

Employee

As of 31 December 2025, the number of employees of RATCH and subsidiaries in the reporting boundary in Thailand and abroad totaled 584, male employees accounted for 396 (67.81%); female employees 188 (32.19%); and there is no LGBTQIA+ group.

Nationality	No. of Employees					
	Male (Person)	Female (Person)	LGBTQIA+ (Person)	Total by Nationality (Person)	% Employees by Nationality (%)	% Employees by Management Level (%)
Thai	175	154	0	329	56.34	
- Top Management	15	2	0	17		84.92
- Middle Management	42	27	0	69		
- Junior Management	37	46	0	83		
- Permanent Employee	76	77	0	153		
- Temporary Employee	5	2	0	7		
Laotian	197	19	0	216	36.99	
- Top Management	0	0	0	0		4.02
- Middle Management	0	0	0	0		
- Junior Management	3	5	0	8		
- Permanent Employee	194	14	0	208		
- Temporary Employee	0	0	0	0		
Australian	23	13	0	36	6.16	
- Top Management	5	0	0	5		10.55
- Middle Management	11	4	0	15		
- Junior Management	1	0	0	1		
- Permanent Employee	5	6	0	11		
- Temporary Employee	1	3	0	4		
Irish	1	0	0	1	0.17	
- Top Management	0	0	0	0		0.51
- Middle Management	1	0	0	1		
- Junior Management	0	0	0	0		
- Permanent Employee	0	0	0	0		
- Temporary Employee	0	0	0	0		
Indian	0	1	0	1	0.17	
- Top Management	0	0	0	0		0
- Middle Management	0	0	0	0		
- Junior Management	0	0	0	0		
- Permanent Employee	0	1	0	1		
- Temporary Employee	0	0	0	0		

Nationality	No. of Employees					
	Male (Person)	Female (Person)	LGBTQIA+ (Person)	Total by Nationality (Person)	% Employees by Nationality (%)	% Employees by Management Level (%)
Indonesian	0	1	0	1	0.17	
- Top Management	0	0	0	0		0
- Middle Management	0	0	0	0		
- Junior Management	0	0	0	0		
- Permanent Employee	0	0	0	0		
- Temporary Employee	0	1	0	1		
Total by Gender	396	188	0	584	100.00	100.00
% Employees by Gender	67.81	32.19	0.00	100.00		
Total Management	115	84	0	199		
Total Employee	281	104	0	385		