

# Sustainability Performance Data

## Economic Performance

SCG continues to maintain the increasing of revenue from sales. Regarding to crisis upon crisis and geopolitical tensions, leads to increasing of energy and raw material costs, resulting in, the decreasing of profit for the year form 2021.

Performance Data	2018	2019	2020	2021	2022	GRI Standards	S&P Global CSA <sup>(1)</sup>	SASB
Revenue from sales (Billion Baht)	478.4	438.0	399.9	530.1	569.6	GRI 201-1	0.1	
Profit for the year (Billion Baht)	44.7	32.0	34.1	47.2	21.4	GRI 201-1		
EBITDA (Billion Baht)	86.6	75.1	74.6	91.9	61.9	GRI 201-1		
Employee compensation comprising salary, wage, welfare, and regular contributions (Million Baht)	43,960	48,139	46,796	47,921	50,732	GRI 201-1		
Dividend to shareholders (Million Baht)	21,600	16,800	16,800	22,200	9,600	GRI 201-1		
Interest and financial expenses to lender (Million Baht)	6,836	6,442	7,082	6,758	7,523	GRI 201-1		
Taxes to government and local government authorities such as income tax, local maintenance tax, property tax and other specific taxes (Million Baht)	6,630	6,143	7,190	8,430	6,685	GRI 201-1		
Tax privilege and others from investment promotion, and research and development (Million Baht)	1,905	1,388	1,149	1,829	1,054	GRI 201-4		
Non-compliance case through SCG Whistleblowing System (Cases)	21	30	38	30	51	GRI 205-3	1.4.8	
Customer Satisfaction - SCG Contact Center (%)	100	100	100	100	100		3.8.1	
Average Customer Satisfaction - All business unit (%)	93	94	94	94	94		3.8.1	
Contributions to organizations (Million Baht) <sup>(2)</sup>	9.8	22.2	13.79	11.31	30.9		1.5.1 1.5.2	
Contributions to political activities (Million Baht) <sup>(3)</sup>	0	0	0	0	0		1.5.1 1.5.2	
Suppliers that assessed Environmental, Social and Governance (ESG) Risks (% of procurement spending)	100	100	100	100	100		1.6.4	
Procurement Spending by Geography (% of procurement spending)								
• Domestic	50	58	57	40	50		1.6.6	
• Regional	50	42	43	60	50			
Revenue from Sales of High Value Added Products and Services (Billion Baht)	185.0	179.2	126.1	182.7	195.5			
(%)	38.7	40.9	31.5	34.5	34.3			
Revenue from Sales of SCG Green Choice Products and Services (Billion Baht)	202.4	128.8	130.4	216.0	289.7			EM-CM-410a.2
(%)	42.3	29.4	32.6	40.7	50.9			
Revenue from Sales of Products and Services designed for use-phase resource efficiency (Billion Baht) <sup>(4)</sup>	NA	NA	0.022	4.870	27.46			RT-CH-410a.1
(%)	NA	NA	0.02	2.00	11.6			
Revenue from Sales of Sustainable Construction Products and Services (Billion Baht)	65.5	60.4	59.6	69.4	71.8		2.7.2	EM-CM-410a.1
(%)	13.7	13.8	14.9	13.1	12.6			

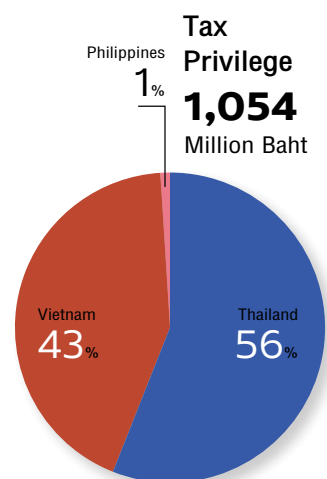
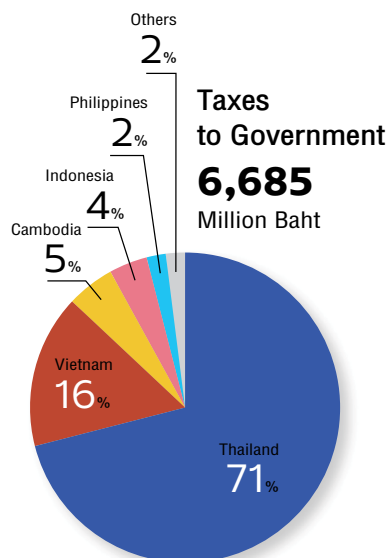
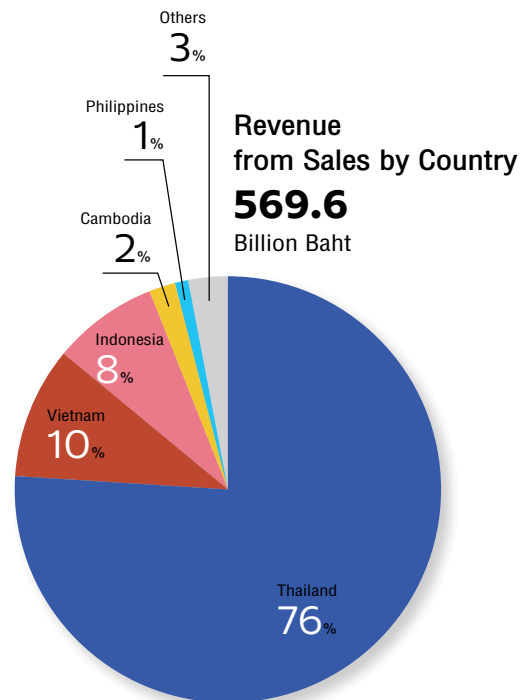
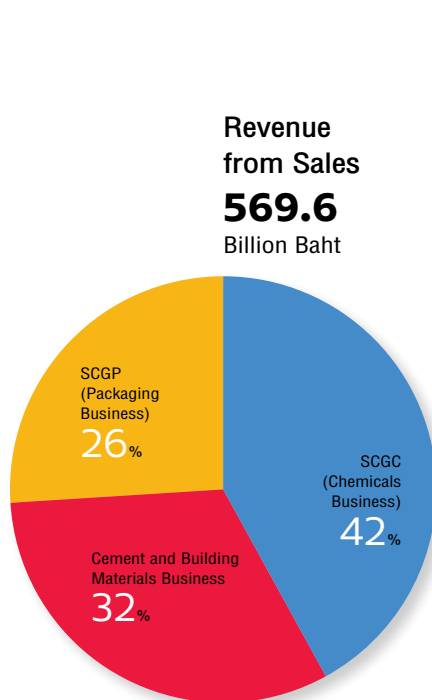
NA = Not Available

<sup>(1)</sup> Reference based on S&P Global CSA 2022 Questionnaire

<sup>(2)</sup> The top seven<sup>th</sup> organizations contributed by SCG are Alliance to End Plastic Waste (AEPW), Thai Cement Manufacturers Association (TCMA), World Business Council for Sustainable Development (WBCSD), Global Cement and Concrete Association (GCCA), The Federation of Thai Industries, Global Compact Network Thailand, and The Thai Chamber of Commerce and Board of Trade of Thailand. The objective is to support sustainable development actions. In particular, initiatives that need to be accelerated in building a network of cooperation, such as climate change adaption and transition to low carbon economy, circular economy, and health & safety in order to achieve tangible results. SCG does not provide support to influence any organization or represent a stakeholder in that organization's operations.

<sup>(3)</sup> SCG remains politically neutral, and set policy which does not give financial or any kind of supports to any political party, political group, or candidates in local, regional or national levels or person with political influence or lobbying or interest representation or similar and other categories (such e.g. election campaign, spending related to ballot measures, voting activities, or referendums). In addition, SCG establishes definition and prohibition of facilitation payments in Anti-corruption policy which means any action that may influence or motivate an unfair decision making and treatment.

<sup>(4)</sup> Only SCGC (Chemicals Business)



## Environmental Performance

### Production and Raw Materials

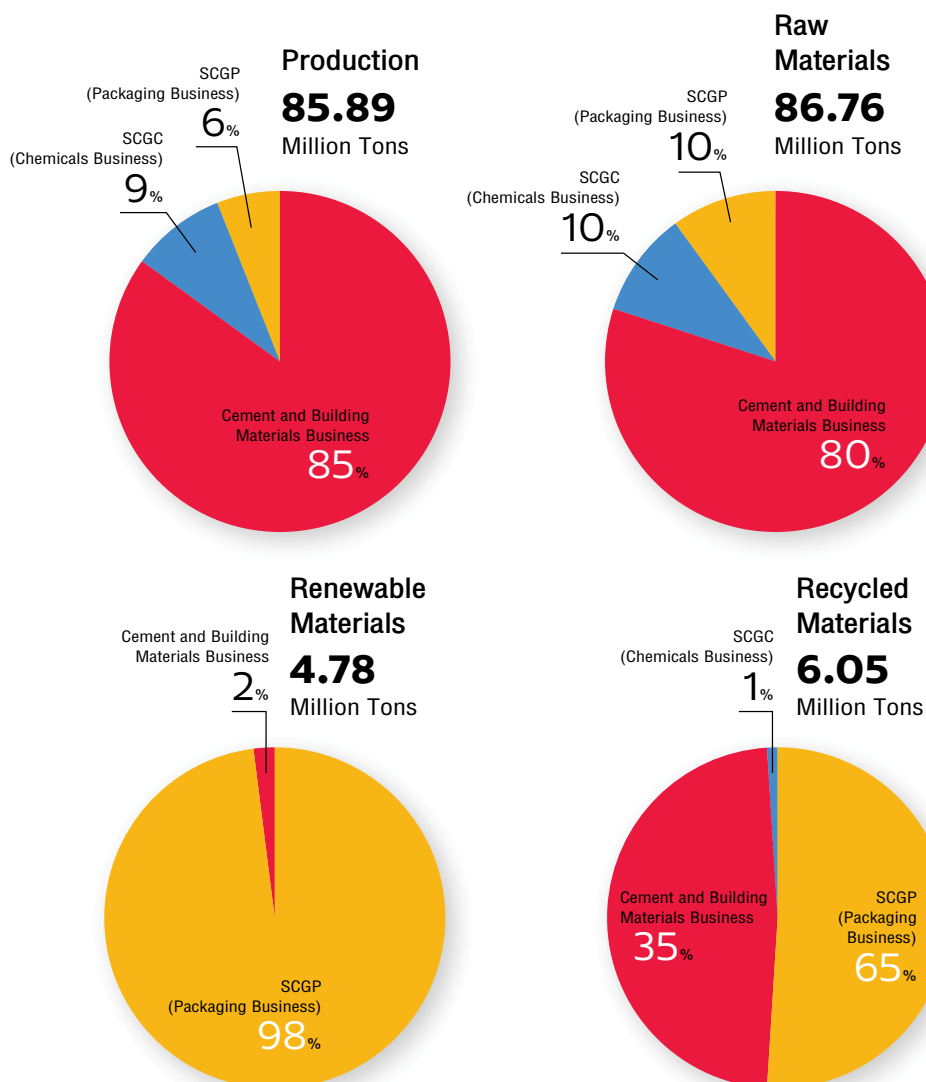
By embedding Circular Economy Principle into business, SCG can increase the amount of recycled materials.

Performance Data	2018	2019	2020	2021	2022 <sup>(1)</sup>	GRI Standards	S&P Global CSA <sup>(2)</sup>	SASB
Production (Million Tons)	43.22	43.14	39.85	83.40 <sup>(1)</sup>	85.89		0.1	EM-CM-000.A
Raw Materials (Million Tons)	50.98	51.39	52.77	71.34	86.76	GRI 301-1		
Renewable Materials (Million Tons)	NA	NA	NA	NA	4.78	GRI 301-1		
(%)	NA	NA	NA	NA	5.51	GRI 301-1		
Recycled Materials (Million Tons)	3.73	4.25	5.65	3.76	6.05	GRI 301-2		RT-CP-410a.1
(%)	7.3	8.3	10.7	5.3	6.97			
Renewable Materials and Recycled Materials (Million Tons)	NA	NA	NA	NA	10.83			
(%)	NA	NA	NA	NA	12.48			

NA = Not Available

<sup>(1)</sup> 1<sup>st</sup> year to incorporate performance from abroad operations

<sup>(2)</sup> Reference based on S&P Global CSA 2022 Questionnaire



## Greenhouse Gas Emissions

Towards the net zero in 2050, Greenhouse gas emissions decreased 4.13 million tons CO<sub>2</sub> compare with base year 2020.

Performance Data	2018	2019	2020 <sup>(1),(4)</sup>	2021	2022	GRI Standards	S&P Global CSA <sup>(2)</sup>	SASB
GHGs Scope 1 and 2 (Million Tons CO <sub>2</sub> ) <sup>(3),(4)</sup>	24.54	23.99	34.24	33.53	30.12			
GHG Scope 1 (Million Tons CO <sub>2</sub> ) <sup>(3),(4)</sup>	22.10	21.59	30.99	30.34	27.24	GRI 305-1	2.3.1	EM-CM-110a.1
GHG Scope 2 (Million Tons CO <sub>2</sub> ) <sup>(3)</sup>	2.44	2.40	3.25	3.18	2.88	GRI 305-2	2.3.2	
Biogenic CO <sub>2</sub> (Million Tons CO <sub>2</sub> ) <sup>(3)</sup>	NA	NA	NA	4.85	5.46	GRI 305-1		
GHG emission reduction compare with base year 2020 (Million Tons CO <sub>2</sub> )				0.72	4.13	GRI 305-5		
(%)				2.10	12.05			

Base year

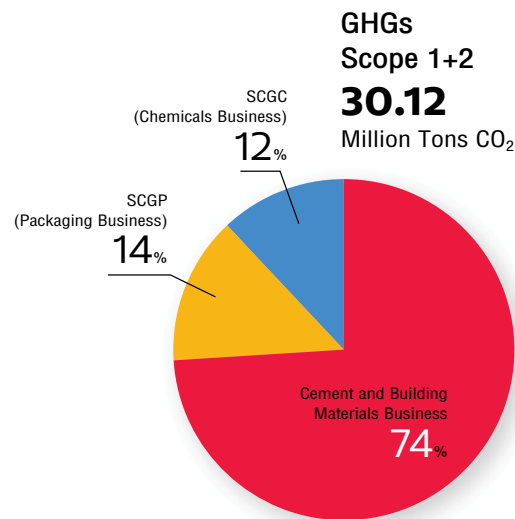
NA = Not Available

<sup>(1)</sup> 1<sup>st</sup> year to Incorporate performance from abroad operations

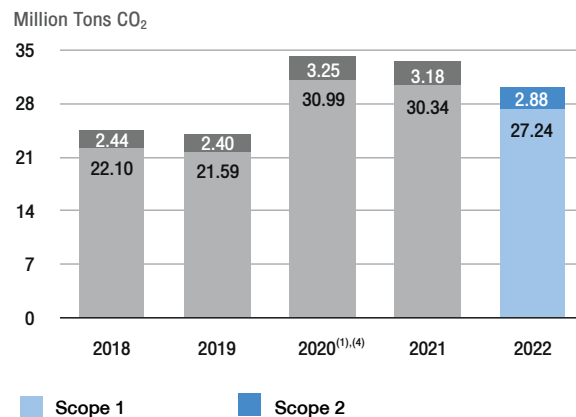
<sup>(2)</sup> Reference based on S&P Global CSA 2022 Questionnaire

<sup>(3)</sup> Within SGS's limited assurance scope (Page 142-143)

<sup>(4)</sup> Recalculated in term of Gross Emissions



## Greenhouse Gas Emissions



<sup>(1)</sup> 1<sup>st</sup> year to Incorporate performance from abroad operations

<sup>(4)</sup> Recalculated in term of Gross Emissions

## Energy Consumption

Increasing of renewable fuels to phase down of non-renewable fuels.

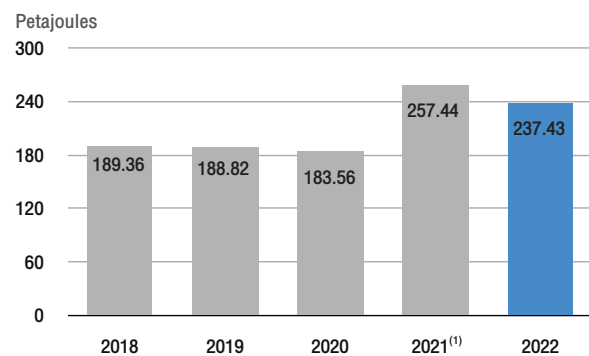
Performance Data	2018	2019	2020	2021 <sup>(1)</sup>	2022	GRI Standards	S&P Global CSA <sup>(2)</sup>	SASB
Total Energy Consumption (Petajoules) <sup>(3)</sup>	189.36	188.82	183.56	257.44	237.43	GRI 302-1	2.3.3	EM-CM-130a.1
Non-Renewable Fuel Consumption (Petajoules) <sup>(3)</sup>	154.25	151.29	147.72	209.10	185.21	GRI 302-1		EM-CM-130a.1
Renewable Fuel Consumption (Petajoules) <sup>(3)</sup>	15.48	18.72	17.96	24.85	31.31			
Steam & Heat Consumption (Petajoules) <sup>(3)</sup>	5.35	4.72	4.44	4.65	2.52			
Electrical Consumption (Petajoules) <sup>(3)</sup>	14.36	14.25	13.88	19.18	18.66			
Electricity Sold (Petajoules) <sup>(3)</sup>	0.07	0.15	0.45	0.35	0.26	GRI 302-1		EM-CM-130a.1
Energy Consumption Reduction compare with business as usual (BAU) at base year of 2007 (Petajoules)	16.08	15.31	15.00	19.75	17.12	GRI 302-4		
(%)	7.8	7.5	7.6	7.1	6.7			

<sup>(1)</sup> 1<sup>st</sup> year to Incorporate performance from abroad operations

<sup>(2)</sup> Reference based on S&P Global CSA 2022 Questionnaire

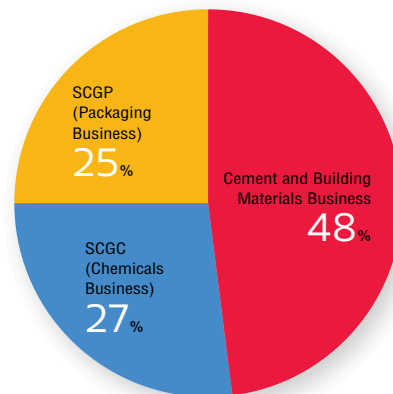
<sup>(3)</sup> Within SGS's limited assurance scope (Page 142-143)

## Total Energy Consumption

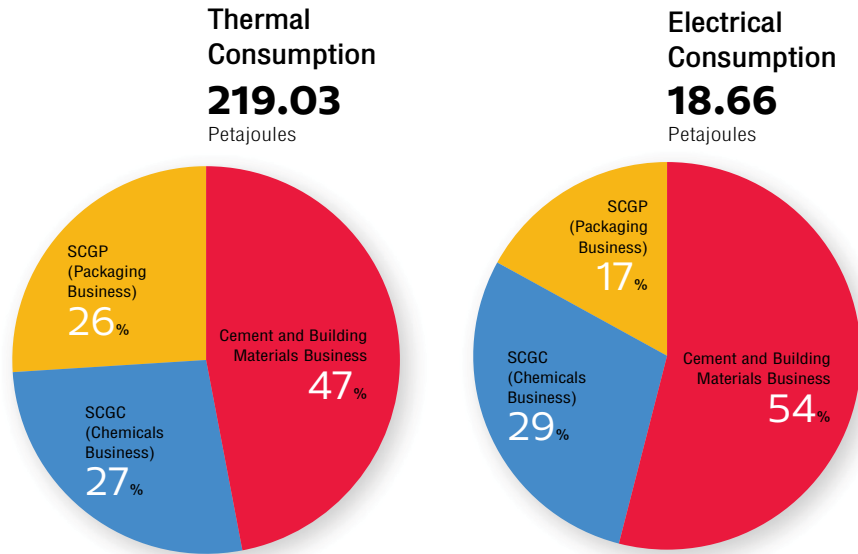


<sup>(1)</sup> 1<sup>st</sup> year to Incorporate performance from abroad operations

**Total Energy Consumption**  
**237.43**  
Petajoules



## Energy Consumption



## Co-processing Performance of Cement and Building Materials Business

Significant proportion of alternative fuels and raw materials utilization in cement and cement products resulting in GHG reduction.

Performance Data	2018	2019	2020	2021 <sup>(1)</sup>	2022	GRI Standards	S&P Global CSA <sup>(2)</sup>	SASB
Alternative fuel used to replace the fossil fuel (as % of total heat consumption)	11.90	17.50	18.30	19.90	26.90		2.5.1	
• Alternative fossil fuel	4.90	6.20	6.60	7.70	9.11			
• Biomass	7.00	11.30	11.70	12.20	17.79			
Alternative raw materials contained in cement (%)	13.80	9.60	8.40	8.40	10.10		2.5.1	
Alternative raw materials contained in concrete (%)	2.01	1.21	1.29	1.09	0.94		2.5.1	
Clinker-to-Cement ratio (%)	74.80	74.40	72.90	74.20	71.82		2.5.1	
Alternative raw materials contained in other building materials (%)	14.10	14.70	15.40	11.20	8.79		2.5.1	

<sup>(1)</sup> 1<sup>st</sup> year to Incorporate performance from abroad operations

<sup>(2)</sup> Reference based on S&P Global CSA 2022 Questionnaire

## Water Withdrawal and Effluent Quality

With our efforts on water efficiency improvement and increasing of water recycling capacity, In 2022 SCG can reduce total water withdrawal.

Performance Data	Water						GRI Standards	S&P Global CSA <sup>(1)</sup>	SASB
	2018	2019	2020	2021 <sup>(1)</sup>	2022	2022 Areas with water stress			
Water Withdrawal									
Water Withdrawal by source									
Surface water (Million Cubic Meters) <sup>(3)</sup> • Freshwater TDS ≤ 1,000 mg/l • Other water TDS > 1,000 mg/l	27.79	26.44	28.45 28.45 0	50.85 50.85 0	50.25 50.23 0.02	0 0 0	GRI 303-3	2.3.4	EM-CM-140a.1
Groundwater (Million Cubic Meters) <sup>(3)</sup> • Freshwater TDS ≤ 1,000 mg/l • Other water TDS > 1,000 mg/l	44.26	41.79	38.01 31.38 6.63	42.31 42.31 0	38.63 38.63 0	0 0 0	GRI 303-3	2.3.4	EM-CM-140a.1
Third-party water (total) (Million Cubic Meter) <sup>(3)</sup> • Freshwater TDS ≤ 1,000 mg/l • Other water TDS > 1,000 mg/l	38.13	35.20	27.83 27.83 0	36.87 36.87 0	31.19 31.19 0	0 0 0	GRI 303-3	2.3.4	EM-CM-140a.1
Total Water Withdrawal (Million Cubic Meters) <sup>(3)</sup>	110.18	103.43	94.29	130.03	120.07	0	GRI 303-3	2.3.4	
Water Withdrawal Reduction compared with business as usual at the base year of 2014 (Million Cubic Meters) (%)	10.03 8.3	12.17 10.5	16.61 15.0	38.03 22.6	38.04 24.1	0 0			
Recycled Water (Million Cubic Meters) <sup>(3)</sup> (%)	11.24 9.3	12.30 10.6	12.33 11.6	17.03 11.9	18.50 13.4	0 0			EM-CM-140a.1

<sup>(1)</sup> 1<sup>st</sup> year to Incorporate performance from abroad operations

<sup>(2)</sup> Reference based on S&P Global CSA 2022 Questionnaire

<sup>(3)</sup> Within SGS's limited assurance scope (Page 142-143)

Performance Data	Water						GRI Standards	S&P Global CSA <sup>(1)</sup>	SASB
	2018	2019	2020	2021	2022 <sup>(1)</sup>	2022 Areas with water stress			
Water Discharge (Only Thailand Operations)									
Water Discharge by destination <sup>(3)</sup>									
• Surface water (Million Cubic Meters)	NA	NA	35.57	48.25	66.27	0	GRI 303-3	2.3.4	
• Groundwater (Million Cubic Meters)	NA	NA	1.16	0.001	0	0	GRI 303-3	2.3.4	
• Seawater (Million Cubic Meters)	NA	NA	NA	NA	0.15	0			
• Third-party water (total) (Million Cubic Meters)	NA	NA	4.76	4.15	3.21	0			
---Third-party water sent for use to other organizations (Million Cubic Meters)	NA	NA	4.62	3.81	2.91	0	GRI 303-3	2.3.4	
Water Discharge by freshwater and other water <sup>(3)</sup>									
• Freshwater TDS ≤ 1,000 mg/l (Million Cubic Meters)	NA	NA	5.45	7.84	18.59	0	GRI 303-3	2.3.4	
• Other water TDS > 1,000 mg/l (Million Cubic Meters)	NA	NA	36.04	44.56	51.04	0			
Total Water Discharge (Million Cubic Meters) <sup>(3)</sup>	NA	NA	41.49	52.40	69.63	0	GRI 303-3	2.3.4	
BOD (Tons) <sup>(3)</sup>	240	165	176	211	765	NR			
COD (Tons) <sup>(3)</sup>	5,390	4,422	3,875	4,411	6,445	NR			
TSS (Tons) <sup>(3)</sup>	793	588	549	490	1,105	NR			

NA = Not Available

NR = Not Relevance

<sup>(1)</sup> 1<sup>st</sup> year to Incorporate performance from abroad operations

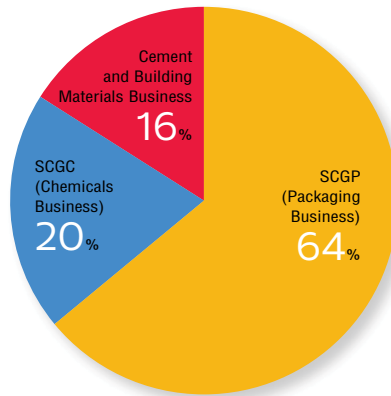
<sup>(2)</sup> Reference based on S&P Global CSA 2022 Questionnaire

<sup>(3)</sup> Within SGS's limited assurance scope (Page 142-143)

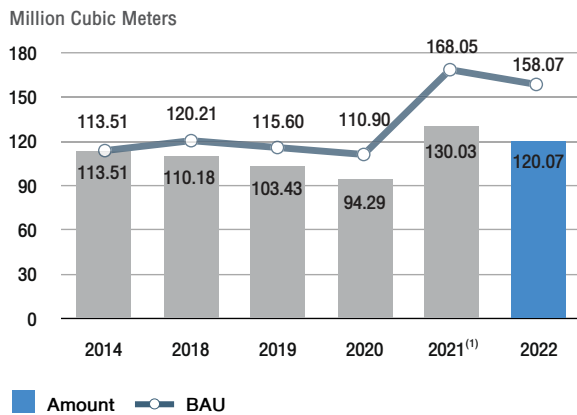
## Water Withdrawal

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Million Cubic Meters

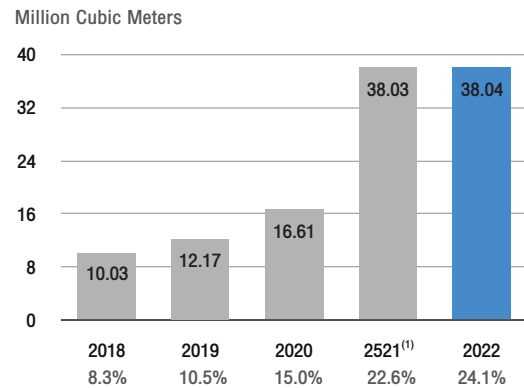


## Water Withdrawal



<sup>(1)</sup> 1<sup>st</sup> year to Incorporate performance from abroad operations

## Water Withdrawal Reduction





## Waste Management

Small amount of hazardous and non-hazardous waste from operations abroad are still ended up in landfill due to different waste management approach and legal requirement from Thailand.

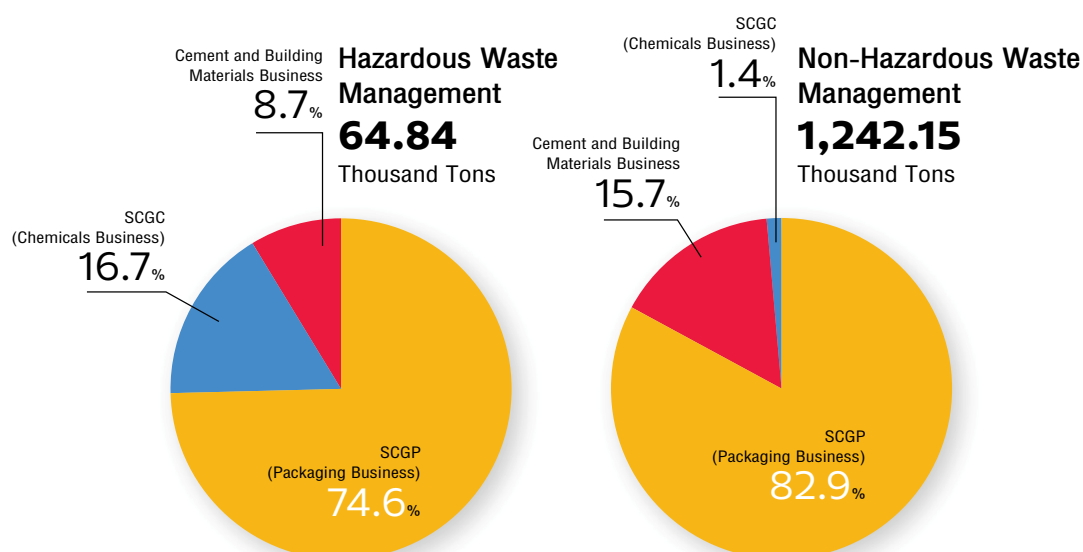
Performance Data (Only Thailand Operations)	2018	2019	2020	2021		2022 <sup>(1)</sup>		GRI Standards	S&P Global CSA <sup>(2)</sup>	SASB
				Onsite	Offsite	Onsite	Offsite			
Hazardous Waste Generation (Thousand Tons) <sup>(3)</sup>	13.94	11.70	17.90	14.23		65.04		GRI 306-3	2.3.5	EM-CM-150a.1
Hazardous Waste Management (Thousand Tons) <sup>(3)</sup>	13.62	11.38	17.79	4.93	9.04	11.74	53.10	GRI 306-2	2.3.5	EM-CM-150a.1
Diverted from Disposal (Thousand Tons) <sup>(3)</sup>	12.31	11.00	17.59	1.19	3.25	0.78	37.98	GRI 306-4		
• Reuse				0.00	0.03	0.00	0.03			
• Recycled				1.19	2.48	0.78	37.09			
• Other recovery				0.00	0.74	0.00	0.86			
Directed to Disposal (Thousand Tons) <sup>(3)</sup>	1.31	0.38	0.20	3.74	5.76	10.96	14.84	GRI 306-5		
• Incinerated with energy recovery	NA	NA	NA	3.74	5.76	10.67	5.60			
• Incinerated without energy recovery	1.31	0.38	0.20	0.0018	0.0293	0.24	0.32			
• Other disposal	NA	NA	NA	0.0026	0.00	0.00	0.18			
• Landfilled	0.00	0.00	0.00077	0.00	0.00	0.05	8.74			
Hazardous waste in the storage at the end of the year (Thousand Tons)	NA	1.16	1.24	1.24		0.20		GRI 306-2		
Non-Hazardous Waste Generation (Thousand Tons) <sup>(3)</sup>	1,414.24	1,527.06	1,190.68	1,209.62		1,710.66		GRI 306-3	2.3.5	EM-CM-150a.1
Non-Hazardous Waste Management (Thousand Tons) <sup>(3)</sup>	1,354.88	1,542.30	1,217.63	783.25	458.90	954.25	726.65	GRI 306-2	2.3.5	EM-CM-150a.1
Diverted from Disposal (Thousand Tons) <sup>(3)</sup>	1,172.79	1,318.96	1,206.66	436.39	265.94	647.58	513.77	GRI 306-4		
• Reuse				6.26	0.13	6.61	12.43			
• Recycled				430.03	265.79	631.76	501.34			
• Other recovery				0.10	0.03	0.04	0.00			
Directed to Disposal (Thousand Tons) <sup>(3)</sup>	182.1	223.3	11.0	346.86	192.95	320.84	212.89	GRI 306-5		
• Incinerated with energy recovery				346.85	192.50	318.87	130.52			
• Incinerated without energy recovery	2.11	1.36	0.11	0.01	0.32	0.03	35.72			
• Other disposal	NA	NA	NA	0.00	0.00	0.43	0.70			
• Landfilled	179.98	221.97	10.86	0.00	0.13	1.51	45.92			
Non-Hazardous waste in the storage at the end of the year (Thousand Tons)	NA	191.84	164.78	132.24		29.76				

NA = Not Available

<sup>(1)</sup> 1<sup>st</sup> year to Incorporate performance from abroad operations

<sup>(2)</sup> Reference based on S&P Global CSA 2022 Questionnaire

<sup>(3)</sup> Within SGS's limited assurance scope (Page 142-143)



## Air Emissions

The boundary of air quality data assurance has been expanded to cover operations abroad to gain confidence and ease of strategic, targets and action plan setting.

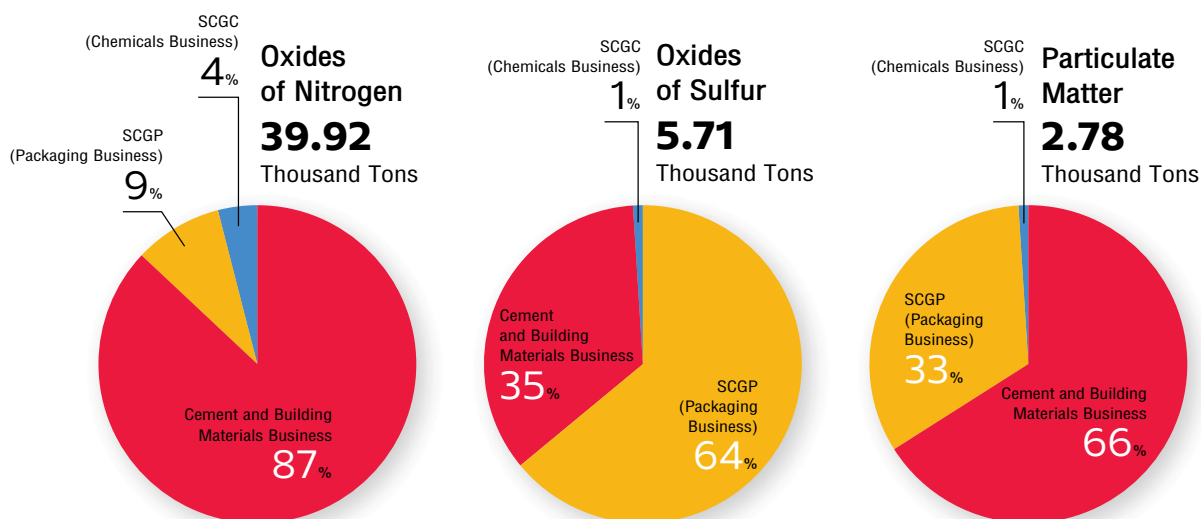
Performance Data	2018	2019	2020	2021	2022 <sup>(1)</sup>	GRI Standards	S&P Global CSA <sup>(2)</sup>	SASB
Oxides of Nitrogen (Thousand Tons) <sup>(3)</sup>	27.23	25.72	30.80	34.50	39.92	GRI 305-7	2.3.6	EM-CM-120a.1
Oxides of Sulfur (Thousand Tons) <sup>(3)</sup>	2.88	2.75	3.71	3.13	5.71	GRI 305-7	2.3.7	EM-CM-120a.1
Particulate Matter (Thousand Tons) <sup>(3)</sup>	1.25	1.36	1.39	1.53	2.78	GRI 305-7	2.3.9	EM-CM-120a.1
Mercury (Kilograms) <sup>(3)</sup>	112.28	84.21	32.95	29.51	10.24	GRI 305-7	2.3.8	EM-CM-120a.1

NA = Not Available

<sup>(1)</sup> 1<sup>st</sup> year to Incorporate performance from abroad operations

<sup>(2)</sup> Reference based on S&P Global CSA 2022 Questionnaire

<sup>(3)</sup> Within SGS's limited assurance scope (Page 142-143)



## Biodiversity/Environmental Expenditures and Benefits/Violations of Legal Obligations and Regulations

Environmental investment in 2022 are mainly contributed from the installation of cleaner energy such as solar system on rooftop, on ground and floating.

Performance Data (Only Thailand Operations)	2018	2019	2020	2021	2022	GRI Standards	S&P Global CSA <sup>(1)</sup>	SASB
Quarries with Biodiversity Management Plan in place (Number of Sites)	4	4	4	4	4		2.4.2	EM-CM-160a.2
(%)	100	100	100	100	100			
Operating Expenses – Environmental (Million Baht)	2,190	2,192	2,676	2,657	3,176		2.2.4	
Capital Investment – Environmental (Million Baht)	1,275	2,593	1,220	1,643	2,116		2.2.4	
Total Expenses – Environmental (Capital Investment + Operating Expenses) (Million Baht)	3,465	4,785	3,896	4,300	5,292	GRI 305-7	2.2.4	
Savings, cost avoidance and tax incentives linked to environment investment (Million Baht) <sup>(2)</sup>	1,441	2,242	9,611	34,084	76,429			

<sup>(1)</sup> Reference based on S&P Global CSA 2022 Questionnaire

<sup>(2)</sup> Savings, cost avoidance and tax incentives linked to environment investment include Revenue from sales of SCG Green Choice, provide directly value to customer

Performance Data	2018	2019	2020	2021 <sup>(1)</sup>	2022	GRI Standards	S&P Global CSA <sup>(2)</sup>	SASB
Total actual and opportunity costs (e.g., forgone income) from water-related incidents (Million Baht)	0	0	0	0	0		2.7.5	
Number of violations of legal environmental obligations/regulations (over USD 10,000) (Number of Cases)	0	0	0	0	0		2.2.5	

<sup>(1)</sup> 1<sup>st</sup> year to Incorporate performance from abroad operations

<sup>(2)</sup> Reference based on S&P Global CSA 2022 Questionnaire

## Social Performance

### Health and Safety

Zero fatality of employees in workplace, and occupational illnesses & diseases.

Lost time injury frequency rate of employee is decreased from the previous year and aims to achieve zero in 2024.

Performance Data	2018	2019	2020	2021 <sup>(1)</sup>	2022	GRI Standards	S&P Global CSA <sup>(2)</sup>	SASB
From Workplace								
Hours Worked <sup>(3)</sup> (Million Hours Worked)								
• Employee	83.18	79.55	79.72	118.31	117.17			
• Contractor	110.63	110.95	124.97	140.43	134.29			
Total Recordable Work-Related Injury and Occupational Illness & Disease Rate (Cases/1,000,000 Hours Worked)								EM-CM-320a.1 RT-CH-320a.1
• Employee <sup>(3)</sup>	0.854	0.880	0.840	0.947	0.785			
• Contractor	1.094	0.793	0.608	0.869	0.923			
Fatality Work-Related Injury and Occupational Illness & Disease Rate (Cases/1,000,000 Hours Worked)								RT-CH-320a.1
• Employee <sup>(3)</sup>	0.000	0.000	0.000	0.017	0.000			
• Contractor	0.018	0.018	0.032	0.057	0.015			
Total Number of Recordable Work-Related Injury <sup>(3)</sup> (Cases)								
• Employee	71	70	67	112	92	GRI 403-9		
• Contractor	121	88	76	122	124			
Total Recordable Work-Related Injury Rate <sup>(3)</sup> (Cases/1,000,000 Hours Worked)								
• Employee	0.854	0.880	0.840	0.947	0.785	GRI 403-9		
• Contractor	1.094	0.793	0.608	0.869	0.923			
Number of Fatality Work-Related Injury <sup>(3)</sup> (Cases)								
• Employee (Male : Female)	0 : 0	0 : 0	0 : 0	1 : 1	0 : 0	GRI 403-9	3.7.4	
• Contractor (Male : Female)	2 : 0	1 : 1	3 : 1	8 : 0	2 : 0			
Fatality Work-Related Injury Rate <sup>(3)</sup> (Cases/1,000,000 Hours Worked)								
• Employee	0.000	0.000	0.000	0.017	0.000	GRI 403-9		
• Contractor	0.018	0.018	0.032	0.057	0.015			
Number of High-Consequence Work-Related Injury <sup>(3)</sup> (Cases)								
• Employee	NA	NA	0	2	1	GRI 403-9		
• Contractor	NA	NA	4	7	7			
High-Consequence Work-Related Injury Rate <sup>(3)</sup> (Cases/1,000,000 Hours Worked)								
• Employee	NA	NA	0.000	0.017	0.009	GRI 403-9		
• Contractor	NA	NA	0.032	0.050	0.052			
Lost Time Injury Frequency Rate <sup>(3)</sup> (Cases/1,000,000 Hours Worked)								
• Employee	0.192	0.239	0.113	0.389	0.137		3.7.5	
• Contractor	0.279	0.279	0.216	0.249	0.276		3.7.6	
Severity Work-Related Injury Rate (Days/1,000,000 Hours Worked)								
• Employee	2.685	4.890	2.960	6.246	2.330			
• Contractor	6.000	5.714	5.609	8.780	10.849			
Total Number of Recordable Occupational Illness & Disease (Cases)								
• Employee <sup>(3)</sup>	0	0	0	0	0	GRI 403-10		
• Contractor	NA	NA	0	0	0			

Performance Data	2018	2019	2020	2021 <sup>(1)</sup>	2022	GRI Standards	S&P Global CSA <sup>(2)</sup>	SASB
Occupational Illness Frequency Rate (Cases/1,000,000 Hours Worked)								
• Employee <sup>(3)</sup>	0.000	0.000	0.000	0.000	0.000			
• Contractor	NA	NA	0.000	0.000	0.000			
Number of Fatality Occupational Illness & Disease (Cases)								
• Employee <sup>(3)</sup>	0	0	0	0	0	GRI 403-10		
• Contractor	NA	NA	0	0	0			
Number of Reported Cases of Silicosis (Cases)								
• Employee <sup>(3)</sup>	0	0	0	0	0			EM-CM-320a.2
• Contractor	NA	NA	0	0	0			
Near Miss Frequency Rate (Employee & Contractor) (Cases/1,000,000 Hours Worked)	NA	NA	17,524	20,213	58.044			EM-CM-320a.1
Process Safety Incident Count (PSIC) <sup>(4)</sup> (Cases)	NA	NA	0	0	0			RT-CH-540a.1
Process Safety Total Incident Rate (PSTIR) <sup>(4)</sup> (Cases/1,000,000 Hours Worked)	NA	NA	0	0	0			RT-CH-540a.1
Process Safety Incident Severity Rate (PSISR) <sup>(4)</sup> (Cases/1,000,000 Hours Worked)	NA	NA	0	0	0			RT-CH-540a.1
From Travelling and Transportation								
Number of Fatality Work-Related Injury <sup>(3)</sup> (Cases)								
• Employee (Male : Female)	0 : 0	0 : 0	0 : 0	0 : 0	1 : 0	GRI 403-9	3.7.4	
• Direct Transportation Contractor (Male : Female)	2 : 0	0 : 0	1 : 0	0 : 0	2 : 0			
• Other Transportation Contractor (Male : Female)	1 : 1	4 : 0	2 : 0	0 : 0	0 : 0			
Number of Transport Incident (Cases)	NA	NA	33	24	16			RT-CH-540a.2
Logistics Drivers Trained from SCG Skills Development School (Persons)	17,024	18,224	8,989	8,969	17,243			
From Workplace, Travelling and Transportation								
Number of Fatality Work-Related Injury <sup>(3)</sup> (Cases)								
• Employee (Male : Female)	0 : 0	0 : 0	0 : 0	1 : 1	1 : 0	GRI 403-9	3.7.4	
• Contractor (Male : Female)	4 : 0	1 : 1	4 : 1	8 : 0	4 : 0			
Others								
Product that have under gone a Hazard Assessment <sup>(4)</sup> (%)	NA	NA	100	100	100			RT-CH-410b.1
Revenue from Products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) <sup>(4)</sup> (%)	NA	NA	100	100	100			RT-CH-410b.1

<sup>(1)</sup> 1<sup>st</sup> year to incorporate performance from abroad operations

<sup>(2)</sup> Reference based on S&P Global CSA 2022 Questionnaire

<sup>(3)</sup> Within SGS's limited assurance scope (Page 142-143)

<sup>(4)</sup> Only SCGC (Chemicals Business)

**Employee** : A full time employee according to an employment contract such as operational level, supervisory and technical staff level, and managerial level including Intern (probationary) and special contracted employee.

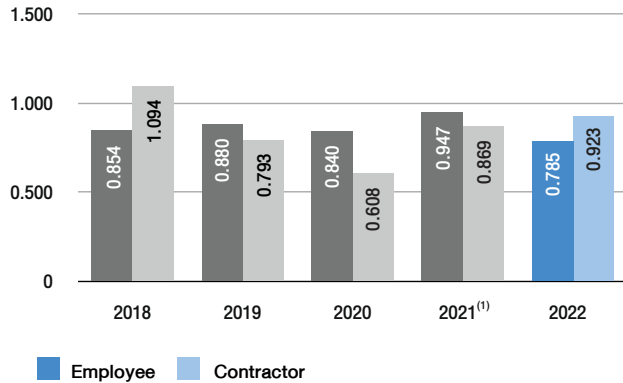
**Workplace Contractor** : A contractor that works for the organization, and whose work and/or workplace is controlled by the organization (exclude transportation contractor).

**Direct Transportation Contractor** : Transportation contractor with operation under SCG's brand.

**Other Transportation Contractor** : Other transportation contractor without operation under SCG's brand.

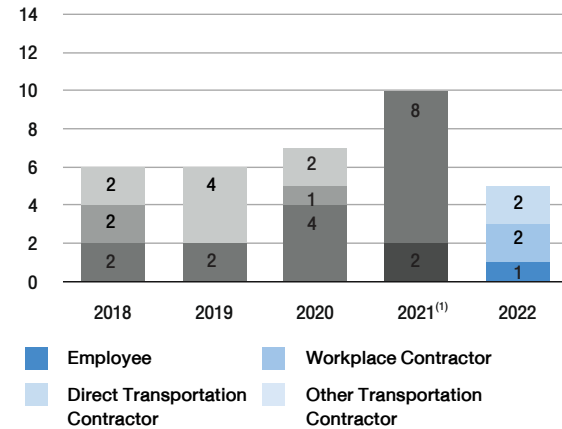
## Total Recordable Work-Related Injury and Occupational Illness & Disease Rate

Cases/1,000,000 Hours Worked



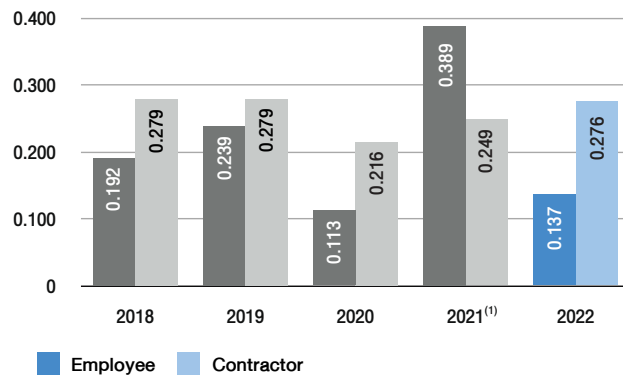
## Number of Recordable Work-Related Injury

Cases



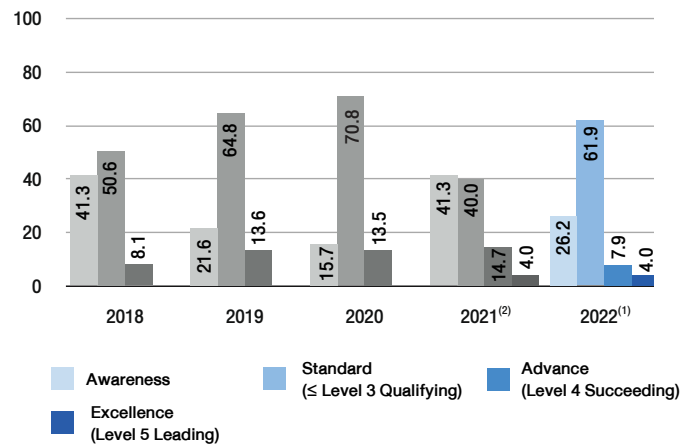
## Lost Time Injury Frequency Rate

Cases/1,000,000 Hours Worked



## SPAP Certified Companies

Percent



<sup>(1)</sup> 1<sup>st</sup> year to incorporate performance from abroad operations

<sup>(2)</sup> Safety performance level corresponding to SCG Safety Framework 2021

**Workplace Contractor** : A contractor that works for the organization, and whose work and/or workplace is controlled by the organization (exclude transportation contractor).

**Direct Transportation Contractor** : Transportation contractor with operation under SCG's brand.

**Other Transportation Contractor** : Other transportation contractor without operation under SCG's brand.

## Labor and Social Development

Performance Data	2018	2019	2020	2021	2022	GRI Standards	S&P Global CSA <sup>(1)</sup>	SASB
Number of employees (Persons)	52,971	54,224	49,754	58,283	57,814	GRI 2-7		
Female share of total workforce (%)	22.8	21.9	23.0	22.4	24.4	GRI 405-1b	3.2.2	
Female in all management positions (%)	24.8	24.7	24.9	24.8	30.5	GRI 2-7	3.2.2	
Female in junior management position (%)	26.3	26.1	26.4	26.6	32.6		3.2.2	
Female in top management position (%)	13.3	13.1	13.1	12.9	14.8		3.2.2	
Female in management position in revenue-generating functions <sup>(2)</sup> (%)	19.2	19.5	19.5	18.3	23.3		3.2.2	
Female in Science, Technology, Engineering and Mathematics positions (STEM-related positions) (%)	NA	NA	24.2	26.3	13.2		3.2.2	
Proportion of local senior management <sup>(3)</sup> (%)	0.3	0.5	0.9	0.4	1.1	GRI 202-2		
Number of employees with disability <sup>(4)</sup> (Persons)	40	39	35	31	30		3.2.4	
Remuneration of female to male (only Thailand operations) <sup>(5)</sup>						GRI 405-2	3.2.5	
• Ratio of average salary of female to male (Executive Level) (base salary only) <sup>(6)</sup>	0.995	1.015	0.973	1.086	1.017			
• Ratio of average salary of female to male (Executive Level) (base salary + other cash incentives) <sup>(6)</sup>	NA	NA	0.973	1.133	1.098			
• Ratio of average salary of female to male (Management Level) (base salary only) <sup>(6)</sup>	0.910	0.921	0.924	0.995	0.938			
• Ratio of average salary of female to male (Management Level) (base salary + other cash incentives) <sup>(6)</sup>	0.911	0.921	0.924	1.004	0.929			
• Ratio of average salary of female to male (Non-management Level) (base salary only) <sup>(6)</sup>	1.110	1.124	1.130	1.138	1.108			
• Ratio of average salary of female to male (Non-management Level) (base salary + other cash incentives) <sup>(6)</sup>	NA	NA	1.129	0.987	0.965			
Employees represented by an independent trade union or covered by collective bargaining agreements <sup>(6)</sup> (%)	86.2	84.1	88.0	85.6	78.7		3.2.6	
Proportion of Absence by Type								
• Sick leave (%)	14.0	12.7	10.6	9.1	10.0			
• Work-related leave (%)	0.1	0.1	0.1	0.0	0.0			
• Others (%)	85.9	87.2	89.3	90.9	90.0			

Performance Data	2018	2019	2020	2021	2022	GRI Standards	S&P Global CSA <sup>(1)</sup>	SASB
Number of new employees hire (Persons)	855	927	482	854	2,688	GRI 401-1a	3.5.1	
• Percentage of total employees (%)	1.8	2.0	1.0	1.5	4.6			
• by Gender (Female : Male) (%)	29 : 71	27 : 73	37 : 63	39 : 61	44 : 56			
• by Employee level (Management level : Other level) (%)	1.8 : 98.2	1.7 : 98.3	1.5 : 98.5	1.3 : 98.7	0.7 : 99.3			
• by Age group (under 30 yr : 30 - 50 yr : over 50 yr) (%)	79.8 : 19.1 : 1.1	69.3 : 30.3 : 0.4	70.3 : 29.5 : 0.2	74.4 : 25.5 : 0.1	74.4 : 25.5 : 0.1			
Number of positions filled by internal candidates (Rotation/Promotion) (Persons)	2,946	2,532	2,012	2,232	11,418		3.5.1	
• Percentage of total employees (%)	5.6	4.7	4.0	3.8	19.7			
• by Gender (Female : Male) (%)	29 : 71	27 : 73	26 : 74	26 : 74	30 : 70			
• by Employee level (Management level : Other level) (%)	7.2 : 92.8	11.7 : 88.3	7.9 : 92.1	10.9 : 89.1	21.8 : 78.2			
• by Age group (under 30 yr : 30 - 50 yr : over 50 yr) (%)	26.7 : 69.9 : 3.4	21.0 : 73.3 : 5.7	17.4 : 77.5 : 5.1	14.6 : 79.1 : 6.3	12.4 : 75.4 : 12.2			
Average hiring cost per employee (Baht/Person)	123,000	97,264	98,140	85,542	95,720		3.5.1	
Voluntary employee turnover (Persons)	1,599	1,560	1,180	849	2,304	GRI 401-1b	3.5.7	
• Percentage of total employees (%)	3.0	2.9	2.4	1.5	4.0			
• by Gender (Female : Male) (%)	26 : 74	27 : 73	27 : 73	29 : 71	35 : 65			
• by Employee level (Management level : Other level) (%)	1.4 : 98.6	1.5 : 98.5	2.6 : 97.4	3.3 : 96.7	1.0 : 99.0			
• by Age group (under 30 yr : 30 - 50 yr : over 50 yr) (%)	40.5 : 55.2 : 4.3	33.2 : 61.6 : 5.2	24.8 : 64.3 : 10.9	27.0 : 68.9 : 4.1	38.4 : 57.3 : 4.3			
Total employee turnover (Persons)	2,340	1,880	1,804	1,323	3,575	GRI 401-1b	3.5.7	
• Percentage of total employees (%)	4.4	3.5	3.6	2.3	6.2			
• by Gender (Female : Male) (%)	26 : 74	26 : 74	23 : 77	27 : 73	40 : 60			
• by Employee level (Management level : Other level) (%)	2.9 : 97.1	3.4 : 96.6	5.4 : 94.6	5.5 : 94.5	6.0 : 94.0			
• by Age group (under 30 yr : 30 - 50 yr : over 50 yr) (%)	30.1 : 50.1 : 19.8	28.9 : 54.0 : 17.1	17.3 : 53.5 : 29.2	18.4 : 57.3 : 24.3	34.8 : 52.1 : 13.1			
Return to Work after Parental Leave <sup>(6)</sup>						GRI 401-3		
• Number of employees taken parental leave (Persons)	339	492	306	250	267			
• Number of employees returned to work after parental leave (Persons)	311	461	303	246	251			
Employee engagement level <sup>(7)</sup> (%)	67	68	71	70	69		3.5.8	
• by Gender (Female : Male) (%)	NA	NA	66 : 73	64 : 72	59 : 72			
• by Employee level (Management level : Other level) (%)	NA	NA	76 : 71	74 : 69	68 : 69			
• by Service year (0-5 yr/over 5-20 yr/over 20 yr) (%)	NA	NA	67 : 68 : 79	64 : 67 : 77	68 : 66 : 75			
Employee engagement level by ethnic group of employees (Thai : Others) (%)	NA	NA	70 : 76	69 : 74	66 : 77			
Average hours of training and development (Hours/Person)	104	136	124	82	155	GRI 404-1	3.4.1	
• Mandatory (Hours/Person)	NA	NA	104	42	112			
• Non mandatory (Hours/Person)	NA	NA	20	40	43			
Average amount spent on training and development (Baht/Person)	28,766	23,933	15,794	9,569	13,540		3.4.1	
Number of sites where human rights risks have been identified with mitigation plans (Company)	49	47	34	50	33		3.3.4	
Contribution for social and community development (Million Baht)	748	719	669	700	560	GRI 201-1	3.6.3	
• Contribution by SCG (Million Baht)	494	414	326	388	401			
• Contribution by SCG Foundation (Million Baht)	254	305	343	312	159			
Employee volunteering during paid working hours (Million Baht)	82	82	40	28	54		3.6.3	
In-kind giving: product or services donations, projects/partnerships or similar (Million Baht)	46	132	124	147	15		3.6.3	
Management overheads related to CSR activity (Million Baht)	233	152	167	157	161		3.6.3	

NA = Not Available

<sup>(1)</sup> Reference based on S&P Global CSA 2022 Questionnaire<sup>(2)</sup> Revenue-generating functions e.g. marketing, sales, production<sup>(3)</sup> Calculate from number of local Management Level abroad over total number of management level<sup>(4)</sup> Visual and physical impairment and movement disability or other, e.g. hearing impairment, mental disability, communication disability<sup>(5)</sup> Employees joining trade union or working with companies covered by Welfare Committee<sup>(6)</sup> Under Thai laws, only female employees can take parental leave<sup>(7)</sup> Employee engagement level by Gender is available since 2020<sup>(8)</sup> Within SGS's limited assurance scope (Page 142-143)

