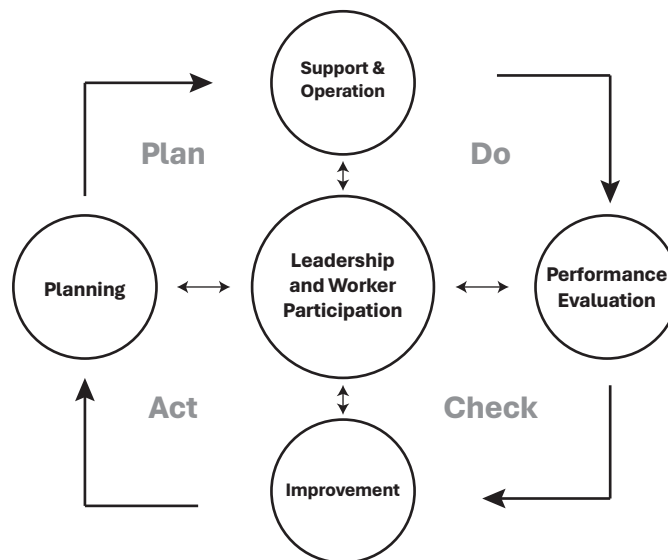


# ENSURING WORKPLACE SAFETY: OSK'S COMMITMENT TO OCCUPATIONAL SAFETY AND HEALTH

Safety, health, and well-being in the workplace are essential for enhancing employee engagement and retention, fostering a secure and supportive environment for our employees, contractors, and the wider community. At OSK Holdings Berhad (“OSK”), we recognise that a strong occupational safety and health (“OSH”) culture is vital for sustainable operations and are committed to maintaining a safe and healthy work environment across all our business activities.

By focusing on accident prevention and continuous improvement through systematic assessment, we implement the Plan-Do-Check-Act (“PDCA”) framework and management mechanisms to ensure a consistent understanding of safety requirements across all units, in line with the ISO 45001:2018 Occupational Health and Safety Management Systems.

## PDCA Framework



### List of Operational Sites with Competent Safety and Health Officer (FY2023)

- Olympic Cable Company
- Plaza OSK
- Iringan Bayu
- Shorea Park
- LEA by The Hills
- Rubica
- Nuria
- Mori Park

At our manufacturing factories and construction sites, safety is closely managed and monitored by the respective safety and health officers to ensure effective implementation of health and safety policies and the achievement of key safety performance indicators.

Meanwhile, at each key operational site, including our headquarters, dedicated OSH Committees oversee the safe execution of business operations and uphold workplace safety and health standards in line with the Group Safety and Health Policy, as well as national and international safety standards.

### Operational Sites Compliant with ISO 45001:2018 Standards in FY2023

Construction Division:  
**100%**  
of construction sites

Cables Division:  
**Factory in Melaka**

We recognise that proactively addressing health and safety risks safeguards workers and supports the overall sustainability and success of the business. To ensure safe and efficient operations, we integrate the Hazard Identification, Risk Assessment and Risk Control (“HIRARC”) method into our standard OSH procedures. This systematic approach includes hazard identification, risk assessment, regulatory reviews, internal audits, management reviews, and corrective actions, establishing key guidelines and standard operating procedures for daily operations.

## COMPREHENSIVE ASSESSMENTS AND CONTINUOUS IMPROVEMENT

To uphold safety and compliance standards, we conduct annual surveillance audits, comprising internal and external assessments. These audits meticulously review safety protocols, procedures, and incident responses, ensuring alignment with changing operational needs, emerging risks, and industry standards.

OSK’s commitment to safety is further reinforced through comprehensive periodic assessments that monitor compliance with OSH standards. These assessments are critical in identifying potential hazards, evaluating the effectiveness of existing safety measures, and implementing improvements where necessary.

Additionally, we place emphasis on continuous improvement, fostering a culture of safety that extends beyond mere compliance. This proactive approach enables the Group to anticipate and mitigate risks before they materialise, thus enhancing the overall safety of our operations.

## INCIDENT MANAGEMENT AND TRANSPARENT REPORTING

Across all operational sites, we encourage workers at all levels to participate in discussions on OSH matters and report workplace incidents transparently, without fear of retaliation. To support this, we conduct awareness training to ensure all employees, especially those working at the front line and operation sites, understand the importance of timely and accurate incident reporting. This approach fosters employee engagement in identifying and reporting unsafe behaviours, effectively preventing potential hazards, as outlined in our Incident Management Policy.

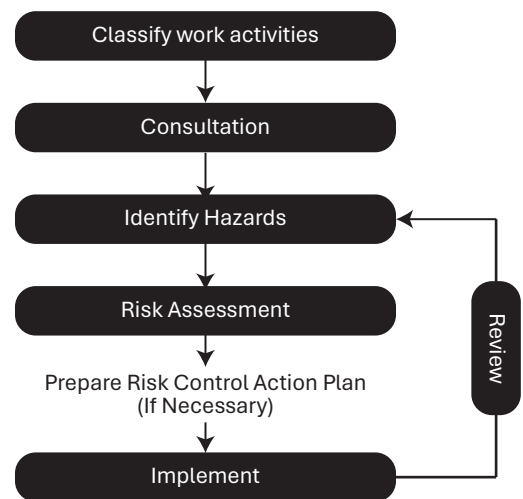
Our incident reporting system clearly defines the roles and responsibilities of management and employees in critical procedures such as emergency response, accident reporting, and investigation. This system ensures effective communication with relevant government agencies and enables the swift implementation of necessary mitigation and corrective actions during incidents.

## TRAINING AND AWARENESS: BUILDING A SAFETY-FIRST CULTURE

Central to OSK’s OSH strategy is providing comprehensive training, including on-the-job measures, refresher courses, and awareness programmes. These initiatives instil best practices and ensure that teams have the necessary knowledge and skills to perform safely, with consistent application of safety protocols across the organisation. Fire safety drills are also conducted at our sites to ensure our team is prepared for emergencies.

In FY2023, we set a goal to eliminate fatal and serious accidents, achieving it through a comprehensive approach that includes risk management, structured compliance, continuous improvement, as well as rigorous training and awareness programmes.

### Flowchart of HIRARC Process



**In 2023, a total of 343 employees attended various health and safety related training programmes**

Number of work-related fatalities <b>0</b>	Lost Time Incident Rate <b>0.0</b>
--	---------------------------------------



Safety awareness training at a construction site.