Human Resources Performance

Disclosure		Performance		Unit	2020	2021	2022	2023
		Full time emp	ployees: FTEs	Persons	509	505	517	533
GRI 2-7		Classified by type of	Permanent	Persons	392	396	407	419
	Employees	employment	Contract	Persons	117	109	110	114
52 /	p.oyecc	Classified by accusture of	Thailand	Persons	217	216	227	226
		Classified by country of operation	Lao People's Democratic Republic	Persons	292	289	290	307
		Classified by gender	Male	Persons	340	337	348	363
			Female	Percentage	67	67	67	68
				Persons	169	168	169	170
			remale	Percentage	33	33	33	32
GRI 405-1	Employees		Loop than 20 years	Persons	148	120	112	109
GRI 405-1	Employees		Less than 30 years	Percentage	29	24	22	20
		Classified by ago	20 to 50 years	Persons	328	345	364	384
		Classified by age 30 to 50 years Over 50 years	30 to 50 years	Percentage	64	68	70	72
			0 50	Persons	33	40	41	40
			Over 50 years	Percentage	6	8	8	8

Disclosure		Performance		Unit	2020	2021	2022	2023
			Thai	Persons	314	310	313	323
			Hiai	Percentage	61.69	61.39	60.54	60.6
				Persons	184	184	193	200
			Lao	Percentage	36.15	36.44	37.33	37.52
			Indian	Persons	5	6	5	6
	Employees	Classified by nationality	Indian	Percentage	0.98	1.19	0.97	1.13
			German Costarican	Persons	2	2	2	2
COD Clabal				Percentage	0.39	0.4	0.39	0.38
S&P Global				Persons	1	1	1	0
				Percentage	0.2	0.2	0.19	0
				Persons	1	1	1	0
			French	Percentage	0.2	0.2	0.19	0
				Persons	1	1	1	1
			Filipino	Percentage	0.2	0.2	0.19	0.19
				Persons	1	0	1	1
			Cambodian	Percentage	0.2	0	0.19	0.19

Disclosure		Performance		Unit	2020	2021	2022	2023
			The	Persons	314	310	313	323
			Thai	Percentage	61.69	61.39	60.54	60.6
			Loo	Persons	184	184	193	200
			Lao	Percentage	36.15	36.44	37.33	37.52
			Indian	Persons	5	6	5	6
			indian	Percentage	0.98	1.19	0.97	1.13
	Employees	Classified by race/ ethnicity	German	Persons	2	2	2	2
				Percentage	0.39	0.4	0.39	0.38
			Costarican	Persons	1	1	1	0
S&P Global				Percentage	0.2	0.2	0.19	0
S&P Global				Persons	1	1	1	0
				Percentage	0.2	0.2	0.19	0
			Filinina	Persons	1	1	1	1
			Filipino	Percentage	0.2	0.2	0.19	0.19
			Cambodian	Persons	1	0	1	1
			Cambodian	Percentage	0.2	0	0.19	0.19
		Classified by people with disability	Doople with dischility	Persons	0	0	0	0
			People with disability	Percentage	0	0	0	0
		Classified by older		Persons	0	0	0	12
		Classified by elder	elder employees	Percentage	0	0	0	0.02

Disclosure		Performance		Unit	2020	2021	2022	2023
		Top man	agement	Persons	22	21	20	20
			Mala	Persons	18	15	14	15
		T	Male	Percentage	82	71	70	75
		Top management	Famala	Persons	4	6	6	5
			Female	Percentage	18	29	30	25
		Middle ma	nagement	Persons	13	19	22	23
		Middle management	Male	Persons	10	10	13	14
	Empolyees		мае	Percentage	77	53	59	61
			Famala	Persons	3	9	9	9
S&P Global and			Female	Percentage	23	47	41	39
GRI 405-1		Junior management		Persons	68	62	64	65
		Junior management	Male	Persons	37	36	35	36
			Male	Percentage	54	58	55	55
				Persons	31	26	29	29
			Female	Percentage	46	42	45	45
		Officer/ Non-	management	Persons	406	403	411	425
			Mala	Persons	275	276	286	298
		Office of New York and	Male	Percentage	68	68	70	70
		Officer/ Non-management	Fac. 1	Persons	131	127	125	127
			Female	Percentage	32	32	30	30

Disclosure		Performance		Unit	2020	2021	2022	2023
		Management of revenu	e-generating functions	Persons	54	53	59	245
			Mala	Persons	50	47	50	226
		Management of revenue-	Male	Percentage	93	89	85	92
		generating functions	Fomolo	Persons	4	6	9	19
S&P Global and	Employoos		remale	Percentage	7	11	15	8
GRI 405-1	Employees	Management of revenue-generating functions	236	255				
			Mole	Persons	216	222	223	237
			ividie	Percentage	95	94	94	93
			FI-	Persons	12	14	13	18
			Female	Percentage	5	6	6	7
		New empl	oyee hires	Persons	82	24	34	71
		Classified by gender	Male	Persons	63	17	26	50
		Classified by gerider	Female	Persons	19	7	8	21
		Classified by age	Less than 30 years	Persons	45	14	22	37
	New employee		30 to 50 years	Persons	32	10	11	34
001.404.4	hires		Over 50 years	Persons	5	0	1	0
			Top management	Persons	ND	ND	53 59 47 50 89 85 6 9 11 15 236 236 222 223 94 94 14 13 6 6 24 34 17 26 7 8 14 22 10 11 0 1 ND ND ND ND ND ND ND ND ND ND ND ND 5 7 71 76 29 24 58 65 42 32	0
Gai Giobai		Classified by position	Middle management	Persons	ND	ND		2
		Classified by position	Junior management	Persons	ND	ND		3
	New employee hires Persons Registration Registration Persons Registration Registra	ND	66					
		New employ	ee hiring rate	Percentage	16	5	7	13
	New employee hiring rate	Classified by gonder	Male	Percentage	77	71	76	70
	Tilling raco	Classified by gerider	Female	Percentage	23	29	24	30
001.404.4			Less than 30 years	Percentage	55	58	65	52
GRI 401-1 and S&P Global GRI 401-1 and S&P Global	New employee hiring rate	Classified by age	30 to 50 years	Percentage	39	42	32	48
Cai Ciobai	Tilling rate		Over 50 years	Percentage	6	0	3	0

Remarks:

⁻ ND means No Data Available

Disclosure		Performance		Unit	2020	2021	2022	2023
	Open	positions filled by internal candida	ates/ internal hires	Percentage	30.51	71.62	57.5	56.35
S&P Global		Average hiring cost per I	=TE	Baht/staff	20,490	65,258	57,526	34,975
		Employe	e turnover	Persons	29	15	56	34
		01 15 11	Male	Persons	20	10	37	26
	Employee	Classified by gender	Female	Persons	9	5	19	{
	turnover		Less than 30 years	Persons	11	5	11	Į
		Classified by age	30 to 50 years	Persons	16	9	37	25
001.404.4			Over 50 years	Persons	2	1	8	4
GRI 401-1		Employee t	urnover rate	Percentage	6	3	12 57.5 18 57,526 15 56 10 37 15 19 11 8 3 11 17 66 33 34 33 20 60 66 7 14 4 54 99 35 5 19 5 11 99 36 0 7 3 10 44 65 66 35 66 20 44 67	(
	Employee turnover rate	01 15 11	Male	Percentage	69	67	66	76
		Classified by gender	Female	Percentage	31	33	34	24
		Classified by age	Less than 30 years	Percentage	38	33	20	15
			30 to 50 years	Percentage	55	60	66	7.
			Over 50 years	Percentage	7	7	33 20 60 66 7 14 14 54	1:
		Voluntary emp	oloyee turnover	Persons	23	14	54	34
		01 10 1	Male	Persons	15	9	65,258 57,526 15 56 10 37 5 19 5 11 9 37 1 8 3 11 67 66 33 34 33 20 60 66 7 14 14 54 9 35 5 19 5 11 9 36 0 7 3 10 64 65 36 35 36 20 64 67	26
	Ave Ave Classi Employee turnover Class Employee turnover rate Classi Classi	Classified by gender	Female	Persons	8	5	19	8
			Less than 30 years	Persons	Percentage 30.51 71.62 57.5 Baht/staff 20,490 65,258 57,5 Persons 29 15 Persons 20 10 Persons 9 5 Persons 11 5 Persons 16 9 Persons 2 1 Percentage 6 3 Percentage 69 67 Percentage 33 33 Percentage 55 60 Percentage 7 7 Persons 23 14 Persons 15 9 Persons 5 9 Persons 8 5 Persons 9 13 9 Persons 13 9 Persons 2 0 Persons 2 0 Persons 3 6 Persons 3 6 Persons	11	ļ	
		Classified by age	30 to 50 years	Persons	13	9	36	2
0000111			Over 50 years	Persons	2	0	7	4
S&P Global		Voluntary emplo	yee turnover rate	Percentage	5	3	10	(
		01 15 11	Male	Percentage	65	64	65	76
		Classified by gender	Female	Percentage	35	36	35	24
			Less than 30 years	Percentage	35	36	20	1
		Classified by age	30 to 50 years	Percentage	57	64	67	74
			Over 50 years	Percentage	9	0	13	12

Disclosure		Performance		Unit	2020	2021	2022	2023
		Parenta	al leave	Persons	509	505	517	533
		Classified by gooden	Male	Persons	340	337	169	170
		Classified by gender	Female	Persons	169	168	348	363
		Employees that to	ook parental leave	Persons	ND	ND	12	!
		Classified by age	Male	Persons	ND	ND	6	
		Classified by age	Female	Persons	ND	ND	6	-
		Retention rate of employees that took parental leave		Persons	ND	ND	12	
GRI 401-3	Parental leave	Classified by gooden	Male	Persons	ND	ND	6	
		Classified by gender	Female	Persons	ND	ND	6	
		Employees that took parental leave, returned to work after parental leave ended, and still employed 12 months after return to work		Persons	ND	ND	12	
		Classified by gender	Male	Persons	ND	ND	6	
			Female	Persons	ND	ND	6	
		Retention rate of employees that took parental leave		Percentage	ND	ND	100	10
		Retention rate of employe	es that took parental leave	Percentage	ND	ND	337 169 168 348 ND 12 ND 6 ND 6 ND 12 ND 6 ND 6 ND 12 ND 6	10
		remuneration of female to male to male employees, classified by	Top Base salary management	Ratio	ND	0.86	0.68	0.7
	Equal pay assessment of		Middle Base salary management	Ratio	ND	0.62	0.68	0.7
GRI 405-2	female to male employees		Junior Base salary management	Ratio	ND	0.9	0.91	0.9
			Officer/ Non- management Base salary	Ratio	ND	1.07	1.04	1.0

Remarks:

⁻ ND means No Data Available

Disclosure		Performance			Unit	2020	2021	2022	2023
	Total training hours			Hours	10,939	16,737	17,173	14,759	
		Total trai	ning hours		Hours/FTE	32	40	38	42
			Classified by	Male	Hours/ FTE	30	41	39	40
			gender	Female	Hours/FTE	37	37	29	29
GRI 404-1	Training hours		Classified by position	Top management	Hours/ FTE	26	21	21	40
		Average training hours per FTE		Middle management	Hours/ FTE	65	51	34	77
				Junior management	Hours/ FTE	62	83	47	47
				Officer/ Non- management	Hours/ FTE	24	33	38	32
		Trainin	g budget		Million THB	4.2	4.04	6.08	8.42
		Training budget per FTE			THB/ FTE	12,402	9,624	13,600	17,697
		Classified by sender	М	ale	THB/ FTE	11,594	10,089	12,635	15,176
S&P Global		Classified by gender	Fer	male	THB/ FTE	14,017	8,643	13,258	11,497
284 (1009)	Training budget per FTE		Top mar	nagement	THB/ FTE	34,192	16,210	12,605	24,750
	po <u>_</u>	Classified by position	Middle management		THB/ FTE	31,875	13,805	19,125	47,709
			Junior ma	anagement	THB/ FTE	27,679	14,098	20,275	17,106
			Officer/ Non-	-management	THB/ FTE	6,874	8,364	12,190	11,073