



IGE

Investment. Growth. Expertise.

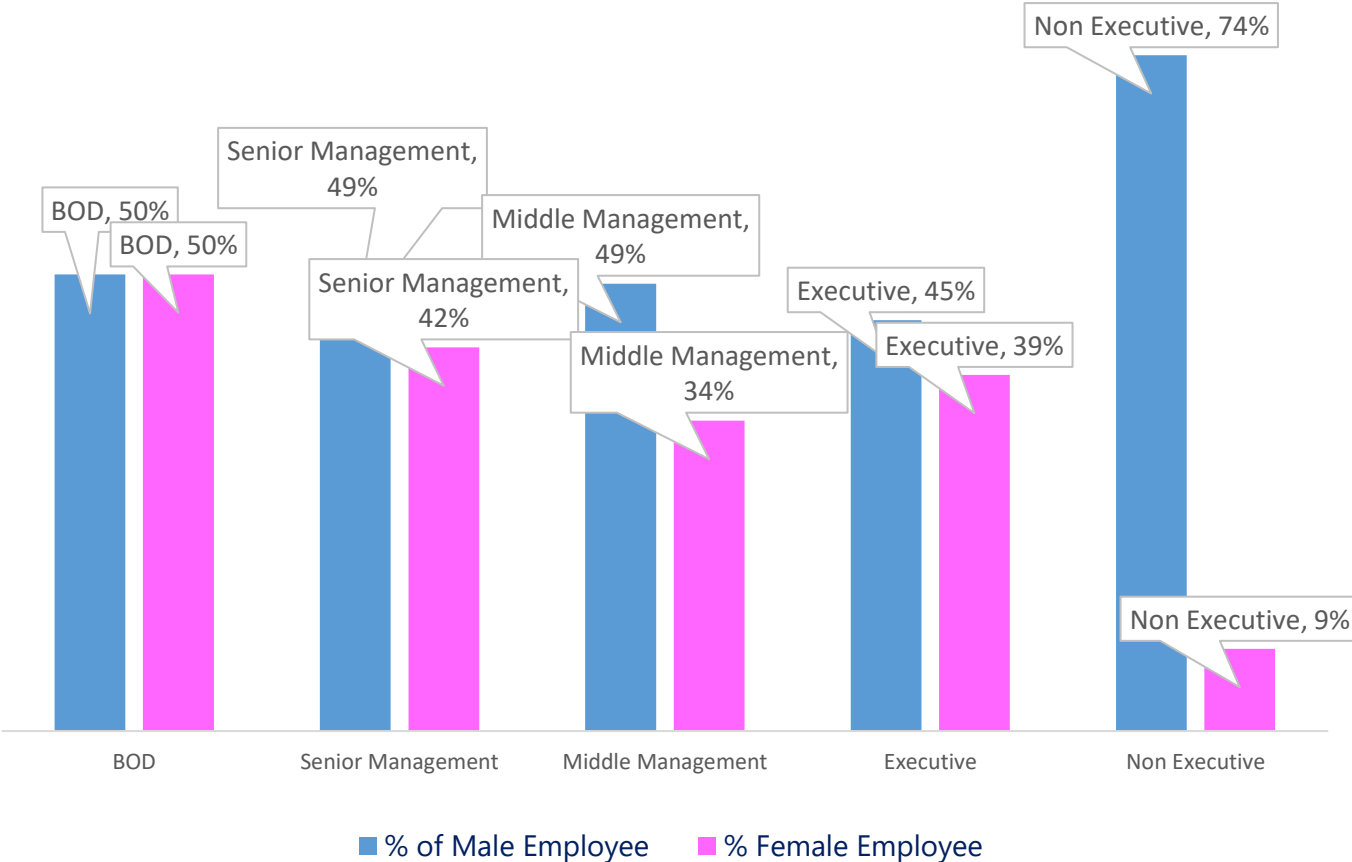
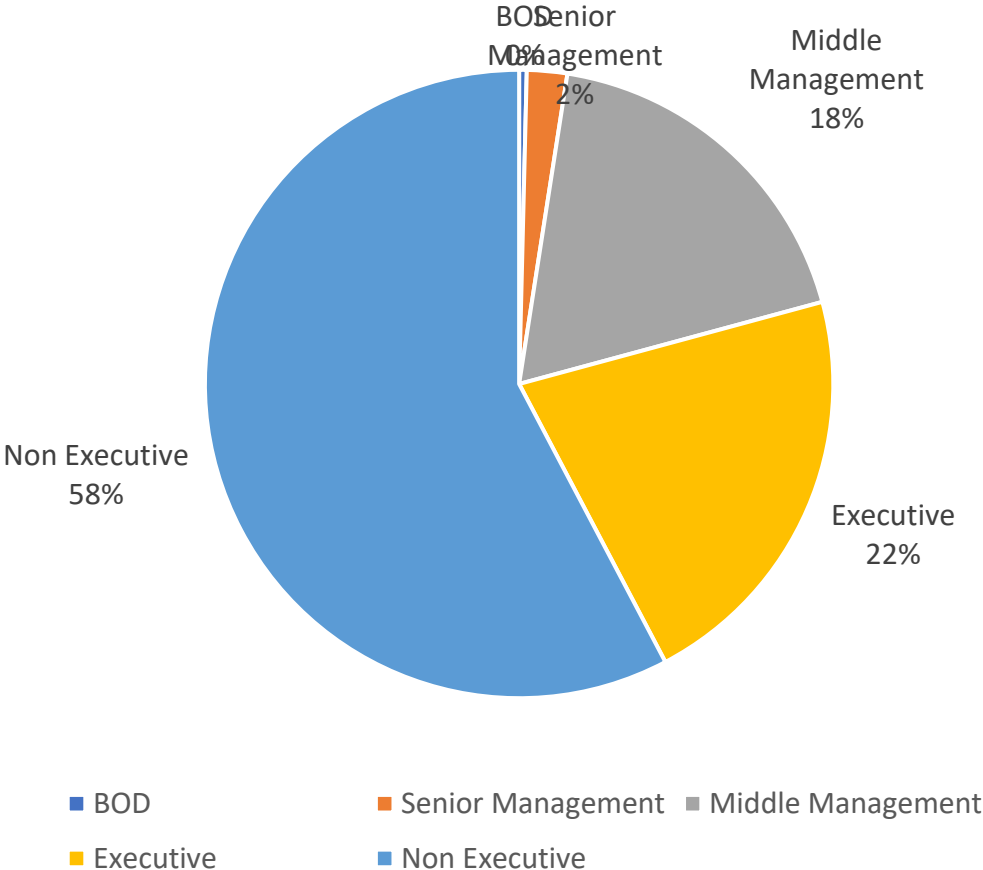
HUMAN RESOURCES

Manpower Information

In IGE Group, we believe employees are our most valuable assets for our business development and sustainability.

We are focus on investment in people growth to develop our employees to be expert in their respective areas with career growth and to provide the best service to all stakeholders.

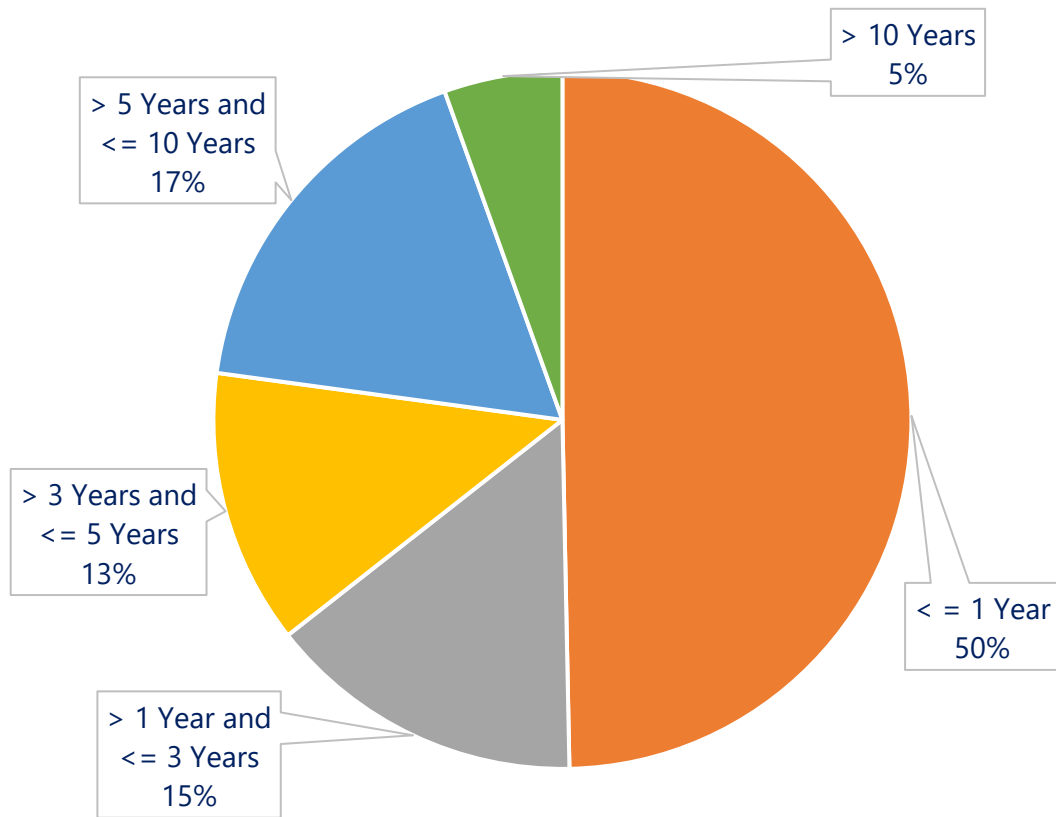
Most of the leaders in IGE are also employees who spent their entire careers with IGE Group with high level of commitment in business success with proven track records and ownership mindset. Everyone employee has equal opportunities and chance to be one of the future leaders of IGE.



Employee Loyalty

Loyalty of our employees are also one of the pride of IGE Group.

22% of our Employees are more than 5 Years Service in IGE Group. Most of them are currently taking roles in middle management and senior management level. In Oct' 19, we awarded with Gold Brooch with IGE Logo and memorable gifts to our employees with 10 years and above services.



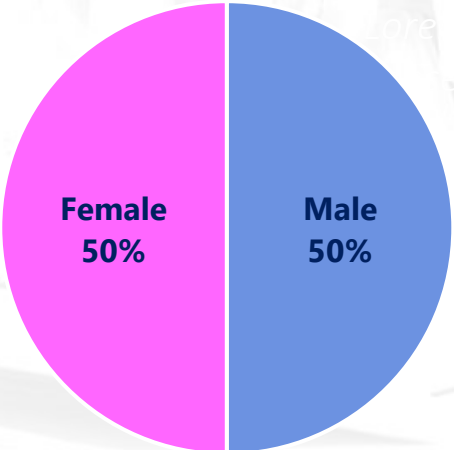
Diversity and Equal Opportunities

In IGE, we are committed to provide a workplace which promotes innovation and creativity through our diverse and inclusive talent pool. We are also ensuring that all those participating in our workplace are treated with respect, dignity and fairness with an aim of creating an environment which promotes positive working relationship. We are also committed to recognizing the value of diversity in our workplace as supported through equal employment opportunities and ensuing work practices promotes equality and nondiscriminatory.

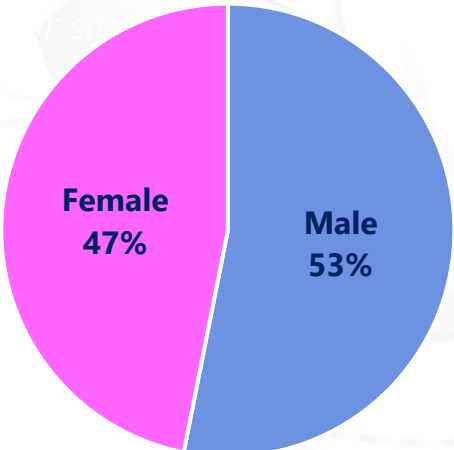
47%

Woman Leaders

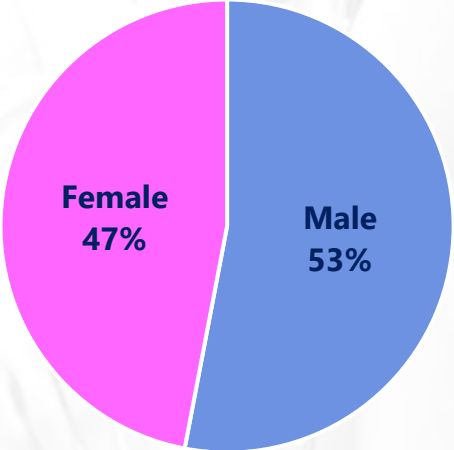
Board of Directors



Senior Management



Ratio in Management Level



Employee Engagement Activities

Happy Employees always provide best services and ideas for business growth.

As we care our Employees' Happiness and Well-being, we provide the following programs years by years with interesting and engaging activities.

WE



We celebrate our employees' birthday monthly with Cakes and Memorable Gifts by congratulating on their special days and sharing our care and love together.

**Monthly
Birthday Party**



We value our country's culture and tradition. So for special occasion like Thingyan New Year Festival, Thadingyut Festival, etc., we design special and exciting activities and let participates each and every employees.

**Seasonal
Activities**



Healthcare

We care our employees health and fitness. As prevention is better than cure, we provide Health Care Knowledge Program name Health Talk regularly and also arrange medical check-up with Social Security Board.

**Health Care
Program**



As employees give their time and best effort to our organization for a whole year. So we arrange Annual Staff Party/ Trip yearly to make our employees relaxed, happy and feel recognized.

**Annual Staff
Party/Trip**

Learning and Development

According to our Chairman Message in quotes "As much as we want to develop our businesses, we will be investing in our people by providing continuous trainings from board level till down and bringing in subject matter experts on board, when and where necessary", we are investing and encouraging our people development with 70-20-10 Model.

We have developed competencies framework to identify technical and skill gaps in our employees. We encourage our head of department to provide necessary coaching and mentoring to subordinates. We create a program named Tea-Time-Talk which help our employees to learn experience and morale of our leaders from social activities. We also build educational partnership with Strategy First University by supporting our employees with a chance to study with reasonable price.



Average number of hours training and development received per employee (2019-2020)

8 hrs



Average amount spent on training and development received per employee (2019-2020)

\$ 250

