

**SCGP: Highlight Social Performance**

Performance	2016	2017	2018	2019	2020	GRI Standard	S&P CSA
Lost Time Injury Frequency Rate : LTIFR (Cases per 1,000,000 hours worked) - Employee	0.562	0.688	0.356	0.522	0.087		3.7.3
Lost Time Injury Frequency Rate : LTIFR (Cases per 1,000,000 hours worked) - Contractor	0.875	0.324	0.706	0.678	0.296		3.7.4
Injury Severity Rate: ISR (Cases per 1,000,000 hours worked) - Employee	9.723	8.994	4.528	10.200	0.831		
Injury Severity Rate: ISR (Cases per 1,000,000 hours worked) - Contractor	21.151	3.937	7.109	8.098	8.155		
Total Number of Work-Related Fatalities (Cases) - Employee (male : female)	1 : 0	0 : 0	0 : 0	0 : 0	0 : 0	GRI 403-9	
Total Number of Work-Related Fatalities (Cases) - Contractor (male : female) (Workplace and Direct Transportation)	3 : 0	0 : 0	1 : 0	0 : 0	0 : 0	GRI 403-9	
Total Number of Fatalities from work-Related in Workplace (Cases) - Employee (male : female)	0 : 0	0 : 0	0 : 0	0 : 0	0 : 0	GRI 403-9	
Total Number of Fatalities from Work-Related in Workplace (Cases) - Contractor (male : female)	2 : 0	0 : 0	1 : 0	0 : 0	0 : 0	GRI 403-9	
Total Number of Fatalities from Work-Related in Transportation (Cases) - Employee (male : female)	1 : 0	0 : 0	0 : 0	0 : 0	0 : 0	GRI 403-9	
Total Number of Fatalities from Work-Related in Transportation (Cases) - Direct Transportation Contractor (male : female)	0 : 0	0 : 0	0 : 0	0 : 0	0 : 0	GRI 403-9	
Total Number of Fatalities from Work-Related in Transportation (Cases) - Other Transportation Contractor (male : female)	1 : 0	0 : 0	0 : 0	2 : 0	0 : 0	GRI 403-9	
Occupational Illness & Disease Frequency Rate (Cases per 1,000,000 hours worked) - Employee	0	0	0	0	0	GRI 403-10	
Number of Fatalities as a result of Work-Related Injury (Cases) - Employee	0	0	0	0	0	GRI 403-9	3.7.2
Fatalities as a result of Work-Related Injury Rate (Cases per 1,000,000 hours worked) - Employee	0.000	0.000	0.000	0.000	0.000	GRI 403-9	
Number of Fatalities as a result of Work-Related Injury (Cases) - Contractor	2	0	1	0	0	GRI 403-9	

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Fatalities as a result of Work-Related Injury Rate (Cases per 1,000,000 hours worked) - Contractor	0.103	0.000	0.050	0.000	0.000	GRI 403-9	
Number of High Consequence Work-Related Injury (Cases) - Employee	N/A	N/A	N/A	N/A	0	GRI 403-9	
High Consequence Work-Related Injury Rate (Cases per 1,000,000 hours worked) - Employee	N/A	N/A	N/A	N/A	0.000	GRI 403-9	
Number of High Consequence Work-Related Injury (Cases) - Contractor	N/A	N/A	N/A	N/A	1	GRI 403-9	
High Consequence Work-Related Injury Rate (Cases per 1,000,000 hours worked) - Contractor	N/A	N/A	N/A	N/A	0.027	GRI 403-9	
Number of Recordable Work-Related Injury (Cases) - Employee	27	41	30	30	23	GRI 403-9	
Recordable Work-Related Injury Rate (Cases per 1,000,000 hours worked) - Employee	1.517	2.169	1.526	1.423	1.006	GRI 403-9	
Number of Recordable Work-Related Injury (Cases) - Contractor	34	31	50	43	27	GRI 403-9	
Recordable Work-Related Injury Rate (Cases per 1,000,000 hours worked) - Contractor	1.750	1.672	2.521	1.823	0.727	GRI 403-9	
Hours worked (Hrs.) - Employee	17792885.00	18901992.00	19654400.95	21078804.75	22869682.70	GRI 403-9	
Hours worked (Hrs.) - Contractor	19431988.00	18542902.00	19833700.27	23585144.27	37155610.20	GRI 403-9	
Number of Occupational Illness & Disease (Cases) - Employee	0	0	0	0	0	GRI 403-10	
Number of Occupational Illness & Disease (Cases) - 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	
Number of Recordable Occupational Illness & Disease (Cases) - Contractor	0	0	0	0	0	GRI 403-10	
Number of employees (Persons)	6,781	6,818	6,748	6,660	6,416	GRI 102-8 GRI 102-7	0.1

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Performance	2016	2017	2018	2019	2020	GRI Standard	S&P CSA
Female share of total workforce (%)	16.65	16.69	16.91	16.92	17.52	GRI 405-1	3.2.2
Female in all management positions (%)	18.60	19.03	18.90	19.64	20.61	GRI 102-8	3.2.2
Female in junior management positions (%)	20.54	20.74	20.80	21.33	23.05		3.2.2
Female in top management positions (%)	8.33	9.09	6.25	10.53	7.69		3.2.2
Female in management positions in revenue-generating functions (%)	30.00	30.23	26.26	27.00	28.45		3.2.2
Proportion of local senior management (%)	0.51	0.63	0.63	0.87	0.76	GRI 202-2	
Number of employees with disability (Persons)	NA	NA	15	17	16		
Average salary of Executive Level (base salary only) (Baht) - Female	0	0	0	0	0	GRI 405-2	3.2.5
Average salary of Executive Level (base salary only) (Baht) - Male	5,645,000	5,983,000	6,342,000	6,723,000	6,844,000	GRI 405-2	3.2.5
Ratio of average salary of female to male (Executive Level) (base salary only)	0	0	0	0	0	GRI 405-2	
Average salary of Management Level (base salary only) (Baht) - Female	2,045,000	2,120,000	2,203,000	2,363,000	2,331,000	GRI 405-2	3.2.5
Average salary of Management Level (base salary only) (Baht) - Male	2,311,000	2,309,000	2,403,000	2,458,000	2,501,000	GRI 405-2	3.2.5
Ratio of average salary of female to male (Management Level) (base salary only)	0.885	0.918	0.917	0.961	0.932	GRI 405-2	
Average salary of Management Level (base salary + other cash incentives) (Baht) - Female	2,859,000	2,938,000	3,148,000	3,170,000	3,143,000	GRI 405-2	3.2.5
Average salary of Management Level (base salary + other cash incentives) (Baht) - Male	3,431,000	3,402,000	3,650,000	3,485,000	3,585,000	GRI 405-2	3.2.5
Ratio of average salary of female to male (Management Level) (base salary + other cash incentives)	0.833	0.864	0.862	0.910	0.877	GRI 405-2	
Average salary of Non-management Level (base salary only) (Baht) - Female	491,000	508,000	533,000	563,000	584,000	GRI 405-2	3.2.5
Average salary of Non-management Level (base salary only) (Baht) - Male	408,000	424,000	442,000	461,000	478,000	GRI 405-2	3.2.5
Ratio of average salary of female to male (Non-management Level) (base salary only)	1.203	1.198	1.206	1.221	1.222	GRI 405-2	
Employees represented by an independent trade union or covered by collective bargaining agreements (%)	100	100	100	100	100	GRI 102-41	3.2.6

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Proportion of Absence by Type (%) - Sick leave	14.79	16.05	16.99	14.71	12.99		
Proportion of Absence by Type (%) - Work-related leave	0.03	0.03	0.03	0.04	0.03		
Proportion of Absence by Type (%) - Others	85.18	83.92	82.99	85.25	86.98		
Number of new employees hire (Persons)	376	395	245	174	133	GRI 401-1	3.5.1
Ratio of new employees hire (%)	5.54	5.79	3.63	2.61	2.07		
Voluntary employee turnover (Persons)	217	231	235	228	289	GRI 401-1	3.5.6
Voluntary employee turnover rate (%)	3.20	3.39	3.48	3.42	4.50		
Total employee turnover (Persons)	224	239	242	238	475	GRI 401-1	3.5.6
Total employee turnover rate (%)	3.30	3.51	3.59	3.57	7.40		
Return to work after parental leave (Persons) - Number of employees taken parental leave	43	44	30	42	34	GRI 401-3	
Return to work after parental leave (Persons) - Number of employees returned to work after parental leave	43	41	30	41	34	GRI 401-3	
Employee engagement level (%)	60	60	74	74	80		3.5.7
Average training and development of employee (Days/Person)	8	8	8	7	4	GRI 404-1	3.4.1
Average cost of hiring a new employee (Baht/Person)	31,839	33,271	50,920	31,617	20,387		3.4.1
Employee volunteering during paid working hours (Million Baht)	NA	NA	4	3	4		3.6.3
In-kind giving: product or services donations, projects/partnerships or similar (Million Baht)	NA	NA	28	11	7		3.6.3
Management overheads related to CSR activity (Million Baht)	NA	NA	22	26	34		3.6.3