Supalai Public Company Limited
Policy and Guidelines on Gender Equality and Women's Rights

Supalai Public Company Limited is committed to fostering diversity and equality at all levels by creating a work environment that respects the dignity and human rights of all employees. These policy and guidelines not only reflect our determination to establish fairness within the organization but also promote understanding and appreciation of gender equality and women's rights. Additionally, they support sustainable growth and add value to all stakeholders by focusing on equal opportunities, capacity development, and comprehensive and tangible protection of women's rights. These policy and guidelines apply to the operations of the Company and its subsidiaries and include the following guidelines:

1. Objectives

The Company is dedicated to promoting gender equality and women's rights at all organizational levels to ensure that all employees receive equal opportunities, free from discrimination, and are able to grow in their careers equally. These policies also support the Company's sustainability goals and enhance stakeholder confidence. They cover all employees at all levels as well as other stakeholders related to the Company's business.

2. Key Practices

2.1 Recruitment and Appointment of Personnel

- The Company shall maintain at least 30% female representation in executive positions.
- The Company establishes the recruitment and appointment processes at all levels shall be fair, transparent, and free from gender bias.
- The Company encourages the establishment of committees that reflect gender diversity.

2.2 Compensation and Benefits

- The Company shall provide equal pay for equal work and ensure fair opportunities for promotion.
- The Company shall offer appropriate benefits for female employees, such as maternity leave, family care leave, flexible working arrangements, and health and wellness support.

2.3 Career Development and Advancement

- The Company shall promote mentorship programs and initiatives specifically designed for women's capacity development.
- The Company supports gender equality training for employees and executives, including learning from female leaders' experiences and encouraging women to advance to executive positions.

2.4 A Safe and Fair Working Environment

- The Company has zero-tolerance policies against sexual harassment and discrimination, with clear disciplinary measures.
- The Company provides independent grievance mechanisms through internal channels and an external whistleblower hotline(1720). Complainants are protected against retaliation under the Company's whistleblower protection policies.
- The Company promotes an organizational culture that supports Diversity, Equity, and Inclusion (DEI).

2.5 Disclosure and Reporting

- The Company shall disclose information on female representation in executive roles, compensation, and career advancement in the Company's annual report.
- The Company shall periodically review and update these policy and guidelines based on feedback from employees and stakeholders.

3. Governance and Enforcement

- The Corporate Governance Department is responsible for monitoring policy implementation and reporting directly to the Corporate Governance and Sustainability Development Committee.
- The Company has clear disciplinary measures for discrimination and policy violations, in accordance with internal regulations. These policy and guidelines are part of the Company's commitment to sustainable organizational development and long-term confidence among investors, employees, and stakeholders.

Please be informed for your acknowledgement.

Notified on this 25th day of February 2025

Prateep Tangmatitham

(Dr. Prateep Tangmatitham)
Chairman of the Board of Directors