

## Diversity and Inclusion Policy

### SCG Chemicals Public Company Limited

The Board of Directors Meeting of SCG Chemicals Public Company Limited (“the Company”) No. 282 (3/2022) held on March 30, 2022 resolved to approve the first Diversity and Inclusion Policy and endorse the continuous enforcement of the Policy upon the conversion of the Company into a public limited company.

SCG Chemicals 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 its Human Rights Policy, which includes respect for diversity and inclusion.

To ensure a diversity and inclusion practice that respects human rights, the Board of Directors of the Company resolved to develop this Diversity and Inclusion Policy including the guidelines to be applicable to all operations involved in SCG Chemicals’s products and services as well as all its direct activities, 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, country of 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 Chemicals refers to SCG Chemicals Public Company Limited and its subsidiaries in its consolidated financial statements.

#### Diversity and Inclusion Policy

The Board of Directors, executives, management, and employees of SCG Chemicals at all levels 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 Chemicals organization, and comply with SCG Chemicals’s policies, the laws of each country, and treaties by each country is bound;
- Foster an exemplary organizational culture that embraces diversity and inclusion and does not tolerate discrimination and inequitable treatment; and
- Promote business practices that, ethically and respectfully, embrace diversity and inclusion in line with this policy among SCG Chemicals’s suppliers/ contractors in the business value chain 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 Chemicals’s business strategy, which will promote SCG Chemicals’ business initiatives and development.
3. The executives, management, supervisors, and leaders at all levels shall promote respect for diversity and inclusion across SCG Chemicals.

4. SCG Chemicals encourages every business unit to take into consideration diversity and inclusion as appropriate 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 Chemicals shall communicate with and educate SCG Chemicals'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 to violate the rights of an individual related to SCG Chemicals, in which case the employee shall report the incident to supervisors or responsible parties, cooperate in fact-finding processes, and should there be any inquiries, 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 Chemicals by implementing whistleblower protection measures to protect all whistleblowers and informants involved as stipulated in its Whistleblower 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 Chemicals's Code of Conduct, shall be subject to a disciplinary inquiry as prescribed by SCG Chemicals's regulations and may also be subject to legal punishment if the act is against the law
10. The Diversity and Inclusion Policy Regularly shall be regularly reviewed, taking into account the changes that are significant to the organization.

This Policy shall be effective from March 30, 2022 onwards.

**Announced on April 4, 2022**

*-signed by-*

**(Mr. Chumpol NaLamlieng)  
Chairman of the Board of Directors**