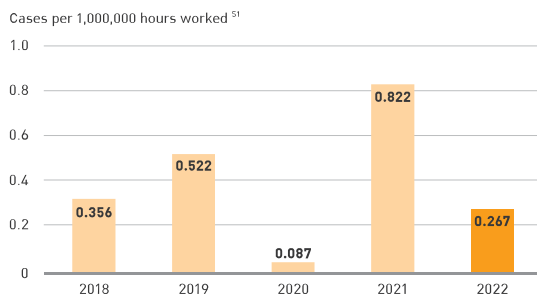


Social Performance

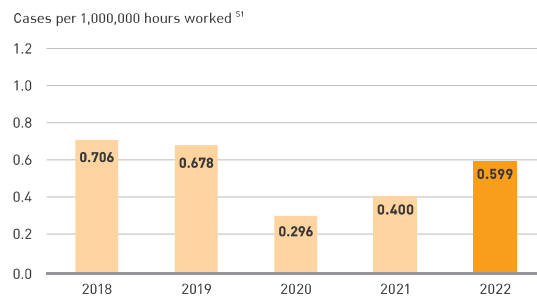
Health and Safety

Performance	2018	2019	2020	2021	2022	GRI Standard	SASB
Lost Time Injury Frequency Rate : LTIFR (Cases per 1,000,000 hours worked) ⁵¹ • Employee • Contractor	0.356 0.706	0.522 0.678	0.087 0.296	0.822 0.400	0.267 0.599		
Injury Severity Rate: ISR (Cases per 1,000,000 hours worked) ⁵¹ • Employee • Contractor	4.528 7.109	10.200 8.098	0.831 8.155	7.644 6.858	2.241 18.853		
Total Number of Work-Related Fatalities (Cases) ^{51,*} • Employee (male : female)	0 : 0	0 : 0	0 : 0	1 : 0	0 : 0	GRI 403-9	
• Contractor (male : female) [Workplace and Direct Transportation]	1 : 0	0 : 0	0 : 0	1 : 0	0 : 0	GRI 403-9	
Total Number of Fatalities from Work-Related in Workplace (Cases) ^{51,*} • Employee (male : female)	0 : 0	0 : 0	0 : 0	1 : 0	0 : 0	GRI 403-9	
• Contractor (male : female)	1 : 0	0 : 0	0 : 0	1 : 0	0 : 0	GRI 403-9	
Total Number of Fatalities from Work-Related in Transportation (Cases) ^{51,*} • Employee (male : female)	0 : 0	0 : 0	0 : 0	0 : 0	0 : 0	GRI 403-9	
• Direct Transportation Contractor (male : female)	0 : 0	0 : 0	0 : 0	0 : 0	0 : 0	GRI 403-9	
• Other Transportation Contractor (male : female)	0 : 0	2 : 0	0 : 0	0 : 0	0 : 0	GRI 403-9	
Number of Fatalities as a result of Work-Related Injury (Cases) ^{51,*} • Employee	0	0	0	1	0	GRI 403-9	
Fatalities as a result of Work-Related Injury Rate (Cases per 1,000,000 hours worked) ^{51,*} • Employee	0.000	0.000	0.000	0.027	0.000	GRI 403-9	
Number of Fatalities as a result of Work-Related Injury (Cases) ^{51,*} • Contractor	1	0	0	1	0	GRI 403-9	
Fatalities as a result of Work-Related Injury Rate (Cases per 1,000,000 hours worked) ^{51,*} • Contractor	0.050	0.000	0.000	0.027	0.000	GRI 403-9	
Number of High Consequence Work-Related Injury (Cases) ^{51,*} • Employee	N/A	N/A	0	2	1	GRI 403-9	
High Consequence Work-Related Injury Rate (Cases per 1,000,000 hours worked) ^{51,*} • Employee	N/A	N/A	0.000	0.055	0.027	GRI 403-9	
Number of High Consequence Work-Related Injury (Cases) ^{51,*} • Contractor	N/A	N/A	1	2	2	GRI 403-9	
High Consequence Work-Related Injury Rate (Cases per 1,000,000 hours worked) ^{51,*} • Contractor	N/A	N/A	0.027	0.053	0.063	GRI 403-9	
Number of Recordable Work-Related Injury (Cases) ^{51,*} • Employee	30	30	23	67	53	GRI 403-9	

Lost Time Injury Frequency Rate : LTIFR (Employee)



Lost Time Injury Frequency Rate : LTIFR (Contractor)



Performance	2018	2019	2020	2021	2022	GRI Standard	SASB
Recordable Work-Related Injury Rate (Cases per 1,000,000 hours worked) ^{S1,*} • Employee	1.526	1.423	1.006	1.836	1.414	GRI 403-9	
Number of Recordable Work-Related Injury (Cases) ^{S1,*} • Contractor	50	43	27	48	56	GRI 403-9	
Recordable Work-Related Injury Rate (Cases per 1,000,000 hours worked) ^{S1,*} • Contractor	2.521	1.823	0.727	1.281	1.765	GRI 403-9	
Hours worked (Hrs.) ^{S1,*} • Employee	19,654,401	21,078,805	22,869,683	36,498,929	37,481,036	GRI 403-9	
• Contractor	19,833,700	23,585,144	37,155,610	37,471,979	31,719,780	GRI 403-9	
Number of Occupational Illness & Disease (Cases) * • Employee	0	0	0	0	0	GRI 403-10	
• Contractor	0	0	0	0	0	GRI 403-10	
Number of Recordable Occupational Illness & Disease (Cases) * • Employee	0	0	0	0	0	GRI 403-10	
• Contractor	0	0	0	0	0	GRI 403-10	
Occupational Illness & Disease Frequency Rate (Cases per 1,000,000 hours worked) ^{S1,*} • Employee	0	0	0	0	0	GRI 403-10	

* Within SGS (Thailand)'s limited assurance scope (Page 94-95)

Employee and Social Development

Performance	2018	2019	2020	2021	2022	GRI Standard	SASB
Number of Employees (Persons) ^{S2}	6,748	6,660	6,416	23,341	22,289	GRI 2-7	RT-CP-000.C
• By Gender (Female : Male)	N/A	N/A	N/A	N/A	5,166 : 17,123		
• By Age Group (under 30 yr : 30 - 50 yr : over 50 yr)	N/A	N/A	N/A	N/A	5,854 : 12,311 : 4,124		
Female share of total workforce (%)	16.9	16.9	17.5	17.9	21.9	GRI 405-1	
Female in all management positions (%)	18.9	19.6	20.6	21.2	24.4	GRI 2-7	
Female in junior management positions (%)	20.8	21.3	23.0	23.5	23.5		
Female in top management positions (%)	6.3	10.5	7.7	8.1	8.9		
Female in management positions in revenue-generating functions (%) ^{S3}	20.1	20.1	19.6	18.2	18.0		
Female in Science, Technology, Engineering and Mathematics positions (STEM-related positions) (%)	N/A	N/A	N/A	42.1	40.9		
Proportion of local senior management (%) ^{S4}	0.6	0.9	0.8	0.7	0.7	GRI 202-2	
Average salary of Executive Level (base salary only) (Baht) * • Female	0	0	0	0	0	GRI 405-2	
• Male	6,342,000	6,723,000	6,844,000	5,368,444	6,774,800	GRI 405-2	
Ratio of average salary of female to male (Executive Level) (base salary only)*	0	0	0	0	0	GRI 405-2	
Executive level (base salary + other cash incentives) (Baht)* • Female	N/A	N/A	N/A	0	0	GRI 405-2	
• Male	N/A	N/A	N/A	8,955,339	11,029,875	GRI 405-2	
Ratio of average salary of female to male (Executive Level) (base salary + other cash incentives)*	N/A	N/A	N/A	0	0	GRI 405-2	

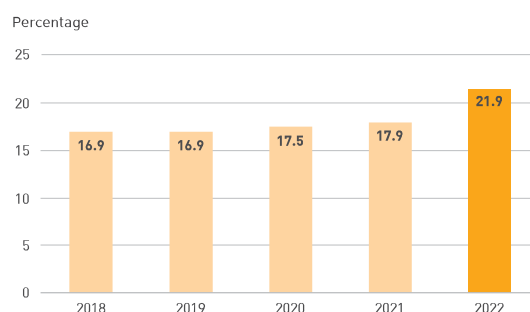
Performance	2018	2019	2020	2021	2022	GRI Standard	SASB
Average salary of Management Level (base salary only) (Baht)*							
• Female	2,203,000	2,363,000	2,331,000	2,208,303	2,233,090	GRI 405-2	
• Male	2,403,000	2,458,000	2,501,000	2,187,859	2,431,474	GRI 405-2	
Ratio of average salary of female to male (Management Level) (base salary only)*	0.917	0.961	0.932	1.009	0.918	GRI 405-2	
Average salary of Management Level (base salary + other cash incentives) (Baht)*							
• Female	3,148,000	3,170,000	3,143,000	2,942,157	3,176,664	GRI 405-2	
• Male	3,650,000	3,485,000	3,585,000	3,132,744	3,658,904	GRI 405-2	
Ratio of average salary of female to male (Management Level) (base salary+other cash incentives)*	0.862	0.910	0.877	0.939	0.868	GRI 405-2	
Average salary of Non-management Level (base salary only) (Baht)*							
• Female	533,000	563,000	584,000	584,901	596,741	GRI 405-2	
• Male	442,000	461,000	478,000	476,272	493,696	GRI 405-2	
Ratio of average salary of female to male (Non-management Level) (base salary only)*	1.206	1.221	1.222	1.228	1.209	GRI 405-2	
Average salary of Non-management Level (base salary + other cash incentives) (Baht)*							
• Female	N/A	N/A	N/A	792,075	820,962	GRI 405-2	
• Male	N/A	N/A	N/A	773,453	778,892	GRI 405-2	
Ratio of average salary of female to male (Non-management Level) (base salary + other cash incentives)*	N/A	N/A	N/A	1.024	1.054	GRI 405-2	
Number of employees with disability (person) ⁵⁵	N/A	N/A	N/A	76	87		
Employees with disability share of total workforce (%)	N/A	N/A	N/A	0.86	0.39	GRI 405-1	
Employees represented by an independent trade union or covered by collective bargaining agreements (%) ⁵⁶	100	100	100	100	100	GRI 2-30	
Number of new employees hire (Persons)	245	174	133	723	1,259	GRI 401-1	
New employees hire of total workforce (%)	3.6	2.6	2.1	5.0	5.6	GRI 401-1	
• By Gender (Female : Male) (%)	N/A	N/A	N/A	N/A	47 : 53		
• By Age Group (under 30 yr : 30-50 yr : over 50 yr) (%)	N/A	N/A	N/A	N/A	79.5 : 20.3 : 0.2		
• By Region (ASEAN / Non-ASEAN) (%)	N/A	N/A	N/A	N/A	100 : 0		
Number of open positions filled by internal candidates (Rotation/Promotion) (Persons)	N/A	N/A	N/A	N/A	688		
Open positions filled by internal candidates (Rotation/Promotion) of total workforce (%)	N/A	N/A	N/A	N/A	4.76		
• By Gender (Female : Male) (%)	N/A	N/A	N/A	N/A	30 : 70		
• By Age Group (under 30 yr : 30-50 yr : over 50 yr) (%)	N/A	N/A	N/A	N/A	11 : 73 : 16		
Average hiring cost of new employee (Baht/Person)	N/A	N/A	N/A	41,781	62,842		
Voluntary employee turnover (Persons)	235	228	289	1,054	920	GRI 401-1	
Voluntary employee turnover rate (%)	3.5	3.4	4.5	7.2	4.1	GRI 401-1	
• By Gender (Female : Male) (%)	N/A	N/A	N/A	N/A	40 : 60		
• By Age Group (under 30 yr : 30-50 yr : over 50 yr) (%)	N/A	N/A	N/A	N/A	49 : 48 : 3		
• By Region (ASEAN / Non-ASEAN) (%)	N/A	N/A	N/A	N/A	100 : 0		
Total employee turnover (Persons)	242	238	475	1,115	1,300	GRI 401-1	
Total employee turnover rate (%)	3.6	3.6	7.4	7.6	5.8	GRI 401-1	
• By Gender (Female : Male) (%)	N/A	N/A	N/A	N/A	50 : 50		
• By Age Group (under 30 yr : 30-50 yr : over 50 yr) (%)	N/A	N/A	N/A	N/A	47 : 42 : 11		
• By Region (ASEAN / Non-ASEAN) (%)	N/A	N/A	N/A	N/A	100 : 0		
Number of employees taken parental leave (Persons) ⁵⁷	30	42	34	42	90	GRI 401-3	
Number of employees returned to work after parental leave (Persons)	30	41	34	39	87	GRI 401-3	

Performance	2018	2019	2020	2021	2022	GRI Standard	SASB
Employee engagement level [%]	74	74	80	76	76		
• By Age Group [Gen-X / Gen-Y / Gen-Z / BB] [%]	N/A	N/A	N/A	N/A	82 : 72 : 76 : 86		
• By Region [ASEAN / Non-ASEAN] [%]	N/A	N/A	N/A	N/A	81 : 56		
Average training and development of employee (Hours/Person)	48	42	24	12	15	GRI 404-1	
• By Gender (Female : Male) (Hours/Person)	N/A	N/A	N/A	N/A	16 : 15		
• By Employee level (Operation : Supervisory : Management) (Hours/Person)	N/A	N/A	N/A	N/A	9 : 35 : 31		
Average mandatory training and development program of employee (Hours/Person)	N/A	N/A	N/A	N/A	6		
Average non-mandatory training and development of employee (Hours/Person)	N/A	N/A	N/A	N/A	9		
Percentage of employee who have received training in the organization's human rights policies [%]	N/A	N/A	N/A	N/A	100	GRI 410-1	
Average cost of hiring a new employee (Baht/Person)	50,920	31,617	20,387	10,082	7,301		
• By Gender (Female : Male) (Baht/Person)	N/A	N/A	N/A	N/A	1,979 : 5,322		
• By Age Group (under 30 yr : 30-50 yr : over 50 yr) (Baht/Person)	N/A	N/A	N/A	N/A	945 : 4,873 : 1,483		
Employee volunteering during paid working hours (Million Baht)	4	3	4	2	15		
In-kind giving: product or services donations, projects/partnerships or similar (Million Baht)	28	11	7	29	7		
Management overheads related to CSR activity (Million Baht)	22	26	34	25	42		
Contribution for social and community development (Million Baht)	N/A	N/A	N/A	N/A	43	GRI 201-1	

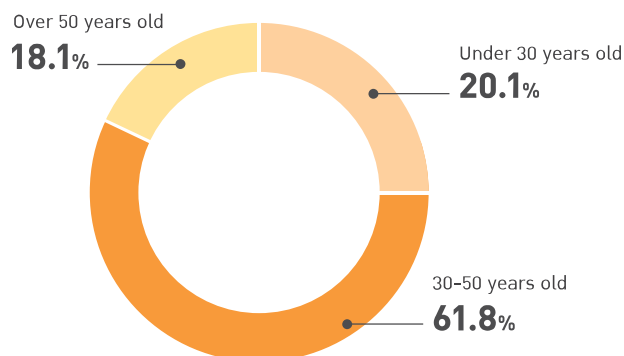
* Within SGS (Thailand)'s limited assurance scope (Page 94-95)

Remark: In 2022, Social Performance data is reported within the Sustainability Report's scope except the number of employee which reported within the Annual Report's scope. In addition, social performance data of Siam Nippon Industrial Paper Co., Ltd. is excluded.

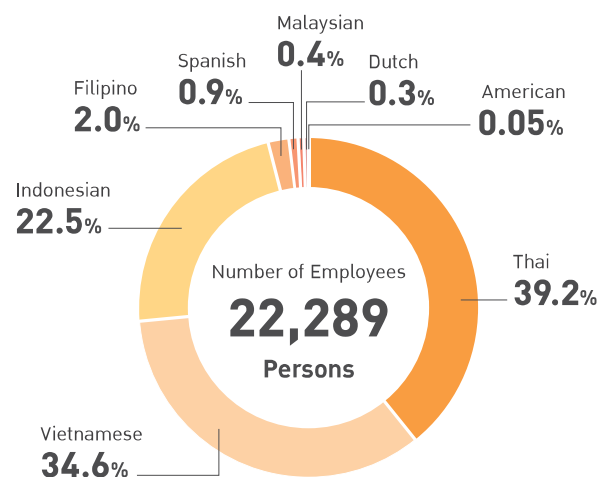
Female Share of Total Workforce



Percentage of Employees by Age



Percentage of Employees by Nationality



S1	<p>Data on Number of Employees and Contractors</p> <p>1. Employee is 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.</p> <ul style="list-style-type: none"> • Operator staffs are employees who use skills and techniques in their daily work. • Supervisory and professional staff are employees with specific duties or have subordinates at the operational level. • Management staffs are executives responsible for formulating strategies or policies and accountable for allocating work and overseeing subordinates to perform their duties according to the policy and daily work. • Special Contracts are those who work under a temporary contract with fixed starting and ending periods. <p>2. Contractor is a person who has been consented to work or provide service or benefit to the Company apart from the Company's employee as per the definition specified above, which could be divided into 3 groups as follows:</p> <ol style="list-style-type: none"> 1) Workplace Contractor is a contractor that works for the organization, and whose work and/or workplace is controlled by the organization. (Exclude Transportation contractor). 2) Direct Transportation Contractor is a transportation Contractor with operation under SCGP's brand. 3) Other Transportation Contractor without operation under SCGP's brand. <p>Employees and workplace contractors data covered in the report will be calculated for the number of man-hours. Data on transportation contractors under SCG Logistics Management Co., Ltd., will be reported in kilometer.</p> <p>SCGP also defines a not under supervision contractor that the contractor is not under the control of the organization, whose work and/or workplace is not controlled by the organization; including the third party that is anyone other than employees and not contractor who do not work for the organization, are not covered in this report.</p> <p>Calculation of hours worked</p> <ol style="list-style-type: none"> 1. Data from the clock-in system, HR database, accounting unit or relevant administrative unit. 2. Data from documents that specify hours worked such as timesheets, time records from the accounting department that pay wages, departments that have evidence of time record the number of hours worked or collected hours from Work Permit. 3. In case the companies/plants do not have a clock-in system or HR database, the below formula shall be employed to estimate the hours worked. <p>Number of hours worked = [Number of Employees/Contractors x Number of working days x Number of normal hours worked (per day)] + number of total overtime hours worked. [only operational employees and contractors].</p> <p>Recording of Health and Safety Data</p> <p>SCGP records data on health and safety at work by dividing into 6 categories:</p> <ol style="list-style-type: none"> 1. The number of fatalities is the number of work-related injuries resulting in fatality regardless of sudden death or suffering the consequences and dying later. 2. Injury Frequency Rate is total number of recordable work-related injury case (person) per 1,000,000 hours worked. 3. Lost Time Injury Frequency Rate is total number of recordable work-related lost time injury case (person) per 1,000,000 hours worked. <p>Lost Time Injury accident refers to a work-related accident that causes an injury cannot come to work as usual on the next work day or in the next shift, including the injury and occupational illness that causes inability return to work, which is a consequence of the accident.</p> <ol style="list-style-type: none"> 4. Injury Severity Rate is total number of lost workday (day) from recordable work-related lost time injury case (person) per 1,000,000 hours worked. 5. High-Consequence Work-related injury Rate is a total number of High-Consequence Work-related injury case (person) per 1,000,000 hours worked (excluded fatality). 6. Occupational Illness & Disease Frequency Rate refer to the total number of recordable Occupational Illness & Disease (person) - per 1,000,000 hours worked. <p>SCGP changed the calculation rate based on a case or day/200,000 hours worked to a case or day/1,000,000 hours worked to be suitable to the organizational size and compared with other companies within the same industry.</p> <p>Since 2020, started to collect and calculate the data of High-Consequence Work-Related injury Rate.</p>
S2	Number of employee is reported within the Annual Report's scope.
S3	Revenue - generating functions, e.g., marketing, sales, production.
S4	Calculate from the total number of local Management Level over total staff in abroad.
S5	Visual and physical impairment and movement disabilities or others. e.g., hearing impairment, mental disability, communication disability.
S6	Employees joining trade unions or working with the company covered by the Welfare Committee.
S7	Under Thai laws, only female employees can take parental leave.