



Sustainability Performance Data 2025

Sustainability Performance Data

Economic Performance

Performance Data	Unit	2022	2023	2024	2025	GRI Standard	SASB
Revenue from Sales and Service	Million Baht	236,587	191,482	210,298	209,313	GRI 201-1	
Total Revenue	Million Baht	240,562	193,345	215,346	220,263	GRI 201-1	
Profit for the year	Million Baht	5,901	589	-7990	1,460	GRI 201-1	
EBITDA	Million Baht	11,633	11,924	5,004	874	GRI 201-1	
Employee compensation comprising salary, wage, welfare and regular contributions	Million Baht	10,523	11,134	12,127	12,082	GRI 201-1	
Dividend from shareholders	Million Baht	10,587	-	-	-	GRI 201-1	
Interest and financial expenses to lender	Million Baht	2,288	3,945	5,732	5,979		
Taxes to government and local government authorities such as income tax, local maintenance tax, property tax and other specific taxes	Million Baht	2,151	1,838	1,666	1,740	GRI 201-1	
Tax privilege and others from investment promotion, and research and development	Million Baht	451	531	471	308	GRI 201-4	
Contributions to organizations ⁽¹⁾	Million Baht	17.29	11.81	18.54	11.91		
Contributions to political activities ⁽²⁾	Million Baht	0	0	0	0	GRI 415-1	
Revenue from Sales of High Value Added Products and Services (Subsidiary)	Million Baht	86,170	74,073	67,624	63,913		
	%	36.42	38.68	0.321562735	31%		
Revenue from Sales of SCG Green Choice Products and Services (Subsidiary)	Million Baht	133,524	107,271	111,348	99,587		
	%	56	56	0.529475505	48%		
New suppliers that were screened using environmental criteria	% supply value	100	100	100	100	GRI 308-1	
Suppliers assessed for environmental impacts	Suppliers	1961	1980	2027	1,916	GRI 308-2	
Suppliers identified as having significant actual and potential negative environmental impacts	Suppliers	0	0	0	0	GRI 308-2	
Suppliers identified as having significant actual and potential negative environmental impacts	%	0	0	0	0	GRI 308-2	
suppliers identified as having significant actual and potential negative environmental impacts	%	0	0	0	0	GRI 308-2	
New suppliers that were screened using social criteria	%	100	100	100	100	GRI 414-1	
Suppliers assessed for social impacts	Suppliers	1961	1980	2027	1,916	GRI 414-2	
Suppliers identified as having significant actual and potential negative social impacts	Suppliers	0	0	0	0	GRI 414-2	
Suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment	%	0	0	0	0	GRI 414-2	
suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment	%	0	0	0	0	GRI 414-2	
Procurement Spending by Geography (Proportion of spending on suppliers						GRI 204-1	
- Domestic	%	80	82	83	83		
- Regional		20	18	17	17		
All executives and employees acknowledges the business ethic	%	100	100	100	100	GRI 205-2	
Non-compliance case through SCG Whistleblowing System	Case	6	1	4	5	GRI 205-3	
Average Customer Satisfaction	%	87	88	89	87		

⁽¹⁾ The first third organizations contributed by SCGC are Alliance to End Plastic Waste (AEPW),The Federation of Thai Industries, and The Thai Chamber of Commerce.

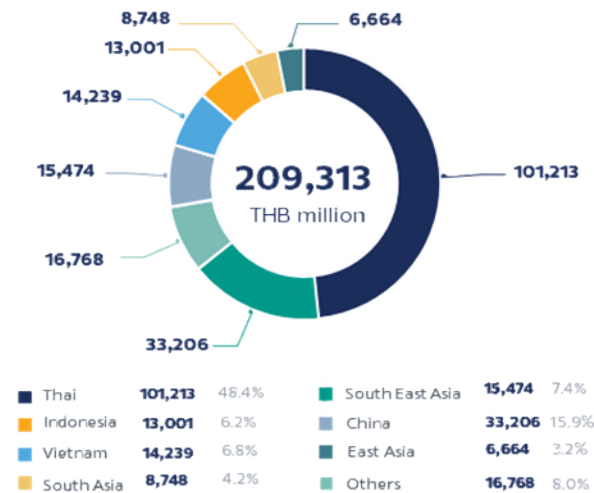
⁽²⁾ SCG Chemicals remains politically neutral, and set policy which does not give financial or any kind of supports to any political party, political group, or candidates in local, regional or national levels or person with political influence or lobbying or interest representation or similar and other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

NA = Not Available

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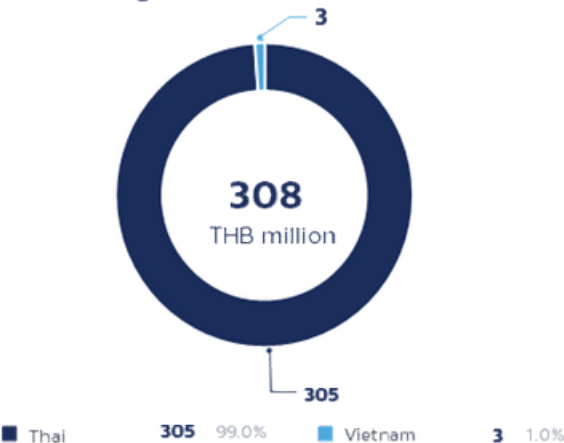
Economic Performance

Revenue from Sales



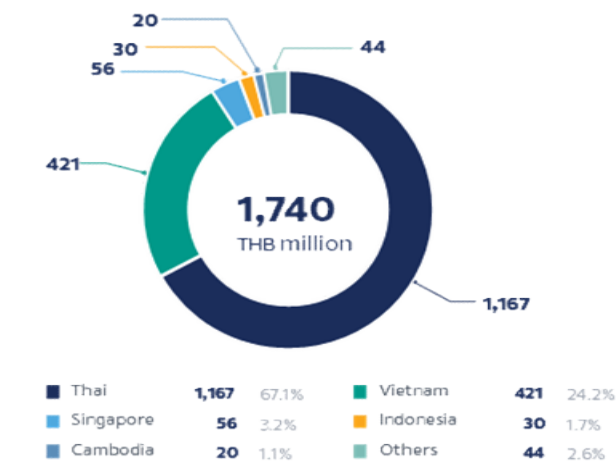
Unit: Million Baht · Year 2025

Tax Privilege



Unit: Million Baht · Year 2025

Tax to Government (GRI 207-4)



Unit: Million Baht · Year 2025

Sustainability Performance Data

Environmental Performance

Greenhouse Gas Emissions

Performance Data	Unit	2022	2023	2024	2025	GRI Standard	SASB
GHGs Scope 1 and 2	Million Ton CO ₂ e	3.62	3.62	3.53	4.64		
GHG Scope 1⁽²⁾	Million Ton CO ₂ e	2.89	2.84	2.81	3.62	GRI 305-1	RT.CH-110a.1
Biogenic CO2 emissions	Million Ton CO ₂ e	0.00	0.00	0.00	0.00	GRI 305-1	
GHG Scope 2⁽²⁾	Million Ton CO ₂ e	0.72	0.78	0.73	1.02	GRI 305-2	
- Market Base	Million Ton CO ₂ e	0.72	0.78	0.73	1.02		
- Location Base	Million Ton CO ₂ e	0.87	0.82	0.79	1.09		
GHG Scope 3⁽³⁾	Million Ton CO ₂ e	4.73	4.60	4.38	5.17	GRI 305-3	
GHG emission intensity (scope 1+2)	Ton CO ₂ e/Ton Production	0.48	0.47	0.48	0.49	GRI 305-4	
GHG emission reduction	Thousand Ton CO ₂ e	52.99	51.09	48.86	79.96	GRI 305-5	
- GHG emissions reduced as a direct result of reduction initiatives	Thousand Ton CO ₂ e	52.99	51.09	48.86	79.96		
- Offsets	Thousand Ton CO ₂ e	0.00	0.00	0.00	0.00		
		1.12%	2.20%	3.23%	4.92%		

⁽¹⁾ 1st year to incorporate environmental performance from abroad operation

⁽²⁾ Within SGS's limited assurance scope

⁽³⁾ Scope 3 greenhouse gas calculation and report are based on the GHG Protocol including Category 1 : Purchased Goods and Services, Category 3 : Fuel-and Energy-Related Activities, Category 4 : Upstream Transportation and Distribution, Category 5 : Waste Generated in Operations, Catagory 6: Business travel, Catagory 7:Employee commuting, Category 9 : Downstream Transportation and Distribution, Catagory 13: Downstream leased assets, Catagory 14: Franchises and Category 15 : Investments

Energy Consumption

Performance Data	Unit	2022	2023	2024	2025	GRI Standard	SASB
a)Total fuel consumption within the organization from non-renewable sources⁽¹⁾	Petajoules	57.47	55.57	55.26	77.71	GRI 302-1a	
b)Total fuel consumption within the organization from renewable sources	Petajoules	0.00	0.00	0.00	0.00	GRI 302-1b	
c) Total purchased Energy Consumption⁽²⁾	Petajoules	6.56	6.66	6.35	8.22	GRI 302-1c	RT-CH-130a.1
Non-Renewable							
- Electricity	Petajoules	5.12	5.18	4.92	6.67		
- Heating	Petajoules	0.00	0.00	0.00	0.00		
- Cooling	Petajoules	0.00	0.00	0.00	0.00		
- Steam	Petajoules	1.44	1.48	1.43	1.56		
Renewable							
- Solar Cell	Petajoules	0.00	0.00	0.00	0.00		
d) Total self generate		0.27	0.14	0.26	0.28		RT-CH-130a.1
Non-Renewable	Petajoules	0.26	0.12	0.24	0.23		
Renewable	Petajoules	0.01	0.02	0.02	0.05		
e) Total energy (electricity and heating & cooling) sold	Petajoules	0.82	0.89	0.67	0.98	GRI 302-1d	
- Electricity	Petajoules	0.00	0.00	0.00	0.00		
- Heating	Petajoules	0.00	0.00	0.00	0.00		
- Cooling	Petajoules	0.00	0.00	0.00	0.00		
- Steam	Petajoules	0.82	0.89	0.67	0.98		
Total energy consumption within the organization (a+b+c+d-e)⁽²⁾	Petajoules	63.48	61.49	61.20	85.23	GRI 302-1e	RT-CH-130a.1
Energy Intensity	gigajoules/ ton production	8.45	7.91	8.24	8.27	GRI 302-3	
Amount of reductions in energy consumption	Petajoules	0.80	0.85	1.02	1.55	GRI 302-4	

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Environmental Performance

Production and Raw Material

Performance Data	Unit	2022	2023	2024	2025	GRI Standard	SASB
Production	Thousand Tons	7,517	7,772	7,421	9,391		RT-CH-000.A
Raw Materials	Thousand Tons	8,586	8,241	7,849	10,449	GRI 301-1	
non-renewable materials	Thousand Tons	8,586	8,241	7,849	10,384	GRI 301-1	
renewable materials	Thousand Tons	0	0	0	0	GRI 301-1	
Recycled Materials	Thousand Tons	31.5	46.1	22.3	64.7	GRI 301-2	

⁽¹⁾ 1st year to incorporate environmental performance from abroad operation

Water withdrawal and Effluent Quality

Performance Data	Unit	2022		2023		2024		2025		GRI Standard	SASB
		All area	Area with water stress	All area	Area with water stress	All area	Area with water stress	All area	Area with water stress		
Water withdrawal											
Water withdrawal by source											
Surface water ⁽²⁾	Million Cubic Meters									GRI 303-3	RT-CH-140a.1
•Freshwater TDS ≤ 1,000 mg/l		0.00	0.00	0.00	0.00	0.00	0.00	0.02	0.00		
• Other water TDS > 1,000 mg/l		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
Groundwater ⁽²⁾	Million Cubic Meters									GRI 303-3	RT-CH-140a.1
•Freshwater TDS ≤ 1,000 mg/l		0.37	0.00	0.00	0.00	0.00	0.00	0.02	0.02		
• Other water TDS > 1,000 mg/l		0.00	0.00	0.28	0.00	0.23	0.00	0.12	0.00		
Third-party water (total) ⁽²⁾	Million Cubic Meters									GRI 303-3	RT-CH-140a.1
•Freshwater TDS ≤ 1,000 mg/l		23.73	0.00	23.74	0.00	22.60	21.99	32.82	25.39		
• Other water TDS > 1,000 mg/l		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
Total Water Withdrawal ⁽²⁾	Million Cubic Meters	24.10		24.02		22.83	21.99	32.98	25.42		
Recycled Water ⁽²⁾	Million Cubic Meters	1.64		1.80		1.57		5.13			
	%	6.82		7.50		6.89		14.25			
Water Discharge											
Water Discharge by destination ⁽²⁾											
•Surface water	Million Cubic Meters	5.15	0.00	5.15	0.00	4.79	4.51	5.49	5.18	GRI 303-4	
•Ground water	Million Cubic Meters	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	GRI 303-4	
•Sea water		0.15		0.12	0.00	0.12	0.05	2.71	0.06		
Third-party water (total)	Million Cubic Meters	0.02	0.00	0.07	0.00	0.09	0.02	0.10	0.04	GRI 303-4	
---Third-party water sent for use to other organizations	Million Cubic Meters	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
Total Water Discharge ⁽²⁾	Million Cubic Meters	5.31	0.10	5.34	0.00	5.00	4.57	8.31	5.29	GRI 303-4	
Water Discharge by freshwater and other water ⁽²⁾											
•Freshwater TDS ≤ 1,000 mg/l	Million Cubic Meters	1.11	0.00	1.06	0.00	1.22	0.85	3.42	0.97	GRI 303-4	
• Other water TDS > 1,000 mg/l	Million Cubic Meters	4.20	0.00	4.29	0.00	3.78	3.73	4.89	4.32		
BOD	Tons	29	0.00	34	0.00	29	17	43	20		
COD	Tons	225	0.00	242	0.00	234	203	299	213		
TSS	Tons	42	0.00	43	0.00	51	42	77	51		
Water consumption	Million Cubic Meters	18.79		18.68		17.83		24.67		GRI 303-5	
Water Intensity	Cubic Meters/Ton	2.50		2.40		2.40		2.63			
Number of violations of legal environmental obligations/ regulations	Number of Cases	0		0		0		0			RT-CH-140a.2

⁽¹⁾ 1st year to incorporate environmental performance from abroad operation

⁽²⁾ Within SGS's limited assurance scope

NA = Not Available

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Social Performance

Health and Safety

Performance Data	Unit	2022	2023	2024	2025	GRI Standard	SASB
From workplace						GRI 403-8	
Workers Covered by an Occupational Health and Safety Management	Person	6,516	7,815	8,034	7,898		
System Covered by an occupational health and safety management system	%	100	100	100	100		
Workers Covered by such a system that has been internally audited	Person	6,516	7,815	8,034	7,898		
	%	100	100	100	100		
Workers Covered by such a system that has been audited or certified by an external party	Person	6,516	7,815	8,034	7,898		
	%	100	100	100	100		
Hours Worked ⁽²⁾						GRI 403-9	
• Employee	Million Hours Worked	15.710	15.673	16.289	18.208		
• Contractor		20.921	23.342	24.835	27.958		
Total Recordable Work-Related Injury and Occupational Illness & Disease Rate							RT-CH-320a.1
• Employee ⁽²⁾	Cases/1,000,000 Hours Works	0.064	0.255	0.184	0.220		
• Contractor		0.096	0.257	0.362	0.429		
Fatality Work-Related Injury and Occupational Illness& Disease Rate							RT-CH-320a.1
• Employee ⁽²⁾	Cases/1,000,000 Hours Works	0.000	0.000	0.061	0.000		
• Contractor		0.000	0.000	0.000	0.000		
Total Number of Recordable Work-Related Injury ⁽²⁾						GRI 403-9	
• Employee	Cases	1	4	3	4		
• Contractor		2	6	9	12		
Total Recordable Work-Related Injury Rate ⁽²⁾						GRI 403-9	
• Employee	Cases/1,000,000 Hours Works	0.064	0.255	0.184	0.220		
• Contractor		0.096	0.257	0.362	0.429		
Number of Fatality Work-Related Injury ⁽²⁾						GRI 403-9	
Employee (Male : Female)	Cases	0 : 0	0 : 0	1 : 0	0 : 0		
Contractor (Male : Female)		0 : 0	0 : 0	0 : 0	0 : 0		
Fatality Work-Related Injury Rate ⁽²⁾						GRI 403-9	RT-CH-302a.1
• Employee	Cases/1,000,000 Hours Works	0.000	0.000	0.061	0.000		
• Contractor		0.000	0.000	0.000	0.000		
Number of High-Consequence Work-Related Injury ⁽²⁾						GRI 403-9	
• Employee	Cases	0	0	0	0		
• Contractor		1	0	0	0		
High-Consequence Work-Related Injury Rate ⁽²⁾						GRI 403-9	
• Employee	Cases/1,000,000 Hours Works	0.000	0.000	0.000	0.000		
• Contractor		0.048	0.000	0.000	0.000		
Lost Time Injury Frequency Rate ⁽²⁾							
• Employee	Cases/1,000,000 Hours Works	0.000	0.000	0.000	0.000		
• Contractor		0.096	0.000	0.161	0.036		
Severity Work-Related Injury Rate							
• Employee	Days/1,000,000 Hours Works	0.000	0.000	0.000	0.000		
• Contractor		11.997	0.000	18.200	0.966		

Sustainability Performance Data

Social Performance

Health and Safety

Performance Data	Unit	2022	2023	2024	2025	GRI Standard	SASB
Total Number of Recordable Occupational Illness & Disease⁽²⁾						GRI 403-10	
• Employee	Cases	0	0	0	0		
• Contractor		0	0	0	0		
Occupational Illness Frequency Rate							
• Employee ⁽²⁾	Cases/1,000,000 Hours Works	0.000	0.000	0.000	0.000		
• Contractor		0.000	0.000	0.000	0.000		
Number of Fatality Occupational Illness & Disease						GRI 403-10	
• Employee ⁽²⁾	Cases	0	0	0	0		
• Contractor		0	0	0	0		
Process Safety Incidents Count (PSIC)	Cases	0	0	2	2		RT-CH-540a.1
Process Safety Total Incident Rate (PSTIR)	Cases/200,000 Hours Works	0	0	0.009726758	0.009		RT-CH-540a.1
Process Safety Incident Severity Rate (PSISR)	Cases/200,000 Hours Works	0	0	0.442567482	0.000		RT-CH-540a.1
From Travelling and Transportation							
Number of Fatality Work-Related Injury⁽²⁾						GRI 403-9	
• Employee (Male : Female)	Cases	0 : 0	0 : 0	0 : 0	0 : 0		
• Direct Transportation Contractor (Male : Female)	Cases	0 : 0	0 : 0	0 : 0	0 : 0		
• Other Transportation Contractor (Male : Female)	Cases	0 : 0	0 : 0	0 : 0	0 : 0		
Number of Transport Incidents	Cases	0	0	0	1		RT-CH-540a.2
From Workplace, Travelling and Transportation							
Number of Fatality Work-Related Injury⁽²⁾						GRI 403-9	
• Employee (Male : Female)	Cases	0 : 0	0 : 0	0 : 0	0 : 0		
• Contractor (Male : Female)	Cases	0 : 0	0 : 0	0 : 0	0 : 0		
Others							
Product that have under gone a Hazard Assessment	%	100	100	100	100	GRI 416-1	RT-CH-410b.1
Revenue from Products that contain Globally Harmonized System of Classification andLabeling of Chemicals (GHS)	%	100	100	100	100		RT-CH-410b.1

NA= Not Aavailable

⁽¹⁾ 1st year to incorporate environmental performance from abroad operation

⁽²⁾ Within SGS's limited assurance scope

Sustainability Performance Data

Environmental Performance

Waste Management												
Performance Data		Unit	2022 ⁽¹⁾		2023		2024		2025		GRI Standard	SASB
Hazardous Waste Generation ⁽²⁾		Tons	10,835.19		8,869.98		33,335		10,319		GRI 306-3 (2020)	RT-CH-150a.1
Hazardous Waste Management ⁽²⁾			Within SCGC	Outside SCGC	Within SCGC	Outside SCGC	Within SCGC	Outside SCGC	Within SCGC	Outside SCGC		
Diverted from Disposal ⁽²⁾			0	7,169	0	6,435	0	17,629	537	5,208	GRI 306-4 (2020)	RT-CH-150a.1
-Reuse	Tons	0	0	0	0	0	32	0	0	119		
-Recycled	Tons	0	7,084	0	4,264	0	15,403	537	3,871			
- Other recovery	Tons	0	85	0	100	0	86	0	0	102		
-Treatment	Tons	0		0	2,070	0	2,108	0	0	1,116		
Directed to Disposal ⁽²⁾			0	3,626	0	2,368	0	15,695	752	4,485	GRI 306-5 (2020)	
-Incinerated with energy recovery	Tons	0	3,435	0	2,244	0	13,005	752	3,230			
- Incinerated without energy recovery	Tons	0	190	0	125	0	2,691	0	0	491		
- Other disposal	Tons	0	0	0	0	0	0	0	0	5		
-Landfilled	Tons	0	0.55	0	0	0	0	0	0	7		
Hazardous waste in the storage at the endof the year ⁽²⁾		Tons	192		258		196		341			
Non-Hazardous Waste Generation ⁽²⁾		Tons	17,401		17,995		16,890		27,312		GRI 306-3 (2020)	RT-CH-150a.1
Non-Hazardous Waste Management ⁽²⁾			Within SCGC	Outside SCGC	Within SCGC	Outside SCGC	Within SCGC	Outside SCGC	Within SCGC	Outside SCGC		
Diverted from Disposal ⁽²⁾			150	16,345	163	16,617	201	16,485	756	20,057	GRI 306-4 (2020)	RT-CH-150a.1
-Reuse	Tons	0	26	0	0	0	17	0	0	45		
-Recycled	Tons	150	16,319	163	16,617	201	16,015	756	19,051			
- Other recovery	Tons	0	0	0	0	0	0	0	0	13		
-Treatment	Tons	0	0	0	0	0	453	0	0	949		
Directed to Disposal ⁽²⁾			160	801	0	484	0	104	5	6,144	GRI 306-4 (2020)	
-Incinerated with energy recovery	Tons	160	262	0	68	0	47	5	5	2,735		
- Incinerated without energy recovery	Tons	0	197	0	10	0	5	0	0	52		
-Otherdisposal	Tons	0	0	0	0	0	0	0	0	0		
-Landfilled	Tons	0	341	0	406	0	52	0	0	3,357		
Non-Hazardous waste in the storage at the end of the year ⁽²⁾		Tons	749		437		392		888			
Total waste generated and being managed ⁽²⁾		Tons	310	27,941	163	26,617	201	49,913	2,051	35,894		
- Reuse /Recycled /Other recovery	Tons	150	23,514	163	23,765	201	34,114	1,293	25,266			
-Incinerated without energy recovery/ Other Disposal/Landfilled/Incinerated with in and outside energy recovery	Tons	160	4,427	0	2,852	0	15,799	757	10,629			

⁽¹⁾ 1st year to incorporate environmental performance from abroad operation

⁽²⁾ Within SGS's limited assurance scope

Air Emission

Performance Data	Unit	2022 ⁽¹⁾	2023	2024	2025	GRI Standard	SASB
Oxides of Nitrogen ⁽²⁾	Thousand Tons	1.42	1.44	1.17	1.62	GRI 305-7	RT-CH-120a.1
Oxides of Sulfur ⁽²⁾	Thousand Tons	0.03	0.01	0.01	0.07	GRI 305-7	RT-CH-120a.1
Dust ⁽²⁾	Thousand Tons	0.04	0.03	0.04	0.04	GRI 305-7	RT-CH-120a.2
VOCs ⁽²⁾	Thousand Tons	0.55	0.56	0.44	0.48	GRI 305-7	RT-CH-120a.1

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⁽²⁾ Within SGS's limited assurance scope

Environmental Expenditures and Benefits/Violations of Legal Obligations and Regulations

Performance Data (Only Thailand Operations)	Unit	2022	2023	2024	2025	GRI Standard	SASB
Operating Expenses – Environmental	Million Baht	878	725	475	579		
Capital Investment – Environmental	Million Baht	172	53	27	94		
Total Expenses – Environmental (Capital Investment + Operating Expenses)	Million Baht	1050	778	501	672		
Savings, cost avoidance and tax incentives linked to environment investmen	Million Baht	520	656	416	598		
Number of violations of legal environmental obligations/ regulation	No of Cases	0	0	0	0	GRI 2-27,GRI 307-1	

NA = Not Available

Sustainability Performance Data

Social Performance

Labor and Social Development

Performance Data	Unit	2022	2023	2024	2025	GRI Standard	SASB
Number of employees	Persons	6,516	7,815	8,034	7,898	GRI 2-7	
Relevant ratio of the entry level wage by gender at significant locations of operation to the minimum wage						GRI 202-1	
- Female	ratio	2.17	2.17	2.17	1.92		
- Male	ratio	2.17	2.17	2.17	1.92		
Proportion of local senior management⁽¹⁾	%	6.0	0.0	3.7	4.0	GRI 202-2	
Number of new employees hire	Persons	655	502	496	332	GRI 401-1a	
- Percentage of total employees	%	10.05	8.02	6.17	4.20		
- by Gender (Female : Male)	%	29 : 71	20 : 80	24 : 76	19 : 81		
- by Employee level (Management level : Other level)	%	0.2 : 99.8	0.6 : 99.4	0.8 : 99.2	0.6 : 99.4		
- by Age group(under 30 yr : 30 - 50 yr : over 50 yr)	%	77 : 23 : 0	79 : 21 : 0	83 : 17 : 0	78 : 21 : 1		
Voluntary employee turnover	Persons	309	371	352	399	GRI 401-1b	
- Percentage of total employees	%	4.7	4.7	4.4	5.1		
- by Gender (Female : Male)	ratio	15 : 85	22 : 78	19 : 81	19 : 81		
- by Employee level (Management level : Other level)	ratio	2 : 98	2 : 98	2 : 98	2 : 98		
- by Age group(under 30 yr : 30 - 50 yr : over 50 yr)	ratio	46 : 52 : 2	39 : 59 : 2	44 : 53 : 3	38 : 59 : 3		
Total employee turnover	Persons	336	376	457	600	GRI 401-1b	
- Percentage of total employees	%	5.2	4.8	5.7	7.6		
- by Gender (Female : Male)	ratio	16 : 84	21 : 79	18 : 82	17 : 83		
- by Employee level (Management level : Other level)	ratio	2 : 98	3 : 97	6 : 94	6 : 95		
- by Age group(under 30 yr : 30 - 50 yr : over 50 yr)	ratio	45 : 52 : 3	39 : 59 : 2	34 : 45 : 21	29 : 48 : 24		
Return to Work after Parental Leave⁽²⁾						GRI 401-3	
- Number of employees taken parental leave	Persons	40	23	61	38		
- Number of employees returnedto work after parental leave	Persons	39	23	58	38		
Female share of total workforce	%	20.6	20.3	20.1	20.4	GRI 405-1	
Female in all management positions	%	25.4	28.7	24.1	29.8		
Female in junior management positions	%	26.5	29.0	18.0	27.4		
Female in top management positions	%	19.5	17.6	20.9	16.7%		
Female in management positions in revenue-generatingfunctions⁽³⁾	%	22.7	22.0	18.3	15.4	GRI 405-1	
Number of employees with disabilities⁽⁴⁾	Persons	1	1	4	1	GRI 405-1	
Total number of incidents of discrimination	case	0	0	0	0	GRI 406-1	
Percentage of security personnel who have received formal training in the organization's human rights policies	%	100	100	100	93	GRI 410-1	
Number of sites where human rights risks have been identified with mitigation plans	No.of site	NA	NA	NA	NA		
Employees represented by an independent trade union or covered by collective bargaining agreements⁽⁵⁾	%	93.5	93.2	98.2	91.1		

Performance Data	Unit	2022	2023	2024	2025	GRI Standard	SASB
Number of positions filled by internal candidates (Rotation/Promotion)	Persons	1,464	1,141	764	794		
- Percentage of total employees	%	22	15	10	10		
- by Gender (Female : Male)	%	32 : 68	24 : 76	35 : 65	31:69		
- by Employee level (Management level : Other level)	%	12 : 88	14 : 86	10 : 90	1		
- by Age group(under 30 yr : 30 - 50 yr : over 50 yr)	%	28 : 66 : 6	19 : 72 : 9	19 : 76 : 5	1		
Average hiring cost per employee	Baht/Person	55,300	33,000	72,900	28,800		
Employee engagement level	%	65	72	4.09	4.1		
- by Gender (Female : Male)	%	53 : 68	62 : 74	4.13 : 3.97	4.00 : 4.13		
-by Employee level (Management level : Other level)	%	71 : 65	73 : 72	4.07 : 4.09	4.16 : 4.10		
- by Service year (0-5 yr/over 5-20 yr/over 20 yr)	%	62 : 63 : 72	69 : 70 : 78	4.12 : 4.09 : 4.09	4.08 : 4.10 : 4.13		
Employee engagement level by ethnic group of employees (Thai : Others)	%	64 : 77	67 : 86	3.95 : 4.22	4.05 : 4.21		
Proportion of Absence by Type							
- Sick Leave	%	20.02	11.63	18.01	18.60		
- Work-related leave	%	0.46	0	0.69	0		
-Others	%	65.18	88.37	81.30	81.40		
Ratio of average salary of female to male (Executive Level) (base salary only) ⁽⁶⁾	ratio	1.102	1.356	0.000	-	GRI 405-2	
Ratio o faverage salary of female to male(Executive Level) (base salary + other cash incentives) ⁽⁶⁾	ratio	1.015	1.397	-	-	GRI 405-2	
Ratio of average salary of female to male (ManagementLevel) (base salary only) ⁽⁶⁾	ratio	0.935	0.999	0.860	0.920	GRI 405-2	
Ratio of average salary of female to male (Management Level) (base salary + other cash incentives) ⁽⁶⁾	ratio	0.906	1.006	0.966	0.881	GRI 405-2	
Ratio of average salary of female to male (Non-management Level) (base salary only) ⁽⁶⁾	ratio	1.201	1.248	1.155	1.221	GRI 405-2	
Ratio o faverage salary of female to male (Non-managementLevel) (base salary + other cash incentives) ⁽⁶⁾	Thousand Baht	0.985	1.008	0.930	1.000	GRI 405-2	
Average hours of training and development	Hours/Person	120	25 ⁽⁷⁾	42	39	GRI 404-1	
- Female	Hours/Person	NA	NA	42	42		
- Male	Hours/Person	NA	NA	43	36		
- Mandatory	Hours/Person	80	16	28	15		
- Non-mandatory	Hours/Person	40	9	14	25		
Percentage of employees receiving regular performance and career development reviews						GRI 404-3	
- by Gender (Female : Male)	%	100	100	100	100		
- by Employee level (Management level : Other level)	%	100	100	100	100		
- by Age group(under 30 yr : 30 - 50 yr : over 50 yr)	%	100	100	100	100		
Average amount spent on training and development	Baht/Person	32,900	18,897	30,550	16,300		

Performance Data	Unit	2022	2023	2024	2025	GRI Standard	SASB
Social Contribution							
Contribution for social and community development	Million Baht	25.60	18.00	9.20	28.60	GRI 201-1	
Employee volunteering during paid working hours	Million Baht	6.30	6.00	3.59	5.69		
In-kind giving: products or services, donations, projects/partnerships or similar	Million Baht	20.00	NA	NA	NA		
Management overheads related to CSR activity	Million Baht	36.15	33.00	20.00	23.65		

⁽¹⁾ Calculate from percentage of local Management Level over total management staff

⁽²⁾ Under Thai laws, only female employees can take parental leave

⁽³⁾ Revenue-generating functions e.g. marketing, sales, production

⁽⁴⁾ Visual and physical impairment and movement disability or other, e.g. hearing impairment, mental disability, communication disability

⁽⁵⁾ Employee joining trade union or working with companies covered by Welfare Committee

⁽⁶⁾ Within SGS's limited assurance scope

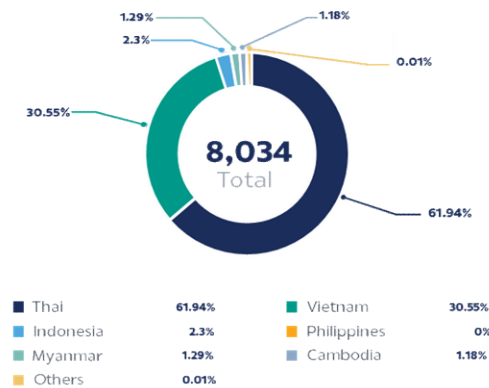
⁽⁷⁾ There is no include On the Job Training of LSP employees, approximately 85 hours per person.

NA = Not Available

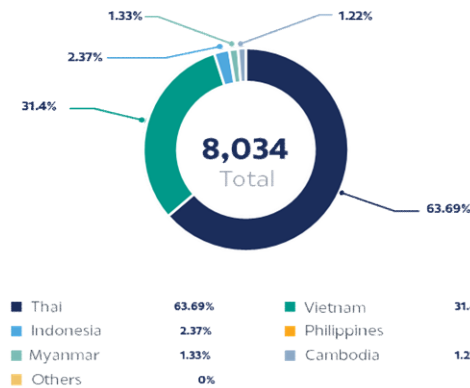
Sustainability Performance Data

Social Performance

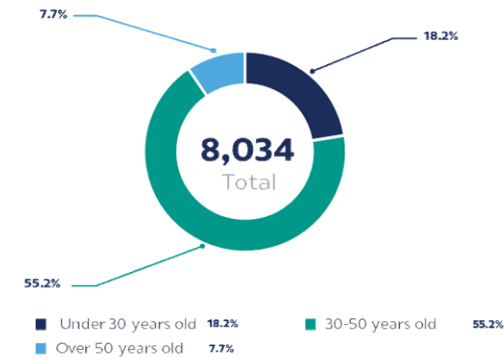
Graph percentage of Employees by Nationality



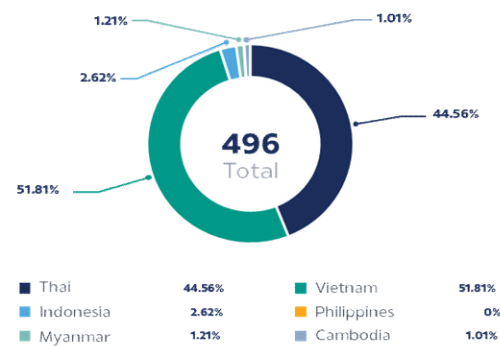
Graph percentage of Employees by Country



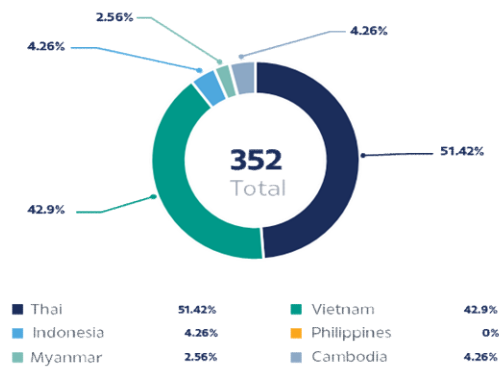
Graph percentage of Employees by Age



Graph percentage of new employee hired by Nationality



Graph percentage of employee termination by Nationality



Graph percentage of Management Level by Nationality

