

Sustainability Performance Data

Economic Performance

SCG continues to maintain business stability with increased profits, even though revenue from sales decreased due to the global economic slowdown.

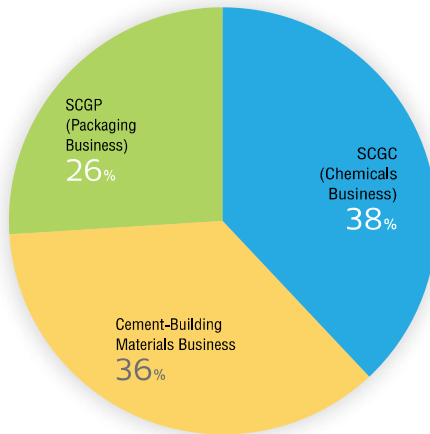
Performance Data	2019	2020	2021	2022	2023	GRI Standards	SASB
Revenue from sales (Billion Baht)	438.0	399.9	530.1	569.6	499.6	GRI 201-1	
Profit for the year (Billion Baht)	32.0	34.1	47.2	21.4	25.9	GRI 201-1	
EBITDA (Billion Baht)	75.1	74.6	91.9	61.9	54.1	GRI 201-1	
Employee compensation comprising salary, wage, welfare, and regular contributions (Million Baht)	48,139	46,796	47,921	50,732	50,190	GRI 201-1	
Dividend to shareholders (Million Baht)	16,800	16,800	22,200	9,600	7,200	GRI 201-1	
Interest and financial expenses to lender (Million Baht)	6,442	7,082	6,758	7,523	10,297	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)	6,143	7,190	8,430	6,685	6,153	GRI 201-1	
Tax privilege and others from investment promotion, and research and development (Million Baht)	1,388	1,149	1,829	1,054	1,248	GRI 201-4	
Non-compliance case through SCG Whistleblowing System (Cases)	30	38	30	51	55	GRI 205-3	
Customer Satisfaction - SCG Contact Center (%)	100	100	100	100	100		
Average Customer Satisfaction - All business unit (%)	94	94	94	94	94		
Contributions to organizations (Million Baht) ⁽¹⁾	22.2	13.79	11.31	30.9	27.8		
Contributions to political activities (Million Baht) ⁽²⁾	0	0	0	0	0		
Suppliers that assessed Environmental, Social and Governance (ESG) Risks (% of procurement spending)	100	100	100	100	100		
Procurement Spending by Geography (% of procurement spending)							
• Domestic	58	57	40	50	55		
• Regional	42	43	60	50	45		
Revenue from Sales of High Value Added Products and Services (Billion Baht)	179.2	126.1	182.7	195.5	167.7		
(%)	40.9	31.5	34.5	34.3	33.6		
Revenue from Sales of SCG Green Choice Products and Services (Billion Baht)	128.8	130.4	216.0	289.7	270.7		EM-CM-410a.2
(%)	29.4	32.6	40.7	50.9	54.1		
Revenue from Sales of Products and Services designed for use-phase resource efficiency (Billion Baht) ⁽³⁾	NA	0.022	4.870	27.46	71.5		RT-CH-410a.1
(%)	NA	0.02	2.00	11.6	14.3		
Revenue from Sales of Sustainable Construction Products and Services (Billion Baht)	60.4	59.6	69.4	71.8	59.3		EM-CM-410a.1
(%)	13.8	14.9	13.1	12.6	31.3		

⁽¹⁾ The top seventh 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 Thailand Management Association (TMA). 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.

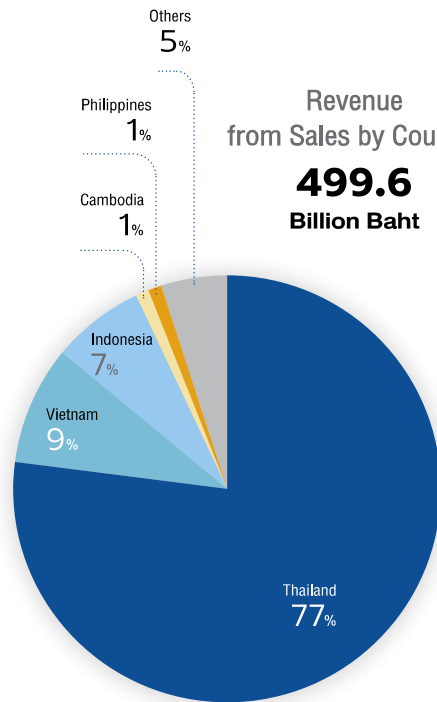
⁽²⁾ SCG remains politically neutral, and set policy which does not give financial or any kind of supports to any political party, political group, or candidates in local, regional or national levels or person with political influence or lobbying or interest representation or similar and other categories (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.

⁽³⁾ Only SCGC (Chemicals Business)

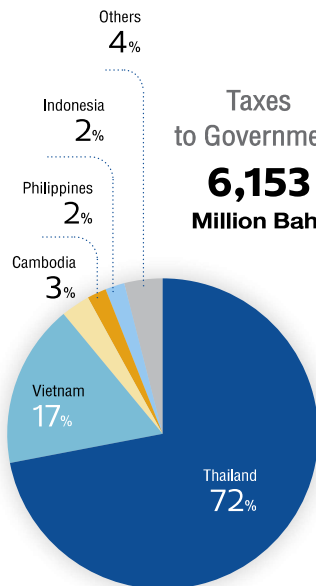
Revenue
from Sales
499.6
Billion Baht



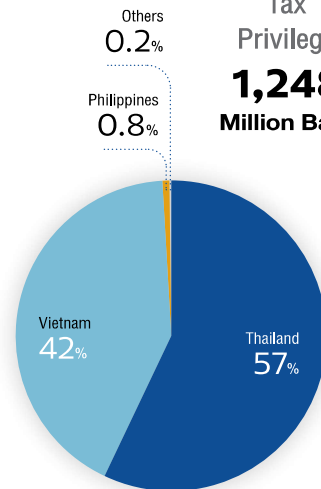
Revenue
from Sales by Country
499.6
Billion Baht



Taxes
to Government
6,153
Million Baht



Tax
Privilege
1,248
Million Baht



Environmental Performance

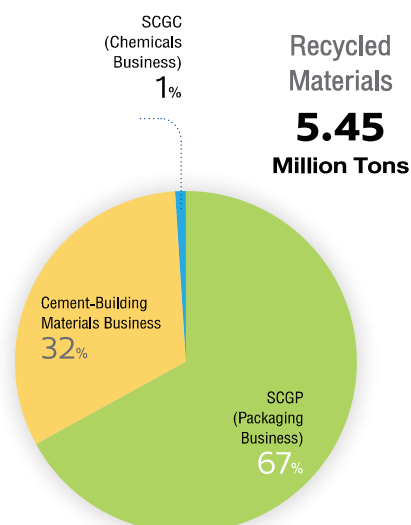
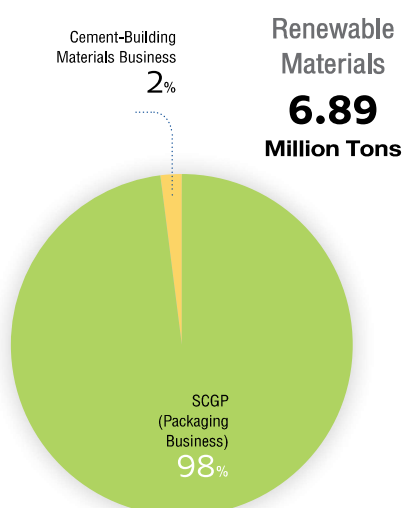
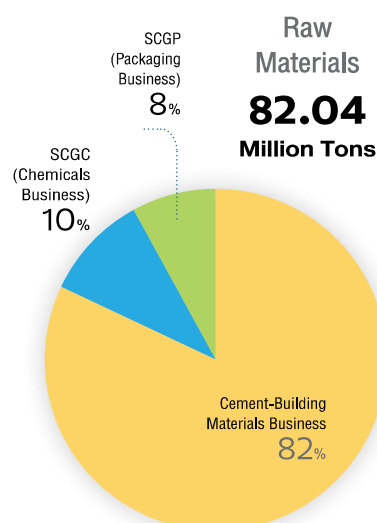
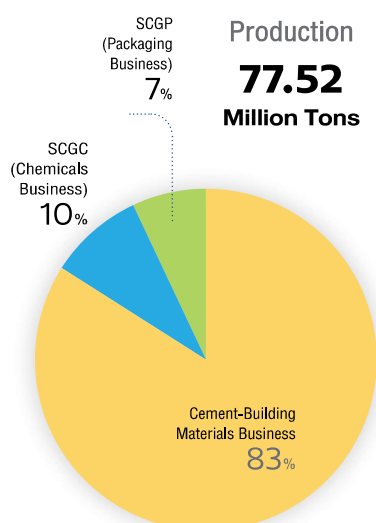
Production and Raw Materials

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

Performance Data	2019	2020	2021	2022 ⁽¹⁾	2023	GRI Standards	SASB
Production (Tons)	43,135,820	39,850,825	83,395,110 ⁽¹⁾	85,891,647	77,518,763		EM-CM-000.A
Raw Materials (Tons)	51,394,035	52,767,345	71,342,275	86,758,219	82,039,769	GRI 301-1	
Renewable Materials (Tons)	NA	NA	NA	4,777,591	6,892,041	GRI 301-1	
(%)	NA	NA	NA	6	8.40	GRI 301-1	
Recycled Materials (Million Tons)	4,251,150	5,651,933	3,759,406	6,048,122	5,445,245	GRI 301-2	RT-CP-410a.1
(%)	8.27	10.71	5.27	6.93	6.64	GRI 301-2	
Renewable Materials and Recycled Materials (Million Tons)	NA	NA	NA	10,825,712	8,554,830		
(%)	NA	NA	NA	12.44	10.44		

NA = Not Available

⁽¹⁾ 1st year to incorporate performance from abroad operations



Greenhouse Gas Emissions

Greenhouse gas emissions decreased 7.16 million tons CO₂ compared to 2020, in line with science base targets towards the net-zero in 2050.

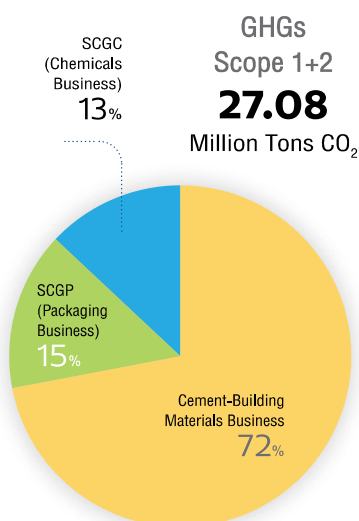
Performance Data	2020 ⁽¹⁾	2021 ⁽³⁾	2022	2023	GRI Standards	SASB
GHGs Scope 1 and 2 (Tons CO ₂) ⁽²⁾	34,243,210	33,525,541	30,116,798	27,083,867		
GHG Scope 1 (Tons CO ₂) ⁽²⁾	30,994,851	30,343,481	27,236,390	24,329,050	GRI 305-1	EM-CM-110a.1
GHG Scope 2 (Tons CO ₂) ⁽²⁾	3,248,358	3,182,060	2,880,408	2,754,817	GRI 305-2	
Location-Based (Tons CO ₂) ⁽²⁾	3,388,383	3,323,357	3,106,463	2,935,118		
Market-Based (Tons CO ₂) ⁽²⁾	3,248,358	3,182,060	2,880,408	2,754,817		
Biogenic CO ₂ (Tons CO ₂) ⁽²⁾	NA	4,853,737	5,459,979	3,968,392	GRI 305-1	
GHG emission reduction compare with base year 2020 (Tons CO ₂)		717,668	4,126,412	7,159,343	GRI 305-5	
(%)		2.09	12.05	20.91		
GHG Scope 3 (Tons CO ₂) ⁽²⁾	NA	15,603,650	10,014,394	10,606,251	GRI 305-3	
1. Purchased goods and services (Tons CO ₂) ⁽²⁾	NA	5,036,763	4,672,130	5,303,395		
2. Capital goods (Tons CO ₂) ⁽²⁾	NA	0	0	0		
3. Fuel and energy related activities (Tons CO ₂) ⁽²⁾	NA	1,878,089	1,461,512	1,460,420		
4. Upstream transportation & distribution (Tons CO ₂) ⁽²⁾	NA	1,090,483	1,542,759	1,480,778		
5. Waste generated in operations (Tons CO ₂) ⁽²⁾	NA	1,373	2,642	22,427		
6. Business travel (Tons CO ₂) ⁽²⁾	NA	1,479	13,225	3,910		
7. Employee commuting (Tons CO ₂) ⁽²⁾	NA	24,144	6,888	9,981		
8. Upstream leased assets (Tons CO ₂) ⁽²⁾	NA	0	0	0		
9. Downstream transportation & distribution (Tons CO ₂) ⁽²⁾	NA	1,145,963	422,057	566,064		
10. Processing of sold products (Tons CO ₂) ⁽²⁾	NA	4,225,574	34,002	246,235		
11. Use of sold products (Tons CO ₂) ⁽²⁾	NA	1,747,781	1,205,819	887,651		
11.1 Use of sold fossil fuels ⁽²⁾	NA	1,156,169	1,205,819	887,493		
12. End-of-life treatment of sold products (Tons CO ₂) ⁽²⁾	NA	41,467	51,556	67,203		
13. Downstream leased assets (Tons CO ₂) ⁽²⁾	NA	0	0	0		
14. Franchises (Tons CO ₂) ⁽²⁾	NA	487	7,735	6,578		
15. Investments (Tons CO ₂) ⁽²⁾	NA	410,047	594,068	551,609		

NA = Not Available

⁽¹⁾ Base year of scope 1+2

⁽²⁾ Within SGS's limited assurance scope (Page 140-141)

⁽³⁾ Base year of scope 3



Energy Consumption

Renewable fuel consumption is constantly increasing in order to reduce non-renewable fuel consumption

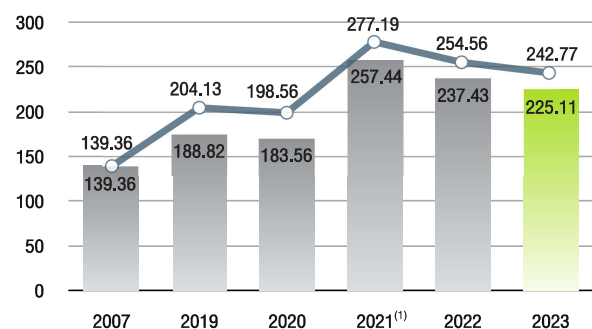
Performance Data	2019	2020	2021 ⁽¹⁾	2022	2023	GRI Standards	SASB
Total Energy Consumption (Petajoules) ⁽²⁾	188.82	183.56	257.44	237.43	225.11	GRI 302-1	EM-CM-130a.1
Non-Renewable Fuel Consumption (Petajoules) ⁽²⁾	151.29	147.72	209.10	185.21	166.49	GRI 302-1	EM-CM-130a.1
Renewable Fuel Consumption (Petajoules) ⁽²⁾	18.72	17.96	24.85	31.31	38.25		
Steam & Heat Consumption (Petajoules) ⁽²⁾	4.72	4.44	4.65	2.52	2.61		
Electrical Consumption (Petajoules) ⁽²⁾	14.25	13.88	19.18	18.66	18.01	GRI 302-1	EM-CM-130a.1
Electricity Sold (Petajoules) ⁽²⁾	0.15	0.45	0.35	0.26	0.25		
Energy Consumption Reduction compare with business as usual (BAU) at base year of 2007 (Petajoules)	15.31	15.00	19.75	17.12	17.66	GRI 302-4	
(%)	7.5	7.6	7.1	6.7	7.3		

⁽¹⁾ 1st year to incorporate performance from abroad operations

⁽²⁾ Within SGS's limited assurance scope (Page 140-141)

Total Energy Consumption

Petajoules



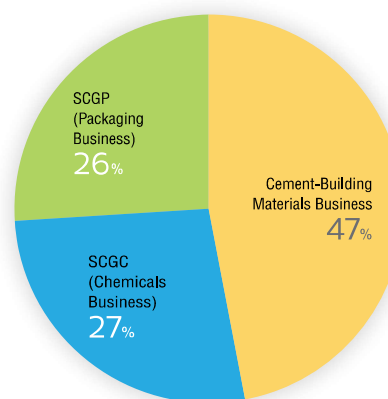
Amount — BAU

⁽¹⁾ 1st year to incorporate performance from abroad operations

Total Energy Consumption

225.11

Petajoules

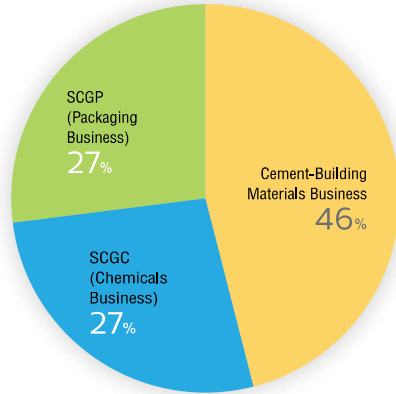


Energy Consumption

Thermal Consumption

207.35

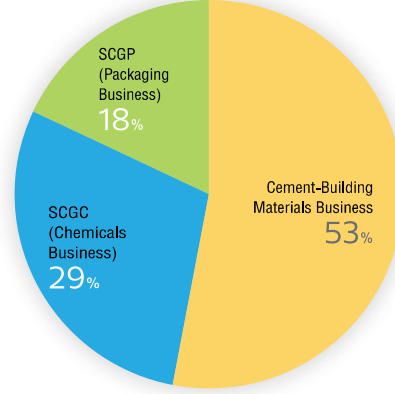
Petajoules



Electrical Consumption

18.01

Petajoules



Co-processing Performance of Cement-Building Materials Business

Significant proportion of alternative fuels utilization in cement business resulting in GHG reduction

Performance Data	2019	2020	2021 ⁽¹⁾	2022	2023	GRI Standards	SASB
Alternative fuel used to replace the fossil fuel (as % of total heat consumption)	17.50	18.30	19.90	26.90	35.50		
• Alternative fossil fuel	6.20	6.60	7.70	9.11	11.66		
• Biomass	11.30	11.70	12.20	17.79	23.84		
Alternative raw materials contained in cement (%)	9.60	8.40	8.40	10.10	7.33		
Alternative raw materials contained in concrete (%)	1.21	1.29	1.09	0.94	1.05		
Clinker-to-Cement ratio (%)	74.40	72.90	74.20	71.82	71.24		
Alternative raw materials contained in other building materials (%)	14.70	15.40	11.20	8.79	7.34		

⁽¹⁾ 1st year to incorporate performance from abroad operations

Water Withdrawal and Effluent Quality

With our efforts on water efficiency improvement and increasing of water recycling capacity, In 2023 SCG can reduce total water withdrawal.

Performance Data	Water							GRI Standards	SASB
	2019	2020	2021 ⁽¹⁾	2022	2022 Areas with water stress	2023	2023 Areas with water stress		
Water Withdrawal									
Water Withdrawal by source									
Surface water (Million Cubic Meters) ⁽²⁾	26.44	28.45	50.85	50.25	0	47.57	0	GRI 303-3	EM-CM-140a.1
• Freshwater TDS ≤ 1,000 mg/l		28.45	50.85	50.23	0	47.56	0		
• Other water TDS > 1,000 mg/l		0	0	0.02	0	0.01	0		
Groundwater (Million Cubic Meters) ⁽²⁾	41.79	38.01	42.31	38.63	0	36.75	0	GRI 303-3	EM-CM-140a.1
• Freshwater TDS ≤ 1,000 mg/l		31.38	42.31	38.63	0	36.41	0		
• Other water TDS > 1,000 mg/l		6.63	0	0	0	0.34	0		
Third-party water (total) (Million Cubic Meter) ⁽²⁾	35.20	27.83	36.87	31.19	0	37.92	0	GRI 303-3	EM-CM-140a.1
• Freshwater TDS ≤ 1,000 mg/l		27.83	36.87	31.19	0	37.92	0		
• Other water TDS > 1,000 mg/l		0	0	0	0	0	0		
Total Water Withdrawal (Million Cubic Meters) ⁽²⁾	103.43	94.29	130.03	120.07	0	122.17	0	GRI 303-3	
Water Withdrawal Reduction compared with business as usual at the base year of 2014 (Million Cubic Meters)	12.17	16.61	38.03	38.04	0	38.75	0		
(%)	10.5	15.0	22.6	24.1	0	24.09	0		
Recycled Water (Million Cubic Meters) ⁽²⁾	12.30	12.33	17.03	18.50	0	18.49	0		EM-CM-140a.1
(%)	10.6	11.6	11.9	13.4	0	13.14	0		

⁽¹⁾ 1st year to incorporate performance from abroad operations

⁽²⁾ Within SGS's limited assurance scope (Page 140-141)

Performance Data	Water							GRI Standards	SASB
	2019	2020	2021	2022 ⁽¹⁾	2022 Areas with water stress	2023	2023 Areas with water stress		
Water Discharge (Only Thailand Operations)									
Water Discharge by destination ⁽²⁾									
• Surface water (Million Cubic Meters)	NA	35.57	48.25	66.27	0	64.08	0	GRI 303-3	
• Groundwater (Million Cubic Meters)	NA	1.16	0.001	0	0	0	0	GRI 303-3	
• Seawater (Million Cubic Meters)	NA	NA	NA	0.15	0	0.12	0		
• Third-party water (total) (Million Cubic Meters)	NA	4.76	4.15	3.21	0	2.10	0	GRI 303-3	
---Third-party water sent for use to other organizations (Million Cubic Meters)	NA	4.62	3.81	2.91	0	1.67	0		
Water Discharge by freshwater and other water ⁽²⁾									
• Freshwater TDS ≤ 1,000 mg/l (Million Cubic Meters)	NA	5.45	7.84	18.59	0	23.23	0	GRI 303-3	
• Other water TDS > 1,000 mg/l (Million Cubic Meters)	NA	36.04	44.56	51.04	0	43.06	0		
Total Water Discharge (Million Cubic Meters) ⁽²⁾	NA	41.49	52.40	69.63	0	66.30	0	GRI 303-3	
BOD (Tons) ⁽²⁾	165	176	211	765	NR	570	NR		
COD (Tons) ⁽²⁾	4,422	3,875	4,411	6,445	NR	6,031	NR		
TSS (Tons) ⁽²⁾	588	549	490	1,105	NR	830	NR		

NA = Not Available

NR = Not Relevance

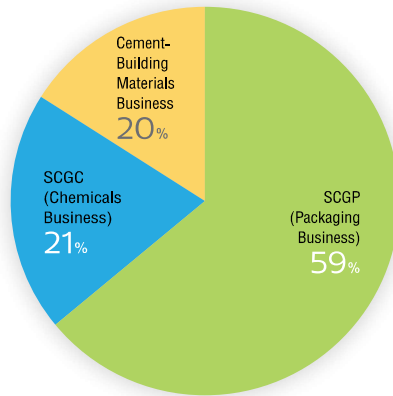
⁽¹⁾ 1st year to incorporate performance from abroad operations

⁽²⁾ Within SGS's limited assurance scope (Page 140-141)

Water Withdrawal

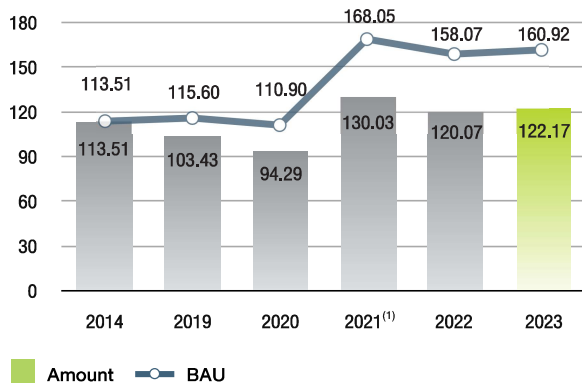
122.17

Million Cubic Meters



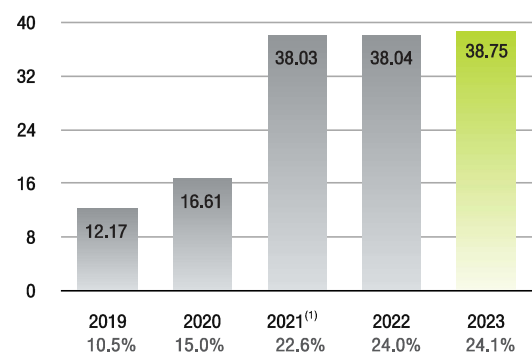
Water Withdrawal

Million Cubic Meters



Water Withdrawal Reduction

Million Cubic Meters



⁽¹⁾ 1st year to incorporate performance from abroad operations

Waste Management

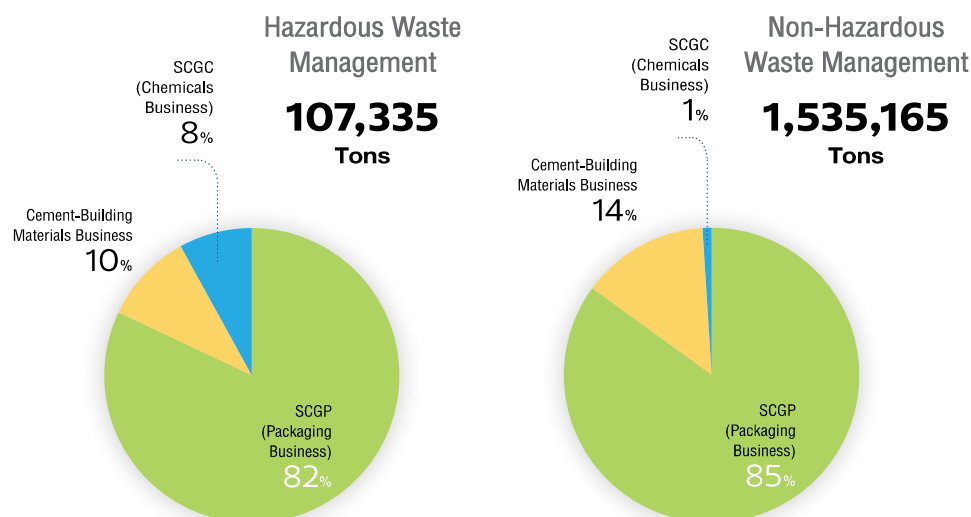
Small amount of hazardous and non-hazardous waste from operations abroad are still ended up in landfill due to different waste management approach and legal requirement from Thailand

Performance Data	2019	2020	2021	2022 ⁽¹⁾	2023		GRI Standards	SASB
Hazardous Waste Generation (Tons) ⁽²⁾	1,553,640	1,235,450	1,256,120	1,745,807	1,642,500		GRI 306-3 (2020)	EM-CM-150a.1
Hazardous Waste Management (Tons) ⁽²⁾	11,380	17,790	13,970	64,908	107,335		GRI 306-3 (2020)	EM-CM-150a.1
Diverted from Disposal (Tons) ⁽²⁾	1,542,260	1,217,660	1,242,150	1,680,899	1,535,165		GRI 306-3 (2020)	EM-CM-150a.1
					Onsite	Offsite		
Total Weight of Waste diverted from disposal (Tons) ⁽²⁾	1,329,960	1,224,250	706,771	1,191,216	613,716	528,141	GRI 306-4 (2020)	EM-CM-150a.1
Total Weight of Hazardous Waste diverted from disposal ⁽²⁾	11,000	17,590	4,439	39,034	40,782	51,025		
• Reuse			34	305	0	408		
• Recycled			3,663	37,873	40,782	47,779		
• Other recovery			742	856	0	2,838		
Total Weight of Hazardous Waste diverted from disposal (Tons) ⁽²⁾	1,318,960	1,206,660	702,333	1,152,182	572,934	477,117		
• Reuse			6,397	19,040	338	12,948		
• Recycled			695,813	1,133,095	572,055	463,444		
• Other recovery			122	47	541	725		
Total Weight of Waste directed to disposal (Tons) ⁽²⁾	223,680	11,200	549,349	554,591	269,171	231,472	GRI 306-5 (2020)	EM-CM-150a.1
Total Weight of Hazardous Waste directed to disposal (Tons) ⁽²⁾	380	200	9,532	25,874	3,162	12,367		
• Incinerated with energy recovery			9,498	16,272	2,968	4,779		
• Incinerated without energy recovery			31	560	192	235		
• Other disposal			3	257	0	143		
• Landfilled			0	8,785	2	7,210		
Total Weight of Non-Hazardous Waste directed to disposal (Tons) ⁽²⁾	223,300	11,000	539,817	528,717	266,009	219,105		
• Incinerated with energy recovery			539,351	444,394	264,270	111,297		
• Incinerated without energy recovery			333	35,756	0	32,383		
• Other disposal			0	1,137	171	487		
• Landfilled			133	47,430	1,569	74,938		

NA = Not Available

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⁽²⁾ Within SGS's limited assurance scope (Page 140-141)



Air Emissions

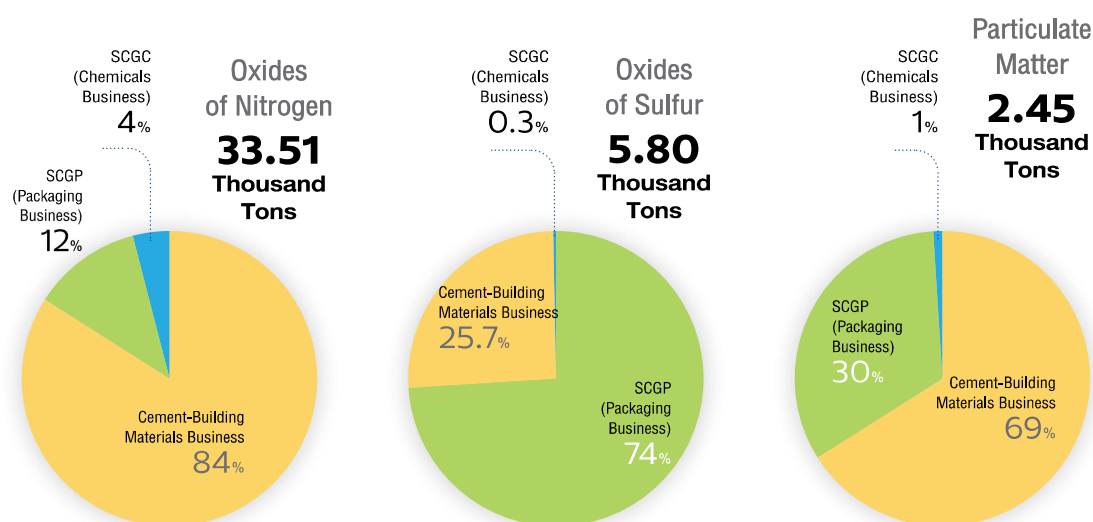
The boundary of air quality data assurance has been expanded to cover operations abroad to gain confidence and ease of strategic, targets and action plan setting.

Performance Data	2019	2020	2021	2022 ⁽¹⁾	2023	GRI Standards	SASB
Oxides of Nitrogen (Tons) ⁽²⁾	25.72	30.80	34.50	39.92	33.51	GRI 305-7	EM-CM-120a.1
Oxides of Sulfur (Tons) ⁽²⁾	2.75	3.71	3.13	5.71	5.80	GRI 305-7	EM-CM-120a.1
Particulate Matter (Tons) ⁽²⁾	1.36	1.39	1.53	2.78	2.45	GRI 305-7	EM-CM-120a.1
Mercury (Kilograms) ⁽²⁾	84.21	32.95	29.51	10.24	11.34	GRI 305-7	EM-CM-120a.1

NA = Not Available

⁽¹⁾ 1st year to incorporate performance from abroad operations

⁽²⁾ Within SGS's limited assurance scope (Page 142-143)



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

Environmental investment in 2023 are mainly contributed from the installation of cleaner energy such as solar system on rooftop, on ground and floating.

Performance Data (Only Thailand Operations)	2019	2020	2021	2022	2023	GRI Standards	SASB
Quarries with Biodiversity Management Plan in place (Number of Sites)	4	4	4	4	4		
(%)	100	100	100	100	100		EM-CM-160a.2
Operating Expenses – Environmental (Million Baht)	2,192	2,676	2,657	3,176	2,913		
Capital Investment – Environmental (Million Baht)	2,593	1,220	1,643	2,116	1,015		
Total Expenses – Environmental (Capital Investment + Operating Expenses) (Million Baht)	4,785	3,896	4,300	5,292	3,928		
Savings, cost avoidance and tax incentives linked to environment investment (Million Baht) ⁽¹⁾	2,242	9,611	34,084	76,429	72,177		

⁽¹⁾ 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	2019	2020	2021 ⁽¹⁾	2022	2023	GRI Standards	SASB
Total actual and opportunity costs (e.g., forgone income) from water-related incidents (Million Baht)	0	0	0	0	0		
Number of violations of legal environmental obligations/regulations (over USD 10,000) (Number of Cases)	0	0	0	0	0	GRI 307-1	

⁽¹⁾ 1st year to incorporate performance from abroad operations

Social Performance

Health and Safety

Zero occupational illness and disease of employee. Lost time injury frequency rate of contractor is decreased while lost time injury frequency rate of employee is still not achieved the target.

Performance Data	2019	2020	2021 ⁽¹⁾	2022	2023	GRI Standards	SASB
From Workplace							
Hours Worked ⁽²⁾ (Million Hours Worked)							
• Employee	79.55	79.72	118.31	117.17	112.29		
• Contractor	110.95	124.97	140.43	134.29	134.42		
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 ⁽²⁾	0.880	0.840	0.947	0.785	0.891		
• Contractor	0.793	0.608	0.869	0.923	0.766		
Fatality Work-Related Injury and Occupational Illness & Disease Rate (Cases/1,000,000 Hours Worked)							RT-CH-320a.1
• Employee ⁽²⁾	0.000	0.000	0.017	0.000	0.009		
• Contractor	0.018	0.032	0.057	0.015	0.045		
Total Number of Recordable Work-Related Injury ⁽²⁾ (Cases)							
• Employee	70	67	112	92	100	GRI 403-9	
• Contractor	88	76	122	124	103		
Total Recordable Work-Related Injury Rate ⁽²⁾ (Cases/1,000,000 Hours Worked)							
• Employee	0.880	0.840	0.947	0.785	0.891	GRI 403-9	
• Contractor	0.793	0.608	0.869	0.923	0.766		
Number of Fatality Work-Related Injury ⁽²⁾ (Cases)							
• Employee (Male : Female)	0 : 0	0 : 0	1 : 1	0 : 0	1 : 0	GRI 403-9	
• Contractor (Male : Female)	1 : 1	3 : 1	8 : 0	2 : 0	6 : 0		
Fatality Work-Related Injury Rate ⁽²⁾ (Cases/1,000,000 Hours Worked)							
• Employee	0.000	0.000	0.017	0.000	0.009	GRI 403-9	
• Contractor	0.018	0.032	0.057	0.015	0.045		
Number of High-Consequence Work-Related Injury ⁽²⁾ (Cases)							
• Employee	NA	0	2	1	2	GRI 403-9	
• Contractor	NA	4	7	7	3		
High-Consequence Work-Related Injury Rate ⁽²⁾ (Cases/1,000,000 Hours Worked)							
• Employee	NA	0.000	0.017	0.009	0.018	GRI 403-9	
• Contractor	NA	0.032	0.050	0.052	0.022		
Lost Time Injury Frequency Rate ⁽²⁾ (Cases/1,000,000 Hours Worked)							
• Employee	0.239	0.113	0.389	0.137	0.276		
• Contractor	0.279	0.216	0.249	0.276	0.231		
Severity Work-Related Injury Rate (Days/1,000,000 Hours Worked)							
• Employee	4.890	2.960	6.246	2.330	6.047		
• Contractor	5.714	5.609	8.780	10.849	5.386		
Total Number of Recordable Occupational Illness & Disease (Cases)							
• Employee ⁽²⁾	0	0	0	0	0	GRI 403-10	
• Contractor	NA	0	0	0	0		

Performance Data	2019	2020	2021 ⁽¹⁾	2022	2023	GRI Standards	SASB
Occupational Illness Frequency Rate (Cases/1,000,000 Hours Worked)							
• Employee ⁽²⁾	0.000	0.000	0.000	0.000	0.000		
• Contractor	NA	0.000	0.000	0.000	0.000		
Number of Fatality Occupational Illness & Disease (Cases)							
• Employee ⁽²⁾	0	0	0	0	0	GRI 403-10	
• Contractor	NA	0	0	0	0		
Number of Reported Cases of Silicosis (Cases)							
• Employee ⁽²⁾	0	0	0	0	0		EM-CM-320a.2
• Contractor	NA	0	0	0	0		
Near Miss Frequency Rate (Employee & Contractor) (Cases/1,000,000 Hours Worked)	NA	17.524	20.213	58.044	32.285		EM-CM-320a.1
Process Safety Incident Count (PSIC) ⁽³⁾ (Cases)	NA	0	0	0	0		RT-CH-540a.1
Process Safety Total Incident Rate (PSTIR) ⁽³⁾ (Cases/1,000,000 Hours Worked)	NA	0	0	0	0		RT-CH-540a.1
Process Safety Incident Severity Rate (PSISR) ⁽³⁾ (Cases/1,000,000 Hours Worked)	NA	0	0	0	0		RT-CH-540a.1
From Travelling and Transportation							
Number of Fatality Work-Related Injury ⁽²⁾ (Cases)							
• Employee (Male : Female)	0 : 0	0 : 0	0 : 0	1 : 0	0 : 0	GRI 403-9	
• Direct Transportation Contractor (Male : Female)	0 : 0	1 : 0	0 : 0	2 : 0	0 : 0		
• Other Transportation Contractor (Male : Female)	4 : 0	2 : 0	0 : 0	0 : 0	1 : 0		
From Workplace, Travelling and Transportation	NA	33	24	16	12		RT-CH-540a.2
Number of Transport Incident (Cases)	18,224	8,989	8,969	17,243	15,355		
From Workplace, Travelling and Transportation							
Number of Fatality Work-Related Injury ⁽²⁾ (Cases)							
• Employee (Male : Female)	0 : 0	0 : 0	1 : 1	1 : 0	1 : 0	GRI 403-9	
• Contractor (Male : Female)	1 : 1	4 : 1	8 : 0	4 : 0	6 : 0		
Others							
Product that have under gone a Hazard Assessment ⁽³⁾ (%)	NA	100	100	100	100		RT-CH-410b.1
Revenue from Products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) ⁽³⁾ (%)	NA	100	100	100	100		RT-CH-410b.1

⁽¹⁾ 1st year to incorporate performance from abroad operations

⁽²⁾ Within SGS's limited assurance scope (Page 140-141)

⁽³⁾ 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.

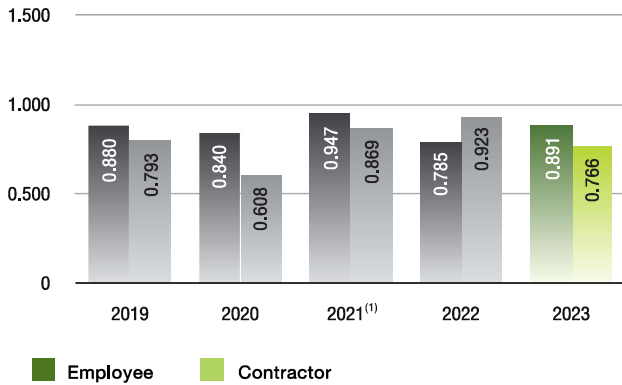
Workplace Contractor : A contractor that works for the organization, and whose work and/or workplace is controlled by the organization (exclude transportation contractor).

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

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

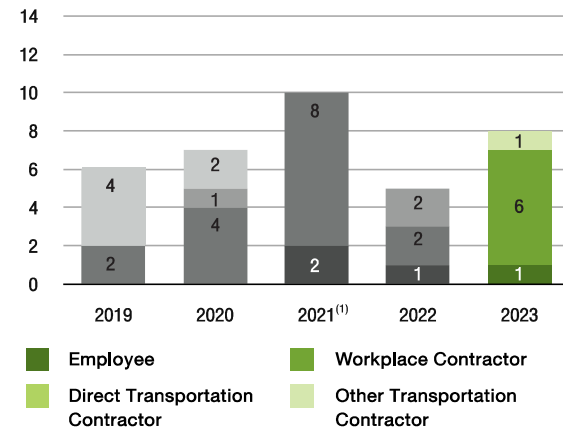
Total Recordable Work-Related Injury and Occupational Illness & Disease Rate

Cases/1,000,000 Hours Worked



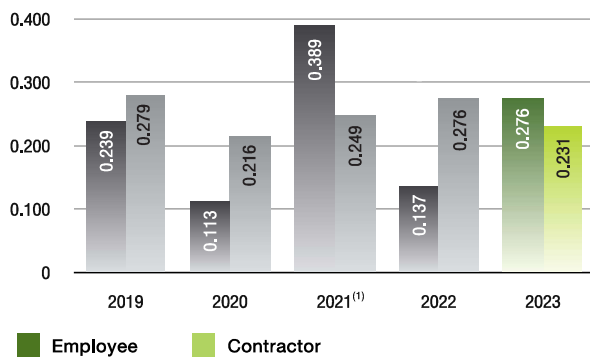
Number of Fatality Work-Related Injury

Cases



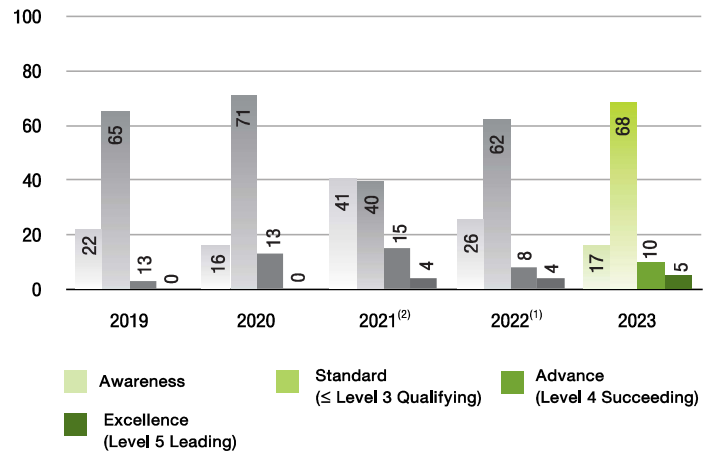
Lost Time Injury Frequency Rate

Cases/1,000,000 Hours Worked



SPAP Certified Companies

Percent



⁽¹⁾ 1st year to incorporate performance from abroad operations

⁽²⁾ 1st year of 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

SCG promotes diversity, equity and inclusion and achieve the target of 27% female in all management positions in 2025.

Performance Data	2019	2020	2021	2022	2023	GRI Standards	SASB
Number of all employees (Persons)	54,224	49,754	58,283	57,814	55,578	GRI 2-7	
Female share of total workforce (%)	21.9	23.0	22.4	24.4	24.0	GRI 405-1b	
Female in all management positions (%)	24.7	24.9	24.8	30.5	30.6	GRI 2-7	
Female in junior management position (%)	26.1	26.4	26.6	32.6	33.4		
Female in top management position (%)	13.1	13.1	12.9	14.8	14.7		
Female in management position in revenue-generating functions ⁽¹⁾ (%)	19.5	19.5	18.3	23.3	27.1		
Female in Science, Technology, Engineering and Mathematics positions (STEM-related positions) (%)	NA	24.2	26.3	13.2	27.2		
Proportion of local employee abroad in all management positions ⁽²⁾ (%)	0.5	0.9	0.4	1.1	6.3	GRI 202-2	
Number of employees with disability ⁽³⁾ (Persons)	NA	NA	NA	NA	34		
Number of promoting occupations for people with disability (Persons)	NA	NA	NA	NA	255		
Equal pay information by Gender ⁽⁷⁾						GRI 405-2	
• Ratio of average salary (base salary only) of female to male (Executive Level) ⁽⁷⁾	1.015	0.973	1.086	1.017	0.988		
• Ratio of average total remuneration (base salary + other cash incentives) of female to male (Executive Level) ⁽⁷⁾	NA	0.973	1.133	1.098	1.169		
• Ratio of average salary (base salary only) of female to male (Management Level) ⁽⁷⁾	0.921	0.924	0.995	0.938	1.015		
• Ratio of average total remuneration (base salary + other cash incentives) of female to male (Management Level) ⁽⁷⁾	0.921	0.924	1.004	0.929	1.000		
• Ratio of average salary (base salary only) of female to male (Non-management Level) ⁽⁷⁾	1.124	1.130	1.138	1.108	1.130		
• Ratio of average total remuneration (base salary + other cash incentives) of female to male (Non-management Level) ⁽⁷⁾	NA	1.129	0.987	0.965	0.974		
Employees represented by an independent trade union or covered by collective bargaining agreements ⁽⁴⁾ (%)	84.1	88.0	85.6	78.7	84.0		
Absence of employees							
• Sick leave (%)	12.7	10.6	9.1	10.0	12.0		
• Work-related leave (%)	0.1	0.1	0.0	0.0	0.0		
• Others (%)	87.2	89.3	90.9	90.0	88.0		
• Number of employees taken parental leave ⁽⁵⁾ (Persons)	492	306	250	267	216	GRI 401-3	
• Number of employees returned to work after parental leave (Persons)	461	303	246	251	200		
Number of new employees hire (Persons)	927	482	854	2,688	3,122	GRI 401-1a	
• Percentage of total employees (%)	2.0	1.0	1.5	4.6	5.6		
• by Gender (Female : Male) (%)	27 : 73	37 : 63	39 : 61	44 : 56	25 : 75		
• by Employee level (Management level : Other level) (%)	1.7 : 98.3	1.5 : 98.5	1.3 : 98.7	0.7 : 99.3	0.3 : 99.7		
• by Age group (under 30 yr : 30 - 50 yr : over 50 yr) (%)	69.3 : 30.3 : 0.4	70.3 : 29.5 : 0.2	74.4 : 25.5 : 0.1	74.4 : 25.5 : 0.1	56.7 : 40.8 : 2.5		
Number of positions filled by internal candidates (Rotation/ Promotion) (Persons)	2,532	2,012	2,232	11,418	11,156		
• Percentage of total employees (%)	4.7	4.0	3.8	19.7	34.4		
• by Gender (Female : Male) (%)	27 : 73	26 : 74	26 : 74	30 : 70	30 : 70		
• by Employee level (Management level : Other level) (%)	11.7 : 88.3	7.9 : 92.1	10.9 : 89.1	21.8 : 78.2	10.0 : 90.0		
• by Age group (under 30 yr : 30 - 50 yr : over 50 yr) (%)	21.0 : 73.3 : 5.7	17.4 : 77.5 : 5.1	14.6 : 79.1 : 6.3	12.4 : 75.4 : 12.2	12.0 : 73.0 : 15.0		
Average hiring cost per employee (Bath/Person)	97,264	98,140	85,542	95,720	87,975		

Performance Data	2019	2020	2021	2022	2023	GRI Standards	SASB
Voluntary employee turnover (Persons)	1,560	1,180	849	2,304	2,622	GRI 401-1b	
• Percentage of total employees (%)	2.9	2.4	1.5	4.0	4.7		
• by Gender (Female : Male) (%)	27 : 73	27 : 73	29 : 71	35 : 65	36 : 64		
• by Employee level (Management level : Other level) (%)	1.5 : 98.5	2.6 : 97.4	3.3 : 96.7	1.0 : 99.0	1.7 : 98.3		
• by Age group (under 30 yr : 30 – 50 yr : over 50 yr) (%)	33.2 : 61.6 : 5.2	24.8 : 64.3 : 10.9	27.0 : 68.9 : 4.1	38.4 : 57.3 : 4.3	36.2 : 58.7 : 5.1		
Total employee turnover (Persons)	1,880	1,804	1,323	3,575	4,074	GRI 401-1b	
• Percentage of total employees (%)	3.5	3.6	2.3	6.2	7.3		
• by Gender (Female : Male) (%)	26 : 74	23 : 77	27 : 73	40 : 60	36 : 64		
• by Employee level (Management level : Other level) (%)	3.4 : 96.6	5.4 : 94.6	5.5 : 94.5	6.0 : 94.0	1.6 : 98.4		
• by Age group (under 30 yr : 30 – 50 yr : over 50 yr) (%)	28.9 : 54.0 : 17.1	17.3 : 53.5 : 29.2	18.4 : 57.3 : 24.3	34.8 : 52.1 : 13.1	28.0 : 49.1 : 22.9		
Employee engagement level ⁽⁶⁾ (%)	68	71	70	69	69*		
• by Gender (Female : Male) (%)	NA	66 : 73	64 : 72	59 : 72	61 : 72*		
• by Employee level (Management level : Other level) (%)	NA	76 : 71	74 : 69	68 : 69	65 : 69*		
• by Service year (under 5 yr / 5–20 yr / over 20 yr) (%)	NA	67 : 68 : 79	64 : 67 : 77	68 : 66 : 75	69 : 68 : 72*		
• by Nationality (Thai : Others) (%)	NA	70 : 76	69 : 74	66 : 77	64 : 81*		
Employee satisfaction level (%)	NA	NA	NA	NA	65*		
• by Gender (Female : Male) (%)	NA	NA	NA	NA	59 : 68*		
• by Employee level (Management level : Other level) (%)	NA	NA	NA	NA	58 : 66*		
• by Service year (under 5 yr / 5–20 yr / over 20 yr) (%)	NA	NA	NA	NA	69 : 65 : 64*		
• by Nationality (Thai : Others) (%)	NA	NA	NA	NA	59 : 79*		
Average hours of training and development (Hours/Person)	136	124	82	155	129	GRI 404-1	
• Mandatory (Hours/Person)	NA	104	42	112	110		
• Non mandatory (Hours/Person)	NA	20	40	43	19		
Average amount spent on training and development (Baht/Person)	23,933	15,794	9,569	13,540	13,905		
Number of sites where human rights risks have been identified with mitigation plans (Company)	47	34	50	33	49		
Reduce Inequality (Persons)	NA	NA	3,000	8,746	20,997		
Contribution for social and community development (Million Baht)	719	669	700	560	397	GRI 201-1	
• Contribution by SCG (Million Baht)	414	326	388	401	268		
• Contribution by SCG Foundation (Million Baht)	305	343	312	159	129		
Employee volunteering during paid working hours (Million Baht)	82	40	28	54	56		
In-kind giving: product or services donations, projects/partnerships or similar (Million Baht)	132	124	147	15	9		
Management overheads related to CSR activity (Million Baht)	152	167	157	161	141		

NA = Not Available

⁽¹⁾ Revenue-generating functions e.g. marketing, sales, production⁽²⁾ Calculate from number of local Management Level abroad over total number of management level⁽³⁾ Visual and physical impairment and movement disability or other, e.g. hearing impairment, mental disability, communication disability⁽⁴⁾ Employees joining trade union or working with companies covered by Welfare Committee⁽⁵⁾ Under Thai laws, only female employees can take parental leave⁽⁶⁾ Employee engagement level by Gender is available since 2020⁽⁷⁾ Within SGS's limited assurance scope (Page 140–141)

* SCGP result is shown in SCGP Sustainability Report 2023 according to Gallup method

