

INTRODUCTION

At SCIB, we recognize that diversity and inclusion are fundamental to our sustainability, growth, and innovation. We are committed to fostering a culture in which every individual is respected, valued, and empowered to contribute to our shared success. This Policy outlines our approach to promoting a workplace that upholds fairness, equity, and inclusivity across all levels of the organization.

OBJECTIVE

The objective of this Policy is to clearly state SCIB's commitment to Diversity and Inclusion ("D&I"), which includes:

- Upholding the principles of equal opportunity and fair treatment.
- Rejecting all forms of discrimination, harassment, or bias in the workplace.
- Encouraging a work culture that embraces diverse perspectives, backgrounds, and experiences.
- Integrating diversity and inclusion into all aspects of people management, from recruitment and development to promotions and leadership.

SCOPE

This Policy applies to:

- All SCIB employees, including full-time, part-time, probationary, temporary, contract staff, and interns;
- Directors and officers of the Company;
- All subsidiaries, joint ventures, and entities under SCIB's operational control; and
- Suppliers, contractors, service providers, and third parties performing work on behalf of SCIB.

COMMITMENTS

- SCIB recognizes the importance of diversity and inclusion in supporting prudent decision making, promoting sustainable growth, fostering a positive workplace culture, and strengthening corporate governance.
- SCIB promotes diversity across various attributes, including skills, professional experience, gender, age, ethnicity, cultural and educational background, religion, and length of service.
- D&I principles are embedded into all aspects of people management, including recruitment, compensation, learning and development, promotion, internal mobility, and performance evaluation.
- Selection and appointments, including for senior roles, are based on merit and the value a candidate brings to the organization without discrimination based on gender, age, religion, or ethnicity.
- SCIB maintains a workplace that is professional, respectful, and free from bullying, harassment and unlawful discrimination based on race, gender, religion, political opinion, nationality, or social origin.
- SCIB is committed to fair labour practices and prohibits any form of forced or exploitative labour in all its operations.

ROLES AND RESPONSIBILITIES

Every stakeholder is responsible for promoting and advancing D&I within SCIB. The following outlines the roles and responsibilities at all levels in supporting and promoting D&I across the organization:

- **Board of Directors**
Provide strategic oversight and ensure the Diversity and Inclusion Policy aligns with the Group's vision, values, and long-term objectives.
- **Senior Management**
Lead by example and foster a culture that upholds human rights, diversity, inclusion, equal opportunity, and fair treatment across the organisation.
- **Heads of Departments and Business Unit Heads**
Ensure effective communication and implementation of the Policy within their teams while promoting inclusive leadership and behaviour.
- **All Employees**
Comply with the Policy by treating others with respect, embracing diversity, and fostering an inclusive workplace environment.
- **Human Resources and Administration Department**
Review and update the Policy regularly, provide training, and support its organization-wide implementation in line with best practices and regulatory requirements.

IMPLEMENTATION OF THIS POLICY

SCIB will ensure that this Policy is effectively communicated to all employees and relevant stakeholders across the Group.

As part of the onboarding process, all new employees will be introduced to the Policy's content and expectations. Managers at all levels are responsible for ensuring that their team members understand, embrace, and comply with the Policy in their day-to-day roles. Employees must be treated fairly and with respect, without any judgment based on gender, age, race, religion, cultural background, ethnicity, or disability.

At SCIB, we have zero tolerance for discrimination, harassment, bullying, or victimization. Any violation of this Policy may lead to disciplinary action, which could include termination, following a thorough inquiry in accordance with the Group's Human Resource Policy on misconduct.

REVIEW

The policy statement shall be periodically reviewed and updated by the Risk Management & Sustainability Committee ("RMSC"), taking into consideration the needs of the Group and any developments in rules and regulations that may affect the roles and responsibilities of the Board, and submit the policy statement to the Board of Directors for approval.

APPROVAL

This policy was approved by the Board of Directors on 28 May 2025.