuing our engagement with investee companies and encouraging them to adopt ESG practices that align with their objectives. We will also carry on with initiatives to future-proof our talents and uplift communities. Another key focus is to fortify our capabilities in sustainable funding, building the future together with our stakeholders.

OSKVI, as a listed issuer on Bursa Securities' ACE Market, will comply with the new reporting requirements set out in the Securities Commission's National Sustainability Reporting Framework. We aim to enhance our reporting in line with the IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Information and IFRS S2 Climate-related Disclosures in accordance with the stipulated timelines.

As an award-winning investment entity, we will remain steadfast in our vision of being the investor of choice in our communities. We are committed to managing investment activities responsibly for sustainable returns and to making positive contributions to our stakeholders, as we aim to create a resilient and sustainable future.

STATEMENT OF ASSURANCE

Internal Assurance

Group Internal Audit conducted a review of the sustainability reporting process, focusing on verifying the sustainability data collected for OSKVI for year 2024. All relevant recommendations identified during this review have been carefully considered and incorporated in the preparation of this report. Nothing has come to our attention that cause us to believe there is any material misstatement of the reviewed data.