

Performance Table

GRI	Indicator	Unit	2021	2022	2023	2024
2-7 Information on employees and other workers						
	Total employees	persons	12,909	13,141	11,448	19,698
	Breakdown by gender (Male and Female)					
	Male	persons	5,097	5,260	4,724	10,573
	Female	persons	7,812	7,881	6,724	9,125
	Breakdown by age groups					
	50 Yrs or over	persons	965	1,084	924	1,927
	30-50 Yrs	persons	8,023	8,051	7,767	12,788
	Below 30 Yrs	persons	3,921	4,006	2,757	4,983
	Breakdown by types of employment					
	Permanent Employees					
	Male	persons	4,031	4,050	3,756	5,293
	Female	persons	5,043	4,898	4,579	5,454
	Temporary employees					
	Male	persons	1,066	1,210	968	5,280
	Female	persons	2,769	2,983	2,145	3,671
	Employment types					
	Permanent Employees	persons	9,074	8,948	8,335	10,747
	Temporary employees	persons	3,835	4,193	3,113	8,951
405-1 Diversity of governance bodies and employees						
	Breakdown by employee positions					
	Top Management					
	Male	persons	12	13	16	17
		%	80.00	86.67	94.12	89.47
	Female	persons	3	2	1	2
		%	20.00	13.33	5.88	10.53
	Total Top Management	persons	15	15	17	19
	Senior Management					
	Male	persons	116	109	99	107
		%	63.74	62.29	57.89	59.12
	Female	persons	66	66	72	74
		%	36.26	37.71	42.11	40.88
	Total Senior Management	persons	182	175	171	181
	Junior Management					
	Male	persons	1,872	1,924	1,821	2,211
		%	49.10	49.66	49.04	51.66
	Female	persons	1,941	1,950	1,892	2,069
		%	50.90	50.34	50.96	48.34
	Junior Management	persons	3,813	3,874	3,713	4,280
	Total all Management level	persons	4,010	4,064	3,901	4,480
	Operation Staffs					
	Male	persons	3,097	3,214	2,788	8,238
		%	34.80	35.41	36.94	54.13
	Female	persons	5,802	5,863	4,759	6,980
		%	65.20	64.59	63.06	45.87
	Total Operation Staffs	persons	8,899	9,077	7,547	15,218

GRI	Indicator	Unit	2021	2022	2023	2024
Proportion of employees by nationalities						
	Thai	%	99.96	99.96	99.96	99.96
	Singaporean	%	0.01	0.02	0.03	0.02
	Cambodian	%	0.01	0.01	0.01	0.01
	British	%	0.01	0.00	0.00	-
	American	%	0.00	0.00	0.00	-
	Malaysian	%	0.01	0.00	0.00	-
	Dutch (Holland)	%	0.00	0.01	0.01	0.01
	Poland	%	0	0	0	0.01
	Australia	%	0	0	0	0.01
Proportion of management by nationalities						
	Thai	% of executives	99.90	99.93	99.92	99.87
	Singaporean	% of executives	0.05	0.05	0.05	0.07
	British	% of executives	0.00	0.00	0.00	-
	American	% of executives	0.02	0.00	0.00	-
	Malaysian	% of executives	0.02	0.00	0.00	-
	Dutch (Holland)	% of executives	0.00	0.02	0.03	0.02
	Poland	% of executives	0	0	0	0.02
	Australia	% of executives	0	0	0	0.02
Diversity (others)						
Persons with disability		persons	142	149	138	219
		%	1.10	1.13	1.21	1.11
Share of women (Breakdown by positions)						
	Share of women in total workforce	%	60.52	59.97	58.74	46.32
	Share of women in all management positions	%	50.12	49.66	50.37	47.88
	Share of women in junior management positions	%	50.90	50.34	50.96	48.34
	Share of women in top management positions	%	20.00	13.33	5.88	10.53
	Share of women in management positions in revenue-generating functions	%	51.00	52.40	47.10	50.80
	Share of women in STEM-related positions	%	29.60	29.20	30.50	17.74
405-2 Gender Pay Gap (Male vs Female)						
	Gender Pay Gap					
	Mean gender pay gap	%	8.60	5.40	5.80	4.70
	Median gender pay gap	%	11.20	4.80	5.40	3.05
	Mean bonus pay gap	%	11.80	2.60	2.76	2.45
	Median bonus pay gap	%	9.40	2.60	2.61	2.50

Remark: ¹ Female management in revenue-generating functions refers to female employees who are primarily working in sale function (e.g. direct sale manager, enterprise sale manager, head of units, engineering manager, etc.)

² STEM-related positions are, for instance, information technology manager, programming application manager, engineering manager, etc.