



Talent Attraction and Retention

Performance Data	FY2018	FY2019	FY2020	FY2021
Number of Employee (Person)	1,254	1,251	1,230	1,103
· Female	373	383	376	344
· Male	881	868	854	759
Employee Separated by gender:				
· Level 10-14: Executive up	151	158	161	158
· Level 8-9: Senior Officer	224	235	234	231
· Level 5-7: Manager up	461	462	454	390
· Level 1-4: Practitioner	418	396	381	324
Employee Separated by age:				
· Less than 30 years	328	287	205	154
· Between 30-50 years	810	827	875	809
· More than 50 years	116	137	150	140
Hiring:				
· Total number of new employee hires	67	74	30	50
· Percentage of open position filled by internal candidates (internal hires)	13.92	8.11	10.11	19.91
· Average hiring cost/ FTE Currency: THB - Baht	9,818	34,780	122,955	42,812
Trend of Employee Engagement:				
· Employee engagement (% of total engaged employees)	69	62	63	70
· Data coverage (% of total employees)	100	99	97	89
Employee Turnover Rate:				
· Total employee turnover rate	4.27	6.19	4.13	5.76
· Voluntary employee turnover rate	3.55	5.63	3.16	5.13
· Data coverage (as % of total globally)	100	100	100	100





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Parental leave				
Parental leave (person/percentage)	5 / 0.40	7 / 0.56	4 / 0.33	8 / 0.73
Parental leave (weeks)	> 14	> 14	> 14	> 14
Paternity leave (weeks)	> 2	> 2	> 2	> 2
Breast-feeding room	✓	✓	✓	✓
Race/Ethnicity (FY2021)	As % of workforce		As % of total management workforce	
Asian	99.19		99.87	
White	0.09		0.13	

