

# People Partners



**23**

total employee promotions in 2022



**39**

new hires in 2022

## A Truly Empowered and Capable Workforce

Employee empowerment and nurturing an internal community of high performers and innovators have been practiced within the Belle Group. We have been doing our best to enhance these strategies year in and year out to boost employee and organizational performance.

We believe in our employees and the talents, skills and potentials they all possess. Belle Group employees are treated like family and equally. Despite the family culture and atmosphere, we inspire our employees to be accountable as they contribute to the Company's success and shake up the norms for the better. We rely on our employees to carry forward Belle's legacy and meet our short-, medium- and long-term objectives.

In our pursuit to become an employer of choice and the evolution of work and business, we have:

- put in place a culture of excellence that rewards loyalty, patience and hard work;
- engaged employees through traditional and non-traditional means;
- observed government-mandated occupational standards;
- kept our employees safe and well;
- provided learning and upskilling opportunities;
- hired whom we deem most fit for the prospective roles regardless of gender, race and age;
- devised employee retention programs;
- assessed employee performance and recognized their efforts;
- enhanced lives of our employees and their respective families through our many employment opportunities.

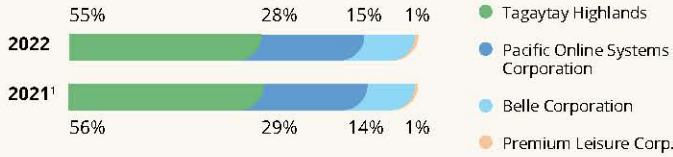
# Our Social Performance

## Total Headcount

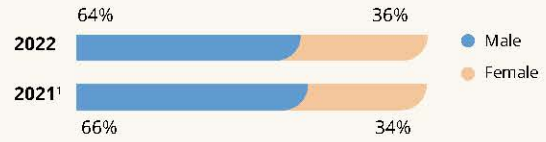


**489** 2022    **473<sup>1</sup>** 2021

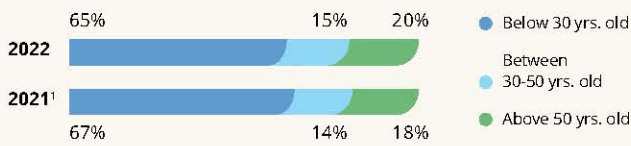
### By Company



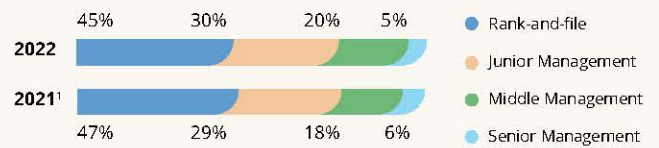
### By Gender



### By Age Group



### By Level

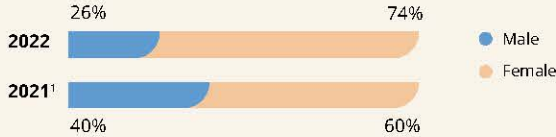


## New Hires

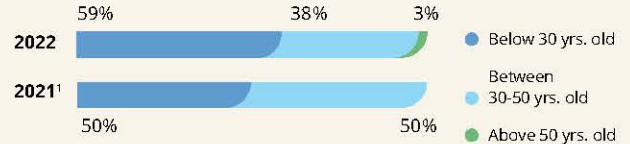


**39** 2022    **20** 2021

### By Gender



### By Age Group

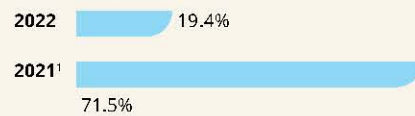


## Hiring Rate



**8.1%** 2022    **4.2%<sup>1</sup>** 2021

## Employees Covered by a Collective Bargaining Agreement (CBA)

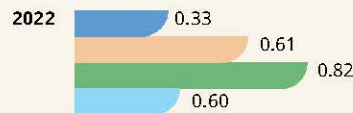


## Training Hours

### Total Training Hours



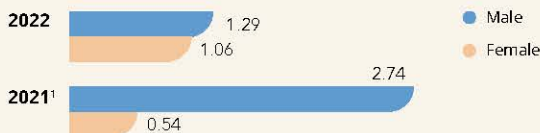
### By Level



- Rank-and-file
- Junior Management
- Middle Management
- Senior Management



### By Gender



### Average Training Hours per Employee



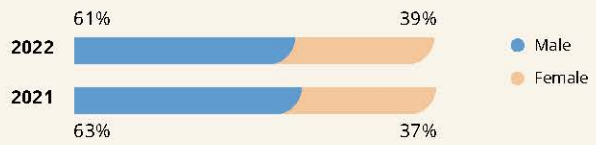
<sup>1</sup> Recalculations were made in Belle Corporation's 2021 Our Social Performance to reflect changes in reporting scope and company structure. Please refer to page 65 for the Table of Restatements.

### Employee Appraisals

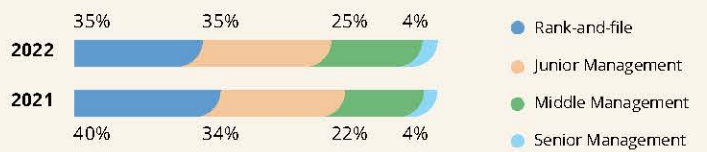
#### Total Employee Appraisals



#### By Gender



#### By Level

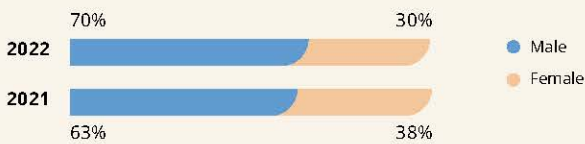


### Employee Promotions

#### Total Employee Promotions

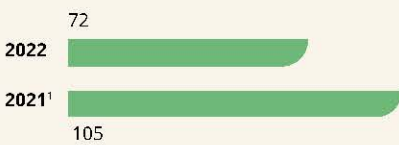


#### By Gender

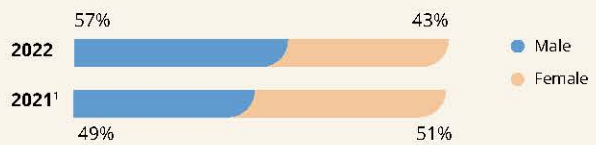


### Employee Separations

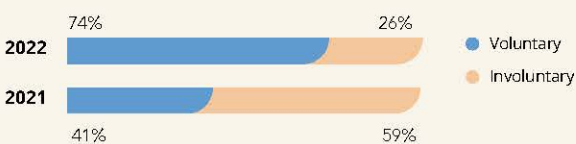
#### Total Employee Separations



#### By Gender



#### By Separation Type



#### By Age Group

