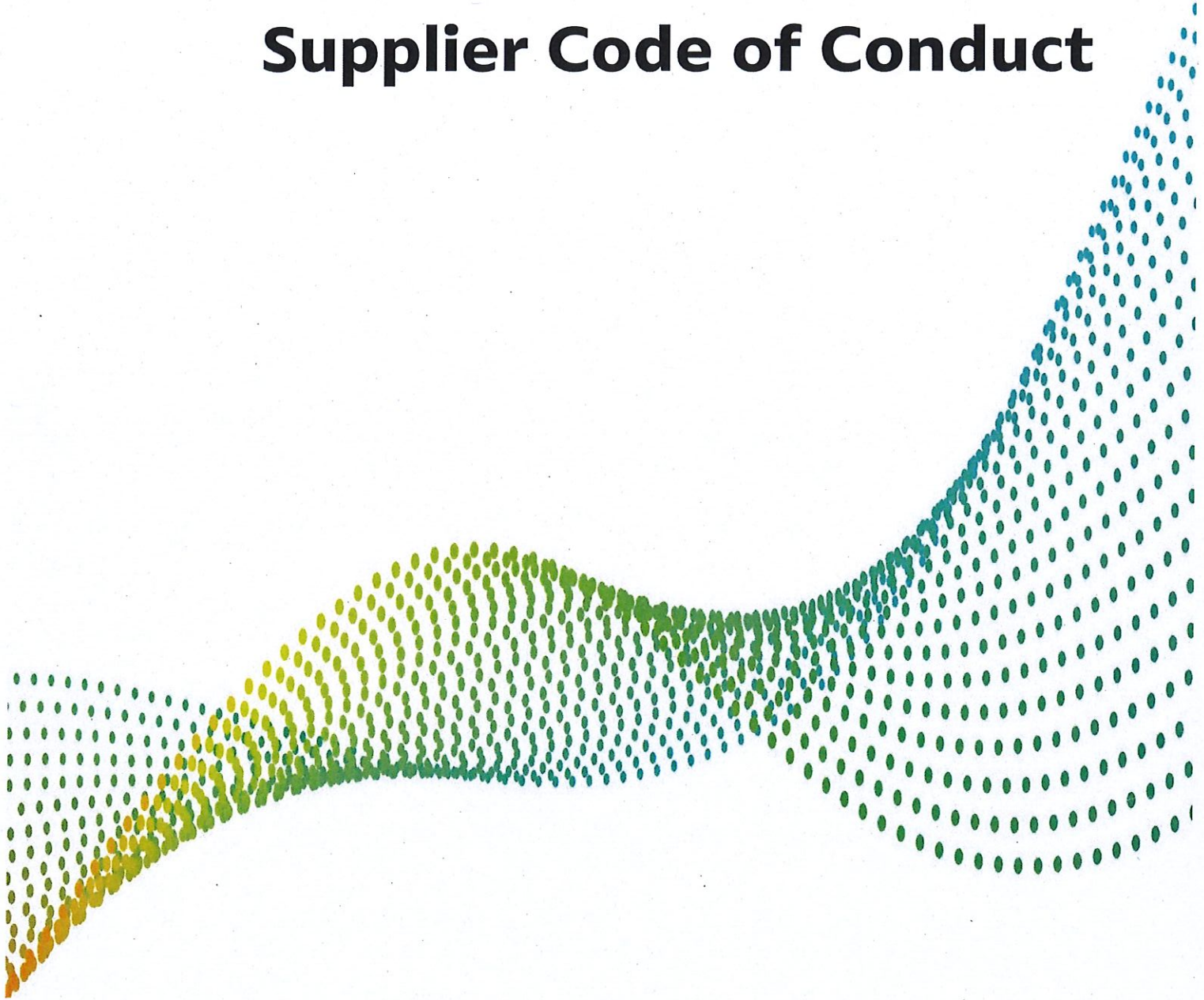




Supplier Code of Conduct



Message from President & CEO of SCGC

SCG Chemicals or SCGC⁽¹⁾ strives to operate its businesses in accordance with guidelines for sustainable development and seeks to actively develop products, services, as well as business operations across the value chain in order to enhance the quality of life in society, create a more balanced world, and respond to rapid changes both in terms of customers and the world in the future so as to remain equipped to handle various crises. SCGC also oversees its businesses in adherence to corporate governance principles and in line with SCGC Sustainable Development Framework, placing emphasis on full collaboration with its business partners⁽²⁾.

The SCGC Supplier Code of Conduct is hereby aligned with the SCG Supplier Code of Conduct revised in 2022 to improve the clarity and alignment with the current situation and expand the coverage of rules, regulations, stakeholder engagement practices, relevant policies, international standards, as well as current guidelines for business operation in order to ensure consistency with corporate governance principles and SCGC's business practice with ESG (Environmental, Social and Governance). The SCGC Supplier Code of Conduct serves as a guideline that promotes good citizenship and business conduct that addresses social, environmental, and climate concerns in a concrete manner among its suppliers as well as a standard for conducting business together.

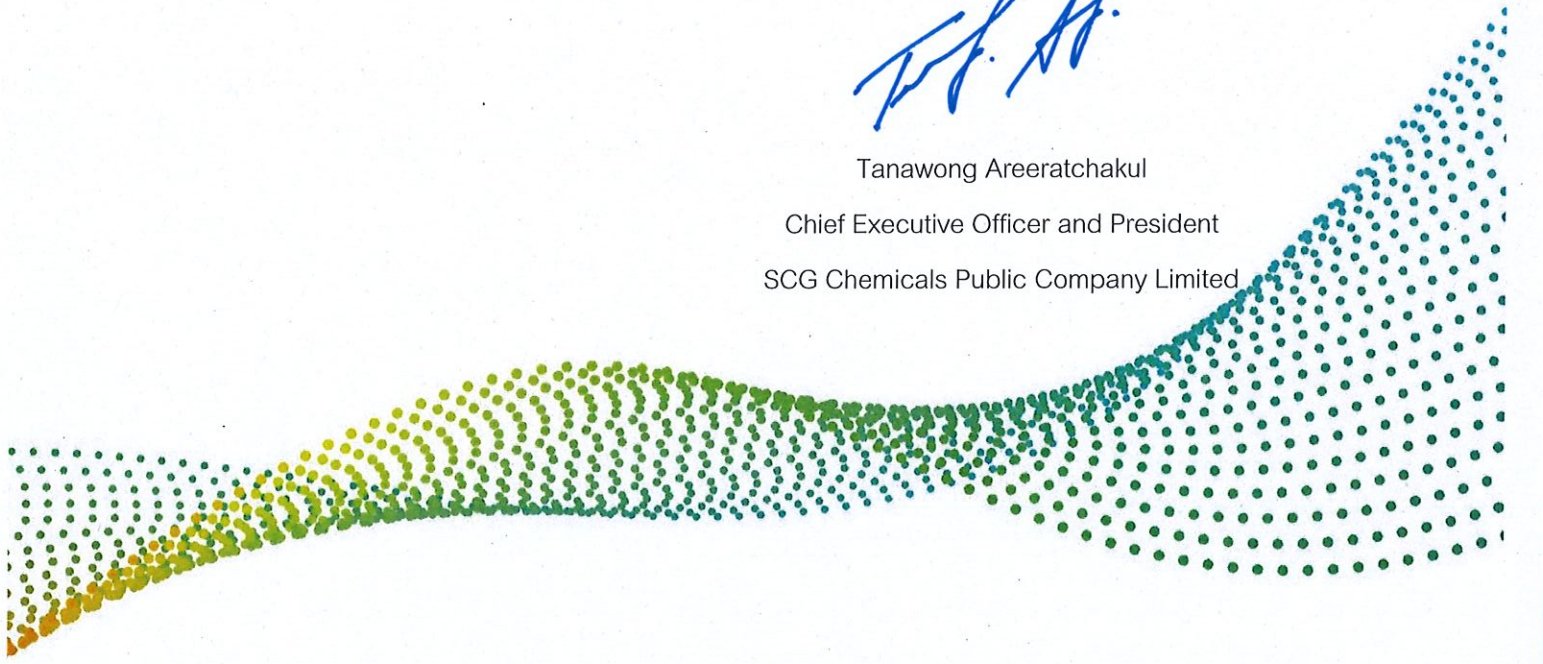
SCGC hopes that the SCGC Supplier Code of Conduct will be a mutual pact that leads to business development and mutual growth for both SCGC and its suppliers and advances efforts to create and pass on a better world to stakeholders in all sectors across the value chain.



Tanawong Areeratchakul

Chief Executive Officer and President

SCG Chemicals Public Company Limited



SCGC adhere to and practice in accordance with SCG business philosophy and code of conduct. We underlined our commitment to operating business with ethics and responsibility to our stakeholders. This has been consistently adopted and practiced by the Board of Directors, management, and employees at all levels. SCGC business ethics are aligned with internationally recognized principles of corporate governance, which have enabled SCGC to advance its business and gain acceptance from all circles.

SCG Business Philosophy

- **Adherence to Fairness:** The Company is committed to the concept of fairness to all parties concerned.
- **Dedication to Excellence:** The Company always strives to do the right thing with an intention to achieve excellence.
- **Belief in the Value of Individuals:** The Company believes that its personnel are the most valuable asset.
- **Concern for Social Responsibility:** The Company fully performs its duty as a good corporate citizen by contributing to the communities and countries where it operates.

¹ SCGC means SCG Chemicals Public Company Limited and its subsidiaries. For purposes of this definition, "Subsidiaries" means

1. Any company or legal entity which SCG Chemicals Public Company Limited has direct or indirect ownership or control of more than 50% of the voting interests of the subject entity; or
2. Any company of legal entity which SCG Chemicals Public Company Limited has the power to govern the financial and operating policies so as to obtain benefits from its activities.

² Business Partners means Suppliers, Contractors and/or Service Providers

SCGC Supplier Code of Conduct

SCGC conducts its business with integrity in line with the principles of good corporate governance and SCGC Code of Conduct and is committed to supporting society and the environment in accordance with the sustainable development approach to achieve an economic, social, and environmental balance, enabling them to grow alongside each other in a sustainable way.

To disseminate this concept to its suppliers, who play a vital role in SCGC's business success, SCGC has developed this Supplier Code of Conduct to provide guidance for applying relevant principles and concepts to their businesses and encourage them to adopt them as policies, standards, and guidelines for conducting business with their own suppliers in order to achieve fairness and transparency and generate value for stakeholders across the value chain sustainably, from the process of designing, procurement, manufacturing, provision of services, distribution and logistics, all the way to waste and post-consumer material management, as well as to promote among its suppliers good citizenship and corporate governance for society and the environment.

In addition to compliance with rules, regulations, all applicable laws, and international best practices, SCGC expects its suppliers to learn and be able to correctly apply the principles set forth in this SCGC Supplier Code of Conduct to their business operations. To this end, SCGC seeks not only to provide assistance and support, so that its suppliers operate ethically, respect labor and human rights, and adhere to principles for occupational health, safety, and the environment, but also to monitor the adoption of the SCGC Supplier Code of Conduct to fruition. Should any supplier fail to comply with the SCGC Supplier Code of Conduct, SCGC reserves the right to take due action commensurate with the degree of the impact and damage incurred.

Apart from rules, regulations, applicable laws, and SCGC Code of Conduct, the SCGC Supplier Code of Conduct was also founded upon internationally accepted charters and standards, including the Universal Declaration of Human Rights (UDHR), International Labor Organization (ILO), UN Global Compact, and Social Accountability International (SAI), etc.

1. Business Ethics

Business Integrity

SCGC suppliers shall conduct business on the basis of correctness, honesty, integrity, and transparency and strictly comply with all applicable laws and regulations in each locality or country. They shall also not engage in any fraud, corruption, or bribery in any form, such as by offering, promising, giving, demanding, or receiving any money, gifts, or other benefits from or to any government officials, government agencies, private agencies, or persons in charge, either directly or indirectly in return for a favor or neglect of duty, in accordance with the Anti-corruption Policy.

Fairness

SCGC suppliers shall conduct business responsibly to ensure fair treatment of all stakeholders as well as comply with anti-trust laws to ensure fair competition and prevent undue advantage either for themselves or others, in accordance with the Anti-trust Policy.

Disclosure

SCGC suppliers shall disclose their information with fairness, transparency, and accountability, ensuring that such disclosure is accurate, complete, current, compliant with the law, and equitable.

Confidentiality and Personal Data Protection

SCGC suppliers shall not publish or use confidential data of its customers and relevant parties without consent. Any operation related to the personal data of the customers and relevant business parties, including collection, use, and disclosure, must be conducted in such a way that fully protects the rights of the data owner and complies with the law.

Intellectual Property

SCGC suppliers shall respect the intellectual property rights of others and undertake not to allow violation of such rights.

2. Labor & Human Rights

Non-discrimination

SCGC suppliers shall respect human dignity, equality, and fairness and shall not discriminate against employees on the grounds of physical or mental differences, race, nationality, religion, gender, age, education, or any other matter.

Labor Protection

SCGC suppliers shall not employ child labor younger than the legally required minimum age. Should child labor above the legally required minimum age be employed, their legally mandated rights shall be fully protected and proper development and promotion of quality of life and work be provided. Female employees shall not engage in work which may harm their health and safety. Pregnant workers shall be protected and provided their legally-mandated benefits.

Employment of foreign workers must be fully compliant with legal requirements.

Prevention of Involuntary Labor

SCGC suppliers shall not use or exploit forced labor, in the form of slavery, debt bondage, or any other forms of involuntary labor, nor engage in corporal punishment, threat, confinement, coercion, harassment, human trafficking, or any other means of violence.

Wages and Benefits

SCGC suppliers shall pay workers wages, overtime pay, and holiday pay, as well as provide legally mandated benefits accurately, fairly, and not less than the minimum wage according to applicable laws. Wages, overtime pay, and other benefits shall be allocated within the time set.

Working Hours

SCGC suppliers shall not force workers to work longer than the maximum working hours specified by applicable Laws. Working overtime or working on a public holiday must be on a voluntary basis. Workers must be granted holidays and leave as required by applicable laws.

Freedom of Assembly and Negotiation

Employees shall have freedom of assembly and the right to negotiate as prescribed by applicable laws.

Prevention of Human Rights Violations

SCGC suppliers shall assess, review, and oversee labor and human rights issues to prevent human rights violations in business operations.

3. Occupational Health & Safety

Safety and Working Environment

SCGC suppliers shall undertake to ensure the safety of their workers and all parties involved by providing a safe and healthy work environment; inspecting their health and preparedness, organizing training and building awareness; reducing and controlling accident risks and health impacts associated with performance of duty, transportation, and service; and establishing emergency plans in order to reduce loss. Entry into work areas and product transportation must be carried out in accordance with safety rules, Life-Saving Rules, safety standards on related risks, as well as safety standards for product transportation.

Personal Protective Equipment

SCGC suppliers shall provide workers with sufficient and reliable personal protective equipment appropriate for risk exposure and ensure its utilization.

4. Environment and Climate Resilience

SCGC suppliers shall take into account environmental impact, environmental conservation, and adaptability to climate change, as well as sustainable use of natural resources, energy, and water in their business operations through eco-efficiency and circular economy activities, reduction of air pollution emissions, reduction of generation of wastewater and waste, hazardous or otherwise, conservation of biodiversity and ecosystems, with a determination to create a net positive impact and extend such efforts to their suppliers and service providers both directly and indirectly, consistent with the 3R concept, comprising Reduce, Reuse/Recycle, and Replenish.

SCGC suppliers shall cooperate in efforts to follow up on, update, provide, and disclose data on greenhouse gas emissions in accordance with the expectations of the organization, SCGC, and relevant stakeholders.

SCGC suppliers shall encourage and support policies, goals, plans, and activities that promote participation in reduction of environmental impacts and greenhouse gas emissions.

SCGC suppliers shall foster knowledge and awareness of environment and climate management among their employees, customers, business partners, and stakeholders.

5. Laws and Requirements

SCGC suppliers shall comply with all relevant laws, requirements, and regulations.

6. Whistleblowing

SCGC has established a whistleblowing system in accordance with international principles. If you are aware of or witness SCGC personnel or any other person acting on behalf of SCGC or an SCGC supplier failing to comply with the Supplier Code of Conduct or suffering damage resulting from frauds or corruption or failing to comply with applicable laws, rules, and regulations, you can submit for a report or a tip-off in accordance with the Whistleblowing Policy at SCGC website <https://whistleblowing.scg.com/external/chm>. SCGC will keep the information of the complainant or informant confidential and will proceed according to the prescribed protocol.