



SIGNATURE INTERNATIONAL BERHAD
REGISTRATION NO. 200601034359 (754118-K)
DIVERSITY POLICY

A. Introduction

The Board of Directors of (“**the Board**”) of Signature International Berhad (“**the Company**”) has adopted this Diversity Policy which is applicable to the Company and its subsidiaries (collectively referred to as “**the Group**”).

This Policy sets out the framework to promote diversity for the Board and workforce of the Group. Diversity in this context refers to age, gender, ethnicity, nationality, cultural background, religious belief and social-economic status. Diversity also encompasses the ways people differ in terms of educational background, life experience, job function, work experience, personality, location, marital status and career responsibilities.

B. Objectives

The Company is committed to manage diversity, which may result from a range of factors including age, gender, ethnicity, nationality, cultural background or other personal factors, as a means of enhancing the Company’s performance by recognising and utilising contribution of diverse skills and talents from its Directors, Senior Management*, officers and employees.

** Senior Management means members of the C-suite and such other persons who directly report to the Managing Director or Group Chief Executive Officer, which includes Heads of Departments, where applicable.*

C. Policy Statement

Building a diverse and inclusive culture is essential to the Group’s success to enable the Company respond to Malaysia’s diverse customer base. A truly diversified Board and Senior Management can enhance the effectiveness, creativity and capacity of the Board and Group.

The Company’s strategic intent for boardroom diversity is the attraction, retention and development of a diverse team of skilled people who are increasingly engaged towards the delivery of the Company’s strategies as set out in this Policy.

i) Board of Directors

- Identifying potential candidates and balancing the mix of skills, expertise and industry experience, competencies, time devoted, gender, age, educational, cultural, ethnicity and backgrounds of Directors in the recruitment and selection process;
- Retaining Directors based on tenure, merit, in the context of skills, time commitments and experience and current composition of the Board in order for the effective functioning of the Board;
- The Nomination Committee has to consider the following responsibilities:
 - To take into consideration the benefits from boardroom diversity and to appoint candidates based on merit and without prejudice, and strive to achieve at least 30% of women directors on Board when reviewing the Board's composition;
 - To consider the balance of skills, experience, independence, knowledge and the diversity of representation on the Board, as part of the annual performance evaluation on the effectiveness of the Board, Board Committees and individual Directors;
 - To implement this Policy and to monitor progress towards the achievement of these objectives; and
 - Upon identifying the appropriate candidate to be appointed as director or board member, the Nominating Committee will make its recommendations to the Board for approval.

ii) Senior Management

In line with promoting diversity in the Senior Management, the Board has established the following procedure:-

- All persons, regardless of age, gender, ethnicity, cultural background or other personal factors, with appropriate experience and qualifications will be considered equally when recruiting for Senior Management position.
- There will be no preference given to male applicants for a position and will ensure that any women with appropriate experience and qualifications are considered equally in the recruitment and selection process.
- The remuneration levels of the Senior Management are set regardless of age, gender, ethnicity, cultural background or other personal factors without bias.

- All decisions associated with career advancement, including promotions, transfers, and other assignments, will have to meet the Company's needs and be determined based on skills, merit, qualifications and competence regardless of age, gender, ethnicity, cultural background or other personal factors.
- The Company strives to have at least 10% of women Senior Management comprising different ethnicity. However, the selection criteria based on an effective blend of merits, competencies, knowledge, skills, experience and contribution to the Company and workplace should remain the priority.

iii) Officers and Employees

In line with promoting diversity in the workplace, the Board has established the following procedures:

- All persons, regardless of age, gender, ethnicity, cultural background or other personal factors, with appropriate experience and qualifications will be considered equally when recruiting new staff.
- There will be no preference given to male applicants for a position and will ensure that any women with appropriate experience and qualifications are considered equally in the recruitment and selection process.
- The setting of the remuneration levels of the officers and employees regardless of age, gender, ethnicity, cultural background or other personal factors without bias.
- All decisions associated with career advancement, including promotions, transfers, and other assignments, will have to meet the Company's needs and be determined based on skills and merit regardless of age, gender, ethnicity, cultural background or other personal factors.

iv) Training

All internal and external training opportunities will be based on needs regardless of age, gender, ethnicity, cultural background or other personal factors.

v) Workplace Diversity Principles

The Company is committed to workplace diversity ensuring that it values and respects differences and that its workplace is fair, accessible, flexible and free from discrimination.

Promoting workplace diversity is everyone's responsibility and includes:

- practising and promoting behaviour consistent with the Company's Code of Conduct;

- respecting different ways of thinking and using its employees' different perspectives to improve business outcomes;
- treat each other with respect and dignity;
- provide a safe, secure and healthy workplace;
- make decisions genuinely based on equity and fairness;
- value the diversity of people; and
- take appropriate action to eliminate discrimination.

D. Measurable Objectives

This Policy will be reviewed periodically, as and when appropriate, to ensure its effectiveness. Any changes to this Policy shall be deliberated and approved by the Board of Directors.

The Board is mindful that for any set objectives to be effective, they should be measurable. On an annual basis, the Nomination Committee will discuss the measurable objectives for achieving diversity on the Board and recommend them to the Board for adoption, where applicable.

In relation to gender diversity, the Company shall have at least one (1) woman Director on the Board.

E. Monitoring and Reporting

The diversity targets and measures should be assessed annually and the progress should be monitored to determine if they are effective. Where targets are not achieved, plans for improvement should be deliberated and reported to the Board.

Disclosure will also be made in the Annual Report and/or Corporate Governance Report which include the following:-

- (i) Policy on board and senior management diversity including policy on gender;
- (ii) Measurable objectives to achieve board diversity, if necessary; and
- (iii) Measures undertaken to meet the aforementioned objectives, if the objectives are not met.

This Policy is adopted by the Board of Directors on 29 June 2018 and updated on 23 August 2022.