

Human Resource

Labor Practices

Standard		Topics of data disclosure	Unit	Performance										2022		Note(s)/ Omission(s)	
SDGs	Disclosure			2017		2018		2019		2020		2021		F	M		
				F	M	F	M	F	M	F	M	F	M				
Employment																	
Goal 5		Total number of full-time and part-time employees (by gender, age group and position)	Total number of employees	NA	NA	314	1159	326	1149	328	1106	318	1054	465	1517	Notes (1)	
Goal 10	Disclosure 405-1	Total number of permanent employees	Person			295	1038	302	1006	301	963	301	940	417	1333	Notes (2)	
		Total number of employees by region															Notes (2)
		• Full-time employees in Thailand - Bangkok	Person	NA	NA	103	109	107	112	109	108	105	110	125	124		
		• Full-time employees in Thailand - provincial areas	Person	NA	NA	86	398	87	364	87	336	84	298	189	720		
		• Full-time employees in foreign locations	Person	NA	NA	106	531	108	530	105	519	112	532	103	489		
		Total number of employees by level and age		NA	NA	189	507	194	476	196	444	189	408	314	844		Notes (3)
		Director Level up (Level B1 – E2)	%	NA	NA	2%	3%	2%	3%	2%	3%	2%	3%	1%	2%		Notes (3)
		• >50 years	%	NA	NA	100%	71%	100%	77%	100%	85%	100%	85%	100%	73%		Notes (3)
		• 30 – 50 years	%	NA	NA	0%	29%	0%	23%	0%	15%	0%	15%	0%	27%		Notes (3)
		• < 30 years	%	NA	NA	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%		Notes (3)
		Manager Level (Level M1 – M4)	%	NA	NA	12%	7%	13%	8%	13%	9%	13%	10%	11%	7%		Notes (3)
		• >50 years	%	NA	NA	45%	34%	42%	31%	44%	31%	42%	33%	38%	33%		Notes (3)
		• 30 – 50 years	%	NA	NA	55%	66%	58%	67%	56%	69%	58%	67%	62%	67%		Notes (3)
		• < 30 years	%	NA	NA	0%	0%	0%	3%	0%	0%	0%	0%	0%	0%		Notes (3)
		Employees (Level P1 – P4)	%	NA	NA	78%	28%	77%	32%	79%	34%	78%	35%	57%	27%		Notes (3)
		• >50 years	%	NA	NA	10%	17%	11%	17%	14%	17%	14%	20%	19%	31%		Notes (3)
• 30 – 50 years	%	NA	NA	67%	59%	63%	57%	60%	63%	69%	64%	68%	60%		Notes (3)		
• < 30 years	%	NA	NA	23%	24%	25%	26%	26%	20%	17%	15%	13%	8%		Notes (3)		
Employees (Level O1 – S2)	%	NA	NA	8%	61%	8%	57%	7%	54%	7%	52%	32%	64%		Notes (3)		
• >50 years	%	NA	NA	25%	24%	27%	29%	38%	33%	46%	36%	14%	30%		Notes (3)		
• 30 – 50 years	%	NA	NA	69%	69%	73%	62%	62%	60%	46%	59%	58%	56%		Notes (3)		
• < 30 years	%	NA	NA	6%	7%	0%	9%	0%	7%	5%	8%	28%	15%		Notes (3)		

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SDGs	Disclosure			2017		2018		2019		2020		2021			2022	
				F	M	F	M	F	M	F	M	F	M		F	M
	Disclosure 401-1	Total number of New Employee hires														
		Total number of New Employee hires by region		NA	NA	38	103	31	94	13	54	8	40	34	151	
		• Number of new, full-time employees in Thailand - Bangkok	Person	NA	NA	10	22	13	20	6	7	3	11	6	14	
			%	NA	NA	26%	21%	42%	21%	46%	13%	38%	28%	18%	9%	
		• Number of new, full-time employees in Thailand - provincial areas	Person	NA	NA	24	66	7	40	1	20	1	4	26	121	
			%	NA	NA	63%	64%	23%	43%	8%	37%	13%	10%	76%	80%	
		• Number of new, full-time employees in foreign locations	Person	NA	NA	4	15	11	34	6	27	4	25	2	16	
			%	NA	NA	11%	15%	35%	36%	46%	50%	50%	63%	6%	11%	
		Total number of New Employee hires by age	Person	NA	NA	38	103	31	94	13	54	8	40	32	135	Notes (3)
		• >50 years	Person	NA	NA	0	8	0	3	1	3	0	2	1	9	Notes (3)
			%	NA	NA	0%	9%	0%	5%	14%	11%	0%	13%	3%	7%	
		• 30 - 50 years	Person	NA	NA	10	55	9	28	2	20	2	8	12	81	Notes (3)
			%	NA	NA	29%	63%	45%	47%	29%	74%	50%	53%	38%	60%	
• < 30 years	Person	NA	NA	24	25	11	29	4	4	2	5	19	45	Notes (3)		
	%	NA	NA	71%	28%	55%	48%	57%	15%	50%	33%	59%	33%			
Goal 5 and Goal 10	Disclosure 405-1	Number of employees with disabilities, or other underprivileged groups	Person	1	NA	0	1	0	1	0	1	0	1	0	3	Notes (4)
		Employees with disabilities, classified by location														
		• Number of full-time employees with disabilities in Thailand - Bangkok	Person	NA	NA	0	1	0	1	0	1	0	1	0	1	
		• Number of full-time employees with disabilities in Thailand - provincial areas	Person	NA	NA	0	0	0	0	0	0	0	0	0	2	
		• Number of full-time employees with disabilities in foreign locations	Person	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	0	0	

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Standard		Topics of data disclosure	Unit	Performance										Note(s)/ Omission(s)		
SDGs	Disclosure			2017		2018		2019		2020		2021			2022	
				F	M	F	M	F	M	F	M	F	M		F	M
Compensation																
Goal 5	Disclosure 405-2	Ratio of basic salary and remuneration of women	Female : Male	NA	0.95 : 1.00		1.19 : 1.00		1.17 : 1.00		1.12 : 1.00		1.22 : 1		Notes (5)	
		• Director Level up (Level B1 – E2)	Female : Male	NA	NA		NA		NA		NA		N/A		Notes (5)	
		• Manager Level (Level M1 – M4)	Female : Male	NA	0.80 : 1.00		0.89 : 1.00		0.88 : 1.00		0.83 : 1.00		0.87 : 1		Notes (5)	
		• Employees (Level O1 – P4)	Female : Male	NA	0.92 : 1.00		0.98 : 1.00		0.96 : 1.00		0.97 : 1.00		0.98 : 1		Notes (5)	
		• Employees (Level O1 – S2)	Female : Male	NA	1.12 : 1.00		1.04 : 1.00		1.04 : 1.00		1.03 : 1.00		0.98 : 1		Notes (5)	
Engagement																
Goal 8	Disclosure 402-1	Employee engagement: Initiatives	Yes/No	●	●		●		●		●		●			
		Employee engagement: Targets	%	●	75%		●		●		●		●			
		Employee engagement Survey results	%	NA	68%		NA		NA		NA		NA		Notes (6)	
	Disclosure 401-1	Employee turnover rate														
		• Employee turnover rate	Person	NA	65		61		32		45		179		Notes (7)	
			%	NA	9.23%		9.37%		5.37%		8.38%		15.17%		Notes (9)	
		• Employee turnover rate by gender	Person	NA	NA	21	44	12	48	3	29	6	39	49	130	Notes (7)
			%	NA	NA	32%	68%	20%	79%	9%	91%	13%	87%	27%	73%	Notes (7)
		Employee turnover rate By Region	person	NA	NA	31	88	31	97	10	61	15	73	55	170	Notes (8)
		• Resignation of full-time employees in Thailand - Bangkok	Person	NA	NA	11	18	7	10	2	6	3	6	13	11	
			%	NA	NA	35%	20%	23%	10%	20%	10%	20%	8%	24%	6%	
		• Resignation of full-time employees in Thailand - provincial areas	Person	NA	NA	8	28	5	38	1	23	3	33	36	119	
			%	NA	NA	26%	32%	16%	39%	10%	38%	20%	45%	65%	70%	
		• Resignation of full-time employees in foreign locations	Person	NA	NA	12	42	19	49	7	32	9	34	6	40	
			%	NA	NA	39%	48%	61%	51%	70%	52%	60%	47%	11%	24%	
		Employee turnover rate By Age	person	NA	NA	19	46	12	48	3	29	6	39	49	130	Notes (7)
		• >50 years	Person	NA	NA	1	1	1	4	1	1	0	3	3	11	Notes (7)
			%	NA	NA	5%	2%	8%	8%	33%	3%	0%	8%	6%	8%	Notes (7)
• 30 - 50 years	Person	NA	NA	11	34	5	14	2	24	2	28	22	80	Notes (7)		
	%	NA	NA	58%	74%	42%	29%	67%	83%	33%	72%	45%	62%	Notes (7)		
• < 30 years	Person	NA	NA	7	11	6	30	0	4	4	8	24	39	Notes (7)		
	%	NA	NA	37%	24%	50%	63%	0%	14%	67%	21%	49%	30%	Notes (7)		

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SDGs	Disclosure			2017		2018		2019		2020		2021		2022								
				F	M	F	M	F	M	F	M	F	M	F	M							
	Disclosure 401-3	Employees that returned to work after parental leave rate	%	100%		100%		100%		100%		100%		100%		Notes (3)						
		Total number of employees with rights for maternity/parental leave	%	NA		100%		100%		100%		100%		100%		Notes (3)						
		Number of employees taking parental leave	Person	8		3		15		5		15		1		9	4	8	6	19	Notes (3)	
		Total number of employees that resumed work after parental leave	Person	8		3		15		5		15		1		9	4	8	6	19	Notes (3)	
	Disclosure 402-1	Method to encourage employees to form group for negotiation with the company. For instance, establishment of employee welfare committee	Yes/No	●		●		●		●		●		●		●		●		●		Notes (3)

Training and Education

Goal 4	Disclosure 404-2	Employee training and education: initiatives	Yes/No	●		●		●		●		●		●		●		●		Notes (3)	
	Disclosure 404-3	Total investment in employee training and education	Million Baht	7.26		5.99		7.6		4.4		1.06		6.18		Notes (3)					
		Employee training and education: Targets	Hour	●		●		●		●		●		●		Notes (3)					
		Benefits from employee training and education for employees and/or organization	Yes/No	●		●		●		●		●		●		Notes (3)					
	Disclosure 404-1	Average hours of training per year per employee	Hour/person/year	52.12		42.87		50.74		36.12		25.20		45.99							

Notes :

NA (Not Available): No data collected

(1) Thailand and all foreign countries

(2) Full-time employees (Thailand and foreign locations)

(3) Full-time employees in Thailand only

(4) For the Group's subsidiaries that cannot hire any handicapped employees, the company then compensates through financial donations/contributions to the promotion and development of disability life-enhancing causes, according to requirements.

(5) Excludes product delivery truck drivers

(6) Next employee engagement survey will be conducted in 2022

(7) Includes all full-time employees with voluntary resignation (Thailand only)

(8) Includes all full-time employees with voluntary resignation (Thailand and foreign locations)

(9) Correction of data due to adjustment of calculation method