

Diversity and Inclusion Policy

SCG Packaging Public Company Limited

SCG Packaging recognizes the significance of respecting human rights of every individual, ensuring equitable treatment to all without discrimination, and adhering to ethical business conduct as stipulated in SCG Packaging's Human Rights Policy, which includes respect for diversity and inclusion.

To ensure that SCG Packaging's business operation has a diversity and inclusion practice that respects human rights, the Board of Directors has deemed it appropriate to develop the Diversity and Inclusion Policy and Guidelines, applicable to all operations involved in SCG Packaging's products and services as well as all business activities of SCG Packaging (direct activity), including those of its suppliers/ contractors in the business value chain and joint ventures.

Definition Terms in the Diversity and Inclusion Policy

Diversity refers to individual differences in physical attribute, mental ability, race, nationality, national or social origin, ethnicity, religion, gender, language, age, skin color, education, social status, culture, tradition or any other aspects as stipulated by laws of each country and treaty each country has commitment to.

Inclusion refers to the appreciation and acceptance of individual differences.

SCG Packaging refers to SCG Packaging Public Company Limited and subsidiaries of SCG Packaging Public Company Limited in its consolidated financial statements.

Diversity and Inclusion Policy

The Board of Directors, executives, and employees at all levels of SCG Packaging shall recognize and pledge to uphold respect for diversity and inclusion, and:

- Treat everyone equitably, respect and accept individual differences; either internal and outside SCG Packaging organization, and comply with SCG Packaging's policies, the laws of each country, and treaties to which each country is bound;
- Foster an exemplary organizational culture that embraces diversity and inclusion and does not tolerate discrimination and inequitable treatment;
- Promote business practices that, ethically and respectfully, embrace diversity and inclusion in line with this policy among SCG Packaging's suppliers/ contractors in the business value chain, suppliers, contractors, and joint ventures.

Guidelines

1. Everyone shall treat individuals equitably; show respect for diversity and inclusion; be open and promote openness to different opinions; foster an ambience and organizational culture that embraces diversity and inclusion in accordance with this policy.
2. Respect for diversity and inclusion is considered part of SCG Packaging's business strategy, which will promote SCG Packaging's business initiatives and development.

3. The executives, supervisors, and leaders at all levels shall promote respect for diversity and inclusion across SCG Packaging.
4. SCG Packaging encourages every business unit to take into consideration diversity and inclusion when nominating members of the Board of Directors, members of other committee at any level, or candidates for other positions.
5. Diversity and inclusion practices must be strictly applied to human resource management, including recruitment, employment, employee development, career advancement, performance and remuneration management, retirement, and others.
6. SCG Packaging shall communicate with and educate SCG Packaging's employees, suppliers/ contractors in the business value chain and those in the joint ventures to join the business, as well as foster an understanding, prescribe directions, and provide other supports to promote business practices that embrace diversity and inclusion and regularly check for understanding.
7. Every employee must exercise caution when performing duty to prevent human rights violations; be vigilant about diversity and inclusion; and do not willfully ignore any act considered violation of the rights of an individual related to SCG Packaging, and shall report the incident to supervisors or responsible parties as well as cooperating in fact-finding processes. Should there be any inquiries, the employees may consult their supervisors or responsible parties through designated channels.
8. Provide up-to-date and effective grievance mechanism, fairly treat and protect any whistleblower who reports a violation of the rights of an individual related to SCG Packaging by implementing whistleblower protection measures to protect all whistleblowers and informants involved as stipulated in the Whistleblowing Policy.
9. Any person who violates the rights of another person on the basis of their individual differences, which is also considered a violation of SCG Packaging's Code of Conduct, shall be subject to a disciplinary inquiry as prescribed by SCG Packaging's regulations and may also be subject to legal punishment if the act is against the law.
10. Regularly review the Diversity and Inclusion Policy by taking into account changes that are significant to the organization.

This policy is approved by the resolution of the Board of Directors on May 24, 2022, effective from May 24, 2022, onwards .

Announced on May 24, 2022.

-Signed by-

(Mr. Prasarn Trairatvorakul)

Chairman of the Board of Directors