

Economic						
GRI Standard	Required Data	Unit	Data Collection Period			
			2016	2017	2018	2019
<b>Economic</b>						
	<b>Economic Performance</b>					
201-1	Sales revenues	Million Baht	20,675	19,917	24,777	66,562
	Operating cost	Million Baht	18,265	17,226	21,138	55,063
	Employee wages and benefits*	Million Baht	407	518	637	1,996
	Dividend payments for the performance	Million Baht	1,573	1,723	1,873	2,630
	Payments to government	Million Baht	697	518	297	950

## Corporate Governance

GRI Standard	Required Data	Unit	Data Collection Period			
			2016	2017	2018	2019
<b>Anti-Corruption</b>						
205-2	Governance body members that the organization's anti-corruption policies and procedures have been communicated to	Persons	10	12	13	13
		%	100	100	100	100
	Governance body members that have received training on anti-corruption	Persons	N/A	N/A	N/A	N/A
		%	N/A	N/A	N/A	N/A
	Employees that anti-corruption policies and procedures have been communicated to	Persons	N/A	292	318	345
		%	N/A	100	100	100
Employees that have received training on anti-corruption	Persons	N/A	139	176	228	
	%	N/A	48	55	66	
205-3	Confirmed incidents of corruption and actions taken	Cases	1	0	1	2
206-1	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	Cases	0	0	0	0
419-1	Total monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	Million Baht	0	0	0	0
<b>Grievance</b>						
103-2	Number of grievances about <u>environmental impacts</u> * through formal grievance process	Cases	0	0	0	0
	Number of grievances about <u>human rights</u> ** through formal grievance process	Cases	0	0	0	0
	Number of grievances about <u>labor practices</u> *** through formal grievance process	Cases	0	0	0	0
	Number of grievances about <u>impacts on society</u> **** through formal grievance process	Cases	0	0	0	0

Reliability						
GRI Standard	Required Data	Unit	Data Collection Period			
			2016	2017	2018	2019
<b>Production*</b>						
G4-EU1	Total installed capacity	MW	1,039	1,039	1,039	1,099
	Natural gas	% of total contribute	100	100	100	100
	Oil <sup>1</sup>	% of total contribute	0	0	0	0
G4-EU2	Net energy generated*	MWh	8,146,604	7,956,966	7,441,150	7,546,789.68
	Natural gas	% of total generation	100	100	100	100
	Oil	% of total generation	0	0	0	0
<b>Reliability*</b>						
G4-EU10	Capacity under construction including purchased power and reserve margins	MW	45	45	60	0
G4-EU11	Average annual efficiency for total energy sold (electricity+steam sent out/energy input) <sup>2</sup>	%	N/A	69.90	67.56	Rayong 67.51
	Average annual efficiency for electricity (electricity sent out/energy input) <sup>2</sup>	%	N/A	28.00	28.39	Rayong 28.41
					SRC	43.55
G4-EU28	System Average Interruption Frequency Index (SAIFI)	N/A	0	0	0.14	
G4-EU29	System Average Interruption Duration Index (SAIDI)	N/A	0	0	7.68	
G4-EU30	Average plants availability factor by energy source and by regulatory regime <sup>3</sup>	%	100	100	99.82	99.43
<b>Product Responsibility</b>						
102-42	Customer satisfaction survey	% of total customers	87.40	86.80	86.60	86.30
102-43	Data coverage	% of customers surveyed (both respondents and nonrespondents) out of total number of customers	81.08	78.67	80.28	74.32
	Customer satisfaction target	% of total customers	85.00	85.00	85.00	85.00

**Remark:**

\*Adjusted data from previous year

<sup>1</sup> The power plant in Sriracha is capable of generating energy from both natural gas and oil depending on customer's request

<sup>2</sup> The remain of heat value from Heat Recovery Steam Generation (HRSG) does not include in calculation of efficiency

<sup>3</sup> Average availability factor cannot report separately in energy sources

Environment							
GRI Standard	Required Data	Unit	Data Collection Period				
			2016	2017	2018	2019	
<b>Environment</b>							
<b>Energy Consumption*</b>							
302-1	A. Total <b>non-renewable</b> fuels purchased for consumption (DJSI)	MWh (DJSI)	13,724,513.17	10,889,421.87	10,397,041.39	9,809,569.66	
	Stationary combustion:			13,723,391	10,888,207	10,395,601	9,808,177.90
	i. Natural gas	MWh (DJSI)	13,722,336.07	10,886,849.68	10,392,467.33	9,805,818.18	
	ii. Diesel Oil	MWh (DJSI)	1,055	1,357	3,134	2,359.72	
	Mobile combustion (Fleet card): (i+ii+iii):			1,122	1,215	1,440	1,391.76
	i. NGV	MWh (DJSI)	605.77	515.85	391.04	213.72	
	ii. Diesel	MWh (DJSI)	117.88	276.47	375.04	380.76	
	iii. Gasoline	MWh (DJSI)	398.17	422.65	674.10	797.28	
	B. <b>Non-renewable</b> electricity purchased for consumption NET PURCHASED, EXCLUDED RESALE <sup>1</sup> (DJSI)	MWh (DJSI)	2,428	6,121	4,315.57	5,862.22	
	C. Steam/heating/cooling and other energy ( <b>non-renewable</b> ) purchased for consumption, NET PURCHASED, EXCLUDE RESALE <sup>1</sup> (i+ii+iii) (DJSI)	MWh (DJSI)	0	0	0	0	
	i. <b>Non-renewable</b> steam purchased for consumption	MWh (DJSI)	0	0	0	0	
	D. Total renewable energy (wind,solar,biomass,hydroelectric,geothermal, etc.) <sub>purchased + generated for own consumption</sub> (DJSI)	MWh (DJSI)	0	0	0	0	
	E. Total <b>non-renewable</b> energy (electricity and heating & cooling) <b>sold</b> , in MWh EXCLUDE RESALE <sup>2</sup> (i+ii) (DJSI)	MWh (DJSI)	8,146,604	7,878,514	7,723,682	7,546,789.68	
	i. <b>Non-renewable</b> electricity sold (self-generation)***	MWh (DJSI)	4,196,024	3,976,750	3,666,744	3,471,718.88	
	ii. <b>Non-renewable</b> steam sold (self-generation)	MWh (DJSI)	3,950,580	3,901,763	4,056,937	4,075,071	
	F. Total <b>renewable</b> energy (wind,solar,biomass,hydroelectric,geothermal, etc.) <b>sold</b> in MWh	MWh	0	0	0	0	
	G. Self-generated for non-consumption	MWh, MJ	103,734	92,568	110,063	108,004	
Total <b>non-renewable</b> energy consumption [(A+B+C)-E] (DJSI)	MWh (DJSI)	5,580,336.53214711	3,017,030	2,677,675	2,268,642		
Total energy consumption [(A+B+C+D+G)-(E+F)], in MWh EXCLUDE RESALE <sup>3,4</sup>	MWh, MJ	5,684,070	3,109,597	2,787,738	2,376,646		
Total costs of energy consumption (DJSI)	THB	13,826,061,603	12,555,182,520	13,133,918,951	13,647,908,047		
302-3	Total energy intensity	GJ/MWh	10.00	5.00	5.12	4.68	
<b>Water Withdrawal by Sources*</b>							
Total volume of water withdrawn, with a breakdown by the following sources:							
	Total water withdrawal	Million m <sup>3</sup> (DJSI)	10.11	9.61	9.46	8.54	
303-3	A. Total municipal water supplies (or other public or water utilities) (i+ii) (DJSI)	Million m <sup>3</sup> (DJSI)	5.48	5.53	5.84	2.99	
	i. Water supply	Million m <sup>3</sup>	0.0032	0.0054	0.0072	0.01	
	ii. Clarified water	Million m <sup>3</sup>	5.48	5.52	5.83	2.98	
	B. Fresh surface water, including water from wetlands, rivers, lakes, fresh rain water (DJSI)	Million m <sup>3</sup> (DJSI)	4.63	4.08	3.62	5.55	
	C. Fresh groundwater** (DJSI)	Million m <sup>3</sup> (DJSI)	0.00	0.00	0.00	0.00	
	D. Waste water from another organization	Million m <sup>3</sup>	-	1.22	4.43	4.19	
<b>Water Discharge*</b>							
N/A	D. Total water discharge to fresh surface water source and fresh groundwater source (i+ii) (DJSI)	Million m <sup>3</sup> (DJSI)	1.62	1.43	0.35	0.69	
306-1	i. Total water discharge to fresh surface water	Million m <sup>3</sup> (DJSI)	1.62	1.43	0.35	0.69	
	ii. Total water discharge to fresh groundwater	Million m <sup>3</sup> (DJSI)	0	0	0	0	
	Total net fresh water consumption [(A+B+C)-D] (DJSI)	Million m <sup>3</sup> (DJSI)	8.49	9.39	13.53	12.04	
	Total water discharge to third party utilities (wastewater treatment plant)	Million m <sup>3</sup> (DJSI)	0.84	0.80	0.81	1	
<b>Water Reused and Recycled*</b>							
303-3	Total water reused and recycled	Million m <sup>3</sup>	-	0.03	0.01	0	
	% of total water withdrawal		-	0.36%	0.09%	0	
<b>Greenhouse Gas Emission (GHGs)*</b>							
305-1	Direct total GHGs (scope1) (i.+ii+iii+iv+v+vi) (DJSI)	Tonnes CO <sub>2</sub> e (DJSI)	2,774,779	2,507,014	2,417,043	2,283,105	
	i. CO <sub>2</sub>	Tonnes CO <sub>2</sub> e	2,771,879	2,506,456	2,388,064.64	2,260,719	
	ii. CH <sub>4</sub>	Tonnes CO <sub>2</sub> e	1,312	89.77	28,877.11	21,993	
	iii. N <sub>2</sub> O	Tonnes CO <sub>2</sub> e	1,478	6.90	10.00	10	
	iv. HFCs	Tonnes CO <sub>2</sub> e	9	153.44	23.31	51	
	v. SF <sub>6</sub>	Tonnes CO <sub>2</sub> e	100	307.80	68.40	331	
	vi. PFCs	Tonnes CO <sub>2</sub> e	0	0	0	-	
305-2	Indirect total GHGs emission from purchased and consumed (scope2) (DJSI)	Tonnes CO <sub>2</sub> e (DJSI)	864.13	2,078.64	1,508.06	2,059	

305-3	Other indirect GHGs emission (scope3) (DJSI)	Tonnes CO <sub>2</sub> e	385,130	357,481	344,220	183,909
	i. Purchased good and service (Purchased feedstock)	Tonnes CO <sub>2</sub> e	-	-	-	-
	ii. Fuel-and energy-related activities (not include in scope 1 and scope 2)	Tonnes CO <sub>2</sub> e	174,830.06	183,478	189,956	183,464
	iii. Business travel	Tonnes CO <sub>2</sub> e	456.75		904	334
	iv. Waste generated in operations	Tonnes CO <sub>2</sub> e	18	7	-	-
	v. Upstream transportation and distribution	Tonnes CO <sub>2</sub> e	68		70	112
305-4	Total GHG emission Intensity	Tonnes CO <sub>2</sub> e/MWh	0.34	0.32	0.33	0.30
305-5	Reduction of Greenhous Gas (GHG) emissions	Tonnes CO <sub>2</sub> e	268	798	43,486	
<b>Emissions<sup>3</sup></b>						
305-7	Direct NOx emission (DJSI)	Tonnes (DJSI)	754	518.75	814.45	798.77
	Direct SOx emission (DJSI)	Tonnes (DJSI)	-	-	45.78	33.27
	Direct dust emission (DJSI)	Tonnes (DJSI)	-	-	28.06	2.92
N/A	Direct mercury emission (DJSI)	Tonnes (DJSI)	0	0	0	0.00
<b>Waste by Type and Disposal Method<sup>4</sup></b>						
306-2	Total <b>non-hazardous</b> waste	Tonnes	583.60	731.34	784.21	1,010.00
	i. Reuse	Tonnes (DJSI)	0.00	0.00	0.00	0.00
	ii. Recycle	Tonnes (DJSI)	57.59	42.98	27.2	40.44
	iii. Recovery	Tonnes (DJSI)	23	24.31	25.57	54.77
	iv. Composting	Tonnes	468.65	457.11	511.29	914.79
	v. Incineration	Tonnes	34.36	34.39	0	0.00
	vi. On-site storage	Tonnes	0.00	0.00	0.00	0.00
	vii. Landfill	Tonnes	0.00	0.00	0.00	0.00
	Other management methods (central wastewater treatment plant and land reclamation)	Tonnes	0	172.55	220.15	0.00
	Total waste used/recycled/sold ( <b>non-hazardous</b> ) (i.+ii+iii+iv) (DJSI)	Tonnes (DJSI)	549.24	524.40	564.06	1,010.00
	Total waste disposed ( <b>non-hazardous</b> ) (A-C) (DJSI)	Tonnes (DJSI)	34.36	206.94	220.15	0.00
	Total <b>hazardous</b> waste as defined by National Legislation	Tonnes	68.00	89.99	232.82	30.93
	i. Reuse	Tonnes (DJSI)	0.00	0.00	0.00	0.00
	ii. Recycle	Tonnes (DJSI)	31.23	14.96	4.29	17.71
	iii. Recovery	Tonnes (DJSI)	27.94	75.03	228.53	13.22
	iv. Incineration	Tonnes	8.73	0.00	0.00	0.00
	v. On-site storage	Tonnes	0.10	0.00	0	0.00
	vi. Landfill	Tonnes	0.00	0.00	0.00	0.00
	vii. Other management methods	Tonnes	0.00	0.00	0.00	0.00
	<b>Ash and Gypsum Waste</b>					
N/A	Ash and gypsum waste composted, reused, recycled, or recovered <sup>5</sup> (DJSI)	% of Ash and gypsum waste composted, reused, recycled, or recovered (DJSI)	0	0	0	0
<b>Environmental Violations</b>						
307-1	Number of violations and legal obligations / regulations ( <b>Above 10,000 USD</b> ) (DJSI)	Case	1	0	0	0.00
	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations ( <b>Above 10,000 USD</b> ) (DJSI)	Million Baht	0.88	0	0	0.00
<b>Optional Information for Resaled Electricity and Steam</b>						
<b>Electricity</b>						
-	Non-renewable electricity purchased for resaled	MWh	3,069	4441.00	6,511.00	16,725.00
	Total non-renewable electricity sold ( <b>self generation + resaled</b> )	MWh	4,199,093.31	3,981,191.28	3,673,255.47	3,488,443.88
<b>Steam</b>						
-	Non-renewable steam purchased for resale	MWh	134,661	0	389,984	421,832
	Total non-renewable steam sold ( <b>resaled</b> )	MWh	134,661	0	389,984	421,832.04
<b>Optional Information Disclosure</b>						
-	SF <sub>6</sub> emission (DJSI)	Tonnes (DJSI)	-	0.0135	0.0030	0.0145
-	GHG emission scope 3 - Purchased for resale <sup>6</sup>	Tonnes CO <sub>2</sub> e	-	-	-	-
G4-EU2	Net energy generated*	MWh	8,146,604	7,956,966	7,441,150	7,546,789.68
	Natural gas	% of total generation	99.99	99.99	99.98	99.98
	Oil*	% of total generation	0.00	0.00	0.00	0.00

Remarks:

N/A is not applicable

\* Adjusted data from previous year

\*\* Groundwater information in DJSI is reported as Million m3

<sup>1</sup> We use default value of Emission Factor to calculate, therefore Location-based and Market-based are the same

<sup>2</sup> Demominator is Net energy generated

<sup>3</sup> Waste data at Head Office is handled by building manager company

<sup>4</sup> Sox and TSP started reporting in 2018 according to revised Environmental impact assessment (EIA)

<sup>5</sup> Data covers only GPSC

<sup>6</sup> Data will be collect and report in 2020

Health and Safety							
	Required Data	Unit	Data Collection Period				
			2016	2017	2018	2019	
<b>Representatives in Health and Safety Committees<sup>1</sup></b>							
403-1	Total Workers representation in formal joint management worker health and safety committees	Person	21	20	22	22	
		% of Total Employee	8.14	6.85	6.92	6.38	
	Executive (level that is equal or higher than 16)	Person	6	7	0	0	
		% of Total Health and Safety Committees	28.57	35.00	0.00	0.00	
	Middle Management (job level 11-15)	Person	5	3	6	6	
		% of Total Health and Safety Committees	23.81	15.00	27.27	27.27	
	Senior (job level 9-10)	Person	1	1	2	3	
		% of Total Health and Safety Committees	4.76	5.00	9.09	13.64	
	Non-management (job level that is equal or lower than 8)	Person	9	9	14	13	
		% of Total Health and Safety Committees	42.86	45.00	63.64	59.09	
	<b>Rate of Injury, Occupational Disease, Lost Day and Work Related Fatalities<sup>2,7</sup></b>						
	403-2	<b>Fatalities</b>					
Total workforce		Cases	0	0	0	0	
<b>Total Recordable Injuries Case<sup>2</sup></b>							
Total workforce		Cases	0	0	0	1	
<b>Total Recordable Injuries Rate (TRIR)<sup>2</sup></b>							
Total workforce		Cases/200,000 Manhours	0	0	0	0.13	
<b>Lost-Time Injury Frequency Rate (LTIFR)</b>							
Total workforce		Cases/200,000 Manhours	0	0	0	0	
Data coverage		% of total workforce	100	100	100	100	
<b>Lost Workday Case (LWC)</b>							
Total workforce		Cases	0	0	0	0	
<b>Lost Day Rate (LDR)</b>							
Total workforce	Cases/200,000 Manhours	0	0	0	0		
<b>Occupational Disease Rate (ODR)<sup>3,4</sup></b>							
403-2	Total workforce	Cases/200,000 Manhours	N/A	N/A	0	0	
	Data coverage	% of total workforce	N/A	N/A	100	100	
	<b>Absentee Rate (AR)<sup>5</sup></b>						
	Total workforce	%	N/A	N/A	N/A	N/A	
	Supervised workers	%	N/A	N/A	N/A	N/A	
	Employees	%	N/A	N/A	1.31		
	Data coverage	% of total employee	N/A	N/A	100	100	
	Contractors	%	N/A	N/A	N/A	N/A	
Data coverage	% of total employee	N/A	N/A	N/A	N/A		
<b>Days Worked by Contractor and Subcontractor Employees on Electric Utility Systems (Generation, Distribution, Transmission)</b>							
G4-EU17	Construction activities	Day	365	365	365	365	
	Operation activities	Day	365	365	365	365	
	Maintenance activities	Day	365	365	365	365	
<b>Health and Safety for Contractor and Subcontractor Employees</b>							
G4-EU18	Contractor and subcontractor employees that have undergone relevant health and safety training	%	100	100	100	100	
<b>Customer Health and Safety</b>							
G4-EU25	Number of <u>injuries</u> to the public involving company assets, including legal judgement, settlement and pending legal cases of diseases	Cases	0	0	0	0	
	Number of <u>fatalities</u> to the public involving company assets, including legal judgement, settlement and pending legal cases of diseases	Cases	0	0	0	0	
	Contractor and subcontractor working on electric utility systems, employees that have undergone relevant health and safety training in comparison of total contractor and subcontractor	%	100	100	100	100	

Remarks:

N/A is not applicable

<sup>1</sup> Starting from 2018 Data has been based on GPSC new employee classification

<sup>2</sup> Lost day will count as work calendar and start counting on next day of an accident

<sup>3</sup> First aid case does not include in TRIR

<sup>4</sup> Data had collected and reported in 2018

<sup>5</sup> ODR = frequency of occupational diseases relative to the total time worked by workers

<sup>6</sup> AR = measure of actual absentee days lost, expressed as a percentage of total days scheduled to be worked by workers for the same period

<sup>7</sup> According to PTT Group safety manual, we use 200,000 Manhours

Labor Practices

GRI Standard	Required Data	Unit	Data Collection Period							
			2016		2017		2018		2019	
			Male	Female	Male	Female	Male	Female	Male	Female

Labor Practices

Labor Practices											
102-8	<b>Workers by Area</b>										
	Rayong	Persons	137		151		160		179		
		Persons	112	25	124	27	133	27	149	30	
	Chonburi-Sriracha	Persons	41		31		25		28		
		Persons	37	4	27	4	22	3	24	4	
	Bangkok	Persons	80		110		133		138		
		Persons	31	49	47	63	60	73	59	79	
	Other Provinces	Persons	0		0		0		0		
		Persons	0	0	0	0	0	0	0	0	
	<b>Workers by Employment Type and Contract</b>										
	Permanent contract <sup>1</sup>	Persons	258		292		318		345		
		Persons	180	78	198	94	215	103	232	113	
Temporary contract <sup>2</sup>	Persons	0		0		0		0			
	Persons	0	0	0	0	0	0	0	0		
405-1	<b>Workers by Age</b>										
	<30 years	Persons	46		51		46		58		
		Persons	29	17	31	20	27	19	39	19	
		% by gender against worker category	63.04	36.96	60.78	39.22	58.70	41.30	67.24	32.76	
	30 - 50 years	Persons	204		230		256		273		
		Persons	143	61	156	74	173	83	180	93	
		% by gender against worker category	70.10	29.90	67.83	32.17	67.58	32.42	65.93	34.07	
	>50 years	Persons	8		11		16		14		
		Persons	8	0	11	0	15	1	13	1	
		% by gender against worker category	100.00	0.00	100.00	0.00	93.75	6.25	92.86	7.14	
	<b>Worker by Level</b>										
	Total workforce	Persons	258		292		318		345		
		Persons	180	78	198	94	215	103	232	113	
	Executive (level that is equal or higher than 16)	Persons	1		1		1		1		
		Persons	1	0	1	0	1	0	1	0	
	% by gender against worker category		100.00	0.00	100.00	0.00	100.00	0.00	100.00	0.00	
	Middle Management (job level 11-15)	Persons	26		38		51		58		
Persons		19	7	29	9	36	15	39	19		
% by gender against worker category		73.08	26.92	76.32	23.68	70.59	29.41	67.24	32.76		
Senior ( job level 9-10)	Persons	43		60		62		72			
	Persons	38	5	44	16	42	20	47	25		
	% by gender against worker category	88.37	11.63	73.33	26.67	67.74	32.26	65.28	34.72		
Non-management (job level that is equal or lower than 8)	Persons	188		194		204		214			
	Persons	122	66	125	69	136	68	145	69		
	% by gender against worker category	64.89	35.11	64.43	35.57	66.67	33.33	67.76	32.24		
<b>Worker by Function</b>											
Operation	Persons	N/A	N/A	142	16	149	17	102	1		
	% by gender against worker category	N/A	N/A	89.87	10.13	89.76	10.24	99.03	0.97		
Corporate / Support	Persons	N/A	N/A	56	78	66	86	130	112		
	% by gender against worker category	N/A	N/A	41.79	58.21	43.42	56.58	53.72	46.28		
<b>Total Number and Rate of New Employees Hires and Employee Turnover</b>											
New employees	Persons	22		33		29		47			
	Persons	6	16	17	16	20	9	27	20		
New hire rate	% of total employees	2.33	6.20	5.82	5.48	6.29	2.83	7.83	5.80		
<b>New Employee Hire by Area</b>											
Rayong	Persons	3	1	10	3	10	1	16	4		
	% of total employees	1.16	0.39	3.42	1.03	3.14	0.31	4.64	1.16		
Chonburi-Sriracha	Persons	1	0	0	0	0	0	5	1		
	% of total employees	0.39	0.00	0.00	0.00	0.00	0.00	1.45	0.29		
Bangkok	Persons	2	15	7	13	10	8	6	15		
	% of total employees	0.78	5.81	2.40	4.45	3.14	2.52	1.74	4.35		





Labor Practices

GRI Standard	Required Data	Unit	Data Collection Period								
			2016		2017		2018		2019		
			Male	Female	Male	Female	Male	Female	Male	Female	
G4-EU15	Other Provinces	Persons	N/A	N/A	N/A	N/A	N/A	N/A	0	0	
	<b>Eligible Employees to Retire in the Next 10 Years By area</b>										
	Rayong	Persons	N/A	N/A	N/A	N/A	N/A	N/A	2	0	
	Chonburi-Sriracha	Persons	N/A	N/A	N/A	N/A	N/A	N/A	0	0	
	Bangkok	Persons	N/A	N/A	N/A	N/A	N/A	N/A	2	2	
	Other Provinces	Persons	N/A	N/A	N/A	N/A	N/A	N/A	0	0	
	<b>Eligible Employees to Retire in the Next 5 Years By category</b>										
	Total	Persons	0	0	0	0	0	0	1	0	
	<b>Eligible Employees to Retire in the Next 10 Years By category</b>										
	Total	Persons	0	0	0	0	0	0	4	2	
	<b>Eligible Employees to Retire in the Next 5 Years By category</b>										
	Executive (level that is equal or higher than 16)	Persons	N/A	N/A	N/A	N/A	N/A	N/A	0	0	
	Middle Management (job level 11-15)	Persons	N/A	N/A	N/A	N/A	N/A	N/A	1	0	
	Senior ( job level 9-10)	Persons	N/A	N/A	N/A	N/A	N/A	N/A	0	0	
	Non-management (job level that is equal or lower than 8)	Persons	N/A	N/A	N/A	N/A	N/A	N/A	0	0	
	<b>Eligible Employees to Retire in the Next 10 Years By category</b>										
	Executive (level that is equal or higher than 16)	Persons	N/A	N/A	N/A	N/A	N/A	N/A	0	0	
Middle Management (job level 11-15)	Persons	N/A	N/A	N/A	N/A	N/A	N/A	2	0		
Senior ( job level 9-10)	Persons	N/A	N/A	N/A	N/A	N/A	N/A	2	0		
Non-management (job level that is equal or lower than 8)	Persons	N/A	N/A	N/A	N/A	N/A	N/A	0	0		
<b>Employee Satisfaction</b>											
-	Employee engagement	%	50		52		57		-*		
	Employee engagement by Gender	%	N/A	N/A	55	45	59	53			
	Data coverage	%	91		95		98				
	Employee engagement Target	%	N/A		55		60				

Remarks:

N/A is not available

\* The company is under the process of corporate restructuring and capturing synergy value from the integration of GPSC & GLOW and, therefore, no survey was conducted though the target remains the same.

<sup>1</sup> Full-time employee is an employee whose working hours per week, month, or year are defined according to national legislation and practice regarding working time (such as national legislation which defines that 'full-time' means a minimum of nine months per year and a minimum of 30 hours per week).

<sup>2</sup> Part time employee is an employee whose working hours per week, month, or year are less than 'full-time'.