



HaadThip

Gender-Equality

Index (GEI) Survey

HaadThip Public Company Limited

HAADTHIP

2023 BLOOMBERG GENDER-EQUALITY INDEX

GENDER REPORTING FRAMEWORK



Section 1 : Leadership *(All responses represent a minimum of 80% of the company.)*

Question	Answer (2022 Data)	Supplementary Information
1 Percentage of women on company board	14.28 %	Women represent 14.28 % of the Company's Board of Director https://www.haadthip.com/en/leadership/board-of-directors
2 Chairperson is a woman	No	
3 Gender balance in board leadership	2	https://www.haadthip.com/en/leadership/board-of-directors
4 Chief executive officer (CEO) is a woman	No	
5 Woman chief financial officer (CFO) or equivalent	No	
6 Percentage of women executive officers	18%	
7 Chief diversity officer (CDO)	Corporate Governance Director	



2023 BLOOMBERG GENDER-EQUALITY INDEX



GENDER REPORTING FRAMEWORK

Section 2 : Talent Pipeline *(All responses represent a minimum of 80% of the company.)*

Question	Answer (2022 Data)	Supplementary Information
1 Percentage of women in total management	45%	
2 Percentage of women in senior management	45%	
3 Percentage of women in middle management	45%	
4 Percentage of women in non-managerial positions	22%	
5 Percentage of women in total workforce	25%	
6 Percentage of women total promotions	24%	
7 Percentage of Women IT/Engineering	39%	
8 Percentage of new hires are women	21%	
9 Percentage of women attrition	18%	
10 Time-bound action plan with targets to increase the representation of women in leadership positions	7 years Long term plan	
11 Time-bound action plan with targets to increase the representation of women in the company	7 years Long term plan	



Section 3 : Pay *(All responses represent a minimum of 80% of the company.)*

Question	Answer (2022 Data)	Supplementary Information
1 Adjusted mean gender pay gap	N/A	We do not have this issue. Code of conduct Page:16-18
2 Global mean (average) raw gender pay gap	N/A	We do not have this issue
3 Time-bound action plan to close its gender pay gap	N/A	We do not have this issue
4 Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)	N/A	We do not have this issue



GENDER REPORTING FRAMEWORK

Section 4 :Inclusive culture (All responses represent a minimum of 80% of the company.)

Question	Answer (2022 Data)	Supplementary Information
1 Number of weeks of fully paid primary parental leave offered	98 days / 17 weeks	Fully Paid of Maternity leave
2 Number of weeks of fully paid secondary parental leave offered	15 days / 2 weeks	Husband can take a leave to taking care their wife and children
3 Parental leave retention rate	100%	
4 Back-up family care services or subsidies through the company	15 days	Staffs can take a leave to taking care their family who sick for maximum 15 days under personal leave
5 Flexible working policy	WFH, depend on the consideration of the head of function	
6 Employee resource groups for women	Human Resources and Corporate Governance	
7 Unconscious bias training	Yes	Diversity and Inclusion Policy Human Right Policy
8 Annual anti-sexual harassment training	Yes	Human Right Policy Women's Empowerment Principles: WEPs



Coca-Cola



HAADTHIP