

Governance



SCGP conducts its businesses responsibly and transparently to strengthen stakeholder confidence, adhering to the SCGP Code of Conduct and the Anti-Corruption Policy in every of its processes. Moreover, the Company places strong emphasis on ensuring suppliers' compliance with the principles of good governance to uphold standards and transparency across its value chain.

Corporate Governance

Targets

- Zero violations of the Anti-Corruption Policy every year.
- 100% of employees learn and complete Ethics e-Testing every year.

Performance in 2025

0 violation

100%⁽¹⁾

⁽¹⁾ Coverage is applicable 2 years for domestic subsidiaries and 3 years for subsidiaries abroad, starting from the year in which SCGP obtains control.

Strategies

- Communicating with and supporting employees and suppliers to ensure understanding, awareness and stringent compliance with the SCGP's Corporate Governance Policy, the SCGP Code of Conduct, and the SCG Supplier Code of Conduct.
- Assessing and investigating anti-corruption risks through a preventative system, which includes ethics testing, risk management, internal control, and an accessible whistleblowing system for stakeholders.

Thai CAC Certification

SCGP is committed to anti-corruption policies and has been a Certified Company under the Thai Private Sector Collective Action Against Corruption (CAC) since 2022. The Company successfully passed reassessment and received its certification renewal on 31 March 2025.

Ethics Learning and Testing for Employees

SCGP has implemented Ethics e-Testing for 11 consecutive years, achieving a 100% participation rate from Thai employees at all levels annually and now expanding to foreign staff, to ensure its personnel understand and comply with the SCGP's Code of Conduct. Additionally, the SCGP Code of Conduct is now available in Indonesian language and Vietnamese language to support SCGP's overseas business expansion.

Whistleblowing System

SCGP has established a whistleblowing system that is accessible to both employees and external individuals, who can report misconduct safely and confidentially. In 2025, SCGP received 14 complaints. While most of them were about non-compliance with the Company's regulations, 1 were related to conflict of interest.



Employees and external parties may report misconduct through designated channels at any time. In 2025, the complaints were as follows:

Complaints	2022	2023	2024	2025
Total Complaints ⁽¹⁾	6	15	12	14
Carried-Forward Complaints from the Previous Year	1	2	5	7
Investigated and Completed Complaints	5	12	10	12
Complaints under Investigation	2	5	7	9
Classification of Complaints				
1. Unethical or Improper Conduct				
1.1 Conflict of interest ⁽²⁾	0	0	1	1
1.2 Corruption	0	0	0	0
1.3 Violation of Human Rights	0	1	1	0
1.3.1 Sexual Harassment	0	1	0	0
1.3.2 Non-sexual Harassment	0	0	1	0
1.3.3 Discrimination	0	0	0	0
1.4 Antitrust	0	0	0	0
1.5 Personal Data Protection	0	0	0	0
1.6 Use of Insider Information	0	0	0	0
1.7 Others	0	0	0	0
2. Non-compliance with Company Regulations	1	4	5	6
3. Unsubstantiated Complaints	4	5	4	5

Notes

⁽¹⁾ No legal disputes between 2020 and 2025.

⁽²⁾ Including conflict of interest involving businesses.

Information Technology Security and Cybersecurity

SCGP has improved its information technology security and cybersecurity management by upgrading action plan for enhanced data protection and data security. It has also continuously complied with personal data protection requirements, demonstrating its capabilities to mitigate evolving cyber threats.

Targets

- Information systems operate continuously at no less than 99.5% availability or no more than 1.83 days of downtime per year.
- Zero complaints about customer data breach.

Performance in 2025

99.99%

0 complaint

Strategies

- Integrating information and cybersecurity risks into the organization's overall risk management, and continuously adjusting its proactive operational strategies to promptly and effectively address emerging cyber threats.
- Establishing IT security management processes that align with SCGP's Information Security Policy.
- Enhancing employee awareness and understanding at all levels through training, ensuring appropriate responses to cyber threats.
- Assessing information security continuously through both internal and external audits in compliance with applicable requirements and standards.

Information Security Performance

- SCGP has been certified based on ISO/IEC 27001:2022 by the British Standards Institution (BSI). The certification covers both its information security management system and data center.
- Mandating e-learning & e-Policy related to IT usage. In 2025, the Company achieved 100% of employees completed these online programs, which also integrate Personal Data Protection Act (PDPA) awareness.
- Integrating information security management into its Business Continuity Plan (BCP), the Company is governed with the Information Security Management System (ISMS) Committee for overall implementation, while regularly conducting incident response drills and phishing attack simulations to strengthen preparedness and awareness across all employee levels.
- Operating a Security Operations Center (SOC) and applying Attack Surface Management (ASM), the Company continuously identify vulnerabilities, assess and mitigates cyber risks, respond to incidents under defined plans, and continuously improve processes for enhanced security.
- Developing the Zero Trust Network Architecture Project, the Company enhances access controls and data security in line with international standards, with annual internal audits conducted to ensure alignment with those standards.
- Creating an incident reporting platform, which uses email and the Information Technology Service Management (ITSM) system, to facilitate resolutions and prevent recurrence.



Internal Communication on Phishing Email Security Alerts.

Sustainable Value towards Suppliers

SCGP is committed to developing a sustainable value chain by elevating Environmental, Social, and Governance (ESG) standards in collaboration with suppliers at every stage of procurement. Efforts are made through assessment and oversight under the Sustainable Procurement Framework to ensure that suppliers align with good safety, human rights, labor, and environmental stewardship practices. In addition, the Company works with its suppliers to reduce Scope 3 greenhouse gas emissions via responsible sourcing, thereby strengthening long-term sustainable collaboration across the value chain.

Targets

- 100% of suppliers in procurement value committed to complying with SCGP Supplier Code of Conduct.
- 100% of suppliers in procurement value passed the annual Environmental, Social, and Governance (ESG) risk assessment.

Performance in 2025

96%

100%

Remarks: Procurement value refers to a value of 1 Million Baht or more per annual procurement.

Strategies

- Selecting and assessing capable suppliers.
- Evaluating risks and categorizing suppliers to formulate strategies and plan business development in alignment with associated risks.
- Developing and enhancing suppliers' capabilities towards sustainability.
- Fostering employees' awareness, knowledge, and skills for efficient procurement and purchasing practices.
- Evaluating suppliers to ensure their compliance with requirements.

Management of Sustainable Value towards Suppliers

1. Supplier Capacity Building

SCGP promotes ESG standard upgrade and capacity-building among suppliers in its value chain via communications, evaluations and collaborative activities as follows:

- Communicate ESG requirements from the outset of the partnership, conducts annual evaluations, and provides guidance to ensure that suppliers in its supply chain fully comply with its Supplier Code of Conduct.
- Hold the Business Partner Day event to communicate its ESG direction and promote mutual understanding among suppliers and business partners.



ESG and Safety policy communication in Business Partner Day 2025.



Sharing Knowledge on occupational safety in workplace.

- Promote safety upgrades and ESG Performance, granting certificates to its suppliers that have compiled complete data for Carbon Footprint of Products (CFP).
- Share knowledge through the Thailand Supply Chain Network and supports suppliers' participation in Sustainability Award contests. Two of them, Chokvigran Part., Ltd. and Ingredion (Thailand) Co., Ltd., have received awards.



Thailand Supply Chain Network in 2025.

- Deliver lectures alongside the Stock Exchange of Thailand to share best practices in sustainable supply chain management at an event attended by over 400 participants.
- Develop business partners' occupational safety skills and knowledge, and monitors their compliance with legal and factory requirements.
- Assess and audit suppliers and business partners to ensure compliance with SCGP Supplier Code of Conduct and relevant legal requirements.

2. Promotion of Supplier Diversity: SCGP increased the proportion of female employment among its suppliers by 1.81% in 2025, compared with 2024. It has also promoted suppliers' compliance with legal requirements on compensation for persons with disabilities.

3. Scope 3 Greenhouse Gas Reduction and Decarbonization
SCGP is committed to reducing Scope 3 greenhouse gas emissions through its collaboration with suppliers on data-quality upgrade and the application of clean technology. Key initiatives include:

- SCGP has enhanced its suppliers' capabilities by sharing knowledge on Scope 3 greenhouse gas emission calculation to build awareness, understanding, and the ability to calculate the Carbon Footprint of Products (CFP) at two events, which were held through its collaboration with the SCG JWD Academy and the Thailand Supply Chain Network (TSCN). Both events have been part of SCGP's continuous development of its suppliers.



Activity to provide suppliers with knowledge on CFP in collaboration with SCGJWD Academy.



Activity to provide suppliers with knowledge on CFP in collaboration with TSCN.

- SCGP has given priority to suppliers with high impacts on Scope 3 greenhouse gas emissions. Currently, 33% of targeted suppliers have already submitted CFP data to SCGP.

4. Decarbonization in Logistics

SCGP has established the SCGP Logistics Optimization and Decarbonization Committee to drive the reduction of indirect greenhouse gas emissions in transportation (Category 4 and 9) by developing a platform to improve the accuracy of carbon emissions data. In addition, it has issued the policy to ensure that all new forklifts will be Electric Vehicles (EV), as well as transition other operational vehicles such as wheel loaders to EV systems. SCGP has also set a target for electric trucks to account for at least 10% of its total fleet. Currently, SCGP operates five 6-wheel electric trucks under a five-year memorandum of understanding (80 units in total) and 10 electric trailers, supporting the transition toward low-carbon logistics. In addition, SCGP is considering the adoption of the GLEC Framework (Global Logistics Emissions Council Framework), an international standard for logistics service providers to calculate and verify indirect greenhouse gas emissions from transportation in line with the GHG Protocol, to ensure accuracy, consistency, and comparability with international standards.



EV trucks for goods transportation.

5. Conflict Mineral Survey: To ensure that its value chain is free from tin, tungsten, tantalum, and gold sourced from conflict-affected areas, such as the Democratic Republic of the Congo or adjoining countries, SCGP conducts supplier surveys and requires suppliers with at-risk commodities to formally declare that their minerals are not sourced from such areas.

6. Enhancing Employees' Awareness of Effective Sourcing and Procurement through knowledge reviews based on the Sustainable Procurement Framework. In 2025, the implementation of the Framework was expanded to fiber packaging business in Indonesia.