



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

THE SIAM CEMENT PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2024



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Group Structure and Operations

Group Structure and Operations

Business Overview and Policies (1.1)

Company Information (1.1.5)

Company Name : THE SIAM CEMENT PUBLIC COMPANY LIMITED

Symbol : SCC

Address : 1 SIAM CEMENT ROAD, BANG SUE

Province : Bangkok

Postcode : 10800

Business : The Company operates as holding company operating core businesses consists of investments in

1. SCG Cement and Green Solutions
2. SCG Smart Living
3. SCG Distribution and Retail
4. SCG Decor (SCGD)
5. SCG Chemicals (SCGC)
6. SCGP

Registration Number : 0107537000114

Telephone : 0-2586-3333, 0-2586-4444

Fax (if applicable) : 0-2587-2199, 0-2587-2201

Website : www.scg.com

Email : info@scg.com

Total Shares Sold (shares)

Common Stock : 1,200,000,000

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping

	2022	2023	2024
Total revenue from operations (Thousand baht)	569,608,696.00	499,645,707.00	511,172,247.00
Cement-Building Materials Business (Thousand baht)	204,047,509.00	0.00	0.00
SCG Cement and Green Solutions (Thousand baht)	0.00	85,844,857.00	81,891,042.00
SCG Smart Living and SCG Distribution and Retail (Thousand baht)	0.00	151,837,445.00	140,164,297.00
SCG Decor (SCGD) (Thousand baht)	0.00	28,312,246.00	25,563,315.00
SCG Chemicals (SCGC) (Thousand baht)	236,587,121.00	191,482,397.00	210,298,327.00
SCGP (Thousand baht)	146,068,043.00	129,398,089.00	132,783,687.00
Others (Thousand baht)	1,505,379.00	3,757,838.00	1,809,025.00
	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Cement-Building Materials Business (%)	32.57	0.00	0.00
SCG Cement and Green Solutions (%)	0.00	17.18	16.02
SCG Smart Living and SCG Distribution and Retail (%)	0.00	12.18	11.51
SCG Decor (SCGD) (%)	0.00	5.67	5.00
SCG Chemicals (SCGC) (%)	41.53	38.32	41.14
SCGP (%)	25.64	25.90	25.98
Others (%)	0.26	0.75	0.35

Remark : The figures for the year 2024 are presented after the restructuring of Cement-Building Materials Business and the figures for the year 2023 are restated to conform to the presentation in 2024.

The figures for the year 2022 are presented after the restructuring of Cement-Building Materials Business to Others.

By Geographical Area or Market

	2022	2023	2024
Total revenue from operations (Thousand baht)	569,608,696.00	499,645,707.00	511,172,247.00
Domestic (Thousand baht)	311,729,033.00	284,016,488.00	276,771,607.00
International (Thousand baht)	257,879,663.00	215,629,219.00	234,400,640.00
Vietnam (Thousand baht)	59,058,950.00	44,554,057.00	49,513,814.00
Indonesia (Thousand baht)	50,886,622.00	36,958,300.00	38,802,622.00
Other countries (Thousand baht)	147,934,091.00	134,116,862.00	146,084,204.00

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	54.73	56.84	54.14
International (%)	45.27	43.16	45.86
Vietnam (%)	22.90	20.66	21.12
Indonesia (%)	19.73	17.14	16.55
Other countries (%)	57.37	62.20	62.33

Other income as specified in the financial statements

	2022	2023	2024
Total other income (Thousand baht)	12,683,515.00	28,885,709.00	15,501,608.00
Other income from operations (Thousand baht)	12,683,515.00	28,885,709.00	15,501,608.00
Other income not from operations (Thousand baht)	0.00	0.00	0.00

Share of profit of joint ventures and associates accounted for using equity method

	2022	2023	2024
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Share of profit (Thousand baht)	10,703,091.00	8,418,817.00	6,529,620.00
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Information on Products and Services (1.2.2)

Product/Service Information and Business Innovation Development (1.2.2.1)

Research and Development (R&D) Policy : Yes

(Unit : Thousand baht)	2022	2023	2024
R&D expenses in the past 3 years	5,703,911.00	6,701,126.00	4,847,460.00

Risk Management

Risk Management

Risk Factors (2.2)

Risk that might affect the company's business, including environmental, social and corporate governance issues (2.2.1)

-

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Competition risk
- Economic risk

-

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Economic risk
- New business risk

Operational Risk

- Shortage or reliance on skilled workers

-

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Human error in business operations
- Safety, occupational health, and working environment

–

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Impact on human rights

–

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Shortage or fluctuation in pricing of raw materials or productive resources
- Inventory risk

–

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Fluctuation in exchange rates, interest rates, or the inflation rate
- Liquidity risk

–

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Insufficient sources of funding
- Change in financial and investment policies of financial institutions that affect business operations

- Liquidity risk

–

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Default on payment or exchange of goods
- Income volatility

–

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Corporate Governance

–

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Change in laws and regulations
- Laws and regulations is not favorable for doing business
- Corporate Governance

–

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Corporate Governance

-

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Legal risk

-

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Government policy
- Policies or international agreements related to business operations
- Business operations of partners in the supply chain
- Economic risk

-

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers
- Damage to company image and reputation
- ESG risk

-

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Information security and cyber-attack

-

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- ESG risk
- Climate change and disasters

Risk to Securities Holder (2.2.2)

-

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

Sustainable Development

Sustainable Development

Sustainability Management Policy and Targets (3.1)

Sustainability Management Policy and Targets

Corporate Sustainability Policy : Yes

URL of corporate sustainability policy : <https://file.scgsustainability.com/wp-content/uploads/2022/02/23101124/SCG-SD-Framework-TH.pdf>
(if applicable)

Environmental Aspect (3.3)

Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

URL of environmental policy and practice : <https://file.scgsustainability.com/wp-content/uploads/2022/06/28112229/%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%AA%E0%B8%B4%E0%B9%88%E0%B8%87%E0%B9%81%E0%B8%A7%E0%B8%94%E0%B8%A5%E0%B9%89%E0%B8%AD%E0%B8%A1%E0%B9%81%E0%B8%A5%E0%B8%B0%E0%B8%AA%E0%B8%A0%E0%B8%B2%E0%B8%9E%E0%B8%A0%E0%B8%B9%E0%B8%A1%E0%B8%B4%E0%B8%AD%E0%B8%B2%E0%B8%81%E0%B8%B2%E0%B8%A8-%E0%B9%80%E0%B8%AD%E0%B8%AA%E0%B8%8B%E0%B8%B5%E0%B8%88%E0%B8%B5-2565.pdf>
(if applicable)

Company environmental guideline : Electricity Management, Fuel Management, Renewable/Clean Energy Management, Water Management, Waste Management, Biodiversity Management, Greenhouse Gas and Climate Change Management

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Fuel consumption

	2022	2023	2024
Diesel (Litres)	27,147,688.18	23,459,783.65	30,061,641.93
Gasoline (Litres)	847,486.56	838,619.77	1,210,142.75
Fuel oil (Litres)	21,251,823.88	20,632,897.80	16,827,091.25
Natural gas (Standard cubic feet)	12,431,015,479.54	12,744,798,818.99	11,516,408,640.03

LPG (Kilograms)	15,525,582.35	15,019,949.45	10,758,921.17
Steam (Metric tonnes)	3,066,155.20	3,110,623.95	3,294,013.28
Coal (Metric tonnes)	5,678,241.13	4,358,304.97	3,818,965.36

• Electricity consumption

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	5,110,750,126.83	4,934,210,291.11	4,877,460,605.87

Water management

• Water consumption

	2022	2023	2024
Total water withdrawal (Cubic meters)	120,070,000.00	122,170,000.00	119,320,000.00

Waste management

• Waste from operations

	2022	2023	2024
Non-hazardous waste (Kilograms)	528,717,092.00	485,114,788.00	354,513,210.00
Hazardous waste (Kilograms)	25,874,172.00	15,528,645.00	28,538,434.00
Total waste generated (Kilograms)	554,591,264.00	500,643,433.00	383,051,644.00

Greenhouse gas management

• Greenhouse gas emissions

	2022	2023	2024
Scope 1 (Tons of carbon dioxide equivalents)	27,236,390.05	24,329,050.16	22,869,440.33
Scope 2 (Tons of carbon dioxide equivalents)	2,880,407.71	2,754,816.87	2,610,166.34

Scope 3 (Tons of carbon dioxide equivalents)	10,014,394.00	10,606,251.49	10,695,208.48
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	40,131,191.76	37,690,118.52	36,174,815.15

• **Verification of greenhouse gas emissions over the past year**

Third-party verification : Yes

Name of verifying organization : SGS (Thailand) Co., Ltd.

Social Aspect (3.4)

Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy and Practice : Yes

URL of human rights policy : <https://file.scgsustainability.com/wp-content/uploads/2022/02/27124657/Final-human-rights-policy-TH.pdf>

Company human right guideline : Employee Rights, Migrant Workers, Child Labor, Consumer Rights, Community and Environment Rights, Safety and Occupational Health at Work, Non-discrimination

Results with Respect to the Social Aspect (3.4.2)

Information about employees

• Total number of employees

	2022	2023	2024
Number of male employees (Persons)	43,718	42,043	40,417
Number of female employees (Persons)	14,096	13,535	13,313
Total number of employees (Persons)	57,814	55,578	53,730

• Employee remuneration

	2022	2023	2024
Employee remuneration (baht)	0.00	0.00	0.00

• Employee development and training

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	155.00	129.00	121.00
Employee development and training expenses (baht)	13,540.00	13,905.00	14,930.73

• Health, safety and work environment

	2022	2023	2024
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Total number of lost time injury incidents by employees (Cases)	16	31	24
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• **Employee retention**

	2022	2023	2024
Percentage of employees who voluntarily resigned (%)	3.99	4.72	7.47

• **Significant labor dispute**

	2022	2023	2024
Significant labor dispute	Yes	Yes	No

Corporate Governance Policy

Corporate Governance Policy

Overview of the Corporate Governance Policy and Guideline (6.1)

Corporate Governance Policy

Corporate Governance Policy : Yes

Company website on corporate governance policy : <https://scc-th.listedcompany.com/cg.html>

Policy and Guideline Related to the Board of Directors (6.1.1)

Policy and guideline related to the board of directors

Company policy and guideline : Nomination of Directors, Compensation, Independence of the Board of Directors, Director Development, Board Performance Evaluation, Corporate Governance of Subsidiaries and Associated Companies

Code of Conduct (6.2)

Establishing a Code of Conduct

Establishing a Code of Conduct

Code of Conduct : Yes

Policy and Guideline related to the Code of Conduct

Company policy and guideline : Preventing of Conflicts of Interest, Preventing the Misuse of Inside Information, Anti-corruption, Whistleblowing

Corporate Governance Structure
and Significant Information Regarding
the Board of Directors, Subcommittees,
Management,
Employee and Other Information

Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information

Board of Directors (7.2)

Composition of the board of directors (7.2.1)

	Number of persons	Percentage (%)
Total number of directors	15	100.00
Number of male directors	12	80.00
Number of female directors	3	20.00
Number of executive directors	1	6.67
Number of non-executive directors	14	93.33
Number of independent directors	9	60.00

Information on the board of directors and persons with authority to control the company (7.2.2)

List of directors

General information	Position	Date position was assumed	Experience and expertise
1. ACM SATITPONG SUKVIMOL Gender: Male Age: 75 years old Highest level of education: Bachelor's degree Major: Bachelor of Arts (Mass Communication) Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive) Director type: Re-elected as director	28 Mar 2018	Corporate Social Responsibility, Governance/ Compliance, Human Resource Management, Leadership, Change Management

2.	<p>Mr. CHUMPOL NALAMLIENG</p> <p>Gender: Male</p> <p>Age: 77 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Vice Chairman</p> <p>(Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p>	1 Aug 1992	<p>Finance & Securities, Finance, Governance/ Compliance, Data Management, Strategic Management</p>
3.	<p>Mr. ROONGROTE RANGSIYOPASH</p> <p>Gender: Male</p> <p>Age: 61 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive)</p> <p>Director type: Original director</p>	25 Mar 2015	<p>Project Management, Corporate Management, Leadership, Change Management, Governance/ Compliance</p>
4.	<p>Mr. KASEM WATANACHAI</p> <p>Gender: Male</p> <p>Age: 83 years old</p> <p>Highest level of education: Honorary degree</p> <p>Major: Medicine</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive)</p> <p>Director type: Re-elected as director</p>	28 Mar 2018	<p>Health Care Services, Corporate Social Responsibility, Project Management, Leadership, Governance/ Compliance</p>
5.	<p>Pol.Col. THUMNITHI WANICHTHANOM</p> <p>Gender: Male</p> <p>Age: 66 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Political Science</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive)</p> <p>Director type: Original director</p>	25 Apr 2018	<p>Law, Corporate Social Responsibility, Sustainability, Corporate Management, Leadership</p>

6.	Mr. PASU DECHARIN Gender: Male Age: 56 years old Highest level of education: Doctoral degree Major: Management of Technology Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	27 Mar 2019	Accounting, Risk Management, Audit, Internal Control, Governance/ Compliance
7.	Ms. PARNSIREE AMATAYAKUL Gender: Female Age: 54 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	27 Mar 2019	Information & Communication Technology, Corporate Management, Audit, Risk Management, Data Analysis
8.	Mr. PRASARN TRAIRATVORAKUL Gender: Male Age: 72 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	26 Aug 2019	Finance & Securities, Packaging, Data Analysis, Corporate Management, Leadership
9.	Mr. THAPANA SIRIVADHANABHAKDI Gender: Male Age: 49 years old Highest level of education: Honorary degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	8 Jun 2020	Food & Beverage, Marketing, Human Resource Management, Brand Management, Corporate Management

10.	Mr. SUPHACHAI CHEARAVANONT Gender: Male Age: 57 years old Highest level of education: Honorary degree Major: MBA, Marketing, Mass Communications Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	8 Jun 2020	Marketing, Human Resource Management, Corporate Management, Strategic Management, IT Management
11.	Ms. JAREEPORN JARUKORNSAKUL Gender: Female Age: 57 years old Highest level of education: Honorary degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	30 Mar 2022	Property Development, Transportation & Logistics, Corporate Management, Strategic Management, Governance/ Compliance
12.	Mrs. NUNTAWAN SAKUNTANAGA Gender: Female Age: 66 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	30 Mar 2022	Accounting, Finance, Risk Management, Audit, Governance/ Compliance
13.	Lt.Col. SOMCHAI KANJANAMANEE Gender: Male Age: 66 years old Highest level of education: Bachelor's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	30 Mar 2022	Corporate Social Responsibility, Project Management, Leadership, Strategic Management, Law

14.	Mr. CHOLANAT YANARANOP Gender: Male Age: 65 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	25 Jan 2023	Petrochemicals & Chemicals, Corporate Social Responsibility, Sustainability, Project Management, Strategic Management
15.	Mr. THAMMASAK SETHAUDOM Gender: Male Age: 55 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	29 Mar 2023	Sustainability, IT Management, Corporate Management, Data Analysis, Business Administration

Other Information pertaining to committees

The Chairman is an independent director	: No
The Chairman and the manager are the same person	: No
The Chairman and the manager are members of the same family	: No
The company appoints at least one independent director to determine the agenda of the Board of Directors' meetings	: No

Sub-committees (7.3)

Information about sub-committees (7.3.2)

Audit Committee

List of audit committee members

General information	Position	Date position was assumed	Experience and expertise
1. Mr. PASU DECHARIN [1] Gender: Male Age: 56 years old Highest level of education: Doctoral degree Major: Management of Technology Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	30 Mar 2022	Accounting, Risk Management, Audit, Internal Control, Governance/ Compliance
2. Ms. PARNSIREE AMATAYAKUL Gender: Female Age: 54 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	27 Mar 2019	Information & Communication Technology, Corporate Management, Audit, Risk Management, Data Analysis
3. Mrs. NUNTAWAN SAKUNTANAGA [1] Gender: Female Age: 66 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	30 Mar 2022	Accounting, Finance, Risk Management, Audit, Governance/ Compliance

[1] A director with the accounting expertise needed to review financial statements

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Governance and Nomination Committee	Mr. CHUMPOL NALAMLIENG	Chairman
	Ms. JAREEPORN JARUKORNSAKUL	Member
	Mr. PASU DECHARIN	Member
	Mr. ROONGROTE RANGSIYOPASH	Member
Remuneration Committee	Mr. THAPANA SIRIVADHANABHAKDI	Member
	Mr. CHOLANAT YANARANOP	Member
	Mr. PRASARN TRAIRATVORAKUL	Chairman
	Ms. PARNSIREE AMATAYAKUL	Member
	Mr. ROONGROTE RANGSIYOPASH	Member
CSR Committee for Sustainable Development	Mr. KASEM WATANACHAI	Chairman
	ACM SATITPONG SUKVIMOL	Member
	Lt.Col. SOMCHAI KANJANAMANEE	Member
	Pol.Col. THUMNITHI WANICHTHANOM	Member
	Mr. ROONGROTE RANGSIYOPASH	Member
	Mr. Chana Poomee	Member
	Mr. Paramate Nisagornsen	Member
	Mr. Yuttana Jiamtragan	Member
	Mr. THAMMASAK SETHAUDOM	Member
Environmental Sustainability Development Committee	Mr. CHOLANAT YANARANOP	Chairman
	Ms. PARNSIREE AMATAYAKUL	Member
	Mr. THAMMASAK SETHAUDOM	Member

Executives (7.4)

List and positions of the executive (7.4.1)

The four highest-ranking executives

General information	Position	Date position was assumed	Experience and expertise
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1.	Mr. Suracha Udomsak Gender: Male Age: 56 years old Highest level of education: Doctoral degree Major: Engineering	Chief Operations and Innovation Officer, SCG Chemicals	1 Jul 2019	Petrochemicals & Chemicals, Sustainability, Engineering, Strategic Management, Information & Communication Technology
2.	Mr. Kulachet Dharachandra Gender: Male Age: 51 years old Highest level of education: Bachelor's degree Major: Engineering	Executive Vice President, SCG Chemicals	1 Jul 2021	Petrochemicals & Chemicals, Packaging, Human Resource Management, Strategic Management, Change Management
3.	Mr. Wiroat Rattanachaisit Gender: Male Age: 54 years old Highest level of education: Bachelor's degree Major: Business Administration	President, SCG Smart Living and President, SCG Distribution and Retail	1 Jan 2022	Construction Materials, Project Management, Strategic Management, Marketing, Brand Management
4.	Mrs. CHANTANIDA SARIGAPHUTI [1] Gender: Female Age: 55 years old Highest level of education: Master's degree Major: Finance	Vice President-Finance and Investment & CFO	1 Jul 2022	Finance & Securities, Finance, Corporate Social Responsibility, Data Analysis, Corporate Management
5.	Mr. Chana Poomee Gender: Male Age: 59 years old Highest level of education: Doctoral degree Major: Engineering	Chief Sustainability Officer	1 Mar 2016	Corporate Social Responsibility, Human Resource Management, Sustainability, Corporate Management, Strategic Management
6.	Mr. Sakchai Patiparnpreechavud Gender: Male Age: 57 years old Highest level of education: Master's degree Major: Business Administration	Chief Executive Officer & President, SCG Chemicals	1 Jan 2018	Petrochemicals & Chemicals, Engineering, Strategic Management, Business Administration, Data Analysis
7.	Mr. Chattri Eamsobhana Gender: Male Age: 51 years old Highest level of education: Master's degree Major: Engineering	Chief Financial officer, SCG Chemicals	1 Jul 2023	Finance, Petrochemicals & Chemicals, Data Analysis, Strategic Management, Commerce

8.	Mr. Paramate Nisagornsen Gender: Male Age: 57 years old Highest level of education: Master's degree Major: Operational Management & Finance	Vice President- Corporate Administration	16 Nov 2017	Strategic Management, Risk Management, Business Administration, Data Analysis, Commerce
9.	Mr. Surachai Nimlaor Gender: Male Age: 56 years old Highest level of education: Bachelor's degree Major: Engineering	President-SCG Cement and Green Solution	1 Jan 2024	Construction Materials, Engineering, Strategic Management
10.	Mr. THAMMASAK SETHAUDOM Gender: Male Age: 55 years old Highest level of education: Master's degree Major: Business Administration	President & CEO	1 Jan 2024	Sustainability, IT Management, Corporate Management, Data Analysis, Business Administration

[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

Remuneration policy for executives (7.4.2 – 7.4.3)

Remuneration

	2022	2023	2024
Total executive remuneration (baht)	259,892,510.00	168,628,346.00	176,359,584.00

Other forms of remuneration

Employee Stock Ownership Plan (ESOP) : No

Employee Joint Investment Program (EJIP) : No

Employees (7.5)

Information about company employees

Employees

Number of male employees (persons)	: 40,417
Number of female employees (persons)	: 13,313
Total number of employees (persons)	: 53,730

Employee Remuneration

Total employee remuneration	: 0.00
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Provident fund

Total number of employees (persons)	: 53,730
Number of employees contributing to the PVD (persons)	: 40,041
Percentage of employees who are members (%)	: 74.52

Other Significant Information (7.6)

Other significant information

Assigned persons

- Person assigned to take direct responsibility for accounting oversight

General information	Email	Telephone
1. Mrs. Nadarat Pomtri	info@scg.com	0-2586-3333

- Company secretary

General information	Email	Telephone
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1.	Mrs. Pattarawan Tunsakul	corporatesecretary@scg.com	0-2586-6098
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• Head of internal audit

General information	Email	Telephone
1. Mr. Pitaya Chanboonmi	info@scg.com	0-2586-3333

• Head of compliance unit

General information	Email	Telephone
1. Mr. Rattakrai Limsitrakul	info@scg.com	0-2586-5777

• Head of investor relations

General information	Email	Telephone
1. Mr. Wachara Iamsakun	invest@scg.com	0-2586-4299

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. KPMG PHOOMCHAI AUDIT COMPANY LIMITED	<p>1. Mrs. SUREERAT THONGARUNSANG Email: sureerat@kpmg.co.th Telephone: -</p> <p>2. Mrs. PORNTHIP RIMDUSIT Email: porntipr@kpmg.co.th Telephone: -</p> <p>3. Mr SONGCHAI WONGPIRIYAPORN Email: songchai@kpmg.co.th Telephone: -</p>	2,650,000.00	<p>Details: -</p> <p>Total service fee (baht): 21,950,000.00</p>

Performance Report on Corporate Governance

Performance Report on Corporate Governance

Summary of Director Performance (8.1)

Selection, development, and evaluation of duty performance of the Board of Directors (8.1.1)

List of new directors appointed in the past year

• List of continuing directors (full term of directorship and being re-appointed as a director)

General information	Position	Date position was assumed	Experience and expertise
1. ACM SATITPONG SUKVIMOL Gender: Male Age: 75 years old Highest level of education: Bachelor's degree Major: Bachelor of Arts (Mass Communication) Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive) Director type: Re-elected as director	Date position was assumed: 28 Mar 2018	Corporate Social Responsibility, Governance/ Compliance, Human Resource Management, Leadership, Change Management
2. Mr. CHUMPOL NALAMLIENG Gender: Male Age: 77 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 1 Aug 1992	Finance & Securities, Finance, Governance/ Compliance, Data Management, Strategic Management
3. Mr. KASEM WATANACHAI Gender: Male Age: 83 years old Highest level of education: Honorary degree Major: Medicine Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	Date position was assumed: 28 Mar 2018	Health Care Services, Corporate Social Responsibility, Project Management, Leadership, Governance/ Compliance

4.	Mr. THAPANA SIRIVADHANABHAKDI Gender: Male Age: 49 years old Highest level of education: Honorary degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 8 Jun 2020	Food & Beverage, Marketing, Human Resource Management, Brand Management, Corporate Management
5.	Mr. SUPHACHAI CHEARAVANONT Gender: Male Age: 57 years old Highest level of education: Honorary degree Major: MBA, Marketing, Mass Communications Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 8 Jun 2020	Marketing, Human Resource Management, Corporate Management, Strategic Management, IT Management
6.	Ms. JAREEPORN JARUKORNSAKUL Gender: Female Age: 57 years old Highest level of education: Honorary degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 30 Mar 2022	Property Development, Transportation & Logistics, Corporate Management, Strategic Management, Governance/ Compliance

Development of directors over the past year

List of directors	Position	Participated in director development program
ACM SATITPONG SUKVIMOL	Chairman of the board	Participating
Mr. CHUMPOL NALAMLIENG	Vice Chairman	Participating
Mr. ROONGROTE RANGSIYOPASH	Director	Participating
Mr. KASEM WATANACHAI	Director	Participating
Pol.Col. THUMNITHI WANICHTHANOM	Director	Participating
Mr. PASU DECHARIN	Director	Participating
Ms. PARNSIREE AMATAYAKUL	Director	Participating

Mr. PRASARN TRAIRATVORAKUL	Director	Participating
Mr. THAPANA SIRIVADHANABHAKDI	Director	Participating
Mr. SUPHACHAI CHEARAVANONT	Director	Participating
Ms. JAREEPORN JARUKORNSAKUL	Director	Participating
Mrs. NUNTAWAN SAKUNTANAGA	Director	Participating
Lt.Col. SOMCHAI KANJANAMANEE	Director	Participating
Mr. CHOLANAT YANARANOP	Director	Participating
Mr. THAMMASAK SETHAUDOM	Director	Participating

Meeting attendance and remuneration to each Board member (8.1.2)

Meeting attendance of the board of directors

Number of board meetings (times) : 8

Date of AGM meeting : 27 Mar 2024

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	ACM SATITPONG SUKVIMOL (Chairman of the board)	-	8/8	Participating	Did not hold the meeting
2.	Mr. CHUMPOL NALAMLIENG (Vice Chairman)	-	8/8	Participating	Did not hold the meeting
3.	Mr. ROONGROTE RANGSIYOPASH (Director)	-	8/8	Participating	Did not hold the meeting
4.	Mr. KASEM WATANACHAI (Director)	-	8/8	Participating	Did not hold the meeting
5.	Pol.Col. THUMNITHI WANICHTHANOM (Director)	-	8/8	Participating	Did not hold the meeting

6.	Mr. PASU DECHARIN (Director)	-	8/8	Participating	Did not hold the meeting
7.	Ms. PARNSIREE AMATAYAKUL (Director)	-	8/8	Participating	Did not hold the meeting
8.	Mr. PRASARN TRAIRATVORAKUL (Director)	-	8/8	Participating	Did not hold the meeting
9.	Mr. THAPANA SIRIVADHANABHAKDI (Director)	-	6/8	Participating	Did not hold the meeting
10.	Mr. SUPHACHAI CHEARAVANONT (Director)	-	8/8	Participating	Did not hold the meeting
11.	Ms. JAREEPORN JARUKORNSAKUL (Director)	-	8/8	Participating	Did not hold the meeting
12.	Mrs. NUNTAWAN SAKUNTANAGA (Director)	-	8/8	Participating	Did not hold the meeting
13.	Lt.Col. SOMCHAI KANJANAMANEE (Director)	-	7/8	Participating	Did not hold the meeting
14.	Mr. CHOLANAT YANARANOP (Director)	-	8/8	Participating	Did not hold the meeting
15.	Mr. THAMMASAK SETHAUDOM (Director)	-	8/8	Participating	Did not hold the meeting

Remuneration for company directors

	List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non- monetary
1.	ACM SATITPONG SUKVIMOL (Chairman of the board)	-	0.00	5,574,198.90	No
2.	Mr. CHUMPOL NALAMLIENG (Vice Chairman)	-	0.00	3,716,128.65	No
3.	Mr. ROONGROTE RANGSIYOPASH (Director)	-	0.00	3,716,128.65	No
4.	Mr. KASEM WATANACHAI (Director)	-	0.00	3,716,128.65	No
5.	Pol.Col. THUMNITHI WANICHTHANOM (Director)	-	0.00	3,716,128.65	No
6.	Mr. PASU DECHARIN (Director)	-	0.00	3,716,128.65	No

7.	Ms. PARNSIREE AMATAYAKUL (Director)	-	0.00	3,716,128.65	No
8.	Mr. PRASARN TRAIRATVORAKUL (Director)	-	0.00	3,716,128.65	No
9.	Mr. THAPANA SIRIVADHANABHAKDI (Director)	-	0.00	3,716,128.65	No
10.	Mr. SUPHACHAI CHEARAVANONT (Director)	-	0.00	3,716,128.65	No
11.	Ms. JAREEPORN JARUKORNSAKUL (Director)	-	0.00	3,716,128.65	No
12.	Mrs. NUNTAWAN SAKUNTANAGA (Director)	-	0.00	3,716,128.65	No
13.	Lt.Col. SOMCHAI KANJANAMANEE (Director)	-	0.00	3,716,128.65	No
14.	Mr. CHOLANAT YANARANOP (Director)	-	0.00	3,716,128.65	No
15.	Mr. THAMMASAK SETHAUDOM (Director)	-	0.00	3,716,128.65	No

Report on the Audit Committee's Performance for the Past Year (8.2)

Report on the audit committee's performance for the past year

Meeting attendance of audit committee

Number of Audit committee meetings (times) : 6

	List of directors	Termination date	Number of the audit committee meeting
1.	Mr. PASU DECHARIN (Chairman of the audit committee)	-	6/6
2.	Ms. PARNSIREE AMATAYAKUL (Audit committee)	-	6/6
3.	Mrs. NUNTAWAN SAKUNTANAGA (Audit committee)	-	6/6