

## Policy on Human Resources Management

### SCG Decor Public Company Limited

The Board of Directors' Meeting No. 200 (4/2022) on December 1, 2022, agreed to approve the Policy on Human Resources Management for the first time. Later, a resolution was passed in the Board of Directors' Meeting No. 1/2023 on June 9, 2023, certifying the continued use of the policy after the conversion to a public limited company.

The company recognizes the importance of human resources as the most valuable force to drive the business forward. Therefore, a policy is established to manage personnel with a moral system and confidence in the value of people. The goal is to provide the organization with appropriate human resources, both in number and skills to deal with rapidly changing business situations in a timely manner. The policy for personnel management is as follows:

#### 1. Recruiting and caring for diverse employees, good and talented personnel

- The Company provides opportunities, promotes and attracts diversity of personnel, including race, religion, gender, age, generation, culture, attitude, values held, knowledge, abilities, skills, experience, and characteristics required in the job to enter the selection process, and recruits human resources fairly based on competency based principles and diverse talents as the main factors in selection.
- The Company uses a committee system to interview and select employees, which consists of people with knowledge and experience from various lines of work. For those who pass the selection process, the Company will consider providing appropriate compensation, benefits, and welfare.

#### 2. Fair compensation and welfare management

The company adheres to the principles of fairness in managing employees' wages and compensation both in the short and long term. Therefore, the policy was established to consider internal fairness based on the duties, responsibilities and abilities of individual employees and external fairness from the comparison with other companies in the same industry to increase equal opportunities in life and improve the quality of life for employees and their families.

#### 3. Performance management for excellence

The company has implemented a performance management system to drive the organization. It is a system that connects business core metrics with the missions of each department and each individual's KPI. The Company

also supports collaboration for employees in various departments to work in harmony with the company's goals and help drive the organization forward.

**4. Employee development**

Employees at all levels are encouraged to continuously learn and develop themselves, both in terms of knowledge and skills in the current job, to prepare for new job opportunities that will be assigned in the future along with the development of management and leadership by linking job duties with competency in the work performed, as well as methods and development plans that will help work achieve goals towards a guideline for developing employees in all dimensions in a 70 : 20 : 10 format.

**5. Succession planning to drive the business**

The Company focuses on developing knowledge, skills, and creating a variety of experiences for key talents who have been selected based on their abilities and performance. Systematic development plans are in place. Employees will rotate to work in departments that help drive business strategy, as well as participating in important projects to prepare to become a senior executive in the future. The Company has arranged a succession plan for strategic positions to ensure that there will be employees with ability and potential ready to hold management positions and important positions continuously and ready to support positions arising from the new direction of the business.

**6. Development of human resource management systems in other areas**

The company has guidelines to enhance good quality of life at work including communicating information and news as well as being open to listening to employees' opinions on the organization in various aspects by conducting employee engagement survey. Concepts, methods and tools that are in line with world-leading companies are implemented to analyze employee commitment to the organization and later take the results into consideration to improve the human resource management system and develop the organization to be comparable to international standards. In addition, the company continues to encourage employees to participate in the company's activities and be socially responsible.

This policy shall be effective from June 9, 2023.