

People and Community Care



SCGP places stakeholders at the center of its operations, adhering to principles of respect, responsibility, and building strong relationships with employees, customers, communities, and business partners —the foundation of sustainable operations. The Company aims to enhance quality of life, promote health and safety, protect human rights, and empower communities in support of mutual growth over the long-term.

Human Rights

Targets

- Zero case of human rights violations every year.
- 100% of employees complete and pass Ethics e-Testing on human rights every year.
- 24% of female employees in all management positions by 2030.

Performance in 2025

0

100%⁽¹⁾

25.1%

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

SCGP has manufacturing bases in both Thailand and beyond, covering various regions, to accommodate its business growth and customer needs, and its expansion of operating scope including partnership-focused investment in foreign countries. Recognizing that human-rights issues become increasingly significant in this context, SCGP is firmly committed to adhering to international human rights standards, notably the Universal Declaration of Human Rights (UDHR), the United Nations Global Compact (UNGC), the United Nations Guiding Principles on Business and Human Rights (UNGPR), as well as guidelines set forth by the International Labor Organization (ILO) and the Organisation for Economic Co-operation and Development (OECD). The Company, as a result, has developed the Human Rights Policy and Guidelines to ensure its business operations comply with international standards and protect the rights of stakeholders across its entire value chain.

Strategies

- Integrating human rights actions, and managing diversity, equity and inclusion as essential components of its business practices across both domestic and global value chains.
- Enhancing and developing participation projects that extend the principles of human rights respect to all stakeholders throughout the value chain and within society.
- Serving as a model and sharing experiences regarding human rights with other organizations to foster broader industry-wide improvements.

Management under the Human Rights Framework

SCGP's Human Rights Due Diligence (HRDD) covers labor rights, communities, the environment, health, and safety, both within its internal operations and throughout the value chain in Thailand. The Company also fosters collaboration with external agencies to ensure it, communities, and society grow together based on respect, equity, and sustainable development. The assessment framework and practices encompass the following:

1. **Commitment:** SCGP operates its businesses in accordance with its human rights policy as well as international standards, such as the United Nations Guiding Principles on Business and Human Rights (UNGPR) and relevant labor laws.



2. Human Rights Due Diligence: This assessment helps identify and assess human rights risks related to 24 issues, including community rights, labor rights, the environment, health and safety, modern slavery. It also assesses potential impacts from SCGP's operations as well as those of suppliers and business partners in the value chain. The process includes an annual summary of salient issues.

3. Monitoring and Tracking: SCGP formulates and implements plans to mitigate or prevent impacts from salient human rights issues. In 2025, "Health and Safety" was identified as the salient issue. The Company has therefore improved its work sites to reduce machinery contact risks for employees and contractors, strengthened the safety culture in the workplace, and enhanced incident analysis quality to address root causes and support prevention. Moreover, it has governed driver fatigue within the logistics fleets of its suppliers to ensure an accident-free value chain. Performance is monitored by SCGP's Safety-related Committees. In 2025, no human rights violations were found.

4. Remediation and Grievance Mechanism: Employees and other stakeholders can report potential human rights violations through the SCGP Whistleblowing website. This mechanism is open, transparent, and fair, facilitating investigation, disciplinary action against offenders, and remediation for affected parties.

5. Awareness and Communication: SCGP promotes human rights knowledge among stakeholders through internal communications, relevant training courses, and Ethics e-Testing to ensure correct understanding and compliance.



SCGP Employee Singing Contest.

Key Human Rights Performance

- **Promoting Workplace Diversity:** SCGP fosters an open, non-discriminatory, and inclusive work environment that respects individual differences. Its efforts cover empowerment activities, Performance Dialogues training for supervisors, and various other activities that allow employees to express their potential and interests, such as singing contests, the production of video clips on safety and corporate culture, healthy exercises, and community service activities including Kathin offerings and blood donation.
- **Fair Employment Conditions and Welfare:** SCGP respects diversity and ensures equity by allowing employees leave for religious observance and gender-affirming surgery, and by providing benefits appropriate to all life stages, such as parental leave for spouses, education benefits for employees' children, and a provident fund. Wages are also set fairly, enough to support living and commensurate with positions, legal requirements, experience, and performance. SCGP also conducts Gender Pay Analysis annually, with no discrimination on the basis of race, nationality, religion, gender, language, age, skin color, education, social status, culture, traditions, or any other status.
- **Freedom of Association and Collective Bargaining:** SCGP supports employee participation through the Welfare Committee and related working groups, which hold discussions and seek to improve working conditions. Additionally, the Company provides channels for employees to express their views on employment conditions and participate in collective bargaining.
- **No Forced Labor:** SCGP does not use forced labor or any form of coercion for either Thai or migrant workers. Control measures are in place to ensure that employment is voluntary and that working hours do not exceed legal limits. In 2025, all units complied with labor standards. Besides, subsidiaries have passed audits against labor standards and occupational health and safety requirements under the Sedex Members Ethical Trade Audit (SMETA), such as Thai Paper Company Limited, Go-Pak Vietnam Limited, and Go-Pak Paper Products Vietnam Company Limited.
- **Prohibition of Child Labor:** SCGP complies with the Labor Protection Act B.E. 2541 (1998) and related laws. It does not employ children under the age of 15, and maintains a rigorous age verification system for all workers.



Workplace Diversity Promotion Activities.

Occupational Health and Safety

SCGP places strong emphasis on occupational health and safety, thereby setting the goal of becoming an Occupational Injury and Illness free organization. The pursuit is backed by the implementation of the SCG Safety Framework, which serves as the unified operational standard across all domestic and international business units. SCGP also has safety-related committees, including labor unions in some plants. Employees and executives from both production and non-production

functions, as well as external parties, are appointed by the Company to monitor overall safety performance and improvements in work processes involving machinery. In addition, Job Safety Analysis is conducted before work begins and as part of the work-permit process. Furthermore, SCGP promotes safety culture as a core part of daily life, instilling a safety-first mindset for employees to apply both during and outside of working hours to ensure the continuous well-being and safety of employees and their families.

Targets	Performance in 2025
<ul style="list-style-type: none"> Zero work-related and transportation-related fatalities of employees and contractors every year. 	1 Fatality
<ul style="list-style-type: none"> Zero Lost Time Injury Frequency Rate (LTIFR) of employees (per 1,000,000 hours worked) within year 2030. 	0.40
<ul style="list-style-type: none"> Zero Lost Time Injury Frequency Rate (LTIFR) of contractors (per 1,000,000 hours worked) within year 2030. 	0.36
<ul style="list-style-type: none"> Zero Work-Related Occupational Illness and Disease Frequency Rate among employees in Thailand operation (per 1,000,000 hours worked) every year. 	0
<ul style="list-style-type: none"> 100% of contractors are certified by the SCG Contractor Safety Certification System (SCS) every year. 	95%
<ul style="list-style-type: none"> 100% of the contracted carriers are certified for goods transportation safety every year. 	100%

Strategies

- Encouraging employees at all levels and contractors to become safety leaders, raising safety awareness, and promoting behavior change towards a robust safety culture.
- Committing to upgrading the Occupational Health and Safety Management system compliance to align with both local and international standards striving for excellence in Occupational Health and Safety.
- Developing digital technology that facilitates Occupational Health and Safety operations, making implementation easier and improving overall efficiency.

Management Practices

Promoting a Safety Culture

1. Safety Leadership “From Care to Action with Building Sustainable Safety”

SCGP is determined to promote safety as a core corporate culture at all levels of the organization, emphasizing the development of safety leadership through the Felt Leadership in Action program so that safety becomes the foundation of every decision and supports the goal of zero occupational injuries and illnesses. From 2024 to 2025, the Company expanded the training from executives to supervisors across all business units, totaling 1,668 participants, and conducted ongoing assessments to measure knowledge, understanding, and commitment to safety leadership.

2. Care for All



SCGP drives its safety culture in line with the Bradley Curve Model to raise awareness and care for one’s own safety and that of others, under the concept of Care for All and the value “Everyone can contribute to safety anywhere, anytime.” In 2025, the Company implemented the “CARING LINE WALK,” caring starts with one small step. hereby supervisors and executives regularly visited work areas to observe working conditions, communicate with care, and provide preventive guidance to foster a safe work environment and mutual care at all levels of the organization.



A Campaign to raise safety awareness for employees and business partners. (This photo was taken by Suphattha Khunnawutwiset, Safety Officer-TCRY.)

Enhancing Occupational Health and Safety Management in workplace

• SCG Safety Framework

SCGP's occupational health and safety management has continuously proceeded in accordance with "SCG Safety Framework," with annual self-assessments and self-declarations made under the Safety Performance Assessment Program (SPAP) both domestically and internationally. In 2025, assessments showed safety performance had progressed beyond the Awareness level, successfully reaching the Standard, Advance, and Excellence stages. In 2025, SCGP organized the SPAP Auditor Skills training program to enhance knowledge and skills in auditing according to SPAP standards. The program focuses on developing personnel capabilities to effectively perform roles as assessors.

• Contractor Safety Management

SCGP has managed contractor safety based on the direction and plans formulated by the Contractor Safety Management Committee (CSM). The management has been done via the CSM Implementation, which governs and monitors safety standards across all subsidiaries to ensure consistency and comprehensive application.

In 2025, SCGP organized Business Partner Day 2025 to encourage suppliers and business partners to share best practices in ESG as well as occupational health and safety. The event provided opportunities to exchange both reactive and proactive experiences. During the event, business partners with outstanding performance in occupational health and safety were also granted awards in recognition of their achievements. The awards serve as incentives to foster the joint long-term development of shared standards.

Contractor Safety Recognition 2025

of **88** contenders, **33** won this award

	Platinum	10	companies
	Gold	10	companies
	Silver	8	companies
	Bronze	5	companies

Transportation Safety Recognition 2025

of **82** contenders, **41** won this award:

	Platinum	1	company
	Gold	8	companies
	Silver	16	companies
	Bronze	16	companies

QC Safety Award 2025

A total of **19** projects from **12** companies entered this category

- **Winner:** West Coast Engineering Company Limited
- **First Runner-Up:** HR Trans Services Company Limited
- **Second Runner-Up:** Lucky Circuit Engineering Company Limited

Contractor Safety Recognition Platinum Class - 3 Consecutive Years 2025

A total of **19** projects from **12** companies entered this category.

- Lucky Circuit Engineering Company Limited
- Nil Engineering Limited Partnership

As a result of SCGP's continuous safety promotion activities, 95% of contractors have passed the Contractor Safety Certification System assessment in 2025.



Felt Leadership Training Session.

“Lucky Circuit has been a contractor of SCGP for six years already, providing electrical system maintenance services to several plants. We work under the principles that **“safety must come first” and “everyone should go home with a smile,”** with a focus on **“understanding and addressing problems.”** We are proud of this award, which motivates us to maintain our standards and continue improving.”

Mr. Sumran Phetcharanon,
Project Manager
Lucky Circuit Engineering
Company Limited



• Process Safety Management

SCGP places importance on process safety management by emphasizing High Hazard Process (HHP) for recovery boiler and semi-chemical pulp digester. Risk management is applied to reduce risks related to salient human rights issues and to prevent incidents that could disrupt business operations or cause severe damage to life and property, in accordance with the Process Safety Management Framework (PSM).

- Establishing the Process Safety Information Corporate Standard (PSI) and the Process Hazard Analysis Corporate Standard (PHA).
- Establishing process safety management and capability building.
- Hazard Identification for High-Hazard Processes (HHP): Currently, HHP assessments have been completed in 4 factories, with 14 factories currently in progress. The goal is to achieve 100% HHP coverage across all factories by 2028.

• Health Management

Beyond safety, SCGP prioritizes Occupational Health Management in pursuit of the “Zero Occupational Disease and Illness” goal. The operational guidelines are as follows:

- Assessing health risks to determine appropriate control measures.
- Establishing an industrial hygiene monitoring plan.
- Implementing health monitoring programs that align with the risk factors of each type of work.
- Analyzing trends of abnormalities that may lead to occupational illness and disease to continuously improve employees’ health.

In 2025, SCGP has also established key health guidelines, such as the Fitness for Work Corporate Guideline and the Heat Stress Management Guideline, to address and prevent health risks arising from the work environment. For communities,

the Company meets with community leaders and residents and coordinates with local hospitals/public health agencies to support community health. For example, SCGP has implemented dengue fever prevention and control programs. It has also arranged mobile medical units for communities.

• Transportation and Vehicle Safety Management

SCGP systematically manages transportation safety by planning routes and monitoring journeys to prevent accident risks, reduce risks related to salient human rights issues, and enable prompt and appropriate emergency response. The Company also places strong emphasis on regular vehicle inspections and driver readiness checks to ensure safe operations from origin to destination.

In addition, SCGP promotes behavioral change among transportation drivers through the implementation of Operational Discipline (OD) and Fatigue Management. These initiatives aim to minimize the risk of transportation-related accidents caused by driver fatigue, with the ultimate goal of achieving “Zero Road Accidents” by 2025, covering both employees and business partners. In 2025, key actions include:

- Continuous monitoring of critical key performance indicators.
- Engaging transportation carriers to foster sustainable safe driving behaviors.
- Reviewing every step of the logistics process to ensure driver readiness, applying Fatigue Management principles.
- Developing communication campaigns to raise awareness, such as “Drive Safely During the Rainy Season – Your Family Is Waiting,” and organizing activities like short video contests under the theme “Safe Driving.”

SAFEsave: Peace of Mind When Using SCGP’s Services

SCGP has integrated SAFEsave, a digital and AI platform, into its occupational health and safety operations to ensure easier implementation. This platform reduces complicated procedures, decreases data discrepancies from operational staff, and solves problems related to the lack of a centralized database for audit and traceability. SAFEsave was initially implemented in the Technology, Digital and Productivity department.

In 2025, additional modules were developed, including the e-Work Permit system, the Emergency Response Inspection Module, the Asset Management system, Generative AI for occupational health and safety Q&A, to further enhance the ease of use and efficiency of SAFEsave.

Employee Caring and Human Capital Development

Targets

- 57% of employees across domestic and international operations are engaged with the organization every year.
- 100% of employees in Thailand received a performance assessment and completed employee development plan on the Learning Management System (LMS) every year.

Performance in 2025

55%⁽¹⁾

100%

⁽¹⁾ Evaluation methods by Gallup Company Limited.

In a rapidly changing and challenging business environment, SCGP firmly believes that its “people” are the core foundation of its stable and sustainable growth. The Company therefore attaches importance to developing its employees under a lifelong learning concept. Employees are trained in significant skills such as digital skills, data, and AI, and encouraged to apply smart technologies to improve work efficiency, drive innovation, and enhance the value of products and services delivered to customers. Moreover, the Company promotes individual development plans and engages employees in career-growth planning so that they can confidently “grow in their field of interest”. Additionally, SCGP seeks to embed ESG awareness at all levels of the organization because sustainable growth will materialize only when all employees contribute to the creation of value for the business, society, and the environment. SCGP develops its people not only for today but also for the future, paving the way to achieve solid sustainability.

Strategies

- Promoting the development of diverse skills via the 70 20 10 learning model, and encouraging employees to develop Data & AI skills to ensure their readiness to work in a rapidly changing and challenging landscape.
- Engaging employees in defining goals and delivering value to customers, the Company, and society.
- Providing fair and comprehensive employee care to achieve employee engagement, which includes offering appropriate welfare such as support for emotional well-being and quality of life.

Employee Development

Enhancing Employees’ Learning Potential

- SCGP is dedicated to the continuous development of its employees’ potential under the SCGP Learning Framework. This framework ensures that employees are well-equipped to adapt to evolving industry challenges and customer needs, via a comprehensive learning system. Designed to suit all groups of employees, the system seeks to help employees develop functional skills, leadership skills,

business acumen, as well as Data & AI skills. Featuring diverse learning methods, it can match the role and responsibilities of employees at all levels.

- By leveraging the 70 20 10 learning model, employees can develop their skills anytime and anywhere through the modern and flexible Learning Platform. This model emphasizes learning from on-the-job experiences, collaborations with others, and theories. Additionally, SCGP’s strong emphasis on Knowledge Management (KM) helps create spaces for sharing best practices, cross collaborations, and the archive of knowledge that can also be passed on to younger generations.

Boost Up Plus

- Boost Up Plus program creates opportunities for employees to design their learning courses based on their interests – hard skills or soft skills. SCGP encourages its employees to take courses that will enhance their work performance and wellbeing by providing resources useful to their personal goals.



A learning platform offering courses designed to enhance work capabilities and health.

Career Growth Visualization

- SCGP has developed Career Growth Visualization guidelines so that its employees clearly see their career path in production, marketing, sales and specialized functions. Supervisors help with the visualization through Performance Dialogue and Career Path discussions. These interactions enable employees to analyze their current skills and identify the competencies required for future roles. The structured approach reflects SCGP’s commitment to cultivating a challenge-ready workforce and fostering sustainable growth at both individual and organizational levels.

Employee Caring

Employee Well-being

SCGP is committed to enhancing the well-being of employees and their families through targeted health promotion programs that span 3 key aspects: physical health, mental health, and financial health. The Company organizes various activities to promote employee well-being. Employees' physical health is promoted via the Company's Health Center. Employees can participate in healthy exercises with advice from physicians and experts, organized by the Company, based on their interests. For mental-health counseling, employees can turn to iSTRONG services. Little Club, meanwhile, opens its door to employees' children on school holidays. Activities at the club are designed to support children's development based on their age. Its operations therefore contribute to the wellbeing and the balance of employees' families. Furthermore, SCGP has conducted XYZ course to support employees in planning their post-retirement finances, enabling them to retire with confidence.

Work Environment

To support workplace diversity, SCGP fosters a positive work environment where employees can collaborate smoothly regardless of gender, beliefs, ethnicity, age, or other differences. This work environment contributes to the Company's open, fair, and inclusive culture that enables everyone to realize their potential.

Employee Engagement Survey

SCGP has conducted employee engagement surveys on an annual basis to monitor engagement levels and utilize the findings for its employee-care development – which covers learning and capacity-building, workplace relationships, and physical and emotional well-being. In 2025, the Company placed an emphasis on leaders' roles in efforts to drive employee engagement and foster stronger connections within the workforce. In collaboration with Gallup, SCGP has conducted the survey using the Q12 Inner Drive Model. Findings in 2025 showed 55% of employees across domestic and international operations are engaged with the organization, which was higher than the previous year. Furthermore, the Company has continuously strengthened its leaders' capabilities and commitment to leading and promoting the concept that everyone in the workforce is on the same journey and contributes to its success. This direction helps promote employee engagement at all levels. Moreover, SCGP's People Committee plays a crucial role in driving and supporting work plans/activities designed to ensure that employees work happily and efficiently while achieving the Company's objectives.



Employee Engagement Activity : SCGP Culture Communication.



Employee Wellness Activity : Cycling.

Customer and Consumer Centricity

Target

- Customer experience score 85% every year.

Performance in 2025

89%

Strategies

- Leveraging technology and customer data for product development and enhanced proactive customer management.
- Driving seamless customer experience through an integrated omnichannel approach.
- Driving customer-centric corporate culture by engaging employees at all levels in the sustainable creation of good customer experience and shared value.
- Continuously monitor and evaluate customer satisfaction for insights to be used in service and customer experience enhancement.

Smart Platform Development and AI Integration for Enhanced Performance and Customer Experience

- SCGP E-Ordering Phase 4:** This system enhances convenience for both customers and employees by enabling all orders to be reviewed in one place, allowing faster order confirmation and response. As the system is linked to the production planning center, the platform enables more efficient verification of delivery dates. Customers can also track real-time delivery status updates. Now in its Phase 4, SCGP E-Ordering system has expanded to include additional product categories.
- AI Chatbot for Customer Services:** In 2025, SCGP enhanced its customer services capabilities through level with the integration of AI Chatbot into its LINE OA and LINE Front-end Framework (LINE LIFF) channels. The AI Chatbot can answer questions about delivery status and provide essential information to customers and employees automatically and

- Customer Success Platform:** Designed to successfully upgrade customer services, this platform has Pre-Purchase, Purchase, and Post Purchase functions.

Operational Improvement based on Customer Satisfaction Survey

SCGP places strong emphasis on continuous improvement to effectively respond to customer needs and maximize satisfaction. The Company conducts customer satisfaction surveys biennially in collaboration with SIM Research Company Limited. Building on survey insights, SCGP recently introduced the “Voice” service.

Designed to efficiently support customers’ inventory management, “Voice” automatically analyzes stock and sends purchase-order alerts. This innovation helps reduce stock level by 26.5%, prevent stockouts, streamline work processes, save time, and reduce manual errors. With Voice, SCGP empowers customers paving the way for mutual and sustainable growth.

Collaboration and Data Sharing with Customers Across the Value Chain

SCGP is committed to collaborating with customers and stakeholders across its value chain in greenhouse gas emission reduction and the development of circular economy. In 2025, SCGP conducted knowledge-sharing activities on carbon footprint and circular packaging solutions with 19 customers. This supports customers in planning their GHG emission reductions and achieving their sustainability goals. These collaborations also enhance customers’ ESG capabilities, support the circular economy, reduce environmental impacts, and strengthen long-term competitiveness.



Sharing knowledge of the circular economy and new regulations with customers.



Sharing knowledge of greenhouse gas reduction with customers.

Community and Social Development

Targets

- Community satisfaction index 90% every year.
- SCGP Open House 12 times, with 1,000 participants per year.

Performance in 2025

97%
30 times / 1,759 participants

Strategies

- Leveraging internal and external expertise to support and uplift society.
- Engaging employees and stakeholders in generating sustainable value for community.
- Innovating to address community needs, tackle social challenges, develop model communities, and expand within the network of communities.

Management Practices

- SCGP has initiated collaborative projects with stakeholders in communities and expanding them in response to community feedback to foster a model community in terms of environmental conservation and local employment.
- SCGP has conducted stakeholder engagement activities by promoting youth's environmental and health knowledge, the elderly's good health and vocational skills for income, as well as village health volunteers' health knowledge to bring benefits to local families and strengthen communities' health.
- SCGP has supported and implemented communities' sustainability projects such as crisis and disaster preparedness initiatives or public-health/educational programs to foster communities' immunity against health risks, promote their self-reliance, and create good ties between SCGP and communities.
- SCGP has fostered sustainable resource use and biodiversity conservation, including through the promotion of community-based environmental rehabilitation initiatives to engage communities in forest conservation, water resource stewardship, the enhancement of ecosystem moisture, the protection of biodiversity, and the sustainable use of local resources.

Performance in 2025

- **SCGP Zero Waste Community Plus Low Carbon Project**
SCGP has successfully implemented "SCGP Zero Waste Community Project, which has continued for years from 2019. In 2024, the project covered all 183 communities in Ratchaburi's Ban Pong district, reaching its goal ahead of the initial deadline. In 2025, SCGP upgraded the project into "SCGP Zero Waste Community Plus Low Carbon Project" with the aims of efficiently managing excess materials and sustainably addressing climate change. The project focuses on educating people and inculcating greenhouse gas reduction, which covers energy efficiency and the expansion of green areas.

Bring Paper Back Project

542 Tons

SCGP Zero Waste Community

14 Communities



Year 2025

Low Carbon Schools

11 Schools

Generated Income from Career Building with Paper Band Weaving Project

2.3 Million baht

Greenhouse Gas Reduction

6,628 Tons CO₂ equivalent



SCGP Zero Waste Community Plus Low Carbon Project, Ratchaburi.

• **SCGP Health & Well-being Project**

Implemented from 2024, this project aims to enhance quality of life in communities via occupational development for continuous income generation. Also, it seeks to promote good health among youth and the elderly, who are considered vulnerable groups (individuals with limited capacity to protect their rights and interests), by promoting their knowledge of physical and mental health care. Under the project, sports science is applied to design health-promotion activities. Youth and the elderly in communities also receive age-appropriate nutrition education, and training in first aid, elder care, and cardiopulmonary resuscitation (CPR), so that they can effectively support the health of their families and communities.

As part of the project, Open House events are held to foster transparency and build authorities', community leaders' and local communities' confidence in SCGP. These activities also provide key forums for SCGP to receive feedback/recommendations and exchange viewpoints on a regular basis. Open House events are held for stakeholders to visit the Company's facilities and receive information on its plants' development projects. They therefore help promote participation, the exchange of best practices and SCGP's good ties with the public sector as well as local communities on a sustainable basis. In 2025, 1,759 joined the Open House events, which were held 30 times.



Generated Income from Social Enterprise Development Project
26.5 Million baht

Participants of Youth and the Elderly
975 People



Open House Project, Ratchaburi.

Sustainable Resource Usage Projects (Implemented from 2019)

Projects	Performance in 2025	Cumulative Total for 2019-2025
SCGP Plant the Trees to Beat the Heat	38,812 trees	340,018 trees
SCGP Conserving Environment From Mountains to Mighty Rivers	1,217 check dams	5,879 check dams



No. of trees
38,812 Trees

Greenhouse Gas Reduction
3,222 Tons CO₂ equivalent



No. of check dams
1,217 Dams

• **SCGP Packaging Speak Out Project:** Designed mainly to strengthen youth's practical design, marketing, and sustainability knowledge that is related to the packaging business, this project has already continued for 9 years in Thailand (started from 2016) and for 5 years in Vietnam (started from 2021). In 2025, the project included the following activities:

- Thailand: SCGP in collaboration with the Marketing Association of Thailand and LION Corporation (Thailand) Limited held the 34th marketing plan and packaging design contest for "J-MAT Award". With the "Packaging Speak Out The Power of Premium Herbs" theme, the contest attracted more than 3,000 students from 42 institutes.
- Vietnam: A packaging bootcamp and competition were held, with the participation of 21 student teams (60 contestants in total) from 13 institutes. Titled "Packaging Design Reimagined," a related seminar was held. The event attracted 184 students and customers.



SCGP Plant the Trees to Beat the Heat Project, Ratchaburi.



SCGP Conserving Environment From Mountains to Mighty Rivers Project, Kanchanaburi.

Sustainable Value for Stakeholders

SCGP continuously assesses and engages with all nine stakeholder groups to ensure its operations respond to their expectations and support the Company's sustainability strategy. In the reporting year, the Company conducted stakeholder assessments and gathered insights through various methods, such as meetings, workshops, and surveys. Examples of ongoing stakeholder engagement are as follows:

Stakeholder Groups	Needs and Expectations	Participation Approach	Outcomes	Report	Page
1. Shareholders/ Investors/ Business Partners/ Creditors 	<ul style="list-style-type: none"> • SCGP's action plans or strategies to achieve both long-term and short-term goals. • Operating results, development directions and business growth. • Corporate governance and transparent management. • Disclosure of information on business performances. • An optimum value of dividends. • Receptive to opinions/suggestions for improvement of operations. 	<ul style="list-style-type: none"> • Annual General Meeting. • Announcement of quarterly business performance. • Annual Report and Annual Sustainability Report. • Analyst conference. • Investor Relations (IR) for communication of operating results/action plans with investors around the world. • Hotline phone and e-mail, managed by IR. • Website. • Annual plant visits and CSR activities. 	<ul style="list-style-type: none"> • Disclosure essential and necessary information on SCGP's operations • Conduct business with transparency and accountability • Listen to opinions and suggestions for business operation development 	<ul style="list-style-type: none"> • Annual Report 2025 (AR) • Sustainability Report 2025 (SR) 	SR 18-19
2. Employees 	<ul style="list-style-type: none"> • Reskilling, upskilling, and potential development in line with business changes. • Business directions and guidelines for adaptation. • Employee care. 	<ul style="list-style-type: none"> • Ensure regular communication through internal news. • Hold annual meeting between employees and executives. • Prepare employee engagement plans for each department to encourage employee's commitment to the organization. • Conduct yearly employee engagement surveys. • Conduct formal and informal employee opinion surveys. • Inform employees through internal channels, such as e-mail, Line Group, Employee Connect application. • Provide information to raise awareness on healthcare through multiple internal communication channels. 	<ul style="list-style-type: none"> • Recognize employees' problems and expectations • Understand employees' needs and facilitate them to work happily and efficiently • Disclose operational information to keep employees informed of business operations • Promote a collaborative culture with other stakeholders 	<ul style="list-style-type: none"> • ESG Highlight Performance • ESG Risks and Opportunities • ESG Metrics and Targets • Occupational Health and Safety • Human Rights • Employee Caring and Human Capital Development • Corporate Governance • Risk & Crisis Management • Information Technology Security & Cybersecurity 	SR 18-19 SR 28-39 SR 20-21 SR 62-64 SR 60-61 SR 66-67 SR 73-74 SR 22-24, 28-39, 57-58, 62-64 SR 75
3. Customers 	<ul style="list-style-type: none"> • Provide integrated services and solutions that meet the needs of customers in a complete cycle. • Supply quality products and services that meet customer needs and are environmentally friendly. • Provide online channels for customers to respond to customer needs and behavior immediately. 	<ul style="list-style-type: none"> • Develop sustainable products, services, and solutions, and consider environmental, health, and safety impacts at every step of the process. • Provide 24/7 channels for customers to give feedback or complaints about products and services. • Co-develop products with customers and collaborate in projects that promote social sustainability. • Conduct a yearly customer satisfaction survey. • Conduct a brand reputation survey. • Listen to customer needs through Facebook, websites, and customer visits. 	<ul style="list-style-type: none"> • Recognize and understand customer needs to deliver products and services that meet their specific needs • Co-develop products with business customers, including promoting cooperation among customer groups to develop more sustainable products and services. • Create channels for customers to give feedback on products, promotions, and consultations—including receiving complaints. 	<ul style="list-style-type: none"> • ESG Highlight Performance • ESG Risks and Opportunities • ESG Metrics and Targets • High-Tech and Low Carbon Innovations • Circular Economy across Value Chain • Corporate Governance • Product Stewardship • Customer Relationship Management 	SR 18-19 SR 28-39 SR 20-21 SR 44-49 SR 44-47 SR 73-74 SR 19, 48-49 SR 67

Stakeholder Groups	Needs and Expectations	Participation Approach	Outcomes	Report	Page
4. Suppliers/ Contractors 	<ul style="list-style-type: none"> Provide knowledge and mentoring for better and safer transportation to grow along with SCGP. Support operational knowledge with concerns on the Environmental, Social and Governance (ESG) to enhance the business partners' capability to reduce operational and reputational risks. Establish measures for business partners, including the application of digital and online technology. 	<ul style="list-style-type: none"> Visit suppliers/contractors' places to exchange ideas and listen to their suggestions or recommendations for improvement. Cultivate safety consciousness, raise awareness, and promote working behavior to build a safety culture. Organize seminars to share new knowledge and trends that may affect business partners' operations. Enhance the performance of transportation contractors through assessment and development under the annual Sustainability Program. Establish measures for business partners, including the application of digital and online technology to ensure safety. 	<ul style="list-style-type: none"> Promote and maintain a safe and working environment for contractors in production and transportation Create value for suppliers/contractors by supporting and elevating the operations of business partners in order to develop knowledge and achieve maximum efficiency Develop collaborative projects for business growth Encourage suppliers/contractors to assess risks and comply with the relevant laws pertaining to environment, labor, health, and safety 	<ul style="list-style-type: none"> ESG Highlight Performance ESG Risks and Opportunities ESG Metrics and Targets Occupational Health and Safety Human Rights Corporate Governance Sustainable Value towards Suppliers 	SR 18-19 SR 28-39 SR 20-21 SR 62-64 SR 60-61 SR 73-74 SR 76-77
5. Communities 	<ul style="list-style-type: none"> Ensure that business operations do not affect communities and environment. Leverage SCGP's expertise to develop and improve the quality of life of communities. Promote learning and development to build career and income stability, increase sales channels, develop the marketing plan, and provide packaging. 	<ul style="list-style-type: none"> Visit communities to listen to their opinions, suggestions, and needs through community relations activities. Conduct a community satisfaction survey annually. Give advice and help develop communities across dimensions, using the expertise of the organization. Collaborate with communities, experts, the government, and related sectors to create a positive social impact. Communicate through social media, such as Line, Facebook, and X. Create open house activities for the community visit to obtain their opinions. 	<ul style="list-style-type: none"> Be part of communities, respect their rights, and preserve the surrounding environment Improve the quality of life and contribute to the communities and society where SCGP operates, both in Thailand and abroad Listen to the community's opinions Develop collaborative projects that make use of communities' potential for the benefit of society 	<ul style="list-style-type: none"> ESG Highlight Performance ESG Risks and Opportunities ESG Metrics and Targets Circular Economy Across Value Chain Biodiversity and Ecosystems Water Management Industrial Waste Management Air Quality Management Human Rights Community Engagement and Development Risk and Crisis Management 	SR 18-19 SR 28-39 SR 20-21 SR 44-47 SR 50-53 SR 56-59 SR 44-45 SR 54-55 SR 60-61 SR 68-69 SR 22-24, 28-39, 57-58, 62-64
6. Government Agencies 	<ul style="list-style-type: none"> Be a role model of corporate governance for other organizations in terms of operational transparency and excellence. Collaborate with public sectors and present guidelines for sustainability. Make business disclosures with transparency and accountability. Conduct business by heeding the impact on the environment and communities. Participate in a collaborative project to achieve the Sustainable Development Goals (SDGs). 	<ul style="list-style-type: none"> Listen to opinions and suggestions from the government sector. Voice opinions and suggestions regarding rules, regulations, and guidelines set out by the government sector. Participate with public sectors and share best practices to disseminate to the public. Elect a committee or working group and collaborate with public sectors in proposing regulatory rules. Pay a visit to government agencies to obtain opinions and suggestions. Disseminate information on business operations through articles, media, academic forums, exhibitions, and seminars. 	<ul style="list-style-type: none"> Conduct proper and appropriate business activities by strictly complying with applicable laws and regulations Cooperate with government agencies on academic affairs and sponsorships 	<ul style="list-style-type: none"> ESG Highlight Performance ESG Risks and Opportunities ESG Metrics and Targets Circular Economy Across Value Chain Water Management Community Engagement and Development Risk and Crisis Management 	SR 18-19 SR 28-39 SR 20-21 SR 44-47 SR 56-59 SR 68-69 SR 22-24, 28-39, 57-58, 62-64

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7. Mass Media 	<ul style="list-style-type: none"> Become a role model for large enterprises that focuses on conducting business in accordance with the sustainable development framework (environmental, social, and governance), and commit to it thoughtfully and continuously, achieving tangible outcomes. 	<ul style="list-style-type: none"> Disseminate business information in various aspects regularly, such as business performance, and hold business press conferences. Organize activities to explore operations or social activities occasionally. Support media activities that are beneficial to society, aligning with SCGP's business principles, appropriately. Have media dialogues to receive suggestions, opinions, or improvements to develop and design communication activities to match the needs and benefits of people who receive information. 	<ul style="list-style-type: none"> Communicate corporate news through in-depth media interviews and online surveys to provide news content responding to different media needs Create an online communication channel to disseminate correct, complete, and up-to-date information, including facilitating media Build engagement and good relationships with media 	<ul style="list-style-type: none"> Sustainability Report 2025 (SR) 	
8. Civil Society/ Academics/ Thought Leaders 	<ul style="list-style-type: none"> Become a role model for small and medium enterprises to share best practices on sustainability. Join forces with large enterprises to make significant changes for sustainability. Cooperate with government agencies and present practical guidelines for sustainability. 	<ul style="list-style-type: none"> Listen to opinions and suggestions from civil society, academics, and thought leaders to develop business operations. Cooperate in projects promoting social sustainability. Build engagement and share best practices to civil society/ academics/thought leaders for implementation. Provide information on the business operations through articles, media, meetings, exhibitions, academic work, and seminars. 	<ul style="list-style-type: none"> Make complete and transparent data disclosure Listen to opinions and suggestions from the civil society sector Seek opportunities to build partnerships to drive issues related to sustainability Raise awareness and build understanding on sustainable development issues for the society Utilize knowledge from experts to support collaborative projects 	<ul style="list-style-type: none"> ESG Highlight Performance ESG Risks and Opportunities ESG Metrics and Targets Collaborative Network SCGP is committed to Net Zero Circular Economy Across Value Chain Biodiversity and Ecosystems Water Management Community Engagement and Development 	SR 18-19 SR 28-39 SR 20-21 SR 16-17, 45-47 SR 24-27, 41-43 SR 44-47 SR 50-53 SR 56-59 SR 68-69
9. Business Associates 	<ul style="list-style-type: none"> Conduct business under the framework of fair competition, with business ethics and transparency. Do not take advantage of business associates by unlawful means. Do not damage the reputation of business associates by making malicious accusations. Do not seek any trade secret information through dishonest or inappropriate means. Do not conduct any action that infringes the intellectual property of business associates. Support and promote free trade. 	<ul style="list-style-type: none"> Contribute as a committee or working group along with central organizations such as the Federation of Thai Industries or other associations. Hold seminars to share knowledge on new trends that may affect business operations. Conduct industry visits to build relationships and exchange ideas, suggestions, or improvements. 	<ul style="list-style-type: none"> Conduct business under the framework of fair competition and related laws Disclose essential and necessary information on SCGP's operating performances Conduct business with transparency and accountability Listen to opinions/ suggestions for business operation development Identify opportunities to build cooperation for encouraging and driving business-related issues that need consideration from the government sector 	<ul style="list-style-type: none"> Sustainability Report 2025 (SR) 	