

Board Diversity Policy

March 2026

Purpose and scope

This Board Diversity Policy (the “Policy”) is adopted by the Board of Directors (the “Board”) of Sygnia Limited (the “Company”) to comply with Paragraph 5.7(j) of the JSE Listings Requirements, which requires the Board to maintain a policy promoting broader diversity at board level across the attributes of gender, race, culture, age, field of knowledge, skills and experience. This Policy applies to the Board and any third party or committee engaged to identify board candidates.

Diversity attributes

When assessing board composition and making nominations and appointments, the Board shall consider the following attributes:

Attribute	Consideration
Gender	Meaningful participation by women at board level, consistent with Employment Equity Act 55 of 1998 and Financial Sector Code targets.
Race	Equitable representation reflecting South Africa’s demographics, in accordance with the B-BBEE Act 53 of 2003 and Financial Sector Code.
Culture	Cultural heritage and lived experience as contributions to collective board judgement.
Age	A range of age groups to balance institutional knowledge with contemporary perspectives.
Field of Knowledge	Relevant fields include investment management, financial markets regulation, risk, corporate governance, ESG, technology, legal and accounting.
Skills	Technical skills (portfolio management, capital markets, risk) and leadership skills (strategic thinking, stakeholder engagement, ethical reasoning).
Experience	Experience in financial services, investment management, regulatory environments and South Africa’s developing market context.

Diversity is one of several criteria for appointment. All appointments must be made on the basis of merit, having regard to the collective skills and experience required for effective board service.

Nomination and appointment

The Board (or an appointed third party) shall:

- from time to time and where necessary set diversity targets, with consideration given to identified gaps in diversity attributes;
- prepare a candidate specification for each vacancy that incorporates the necessary diversity attributes;
- report to the Board on the extent to which each recommended nominee advances the Company’s diversity objectives.



All director appointments shall be submitted to shareholders for approval at the next annual general meeting (“AGM”), consistent with the Companies Act 71 of 2008 and the JSE Listings Requirements.

Reporting to shareholders

In compliance with Paragraph 5.7(j) of the JSE Listings Requirements, the Company shall include in its annual report a disclosure that:

- describes how the Board considered and applied this Policy in the nomination and appointment of directors during the reporting period; and
- discloses the current diversity profile of the Board.

Review and approval

This Policy shall be reviewed by the Board at least annually, and whenever there are material changes to applicable law or the JSE Listings Requirements. Amendments require Board approval.