



Influencing the Board on the People Agenda **Mental Health Well-Being**

Who we are :

We are 

OUR VISION

A leading multinational consumer packaging solutions provider through innovative and sustainable offerings.

SCGP Nature of Business

SCGP is organized into 3 main operating segments: Integrated Packaging Business, Fibrous Business, and Recycling Business, & Others.

Integrated Packaging Business

Retail Display Packaging

- Regular Stoll containers
- Logistics Packaging
- Die cut Containers



Packaging Paper

- Containerboard
- Coated duplex board
- Sack kraft



Flexible Packaging products

- Consumer Packaging
- Industrial Packaging
- Specialty Packaging



Rigid Packaging Products

- Blow Molding
- Injection Molding
- Extruded Tube Products
- Extruded Tube Products



Medical Supplies and Lab-ware

and equipment for sampling for medical diagnosis and use in laboratory



Retail Display Packaging

- Folding Cartons and Floor Displays
- Gift Set
- Counter Display
- Pop-tech Display



Non-Packaging Paper

- Plasterboard liner
- Core board
- Grocery bags
- Industrial bags



Packaging Service and Solutions

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

Fibrous Business

Foodservice Products

Foodservice Packaging Fest®

Foodservice packaging for fastfood

Foodservice packaging for takeaway

Pulp and Paper Products

Printing and Writing Paper

Graphic Paper

Copy Paper

Pulp

Eucalyptus Pulp

Dissolvable Pulp

Plantation and Bio-based Solutions

Wood chips for biomass

Soil Conditioner

Recycling Business & Others

Packaging Material Recycling

- Sourcing and trading recycled materials to increase the capability of packaging recycling
- Two main categories: Recovered Paper and Recovered Plastic

Others

Training and Seminars

Investment

SCGP Profile



1975

Established year



#1

Market Shares
In ASEAN



194 bn

Capitalization



146,068

SCGP's Revenue
2022



>7,000

Customers



>150,000

SKU of Products



22,429

SCGP Employees



57

Production
Facilities



9

Operating
Countries



SET Listed on 22 OCT 2020

Source: Frost & Sullivan & Company data
Note : 1. No.1 Market shares of packaging paper in TH, VN & PH and fiber-based packaging in TH & VN
2. Market capitalization as of 07 Apr 2023

SCGP 2023 Workforce



22,429 Employees
9 Countries

(as of Aug 2023)

**CONSUMER
PACKAGING
SOLUTIONS**

INNOVATIVE

SUSTAINABLE

**MULTINATIONAL
COMPANY**

“A leading multinational consumer packaging solutions provider through innovative and sustainable offerings”



Influencing the BOD on People Agenda

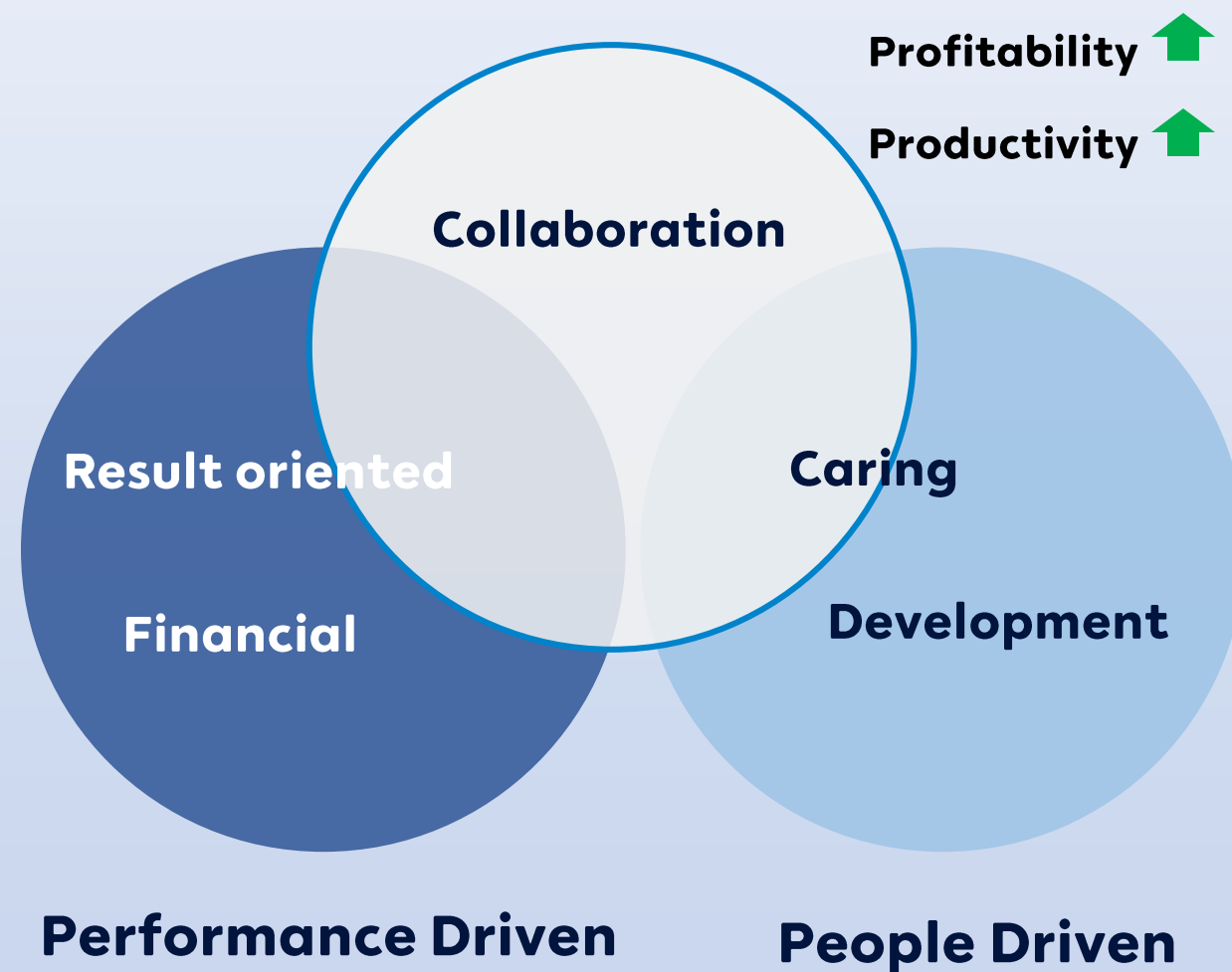
Key Success Factors for Business Achievement

Performance

- Business Growth
- Profitability
- Revenue

People

- Growth Mindset
- Capabilities
- Innovative



Key Findings from research

Research from 1,800 large companies across all sectors in 15 countries finds that companies with Performance and People

- Talent magnets, with attrition rates almost five percentage
- Earning high economic profit and returns on invested capital
- Empowering and challenging leadership style
- Transparent performance expectation and incentive
- Support for entrepreneurship and initiative-taking
- Widespread ownership and alignment with vision

Influencing the BOD on People Agenda

Why is Employee Engagement important?

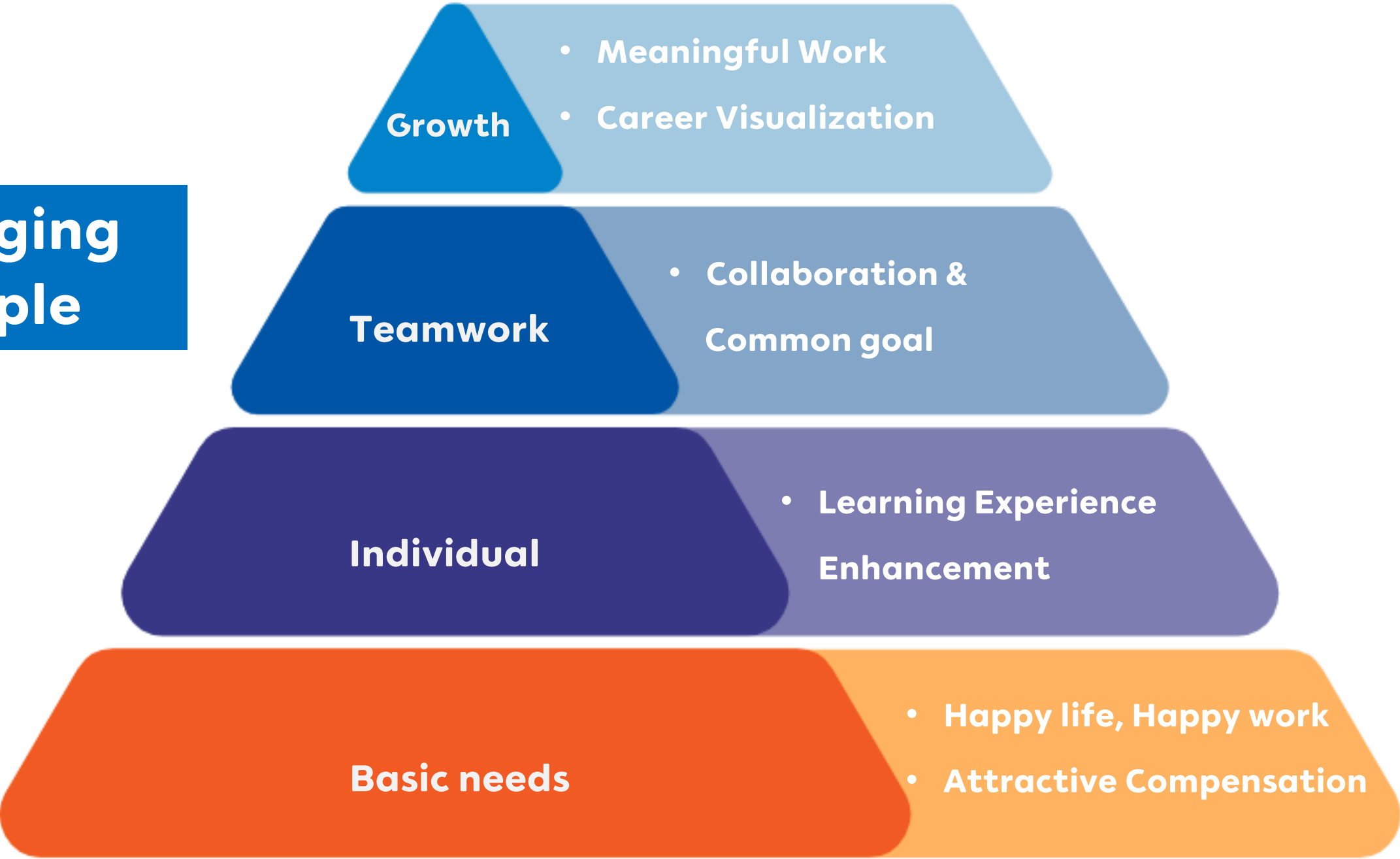
“Engaged employees produce better business outcomes than other employees”

- ▲ Customer loyalty / engagement
- ▲ Productivity
- ▲ Profitability
- ▼ Defect in quality
- ▼ Safety incidents
- ▼ Turnover rate

Engaging People

Inner Drive

Levels of Engagement and Key Focus





HR Transformation

People Caring > HR

People Caring

People + Care = Business success

Care = (n) charge, protection, carefulness
(v) attention, look after

- Taking good employees **Care**
- **Attention** and to detail are thorough in reviewing their work accurately
- Create healthy organization culture for achieve work-life harmony

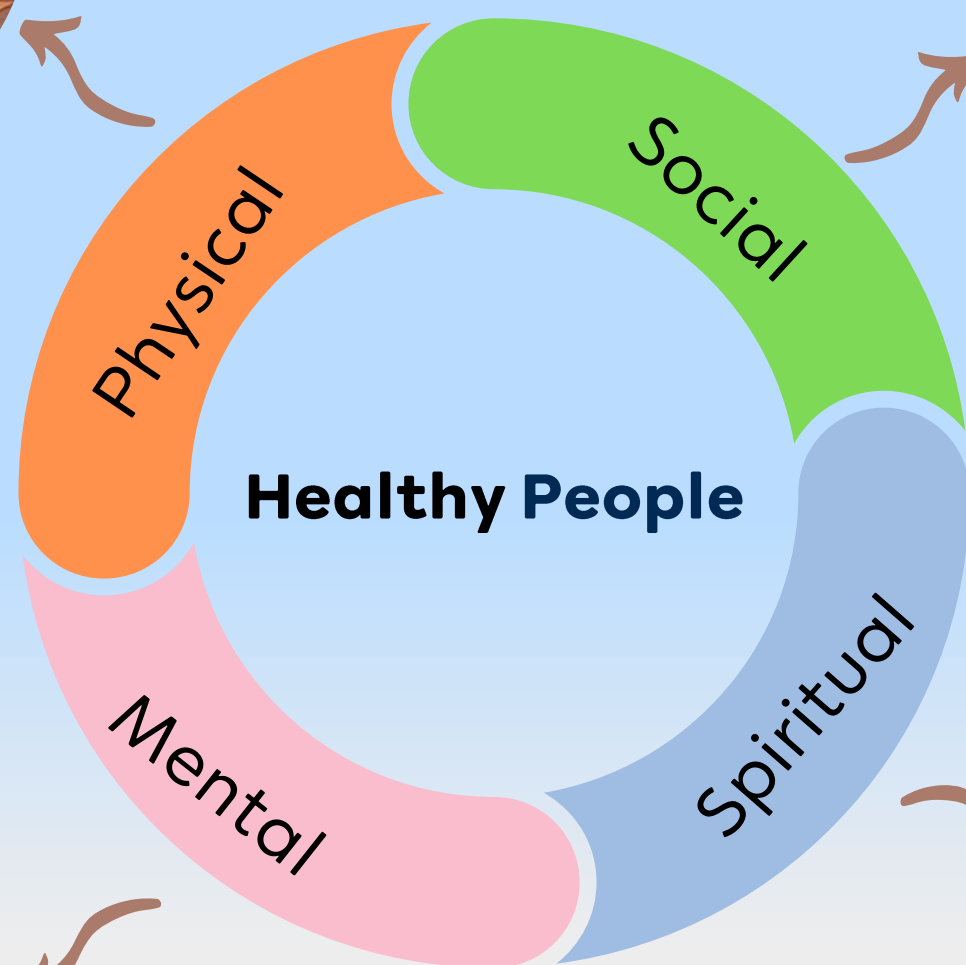


Healthy People & Organization

People Well-being leads to **Organization Well-being**



- Flexi Working Condition
- Flexi Benefit

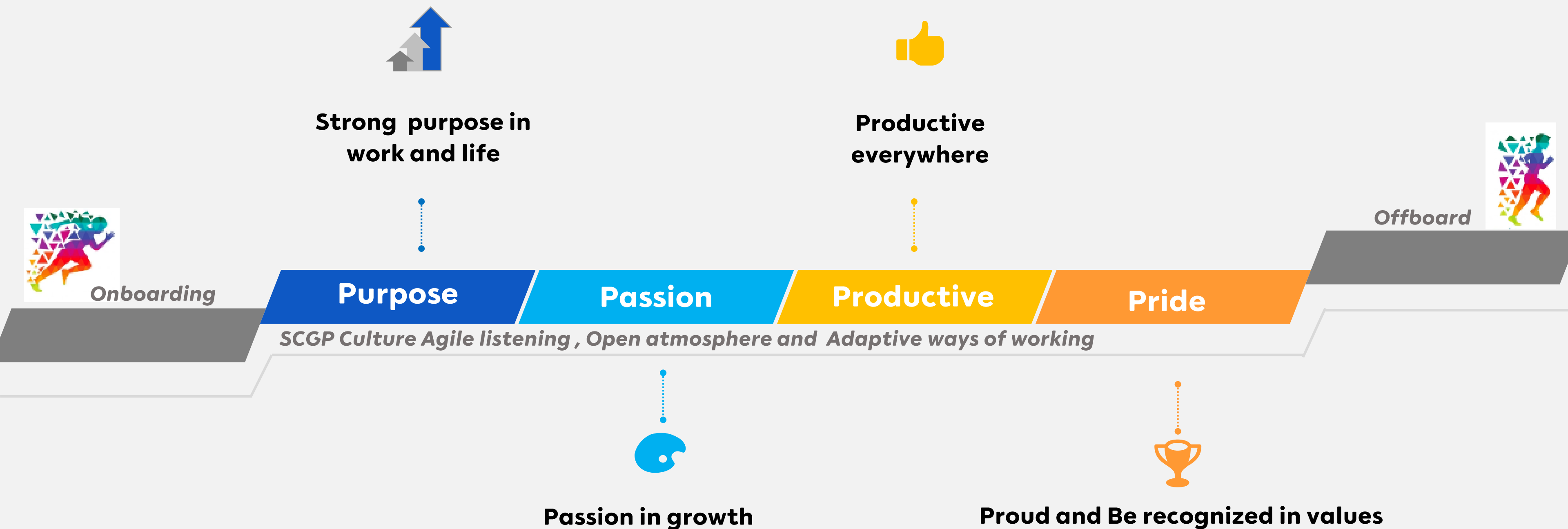


- DEI (Diversity, Equity, Inclusion)

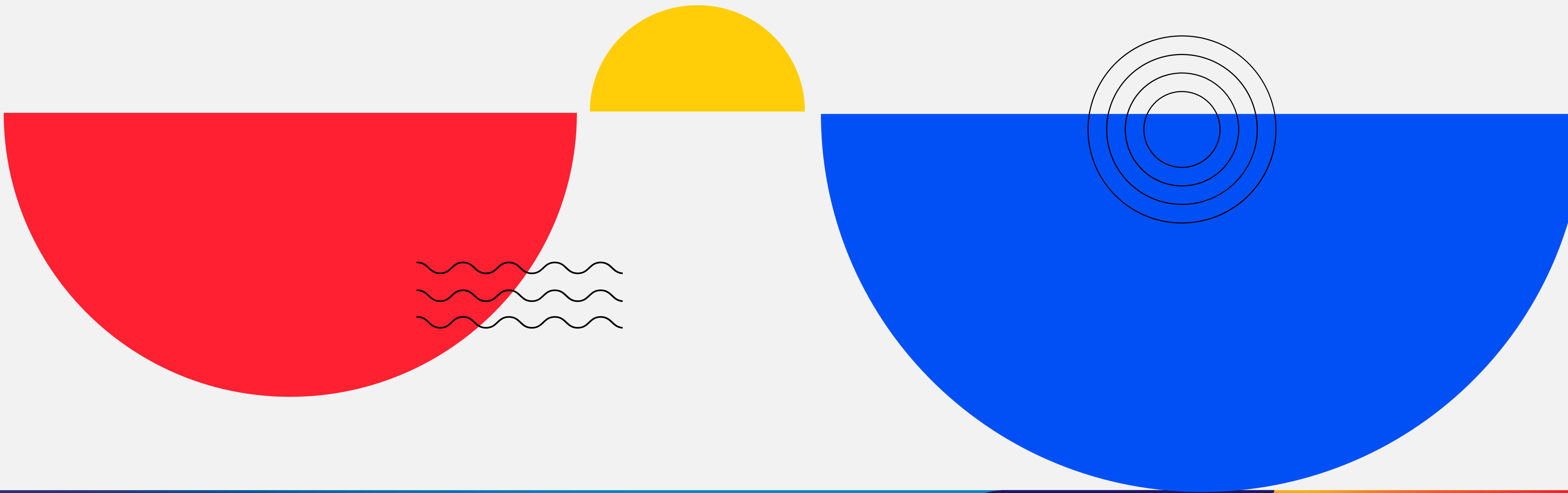


Healthy Organization

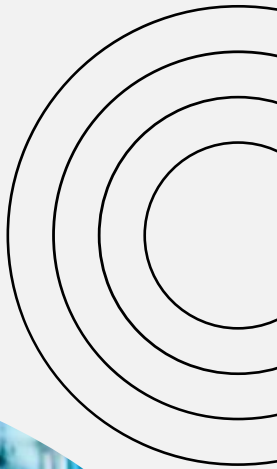




Mental Health and Well Being



Mental Health Product



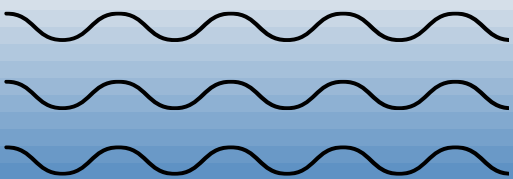
Online Counseling



**Mental Health
Check-Up**



**Mental/Inspiration
Talk**



Career Aspiration



- Employee can design their career aspiration to grab future opportunities
- People Caring as a Career Consult to support and equip employee capabilities

Flexi Care Package


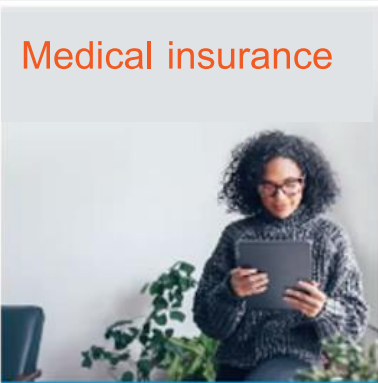



Life and Medical



Medical

Illness care by OPD and IPD

Option for your interest

 <p>Mental health</p>	 <p>Medical insurance</p>	 <p>Long-term financial security</p>	 <p>Work life balance</p>	 <p>Physical health</p>
Emotional and mental wellbeing	Package for OPD IPD & Accident	Adequate retirement savings	Burnout & exhaustion	Health protection

The image features a large, stylized logo for SCGP in the center. The letters 'S', 'C', and 'G' are blue, while the 'P' is a gradient of orange and red. The background is a blue-tinted illustration of a modern city skyline with white line-art buildings. In the foreground, a group of diverse people are engaged in various activities: a man on a bicycle, a woman holding two boxes (one blue, one yellow), a woman walking a beagle, a man in a suit talking on a phone, a man in a light blue shirt holding a tablet and a coffee cup, and a family (mother, father, and child) pushing a shopping cart filled with groceries. The ground is a light blue surface with white grid lines.

SCGP

EVOLVE THE WAY OF LIFE