

Human Resources Performance

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

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

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

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

Disclosure	Performance			Unit	2020	2021	2022	2023
S&P Global and GRI 405-1	Employees	Management of revenue-generating functions		Persons	54	53	59	245
		Management of revenue-generating functions	Male	Persons	50	47	50	226
				Percentage	93	89	85	92
			Female	Persons	4	6	9	19
				Percentage	7	11	15	8
		Science, Technology, Engineering & Mathematics: STEM		Persons	228	236	236	255
		Science, Technology, Engineering & Mathematics: STEM	Male	Persons	216	222	223	237
				Percentage	95	94	94	93
			Female	Persons	12	14	13	18
				Percentage	5	6	6	7
GRI 401-1 and S&P Global	New employee hires	New employee hires		Persons	82	24	34	71
		Classified by gender	Male	Persons	63	17	26	50
			Female	Persons	19	7	8	21
		Classified by age	Less than 30 years	Persons	45	14	22	37
			30 to 50 years	Persons	32	10	11	34
			Over 50 years	Persons	5	0	1	0
		Classified by position	Top management	Persons	ND	ND	ND	0
			Middle management	Persons	ND	ND	ND	2
			Junior management	Persons	ND	ND	ND	3
			Officer/ Non-management	Persons	ND	ND	ND	66
	New employee hiring rate	New employee hiring rate		Percentage	16	5	7	13
		Classified by gender	Male	Percentage	77	71	76	70
			Female	Percentage	23	29	24	30
	GRI 401-1 and S&P Global	New employee hiring rate	Classified by age	Less than 30 years	Percentage	55	58	65
30 to 50 years				Percentage	39	42	32	48
Over 50 years				Percentage	6	0	3	0

Remarks :

- ND means No Data Available

Disclosure	Performance			Unit	2020	2021	2022	2023
S&P Global	Open positions filled by internal candidates/ internal hires			Percentage	30.51	71.62	57.5	56.35
	Average hiring cost per FTE			Baht/staff	20,490	65,258	57,526	34,975
GRI 401-1	Employee turnover	Employee turnover		Persons	29	15	56	34
		Classified by gender	Male	Persons	20	10	37	26
			Female	Persons	9	5	19	8
		Classified by age	Less than 30 years	Persons	11	5	11	5
			30 to 50 years	Persons	16	9	37	25
			Over 50 years	Persons	2	1	8	4
	Employee turnover rate	Employee turnover rate		Percentage	6	3	11	6
		Classified by gender	Male	Percentage	69	67	66	76
			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	74
			Over 50 years	Percentage	7	7	14	12
S&P Global	Voluntary employee turnover	Voluntary employee turnover		Persons	23	14	54	34
		Classified by gender	Male	Persons	15	9	35	26
			Female	Persons	8	5	19	8
		Classified by age	Less than 30 years	Persons	8	5	11	5
			30 to 50 years	Persons	13	9	36	25
			Over 50 years	Persons	2	0	7	4
	Voluntary employee turnover rate	Voluntary employee turnover rate		Percentage	5	3	10	6
		Classified by gender	Male	Percentage	65	64	65	76
			Female	Percentage	35	36	35	24
		Classified by age	Less than 30 years	Percentage	35	36	20	15
			30 to 50 years	Percentage	57	64	67	74
			Over 50 years	Percentage	9	0	13	12

Disclosure	Performance				Unit	2020	2021	2022	2023
GRI 401-3	Parental leave	Parental leave			Persons	509	505	517	533
		Classified by gender	Male		Persons	340	337	169	170
			Female		Persons	169	168	348	363
		Employees that took parental leave			Persons	ND	ND	12	9
		Classified by age	Male		Persons	ND	ND	6	3
			Female		Persons	ND	ND	6	6
		Retention rate of employees that took parental leave			Persons	ND	ND	12	9
		Classified by gender	Male		Persons	ND	ND	6	3
			Female		Persons	ND	ND	6	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	9
		Classified by gender	Male		Persons	ND	ND	6	3
			Female		Persons	ND	ND	6	6
		Retention rate of employees that took parental leave			Percentage	ND	ND	100	100
		Retention rate of employees that took parental leave			Percentage	ND	ND	100	100
GRI 405-2	Equal pay assessment of female to male employees	Ratio of base salary and remuneration of female to male employees, classified by position	Top management	Base salary	Ratio	ND	0.86	0.68	0.75
			Middle management	Base salary	Ratio	ND	0.62	0.68	0.74
			Junior management	Base salary	Ratio	ND	0.9	0.91	0.93
			Officer/ Non-management	Base salary	Ratio	ND	1.07	1.04	1.04

Remarks :
- ND means No Data Available

Disclosure	Performance				Unit	2020	2021	2022	2023
GRI 404-1	Training hours	Total training hours			Hours	10,939	16,737	17,173	14,759
		Total training hours			Hours/ FTE	32	40	38	42
		Average training hours per FTE	Classified by gender	Male	Hours/ FTE	30	41	39	40
				Female	Hours/ FTE	37	37	29	29
			Classified by position	Top management	Hours/ FTE	26	21	21	40
				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		
S&P Global	Training budget per FTE	Training 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 gender	Male	THB/ FTE	11,594	10,089	12,635	15,176	
			Female	THB/ FTE	14,017	8,643	13,258	11,497	
		Classified by position	Top management	THB/ FTE	34,192	16,210	12,605	24,750	
			Middle management	THB/ FTE	31,875	13,805	19,125	47,709	
			Junior management	THB/ FTE	27,679	14,098	20,275	17,106	
			Officer/ Non-management	THB/ FTE	6,874	8,364	12,190	11,073	