

# Remuneration and Living Wage

# SCGP Remuneration Policy

**SCGP has set wages to be fair and appropriate for the positions for all employees and continuously pays a living wage** by considering the following factors:

- 1. Job responsibilities:** Wages are determined based on the level of responsibility and complexity of the tasks required for the position.
- 2. Experience and skills:** The experience and skills of the employees are taken into account when determining wages to ensure that employees with the necessary expertise and skills receive appropriate compensation.
- 3. Labor market standards:** The company considers the prevailing labor market standards to ensure that the wages set are competitive in the labor market.
- 4. Performance:** Employee performance is considered when adjusting wages to ensure that employees with good performance are appropriately rewarded.
- 5. Cost of living:** The cost of living in the area where the employees work is taken into account to ensure that the wages set are sufficient for living in that area.
- 6. Labor policies and laws:** The company adheres to relevant labor policies and laws when determining wages to ensure that the wages set comply with legal requirements.

By considering these factors, the company can effectively set fair and appropriate wages for all employees

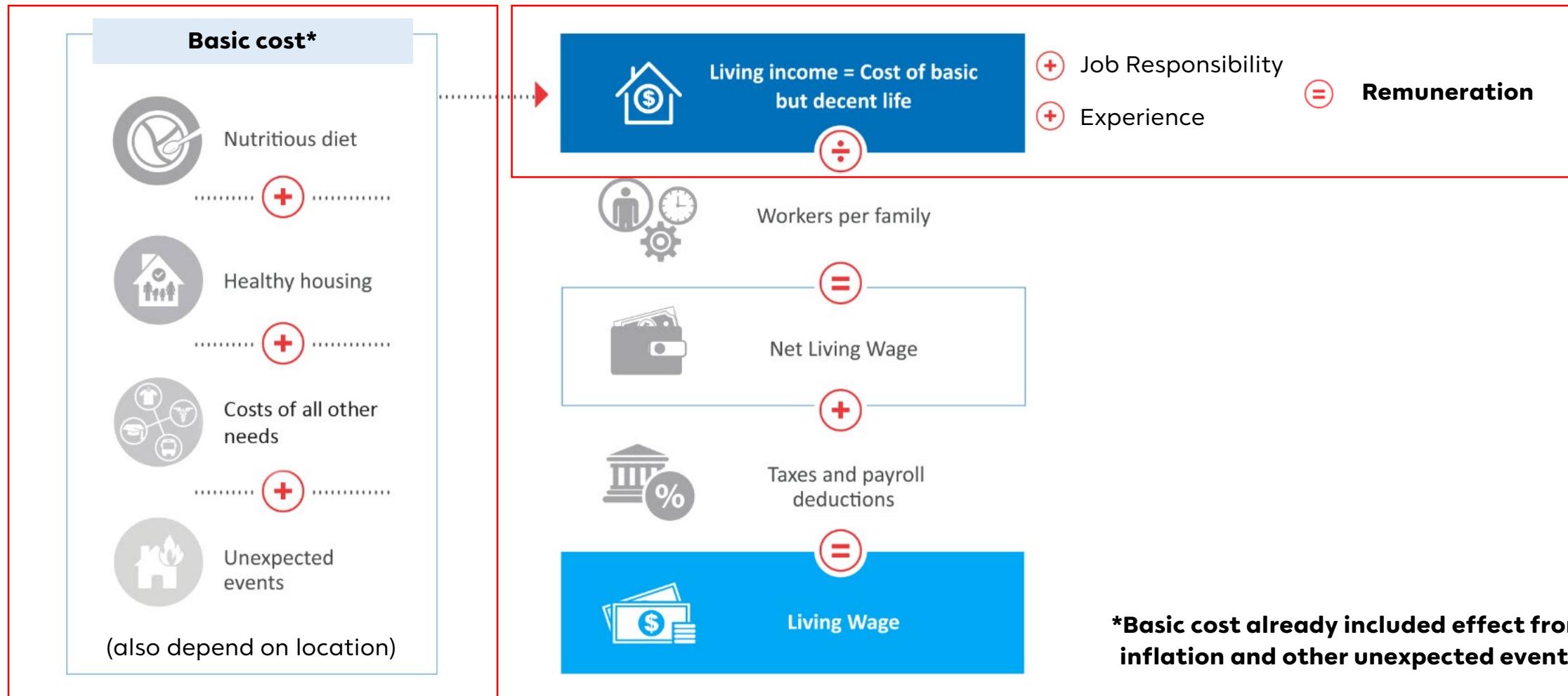
**Target**

**SCGP has established a remuneration designed to compensate 100% of its employees at rate exceeding the market average\* with a commitment to ensure that all employees are paid a living wage by 2030**

\*market average is based on H-Avg rate in same industry from Hay Group living wage benchmark

# Remuneration Calculation

SCGP emphasizes the quality of life for all employees by providing wages higher than the minimum wage set by labor laws. This is based on an evaluation of the basic necessities in four aspects every year, including a nutritious diet, healthy housing, the cost of all other needs, unexpected events, and the inflation rate. The details of the compensation structure are shown in the red box below:



# Remuneration benchmarking – Minimum Wage

SCGP emphasizes the quality of life for all employees by providing wages higher than the minimum wage set by labor laws.

SCGP concerns for all **employees to live the quality life in Thailand and overseas**, we have provided our employee with **wage above the minimum wage** enforced by labor law. Moreover, according to the company rules and regulations, the compensation and rewards is based **on internal fairness, appropriate to the roles and responsibilities and align with employee capabilities.**

Also, this approach to **ensure competitiveness comparing with external leading companies** in the same industry.

## Example of Thailand Minimum Wage in 2024 (B.E.2567) and 2025 (B.E.2568)



# Employee Renumeration - Overseas

For example, Reference of  
Minimum Wage in ASEAN countries



## REMUNERATION ACROSS NATIONS

Varied minimum wage in 10 Asean member countries

Country	Minimum Wage (per day)	Conditions
Singapore	No minimum wage	► Comprehensive social insurance system
Brunei	BND 16.67 (US\$12.94)	► Applies to banking, finance, and ICT sectors
Malaysia	MYR 50 (US\$11.76)	► Applies to major cities
Indonesia	IDR 67,866 (US\$4.43) - IDR 168,900 (US\$11.03)	► Based on monthly rates across 34 provinces
Philippines	PHP 361 (US\$6.48) - PHP 610 (US\$10.94)	► Varies by region, set by regional wage boards
Thailand	THB 353 (US\$10.61) - THB 354 (US\$10.64)	► Varies slightly by region
Cambodia	US\$6.80	► Effective from Jan 1, 2024
Vietnam	VND 115,000 (US\$4.66) - VND 165,333 (US\$6.69)	► Based on monthly rates across four regions
Myanmar	MMK 6,800 (US\$3.24)	► New rate effective from Aug 1, 2024
Laos	LAK 61,667 (US\$2.79)	► Based on monthly rate

\*Note: For countries with monthly wages, the daily rate is calculated assuming 30 days of work per month.

Source: Aseanbriefing.com, Wageindicator.org, local media in each country (18 Sep 2024)

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