

TRAINING SUMMARY 2025

HUMAN CAPITAL DEVELOPMENT

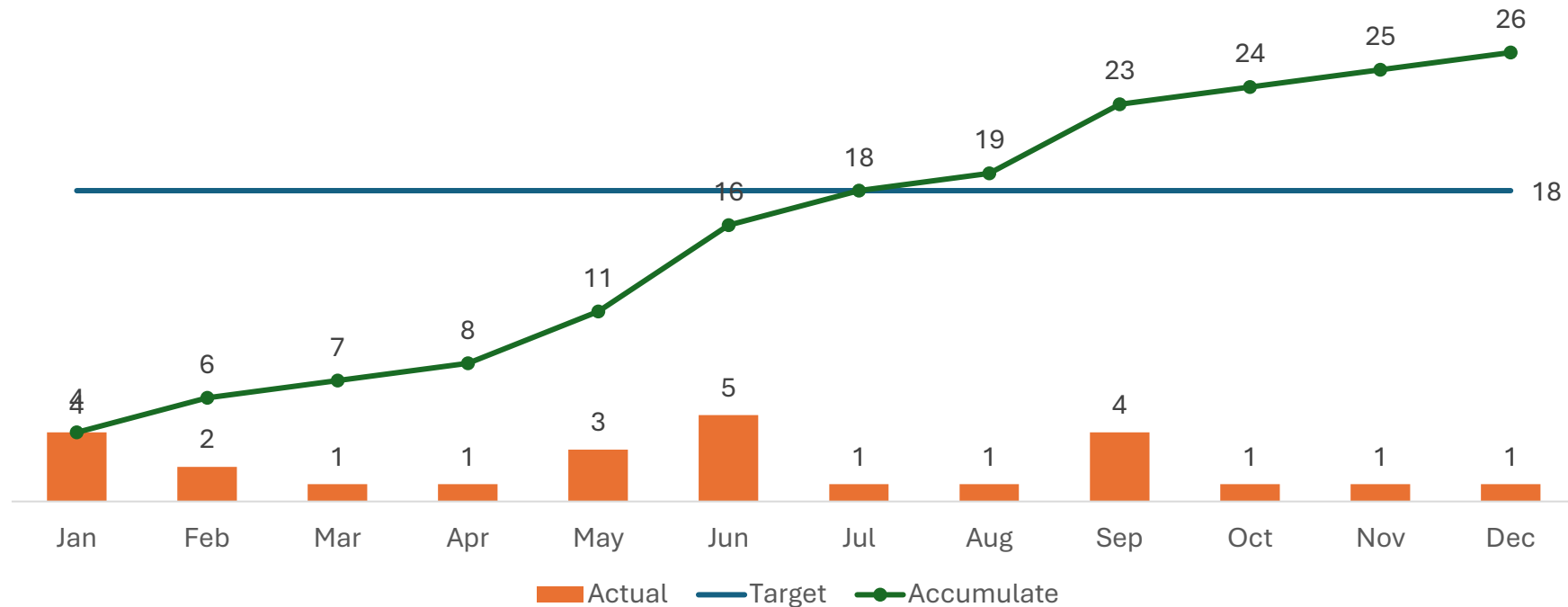
Learning Cost by Company and Average Spending Per Head

Company	Amount spent on Training	%
Greenville Company Limited	202,435	1.8
Siam Glass Industry Company Limited	99,260	0.9
Siam Glass Ayutthaya Company Limited	175,881	1.5
Siam Cullet Company Limited	40,867	0.4
Osotspa Public Company Limited	10,711,071	93.8
Osotspa Beverage Company Limited	24,800	0.2
Osotspa Innovation Center Company Limited	165,455	1
Total Amount Spent on Training	11,419,769	100%
Number of employees in December	2,072	
Average Training Cost/Head	5,511.47	

Average Learning Hours

26.40 hrs/head

Target vs Actual Learning Hour per head



Training Hours by Gender

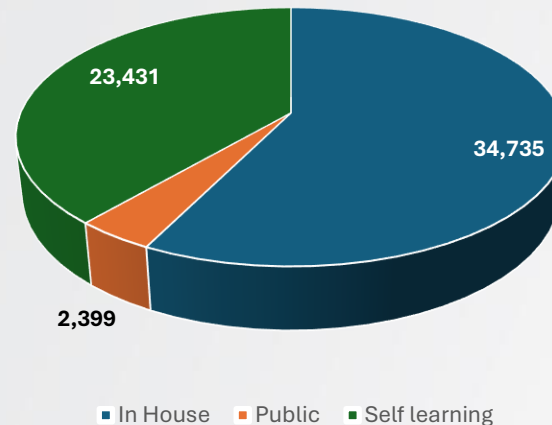
Gender	Learning Hours	%
Male	30,711	51%
Female	29,854	49%
Total	60,565	100%

Training Hours by Level

Type of Learning	Learning Hours	%
Top Management	32	0.05
Chief of Function	343	0.57
H3 / SP3	496	0.82
H2 / SP2	2,434	4.02
H1 / SP1	7,850	12.96
Advisor	16	0.03
Senior Executive / Lead	10,432	17.22
Executive / Supervisor	15,345	25.34
Staff	23,618	39
Total	60,565	100%

Training Hours by Learning Type

Type of Learning	Learning Hours	%
In House	34,735	57.35
Public	2,399	3.96
Self Learning	23,431	38.69
Total	60,565 Hours	100%



Training Hours by Learning Category

Type of Learning	Learning Hours	%
Corporate Learning	10,290	17
Functional Learning	26,843.87	44
Self Learning	23,430.81	39
Total	60,565	100%

Digital Transition Programs

Power BI

Course Name : สร้างกราฟและแดชบอร์ดให้ปังด้วย Power BI

☐ No. of Participants : 36 pax

Course Name : สร้างกราฟและแดชบอร์ดให้ปังด้วย Power BI รุ่น 2

☐ No. of Participants : 30 pax

Course Name : Power BI

☐ No. of Participants : 36 pax

AI

Course Name : อัปเดตเทรนด์ล่าสุด AI/GEN AI ที่ส่งผลกระทบต่อธุรกิจ

☐ No. of Participants : 285 pax

ACT Train-the-Trainer for ACT Champion

ACT Champion : Role & Responsibility

1) Lead and Integrate ACT Culture

- Be the working team to design, develop, and implement activities and communication strategies that promote the ACT culture (Achievement, Consumer Focus, Teamwork) across the organization

2) Champion & Represent the BU/Function

- Embed and drive the ACT culture within your BU/function, ensuring alignment with overall cultural goals
- Lead initiatives and activities that reinforce ACT within your BU/function and serve as a role model for others

3) Co-Facilitate ACT Launch & Engagement

- Co-facilitate the launch and ongoing promotion of the ACT culture i.e. culture workshop or other engagement activities
- Monitor the effectiveness of ACT initiatives, gather feedback, and share progress to working team

No.	Function	Management Level
1	Consumer Market Insight & Analytics	H2
2	Corporate Communication and CSR	H2
3	Domestic Beverage BU	H1
4	External Affairs and Sustainability	H1
5	Finance and Accounting	H2
6	Finance and Accounting	H2
7	Home & Personal Care and Health Care BU	H2
8	Home & Personal Care and Health Care BU	H2
9	Innovation	H1
10	Innovation	Senior Exe.
11	Internal Audit	Senior Exe.
12	International Beverage BU	H1
13	Legal	H1
14	Manufacturing	H2
15	Manufacturing	H1
16	Supply Chain and Digital Technology	H1
17	Supply Chain and Digital Technology	H1
18	Supply Chain and Digital Technology	H1