

7.4 Promoting Savings for Employees

The company encourages employees to have knowledge and understanding of financial planning, personal and investment to create discipline in saving and knowing how to spend correctly. The company considered the basic knowledge and foundation that will lead to financial stability—other the company helping to raise awareness of the benefits of saving for various goals.

The company promotes savings for employees under 2 projects: cooperatives savings for employees or provident fund.

1. Savings Cooperative of companies of Somboon Group

The company pays attention to promoting savings and financial discipline for employees with the aim for long-term savings for retirement. “Somboon Group Employees’ Savings Cooperative” was established in 2007, enabling employees to plan and rely on themselves according to the sufficiency way. This initiative increases the financial freedom of employees, while reduces the risk of corruption.

Savings Cooperatives have been able to grow and operate until now with the following critical success factors:

- 1) Members trust in a transparent management system.
- 2) The staff cares about serving members equally.
- 3) There is a good reporting system and continuous communication.
- 4) Fair rate of return

Years	Number of members	Working capital	Dividend payout ratio	Average return interest rate
2019	1,348 employees	188 million baht	4.00%	8.84%
2020	1,077 employees	159 million baht	4.28%	12.00%
2021	993 employees	140 million baht	3.68%	14.00%

Remark: The number of members and working capital decreased due to the decrease in employees due to the relocation of production bases.

In addition, the Savings Cooperative provides scholarship benefits to students who are members’ child to help promote education opportunities according to the regulations with accumulated capital of 50,000 baht or more.

2. Saving through Provident Fund

In 2021, the company pays compensation for employees. (excluding executives) consisting of salary, wages, overtime pay, bonuses, and provident contributions. Excluding other staff expenses, The total amount is 746 million baht. In 2021, as of December 31, 2021, number of employees and amount of saving through provident fund were as follows:

Year 2021		Year 2020	
Number of Members	Baht	Number of Members	Baht
Other compensation			
1,125	14,698,714.69	1,740	18,843,781.63