

Social Performance

Health and Safety

Lost time injury frequency rate of employee has increased, while that for contractors has decreased. However, that targets of zero fatalities and lost time injuries have not yet been achieved.

Performance Data

	2021	2022	2023	2024	2025	GRI Standards	SASB
From Workplace							
Hours Worked (Million Hours Worked) ⁽¹⁾							
• Employee	118.31	117.17	112.29	128.99	129.05		
• Contractor	140.43	134.29	134.42	141.15	139.04		
Total Recordable Work-Related Injury and Occupational Illness & Disease Rate (Cases/1,000,000 Hours Worked)							
• Employee	0.947	0.785	0.891	0.892	0.806		EM-CM-320a.1
• Contractor	0.869	0.923	0.766	0.723	0.734		RT-CH-320a.1
Fatality Work-Related Injury and Occupational Illness & Disease Rate (Cases/1,000,000 Hours Worked)							
• Employee	0.017	0.000	0.009	0.016	0.015		RT-CH-320a.1
• Contractor	0.057	0.015	0.045	0.043	0.036		
Total Number of Recordable Work-Related Injury (Cases) ⁽¹⁾							
• Employee	112	92	100	98	104	GRI 403-9	
• Contractor	122	124	103	101	102		
Total Recordable Work-Related Injury Rate (Cases/1,000,000 Hours Worked) ⁽¹⁾							
• Employee	0.947	0.785	0.891	0.760	0.806	GRI 403-9	
• Contractor	0.869	0.923	0.766	0.716	0.734		
Number of Fatality Work-Related Injury (Cases) ⁽¹⁾							
• Employee (Male : Female)	1:1	0:0	1:0	2:0	2:0	GRI 403-9	
• Contractor (Male : Female)	8:0	2:0	6:0	5:0	4:0		
Fatality Work-Related Injury Rate (Cases/1,000,000 Hours Worked) ⁽¹⁾							
• Employee	0.017	0.000	0.009	0.016	0.015	GRI 403-9	
• Contractor	0.057	0.015	0.045	0.035	0.036		
Number of High-Consequence Work-Related Injury (Cases) ⁽¹⁾							
• Employee	2	1	2	4	4	GRI 403-9	
• Contractor	7	7	3	7	3		
High-Consequence Work-Related Injury Rate (Cases/1,000,000 Hours Worked) ⁽¹⁾							
• Employee	0.017	0.009	0.018	0.031	0.031	GRI 403-9	
• Contractor	0.050	0.052	0.022	0.050	0.022		
Lost Time Injury Frequency Rate (Cases/1,000,000 Hours Worked) ⁽¹⁾							
• Employee	0.389	0.137	0.276	0.186	0.248		
• Contractor	0.249	0.276	0.231	0.205	0.173		
Severity Work-Related Injury Rate (Cases/1,000,000 Hours Worked)							
• Employee	6.246	2.330	6.047	5.915	6.416		
• Contractor	8.780	10.849	5.386	5.908	3.352		

Performance Data

	2021	2022	2023	2024	2025	GRI Standards	SASB
Performance Data							
Total Number of Recordable Occupational Illness & Disease (Cases)							
• Employee ⁽¹⁾	0	0	0	17	0	GRI 403-10	
• Contractor	0	0	0	1	0		
Occupational Illness Frequency Rate (Cases/1,000,000 Hours Worked)							
• Employee ⁽¹⁾	0.000	0.000	0.000	0.132	0.000		
• Contractor	0.000	0.000	0.000	0.007	0.000		
Number of Fatality Occupational Illness & Disease (Cases)							
• Employee ⁽¹⁾	0	0	0	0	0	GRI 403-10	
• Contractor	0	0	0	1	0		
Number of Reported Cases of Silicosis (Cases)							
• Employee ⁽¹⁾	0	0	0	0	0		EM-CM-320a.2
• Contractor	0	0	0	0	0		
Near Miss Frequency Rate (Employee & Contractor) (Cases/1,000,000 Hours Worked)	20.213	58.044	32.285	28.262	16.842		EM-CM-320a.1
Process Safety Incidents Count (PSIC) (Cases) ⁽²⁾	0	0	0	2	0		RT-CH-540a.1
Process Safety Total Incident Rate (PSTIR) (Cases/1,000,000 Hours Worked) ⁽²⁾	0	0	0	0.049	0		RT-CH-540a.1
Process Safety Incident Severity Rate (PSISR) (Cases/1,000,000 Hours Worked) ⁽²⁾	0	0	0	2.359	0		RT-CH-540a.1
From Travelling and Transportation							
Number of Fatality Work-Related Injury (Cases) ⁽¹⁾							
• Employee (Male : Female)	0:0	1:0	0:0	0:0	0:0	GRI 403-9	
• Contractor (Male : Female)	0:0	0:0	0:0	0:0	1:0		
• Direct Transportation Contractor (Male : Female)	0:0	2:0	0:0	2:0	0:0		
• Other Transportation Contractor (Male : Female)	0:0	0:0	1:0	0:0	0:0		
Number of Fatality Work-Related Occupational Illness & Disease (Cases)							
• Employee (Male : Female)	0:0	0:0	0:0	1:0	0:0	GRI 403-10	
• Direct Transportation Contractor (Male : Female)	0:0	0:0	0:0	0:0	0:0		
Number of Transport Incidents (Cases)	24	16	12	3	2		RT-CH-540a.2
Logistics Drivers Trained from SCG Skills Development School (Persons)	8,969	17,243	15,355	20,500	20,600		
From Workplace, Travelling and Transportation							
Number of Fatality Work-Related Injury (Cases) ⁽¹⁾							
• Employee (Male : Female)	1:1	1:0	1:0	2:0	2:0	GRI 403-9	
• Contractor (Male : Female)	8:0	4:0	6:0	7:0	5:0		
Number of Fatality Work-Related Occupational Illness & Disease (Cases)							
• Employee (Male : Female)	0:0	0:0	0:0	1:0	0:0	GRI 403-10	
• Direct Transportation Contractor (Male : Female)	0:0	0:0	0:0	1:0	0:0		
Others							
Product that have under gone a Hazard Assessment (%) ⁽²⁾	100	100	100	100	100		RT-CH-410b.1
Revenue from Products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) (%) ⁽²⁾	100	100	100	100	100		RT-CH-410b.1

⁽¹⁾ Within SGS's limited assurance scope

⁽²⁾ Only Chemicals Business

Employee :

Workplace Contractor :

Direct Transportation Contractor :

Other Transportation Contractor :

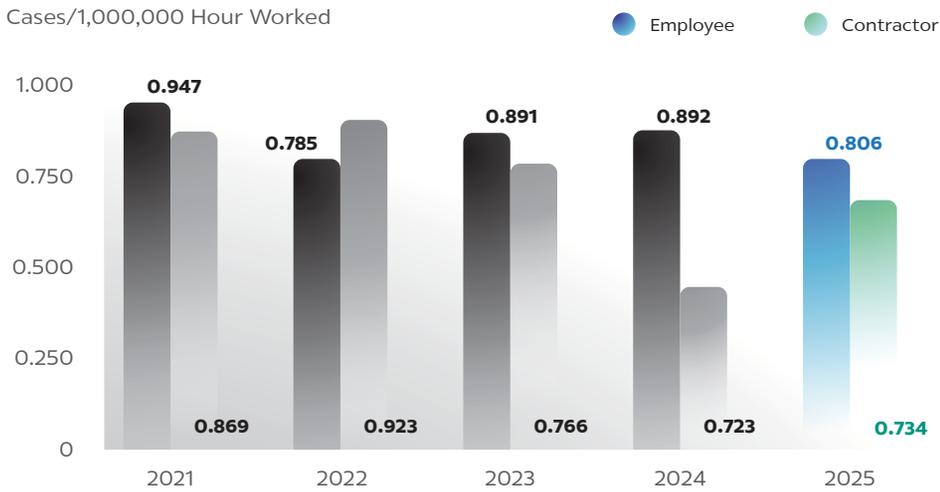
A full time employee according to an employment contract such as operational level, supervisory and technical staff level, and managerial level including Intern (probationary) and special contracted employee.

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

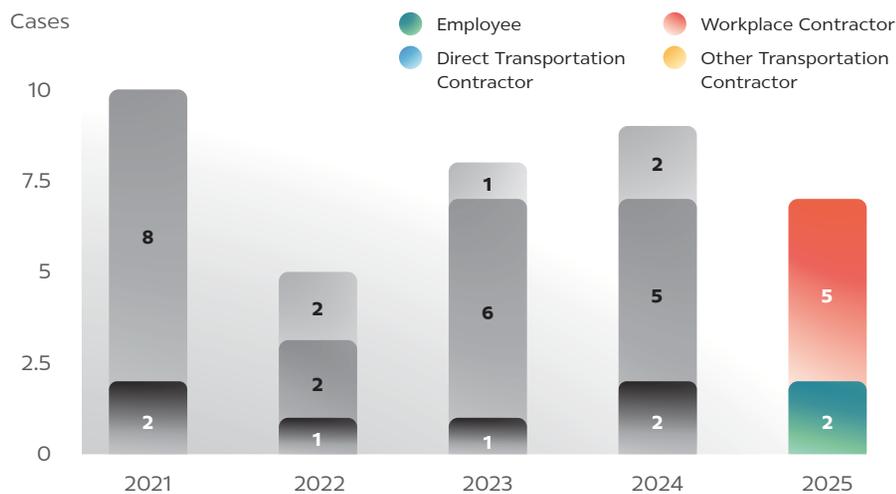
Transportation contractor with operation under SCG's brand.

Other transportation contractor without operation under SCG's brand.

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



Number of Fatality Work-Related Injury



Workplace Contractor :

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

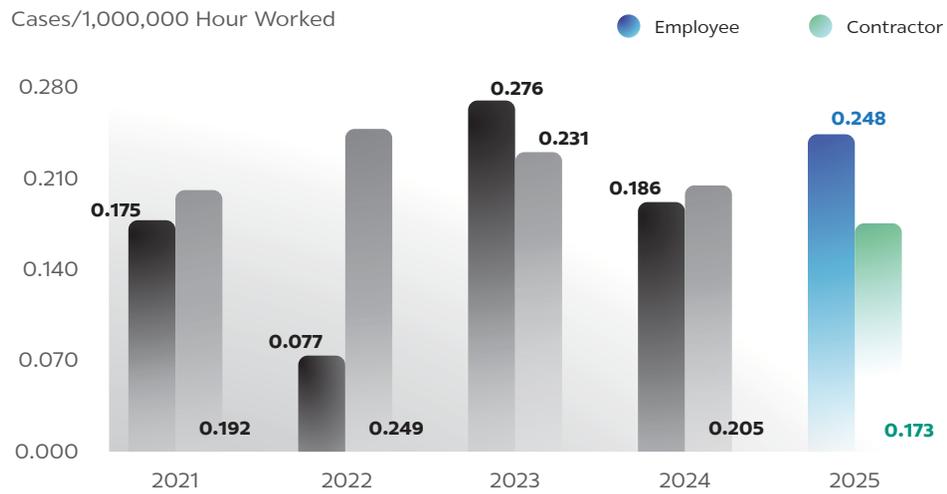
Direct Transportation Contractor :

Transportation contractor with operation under SCG's brand.

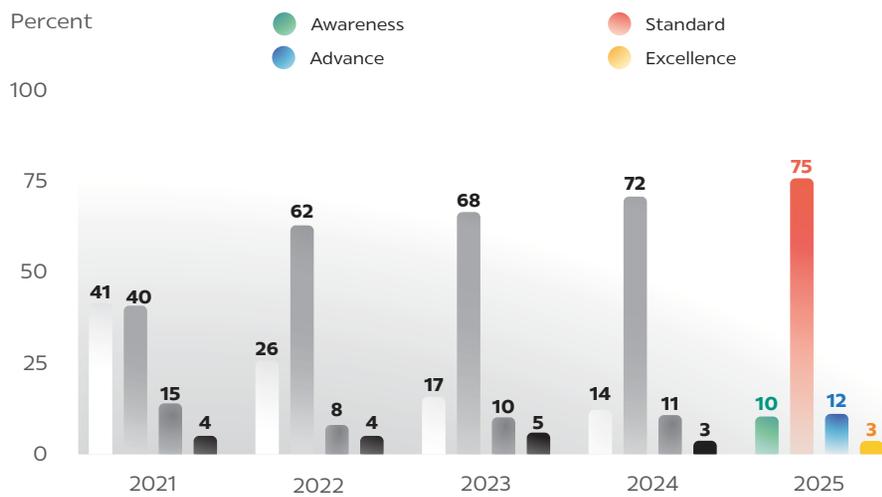
Other Transportation Contractor :

Other transportation contractor without operation under SCG's brand.

Lost Time Injury Frequency Rate



SPAP Certified Companies



- 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.

Social Performance

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 Employee	2021	2022	2023	2024	2025	GRI Standards	SASB
Number of all employees (Persons)	58,283	57,814	55,578	53,730	51,941	GRI 2-7	
Female share of total workforce (%)	22.4	24.4	24.0	24.8	25.9	GRI 405-1b	
Females in all management positions (%)	24.8	30.5	30.6	27.9	28.4	GRI 2-7	
Females in junior management position (%)	26.6	32.6	33.4	29.9	29.9		
Females in top management position (%)	12.9	14.8	14.7	14.8	14.3		
Females in management position in revenue-generating functions (%) ⁽¹⁾	18.3	23.3	27.1	27.6	28.4		
Females in Science, Technology, Engineering and Mathematics positions (STEM-related positions) (%)	26.3	13.2	27.2	28.6	28.8		
Proportion of local employee abroad in all management positions (%) ⁽²⁾	0.4	1.1	6.3	9.8	9.3	GRI 202-2	
Number of employees with disability (Persons) ⁽³⁾	NA	NA	34	39	55		
Number of promoting occupations for people with disability (Persons)	NA	NA	255	244	240		
Equal pay information by Gender ⁽⁶⁾						GRI 405-2	
• Ratio of average salary (base salary only) of female to male (Executive Level) ⁽⁶⁾	1.086	1.017	0.988	1.069	0.968		
• Ratio of average total remuneration (base salary + other cash incentives) of female to male (Executive Level) ⁽⁶⁾	1.133	1.098	1.169	0.987	0.969		

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⁾ Within SGS's limited assurance scope. SCG refined the methodology applied in calculating the gender pay ratio in 2024 that does not represent a change in remuneration policy or equal pay practices. An addendum to the 2024 assurance statement was issued on 9 February 2026, and the comparative information has been restated accordingly.

⁽⁷⁾ From 2021 to 2023, the evaluation was conducted using the Kincentric Method (%)

Performance Data Employee	2021	2022	2023	2024	2025	GRI Standards	SASB
• Ratio of average salary (base salary only) of female to male (Management Level) ⁽⁶⁾	0.995	0.938	1.015	0.937	0.924		
• Ratio of average total remuneration (base salary + other cash incentives) of female to male (Management Level) ⁽⁶⁾	1.004	0.929	1.000	0.984	0.914		
• Ratio of average salary (base salary only) of female to male (Non-management Level) ⁽⁶⁾	1.138	1.108	1.130	1.048	1.088		
• Ratio of average total remuneration (base salary + other cash incentives) of female to male (Non-management Level) ⁽⁶⁾	0.987	0.965	0.974	0.915	0.942		
Employees represented by an independent trade union or covered by collective bargaining agreements (%) ⁽⁴⁾	85.6	78.7	84.0	84.9	88.6		
Absence of employees							
• Sick leave (%)	9.1	10.0	12.0	11.3	12.7		
• Work-related leave (%)	0.0	0.0	0.0	0.0	0.0		
• Others (%)	90.9	90.0	88.0	88.7	87.3		
• Number of employees taken parental leave (Persons) ⁽⁵⁾	250	267	216	175	244	GRI 401-3	
• Number of employees returned to work after parental leave (Persons)	246	251	200	165	241		
Number of new employees hire (Persons)	854	2,688	3,122	2,298	2,558	GRI 401-1a	
• Percentage of total employees (%)	1.5	4.6	5.6	4.3	4.9		
• by Gender (Female : Male) (%)	39 : 61	44 : 56	25 : 75	37 : 63	36 : 64		
• by Employee level (Management level : Other level) (%)	1.3 : 98.7	0.7 : 99.3	0.3 : 99.7	0.3 : 99.7	0.3 : 99.7		
• by Age group (under 30 yr : 30 - 50 yr : over 50 yr) (%)	74.4 : 25.5 : 0.1	74.4 : 25.5 : 0.1	56.7 : 40.8 : 2.5	70.9 : 28.2 : 0.9	65.7 : 32.8 : 1.5		

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Performance Data Employee	2021	2022	2023	2024	2025	GRI Standards	SASB
Number of positions filled by internal candidates (Rotation/Promotion) (Persons)	2,232	11,418	11,156	14,256	8,013		
• Percentage of total employees (%)	3.8	19.7	34.4	45.9	29.6		
• by Gender (Female : Male) (%)	26 : 74	30 : 70	30 : 70	30 : 70	46 : 54		
• by Employee level (Management level : Other level) (%)	10.9 : 89.1	21.8 : 78.2	10.0 : 90.0	8.0 : 92.0	11.0 : 89.0		
• by Age group (under 30 yr : 30 - 50 yr : over 50 yr) (%)	14.6 : 79.1 : 6.3	124 : 75.4 : 122	120 : 73.0 : 15.0	10.7 : 73.2 : 16.1	10.4 : 72.0 : 17.6		
Average hiring cost per employee (Baht/Person)	85,542	95,720	87,975	75,934	78,715		
Voluntary employee turnover (Persons)	849	2,304	2,622	4,011	2,978	GRI 401-1b	
• Percentage of total employees (%)	1.5	4.0	4.7	7.5	5.7		
• by Gender (Female : Male) (%)	29 : 71	35 : 65	36 : 64	26 : 74	33 : 67		
• by Employee level (Management level : Other level) (%)	3.3 : 96.7	1.0 : 99.0	1.7 : 98.3	0.8 : 99.2	1.2 : 98.8		
• by Age group (under 30 yr : 30 - 50 yr : over 50 yr) (%)	27.0 : 68.9 : 4.1	38.4 : 57.3 : 4.3	36.2 : 58.7 : 5.1	31.1 : 62.3 : 6.6	40.1 : 56.6 : 3.3		
Total employee turnover (Persons)	1,323	3,575	4,074	4,540	5,472	GRI 401-1b	
• Percentage of total employees (%)	2.3	6.2	7.3	8.4	10.5		
• by Gender (Female : Male) (%)	27 : 73	40 : 60	36 : 64	25 : 75	32 : 68		
• by Employee level (Management level : Other level) (%)	5.5 : 94.5	6.0 : 94.0	1.6 : 98.4	1.8 : 98.2	3.2 : 96.8		
• by Age group (under 30 yr : 30 - 50 yr : over 50 yr) (%)	18.4 : 57.3 : 24.3	34.8 : 52.1 : 13.1	28.0 : 49.1 : 22.9	23.2 : 55.8 : 21.0	28.5 : 48.1 : 23.4		
Employee engagement level ⁽⁷⁾	70	69	69	4.00	4.06		
• by Gender (Female : Male)	64 : 72	59 : 72	61 : 72	3.98 : 4.01	4.00 : 4.08		
• by Employee level (Management level : Other level)	74 : 69	68 : 69	65 : 69	4.03 : 4.00	4.11 : 4.06		
• by Service year (under 5 yr : 5 - 20 yr : over 20 yr)	64 : 67 : 77	68 : 66 : 75	69 : 68 : 72	4.07 : 3.99 : 3.99	4.08 : 4.10 : 4.13		
• by Nationality (Thai : Others)	69 : 74	66 : 77	64 : 81	3.92 : 4.17	4.02 : 4.16		

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⁽⁷⁾ From 2021 to 2023, the evaluation was conducted using the Kincentric Method (%)

Performance Data Employee	2021	2022	2023	2024	2025	GRI Standards	SASB
Employee satisfaction level ⁽⁷⁾	NA	NA	65	4.23	4.25		
• by Gender (Female : Male)	NA	NA	59 : 68	4.18 : 4.25	4.14 : 4.29		
• by Employee level (Management level : Other level)	NA	NA	58 : 66	4.25 : 4.23	4.30 : 4.25		
• by Service year (under 5 yr : 5 - 20 yr : over 20 yr)	NA	NA	69 : 65 : 64	4.15 : 4.20 : 4.35	4.16 : 4.31 : 4.49		
• by Nationality (Thai : Others)	NA	NA	59 : 79	4.24 : 4.22	4.28 : 4.19		
Average hours of training and development (Hours/Person)	82	155	129	121	114	GRI 404-1	
• Mandatory (Hours/Person)	42	112	110	109	105		
• Non mandatory (Hours/Person)	40	43	19	12	9		
Average amount spent on training and development (Baht/Person)	9,569	13,540	13,905	14,931	14,677		
Number of sites where human rights risks have been identified with mitigation plans (Company)	50	33	49	46	52		
Reduce Inequality (Persons)	3,000	8,746	20,997	24,543	14,390		
Contribution for social and community development (Million Baht)	700	560	397	381	368	GRI 201-1	
• Contribution by SCG (Million Baht)	388	401	268	256	275		
• Contribution by SCG Foundation (Million Baht)	312	159	129	125	93		
Employee volunteering during paid working hours (Million Baht)	28	54	56	44	50		
In-kind giving: product or services donations, projects/ partnerships or similar (Million Baht)	147	15	9	9	5		
Management overheads related to CSR activity (Million Baht)	157	161	141	131	96		

NA = Not Available

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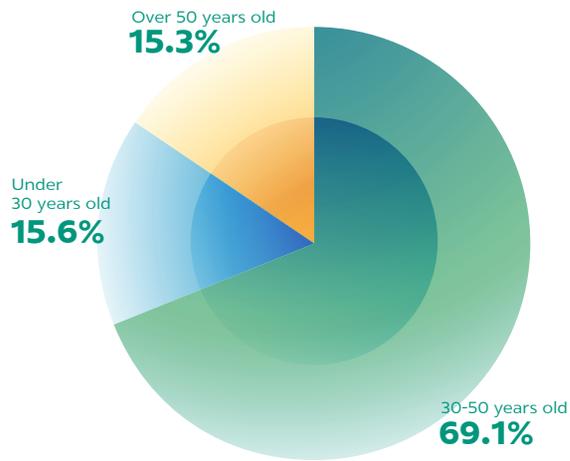
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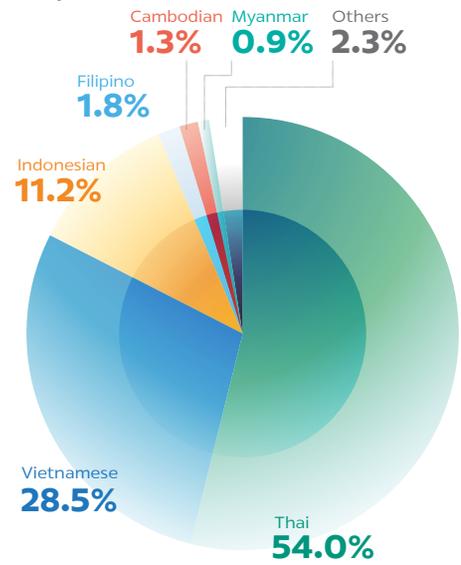
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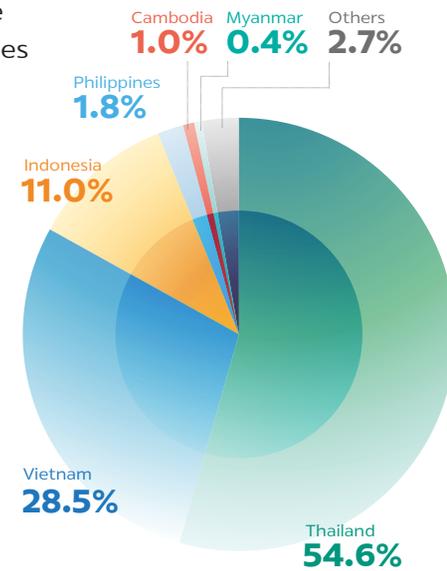
Percentage of Employees by Age



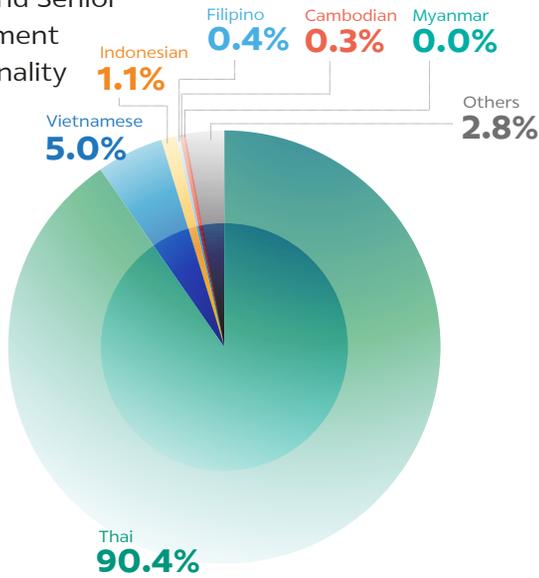
Percentage of Employees by Nationality



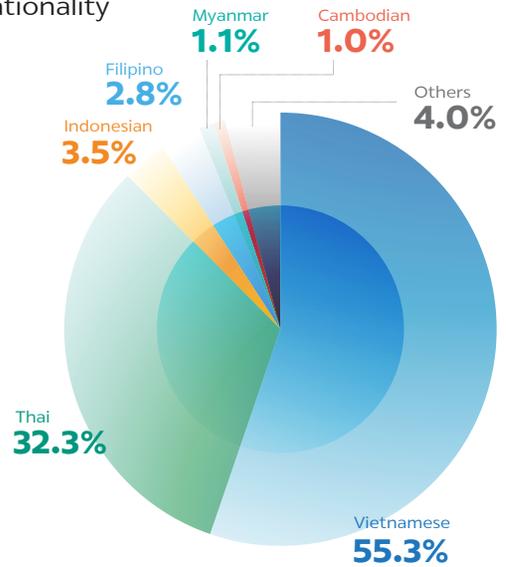
Percentage of Employees by Country



Share in All Management Positions, Including Junior, Middle and Senior Management by Nationality



Percentage of New Employee Hires by Nationality



Percentage of Total Employee Turnover Rate by Nationality

