



Sustainability Statement

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From concept to completion, every design begins with a vision that transforms ordinary spaces into places of purpose and impact. At Signature Alliance Group Berhad (“SAG” or the “Company”), we take pride in our design, craftsmanship and unwavering commitment to excellence. For over a decade, we have been crafting spaces that seamlessly blend aesthetics with functionality through our interior fitting-out services, helping businesses and communities create environments that inspire growth and connection.

As the world embraces sustainable transformation, the interior design industry continues to embrace greener practices, from sustainable material sourcing to resource-efficient design solutions. We recognise this shift as an opportunity to redefine our operations by minimising environmental impact, optimising material use and creating long-term value.

As part of our first year as a listed entity, this inaugural Sustainability Statement marks a key milestone in our journey towards embedding sustainability across our operations. Our focus remains on delivering quality outcomes while advancing long-term sustainability, ensuring that every project we undertake creates lasting value for our clients, communities and the environment. Guided by Economic, Environmental, Social and Governance (“EESG”) principles, we aim to contribute not only to business excellence but also to a more resilient and sustainable future.

Sustainability Statement

Scope And Reporting Period

This Sustainability Statement presents an overview of the sustainability initiatives, efforts and achievements of SAG and its subsidiaries (collectively known as “SAG Group” or the “Group”) across our principal business of providing interior fitting-out services for the period from 1 January 2025 to 31 December 2025, unless otherwise stated.

Statement Of Assurance

For the current reporting period, SAG has not engaged an internal auditor or independent assurance provider to verify the sustainability disclosures. However, as part of our Group’s commitment to transparency and accountability, our Group will continue to review the reporting processes and consider obtaining external assurance in future reports.

Reporting Framework And Standards

This Sustainability Statement was prepared based on all available internal information, in accordance with the ACE Market Listing Requirements (“ACE LR”) of Bursa Malaysia Securities Berhad (“Bursa Securities”) relating to sustainability statement and its Sustainability Reporting Guide 3rd edition. The United Nations Sustainable Development Goals (“UNSDGs”) were also referred to as a guideline in mapping our material sustainability matters and developing our sustainability strategies.

Feedback

We remain committed to improving our sustainability initiatives and reporting standards. Hence, we welcome all stakeholders to provide feedback, suggestions and comments regarding this Sustainability Statement and other sustainability matters through info@sagrp.com.my.



Sustainability Statement

Sustainability Governance Structure

In this ever-evolving landscape, effective sustainability management is essential to long-term business success and stakeholder trust. Guided by our Sustainability Policy, we are committed to integrating EESG considerations into our business operations and decision-making processes. Our Sustainability Policy serves as the overarching policy framework for our sustainability commitments. It provides guidance and raises awareness among stakeholders on the Group’s commitment and strategic direction in advancing sustainability across key areas, including: -



To ensure the effective implementation of our Sustainability Policy, we adopt a three-tier sustainability governance structure comprising the Board of Directors ("the Board"), the Risk Management and Sustainability Committee ("RMSC") and the Sustainability Working Committee ("SWC"). This governance structure enables clear delegation and oversight of sustainability matters alongside our day-to-day operations, ensuring that sustainability remains embedded across all levels of the organisation, as outlined below: -



At the top of the governance structure, the Board provides strategic direction and oversight of the Group’s sustainability agenda, ensuring that sustainability principles are embedded into our business strategies and decision-making processes. The RMSC supports the Board by ensuring that key sustainability decisions are aligned with the Group’s overall business strategies and goals, with adequate resources allocated for effective implementation. The RMSC also reviews and reports the progress of sustainability initiatives to the Board.

The SWC manages the day-to-day execution of sustainability efforts, including data collection, performance tracking and implementation of sustainability strategies. The SWC also conducts research on emerging sustainability trends, reviews goals and targets for continuous improvement, and reports progress and performance to the RMSC on a periodic basis.

This governance structure ensures the success of sustainability management through effective delegation and accountability across all levels of the organisation. With clearly defined roles and regular performance monitoring, we remain committed to embedding sustainability into our business operations, driving continuous improvement and long-term value creation.

Stakeholder Engagement








At the heart of our EESG journey, our stakeholders play a vital role in shaping the direction and impact of our sustainability strategies. Through active and inclusive engagement, we ensure that our priorities remain responsive to evolving expectations while driving meaningful EESG outcomes. We believe that transparent and continuous communication forms the foundation of effective stakeholder relationships, strengthening trust, accountability and shared responsibility across all levels.



Sustainability Statement

Stakeholder Engagement (Cont'd)

During FYE 2025, we identified seven (7) key stakeholder groups, along with their areas of interest and/or concern and our engagement approaches, as outlined below: -

Stakeholders	Areas of Interest and/or Concern	Engagement Approaches
Shareholders, Financiers and Investors 	<ul style="list-style-type: none"> Investment returns and share performance Sustainable business growth Financial and operational performance Corporate governance and risk management Business strategies and future plans 	<ul style="list-style-type: none"> Prospectus disclosure and launching event Investor briefings Quarter and annual reports General meetings Company website Announcements made on Bursa Securities website
Employees 	<ul style="list-style-type: none"> Competitive remuneration and benefits Occupational safety and health (“OSH”) Training, upskilling opportunities and career development Business growth and strategic direction Inclusive workplace 	<ul style="list-style-type: none"> Transparent internal communications Equal employment opportunities Periodic performance assessment Training and development programmes Compliance with the Employment Act 1955 and the Occupational Safety and Health Act 1994 Company activities and events
Clients 	<ul style="list-style-type: none"> Quality and sustainable products and services Competitive and affordable pricing Client satisfaction and experience Client data privacy 	<ul style="list-style-type: none"> Company website Product quality verification in accordance with ISO certification standards Compliance to Personal Data Protection Act 2010 Client satisfaction survey
Suppliers and Subcontractors 	<ul style="list-style-type: none"> Sustainable business relationships Efficient and transparent procurement processes Credit terms and timely payments 	<ul style="list-style-type: none"> Periodic supplier evaluation Physical and virtual communications Contractual agreements
Government Agencies and Regulators 	<ul style="list-style-type: none"> Legal compliance Corporate governance 	<ul style="list-style-type: none"> Compliance audit Announcements made on Bursa Securities website Renewal of license and permits
Community and Non-Governmental Organisation 	<ul style="list-style-type: none"> Environmental impact from business operations Local job creation and economic support 	<ul style="list-style-type: none"> Company website Internship programmes Community outreach programmes
Analysts and Media 	<ul style="list-style-type: none"> Financial and operational performance Business growth and expansion plans Corporate governance Share price performance 	<ul style="list-style-type: none"> Prospectus disclosure and launching event Quarter and annual reports General meetings Interview sessions Company website Announcements made on Bursa Securities website

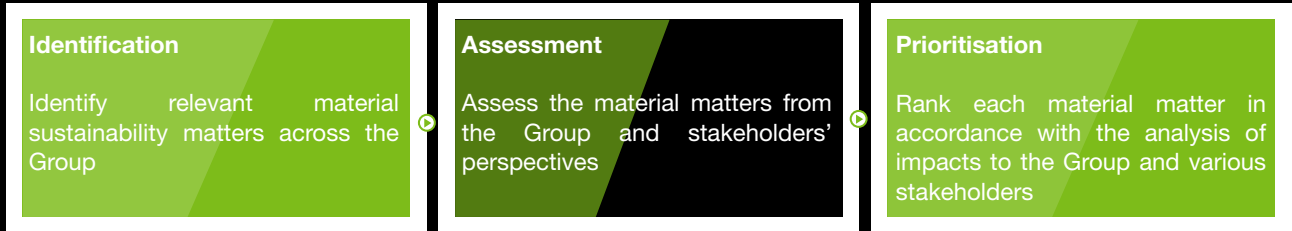
Sustainability Statement

Material Matters Assessment

Material Matters Assessment Process

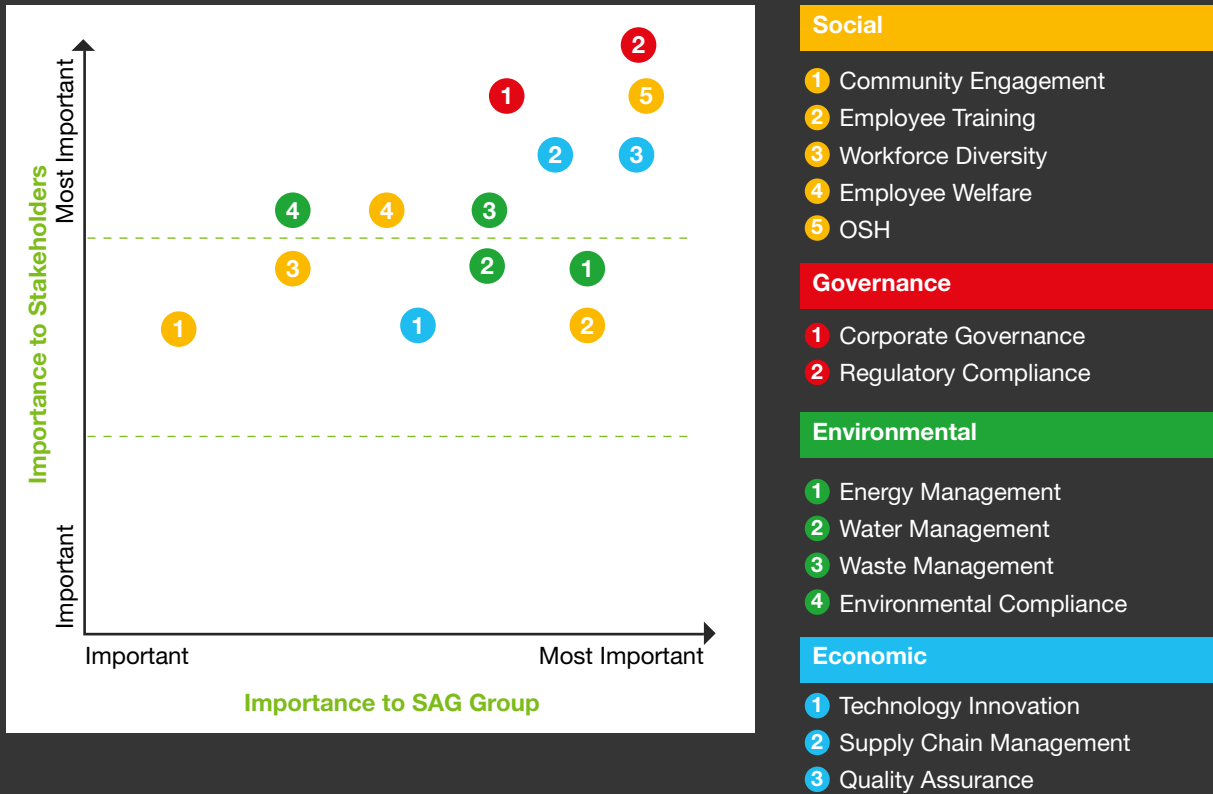
To ensure long-term growth in an ever-evolving environment, we employ a structured materiality process to identify and prioritise EESG matters that are most relevant to our business and stakeholders. By incorporating insights from stakeholder engagement, we ensure our sustainability priorities are aligned with our strategic objectives while addressing stakeholder expectations.

For FYE 2025, we implemented a three-step approach to conduct our inaugural material matters assessment, as outlined below: -



Material Matters Matrix

Through our material matters assessment, we have identified and prioritised 14 sustainability matters that are most significant to our Group and various stakeholders, categorised from "Important" to "Most Important" as illustrated in the Material Matters Matrix below: -











Sustainability Statement

Material Matters Assessment













Sustainability Strategies and UNSDG Mapping

Following the identification of our material matters, we developed clear sustainability strategies to manage the key sustainability risks and opportunities shaping our business. Our approaches are aligned with the principles of the UNSDGs, ensuring that our efforts contribute to a more resilient and sustainable future both locally and globally. By mapping our material matters and sustainability strategies against seven (7) relevant UNSDGs, we ensure that our initiatives not only meet stakeholder expectations but also play a meaningful role in advancing the global sustainability agenda: -

Material Matter	Sustainability Strategies	UNSDGs
Economic		
<ul style="list-style-type: none"> Quality Assurance Supply Chain Management Technology Innovation 	<ul style="list-style-type: none"> Ensure timely and high-quality project delivery. Source materials and subcontracting services from reliable local suppliers and subcontractors. Explore and adopt innovative technologies and practices. Uphold data security and privacy through robust security practices and strict confidentiality measures. 	
Environmental		
<ul style="list-style-type: none"> Environmental Compliance Waste Management Energy Management Water Management 	<ul style="list-style-type: none"> Comply with all relevant environmental regulatory and legal requirements. Reduce waste generation and practise responsible waste management. Ensure responsible and efficient use of natural resources to reduce carbon footprint. 	 
Social		
<ul style="list-style-type: none"> OSH Workforce Diversity Employee Training Employee Welfare Community Engagement 	<ul style="list-style-type: none"> Ensure a safe, inclusive and conducive workplace. Empower our workforce by supporting personal and professional growth. Contribute to the well-being of local community through corporate social responsibility programmes. 	   
Governance		
<ul style="list-style-type: none"> Regulatory Compliance Corporate Governance 	<ul style="list-style-type: none"> Adhere to all applicable laws and regulations at all times. Maintain highest standards of business ethics, integrity, and corporate governance practices. 	

Sustainability Statement

Sustainability Highlights 2025

<p>RM482.46 mil revenue generated</p> 	<p>at least 89.8% average client satisfaction scores</p> 		
<p>98.0% of the total procurement sourced from local suppliers</p> 	<p>GHG Inventory of Scope 1 and Scope 2 established</p> 	<p>3 Awards achieved including MIID REKA 2025, Sustainability & CSR Malaysia Awards 2025 and OSH Excellence National Awards 2025</p> 	
<p>402.22 tonnes waste diverted from disposal</p> 	<p>ZERO work-related injuries and fatalities across 2,217,810 manhours worked</p> 	<p>35.4% women representation in total workforce of 257 employees</p> 	<p>RM76,850 training and development invested in employees</p> 
<p>100% employee completed anti-corruption awareness training</p> 	<p>ZERO confirmed incidents of corruption</p> 	<p>ZERO substantiated complaints concerning breaches of client privacy and losses of client data</p> 	

Sustainability Statement

Economic

Quality Assurance

At the foundation of our business track record lies our commitment to strong quality assurance. Guided by our Quality Policy, we strive to meet our clients' expectations and ensure their satisfaction through superior performance standards, good corporate governance and sound quality practices.

To uphold this commitment, we have implemented a robust Quality Management System ("QMS") to embed quality excellence and accountability across our business practices. Our QMS is certified under ISO9001:2015 through SAC covering the provision of project management of interior fit-out works through our subsidiary, SAC, as well as the provision of interior design, renovation and construction works through Zig Zag Builders (M) Sdn Bhd.

Guided by our QMS, we maintain strict quality controls at every stage of our operations, ensuring that the quality of our works and subcontractors' works meet all our internal benchmarks and clients' requirements. Our quality control processes encompass the following key areas: -






Each project is managed by a dedicated team of experienced management and technical personnel, with project managers and site supervisors coordinating daily site activities, supervising subcontractors and addressing operational issues promptly. Quality and safety are closely monitored through regular inspections, meetings and reporting, with all testing carried out in accordance with project contracts, shop drawings and local authority requirements.




Before project completion, the project team conducts joint inspections with the consultants appointed by our clients to identify and rectify any defects or outstanding works before issuing the Certificate of Practical Completion. Following handover, every project undergoes a 12- to 24-month Defects Liability Period, during which we remain responsible for any required rectifications before obtaining the Certificate of Making Good Defects.

Project



Upon receiving interior fitting-out materials at the project site, we inspect their condition and specifications to ensure that the materials meet our requirements as stated in the purchase orders. Visual inspections and functional testing are then performed to verify compliance with the pre-determined specifications. If the materials do not meet the required standards or are found to be defective, our suppliers are responsible for providing replacement units.

Material



Our project team oversees and inspects all subcontracted works in accordance with our QMS, ensuring that we remain fully accountable to our clients for the performance and quality of all works delivered.

Subcontractor

Sustainability Statement

Economic (Cont'd)

Quality Assurance (Cont'd)

Through the quality control measures outlined above, we strive to achieve client satisfaction and trust across all our projects. During FYE 2025, we conducted client surveys and achieved an average client satisfaction score of at least 89.8% across our subsidiaries. We are also pleased to report that no client complaints were received, reflecting the effectiveness of our quality management practices.

Our quality excellence was further validated through external recognition during FYE 2025. SAC received the Gold Award at the Malaysian Institute of Interior Designers REKA Awards 2025, for our interior build work on Menara Chin Hin. This prestigious industry award acknowledges our commitment to superior design execution, workmanship quality and adherence to the highest industry standards.



Menara Chin Hin




Sustainability Statement

Economic (Cont'd)

Supply Chain Management


Recognising the vast impact of our supply chain on the economy, environment and community, we are committed to building a sustainable and transparent supply chain that strengthens our business resilience while creating values for stakeholders. Our approach to supply chain management is anchored in ensuring the reliability, quality and sustainability of the materials and services we source. To uphold these standards, we adopt a proactive approach in the selection, evaluation and engagement of suppliers and subcontractors.

For every project, we conduct a rigorous selection process to identify and engage suitable suppliers and subcontractors, guided by several clearly defined assessment criteria including: -



Supplier

- Quality of materials
- Pricing competitiveness
- Product and performance warranties
- Timeliness of delivery
- Ability to comply with our requirements and specifications



Subcontractor

- Relevant past experience
- Quality of services
- Qualifications
- Skills and technique
- Delivery time
- Availability of resources in accommodating our requests



To ensure that our suppliers and subcontractors continue to meet our expectations, we actively monitor and evaluate their performance through stringent annual assessments, upholding consistency, quality and compliance across our supply chain. As at 31 December 2025, we maintained 630 approved suppliers and subcontractors who met our requirements, reflecting our Group’s robust and dependable supply chain network. Some of our suppliers and subcontractors have collaborated with us for more than ten (10) years, reflecting the mutual trust and reliability built over the years. Throughout FYE 2025, we are pleased to report that there were no material supply chain disruptions affecting our business operations.

Beyond operational performance, we take sustainable sourcing seriously by requiring our suppliers and subcontractors to comply with our Environmental, Social and Governance (“ESG”) Declaration. This declaration clearly outlines expectations in key areas, including ethical labour practices, human rights, environmental protection, anti-corruption measures, waste management and responsible resource use. We also emphasise close collaboration and continuous engagement with our supply chain partners to improve sustainability practices and strengthen compliance with ethical and environmental standards. Through these efforts, we aim to build a resilient and responsible supply chain that supports long-term environmental stewardship and social well-being.

Complementing our reliable supply chain, we strive to support the growth of our local economy by prioritising the sourcing of materials and services from local suppliers and subcontractors. In line with UNSDG Target 8.1, 98.0% of the Group’s procurement in FYE 2025 was sourced locally, reflecting our ongoing support for local businesses and sustainable economic growth.

Sustainability Statement

Economic (Cont'd)


Technology Innovation

At SAG Group, technology innovation serves as one of the key enablers in driving operational efficiency and sustainable growth across our business. We continuously explore and adopt innovative technologies to enhance productivity, improve design accuracy and strengthen project coordination. The key digital tools currently integrated into our operations are as follows: -



PlanRadar

We use PlanRadar to streamline project management, communication and documentation. Through this integration, we have improved workflow transparency, reduced manual processes and enhanced coordination between teams.



Building Information Modelling ("BIM")











We use BIM to create detailed three-dimensional ("3D") models of our interior fitting-out projects. These virtual project models incorporate geometric data, material specifications, component details, and building properties, supporting informed decision-making across the entire project lifecycle.



AutoCAD

We employ AutoCAD to conceptualise, design and draw carpentry/joinery parts, integral fixtures and wooden furniture. After our clients confirm furniture specifications, we input the details into AutoCAD to produce precise two-dimensional ("2D") design blueprints and 3D geometries, ensuring greater accuracy and efficiency in our designs.

The adoption of digital tools across our operations also brings the responsibility to safeguard information against potential data breaches or misuse. To address this, we have implemented an Information Technology ("IT") Policy and Guidelines in our Employee Handbook, which outlines principles and procedures to ensure the proper and ethical use of IT facilities as well as the rights and responsibilities of users and administrators. The policy covers the following key areas: -

<p>Physical Access</p> 	<p>Hardware</p> 	<p>Software</p> 	<p>Data Sharing and Security</p> 	<p>Data Back Up</p> 
<p>User Access Levels</p> 	<p>Internet Access</p> 	<p>Remote Access</p> 	<p>Electronic Mail Policy</p> 	<p>Breach of Security/Use</p> 

By maintaining robust data practices and security measures, we not only mitigate cyber and operational risks but also reinforce our credibility as a trusted business partner. As a testament to our commitment to data privacy and security, there were no reported incidents of client privacy breaches or data losses during FYE 2025.

Sustainability Statement

Environmental

Environmental Compliance

Environmental responsibility is a core part of the Group’s sustainability journey. As environmental regulations and stakeholder expectations continue to evolve, we remain committed to complying with all applicable environmental laws and standards while proactively managing our environmental impact. This commitment is guided by our Environmental Policy, which outlines the Group’s approach to managing environmental risks and protecting the environment.

To strengthen this commitment, we have established a structured Environmental Management System (“EMS”) certified under ISO14001:2015 through SAC, which specifies the international standards for effective environmental management. The EMS provides a systematic framework for identifying, assessing and managing environmental risks, while promoting efficient resource utilisation, waste reduction and pollution prevention. The EMS is structured around the following key focus areas to support effective implementation and ongoing monitoring: -



In addition to our EMS, we have adopted proactive environmental management practices at the project level, including the conduct of environmental impact assessments prior to the commencement of construction to identify and address potential issues.



To complement our EMS, we conduct regular training to reinforce environmental awareness and strengthen environmental compliance across our operation. During FYE 2025, we conducted environmental training programmes including chemical spillage training which covered chemical hazards, spill prevention measures, personal protective equipment requirements and proper disposal procedures. These programmes effectively improved employees’ competency in managing environmental risks and strengthened responsible environmental practices across our operations.

Sustainability Statement

Environmental (Cont'd)

Environmental Compliance (Cont'd)

As part of our commitment to environmental stewardship, we actively monitor our greenhouse gas (“GHG”) emissions to track our environmental performance. Our Scope 1 emissions primarily arise from the use of company vehicles and fuel consumption, while our Scope 2 emissions are attributable to purchased electricity consumed across our offices and facilities. Our GHG emissions for FYE 2025 are presented below: -

	FYE 2025 (tonnes of CO ₂ e)
Scope 1 emissions	48.00
Scope 2 emissions	357.43
Total GHG emissions	405.43

Through the effective implementation of our EMS, we have maintained compliance with relevant environmental laws and regulations throughout the financial year, with no non-compliances, fines or penalties imposed during FYE 2025. Moving forward, we remain committed to strengthening our EMS and exploring measures to reduce our carbon footprint across our operations. We also acknowledge the importance of Scope 3 emissions and will explore expanding the scope of our GHG reporting in future reporting cycles.

Waste Management

We are committed to minimising our waste generation and promoting responsible disposal practices across our operations in line with UNSDG Target 12.5. By optimising material usage and embedding resource-conscious practices into our day-to-day operations, we strive to reduce our overall environmental impact.



To uphold this commitment, we have implemented a comprehensive Waste Management Plan (“WMP”) for selected projects to manage environmental impacts during the construction period. The WMP adopts a responsible waste management approach by prioritising reduction, reuse and recycling over disposal, and outlines essential practices for managing construction and demolition waste in accordance with applicable legislative and regulatory requirements.

To further reinforce responsible waste management, we have conducted Scheduled Waste Management Awareness programmes aimed at building awareness and compliance among employees and subcontractors. These programmes include regular toolbox talks and informative posters to guide participants on the identification of scheduled wastes, correct labelling, safe storage methods and proper disposal procedures.

Guided by the WMP, waste generation, recycling and disposal are closely monitored to improve our accountability and compliance. For FYE 2025, our waste management performance was as follows: -

	FYE 2025
Total waste directed to disposal (tonnes)	455.79
Total waste diverted from disposal (tonnes)	402.22
Total waste generated (tonnes)	858.01
Recycling rate (%)	46.9



Sustainability Statement

Environmental (Cont'd)

Waste Management (Cont'd)

In addition to managing our own waste, we actively engage our suppliers and subcontractors to adopt responsible waste management practices, including sourcing recycled materials and reducing packaging. With UNSDG Target 12.4 in mind, our suppliers and subcontractors are also required to establish a take-back mechanism to manage, collect, transport and dispose of scheduled wastes generated at project sites during the course of their activities in compliance with the Environmental Quality (Scheduled Wastes) Regulations 2005. Through these collaborative efforts, we aim to build a sustainable value chain that supports waste reduction and resource efficiency across our operations.



Energy Management

As part of our sustainability commitment, we strive to optimise energy consumption and enhance operational efficiency through the adoption of effective energy-efficient technologies and sound energy management practices.

To support this commitment, our Environmental and Sustainability Department closely monitors and reviews our energy consumption to improve efficiency, support decision-making and reduce carbon emissions. Our energy consumption performance for FYE 2025 is presented as follows: -

	FYE 2025
Total energy consumption (kWh)	461,787
Total revenue generated (RM'million)	482.46
Energy intensity ratio (kWh/RM'million)	957.15

In line with UNSDG Target 12.2, we have adopted LED lighting across our offices and facilities aimed at reducing overall energy use and promoting energy efficiency across our operations. We also promote an energy-conscious culture by engaging employees and stakeholders in energy-saving initiatives.



Through continuous monitoring and improvement, we remain committed to strengthening energy efficiency, reducing our environmental footprint and achieving long-term cost savings and operational resilience.

Water Management

In line with our sustainability commitment, we strive to optimise water consumption, enhance efficiency, and promote responsible water use throughout our project sites and offices.

To reduce our overall water consumption, our Environmental and Sustainability Department continuously monitors our water consumption to support data-driven decision-making and improve water management efficiency. Our water consumption performance for FYE 2025 is presented below:

	FYE 2025
Total water consumption (megalitres)	9.53
Total revenue generated (RM'million)	482.46
Water intensity ratio (megalitres/RM'million)	0.02

Sustainability Statement

Environmental (Cont'd)

Water Management (Cont'd)

In line with UNSDG Target 6.4, we have implemented several water management initiatives aimed at improving efficiency and promoting conservation. These initiatives include the installation of water-efficient fixtures and the implementation of rainwater harvesting systems at our office and manufacturing facilities located at Kajang, Selangor, where rainwater is collected, filtered and reused for general cleaning purpose.

These initiatives support water conservation, reduce operational costs and minimise stormwater runoff. Through continuous monitoring and improvement, we remain committed to minimising our environmental impact and embedding responsible water stewardship into our long-term business practices.








Social

OSH

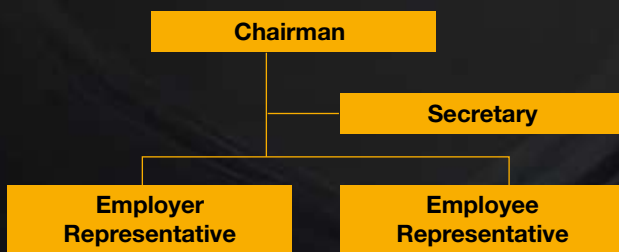
OSH forms an integral part of SAG Group’s commitment to responsible and sustainable business practices. We believe that a safe workplace drives productivity, resilience and overall employee well-being. Guided by UNSDG Target 8.8, we are committed to embedding preventive measures, creating safety awareness and fostering shared accountability throughout our organisation. To support this commitment, we have implemented a Health, Safety and Environment (“HSE”) Policy, which outlines our principles and responsibilities in managing workplace health and safety.



Our OSH objectives are as follows: -

-  Provide a safe and healthy workplace to prevent work-related injury and ill-health.
-  Continuously improve and enhance HSE practices and their implementation.
-  Comply with all related legal requirements as implemented.
-  Create an HSE culture for workers to consult and participate in HSE practice.
-  Eliminate all hazards where practicable and reduce HSE risks at the workplace

Safety and Health Committee



Emergency Response Team



To ensure effectiveness of our HSE policy, we have established a Safety and Health Committee to oversee all OSH-related matter across our operations. The committee works closely with the Management and operational teams to monitor safety practices, address workplace risks and strengthen regulatory compliance.

Sustainability Statement

Social (Cont'd)

OSH (Cont'd)

At the operational level, our safety and health officers play a key role in implementing the OSH framework at project sites. These officers are responsible for supervising the implementation of site safety and environmental measures based on our safety guidelines, performing safety and environmental inspections as well as investigations on any accidents. To strengthen emergency preparedness, the Group has set up an Emergency Response Team (“ERT”) dedicated to responding to workplace emergencies and ensuring readiness in full compliance with all relevant laws and regulations.

Building on these policies, the Group has obtained ISO 45001:2018 certification, through SAC, for the provision of project management of interior fit-out works, demonstrating our adherence to internationally recognised occupational safety standards and our commitment to continuous improvement.

In recognition of our workplace safety excellence, we were also awarded the OSH Excellence National Awards 2025 – Gold Award by the Malaysian Occupational Safety and Health Practitioners Association (“MOSHPA”) on 23 August 2025.

To complement our HSE Policy, we apply a proactive risk prevention approach to minimise work-related accidents. This includes the implementation of a comprehensive Hazard Identification, Risk Assessment and Risk Control (“HIRARC”) Assessment, alongside Environmental Impact Analyses. These measures ensure that potential risks are systematically identified, assessed and controlled, while environmental impacts are carefully evaluated and mitigated. Moreover, our employees are provided with adequate safety tools and appropriate personal protective equipment to ensure their protection at all times.

As part of our continuous improvement strategy, we conduct regular OSH training programmes to raise awareness and enhance employees’ capabilities in managing workplace risks. During FYE 2025, a total of 170 employees participated in the following OSH-related training programmes: -



OSH Training Programmes During FYE 2025

<p>January 2025</p> <p>Chemical Handling Training</p>	<p>January 2025</p> <p>Housekeeping Awareness Training</p>	<p>February 2025</p> <p>Heatstroke Awareness Training</p>	<p>February 2025</p> <p>Fire Emergency Awareness Training</p>	<p>March 2025 & September 2025</p> <p>Fire Extinguisher Usage Training</p>
<p>April 2025</p> <p>HSE Policy Awareness Training</p>	<p>August 2025</p> <p>Incident Investigation & Reporting Awareness</p>	<p>October 2025</p> <p>From Policy to Practice: Implementing ISO 45001 Effective</p>	<p>October 2025 & December 2025</p> <p>Fire Drill</p>	<p>December 2025</p> <p>Safety Training & Awareness Programme</p>

Sustainability Statement

Social (Cont'd)

OSH Training Programmes During FYE 2025 (Cont'd)

Through these efforts, we have maintained a safe workplace with zero work-related injuries and zero lost time incident rate across 2,217,810 manhours worked during FYE 2025, reinforcing our commitment to the well-being of our people and operational excellence.



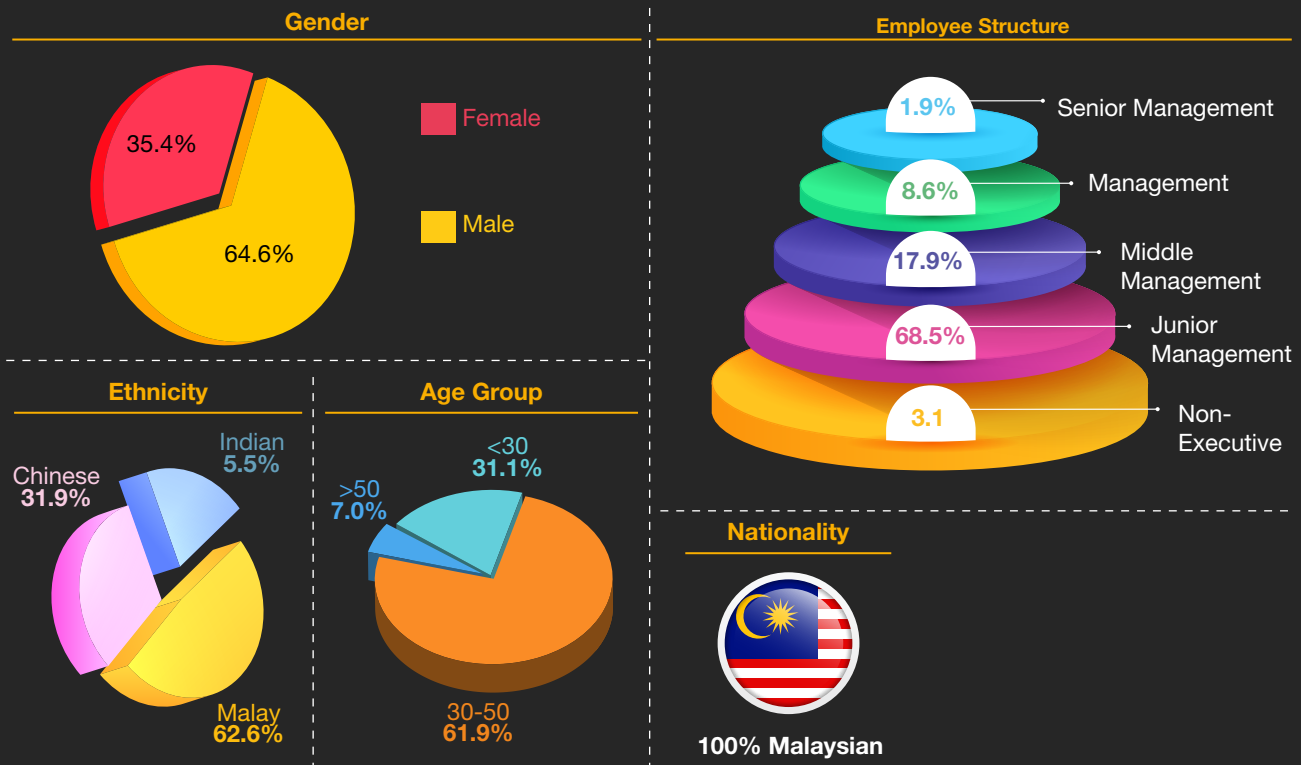
Workforce Diversity

Diversity and inclusivity are key drivers of innovation, resilience and long-term value creation. By bringing together individuals with different backgrounds, experiences and perspectives, the Group fosters a culture where ideas thrive and solutions are stronger. We believe that a workforce reflecting a broad range of viewpoints enhances decision-making, drives creativity and strengthens our ability to respond to the evolving needs of clients and stakeholders.



Guided by UNSDG Target 10.3, we are committed to promoting equal opportunities at all levels of the Group. Our recruitment, development and retention practices ensure fair and unbiased access to employment, career growth, training and leadership opportunities, irrespective of gender, ethnicity, religion, age or disability.

As at 31 December 2025, the Group comprises 257 employees, with the breakdown as follows: -




Sustainability Statement


Social (Cont'd)

Workforce Diversity (Cont'd)

While the nature of our industry traditionally attracts a higher proportion of male employees, we are committed to fostering gender balance across our workforce. As at 31 December 2025, female employees represent 35.4% of our workforce. Our commitment to inclusivity and diversity extends to the leadership level, with female representation on our Board at 28.6% as at 31 December 2025, in support of UNSDG Target 5.5. By fostering diversity at the leadership level, we ensure that strategic decisions benefit from a wider range of perspectives, experiences and insights. This approach strengthens governance, fosters balanced decision-making and reinforces a culture of inclusivity.



35.4% of workforce are female




Beyond fostering a diverse workplace, we recognise the importance of providing stability, growth opportunities and support to all employees. As at 31 December 2025, 88.3% of our employees are employed on a permanent basis. The overall employee turnover rate for FYE 2025 stood at 28.0%. We remain focused on strengthening retention through career development and employee engagement initiatives.




Employee turnover rate is 28.0%

Employee Training

In line with UNSDG Target 4.4, we remain committed to fostering continuous learning and professional development among employees. We actively invest in training and upskilling initiatives that equip our workforce with relevant knowledge and competencies to perform effectively in their roles. This approach ensures that our employees grow along with the organisation, strengthening the Group's long-term resilience and ability to adapt to evolving industry demands.



RM76,850 invested in training during FYE 2025



During FYE 2025, we invested a total of RM76,850 into employee training programmes, recording a total of 983.5 total training hours throughout the year across our workforce, with primary focus on environmental management and OSH. This equates to an average of approximately four (4) training hours per employee and a training investment of approximately RM299 per employee.

983.5 total training hours, mainly in environmental management and OSH

In addition, we implement structured onboarding programmes designed to help new employees integrate seamlessly into our Group. These programmes aim to familiarise new hires with safety protocols, job expectations and company procedures, such as safety induction aligned with the Occupational Safety and Health Act 1994, covering hazard reporting, proper personal protection equipment usage as well as employee's individual responsibilities and rights.



Average of ~4 training hours and RM299 investment per employee



Employee Welfare

Fair Labour Practices and Employee Rights

Building upon our efforts to promote workforce diversity and continuous development, we are equally committed to employee welfare. We believe that a supportive and caring workplace fosters engagement, productivity and long-term retention.

Sustainability Statement

Social (Cont'd)

Employee Welfare (Cont'd)

Fair Labour Practices and Employee Rights (Cont'd)

To uphold fair labour practices throughout the organisation, we are committed to providing equitable wages, fair treatment and respect for labour rights. These principles are clearly outlined in our Employee Handbook, which serves as a comprehensive guide to our Group's policies, code of conduct and employment practices. The handbook also covers compensation and benefits, including areas such as leave entitlements, insurance coverage and medical consultations, ensuring transparency and consistency across all levels of the Group. By establishing clear standards and expectations, the Employee Handbook fosters a positive, inclusive and respectful work environment where employees feel valued, supported and protected.

To further protect employee rights and well-being, the Employee Handbook includes structured grievance procedures that support employees in resolving any concerns fairly and promptly. The procedures are outlined as below: -

- 1 An employee who has a grievance shall raise it with his/her immediate superior within three (3) working days from the date the grievance arises.
- 2 If the employee is dissatisfied with the decision given by the immediate superior, the superior shall, within a further period of five (5) working days, promptly seek advice from the Head of Department.
- 3 Should the employee remain dissatisfied with the decision given, the grievance shall be discussed between the Head of Department and the Head of Human Resources Department within five (5) working days.
- 4 If the grievance remains unresolved, the Head of the Human Resources Department shall consult the Executive Director for a final decision.

We prioritise resolving any employee grievances or complaints promptly and effectively at the point of origin. During FYE 2025, we are pleased to report that we have not received any grievance reports from our employees. In addition, there were no fines or penalties imposed on the Group in relation to human rights violations or non-compliance with labour laws.

Employee Engagement and Culture

To foster employee engagement, we actively organised a wide range of initiatives aimed at strengthening teamwork, enhancing morale and promoting a positive workplace culture. These initiatives provided employees with opportunities to connect, foster mutual respect and reinforce a sense of belonging within the organisation.



Sustainability Statement

Social (Cont'd)

Employee Welfare (Cont'd)

Employee Engagement and Culture (Cont'd)

Festive and Cultural Celebration

In the spirit of unity, we celebrated cultural diversity through various festive events. By coming together for Chinese New Year, Christmas, Buka Puasa and Merdeka Dinner, we shared meaningful experiences that strengthened our relationships and fostered a strong sense of belonging.

Teambuilding

As part of our commitment to strengthen teamwork, we organised a teambuilding programme on 22 and 23 November 2025, designed to promote collaboration and improve interpersonal relationships. Through engaging group exercises, employees developed stronger working relationships while reinforcing a culture of teamwork and inclusion.



Annual Convention and Annual Dinner 2025

To celebrate collective achievements and strengthen intercompany collaboration, we co-organised the Annual Convention and Annual Dinner with our parent company, Signature International Berhad, on 21 February 2025. The event brought together employees from Signature International Berhad and all its subsidiaries, including SAG Group to reflect on shared milestones, exchange ideas and celebrate success. Beyond recognition and celebration, the gathering strengthened teamwork and a shared sense of purpose among employees.



Durian Party

On 1 August 2025, we hosted a Durian Party to show appreciation for our employees and provide an opportunity for everyone to bond over Malaysia's king of fruits. This event brought everyone together to enjoy a variety of durian flavours, accompanied by lively conversations and laughter. The event successfully fostered stronger camaraderie and boosted employee morale, reflecting a positive and engaging workplace culture.

Townhall

On 22 November 2025, employees and Management gathered at the townhall meeting to promote meaningful and transparent communication. This event provided a platform for leadership to share strategic updates and align organisational direction, priorities and values, thereby improving trust and unity across the organisation.



Sustainability Statement

Social (Cont'd)

Community Engagement

At SAG Group, we remain steadfast in our commitment to creating shared value through meaningful community engagement. We believe our role as a responsible business extends beyond operational performance to actively support the social well-being and development of the communities we serve.

During FYE 2025, we invested a total of RM59,000 in community initiatives. The following are some of the key initiatives we have organised and participated during the financial year: -

Program Agihan Bubur Lambuk

In the spirit of Ramadhan, we organised a charity event on 26 March 2025 at Surau Rasah Jaya, Seremban to distribute bubur lambuk to the local community. This initiative allowed us to foster community spirit, spread kindness and provide meaningful support to those in need.



Kuala Lumpur Architecture Week (“KLaw”) 2025

From July to August 2025, we co-hosted KLaw 2025, an initiative under the International Architecture, Interior Design & Building Exhibition (“ARCHIDEX”), in collaboration with C.I.S Network Sdn Bhd. This key event served as an essential industry platform to foster innovation, knowledge-sharing and collaboration among professionals in the industries of architecture, interior design and building materials. This engagement underscores our commitment to industry leadership and knowledge-sharing, contributing to the advancement of sustainable design practices across the sector.



Beach Cleaning at Port Dickson

As part of our commitment to environmental stewardship, we organised a beach cleaning programme at Port Dickson on 23 November 2025. Through collective effort, we helped to restore the cleanliness of the beach while fostering our environmental awareness.

Sustainability & CSR Malaysia Awards

Our ongoing efforts to empower communities have been recognised with the Community Care Award at the 10th Sustainability & CSR Malaysia Awards 2025, where our Group was honoured as one of Malaysia’s 65 most exemplary corporations. This recognition reaffirms our commitment to creating meaningful change and inspires us to continue expanding our sustainable impact on the communities we serve.

Beyond community outreach, we are also committed to developing local young talents. During FYE 2025, we offered internship opportunities to six (6) students in the Project Department and Quality Assurance and Quality Control Department. Through hands-on training, mentorship and project exposure, the interns gained practical skills and industry knowledge to support their professional growth. Moving forward, we will continue to provide learning opportunities to empower young talents and contribute positively to the local workforce.



Sustainability Statement

Governance

Regulatory Compliance

Given the nature of our industry, our operations are subject to various laws and regulations due to their impact on public safety, community well-being and environmental protection. As such, we place significant emphasis on strict regulatory compliance, ensuring our business operations meet our legal obligations with integrity and diligence.

Among others, the key laws, rules and regulations which are applicable to our business operations include: -

Street, Drainage and Building Act 1974;	Industrial Co-ordination Act 1975;	Construction Industry Development Board Act 1994;	Wood Based Industries Enactment 1985;	Malaysian Timber Industry Board (Incorporation) Act 1973;
Construction Industry Payment and Adjudication Act 2012;	Occupational Safety and Health Act 1994 and Occupational Safety and Health (Amendment) Act 2022;	Employment Act 1955 and Employment (Amendment) Act 2022;	Environmental Quality Act 1974;	Personal Data Protection Act 2010;

Local Government Act 1976;	Fire Services Act 1988;
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To uphold compliance and operational integrity, we continuously strengthen our internal control processes in line with applicable legal and regulatory requirements. This includes obtaining and maintaining all required permits, licences and certifications from relevant authorities, with valid licences clearly displayed at licensed premises. A centralised tracking system is used to monitor licence validity, while the Human Resource and Administration Department ensures timely renewals to prevent any lapses. All required licences and permits were renewed on time with no lapses during FYE 2025. We also actively monitor regulatory developments and changes in legislation to ensure our policies and practices remain current and compliant.

During FYE 2025, we are pleased to report that no sanctions, fines or penalties were imposed on our Group by any regulatory authorities in relation to non-compliance with applicable laws and regulations.



Corporate governance

To ensure the long-term success of our Group, we recognise the importance of maintaining strong and effective corporate governance practices. Robust governance serves as the foundation of accountability, transparency and integrity within the Group, minimising risks and safeguarding stakeholder interests. In line with this, we have implemented various governance initiatives and frameworks to uphold ethical conduct and responsible business practices across our operations.

To foster a culture of integrity and accountability, we have established a Code of Conduct and a Code of Ethics to shape behaviour, decision-making and accountability across all levels. The Code of Conduct outlines the Group’s commitment to lawful, ethical and disciplined practices in daily operations, while the Code of Ethics provides direction to the Board in managing ethical risks and maintaining professionalism, accountability and transparency in their roles. These codes help to instil a culture of integrity and accountability throughout the Group.

Sustainability Statement

Governance (Cont'd)

Corporate governance (Cont'd)

In line with the Malaysian Anti-Corruption Commission (“MACC”) Act 2009 and UNSDG Target 16.5, we adopt a zero-tolerance approach towards all forms of bribery and corruption. To this end, we have formalised our Anti-Bribery and Anti-Corruption (“ABAC”) Policy and Guidelines which outline the principles and procedures for assessing, preventing and addressing potential bribery or corruption activities, ensuring full compliance and ethical integrity.



In addition, our Whistleblowing Policy and Guidelines establish a structured channel for reporting any suspected or known misconduct, wrongdoing, corruption, fraud, waste or abuse involving the Group’s resources. Where there is a genuine concern regarding misconduct, whistleblowers are encouraged to submit their reports in writing, either through email or mail, directly to the Chairperson of the Audit Committee (“AC”) for independent review. Upon receiving the report, the Chairperson of AC will take prompt action in accordance with the procedures outlined in the policy, including: -



In line with the Whistleblower Protection Act 2010, individuals who make disclosures in good faith are protected against any form of retaliation, reprisal or victimisation, reinforcing our commitment to integrity, transparency and accountability within the Group.

All the aforementioned policies are available on our Company’s website at <https://www.sagrp.com.my/investor-relations/corporate-governance>.

Beyond policy implementation, we actively cultivate awareness and understanding of anti-corruption practices among our employees through regular training and communication initiatives. During FYE 2025, all employees completed anti-corruption training sessions aimed at strengthening their understanding, awareness and accountability in upholding ethical business practices.

During FYE 2025, we did not receive any whistleblowing reports and there were zero confirmed incidents of bribery or corruption. Subsequent to FYE 2025, SAC obtained the ISO 37001:2016 Anti-Bribery Management Systems certification in January 2026, reflecting the effectiveness of our ABAC practices. Moving forward, we will continue to strengthen our governance practices to ensure our policies, controls and ethical standards remain robust.



Sustainability Statement

Prescribed Table

Signature Alliance Group Berhad BMLR Transition Period

Date & Time: 2026-04-27 19:49:05
FYE 31/12/2025

Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance	Remarks
Supply Chain Management	Percentage of spending on local suppliers	Percentage (%)	98.0	Maintain above 95% of local supplier spending in FY2026	No assurance	Supported by supplier evaluation and procurement controls implemented under the ISO 9001 certified Quality Management System.
Technology Innovation	Customer privacy breaches or data losses	Number	0	0 confirmed data breaches or losses in FY2026	No assurance	Compliance with the Personal Data Protection Act 2010 (PDPA)
Environmental Compliance	Scope 1 greenhouse gas emissions	tCO ₂ e	48.00	Maintain Scope 1 GHG emissions within $\pm 1\%$ of the FY2025 level in FY2026, subject to business activity.	No assurance	Scope 1 emissions are influenced by project activity and operational requirements
Environmental Compliance	Scope 2 greenhouse gas emissions	tCO ₂ e	357.43	Reduce by approximately 1% compared to FY2025 to 353.86 in FY2026	No assurance	Energy use monitored through utility data and environmental management practices.
Environmental Compliance	Number of non-compliances, fines or penalties	Number	0	0 incident	No assurance	Compliance with applicable environmental laws and regulatory requirements
Energy Management	Total energy consumption	kWh	461,787	Reduce by approximately 1% compared to FY2025 to 457,169 in FY2026	No assurance	Energy consumption is tracked through utility monitoring and operational controls as part of the environmental management practices
Energy Management	Energy intensity	kWh per RM million revenue	95.715	Reduce by approximately 1% compared to FY2025 to 94.758 in FY2026	No assurance	Energy intensity is monitored to track energy efficiency relative to business activity.
Water Management	Total volume of water used	Megalitres	9.53	Maintain total water consumption below 10.00 megalitres through ongoing monitoring and usage control in FY2026	No assurance	Water usage monitored at office and facility level through metered consumption.
Water Management	Water intensity	Megalitres per RM million revenue	0.02	Maintain water intensity at or below 0.03 megalitres per RM million revenue in FY2026	No assurance	Reflects low water usage profile and continued monitoring of water efficiency measures.

Sustainability Statement

Prescribed Table (Cont'd)

Signature Alliance Group Berhad

BMLR Transition Period

Date & Time: 2026-04-27 19:49:05

FYE 31/12/2025

Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance	Remarks
Waste Management	Total waste generated	Metric tonnes	858.01	Reduce by approximately 1% compared to FY2025 to 849.43 in FY2026	No assurance	Waste generation influenced by project based activities.
Waste Management	Total waste diverted from disposal	Metric tonnes	402.22	Increase by approximately 1% compared to FY2025 to 406.24 in FY2026	No assurance	Waste segregation and recycling practices implemented.
Waste Management	Total waste directed to disposal	Metric tonnes	455.79	Reduce by approximately 1% compared to FY2025 to 451.23 in FY2026	No assurance	Reflects improved waste diversion and responsible disposal practices.
Waste Management	Waste recycling rate	Percentage (%)	46.90	Increase by approximately 1% compared to FY2025 to 47.37 in FY2026.	No assurance	Continuous improvement approach towards enhancing waste segregation and recycling.
Occupational Safety and Health	Number of employees undergone OSH training	Number	170	Provide OSH related training to ≥75% of employees annually in FY2026	No assurance	Safety awareness programmes conducted to promote safe working practices.
Occupational Safety and Health	Number of work-related fatalities	Number	0	Sustain zero work-related fatalities in FY2026	No assurance	OSH risk management practices implemented.
Occupational Safety and Health	Number of lost time injuries	Number	0	Sustain zero number of lost time injuries in FY2026	No assurance	Ongoing hazard identification, risk assessment and safety training implemented across operations.
Workforce Diversity	Female representation on Board	Percentage (%)	28.60	Maintain ≥25% female Board Representation in FY2026	No assurance	
Workforce Diversity	Female representation in workforce	Percentage (%)	35.40	Maintain or improve female representation at ≥35% in FY2026	No assurance	Female representation monitored at Group level
Workforce Diversity	Gender diversity (male:female)	Ratio/ Percentage (%)	64.60 : 35.40	Monitor gender diversity annually	No assurance	Workforce diversity indicators tracked
Workforce Diversity	Ethnicity distribution 1. Malay 2. Chinese 3. Indian	Percentage (%)	1. 62.60 2. 31.90 3. 5.50	Monitor ethnicity distribution annually	No assurance	Reflects inclusive employment practices

Sustainability Statement

Prescribed Table (Cont'd)

Signature Alliance Group Berhad

BMLR Transition Period

Date & Time: 2026-04-27 19:49:05

FYE 31/12/2025

Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance	Remarks
Workforce Diversity	Age group distribution: 1. <30 2. 30-50 3. >50	Percentage (%)	1. 3110 2. 6190 3. 700	Maintain balanced age group distribution	No assurance	Supports continuity and talent pipeline
Workforce Diversity	Employee structure by employment level: 1. Senior Management 2. Management 3. Middle Management 4. Junior Management 5. Non-Executive	Percentage (%)	1. 190 2. 860 3. 1790 4. 6850 5. 310	Monitor and disclose employee structure distribution annually	No assurance	Supports transparency in workforce composition and organisational structure
Workforce Diversity	Employee on permanent basis	Percentage (%)	88.30	Maintain ≥80% permanent employees in FY2026	No assurance	Reflects workforce stability across operating entities
Workforce Diversity	Employee turnover rate	Percentage (%)	28.00	Maintain turnover rate ≤ 30% in FY2026	No assurance	Turnover monitors for workforce retention management
Employee Training	Total training hours	Hours	983.50	Increase by approximately 1% to 993.30 in FY2026	No assurance	Training programmes aligned with operational, safety, environmental and governance requirements.
Employee Training	Total training expenditure	RM	76850	Increase by approximately 1% to 77,619 in FY2026	No assurance	Continued investment in employee capability development and compliance related training
Community Engagement	Total investment in community programmes	RM	59,000	—	No assurance	
Corporate Governance	Employees trained on anti corruption	Percentage (%)	100	Sustain 100% employee participation in anti corruption training in FY2026	No assurance	Group wide policies and internal controls support ethical business conduct.
Corporate Governance	Confirmed incidents of corruption	Number	0	Sustain zero confirmed incidents of corruption in FY2026	No assurance	Zero tolerance approach supported by ABAC policy, whistleblowing mechanism and reporting.

Sustainability Statement

Prescribed Table (Cont'd)

Signature Alliance Group Berhad

BMLR Transition Period

Date & Time: 2026-04-27 19:49:05

FYE 31/12/2025

Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance	Remarks
Corporate Governance	Regulatory sanctions, fines or penalties	Number	0	0 sanctions, fines or penalties in FY2026	No assurance	Ongoing compliance monitoring with applicable laws and regulations