

Social Performance

Occupational Health & Safety

Performance	2021	2022	2023	2024	2025	GRI Standard	SASB
Workplace							
Work Hours (Hours) ^{51*}							
• Employee	36,498,929	37,481,036	38,387,881	58,856,191	62,647,150		
• Contractor	37,471,979	31,719,780	35,249,808	35,161,313	36,045,990	GRI 403-9	
Recordable Work-Related Injury (Cases) ^{51*}							
• Employee	67	53	52	63	73		
• Contractor	48	56	32	43	44	GRI 403-9	
Rate of Recordable Work-Related Injuries (Cases/ 1,000,000 hours worked) ^{51*}							
• Employee	1.836	1.414	1.355	1.070	1.165		
• Contractor	1.281	1.765	0.908	1.223	1.221	GRI 403-9	
Work-Related Fatalities (Cases) ^{51*}							
• Employee (male : female)	1 : 0	0 : 0	1 : 0	0 : 0	1 : 0		
• Contractor (male : female)	1 : 0	0 : 0	1 : 0	2 : 0	0 : 0	GRI 403-9	
Rate of Fatalities as a result of Work-Related Injury (Cases/ 1,000,000 hours worked) ^{51*}							
• Employee	0.027	0	0.026	0	0.016		
• Contractor	0.027	0	0.028	0.057	0	GRI 403-9	
High Consequence Work-Related Injury <u>excluding</u> Fatalities (Cases) ^{51*}							
• Employee	2	1	1	3	3		
• Contractor	2	2	2	4	1	GRI 403-9	
High Consequence Work-Related Injury Rate <u>excluding</u> Fatalities (Cases/ 1,000,000 hours worked) ^{51*}							
• Employee	0.055	0.027	0.026	0.051	0.048		
• Contractor	0.053	0.063	0.052	0.114	0.028	GRI 403-9	
Lost Time Injury Frequency Rate : LTIFR (Cases/ 1,000,000 hours worked) ^{51*}							
• Employee	0.822	0.267	0.417	0.306	0.399		
• Contractor	0.400	0.599	0.454	0.313	0.361		
Injury Severity Rate: ISR (Cases/ 1,000,000 hours worked) ⁵¹							
• Employee	7.644	2.241	5.340	9.922	9.131		
• Contractor	6.858	18.853	10.270	3.128	4.189		
Work-Related Occupational Illness and Disease Fatalities (Cases) ⁵¹							
• Employee*	0	0	0	0	0		
• Contractor	0	0	0	0	0	GRI 403-10	
Recordable Work-Related Occupational Illness and Disease (Cases) ⁵¹							
• Employee*	0	0	0	17	0		
• Contractor	0	0	0	0	0	GRI 403-10	
Occupational Illness and Disease Frequency Rate (Cases/ 1,000,000 hours worked) ⁵¹							
• Employee*	0	0	0	0.289	0		
• Contractor	0	0	0	0	0		
Transportation							
Transportation-related Fatalities (Cases) ^{51*}							
• Employee (male : female)	0 : 0	0 : 0	0 : 0	0 : 0	0 : 0		
• Direct Transportation Contractor (male : female)	0 : 0	0 : 0	0 : 0	1 : 0	0 : 0		
• Other Transportation Contractor (male : female)	0 : 0	0 : 0	1 : 0	0 : 0	0 : 0	GRI 403-9	
Workplace & Direct Transportation							
Work-related and Direct transportation-related Fatalities (Cases) ^{51*}							
• Employee (male : female)	1 : 0	0 : 0	1 : 0	0 : 0	1 : 0		
• Contractor (male : female)	1 : 0	0 : 0	1 : 0	3 : 0	0 : 0	GRI 403-9	

* Within SGS (Thailand) limited assurance scope (page 102-104)

Employee and Social Development

Performance	2021	2022	2023	2024	2025	GRI Standard	SASB
Number of Employee (Persons) ⁵²	23,341	22,289	21,882	21,540	21,586	GRI 2-7	RT-CP-000.C
• By Gender (female : male : N/A) ⁵³	N/A	5,166 : 17,123 : N/A	5,197 : 16,472 : 213	5,411 : 16,112 : 17	5,613 : 15,899 : 74		
• By Age Group (under 30 : 30-50 : over 50)	N/A	5,854 : 12,311 : 4,124	5,605 : 12,696 : 3,581	4,966 : 13,071 : 3,503	4,804 : 13,063 : 3,719		
Percentage of female in total workforce (%)	17.9	21.9	23.8	25.1	26.0	GRI 405-1	
Percentage of female in all management positions (%)	21.2	24.4	23.8	23.3	25.1	GRI 2-7	
Percentage of female in junior management positions (%)	23.5	23.5	24.8	21.9	26.3		
Percentage of female in top management positions (%)	8.1	8.9	14.0	10.3	15.1		
Percentage of female in management positions in revenue-generating functions (%) ⁵⁴	18.2	18.0	18.8	17.1	20.5		
Percentage of female in Science, Technology, Engineering and Mathematics positions (STEM-related positions) (%)	42.1	40.9	53.8	45.5	46.2		
Proportion of local senior management in overseas operations (%) ⁵⁵	7.0	7.0	15.2	18.6	19.4	GRI 202-2	
Average annual salary of Executive level (base salary only) (Baht/year) *							
• Female	0	0	0	0	0	GRI 405-2	
• Male	5,368,444	6,774,800	6,722,880	10,976,500	11,742,000	GRI 405-2	
Ratio of average annual salary of Female Executives to Male Executives (base salary only) *	0	0	0	0	0	GRI 405-2	
Average annual salary of Executive level (base salary + other cash incentives) (Baht/year) *							
• Female	0	0	0	0	0	GRI 405-2	
• Male	8,955,339	11,029,875	9,890,280	17,472,543	18,188,700	GRI 405-2	
Ratio of average annual salary of Female Executives to Male Executives (base salary + other cash incentives) *	0	0	0	0	0	GRI 405-2	
Average annual salary of Management Level (base salary only) (Baht/year) *							
• Female	2,208,303	2,233,090	2,226,940	2,193,794	2,238,350	GRI 405-2	
• Male	2,187,859	2,431,474	2,273,120	2,373,243	2,340,210	GRI 405-2	
Ratio of average annual salary of Female Managers to Male Managers (base salary only) *	1.009	0.918	0.959	0.924	0.956	GRI 405-2	
Average annual salary of Management Level (base salary + other cash incentives) (Baht/year) *							
• Female	2,942,157	3,176,664	3,305,560	3,002,184	3,315,850	GRI 405-2	
• Male	3,132,744	3,658,904	3,446,150	3,269,679	3,446,260	GRI 405-2	

* Within SGS (Thailand) limited assurance scope (page 102-104)

Employee and Social Development

Performance	2021	2022	2023	2024	2025	GRI Standard	SASB
Ratio of average annual salary of Female Managers to Male Managers (base salary + other cash incentives) *	0.939	0.868	0.959	0.918	0.962	GRI 405-2	
Average annual salary of Non-management Level (base salary only) (Baht/year) *							
• Female	584,901	596,741	581,920	569,165	575,980	GRI 405-2	
• Male	476,272	493,696	478,220	472,460	481,590	GRI 405-2	
Ratio of average annual salary of female to male Non-Management Level employees (base salary only) *	1.228	1.209	1.217	1.205	1.196	GRI 405-2	
Average annual salary of Non-Management Level (base salary + other cash incentives) (Baht/year) *							
• Female	792,075	820,962	796,780	744,253	794,980	GRI 405-2	
• Male	773,453	778,892	746,540	711,270	773,680	GRI 405-2	
Ratio of average annual salary of female to male Non-Management Level employees (base salary + other cash incentives) *	1.024	1.054	1.067	1.046	1.028	GRI 405-2	
Employees with disabilities (Persons) ⁵⁶	76	87	89	84	101		
Percentage of Employees with disabilities in total workforce (%)	0.86	0.39	0.41	0.39	0.47	GRI 405-1	
Employees represented by an independent trade union or covered by collective bargaining agreements (%) ⁵⁷	100	100	100	100	100	GRI 2-30	
New hired employees (Persons)	723	1,259	990	1,387	1,501	GRI 401-1	
Percentage of new hired employees in total workforce (%)	5.0	5.6	4.5	6.4	7.0		
• By Gender (female : male)	N/A	47 : 53	49.6 : 50.4	30.5 : 69.5	35.8 : 64.2		
• By Age Group (under 30 : 30-50 : over 50)	N/A	79.5 : 20.3 : 0.2	74.8 : 24.8 : 0.3	75.7 : 23.6 : 0.7	68.8 : 29.4 : 1.8		
• By Employee level (Operation : Supervisory : Management)	N/A	N/A	86.7 : 13.1 : 0.2	83.9 : 14.6 : 1.5	78.7 : 21.0 : 0.3		
• By Region (ASEAN / Non-ASEAN)	N/A	100 : 0	100 : 0	98 : 2	99 : 1	GRI 401-1	
Internal hire : open positions filled by internal candidates (Persons)	N/A	688	416	1,360	1,947		
Percentage of Internal hire in total workforce (%)	N/A	4.76	1.90	6.31	9.02		
• By Gender (female : male)	N/A	30 : 70	31.0 : 69.0	33.3 : 66.7	23.5 : 76.5		
• By Age Group (under 30 : 30-50 : over 50)	N/A	11 : 73 : 16	16.3 : 62.0 : 21.6	14.6 : 61.0 : 24.4	14.5 : 63.3 : 22.2		
• By Employee level (Operation : Supervisory : Management)	N/A	N/A	35.6 : 54.8 : 9.6	45.1 : 41.3 : 13.6	54.2 : 38.8 : 7.0		
• By Region (ASEAN / Non-ASEAN)	N/A	N/A	100 : 0	100 : 0	99 : 1		

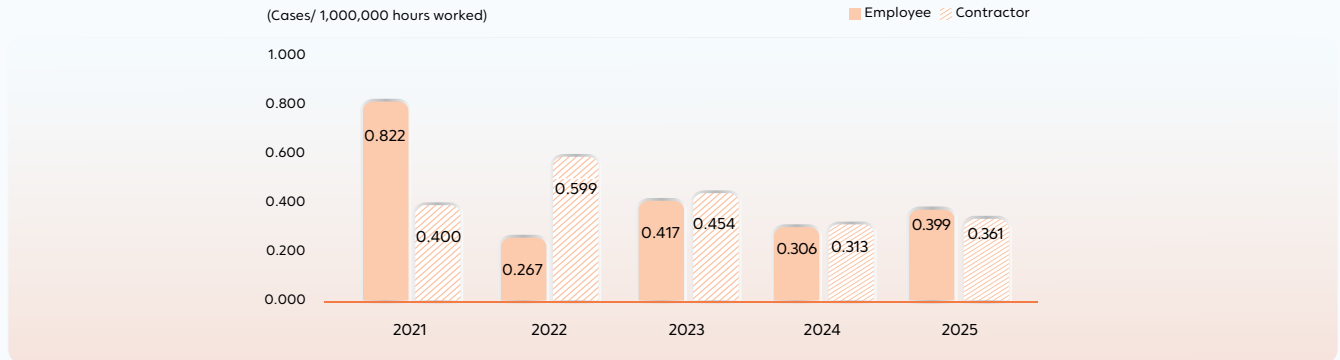
* Within SGS (Thailand) limited assurance scope (page 102-104)

Employee and Social Development

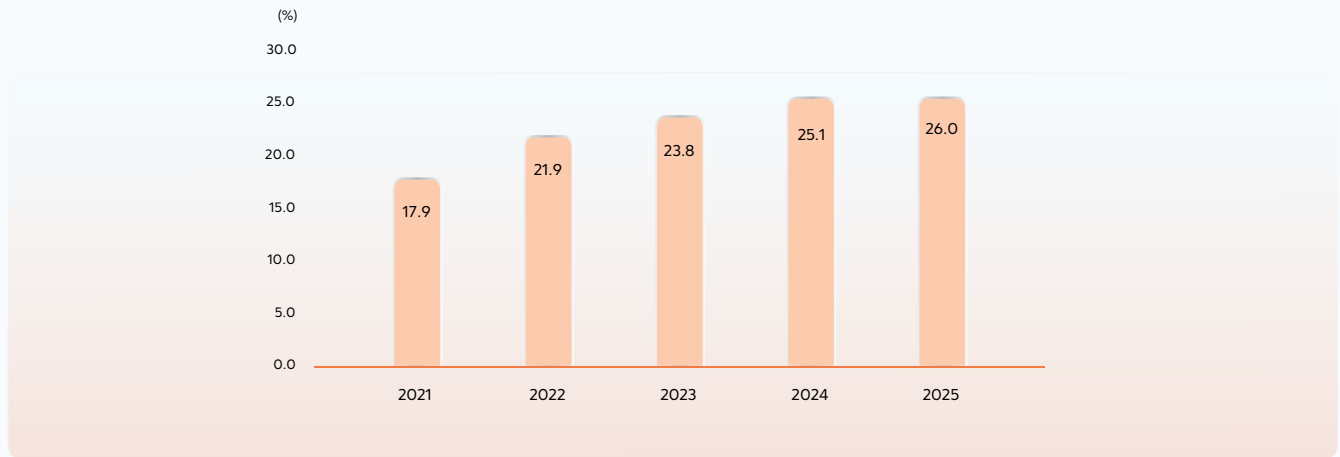
Performance	2021	2022	2023	2024	2025	GRI Standard	SASB
Average cost of hiring a new employee (Baht/Person)	41,781	62,842	24,684	45,457	14,822		
Voluntary employee turnover (Persons)	1,054	920	959	1,521	1,489	GRI 401-1	
Voluntary employee turnover rate (%)	7.2	4.1	4.4	7.1	7.0		
• By Gender (female : male)	N/A	40 : 60	29.8 : 70.2	30.9 : 69.1	32.8 : 67.2		
• By Age Group (under 30 : 30-50 : over 50)	N/A	49 : 48 : 3	47.4 : 48.0 : 4.6	50.0 : 44.4 : 5.6	48.7 : 48.0 : 3.3		
• By Employee level (Operation : Supervisory : Management)	N/A	N/A	81.5 : 17.9 : 0.5	87.4 : 11.4 : 1.2	84.2 : 14.7 : 1.1	GRI 401-1	
• By Region (ASEAN / Non-ASEAN)	N/A	100 : 0	99.9 : 0.1	99.4 : 0.6	99.5 : 0.5		
Total employee turnover (Persons)	1,115	1,300	1,326	1,912	2,352	GRI 401-1	
Total employee turnover rate (%)	7.6	5.8	6.1	8.9	10.9		
• By Gender (female : male)	N/A	50 : 50	48.5 : 51.5	30.1 : 69.9	29.0 : 71.0		
• By Age Group (Baby Boomer/Gen-X/Gen-Y/Gen-Z)	N/A	47 : 42 : 11	41.2 : 39.7 : 19.1	44.2 : 39.2 : 16.6	40.8 : 39.0 : 20.2		
• By Employee level (Operation : Supervisory : Management)	N/A	N/A	79.9 : 18.5 : 1.6	84.9 : 13.3 : 1.8	80.4 : 16.6 : 3.0		
• By Region (ASEAN / Non-ASEAN)	N/A	100 : 0	99.9 : 0.1	98.8 : 1.2	99.1 : 0.9		
Employees taken maternity leave (Persons) ⁵⁸	42	90	103	102	144	GRI 401-3	
Employees returned to work after maternity leave (Persons)	39	87	102	89	99	GRI 401-3	
Employee engagement level ⁵⁹	76	76	4.1	4.12	4.21		
• By Gender (female : male)	N/A	N/A	4.09 : 4.11	4.09 : 4.13	4.07 : 4.26		
• By Age Group (Baby Boomer/Gen-X/Gen-Y/Gen-Z)	N/A	82 : 72 : 76 : 86	4.1 : 4.1 : 4.2 : 4.1	4.1 : 4.1 : 4.2 : 4.1	3.9 : 4.3 : 4.2 : 4.2		
• By Employee level (Operation : Supervisory : Management)	N/A	N/A	4.2 : 4.0 : 4.2	4.1 : 4.0 : 4.2	4.3 : 4.1 : 4.4		
• By Region (ASEAN/Non-ASEAN)	N/A	81 : 56	4.1 : 3.5	4.1 : 3.6	4.2 : 3.5		
Average employee annual training hours (Hours/Person/year)	12	15	14	17	18		
• By Gender (female : male)	N/A	16 : 15	14 : 14	23 : 15	19 : 18		
• By Age Group (under 30 : 30-50 : over 50)	N/A	N/A	13 : 14 : 12	14 : 17 : 19	19 : 18 : 18		
• By Employee level (Operation : Supervisory : Management)	N/A	9 : 35 : 31	8 : 37 : 40	13 : 25 : 55	14 : 30 : 57		
• By Region (ASEAN / Non-ASEAN)	N/A	N/A	14 : 0	17 : 0	18 : 8	GRI 404-1	
Average employee annual training hours for mandatory programs (Hours/Person/year)	N/A	6	10	8	11		
Average employee annual training hours for non-mandatory programs (Hours/Person/year)	N/A	9	4	9	7		
Percentage of employees trained on Human Rights Policies (%)	N/A	100	100	100	100	GRI 410-1	
Average employee annual training and development expenses (Baht/Person/year)	10,082	7,301	4,353	4,544	4,344		
• By Gender (female : male)	N/A	1,979 : 5,322	6,051 : 3,874	5,000 : 4,395	4,413 : 4,340		
• By Age Group (under 30 : 30-50 : over 50)	N/A	945 : 4,873 : 1,483	3,509 : 4,575 : 4,888	2,954 : 5,175 : 4,952	2,257 : 4,369 : 6,955		
• By Employee level (Operation : Supervisory : Management)	N/A	N/A	1,320 : 12,051 : 57,630	2,192 : 4,140 : 88,219	1,404 : 6,101 : 86,707		
• By Region (ASEAN / Non-ASEAN)	N/A	N/A	4,353 : 0	4,639 : 321	4,431 : 876		
Value of employee volunteering time spent for CSR activities (Million Baht)	2	15	19	26	27		
In-kind giving through products, services or projects/partnerships (Million Baht)	29	7	4	4	4		
Administrative overheads related to CSR activities (Million Baht)	25	42	23	29	27		
Contribution expense for social and community development (Million Baht)	N/A	43	49	32	28	GRI 203-1	

* Within SGS (Thailand) limited assurance scope (page 102-104)

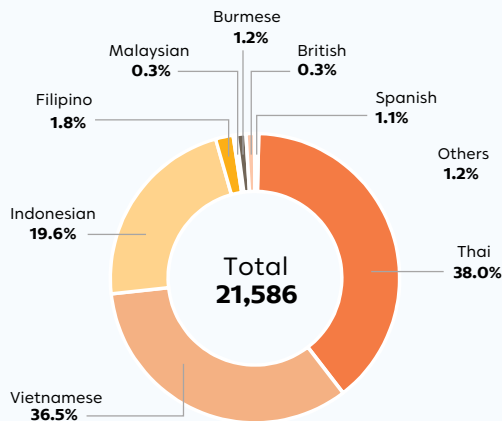
Lost Time Injury Frequency Rate : LTIFR



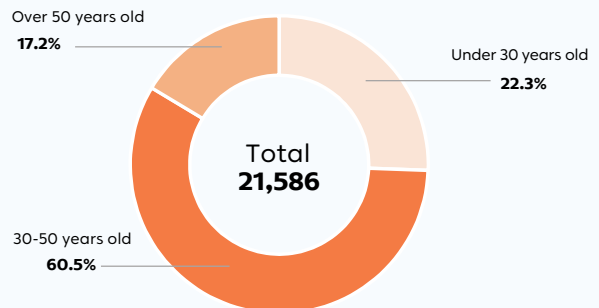
Percentage of Female in Total Workforce



Percentage of Employees by Nationality



Percentage of Employees by Age



S1 Data on Number of Employees and Contractors

1. **Employee** are individuals who work for the Company full-time according to an employment contract. Employees can be divided based on employee level into operational employees, supervisory and professional employees, management employees, probational employees and special-contract employees.
 - Operational Employees are employees who are assigned to perform tasks according to a predetermined plan or as instructed by their supervisors.
 - Supervisory and Professional Employees are employees who are appointed to specific roles with defined responsibilities. They must plan, control, execute, and improve all tasks in accordance with the Company's policy, scope, and goal.
 - Management Employees are executives or high-level employees who are responsible for setting strategies or policies, and delegating work ensuring subordinates can follow and carry out in line with these policies.
 - Probational Employees are employees hired on a trial basis before becoming permanent employees. The Company clearly states the conditions for probation, and if the performance is unsatisfactory at the end of the probation period, the Company may terminate the employment with compensation as per labor laws.
 - Special Contract Employees are employees hired for specific tasks that are irregular, occasional, seasonal, project-based, or as deemed appropriate by the Company. The terms of employment are specified in the contract.
2. **Contractor** are individuals authorized to perform work, deliver services or provide benefits to the Company, other than the employees defined above. Contractors are divided into three categories:
 - 1) Under Supervision Contractors are contractors who perform work for the Company where the work and/or workplace is controlled by the Company.
 - 2) Direct Transportation Contractors are transportation contractors managed under the SCGP brand.
 - 3) Other Transportation Contractors are transportation contractors not managed under the SCGP brand.

The data of employees and contractors under SCGP's control are calculated in terms of working hours. For transportation contractors operating vehicles outside the Company's premises, the data are presented in terms of kilometers.

SCGP also defines "Not Under Supervision Contractors" as contractors that are not under the Company's oversight. The Company does not control their work methods or work locations such as outsourced work or services performed outside the Company premises, like home-based work or work at the contractor's own location.

Calculation of Hours Worked

1. Data obtained from the time recording systems such as clock-in systems, human resources databases, or accounting units.
2. Data from documents specifying hours worked, such as timesheets, records from accounting units in charge of payroll, or units with evidence recording the number of hours worked, or work permit.
3. In cases where a company or factory does not have a time recording system, the following formula is used:

$$\text{Total Hours Worked} = (\text{Total number of workers} \times \text{Number of working day} \times \text{Number of regular working hours per day}) + \text{Total overtime hours (if any)}.$$

Recording of Health and Safety Data

SCGP records work-related health and safety data across six key categories:

1. Fatality refers to injuries, occupational illnesses and diseases resulting in death, whether immediate or subsequent due to the accident.
2. Injury Frequency Rate (IFR) refers to the number of recordable work-related injuries per 1,000,000 hours worked.
3. Lost Time Injury Frequency Rate (LTIFR) refers to the number of work-related injuries resulting in lost working day per 1,000,000 hours worked. Lost Time Injury refers to work-related injury and occupational illness and disease that cause the injured or patient being unable to perform normal duties on the next working day or shift, including cases where the inability to work occurs subsequently due to the accident.

4. Injury Severity Rate (ISR) refers to the number of lost workdays due to work-related injuries per 1,000,000 hours worked.
5. High-Consequence Work-Related Injuries Rate refers to the number of severe work-related injuries, excluding fatalities, per 1,000,000 hours worked.
6. Occupational Illness and Disease Frequency Rate (OIFR) refers to the number of recordable occupational illness and disease per 1,000,000 hours worked.

A base of 1,000,000 hours worked is used for calculation to align with the organizational size and industry comparisons.

The collection and calculation of data on high-consequence work-related injury began in 2020.

In 2025, data on the number and rate of occupational illness and disease was disclosed. Data covered companies in both Thailand and abroad. The performance of companies in Thailand and abroad in terms of the Occupational Illness and Disease Frequency Rate (OIFR) was reported as 0 for both employees and contractors.

S2 Number of employees is reported within the Annual Report's scope.

S3 Employee gender is specified as male: female: N/A (N/A means unidentified).

S4 Revenue-generating functions, e.g., marketing, sales, production.

S5 Calculate from the number of local management-level employees in overseas locations relative to the total local workforce in those locations.

S6 Visual and physical impairment and movement disabilities or other disabilities e.g., hearing impairment, mental disability, communication disability.

S7 Employees joining trade unions or working for companies that have established welfare committees.

S8 Under Thai laws, only female employees can take maternity leave.

S9 Change in reporting format of employee engagement score in 2023.