

GPSC Sustainability Performance Data

GRI	DJSI	Required Data	Unit	2019	2020	2021	2022	Target 2022
Economic								
201-1	3.3.3	Total Revenue	Million THB	25,530.49	71,908.34	78,148.08	127,908.26	
	3.3.3	Operating expense	Million THB	21,303.41	58,399.55	66,698.69	122,633.91	
	3.3.3	Employee wages and benefits	Million THB	648.63	1,691.07	2,324.47	2,219.44	
	Corporate governance							
N/A	1.2.2	Board Structure - Board Type						
		i. Executive directors	Person	1	1	1	1	
		ii. Independent directors	Person	5	7	7	6	
		iii. Other non-executive directors	Person	7	7	7	6	
	1.2.3	Non-executive Chairman/Lead Director						
		Numbers of year that chairman is required to be non-executive and independent.	Year	1	2	3	4	
	1.2.5	Number of female director						
		Number of female director	Person	2	2	2	2	
	1.2.6	Board Effectiveness						
		Average board meeting attendance	% of meetings of board of directors/supervisory board.	93	99	99.64	96.59	
		Minimum of attendance for all members required	%	75	99	99	75	
		Number of non-executive/ independent directors with 4 or less other mandates	Person	12	14	14	12	
		Number of other mandates for non-executive/independent directors restricted to	Number	4	4	4	4	
	1.2.7	Average Tenure						
		Average tenure of board members in years	Year	N/A	2.29	2.29	2.48	
	1.2.8	Board Industry Experience						
		Number of independent or non-executive members with industry experience (e.g., excludes executives)	Person	12	9	12	8	
	1.2.10	Executive Compensation - Alignment with Long-Term Performance						
		Percentage of the short-term bonus deferred in the form of shares or stock options for CEO short-term compensation	%	0	0	0	0	
		The longest performance period covered by your executive compensation plan	Year	4	4	4	4	
		Time Vesting for Variable CEO Compensation	Year	1	1	1	1	
	1.2.11	Management Ownership						
		Multiple of base salary to company shares held by CEO	Times	N/A	0	0	0	
		Multiple of base salary to company shares held by executive (average)	Times	2	0.97	0.28	0.25	
	1.2.12	Management Ownership Requirements						
		Specific stock ownership requirements for the CEO and other members of your executive committee	Times the annual base salary	N/A	N/A	N/A	N/A	
	1.2.13	Government Ownership						
		Total percentage of government ownership <sup>1</sup>	%	28.26	28.19	33.61	35.84	
	1.2.14	Family Ownership						
		Total % of voting rights of the company for (founding) family members <sup>(1)</sup>	%	N/A	N/A	N/A	N/A	
	1.2.15	Disclosure of Median or Mean Compensation of all Employees & CEO Compensation						
		Total CEO compensation	THB	N/A	11,153,154.00	11,341,387.80	14,165,688.40	
		Median of annual compensation of all employees, except CEO	THB	1,450,000	1,252,783.99	1,100,768.10	1,093,698.02	
		Mean of annual compensation of all employees, except CEO	THB	1,800,000	1,747,877.21	1,499,926.57	1,354,933.53	
		The ratio between the total annual compensation of the Chief Executive Officer and the mean employee compensation	-	N/A	6.38	7.56	10.45	
		The ratio between the total annual compensation of the Chief Executive Officer and the median employee compensation	-	N/A	8.90	10.30	12.95	
N/A	N/A	Corporate Governance, Risk Management and Compliance (GRC) KPI						
		"Excellent" Level for the Corporate Governance Report (CGR) of Thai Listed Companies	%	96	96	96	96	97
		Training on Business Ethics	Times	4	7	9	9	At least four times a year
		Functional Risk Management (monitoring and revision of all functional risks)	%	100	100	100	100	100
Risk and Crisis Management								
N/A	1.4.1	Risk Governance						
		Number of non-executive members of board of directors/supervisory board with expertise in (enterprise) risk management	Person	9	12	11	11	
Code of Conduct								
N/A	N/A	% coverage of code of conduct						
		i. Employee	%	100	100	100	100	
		ii. Contractors / Suppliers / Service Providers	%	100	100	100	100	
		iii. Subsidiaries	%	100	100	100	100	
		iv. Joint ventures (including stakes above 10%)	%	100	100	100	100	
		% written/digital acknowledgement of code of conduct						
		i. Employee	%	100	100	100	100	
		ii. Contractors / Suppliers / Service Providers	%	100	100	100	100	

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		iii. Subsidiaries	%	100	100	100	100	
		iv. Joint ventures (including stakes above 10%)	%	100	100	100	100	
		% training provided of code of conduct						
		i. Employee	%	100	100	100	100	
		ii. Contractors / Suppliers / Service Providers	%	100	100	100	100	
		iii. Subsidiaries	%	100	100	100	100	
		iv. Joint ventures (including stakes above 10%)	%	100	100	100	100	
205-3	N/A	<b>Corruption &amp; Bribery Cases</b>						
		Total number of substantiated corruption & bribery cases (Public legal cases regarding corruption brought against the organization or its employees)	Cases	0	0	0	0	
		The number of currently pending investigations	Cases	N/A	0	0	0	
		<b>legal proceedings and substantiated cases</b>						
		i. legal proceedings and substantiated cases related corruption and bribery	Cases	0	0	0	0	
		ii. legal proceedings and substantiated cases related anti-competitive practice	Cases	0	0	0	0	
205-3	1.5.5	<b>breaches of the Codes of Conduct</b>						
		Corruption or Bribery	Cases	0	0	0	0	
		Discrimination or Harassment	Cases	0	0	0	0	
		Customer Privacy Data	Cases	N/A	N/A	N/A	0	
		Conflicts of Interest	Cases	N/A	N/A	N/A	0	
		Money Laundering or Insider trading	Cases	N/A	N/A	N/A	0	
N/A	N/A	<b>Legal actions for anti-competitive behavior, anti-trust, and monopoly practices</b>						
		Amount of fines and settlements (excluding legal fees) incurred in the last four fiscal years related to anti-trust/anti-competitive practices <sup>(2)</sup>	THB, % of revenues	0	0	0	0	
		The number of currently pending investigations	Cases	0	0	0	0	
<b>Grievance</b>								
N/A	N/A	<b>Complaints Received Through Whistleblower System</b>						
		i. Breach of Code of Conduct (included: Corruption, Bribery, Fraud, Conflict of interest and Anti-competitive practice)	Reported case	4	1	0	0	
			Complete investigation	4	1	0	0	
			Substantiated Case	0	0	0	0	
		ii. Non-compliance with regulation	Reported case	0	1	0	0	
			Complete investigation	0	1	0	0	
			Substantiated Case	0	0	0	0	
		iii. Discrimination and harassment						
		- Non sexual discrimination and harassment	Reported case	N/A	0	0	0	
			Complete investigation	N/A	0	0	0	
			Substantiated Case	N/A	0	0	0	
		- Sexual discrimination and harassment	Reported case	N/A	0	0	0	
			Complete investigation	N/A	0	0	0	
			Substantiated Case	N/A	0	0	0	
		iv. Privacy breach	Reported case	0	0	0	0	
			Complete investigation	0	0	0	0	
			Substantiated Case	0	0	0	0	
		v. Others	Reported case	0	0	2	2	
			Complete investigation	0	0	2	2	
			Substantiated Case	0	0	0	0	
		<b>Total number of breaches against codes of conduct/ethics breakdown consequences of breaches</b>						
		i. Verbal warning	Cases	N/A	0	1	1	
		ii. Written warning	Cases	2	1	0	0	
		iv. Contract termination	Cases	2	0	0	0	
		v. Others	Cases	0	0	0	0	
		<b>Total number of cases pending for investigation</b>						
			Cases	0	0	0	0	
103-2	N/A	<b>The management approach and its components</b>						
		Number of grievances about environmental impacts through formal grievance process	Cases	0	0	0	0	
		Number of grievances about human rights through formal grievance process	Cases	0	0	0	0	

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		Number of grievances about <b>labor practices</b> through formal grievance process	Cases	0	0	0	0	
		Number of grievances about <b>impacts on society</b> through formal grievance process	Cases	0	0	0	0	
Supply chain								
N/A	1.7.5	<b>KPIs for Supplier Screening</b>						
		i. Total number of Tier-1 suppliers	Numbers	998	1,375	1,580	1,440	
		ii. Total number of significant suppliers in Tier-1	Numbers	N/A	N/A	N/A	63	
		iii. % of total spend on significant suppliers in Tier-1	%	N/A	N/A	N/A	89	
		vi. Total number of significant suppliers in non Tier-1	Numbers	N/A	1	1	1	
		v. Total number of significant suppliers (Tier-1 and non Tier-1)	Numbers	N/A	N/A	N/A	64	
N/A	1.7.6	<b>KPIs for Supplier Assessment and Development</b>						
		<b>Coverage and progress of our supplier assessment program</b>						
		i. Total number of suppliers assessed via desk assessments/on-site assessments <sup>2</sup>	Numbers	N/A	N/A	N/A	64	100.00%
		ii. % of significant suppliers assessed	%	N/A	N/A	N/A	100	
		iii. Number of suppliers assessed with substantial actual/potential negative impacts	Numbers	N/A	N/A	N/A	5	
		vi. % of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan	%	N/A	N/A	N/A	100	
		v. Number of suppliers with substantial actual/potential negative impacts that were terminated	Numbers	N/A	N/A	N/A	0	
		<b>Coverage and progress of suppliers with corrective action plans</b>						
		i. Total number of suppliers supported in corrective action plan implementation <sup>2</sup>	Numbers	N/A	N/A	N/A	5	5
		ii. % of suppliers assessed with substantial actual/potential negative impacts supported in corrective action plan implementation	%	N/A	N/A	N/A	100	
		<b>Coverage and progress of suppliers in capacity building programs</b>						
		i. Total number of suppliers in capacity building programs <sup>2</sup>	Numbers	N/A	N/A	N/A	64	100.00%
		ii. % of significant suppliers in capacity building programs	%	N/A	N/A	N/A	100	
Information Security/Cybersecurity								
N/A	1.8.3	<b>Process and Infrastructure</b>						
		Certification of IT infrastructure	%	100	100	100	100	
		<b>Breaches</b>						
		i. Total number of information security breaches	Cases	0	0	0	0	
		ii. Total number of clients, customers and employees affected by the breaches	Numbers	0	0	0	0	
N/A	N/A	<b>Information Security/ Cybersecurity Breaches</b>						
		Total number of information security breaches or other cybersecurity incidents	Cases	0	0	0	0	
		Total number of data breaches	Cases	0	0	0	0	
		Total number of customers and employees affected by company's data breach	Cases	0	0	0	0	
		Total amount of fines/ penalties paid in relation to information security breaches or other cybersecurity incident.	Cases	0	0	0	0	
		Maximum insurance coverage for information security breaches or other cybersecurity incidents	%	N/A	N/A	N/A	N/A	
N/A	N/A	<b>IT Infrastructure Incidents</b>						
		IT infrastructure incident	Cases	0	0	0	0	
		Financial impact from IT infrastructure incident	THB	0	0	0	0	
Innovation								
N/A	1.9.1	<b>R&amp;D spending</b>						
		Total R&D spending	Million USD	3.60	21.06	28.61	54.52	
		Number of R&D positions	FTEs	14	17	19	25	
		R&D spending as % of sales	% of sales	0.502	0.93	1.29	1.54	
Market Opportunities								
N/A	1.10.2	<b>Current Investment Budget (Electricity &amp; Multi-Utilities)</b>						
		<b>Percentage of the electricity and gas business budget</b>						
		i. Renewable energy	% of electricity and gas investment budget	0.015	24.34	76.15	63.41	
			Projected (in %) in short term in 2025	68.18	34.58	57.76	36.37	
		ii. Distributed energy (not including transmission or distribution lines)	% of electricity and gas investment budget	0.015	0.04	3.70	1.98	
			Projected (in %) in short term in 2025	68.18	3.05	13.28	9.34	

## GPSC Sustainability Performance Data

GRI	DJSI	Required Data	Unit	2019	2020	2021	2022	Target 2022
		iii. Demand-side efficiency	% of electricity and gas investment budget	0.034	4.22	2.22	7.84	
			Projected (in %) in short term in 2025	10.65	3.88	5.11	6.28	
N/A	1.10.3	<b>Revenues from New Business Opportunities</b>						
		Revenues from energy / gas / water-related products and services excluding retail and wholesale of electricity, gas and water	Million THB	67,480	70,983	78,148	126,416	
		Percentage of revenues from energy / gas / water-related products and services excluding retail and wholesale of electricity, gas and water compared to total revenues from electricity and gas business in 2020	%	N/A	4.50	6.22	3.44	
	1.10.4	<b>Smart Meter Penetration</b>						
		Percentage of smart meters used in distribution grid	%	N/A	N/A	N/A	75.28	

**Remarks:**

<sup>1</sup> GPSC does not have (founding) family member, personally or through other companies or organizations

<sup>2</sup> For suppliers which were identified as significant in the supplier screening process.