	PLAN B MEDIA PUBLIC COMPANY LIMITED			
	DIVERSITY AND INCLUSION MANAGEMENT POLICY			
	Replaced version	Revised	BOD Meeting	Effective
	-	-	No.7/2023	14 Dec 2023

This policy provides a framework for diversity and inclusion management of Plan B Media Public Company Limited and the group company (hereinafter referred to as "PLANB"), as PLANB recognizes the importance of utilizing the diverse thoughts, skills and experiences of employees to create value added, new innovation to drive company's business forward with sustainable growth.

Policy scope

This policy applies to the business operations of Plan B Media Public Company Limited and its subsidiaries.

Guideline

PLANB established guidelines for diversity and inclusion management with aim to promote the development of talented and good employees equally by non-discrimination that benefit both business operations and employees as follows:

1. Employees at all levels must be open to different opinions from others.
2. Support corporate culture and value to respect the needs of each other employees regardless of age, disability, race, ethnicity, gender, color, religion, and nationality, country of origin, cultural background or marital status.
3. Encourage and motivate employees to express creative ideas without violating the law and the rights of others, including rewarding employees for participate in business creation and sustainability of the company.
4. Maintain harmonized and respectful working environment where diverse employees can work together.
5. Non-discrimination in recruiting and selecting employees' process by giving fair and equal treatment.
6. Provide an opportunity and career growth for promoting personnel in various positions by considering personal performance and criteria set by the company.
7. All employees must monitor the diversity and inclusion management of PLANB. If found inappropriate action, notify the supervisor or person in charge through the specific channels. The person who provides the information will be under PLANB's appropriate protection measures.