

Workforce Breakdown

In 2022, the Bangchak Corporation Public Company Limited has monitored indicators regarding workforce diversity by Gender, by Race, Ethnicity and Nationality, by Other Minority, and by Gender Pay Indicators. The information is showing below.

1. Gender

Diversity Indicator	Actual 2022 Percentage (%)	Target 2023 Percentage (%)
Share of women in total workforce	31.51 of total workforce	-
Share of women in all management positions, including junior, middle and top management	37.96 of total management positions	39.79% (Increase by 2% from the 2021 fiscal year)
Share of women in junior management positions	37.96 of total junior management positions	-
Share of women in top management positions	43.48 of total top management positions	-
Share of women in management positions in revenue-generating functions	26.52 of all such managers	-
Share of women in management positions under STEM (Science Technology Engineering and Mathematics) function	27.14 of total STEM positions	-

2. Race, Ethnicity and Nationality

Race, Ethnicity and Nationality	Share in total workforce (%)	Share in all management positions, including junior, middle and senior management (%)
	(Level 1-14)	(Level 8-14)
Asian	99.91	99.87
Black or African American	0	0
Hispanic or Latino	0	0
White	0.09	0.13
Indigenous	0	0

