

Social Performance

All Employee

Unit : Person

Detail	Gender	2020	2021	2022	2023	2024
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Classify by gender

	Male	270	270	265	266	265
	Female	58	58	58	56	56
	Total	328	328	323	322	321

Classify by age

Not over 30 years	Male	63	62	48	43	43
	Female	10	10	6	4	6
	Total	73	72	54	47	49
30 - 39 years	Male	97	98	75	71	70
	Female	26	26	24	21	17
	Total	123	124	99	92	87
40 - 49 years	Male	85	86	101	113	104
	Female	13	13	15	19	19
	Total	98	99	116	132	123
Above 50 years	Male	25	24	41	39	48
	Female	9	9	13	12	14
	Total	34	33	54	51	62

Detail	Gender	2020	2021	2022	2023	2024
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Classify by position

Chief Executive (Division Director and above)	Male	4	5	6	5	4
	Female	2	2	3	3	2
	Total	6	7	9	8	6
Executive, Middle Level (Department Manager)	Male	7	6	4	5	5
	Female	5	5	5	5	6
	Total	12	11	9	10	11
Executive, Primary Level (Section Manager)	Male	10	9	9	10	9
	Female	11	11	10	9	9
	Total	21	20	19	19	18
Employee	Male	249	250	246	246	247
	Female	40	40	40	39	39
	Total	289	290	286	285	286

Classify by business area

Nakhon Pathom	Male	104	105	101	100	94
	Female	44	44	44	43	43
	Total	148	149	145	143	137
Samut Sakhon	Male	35	35	29	30	34
	Female	2	2	2	2	2
	Total	37	37	31	32	36
Pathum Thani	Male	51	51	54	53	55
	Female	6	6	6	5	5
	Total	57	57	60	58	60
Chonburi	Male	41	40	36	38	37
	Female	2	2	2	2	2
	Total	43	42	38	40	39
Rayong	Male	16	16	22	22	22
	Female	0	0	0	0	0
	Total	16	16	22	22	22
Ayutthaya	Male	23	23	23	23	23
	Female	4	4	4	4	4
	Total	27	27	27	27	27

New Employee

Unit : Person

Detail	Gender	2020	2021	2022	2023	2024
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Classify by gender

	Male	9	5	10	7	13
	Female	3	3	1	1	2
	Total	12	8	11	8	15

Classify by age

Not over 30 years	Male	6	3	8	6	8
	Female	2	3	1	1	2
	Total	8	6	9	7	10
30 - 39 years	Male	3	1	2	1	3
	Female	1	0	0	0	0
	Total	4	1	2	1	3
40 - 49 years	Male	0	0	0	0	2
	Female	0	0	0	0	0
	Total	0	0	0	0	2
Above 50 years	Male	0	1	0	0	0
	Female	0	0	0	0	0
	Total	0	1	0	0	0

Detail	Gender	2020	2021	2022	2023	2024
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Classify by position

Chief Executive (Division Director and above)	Male	0	1	0	0	0
	Female	0	0	0	0	0
	Total	0	1	0	0	0
Executive, Middle Level (Department Manager)	Male	0	0	0	0	0
	Female	0	0	0	0	0
	Total	0	0	0	0	0
Executive, Primary Level (Section Manager)	Male	1	0	0	0	0
	Female	0	0	0	0	0
	Total	1	0	0	0	0
Employee	Male	8	4	10	7	13
	Female	3	3	1	1	2
	Total	11	7	11	8	15

Classify by business area

Nakhon Pathom	Male	2	4	4	0	2
	Female	3	3	1	1	2
	Total	5	7	5	1	4
Samut Sakhon	Male	1	0	1	0	3
	Female	0	0	0	0	0
	Total	1	0	1	0	3
Pathum Thani	Male	1	0	1	0	4
	Female	0	0	0	0	0
	Total	1	0	1	0	4
Chonburi	Male	0	1	1	4	3
	Female	0	0	0	0	0
	Total	0	1	1	4	3
Rayong	Male	4	0	1	2	1
	Female	0	0	0	0	0
	Total	4	0	1	2	1
Ayutthaya	Male	1	0	2	1	0
	Female	0	0	0	0	0
	Total	1	0	2	1	0

Internally Recruited Employees to Hold Vacancies

Unit : Person

Detail	Gender	2020	2021	2022	2023	2024
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Classify by gender

	Male	3	3	0	2	1
	Female	0	0	0	0	0
	Total	3	3	0	2	1

Classify by age

Not over 30 years	Male	0	1	0	2	0
	Female	0	0	0	0	0
	Total	0	1	0	2	0
30 - 39 years	Male	3	0	0	0	1
	Female	0	0	0	0	0
	Total	3	0	0	0	1
40 - 49 years	Male	0	1	0	0	0
	Female	0	0	0	0	0
	Total	0	1	0	0	0
Above 50 years	Male	0	1	0	0	0
	Female	0	0	0	0	0
	Total	0	1	0	0	0

Percentage of open positions filled by internal candidates (Internal Hires)

Unit : Percentage

	Total	25 %	38 %	0 %	25 %	7 %
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Detail	Gender	2020	2021	2022	2023	2024
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Classify by position

Chief Executive (Division Director and above)	Male	0	1	0	0	0
	Female	0	0	0	0	0
	Total	0	1	0	0	0
Executive, Middle Level (Department Manager)	Male	0	0	0	0	0
	Female	0	0	0	0	0
	Total	0	0	0	0	0
Executive, Primary Level (Section Manager)	Male	2	1	0	0	0
	Female	0	0	0	0	0
	Total	2	1	0	0	0
Employee	Male	1	1	0	2	1
	Female	0	0	0	0	0
	Total	1	1	0	2	1

Classify by business area

Nakhon Pathom	Male	1	2	0	0	0
	Female	0	0	0	0	0
	Total	1	2	0	0	0
Samut Sakhon	Male	0	0	0	1	0
	Female	0	0	0	0	0
	Total	0	0	0	1	0
Pathum Thani	Male	0	0	0	0	0
	Female	0	0	0	0	0
	Total	0	0	0	0	0
Chonburi	Male	1	1	0	0	1
	Female	0	0	0	0	0
	Total	1	1	0	0	1
Rayong	Male	1	0	0	1	0
	Female	0	0	0	0	0
	Total	1	0	0	1	0
Ayutthaya	Male	0	0	0	0	0
	Female	0	0	0	0	0
	Total	0	0	0	0	0

Employee Promote

Unit : Person

Detail	Gender	2020	2021	2022	2023	2024
Classify by gender						
	Male		1	1	3	1
	Female		0	0	1	0
	Total		1	1	4	1

Employee Resignation

Unit : Person

Detail	Gender	2020	2021	2022	2023	2024
Classify by gender						
	Male	5	1	14	12	14
	Female	2	2	3	2	2
	Total	7	3	17	14	16
Employee Resignation Rate (Turnover Rate)	Total	2.13 %	0.91 %	5.26 %	4.35 %	4.98 %

Classify by age

Not over 30 years	Male	2	1	5	4	4
	Female	1	2	1	2	0
	Total	3	3	6	6	4
30 - 39 years	Male	3	0	5	5	4
	Female	1	0	1	0	0
	Total	4	0	6	5	4
40 - 49 years	Male	0	0	1	2	2
	Female	0	0	0	0	0
	Total	0	0	1	2	2
Above 50 years	Male	0	0	3	1	4
	Female	0	0	1	0	2
	Total	0	0	4	1	6

Detail	Gender	2020	2021	2022	2023	2024
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Classify by position

Chief Executive (Division Director and above)	Male	0	0	0	0	1
	Female	0	0	0	0	1
	Total	0	0	0	0	2
Executive, Middle Level (Department Manager)	Male	0	0	0	0	0
	Female	0	0	0	0	1
	Total	0	0	0	0	1
Executive, Primary Level (Section Manager)	Male	1	0	0	0	1
	Female	0	0	0	0	0
	Total	1	0	0	0	1
Employee	Male	4	1	14	12	12
	Female	2	2	3	2	0
	Total	6	3	17	14	12

Classify by business area

Nakhon Pathom	Male	4	1	2	4	3
	Female	0	2	2	2	2
	Total	4	3	4	6	5
Samut Sakhon	Male	0	0	3	2	2
	Female	0	0	0	0	0
	Total	0	0	3	2	2
Pathum Thani	Male	0	0	3	2	3
	Female	0	0	1	0	0
	Total	0	0	4	2	3
Chonburi	Male	1	0	3	0	3
	Female	0	0	0	0	0
	Total	1	0	3	0	3
Rayong	Male	2	0	2	3	3
	Female	0	0	0	0	0
	Total	2	0	2	3	3
Ayutthaya	Male	0	0	1	1	0
	Female	0	0	0	0	0
	Total	0	0	1	1	0

Employees Resigned Voluntarily

Unit : Person

Detail	Gender	2020	2021	2022	2023	2024
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Classify by gender

	Male	5	1	14	12	14
	Female	2	2	3	2	2
	Total	7	3	17	14	16

Employee ratio total resignation

Unit : Percent

	100 %	100 %	100 %	100 %	100 %
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Diversity of Work Skills in 2024

Categorize by Country of Operation	Gender	Unit	2023	2024
1. Managers and above (Income Support Group) (Excluding support units such as Human Resources, Information Technology, Office of Managing Director Division, and Legal Division)	Male	Person	5	5
	Female	Person	4	4
	Total	Person	9	9
	Female proportion	Percentage	44.44	44.44
2. Managers and above (STEM: Science, Technology, Engineering, and Mathematics Group)	Male	Person	9	8
	Female	Person	4	4
	Total	Person	13	12
	Female proportion	Percentage	30.77	33.33
3. Employees (STEM: Science, Technology, Engineering, and Mathematics Group)	Male	Person	91	91
	Female	Person	14	14
	Total	Person	105	105
	Female proportion	Percentage	13.33	13.33

Employee Diversity

Unit : Person

Detail	Gender	2020	2021	2022	2023	2024
Classified by Employment Type						
Full-time Employees	Male	270	270	265	266	265
	Female	58	58	58	56	56
	Total	328	328	323	322	321
Regular Employees	Male	270	270	265	266	265
	Female	58	58	58	56	56
	Total	328	328	323	322	321
Temporary Contract Employees	Male	0	0	0	0	0
	Female	0	0	0	0	0
	Total	0	0	0	0	0
Classified by Country of Operation						
Thailand	Male	270	270	265	266	265
	Female	58	58	58	56	56
	Total	328	328	323	322	321
Other	Male	0	0	0	0	0
	Female	0	0	0	0	0
	Total	0	0	0	0	0
Classified by Race/Ethnicity & Nationality						
Thai	Male	270	270	265	266	265
	Female	58	58	58	56	56
	Total	328	328	323	322	321
Other	Male	0	0	0	0	0
	Female	0	0	0	0	0
	Total	0	0	0	0	0

Note : In 2024, the Company had a total of 321 employees, all of whom were Thai nationals and of Thai ethnicity, accounting for 100%. The Company does not discriminate against applicants of any nationality or ethnicity. The absence of foreign employees results primarily from the Company's operations being solely based in Thailand, as well as the sufficient supply of graduates in relevant professional fields from local educational institutions to meet the Company's workforce requirements. Therefore, while the Company does not re-strict applications from foreign nationals or those of different ethnic backgrounds, no such applications have been received

Non-Employee Workforce

Unit : Person

Business Area	Position	2023	2024
1. Head Office	Housekeepers	3	3
	Gardeners	2	2
	Security Personnel	2	2
	Drinking Water Production Staff	0	0
2. Banglen Water Treatment Plant	Housekeepers	3	3
	Gardeners	7	6
	Security Personnel	15	6
	Drinking Water Production Staff	1	1
3. Krathumbaen Water Treatment Plant	Housekeepers	2	2
	Gardeners	4	4
	Security Personnel	7	6
	Drinking Water Production Staff	0	0
4. Pathum Thani Water Treatment Plant	Housekeepers	1	1
	Gardeners	9	9
	Security Personnel	20	20
	Drinking Water Production Staff	0	0
5. Bang Pa-in Industrial Estate	Housekeepers	1	1
	Gardeners	2	2
	Security Personnel	8	8
	Drinking Water Production Staff	0	0
All Business Area	Housekeepers	10	10
	Gardeners	24	23
	Security Personnel	52	42
	Drinking Water Production Staff	1	1