SCGP

ACCELERATING CONSUMER PACKAGING FOR SUSTAINABILITY

SUSTAINABILITY REPORT 2025

SCG PACKAGING PUBLIC COMPANY LIMITED

Contents

01 Governance

Corporate Governance

SCG Packaging Public Company Limited (SCGP) integrates the Corporate Governance Code (CG Code) for Listed Companies 2017 into its business strategies to create long-term value and sustainability for its organization. The integration is implemented under SCGP's corporate governance structure, which has two levels – Board of Directors and Management level.

The Board of Directors has four committees:

1) **The Corporate Governance and Nomination Committee :** Define the Company's corporate governance guidelines, policies, and structure, and propose them to the Board of Directors for consideration and approval; monitor the performance of the Board of Directors and the Management to ensure compliance with principles of corporate governance; and promote the development of directors and committee members by preparing plans to enhance their knowledge and essential skills with the aim to ensure they understand their roles and duties, the nature of business, economic trends, technology, as well as laws and regulations related to the Company and its subsidiaries.

2) **The Remuneration Committee :** Consider the remuneration structure for the Board of Directors and its subcommittees by benchmarking against leading companies listed on the stock market and operating in the same industry. The structure is designed to ensure that remuneration offered by SCGP is appropriate, aligns with job responsibilities and performance, and serves as a key incentive to drive optimal performance. All considerations are primarily based on evaluations against Key Performance Indicators (KPIs).

3) **The Audit Committee :** Oversee risk management, internal control, compliance, reporting and financial reporting system, as well as transactions that may involve conflict of interest; supervise to ensure that the effective risk management, internal control, internal audit and anti-corruption measures are in place; monitor Environmental, Social and Governance (ESG) issues, consider and nominate the Auditor; approve the Audit Office's plans; and endorse the appointment, performance assessment, and transfer of audit executives.

4) **The Risk Oversight Committee :** Oversee and provide counseling related to risk management structure, policies, and processes. It is also responsible for promoting and driving continuous development of risk management system organization-wide.

These four committees report directly to **the Board of Directors**, which participates in the process to make strategic decisions on Sustainability-related Risks and Opportunities.

To enhance its performance, the Board of Directors has reviewed the Board Skills Matrix to ensure comprehensive coverage of knowledge, specialized expertise, and skills essential to driving SCGP's businesses for the goals of expanding consumer reach, elevating the organization to a leading global Company, establishing it as an ESG leader, and fostering innovation. The identification of professional skills and areas of expertise required of directors is in line with the updated Board Skills Matrix.

Management level

At SCGP, there are two key administrative committees related to Sustainability-related Risks and Opportunities. The first, the ESG Committee, has the duty to establish as well as supervise policies for compliance with UN Sustainable Development Goals (UN-SDGs); and ensure ESG guidelines align with stakeholder expectations so as to set good ESG examples at both regional and international levels. It seeks to promote, communicate and foster ESG mindset among staffs and business partners in pursuit of ESG goals; and integrate Double Materiality into business strategies to create value and sustainability for not just SCGP but also the public. The second, the Risk Management Committee, is mainly responsible for reporting risks and risk management to the Audit Committee and the Risk Oversight Committee.

The ESG Committee and the Risk Management Committee work together systematically in managing material Sustainability-related Risks and Opportunities. The management cover key focuses as follows:

1. Operating businesses with environmental responsibility in pursuit of Net Zero greenhouse gas emissions.

2. Conducting businesses based on Circular Economy to increase resource efficiency and decrease waste across value chain.

3. Operating businesses with customer and consumer centricity to continuously upgrade value and customer satisfaction.

4. Conducting businesses without compromising the health and safety of employees and suppliers to ensure safe and sustainable work environment.

5. Establishing a robust corporate governance system to ensure transparency, accountability, and build trust among all stakeholder groups.

Both committees receive support from other ESG-related committee, together proposing solutions to sustainability-related challenges and explore significant sustainability-related opportunities in pursuit of a comprehensive ESG coverage and optimized effectiveness. Insights and recommendations from each committee is proposed to the Corporate Governance and Nomination Committee, the Audit Committee and the Risk Oversight Committee for the formulation of policies, strategic decision making, and the constant supervision of SCGP.

Governance Structure and Principles

SCGP has systematically laid down the foundation for its "governance structure" to ensure corporate-governance efficiency and transparent accountability. The Company has also formulated policies that clearly define the division of power, duties, decision-making processes, and procedures to ensure that the Company's operations adhere to the corporate governance principles and uphold transparency in all aspects.

This governance structure has been effective since 1 January 2025 in accordance with a resolution passed by the Board of Directors at its meeting No. 256 (8/2024)[1]
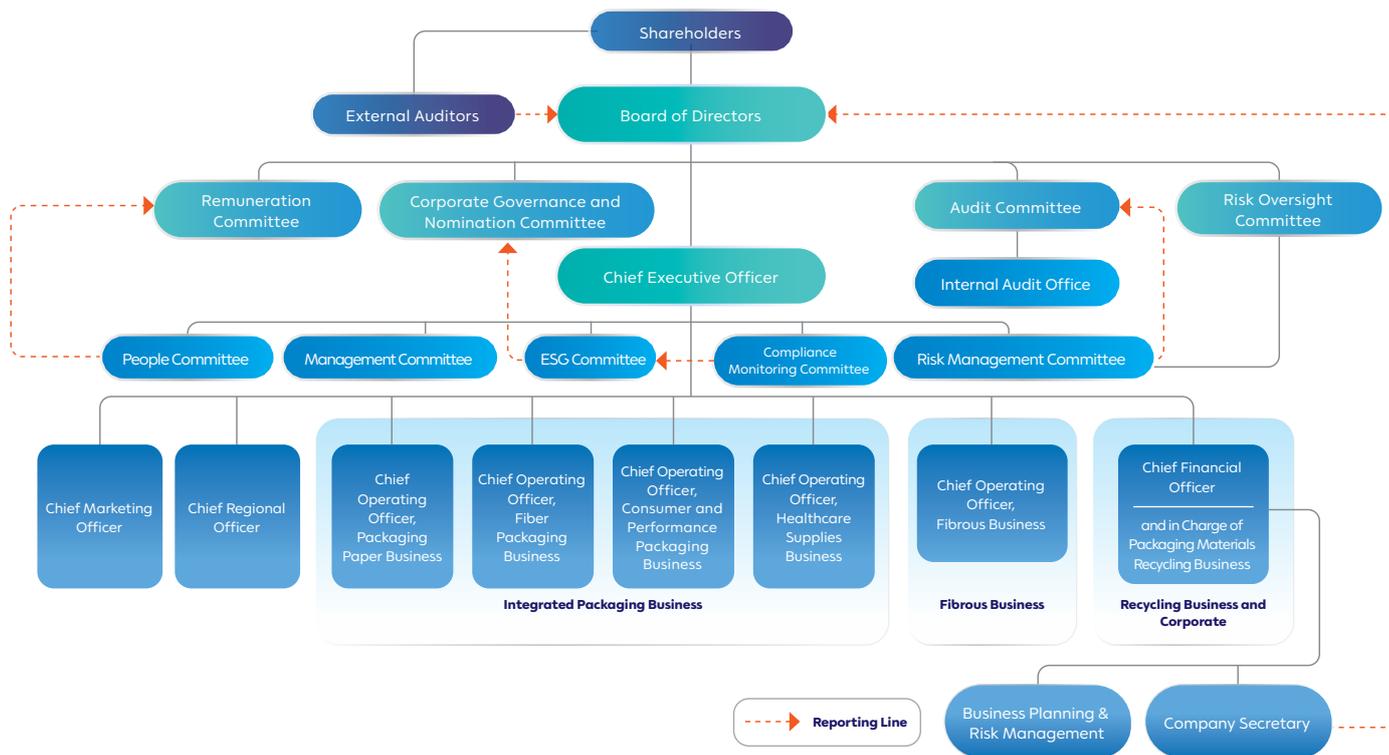
Note: [1]According to a resolution passed by the Board of Directors at its meeting No. 263 (7/2025), Chief Technology Sustainability and Productivity Officer has been nominated as a high-level executive (effective 1 January 2026 onwards). ESG and Sustainability Director will be reported directly to the Chief Technology Sustainability and Productivity Officer.

This governance structure is designed to ensure clarity in reporting and responsibilities, with clear reporting lines for each committee and business unit to enable efficient oversight and strategic support.

The Board of Directors regularly receives reports from various committees to stay informed of material governance, compliance, and risk issues, with the Chief Executive Officer (CEO) reporting updates on the organization's performance, strategic initiatives, and sustainability issues when appropriate. This approach enables SCGP to proceed solidly, transparently and sustainably within the governance framework at all levels.

SCGP has appointed the ESG and Sustainability Director to work under the Chief Financial Officer and take up the missions of overseeing and driving its ESG and sustainability initiatives; taking part in the formulation of ESG policies and guidelines to ensure they align with corporate directions; pushing key projects; and coordinating with business units to ensure the tangible application of ESG guidelines organization-wide. Moreover, the ESG and Sustainability Director is responsible for monitoring and evaluating ESG performance; internally raising ESG awareness; managing the Company's overall relationships with internal and external stakeholders; and coordinating with authorities, associations, and other external organizations so as to continuously drive ESG operations in accordance with international standards.

Board/Committee Meetings in 2025

Throughout 2025, the committees responsible for sustainable business operations convened to address relevant issues, set objectives, develop operational plans, and follow up with progress related to ESG policies as follows:

Board/Committee Meetings on Management

1. Board of Directors
- **8 meetings**
  - Create sustainable value and manage SCGP's businesses
  - Define objectives, operational plans, and policies for enhanced competitiveness
  - Strengthen Board effectiveness through structure and performance evaluation
  - Recruit and develop top executives, and manage succession plans
  - Foster innovation and responsible business practices
  - Ensure efficient risk management and internal controls
  - Guarantee financial integrity and transparent disclosures
  - Engage and communicate efficiently with shareholders

2. Remuneration Committee
- **7 meetings**
  - Propose remuneration guidelines and benefits for executives
  - Evaluate top executives' performance and recommend remuneration
  - Establish succession plans for the CEO and top executives

3. Corporate Governance and Nomination Committee
- **4 meetings**
  - Define corporate governance policies and monitor performance
  - Supervise Board structure and composition, ensuring independence and diversity
  - Establish guidelines for recruiting and selecting SCGP directors
  - Review directors' remuneration and facilitate development plans
  - Govern strategy, execution plan, target, and operational performance of ESG
  - Consider Double Materiality issue

4. Audit Committee
- **6 meetings**
  - Oversee risk management, regulatory compliance, and internal control
  - Audit financial reporting system and data disclosures
  - Audit connected transactions and conflict of interest
  - Audit the efficiency of internal control and audit systems
  - Select and nominate auditor and approve the Internal Audit Office's plans
  - Audit compliance with ESG policies and efficiency of ESG performance

5. Risk Oversight Committee
- **2 meetings**
  - Formulate proper risk management policies
  - Oversee and ensure SCGP's risks are assessed, analyzed and reviewed regularly
  - Consider the results of risk assessments and risk management plans
  - Govern Sustainability-related Risk and Opportunities of ESG as well as energy and climate change management, water management, biodiversity and ecosystems, occupational health and safety, and human rights operations
  - Govern operational performance of ESG

Management-level Meetings on Management

6. ESG Committee
- **3 meetings[1]**
  - Establish and supervise policies for compliance with UN Sustainable Development Goals (UN-SDGs)
  - Ensure ESG guidelines align with stakeholder expectations
  - Integrate material ESG topics into business strategies for sustainability

7. Risk Management Committee
- **4 Meetings**
  - Define the risk management structure and responsibilities
  - Identify and review risk management strategies and practices
  - Monitor overall risk profile across the organization

[1] Starting January 2026, meetings on quarterly performance will be held in the first month of each quarter.

Message from the CEO

> SCGP continues to pursue its environmental goals,especially greenhouse gas emission reduction, through efficient energy and resource management.

In the face of a rapidly changing global landscape - shaped by challenges from climate changes, digital transformation, rising consumer expectations, and increasing demands for environmentally and socially responsible business practices in 2025, SCGP regards sustainability as a core pillar of its long-term strategy and a commitment to stakeholders and society as a whole.

Over the past year, Double Materiality has been strengthened and integrated into business planning to gain a comprehensive understanding of material Environmental, Social and Governance (ESG) issues affecting the Company's operations and how its business activities impact ecosystems, communities, and partners across the value chain. This holistic perspective enhances the transparency of the Company's decision-making and ensures alignment with international sustainability standards.

SCGP continues to pursue its environmental goals, particularly greenhouse gas emission reduction, through efficient energy and resource management. Key initiatives include increasing the proportion of renewable energy, advancing circular economy at scale, expanding the development of environmentally friendly packaging, investing in clean technologies, and enhancing energy efficiency across manufacturing facilities throughout the region.

SCGP has accelerated the adoption of Artificial Intelligence (AI) including Machine Learning, Deep Learning and Generative AI across multiple areas, including production efficiency enhancement, resource management, and customer service. These technologies foster the Company's competitiveness and significantly support the transition toward a smarter and more sustainable value chain.

In social dimension, occupational health and safety has been emphasized through the systematic enhancement of management practices, covering Process Safety Management, High Hazard Process, and extending to transportation and vehicle safety including the adoption of digital technologies to support operations and proactive risk prevention. In addition, value creation with communities surrounding operational sites has been fostered through community engagement initiatives focused on improving quality of life, well-being, and vocational skills, as well as through feedback from communities. These efforts build trust and promote sustainable growth between the Company's business and society.

In corporate governance dimension, SCGP has established its corporate governance policies and strategies in accordance with regulatory requirements in Thailand and overseas, alongside internationally recognized risk management practices to promote transparency, fairness, and trust among stakeholders. The Company has also assessed suppliers' ESG risks to uphold shared standards while emphasizing customer and consumer centricity to enhance customer experiences. Moreover, SCGP has strengthened its data systems and cybersecurity to support growth and the secure adoption of advanced technologies.

The Company's sustainability performance in 2025 reflects continuous progress across all dimensions—Environmental, Social, and Governance (ESG). The Company was ranked in the Top 1% of the Corporate Sustainability Assessment (CSA) for the Containers & Packaging Industry for the third consecutive year by S&P Global. In addition, SCGP achieved a Platinum rating for the second consecutive year from EcoVadis, received an MSCI ESG Ratings of "A" from Morgan Stanley Capital International, obtained a SET ESG Ratings of "AAA"—the highest level—for the third consecutive year by the Stock Exchange of Thailand, and passed the verification of guidance on sufficiency economy for industries (TIS 9999). These achievements reaffirm the Company's commitment to conducting business through sustainability, with a focus on driving economic growth that integrates Environmental, Social, and Governance dimensions to deliver enduring value for future generations.

(Mr. Wichan Jitpukdee)

Chief Executive Officer &
Chairman of the ESG Committee

Insights from the Employee: Governance and Sustainability Oversight

Executives and employees in all departments are deeply involved in the sustainability of the organization. Executives participate in determining policies, roles, duties, and responsibilities in pursuit of shared goals, collaborating and supporting one another in sustainability-focused business operations.

Mr. Bhakkawat Bhasipol

**Banpong Mill Director
Siam Kraft Industry Company Limited**

Mr. Chamornwut Tamnarnchit

**General Director
Duy Tan Plastics Manufacturing
Corporation Joint Stock Company**

Climate Action and Strategy

SCGP is aware of challenges posed by the climate crisis, which directly affects its business operations across multiple dimensions. Physical impacts from extreme weather events include flooding caused by unusually heavy rainfall, as well as rising temperatures that may affect employee productivity. In addition, the Company has faced growing impacts from more stringent environmental regulations, such as Carbon Border Adjustment Mechanism (CBAM), rising carbon-related costs, and the implementation of Extended Producer Responsibility (EPR) principles. There is also a risk of supply chain disruptions, particularly in the sourcing of climate-sensitive raw materials, which could lead to delays or material shortages.

Based on these grounds, SCGP aims to reduce greenhouse gas emissions through a comprehensive energy management strategy. This strategy focuses on reducing the Company's dependence on fossil fuels while increasing the use of alternative energy, such as biomass from wood scraps, agricultural waste and biogas from wastewater treatment processes. Also, energy efficiency has been enhanced continuously across all operational processes to reduce greenhouse gas emissions and control cost.

SCGP, in addition, has applied innovation and technology to support its sustainability efforts with Artificial Intelligence (AI) leveraged to optimize its paper machine's steam efficiency real-time. The Company has also collaborated with local communities in developing biomass from sugarcane leaves by providing "sugarcane leaf collection vehicles," which facilitate the processing of agricultural waste into fuel for factory boilers. This initiative not only reduces air pollution but also generates additional income for local communities. Furthermore, SCGP has invested in modern technologies and equipment. For example, the installation of Turbo Vacuum systems in paper machine enhances efficiency and continuously reduce energy consumption.

SCGP firmly believes that achieving Net Zero goal and advancing sustainable development require cooperation from stakeholders across the entire value chain. The Company has set a target to reduce greenhouse gas emissions by 25% by 2030, compared with base year of 2020. To date, emissions have already been reduced by 13.4%. All initiatives are undertaken with a strong commitment to social and environmental responsibility, supporting balanced, transparent, and long-term sustainable growth.

Circular Economy

SCGP places strong emphasis on the Circular Economy (CE) principles. Guided by the emphasis, Duy Tan Plastics - a rigid packaging and houseware leader with production bases in Vietnam - has integrated CE into business operations across its entire value chain, from product design and manufacturing to the management of waste from its production process. These efforts aim to enhance resource efficiency, reduce the use of virgin raw materials, and systematically minimize environmental impacts.

In manufacturing and product design, the Company focuses on waste reduction at the source. More than 95% of plastic scrap from in-house production processes is crushed and recycled for production system. Moreover, the Company's product design has advanced plastic packaging lightweighting by applying advanced technologies to reduce material weight by 5% to 10% for housewares, while maintaining required standards for strength, durability, and safe use.

In collaborating with customers and consumers, The Company actively promotes the use of Post-Consumer Recycled (PCR) plastics, particularly in rigid packaging, which has a Recyclability Potential of up to 99%. The Company has co-developed packaging solutions incorporating up to 100% PCR content for selected projects, in partnership with leading global brands, to support sustainability goals and enhance consumer communication. In addition, SCGP has initiated product take-back programs within communities to collect used packaging for sorting and recycling, helping to reduce plastic waste.

SCGP recognizes the limited supply of PCR plastics compared with virgin plastics, which remains a key challenge in the Asian regional market. Nevertheless, through a shared vision with leading global brand owners to reduce greenhouse gas emissions and advance toward Net Zero, the Company continues to focus on developing design and manufacturing solutions for the delivery of high-recycled-content products, while sustainably maintaining quality, standards, and cost competitiveness.

Ms. Atittaya Chumpa

**Customer Science
Department Manager
SCG Packaging Public Company Limited**

Mr. Kosol Kosolkijwong

**Manager - Safety and Environment
Siam Kraft Industry Company
Limited (Kanchanaburi)**

Customer and Consumer Centricity

The concept of Customer and Consumer Centricity has been the guiding principle of SCGP for more than 30 years, and also been the ultimate driver of the Company's sustainable growth.

The Company attaches importance to the comprehensive collection and analysis of customer data/information, drawing on both direct customer inputs, such as transaction data, product usage information, and interactions across relevant channels together with first-hand observations of customer behavior at operational sites and on-site visits for deeper insights into customer operations. Mechanisms are in place to systematically collect data from relevant functions - namely marketing, sales, and customer service teams - on a monthly basis. In addition, customer satisfaction surveys are conducted biennially, with the results used for planning and continuous service improvement.

SCGP also leverages digital technologies and Artificial Intelligence (AI) to enhance service efficiency and responsiveness to customer needs. For example, the E-Ordering system has been continuously developed. Now in Phase 4, it seamlessly integrates order information with internal systems, enabling customers to monitor inventory status and production processes in real time. Meanwhile, the SCGP Contact Center offers both voice and messaging services to serve all customer segments, and includes convenient self-service functions.

Furthermore, SCGP has deployed AI chatbots and Generative AI to provide fast and accurate responses to basic inquiries and product information. These technologies also support the design process, significantly reducing turnaround time from days to just hours.

AI has also been utilized in proactive and predictive Customer Relationship Management (CRM) to analyze purchasing patterns, predict purchasing trends, and present more personalized products and services offerings to each customer.

Due to the systematic blend of customer and consumer centricity, digital technology, and AI, SCGP can effectively deliver products and services that meet customer needs and strengthen long-term satisfaction and trust.

Occupational Health and Safety

SCGP firmly believes that "people" are its most valuable resource and a key driving force behind its organization. One of its core missions is, therefore, safeguarding the lives, health, and well-being of all employees. A safe work environment not only directly benefits employees but also helps boost their morale, enhance their productivity, and uphold the stability of their families and surrounding communities on a sustainable basis.

Committed to the mission, SCGP has set the highest goal possible—"Sustainable Injury and Illness Free"—seeking to sustainably become an organization without work-related injuries and illnesses. In pursuit of this goal, the Company has maintained the continuous and systematic integration of two key management approaches—operation control and safety culture—so that all employees can perform their duties safely and effectively.

The Company's operation control is rooted in robust, systematic measures that comprehensively cover risk management, the establishment of safe operating procedures, occupational health management, and the oversight of suppliers to ensure compliance with the SCG Safety Framework. These measures ensure that all SCGP operations—across every factory and site—adhere to international standards and are able to effectively prevent hazards.

In addition, SCGP places strong emphasis on cultivating a safety culture across all levels of the organization. Rather than focusing solely on regulatory compliance, the Company elevates safety to be an integral part of "what we are", fostering a shared awareness of the importance of caring for oneself and others. Organizational leaders serve as role models by regularly conducting Safety Line Walks to communicate and observe safety behaviors on site. SCGP also promotes positive behavior observation programs, including Safety Training Observation Program (STOP) and Behavior-Based Safety (BBS), along with hands-on training to strengthen employees' knowledge and skills for safe work practices.

Through a comprehensive approach that combines systematic management with the cultivation of safety behaviors, the Company is set to become an organization where every employee is proud of its truly safe and sustainable corporate culture.

02 Business Overview

ESG Performance Assessment Results

SCGP has been evaluated and recognized for its sustainability and governance performances by respectable organizations at both national and international levels. Key assessment results include:

- A **SET ESG Ratings** of "AAA", the highest level awarded by the Stock Exchange of Thailand.

- **Corporate Sustainability Assessment (CSA)** in 2025, with score 88 out of 100, assessed by S&P Global within the Containers & Packaging Industry, ranked in the Top 1% for three consecutive years.

- A Platinum rating awarded by **EcoVadis** in 2025, with a score of 89 out of 100, in the "Manufacture of corrugated paper and paperboard and of containers of paper and paperboard" category.

- **CDP (Carbon Disclosure Project)** assessment in 2025
  - A– rating in Climate Change
  - A– rating in Forests
  - B rating in Water Security
  - A rating in the Supplier Engagement Assessment (SEA) for Climate Change in 2024.

- An **MSCI (Morgan Stanley Capital International)** ESG Rating of "A" in the Containers & Packaging category.

- A constituent company in the FTSE4Good Index Series by **FTSE Russell,** achieving a score of 3.9 out of 5.0.

- "Low Risk" in the Containers & Packaging industry category from **Morningstar Sustainalytics**.

- Verified guidance on sufficiency economy for industries **(TIS 9999)** to reflect a key strategy of sustainability for driving balanced and long-term sustainable growth for SCGP in Thailand.

- A **"Certified Company"** under the Thai Private Sector Collective Action Against Corruption (CAC) since 2022, with the certification successfully renewed in 2025.

- Three awards from **SET Awards 2025**, which was organized by the Stock Exchange of Thailand in collaboration with Money & Banking Magazine

  - Best Sustainability Award for its outstanding operations within the framework of ESG and circular economy; the application of technology and Artificial Intelligence (AI) for greater efficiency and lower environmental impacts; personnel development; the expansion of sustainability collaboration with customers and society; and strong corporate governance that supports business growth along with social and environmental development.

  - SET Awards of Honor for winning Best Innovative Company Awards for four consecutive years (2022-2025) as a result of its research and development in "Sustainable Eco-Friendly Foodservice Packaging Innovation", which focuses on reducing environmental impacts through the use of alternative materials while delivering practical designs that meet diverse consumer needs.

  - Outstanding Investor Relations Awards to listed companies that demonstrate outstanding performance in investor relations.

SCGP Business Overview

SCGP has reinvigorated its vision as the region's leading total packaging solutions provider by offering a diverse range of innovative products and services while upholding sustainable business practices as the core of its operations. The Company's key mission is to truly drive sustainable development, especially by leading and driving the circular economy in a tangible manner across all its operational areas within a robust ESG framework for the ultimate goals of building sustainable and valuable growth for all stakeholder groups and upgrading quality of life for the public.

By structure, SCGP has three main businesses: Integrated Packaging Business, Fibrous Business, and Recycling Business and Corporate.

Integrated Packaging Business

Corrugated Containers
- Regular Slotted Containers (RSC)
- Die Cut Containers
- Logistics Packaging

Retail Display Packaging
- Folding Carton
- Gift Set
- Floor Display
- Counter Display
- Pop-Tech Display

Packaging Paper
- Containerboard
- Coated Duplex Board
- Sack Kraft

Non-Packaging Paper
- Plasterboard Liner
- Core and Cone Board
- Grocery Bags
- Industrial Bags

Flexible Packaging
- Consumer Packaging
- Industrial Packaging
- Specialty Packaging

Rigid Packaging
- Blow Molding, Injection Molding and Extruded Tube Products
- Thermoformed Products

Medical Supplies and Labware

Packaging Services and Solutions

- Circular Economy Solutions
- E-commerce Solutions
- Small Lot Solutions
- Marketing Event Solutions
- Convenience Solutions
- Automated Solutions
- Smart and Functional Solutions

Fibrous Business

Foodservice Packaging
- Fest
- Foodservice Packaging for Fast-food
- Foodservice Packaging for Takeaway

Pulp
- Eucalyptus Pulp
- Dissolving Pulp

Printing and Writing Paper
- Copy Paper
- Graphic Paper

Plantation and Bio-Solutions
- Wood chips for Biomass
- Soil Conditioner

Recycling Business and Corporate

Packaging Material Recycling
- Recovered Paper
- Recovered Plastic

Corporate
- Investment
- Training and Seminars

Integrated Packaging Business

Provides a comprehensive and diverse portfolio of packaging solutions, including corrugated containers, retail display packaging, flexible packaging, rigid packaging, medical supplies and labware, packaging paper, as well as paper bags for consumer and industrial applications. These offerings are designed to meet the evolving needs of rapidly growing markets, including Fast-Moving Consumer Goods (FMCG), retail, and e-commerce sectors. SCGP also operates Inspired Solutions Studio, a fully integrated product design and development center that has earned industry recognition and awards. The studio is dedicated to creating innovative packaging solutions that meet customer needs and support sustainable business growth. Its comprehensive services span product design, point-of-sale (POS) communication system development, and marketing solutions. SCGP Inspired Studio truly serves as a key catalyst for innovation and collaboration with customers and suppliers, enabling the holistic creation of market-responsive and sustainable solutions.

Fibrous Business

Focuses on high-quality foodservice packaging under the Fest by SCGP and Go-Pak brands, which stand out for their impressive safety standards, environmental friendliness, aesthetic design, and functional features that effectively meet consumer needs.

In addition, SCGP offers a wide range of fibrous and paper products, including pulp, printing and writing paper for magazines and textbooks, copy paper, as well as specialty papers for industrial applications, such as label paper, label backing paper (Glassine paper), furniture-grade paper, and papers used for medical and hygienic purposes.

In line with sustainable business practices, SCGP has managed its plantations in Thailand using a system certified based on the standards of both the Forest Stewardship Council™ (FSC™) and the Programme for the Endorsement of Forest Certification (PEFC). The Company has also sourced wood and raw materials from FSC™-certified suppliers and other responsibly managed sources as assurances that SCGP's products and processes align with environmental and social responsibility principles.

Recycling Business and Corporate

Are responsible for the procurement and distribution of recycled raw materials mainly in Europe and the United States. The investments in the recycling business enhance SCGP's packaging recycling capabilities, granting the Company direct access to raw material sources and expanding its procurement network. In addition, central corporate functions are responsible for investment oversight as well as the planing and delivery of training and seminar program.

Packaging Solutions

SCGP offers a diverse range of products and services, covering customer needs throughout the value chain. We provide innovative solutions that promote sustainable business operations, as shown in the diagram.

Circular Economy Solutions | Small Lot Solutions | Convenience Solutions | Automated Solutions

Smart and Functional Solutions | E-Commerce Solutions | Marketing Event Solutions

Primary Packaging | **Secondary Packaging** | **Tertiary Packaging** | **Marketing and Display Packaging** | **Exhibition and Display Products**
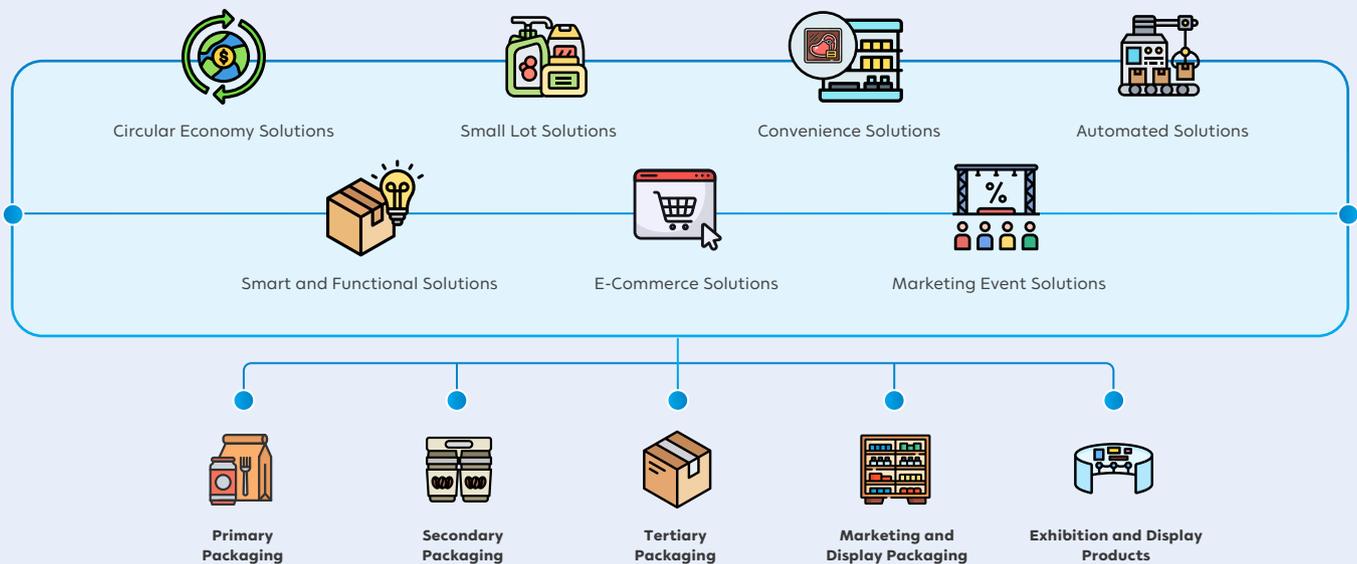
Business Operations by Geographic Areas

SCGP has established a strong business presence across ASEAN and expanded into high-potential markets beyond the region, with a total of 81 manufacturing facilities and sales offices in 13 countries. This geographic diversification strengthens the Company's integrated business model, creates synergies, and enhances growth potential across ASEAN, Europe, and North America.

Number of employees

SCGP hires **21,586** employees in the following countries:

United Kingdom

Island

Netherlands

France

Italy

Vietnam

Portugal

Spain

The Philippines

Thailand

United States

Malaysia

Indonesia

Sale revenue
124,374
million baht

EBITDA
17,210
million baht

Number of business operations

81
in **13** countries

69 plants
12 sales offices

Pulp & Paper/ Foodservice Packaging

8 plants
2 offices
4 countries

Packaging Paper

8 plants
4 countries

Fiber Packaging

33 plants
3 countries

Consumer and Performance Packaging

18 plants
5 offices
6 countries

Packaging Materials Recycling

2 plants
5 offices
6 countries

Revenue from sales by business

Fiber Packaging **24.4%**

Packaging Paper **38.1%**

In 2025
124,374
million baht

Pulp & Paper/ Foodservice Packaging **19.2%**

Consumer and Performance Packaging **12.5%**

Packaging Materials Recycling **5.8%**
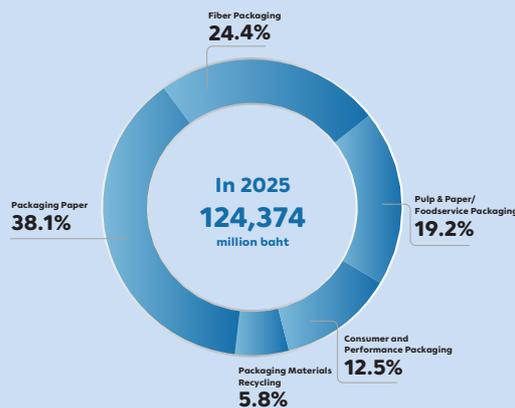
Revenue from sales by end destinations

Indonesia **14%**

Vietnam **16%**

The Philippines **3%**

Thailand **44%**

In 2025
124,374
million baht

Malaysia **1%**

Others in ASEAN **1%**

European Union and the United Kingdom **6%**

Rest of the World **15%**
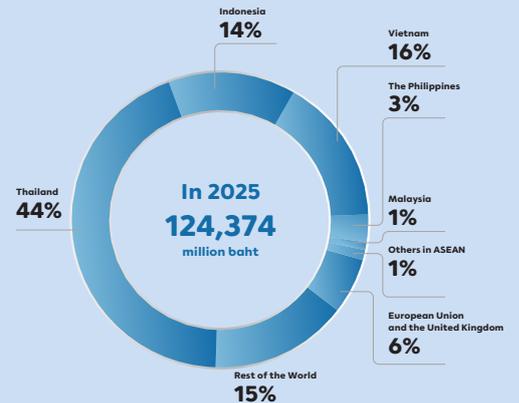
About This Report

SCG Packaging Public Company Limited or SCGP has published annual sustainability reports since 2019 to disclose its sustainability performance in the Environmental, Social, and Governance dimensions, ensuring transparency and accountability for its stakeholders.

This report, SCGP Sustainability Report 2025, covers the reporting period from 1 January to 31 December 2025. It reflects the Company's vision, ethics, and sustainability strategies, with a focus on energy efficiency, cost management, the management of Sustainability-related Risks and Opportunities.

Notable Changes and Developments in 2025

Scope of the Report

This report shows SCGP's sustainability performance across three main businesses: Integrated Packaging Business, Fibrous Business, Recycling Business and Corporate.

Data presented in this report is the responsibility of SCGP, with the management considering it relevant and important to all stakeholder groups. The report covers Environmental, Social, and Governance (ESG) activities by subsidiaries in Thailand and abroad that are under the operational control of SCGP, excluding newly established companies, companies involved in mergers or acquisitions for less than one year, and other exceptions mentioned in the Notes to the Report.

Some data previously reported in the Sustainability Report 2024 have been revised in this report. Details are as follows:

- On page 33, 40, under the topic of ESG metrics and targets, the target of reducing energy consumption by 13% by 2025 compared with Business As Usual (BAU) at the base year of 2007 has been revised to reducing energy intensity per ton of production by 15% by 2030, compared with the base year of 2020. Also, the target of reducing water withdrawal by 35% by 2025, compared with Business As Usual (BAU) at the base year of 2014 has been changed to reducing water withdrawal intensity per ton of production by 10% by 2030, compared with the base year of 2022.
- On page 79, under the topic of greenhouse gas emissions and carbon sequestration that is part of environmental performance, the (Scope 2) greenhouse gas emissions of 581,477 tons of CO_2 equivalent in 2022 have been revised to 579,477 tons of CO_2 equivalent.
- On page 51, environmental performance in 2025 has expanded to cover the topic of biodiversity.

- On page 99-101, the number of companies involved in the preparation of SCGP Sustainability Report 2025 has increased. Newly added are Prepack Thailand Company Limited (Samut Sakhon 2) and Thai Paper Company Limited (Molded Pulp-Wangsala). In subsequent years, in accordance with reporting requirements, PT Prokemas Adhikari Kreasi (MYPAK) will also be included.

The reporting approach is aligned with the Global Reporting Initiative (GRI) Standards 2021 (Revised Edition) and the adapted GRI Topic Standards, as presented on pages 105-108. The report is also prepared in accordance with other relevant international frameworks and guidelines, including:

- Sustainability Accounting Standards Board (SASB) - Container & Packaging, as presented on page 109.
- IFRS S1 and IFRS S2, disclosures covering Chapter 1 : Governance, Chapter 3 : Strategy and Risk Management, Chapter 4 : Double Materiality , and Chapter 5 : Metrics and Target.
- Sustainable Development Goals (SDGs), as presented on pages 20-21.

Report Assurance

The economic performance data in this report is retrieved from the accounting data system, which is also used for the SCGP annual report, and audited by an external certified public accountant. The ESG performance data are verified for accuracy and compliance with GRI Standards, SASB (Sustainability Accounting Standards Board), by SGS (Thailand) Limited (Details on page 102-104).

Sustainability Reporting Approach

This report presents a summary of SCGP's sustainability approach and key ESG performance highlights throughout 2025, in line with the Company's commitments and goals.

Stakeholders may also access additional data sets or further information on the SCGP website, based on their specific interests.

1. Oversight of Sustainability, which includes:
   - Policies and guidelines for sustainability
   - Operational structure for sustainability
   - Business value chain
   - Analysis and stakeholder engagement in the business value chain
   - Sustainability issues
2. Strategies for preventing and addressing key human rights issues
3. Task Force on Climate-related Financial Disclosures (TCFD) Report
4. Taskforce on Nature-related Financial Disclosures (TNFD) Report
5. Carbon Disclosure Project (CDP) 2025
6. Management System Certification

This report and previous editions can be downloaded from the SCGP website. For more information, please contact:

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Feedback to data disclosures and presentation of this report can be sent via the following QR Code:

Sustainability Partnerships

To drive sustainable development, SCGP focuses on strengthening collaboration with its network of partners at all levels—domestic, regional, and global—while upholding the principles of good corporate governance, transparency, and strict compliance with business ethics and SCGP Code of Conduct.

The ICCA[1] & WCO[2] 2025 Global Summit

SCGP accepted the invitation to represent the ASEAN region at ICCA[1] & WCO[2] Global Summit 2025 in Osaka, Japan, a global platform for exchanging strategies within the corrugated packaging industry. At the event, SCGP's Chief Executive Officer delivered a keynote address titled "Initiatives Towards Packaging Digital and Green Transformation." The presentation detailed the Company's digital and green transformation, covering the application of digital technologies and AI, resource efficiency enhancement, and carbon-reduction innovations across the supply chain.

[1] International Corrugated Case Association (ICCA) [2] World Container Board Organisation (WCO)

ASEAN Paper Bangkok 2025

SCGP participated in ASEAN Paper Bangkok 2025, where the Technology Digital and Productivity Director, SCGP, delivered a presentation on "Enhancing Efficiency Across the Value Chain with Artificial Intelligence (AI) and Automation." The session showcased the Company's integration of AI, automation, and digital systems throughout the value chain to increase operational efficiency, reduce losses, upgrade quality, and support sustainable business practices.

Thailand Institute of Packaging and Recycling Management for Sustainable Environment (TIPMSE)

SCGP collaborated with 149 partner organizations and 16 core network organizations to advance the Extended Producer Responsibility (EPR) Network for sustainable packaging management. This network has been elevated to align with Thailand's public policy directions and international frameworks, driving "EPR in Action" by transforming post-consumer packaging into raw materials, for the goal of establishing a sustainable packaging management system that supports a zero-waste Thai society.

9th National Dialogue on Business and Human Rights

SCGP attended the 9th National Dialogue on Business and Human Rights. The event was held under the theme "Thai SMEs' Readiness for Sustainable and Socially Responsible Business: Building Practices that Respect Human Rights and Align with International Standards" by the Department of Rights and Liberties Protection, the United Nations Development Programme (UNDP), and the Global Compact Network Thailand.

Climate Risk 360

ESG and Sustainability Director, SCGP, shared knowledge and best practices on ESG implementation, including ESG and climate-related risk assessment, at Climate Risk 360. The event was organized by the Stock Exchange of Thailand (SET).

Hug the Earth

SCGP joined the "Hug the Earth" project, a collaboration between the Thai Chamber of Commerce and Central Group, alongside over 30 leading public and private-sector partners. This initiative aims at promoting the use of environmentally friendly products and fostering sustainable consumption.

SCGP has neither funded nor provided support to political parties, political groups, or political candidates. Instead, the Company focuses on supporting non-profit organizations and trade associations related to its business operations. Such support forms part of SCGP's commitment to sustainable development. In 2025, the eight biggest recipients of SCGP's support (ranked by the value of financial contributions) received 1.66 million baht altogether. They were:

Global Compact Network Thailand

A non-profit organization whose work aligns with the principles of the United Nations Global Compact (UNGC) and addresses areas such as human rights, labor, environmental issues, and anti-corruption.

The World Business Council for Sustainable Development (WBCSD)

A non-profit organization advocating projects for environmental and social sustainability, especially those related to forest products.

The Federation of Thai Industries (FTI)

A private-sector organization that plays a central role in strengthening Thailand's industrial sector and enhancing its productivity so that it can compete on a global scale, contributing to the sustainable development of the country's economy, society, and environment.

Carbon Disclosure Project Worldwide

A non-profit organization that provides standards and tools for measuring and managing environmental impacts.

The Thai Pulp and Paper Industries Association (TPPIA)

A trade association that plays vital role in Thailand's economic development by facilitating collaboration and knowledge sharing among the pulp and paper industry members at both national and international levels in support of sustainable development.

Thailand Institute of Packaging and Recycling Management for Sustainable Environment (TIPMSE)

A non-profit organization supporting a recycling-oriented society and pilot projects related to circular economy principles.

Asian Corrugated Case Association (ACCA)

A trade association that promotes international cooperation and knowledge exchange in corrugating technology.

Thai Chamber of Commerce

A trade association focused on enhancing competitiveness and driving sustainable growth in global markets.

Key Performance Highlights in 2025

SCGP has operated its businesses based on the Environmental, Social, and Governance (ESG) principles. Highlights were as follows:

Environmental

Energy Management and Climate Resilience

Proportion of Renewable Energy Usage

30.1%

Reducing greenhouse gas emissions by

13.4%

compared with the base year of 2020

Reducing energy intensity per ton of production by

16.2%

compared with the base year of 2020

Carbon sequestration from economic forest

0.3 million tons of CO_2 equivalent per year

Water Management

Proportion of recycled water

15.1%

Reducing water withdrawal intensity per ton of production by

2.4% compared with the base year of 2022

Waste from production processes in Thailand to landfill

0 ton since 2012

Biodiversity and Ecosystem

100%

Deforestation- and forest conversion- free since 2017

Biodiversity conservation area: At least of FSC™ -certified area asince 2008.

11.2%

Environmental-related Expenses and Investments

1,310 million baht

Social

Occupational Health and Safety

Number of employees'/contractors' fatalities directly at workplaces and during transportation

1 employee

Lost Time Injury Frequency Rate (LTIFR) among employees: contractors

0.40 : 0.36

per **1,000,000** hours worked

Occupational Illness and Disease Frequency Rate among employees

0 per **1,000,000** hours worked

Human Rights

Human rights violations

0 employee

Proportion of female employees in all management positions

25%

Community and Social Development

Community satisfaction index

97%

Contribution for social and community development

28 million baht

Employee Care and Human Capital Development

Percentage of employees across domestic and international operations are engaged with the organization

55%

Percentage of employees in Thailand received a performance assessment and complete individual development plan on the Learning Management System (LMS)

100% OCAP powered by SCGP

Governance

Corporate Governance

Employees who have learned about Ethics & Human Rights and passed Ethics e-Testing

100%

Customer & Consumer Centricity

Customer experience score

89%

Investment and Expense in Research & Development and Innovation

485 million baht

Circular Economy

Proportion of Reusable, Recyclable, or Compostable Packaging based on total volume of packaging

99.7%

Sustainable Products and Services

Proportion of SCG Green Choice products, services and solutions revenue

GREEN CHOICE

59%
of total sales revenue

SCGP's subsidiaries complying with REACH Regulation (Annex XVII and Substances of Very High Concern (SVHC) for Authorization)

100%

0 case
complaints about non-compliance with laws and product safety

0 case
complaints about violations of the Code of Conduct, Anti-Corruption Policy, and Personal Data Protection

Sustainable Value towards Suppliers

Green procurement value

4,302 million baht | **92** products

96% of suppliers in procurement value committed to complying with the SCGP Supplier Code of Conduct

100% of suppliers in procurement value passed the annual Environmental, Social, and Governance (ESG) risk assessment

ESG Metrics and Targets

Material Issues and Corresponding SDGs

Sustainability Issues	Corresponding SDGs	ESG Targets
1. Climate Action and Strategy	SDG 7 Affordable and Clean Energy; SDG 9 Industry, Innovation and Infrastructure; SDG 13 Climate Action; SDG 15 Life on Land	• Achieve Net Zero emissions of GHG by 2050. • Reduction in Scope 1 and 2 greenhouse gas emission 25% in 2030 compared with the base year 2020. • Reduction in Energy intensity (per ton of production) 15% in 2030 compared with the base year 2020.
2. Biodiversity and Ecosystems	SDG 15 Life on Land	• At least 10% of the FSC™ - certified area must be designed as a biodiversity conservation area according to FSC™ standards since 2008. • Deforestation- and forest conservation- free since 2017 across SCGP's entire operations and supply chain.
3. Water Management	SDG 6 Clean Water and Sanitation; SDG 9 Industry, Innovation and Infrastructure; SDG 11 Sustainable Cities and Communities; SDG 12 Responsible Consumption and Production; SDG 17 Partnerships for the Goals	• Reduction in Water withdrawal intensity (per ton of production) 10% in 2030 compared with the base year 2022.
4. Industrial Waste Management	SDG 9 Industry, Innovation and Infrastructure; SDG 12 Responsible Consumption and Production	• Zero waste to landfill from operations in Thailand since 2012. • Zero waste to landfill from operations abroad by 2030. • Zero waste disposal by incineration without energy recovery from operations in Thailand by 2025.
5. Air Quality Management	SDG 9 Industry, Innovation and Infrastructure; SDG 11 Sustainable Cities and Communities; SDG 12 Responsible Consumption and Production	• Reduction in Dust emission intensity (per ton of production) 10% in 2030 compared with the base year 2020. • No official odor complaint.
6. Occupational Health and Safety	SDG 3 Good Health and Well-being; SDG 8 Decent Work and Economic Growth	• Zero work-related and transportation-related fatalities of employees and contractors every year. • Zero Lost Time Injury Frequency Rate (LTIFR) of employees (per 1,000,000 hours worked) within year 2030. • Zero Lost Time Injury Frequency Rate (LTIFR) of contractors (per 1,000,000 hours worked) within year 2030. • Zero Work-Related Occupational Illness and Disease Frequency Rate among employees in Thailand operation (per 1,000,000 hours worked) every year. • 100% of contractors are certified by the SCG Contractor Safety Certification System (SCS) every year. • 100% of the contracted carriers are certified for goods transportation safety every year.

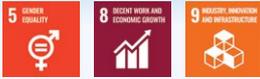| Sustainability Issues	Corresponding SDGs	ESG Targets
7. **Employee Caring and Human Capital Development**	SDG 5, 8, 9	• 57% of employees across domestic and international operations are engaged with the organization every year. • 100% of employees in Thailand received a performance assessment and complete employee development plan on the Learning Management System (LMS) every year.
8. **Human Rights**	SDG 3, 5, 8, 10, 16	• Zero case of human rights violations every year • 100% of employees complete and pass Ethics e-Testing on human rights every year. • 24% of female employees in all management positions by 2030.
9. **Community and Social Development**	SDG 1, 2, 3, 4, 6, 11, 12, 17	• Community satisfaction index: 90% every year. • SCGP Open House 12 times, with 1,000 participants per year.
10. **Corporate Governance**	SDG 5, 10, 16	• Zero violations of the Anti-Corruption Policy every year. • 100% of employees learn and complete Ethics e-Testing every year.
11. **Information Technology Security and Cybersecurity**	SDG 9, 10	• Information systems operate continuously at no less than 99.5% availability or no more than 1.83 days of downtime per year. • Zero complaint about customer data breach.
12. **Sustainable Products and Services**	SDG 9, 11, 12, 13	• Sales revenue from SCG Green Choice products, services, and solutions account for 66.7% of total sales revenue by 2030. • Sales revenue from SCG Green Choice products, services, and solutions that provide direct benefits to customers account for 33.3% of the total sales revenue by 2030. • 100% of SCGP's subsidiaries comply with REACH Regulation (Annex XVII and Substances of Very High Concern (SVHC) for Authorization). • Zero complaints about non-compliance with the laws and product safety.
13. **Circular Economy**	SDG 8, 9, 12, 13	• SCGP is committed to engineering packaging products through co-creation with customers, aspiring to achieve 100% reusable, recyclable, or compostable packaging by 2030.
14. **Customer & Consumer Centricity**	SDG 9, 12	• Customer experience score 85% every year.
15. **Sustainable Value towards Suppliers**	SDG 8, 12, 17	• 100% of suppliers in procurement value committed to complying with SCGP Supplier Code of Conduct. • 100% of suppliers in procurement value passed the annual Environmental, Social, and Governance (ESG) risk assessment. Remark: Procurement value refers to a value of 1 Million Baht or more per annual procurement.

Sustainability Management

SCGP is committed to advancing its ESG practices through a Double Materiality assessment framework, which is used to comprehensively formulate strategies and identify targets across all relevant business functions for the Company to effectively respond to today's rapid changes. The assessment is conducted in alignment with the Global Reporting Initiative (GRI) Standards and material sustainability issues are reviewed at least once a year.

The assessment covers both financial and non-financial impacts, including internal impacts on SCGP's operational efficiency and performance, as well as external impacts on the environmental, society, and governance. It also incorporates an analysis of risks and opportunities, local regulatory factors, national and global market trends, and customer expectations.

Process of Materiality Assessment

1. Collect Data and Identify Material Sustainability Issues

Analyze sustainability issues throughout the value chain, encompassing raw material procurement, production, transportation and distribution, as well as the use of products and services. Also, conduct a study on the following matters;

- 9 stakeholder groups
- Peer benchmarking
- ESG raters
- Sustainability Reporting Frameworks namely the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB), the IFRS (International Financial Reporting Standards) S1 and S2, the Sustainable Development Goals (SDGs), the United Nations Global Compact (UNGC), the World Business Council for Sustainable Development (WBCSD)
- Megatrends from World Economic Forum

2. Assess Impacts

Assess the actual and potential impacts on the basis of financial materiality to SCGP, and impact materiality. The assessments are conducted by relevant committee and business units.

3. Review and Validate

Assess economic, environmental and social impacts as well as other issues within the enterprise risk management framework, taking into account financial impacts, environmental and social impacts. Then, prioritize sustainability issues with the ESG Committee involved in the process of review and validation prior to presentation of these issues before the Board of Directors.

4. Communicate with stakeholders

Disclose material issues transparently and comprehensively to stakeholders, and listen to their opinions for mutual understanding and SCGP's partnerships with stakeholders. The material sustainability issues are also reviewed once a year.

SCGP assessed 18 sustainability issues based on a Double Materiality approach, which considers both:

- Impacts on SCGP (Financial Materiality)
- Impacts on Stakeholders (Impact Materiality)

The assessment identified 5 **"high materiality"** issues namely:

Strategic Importance Materiality
1. Climate Action and Strategy
2. Circular Economy
3. Customer & Consumer Centricity

Fundamental Materiality
4. Occupational Health and Safety
5. Corporate Governance

2025 MATERIALITY ISSUES by Double Materiality
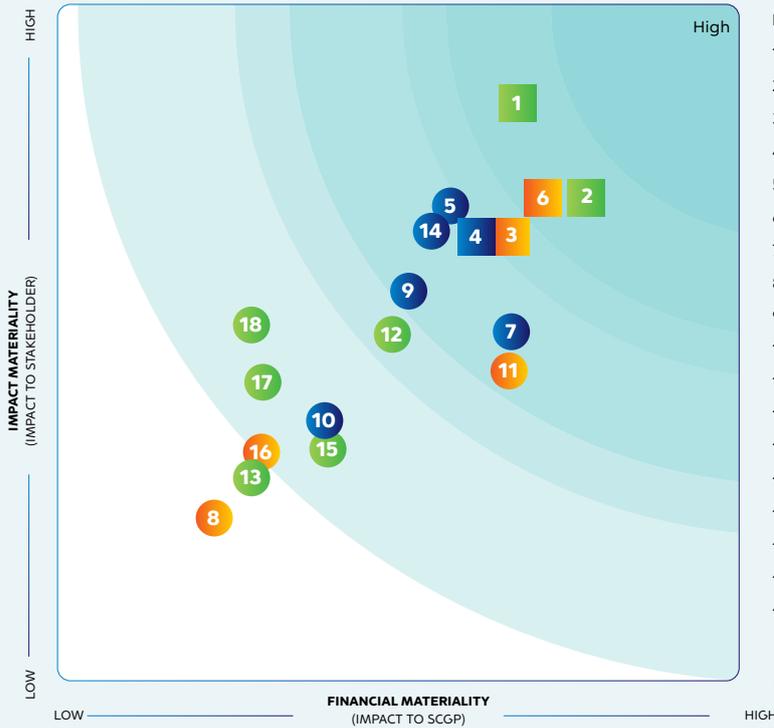
LIST OF MATERIAL ISSUES

1. CLIMATE ACTION AND STRATEGY
2. CIRCULAR ECONOMY
3. OCCUPATIONAL HEALTH AND SAFETY
4. CORPORATE GOVERNANCE
5. RISK & DISRUPTION MANAGEMENT
6. CUSTOMER & CONSUMER CENTRICITY
7. INNOVATION
8. HUMAN CAPITAL & RETENTION
9. SUPPLY CHAIN MANAGEMENT
10. CYBERSECURITY
11. HUMAN RIGHTS
12. PRODUCT STEWARDSHIP
13. WASTE MANAGEMENT
14. SUSTAINABLE RAW MATERIALS
15. WATER MANAGEMENT
16. COMMUNITY RELATIONS
17. BIODIVERSITY
18. EMISSION CONTROL

● Environmental ● Social ● Governance
☐ High-Level Key Issues

Axis labels: IMPACT MATERIALITY (IMPACT TO STAKEHOLDER); FINANCIAL MATERIALITY (IMPACT TO SCGP)

Sustainability-related Risks and Opportunities

Material Issues	Risks	Opportunities
1. Climate Action and Strategy	1. Strict carbon-related laws and measures such as carbon tax and emission trading scheme. 2. Volatile energy price and the cost of investing in new technologies. 3. Natural disasters that may disrupt business operations, including floods, droughts, storms, and pandemics, affecting supply chains, production, and resources. 4. Verification of raw material sources to prove that materials are not associated with deforestation.	1. Opportunities to access sustainable finance to enhance environmentally friendly production processes and improve production efficiency. 2. Promotion of collaboration among government agencies, the private sector, industry players, and international organizations to assess situations and risks, and to develop mitigation measures and business continuity plans in response to climate-related risks. 3. Sourcing timber from sustainably managed plantations.
2. Circular Economy	1. Resource Depletion. 2. Challenges from EPR (Extended Producer Responsibility) law, which expands producers' responsibility across the entire product life cycle—from design and production to distribution, use, and post-consumer waste management—representing both risks and opportunities.	1. Growing consumer demand for circular, reusable, and environmentally friendly packaging designs. 2. Creating value from residual materials or waste (Waste to Value) by transforming them into new feedstock.
3. Customer & Consumer Centricity	1. Capability to develop products and services that effectively respond to evolving customer needs. 2. Rising expectations for faster, more convenient access to product and service information.	1. Develop digital channels for ordering, payment, and order tracking to improve customer convenience. 2. Improve customer data management efficiency for enhanced services. 3. Create innovative products, services, and solutions that support sustainability & demand for low-carbon and recyclable products.

Material Issues	Risks	Opportunities
4. Occupational Health & Safety	1. Risks of serious accidents that could affect operations. 2. Risks from health impacts on employees and all other stakeholders.	1. Growing health product market, which spurs demand for safe packaging that does not pose health risks to consumers.
5. Corporate Governance	1. Risks related to compliance with laws and regulations at all levels, which are a key focus for SCGP. 2. Risks of corruption within the supply chain in the absence of robust control systems. 3. Risks related to personal data breaches, cybersecurity threats, and unfair data usage if clear governance policies are not in place.	1. Development of the Good Governance Roadmap and ESG-aligned governance systems to enhance SCGP's transparency, credibility, and leadership in corporate governance. 2. Development of digital tools, such as platforms for data transparency, to improve efficiency, reduce risks, and support real-time reporting.

Sustainability Strategies

SCGP is committed to driving environmentally friendly growth and creating value for stakeholders across the entire value chain, with responsibility toward both society and the environment, the Company has therefore systematically integrated ESG investments and initiatives into its business strategies.

The Company's operations are guided by a Double Materiality approach, encompassing both:

Social and environmental impacts (Impact Materiality)

Financial impacts (Financial Materiality)

SCGP has incorporated sustainability issues into all layers of its operations, covering production process, product design, supply chain management, and transparent corporate governance with the aim of fostering sustainable resilience and competitiveness. Key material issues are:

Climate Action and Strategy

SCGP attaches importance to climate action and strategy, recognizing it as a material sustainability issue with significant impacts on its operations over the long term. Aware of its role and responsibility in reducing greenhouse gas emissions across the entire value chain, SCGP has developed the Net Zero Roadmap as a strategic framework for systematic greenhouse gas emission reduction. This roadmap covers the whole value chain—from raw material sourcing and transportation to operational activities, product use, and end-of-life management—through the following measures:

Measures to Reduce Scope 1 and 2 Greenhouse Gas Emissions

1. Enhancing energy efficiency throughout the entire production processes.

2. Transitioning to renewable and low-carbon fuels.

Measures to Reduce Scope 3 Greenhouse Gas Emissions

3. Sourcing raw materials from sustainably managed sources and increasing the use of low carbon footprint materials.

4. Improving logistics and transportation efficiency.

5. Developing products and packaging solutions based on circular economy principles to reduce emissions throughout the product life cycle.

6. Supporting post-consumer product management systems through recycling and resource recovery in collaboration with customers and relevant stakeholders.

Carbon Removal Measures

7. Carbon capture and sequestration, emphasizing nature climate solutions for long-term carbon sequestration, such as forest conservation and ecosystem rehabilitation.

Other Measures

8. Climate risk management and adaptation by planning the management of water, energy, and logistics systems to address climate-related risks under various scenarios.

9. Developing financial and economic mechanisms to accelerate the transition, including Internal Carbon Pricing to reflect carbon costs and the use of Marginal Abatement Cost Curve (MACC) analysis to prioritize emission reduction initiatives effectively.

10. Continuous promotion of awareness and understanding of energy conservation and climate change among employees, suppliers, customers, and communities.

SCGP Net Zero Roadmap

- Installation of a new biomass boiler for fiber-based packaging operations.
- Modification of existing boilers to increase biomass fuel utilization in packaging paper production.
- Increased use of renewable electricity generated from on-site solar power systems.
- Improvement of energy efficiency through expanded installation of turbo blowers and deployment of AI optimization at paper machines.
- Engagement with highest GHG-emitting suppliers to set emission reduction targets and collect Product Carbon Footprint (PCF) data.

- New biomass boiler for packaging paper.
- Increase renewable electricity from solar power with Battery Energy Storage Systems (BESS) and Third-Party Access (TPA).
- Support end-of-life product management systems through recycling and resource recovery in collaboration with partners.

- Carbon removal by Natural Climate Solution (NCS) and Carbon Capture, Utilization and Storage (CCUS).
- Advanced Energy.

Net Zero emissions

2020   **2030**   **2040**   **2050**

Circular Economy

1. Developing packaging based on circular design principles to maximize recyclability and efficiency.

2. Promoting the use of Post-Consumer Recycled (PCR) materials in the production of plastic packaging to reduce reliance on virgin resources.

3. Reducing packaging weight and volume while maintaining strength and functional performance.

4. Promoting compostable and reusable packaging innovations in line with circular economy principles

5. Applying Life Cycle Assessment (LCA) standards to packaging design to ensure designs are based on scientific evidence in support of SCGP's credibility as well as tangible and measurable environmental impact reduction.

Customer & Consumer Centricity

1. Leveraging technology to analyze deep customer insights for the development of products and innovations that not only address customer needs but also advance environmental sustainability.

2. Increasing customer satisfaction by designing a seamless, end-to-end experience across all touchpoints—from product design and manufacturing to delivery and after-sales services.

3. Continuously monitoring and assessing customer satisfaction to acquire insights for process and service improvement in support of enhanced customer experience.

Occupational Health and Safety

1. Promoting safety leadership at all levels among employees and suppliers, and fostering safety behaviors as part of corporate culture.

2. Strengthening occupational health and safety management systems across domestic and international operations to achieve occupational health and safety excellence.

3. Developing digital technologies in support of occupational health and safety performance, making processes easier and more effective.

4. Enhancing emergency preparedness and organizational resilience through evacuation and rescue drills in collaboration with local authorities, covering all potential scenarios.

Governance

1. Communicating and promoting understanding, awareness, and strict compliance with governance policies, the SCGP Code of Conduct, and the Supplier Code of Conduct among employees and suppliers.

2. Proactively assessing and investigating fraud risks through a risk management system, a three-tier internal control system, and whistleblowing system that is highly accessible to stakeholders.

3. Establishing governance and assurance processes for information technology and cyber security in line with applicable standards and regulations, while strengthening organizational capabilities to address rapidly evolving cyber threats.

ESG Investments and Initiatives

In 2025, SCGP continued to advance its sustainability initiatives through strategic investments and the implementation of ESG initiatives. the Company focused on developing eco-friendly packaging innovations, fostering collaboration across its value chain, and marching towards a low-carbon society for the goal of achieving a balanced economic, environmental and social growth. In all, the Company allocated 1,310 million baht to sustainability causes.

In 2025, SCGP drived and invested in ESG projects to address the following 5 material issues:

Climate Action and Strategy

- **Enhancing energy efficiency:** Energy efficiency is a key strategic priority for SCGP. The Company has therefore continuously invested in energy efficiency improvement by upgrading production machinery and applying AI and machine learning to the analysis and optimization of pulp, paper, and energy production processes. These initiatives also help reduce energy consumption, costs, and greenhouse gas emissions.
- **Transition to renewable energy:** Expanding the installation of solar power generation systems to reduce scope 2 greenhouse gas emissions, while upgrading boiler combustion systems to accommodate fuels made from biomass and agricultural waste. SCGP has also invested in new biomass-fired boilers to reduce scope 1 greenhouse gas emissions.

Circular Economy

- **Sustainable raw material and supply chain management:** SCGP, for example, has developed eucalyptus varieties that are resilient to climate change and deliver higher yields, while collaborating with partners on research and development of sustainable raw materials.
- **Circular design, development, and production:** SCGP has advanced circular packaging innovations that are reusable or recyclable, such as compartmented paper trays for chilled fresh meat, paper cutlery, lubricating oil packaging made from Post-Consumer Recycled (PCR) plastic, Shelf-Ready Packaging (SRP), and Retail Ready Packaging (RRP), to improve logistics efficiency and reduce excess in-store materials.

Customer & Consumer Centricity

- **Digital systems for enhanced customer experience:** SCGP has developed an E-Ordering and cross-plant production allocation system to improve production efficiency and reduce costs, with real-time data integration for automated order fulfillment, optimized inventory management, and timely insights to support decision-making.

Occupational Health and Safety

- **Enhancement of the SAFEsave platform:** SCGP has upgraded and expanded the SAFEsave platform to strengthen occupational health and safety management by adding new modules, including e-Work Permit, Emergency Response (ER) Inspection, Asset Management, and Near-Miss Reporting that helps compile lessons and support incident prevention. The platform also leverages Generative AI to manage learning-case documents and statistical data for easy access and utilization. Additionally, the platform has included an AI Chatbot, which answers occupational health and safety inquiries.
- **Transportation and travel safety management:** SCGP has developed systems to monitor and control transportation and vehicle safety, including journey management, incident management, and vehicle and driver readiness checks, to reduce accidents, mitigate risks to personnel, and enhance overall logistics efficiency.
- **Development of "Mind's Eye":** This AI-powered risk awareness program assesses on-site risks and provides early warnings.
- **Contractor Safety Management:** SCGP has offered incentives through contests and awards, featuring categories such as Platinum, Gold, Silver, and Bronze.

Governance

- **Information Security System Development:** SCGP has sought to upgrade the security of network systems and key data of the Company, its customers and suppliers. The systems include robust authentication, access control, and continuous monitoring, to prevent internal and external cyber threats, reduce data breach risks, and ensure compliance with international security standards.

03 Strategy and Risk Management

Sustainability and Risk Management Framework

SCGP's Sustainability Report 2025 is a voluntary report with additional data disclosures, which present financial data related to risks and opportunities under financial reporting frameworks. The frameworks are based on the International Financial Reporting Standards (IFRS), which include international disclosure standards related to sustainability. The Company reports IFRS S1 and IFRS S2, incorporating the Task Force on Climate-related Financial Disclosures (TCFD) frameworks.

IFRS S1 - General Requirements for Disclosure of Sustainability-related Financial Information

IFRS S2 - Climate-related Disclosures

IFRS S1 and IFRS S2 cover four key topics:

- Governance
- Strategy
- Risk Management
- Metrics and Targets

IFRS S1 and **IFRS S2** are crucial tools that help listed companies, investors, investment analysts, and entrepreneurs better understand the guidelines for disclosing financial information on sustainability-related risk and opportunities as well as those arising from climate change. The greater understanding paves the way for SCGP's sustainable growth and drives its investments in low-carbon businesses, which support the Company's efforts to achieve the Net Zero goal by 2050.

Sustainability-related Risks and Opportunities

SCGP identified and assessed material risks in 2025 based on risk management framework, which covered strategic risks, operational risks, financial risks, compliance risks related to sustainability rules and regulations, emerging risks that may affect the Company's goals and strategies, investments of securities holders. SCGP has drawn up and implemented its risk management plans. Results were as follows:

1. Strategic Risks

- Risks from volatile global economy, trade, and geopolitics.
- Risks from strategic investments or Merger and Partnership integration.
- Risks from the transition to a low-carbon economy.
- Risks related to human capital management that aims to support business growth and transformation.

2. Operational Risks

- Health and safety risks in the workplace, transportation, and travel.
- Risks related to cyber threats and data security.
- Supply chain cost management risks.
- Risks from natural disasters disrupting supply chain.
- Risks related to human rights.

3. Financial Risks

- Risks from volatile interest rates.
- Risks from volatile exchange rates.

4. Compliance Risks

- Risks from changes in government policies, laws, and international regulations.

5. Emerging Risks

- Risks from global supply chain shift leading to increased regional competition.
- Risks from technological changes and AI adoption.

6. Risks to the Investments of Securities Holders

- Risks from SCGP's major shareholder holding more than 50% of the shares.

SCGP has prescribed the management of sustainability-related risks and opportunities, including those related to climate change-related risks and opportunities, which is integrated into its overall corporate strategy for the purpose of driving its transformation into a sustainability leader. Preparations have been made for risk prevention and resilience to ensure SCGP's risks are kept at an acceptable level as well as to provide confidence to stakeholders.

SCGP has identified and assessed **Physical Risks, Transition Risks, Opportunities,** and its adaptation and mitigation plan at least once a year, as well as in response to significant changes.

Types of Risks and Opportunities

1. **Physical Risk:** They can be classified into two types - Acute Risk and Chronic Risk.

2. **Transition Risk:** They can be classified into four types - Policy & Legal, Technology, Market, and Reputation.

3. **Opportunities:** They can be classified into five types - Resource Efficiency, Energy Source, Products and Services, Market, and Resilience.

Time Horizon: It is categorized into three types: 2025-2026 (Short-Term, 1-2 years), 2030 (Medium-Term 3-5 years), and 2050 (Long-Term, more than 5 years).

Financial Impacts: It has four types: assets and liabilities; operating expense and R&D; capital expenditure; and revenue.

The forecast and assessment of Transition Risks were based on the two following scenarios:

1. **Net Zero Emissions Scenario (NZE):** This scenario has global average temperature rising by no more than 1.5 degrees Celsius, based on the assumption of achieving net zero greenhouse gas emissions by 2030, with reference to reports by the World Economic Outlook (WEO) and the International Energy Agency (IEA).

2. **Announced Pledges Scenario (APS):** This scenario takes into account climate commitments announced by governments, including Nationally Determined Contributions (NDCs), under which the global average temperature is projected to rise by approximately 1.7 degrees Celsius by 2100.

The prediction and assessment of Physical Risks, encompassing both Acute Risk and Chronic Risks, were conducted across three scenarios. These were defined using Shared Socioeconomic Pathways (SSPs) to project shifting socioeconomic landscapes, and Representative Concentration Pathways (RCPs) to establish greenhouse gas concentration levels across the entire value chain—including SCGP, suppliers, communities, and customers.

1. **SSP1-2.6:** This scenario displays the world pursues strong climate policies alongside sustainable development, with continuous greenhouse gas reductions, a transition to clean energy, and the efficient use of resources. Radiative forcing reaches approximately 2.6 watts per square meter by 2100, which is in line with the goal to limit global temperature rise to a low level. (1.8 degrees Celsius).

2. **SSP3-7.0:** This scenario shows a fragmented world with limited international cooperation and weak climate policies, resulting in continuously rising greenhouse gas emissions. Radiative forcing increases to approximately 7.0 watts per square meters by 2100, reflecting high Physical Risk from climate change. (3.6 degrees Celsius).

3. **SSP5-8.5:** This scenario shows fossil fuels continue to drive the world's economic growth with no significant additional climate policies, leading to sharp increase in greenhouse gas emissions. Radiative forcing reaches approximately 8.5 watts per square meter by 2100, resulting in severe Physical Risk and Transition Risk. (4.4 degrees Celsius).

Strategies for Sustainability-related Risks and Opportunities

Risk Type	Materiality Issue	Risk	Risk Description	Time Horizon	Business	Possible Scenarios	Potential Financial Impacts	Mitigation Strategies
Physical Risks								
Acute Risk	**Climate Action and Strategy**	**Supply chain affected by floods**	• Floods disrupt transportation systems and raw material sourcing readiness, reducing operational efficiency, causing production delays, and increasing procurement and logistics costs. • Floods may force temporary factory shutdowns, directly affecting revenue and business continuity.	M		In events of SSP1-2.6, SSP3-7.0 and SSP5-8.5, there are three possible scenarios: • 5% increase in maximum 15-day cumulative rainfall relative to the mean sea level baseline. • 10% increase in maximum 15-day cumulative rainfall relative to the mean sea level baseline. • 20% increase in maximum 15-day cumulative rainfall relative to the mean sea level baseline.	• Impacts on revenue from supply-chain disruption by 2030. **S**	• Investing in relevant infrastructure such as flood prevention system and sustainable water management system. • Diversifying supply chain to reduce the risk.
Chronic Risk	**Climate Action and Strategy**	**Production affected by water shortage**	• Risk of water scarcity and water quality degradation in high water stress areas: Caused by climate change, the risk affects SCGP's production capacity especially in its pulp and packaging businesses in which water is a key production resource. • Production disruptions or reductions due to competition for water resources during water shortages. • Long-term water scarcity that not only affects production cost and profitability but also worsens in areas that are already at risk. • SCGP's need of proactive water management to ensure business continuity.	S L		In events of SSP1-2.6, SSP3-7.0 and SSP5-8.5, there are two possible scenarios: • Disposable water volume reduces by between 10–50% compared with the Lower Balance Curve (LBC). • Water tariff restructuring.	• Capital expenditure of mitigation measures and revenue losses from production disruptions. **S**	• Investing in technology and developing sustainable water management innovation to enhance water efficiency, such as reducing water consumption in production processes and treating wastewater for reuse to maximize resource efficiency, thereby reducing water withdrawal from natural sources, and ensuring wastewater treatment meets regulatory standards. • Assessing and managing water-related risks at the local level in collaboration with relevant stakeholders and authorities.
Transition Risks								
Policy & Regal	**Climate Action and Strategy**	**Strict carbon tax and regulatory compliance**	• Governments in many countries are considering higher carbon taxes, emissions trading schemes, and stricter regulations to reduce greenhouse gas emissions, leading to increased operating expense—particularly for industries with carbon-intensive production processes. • SCGP must adapt its strategies to reduce greenhouse gas emissions and transform production processes, as non-compliance may result in higher costs and loss of competitiveness. This transition drives investments in renewable energy and low-carbon technologies.	M L		• **APS:** Carbon tax projected at USD 2/ ton CO_2 in 2027, USD 5/ ton CO_2 in 2028, and USD 18/ ton CO_2 during 2029–2030. In Vietnam, an emissions trading scheme is expected to be introduced in 2029 at approximately USD 25/ ton CO_2. • **NZE:** The carbon tax rate is projected at USD 2/ ton CO_2 in 2027, USD 5/ ton CO_2 in 2028, USD 18/ ton CO_2 in 2029, and peaking at USD 30/ ton CO_2 in 2030. In Vietnam, an emissions trading scheme is expected in 2028 at approximately USD 25/ ton CO_2 before rising to USD 50/ ton CO_2 from 2029 onwards.	• With APS and NZE running from 2027 to 2030, the use of fossil fuels will increase. **L**	• Implementing an internal carbon pricing mechanism to promote sustainable greenhouse gas emissions reduction. • Investing in renewable energy and considering appropriate technologies to reduce greenhouse gas emissions.

Pulp & Paper/ Foodservice Packaging | Packaging Paper | Fiber Packaging | Consumer and Performance Packaging | Packaging Materials Recycling

S Short-Term | M Medium-Term | L Long-Term | S <500 million baht | M 501-1,000 million baht | L >1,000 million baht

Risk Type	Materiality Issue	Risk	Risk Description	Time Horizon	Business	Possible Scenarios	Potential Financial Impacts	Mitigation Strategies
Policy & Regal	Climate Action and Strategy	Due diligence to prove raw materials are deforestation-free	• The European Union has adopted EU Deforestation Regulation (EUDR). • SCGP must implement a system to verify that products and packaging related to wood and paper for its operations are deforestation-free.	S		• Exports of pulp and paper packaging to the European Union may be disrupted due to the inability to verify product and packaging traceability. • Rising costs as a result of stricter regulations and delays in raw-material sourcing.	• Impacts on revenue from SCGP's disrupted export of pulp and paper packaging to the European Union. **S**	• Establishing an effective traceability system to monitor and comply with the EUDR, promoting sustainable practices across the supply chain. • Strengthening collaboration with regulators and adopting sustainable forestry practices. • Investing in company-owned plantations that meet EUDR requirements (not located in areas deforested after 2020, legally planted and managed, supported by completed due diligence statements and accurate geolocation data) to maintain exports of pulp and paper products to the European Union.
Policy & Regal	Circular Economy	Products' non-compliance with recyclability and recycled content requirements	• European Union's Packaging & Packaging Waste Regulation (PPWR) requires packaging to achieve the recyclability rate of at least 70% by 2030, sets minimum recycled content requirements, and includes plans to progressively increase these targets over time.	M		• The Integrated Packaging Business' exports are disrupted because of non-compliance with PPWR. • Rising costs from full compliance with the Extended Producer Responsibility (EPR).	• Impacts on revenue from SCGP's disrupted export of fibrous packaging to the European Union. **L**	• Increasing R&D Efforts for sustainable packaging to comply with PPWR.
Policy & Regal	Circular Economy	Water pollution management: strict compliance with water discharge regulations	• In the face of significantly stricter wastewater discharge regulations imposed by various countries—covering higher water quality standards and harsher penalties, SCGP must ensure full compliance to avoid fines and damage to its reputation. • Wastewater that fails to comply with treatment standards may harm local ecosystem and the Company's relationships with communities.	S		• SCGP complies with current or new stricter regulations with proactive management, thereby preventing fines and production disruption. • Non-compliance with applicable wastewater treatment regulation results in fines, legal actions, and possible business disruption, which affect the Company's revenue, corporate image and reputation.	• Investment in wastewater treatment system enhancement. **S**	• Strictly complying with the regulations to prevent fines and damage to reputation. • Investing in an advanced wastewater treatment system and efficiently managing water resources to build trust with stakeholders.
Technology	Governance	Cybersecurity	• Cyberattack risk, including unauthorized access, ransomware, theft of customer or supplier data, and attacks on production control systems that are connected to internal networks, which may disrupt operations, cause data breaches, and affect customer trust.	S		• The leak of employee, customer and supplier data may lead to legal action, regulatory fines, or lawsuits that affect suppliers' trust. • Impacts on corporate image and reputation. • Operational and production disruptions, resulting in additional costs for full system recovery.	• Regulatory fines, damage from system disruption, and costs for full system recovery. **M**	• Enhancing information security systems, such as authentication mechanisms. • Establishing data backup systems and incident response plans. • Obtaining cyber insurance that covers production downtime and data breaches. • Arranging for regular security assessment and audits by specialists. • Conducting cybersecurity training for employees at all levels.
Market	Customer & consumer centricity	Capability to develop products and services that effectively respond to evolving customer needs	• Shifting customer demand toward new packaging formats, such as smart packaging and eco-friendly packaging, along with rising expectations for faster and more convenient access to product and service information. • Risk that SCGP may be unable to develop solutions and packaging that meet customer needs as quickly or competitively as competitors.	S M		• Losing market share to competitors due to with new packaging formats.	• Impacts on revenue due to the inability to develop new products and services that effectively respond to customer needs. **L**	• Investing in R&D for new solutions and packaging that suit customer needs.

Legend:

- Pulp & Paper/ Foodservice Packaging
- Packaging Paper
- Fiber Packaging
- Consumer and Performance Packaging
- Packaging Materials Recycling

- S — Short-Term
- M — Medium-Term
- L — Long-Term
- S — <500 million baht
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Risk Type	Materiality Issue	Risk	Risk Description	Time Horizon	Business	Possible Scenarios	Potential Financial Impacts	Mitigation Strategies
Reputation	Governance	Conflict with surrounding communities affecting SCGP's reputation	• SCGP faces the risk of losing Social License to Operate in its operational area due to conflicts with surrounding communities over environmental impacts, resource management, and inadequate public participation, which may disrupt SCGP's businesses and impact its reputation.	S		• SCGP can rapidly manage complaints/conflicts, thus maintaining good relationships with communities. • Conflicts expand with protests, which may disrupt some of SCGP's business operation. • The Company loses Social License to Operate, with long operational disruptions or lawsuits.	• Impacts on revenue from business disruptions. **S** • Rising operating expenses due to efforts to tackle pollution, improve systems and compensate communities; fines; legal expenses; and additional capital expenditure in CSR initiatives. • Declining brand value and reputation, which affect customers' and investors' trust.	• Sustainable management of environmental impacts, such as investing in and maintaining advanced pollution control systems, adopting clean and environmentally friendly production technologies, and conducting Environmental Impact Assessments (EIA/EHIA) transparently on a regular basis. • Engaging and creating shared value with communities, such as establishing accessible and effective communication and grievance mechanisms, continuously implementing CSR initiatives for surrounding communities, and opening facilities for community and stakeholder visits.

Opportunity Type	Materiality Issue	Opportunity	Opportunity Description	Time Horizon	Business	Possible Scenarios	Potential Financial Impacts	Strategies

Opportunities

Opportunity Type	Materiality Issue	Opportunity	Opportunity Description	Time Horizon	Business	Possible Scenarios	Potential Financial Impacts	Strategies
Resource Efficiency	Circular Economy	Advanced water recycling system	• Investing in and developing a circular water management system, especially a water recycling system, offers SCGP key opportunities to foster water security, reduce its dependence on natural water sources, and lower water-scarcity risk. • Circular water management system reduces water management costs.	S M		• SCGP fulfills its goal of water-consumption reduction, thereby significantly lowering its operating expenses.	• Short- and long-term investments in advanced water recycling systems. **S** • Lower costs of using raw water and wastewater treatment. • Preventing fines.	• Investing in a water recycling system.
	Circular Economy	Development of circular material and recycling management systems	• Investment in infrastructure for sorting and recycling post-use materials to effectively support the circular economy, reduce production costs, and lower reliance on virgin resources, while aligning with increasingly stringent global environmental regulations. • Opportunities to generate revenue from new products for ESG-conscious customers.	S		• The use of circular materials reduces raw-material costs.	• Capital expenditure over the short term to strengthen sorting efficiency and promote the circular economy. **S**	• Expanding recycling initiatives and infrastructure that support the circular econom. • Collaborating with customers to design packaging for easier recyclability and increasing the use of recycled materials in packaging production. • Building partnerships and ecosystems to promote efficient waste segregation and post-use material collection.
	Circular Economy	Waste-to-energy and waste-to-resource conversion	• Upgrading boiler combustion systems to improve the use of production and agricultural waste as biomass fuel, replacing fossil energy. • Investing in projects to convert boiler ash or sludge into high-value alternative products, such as bricks or soil-conditioning materials.	S		• Lower costs of production waste management. • Lower greenhouse gas emissions. • The creation of new products through waste-to-resource processes.	• Lower costs of energy, raw materials, and waste disposal, plus revenue from new products. **S**	• Collaborating with value chain to develop products and innovations that convert waste into energy or new raw materials.
	Climate Resilience	Use of AI to reduce production and logistics costs	• Application of AI to control and optimize operations by monitoring and analyzing large volumes of real-time data across production, inventory levels, energy use, working conditions, and transportation systems to maximize efficiency. • Utilization of these insights to forecast trends and enable automated optimization and adjustments.	S		• AI is deployed to analyze and monitor real-time data to provide insights and support decision-making on resource use in production. • AI is used to calculate and analyze routes to plan the most cost-efficient vehicle and logistics operations, considering traffic conditions, weather, and product types.	• Lower operating expenses. **S**	• Investing in data systems and enhancing employee skills to work with AI. • Collaborations with technology partners. • Expanding initiatives from pilot factory to other factories.

Pulp & Paper/ Foodservice Packaging   Packaging Paper   Fiber Packaging   Consumer and Performance Packaging   Packaging Materials Recycling

S Short-Term   M Medium-Term   L Long-Term   S <500 million baht   M 501-1,000 million baht   L >1,000 million baht

Opportunity Type	Materiality Issue	Opportunity	Opportunity Description	Time Horizon	Business	Possible Scenarios	Potential Financial Impacts	Strategies
Energy	Climate Resilience	Energy efficiency	• Improvements for higher energy efficiency reduce SCGP's energy expenses as well as greenhouse gas emissions directly and significantly, aligning with ESG goals and stricter regulatory requirements.	S		• Improved energy efficiency at the industrial level helps reduce pollutant emissions and lower costs.	• Capital expenditure over short term. (M) • Lower costs as a result of higher energy efficiency.	• Increasing energy efficiency and improving processes to properly facilitate greenhouse gas emission reduction and operating-expense reduction.
	Climate Resilience	Transition to renewable energy	• Shifting from fossil fuels to renewable energy provides assurances that SCGP has complied with climate goals. • Investment in solar, biomass, and other renewable energy, as well as greater use of renewables, helps the Company achieve its Net Zero greenhouse gas emissions target and strengthens its role as an environmentally responsible organization. • Reduced dependence on fossil fuels helps reduce operational-cost volatility.	S		• NZS: Bringing renewable energy such as solar energy and biomass energy to production processes.	• Capital expenditure over short term & lower costs from investments in renewable energy. (M)	• Investing in infrastructure for renewable energy, such as solar-energy and biomass-energy systems to lower both costs and environmental impacts in the long term.
Products and Services	Circular Economy	Development of sustainable packaging solutions	• The development of sustainable packaging products enables SCGP to meet the needs of industries, manufacturers, and consumers seeking sustainable packaging, creating competitive advantage, brand differentiation, and opportunities to expand the customer base. • Investing in packaging systems—from design, production, and distribution to collection, processing, and reuse—helps reduce waste generation, lower natural resource consumption, and truly fosters the circular economy. • This approach aligns with government policies in many countries, including Thailand, such as Extended Producer Responsibility (EPR), which requires producers to take responsibility across the entire product life cycle.	S M		• SCGP becomes a strategic partner to customers at all levels who prioritize sustainable packaging.	• Sales of sustainable packaging. (L)	• Designing and developing products and services based on circular economy principles, which promote reusable, recyclable, and compostable packaging. • Collaborating with partners on research and development of alternative materials. • Working with value chain to develop solutions in the stages of design, production, testing and post-use waste management. • Conducting Life Cycle Analysis.
Market	Customer & Consumer Centricity	Demand for low-carbon and recyclable products	• Rising consumer demand for environmentally friendly products, together with increasingly stringent regulations, creates opportunities for SCGP to offer reusable, recyclable, and compostable packaging aligned with market needs, paving the way for potential revenue growth and market share expansion. • The development of the aforementioned products enhances competitive advantage and demonstrates the Company's commitment to environmental sustainability, thereby strengthening brand reputation and long-term profitability.	S L		• Demand for environmentally friendly products rises significantly.	• Capital expenditure over short term. (S) • Revenue from sustainable and innovative products over long term . (L)	• Investing in low-carbon and recyclable products. • Allocating resources to R&D.
Resilience	Climate Resilience	Sustainable Plantation Wood Sourcing	• Procurement of raw materials from sustainable forest plantations enables SCGP to not only comply with FSC™ standards but also strengthen its supply chain security in the long term. • This approach enhances the Company's image as an environmentally responsible company.	S M		• Improved sourcing to certified wood by FSC™ strengthens supply chain stability.	• Short-term capital expenditure for continuous sourcing from sustainable forests. (S)	• Adopting sustainable forest management practices.

Legend:
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04

Double Materiality

Climate Action and Strategy

Climate change is one of SCGP's material issues based on its double materiality assessment, as it affects the Company's business operations, value chain, as well as stakeholders. SCGP places strong emphasis on systematically developing climate management with the aims of effectively addressing climate-related risks and supporting long-term sustainable growth.

The Company has set a goal of achieving Net Zero Greenhouse Gas Emissions by 2050, with a near-term target of reduce greenhouse gas emissions Scope 1 and 2 25% by 2030, to align with stakeholder expectations and relevant international standards.

In pursuit of the goal, SCGP implements a comprehensive greenhouse gas reduction roadmap covering both production process and the entire value chain. The implementation focuses on enhancing energy and resource efficiency, transitioning to renewable energy, advancing greenhouse gas reduction technologies, and fostering collaboration across the value chain to strengthen climate impact mitigation throughout the product life cycle.

Targets	Performance in 2025
• Reduction in Scope 1 and 2 greenhouse gas emission by 25% in 2030 compared with the base year 2020.	**13.4%**
• Achieve Net Zero greenhouse gas emissions by 2050.	
• Reduction in Energy intensity (per ton of production) by 15% in 2030 compared with the base year 2020.	**16.2%**

Strategies

- Enhancing and modifying equipment, while integrating AI to improve manufacturing and energy efficiency.

- Increasing the proportion of renewable energy sources such as solar power, biomass and biogas, in the Company's total energy consumption.

- Collaborating with all sectors on Research and Development (R&D) to create advanced technologies for carbon capture and greenhouse gas reduction.

- Supporting Nature Climate Solutions, including forest conservation and forest ecosystem rehabilitation.

- Promoting economic mechanisms for risk management and opportunities to invest in green projects.

- Raising awareness of energy conservation and adaptation to climate change among employees and contractors.

Enhancement of Energy Efficiency in Manufacturing Process

The Company is committed to enhancing energy management in its production processes. The Company therefore continues to focus on improving energy and resource efficiency through the application of technology, including:

- **Turbo Vacuum Blower:** This technology removes water from pulp using a vacuum system, which helps increase production efficiency and save energy. Previously, the production process utilized a Liquid Ring Vacuum Pump, which consumed a high electricity. Turbo Vacuum Pump was thus introduced as a replacement. The new pump generates a vacuum by drawing air at high rotational speeds while consuming significantly less electricity. In 2025, the replacement reduced electricity consumption by 9,186,000 kWh and greenhouse gas emissions by 9,100 tons of carbon dioxide equivalent. Following three years of successful pilot implementation, the use of Turbo Vacuum Pumps has been expanded to both Thailand and abroad, namely Siam Kraft Industry Co., Ltd. (Ratchaburi) and Vina Kraft Paper Co., Ltd.

- **Realtime Performance Monitoring & Control Platform (RMC)** This platform reduces electricity and steam consumption in the paper production process by utilizing

Artificial Intelligence (AI) and Machine Learning to monitor and analyze production data in real-time, 24 hours a day. The system monitors both the energy supply provided to the process and the energy demand, focusing specifically on the electricity and steam used in energy-intensive stages. Enabled by AI data analytics, RMC can track anomalies and evaluate factors affecting energy efficiency and operational stability in real-time, providing immediate alerts and recommendations to staff on duty. The Company's enegry control is thus continuous and efficient, resulting in:

- Steam consumption reduced by 60,000 tons per year.
- Electricity consumption reduced by 2,400,000 kWh per year.
- Greenhouse gas emissions reduced by 15,700 tons of carbon dioxide equivalent per year.

Currently, RMC has been expanded to both Thailand and abroad, including Thai Paper Co., Ltd. (Paper Production), Siam Kraft Industry Co., Ltd. (Ratchaburi), Siam Kraft Industry Co., Ltd. (Kanchanaburi), and PT Fajar Surya Wisesa Tbk.

- **Turbine Generator No.6 Replacement:** A high-performance steam turbine was installed to replace the existing unit at Siam Kraft Industry Co., Ltd. (Kanchanaburi). This upgrade enhances power generation efficiency, reduces steam consumption by 106,000 tons of steam per year and greenhouse gas emissions by 25,000 tons of carbon dioxide equivalent per year.

Greenhouse Gas Emission Reduction from Energy Efficiency Improvement Projects (tCO$_2$e/year)
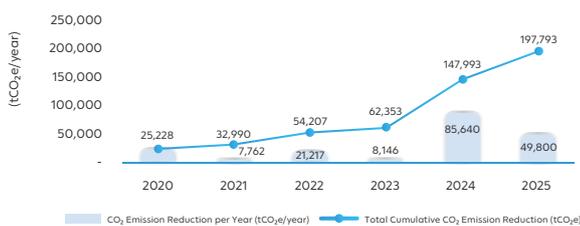
Transition to Renewable Energy

An energy transition strategy is being driven to increase the proportion of renewable energy in its total energy consumption. The Company has invested in technologies and innovations to enhance energy efficiency across production processes, reducing reliance on high greenhouse gas–emitting fossil fuels, and expanding the use of renewable energy, which includes:

- **Biomass Energy:** The Company has developed the use of biomass energy from diverse sources both in Thailand and abroad to reduce reliance on fossil fuels. In 2025, the Company increased the use of biomass for existing boilers by utilizing agricultural waste such as sugarcane leaves, coconut fiber, palm fiber, and cassava rhizomes. Fuel characteristics from each type of agricultural waste were systematically assessed to ensure suitability and to mitigate operational risks, including fouling and slagging in boilers. As a result, the proportion of biomass fuel increased to 15%, reducing coal consumption and greenhouse gas emissions by 749,285 tons of carbon dioxide equivalent per year.

Greenhouse Gas Emission Reduction from Biomass Fuel Use (tCO$_2$e/year)
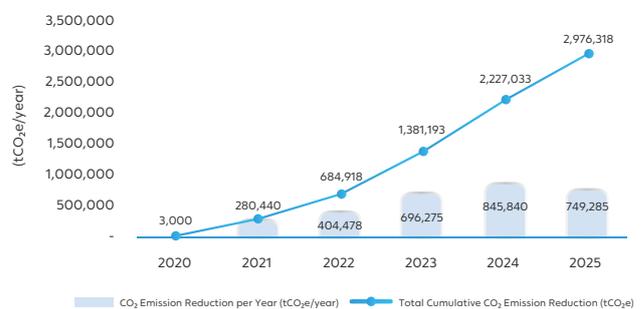
To further advance clean energy adoption, SCGP installed biomass boilers at its subsidiaries Thai Containers Rayong Co., Ltd. and Thai Containers Khon Kaen Co., Ltd. to replace fossil fuels and transition to 100% biomass use, reducing greenhouse gas emissions by 4,900 tons of carbon dioxide equivalent per year.

Moreover, SCGP is undertaking major boiler upgrades two units at Siam Kraft Industry Co., Ltd. (Ratchaburi) and one unit at Thai Cane Paper Public Co., Ltd. (Prachinburi) - to enhance its capability to replace coal with biomass with completion expected by 2026. The Company also plans to further expand biomass boiler installations at Navanakorn, Pathum Thani, Ratchaburi, and Chonburi plants of Thai Containers Co., Ltd.

Recovery boiler Thai Paper Co., Ltd. (Kanchanaburi).

- **Biogas from Anaerobic Water Treatment:** Biogas is utilized as an alternative energy source in boilers and lime kilns, reducing fossil fuel consumption. In 2025, the use of biogas from anaerobic water treatment reduced fossil fuel use by 565,000 gigajoules and greenhouse gas emissions by 53,000 tons of carbon dioxide equivalent. There are plans to extend this practice to Thai Cane Paper Public Company Limited (Prachinburi) in the future.

- **Black Liquor:** This by-product from the pulp production process is used as a substitute fuel in recovery boiler system to generate steam and electricity and recover chemicals for reuse in pulp production. This approach efficiently reduces reliance on fossil fuel consumption.

- **Solar Energy:** The Company has continuously promoted the use of solar energy since 2018. As of 2025, total installed capacity reached 75.8 megawatt-peak (MWp). In 2025, additional installations totaling 12.8 MWp were deployed across subsidiaries through solar rooftop and solar farm projects. The use of solar energy has enabled SCGP to reduce greenhouse gas emissions by 9,330 tons of carbon dioxide equivalent per year. Further expansion of 6.5 MWp is planned for 2026.

Greenhouse Gas Emission Reduction from Solar Energy Use (tCO$_2$e/year)
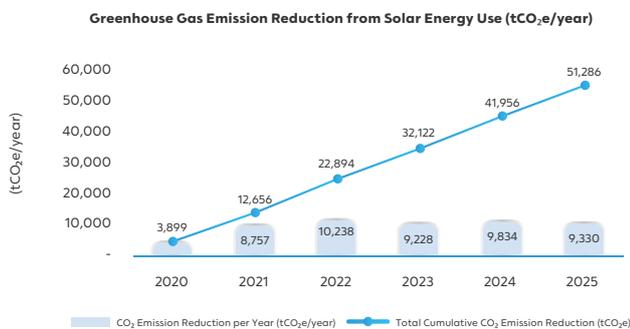
Solar rooftop Siam Kraft Industry Company Limited (Kanchanaburi).

Promotion of Natural Climate Solutions (NCS)

As the production of pulp and paper heavily relies on wood resources, SCGP places strong emphasis on responsible forest management. All virgin pulp used by SCGP is certified based on the FSC™ (Forest Stewardship Council™) standards, which guarantee that the material comes from deforestation-free origins.

- **Total Number of Planted Trees**

  In 2025, SCGP planted trees over 54,238 trees, bringing the cumulative total since 2020 to 2,404,507 trees. In addition, Siam Forestry Company Limited in collaboration with CERT+ Technology is a start-up with in SCGP has used remote sensing and satellite imagery technologies in calculating carbon sequestration. Due to the technologies, it was possible to capture the whole area where the trees were planted in a single image, which was then converted from two dimensions into three dimensions with AI. This method allowed near–real-time and more accurate estimation of carbon sequestration. The analysis revealed SCGP's economic forest were able to capture 308,949 tons of carbon dioxide equivalent in 2025.

Financial Mechanisms for Decarbonization

The Company has promoted the use of financial mechanisms to manage risks and support investment in environmentally friendly projects by developing an internal carbon pricing mechanism to reflect carbon costs in support of investment decision-making. The Company has also applied Marginal Abatement Cost Curve (MACC) to analyze and prioritize greenhouse gas reduction initiatives effectively.

Driving Collaborative Greenhouse Gas Reduction across the Value Chain

The Company is aware that it will take cooperation from stakeholders across the entire value chain to reduce greenhouse gas emissions, particularly Scope 3 emissions, in support of its Net Zero greenhouse gas emissions goal. The Company therefore has worked with stakeholders to develop environmentally friendly products and services, support carbon footprint calculation, and facilitate knowledge-sharing activities to jointly advance greenhouse gas reduction efforts.

In logistics, SCGP has collaborated with stakeholders in its value chain to enhance efficiency and reduce greenhouse gas, such as shifting transportation modes from road to rail and exploring the use of alternative energy in transportation systems.

Circular Economy and Industrial Waste Management

SCGP continues to strengthen sustainability across all dimensions of its business operations by systematically driving the circular economy. The Company focuses on enhancing resource efficiency throughout the entire product life cycle—from designing products for durability and extended use, reducing waste at the source, to maximizing the value of circular materials. These efforts are complemented by the development of packaging technologies and innovations that enhance recyclability, thereby raising sustainability standards across the industry. In addition, SCGP has worked closely with stakeholders and partner networks across all sectors to jointly develop a truly circular ecosystem and sustainably deliver long-term positive environmental outcomes.

Targets	Performance in 2025
Circular Economy	
• SCGP is committed to engineering packaging products through co-creation with customers, aspiring to achieve 100% reusable, recyclable, or compostable packaging by 2030.	**99.7%**
Industrial Waste Management	
• Zero waste to landfill from operations in Thailand since 2012.	**0** Ton
• Zero waste to landfill from operations abroad by 2030.	**3,935** Tons
• Zero waste disposal by incineration without energy recovery from operations in Thailand by 2025.	**0** Ton

Strategies

- **Reducing waste at the source,** along with establishing indicators for ongoing monitoring and evaluation of the results.

- **Sustainably managing industrial waste** (both hazardous and non-hazardous) based on the 3R (Reduce, Reuse, Recycle) and Circular Economy principles in relation to standards set forth by authorities and world-class organizations.

- **Creating added value and promoting Circular Supply Chain** by integrating the Circular Economy principles into product and service development as well as innovation research and development for maximum material recovery & recycling efficiency. This approach focuses on designing products and services that facilitate efficient material reuse, and promotes the circular supply chain.

- **Product Life Extension** by promoting research and development of innovations that extend the useful life of products and components, reduce waste, and decrease demand for new materials.

- **Sharing Platform** for maximum resource management efficiency, which is operated through collaboration with customers, suppliers and stakeholders across the entire supply chain.

- **Transforming business model of "Selling Products" to "Products as a Service"** with a focus on developing sustainable packaging in response to different customer needs in pursuit of maximum resource efficiency.

- **Joining national and international networks** to pursue shared goals based on the Circular Economy principles.

Waste Management Hierarchy

SCGP has applied the waste management hierarchy as a guiding framework, prioritizing options with the lowest environmental impacts and reserving the least preferable options only when no alternatives are available. The hierarchy begins with **Prevention,** focusing on reducing waste at the source, such as through product design and process optimization. The next level in the hierarchy is **Minimization and Reuse,** which focus on reducing waste volumes and extending product lifespans. It is followed by **Recycling,** which returns materials to productive use; **Recovery,** whereby non-recyclable waste is converted into energy; and finally **Disposal,** as a last resort. This approach maximizes resource management efficiency while reducing environmental impacts and promoting sustainable resource use throughout operations, as outlined below:

- Prevention
  - Reduction of hazardous chemicals in printing inks

    SCGP continues to reduce the use of copper, a hazardous chemical, in printing inks. Innovation and Product Development Center, in collaboration with Thai Containers Group Co., Ltd., developed a wastewater treatment method that uses chemical precipitation to separate copper from water. As the technique enables copper to bind into solid form, it becomes separate from water that can then be treated properly. However, Thai Containers Group Co., Ltd., has explored the use of low-copper-content printing ink to replace conventional ink since 2023, achieving waste prevention at the source. As the study showed successful results, the use has been adopted at all 13 box plants across Thailand. Consequently, the box plants achieved a cumulative reduction of 900 tons of copper waste between the project initiation and 2025.

  - Upgrading the chemical storage system to reduce hazardous waste

    Thai Cane Paper PLC (Prachinburi) upgraded its chemical storage system by replacing Intermediate Bulk Containers (IBCs) with large stationary tanks. This improvement enhances safety in chemical handling and reduces risks associated with transportation. It also decreases hazardous waste generated from single-use containers, thereby reducing resource consumption through more efficient process design or prevention. As a result, the Company's amount of hazardous waste decreased by 31 tons in 2025.

- Minimization & Reuse
  - Adding value to pulp residues from the filtration process

    SCGP has used fiber sludge from its wastewater treatment process as a raw material in the paper production without compromising the product quality, thereby reducing waste and actualizing reuse. In 2025, Siam Kraft Industry Co., Ltd. (Kanchanaburi) successfully reused 3,984 tons of fiber sludge, reflecting the Company's commitment to efficient and responsible resource management.

- Recycling
  - Transforming waste into organic soil amendment
    - Non-hazardous starch sludge (starch adhesive residue) arising from the wastewater treatment process of corrugated packaging production is delivered to Siam Forestry Co., Ltd. for use as an organic soil amendment instead of disposal. In 2024, more than 160 tons of starch sludge were repurposed. In 2025, the initiative was continued, with 161 tons of starch sludge recycled for use.
    - Utilization of lime mud and bottom ash as soil amendment : Phoenix Pulp & Paper PCL repurposes

lime mud, a by-product from the pulp production process, and bottom ash generated from fuel combustion in boilers by recycling them as raw materials for soil amendment production by The Siam Forestry Co., Ltd.

  - Converting residual pulp into organic fertilizer

    The Siam Forestry Co., Ltd. produces "Khu Din" organic fertilizer from residual pulp generated during the production process, without any soil content. The residual fibers are recycled through a composting process into an organic fertilizer that is rich in cellulose, humic acid, and essential nutrients. Useful to plant growth and soil structure, this fertilizer complies with relevant standards and generates benefits for the ecosystem in a sustainable manner.

  - Converting fly ash and bottom ash from boiler energy production process into raw materials for the development of various products - PROBLOCK-ECO Bricks, Miracle Blocks, and temporary and permanent barriers. In addition, bottom ash is blended with crushed stone and stone dust for the production of road base materials, and mixed with concrete to produce three-hole concrete blocks. Siam Kraft Industry Co., Ltd. (Ratchaburi) has a production capacity of 10,000 blocks per month, while Thai Cane Paper PLC has a capacity of 100,000 blocks per month. These initiatives help reduce the amount of waste for disposal by 4,570 tons per year.

Collaboration on Circular Economy
OLD FOR NEW Project by SCGP RECYCLE

- The Bangkok International Trade and Exhibition Center (BITEC) has collected, sorted, and delivered paper previously used at conferences, exhibitions, and trade fairs to SCGP for 100% recycling. The recycled paper is then processed into paper furniture for display and interior decoration within the center. Some of the furniture from recycled paper is also used to create a "Sustainability Library" for Wat Bang Kachao Klang School (Sila Thirats Rangsarit), Samut Prakan.

The recycled paper is then processed into paper furniture.

- SCGP has worked together with Henkel Consumer Brands – Yamahatsu Plant to collect used paper materials from offices and production processes for recycling. After the used materials were converted into copy paper and paper furniture for educational purposes or students, they were sent to the Borisatthaikasikornsongkrow School in Si Racha District, Chonburi to help create an appropriate and sustainable learning environment.

SCGP and Henkel Consumer Brands – Yamahatsu Plant donated paper furniture for educational use to Borisatthaikasikornsongkrow School in Si Racha District, Chonburi.

- **Collaboration in the management of used paper packaging and its recycling into new products.** The SCGP has partnered with Thailand Post in the "reBOX" campaign under the "Green Hub" project since 2020. Through this collaborative campaign, which has continued for six consecutive years, used paper boxes and envelopes have been collected and recycled for social and environmental benefits. For example, they have been turned into tables and chairs, bookshelves, "A Touchable Box of Love" and "Happy Parcel Box".

SCGP has partnered with Thailand Post to launch the "reBOX" campaign under the "Green Hub" initiative.

- SCGP as a paper waste management partner for **Central Group,** has collected used paper scraps from retailers within the Central Group and its subsidiaries for 100% recycling. The materials are recycled into new paper by SCGP Recycle based on the circular economy concept, thereby concretely supporting and advancing LOVE THE EARTH: ZERO WASTE initiative.

- The Company has collaborated with Thai Coconut Public Company Limited in the collection and management of used paper packaging and office paper, which are recycled and upcycled into environmentally friendly products based on the Circular Economy principles. These products are returned for use by employees and surrounding communities, while a portion of the materials is recycled into paper packaging for Thai Coconut products exported to the global market.

SCGP has collaborated with Thai Coconut Public Company Limited

- SCGP has engaged in collaboration with Premier Marketing Public Company Limited to drive the circular economy via the "Old for New" project, generating shared ESG value.

- The Company has participated jointly with EssilorLuxottica (Thailand) Ltd. in managing used paper packaging from the production process in EssilorLuxottica (Thailand)'s free zone in Rayong Province under the "Old for New" project, helping to reduce the volume of waste requiring disposal.

SCGP has collaborated with EssilorLuxottica (Thailand) Limited.

- **Daikin Industries (Thailand) Ltd. or DAIKIN,** in collaboration with SCGP, has advanced a circular supply chain by channeling used paper materials from its production processes directly into SCGP's recycling system. The materials are turned into new paper and packaging products.

SCGP and Daikin Industries (Thailand) Ltd. have jointly driven a project to transform used paper into new paper and packaging products.

Recycling Drop Points
- In 2025, SCGP Recycle set up more recycling drop points at WHA Tower, Tech and startup hub: True Digital Park, Paradise Park, Seacon Square Srinakharin, and Season Square Bangkae.

SCGP Recycle set up more recycling drop points.

Collaboration on the Circular Economy with Suppliers
- The Company has provided end-to-end solutions for booth design and production, emphasizing the use of recyclable and reusable paper-based materials to enhance resource efficiency in exhibitions and align with the circular economy concept. In 2025, innovative designs were presented at THAIFEX Anuga Asia 2025 at IMPACT Muang Thong Thani and EARTH JUMP 2025: Transition thru Turbulence at Paragon Hall, as organizers at both events attached importance to the Circular Economy. The collaboration between SCGP and the event organizers helped drive sustainable and resource-efficient practices.
- **SCGP and S&P Syndicate PLC** jointly created premium, environmentally friendly packaging for mooncakes. The recyclable packaging featured elegant and beautiful design, resonating with not just aesthetic beauty but also environmental practices as well as the circular economy.

- **Saint-Gobain (Thailand) Co., Ltd., Prepack Thailand Co., Ltd., and Dow Thailand Group** have jointly developed one-kilogram grout packaging bags that are made from recycled plastic for the Weber Gecko brand. The packaging contains 10% Post-Consumer Recycled Resin (PCR) while maintaining standards for clarity, strength, and moisture protection. The packaging can be returned to the recycling system and helps reduce plastic use by more than 2.3 tons per year, as well as reduce greenhouse gas emissions by 2.8 tons of carbon dioxide equivalent.

Compliance with Standards and Certifications
- **Vexcel Pack Co., Ltd.** has been certified by the Association of Plastic Recyclers (APR) for the development of multi-layer barrier polypropylene plastic packaging that is compostable and recyclable. This material helps prevent oxygen permeation and extends food shelf life.
- **Prepack Thailand Co., Ltd.** has been certified based on ISCC Plus standards by International Sustainability and Carbon Certification (ISCC). The certification is given to organizations that have upheld carbon management and sustainable development across their supply chains.
- **Prepack Thailand Co., Ltd.** has received Class A certification from RecyClass for mono-material plastic packaging in R1-PE Monolayer Pouch/PE Flexible–Pouch. RecyClass is a certification body for recyclability and traceability of recycled materials for plastic packaging, with a rigorous verification process. This certification helps enhance customer confidence.

R1-PE Monolayer Pouch

- **Siam Kraft Industry Co., Ltd.** has participated in the program to upgrade industrial facilities with recycling and upcycling technologies under Circular Economy principles to maximize resource efficiency. The program is implemented by the Department of Primary Industries and Mines (DPIM).
- **Tin Thanh Packing Joint Stock Company (Batico)** has developed a mono-material flexible plastic pouch with a top opening–closing spout for convenience and recyclability for the Marcel's Green Soap brand from the Netherlands. This packaging has recently received the Excellence Award in Flexible Packaging at the Vietnam Packaging Awards 2024, reflecting international manufacturing standards that are friendly to both consumers and the environment.

Sustainable Products and Services

SCGP has continued to advance its development of sustainable packaging based on circular economy principes by launching new products as well as product upgrades in response to the demand for sustainable packaging across various industries. The Company aims to create value for customers while reducing environmental impacts across product life cycles. In 2025, sustainable packaging was developed across a wide range of product categories in alignment with the Company's established strategy and targets.

Targets	Performance in 2025
• Sales revenue from SCG Green Choice products, services, and solutions account for at least 66.7% of the total sales revenue by 2030.	**59%**
• Sales revenue from SCG Green Choice products, services, and solutions that provide direct benefits to customers account for at least 33.3% of the total sales revenue by 2030.	**2%**
• 100% of SCGP's subsidiaries must comply with the requirements of REACH Regulation (Annex XVII and Substances of Very High Concern (SVHC) for Authorization).	**100%**
• Zero complaints on non-compliance with laws and product safety.	**0**

Strategies

• Driving the development of innovations, products, services, and solutions that present value proposition to SCGP's customers and respond to consumer needs, enhance quality of life, and take into account impacts on climate change, the environment, and health and safety, through the application of Circular Economy principles, the creation of business opportunities, and alignment with international standards.

• Considering environmental impacts and safety throughout the entire life cycle of products, services, and solutions, and pursuing certifications based on sustainable development practices for SCGP's products.

• Promoting and developing business processes that comply with international standards across the entire value chain in order to raise awareness among stakeholders of the use of environmentally friendly products and services

Renewable or Recycled Content or Lightweighting Packaging

• **Cremo Paper:** Of its total content, 30% is made from eco fiber (high-quality white recycled pulp). This product is suitable for pocket-book printing.

• **Green Plus Paper (55 gsm):** A product in the Eco Series, it has been developed by reducing the paper weight from 60 to 55 gram per square meters. The lighter weight helps reduce resource use by 8% while maintaining the same performance.

The High-strength Box Linerboard.

• **The High-strength Box Linerboard** has been developed in response to the needs of the electrical appliance industry as well as other industries requiring packaging with high resistance to puncture and impact. Its design helps reduce paper usage in packaging box production by 5% to 10% while maintaining strength performance in accordance with international standards, thereby promoting efficient resource use and reducing environmental impacts.

• **Dry Pet Food Packaging:** This mono-material packaging is easier to be recycled. With effective moisture protection, it also maintains product quality and extends the shelf life of products inside. Dry pet food packaging is now being further developed through the use of Post-Industrial Recycled Resin (PIR).

Dry Pet Food Packaging.

• **Wet Pet Food Cup Packaging:** More than 40% of its content is PIR recycled material. Having moisture and oxygen barrier properties, it preserves product quality and extends shelf life.

- **Fest Fresh Portion Pak:** This innovative compartmented paper tray for chilled fresh meat has oxygen and moisture barrier properties. Made with heat-seal forming technology, it maintains the freshness of its contents in accordance with applicable standards and is suitable for cold-chain logistics. It also helps reduce food waste through portioned use. At least 80% of this packaging is made from eucalyptus pulp, which is a renewable material.

Fest Fresh Portion Pak.

Recyclability Packaging

- **Rigid Packaging:** Post-Consumer Recycled Resin (PCR) has been incorporated into rigid packaging production at a ratio of up to 100%. This approach reduces virgin plastic consumption while maintaining packaging strength and safety standards. The packaging is highly customizable to meet diverse customer requirements.

- **Paper Ready Pack:** Made from natural pulp, this heat-sealable paper packaging is 100% recyclable and compostable. Its production utilizes a VOC-free EB offset printing system, which generates lower greenhouse gas emissions compared to gravure printing, thereby reducing environmental impacts from production. This packaging solution also enhances product value and supports versatile applications, particularly for non-perishable goods that do not require moisture or oxygen barriers.

Reusable or Compostable Packaging Solutions

- **Shelf Ready Packaging (SRP):** Designed for easy opening and immediate placement on shelves in modern-trade stores, it maintains structural integrity without requiring increased material thickness. Its production utilizes the same paper grades as traditional packaging.

Shelf Ready Packaging.

Certified Green Products, Services, and Solutions

Carbon Footprint of Circular Economy Products Label — **120** Products

Carbon Footprint of Product Label — **279** Products

Promoting Carbon Footprint of Product (CFP) and Carbon Footprint Reduction (CFR) Registration

The implementation of Carbon Footprint of Product (CFP) and Carbon Footprint Reduction (CFR) reflects SCGP's environmental responsibility. By assessing greenhouse gas emissions throughout the entire life cycle of products and services, these tools enable the Company to efficiently manage and reduce emissions in alignment with environmental measures.

Currently, SCGP has received Carbon Footprint of Product (CFP) certifications for 279 of its products and Carbon Footprint Reduction (CFR) certifications for 145 of its products from Thailand Greenhouse Gas Management Organization (Public Organization) or TGO. The certifications allow the Company to identify and communicate the greenhouse gas emissions of each packaging and product with transparency and traceability.

Products with CFR label now include Offset Pro New Paper, Glassine White Paper, and Idea Green writing paper.
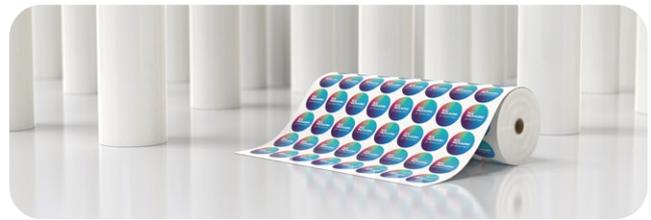
Glassine White Paper has received CFR label.

In 2025, SCGP achieved 100% Carbon Footprint of Products (CFP) data coverage for all pulp- and paper-based products. This enables customers to accurately and reliably calculate greenhouse gas emissions across the product life cycle, including Scope 3 emissions.

SCGP also enhanced and redesigned its Carbon Footprint of Products (CFP) Private Declaration Label to transparently communicate packaging-related GHG emissions. The Company plans to expand the implementation of carbon footprint software to other product groups in order for its customers to conveniently and efficiently use relevant data for their sustainability reports.

Carbon Footprint Reduction Label — **145** Products

Green Choice Label — **80** Products

Green Label — **36** Products

Environmental Stewardship

Global trends reflect that environmental risks are becoming increasingly significant. Extreme weather events, biodiversity loss, and ecosystem degradation affect not just natural resource security, but also economic stability in the long run. Within this context, SCGP is committed to enhancing natural resource management through **biodiversity and ecosystem management, air quality management, and water management.** Furthermore, the Company has continuously driven the development of environmental management systems to protect resources that are crucial to its value chain, build stakeholder confidence, and support long-term business growth.

Biodiversity and Ecosystem Management

Recognizing that the conservation of biodiversity and ecosystems is important, SCGP is determined to achieve Net Positive Impact (NPI), No Net Loss (NNL) and Deforestation- and Forest Conversion-Free goals. The Company's missions align with the international Nature Positive goal, which aims to halt nature loss and initiate restoration by 2030, using 2020 as the base year, with the ultimate objective of achieving full recovery by 2050.

In pursuit of the goals, SCGP has adopted the Taskforce on Nature-related Financial Disclosures (TNFD) framework, launching disclosures for 2025 in conjunction with SCG.

Targets	Performance in 2025
• At least 10% of the FSC™-certified area must be designated as a biodiversity conservation area according to FSC™ standard since 2008.	**11.2%** or **6,212** rai
• Deforestation- and forest conversion- free since 2017 across SCGP's entire operations and supply chain.	**100%** Deforestation- and forest conversion- free

Strategies

- Implementing sustainable biodiversity management practices by utilizing international metrics and positioning SCGP as a model for biodiversity conservation with initiatives that can be expanded to additional areas.

- Engaging communities and stakeholders to enhance their understanding of biodiversity conservation and managing community forests through a participatory process based on community forest principles.

A butterfly in the biodiversity conservation area of SCGP in Kamphaeng Phet.

Management Practices

- **FSC™ Management Committee:** Establishing policies, objectives, and targets for sustainable forest management, in alignment with the Forest Stewardship Council™ (FSC™) standards with the aim of generating positive impacts on biodiversity in every step of operations based on the Nature Positive approach.

- **Nature Positive Committee:** Established in 2024, it works with the ESG Committee.

- **Collaborative Ecosystem Conservation:** Encouraging participation of communities and organizations in ecological conservation.

- **Forest Expansion:** Expanding forest areas in accordance with Thailand Voluntary Emission Reduction (T-VER) standards to enhance biodiversity and increase carbon sinks.

Key Performance Highlights in 2025

- **Taskforce on Nature-related Financial Disclosures (TNFD)**

  SCGP currently utilizes the LEAP Approach as follows:

  1) **Locate -** Conduct a thorough examination of how the Company's activities impact nature, covering 8 of SCGP's direct operational sites and 2 value chain sites (1 upstream site and 1 downstream site).

  2) **Evaluate –** Closely consider the links between SCGP's activities and their dependence on natural resources and ecosystem services using Integrated Biodiversity Assessment Tool (IBAT), Key Biodiversity Areas (KBA), Biodiversity Risk Filter (BRF) and Exploring Natural Capital Opportunities, Risks and Exposure (ENCORE), which are part of Biodiversity Risk Assessment (BRA) process, to identify relevant impacts and dependencies.

  3) **Assess –** Determine potential business risks arising from environmental changes while simultaneously exploring opportunities to create positive impacts.

  4) **Prepare –** Develop strategies and detailed action plans for implementation to support environmental, social, and human rights developments, including local indigenous peoples.

Assessment of Company Impacts on Biodiversity

No.	Company name	Country	Location	Type of operation	Size of operational site (km²)	Biodiversity Value on Protected Areas		Biodiversity Value on Key Species of Concern			
						The closest Protected Areas	Impact to Protected Areas (PAs)	Key species of concern	IUCN[1] status	Preferred Habitat	Impact to Sensitive Species (IBAT)
1	Siam Forestry Co., Ltd. (SFT)	Thailand	Phran Kratai, Kamphaeng Phet	Plantation and production of wood timber	13.25	Ramkamhaeng	Low	Yellow-breasted Bunting	Critically Endangered	Paddy field	Low
2	Phoenix Pulp & Paper Public Company Limited (PPPC)	Thailand	Nam Phong, Khonkaen	Pulp and paper making process	9.10	Nam Phong	Low	Yellow-breasted Bunting	Critically Endangered	Paddy field	Low
3	Thai Cane Paper Public Company Limited (Prachin Buri) - TCP2	Thailand	Kabin Buri, Prachinburi	Paper making process	0.96	Khao Yai	-	-	-	-	-
4	Prepack Thailand Co., Ltd. (Samut Songkhram)	Thailand	Amphawa, Samut Songkhram	Multilayered plastic packaging process	0.02	Don Hoi Lot	Low	-	-	-	-
5	Thai Containers Group Co., Ltd. (Kamphaeng Phet) - TCKP	Thailand	Mueang Kamphaeng Phet, Kamphaeng Phet	Box corrugating process	0.11	Khao Sanam Phriang	-	Yellow-breasted Bunting	Critically Endangered	Paddy field	Low
6	Vina Kraft Paper Co., Ltd. (VKPC)	Vietnam	Binh Duong, South Vietnam	Paper making process	0.38	Boi Loi	-	-	-	-	-
7	PT Fajar Surya Wisesa Tbk. (Fajar)	Indonesia	Bekasi, West Java	Paper making process	0.49	Pancoran Mas	-	-	-	-	-
8	United Pulp and Paper Co., Inc. (UPPC)	The Philippines	Bulacan, Luzon Island	Paper making process	0.47	Mt. Arayat National Park	-	-	-	-	-

[1] The International Union for Conservation of Nature

- **Expansion of FSC™ - certified Area**

  In 2025, SCGP obtained 100% FSC™ certification for all 46 companies in Thailand and abroad that use resources from tree plantations under its operations.

SCGP's Subsidiaries and Associates	FSC™ License Code
SCG Packaging Public Company Limited Fiber Packaging Product Group (Thailand & abroad) Packaging Paper Product Group (Thailand & abroad) Siam Nippon Industrial Paper Company Limited	FSC-C135609
Thai Paper Company Limited	FSC-C014429
The Siam Forestry Company Limited	FSC-C105470 FSC-C133879 FSC-C012207
Phoenix Pulp & Paper Public Company Limited	FSC-C015565
Interpress Printers Sendirian Berhad (Malaysia)	FSC-C127941
Go-Pak Paper Products Vietnam Company Limited	FSC-C208875
Go-Pak Vietnam Company Limited	FSC-C214942
Starprint Vietnam Joint Stock Company	FSC-C145065

FSC
www.fsc.org
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The mark of responsible forestry

PEFC
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Promoting Sustainable Forest Management
www.pefc.org

FSC™ Certifications for The Siam Forestry Company Limited

The Siam Forestry Co., Ltd.	100% Certified	License Code	Certificate Code
Procuring pulp and timber raw materials from partners with responsible operations.	FSC™-CW/CoC	FSC-C133879	SCS-CoC-005873
Plantations supplying SCGP's production processes are certified.	FSC™-FM/CoC	FSC-C012207	BV-FM/CoC-644254
Management of small plantations by member farmers.	FSC™-FM (SLIMF)	FSC-C105470	BV-FM/CoC-105470

The Company has continuously promoted FSC™-certified plantations, with a collective goal to establish at least 13,402 rai of biodiversity conservation areas by 2030. In 2025, the FSC™ certified plantation areas and biodiversity conservation areas were as follows.

Performance Summary 2025 – The Siam Forestry Co., Ltd.

Performance in 2025	Area (Rai)	Percentage (%)
• FSC™-FM	39,977	72
• FSC™-SLIMF	15,392	28
Total FSC™ certified areas	**55,369**	**100**
• Biodiversity conservation areas from FSC™-FM	4,121	7.4
• Biodiversity conservation areas from FSC™-SLIMF	2,091	3.8
Total of biodiversity conservation areas (Target: at least 10% of the FSC™-certified area must be designated as a biodiversity conservation area according to FSC™ standard)	**6,212**	**11.2**

- **Assessment of Risk Related to Procurement of FSC™-certified Wood**

  In the procurement of wood for processing or industrial applications, the Company strictly adheres to the 5 FSC™ principles: 1) No harvesting from natural forests 2) No illegal logging 3) No violation of traditions or cultural customs 4) No use of genetically modified trees and 5) No involvement in activities that destroy the ecosystems of areas with high conservation values.

- **PEFC Certification for Fest by SCGP**

  Fest by SCGP has joined the Program for the Endorsement of Forest Certification (PEFC) to promote sustainable forest management. In Thailand, this initiative is supported by the certifying Thailand Forest Certification Council (TFCC), which operates under the Institute of Agro-Based Industries (IAI) within the Federation of Thai Industries (FTI). Both TFCC and IAI are recognized as National Governing Bodies (NGB) by

PEFC International based on internationally recognized sustainable forest standards, similar to FSC™.

- **The Siam Forestry's Operations Certified by PEFC**

  In addition to FSC™ certification, The Siam Forestry Co., Ltd. has also obtained PEFC certification, another internationally recognized standard that ensures forest materials come from responsible Forest Management practices, maintains a Chain of Custody for product traceability, and implements a screening system to ensure that wood is from Controlled Sources.

- **Compliance with EU Deforestation Regulation (EUDR)**

  The European Union Deforestation Regulation (EUDR) will be implemented for large businesses effective from 30 December 2026 to prohibit the import of commodities and derived products associated with deforestation into the European Union market. As certain products within SCGP's supply chain fall under the scope of this regulation, the Company has conducted a comprehensive study and is improving its current systems to ensure strict compliance with the relevant requirements regarding product traceability. Currently, SCGP has enhanced its compliance and traceability protocols by strengthening its existing FSC™ - Chain of Custody (CoC) system.

Sustainable Wood Sourcing

- In 2025, SCGP procured a total of 2.58 million tons of eco-friendly wood. Its operations were also conducted with zero impact on biodiversity-sensitive areas or ecosystems of national and global significance.

- **Supplier Training**

  The Company places strong emphasis on sustainable environmental stewardship across the entire value chain. It therefore conducts training for suppliers to ensure operational alignment, providing knowledge on sustainable plantation management and raw material traceability that meet international certification standards.

- **Biodiversity Surveys in Biodiversity Conservation Areas**
SCGP has conducted biodiversity surveys every 2 years to assess plant and wildlife species in 1 community forest and 2 conserved forests: Baan Huay Saphan Samakkee Community Forest and Khao Cha-ang Conservation Forest in Kanchanaburi, as well as Kamphaeng Phet Conservation Forest in Kamphaeng Phet. The surveys have employed Shannon-Wiener Index to estimate flora and fauna diversity. Survey results from Kasetsart University's Faculty of Forestry indicate that in 2025, Khao Cha-ang Conservation Forest in Kanchanaburi recorded a biodiversity index of a moderate to relatively high level, while Kamphaeng Phet Conservation Forest in Kamphaeng Phet reached a high level.

- **Research Collaborations for Biodiversity Conservation**
SCGP has collaborated with multiple academic and conservation institutions to study ecosystems and systematically strengthen biodiversity management. In collaboration with Forestry Research Center of Kasetsart University's Faculty of Forestry, SCGP has carried out surveys and long-term research on biodiversity, ecosystem, and biodiversity management. In addition, the Company has partnered with Forest Resource Management Office of the Royal Forest Department to promote conservation activities within SCGP's integrated agricultural areas. The Company also has worked with Khon Kaen University to study eucalyptus cultivation on paddy field bunds and to assess soil quality in agricultural areas, in support of sustainable land utilization.

- **SCGP's Collaboration with Experts and Local Communities on Continuous Ecological Monitoring**
The Company has utilized CERT+, a geospatial program integrating satellite technology and AI, to measure carbon sequestration. This tool enables the calculation of carbon absorption in trees and facilitates forest monitoring for yield management. The program is certified by the Thailand Greenhouse Gas Management Organization (TGO), which oversees the development of standards and management of sustainability projects.

Nam Phong River, Nam Phong, Khon Kaen.

- **E-Plantation System**
The Company has deployed E-Plantation system for systematic monitoring and management of plantations. Serving as a centralized database for operational planning and control, the system assists in risk assessment, ensures cost control aligns with work plans, and enables rapid detection of irregularities. Furthermore, the system supports historical data analysis to improve planting efficiency and maximize long-term yield.

Sustainability Recognition

- **Inventor Award in Social Category from 7 Innovation Awards 2025**
The Siam Forestry Co., Ltd. received the "Happy Harvest V-S-C: Green Cycle for a Sustainable Future" award via its innovative spinach cultivation project. Judging criteria were creativity, practicality, positive impact, sustainability, and the potential for international scaling. This project promotes spinach cultivation to provide a key raw material for Reo's Deli brand. The Siam Forestry Co., Ltd., applied expertise in eucalyptus plantation management to develop techniques for yield enhancement, quality control, pollution reduction, and income generation for farmers, elevating agricultural practices toward a more efficient and sustainable model.

Conservation Forest in Kamphaeng Phet.

Development of Baan Huay Saphan Samakkee Community Forest in Kanchanaburi, in collaboration with local communities.

Air Quality Management

The Company places strong emphasis on air quality control within its production processes. Its operation integrates highly efficient technology, systematic monitoring, and strict adherence to relevant environmental standards, with the aims of preventing impacts on employees, surrounding communities, and local ecosystems. The Company has also continuously monitored emission levels and upgraded processes to align with international regulations and best practices, aiming to enhance air quality in all areas where SCGP operates.

Targets	Performance in 2025
• Reduction in Dust emission intensity (per ton of production) 10% in 2030 compared with the base year 2020.	**20.5%**
• No official odor complaint.	None

Dust emissions intensity (kg. of dust per ton of production)

Year	kg. of dust per ton of production
2020	0.18
2021	0.17
2022	0.16
2023	0.13
2024	0.15
2025	0.14
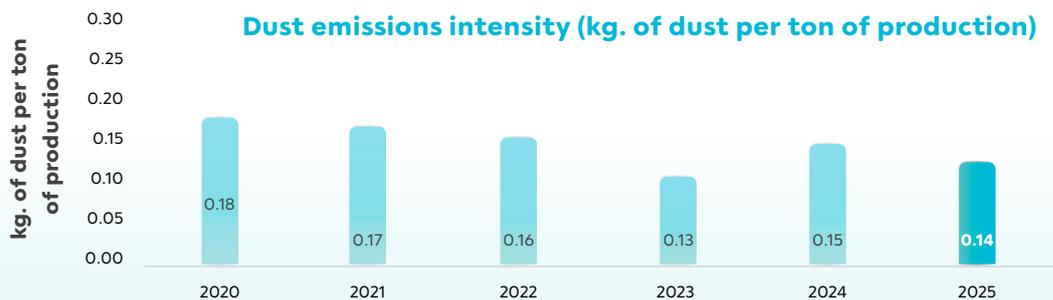
Strategies

• Establishing air pollution emission targets based on global standards for comparable industries while ensuring compliance with legal requirements.

• Utilizing state-of-the-art technologies to optimize air pollutant and odor management, which includes initiatives to regulate emissions pollutants at their sources, and consistently monitor air quality.

• Engaging communities and stakeholders regularly in air pollutant and odor management.

Management Practices

• **Air Pollution Control Technology:** The Company has employed effective air pollutant control technologies that meet industrial standards, such as Electrostatic Precipitator (ESP) for dust-capture and scrubber systems that treat gases and toxic fumes using solvents.

• **Air Quality and Odor Monitoring System:** The Company has deployed Continuous Emission Monitoring System (CEMS) to monitor Particulate Matter (PM), sulfur dioxide (SO_2), and nitrogen oxides (NO_x). In addition, SCGP has implemented its proprietary Detect Odor & Monitoring (D.O.M.) innovation, which was developed through internal research and development. The system offers higher sensitivity and greater detail than regulatory requirements, enabling the rapid detection of odor anomalies and strengthening the effectiveness of continuous air quality management.

• **Monitoring and Governance:** Machine learning is applied to regularly assess air quality in plants and surrounding areas. SCGP's Odor Management Committee oversees implementation and conducts internal audits to ensure compliance with regulatory requirements, with information disclosed transparently to stakeholders.

• **Capacity Building:** The Company provides training for employees to ensure the safe and effective implementation of pollution control systems.

• **Community Engagement:** The Company communicates with communities to share information on air quality and to gather feedback through open house events, as well as tripartite meetings comprising representatives from local communities, government agencies, and the Company. SCGP has also contributed to various environmental projects. In addition, emergency response plans are in place to control and mitigate potential impacts in the event of abnormal incidents.

Air Pollution Control

Internal Process Management

SCGP enhances the efficiency of its air pollution control by inspecting and upgrading its pollution control equipment, such as dust collectors and Electrostatic Precipitator (ESP) that help improve the quality of air emissions. The Company has also increased the frequency of pollution tests and implemented dust dispersion reduction measures across all stages of the value chain. In addition, SCGP applies the Continuous Emission Monitoring System (CEMS) to support effective control of PM2.5 and other air pollutants. There are also measures to reduce dust from transportation and work sites, such as cleaning transport routes, organizing Big Cleaning Day activities, inspecting the covering and cleaning of trucks before they exit the sites, and planting trees to reduce dust dispersion.

Collaboration with Communities

The Company promotes the use of agricultural waste, particularly sugarcane leaves, as biomass fuel to reduce open burning, which is a major source of PM2.5 emissions with supporting the utilization of residual materials to create added velue, and helping to reduce air pollution while strengthening collaboration with local communities.

Healthcare for Employees and Suppliers

SCGP has not only regularly checked air quality in operational areas to assess risks from PM2.5 and other air pollutants, but it has also established health protection measures. The Company has prescribed the use of Personal Protective Equipment (PPE), health screening and medical examinations in at-risk areas, and the continuous promotion of safety and occupational health culture, in order to prevent adverse impacts on employees and suppliers.

Electrostatic Precipitator, Siam Kraft Industry Co., Ltd. (Kanchanaburi).

Detect Odor & Monitoring (D.O.M)

SCGP has expanded the installation of the Smart Odor Monitoring and Surveillance System (Electronic-Nose: E-Nose), an innovation utilizing sensors that simulate the human sense of smell. Working in conjunction with Machine Learning and AI, the system accurately processes, recognizes, and classifies the types and concentrations of odors. At present, 29 E-Noses have been installed across SCGP operations in Thailand, including the recently installed one at Siam Kraft Industry Co., Ltd. (Kanchanaburi), and four others at Vina Kraft Paper Co., Ltd.

E-Nose enhancement has been done through various optional modules. E-Nose ADM Online (Atmospheric Dispersion Modeling Online) integrates E-Nose data with real-time wind direction and wind speed information to simulate odor dispersion and accurately assess potential impacts in advance. E-Nose Triggered Automation Odor Treatment System, meanwhile, uses E-Nose data together with weather data and odor risk levels to automatically activate odor treatment features. Monitoring odor round the clock, this system functions as an electronic sensing network that continuously tracks and records odor data, thereby further enhancing the effectiveness of odor management.

Besides, SCGP has signed Memorandums of Understanding under the "Integrated Academic Collaboration Project for the Development of Odor Measurement Technology using the Electronic Nose System" with five government agencies: the Department of Industrial Works, the Pollution Control Department, the Department of Health, the National Institute of Metrology, and the Thai Industrial Standards Institute. This project aims to develop and establish odor measurement technology standards to support systematic odor nuisance management. The collaboration truly marks a significant step in enhancing the credibility of odor monitoring and supporting the use of science, technology, and innovation to resolve environmental issues in a transparent and participatory manner.

The E-Nose technology has also expanded into commercial applications, with more than 100 units installed for external users both domestically and internationally across various industries, including rubber, animal feed, chemical product, and waste management facilities. SCGP has already developed a customizable version – which can be tailored to industry characteristics requirement - as well as portable version for more convenient off-site monitoring in limited space.

E-Nose or D.O.M (Detect Odor & Monitoring).

Water Management

SCGP has proactively managed water issues to address not only business needs but also climate change, emphasizing water efficiency based on the 3R principles (Reduce, Reuse, Recycle). Moreover, the Company has leveraged technology for its monitoring of water situations and its assessment of water risks on top of rehabilitating the ecosystems of local water sources for community and environmental sustainability.

Meeting high standards, the quality of SCGP's treated wastewater is higher than regulatory requirements prior to discharge. The Company has also continuously assessed the quality of water discharges and natural water sources. Technologies have been leveraged for enhanced water management and the reduction of long-term impacts on ecosystems.

Target

- Reduction in Water withdrawal intensity (per ton of production) 10% in 2030 compared with the base year 2022.

Performance in 2025

2.4%

Strategies

- Enhancing water efficiency.
- Accelerating water circularity & adapting closed-loop water system in water-stressed areas.
- Enhancing water replenishment & ecosystem restoration.
- Strengthen water stewardship in water risk areas.

Management Practices

- **Oversight and Monitoring:** Water efficiency has been monitored through key performance indicators (KPIs), with senior executives actively overseeing and participating in the process to set appropriate water usage targets and govern the use of water resources every year.

- **Integrated Water Management:** The Water Management Committee has been established to develop and implement strategies for water risk management to enhance water efficiency in production processes.

- **Water-Usage Reduction based on 3Rs (Reduce, Reuse, Recycle):** 3Rs have been applied to the Company's water management by reducing water consumption, reusing and recycling water in its production processes. The application helps decrease dependence on external water sources and improve overall water efficiency.

- **Wastewater Treatment and Recycling:** Compliance with stringent wastewater treatment standards has been upheld with the help of advanced technology to ensure that the quality of treated wastewater meets prescribed environmental regulations and is suitable for use in production processes. This approach helps reduce reliance on external water sources.

- **Community Engagement:** Rehabilitation of ecosystems of water sources and providing water supply for communities' consumption.

- **Stakeholder Engagement** in integrated water resource management.

- **Water Risk Assessment Tools:** Advanced tools such as WRI AQUEDUCT, satellite images and Early Warning System (EWS) have been utilized to assess water risks such as water shortages, floods, and droughts.

SCGP has operated businesses in both Thailand and abroad. Its Aqueduct-based water risk assessment shows 33 of the Company's plants are located in areas with high to extremely high water stress, including Phoenix Pulp and Paper Public Company Limited in Khon Kaen, Thailand, and

PT Fajar Surya Wisesa Tbk. in Indonesia. The Company therefore prioritizes efficient water management to prevent business disruption risks and impacts on surrounding communities, as shown in its many projects, such as:

3R Principles (Reduce, Reuse, Recycle)

SCGP prioritizes efficient water resource management by continuously investing in technologies designed to reduce water consumption in production processes and increase water circularity. Such efforts aim at ensuring sustainable and cost-effective water usage.

- Reduce – decreasing water consumption in production processes.
- Reuse – reusing water in production processes.
- Recycle – recycling water.

In 2025, SCGP reduced water withdrawal per ton of production by 2.4%, compared with the base year of 2022 as a result of various 3R initiatives including:

Production Process Water Use Reduction Project-Reduce

- Packaging Paper Products by PT Fajar Surya Wisesa Tbk. - The Company has implemented a project to change couch roll in stock thickening system, which successfully reduced the amount of water required for pulp spraying. In addition, it has conducted a project to improve stock preparation process for greater efficiency by enabling the discontinuation of deinking of raw materials (CPO Line). As a result, water consumption in the production process was reduced by 219,000 cubic meters.

Reuse of Water within Production Process Project-Reuse

- **Pulp & Paper Products:** Water from the pulp sheet and paper production processes is heated and reused for pulp conditioning prior to entering the pulp sheet production line. This initiative has been implemented at Phoenix Pulp and Paper Public Company Limited. Notably, this project was initiated by employees, reflecting their active engagement and strong environmental awareness. This measure has enabled the reuse of 133,000 cubic meters of water within the production process.
- **Packaging Paper Products:** By PT Fajar Surya Wisesa Tbk. has installed fine-filtration systems to separate pulp from water in its production process. This initiative has successfully reused 84,000 cubic meters of water back into the production process.

Reused water - Fine filtration, PT Fajar Surya Wisesa Tbk.

- **Packaging Paper Products:** By Siam Kraft Industry Co., Ltd. (Kanchanaburi) has implemented the Closed-Loop Cooling System Project, which reused hot water from the machinery cooling process to the Cooling Tower. After water temperature is reduced, the cooled water is reused. Significantly reducing wastewater discharge, this initiative has enabled the reuse of 86,000 cubic meters of water within the production process.

Water Recycling Project-Recycle

- Packaging Paper Products: By Siam Kraft Industry Co., Ltd. (Kanchanaburi) has implemented a project to reuse effluent from the wastewater treatment unit for pump sealing within the production process. As this initiative has successfully reduced raw water consumption by up to 30%, it is being expanded to other plants.

Recycle water - Pump Sealing
Siam Kraft Industry Co., Ltd. (Kanchanaburi).

Water Risk Reduction

SCGP employs an Early Warning System (EWS) for effective water risk management. By integrating satellites images and data from WRI AQUEDUCT, the Geo-Informatics and Space Technology Development Agency (GISTDA), the Royal Irrigation Department, the Meteorological Department and the Pollution Control Department, the system provides a dashboard for real-time monitoring of water situations.

EWS can issue early warnings about floods and droughts, enabling the Company to plan an effective water management plan, reduce impacts on business operations, and increase preparedness to deal with water situations in all operational areas. Moreover, EWS fosters collaborations with communities and government agencies in accordance with the United Nations Office for Disaster Risk Reduction (UNDRR) guidelines and the Sendai Framework for Disaster Risk Reduction. The cooperation aims to enhance preparedness and ensure the sustainable use of water resources.

SCGP also has continuously collaborated with experts to assess and establish guidelines to prevent drought and flood risks in its operational areas. For example, the Company has partnered with the Chulalongkorn University's Environmental Research Institute in a project to study groundwater flow and the impacts of water extraction around Banpong Plant, Ratchaburi Province. Water quality and water volumes have been checked to assess short-term and long-term risks of water sources in support of the formulation of contingency plan to prevent business disruption. This project was carried out via Siam Kraft Industry Co., Ltd. (Ratchaburi) in 2025.

Stakeholder Engagement in Water Management

SCGP is committed to fostering collaboration with stakeholders throughout the entire value chain to enhance sustainable water resource management. This commitment spans from Upstream and Core Operations to Downstream, encompassing government agencies, local communities, raw material suppliers, customers, and suppliers. Each sector plays a vital role in building a balanced water ecosystem for the long term.

Upstream Stakeholders — Suppliers in Supply Chain

• Collaboration with Suppliers

SCGP collaborates with chemical suppliers and technical partners in planning and controlling chemical usage in water production and wastewater treatment systems. The primary goals are to reduce chemical consumption without compromising water quality and to enhance the efficiency of water recycling within production processes.

Key Stakeholders in Operational Process — Government Agencies, Communities, and Employees

• National-Level Water Management Collaboration

SCGP has been selected by the Federation of Thai Industries to join the Water User Organization under the supervision of the National Water Resources Committee (NWRC). This membership aims to support Thailand's water resource management goals and promote sustainable living.

SCGP plays a water-management role in Thailand's five major river basins - Mae Klong River Basin, Eastern Coast River Basin, Bang Pakong River Basin, Chi River Basin, and Tha Chin River Basin. As a member of the Water User Organization, SCGP has been appointed to the River Basin Management Committees for the Bang Pakong River Basin and the Chi River Basin through representatives from Thai Cane Paper PLC (Prachinburi) and Phoenix Pulp & Paper PLC. The representative of Siam Kraft Industry Company Limited has also joined the Mae Klong River Basin Management Committee as a specialist. The missions cover all aspects of water management from efficient use of water and water source development to water system management and maintenance aquatic ecosystems, as well as the rehabilitation and conservation of water resources, in support of integrated water management that balances environmental, economic, and social dimensions.

• The Restoration of Water to Nature Systems

SCGP is committed to treating wastewater to a quality exceeding regulatory standards before returning it to natural water sources. As assurances that effluent will not harm water sources, the quality of effluent has been checked regularly at the points of discharge. Moreover, water-quality tests are also conducted at water sources taking in effluent to ensure full compliance with applicable standards. The Company also replenishes natural water supplies through check dam construction projetcs.

Effluent is discharged into an on-site stream within the plant area before flowing into a public water body - Khon Kaen.

Check Dam Construction Project: SCGP has built check dams every year. In 2025, the Company built a total of 1,217 check dams nationwide. For example, Phoenix Pulp & Paper PCL. in collaboration with the Nam Phong National Park and the Khok Sung Community in Ubolratana District set up 100 check dams under the "SCGP Conserving Environment from Mountains to Mighty Rivers Project" In the country's West, Siam Kraft Industry Co., Ltd. (Kanchanaburi) collaborated with community forest networks to build 30 check dams in the compound of the Mahidol University's Kanchanaburi Campus.

Check dam construction projects - Khon Kean.

• Water Resource Support for Community

- Packaging Paper Products: PT Fajar Surya Wisesa Tbk. has conducted several projects in collaboration with communities in its plant's neighborhood, including fish releasing programs to balance river ecosystems and river cleaning initiatives - which remove weeds and water hyacinths - to maintain water quality for community consumption.
- Pulp & Paper Products: Phoenix Pulp & Paper PLC has implemented a project to alleviate communities' water shortages by pumping water from rivers and distributing it to people in its neighborhoods.

Aquatic life retacking and water resource conservation project - Indonesia.

Downstream Stakeholders-Customer

SCGP's production process has continued to reduce water consumption per ton of production by improving water efficiency and applying the 3R principles. These efforts ensure products delivered to customers have a reduced water footprint, enhance resource efficiency, and mitigate water risks. For example, CA-grade packaging paper can reduce water intensity per ton of production (m^3/ton) by 13.3% in 2025, when compared with the base year of 2022.

International Standard Certification and Environmental Performance Assessment

SCGP is committed to sustainable environmental management by strictly adhering to domestic and international laws and standards. Its commitment covers the prevention and reduction of impacts from greenhouse gases, waste, water pollution, air pollutants, and odor. The Company also promotes the efficient use of water, energy, and resources, as well as the conservation of biodiversity.

As assurances for its systematic practices, SCGP has prepared internal audits in the form of Environmental Performance Assessment Program (EPAP), which evaluates governance, supply chain, operations, products and services, as well as stakeholder management and communications.

In 2025, all 34 of SCGP's companies in Thailand (100%) passed the EPAP assessment via Self-Declaration. The Company now plans to expand EPAP to its operations abroad too, underscoring its commitment to environmental efficiency and transparency.

Sustainability Management System

In 2025, SCGP and other companies within the scope of this report were certified based on the following standards:

- ISO 9001 - Quality Management System: 82%
- ISO 14001 - Environmental Management System: 79%
- OHSAS/TIS 18001/ISO 45001 - Occupational Health and Safety System: 66%
- FSC™ - Forest Stewardship Council™: 100%

People and Community Care

SCGP places stakeholders at the center of its operations, adhering to principles of respect, responsibility, and building strong relationships with employees, customers, communities, and business partners —the foundation of sustainable operations. The Company aims to enhance quality of life, promote health and safety, protect human rights, and empower communities in support of mutual growth over the long-term.

Human Rights

Targets	Performance in 2025
• Zero case of human rights violations every year.	**0**
• 100% of employees complete and pass Ethics e-Testing on human rights every year.	**100%** [1]
• 24% of female employees in all management positions by 2030.	**25.1%**

[1] Coverage is applicable 2 years for domestic subsidiaries and 3 years for subsidiaries abroad, starting from the year in which SCGP obtains control.

SCGP has manufacturing bases in both Thailand and beyond, covering various regions, to accommodate its business growth and customer needs, and its expansion of operating scope including partnership-focused investment in foreign countries. Recognizing that human-rights issues become increasingly significant in this context, SCGP is firmly committed to adhering to international human rights standards, notably the Universal Declaration of Human Rights (UDHR), the United Nations Global Compact (UNGC), the United Nations Guiding Principles on Business and Human Rights (UNGP), as well as guidelines set forth by the International Labor Organization (ILO) and the Organisation for Economic Co-operation and Development (OECD). The Company, as a result, has developed the Human Rights Policy and Guidelines to ensure its business operations comply with international standards and protect the rights of stakeholders across its entire value chain.

Strategies

- Integrating human rights actions, and managing diversity, equity and inclusion as essential components of its business practices across both domestic and global value chains.

- Enhancing and developing participation projects that extend the principles of human rights respect to all stakeholders throughout the value chain and within society.

- Serving as a model and sharing experiences regarding human rights with other organizations to foster broader industry-wide improvements.

Management under the Human Rights Framework

SCGP's Human Rights Due Diligence (HRDD) covers labor rights, communities, the environment, health, and safety, both within its internal operations and throughout the value chain in Thailand. The Company also fosters collaboration with external agencies to ensure it, communities, and society grow together based on respect, equity, and sustainable development. The assessment framework and practices encompass the following:

1. Commitment: SCGP operates its businesses in accordance with its human rights policy as well as international standards, such as the United Nations Guiding Principles on Business and Human Rights (UNGP) and relevant labor laws.

2. Human Rights Due Diligence: This assessment helps identify and assess human rights risks related to 24 issues, including community rights, labor rights, the environment, health and safety, modern slavery. It also assesses potential impacts from SCGP's operations as well as those of suppliers and business partners in the value chain. The process includes an annual summary of salient issues.

3. Monitoring and Tracking: SCGP formulates and implements plans to mitigate or prevent impacts from salient human rights issues. In 2025, "Health and Safety" was identified as the salient issue. The Company has therefore improved its work sites to reduce machinery contact risks for employees and contractors, strengthened the safety culture in the workplace, and enhanced incident analysis quality to address root causes and support prevention. Moreover, it has governed driver fatigue within the logistics fleets of its suppliers to ensure an accident-free value chain. Performance is monitored by SCGP's Safety-related Committees. In 2025, no human rights violations were found.

4. Remediation and Grievance Mechanism: Employees and other stakeholders can report potential human rights violations through the SCGP Whistleblowing website. This mechanism is open, transparent, and fair, facilitating investigation, disciplinary action against offenders, and remediation for affected parties.

5. Awareness and Communication: SCGP promotes human rights knowledge among stakeholders through internal communications, relevant training courses, and Ethics e-Testing to ensure correct understanding and compliance.

SCGP Employee Singing Contest.

Key Human Rights Performance

- **Promoting Workplace Diversity:** SCGP fosters an open, non-discriminatory, and inclusive work environment that respects individual differences. Its efforts cover empowerment activities, Performance Dialogues training for supervisors, and various other activities that allow employees to express their potential and interests, such as singing contests, the production of video clips on safety and corporate culture, healthy exercises, and community service activities including Kathin offerings and blood donation.

- **Fair Employment Conditions and Welfare:** SCGP respects diversity and ensures equity by allowing employees leave for religious observance and gender-affirming surgery, and by providing benefits appropriate to all life stages, such as parental leave for spouses, education benefits for employees' children, and a provident fund. Wages are also set fairly, enough to support living and commensurate with positions, legal requirements, experience, and performance. SCGP also conducts Gender Pay Analysis annually, with no discrimination on the basis of race, nationality, religion, gender, language, age, skin color, education, social status, culture, traditions, or any other status.

- **Freedom of Association and Collective Bargaining:** SCGP supports employee participation through the Welfare Committee and related working groups, which hold discussions and seek to improve working conditions. Additionally, the Company provides channels for employees to express their views on employment conditions and participate in collective bargaining.

- **No Forced Labor:** SCGP does not use forced labor or any form of coercion for either Thai or migrant workers. Control measures are in place to ensure that employment is voluntary and that working hours do not exceed legal limits. In 2025, all units complied with labor standards. Besides, subsidiaries have passed audits against labor standards and occupational health and safety requirements under the Sedex Members Ethical Trade Audit (SMETA), such as Thai Paper Company Limited, Go-Pak Vietnam Limited, and Go-Pak Paper Products Vietnam Company Limited.

- **Prohibition of Child Labor:** SCGP complies with the Labor Protection Act B.E. 2541 (1998) and related laws. It does not employ children under the age of 15, and maintains a rigorous age verification system for all workers.

Workplace Diversity Promotion Activities.

Occupational Health and Safety

SCGP places strong emphasis on occupational health and safety, thereby setting the goal of becoming an Occupational Injury and Illness free organization. The pursuit is backed by the implementation of the SCG Safety Framework, which serves as the unified operational standard across all domestic and international business units. SCGP also has safety-related committees, including labor unions in some plants. Employees and executives from both production and non-production functions, as well as external parties, are appointed by the Company to monitor overall safety performance and improvements in work processes involving machinery. In addition, Job Safety Analysis is conducted before work begins and as part of the work-permit process. Furthermore, SCGP promotes safety culture as a core part of daily life, instilling a safety-first mindset for employees to apply both during and outside of working hours to ensure the continuous well-being and safety of employees and their families.

Targets	Performance in 2025
• Zero work-related and transportation-related fatalities of employees and contractors every year.	**1** Fatality
• Zero Lost Time Injury Frequency Rate (LTIFR) of employees (per 1,000,000 hours worked) within year 2030.	**0.40**
• Zero Lost Time Injury Frequency Rate (LTIFR) of contractors (per 1,000,000 hours worked) within year 2030.	**0.36**
• Zero Work-Related Occupational Illness and Disease Frequency Rate among employees in Thailand operation (per 1,000,000 hours worked) every year.	**0**
• 100% of contractors are certified by the SCG Contractor Safety Certification System (SCS) every year.	**95%**
• 100% of the contracted carriers are certified for goods transportation safety every year.	**100%**

Strategies

- Encouraging employees at all levels and contractors to become safety leaders, raising safety awareness, and promoting behavior change towards a robust safety culture.
- Committing to upgrading the Occupational Health and Safety Management system compliance to align with both local and international standards striving for excellence in Occupational Health and Safety.
- Developing digital technology that facilitates Occupational Health and Safety operations, making implementation easier and improving overall efficiency.

Management Practices

Promoting a Safety Culture

1. Safety Leadership "From Care to Action with Building Sustainable Safety"

   SCGP is determined to promote safety as a core corporate culture at all levels of the organization, emphasizing the development of safety leadership through the Felt Leadership in Action program so that safety becomes the foundation of every decision and supports the goal of zero occupational injuries and illnesses. From 2024 to 2025, the Company expanded the training from executives to supervisors across all business units, totaling 1,668 participants, and conducted ongoing assessments to measure knowledge, understanding, and commitment to safety leadership.

2. Care for All

   SCGP drives its safety culture in line with the Bradley Curve Model to raise awareness and care for one's own safety and that of others, under the concept of Care for All and the value "Everyone can contribute to safety anywhere, anytime." In 2025, the Company implemented the **"CARING LINE WALK,"** caring starts with one small step. hereby supervisors and executives regularly visited work areas to observe working conditions, communicate with care, and provide preventive guidance to foster a safe work environment and mutual care at all levels of the organization.

A Campaign to raise safety awareness for employees and business partners. (This photo was taken by Suphattha Khunnawutwiset, Safety Officer-TCRY.)

Enhancing Occupational Health and Safety Management in workplace

- **SCG Safety Framework**

  SCGP's occupational health and safety management has continuously proceeded in accordance with "SCG Safety Framework," with annual self-assessments and self-declarations made under the Safety Performance Assessment Program (SPAP) both domestically and internationally. In 2025, assessments showed safety performance had progressed beyond the Awareness level, successfully reaching the Standard, Advance, and Excellence stages. In 2025, SCGP organized the SPAP Auditor Skills training program to enhance knowledge and skills in auditing according to SPAP standards. The program focuses on developing personnel capabilities to effectively perform roles as assessors.

- **Contractor Safety Management**

  SCGP has managed contractor safety based on the direction and plans formulated by the Contractor Safety Management Committee (CSM). The management has been done via the CSM Implementation, which governs and monitors safety standards across all subsidiaries to ensure consistency and comprehensive application.

In 2025, SCGP organized Business Partner Day 2025 to encourage suppliers and business partners to share best practices in ESG as well as occupational health and safety. The event provided opportunities to exchange both reactive and proactive experiences. During the event, business partners with outstanding performance in occupational health and safety were also granted awards in recognition of their achievements. The awards serve as incentives to foster the joint long-term development of shared standards.

Contractor Safety Recognition 2025

of **88** contenders, **33** won this award

Platinum	**10**	companies
Gold	**10**	companies
Silver	**8**	companies
Bronze	**5**	companies

Transportation Safety Recognition 2025

of **82** contenders, **41** won this award:

Platinum	**1**	company
Gold	**8**	companies
Silver	**16**	companies
Bronze	**16**	companies

QC Safety Award 2025

A total of **19** projects from **12** companies entered this category

- **Winner:** West Coast Engineering Company Limited
- **First Runner-Up:** HR Trans Services Company Limited
- **Second Runner-Up:** Lucky Circuit Engineering Company Limited

Contractor Safety Recognition Platinum Class - 3 Consecutive Years 2025

A total of **19** projects from **12** companies entered this category.
- Lucky Circuit Engineering Company Limited
- Nil Engineering Limited Partnership

As a result of SCGP's continuous safety promotion activities, 95% of contractors have passed the Contractor Safety Certification System assessment in 2025.

Felt Leadership Training Session.

" Lucky Circuit has been a contractor of SCGP for six years already, providing electrical system maintenance services to several plants. We work under the principles that **"safety must come first"** and **"everyone should go home with a smile,"** with a focus on **"understanding and addressing problems."** We are proud of this award, which motivates us to maintain our standards and continue improving."

Mr. Sumran Phetcharanon,
Project Manager
Lucky Circuit Engineering
Company Limited

- **Process Safety Management**

  SCGP places importance on process safety management by emphasizing High Hazard Process (HHP) for recovery boiler and semi-chemical pulp digester. Risk management is applied to reduce risks related to salient human rights issues and to prevent incidents that could disrupt business operations or cause severe damage to life and property, in accordance with the Process Safety Management Framework (PSM).

  - Establishing the Process Safety Information Corporate Standard (PSI) and the Process Hazard Analysis Corporate Standard (PHA).
  - Establishing process safety management and capability building.
  - Hazard Identification for High-Hazard Processes (HHP): Currently, HHP assessments have been completed in 4 factories, with 14 factories currently in progress. The goal is to achieve 100% HHP coverage across all factories by 2028.

- **Health Management**

  Beyond safety, SCGP prioritizes Occupational Health Management in pursuit of the "Zero Occupational Disease and Illness" goal. The operational guidelines are as follows:

  - Assessing health risks to determine appropriate control measures.
  - Establishing an industrial hygiene monitoring plan.
  - Implementing health monitoring programs that align with the risk factors of each type of work.
  - Analyzing trends of abnormalities that may lead to occupational illness and disease to continuously improve employees' health.

  In 2025, SCGP has also established key health guidelines, such as the Fitness for Work Corporate Guideline and the Heat Stress Management Guideline, to address and prevent health risks arising from the work environment. For communities,

the Company meets with community leaders and residents and coordinates with local hospitals/public health agencies to support community health. For example, SCGP has implemented dengue fever prevention and control programs. It has also arranged mobile medical units for communities.

- **Transportation and Vehicle Safety Management**

  SCGP systematically manages transportation safety by planning routes and monitoring journeys to prevent accident risks, reduce risks related to salient human rights issues, and enable prompt and appropriate emergency response. The Company also places strong emphasis on regular vehicle inspections and driver readiness checks to ensure safe operations from origin to destination.

In addition, SCGP promotes behavioral change among transportation drivers through the implementation of Operational Discipline (OD) and Fatigue Management. These initiatives aim to minimize the risk of transportation-related accidents caused by driver fatigue, with the ultimate goal of achieving "Zero Road Accidents" by 2025, covering both employees and business partners. In 2025, key actions include:

- Continuous monitoring of critical key performance indicators.
- Engaging transportation carriers to foster sustainable safe driving behaviors.
- Reviewing every step of the logistics process to ensure driver readiness, applying Fatigue Management principles.
- Developing communication campaigns to raise awareness, such as "Drive Safely During the Rainy Season – Your Family Is Waiting," and organizing activities like short video contests under the theme "Safe Driving."

SAFEsave: Peace of Mind When Using SCGP's Services

SCGP has integrated SAFEsave, a digital and AI platform, into its occupational health and safety operations to ensure easier implementation. This platform reduces complicated procedures, decreases data discrepancies from operational staff, and solves problems related to the lack of a centralized database for audit and traceability. SAFEsave was initially implemented in the Technology, Digital and Productivity department.

In 2025, additional modules were developed, including the e-Work Permit system, the Emergency Response Inspection Module, the Asset Management system, Generative AI for occupational health and safety Q&A, to further enhance the ease of use and efficiency of SAFEsave.

Employee Caring and Human Capital Development

Targets	Performance in 2025
57% of employees across domestic and international operations are engaged with the organization every year.	55%[1]
100% of employees in Thailand received a performance assessment and completed employee development plan on the Learning Management System (LMS) every year.	100%

[1] Evaluation methods by Gallup Company Limited.

In a rapidly changing and challenging business environment, SCGP firmly believes that its "people" are the core foundation of its stable and sustainable growth. The Company therefore attaches importance to developing its employees under a lifelong learning concept. Employees are trained in significant skills such as digital skills, data, and AI, and encouraged to apply smart technologies to improve work efficiency, drive innovation, and enhance the value of products and services delivered to customers. Moreover, the Company promotes individual development plans and engages employees in career-growth planning so that they can confidently "grow in their field of interest". Additionally, SCGP seeks to embed ESG awareness at all levels of the organization because sustainable growth will materialize only when all employees contribute to the creation of value for the business, society, and the environment. SCGP develops its people not only for today but also for the future, paving the way to achieve solid sustainability.

Strategies

- Promoting the development of diverse skills via the 70 20 10 learning model, and encouraging employees to develop Data & AI skills to ensure their readiness to work in a rapidly changing and challenging landscape.

- Engaging employees in defining goals and delivering value to customers, the Company, and society.

- Providing fair and comprehensive employee care to achieve employee engagement, which includes offering appropriate welfare such as support for emotional well-being and quality of life.

Employee Development

Enhancing Employees' Learning Potential

- SCGP is dedicated to the continuous development of its employees' potential under the SCGP Learning Framework. This framework ensures that employees are well-equipped to adapt to evolving industry challenges and customer needs, via a comprehensive learning system. Designed to suit all groups of employees, the system seeks to help employees develop functional skills, leadership skills,

business acumen, as well as Data & AI skills. Featuring diverse learning methods, it can match the role and responsibilities of employees at all levels.

- By leveraging the 70 20 10 learning model, employees can develop their skills anytime and anywhere through the modern and flexible Learning Platform. This model emphasizes learning from on-the-job experiences, collaborations with others, and theories. Additionally, SCGP's strong emphasis on Knowledge Management (KM) helps create spaces for sharing best practices, cross collaborations, and the archive of knowledge that can also be passed on to younger generations.

Boost Up Plus

- Boost Up Plus program creates opportunities for employees to design their learning courses based on their interests – hard skills or soft skills. SCGP encourages its employees to take courses that will enhance their work performance and wellbeing by providing resources useful to their personal goals.

A learning platform offering courses designed to enhance work capabilities and health.

Career Growth Visualization

- SCGP has developed Career Growth Visualization guidelines so that its employees clearly see their career path in production, marketing, sales and specialized functions. Supervisors help with the visualization through Performance Dialogue and Career Path discussions. These interactions enable employees to analyze their current skills and identify the competencies required for future roles. The structured approach reflects SCGP's commitment to cultivating a challenge-ready workforce and fostering sustainable growth at both individual and organizational levels.

Employee Caring

Employee Well-being

SCGP is committed to enhancing the well-being of employees and their families through targeted health promotion programs that span 3 key aspects: physical health, mental health, and financial health. The Company organizes various activities to promote employee well-being. Employees' physical health is promoted via the Company's Health Center. Employees can participate in healthy exercises with advice from physicians and experts, organized by the Company, based on their interests. For mental-health counseling, employees can turn to iSTRONG services. Little Club, meanwhile, opens its door to employees' children on school holidays. Activities at the club are designed to support children's development based on their age. Its operations therefore contribute to the wellbeing and the balance of employees' families. Furthermore, SCGP has conducted XYZ course to support employees in planning their post-retirement finances, enabling them to retire with confidence.

Work Environment

To support workplace diversity, SCGP fosters a positive work environment where employees can collaborate smoothly regardless of gender, beliefs, ethnicity, age, or other differences. This work environment contributes to the Company's open, fair, and inclusive culture that enables everyone to realize their potential.

Employee Engagement Survey

SCGP has conducted employee engagement surveys on an annual basis to monitor engagement levels and utilize the findings for its employee-care development – which covers learning and capacity-building, workplace relationships, and physical and emotional well-being. In 2025, the Company placed an emphasis on leaders' roles in efforts to drive employee engagement and foster stronger connections within the workforce. In collaboration with Gallup, SCGP has conducted the survey using the Q12 Inner Drive Model. Findings in 2025 showed 55% of employees across domestic and international operations are engaged with the organization, which was higher than the previous year. Furthermore, the Company has continuously strengthened its leaders' capabilities and commitment to leading and promoting the concept that everyone in the workforce is on the same journey and contributes to its success. This direction helps promote employee engagement at all levels. Moreover, SCGP's People Committee plays a crucial role in driving and supporting work plans/activities designed to ensure that employees work happily and efficiently while achieving the Company's objectives.

Employee Engagement Activity : SCGP Culture Communication.

Employee Wellness Activity : Cycling.

Customer and Consumer Centricity

Target

- Customer experience score 85% every year.

Performance in 2025

89%

Strategies

- Leveraging technology and customer data for product development and enhanced proactive customer management.

- Driving seamless customer experience through an integrated omnichannel approach.

- Driving customer-centric corporate culture by engaging employees at all levels in the sustainable creation of good customer experience and shared value.

- Continuously monitor and evaluate customer satisfaction for insights to be used in service and customer experience enhancement.

Smart Platform Development and AI Integration for Enhanced Performance and Customer Experience

- **SCGP E-Ordering Phase 4:** This system enhances convenience for both customers and employees by enabling all orders to be reviewed in one place, allowing faster order confirmation and response. As the system is linked to the production planning center, the platform enables more efficient verification of delivery dates. Customers can also track real-time delivery status updates. Now in its Phase 4, SCGP E-Ordering system has expanded to include additional product categories.

- **AI Chatbot for Customer Services:** In 2025, SCGP enhanced its customer services capabilities through level with the integration of AI Chatbot into its LINE OA and LINE Front-end Framework (LINE LIFF) channels. The AI Chatbot can answer questions about delivery status and provide essential information to customers and employees automatically and promptly.

- **Customer Success Platform:** Designed to successfully upgrade customer services, this platform has Pre-Purchase, Purchase, and Post Purchase functions.

Operational Improvement based on Customer Satisfaction Survey

SCGP places strong emphasis on continuous improvement to effectively respond to customer needs and maximize satisfaction. The Company conducts customer satisfaction surveys biennially in collaboration with SIM Research Company Limited. Building on survey insights, SCGP recently introduced the "Voice" service.

Designed to efficiently support customers' inventory management, "Voice" automatically analyzes stock and sends purchase-order alerts. This innovation helps reduce stock level by 26.5%, prevent stockouts, streamline work processes, save time, and reduce manual errors. With Voice, SCGP empowers customers paving the way for mutual and sustainable growth.

Collaboration and Data Sharing with Customers Across the Value Chain

SCGP is committed to collaborating with customers and stakeholders across its value chain in greenhouse gas emission reduction and the development of circular economy. In 2025, SCGP conducted knowledge-sharing activities on carbon footprint and circular packaging solutions with 19 customers, This supports customers in planning their GHG emission reductions and achieving their sustainability goals. These collaborations also enhance customers' ESG capabilities, support the circular economy, reduce environmental impacts, and strengthen long-term competitiveness.

Sharing knowledge of the circular economy and new regulations with customers.

Sharing knowledge of greenhouse gas reduction with customers.

Community and Social Development

Targets

Performance in 2025

- Community satisfaction index 90% every year.

97%

- SCGP Open House 12 times, with 1,000 participants per year.

30 times / **1,759** participants

Strategies

Management Practices

- Leveraging internal and external expertise to support and uplift society.
- Engaging employees and stakeholders in generating sustainable value for community.
- Innovating to address community needs, tackle social challenges, develop model communities, and expand within the network of communities.

- SCGP has initiated collaborative projects with stakeholders in communities and expanding them in response to community feedback to foster a model community in terms of environmental conservation and local employment.
- SCGP has conducted stakeholder engagement activities by promoting youth's environmental and health knowledge, the elderly's good health and vocational skills for income, as well as village health volunteers' health knowledge to bring benefits to local families and strengthen communities' health.
- SCGP has supported and implemented communities' sustainability projects such as crisis and disaster preparedness initiatives or public-health/educational programs to foster communities' immunity against health risks, promote their self-reliance, and create good ties between SCGP and communities.
- SCGP has fostered sustainable resource use and biodiversity conservation, including through the promotion of community-based environmental rehabilitation initiatives to engage communities in forest conservation, water resource stewardship, the enhancement of ecosystem moisture, the protection of biodiversity, and the sustainable use of local resources.

Performance in 2025

- **SCGP Zero Waste Community Plus Low Carbon Project**
  SCGP has successfully implemented "SCGP Zero Waste Community Project, which has continued for years from 2019. In 2024, the project covered all 183 communities in Ratchaburi's Ban Pong district, reaching its goal ahead of the initial deadline. In 2025, SCGP upgraded the project into "SCGP Zero Waste Community Plus Low Carbon Project" with the aims of efficiently managing excess materials and sustainably addressing climate change. The project focuses on educating people and inculcating greenhouse gas reduction, which covers energy efficiency and the expansion of green areas.

Bring Paper Back Project
542 Tons

SCGP Zero Waste Community
14 Communities

Low Carbon Schools
11 Schools

Generated Income from Career Building with Paper Band Weaving Project
2.3 Million baht

Greenhouse Gas Reduction
6,628 Tons CO_2 equivalent

Year 2025

SCGP Zero Waste Community Plus Low Carbon Project, Ratchaburi.

- **SCGP Health & Well-being Project**

Implemented from 2024, this project aims to enhance quality of life in communities via occupational development for continuous income generation. Also, it seeks to promote good health among youth and the elderly, who are considered vulnerable groups (individuals with limited capacity to protect their rights and interests), by promoting their knowledge of physical and mental health care. Under the project, sports science is applied to design health-promotion activities. Youth and the elderly in communities also receive age-appropriate nutrition education, and training in first aid, elder care, and cardiopulmonary resuscitation (CPR), so that they can effectively support the health of their families and communities.

As part of the project, Open House events are held to foster transparency and build authorities', community leaders' and local communities' confidence in SCGP. These activities also provide key forums for SCGP to receive feedback/recommendations and exchange viewpoints on a regular basis. Open House events are held for stakeholders to visit the Company's facilities and receive information on its plants' development projects. They therefore help promote participation, the exchange of best practices and SCGP's good ties with the public sector as well as local communities on a sustainable basis. In 2025, 1,759 joined the Open House events, which were held 30 times.

ชุมชนสร้างสุข
Year 2025

Generated Income from Social Enterprise Development Project
26.5 Million baht

Participants of Youth and the Elderly
975 People

Open House Project, Ratchaburi.

Sustainable Resource Usage Projects (Implemented from 2019)

Projects	Performance in 2025	Cumulative Total for 2019–2025
SCGP Plant the Trees to Beat the Heat	38,812 trees	340,018 trees
SCGP Conserving Environment From Mountains to Mighty Rivers	1,217 check dams	5,879 check dams

ปลูก ลด ร้อน
Year 2025

No. of trees
38,812 Trees

Greenhouse Gas Reduction
3,222 Tons CO_2 equivalent

รักษ์ภูผา ริมหานที
Year 2025

No. of check dams
1,217 Dams

- **SCGP Packaging Speak Out Project:** Designed mainly to strengthen youth's practical design, marketing, and sustainability knowledge that is related to the packaging business, this project has already continued for 9 years in Thailand (started from 2016) and for 5 years in Vietnam (started from 2021). In 2025, the project included the following activities:
  - Thailand: SCGP in collaboration with the Marketing Association of Thailand and LION Corporation (Thailand) Limited held the 34th marketing plan and packaging design contest for "J-MAT Award". With the "Packaging Speak Out The Power of Premium Herbs" theme, the contest attracted more than 3,000 students from 42 institutes.
  - Vietnam: A packaging bootcamp and competition were held, with the participation of 21 student teams (60 contestants in total) from 13 institutes. Titled "Packaging Design Reimagined," a related seminar was held. The event attracted 184 students and customers.

SCGP Plant the Trees to Beat the Heat Project, Ratchaburi.

SCGP Conserving Environment From Mountains to Mighty Rivers Project, Kanchanaburi.

Sustainable Value for Stakeholders

SCGP continuously assesses and engages with all nine stakeholder groups to ensure its operations respond to their expectations and support the Company's sustainability strategy. In the reporting year, the Company conducted stakeholder assessments and gathered insights through various methods, such as meetings, workshops, and surveys. Examples of ongoing stakeholder engagement are as follows:

Stakeholder Groups	Needs and Expectations	Participation Approach	Outcomes	Report	Page
1. **Shareholders/ Investors/ Business Partners/ Creditors**	• SCGP's action plans or strategies to achieve both long-term and short-term goals. • Operating results, development directions and business growth. • Corporate governance and transparent management. • Disclosure of information on business performances. • An optimum value of dividends. • Receptive to opinions/ suggestions for improvement of operations.	• Annual General Meeting. • Announcement of quarterly business performance. • Annual Report and Annual Sustainability Report. • Analyst conference. • Investor Relations (IR) for communication of operating results/action plans with investors around the world. • Hotline phone and e-mail, managed by IR. • Website. • Annual plant visits and CSR activities.	• Disclosureessential and necessary information on SCGP's operations • Conduct business with transparency and accountability • Listen to opinions and suggestions for business operation development	• Annual Report 2025 (AR) • Sustainability Report 2025 (SR)	SR 18-19
2. **Employees**	• Reskilling, upskilling, and potential development in line with business changes. • Business directions and guidelines for adaptation. • Employee care.	• Ensure regular communication through internal news. • Hold annual meeting between employees and executives. • Prepare employee engagement plans for each department to encourage employee's commitment to the organization. • Conduct yearly employee engagement surveys. • Conduct formal and informal employee opinion surveys. • Inform employees through internal channels, such as e-mail, Line Group, Employee Connect application. • Provide information to raise awareness on healthcare through multiple internal communication channels.	• Recognize employees' problems and expectations • Understand employees' needs and facilitate them to work happily and efficiently • Disclose operational information to keep employees informed of business operations • Promote a collaborative culture with other stakeholders	• ESG Highlight Performance • ESG Risks and Opportunities • ESG Metrics and Targets • Occuprtional Health and Safety • Human Rights • Employee Caring and Human Capital Development • Corporate Governance • Risk & Crisis Management • Information Technology Security & Cybersecurity	SR 18-19 SR 28-39 SR 20-21 SR 62-64 SR 60-61 SR 66-67 SR 73-74 SR 22-24, 28-39, 57-58 62-64 SR 75
3. **Customers**	• Provide integrated services and solutions that meet the needs of customers in a complete cycle. • Supply quality products and services that meet customer needs and are environmentally friendly. • Provide online channels for customers to respond to customer needs and behavior immediately.	• Develop sustainable products, services, and solutions, and consider environmental, health, and safety impacts at every step of the process. • Provide 24/7 channels for customers to give feedback or complaints about products and services. • Co-develop products with customers and collaborate in projects that promote social sustainability. • Conduct a yearly customer satisfaction survey. • Conduct a brand reputation survey. • Listen to customer needs through Facebook, websites, and customer visits.	• Recognize and understand customer needs to deliver products and services that meet their specific needs • Co-develop products with business customers, including promoting cooperation among customer groups to develop more sustainable products and services. • Create channels for customers to give feedback on products, promotions, and consultations–including receiving complaints.	• ESG Highlight Performance • ESG Risks and Opportunities • ESG Metrics and Targets • High-Tech and Low Carbon Innovations • Circular Economy across Value Chain • Corporate Governance • Product Stewardship • Customer Relationship Management	SR 18-19 SR 28-39 SR 20-21 SR 44-49 SR 44-47 SR 73-74 SR 19, 48-49 SR 67

Stakeholder Groups	Needs and Expectations	Participation Approach	Outcomes	Report	Page
4. Suppliers/ Contractors	• Provide knowledge and mentoring for better and safer transportation to grow along with SCGP. • Support operational knowledge with concerns on the Environmental, Social and Governance (ESG) to enhance the business partners' capability to reduce operational and reputational risks. • Establish measures for business partners, including the application of digital and online technology.	• Visit suppliers/contractors' places to exchange ideas and listen to their suggestions or recommendations for improvement. • Cultivate safety consciousness, raise awareness, and promote working behavior to build a safety culture. • Organize seminars to share new knowledge and trends that may affect business partners' operations. • Enhance the performance of transportation contractors through assessment and development under the annual Sustainability Program. • Establish measures for business partners, including the application of digital and online technology to ensure safety.	• Promote and maintain a safe and working environment for contractors in production and transportation • Create value for suppliers/ contractors by supporting and elevating the operations of business partners in order to develop knowledge and achieve maximum efficiency • Develop collaborative projects for business growth • Encourage suppliers/ contractors to assess risks and comply with the relevant laws pertaining to environment, labor, health, and safety	• ESG Highlight Performance • ESG Risks and Opportunities • ESG Metrics and Targets • Occuprtional Health and Safety • Human Rights • Corporate Governance • Sustainable Value towards Suppliers	SR 18-19 SR 28-39 SR 20-21 SR 62-64 SR 60-61 SR 73-74 SR 76-77
5. Communities	• Ensure that business operations do not affect communities and environment. • Leverage SCGP's expertise to develop and improve the quality of life of communities. • Promote learning and development to build career and income stability, increase sales channels, develop the marketing plan, and provide packaging.	• Visit communities to listen to their opinions, suggestions, and needs through community relations activities. • Conduct a community satisfaction survey annually. • Give advice and help develop communities across dimensions, using the expertise of the organization. • Collaborate with communities, experts, the government, and related sectors to create a positive social impact. • Communicate through social media, such as Line, Facebook, and X. • Create open house activities for the community visit to obtain their opinions.	• Be part of communities, respect their rights, and preserve the surrounding environment • Improve the quality of life and contribute to the communities and society where SCGP operates, both in Thailand and abroad • Listen to the community's opinions • Develop collaborative projects that make use of communities' potential for the benefit of society	• ESG Highlight Performance • ESG Risks and Opportunities • ESG Metrics and Targets • Circular Economy Across Value Chain • Biodiversity and Ecosystems • Water Management • Industrial Waste Management • Air Quality Management • Human Rights • Community Engagement and Development • Risk and Crisis Management	SR 18-19 SR 28-39 SR 20-21 SR 44-47 SR 50-53 SR 56-59 SR 44-45 SR 54-55 SR 60-61 SR 68-69 SR 22-24, 28-39, 57-58, 62-64
6. Government Agencies	• Be a role model of corporate governance for other organizations in terms of operational transparency and excellence. • Collaborate with public sectors and present guidelines for sustainability. • Make business disclosures with transparency and accountability. • Conduct business by heeding the impact on the environment and communities. • Participate in a collaborative project to achieve the Sustainable Development Goals (SDGs).	• Listen to opinions and suggestions from the government sector. • Voice opinions and suggestions regarding rules, regulations, and guidelines set out by the government sector. • Participate with public sectors and share best practices to disseminate to the public. • Elect a committee or working group and collaborate with public sectors in proposing regulatory rules. • Pay a visit to government agencies to obtain opinions and suggestions. • Disseminate information on business operations through articles, media, academic forums, exhibitions, and seminars.	• Conduct proper and appropriate business activities by strictly complying with applicable laws and regulations • Cooperate with government agencies on academic affairs and sponsorships	• ESG Highlight Performance • ESG Risks and Opportunities • ESG Metrics and Targets • Circular Economy Across Value Chain • Water Management • Community Engagement and Development • Risk and Crisis Management	SR 18-19 SR 28-39 SR 20-21 SR 44-47 SR 56-59 SR 68-69 SR 22-24, 28-39, 57-58, 62-64

Stakeholder Groups	Needs and Expectations	Participation Approach	Outcomes	Report	Page
7. Mass Media	• Become a role model for large enterprises that focuses on conducting business in accordance with the sustainable development framework (environmental, social, and governance), and commit to it thoughtfully and continuously, achieving tangible outcomes.	• Disseminate business information in various aspects regularly, such as business performance, and hold business press conferences. • Organize activities to explore operations or social activities occasionally. • Support media activities that are beneficial to society, aligning with SCGP's business principles, appropriately. • Have media dialogues to receive suggestions, opinions, or improvements to develop and design communication activities to match the needs and benefits of people who receive information.	• Communicate corporate news through in-depth media interviews and online surveys to provide news content responding to different media needs • Create an online communication channel to disseminate correct, complete, and up-to-date information, including facilitating media • Build engagement and good relationships with media	• Sustainability Report 2025 (SR)	
8. Civil Society/ Academics/ Thought Leaders	• Become a role model for small and medium enterprises to share best practices on sustainability. • Join forces with large enterprises to make significant changes for sustainability. • Cooperate with government agencies and present practical guidelines for sustainability.	• Listen to opinions and suggestions from civil society, academics, and thought leaders to develop business operations. • Cooperate in projects promoting social sustainability. • Build engagement and share best practices to civil society/ academics/thought leaders for implementation. • Provide information on the business operations through articles, media, meetings, exhibitions, academic work, and seminars.	• Make complete and transparent data disclosure • Listen to opinions and suggestions from the civil society sector • Seek opportunities to build partnerships to drive issues related to sustainability • Raise awareness and build understanding on sustainable development issues for the society • Utilize knowledge from experts to support collaborative projects	• ESG Highlight Performance • ESG Risks and Opportunities • ESG Metrics and Targets • Collaborative Network • SCGP is committed to Net Zero • Circular Economy Across Value Chain • Biodiversity and Ecosystems • Water Management • Community Engagement and Development	SR 18-19 SR 28-39 SR 20-21 SR 16-17, 45-47 SR 24-27, 41-43 SR 44-47 SR 50-53 SR 56-59 SR 68-69
9. Bussiness Associates	• Conduct business under the framework of fair competition, with business ethics and transparency. • Do not take advantage of business associates by unlawful means. • Do not damage the reputation of business associates by making malicious accusations. • Do not seek any trade secret information through dishonest or inappropriate means. • Do not conduct any action that infringes the intellectual property of business associates. • Support and promote free trade.	• Contribute as a committee or working group along with central organizations such as the Federation of Thai Industries or other associations. • Hold seminars to share knowledge on new trends that may affect business operations. • Conduct industry visits to build relationships and exchange ideas, suggestions, or improvements.	• Conduct business under the framework of fair competition and related laws • Disclose essential and necessary information on SCGP's operating performances • Conduct business with transparency and accountability • Listen to opinions/ suggestions for business operation development • Identity opportunities to build cooperation for encouraging and driving business-related issues that need consideration from the government sector	• Sustainability Report 2025 (SR)	

Governance

SCGP conducts its businesses responsibly and transparently to strengthen stakeholder confidence, adhering to the SCGP Code of Conduct and the Anti-Corruption Policy in every of its processes. Moreover, the Company places strong emphasis on ensuring suppliers' compliance with the principles of good governance to uphold standards and transparency across its value chain.

Corporate Governance

Targets	Performance in 2025
• Zero violations of the Anti-Corruption Policy every year.	**0 violation**
• 100% of employees learn and complete Ethics e-Testing every year.	**100%**[1]

[1] Coverage is applicable 2 years for domestic subsidiaries and 3 years for subsidiaries abroad, starting from the year in which SCGP obtains control.

Strategies

- Communicating with and supporting employees and suppliers to ensure understanding, awareness and stringent compliance with the SCGP's Corporate Governance Policy, the SCGP Code of Conduct, and the SCG Supplier Code of Conduct.

- Assessing and investigating anti-corruption risks through a preventative system, which includes ethics testing, risk management, internal control, and an accessible whistleblowing system for stakeholders.

Thai CAC Certification

SCGP is committed to anti-corruption policies and has been a Certified Company under the Thai Private Sector Collective Action Against Corruption (CAC) since 2022. The Company successfully passed reassessment and received its certification renewal on 31 March 2025.

Ethics Learning and Testing for Employees

SCGP has implemented Ethics e-Testing for 11 consecutive years, achieving a 100% participation rate from Thai employees at all levels annually and now expanding to foreign staff, to ensure its personnel understand and comply with the SCGP's Code of Conduct. Additionally, the SCGP Code of Conduct is now available in Indonesian language and Vietnamese language to support SCGP's overseas business expansion.

Whistleblowing System

SCGP has established a whistleblowing system that is accessible to both employees and external individuals, who can report misconduct safely and confidentially. In 2025, SCGP received 14 complaints. While most of them were about non-compliance with the Company's regulations, 1 were related to conflict of interest.

Employees and external parties may report misconduct through designated channels at any time. In 2025, the complaints were as follows:

Complaints	2022	2023	2024	2025
Total Complaints [1]	6	15	12	14
Carried-Forward Complaints from the Previous Year	1	2	5	7
Investigated and Completed Complaints	5	12	10	12
Complaints under Investigation	2	5	7	9
Classification of Complaints				
1. Unethical or Improper Conduct				
1.1 Conflict of interest [2]	0	0	1	1
1.2 Corruption	0	0	0	0
1.3 Violation of Human Rights	0	1	1	0
1.3.1 Sexual Harassment	0	1	0	0
1.3.2 Non-sexual Harassment	0	0	1	0
1.3.3 Discrimination	0	0	0	0
1.4 Antitrust	0	0	0	0
1.5 Personal Data Protection	0	0	0	0
1.6 Use of Insider Information	0	0	0	0
1.7 Others	0	0	0	0
2. Non-compliance with Company Regulations	1	4	5	6
3. Unsubstantiated Complaints	4	5	4	5

Notes

[1] No legal disputes between 2020 and 2025.

[2] Including conflict of interest involving businesses.

Information Technology Security and Cybersecurity

SCGP has improved its information technology security and cybersecurity management by upgrading action plan for enhanced data protection and data security. It has also continuously complied with personal data protection requirements, demonstrating its capabilities to mitigate evolving cyber threats.

Targets	Performance in 2025
• Information systems operate continuously at no less than 99.5% availability or no more than 1.83 days of downtime per year.	**99.99%**
• Zero complaints about customer data breach.	**0** complaint

Strategies

- Integrating information and cybersecurity risks into the organization's overall risk management, and continuously adjusting its proactive operational strategies to promptly and effectively address emerging cyber threats.

- Establishing IT security management processes that align with SCGP's Information Security Policy.

- Enhancing employee awareness and understanding at all levels through training, ensuring appropriate responses to cyber threats.

- Assessing information security continuously through both internal and external audits in compliance with applicable requirements and standards.

Information Security Performance

- SCGP has been certified based on ISO/IEC 27001:2022 by the British Standards Institution (BSI). The certification covers both its information security management system and data center.
- Mandating e-learning & e-Policy related to IT usage. In 2025, the Company achieved 100% of employees completed these online programs, which also integrate Personal Data Protection Act (PDPA) awareness.
- Integrating information security management into its Business Continuity Plan (BCP), the Company is governed with the Information Security Management System (ISMS) Committee for overall implementation, while regularly conducting incident response drills and phishing attack simulations to strengthen preparedness and awareness across all employee levels.
- Operating a Security Operations Center (SOC) and applying Attack Surface Management (ASM), the Company continuously identify vulnerabilities, assesss and mitigates cyber risks, respond to incidents under defined plans, and continuously improve processes for enhanced security.

- Developing the Zero Trust Network Architecture Project, the Company enhances access controls and data security in line with international standards, with annual internal audits conducted to ensure alignment with those standards.
- Creating an incident reporting platform, which uses email and the Information Technology Service Management (ITSM) system, to facilitate resolutions and prevent recurrence.

Internal Communication on Phishing Email Security Alerts.

Sustainable Value towards Suppliers

SCGP is committed to developing a sustainable value chain by elevating Environmental, Social, and Governance (ESG) standards in collaboration with suppliers at every stage of procurement. Efforts are made through assessment and oversight under the Sustainable Procurement Framework to ensure that suppliers align with good safety, human rights, labor, and environmental stewardship practices. In addition, the Company works with its suppliers to reduce Scope 3 greenhouse gas emissions via responsible sourcing, thereby strengthening long-term sustainable collaboration across the value chain.

Targets	Performance in 2025
• 100% of suppliers in procurement value committed to complying with SCGP Supplier Code of Conduct.	**96%**
• 100% of suppliers in procurement value passed the annual Environmental, Social, and Governance (ESG) risk assessment.	**100%**

Remarks: Procurement value refers to a value of 1 Million Baht or more per annual procurement.

Strategies

- Selecting and assessing capable suppliers.
- Evaluating risks and categorizing suppliers to formulate strategies and plan business development in alignment with associated risks.
- Developing and enhancing suppliers' capabilities towards sustainability.
- Fostering employees' awareness, knowledge, and skills for efficient procurement and purchasing practices.
- Evaluating suppliers to ensure their compliance with requirements.

Management of Sustainable Value towards Suppliers

1. **Supplier Capacity Building**

   SCGP promotes ESG standard upgrade and capacity-building among suppliers in its value chain via communications, evaluations and collaborative activities as follows:

   - Communicate ESG requirements from the outset of the partnership, conducts annual evaluations, and provides guidance to ensure that suppliers in its supply chain fully comply with its Supplier Code of Conduct.
   - Hold the Business Partner Day event to communicate its ESG direction and promote mutual understanding among suppliers and business partners.

ESG and Safety policy communication in Business Partner Day 2025.

Sharing Knowledge on occupational safety in workplace.

- Promote safety upgrades and ESG Performance, granting certificates to its suppliers that have compiled complete data for Carbon Footprint of Products (CFP).
- Share knowledge through the Thailand Supply Chain Network and supports suppliers' participation in Sustainability Award contests. Two of them, Chokvigran Part., Ltd. and Ingredion (Thailand) Co., Ltd., have received awards.

Thailand Supply Chain Network in 2025.

- Deliver lectures alongside the Stock Exchange of Thailand to share best practices in sustainable supply chain management at an event attended by over 400 participants.
- Develop business partners' occupational safety skills and knowledge, and monitors their compliance with legal and factory requirements.
- Assess and audit suppliers and business partners to ensure compliance with SCGP Supplier Code of Conduct and relevant legal requirements.

2. **Promotion of Supplier Diversity:** SCGP increased the proportion of female employment among its suppliers by 1.81% in 2025, compared with 2024. It has also promoted suppliers' compliance with legal requirements on compensation for persons with disabilities.

3. **Scope 3 Greenhouse Gas Reduction and Decarbonization**
SCGP is committed to reducing Scope 3 greenhouse gas emissions through its collaboration with suppliers on data-quality upgrade and the application of clean technology. Key initiatives include:

   - SCGP has enhanced its suppliers' capabilities by sharing knowledge on Scope 3 greenhouse gas emission calculation to build awareness, understanding, and the ability to calculate the Carbon Footprint of Products (CFP) at two events, which were held through its collaboration with the SCG JWD Academy and the Thailand Supply Chain Network (TSCN). Both events have been part of SCGP's continuous development of its suppliers.

Activity to provide suppliers with knowledge on CFP in collaboration with SCGJWD Academy.

Activity to provide suppliers with knowledge on CFP in collaboration with TSCN.

   - SCGP has given priority to suppliers with high impacts on Scope 3 greenhouse gas emissions. Currently, 33% of targeted suppliers have already submitted CFP data to SCGP.

4. **Decarbonization in Logistics**
SCGP has established the SCGP Logistics Optimization and Decarbonization Committee to drive the reduction of indirect greenhouse gas emissions in transportation (Category 4 and 9) by developing a platform to improve the accuracy of carbon emissions data. In addition, it has issued the policy to ensure that all new forklifts will be Electric Vehicles (EV), as well as transition other operational vehicles such as wheel loaders to EV systems. SCGP has also set a target for electric trucks to account for at least 10% of its total fleet. Currently, SCGP operates five 6-wheel electric trucks under a five-year memorandum of understanding (80 units in total) and 10 electric trailers, supporting the transition toward low-carbon logistics. In addition, SCGP is considering the adoption of the GLEC Framework (Global Logistics Emissions Council Framework), an international standard for logistics service providers to calculate and verify indirect greenhouse gas emissions from transportation in line with the GHG Protocol, to ensure accuracy, consistency, and comparability with international standards.

EV trucks for goods transportation.

5. **Conflict Mineral Survey:** To ensure that its value chain is free from tin, tungsten, tantalum, and gold sourced from conflict-affected areas, such as the Democratic Republic of the Congo or adjoining countries, SCGP conducts supplier surveys and requires suppliers with at-risk commodities to formally declare that their minerals are not sourced from such areas.

6. **Enhancing Employees' Awareness of Effective Sourcing and Procurement** through knowledge reviews based on the Sustainable Procurement Framework. In 2025, the implementation of the Framework was expanded to fiber packaging business in Indonesia.

05 Metrics and Target

Environmental Performance

Production and Raw Materials

Performance	2021	2022	2023	2024	2025	GRI Standard	SASB
Production (Thousand Tons) *	5,700	5,548	5,526	6,061	6,727		RT-CP-000.A
Total Raw Materials (Thousand Tons) [EN0.1]	7,219	8,649	6,828	7,443	7,255	GRI 301-1	
Recycled Materials (Thousand Tons) [EN0.1]	4,420	3,916	3,649	5,723	3,932		
Percentage of Raw Materials from Recycled Materials [EN0.1]	N/A	N/A	N/A	76.9	54.2	GRI 301-2	RT-CP-410a.1
Renewable Materials (Thousand Tons) [EN0.1]	2,750	4,691	3,117	7,304	7,099	GRI 301-1	
Percentage of Raw Materials from Renewable Materials [EN0.1]	N/A	N/A	N/A	98.1	97.9		RT-CP-410a.1
Renewable and Recycled Materials (Thousand Tons) [EN0.1]	N/A	N/A	N/A	N/A	7,104		
Percentage of Raw Materials from Renewable and Recycled Materials [EN0.1]	N/A	N/A	N/A	98.1	97.9		RT-CP-410a.1

Greenhouse Gas Emissions and Sequestration

Performance	2021	2022	2023	2024	2025	GRI Standard	SASB
Scope 1 and 2 GHG emissions (Tons CO2 equivalent) [EN1,*]	4,872,474	4,357,603	4,015,834	4,117,063	4,321,076		
Scope 1 GHG emissions (Tons CO2 equivalent) [EN1,*]	4,365,669	3,778,126	3,447,684	3,478,086	3,634,313	GRI 305-1	RT-CP-110a.1.
- CO_2 emissions from fuel combustion and process (Tons CO_2 equivalent) [EN1,*]	N/A	N/A	N/A	N/A	3,632,179		
- CO_2 emissions from Land Use, Land-Use Change and Forestry (Tons CO_2 equivalent) [EN1,*]	N/A	N/A	N/A	N/A	2,134		
Biogenic CO_2 emissions / CO_2 emissions from biomass (Tons CO_2 equivalent) [EN1,*]	1,399,131	1,540,860	1,786,776	2,054,168	1,936,769	GRI 305-1	
Scope 2 GHG emissions (Tons CO_2 equivalent) [EN1,*]	506,806	579,477	568,150	638,977	686,763	GRI 305-2	
- Market Based (Tons CO_2 equivalent) [EN1,*]	506,806	579,477	568,150	638,977	686,763		
- Location Based (Tons CO_2 equivalent) [EN1,*]	508,118	631,788	586,057	673,520	736,900		
Scope 3 GHG emissions (Tons CO_2 equivalent) [EN1,*]	N/A	1,459,010	2,096,246	2,800,423	7,100,424	GRI 305-3	
Category 1: Purchased goods and services (Tons CO_2 equivalent) [EN1,*]	N/A	556,430	859,465	1,419,020	1,545,614		
Category 2: Capital goods (Tons CO_2 equivalent) [EN1,*]	N/A	N/A	36,550	53,830	101,570		
Category 3: Fuel and energy related activites (Tons CO_2 equivalent) [EN1,*]	N/A	427,544	441,172	407,527	889,043		
Category 4: Upstream transportation & distribution (Tons CO_2 equivalent) [EN1,*]	N/A	354,632	384,560	344,322	303,673		
Category 5: Waste generated in operations (Tons CO_2 equivalent) [EN1,*]	N/A	N/A	17,883	26,502	58,836		

* Within SGS (Thailand) limited assurance scope (page 102-104)

Performance	2021	2022	2023	2024	2025	GRI Standard	SASB
Category 6: Business travel (Tons CO_2 equivalent) [EN1,*]	N/A	653	831	996	1,121		
Category 7: Employee commuting (Tons CO_2 equivalent) [EN1,*]	N/A	533	247	26,824	81,100		
Category 8: Upstream leased assets (Tons CO_2 equivalent) [EN1,*]	N/A	N/R	N/R	N/R	N/R		
Category 9: Downstream transportation & distribution (Tons CO_2 equivalent) [EN1,*]	N/A	83,180	66,206	67,851	67,775		
Category 10: Processing of sold products (Tons CO_2 equivalent) [EN1,*]	N/A	N/A	219,533	405,334	963,627		
Category 11: Use of sold products (Tons CO_2 equivalent) [EN1,*]	N/A	N/A	N/A	N/A	48,679		
Category 12: End-of-life treatment of sold products (Tons CO_2 equivalent) [EN1,*]	N/A	17,035	37,463	28,940	3,021,004		
Categrory 13: Downstream leased assets (Ton CO_2 equivalent) [EN1,*]	N/A	N/A	N/A	107	60		
Category 14: Franchises (Tons CO_2 equivalent) [EN1,*]	N/A	N/R	N/R	N/R	N/R		
Category 15: Investments (Tons CO_2 equivalent) [EN1,*]	N/A	19,002	32,336	19,169	18,321		
Scope 3 Biogenic CO_2 emissions / CO_2 emissions from biomass acquisition (Tons CO_2 equivalent) [EN1,*]	N/A	N/A	N/A	N/A	423,153	GRI 305-3	
Scope 1 and 2 GHG Intensity (Tons CO_2 equivalent per Ton of Production)	0.85	0.79	0.73	0.68	0.70	GRI 305-4	
Scope 1 GHG Intensity (Tons CO_2 equivalent per Ton of Production)	0.77	0.68	0.62	0.57	0.59	GRI 305-4	
Scope 2 GHG Intensity (Tons CO_2 equivalent per Ton of Production)	0.09	0.10	0.10	0.11	0.11	GRI 305-4	
Reduction in Scope 1 and 2 greenhouse gas emission compared with the base year 2020 (ton CO_2 equivalent) [EN1"]	117,874	632,745	974,515	873,285	669,272	GRI 305-5	
Reduction in Scope 1 and 2 greenhouse gas emission compared with the base year 2020 (%)	2.36	12.68	19.53	17.50	13.41	GRI 305-5	
- GHG Emission Reduction from activities within organization (Tons CO_2 equivalent)	N/A	632,745	974,515	873,285	669,272		
- GHG Emission Reduction from carbon offset activities (Tons CO_2 equivalent)	N/A	0	0	0	0		
Carbon Sequestration in Economic forest plantation (Tons CO_2 equivalent) [EN1,*]	N/A	N/A	152,181	270,228	308,949	GRI 305-5	

* Within SGS (Thailand) limited assurance scope (page 102-104)

Greenhouse Gas Emissions

Million Tons CO_2e — Tons CO_2 per Ton of Production

Scope 1 (Million Tons CO_2e) — Scope 2 (Million Tons CO_2e) — GHG Emissions Intensity (Tons CO_2e per Ton of production)

GHG Emissions Reduction Compare with the Base Year of 2020

Million Tons CO_2e — %

GHG Emissions Reduction (Million Tons CO_2e) — Percentage of GHG Emissions Reduction (Percentage)

Energy Consumption

Performance	2021	2022	2023	2024	2025	GRI Standard	SASB
Fuel Consumption from Non-Renewable Sources (Petajoules) [EN2,*]	47.5	41.5	38.1	38.3	39.0	GRI 302-1	
Fuel Consumption from Renewable Sources (Petajoules) [EN2,*]	13.4	14.6	16.8	19.3	18.6	GRI 302-1	RT-CP-130a.1.
Heating and Steam Consumption (Petajoules) [EN2,*]	1.47	1.43	1.47	1.20	1.16	GRI 302-1	RT-CP-130a.1.
Electricity Consumption (Petajoules)	2.66	3.48	3.31	3.52	3.95	GRI 302-1	RT-CP-130a.1.
Electricity Sold to grid (Petajoules)	0.35	0.26	0.25	0.25	0.24	GRI 302-1	
Energy Consumption outside of the organization (Petajoules)	0	0.40	0.34	0	0	GRI 302-2	
Total Energy Consumption within the organization (Petajoules) [EN2,*]	64.7	60.4	59.1	62.0	62.5	GRI 302-1	RT-CP-130a.1.
Energy Intensity (Gigajoules per Ton of Production)	11.3	10.9	10.7	10.2	10.1	GRI 302-3	
Reduction in Energy intensity (per ton of production) compared with the base year 2020 (%)	N/A	N/A	N/A	15.2	16.2	GRI 302-4	
Proportion of electricity purchased directly through the electricity grid (%)	N/A	N/A	N/A	4.64	5.18	GRI 302-1	RT-CP-130a.1.

* Within SGS (Thailand) limited assurance scope (page 102-104)

Total Energy Intensity

Gigajoules per Ton of production

Air Emissions

Performance	2021	2022	2023	2024	2025	GRI Standard	SASB
Oxides of Nitrogen (Thousand Tons) [EN5,*]	3.83	3.79	4.09	4.00	4.63	GRI 305-7	RT-CP-120a.1.
Oxides of Sulfur (Thousand Tons) [EN5,*]	3.80	3.67	4.30	3.00	4.48	GRI 305-7	RT-CP-120a.1.
Particulate Matter (Thousand Tons) [EN5,*]	0.95	0.90	0.75	0.90	0.86	GRI 305-7	RT-CP-120a.1.

* Within SGS (Thailand) limited assurance scope (page 102-104)

Water Withdrawal and Effluent Quality

Performance	2021	2022	2023	2024	2025	GRI Standard	SASB
Total water withdrawal (Million Cubic Meter) [EN3,*]	78.8	72.8	71.6	76.9	79.0	GRI 303-3	RT-CP-140a.1.
Water withdrawal from freshwater (TDS ≤ 1,000 mg/L) (Million Cubic Meter) [EN3,*]							
- Surface Water	34.2	32.0	34.0	35.9	36.2	GRI 303-3	RT-CP-140a.1.
- Groundwater	39.8	36.5	33.4	36	37.8	GRI 303-3	RT-CP-140a.1.
- Seawater	0	0	0	0	0	GRI 303-3	RT-CP-140a.1.
- Tap water or Third-party	4.80	4.30	4.11	4.98	4.98	GRI 303-3	RT-CP-140a.1.
Water withdrawal from freshwater (TDS > 1,000 mg/L) (Million Cubic Meter) [EN3,*]							
- Surface Water	0	0	0	0	0	GRI 303-3	RT-CP-140a.1.
- Groundwater	0	0	0	0	0	GRI 303-3	RT-CP-140a.1.
- Seawater	0	0	0	0	0	GRI 303-3	RT-CP-140a.1.
- Tap water or Third-party	0	0	0	0	0	GRI 303-3	RT-CP-140a.1.
Water withdrawal from freshwater (TDS ≤ 1,000 mg/L) in water stress area (Million Cubic Meter) [EN3,*]							
- Surface Water	0	0	0	17.8	17.9	GRI 303-3	RT-CP-140a.1.
- Groundwater	0	0	0	31.0	32.5	GRI 303-3	RT-CP-140a.1.
- Seawater	0	0	0	0	0	GRI 303-3	RT-CP-140a.1.
- Tap water or Third-party	0	0	0	1.0	1.0	GRI 303-3	RT-CP-140a.1.
Water withdrawal from freshwater (TDS > 1,000 mg/L) in water stress area (Million Cubic Meter) [EN3,*]							
- Surface Water	0	0	0	0	0	GRI 303-3	RT-CP-140a.1.
- Groundwater	0	0	0	0	0	GRI 303-3	RT-CP-140a.1.
- Seawater	0	0	0	0	0	GRI 303-3	RT-CP-140a.1.
- Tap water or Third-party	0	0	0	0	0	GRI 303-3	RT-CP-140a.1.
Recycled Water (Million Cubic Meter) *	15.9	14.2	14.6	14.4	14.0		RT-CP-140a.2.
Portion of Recycled Water (%)	14.2	16.3	17.0	15.7	15.1		RT-CP-140a.2.
Water Withdrawal Intensity (Cubic Meter per Ton of Production)	13.8	13.1	13.0	12.7	12.8		RT-CP-140a.2.
Reduction in Water withdrawal intensity (per ton of production) compared with the base year 2022 (%)	N/A	N/A	N/A	3.1	2.4		RT-CP-140a.2.
Water discharged to any sources (Million Cubic Meter) [EN3,*]							
- Surface Water	58.1	58.3	58.6	60.0	60.6	GRI 303-4	
- Groundwater	0	0	0	0.03	0	GRI 303-4	
- Seawater	0	0	0	0	0	GRI 303-4	
- Third-party water (total)	3.94	3.06	1.81	0.70	0.43	GRI 303-4	
- Third-party water sent for use to other organizations	3.81	2.91	1.67	0.49	0.17	GRI 303-4	

* Within SGS (Thailand) limited assurance scope (page 102-104)

Water Withdrawal and Effluent Quality

Performance	2021	2022	2023	2024	2025	GRI Standard	SASB
Total Water Discharge (Million Cubic Meter) [EN3,*]	62.1	61.4	60.4	60.8	61.1	GRI 303-4	
- Water discharge by freshwater (TDS ≤ 1,000 mg/L) (Million Cubic Meter) [EN3,*]	19.1	14.6	21.7	19.1	22.4	GRI 303-4	
- Water discharge by other water (TDS > 1,000 mg/L) (Million Cubic Meter) [EN3,*]	42.9	46.8	38.8	41.6	38.7	GRI 303-4	
Water discharge in Water Stress Area							
- Water discharge by freshwater (TDS ≤ 1,000 mg/L) in Water Stress Area (Million Cubic Meter) [EN3,*]	0	0	0	0	0	GRI 303-4	
- Water discharge by other water (TDS > 1,000 mg/L) in Water Stress Area (Million Cubic Meter) [EN3,*]	0	0	0	0	0	GRI 303-4	
BOD (Tons) [EN3,*]	1,460	666	531	425	564		
COD (Tons) [EN3,*]	8,093	6,020	5,768	5,698	5,959		
TSS (Tons) [EN3,*]	1,155	999	777	688	805		

* Within SGS (Thailand) limited assurance scope (page 102-104)

Water Withdrawal Intensity

Cubic Meter per Ton of Production

	2021	2022	2023	2024	2025
	13.8	13.1	13.0	12.7	12.8

Portion of Recycled Water

%
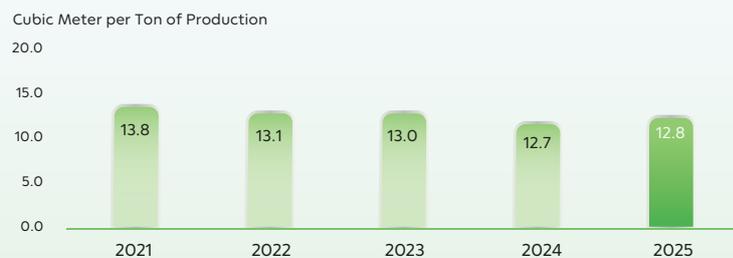
	2021	2022	2023	2024	2025
	14.2	16.3	17.0	15.7	15.1
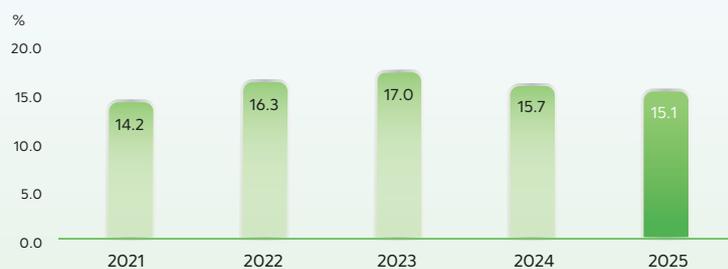
Industrial Waste Management

Performance	2021	2022	2023	2024	2025	GRI Standard	SASB
Hazardous Waste							
Hazardous Waste Generation during reporting year (Thousand Tons) [EN4,*]	64.0	48.4	87.7	43.1	42.6	GRI 306-3	RT-CP-150a.1.
Percentage of Recycled Hazardous (%) [EN4]	N/A	N/A	N/A	36.7	42.7		RT-CP-150a.1.
Hazardous Waste Generation Intensity (Kilograms per Ton of Production)	11.2	8.7	15.9	7.1	6.3		
Hazardous Waste Diverted from Disposal by Recovery Operations (Thousand Tons) [EN4]							
- Reuse / Recycled / Other Recovery Operations / Treatment	N/A	N/A	N/A	33.9	36.6	GRI 306-4	RT-CP-150a.1.
Hazardous Waste Directed to Disposal by Disposal Operations (Thousand Tons) [EN4]	N/A	N/A	N/A	10.0	6.0	GRI 306-5	RT-CP-150a.1.
- Incinerated with energy recovery (Thousand Tons)	N/A	N/A	N/A	1.9	1.5	GRI 306-5	RT-CP-150a.1.
- Incinerated without Energy Recovery (Thousand Tons)	0.06	0.21	0.03	0.70	0.76	GRI 306-5	RT-CP-150a.1.
- Landfilled (Thousand Tons)	14.8	8.7	7.2	7.0	3.6	GRI 306-5	RT-CP-150a.1.
- Other disposal operations (Thousand Tons)	N/A	N/A	N/A	0.5	0.2	GRI 306-5	RT-CP-150a.1.
Hazardous Waste in the Storage at the end of reporting year (Thousand Tons) [EN4]	0.18	1.18	0.95	0.13	0.13		RT-CP-150a.1.
Non Hazardous Waste							
Non Hazardous Waste Generation (Thousand Tons) [EN4,*]	1,489	1,467	1,359	1,415	1,431	GRI 306-3	
Non Hazardous Waste Generation Intensity (Kilograms per Ton of Production)	261	264	246	233	213		
Non Hazardous Waste Diverted from Disposal by Recovery Operations (Thousand Tons) [EN4]							
- Reuse / Recycled / Other Recovery Operations / Treatment	N/A	N/A	N/A	993	901	GRI 306-4	
Non Hazardous Waste Directed to Disposal by Disposal Operations (Thousand Tons) [EN4]	N/A	N/A	N/A	321	518	GRI 306-5	
- Incinerated with energy recovery (Thousand Tons)	N/A	N/A	N/A	286	502	GRI 306-5	
- Incinerated without Energy Recovery (Thousand Tons)	36.1	36.0	32.4	33.2	15.3	GRI 306-5	
- Landfilled (Thousand Tons)	2.9	3.5	0.3	2.1	0.3	GRI 306-5	
- Other disposal operations (Thousand Tons)	N/A	N/A	N/A	0.4	0.4	GRI 306-5	
Non Hazardous Waste in the Storage at the end of reporting year (Thousand Tons) [EN4]	103	105	152	252	265		

* Within SGS (Thailand) limited assurance scope (page 102-104)

Hazardous Waste Generation Intensity
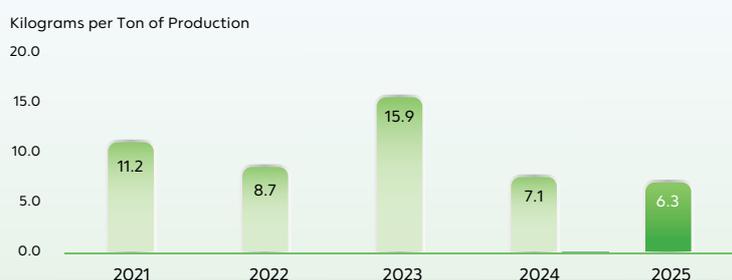
Kilograms per Ton of Production

Non Hazardous Waste Generation Intensity

Kilograms per Ton of Production

Hazardouse waste management by Incinerated without Energy Recovery

Thousand Tons

Year	Value
2021	0.06
2022	0.21
2023	0.03
2024	0.70
2025	0.76

Non Hazardouse waste management by Incinerated without Energy Recovery

Thousand Tons

Year	Value
2021	36.1
2022	36.0
2023	32.4
2024	33.2
2025	15.3

Waste diverted from disposal - Thailand and Abroad, GRI 306-4*

Waste	2025 (Tons)				
	Inside SCGP		Outside SCGP		Total
	Within Factory	Inside SCGP	Inside SCG	Outside SCG	
Hazardous Waste					
Reuse	0	0	0	20,516.80	20,516.80
Recycling	0	0	4.77	15,592.23	15,597.00
Other recovery operations	0	0	0	420.83	420.83
Treatment	0	0	0	15.40	15.40
Total	0	0	4.77	36,545.25	36,550.02
Non Hazardous Waste					
Reuse	554.71	20,724.44	2,550.65	11,054.84	34,884.64
Recycling	74,881.39	420,902.86	16,555.13	353,307.85	865,647.24
Other recovery operations	0	0	0	17.00	17.00
Treatment	0	0	0	0	0
Total	75,436.10	441,627.30	19,105.78	364,379.69	900,548.88

Waste directed to disposal - Thailand and Abroad, GRI 306-5*

Waste	2025 (Tons)				
	Inside SCGP		Outside SCGP		Total
	Within Factory	Inside SCGP	Inside SCG	Outside SCG	
Hazardous Waste					
Incineration (with energy recovery)	0	0	0	1,542.47	1,542.47
Incineration (without energy recovery)	0	0	0	759.69	759.69
Landfilling	0	0	0	3,563.32	3,563.32
Other disposal operations	0	0	0	171.58	171.58
Total	0	0	0	6,037.07	6,037.07
Non Hazardous Waste					
Incineration (with energy recovery)	309,126.25	20,537.75	30,394.58	141,555.07	501,613.65
Incineration (without energy recovery)	0	0	0	15,319.66	15,319.66
Landfilling	0	0	0	371.32	371.32
Other disposal operations	0	0	0	428.43	428.43
Total	309,126.25	20,537.75	30,394.58	157,674.48	517,733.06

*Within SGS (Thailand) limited assurance scope (page 102-104)

Environmental Expenditures and Benefits/Violations of Legal Obligations and Regulations

Performance	2021	2022	2023	2024	2025	GRI Standard	SASB
Environmental Operating Expenses (Million Baht)	739	1,005	871	843	777		
Environmental Capital Expenditures/Investment (Million Baht)	512	310	345	678	533		
Tax Incentives linked to Environmental Investment (Million Baht) [EN6]	70	56	10	48	177		
Number of violations of legal obligations/regulations (Number of Cases) [EN7]	0	0	0	0	0	GRI 2-27	
Amount of fines/penalties related to the above (Baht) [EN7]	0	0	0	0	0	GRI 2-27	
Environmental liability accrued at year end (Baht) [EN7]	0	0	0	0	0	GRI 2-27	

EN0.1 Production and Raw Materials

1. In 2020, the reporting covered the total raw material volume and the volume of raw materials from recycled materials across all plants in Thailand and abroad.
2. In 2021, the reporting covered the total production volume of all plants in Thailand and abroad.
3. In 2024, the reporting covered the total volume of all key raw materials, the volume of raw materials from recycled materials, and the volume of raw materials from renewable sources, such as wood chips, recycled paper scraps, virgin pulp, starch, and plastic pellets, across all plants in Thailand and abroad.
4. In 2024, the reporting covered the percentage of raw materials from: (1) recycled content, (2) renewable sources, and (3) renewable and recycled content.
5. In 2025, the reporting scope has been expanded to include the total volume of wood logs as a renewable resource within the overall raw material volume.

EN1 Greenhouse Gases

Greenhouse Gases (GHG) mean the volume of greenhouse gas emissions from operations, calculated in accordance with the "Greenhouse Gas Reporting and Calculation Guidelines" by the WRI/WBCSD, GHG Emissions Protocol, and the calculation tools of the International Council of Forest and Paper Associations (ICFPA). The principles are as follows:

1. Reporting scopes

   1.1 Direct Greenhouse Gas emissions (Scope 1) are generated from the production processes or activities that are under the supervision, control and management of the Company or its plants. Examples of Scope1 GHG emissions include GHG emissions from stationary combustion, mobile combustion, fugitive emissions, and chemical reactions. However, carbon dioxide emissions from the combustion of biomass, biogas, and lime mud at lime kilns shall be reported separately from Scope 1, since these carbon dioxide emissions are defined as Biogenic Carbon Dioxide: Carbon Dioxide that comes from biomasses, biogases, and lime in natural sources.

   1.2 Indirect Greenhouse Gas Emission (Scope 2) are GHG emission associated with the Company's energy purchased such as electricity, steam and heat. The information is reported in the following two formats:

   - Location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid average emission factor data).
   - Market-based method reflects emissions from electricity that companies have purposefully chosen (or their lack of choice). It derives emission factors from contractual instruments, which include any type of contract between two parties for the sale and purchase of energy bundled with attributes about the energy generation, or for unbundled attribute claims.

1.3 Indirect Greenhouse Gas Emissions (Scope 3) are other indirect GHG emissions or those not specified in Scope 1 and Scope 2. The Scope 3 GHG emissions cover 15 categories as follows:

Category 1:   Purchased Goods and Services

Category 2:   Capital Goods

Category 3:   Fuel and Energy-Related Activities

Category 4:   Upstream Transportation and Distribution

Category 5:   Waste Generated in Operations

Category 6:   Business Travel

Category 7:   Employee Commuting

Category 8:   Upstream Leased Assets (Not significant or related to SCGP businesses)

Category 9:   Downstream Transportation and Distribution

Category 10: Processing of Sold Products

Category 11: Use of Sold Products (reporting commenced in 2025)

Category 12: End-of-Life Treatment of Sold Products

Category 13: Downstream Leased Assets (reporting commenced in 2024)

Category 14: Franchises (Not significant or related to SCGP businesses)

Category 15: Investments

Remark: Indirect greenhouse gas emissions (Scope 3) in 2025 increased by 4,300,001 tonnes of carbon dioxide equivalent (tCO_2e) compared with 2024. The increase was primarily attributable to four key factors: Category 12 (End-of-Life Treatment of Sold Products) increased by 2,964,984 tCO_2e as reporting scope has expanded to cover products across both B2B and B2C customer segments. Category 10 (Processing of Sold Products) increased by 600,751 tCO_2e as reporting scope has expanded to include all categories of products sold. Category 3 (Fuel- and Energy-Related Activities) increased by 485,591 tCO_2e due to additional reporting of electricity transmission and distribution losses (T&D Loss) and fuel transportation. The scope of this Sustainability Report has expanded to cover more companies, resulting in an increase of 65,438 tCO_2e in greenhouse gas emissions.

1.4 Biogenic Carbon dioxide (Biogenic CO_2) are carbon dioxide emissions released during the combustion of biomass/biogenic fuels, such as biomass fuel, sludge from wastewater treatment systems, biogas, black liquor from pulp production, and lime mud combustion at lime kilns.

1.5 Carbon Sequestration refers to the process of capturing and storing carbon dioxide from the atmosphere in the form of wood. For example, eucalyptus plantations can serve as a carbon sink.

2. Reporting of Volumes

2.1 Calculation of Scope 1 Greenhouse Gas Emissions is based on the summation of GHG emissions from all combustion sources.

- Calculate from the volume of fuel consumption (by lower heating value), such as the volume of coal × lower heating value × greenhouse gas emission factor, with emission factors referenced from the Thailand Greenhouse Gas Management Organization (TGO). Other than TGO refer to "Intergovernmental Panel on Climate Change (IPCC) 2006".

2.2 Calculation of Indirect (Scope 2) Greenhouse Gas Emissions is based on the volume of purchased electricity, steam × greenhouse gas emission factor referenced from TGO, energy producer or supplier

2.3 In 2023, SCGP has set the target to reduce Scope 1 and Scope 2 greenhouse gas emissions by 25% by year 2030 compared to the base year of 2020 (4.99 million tons CO_2e), covering both Thailand and abroad businesses, and aims to achieve net-zero greenhouse gas emissions by 2050.

2.4 Greenhouse gas data from abroad companies has been included since 2020.

2.5 The margin of error in calculating greenhouse gas emissions shall not exceed 5% of the reported data.

3. Greenhouse Gas Type

This report will cover all 7 types of Greenhouse gases: CO_2, CH_4, N_2O, HFCs, PFCs, SF_6 and NF_3. Emissions are calculated and presented in terms of carbon dioxide equivalents using the Global Warming Potential (GWP) values set by the IPCC.

4. SCGP uses the Operational Approach to calculate its greenhouse gas emissions.

5. SCGP has designated 2020 as the base year for setting greenhouse gas reduction targets, as it was the first year in which the Company's report also included its overseas operations

EN2   Energy

The total energy consumption includes thermal energy, steam, all the electricity used in the Company or factory areas, and the volume of electricity sold externally and to associated companies. For thermal energy, the report shows the fuel consumption from both renewable and non-renewable sources.

1. Thermal Energy Consumption is the volume of fuel or steam (estimated based on the purchased amount or the change in stock) × Lower Heating Value (obtained from laboratory testing or from suppliers.)

2. Electrical Energy Consumption is the volume of electricity purchased from external sources for the activities of the Company or its plants. This does not include electricity generated internally through fuel combustion, as this would be double-counting energy.

3. Renewable fuels include fuels from wood chips, bark, agricultural residues, sludge from wastewater treatment systems, black liquor from the pulp production process, and biogas from anaerobic wastewater treatment systems.

4. Non-Renewable Fuel refers to fossil fuels and fuels from waste materials or by-products from production processes produced from fossil fuels, including waste reject and used oil.

5. Renewable Energy is clean energy derived from natural sources, including biomass energy (Biomass, Biogas, Sludge and Black Liquor), solar energy, wind energy, hydro energy, geothermal energy, used to replace dependency of fossil fuels.

6. Non-Renewable Energy is energy derived from fossil fuels or purchased energy produced from fossil fuels.

7. SCGP has designated 2020 as the base year for setting greenhouse gas reduction targets, as it was the first year in which the Company's report also included its overseas operations.

8. Data from overseas companies has been included since 2020.

EN3   Water

1. Water Management (comprising the volume of water withdrawal, water treated before discharge into external water bodies, and recycled water) is a consideration for assessing the efficiency of water usage from various sources.

2. Water withdrawal refers to the volume of water withdrawn from various raw water sources and used in production processes, offices, maintenance, and utilities. The sources of raw water are classified into five categories: surface water, groundwater, sea water, tap water, and water produced within the production process. Data on this part is obtained from accounting records or meter readings.

3. Water Source Quality refers to the quality of water from various sources, measured by Total Dissolved Solids (TDS) using standard methods. And is classified into two following categories:
   • Freshwater: TDS less than or equal to 1,000 milligrams per liter.
   • Other water: TDS greater than 1,000 milligrams per liter.

4. Recycled Water refers to the volume of water reused in all factory activities after being treated, excluding water that has not been through quality improvement process.

5. Effluent Quality refers to the quality of water discharged externally, such as BOD, COD, and total suspended solids, which are measured for concentration using standard methods along with the volume of effluent discharged into external water bodies.

6. Receiving Water Body Quality refers to the quality of various receiving water bodies, measured by Total Dissolved Solids (TDS) using standard methods. And is classified into two following categories:
   • Freshwater: TDS less than or equal to 1,000 milligrams per liter.
   • Other water: TDS greater than 1,000 milligrams per liter.

7. Water Data from abroad companies has been included since 2021.

8. The latest version of the AQUEDUCT 4.0 tool is used for assessing water-related risks.

EN4   Industrial Waste

Waste management is a consideration for assessing the efficiency of production processes, product quality enhancement, and manufacturing cost reduction. SCGP has established guidelines for the collection and reporting of environmental data since 2013, which also applies to all companies in SCGP.

The volume of industrial waste refers to the amount of waste generated from production processes, excluding waste in the production process that can be recycled (Work in Process, WIP). Industrial Waste is categorized into two types: hazardous waste and non-hazardous waste, as defined by the Ministry of Industry's 2023 Decree on the Disposal of Industrial Wastes.

Quantification Report

1. Waste Generated refers to the volume of industrial waste at the point of origin, or before entering the waste storage building. The volume is quantified by weighing scales or estimation.

2. Waste Stock refers to the volume of industrial waste accumulated and not yet managed or stored in designated areas as of the end of the year. The volume is quantified by weighing scale or estimation.

3. Waste Managed refers to the volume of industrial waste handled both internally and externally The volume is determined by weighing scale only.

4. Onsite Waste Management refers to waste management carried out by companies within the scope of SCGP's management.

5. Offsite Waste Management refers to waste management carried out by companies outside the scope of SCGP's management.

6. Reporting of waste management volumes from 2017-2020 was in accordance with GRI 306-2, 2016.

7. Reporting of waste management volumes from 2021 onwards has been in accordance with GRI 306-4 and GRI 306-5, 2020.

8. Data from overseas operations has been included since 2021.

9. The volume and percentage of hazardous waste generated that has been recycled both in Thailand and in abroad have been reported since 2024 in accordance with SASB (RT-CP-150a.1).

10. The report has expanded to cover hazardous and non-hazardous waste diverted from disposal by other recovery operations in Thailand and abroad (thousand tons) since 2024 in accordance with GRI 306-4.

11. Reporting of hazardous and non-hazardous waste directed to disposal in Thailand and abroad (thousand tons) has been included since 2024 in accordance with GRI 306-5.

EN5   Air Emissions

Air emissions refer to the volume of air pollutants, such as nitrogen oxides, sulfur oxides, and particulate matters deriving from combustions and present in production processes. The type of pollutant depends on the specific production processes of each operational unit. The results and methods of measurement are based on legal requirements, such as those set by the US EPA or equivalent standards.

1. Reporting Air emission calculation base on the concentration measured through spot emission testing under actual conditions. This is conducted by laboratories certified and registered with the Department of Industrial Works, Thailand. This includes the flow rate of the released flue gas and the operating hours of steam boilers. Additionally, the measurement of pollutant discharge from the stacks is carried out using Continuous Emission Monitoring Systems (CEMS).

    • Fiber packaging business and Consumer and Performance packaging business conducts random emission testing of air pollutants discharged from stacks (Spot Check) under actual conditions at the time of measurement by laboratories certified and registered with the Department of Industrial Works, Thailand.

    • Packaging Paper Business, Pulp & Paper/Foodservice packaging Business measures air emissions from stacks using Continuous Emission Monitoring Systems (CEMS).

2. Data from abroad operations has been included since 2020.

EN6   Tax Incentives and Privileges from the Board of Investment (BOI) for Environmental Projects

EN7   Number / Amount of Fines or Settlements in case of Violations of Legal Binding/Regulatory Obligations Exceeding 10,000 US Dollars. Covering topics related to air, water, waste , and health and safety.

Social Performance

Occupational Health & Safety

Performance	2021	2022	2023	2024	2025	GRI Standard	SASB
Workplace							
Work Hours (Hours) [S1,*]							
• Employee	36,498,929	37,481,036	38,387,881	58,856,191	62,647,150		
• Contractor	37,471,979	31,719,780	35,249,808	35,161,313	36,045,990	GRI 403-9	
Recordable Work-Related Injury (Cases) [S1,*]							
• Employee	67	53	52	63	73		
• Contractor	48	56	32	43	44	GRI 403-9	
Rate of Recordable Work-Related Injuries (Cases/ 1,000,000 hours worked) [S1,*]							
• Employee	1.836	1.414	1.355	1.070	1.165		
• Contractor	1.281	1.765	0.908	1.223	1.221	GRI 403-9	
Work-Related Fatalities (Cases) [S1,*]							
• Employee (male : female)	1 : 0	0 : 0	1 : 0	0 : 0	1 : 0		
• Contractor (male : female)	1 : 0	0 : 0	1 : 0	2 : 0	0 : 0	GRI 403-9	
Rate of Fatalities as a result of Work-Related Injury (Cases/ 1,000,000 hours worked) [S1,*]							
• Employee	0.027	0	0.026	0	0.016		
• Contractor	0.027	0	0.028	0.057	0	GRI 403-9	
High Consequence Work-Related Injury excluding Fatalities (Cases) [S1,*]							
• Employee	2	1	1	3	3		
• Contractor	2	2	2	4	1	GRI 403-9	
High Consequence Work-Related Injury Rate excluding Fatalities (Cases/ 1,000,000 hours worked) [S1,*]							
• Employee	0.055	0.027	0.026	0.051	0.048		
• Contractor	0.053	0.063	0.052	0.114	0.028	GRI 403-9	
Lost Time Injury Frequency Rate : LTIFR (Cases/ 1,000,000 hours worked) [S1,*]							
• Employee	0.822	0.267	0.417	0.306	0.399		
• Contractor	0.400	0.599	0.454	0.313	0.361		
Injury Severity Rate: ISR (Cases/ 1,000,000 hours worked) [S1]							
• Employee	7.644	2.241	5.340	9.922	9.131		
• Contractor	6.858	18.853	10.270	3.128	4.189		
Work-Related Occupational Illness and Disease Fatalities (Cases) [S1]							
• Employee*	0	0	0	0	0		
• Contractor	0	0	0	0	0	GRI 403-10	
Recordable Work-Related Occupational Illness and Disease (Cases) [S1]							
• Employee*	0	0	0	17	0		
• Contractor	0	0	0	0	0	GRI 403-10	
Occupational Illness and Disease Frequency Rate (Cases/ 1,000,000 hours worked) [S1]							
• Employee*	0	0	0	0.289	0		
• Contractor	0	0	0	0	0		
Transportation							
Transportation-related Fatalities (Cases) [S1,*]							
• Employee (male : female)	0 : 0	0 : 0	0 : 0	0 : 0	0 : 0		
• Direct Transportation Contractor (male : female)	0 : 0	0 : 0	0 : 0	1 : 0	0 : 0		
• Other Transportation Contractor (male : female)	0 : 0	0 : 0	1 : 0	0 : 0	0 : 0	GRI 403-9	
Workplace & Direct Transportation							
Work-related and Direct transportation-related Fatalities (Cases) [S1,*]							
• Employee (male : female)	1 : 0	0 : 0	1 : 0	0 : 0	1 : 0		
• Contractor (male : female)	1 : 0	0 : 0	1 : 0	3 : 0	0 : 0	GRI 403-9	

* Within SGS (Thailand) limited assurance scope (page 102-104)

Employee and Social Development

Performance	2021	2022	2023	2024	2025	GRI Standard	SASB
Number of Employee (Persons) [S2]	23,341	22,289	21,882	21,540	21,586	GRI 2-7	RT-CP-000.C
• By Gender (female : male : N/A) [S3] • By Age Group (under 30 : 30-50 : over 50)	N/A N/A	5,166 : 17,123 : N/A 5,854 : 12,311 : 4,124	5,197 : 16,472 : 213 5,605 : 12,696 : 3,581	5,411 : 16,112 : 17 4,966 : 13,071 : 3,503	5,613 : 15,899 : 74 4,804 : 13,063 : 3,719		
Percentage of female in total workforce (%)	17.9	21.9	23.8	25.1	26.0	GRI 405-1	
Percentage of female in all management positions (%)	21.2	24.4	23.8	23.3	25.1	GRI 2-7	
Percentage of female in junior management positions (%)	23.5	23.5	24.8	21.9	26.3		
Percentage of female in top management positions (%)	8.1	8.9	14.0	10.3	15.1		
Percentage of female in management positions in revenue-generating functions (%) [S4]	18.2	18.0	18.8	17.1	20.5		
Percentage of female in Science, Technology, Engineering and Mathematics positions (STEM-related positions) (%)	42.1	40.9	53.8	45.5	46.2		
Proportion of local senior management in overseas operations (%) [S5]	7.0	7.0	15.2	18.6	19.4	GRI 202-2	
Average annual salary of Executive level (base salary only) (Baht/year) * • Female • Male	 0 5,368,444	 0 6,774,800	 0 6,722,880	 0 10,976,500	 0 11,742,000	 GRI 405-2 GRI 405-2	
Ratio of average annual salary of Female Executives to Male Executives (base salary only) *	0	0	0	0	0	GRI 405-2	
Average annual salary of Executive level (base salary + other cash incentives) (Baht/year) * • Female • Male	 0 8,955,339	 0 11,029,875	 0 9,890,280	 0 17,472,543	 0 18,188,700	 GRI 405-2 GRI 405-2	
Ratio of average annual salary of Female Executives to Male Executives (base salary + other cash incentives) *	0	0	0	0	0	GRI 405-2	
Average annual salary of Management Level (base salary only) (Baht/year) * • Female • Male	 2,208,303 2,187,859	 2,233,090 2,431,474	 2,226,940 2,273,120	 2,193,794 2,373,243	 2,238,350 2,340,210	 GRI 405-2 GRI 405-2	
Ratio of average annual salary of Female Managers to Male Managers (base salary only) *	1.009	0.918	0.959	0.924	0.956	GRI 405-2	
Average annual salary of Management Level (base salary + other cash incentives) (Baht/year) * • Female • Male	 2,942,157 3,132,744	 3,176,664 3,658,904	 3,305,560 3,446,150	 3,002,184 3,269,679	 3,315,850 3,446,260	 GRI 405-2 GRI 405-2	

* Within SGS (Thailand) limited assurance scope (page 102-104)

Employee and Social Development

Performance	2021	2022	2023	2024	2025	GRI Standard	SASB
Ratio of average annual salary of Female Managers to Male Managers (base salary + other cash incentives) *	0.939	0.868	0.959	0.918	0.962	GRI 405-2	
Average annual salary of Non-management Level (base salary only) (Baht/year) *							
• Female	584,901	596,741	581,920	569,165	575,980	GRI 405-2	
• Male	476,272	493,696	478,220	472,460	481,590	GRI 405-2	
Ratio of average annual salary of female to male Non-Management Level employees (base salary only) *	1.228	1.209	1.217	1.205	1.196	GRI 405-2	
Average annual salary of Non-Management Level (base salary + other cash incentives) (Baht/year) *							
• Female	792,075	820,962	796,780	744,253	794,980	GRI 405-2	
• Male	773,453	778,892	746,540	711,270	773,680	GRI 405-2	
Ratio of average annual salary of female to male Non-Management Level employees (base salary + other cash incentives) *	1.024	1.054	1.067	1.046	1.028	GRI 405-2	
Employees with disabilities (Persons) [S6]	76	87	89	84	101		
Percentage of Employees with disabilities in total workforce (%)	0.86	0.39	0.41	0.39	0.47	GRI 405-1	
Employees represented by an independent trade union or covered by collective bargaining agreements (%) [S7]	100	100	100	100	100	GRI 2-30	
New hired employees (Persons)	723	1,259	990	1,387	1,501	GRI 401-1	
Percentage of new hired employees in total workforce (%)	5.0	5.6	4.5	6.4	7.0		
• By Gender (female : male)	N/A	47 : 53	49.6 : 50.4	30.5 : 69.5	35.8 : 64.2		
• By Age Group (under 30 : 30-50 : over 50)	N/A	79.5 : 20.3 : 0.2	74.8 : 24.8 : 0.3	75.7 : 23.6 : 0.7	68.8 : 29.4 : 1.8		
• By Employee level (Operation : Supervisory : Management)	N/A	N/A	86.7 : 13.1 : 0.2	83.9 : 14.6 : 1.5	78.7 : 21.0 : 0.3		
• By Region (ASEAN / Non-ASEAN)	N/A	100 : 0	100 : 0	98 : 2	99 : 1	GRI 401-1	
Internal hire : open positions filled by internal candidates (Persons)	N/A	688	416	1,360	1,947		
Percentage of Internal hire in total workforce (%)	N/A	4.76	1.90	6.31	9.02		
• By Gender (female : male)	N/A	30 : 70	31.0 : 69.0	33.3 : 66.7	23.5 : 76.5		
• By Age Group (under 30 : 30-50 : over 50)	N/A	11 : 73 : 16	16.3 : 62.0 : 21.6	14.6 : 61.0 : 24.4	14.5 : 63.3 : 22.2		
• By Employee level (Operation : Supervisory : Management)	N/A	N/A	35.6 : 54.8 : 9.6	45.1 : 41.3 : 13.6	54.2 : 38.8 : 7.0		
• By Region (ASEAN / Non-ASEAN)	N/A	N/A	100 : 0	100 : 0	99 : 1		

* Within SGS (Thailand) limited assurance scope (page 102-104)

Employee and Social Development

Performance	2021	2022	2023	2024	2025	GRI Standard	SASB
Average cost of hiring a new employee (Baht/Person)	41,781	62,842	24,684	45,457	14,822		
Voluntary employee turnover (Persons)	1,054	920	959	1,521	1,489	GRI 401-1	
Voluntary employee turnover rate (%)	7.2	4.1	4.4	7.1	7.0		
• By Gender (female : male)	N/A	40 : 60	29.8 : 70.2	30.9 : 69.1	32.8 : 67.2		
• By Age Group (under 30 : 30-50 : over 50)	N/A	49 : 48 : 3	47.4 : 48.0 : 4.6	50.0 : 44.4 : 5.6	48.7 : 48.0 : 3.3		
• By Employee level (Operation : Supervisory : Management)	N/A	N/A	81.5 : 17.9 : 0.5	87.4 : 11.4 : 1.2	84.2 : 14.7 : 1.1		
• By Region (ASEAN / Non-ASEAN)	N/A	100 : 0	99.9 : 0.1	99.4 : 0.6	99.5 : 0.5	GRI 401-1	
Total employee turnover (Persons)	1,115	1,300	1,326	1,912	2,352	GRI 401-1	
Total employee turnover rate (%)	7.6	5.8	6.1	8.9	10.9		
• By Gender (female : male)	N/A	50 : 50	48.5 : 51.5	30.1 : 69.9	29.0 : 71.0		
• By Age Group (under 30 : 30-50 : over 50)	N/A	47 : 42 : 11	41.2 : 39.7 : 19.1	44.2 : 39.2 : 16.6	40.8 : 39.0 : 20.2		
• By Employee level (Operation : Supervisory : Management)	N/A	N/A	79.9 : 18.5 : 1.6	84.9 : 13.3 : 1.8	80.4 : 16.6 : 3.0		
• By Region (ASEAN / Non-ASEAN)	N/A	100 : 0	99.9 : 0. 1	98.8 : 1.2	99.1 : 0.9		
Employees taken maternity leave (Persons) [S8]	42	90	103	102	144	GRI 401-3	
Employees returned to work after maternity leave (Persons)	39	87	102	89	99	GRI 401-3	
Employee engagement level [S9]	76	76	4.1	4.12	4.21		
• By Gender (female : male)	N/A	N/A	4.09 : 4.11	4.09 : 4.13	4.07 : 4.26		
• By Age Group (Baby Boomer/Gen-X/Gen-Y/Gen-Z)	N/A	82 : 72 : 76 : 86	4.1 : 4.1 : 4.2 : 4.1	4.1 : 4.1 : 4.2 : 4.1	3.9 : 4.3 : 4.2 : 4.2		
• By Employee level (Operation : Supervisory : Management)	N/A	N/A	4.2 : 4.0 : 4.2	4.1 : 4.0 : 4.2	4.3 : 4.1 : 4.4		
• By Region (ASEAN/Non-ASEAN)	N/A	81 : 56	4.1 : 3.5	4.1 : 3.6	4.2 : 3.5		
Average employee annual training hours (Hours/Person/year)	12	15	14	17	18		
• By Gender (female : male)	N/A	16 : 15	14 : 14	23 : 15	19 : 18		
• By Age Group (under 30 : 30-50 : over 50)	N/A	N/A	13 : 14 : 12	14 : 17 : 19	19 : 18 : 18		
• By Employee level (Operation : Supervisory : Management)	N/A	9 : 35 : 31	8 : 37 : 40	13 : 25 : 55	14 : 30 : 57		
• By Region (ASEAN / Non-ASEAN)	N/A	N/A	14 : 0	17 : 0	18 : 8	GRI 404-1	
Average employee annual training hours for mandatory programs (Hours/Person/year)	N/A	6	10	8	11		
Average employee annual training hours for non-mandatory programs (Hours/Person/year)	N/A	9	4	9	7		
Percentage of employees trained on Human Rights Policies (%)	N/A	100	100	100	100	GRI 410-1	
Average employee annual training and development expenses (Baht/Person/year)	10,082	7,301	4,353	4,544	4,344		
• By Gender (female : male)	N/A	1,979 : 5,322	6,051 : 3,874	5,000 : 4,395	4,413 : 4,340		
• By Age Group (under 30 : 30-50 : over 50)	N/A	945 : 4,873 : 1,483	3,509 : 4,575 : 4,888	2,954 : 5,175 : 4,952	2,257 : 4,369 : 6,955		
• By Employee level (Operation : Supervisory : Management)	N/A	N/A	1,320 : 12,051 : 57,630	2,192 : 4,140 : 88,219	1,404 : 6,101 : 86,707		
• By Region (ASEAN / Non-ASEAN)	N/A	N/A	4,353 : 0	4,639 : 321	4,431 : 876		
Value of employee volunteering time spent for CSR activities (Million Baht)	2	15	19	26	27		
In-kind giving through products, services or projects/ partnerships (Million Baht)	29	7	4	4	4		
Administrative overheads related to CSR activities (Million Baht)	25	42	23	29	27		
Contribution expense for social and community development (Million Baht)	N/A	43	49	32	28	GRI 203-1	

* Within SGS (Thailand) limited assurance scope (page 102-104)

Lost Time Injury Frequency Rate : LTIFR

(Cases/ 1,000,000 hours worked)

■ Employee ▨ Contractor

Year	Employee	Contractor
2021	0.822	0.400
2022	0.267	0.599
2023	0.417	0.454
2024	0.306	0.313
2025	0.399	0.361

Percentage of Female in Total Workforce

(%)

Year	Percentage
2021	17.9
2022	21.9
2023	23.8
2024	25.1
2025	26.0

Percentage of Employees by Nationality

Burmese
Malaysian   British
Filipino   Spanish
Others
Indonesian
Thai
30-50 years old
Vietnamese

Percentage of Employees by Age

Over 50 years old
Under 30 years old
30-50 years old
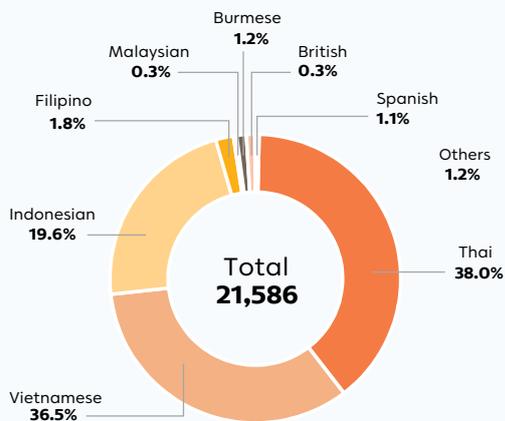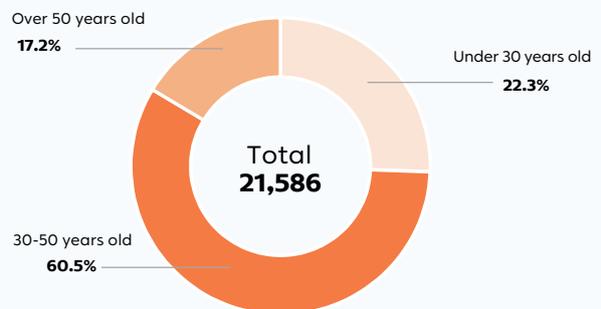
S1   Data on Number of Employees and Contractors

1. **Employee** are individuals who work for the Company full-time according to an employment contract. Employees can be divided based on employee level into operational employees, supervisory and professional employees, management employees, probational employees and special-contract employees.

    - Operational Employees are employees who are assigned to perform tasks according to a predetermined plan or as instructed by their supervisors.
    - Supervisory and Professional Employees are employees who are appointed to specific roles with defined responsibilities. They must plan, control, execute, and improve all tasks in accordance with the Company's policy, scope, and goal.
    - Management Employees are executives or high-level employees who are responsible for setting strategies or policies, and delegating work ensuring subordinates can follow and carry out in line with these policies.
    - Probational Employees are employees hired on a trial basis before becoming permanent employees. The Company clearly states the conditions for probation, and if the performance is unsatisfactory at the end of the probation period, the Company may terminate the employment with compensation as per labor laws.
    - Special Contract Employees are employees hired for specific tasks that are irregular, occasional, seasonal, project-based, or as deemed appropriate by the Company. The terms of employment are specified in the contract.

2. **Contractor** are individuals authorized to perform work, deliver services or provide benefits to the Company, other than the employees defined above. Contractors are divided into three categories:

    1) Under Supervision Contractors are contractors who perform work for the Company where the work and/or workplace is controlled by the Company.
    2) Direct Transportation Contractors are transportation contractors managed under the SCGP brand.
    3) Other Transportation Contractors are transportation contractors not managed under the SCGP brand.

The data of employees and contractors under SCGP's control are calculated in terms of working hours. For transportation contractors operating vehicles outside the Company's premises, the data are presented in terms of kilometers.

SCGP also defines "Not Under Supervision Contractors" as contractors that are not under the Company's oversight. The Company does not control their work methods or work locations such as outsourced work or services performed outside the Company premises, like home-based work or work at the contractor's own location.

Calculation of Hours Worked
1. Data obtained from the time recording systems such as clock-in systems, human resources databases, or accounting units.
2. Data from documents specifying hours worked, such as timesheets, records from accounting units in charge of payroll, or units with evidence recording the number of hours worked, or work permit.
3. In cases where a company or factory does not have a time recording system, the following formula is used:
    Total Hours Worked = (Total number of workers x Number of working day x Number of regular working hours per day) + Total overtime hours (if any).

Recording of Health and Safety Data
SCGP records work-related health and safety data across six key categories:
1. Fatality refers to injuries, occupational illnesses and diseases resulting in death, whether immediate or subsequent due to the accident.
2. Injury Frequency Rate (IFR) refers to the number of recordable work-related injuries per 1,000,000 hours worked.
3. Lost Time Injury Frequency Rate (LTIFR) refers to the number of work-related injuries resulting in lost working day per 1,000,000 hours worked. Lost Time Injury refers to work-related injury and occupational illness and disease that cause the injured or patient being unable to perform normal duties on the next working day or shift, including cases where the inability to work occurs subsequently due to the accident.

4. Injury Severity Rate (ISR) refers to the number of lost workdays due to work-related injuries per 1,000,000 hours worked.

5. High-Consequence Work-Related Injuries Rate refers to the number of severe work-related injuries, excluding fatalities, per 1,000,000 hours worked.

6. Occupational Illness and Disease Frequency Rate (OIFR) refers to the number of recordable occupational Illness and disease per 1,000,000 hours worked.

A base of 1,000,000 hours worked is used for calculation to align with the organizational size and industry comparisons.

The collection and calculation of data on high-consequence work-related injury began in 2020.

In 2025, data on the number and rate of occupational illness and disease was disclosed. Data covered companies in both Thailand and abroad. The performance of companies in Thailand and abroad in terms of the Occupational Illness and Disease Frequency Rate (OIFR) was reported as 0 for both employees and contractors.

S2   **Number of employees is reported within the Annual Report's scope.**

S3   **Employee gender is specified as male: female: N/A (N/A means unidentified).**

S4   **Revenue-generating functions, e.g., marketing, sales, production.**

S5   **Calculate from the number of local management-level employees in overseas locations relative to the total local workforce in those locations.**

S6   **Visual and physical impairment and movement disabilities or other disabilities e.g., hearing impairment, mental disability, communication disability.**

S7   **Employees joining trade unions or working for companies that have established welfare committees.**

S8   **Under Thai laws, only female employees can take maternity leave.**

S9   **Change in reporting format of employee engagement score in 2023.**

Economic & Governance Performance

Economic & Governance Performance covers SCGP both Thailand and abroad

Performance	2021	2022	2023	2024	2025	GRI Standard	SASB
Sales revenue (Billion Baht)	124.22	146.07	129.40	132.78	124.37	GRI 201-1	
Net profit (Billion Baht)	8.29	5.80	5.25	3.70	4.07	GRI 201-1	
EBITDA (Billion Baht)	21.15	19.40	17.77	16.13	17.21	GRI 201-1	
Employee compensation: salary, wage, welfare and regular contributions (Million Baht)	11,687	13,542	14,181	14,627	14,744	GRI 201-1	
Dividend paid to SCGP shareholders (Million Baht) [EC1]	2,810	2,576	2,361	2,361	2,576	GRI 201-1	
Interest and financial expenses (Million Baht)	1,180	1,468	2,020	2,429	2,347	GRI 201-1	
Taxes to government and local government authorities such as income tax, local maintenance tax, property tax and other specific taxes (Million Baht)	1,933	1,694	2,053	1,983	1,637	GRI 201-1	
Privilege tax and others from investment promotion, and research and development (Million Baht)	293	159	201	271	312	GRI 201-4	
Investment for Research & Development and Innovation (Million Baht) [EC2]	958	522	998	810	485		
Revenue from Sales of SCG Green Choice Products and Services (Billion Baht)	56.4	70.7	74.2	78.7	73.0		RT-CP-410a.2
Percentage of Revenue from Sales of SCG Green Choice Products and Services (%)	45.4	48.4	57.3	59.3	58.7		
Top 8 Contributions to organizations (Baht) [EC3]	2,462,438	1,643,770	1,974,222	2,208,560	1,664,918		
Contributions to political activities(Baht) [EC4]	0	0	0	0	0	GRI 415-1	
Non-compliance cases through SCG Whistleblowing System (Cases)	8	6	15	12	14	GRI 205-3	
Percentage of Suppliers assessed Environmental, Social and Governance (ESG) Risks (%) [EC5]	100	100	100	100	100	GRI 414-1	
Procurement Spending by Geography (% of procurement spending) [EC6]							
• Domestic	88	70	85	82	76	GRI 204-1	
• Regional	12	30	15	18	24	GRI 204-1	
Percentage of employees learn and complete Ethics e-Testing (%)	100	100	100	100	100		

Revenue from Sales of SCG Green Choice Products and Services

(Billion Baht)

Year	Value
2021	56.4
2022	70.7
2023	74.2
2024	78.7
2025	73.0

Non-compliance cases through SCG Whistleblowing System

(Cases)

Year	Value
2021	8
2022	6
2023	15
2024	12
2025	14

EC1   Dividend to shareholders is the total dividend, with reference to the SCGP Annual Report, that was paid in cash.

EC2   The report under the topic "Investment in Research and Development" also includes investment in innovation.

EC3   The eight biggest recipients of SCGP's funding support are the World Business Council on Sustainable Development (WBCSD), the Global Compact Network Association, the Federation of Thai Industries, the Thailand Institute of Packaging and Recycling Management for Sustainable Environment (TIPMSE), CDP Worldwide, Asian Corrugated Case Association, the Thai Chamber of Commerce, the Thai Pulp and Paper Industries Association.

EC4   SCGP remains political neutral, with a policy to not provide financial support or any other kinds of support to political parties, political groups or candidates at local, regional or national levels, persons with political influence, political lobbyists, or persons with political interest or similar (e.g. vote buying).

EC5   The Environmental, Social and Governance (ESG) risk assessment for suppliers began in 2018.

EC6   Consider geography based on seller data and trading currency.

Subsidiaries Included in Sustainability Report 2025

Performance data of Environmental Management, Health and Safety Management

#	Business / Company	Country	Principal Business / Products	Total Direct / Indirect Holding (Percent)	Production	Thermal	Electricity	Dust	SOx	NOx	GHG	Water withdrawal	Recycle water	BOD	COD	TSS	Waste	Safety	Occupational Illness	ISO 14001	ISO 9001	ISO 45001	FSC™	Others
1	SCG Packaging Public Company Limited	Thailand	Office															✓	✓					06, 13
	Subsidiaries																							
2	Thai Containers Group Co., Ltd. (Bang Sue)	Thailand	Office															✓	✓					
	Thai Containers Group Co., Ltd. (Navanakorn)	Thailand	Fiber Packaging	70	✓	✓	✓	✓	✓	✓	✓	✓	NR	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	04, 19
	Thai Containers Group Co., Ltd. (Pathumthani)	Thailand	Fiber Packaging		✓	✓	✓	✓	✓	✓	✓	✓	✓	NR	NR	NR	✓	✓	✓	✓	✓	✓	✓	01, 19
	Thai Containers Group Co., Ltd. (Samutprakan)	Thailand	Fiber Packaging		✓	✓	✓	✓	✓	✓	✓	✓	NR	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	01, 04, 19
	Thai Containers Group Co., Ltd. (Ratchaburi)	Thailand	Fiber Packaging	70	✓	✓	✓	✓	✓	✓	✓	✓	✓	NR	NR	NR	✓	✓	✓	✓	✓	✓	✓	01, 19
	Thai Containers Group Co., Ltd. (Songkhla)	Thailand	Fiber Packaging		✓	✓	✓	✓	✓	✓	✓	✓	NR	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	01
	Thai Containers Group Co., Ltd. (Chonburi)	Thailand	Fiber Packaging		✓	✓	✓	✓	✓	✓	✓	✓	NR	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	02, 19
	Thai Containers Group Co., Ltd. (Prachinburi)	Thailand	Fiber Packaging		✓	✓	✓	✓	✓	✓	✓	✓	NR	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	19
	Thai Containers Group Co., Ltd. (Saraburi)	Thailand	Fiber Packaging		✓	✓	✓	✓	✓	✓	✓	✓	NR	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	01, 04, 19
	Thai Containers Group Co., Ltd. (Kamphaeng Phet)	Thailand	Fiber Packaging		✓	✓	✓	✓	✓	✓	✓	✓	NR	NR	NR	NR	✓	✓	✓	✓	✓	✓	✓	
3	Thai Containers Khonkaen Co., Ltd.	Thailand	Fiber Packaging	70	✓	✓	✓	NR	NR	NR	✓	✓	NR	NR	NR	NR	✓	✓	✓	✓	✓	✓	✓	19
4	Thai Containers Rayong Co., Ltd.	Thailand	Fiber Packaging	70	✓	✓	✓	✓	✓	✓	✓	✓	NR	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	01, 04,
5	Tawana Container Co., Ltd.	Thailand	Fiber Packaging	50.40	✓	✓	✓	✓	✓	✓	✓	✓	NR	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	04,
6	Orient Containers Co., Ltd.	Thailand	Fiber Packaging	70	✓	✓	✓	✓	✓	✓	✓	✓	NR	NR	NR	NR	✓	✓	✓	✓	✓	✓	✓	01, 19
7	Orient Containers Co.,Ltd. (Omnoi)[1]	Thailand	Fiber Packaging	70	✓	✓	✓	✓	✓	✓	✓	✓	NR	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
8	Orient Containers Co.,Ltd. (Nakorn Pathom)[1]	Thailand	Fiber Packaging	70	✓	✓	✓	NR	NR	NR	✓	✓	NR	NR	NR	NR	✓	✓	✓	✓	✓	✓	✓	
9	Vina Corrugated Packaging Company Limited	Vietnam	Office															✓	✓					
	Vina Corrugated Packaging Company Limited (Ho Chi Minh City Branch)[6]	Vietnam	Fiber Packaging		✓	✓	✓	✓	✓	✓	✓	✓	NR	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓	04
	Vina Corrugated Packaging Company Limited (Hai Duong Branch)[6]	Vietnam	Fiber Packaging	70	✓	✓	✓	✓	✓	✓	✓	✓	NR	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓	04
	Vina Corrugated Packaging Company Limited (Binh Duong Branch)[6]	Vietnam	Fiber Packaging		✓	✓	✓	✓	✓	✓	✓	✓	NR	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓	04
10	Starprint Vietnam JSC	Vietnam	Fiber Packaging	70	✓	✓	✓	✓	✓	✓	✓	✓	NR	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	01, 10, 25
11	PT Primacorr Mandiri	Indonesia	Fiber Packaging	67.90	✓	✓	✓	✓	✓	✓	✓	✓	NR	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	28
12	PT Indoris Printingdo	Indonesia	Fiber Packaging	69.96	✓	✓	✓	NR	NR	NR	✓	✓	NR	NR	NR	NR	✓	✓	✓	✓	✓	✓	✓	
13	PT Indocorr Packaging Cikarang	Indonesia	Fiber Packaging	69.99	✓	✓	✓	✓	✓	✓	✓	✓	NR	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
14	SCGP Solutions Co., Ltd.[2]	Thailand	Holding Company	100																				
15	Precision Print Co., Ltd.	Thailand	Fiber Packaging	100	✓	✓	✓	NR	NR	NR	✓	✓	NR	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓	02, 10, 19
16	TCG Solutions Pte. Ltd.[2]	Singapore	Holding Company	70																				
17	Bien Hoa Packaging Joint Stock Company	Vietnam	Fiber Packaging	65.88	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓	
18	PT Indonesia Dirtajaya Aneka Industri Box (IUG)	Indonesia	Fiber Packaging	60.55	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓	✓	✓	✓	✓	04, 28
	PT Indonesia Dirtajaya Aneka Industri Box (IUM)	Indonesia	Fiber Packaging	60.55	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓	✓	✓	✓	✓	
19	PT Bahana Buana Box	Indonesia	Fiber Packaging	60.55	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓	✓	✓	✓	✓	04, 28
20	PT Rapipack Asritama	Indonesia	Fiber Packaging	60.55	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓	✓	✓	✓	✓	04, 28
21	Siam Kraft Industry Co., Ltd. (Bang Sue)	Thailand	Office															✓	✓					
	Siam Kraft Industry Co., Ltd. (Kanchanaburi)	Thailand	Packaging Paper	100	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	06, 12, 09
	Siam Kraft Industry Co., Ltd. (Ratchaburi)	Thailand	Packaging Paper		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	06, 12, 09
22	Vina Kraft Paper Co., Ltd.	Vietnam	Packaging Paper	70	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
23	Thai Cane Paper Public Company Limited (Kanchanaburi)	Thailand	Packaging Paper	98.20	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	12, 09
	Thai Cane Paper Public Company Limited (Prachin Buri)	Thailand	Packaging Paper		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	12
24	United Pulp and Paper Co., Inc.	The Philippines	Packaging Paper	74.77	✓	✓	✓	✓	✓	✓	✓	✓	NR	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
25	SCGP Solutions (Singapore) Pte. Ltd.[2]	Singapore	Holding Company	100																				
26	PT Fajar Surya Wisesa Tbk.	Indonesia	Packaging Paper	99.80	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
27	PT Dayasa Aria Prima	Indonesia	Packaging Paper	99.80	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓	✓	30
28	SCG Paper Energy Co., Ltd.	Thailand	Energy And Utilities	100	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✗	✗	NR	
29	SCGP-T Plastics Co., Ltd.[2]	Thailand	Holding Company	51.00																				
30	Conimex Co., Ltd.	Thailand	Rigid Packaging	38.25	✓	✓	✓	NR	NR	NR	✓	✓	NR	NR	NR	NR	✓	✓	✓	✗	✓	✗	NR	01, 04
31	SCGP Rigid Plastics Co., Ltd.[2]	Thailand	Holding Company	100																				
32	Vexcel Pack Co., Ltd.[5]	Thailand	Rigid Packaging	100	✓	✓	✓	NR	NR	NR	✓	✓	NR	NR	NR	NR	✓	✓	✓	✗	✓	✗	NR	01, 02, 03, 26, 19
33	SCGP Rigid Packaging Solutions Pte. Ltd.	Singapore	Rigid Packaging	100																				
34	Duy Tan Plastics Manufacturing Corporation Joint Stock Company	Vietnam	Rigid Packaging	100	✓	✓	✓	NR	NR	NR	✓	✓	NR	NR	NR	NR	✓	✓	✓	✓	✓	✗	NR	03, 11
35	Duy Tan Long An Company Limited	Vietnam	Rigid Packaging	100	✓	✓	✓	NR	NR	NR	✓	✓	NR	NR	NR	NR	✓	✓	✓	✓	✓	✗	NR	26

#	Business / Company	Country	Principal Business / Products	Total Direct / Indirect Holding (Percent)	Production	Energy		Air emission				Water					Waste	Health & Safety		Sustainability management system				
						Thermal	Electricity	Dust	SOx	NOx	GHG	Water withdrawal	Recycle water	BOD	COD	TSS		Safety	Occupational Illness	ISO 14001	ISO 9001	ISO 45001	FSC™	Others
36	Duy Tan Precision Mold Company Limited	Vietnam	Rigid Packaging	100	✓	✓	✓	NR	NR	NR	✓	✓	NR	✓	NR	✓	✓	✓	✓	✓	✓	✓	NR	
37	Duy Tan Binh Duong Plastics Company Limited	Vietnam	Rigid Packaging	100	✓	✓	✓	NR	NR	NR	✓	✓	NR	✓	NR	✓	✓	✓	✓	✓	✓	✓	NR	01
38	MATA Plastic Company Limited	Vietnam	Rigid Packaging	100	✓	✓	✓	NR	NR	NR	✓	✓	NR	✓	NR	✓	✓	✓	✓	✗	✓	✗	NR	
39	TC Flexible Packaging Co., Ltd.[2]	Thailand	Holding Company	52.50																				
40	Prepack Thailand Co., Ltd. (Samut Sakhon)	Thailand	Flexible Packaging	52.38	✓	✓	✓	✓	✓	✓	✓	✓	NR	NR	✓	✓	✓	✓	✓	✓	✓	✓	NR	01, 02, 03, 04, 05, 26, 19
	Prepack Thailand Co., Ltd. (Samut Songkhram)	Thailand	Flexible Packaging		✓	✓	✓	✓	✓	✓	✓	✓	NR	NR	✓	✓	✓	✓	✓	✓	✓	✓	NR	02, 04, 19
	Prepack Thailand Co., Ltd. (Rayong)	Thailand	Flexible Packaging		✓	✓	✓	NR	NR	NR	✓	✓	NR	NR	✓	✓	✓	✓	✓	✓	✓	✓	NR	19
	Prepack Thailand Co., Ltd. (Samut Sakhon 2)	Thailand	Flexible Packaging		✓	✓	✓	NR	NR	NR	✓	✓	NR	NR	✓	✓	✓	✓	✓	✗	✗	✗	NR	01, 02, 19
41	Tin Thanh Packing Joint Stock Company	Vietnam	Flexible Packaging	52.49	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓	NR	01, 02, 03, 04, 26, 20, 21
42	Law Print & Packaging Management Limited (UK)	The United Kingdom	Flexible Packaging	100																				
43	Law Print & Packaging Management Limited (IE)	Ireland	Flexible Packaging	100																				
44	International Healthcare Products Co., Ltd.[2]	Thailand	Holding Company	100																				
45	Deltalab Global, S.L.[2]	Spain	Holding Company	89.06																				
46	Deltalab, S.L.	Spain	Medical Supplies and Labware	89.06																				
47	Keylab, S.L.U.	Spain	Medical Supplies and Labware	89.06	✓	NR	✓	NR	NR	NR	✓	ND	NR	NR	NR	NR	ND	✓	✓	✓	✓	✗	NR	09
48	Envases Farmaceuticos, S.A.	Spain	Medical Supplies and Labware	89.06																				
49	Nirco, S.L.	Spain	Medical Supplies and Labware	89.06														✓	✓	✓	✓	✗	NR	
50	Equilabo Scientific, S.L.U.	Spain	Medical Supplies and Labware	89.06														✓	✓					
51	Bicappa Lab S.r.l.	Italy	Medical Supplies and Labware	75.70	✓	NR	✓	NR	NR	NR	✓	ND	NR	NR	NR	NR	NR	✓	✓	✗	✓	✗	NR	
52	VEM (THAILAND) CO., LTD.	Thailand	Medical Supplies and Labware	90	Have been M&P since 2024 and data will be disclosed through a sustainability report 2026																			
53	Phoenix Pulp & Paper Public Company Limited	Thailand	Pulp and Paper Products/Foodservice Packaging	69.58	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	07, 08, 09, 17, 29
54	Thai Paper Co., Ltd. (Bang Sue)	Thailand	Office	69.58														✓	✓					01, 22, 28, 33, 34
	Thai Paper Co., Ltd. (Paper Production)	Thailand	Pulp and Paper Products/Foodservice Packaging		✓	✓	✓	NR	NR	NR	✓	✓	NR	NR	NR	NR	✓	✓	✓	✓	✓	✓	✓	16, 20
	Thai Paper Co., Ltd. (Fest hub)	Thailand	Pulp and Paper Products/Foodservice Packaging		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✗	✗	✗	✓	
	Thai Paper Co., Ltd. (Pulp Production-Banpong)	Thailand	Pulp and Paper Products/Foodservice Packaging		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	Thai Paper Co., Ltd. (Pulp Production-Wangsala)	Thailand	Pulp and Paper Products/Foodservice Packaging		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	Thai Paper Co., Ltd. (Molded Pulp-Wangsala)	Thailand	Pulp and Paper Products/Foodservice Packaging		✓	✓	✓	✓	✓	✓	✓	✓	NR	NR	NR	NR	✓	✓	✓	✗	✗	✗	✓	
55	Go-Pak UK Limited	The United Kingdom	Foodservice Packaging	100														✓	✓					
56	Go-Pak Vietnam Limited	Vietnam	Foodservice Packaging	100	✓	✓	✓	NR	NR	NR	✓	✓	✓	✓	✓	✓	✓	✓	✗				✓	
57	Go-Pak Paper Products Vietnam Company Limited	Vietnam	Foodservice Packaging	100	✓	✓	✓	NR	NR	NR	✓	✓	NR	✓	✓	✓	✓	✓	✓	✗	✗	✗	✓	18, 24, 28, 37, 38, 39
58	Go-Pak International Company Limited	Vietnam	Foodservice Packaging	100																				
59	Interpress Printers Sendirian Berhad	Malaysia	Foodservice Packaging	68.30	✓	✓	✓	NR	NR	NR	✓	✓	NR	NR	NR	NR	NR	✓	✓	✗	✗	✗	✓	
60	The Siam Forestry Co., Ltd.	Thailand	Forestry Products	69.58	✓	✓	✓	NR	NR	NR	✓	NR	NR	NR	NR	NR	✓	✓	✓	✓	✓	✓	✓	16, 18, 27, 35, 36
61	Siam Panawes Co., Ltd.	Thailand	Forestry Products	69.58	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	
62	Suanpa Rungsaris Co., Ltd.	Thailand	Forestry Products	69.58	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	
63	Panas Nimit Co., Ltd.	Thailand	Forestry Products	69.58	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	
64	Thai Panaboon Co., Ltd.	Thailand	Forestry Products	69.58	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	
65	Thai Panaram Co., Ltd.	Thailand	Forestry Products	69.58	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	
66	Thai Panadorn Co., Ltd.	Thailand	Forestry Products	69.58	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	
67	Thai Panason Co., Ltd.	Thailand	Forestry Products	69.58	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	
68	Thai Wanabhum Co., Ltd.	Thailand	Forestry Products	69.58	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	
69	Peute Recycling B.V.[2]	The Netherlands	Holding Company	100																				
70	Peute Papierrecycling B.V.	The Netherlands	Packaging Materials Recycling	100	✓	NR	✓	NR	NR	NR	✓	✓	NR	NR	NR	NR	✓	✓	✓	✓	✓	✗	NR	
71	Peute Plasticrecycling B.V.	The Netherlands	Packaging Materials Recycling	100																				

#	Business / Company	Country	Principal Business / Products	Total Direct / Indirect Holding (Percent)	Production	Energy		Air emission				Water					Waste	Health & Safety		ISO 14001	ISO 9001	ISO 45001	FSC™	Others
						Thermal	Electricity	Dust	SO$_x$	NO$_x$	GHG	Water withdrawal	Recycle water	BOD	COD	TSS		Safety	Occupational illness					
72	Peute Recycling International B.V.[2]	The Netherlands	Holding Company	100																				
73	Peute UK Limited	The United Kingdom	Packaging Materials Recycling	100																				
74	Peute Portugal, Unipessoal Lda	Portugal	Packaging Materials Recycling	100																				
75	Peute Recycling Spain S.L.	Spain	Packaging Materials Recycling	100																				
76	Peute Investments B.V.	The Netherlands	Holding Company	100																				
77	Infiniplast B.V.	The Netherlands	Packaging Materials Recycling	100																				
78	SKIC International Co., Ltd.[2]	Thailand	Holding Company	100																				
79	Jordan Trading International	The United States of America	Packaging Materials Recycling	90.10																				
80	SCGP Excellence Training Center Co., Ltd.	Thailand	Training and seminar	100														✓	✓					
81	Invenique Co., Ltd.[2]	Thailand	Asset and Intellectual Property Management Service	100																				
82	United Industrial Energy Corporation[4]	The Philippines	Holding Company	74.77																				
83	PT Prokemas Adhikari Kreasi	Indonesia	Fiber Packaging	82.00	Have been M&P in 2025 and data will be disclosed through a sustainability report 2027																		
Associates and Other subsidiaries																								
1	Siam Toppan Packaging Co., Ltd.	Thailand	Fiber Packaging	49																				
2	P&S Holdings Corporation[2]	The Philippines	Holding Company	40																				
3	Siam Nippon Industrial Paper Co., Ltd.	Thailand	Specialty Paper	31.31																✓	✓	✗	✓	20, 22
4	Sahagreen Forest Co., Ltd.	Thailand	Energy And Utilities	17.40																				
5	ReUse SAS	France	Packaging Materials Recycling	45.00																				
6	Packworks Co., Ltd.	Thailand	Foodservice Packaging	31.50																				
7	Howa Sangyo Co., Ltd.	Thailand	Flexible Packaging	25																				

Remarks   NR = Non-Relevance Information (businesses are in operation but their data is irrelevant or significant)

ND = Not disclose this year

⬜ Office/Investment/Sales/Service where the collection of data is not necessary and non-production companies

🟧 Greenfield (less than 4 years) or newly acquired companies (less than 4 years) are not required to incorporate environmental, safety and occupational illness data into SCGP

[1] Dyna Packs Co., Ltd. and D-In Pack Co., Ltd. transferred the entire business to ORIENT on 1 November 2020 and registered the dissolution of the Company with the Department of Business Development, Ministry of Commerce on 22 December 2020. It is currently in the process of liquidation.

[2] Companies that operate the main businesses

[3] Pheonix Utilities Co., Ltd. transferred the entire business to Phoenix Pulp & Paper Public Company Limited on 1 October 2021 and registered the dissolution of the Company with the Department of Business Development, Ministry of Commerce on 20 December 2021. It is currently in the process of liquidation.

[4] United Industrial Energy Corporation registered the termination of its business on 24 April 1997.

[5] Visy Packaging (Thailand) Limited changed its name to Vexcel Pack Co., Ltd.

[6] Sanilabo, S.L.U. registered the liquidation with the Commercial Registry on 27 December 2023 and is in the process of transferring its entire business to Equilabo Scientific, S.L.U. and Nirco, S.L.

- At the Board of Directors' meeting held on 13 February 2018, approval was given for TCGS to cease operations from mid-2018 and liquidation was completed on 25 January 2022.
- The Data reporting of SCG Packaging Public Company Limited includes the Headquarters office and organizations under SCGP.
- The Data reporting of SCG Packaging Public Company Limited includes the Headquarters office and organizations under SCGP
- There are 62 companies within the scope of ISO 14001 operations, with 49 actively complying, representing 79%
- There are 62 companies within the scope of ISO 9001 operations, with 51 actively complying, representing 82%
- There are 62 companies within the scope of ISO 45001 operations, with 41 actively complying, representing 66%.
- There are 46 companies within the scope of FSC™ operations, with 46 actively complying, representing 100%.

Abb. of the Sustainability Management System

BRCGS = 01	ISO 15378 = 11	WRAP = 22	TIS 3661-30 (1054-2560) = 33
HACCP = 02	ISO 22301 (BCM) = 12	TAS9001 = 23	TIS 7180-73 (287_2565) = 34
ISCC Plus = 03	ISO 27001 = 13	CTPAT = 24	T-OSH-OSHMS = 35
SMETA = 04	ISO 39001 = 14	ESCP = 25	TAS9001 = 36
Recyclass = 05	ISO 50001 = 15	FSSC = 26	KOSHER=37
TIS 9999 = 06	TIS 14061 = 16	GAP = 27	FDA=38
ISO Class 7 Cleanroom = 07	IATF16949 = 17	HALAL = 28	BPI=39
ISO Class 8 Cleanroom = 08	IPPC = 18	AS9100D = 29	
ISO 13485 = 09	GMP/GHPs = 19	SVLK = 30	
ISO 14064 = 10	GMP= 20	PSM Certification = 31	
	SA8000-2014 = 21	TIS 30/6/2023 = 32	

SGS

ASSURANCE STATEMENT

SGS (THAILAND) LIMITED'S REPORT ON SUSTAINABILITY ACTIVITIES IN SCG PACKAGING PUBLIC COMPANY LIMITED'S FOR 2025

NATURE OF THE ASSURANCE/VERIFICATION
SGS (Thailand) Limited (hereinafter referred to as SGS) was commissioned by SCG Packaging Public Company Limited (hereinafter referred to as SCGP) to conduct an independent assurance of SCGP Sustainability Report 2025 and the Sustainability Report webpage (hereinafter referred to as the Sustainability Report) the year ended December 31, 2025 in accordance with the reporting criteria.

INTENDED USERS OF THIS ASSURANCE STATEMENT
This Assurance Statement is provided with the intention of informing all SCGP's stakeholders.

RESPONSIBILITIES
The information in the Report and its presentation are the responsibility of the directors or governing body (as applicable) and the management of SCGP. SGS has not been involved in the preparation of any of the material included in the Report. Our responsibility is to express an opinion on the text, data, graphs and statements within the scope of verification with the intention to inform all SCGP's stakeholders.

ASSURANCE STANDARDS, TYPE AND LEVEL OF ASSURANCE
The SGS ESG & Sustainability Report Assurance protocols used to conduct assurance are based upon internationally recognised assurance guidance and standards. Assurance has been conducted at a limited level of level of scrutiny.
The assurance of this report has been conducted according to the following Assurance Standards:
- ISAE 3000, Assurance Engagements other than Audits or Reviews of Historical Financial Information
- ISAE 3410, Assurance Engagements on Greenhouse Gas Statements

SCOPE OF ASSURANCE AND REPORTING CRITERIA
The scope of the assurance included evaluation of quality, accuracy and reliability of specified performance information as detailed below and evaluation of adherence to the following reporting criteria:
- WBCSD/ WRI Greenhouse Gas (GHG) Protocol for GHG data
- Global Reporting Initiative (GRI) Standards (In accordance with)
- Sustainability Accounting Standards Board (SASB) for Construction Materials, Chemicals, Containers & Packaging

SPECIFIED PERFORMANCE INFORMATION AND DISCLOSURES INCLUDED IN SCOPE
SCGP's Sustainability Report are adequately in line with the Sustainability Reporting Standard and fulfills all the required content and quality criteria for the identified aspects listed as below;
a) Environmental dimension performance indicators expressed numerically or in descriptive text
   - Energy consumption and reduction (petajoules)
   - Greenhouse gas emissions and reduction (tons CO_2 equivalent) : scope 1, scope 2 (Location-based & Market-based) and scope 3
   - Water withdrawal and effluent quality (million cubic meters) : consumption & withdrawal, recycling & reuse, discharge total and breakdown and discharge by quality (tons) (BOD, COD and TSS)
   - Waste management (tons) : waste generated, waste diverted from disposal, waste directed to disposal
   - Significant air emssions (Thousand Tons and Kilograms) : dust, Oxides of Nitrogen (NOx) and Oxides of Sulfur (SOx)
   - Production and raw materials (thousand tons) : renewable materials, non-renewable materials and recycled materials
   - Land use change emissions from economic forest
   - Carbon sequestration from economic forest
b) Social dimension performance indicators or in descriptive text
   - Work-related injuries : the number of hours worked, the number and rate of fatalities as a result of work-related injury, the number and rate of high-consequence work-related injury (excluding fatalities), the number and rate of recordable work-related injuries, the main types of work-related injury and the number and rate of lost-time injury frequency rate
   - Work-related ill health : the number of hours worked, occupational illness & diseases frequency rate, number of fatality occupational illnesses & diseases, number of recordable cases of occupational illnesses & diseases and the main types of occupational illnesses & diseases
c) Governance dimension performance indicators or in descriptive text
   - Double materiality assessment process
   - Supplier screening : total number of Tier-1 suppliers, total number of significant suppliers in Tier-1, percentage of total spend on significant suppliers in Tier-1, total number of significant suppliers in nonTier-1 and total number of significant suppliers (Tier-1 and nonTier-1)

- Supplier assessment and development : total number of suppliers assessed via desk assessments/ on-site assessments, percentage of significant suppliers assessed, number of suppliers assessed with substantial actual/potential negative impacts, percentage of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan and number of suppliers with substantial actual/potential negative impacts that were terminated
- Suppliers with corrective action plans : total number of suppliers supported in corrective action plan implementation and percentage of suppliers assessed with substantial actual/potential negative impacts supported in corrective action plan implementation
- Suppliers in capacity building programs : total number of suppliers in capacity building programs and percentage of significant suppliers in capacity-building programs
- Ethics e-Testing learned and passed by employees (%)

ASSURANCE METHODOLOGY

SGS's assurance engagements are carried out in accordance with assurance procedure.

The assurance comprised a combination of

- SCGP's Management interviews, including the Sustainable Development team with responsibility for performance in the areas within scope
- Interview with data owners &/or managers responsible for internal data collection and reporting databases
- Document review of relevant systems, policies, and procedures where available
- Understanding, analysing and sample testing the key data collection, aggregation, validation and reporting systems, processes, procedures, and controls
- Sampling evidence to confirm the reliability of the selected reporting standards, selected 2 Sites for onsite visit as below:
  - Thai Cane Paper Public Company Limited (Kanchanaburi)
  - Vina Corrugated Packaging Company Limited (Hai Duong Branch)

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

LIMITATIONS AND MITIGATION

Financial data drawn directly from independently audited financial accounts has not been checked back to source as part of this assurance process. Note here any other specific limitations for the assurance engagement and actions taken to mitigate those limitation, some statements and data within the scope were not assured due to lack of accessible records during the timescale allowed for assurance, and these are clearly marked throughout the Report.

STATEMENT OF INDEPENDENCE AND COMPETENCE

The SGS Group of companies is the world leader in inspection, testing and verification, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social and ethical auditing and training; environmental, social and sustainability report assurance. SGS affirm our independence from SCGP, being free from bias and conflicts of interest with the organisation, its subsidiaries and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment, and comprised auditors registered with ISO 9001, ISO 14001, ISO 45001, ISO 50001, ISO 14064-1, ISO 14067, ISO 26000, WFP, SA 8000 and experience on the SRA Assurance service provisions.

ASSURANCE/VERIFICATION OPINION

On the basis of the methodology described and the verification work performed, we are satisfied that the specified performance information included in the scope of assurance is accurate, reliable, has been fairly stated and has been prepared, in all material respects, in accordance with the reporting criteria. For future reporting, more descriptions of SCGP and subsidiaries' involvement with reconsidering data collection tool and establish mechanism for internal audit on the data performance and should maintain the system in place.

We believe that SCGP has chosen an appropriate level of assurance for this stage in their reporting.

Signed:

For and on behalf of SGS (Thailand) Limited

Montree Tangtermsirikul

General Manager

238 TRR Tower, 19th-21st Floor, Naradhiwas Rajanagarindra Road,

Chong Nonsi, Yannawa, Bangkok 10120, Thailand

12 Febuary 2026

WWW.SGS.COM

attached sheet

Summary of Scope 3 GHG Emissions Report 2025

The emission is described as below: Unit: tonnes of CO$_2$e

Category	GHG emissions
1. Purchased goods & services	1,545,614
2. Capital goods	101,570
3. Fuel and energy-related activiities	889,043
4. Upstream transporatation & distribution	303,673
5. Waste generated in operations	58,836
6. Business travel	1,121
7. Employee commuting	81,100
9. Downstream transportation & distribution	67,775
10. Processing of sold products	963,627
11. Use of sold products	48,679
12. End-of-life treatment of sold products	3,021,004
13. Downstream leased assets	60
15. Investment	18,321
Total emissions	**7,100,424**

Remark:

- Categories 8 and 14 are not reported as GHG emissions because the organization's activites are not relevant to the context

Biogenic CarbonSequestration and Land Use Change Disclosure – Economic Forest Activities in 2025

Category	Description	Reported Impact (tonnes of CO$_2$e /year)
Carbon sequestration	Annual biological carbon sequestration from economic forest activities	308,949
Land use change emission	Emissions associated with land conversion and baseline carbon stock loss	2,134

Limitation of scope: Carbon sequestration from economic forest activities is presented as disclosed environmental information. Our assurance engagement did not include procedures to verify this information against any greenhouse gas removal, carbon crediting, or offset certification framework. Accordingly, we do not express an assurance conclusion on whether the reported sequestration amounts qualify as certified removals, tradable credits, or offsets, nor on their suitability for carbon neutrality claims.

Global Reporting Initiative (GRI) Index

Statement of use:		SCG Packaging Public Company Limited has reported in accordance with the GRI Standards for the reporting period 2025 (1 January 2025 – 31 December 2025)
GRI 1 used:		GRI 1: Foundation 2021
Applicable GRI Standards:		None

In the 'Ref' column, 'SR' refers to this SCGP Sustainability Report 2025, and 'AR' to the SCGP Annual Report 2025.

GRI STANDARD	DISCLOSURE	LOCATION	EXTERNAL ASSURANCE
GRI 2: **General Disclosures 2021**	2-1 Organizational details	SR 5, AR 38-75	
	2-2 Entities included in the organization's sustainability reporting	SR 99-101	
	2-3 Reporting period, frequency and contact point	SR 15-16	
	2-4 Restatements of information	SR 15	
	2-5 External assurance	SR 102-104, SCGP website: ESG Home page	
	2-6 Activities, value chain and other business relationship	SR 16-17,43,44-47,52-53,55,58,59,63,67-72	
	2-7 Employees	SR 91	
	2-8 Workers who are not employees	SCGP website: ESG Home page	
	2-9 Governance structure and composition	AR 144-150	
	2-10 Nomination and selection of the highest governance body	AR 144-150	
	2-12 Role of the highest governance body in overseeing the management of impacts	SR 3-6, SCGP website: ESG Home page	
	2-13 Delegation of responsibility for managing impacts	SR 3-6, SCGP website: ESG Home page	
	2-14 Role of the highest governance body in sustainability reporting	SCGP website: ESG Home page	
	2-15 Conflicts of interest	AR 126-135,211,219	
	2-16 Communication of critical concerns	AR 194-211 SCGP website: ESG Home page	
	2-17 Collective knowledge of the highest governance body	AR 150-162	
	2-18 Evaluation of the performance of the highest governance body	AR 200-209	
	2-19 Remuneration policies	AR 184-186, SCGP website: ESG Home page	
	2-20 Process to determine remuneration	AR 184-186, SCGP website: ESG Home page	
	2-22 Statement on sustainable development strategy	SR 7, AR 88-93, SCGP website: ESG Home page	
	2-23 Policy commitments	SR 18-19, SR 41-77, AR 19-20, SCGP website: ESG Home page	
	2-24 Embedding policy commitments	SR 41-77 SCGP website: ESG Home page	
	2-25 Processes to remediate negative impacts	SR 41-77, SCGP website: ESG Home page	
	2-26 Mechanisms for seeking advice and raising concerns	SR 16-17, 67, 73-75	
	2-27 Compliance with laws and regulations	SR 44-45, 50-59, 61, 86	
	2-28 Membership associations	SR 16-17	
	2-29 Approach to stakeholder engagement	SR 70-72	
	2-30 Collective bargaining agreements	SCGP website: ESG Home page	

GRI STANDARD	DISCLOSURE	LOCATION	EXTERNAL ASSURANCE
GRI 3: **Material Topics 2021**	3-1 Process to determine material topics	SR 22, 70-72 SCGP website: ESG Home page	Yes
	3-2 List of material topics	SR 23-24	Yes
	3-3 Management of material topics	SR 33-39	Yes
GRI 201: **Economic Performance 2016**	201-1 Direct economic value generated and distributed	SR 97	
	201-2 Financial implications and other risks and opportunities due to climate change	SR 33-39	
	201-3 Defined benefit plan obligations and other retirement plans	AR 202-205, SCGP website: ESG Home page	
	201-4 Financial assistance received from government	SR 97,86	
GRI 202: **Market Presence 2016**	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	SCGP website: ESG Home page	
	202-2 Proportion of senior management hired from the local community	SR 92	
GRI 203: **Indirect Economic Impacts 2016**	203-1 Infrastructure investments and services supported	SR 93	
	203-2 Significant indirect economic impacts	SR 60-72	
GRI 204: Procurement	204-1: Proportion of spending on local suppliers	SR 97	
GRI 205: **Anti-corruption 2016**	205-1 Operations assessed for risks related to corruption	SCGP website: ESG Home page	
	205-2 Communication and training about anti-corruption policies and procedures	SR 73	
	205-3 Confirmed incidents of corruption and actions taken	SR 73-74, 99	
GRI 206: **Anti-competitive**	206-1: Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	SCGP website: ESG Home page	
GRI 207: **Tax 2019**	207-1 Approach to tax	SCGP website: ESG Home page	
	207-2 Tax governance, control, and risk management	SCGP website: ESG Home page	
	207-3 Stakeholder engagement and management of concerns related to tax	SCGP website: ESG Home page	
	207-4 Country-by-country reporting	SCGP website: ESG Home page	
GRI 301: **Materials 2016**	301-1 Materials used by weight or volume	SR 79	
	301-2 Recycled input materials used	SR 79	
GRI 302: **Energy 2016**	302-1 Energy consumption within the organization	SR 81, 88, SCGP website: ESG Home page	Yes
	302-2 Energy consumption outside of the organization	SR 81	Yes
	302-3 Energy intensity	SR 81, 88	Yes
	302-4 Reduction of energy consumption	SR 33, 81, 88	
	302-5 Reductions in energy requirements of products and services	SR 44, 48-49	
GRI 303: **Water and Effluents 2018**	303-1 Interactions with water as a shared resource	SR 56-59, SCGP website: ESG Home page	
	303-2 Management of water discharge-related impacts	SR 56-59, SCGP website: ESG Home page	
	303-3 Water withdrawal	SR 82-83, 88	Yes
	303-4 Water discharge	SR 82-83, 88	Yes
GRI 304: **Biodiversity 2016**	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	SR 50-53, SCGP website: ESG Home page	
	304-2 Significant impacts of activities, products and services on biodiversity	SR 50-53, SCGP website: ESG Home page	
	304-3 Habitats protected or restored	SR 50-53	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	SR 50-53, SCGP website: ESG Home page	

GRI STANDARD	DISCLOSURE	LOCATION	EXTERNAL ASSURANCE
GRI 305: **Emissions 2016**	305-1 Direct (Scope 1) GHG emissions	SR 79-80, 86-87	Yes
	305-2 Energy indirect (Scope 2) GHG emissions	SR 79-80, 86-87	Yes
	305-3 Other indirect (Scope 3) GHG emissions	SR 79-80, 86-87	Yes
	305-4 GHG emissions intensity	SR 79-80, 86-87	
	305-5 Reduction of GHG emissions	SR 79-80, 86-87	Yes
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx),	SR 81, 89	Yes
GRI 306: **Waste 2020**	306-1 Waste generation and significant waste-related impacts	SR 44-47, SCGP website: ESG Home page	
	306-2 Management of significant waste-related impacts	SR 44-47, SCGP website: ESG Home page	
	306-3 Waste generated	SR 84-85, 89	Yes
	306-4 Waste diverted from disposal	SR 84-85, 89	Yes
	306-5 Waste directed to disposal	SR 84-85, 89	Yes
GRI 308: **Supplier Environmental Assessment 2016**	308-1 New suppliers that were screened using environmental criteria	SR 76-77	Yes
	308-2 Negative environmental impacts in the supply chain and actions taken	SR 76-77	Yes
GRI 401: **Employment 2016**	401-1 New employee hires and employee turnover	SR 93	
	401-3 Parental leave	SR 93	
GRI 403: **Occupational Health and Safety 2018**	403-1 Occupational health and safety management system	SR 62-64	
	403-2 Hazard identification, risk assessment, and incident investigation	SR 62-64	
	403-3 Occupational health services	SR 62-64	
	403-4 Worker participation, consultation, and communication on occupational health and safety	SR 62-64 SCGP website: ESG Home page	
	403-5 Worker training on occupational health and safety	SR 62-64 SCGP website: ESG Home page	
	403-6 Promotion of worker health	SR 62-64	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	SR 62-64	
	403-8 Workers covered by an occupational health and safety management system	SR 62-64	
	403-9 Work-related injuries	SR 90, 95-96	Yes
	403-10 Work-related ill health	SR 90, 95-96	Yes
GRI 404: **Training and Education 2016**	404-1 Average hours of training per year per employee	SR 93	
	404-2 Programs for upgrading employee skills and transition assistance programs	SR 65-66	
	404-3 Percentage of employees receiving regular performance and career development reviews	SR 65	
GRI 405: **Diversity and Equal Opportunity 2016**	405-1 Diversity of governance bodies and employees	SR 91, AR 144-172	
	405-2 Ratio of basic salary and remuneration of women	SR 91-93	Yes
GRI 406: **Non-discrimination 2016**	406-1 Incidents of discrimination and corrective actions taken	SR 61, 73-74, SCGP website: ESG Home page	
GRI 407: **Freedom of Association and Collective Bargaining 2016**	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	SR 42-43, 61, 73-74, 92 SCGP website: ESG Home page	
GRI 408: **Child Labor 2016**	408-1 Operations and suppliers at significant risk for incidents of child labor	SR 73-74, SCGP website: ESG Home page	

GRI STANDARD	DISCLOSURE	LOCATION	EXTERNAL ASSURANCE
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	SR 61, 73-74, SCGP website: ESG Home page	
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	SR 60, 97, SCGP website: ESG Home page	
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of Indigenous peoples	SR 73-74 SCGP website: ESG Home page	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	SR 68-69 SCGP website: ESG Home page	
	413-2 Operations with significant actual and potential negative impacts on local communities	SR 68-69 SCGP website: ESG Home page	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	SR 76-77 SCGP website: ESG Home page	Yes
	414-2 Negative social impacts in the supply chain and actions taken	SR 76-77 SCGP website: ESG Home page	Yes
GRI 415: Public Policy 2016	415-1 Political contributions	SR 97, SCGP website: ESG Home page	
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	SR 48-49, SCGP website: ESG Home page	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	SR 48-49, SCGP website: ESG Home page	
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	SR 48-49, SCGP website: ESG Home page	
	417-2 Incidents of non-compliance concerning product and service information and labeling	SR 48-49	
	417-3 Incidents of non-compliance concerning marketing communications	SR 48-49	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	SR 75 SCGP website: ESG Home page	

Sustainability Accounting Standards Board Response (SASB)

SASB Content Index

Topic	Disclosure Code	Disclosure Title	Page	Disclosure or Additional Explanation (Unit)
Greenhouse Gas Emissions	RT-CP-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	79	(Metric tons (tCO$_2$e)) (Percentage (%))
	RT-CP-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	41-43	N/A
Air Quality	RT-CP-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N$_2$O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) particulate matter (PM)	81	(Metric tons (t)) (Percentage (%))
Energy Management	RT-CP-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, (4) total self-generated energy	18, 81	(Gigajoules (GJ)) (Percentage (%))
Water Management	RT-CP-140a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	82-83	(Thousand cubic meters (m^3)) (Percentage (%))
	RT-CP-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks	56-59, 82-83	(Number)
	RT-CP-140a.3	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	86, 89	(Case)
Waste Management	RT-CP-150a.1	Amount of hazardous waste generated, percentage recycled	84	(Metric tons (t)) (Percentage (%))
Product Safety	RT-CP-250a.1	Number of recalls issued, total units recalled	48	(Case)
	RT-CP-250a.2	Discussion of process to identify and manage emerging materials and chemicals of concern	44-45, 48-49	N/A
Product Life Cycle Management	RT-CP-410a.1	Percentage of raw materials from: (1) recycled content, (2) renewable resources, and (3) renewable and recycled content	79	(3) 97.7% (Percentage (%) by weigh)
	RT-CP-410a.2	Revenue from products that are reusable, recyclable, and/or compostable	97	(SCG Green Choice)
	RT-CP-410a.3	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	44-49	N/A
Supply Chain Management	RT-CP-430a.1	Total wood fiber procured, percentage from certified sources	51-52	(Million tons)
	RT-CP-430a.2	Total aluminum purchased, percentage from certified sources	N/A	N/A
Activity Metric	RT-CP-000.A	Amount of production, by substrate	79	(Metric tons (t)) (Percentage (%))
	RT-CP-000.B	Percentage of production as: (1) paper/wood, (2) glass, (3) metal, and (4) plastic	14	(1) 81.7% (4) 12.5% (Percentage by Revenue)
	RT-CP-000.C	Number of employees	91	(Persons)