



People

| People | | | | | | | | | | | | | | | |
|---------------------|--|----------------------|----------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|
| GRI | Required Data | Unit | OR Performance | | | | | | | | | | | | |
| | | | 2021 | | | 2022 | | | 2023 | | | 2024 | | | |
| | | | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women | Target |
| | - Other Provinces ^[3] | Manpower | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | - International | Manpower | - | - | - | - | - | - | - | - | - | - | - | - | - |
| GRI 2-8 (2021) | Workers Who are not Employees | | | | | | | | | | | | | | |
| | Outsourced workers ^[2] | Manpower | 1,470 | 939 | 531 | 1664 | 1035 | 629 | 1,740 | 1060 | 680 | 1,883 | 1,097 | 786 | - |
| GRI 405-1 (2016) | Diversity of Employees | | | | | | | | | | | | | | |
| | Diversity of employees breakdown by age | | | | | | | | | | | | | | |
| | Employees with age under 30 years | Manpower | 360 | 192 | 168 | 334 | 171 | 163 | 374 | 189 | 185 | 342 | 171 | 171 | - |
| | | % of Total workforce | 23.50 | 12.53 | 10.97 | 20.52 | 10.50 | 10.01 | 20.98 | 10.60 | 10.38 | 18.41 | 9.20 | 9.20 | - |
| | Employees with age between 30-50 years | Manpower | 961 | 647 | 314 | 1095 | 715 | 380 | 1206 | 757 | 449 | 1,275 | 769 | 506 | - |
| | | % of Total workforce | 62.73 | 42.23 | 20.50 | 67.26 | 43.92 | 23.34 | 67.64 | 42.46 | 25.18 | 68.62 | 41.39 | 27.23 | - |
| | Employees with age over 50 years | Manpower | 211 | 172 | 39 | 199 | 158 | 41 | 203 | 158 | 45 | 241 | 189 | 52 | - |
| | | % of Total workforce | 13.77 | 11.23 | 2.55 | 12.22 | 9.71 | 2.52 | 11.39 | 8.86 | 2.52 | 12.97 | 10.17 | 2.80 | - |
| | Diversity of employees breakdown by nationality | | | | | | | | | | | | | | |
| | Share in total workforce - Thai | Manpower | 1,532 | 1011 | 521 | 1,628 | 1044 | 584 | 1783 | 1104 | 679 | 1,858 | 1,129 | 729 | - |
| | | % of Total workforce | 100 | 65.99 | 34.01 | 100 | 64.13 | 35.87 | 100 | 61.92 | 38.08 | 100 | 60.76 | 39.24 | - |
| | Share in all management positions, including junior, middle and senior management - Thai | % of Total workforce | 21.87 | 14.43 | 7.44 | 21.62 | 13.87 | 7.76 | 21.14 | 13.09 | 8.05 | 20.61 | 12.53 | 8.09 | - |
| | Diversity of employees breakdown by religion | | | | | | | | | | | | | | |
| | Share in total workforce - Religious (Buddhism) | Manpower | N/A | | | N/A | | | N/A | | | 1,088 | 557 | 531 | - |
| | | % of Total workforce | N/A | | | N/A | | | N/A | | | 58.56 | 29.98 | 28.58 | - |
| | Share in all management positions, including junior, middle and senior management - Religious (Buddhism) | % of Total workforce | N/A | | | N/A | | | N/A | | | 35.20 | 18.02 | 17.18 | - |
| | Share in total workforce - Religious (Muslim) | Manpower | N/A | | | N/A | | | N/A | | | 14 | 8 | 6 | - |
| | | % of Total workforce | N/A | | | N/A | | | N/A | | | 0.75 | 0.43 | 0.32 | - |
| | Share in all management positions, including junior, middle and senior management - Religious (Muslim) | % of Total workforce | N/A | | | N/A | | | N/A | | | - | - | - | - |
| | Share in total workforce - Religious (Christian) | Manpower | N/A | | | N/A | | | N/A | | | 37 | 20 | 17 | - |

| People | | | | | | | | | | | | | | | |
|--|---|-----------------------|----------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|
| GRI | Required Data | Unit | OR Performance | | | | | | | | | | | | |
| | | | 2021 | | | 2022 | | | 2023 | | | 2024 | | | |
| | | | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women | Target |
| | | % of Total workforce | N/A | | | N/A | | | N/A | | | 1.99 | 1.08 | 0.91 | - |
| | Share in all management positions, including junior, middle and senior management - Religious (Christian) | % of Total workforce | N/A | | | N/A | | | N/A | | | 8 | 5 | 3 | - |
| | Share in total workforce - Religious (Others) | Manpower | N/A | | | N/A | | | N/A | | | 719 | 544 | 175 | - |
| | | % of Total workforce | N/A | | | N/A | | | N/A | | | 38.70 | 29.28 | 9.42 | - |
| | Share in all management positions, including junior, middle and senior management - Religious (Others) | % of Total workforce | N/A | | | N/A | | | N/A | | | 245 | 183 | 62 | - |
| Diversity of employees breakdown by other categories (disability) | | | | | | | | | | | | | | | |
| | Number of people with disability | Manpower | - | | | - | | | - | | | - | | | - |
| | Share in total workforce - People with disability | % of Total workforce | - | | | - | | | - | | | - | | | - |
| Diversity of employees breakdown Employees by level ^[4] | | | | | | | | | | | | | | | |
| | Executive (Level 16-19) | Manpower | 11 | 10 | 1 | 11 | 10 | 1 | 10 | 8 | 2 | 11 | 8 | 3 | - |
| | | % of Total workforce | 0.72 | 0.65 | 0.07 | 0.68 | 0.61 | 0.06 | 0.56 | 0.45 | 0.11 | 0.59 | 0.43 | 0.16 | - |
| | Middle management (Level 14-15) | Manpower | 52 | 38 | 14 | 55 | 39 | 16 | 57 | 40 | 17 | 59 | 44 | 15 | - |
| | | % of Total workforce | 3.39 | 2.48 | 0.91 | 3.38 | 2.40 | 0.98 | 3.20 | 2.24 | 0.95 | 3.18 | 2.37 | 0.81 | - |
| | Junior Management (Level11-13 and Level 9-10 who responsible as Manager) | Manpower | 272 | 216 | 56 | 286 | 216 | 70 | 310 | 224 | 86 | 313 | 218 | 95 | - |
| | | % of Total workforce | 17.75 | 14.10 | 3.66 | 17.57 | 13.27 | 4.30 | 17.39 | 12.56 | 4.82 | 16.85 | 11.73 | 5.11 | - |
| | Senior Employee (Level 9-10 excluded Manager) | Manpower | 331 | 195 | 136 | 355 | 209 | 146 | 361 | 206 | 155 | 400 | 229 | 171 | - |
| | | % of Total workforce | 21.61 | 12.73 | 8.88 | 21.81 | 12.84 | 8.97 | 20.25 | 11.55 | 8.69 | 21.53 | 12.33 | 9.20 | - |
| | Employee (Level 8 and below) | Manpower | 866 | 552 | 314 | 921 | 570 | 351 | 1,045 | 626 | 419 | 1,075 | 630 | 445 | - |
| | | % of Total workforce | 56.53 | 36.03 | 20.50 | 56.57 | 35.01 | 21.56 | 58.61 | 35.11 | 23.50 | 57.86 | 33.91 | 23.95 | - |
| Workforce breakdown by region (rural/urban) of Thailand origin (Cultural background) | | | | | | | | | | | | | | | |
| | Eastern | Total workforce | 131 | 110 | 21 | 129 | 104 | 25 | 142 | 112 | 30 | 149 | 118 | 31 | - |
| | | % of total workforce | 8.55 | | | 7.92 | | | 7.96 | | | 8.02 | | | - |
| | | Management workforce | 34 | | | 32 | | | 35 | | | 33 | | | - |
| | | % of total management | 10.15 | | | 9.09 | | | 9.28 | | | 8.62 | | | - |
| | Western | Total workforce | 18 | 12 | 6 | 20 | 11 | 9 | 24 | 15 | 9 | 28 | 16 | 12 | - |
| | | % of total workforce | 1.17 | | | 1.23 | | | 1.35 | | | 1.51 | | | - |

| People | | | | | | | | | | | | | | | |
|---|---------------|--|----------------|-------|-------|--------|-------|-------|--------|-------|-------|--------|-------|-------|--------|
| GRI | Required Data | Unit | OR Performance | | | | | | | | | | | | |
| | | | 2021 | | | 2022 | | | 2023 | | | 2024 | | | |
| | | | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women | Target |
| | | Management workforce | 1 | | | 1 | | | 2 | | | 1 | | | - |
| | | % of total management | 0.30 | | | 0.28 | | | 0.53 | | | 0.26 | | | - |
| | Southern | Total workforce | 93 | 77 | 16 | 91 | 75 | 16 | 105 | 80 | 25 | 110 | 80 | 30 | - |
| | | % of total workforce | 6.07 | | | 5.59 | | | 5.89 | | | 5.92 | | | - |
| | | Management workforce | 15 | | | 16 | | | 19 | | | 18 | | | - |
| | | % of total management | 4.48 | | | 4.55 | | | 5.04 | | | 4.70 | | | - |
| | Northern | Total workforce | 101 | 73 | 28 | 98 | 68 | 30 | 109 | 74 | 35 | 103 | 67 | 36 | - |
| | | % of total workforce | 6.59 | | | 6.02 | | | 6.11 | | | 5.54 | | | - |
| | | Management workforce | 17 | | | 16 | | | 20 | | | 17 | | | - |
| | | % of total management | 5.07 | | | 4.55 | | | 5.31 | | | 4.44 | | | - |
| | Central | Total workforce | 1,110 | 681 | 429 | 1,204 | 723 | 481 | 1,311 | 759 | 552 | 1,376 | 784 | 592 | - |
| | | % of total workforce | 72.45 | | | 73.96 | | | 73.53 | | | 74.06 | | | - |
| | | Management workforce | 251 | | | 272 | | | 364 | | | 299 | | | - |
| | | % of total management | 74.93 | | | 77.27 | | | 96.55 | | | 78.07 | | | - |
| | Northeastern | Total workforce | 79 | 58 | 21 | 86 | 63 | 23 | 92 | 64 | 28 | 92 | 64 | 28 | - |
| | | % of total workforce | 5.16 | | | 5.28 | | | 5.16 | | | 4.95 | | | - |
| | | Management workforce | 17 | | | 15 | | | 17 | | | 15 | | | - |
| | | % of total management | 5.07 | | | 4.26 | | | 4.51 | | | 3.92 | | | - |
| | GRI 405-1 | Share Position in total workforce | | | | | | | | | | | | | |
| | (2016) | Share of workforce by all management positions (i.e. Junior, Middle and Top level management.) | Manpower | 335 | 264 | 71 | 352 | 265 | 87 | 377 | 272 | 105 | 383 | 270 | 113 |
| % (as % of Total | | | 100.00 | 78.81 | 21.19 | 100.00 | 75.28 | 24.72 | 100.00 | 72.15 | 27.85 | 100.00 | 70.50 | 29.50 | 28.50 |
| Share of workforce in junior management positions, i.e. first level of management | | Manpower | 272 | 216 | 56 | 286 | 216 | 70 | 310 | 224 | 86 | 313 | 218 | 95 | - |
| | | % (as % of Total junior | 100.00 | 79.41 | 20.59 | 100.00 | 75.52 | 24.48 | 100.00 | 72.26 | 27.74 | 100.00 | 69.65 | 30.35 | 28.50 |
| Share of workforce in middle management positions, i.e. managers who head specific departments (such as | | Manpower | 50 | 36 | 14 | 55 | 39 | 16 | 57 | 40 | 17 | 59 | 44 | 15 | - |
| | | % (as % of Total middle | 100.00 | 72.00 | 28.00 | 100.00 | 70.91 | 29.09 | 100.00 | 70.18 | 29.82 | 100.00 | 74.58 | 25.42 | 29.00 |
| Share of workforce in top management positions, i.e. maximum two levels away from the CEO or comparable | | Manpower | 11 | 10 | 1 | 11 | 10 | 1 | 10 | 8 | 2 | 11 | 8 | 3 | - |
| | | % (as % of Total top | 100.00 | 90.91 | 9.09 | 100.00 | 90.91 | 9.09 | 100.00 | 80.00 | 20.00 | 100.00 | 72.73 | 27.27 | 22.50 |

| People | | | | | | | | | | | | | | | |
|---------------------|---|----------------------------------|----------------|--------|--------|---------------|-----------|-----------|---------------|-----------|-----------|------------|--------|--------|--------|
| GRI | Required Data | Unit | OR Performance | | | | | | | | | | | | |
| | | | 2021 | | | 2022 | | | 2023 | | | 2024 | | | |
| | | | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women | Target |
| | Share of workforce in management positions in revenue-generating functions (e.g. sales) | Manpower | 175 | 145 | 30 | 264 | 224 | 40 | 190 | 152 | 38 | 199 | 154 | 45 | - |
| | | % (as % of All such | 100.00 | 82.86 | 17.14 | 100.00 | 84.85 | 15.15 | 100.00 | 80.00 | 20.00 | 100.00 | 77.39 | 22.61 | 19.50 |
| | Share of workforce in positions related to Science-Technology-Engineering-Mathematics Area (STEM-related) | Manpower | 936 | 767.00 | 169.00 | 937 | 760 | 177 | 979 | 773 | 206 | 994 | 777 | 217 | - |
| | | % (as % of Total STEM positions) | 100.00 | 81.94 | 18.06 | 100.00 | 81.11 | 18.89 | 100.00 | 78.96 | 21.04 | 100.00 | 78.17 | 21.83 | 21.50 |
| GRI 404-1 (2016) | Average Hours of Employee Training | | | | | | | | | | | | | | |
| | Employee Training hour | Hour | | | | 35,605.90 | 23,519.91 | 12,085.99 | 78,990.18 | 48,688.52 | 30,301.66 | 83,293 | 49,849 | 33,444 | - |
| | Average hours per FTE of training and development of employee ^[5] | Average Hour per Employee | 33.77 | 31.64 | 37.89 | 21.87 | 22.53 | 20.70 | 44.30 | 44.10 | 44.63 | 44.83 | 44.15 | 45.88 | - |
| | Amount spending on employee training and development | THB | | | | 19,183,869.00 | N/A | N/A | 25,170,228.91 | N/A | N/A | 43,166,974 | N/A | N/A | - |
| | Average amount spent per FTE on training and | THB | 12,019 | N/A | N/A | 11,783.70 | N/A | N/A | 13,198.86 | N/A | N/A | 23,233 | N/A | N/A | - |
| | Average Hours of Employee Training breakdown by Employees by level ^[4] | | | | | | | | | | | | | | |
| | Employee Training hour- Executive (Level 16-19) | Hour | | | | 91.33 | | | 562.98 | | | 608 | | | - |
| | Average Hours of Employee Training - Executive (Level 16-19) | Average Hour per Employee | 22.34 | | | 8.30 | | | 56.30 | | | 55.28 | | | - |
| | Employee Training hour- Middle management (Level 14- | Hour | | | | 459.73 | | | 1,875.82 | | | 1,493 | | | - |
| | Average Hours of Employee Training - Middle management (Level 14-15) | Average Hour per Employee | 31.11 | | | 8.36 | | | 32.91 | | | 25.31 | | | - |
| | Employee Training hour- Junior Management (Level 11- | Hour | | | | 3,532.25 | | | 13053.21 | | | 12,602 | | | - |
| | Average Hours of Employee Training - Junior Management (Level 11-13 and Level 9-10 who | Average Hour per Employee | 33.10 | | | 12.35 | | | 42.11 | | | 40.26 | | | - |
| | Employee Training hour - Senior Employee (Level 9-10) | Hour | | | | 11,905.58 | | | 13,083.30 | | | 16,337 | | | - |
| | Average Hours of Employee Training - Senior Employee (Level 9-10) | Average Hour per Employee | 33.92 | | | 33.54 | | | 36.24 | | | 40.84 | | | - |
| | Employee Training hour- Employee (Level 8 and below) | Hour | | | | 19,617.01 | | | 50414.87 | | | 52,253 | | | - |
| | Average Hours of Employee Training - Employee (Level 8 and below) | Average Hour per Employee | 34.22 | | | 21.30 | | | 48.24 | | | 48.61 | | | - |
| | Average Hours of Employee Training breakdown by age | | | | | | | | | | | | | | |
| | Employee Training hour- Employees below 30 years old | Hour | | | | 6,481.77 | | | 39252.02 | | | 40,128 | | | - |

| People | | | | | | | | | | | | | | | | |
|---|---|---------------------------|----------------|---------|---------|-----------|---------|---------|----------|---------|---------|------------|---------|---------|--------|---|
| GRI | Required Data | Unit | OR Performance | | | | | | | | | | | | | |
| | | | 2021 | | | 2022 | | | 2023 | | | 2024 | | | | |
| | | | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women | Target | |
| | Average Hours of Employee Training - Employees below 30 years old | Average Hour per Employee | 53.54 | | | 19.41 | | | 104.95 | | | 117.33 | | | - | |
| | Employee Training hour - Employees 30-50 years old | Hour | | | | 23,756.28 | | | 27918.62 | | | 32,136 | | | - | |
| | Average Hours of Employee Training - Employees 30-50 years old | Average Hour per Employee | 29.03 | | | 21.70 | | | 23.15 | | | 25.20 | | | - | |
| | Employee Training hour - Employees over 50 years old | Hour | | | | 5,367.86 | | | 11819.54 | | | 11,029 | | | - | |
| | Average Hours of Employee Training - Employees over 50 years old | Average Hour per Employee | 22.48 | | | 26.97 | | | 58.22 | | | 45.76 | | | - | |
| | Average Hours of Employee Training breakdown by nationality | | | | | | | | | | | | | | | |
| | Employee Training hour - Thai | Hour | 55,769.24 | | | 35,605.90 | | | 78990.18 | | | 83,293 | | | - | |
| | Average Hours of Employee Training- Thai | Average Hour per Employee | 36.40 | | | 21.87 | | | 44.30 | | | 44.83 | | | - | |
| | Average Hours of Employee Training breakdown by type of training | | | | | | | | | | | | | | | |
| | Employee Training hour for Compliance Training | Hour | N/A | | | 33,398.55 | | | 45216.79 | | | 47,702 | | | - | |
| | Average Hours of Employee for Compliance Training | Average Hour per Employee | N/A | | | 20.52 | | | 25.36 | | | 25.67 | | | - | |
| | Employee Training hour for IT Training | Hour | N/A | | | 2,083.11 | | | 1848.69 | | | 4,604 | | | - | |
| | Average Hours of Employee for IT Training | Average Hour per Employee | N/A | | | 1.28 | | | 1.04 | | | 2.48 | | | - | |
| | Employee Training hour for OHS Training | Hour | N/A | | | 124.24 | | | 31924.7 | | | 30,986 | | | - | |
| | Average Hours of Employee for OHS Training | Average Hour per Employee | N/A | | | 0.08 | | | 17.91 | | | 16.68 | | | - | |
| | GRI 401-1 | New Employee Hires | | | | | | | | | | | | | | |
| | (2016) | Total new employees hires | Manpower | 119 | 46 | 73 | 158 | 69 | 89 | 210 | 96 | 114 | 135 | 59 | 76 | - |
| | | % Employees | 7.77 | 3.00 | 4.77 | 9.71 | 4.24 | 5.47 | 11.78 | 5.38 | 6.39 | 7.27 | 3.18 | 4.09 | - | |
| Average hiring cost/FTE | | THB | 259,296 | No Data | No Data | 254,450 | No Data | No Data | 254,897 | No Data | No Data | 262,177.29 | No Data | No Data | - | |
| Percentage of open positions filled by internal candidates (internal hires) | | Manpower | 62 | 30 | 32 | 66 | 36 | 30 | 76 | 45 | 31 | 30 | 19 | 11 | - | |
| | | % of total number of | 34.25% | 16.57% | 17.68% | 29.46% | 16.07% | 13.39% | 26.57% | 15.73% | 10.84% | 18.18% | 11.52% | 6.67% | | |
| New employees hires breakdown by region | | | | | | | | | | | | | | | | |

| People | | | | | | | | | | | | | | | |
|--------|---|-------------|----------------|------|-------|-------|------|-------|-------|------|-------|--------|------|-------|--------|
| GRI | Required Data | Unit | OR Performance | | | | | | | | | | | | |
| | | | 2021 | | | 2022 | | | 2023 | | | 2024 | | | |
| | | | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women | Target |
| | New employees hires in Bangkok | Manpower | 103 | 38 | 65 | 142 | 57 | 85 | 182 | 76 | 106 | 119 | 48 | 71 | - |
| | | % Employees | 6.72 | 2.48 | 4.24 | 8.72 | 3.50 | 5.22 | 10.21 | 4.26 | 5.95 | 6.40 | 2.58 | 3.82 | - |
| | New employees hires in other Provinces ^[3] | Manpower | 16 | 8 | 8 | 16 | 12 | 4 | 28 | 20 | 8 | 16 | 11 | 5 | - |
| | | % Employees | 1.04 | 0.52 | 0.52 | 0.98 | 0.74 | 0.25 | 1.57 | 1.81 | 1.18 | 0.86 | 0.59 | 0.27 | - |
| | New employees hires in international | Manpower | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | - | - | - | - |
| | | % Employees | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0 | 0 | 0 | 0 | 0 | 0 | - |
| | New employees hires breakdown by age | | | | | | | | | | | | | | |
| | New employees hires age below 30 years old | Manpower | 48 | 22 | 26 | 78 | 33 | 45 | 152 | 70 | 82 | 99 | 44 | 55 | - |
| | | % Employees | 3.13 | 1.44 | 1.70 | 4.79 | 2.03 | 2.76 | 8.52 | 3.93 | 4.60 | 5.33 | 2.37 | 2.96 | - |
| | New employees hires from age 30-50 years old | Manpower | 68 | 23 | 45 | 77 | 36 | 41 | 57 | 25 | 32 | 36 | 15 | 21 | - |
| | | % Employees | 4.44 | 1.50 | 2.94 | 4.73 | 2.21 | 2.52 | 3.20 | 1.40 | 1.79 | 1.94 | 0.81 | 1.13 | - |
| | New employees hires age over 50 years old | Manpower | 3 | 1 | 2 | 3 | 3 | 0 | 1 | 1 | 0 | - | - | - | - |
| | | % Employees | 0.20 | 0.07 | 0.13 | 0.18 | 0.18 | 0.00 | 0.06 | 0.06 | 0 | 0 | 0 | 0 | - |
| | New employees hires breakdown by nationality | | | | | | | | | | | | | | |
| | New employees hires - Thai | Manpower | 119 | 46 | 73 | 158 | 69 | 89 | 210 | 96 | 114 | 135 | 59 | 76 | - |
| | | % Employees | 7.77 | 3.00 | 4.77 | 9.71 | 4.24 | 5.47 | 11.78 | 5.38 | 6.39 | 7.27 | 3.18 | 4.09 | - |
| | New employees hires breakdown by Management Level | | | | | | | | | | | | | | |
| | New employees hires - Executive (Level 16-19) | Manpower | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1.00 | 1 | - | - |
| | | % Employees | 0 | 0 | 0 | 0.00 | 0.00 | 0 | 0 | 0 | 0 | 0.1 | 0.1 | 0.0 | - |
| | New employees hires - Middle management (Level 14-15) | Manpower | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 1 | - | - | - | - |
| | | % Employees | 0 | 0 | 0 | 0.06 | 0 | 0.06 | 0.06 | 0 | 0.06 | 0 | 0 | 0 | - |
| | New employees hires - Junior Management Level (Level 11-13 and Level 9-10 who responsible as Manager) | Manpower | 4 | 2 | 2 | 10 | 2 | 8 | 5 | 1 | 4 | 5.00 | 2 | 3 | - |
| | | % Employees | 0.26 | 0.13 | 0.13 | 0.61 | 0.12 | 0.49 | 0.28 | 0.06 | 0.22 | 0.27 | 0.11 | 0.16 | - |
| | New employees hires - Senior Employee (Level 9-10 excluded Manager) | Manpower | 11 | 3 | 8 | 13 | 5 | 8 | 7 | 2 | 5 | - | - | - | - |
| | | % Employees | 0.72 | 0.20 | 0.52 | 0.80 | 0.31 | 0.49 | 0.39 | 0.11 | 0.28 | 0 | 0 | 0 | - |
| | New employees hires - Employee (Level 8 and below) | Manpower | 104 | 41 | 63 | 134 | 62 | 72 | 197 | 93 | 104 | 129.00 | 56 | 73 | - |
| | | % Employees | 6.79 | 2.68 | 4.11 | 8.23 | 3.81 | 4.42 | 11.05 | 5.22 | 5.83 | 6.94 | 3.01 | 3.93 | - |

[illegible]

| People | | | | | | | | | | | | | | | |
|-----------|--|-------------|----------------|-------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| GRI | Required Data | Unit | OR Performance | | | | | | | | | | | | |
| | | | 2021 | | | 2022 | | | 2023 | | | 2024 | | | |
| | | | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women | Target |
| | Employee turnover - Junior Management (Level 11-13 and Level 9-10 who responsible as Manager) | Manpower | 1 | 1 | 0 | 3 | 1 | 2 | 0 | 0 | 0 | 1 | - | 1 | - |
| | | % Employees | 0.07 | 0.07 | 0 | 0.18 | 0.06 | 0.12 | 0 | 0 | 0 | 0.05 | 0.00 | 0.05 | - |
| | Employee turnover - Senior Employee (Level 9-10 excluded Manager) | Manpower | 4 | 2 | 2 | 9 | 1 | 8 | 3 | 2 | 1 | 5 | 1 | 4 | - |
| | | % Employees | 0.26 | 0.13 | 0.13 | 0.55 | 0.06 | 0.49 | 0.17 | 0.11 | 0.06 | 0.27 | 0.05 | 0.22 | - |
| | Employee turnover - Employee (Level 8 and below) | Manpower | 26 | 14 | 12 | 33 | 16 | 17 | 27 | 11 | 16 | 29 | 14 | 15 | - |
| | | % Employees | 1.70 | 0.91 | 0.78 | 2.03 | 0.98 | 1.04 | 1.51 | 0.62 | 0.90 | 1.56 | 0.75 | 0.81 | - |
| GRI 401-3 | Parental leave | | | | | | | | | | | | | | |
| (2016) | Number of employees entitled to parental leave | Manpower | 1,532 | 1,011 | 521 | 1,628 | 1,044 | 584 | 1,783 | 1104 | 679 | 1,858 | 1,129 | 729 | - |
| | Share in total workforce - employees entitled to parental | % of FTEs | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | - |
| | Number of employees taking parental leave | Manpower | 37 | 26 | 11 | 33 | 19 | 14 | 33 | 24 | 9 | 40 | 24 | 16 | - |
| | Number of employees returning to work after parental leave | Manpower | 37 | 26 | 11 | 33 | 19 | 14 | 33 | 24 | 9 | 40 | 24 | 16 | - |
| | Return to work rate | % Employees | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100.00 | 100.00 | 100.00 | - |
| | Number of employees returning to work after parental leave who are still employed for the next 12 months | Manpower | 29 | 18 | 11 | 37 | 26 | 11 | 33 | 19 | 14 | 33 | 24 | 9 | - |
| | Retention rate | % Employees | 96.67 | 94.74 | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | - |
| GRI 404-3 | Employees receiving regular performance and career development reviews | | | | | | | | | | | | | | |
| (2016) | Employee who received a regular performance and career development review during the reporting period | Manpower | 1,532 | 1,011 | 521 | 1,628 | 1,044 | 584 | 1,783 | 1,104 | 679 | 1,858 | 1,129 | 729 | - |
| | | % Employees | 100.00 | 65.99 | 34.01 | 100.00 | 64.13 | 35.87 | 100 | 61.92 | 38.08 | 100 | 60.76 | 39.24 | - |
| | Employees receiving regular performance breakdown by Employees by level ^[4] | | | | | | | | | | | | | | |
| | Executive (Level 16-19) | Manpower | 11 | 10 | 1 | 11 | 10 | 1 | 10 | 8 | 2 | 11 | 8 | 3 | - |
| | | % Employees | 0.72 | 0.65 | 0.07 | 0.68 | 0.61 | 0.06 | 0.56 | 0.45 | 0.11 | 0.59 | 0.43 | 0.16 | - |
| | Middle management (Level 14-15) | Manpower | 50 | 36 | 14 | 55 | 39 | 16 | 57 | 40 | 17 | 59 | 44.00 | 15.00 | - |
| | | % Employees | 3.26 | 2.35 | 0.91 | 3.38 | 2.40 | 0.98 | 3.20 | 2.24 | 0.95 | 3.18 | 2.37 | 0.81 | - |
| | Junior Management (Level 11-13 and Level 9-10 who responsible as Manager) | Manpower | 277 | 219 | 58 | 286 | 216 | 70 | 310 | 224 | 86 | 313 | 218 | 95 | - |
| | | % Employees | 18.08 | 14.30 | 3.79 | 17.57 | 13.27 | 4.30 | 17.39 | 12.56 | 4.82 | 16.85 | 11.73 | 5.11 | - |
| | Senior Employee (Level 9-10) | Manpower | 328 | 194 | 134 | 355 | 209 | 146 | 361 | 206 | 155 | 400 | 229 | 171 | - |
| | | % Employees | 21.41 | 12.66 | 8.75 | 21.81 | 12.84 | 8.97 | 20.25 | 11.55 | 8.69 | 21.53 | 12.33 | 9.20 | - |

| People | | | | | | | | | | | | | | | |
|------------------|--|-------------|----------------|--------------|--------------|-------|--------------|--------------|-------|---------------|--------------|-------|--------------|--------------|--------|
| GRI | Required Data | Unit | OR Performance | | | | | | | | | | | | |
| | | | 2021 | | | 2022 | | | 2023 | | | 2024 | | | |
| | | | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women | Target |
| | Employee (Level 8 and below) | Manpower | 866 | 552 | 314 | 921 | 570 | 351 | 1045 | 626 | 419 | 1075 | 630 | 445 | - |
| | | % Employees | 56.53 | 36.03 | 20.50 | 56.57 | 35.01 | 21.56 | 58.61 | 35.11 | 23.50 | 57.86 | 33.91 | 23.95 | - |
| - | Performance appraisal | | | | | | | | | | | | | | |
| | Management by objectives: systematic use of agreed | % Employees | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | - |
| | Multidimensional performance appraisal (e.g. 360 degree feedback) | % Employees | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | - |
| | Formal comparative ranking of employees within one | % Employees | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | - |
| | Team-based performance appraisal | % Employees | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | - |
| | Agile conversations | % Employees | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | - |
| GRI 405-2 (2016) | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | |
| | Executive level 16+ (base salary only) | THB | | 5,547,561.00 | 4,512,720.00 | | 5,872,349.00 | 5,057,160.00 | | 7,018,973.75 | 5,072,235.00 | | 5,540,261.25 | 5,287,653.33 | - |
| | Executive level 16+ (base salary + Bonus) | THB | | 8,996,107.12 | 7,427,185.00 | | 9,581,255.62 | 8,323,242.50 | | 11,776,590.44 | 8,515,464.25 | | 7,802,730.44 | 7,510,939.16 | - |
| | Middle Management Level 11-15 and Junior Management Level 9-10 (base salary only) | THB | | 1,922,115.98 | 2,245,567.29 | | 2,002,793.85 | 2,120,793.45 | | 2,039,377.46 | 2,058,512.60 | | 2,178,014.64 | 2,157,835.73 | - |
| | Middle Management Level 11-15 and Junior Management Level 9-10 (base salary + Bonus) | THB | | 3,124,772.97 | 3,626,143.37 | | 3,251,596.38 | 3,431,240.31 | | 3,392,102.81 | 3,445,512.81 | | 3,076,639.48 | 3,045,570.02 | - |
| | Non-management level 9 - 10 (base salary only), excluding levels 9-10 which are department managers. | THB | | 646,236.59 | 583,333.14 | | 658,127.41 | 591,327.49 | | 646,648.97 | 583,108.52 | | 669,458.66 | 615,135.32 | - |
| | Non-management level 9 - 10 (base salary + Bonus) excluding levels 9 - 10 which are department managers. | THB | | 1,047,987.66 | 944,335.87 | | 1,067,431.85 | 953,892.14 | | 1,075,077.00 | 969,142.07 | | 946,674.34 | 868,697.31 | - |
| | Ratio of basic salary and remuneration of women to men | | | | | | | | | | | | | | |
| | Women/men for executive level 16+ (base salary only) | Ratio | 0.81 | | | 0.86 | | | 0.72 | | | 0.95 | | | - |
| | Women/men for executive level 16+ (base salary + | Ratio | 0.83 | | | 0.87 | | | 0.72 | | | 0.96 | | | - |
| | Women/men for Middle Management Level 11-15 and Junior Management Level 9-10 (base salary only) | Ratio | 1.17 | | | 1.06 | | | 1.01 | | | 0.99 | | | - |
| | Women/men for Middle Management Level 11-15 and Junior Management Level 9-10 (base salary + Bonus) | Ratio | 1.16 | | | 1.06 | | | 1.02 | | | 0.99 | | | - |

| People | | | | | | | | | | | | | | | |
|--------|--|--------|----------------|-------|-------|--------|-------|-------|--------|-------|-------|--------|-------|-------|--------|
| GRI | Required Data | Unit | OR Performance | | | | | | | | | | | | |
| | | | 2021 | | | 2022 | | | 2023 | | | 2024 | | | |
| | | | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women | Target |
| | Own operations/ Employees ^[7] | % FTEs | 100 | | | 100 | | | 100.00 | | | 100.00 | | | - |
| - | Living Wage Employees | | | | | | | | | | | | | | |
| | Living Wage | | | | | | | | | | | | | | |
| | Living Wage Employees in Thailand | THB | 17,701 | | | 14,202 | | | 14,235 | | | 14,324 | | | - |
| | Percentage of FTEs | | | | | | | | | | | | | | |
| | Percentage of FTEs based in Thailand out of total FTEs | % FTEs | 98.63 | 64.75 | 33.88 | 98.53 | 62.78 | 35.75 | 98.71 | 60.80 | 37.91 | 99.03 | 59.90 | 39.13 | - |
| | Percentage of FTEs based in Cambodia | % FTEs | 0.33 | 0.26 | 0.07 | 0.43 | 0.37 | 0.06 | 0.39 | 0.34 | 0.06 | 0.38 | 0.32 | 0.05 | - |
| | Percentage of FTEs based in China | % FTEs | 0.26 | 0.26 | 0 | 0.25 | 0.25 | 0 | 0.22 | 0.22 | 0 | - | - | - | - |
| | Percentage of FTEs based in Myanmar | % FTEs | 0.20 | 0.20 | 0 | 0.12 | 0.12 | 0 | 0.06 | 0.06 | 0 | 0.05 | 0.05 | - | - |
| | Percentage of FTEs based in Philippines | % FTEs | 0.26 | 0.20 | 0.07 | 0.31 | 0.25 | 0.06 | 0.28 | 0.17 | 0.11 | 0.27 | 0.27 | - | - |
| | Percentage of FTEs based in Lao PDR | % FTEs | 0.20 | 0.20 | 0 | 0.25 | 0.25 | 0 | 0.22 | 0.22 | 0 | 0.22 | 0.16 | 0.05 | - |
| | Percentage of FTEs based in Vietnam | % FTEs | 0.13 | 0.13 | 0 | 0.12 | 0.12 | 0 | 0.11 | 0.11 | 0 | 0.05 | 0.05 | - | - |
| | Provident Fund | | | | | | | | | | | | | | |
| | Number of employees participating in the | - | 1459 | 970 | 489 | 1531 | 1000 | 531 | 1,683 | 1050 | 633 | 1,774 | 1,075 | 699 | - |
| | Employee attendance ratio | - | 95.2% | 95.9% | 93.9% | 94.0% | 95.8% | 90.9% | 94.3% | 95.0% | 93.2% | 95.4% | 95.2% | 95.9% | |

Remarks:

N/A (Not Applicable): There is no relevant to the operations of OR.

No Data: There is no data in the reporting year.

- [1] Refer to all employees under the OR's employment contract including Secondment-out agreement (excluding Secondment-in under the Personnel Secondment Agreement and Chief Executive Officer (CEO))
- [2] Outsourced workers refers to contractors who deliver tasks specified in the annual TOR and do not include short-term outsourced workers during the year e.g. sub-contractors, consultants, housekeepers, etc. (BSA, BPS, HNS with the large contract and only count the actual employee onl
- [3] Other refers to other provinces outside Bangkok where OR's offices are situated.
- [4] Employee level numbering is adjusted in 2016 in order to standardize throughout PTT Group.
- [5] Hours of training and further study are included in the average hours of training per year per employee.
- [6] Management positions are included junior, middle, and senior levels.
- [7] OR's Employees in Thailand
- [8] The Data on the employee is as of 31 December 2024.