

Intellectual Property Policy

SCG PACKAGING PUBLIC COMPANY LIMITED

SCG Packaging Public Company Limited stresses the importance of intellectual property as a tool for creating innovation and considers it as a valuable asset, which employees must preserve and protect from being used or publicized without permission, as well as respecting and avoiding infringement of intellectual property of others. The Board of Directors has thus deemed it appropriate to establish the Intellectual Property Policy for the employees' understanding and stringent implementation.

1. Definitions

- 1.1 Intellectual property refers to patents, petty patents, copyrights, trademarks, trade secrets, knowledge, circuit diagrams, geographical indications, and any rights or data in connection with the aforementioned items.
- 1.2 SCG Packaging refers to SCG Packaging Public Company Limited and subsidiaries defined pursuant to consolidated financial statements of SCG Packaging Public Company Limited.
- 1.3 Employee refers to any permanent employees under the employment agreement, probationary employees, and employees under special employment agreements of companies in SCG Packaging in every country where SCG Packaging operates.
- 1.4 Business Associate refers to any person or group or legal entity with whom SCG Packaging has to deal in the normal course of business, including the government, state agencies, state enterprises, private-sector organizations, etc.

2. Objectives

- 2.1 To inform SCG Packaging's employees and organizational units of the practice guideline concerning the intellectual property for further implementation.
- 2.2 To inform business associates of the practice guidelines concerning intellectual property, and SCG Packaging expects its business associates to implement the said guidelines in their business practices.

3. Scope

This policy applies to all employees and all organizational units within SCG Packaging.

4. Principles

SCG Packaging's Intellectual Property Policy is based on the following guiding principles:

- 4.1 SCG Packaging respects the law and adheres to the principles of good governance in the management of the intellectual property
- 4.2 SCG Packaging fosters innovation and technology development for continuous and sustainable utilization.
- 4.3 SCG Packaging employs a system of rewards, appreciation, and encouragement to boost employees' engagement for the creation of intellectual property.

5. Organization Structure

SCG Packaging establishes a department dedicated to overseeing the management of the intellectual property and related laws to promote the intellectual property management.

6. Awareness Promotion of Intellectual Property

6.1 SCG Packaging promotes and supports the education of intellectual property among employees.

6.2 Employees must obtain education of intellectual property to gain knowledge and proper understanding for effective implementation.

7. Intellectual Property and Innovation

7.1 Employees must respect the ownership rights of other creators.

7.2 SCG Packaging attaches great importance to the use of the intellectual property as the key tool for innovation creation.

7.3 SCG Packaging owns intellectual property rights regardless of whether or not it seeks the legal protection for the creation which employees have invented as follows:

- (1) The creation developed under the employment contract or an employment contract with the purpose of facilitating the creation unless the employment contract is specified otherwise.
- (2) Creation using methods, statistics, or reports employees can use or access as an employee under the employment contract, even if the employment contract is not related to the creation.

7.4 SCG Packaging rewards employees to promote innovation creation and establish fairness in line with applicable laws or regulations.

8. Protection of Intellectual Property

8.1 SCG Packaging provides appropriate protection of intellectual property.

8.2 Employees are responsible for providing cooperation and assistance in preserving the rights and obtaining the protection of the rights of the Company.

8.3 Employees understand the protection of trade secrets and adhere to the policies relating to the said matters.

8.4 Employees with relevant duties must perform a legal demonstration of rights and protections in accordance with appropriate intellectual property provisions on their work, products, services, logos, or advertisements.

9. Use of Intellectual Property

- 9.1 SCG Packaging promotes the proper use of intellectual property, which is in line with the business situation.
- 9.2 SCG Packaging determines the valuation of intellectual property for the benefit of licensing or assigning rights to individuals or entities, both internal and external.
- 9.3 SCG Packaging establishes relevant guidelines and procedures for the licensing, transfer, purchase, or sale of intellectual property rights, including any other commercial uses for the benefit of intellectual property management in accordance with business strategy, research, and business planning.

10. Intellectual Property Monitoring and Auditing and Law Enforcement

- 10.1 SCG Packaging has organized a monitoring and auditing process of intellectual property, products, and services to ensure appropriate action for preventing damage to the business and the Company's reputation, and others.
- 10.2 SCG Packaging will take appropriate legal action if any violation or activity is found, which may lead to an infringement of intellectual property rights.
- 10.3 Employees are responsible for cooperating and supporting the monitoring and auditing process of intellectual property, products and services according to Clause 10.1.

11. Partnership Between SCG Packaging and Business Associate

Employees involved in the matters shall administer intellectual property in relation to each type of contract or agreement in an appropriate manner. Examples of an intellectual property contract or agreement that may be specified in the contract or agreement are confidentiality, proper information disclosure, intellectual property ownership, the exercise of intellectual property rights, and benefit-sharing.

This policy is approved by the resolution of the Board of Directors on October 26, 2021, effective from October 26, 2021 onwards .

Announced on October 26, 2021.

-Signed by-

(Mr. Prasarn Trairatvorakul)

Chairman of the Board of Directors