

Policy and Guidelines on Director Positions at Other Companies

SCG Decor Public Company Limited

The Board of Directors Meeting No. 200 (4/2022) held on December 1, 2022, resolved to approve the first Policies and Guidelines on the Holding of Directorships in Organizations outside the Company by Chief Executive Officer and President, and Senior Executives, and the Board Meeting No. 1/2023 held on June 9, 2023, subsequently endorsed the continuous enforcement of the Policies upon the conversion of the Company into a public limited company.

In order for the Chief Executive Officer and President, and Top Executives Holding Directorships to operate according to the main goal and sustainable business strategies and according to the Company's aim to encourage the employees to strive to work hard as well as fully dedicating their working time for the Company's long-term benefits. The Board of Directors of SCG Decor Public Company Limited has established the policies and guidelines on the Chief Executive Officer and Top Executives holding directorships or devoting the Company's working time for other companies, organizations, or institutes outside SCGD besides holding directorships in the subsidiaries, associated companies and other companies in which the Company invests. The basic principles of such policies and guidelines are based on the good Corporate Governance principles and SCG Decor's Code of Conduct regarding conflicts of interests, where the employees shall not conduct any specific business that constitutes or may constitute a competition with the Company's and its subsidiaries' business. The propriety of such matters shall be under the discretion of the Company on a case-by-case basis as follows:

Policies

The Chief Executive Officer and President, and top executives may hold directorships or devote the Company's working time for companies, organizations, or institutes outside SCGD that are not subsidiaries, associated companies and other companies in which the Company invests, as follows:

- (1) Government agencies, which constitute support for the government that will be public benefits
- (2) Private agencies founded for public interest such as the Federation of Thai Industries, Thai Chamber of Commerce, Thailand Management Association.
- (3) Private agencies founded for commerce that do not lead to conflicts of interests with the Company or its subsidiaries nor exert negative effects upon the Company

In addition, the organizations must not be founded for benefits of any particular political parties.

Practices

The Chief Executive Officer and President shall propose for the Board of Directors' approval for holding directorship in or spend the Company's time working for other companies, organizations, or institutes outside SCGD, while the top executives shall propose to the Chief Executive Officer and President for such approval.

In case where the Chief Executive Officer and President, or top executives obtain remunerations from holding directorships in or working for companies, organizations, or institutes outside SCGD, the Chief Executive Officer and President, and top executive shall transfer such remunerations to the Company or charitable organizations according to the Company's required methods.

The number of external companies/organization/institutes allowed for holding

The Chief Executive Officer and President may hold directorships or devote the Company's working time for companies, organizations and institutes as agreed by the Board of Directors without contradiction to nor inconsistency with the requirements in the Charter of the Boards of Directors, while, in the case of top executives' directorships, these shall be under the Chief Executive Officer's and Managing Director's discretion. The information on such directorships shall also be reported to the Company as required by applicable laws and regulations as well as the Company's policies.

This Policy shall be effective from June 9, 2023 onwards.