



Human Resource & Human Capital

GRI Standard	Topic	Performance Data	UoM	2019	2020	2021	2022
GRI 2-7, GRI 405-1	Total Employee	Total Employee	Person	-	3,804	3,621	3,542
		By Gender					
		• Male	Person	-	1,600	1,550	1,514
		• Female	Person	-	2,204	2,071	2,028
		By Age					
		• >55	Person	-	133	88	48
		• 40-54	Person	-	1,412	1,279	1,283
		• 24-39	Person	-	2,105	2,132	2,074
		• <24	Person	-	154	122	137
		By Region					
		• Thailand	Person	-	3,437	3,307	3,252
		• Overseas	Person	-	367	314	290
		By Nationality					
		• Thai	Person	-	-	-	-
		• Others	Person	-	-	-	-
		By Function					
		• Commercial	Person	-	686	611	618
• Supply Chain & Manufacturing	Person	-	2,466	2,399	2,333		



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GRI 2-7, GRI 405-1	Total Employee	• Support	Person	-	652	611	591
		People with disability	Person	-	64	130	-
		Total Contractor	Person	-	1,506	1,570	1,686
GRI 401-1	New Employee Hires and Employee Turnover	New Employee Hires					
		Total New Employee	Person	780	408	458	517
		• Male	Person	347	216	195	225
		• Female	Person	433	192	263	292
		Total New Employee Hire Rate	New hire rate (%)	23.57%	12.39%	14.60%	16.85%
		Internal Recruitment	Percentage	-	-	-	6.32%
		Employee Turnover					
		Total Employee Turnover	Person	888	425	612	587
		• Male	Person	271	191	299	265
		• Female	Person	617	234	313	322
		Total Employee Turnover Rate	Turnover Rate	26.83%	12.91%	19.50%	19.13%
		Total Voluntary Employee Turnover Rate	Turnover Rate	11.18%	8.99%	16.00%	15.61%
GRI 404-1	Employees Training	Total training hours provided to employees	Hours	-	36,451	36,612	57,881
		Total average training hours	Hours / Employee	-	11.11	13.00	18.56
		By Gender					
		• Male	Hours / Employee	-	2,756	20,481	30,445
		• Female	Hours / Employee	-	2,426	16,131	27,436



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GRI 404-1	Employees Training	By Level					
		• Executive (OLT) and Management (head of)	Hours / Employee	-	1,873	10,905	11,771
		• Non-management (senior + exec)	Hours / Employee	-	3,309	25,707	46,110
	Employee Experiences Survey	Employee engagement score	%	-	75%	-	71%
		By Gender					
		• Male	%	-	75%	-	71%
		• Female	%	-	75%	-	71%

Remarks:

- Full-scale version of employee engagement survey is conducted every two years.