

## **Diversity, Equity, Inclusion, and Belonging (DEI&B) Policy**

Mitr Phol Group realizes the importance of Diversity, Equity, Inclusion, and Belonging (DEI&B), encourages equal treatment for all, free from discrimination, respects diversity, and accepts individual differences both within and outside the organization. Additionally, Mitr Phol Group encourages inclusion without prejudice and strives to create a work environment where everyone feels that they are a part of the organization.

In order to achieve these objectives, Mitr Phol Group has established policies to serve as a framework for the Board of Directors, executives, and employees in all business activities. These policies also extend to our business partners in the business value chain, including suppliers, contractors, and joint-venture partners. The details of these policies are as follows:

1. Promote acceptance of diversity and individual differences, ensuring equal treatment for all. Foster inclusivity and create a work environment where everyone feels a sense of belonging, while rejecting segregation and discrimination against anyone within or outside Mitr Phol Group.
2. Cultivate Mitr Phol Group's work culture to be exemplary in accepting diversity and individual differences, ensuring equal treatment, fostering inclusivity, and enhancing the sense of belonging.
3. Encourage and support our business partners in the business value chain, including suppliers, contractors, and joint-venture partners to engage in ethical business practices and treat everyone in accordance with these policies.

### **Guidelines**

1. Treat everyone equally, embracing diversity and differences in attitude, culture, belief, language, ethnicity, race, origin, religion, nationality, gender, skin color, abilities, health, social status, skills, and other personal characteristics. Listen to and encourage different opinions without discrimination, prejudice, or actions that cause inequality.
2. Executives, supervisors, and leaders at all levels have a role in supporting and promoting diversity, equity, inclusion, and a sense of belonging throughout the organization, serving as role models. They also contribute to creating a work environment that fosters equality and a sense of safety in participating in organizational activities (DEI&B Champions).

3. Implement this policy rigorously in human resources management, covering recruitment and selection, employee development, career advancement, welfare provision, workplace well-being, performance management, compensation, retirement, and other related areas.
4. Communicate, disseminate, educate, and provide understanding, guidelines, and support to business partners in the business value chain, including suppliers, contractors, and joint venture partners, to ensure their participation in conducting business in line with these policies.
5. Prevent risks of violating individual rights by being vigilant in duties, not neglecting or ignoring actions that could infringe on the rights of others. Report any incidents to supervisors or responsible individuals and cooperate in investigating the facts.
6. Provide equal opportunities for all personnel at all levels to express opinions, complaints, or grievances. Ensure diverse and different perspectives are heard and protect whistleblowers and complainants. In the act of the leader in sugar and Bio-based energy industry, we recognize that diversity issue is currently crucial to everyone. This is to make sure that everyone is treated appropriately at our workplace without discrimination.