

GPSC Sustainability Performance Data

GRI	DJSI	Required Data	Unit	2019	2020	2021	2022	Target 2022	Target 2023	Target 2026
Social reporting										
N/A	N/A	Social Reporting - Coverage								
		Coverage of publicly available social reporting	% of revenues	N/A	>75%	>75%	>75%			
102-8 405-1	3.1.2	Diversity								
		Data coverage	% FTEs	100	100	100	100			
		Total Workforce (FTEs)	Person	364	1,076	1,108	1,128			
		Female shared in total workforce	Person	123	321	332	332			
			% of total workforce	33.79	29.83	29.96	29.43	25		25
		By employee level								
		i. All management position (including junior, middle and top management)	Person (female)	31	90	89	96			
			Person (male)	75	210	216	227			
			total numbers of all management positions	106	300	305	323			
			Female % of total management position	29.25	30.00	29.18	29.72	25		25
		ii. Top management position (EVP/16+) (i.e. maximum two levels away from the CEO or comparable positions)	Person (female)	2	4	2	2			
			Person (male)	3	5	7	6			
			total numbers of top management positions (men and women combine)	5	9	9	8			
			Female % of total numbers of top management positions	40.00	44.44	22.22	25.00	25		25
		iii. Senior management position (SVP/14-15)	Person (female)	5	7	9	10			
			Person (male)	9	14	17	15			
			total numbers of Senior management positions (men and women combine)	14	21	26	25			
			Female % of total numbers of Senior management positions	35.71	33.33	34.62	40.00	25		25
		iv. Middle management position (VP-DM/11-13)	Person (female)	18	35	35	38			
			Person (male)	35	73	73	86			
			total numbers of Middle management positions (men and women combine)	53	108	108	124			
			Female % of total numbers of Middle management positions	33.96	32.41	32.41	30.65	25		25
		v. Junior management position (Section Manager/9-10) (i.e. first level of management)	Person (female)	6	44	43	46			
			Person (male)	28	118	119	120			

GRI	DJSI	Required Data	Unit	2019	2020	2021	2022	Target 2022	Target 2023	Target 2026
			total numbers of all junior management positions	34	162	162	166			
			Female % of total junior management positions	17.65	27.16	26.54	27.71	25		25
		vi. Revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	Person (female)	7	20	20	19			
			Person (male)	17	27	29	31			
			total numbers of all Revenue-generating functions	24	47	49	50			
			Female % of total revenue-generating functions	29.17	42.55	40.82	38.00	25		25
		vii. STEM-related position	Person (female)	12	48	48	120			
			Person (male)	166	593	626	716			
			total numbers of all STEM position	178	641	674	836			
			Female % of total STEM positions	6.74	7.49	7.12	14.35	5		5
	N/A	By employee age (age group)								
	3.1.3	i. <30 years	% of FTEs	15.93	13.94	12.09	11.52			
			Coverage	> 75%	> 75%	> 75%	> 75%			
			Person (Male)	39	103	93	93			
			Person (Female)	19	47	41	37			
			% female against worker category	32.76	31.33	30.60	28.46			
		ii. 30 - 50 years	% of FTEs	78.02	75.56	76.99	74.82			
			Coverage	> 75%	> 75%	> 75%	> 75%			
			Person (Male)	186	572	595	589			
			Person (Female)	98	241	258	255			
			% female against worker category	34.51	29.64	30.25	30.21			
		iii. >50 years	% of FTEs	6.04	10.50	10.92	13.65			
			Coverage	> 75%	> 75%	> 75%	> 75%			
			Person (Male)	16	80	88	114			
			Person (Female)	6	33	33	40			
			% female against worker category	27.27	29.20	27.27	25.97			
	3.1.3	By Race (เชื้อชาติ)								
		Data coverage	%FTEs	>75%	>75%	N/A	N/A			
		i. Thai - Thai	Share in all management positions, including junior, middle and senior management (as % of total management workforce)	N/A	N/A	N/A	N/A			

GRI	DJSI	Required Data	Unit	2019	2020	2021	2022	Target 2022	Target 2023	Target 2026
			Share in total workforce (as % of total workforce)	N/A	N/A	N/A	N/A			
			Person (Male)	N/A	N/A	N/A	N/A			
			Person (Female)	N/A	N/A	N/A	N/A			
			Total	N/A	N/A	N/A	N/A			
		ii. Thai - Laos	Share in all management positions, including junior, middle and senior management (as % of total management workforce)	N/A	N/A	N/A	N/A			
			Share in total workforce (as % of total workforce)	N/A	N/A	N/A	N/A			
			Person (Male)	N/A	N/A	N/A	N/A			
			Person (Female)	N/A	N/A	N/A	N/A			
			Total	N/A	N/A	N/A	N/A			
		iii. Thai - Chinese	Share in all management positions, including junior, middle and senior management (as % of total management workforce)	N/A	N/A	N/A	N/A			
			Share in total workforce (as % of total workforce)	N/A	N/A	N/A	N/A			
			Person (Male)	N/A	N/A	N/A	N/A			
			Person (Female)	N/A	N/A	N/A	N/A			
			Total	N/A	N/A	N/A	N/A			
		vi. Others	Share in all management positions, including junior, middle and senior management (as % of total management workforce)	N/A	N/A	N/A	N/A			
			Share in total workforce (as % of total workforce)	N/A	N/A	N/A	N/A			
			Person (Male)	N/A	N/A	N/A	N/A			

GRI	DJSI	Required Data	Unit	2019	2020	2021	2022	Target 2022	Target 2023	Target 2026
			Person (Female)	N/A	N/A	N/A	N/A			
			Total	N/A	N/A	N/A	N/A			
		By Nationality								
		i. Thai	Share in total workforce (as % of total workforce)	100.00	99.63	99.73	99.82			
			Share in all manageme nt positions, including junior, middle and senior manageme nt (as % of total manageme nt workforce)	100.00	98.67	99.02	99.38			
			Person (Male)	75	206	213	225			
			Person (Female)	31	90	89	96			
			Total	106	296	302	321			
			% female against worker category	29.25	30.41	29.47	29.91			
		ii. Turkish	Share in total workforce (as % of total workforce)	N/A	0.09	0	0			
			Share in all manageme nt positions, including junior, middle and senior manageme nt (as % of total manageme nt workforce)	N/A	0.33	0	0			
			Person (Male)	N/A	1	0	0			
			Person (Female)	N/A	0	0	0			
			Total	N/A	1	0	0			
			% female against worker category	N/A	0	0	0			
		iii. Dutch	Share in total workforce (as % of total workforce)	N/A	0.09	0.09	0.09			
			Share in all manageme nt positions, including junior, middle and senior manageme nt (as % of total manageme nt workforce)	N/A	0.33	0.33	0.31			
			Person (Male)	N/A	1	1	1			

GRI	DJSI	Required Data	Unit	2019	2020	2021	2022	Target 2022	Target 2023	Target 2026		
			Person (Female)	N/A	0	0	0					
			Total	N/A	1	1	1					
			% female against worker category	N/A	0	0	0					
		iv. Americans	Share in total workforce (as % of total workforce)	N/A	0.09	0.09	-					
			Share in all management positions, including junior, middle and senior management (as % of total management workforce)	N/A	0.33	0.33	-					
			Person (Male)	N/A	1	1	0					
			Person (Female)	N/A	0	0	0					
			Total	N/A	1	1	0					
			% female against worker category	N/A	0	0	0					
			v. French	Share in total workforce (as % of total workforce)	N/A	0.09	0.09	0.09				
		Share in all management positions, including junior, middle and senior management (as % of total management workforce)		N/A	0.33	0.33	0.31					
		Person (Male)		N/A	1	1	1					
		Person (Female)		N/A	0	0	0					
		Total		N/A	1	1	1					
		% female against worker category		N/A	0	0	0					
		N/A		Other Minorities								
			ii. LGBTQI+	% of FTEs	N/A	N/A	N/A	N/A				
	Coverage			>75%	>75%	N/A	N/A					
	Person			N/A	N/A	N/A	N/A					
	iii. Other: religious minority											
	a. Buddhism		% of FTEs	N/A	98.14	98.01	94.33					
			Coverage	>75%	>75%	>75%	>75%					
			Person	N/A	1,056	1,086	1,064					
	b. Christianity		% of FTEs	N/A	1.49	1.53	1.51					
			Coverage	>75%	>75%	>75%	>75%					
		Person	N/A	16	17	17						
	c. Islam	% of FTEs	N/A	0.372	0.451	0.355						
Coverage		>75%	>75%	>75%	>75%							
Person		N/A	4	5	4							
d. Hinduism	% of FTEs	N/A	0	0	0							
	Coverage	>75%	>75%	>75%	>75%							
	Person	N/A	0	0	0							
N/A	By Disability											

GRI	DJSI	Required Data	Unit	2019	2020	2021	2022	Target 2022	Target 2023	Target 2026	
		i. Vision Impairment	Person (Male)	N/A	0	0	0				
			Person (Female)	N/A	0	0	0				
			% of FTEs	N/A	0	0	0				
		ii. Deaf or hard of hearing	Person (Male)	N/A	0	0	0				
			Person (Female)	N/A	0	0	0				
			% of FTEs	N/A	0	0	0				
		iii. Physical disability	Person (Male)	N/A	1	1	1				
			Person (Female)	N/A	0	0	0				
			% of FTEs	N/A	0.09	0.09	0.09				
		iv. Others (e.g. mental health conditions, intellectual disability)	Person (Male)	N/A	0	0	0				
			Person (Female)	N/A	0	0	0				
			% of FTEs	N/A	0	0	0				
	Hiring										
N/A	3.4.1										
		Total number of new employee hires	Person	47	54	87	99				
		By employee age									
		i. <30 years	Person	31	28	19	40				
		ii. 30 - 50 years	Person	16	26	68	39				
		iii. >50 years	Person	0	0	0	1				
		By Gender									
		i. Male	Person	27	29	51	45				
		ii. Female	Person	20	25	36	35				
		By employee level									
		i. Top management position (EVP/16+)	Person	0	0	0	N/A				
		ii. Senior management position (SVP/14-15)	Person	2	5	0	N/A				
		iii. Middle management position (VP-DM/11-13)	Person	1	12	4	5				
		iv. Junior management position (Section Manager/9-10)	Person	1	37	83	15				
		v. Revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	Person	1	0	0	6				
		By Nationality									
		i. Thai	Person	47	54	87	99				
		ii. Turisk	Person	0	0	0	0				
		iii. Dutch	Person	0	0	0	0				
		iv. Americans	Person	0	0	0	0				
		v. French	Person	0	0	0	0				
		vi. Other	Person	0	0	0	1				
		By Disability									
		i. Vision Impairment	Person	N/A	0	0	0				
		ii. Deaf or hard of hearing	Person	N/A	0	0	0				
		iii. Physical disability	Person	N/A	0	0	0				
		iv. Others (e.g. mental health conditions, intellectual disability)	Person	N/A	0	0	0				
		Percentage of open positions filled by internal candidates	%	18	23	12	31				
		By employee age									
		i. <30 years	Person	N/A	0	3	16				
		ii. 30 - 50 years	Person	N/A	16	9	11				
		iii. >50 years	Person	N/A	0	0	4				
		By Gender									
		i. Male	Person	N/A	11	7	25				
		ii. Female	Person	N/A	5	5	6				
		By employee level									
		i. Top management position (EVP/16+)	Person	N/A	0	0	1				
		ii. Senior management position (SVP/14-15)	Person	N/A	1	1	4				
		iii. Middle management position (VP-DM/11-13)	Person	N/A	6	0	3				
		iv. Junior management position (Section Manager/9-10)	Person	N/A	5	11	3				
		v. Revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	Person	N/A	6	0	3				
		By Nationality									
		i. Thai	Person	N/A	16	12	31				
		ii. Turisk	Person	N/A	0	0	0				
		iii. Dutch	Person	N/A	0	0	0				
		iv. Americans	Person	N/A	0	0	0				
		v. French	Person	N/A	0	0	0				
		vi. Other	Person	N/A	0	0	0				
		By Disability									
		i. Vision Impairment	Person	N/A	0	0	0				
ii. Deaf or hard of hearing	Person	N/A	0	0	0						
iii. Physical disability	Person	N/A	0	0	0						

GRI	DJSI	Required Data	Unit	2019	2020	2021	2022	Target 2022	Target 2023	Target 2026
		iv. Others (e.g. mental health conditions, intellectual disability)	Person	N/A	0	0	0			
		Average hiring cost/FTE	THB	29,364	41,311.22	59,226.00	94,500.00			
		Employee Receiving Regular Performance and Career Development Reviews	Person	350	1068	1,068.00	1,128			
			%	100	100	100	100			
Employee Turnover										
401-1	3.4.5	Employee Turnover Rate								
		Data coverage	% of FTEs	100	100	100	100			
		Total employee turnover rate	Person	19	32	35	65			
			% of total employee	5.11	3.08	3.16	5.76	Less than the average rate of those in the same industry		
By employee age										
		i. <30 years	Person	5	6	5	18			
			% of total employee	1.37	0.56	0.45	1.60			
		ii. 30 - 50 years	Person	14	23	24	36			
			% of total employee	3.85	2.14	2.17	3.19			
		iii. >50 years	Person	0	3	6	1			
			% of total employee	0.00	0.28	0.54	0.09			
By gender										
		i. Male	Person	7	23	14	28			
			% of total employee	1.92	2.14	1.26	2.48			
		ii. Female	Person	12	9	21	37			
			% of total employee	3.30	0.84	1.90	3.28			
By employee level										
		i. Top management position (EVP/16+)	Person	N/A	0	1	0			
			% of total employee	N/A	0.00	0.09	0.00			
		ii. Senior management position (SVP/14-15)	Person	N/A	1	0	1			
			% of total employee	N/A	0.09	0.00	0.09			
		iii. Middle management position (VP-DM/11-13)	Person	N/A	9	5	9			
			% of total employee	N/A	0.84	0.45	0.80			
		iv. Junior management position (Section Manager/9-10)	Person	N/A	6	10	18			
			% of total employee	N/A	0.56	0.90	1.60			
		v. Revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	Person	N/A	16	5	2			
			% of total employee	N/A	1.49	0.45	0.18			
By Nationality										
		i. Thai	Person	N/A	31	34	65			
			% of total employee	N/A	2.88	3.07	5.76			
		ii. Turkish	Person	N/A	0	1	0			
			% of total employee	N/A	0	0.09	0.00			
		iii. Dutch	Person	N/A	0	0	0			
			% of total employee	N/A	0	0	0			
		iv. Americans	Person	N/A	0	0	0			
			% of total employee	N/A	0	0	0			
		v. French	Person	N/A	0	0	0			
			% of total employee	N/A	0	0	0			
		v. Other -UK	Person	N/A	1	0	0			
			% of total employee	N/A	0.09	0	0			
By Disability										
		i. Vision Impairment	Person	N/A	0	0	0			
			% of total employee	N/A	0	0	0			
		ii. Deaf or hard of hearing	Person	N/A	0	0	0			
			% of total employee	N/A	0	0	0			
		iii. Physical disability	Person	N/A	0	1	0			
			% of total employee	N/A	0	0.09	0			
		iv. Others (e.g. mental health conditions, intellectual disability)	Person	N/A	0	0	0			
			% of total employee	N/A	0	0	0			
		Voluntary employee turnover rate	Person	19	32	35	65			

GRI	DJSI	Required Data	Unit	2019	2020	2021	2022	Target 2022	Target 2023	Target 2026			
			% of total employee	5.11	3.08	3.16	5.75						
		By employee age											
		i. <30 years	Person	5	6	5	28						
			% of total employee	1.37	0.56	0.45	2.48						
		ii. 30 - 50 years	Person	14	23	24	36						
			% of total employee	3.85	2.14	2.17	3.19						
		iii. >50 years	Person	0	3	6	1						
			% of total employee	0.00	0.28	0.54	0.09						
		By Gender											
		i. Male	Person	7	23	14	28						
			% of total employee	1.92	2.14	1.26	2.48						
		ii. Female	Person	12	9	21	37						
			% of total employee	3.30	0.84	1.90	3.28						
		By employee level											
		i. Top management position (EVP/16+)	Person	N/A	0	1	0						
			% of total employee	N/A	0	0.09	0						
		ii. Senior management position (SVP/14-15)	Person	N/A	1	0	1						
			% of total employee	N/A	0.09	0	0.09						
		iii. Middle management position (VP-DM/11-13)	Person	N/A	9	5	9						
			% of total employee	N/A	0.84	0.45	0.80						
		iv. Junior management position (Section Manager/9-10)	Person	N/A	6	10	18						
			% of total employee	N/A	0.56	0.90	1.60						
		v. Revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	Person	N/A	16	5	37						
			% of total employee	N/A	1.49	0.45	3.28						
		By Nationality											
		i. Thai	Person	N/A	31	34	65						
			% of total employee	N/A	2.88	3.07	5.76						
		ii. Turkish	Person	N/A	0	1	0						
			% of total employee	N/A	0	0.09	0						
		iii. Dutch	Person	N/A	0	0	0						
			% of total employee	N/A	0	0	0						
		iv. Americans	Person	N/A	0	0	0						
			% of total employee	N/A	0	0	0						
		v. French	Person	N/A	0	0	0						
			% of total employee	N/A	0	0	0						
		v. Other (UK)	Person	N/A	1	0	0						
			% of total employee	N/A	0.09	0	0						
		By Disability											
		i. Vision Impairment	Person	N/A	0	0	0						
			% of total employee	N/A	0	0	0						
		ii. Deaf or hard of hearing	Person	N/A	0	0	0						
			% of total employee	N/A	0	0	0						
		iii. Physical disability	Person	N/A	0	1	0						
			% of total employee	N/A	0	0.09	0						
		iv. Others (e.g. mental health conditions, intellectual disability)	Person	N/A	0	0	0						
			% of total employee	N/A	0	0	0						
		Training and Development											
		404-1, 404-3	3.3.1	Training and Development Inputs									
				Data Coverage	% of FTE	100	100	100	100				
				Average hours of training per FTE	Hours	47.29	25.58	27.94	28.07				
Type of Training: Mandatory training (e.g. Cultural diversity training, IT training, OHS training, Compliance training, Code of conduct training and etc.)	Hours			5,876.00	10,838.00	5,454.67	15,555.00						
By employee age													
i. <30 years	Hours/pers on-year			23.59	14.09	10.38	22.55						
	ii. 30 - 50 years			Hours/pers on-year	16.04	9.60	4.95	16.00					
iii. >50 years	Hours/pers on-year			9.14	8.16	3.66	11.23						
	By Gender												

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		i. Male	Hours/pers on-year	20.14	12.16	5.62	17.44			
		ii. Female	Hours/pers on-year	10.65	5.17	3.30	5.77			
		By employee level								
		i. Top management position (EVP/16+)	Hours/pers on-year	0	4.00	0	0			
		ii. Senior management position (SVP/14-15)	Hours/pers on-year	5.35	1.62	0	0			
		iii. Middle management position (VP-DM/11-13)	Hours/pers on-year	11.06	12.89	2.66	10.84			
		iv. Junior management position (Section Manager/9-10)	Hours/pers on-year	34.91	9.38	5.73	16.84			
		v. Revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	Hours/pers on-year	16.23	10.12	5.82	19.21			
		By Nationality								
		i. Thai	Hours/pers on-year	47	25.67	28.02	14.09			
		ii. Turkish	Hours/pers on-year	0	0	0	0			
		iii. Dutch	Hours/pers on-year	0	0	0	0			
		iv. Americans	Hours/pers on-year	0	6	0	0			
		v. French	Hours/pers on-year	0	6	0	0			
		vi. Other	Hours/pers on-year	0	0	0	0			
		By location								
		i. Rayong	Hours/pers on-year	7.37	13.02	12.68	17.98			
		ii. Chonburi	Hours/pers on-year	15.91	7.13	7.48	27.80			
		iii. Bangkok	Hours/pers on-year	24.65	3.79	3.60	2.21			
		Type of Training: Non-mandatory training (e.g. on-the-job training, coaching, mentorship, leadership training and etc.)	Hours	10,437.37	16,688.00	25,505.70	15,242.95			
		By employee age								
		i. <30 years	Hours/pers on-year	64.00	16.71	18.71	16.91			
		ii. 30 - 50 years	Hours/pers on-year	22.25	15.44	14.46	19.45			
		iii. >50 years	Hours/pers on-year	46.43	14.41	15.23	18.91			
		By Gender								
		i. Male	Hours/pers on-year	31.95	17.51	28.58	17.09			
		ii. Female	Hours/pers on-year	26.77	10.81	26.46	5.90			
		By employee level								
		i. Top management position (EVP/16+)	Hours/pers on-year	24.00	15.44	0	0			
		ii. Senior management position (SVP/14-15)	Hours/pers on-year	102.70	63.38	0	0			
		iii. Middle management position (VP-DM/11-13)	Hours/pers on-year	49.98	7.42	20.62	29.86			
		iv. Junior management position (Section Manager/9-10)	Hours/pers on-year	65.93	19.49	33.15	29.21			
		v. Revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	Hours/pers on-year	59.66	14.75	28.87	18.35			
		By Nationality								
		i. Thai	Hours/pers on-year	47.29	15.57	23.02	13.88			
		ii. Turkish	Hours/pers on-year	0	0	0	0			
		iii. Dutch	Hours/pers on-year	0	23.00	0	0			
		iv. Americans	Hours/pers on-year	0	6.00	0	0			
		v. French	Hours/pers on-year	0	6.00	0	0			
		vi. Other	Hours/pers on-year	0	0	0	0			
		By location								
		i. Rayong	Hours/pers on-year	48.81	17.17	29.71	16.33			
		ii. Chonburi	Hours/pers on-year	11.41	11.11	28.97	21.54			
		iii. Bangkok	Hours/pers on-year	18.89	12.55	23.70	6.51			

GRI	DJSI	Required Data	Unit	2019	2020	2021	2022	Target 2022	Target 2023	Target 2026
		Average amount spent per FTE on training	THB/person -year	38,560.93	13,880.02	16,764.01	15,242.95			
		Mandatory training	THB/person -year	19,474.68	5,525.44	943.58	5,712.75			
		By employee age								
		i. <30 years	THB/person -year	26,831.35	7,760.36	8,686.97	4,934.31			
		ii. 30 - 50 years	THB/person -year	18,398.41	5,174.27	4,931.63	2,994.89			
		iii. >50 years	THB/person -year	9,984.29	5,002.60	4,671.85	1,912.17			
		By Gender								
		i. Male	THB/person -year	23,618.02	6,573.22	1,123.93	3,555.01			
		ii. Female	THB/person -year	10,968.00	3,031.92	522.05	818.07			
		By employee level								
		i. Top management position (EVP/16+)	THB/person -year	-	-	-	-			
		ii. Senior management position (SVP/14-15)	THB/person -year	33,593.82	1,316.47	-	-			
		iii. Middle management position (VP-DM/11-13)	THB/person -year	11,944.47	3,554.86	13,007.07	2,105.79			
		iv. Junior management position (Section Manager/9-10)	THB/person -year	24,678.35	5,642.09	10,979.02	3,198.79			
		v. Revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	THB/person -year	20,619.08	10,513.42	6,177.21	3,601.20			
		By Nationality								
		i. Thai	THB/person -year	19,474.68	5,533.14	8,382.01	2,769.11			
		ii. Turkish	THB/person -year	-	-	-	-			
		iii. Dutch	THB/person -year	-	1,500.00	-	-			
		iv. Americans	THB/person -year	-	1,500.00	-	-			
		v. French	THB/person -year	-	1,500.00	-	-			
		vi. Other	THB/person -year	-	-	-	-			
		By location								
		i. Rayong	THB/person -year	7,292.87	6,757.78	5,656.18	5,910.93			
		ii. Chonburi	THB/person -year	19,968.59	4,152.00	4,473.16	10,667.24			
		iii. Bangkok	THB/person -year	28,788.97	2,901.12	12,072.77	4,485.15			
		Non-mandatory training	THB/person -year	20,203.96	8,356.73	8,382.01	2,772.20			
		By employee age								
		i. <30 years	THB/person -year	24,100.02	8,320.65	9,314.16	3,465.04			
		ii. 30 - 50 years	THB/person -year	19,081.09	8,187.98	7,658.19	3,591.73			
		iii. >50 years	THB/person -year	25,959.16	9,680.92	10,068.89	1,912.17			
		By Gender								
		i. Male	THB/person -year	17,994.68	9,080.04	7,239.69	3,028.50			
		ii. Female	THB/person -year	24,739.84	6,677.39	11,051.91	2,694.17			
		By employee level								
		i. Top management position (EVP/16+)	THB/person -year	45,000.00	40,955.00	-	-			
		ii. Senior management position (SVP/14-15)	THB/person -year	62,733.31	10,544.05	-	-			
		iii. Middle management position (VP-DM/11-13)	THB/person -year	32,528.38	7,709.40	13,506.76	13,820.36			
		iv. Junior management position (Section Manager/9-10)	THB/person -year	20,501.08	12,051.85	12,186.24	4,754.68			
		v. Revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	THB/person -year	15,799.50	7,247.21	7,167.91	2,297.76			
		By Nationality								
		i. Thai	THB/person -year	20,203.96	8,387.71	7,438.42	2,932.50			
		ii. Turkish	THB/person -year	-	-	-	-			
		iii. Dutch	THB/person -year	-	-	-	-			
		iv. Americans	THB/person -year	-	-	-	-			

GRI	DJSI	Required Data	Unit	2019	2020	2021	2022	Target 2022	Target 2023	Target 2026	
		v. French	THB/person -year	-	7,245.00	-	-				
		vi. Other	THB/person -year	-	-	-	-				
		By location									
		i. Rayong	THB/person -year	28,496.23	8,234.35	6,778.14	2,351.16				
		ii. Chonburi	THB/person -year	10,982.72	5,574.66	5,833.17	5,392.79				
		iii. Bangkok	THB/person -year	15,253.47	9,253.92	12,529.64	4,093.13				
Equal Remuneration (Gender Pay Indicators)											
N/A	3.1.4	Average salary									
		Data Coverage	% FTEs	>75%	>75%	>75%	>75%				
		i. Executive level (Base salary only)									
		- Male	THB	3,688,000	6,356,358	4,223,737	4,634,318				
		- Female	THB	3,114,000	5,605,565	4,428,085	4,679,270				
		- Ratio (Average Female and Male Salary)	-	0.84	0.88	1.05	1.01				
		ii. Executive level (Base salary + other cash incentives)									
		- Male	THB	N/A	9,571,280.40	6,405,847	7,688,002				
		- Female	THB	N/A	6,135,639.31	6,601,562	7,405,508				
		- Ratio (Average Female and Male Salary)	-	N/A	1.56	1.03	0.96				
		iii. Management level (base salary only)									
		- Male	THB	1,410,000	1,759,688	1,596,393	1,978,405				
		- Female	THB	1,501,000	2,386,738	1,600,726	1,763,567				
		- Ratio	-	1.065	1.356	1.00	0.89				
		iv. Management level (base salary + other cash incentives)									
		- Male	THB	2,758,000	3,713,808	2,617,988	3,296,098				
		- Female	THB	2,500,000	3,761,390	2,472,194	2,745,910				
		- Ratio	-	0.906	1.013	0.94	0.83				
		v. Non-management level									
		- Male	THB	1,227,000	1,282,743	955,243	1,470,105				
		- Female	THB	1,212,600	1,171,127	919,716	1,210,969				
		- Ratio	-	0.988	0.913	0.96	0.82				
Freedom of Association											
407-1	3.1.5	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk									
		Percentage of employees represented by an independent trade union or covered by collective bargaining agreements	%	100	100	100	100				
Human rights											
411-1	3.2.4	Incidents of violations involving rights of indigenous peoples									
		Total number of identified incidents of violations in	Case	N/A	N/A	0	0				
		Status of the incidents and actions taken									
		Incident reviewed by the organization	Case	N/A	N/A	N/A	N/A				
		Remediation plans being implemented	Case	N/A	N/A	N/A	N/A				
		Remediation plans that have been implemented, with results reviewed through routine internal management review processes	Case	N/A	N/A	N/A	N/A				
		Incident no longer subject to action.	Case	N/A	N/A	N/A	N/A				
412-1	3.2.3	Percentage of total human rights assessed in the last three years									
		i. Own operations	% of business Activities in GPSC Business Value Chain	100	100	100	100				
		ii. Contractors and Tier 1 suppliers	% of critical contractors and tier-1 supplier	23.53	100	100	100				
		iii. Joint Ventures	% of joint venture	100	100	100	100				
		Percentage of total human rights assessed where risks have been identified									
		i. Own operations	% of business Activities in GPSC Business Value Chain	0	0	0	0				
		ii. Contractors and Tier 1 suppliers	% of critical contractors and tier-1 supplier	0	0	0	0				
		iii. Joint Ventures	% of joint venture	0	0	0	0				
		Percentage of risk with mitigation or remediation process implemented									

GRI	DJSI	Required Data	Unit	2019	2020	2021	2022	Target 2022	Target 2023	Target 2026
		i. Own operations	% of business Activities in GPSC Business Value Chain	100	100	100	100			
		ii. Contractors and Tier 1 suppliers	% of critical contractors and tier-1 supplier	100	100	100	100			
		iii. Joint Ventures	% of joint venture	100	100	100	100			
N/A	3.2.4	Site with mitigation plans								
		i. Own operations	% of business Activities in GPSC Business Value Chain	100	100	100	100			
		ii. Contractors and Tier 1 suppliers	% of critical contractors and tier-1 supplier	24	100	100	100			
		iii. Joint Ventures	% of joint venture	100	100	100	100			
Human Capital Development										
N/A	3.3.3	Human Capital Return on Investment								
		Human Capital Return on Investment (HCROI)	Unit	7.52	8.99	5.93	3.38			
		a) Total Revenues,	THB	25,530,496,975	71,908,340,000	78,148,083,820	127,908,260,000			
		b) Total Operating Expenses	THB	21,303,410,000	58,399,550,000	66,698,686,850	122,633,910,000			
		c) Total related expenses (salaries + benefits)	THB	648,634,845	1,691,066,140	2,324,470,000	2,219,440,000			
N/A	N/A	Return on Employee Development Investment								
		Return on Employee Development Investment	-	1.712	8.61	1.61	3.96			
Talent Attraction & Retention										
N/A	3.4.2	Type of Performance Appraisal								
		Coverage of the individual performance appraisals used for individual performance-related compensation								
		i. Management by objectives: systematic use of agreed measurable targets by line superior	% of all employees	100	100	100	100			
			Frequency	Quarterly/ Twice a year	Quarterly/ Twice a year	Quarterly/ Twice a year	Quarterly/ Twice a year			
		ii. Multidimensional performance appraisal (e.g. 360 degree feedback)	% of all employees	100	100	100	100			
			Frequency	Quarterly/ Twice a year	Quarterly/ Twice a year	Quarterly/ Twice a year	Quarterly/ Twice a year			
		iii. Formal comparative ranking of employees within one employee category	% of all employees	100	100	100	100			
			Frequency	Yearly	Yearly	Yearly	Yearly			
		iv. Team-based performance appraisal	% of all employees	100	100	100	100			
			Frequency	Quarterly/ Twice a year	Quarterly/ Twice a year	Quarterly/ Twice a year	Quarterly/ Twice a year			
		v. Agile conversation	% of all employees	100	100	100	100			
			Frequency	Ongoing	Ongoing	Ongoing	Ongoing			
Employee Wellbeing										
N/A	3.4.6	Core Focus: Employee Engagement								
		Employee Engagement ¹	actively engaged	57	62	71	69	60	60	60
		Data Coverage	% of total employee	98	80	96	97	95		
		By employee age								
		i. <30 years	Person	52	118	121	128			
		ii. 30 - 50 years	Person	236	631	746	822			
		iii. >50 years	Person	17	79	86	132			
		By Gender								
		i. Male	Person	N/A	567	657	768			
		ii. Female	Person	N/A	261	296	314			
		By employee level								
		i. Top management position (EVP/16+)	Person	N/A	4	7	7			
		ii. Senior management position (SVP/14-15)	Person	N/A	15	28	25			
		iii. Middle management position (VP-DM/11-13)	Person	N/A	79	93	113			
		iv. Junior management position (Section Manager/9-10)	Person	N/A	122	126	81			
		v. Revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	Person	N/A	42	97	24			
		By Nationality								
		i. Thai	Person	N/A	826	951	1,080			
		ii. Turkish	Person	N/A	N/A	N/A	N/A			
		iii. Dutch	Person	N/A	N/A	N/A	N/A			
		iv. Americans	Person	N/A	N/A	N/A	N/A			
		v. French	Person	N/A	N/A	N/A	N/A			

GRI	DJSI	Required Data	Unit	2019	2020	2021	2022	Target 2022	Target 2023	Target 2026
		vi. Other	Person	N/A	N/A	N/A	N/A			
		By Disability								
		i. Vision Impairment	Person	N/A	N/A	N/A	N/A			
		ii. Deaf or hard of hearing	Person	N/A	N/A	N/A	N/A			
		iii. Physical disability	Person	N/A	N/A	N/A	N/A			
		iv. Others (e.g. mental health conditions, intellectual disability)	Person	N/A	N/A	N/A	N/A			
N/A	N/A	Other labor practice KPI								
		Key Positions in Succession Planning	%	100	100	100	100	100	100	100
		Policy Influence								
415-1	1.6.1	Political contributions								
		Total contribution and other spending								
		i. Lobbying, interest representation or similar	THB	0	0	0	0			
		ii. Local, regional or national political campaigns/ organizations/ candidates	THB	0	0	0	0			
		iii. Trade associations or tax-exempt groups	THB	166,701	717,526	460,542	496,231			
		a. The Association of Private Power Producers (APPP)	THB	42,800	370,870	202,800	200,000			
		b. Thailand Business Council for Sustainable Development (TBCSD)	THB	48,150	153,110	115,990	110,000			
		c. The Institute of Industrial Energy	THB	0	55,000	0	0			
		d. Thai Wind Energy Association					25,000			
		e. The Thai Chamber of Commerce	THB	23,000	23,000	23,000	23,000			
		f. Thailand National Committee of CIGRE	THB	20,388	42,266	42,612	37,231			
		g. Thai Industrial Estate and Strategic Partner Association	THB	15,000	60,000	60,000	60,000			
		h. Thai Photovoltaic Industries Association	THB	6,223	0	5,000	5,000			
		i. The Federation of Thai Industries Rayong Chapter	THB	4,000	4,000	4,000	4,000			
		j. The Federation of Thai Industries Chonburi Chapter	THB	2,140	4,280	2,140	12,000			
		k. Electric Vehicle Association of Thailand	THB				10,000			
		l. Thailand Management Association (TMA)	THB	5,000	5,000	5,000	5,000			
		m. Thailand Energy Storage Technology Association (TESTA)	THB				5,000			
		iv. Other (e.g. spending related to ballot measures or referendums)	THB	565,650	524,000	360,000	653,750			
		a. United Nation Global Compact (UNGC)	THB				288,750			
		b. Petroleum Institute of Thailand (PTIT)	THB	315,650	274,000	110,000	110,000			
		c. The Federation of Thai Industries (F.T.I.)	THB							
		- Renewable Energy Industry Club		250,000	250,000	250,000	250,000			
		- Power Producer Industry Club								
		d. RE100	THB	-	-	-	5,000			
		Total contributions and other spending	THB	732,351	1,241,526	820,542	1,149,981			
		Data coverage	%	100	100	100	100			
		Sustainable Community								
N/A	N/A	Type of Philanthropic Activities								
		i. Charitable donations	%	24.93	23.31	24.02	6.94			
		ii. Community investments	%	69.87	72.34	70.61	84.11			
		iii. Commercial initiatives	%	5.20	4.35	5.38	8.96			
N/A	N/A	Input								
		Type of contribution								
		i. Cash contributions	THB	9,800,000	12,462,870	2,800,000	16,023,929			
		ii. Time: employee volunteering during paid working hours	THB	886,200	564,543	317,761	638,250			
		iii. In-kind giving: product or services donations, projects/partnerships or similar	THB	995,700	1,901,058	2,999,147	8,191,721			
		iv. Management overheads	THB	709,394	13,412,278	12,056,429.00	12,056,429			
		Product Responsibility/ Customer Relationship Management								
102-43	3.6.1	Approach to stakeholder engagement Satisfaction Measurement and KPI								
		Satisfied respondents ⁽¹⁾	% of satisfied respondents out of total number of respondents to the survey	86.30	84.29	91.00	95.00	≥ 90		
		Data coverage	%	100	100	100	100			
		Privacy Protection								
418-1	N/A	Breaches of Customer Privacy: Complaints								
		i. Complaints received from outside parties and substantiated by the organization	Case	0	0	0	0			
		ii. Complaints from regulatory bodies	Case	0	0	0	0			
N/A	N/A	Customer Privacy Information								
		Percentage of users whose customer data is used	%	N/A	0	0	0			
		Stakeholder Engagement								
413-1	N/A	Operations with local community engagement, impact assessments, and development programs								
		Percentage of operations with implemented local community engagement, impact assessments, and/or development programs	%	N/A	100	100	100			

GRI	DJSI	Required Data	Unit	2019	2020	2021	2022	Target 2022	Target 2023	Target 2026
413-2	N/A	Operations with significant actual and potential negative impacts on local communities								
		Percentage of operations with significant actual and potential negative impacts on local communities	%	N/A	0	0	100			
Occupational Health and Safety										
		Data Coverage	%	100	100	100	100	100		
403-9	3.5.3	Work-related injuries								
		For Employee								
		i. Fatalities as a result of work-related injury	Case	0	0	0	0			
		ii. High-consequence work-related injuries (excluding fatalities)	Case	0	0	0	0			
		iii. Recordable work-related injuries	Case	0	2	1	0			
		iv. Number of hours worked (hrs)	Man-hours	2,223,444.00	2,279,590.91	2,281,863.50	2,466,761.00			
		For Contractor								
		i. Fatalities as a result of work-related injury	Case	0	0	0	0			
		ii. High-consequence work-related injuries (excluding fatalities)	Case	0	0	0	0			
		iii. Recordable work-related injuries	Case	7	3	2	0			
		iv. Number of hours worked (hrs)	Man-hours	2,902,556.99	2,619,076.23	2,888,105.79	3,063,645.00			
		Rates of Injury								
		For Employee								
		i. Fatalities as a result of work-related injury	Case/million hours	0	0	0	0			
		ii. High-consequence work-related injuries (excluding fatalities)	Case/million hours	0	0	0	0			
		iii. Recordable work-related injuries	Case/million hours	0	0.88	0.44	0.00			
		For Contractor								
		i. Fatalities as a result of work-related injury	Case/million hours	0	0	0	0			
		ii. High-consequence work-related injuries (excluding fatalities)	Case/million hours	0	0	0	0			
		iii. Recordable work-related injuries	Case/million hours	2.41	1.15	0.69	0			
N/A	3.5.4	Lost-Time Injury Cases (LTI)								
	3.5.5	i. Employee	Cases	0	0	0	0			
		ii. Contractor	Cases	4	0	0	0			
		Lost-Time Injury Frequency Rate (LTIFR)								
		i. Employee	Case/million hours worked	0	0	0	0			
		ii. Contractor	Case/million hours worked	1.38	0	0	0			
403-10	N/A	Work-related ill health								
		For Employee								
		i. The number of fatalities as a result of work-rel	Number	0	0	0	0			
		ii. The number of cases of recordable work-related ill health	Number	0	0	0	0			
		For Contractor								
		i. The number of fatalities as a result of work-rel	Number	0	0	0	0			
		ii. The number of cases of recordable work-related ill health	Number	0	0	0	0			

Remarks: The scope of the data includes the power plants of GPSC and GLOW in Thailand, which consist of Central Utility Plants 1-4 (CUP 1-4), Sriracha Power Plant, Glow IPP plant, Glow Energy Phase 1 plant, Glow Energy Phase 2 plant, Glow Energy Phase 4 plant, Glow Energy Phase 5 plant, Glow Energy CFB 3 plant, Glow Energy Solar plant, Glow SPP 2/Glow SPP 3 plant (Phase 3), Glow SPP 11 Project 1 plant, Glow SPP 11 Project 2 plant, Glow SPP 11 Project 3 plant, GHECO-One Power plant, RDF power plant and CHPP.