

**BJC**

Berli Jucker Public Company Limited

บริษัท เบอร์ลี่ ยุคเกอร์ จำกัด (มหาชน)

Human Capital Return on Investment**Support Answer: 3.3 Human Capital Management****Topic: Human Capital Return on Investment****Report Year: 2023****Human Capital Return on Investment 2023**

	2020	2021	2022	2023
Total Revenue Currency: THB - Baht	157,707,711,000	150,139,192,000	163,601,073,747	168,029,670,000
Total Operating Expenses Currency: THB - Baht	29,687,641,849	27,616,353,204	29,890,786,522	31,649,603,000
Total employee-related expenses Currency: THB - Baht	11,865,592,231	10,507,860,739	11,129,138,826	11,884,994,238
Resulting HC ROI	11.79	12.66	13.01	12.47
Total Employees*	43,222	42,820	42,405	45,373

*Number of Total Employees is referred to "Number of Employees" PDF Page 237 of One Report 2023, <https://bjc.listedcompany.com/misc/one-report/20240401-bjc-one-report2023-en.pdf>