

## Policy on Diversity and Inclusion

### SCG Decor Public Company Limited

The Company's Board of Directors Meeting No. 200 (4/2022) on December 1, 2022, resolved to approve the Policy on diversity management and acceptance of individual differences for the first time which later resolved at the Board of Directors' Meeting No. 1/2023 on June 9, 2023, to guarantee the continued use of the policy after the transformation into a public limited company.

SCG Decor is aware of the importance of respecting the human rights of every person by treating everyone equally, without discrimination, and adhering to the ideals of conducting business with integrity as reflected in SCG Decor's human rights policy, which includes respect for diversity and acceptance of individual differences.

To ensure that SCG Decor's business operations include diversity management and acceptance of individual differences in accordance with human rights principles, the Board of Directors' meeting resolved to approve this policy, effective from the company convert its status as a public limited company as shown in the company certificate onwards, this policy and practice have been established to serve as guidelines for operations in all products and services, and SCG Decor direct activities, including suppliers, contractors in the business value chain, and joint venture.

#### Definition of terms used in policies regarding diversity management and acceptance of individual differences.

Diversity means differences between people, whether physical, mental, race, nationality, origin, ethnicity, religion, gender, language, age, skin color, education, social status, culture, customs, or any other matters according to the laws of each country and According to the treaty, each country has obligations to comply with.

Inclusion means giving value and accepting differences among individuals.

SCG Decor means SCG Decor Public Company Limited and its subsidiaries according to the consolidated financial statements.

#### Policy on diversity management and acceptance of individual differences

The Board of Directors, executives, and SCG employees at all levels are aware of and committed to respecting diversity and accepting individual differences by

- Treat everyone equally Respect diversity and accept the differences of every person, both within the organization and outside society by strictly following SCG's policies, the laws of each country and the treaties that each country has obligations to comply with.

- Strengthen SCG Decor's corporate culture to be an example of respect for diversity and acceptance of individual differences, not accepting discrimination and unequal treatment.
- Promote and provide support to suppliers, contractors in business value chain, and joint ventures in order to participate in conducting business with ethics, respect, and practice this policy to everyone.

### Guidelines

- (1) Treat each other equally, respect diversity and accept the differences of every person, listen and promote the expression of different opinions of others, create a working atmosphere and organisational culture that respects diversity. and accept the differences of individuals according to this policy.
- (2) Consider respect for diversity and acceptance of individual differences as part of the business strategy that will promote SCG Decor's business initiatives and development.
- (3) Executives, supervisors, and leaders at all levels of the organisation support and promote respect for diversity and acceptance of individual differences throughout the organisation.
- (4) Promote the recruitment of the Board of Directors or people holding various positions in the organisation by taking diversity and acceptance of individual differences into consideration in selecting individuals to join the board at all levels appropriately.
- (5) Strictly apply the matter of respect for diversity and acceptance of individual differences in personnel management, from recruitment and selection of employees, employee development, job growth, performance management and remuneration, retirement, and more
- (6) Communicate, disseminate policies, provide knowledge, understanding, set guidelines, and provide any other support to suppliers, contractors in the business value chain as well as joint ventures to participate in conducting business with ethics, respecting and treating everyone according to this policy and check your understanding regularly.
- (7) Be cautious in performing duties to prevent the risk of violating the rights of individuals, monitor respect for diversity and accept the individual differences, and never neglect or ignore when witnessing actions that may be considered a violation of individual rights within SCG Decor and must report to their supervisors or responsible persons and cooperate in investigating various facts. If there are any doubts or inquiries, please consult with supervisor or authorities through the various channels specified.
- (8) Provide modern and efficient channels for reporting evidence and complaints, providing fairness and protecting individuals who report violations of the rights of individuals in SCG Decor, uses measures to protect complainants or those who cooperate in reporting violations of individual rights according to SCG Decor has defined in the Whistle blower Policy.

- (9) Those who violate individual rights arising from diversity and individual differences are violating the SCG Decor Code of Ethics and will be subject to disciplinary consideration according to the regulations set by SCG Decor. In addition, they may Will be punished according to law if the action is illegal.ஐ
- (10) Regularly review diversity and inclusion management policies in light of changes that are significant to the organisation.

This code of conduct will be effective from June 9, 2023 onwards.