

SCB^x

SCB^x Group
**SUSTAINABILITY
POLICY**

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Our Sustainability Mission

**OPPORTUNITIES
FOR EVERYONE,
POSSIBILITIES
EVERYDAY**

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SCB^X GROUP SUSTAINABILITY POLICY

1. RATIONALE

With the vision to become 'The Most Admired Regional Financial Technology Group,' SCB X Public Company Limited ("the Company"), as the parent company of the SCB^X Financial Group ("SCB^X Group"), aims to drive balance of economic, social and environmental sustainability with opportunities and possibilities for all sectors to be able to participate in creating positive impacts on the ecosystem for sustainable development.

SCB^X Group's commitment clearly reflects through its mission to make finance simple, accessible and affordable for all through the power of technology and innovation to support inclusive growth, while simultaneously supporting the United Nations Sustainable Development Goals (SDGs) and the Paris Agreement.

2. SCOPE

This Policy applies to the business activities and operations of SCB^X Group, which includes SCB X Public Company Limited (the Company), its subsidiaries and joint ventures where the Company has operational control over. The Policy also covers the Board of Directors, executives, and all employees of SCB^X Group. Nevertheless, subsidiaries and joint ventures can apply and adopt the Policy as deemed appropriate to their business context.

3. OBJECTIVE

This Policy is formulated to provide a framework for sustainability management within SCB^X Group to form management guidelines for material sustainability issues. This includes performance monitoring and reporting in a systematic and efficient manner. Subsidiaries and joint ventures are responsible for independently and appropriately governing and managing their own sustainability work in an appropriate and independent manner that supports SCB^X Group's strategic framework and sustainability goals.

4. SUSTAINABILITY GOVERNANCE

To manage sustainability within SCB^X Group, in line with the Policy, and ensure continuity in a systematic manner, the following sustainability governance structure is set up:

Board of Directors

- Approve sustainability policy and strategic direction.
- Oversee SCB^X Group's sustainability performance in line with corporate strategy.
- Govern business activities and operations in alignment with the Policy.

Executive Committee

- Review sustainability policy and strategic direction before presenting to the Board of Directors for approval.
- Support policy implementation.
- Endorse sustainability performance before reporting to the Board of Directors at least on an annual basis.

Management Committee

- Set sustainability policy and strategic direction before presenting to the Executive Committee or other relevant committees for review and endorsement.
- Approve strategic goals and plans as well as supporting and providing recommendations on performance improvement.
- Monitor and assess performance against strategic goals and report to the Executive Committee at least twice a year.
- Appoint specific taskforces to manage emerging sustainability issues as appropriate.

Group Sustainability Steering Committee (CEO Forum)

- Reinforce strategic sustainability agendas and ensure Group wide alignment.

Group Sustainability Working Committee

- Support policy implementation and monitor performance.
- Report sustainability performance to SCB^X Sustainability Office for public reporting and disclosure purposes.

SCB^X Sustainability Office

- Co-develop strategic goals and action plans and present to the Management Committee for review and endorsement.
- Support and coordinate for sustainability performance across SCB^X Group and collaborate with relevant functions to review and revise sustainability policies.
- Continuously communicate performance and develop a sustainability report annually.

5. SUSTAINABILITY APPROACH

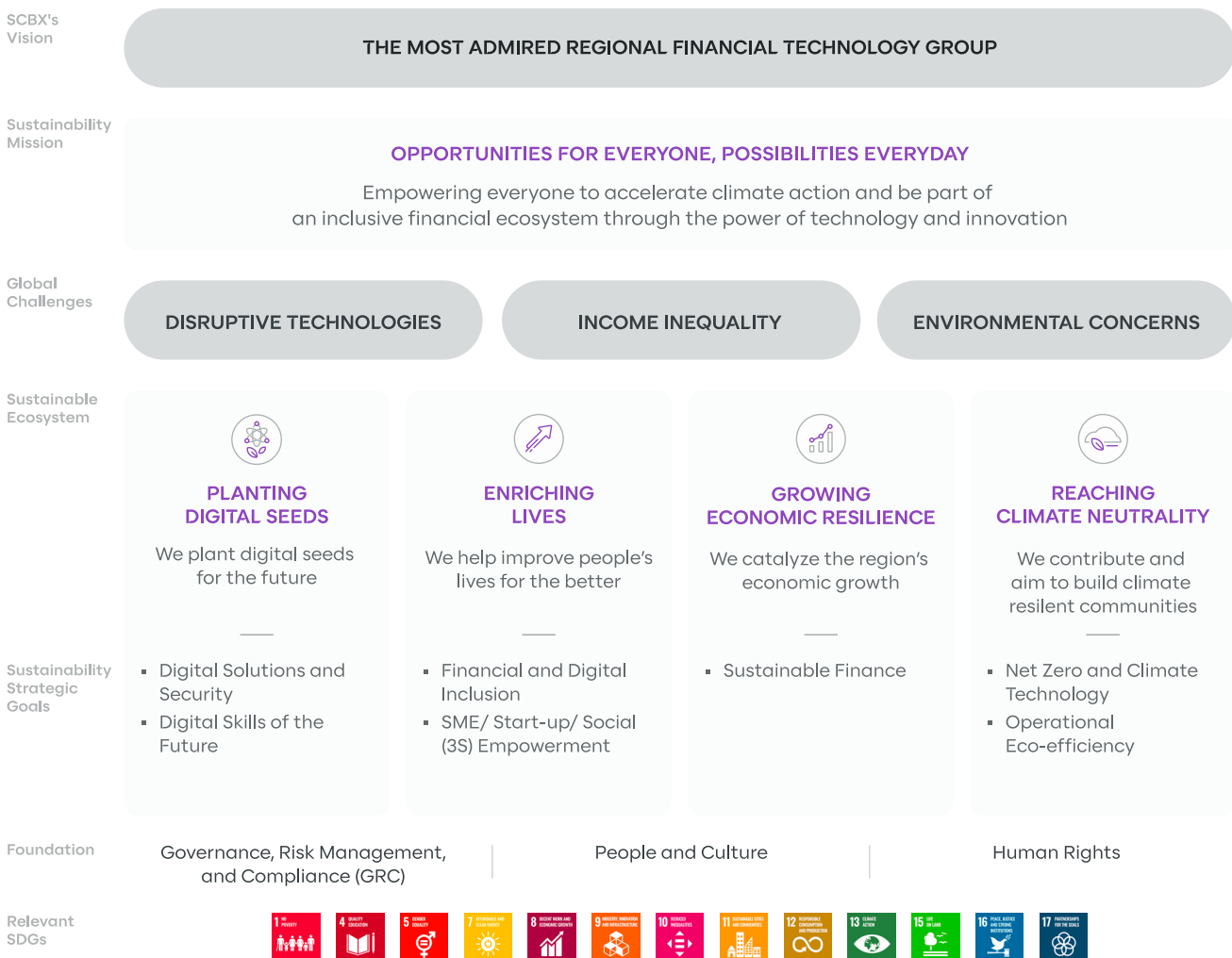
- **Materiality Assessment:** SCB^X Group will assess risks and impacts on economic, environmental, social and governance aspects to understand sustainability issues that are significant to its business activities to determine sustainability strategies and business plans.
- **Dialogue with Stakeholders:** SCB^X Group will provide opportunities for stakeholders to contribute to its mission of promoting sustainability by listening, exchanging views and ideas to formulate comprehensive policies and management guidelines for utmost benefit to all sectors.
- **Innovation and Partnering for Greater Impact:** SCB^X Group will create financial innovations and digital technologies that meet the needs of the future and cooperate with government agencies, industry associations, business partners, organisations, and local, regional and global networks to create wide-ranging positive impacts.

- **Disclosure and Transparency:** To ensure data quality and continuous improvement, the Company will disclose SCB^X Group's sustainability performance in its annual report and sustainability report in line with the Global Reporting Initiative (GRI) reporting standards, regulatory agency guidelines, disclosure requirements, and progress reports for specific management areas. This includes but not limited to the UN Global Compact, Equator Principles (EP), Task Force on Climate-related Financial Disclosures (TCFD), and The Global GHG Accounting and Reporting Standard for the Financial Industry by PCAF.

6. SUSTAINABILITY COMMITMENT

Recognizant of its responsibility and believing in the power of creating shared values, the goal of SCB^X Group is to be one of the most sustainable organisations that pushes for opportunities and supports customers to overcome changes and encourage everyone to live a quality life in a balanced environment and ecosystem in line with its sustainability mission '**Opportunities for Everyone, Possibilities Everyday**'.

To achieve the above goals, SCB^X Group must innovate and uplift capabilities that drive broader economic growth, promote access to all opportunities, and support the transition to a low-carbon economy and society. The Company will also seek new opportunities every day for a better tomorrow by integrating sustainability into its business activities with commitments reflected in four pillars and three foundations.





Planting Digital Seeds

- **Digital Solutions and Security:** SCB^X Group will leverage its capabilities in technology and data to innovate and invest in future technologies to bring about diverse alternatives conducive to an inclusive digital ecosystem that promotes sustainable business and lifestyles on the back of strengthened cybersecurity and the data protection.
- **Digital Skills of the Future:** SCB^X Group will connect and engage people in the digital economy by empowering employees and the future workforce with digital skills. This includes ensuring basic digital literacy among the general public to help drive long-term economic growth and enhance access to employment and well-being.



Enriching Lives

- **Financial and Digital Inclusion:** SCB^X Group will develop a comprehensive range of financial, investment and digital asset products and services that will ensure everyone has equal and inclusive access to finance for all, including the underserved group, low income population or self-employed groups for greater financial independence and stability, narrower digital gap for a better future.
- **SME – Start-ups – Social (3S) Empowerment:** SCB^X Group will promote and support small and medium-sized businesses, start-ups, communities, and society to grow and reach their full potential through creation and connection of opportunities in accessing and utilizing digital technology, finance, knowledge and 21st Century skill. This will help enhance their competence and agility to keep up with changes in line with sustainable development guidelines.



Growing Economic Resilience

- **Sustainable Finance:** SCB^X Group will integrate the environment, social and governance considerations (ESG) into financial activities , investment advisory and the development of a comprehensive range of financial products and services in respond to diverse customer, as a collective effort in tackling environmental and social impacts.



Reaching Climate Neutrality

- **Net Zero and Climate Technology:** SCB^X Group will adjust and reinforce its organizational management capabilities to support clients' transition to a low carbon and net zero economy while driving investment in climate technologies. These approaches will enable SCB^X Group to achieve its 2050 net zero target and strengthen all sectors' climate adaptation.
- **Operational eco-Efficiency:** SCB^X Group will improve the efficiency of energy and natural resources utilization and waste management while applying digital technology in operational processes as well as promoting green supply chain to maintain the balance of natural resources and the environment which is the economic and social capital for sustainable development.

SCB^X Group believes that achieving success should be based on morality, ethics, engagement and responsibility. Therefore, SCB^X Group will focus its efforts on strengthening its three foundations.

- **Governance, Risk Management and Compliance (GRC):** SCB^X Group will integrate GRC into its management so that employees, processes, information and technology are systematically integrated. This will ensure the entire organisation coordinates on corporate governance and its business ethics policy which is based on internationally standardised risk management that supports its strategic goals. This includes responding quickly to changes and strictly complying with relevant laws, rules and regulations.
- **People and Culture:** SCB^X Group will enhance and coordinate its efforts on human resource management, people development, career advancement, compensation and welfare, and a working environment based on equality and fairness. SCB^X Group will adapt to changing business contexts while strengthening that foster core values of the organisation.
- **Human Rights:** SCB^X Group will conduct business with respect to human rights in line with laws and the United Nations Guiding Principles on Business and Human Rights (UNGPs). In addition, the Company will use technology in promoting inclusive respect for human rights as outlined in SCB^X Group's Human Rights Policy.

7. POLICY REVIEW

This Policy is approved by the Board of Directors after receiving endorsement from Management Committee and Executive Committee respectively. Nevertheless, the Board of Directors has delegated the authority to the Management Committee to review and revise the policy. However, any significant changes to the Policy will be presented to the Board of Directors for approval. This Policy will be reviewed at least on an annual basis in order to effectively keep up and respond to a changing context.

8. RELEVANT POLICY

- Corporate Governance Policy
- Code of Conduct
- Climate Change and Environmental Stewardship Policy
- Human Rights Policy
- Occupational Health and Safety Policy



The background of the image features a large, stylized 'X' shape formed by four overlapping triangles. The triangles are a dark gray color, while the central area where they overlap is a lighter gray, creating a subtle gradient effect. In the center of this 'X' is the SCB logo.

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