GPSC Sustainability Performance Data

GRI	DJSI	Required Data	Unit	2019	2020	2021	2022	Target 2022	Target 2023	Target 2026
Social re										
N/A	N/A	Social Reporting - Coverage Coverage of publicly available social reporting	% of	N/A	>75%	>75%	>75%			
102-8	3.1.2	Diversity	revenues	IN/A	27 570	27 370	>7 570			
405-1		Data coverage	% FTEs	100	100	100	100			
		Total Workforce (FTEs)	Person	364	1,076	1,108 332	1,128			
		Female shared in total workforce	Person % of total	123 33.79	321 29.83	29.96	332 29.43	25		25
		By employee level	workforce	33./9	29.03	29.96	29.43	25		25
		i. All management position (including junior,	Person	31	90	89	96			
		middle and top management)	(female) Person							
			(male)	75	210	216	227			
			total numbers of							
			all	106	300	305	323			
			manageme							
			nt positions Female %							
			of total	29.25	30.00	29.18	29.72	25		25
			manageme nt position							
		ii. Top management position (EVP/16+) (i.e.	Person	2	4	2	2			
		maximum two levels away from the CEO or comparable positions)	(female) Person				_			
		ni ni ((male)	3	5	7	6			
			total numbers of							
			top							
			manageme	5	9	9	8			
			nt positions (men and							
			women							
			combine) Female %							
			of total							
			numbers of top	40.00	44.44	22.22	25.00	25		25
			manageme							
		iii. Senior management position (SVP/14-15)	nt positions Person							
			(female)	5	7	9	10			
			Person (male)	9	14	17	15			
			total							
			numbers of Senior							
			manageme	14	21	26	25			
			nt positions	14	21	20	23			
			(men and women							
			combine) Female %							
			of total							
			numbers of	35.71	33.33	34.62	40.00	25		25
			Senior manageme							
		to Middle arrange at the first transfer and the first transfer at	nt positions							
		iv. Middle management position (VP-DM/11-13)	Person (female)	18	35	35	38			
			Person	35	73	73	86			
			(male) total							
			numbers of							
			Middle manageme							
			nt positions	53	108	108	124			
			(men and							
			women combine)							
			Female %							
			of total numbers of	22.22	22.41	22.41	20.05	25		25
			Middle	33.96	32.41	32.41	30.65	25		25
			manageme nt positions							
		v. Junior management position (Section	Person	6	44	43	46			
		Manager/9-10) (i.e. first level of management)	(female) Person							
			(male)	28	118	119	120			

DJSI	Required Data	Unit	2019	2020	2021	2022	Target 2022	Target 2023	Target 2026
		total numbers of all junior manageme nt positions	34	162	162	166			
		Female % of total junior manageme nt 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	Person (female)	7	20	20	19			
	functions such as HR, IT, Legal, etc.)	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) i. <30 years	% of FTEs	15.93	13.94	12.09	11.52			
	ii iso years	Coverage Person	> 75%	> 75%	> 75%	> 75%			
		(Male)	39	103	93	93			
		Person (Female) % female against	19 32.76	47	41	37			
		worker category		31.33	30.60	28.46			
	ii. 30 - 50 years	% of FTEs Coverage	78.02 > 75%	75.56 > 75%	76.99 > 75%	74.82 > 75%			
		Person	186	572	595	589			
		(Male) 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 > 75%	10.50	10.92	13.65			
		Person	> 75%	> 75% 80	> 75% 88	> 75%			
		(Male) Person (Female)	6	33	33	40			
		% female against worker category	27.27	29.20	27.27	25.97			
3.1.3	By Race (เชื้อชาติ)	%FTEs	>75%	>75%	N/A	N/A			
	Data coverage i. Thai - Thai	Share in all manageme nt positions, including junior, middle and senior manageme nt (as % of total		>/5%	N/A	N/A			

GRI	DJSI	Required Data	Unit	2019	2020	2021	2022	Target 2022	Target 2023	Target 2026
			Share in							
			total workforce	NI/A	NI/A	N/A	N/A			
			(as % of	N/A	N/A	N/A	N/A			
			total workforce)							
			Person (Male)	N/A	N/A	N/A	N/A			
			Person	N/A	N/A	N/A	N/A			
			(Female) Total	N/A	N/A	N/A	N/A			
		ii. Thai - Laos	Share in all							
			manageme nt							
			positions,							
			including junior,							
			middle and	N/A	N/A	N/A	N/A			
			senior manageme							
			nt (as % of							
			total manageme							
			nt workforce)							
	1		Share in							
			total workforce	K1/A	A1/A	K1/A	k1/A			
			(as % of	N/A	N/A	N/A	N/A			
			total workforce)							
			Person (Male)	N/A	N/A	N/A	N/A			
			Person	N/A	N/A	N/A	N/A			
			(Female) Total	N/A	N/A	N/A	N/A			
		iii. Thai - Chinese	Share in all		·	·	·			
			manageme nt							
			positions,							
			including junior,							
			middle and senior	N/A	N/A	N/A	N/A			
			manageme							
			nt (as % of total							
			manageme							
			nt workforce)							
			Share in							
			total workforce	N/A	N/A	N/A	N/A			
			(as % of total	14/	14/4	147	1974			
			workforce)							
	1		Person (Male)	N/A	N/A	N/A	N/A			
			Person	N/A	N/A	N/A	N/A			
			(Female) Total	N/A	N/A	N/A	N/A			
	1	vi. Others	Share in all manageme							
	1		nt							
	1		positions, including							
	1		junior,							
			middle and senior	N/A	N/A	N/A	N/A			
			manageme							
			nt (as % of total							
	1		manageme							
			nt workforce)							
			Share in total							
			workforce	N/A	N/A	N/A	N/A			
			(as % of total							
	1		workforce) 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	N/A	N/A	N/A	N/A			
			(Female) Total	N/A	N/A	N/A	N/A			
		By Nationality								
		i. Thai	Share in total							
			workforce	100.00	99.63	99.73	99.82			
			(as % of total	100.00	55.55	55.75	55.52			
			workforce)							
			Share in all							
			manageme nt							
			positions,							
			including junior,							
			middle and	100.00	98.67	99.02	99.38			
			senior	100.00	00.07	55.52	55.55			
			manageme nt (as % of							
			total							
			manageme							
			nt workforce)							
			Person (Male)	75	206	213	225			
			Person	31	90	89	96			
			(Female) Total	106	296	302	321			
			% female	100	230	302	521			
			against	29.25	30.41	29.47	29.91			
			worker category							
		ii. Turkish	Share in							
			total workforce							
			(as % of	N/A	0.09	0	0			
			total workforce)							
			Share in all							
			manageme nt							
			positions,							
			including							
			junior, middle and	NI/A	0.22	0	0			
			senior	N/A	0.33	0	0			
			manageme nt (as % of							
			total							
			manageme							
			nt workforce)							
			Person (Male)	N/A	1	0	0			
			Person	N/A	0	0	0			
			(Female) Total	N/A	1		0			
			% female	11/4	1					
			against	N/A	0	0	0			
			worker category							
		iii. Dutch	Share in				-			
			total workforce							
			(as % of	N/A	0.09	0.09	0.09			
			total workforce)							
			Share in all							
			manageme nt							
			positions,							
			including							
			junior, middle and	N/A	0.33	0.33	0.31			
			senior	IN/A	0.33	0.33	0.31			
			manageme nt (as % of							
			total							
			manageme nt							
			workforce)							
			Person (Male)	N/A	1	1	1			
1		1	,							

D	JSI Required Data	Unit	2019	2020	2021	2022	Target 2022	Target 2023	Т
		Person	N/A	0	0	0			
		(Female) Total	N/A	1	1	1			
		% female	147						
		against	N/A	0	0	0			
		worker category							
	iv. Americans	Share in							
		total							
		workforce (as % of	N/A	0.09	0.09	-			
		total							
		workforce)							
		Share in all manageme							
		nt							
		positions,							
		including junior,							
		middle and	N/A	0.33	0.33				
		senior	N/A	0.55	0.55	-			
		manageme							
		nt (as % of total							
		manageme							
		nt							
		workforce) Person	N//A						
		(Male)	N/A	1	1	0			
		Person (Female)	N/A	0	0	0			
		(Female) Total	N/A	1	1	0			
		% female	·						
		against	N/A	0	0	0			
		worker category							
	v. French	Share in							
		total							
		workforce (as % of	N/A	0.09	0.09	0.09			
		total							
		workforce)							
		Share in all manageme							
		nt							
		positions,							
		including junior,							
		middle and	N/A	0.33	0.33	0.31			
		senior	IN/A	0.55	0.55	0.51			
		manageme nt (as % of							
		total							
		manageme							
		nt workforce)							
		Person	N/A	1	1	1			
		(Male)	IN/A	1	1	1			
		Person (Female)	N/A	0	0	0			
		Total	N/A	1	1	1			
		% female							
		against worker	N/A	0	0	0			
L		category							
N	VA Other Minorities		2111		£164	1.00			
	ii. LGBTQI+	% of FTEs Coverage	N/A >75%	N/A >75%	N/A N/A	N/A N/A			
		Person	N/A	N/A	N/A	N/A			
	iii. Other: religious minority	0/ 1===			20.0:	2.12-			
	a. Buddism	% of FTEs Coverage	N/A >75%	98.14 >75%	98.01 >75%	94.33 >75%			
		Person	>/540 N/A	1,056	1,086	1,064			
	b. Christianity	% of FTEs	N/A	1.49	1.53	1.51			
		Coverage Person	>75% N/A	>75% 16	>75% 17	>75% 17			
	c. Islam	% of FTEs	N/A	0.372	0.451	0.355			
		Coverage	>75%	>75%	>75%	>75%			
	d Hinduism	Person % of ETEc	N/A N/A	<u>4</u> 0	5	<u>4</u> 0			
	d. Hinduism	% of FTEs Coverage	N/A >75%	>75%	>75%	>75%			
		Person	N/A	0					

	DJSI	Required Data	Unit	2019	2020	2021	2022	Target 2022	Target 2023	Target 2026
		i. Vision Impairment	Person	N/A	0	0	0	2022	2023	2020
			(Male)	IV/A	Ü	0	0			
			Person (Female)	N/A	0	0	0			
			% of FTEs	N/A	0	0	0			
		ii. Deaf or hard of hearing	Person	N/A	0	0	0			
			(Male)	19/2	Ů	Ü				
			Person (Female)	N/A	0	0	0			
			% of FTEs	N/A	0	0	0			
		iii. Physical disability	Person	N/A	1	1	1			
			(Male)	1471	_	-	-			
			Person (Female)	N/A	0	0	0			
			% of FTEs	N/A	0.09	0.09	0.09			
		iv. Others (e.g. mental health conditions,	Person	N/A	0	0	0			
		intellectual disability)	(Male) 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	1 013011	4/	54	6/	99			
		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	N/A			
		ii. Senior management position (SVP/14-15) iii. Middle management position (VP-DM/11-13)	Person	2	5	0	N/A			
		- ' '	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	Person	1	0	0	6			
		functions such as HR, IT, Legal, etc.) By Nationality								
		i. Thai	Person	47	54	87	99			
		ii. Turisk	Person	0		0	0			
		iii. Dutch	Person	0		0	0			
		iv. Americans v. French	Person Person	0		0	0			
		vi. Other	Person	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	Darson	NI/A		0	0			
		iii. Physical disability iv. Others (e.g., mental health conditions.	Person Person	N/A	0	0	0			
		iv. Others (e.g. mental health conditions, intellectual disability)	Person	N/A	0	0	0			
		iv. Others (e.g. mental health conditions, intellectual disability) Percentage of open positions filled by internal candidates	_		0					
		iv. Others (e.g. mental health conditions, intellectual disability) Percentage of open positions filled by internal candidates By employee age	Person %	N/A 18	0 0 23	0	0 31			
		iv. Others (e.g. mental health conditions, intellectual disability) Percentage of open positions filled by internal candidates	Person	N/A	0	0	0			
		iv. Others (e.g. mental health conditions, intellectual disability) Percentage of open positions filled by internal candidates By employee age ii. <30 years iii. >50 years	Person % Person	N/A 18	0 0 23	0 12	0 31 16			
		iv. Others (e.g. mental health conditions, intellectual disability) Percentage of open positions filled by internal candidates By employee age i. <30 years ii. >50 years By Gender	Person Person Person Person	N/A 18 N/A N/A	0 0 23 0 16 0	3 9 0	0 31 16 11 4			
		iv. Others (e.g. mental health conditions, intellectual disability) Percentage of open positions filled by internal candidates By employee age i. <30 years iii. >50 years By Gender i. Male	Person W Person Person Person Person	N/A 18 N/A N/A N/A N/A	0 0 23 0 16 0	3 3 9 0	0 31 16 11 4			
		iv. Others (e.g. mental health conditions, intellectual disability) Percentage of open positions filled by internal candidates By employee age i. <30 years ii. 30 - 50 years iii. >50 years By Gender i. Male ii. Female	Person Person Person Person	N/A 18 N/A N/A	0 0 23 0 16 0	3 9 0	0 31 16 11 4			
		iv. Others (e.g. mental health conditions, intellectual disability) Percentage of open positions filled by internal candidates By employee age i. <30 years iii. >50 years By Gender i. Male	Person W Person Person Person Person	N/A 18 N/A N/A N/A N/A	0 0 23 0 16 0	3 3 9 0	0 31 16 11 4 25 6			
		iv. Others (e.g. mental health conditions, intellectual disability) Percentage of open positions filled by internal candidates By employee age ii. <30 years iii. >50 years iii. >50 years By Gender i. Male ii. Female By employee level i. Top management position (EVP/16+) ii. Senior management position (SVP/14-15)	Person Person Person Person Person Person Person	N/A 18 N/A N/A N/A N/A N/A	0 0 23 0 16 0 11 5	0 12 3 9 0	0 31 16 11 4 25 6			
		iv. Others (e.g. mental health conditions, intellectual disability) Percentage of open positions filled by internal candidates By employee age ii. <30 years iii. >50 years iii. >50 years By Gender i. Male ii. Female By employee level i. Top management position (EVP/16+)	Person Person Person Person Person Person Person	N/A 18 N/A N/A N/A N/A N/A N/A	0 0 23 0 16 0 111 5	0 12 3 9 0 7 5	0 31 16 11 4 25 6			
		iv. Others (e.g. mental health conditions, intellectual disability) Percentage of open positions filled by internal candidates By employee age i. <30 years ii. 30 - 50 years iii. >50 years By Gender ii. Male ii. Female By employee level ii. Top management position (EVP/16+) iii. Senior management position (VP-DM/11-13) iv. Junior management position (Section	Person Person Person Person Person Person Person	N/A 18 N/A N/A N/A N/A N/A N/A	0 0 23 0 16 0 11 5	0 12 3 9 0 7 5	0 31 16 11 4 25 6			
		iv. Others (e.g. mental health conditions, intellectual disability) Percentage of open positions filled by internal candidates By employee age i. 30 years ii. 30 years iii. 50 years By Gender i. Male ii. Female By employee level i. Top management position (EVP/16+) ii. Senior management position (SVP/14-15) iii. Middle management position (VP-DM/11-13) iv. Junior management position (Section Manager/9-10) v. Revenue-generating functions (e.g. sales) as	Person 96 Person Person Person Person Person Person Person Person	N/A 18 N/A N/A N/A N/A N/A N/A N/A N/	0 0 16 0 11 5	0 12 3 9 0 7 5 0 1 0	0 31 16 11 4 25 6			
		iv. Others (e.g. mental health conditions, intellectual disability) Percentage of open positions filled by internal candidates By employee age i. <30 years ii. 30 - 50 years iii. >50 years By Gender i. Male ii. Female By employee level i. Top management position (EVP/16+) iii. Senior management position (VP-DM/11-13) iv. Junior management position (Section Manager/9-10) 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 18 N/A N/A N/A N/A N/A N/A N/A N/	0 0 23 0 16 0 11 5 0	0 12 3 9 0 7 5	0 31 16 11 4 25 6			
		iv. Others (e.g. mental health conditions, intellectual disability) Percentage of open positions filled by internal candidates By employee age i. <30 years ii. 30 - 50 years iii. >50 years By Gender i. Male ii. Female By employee level i. Top management position (EVP/16+) iii. Senior management position (VP-DM/11-13) iv. Junior management position (Section Manager/9-10) v. Revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.) By Nationality	Person Person Person Person Person Person Person Person Person Person Person	N/A 18 N/A N/A N/A N/A N/A N/A N/A N/	0 0 23 0 16 0 11 5 0 1 6 5	0 12 3 9 0 7 5 0 1 0	0 31 16 11 4 25 6 1 4 3 3			
		iv. Others (e.g. mental health conditions, intellectual disability) Percentage of open positions filled by internal candidates By employee age i. <30 years ii. 30 - 50 years iii. >50 years By Gender i. Male ii. Female By employee level i. Top management position (EVP/16+) iii. Senior management position (VP-DM/11-13) iv. Junior management position (Section Manager/9-10) 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 18 N/A N/A N/A N/A N/A N/A N/A N/	0 0 16 0 11 5	0 12 3 9 0 7 5 0 1 0	0 31 16 11 4 25 6			
		iv. Others (e.g. mental health conditions, intellectual disability) Percentage of open positions filled by internal candidates By employee age i. iii. 30 - 50 years iii. 50 years">>50 years iii. 50 years By Gender i. Male ii. Female By employee level i. Top management position (EVP/16+) iii. Senior management position (SVP/14-15) iii. Middle management position (VP-DW/11-13) iv. Junior management position (Section Manager/9-10) v. Revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.) By Nationality ii. Thai ii. Turisk iii. Dutch</td><td>Person Person Person</td><td>N/A 18 N/A N/A N/A N/A N/A N/A N/A N/</td><td>0
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DJSI		Unit	2019	2020	2021	2022	Target 2022	Target 2023	Targe 202
	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 %	350 100	1068 100	1,068.00 100	1,128 100			
mplo	byee Turnover	90	100	100	100	100			
.4.5	Employee Turnover Rate								
	Data coverage Total employee turnover rate	% of FTEs Person	100 19	100 32	100 35	100 65			
	Total employee talliover ruce	% of total	5.11	3.08	3.16	5.76	Less than the average rate of		
	By employee age	employee					those in the same industry		
	i. <30 years	Person	5	6	5	18			
		% of total	1.37	0.56	0.45	1.60			
	20 50	employee							
	ii. 30 - 50 years	Person % of total	14	23	24	36			
		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	стрюуее			<u> </u>				
	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	3.30	0.84	1.90	3.28			
	By employee level	employee	5.50	0.04	1.50	5.20			
	i. Top management position (EVP/16+)	Person	N/A	0	1	0			
	, , , , , , , , , , , , , , , , , , , ,	% of total	N/A	0.00	0.09	0.00			
	ii Coning and a second a second and a second a second and	employee							
	ii. Senior management position (SVP/14-15)	Person % of total	N/A	1	0	1			
		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	Person	N/A	6	10	18			
	Manager/9-10)	% of total	N/A	0.56	0.90	1.60			
	v. Revenue-generating functions (e.g. sales) as	employee Person	N/A	16	5	2			
	% of all such managers (i.e. excluding support	% of total	N/A	1.49	0.45	0.18			
	functions such as HR, IT, Legal, etc.)	employee	IN/A	1.49	0.45	0.18			
	By Nationality i. Thai	Person	N/A	31	34	65			
		Person % of total							
		employee	N/A	2.88	3.07	5.76			
	ii. Turkish	Person % of total	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	N/A	0	0	0			
	iv. Americans	employee Person	N/A	0	0	0			
		% of total	N/A	0	0	0			
	Face ch	employee							
	v. French	Person % of total	N/A	0	0	0			
			N/A	0	0	0			
		employee	IN/A						
	v. Other -UK	employee Person	N/A	1	0	0			
	v. Other -UK	employee Person % of total		0.09	0	0			
	v. Other -UK By Disability	employee Person	N/A						
		employee Person % of total employee Person	N/A						
	By Disability	employee Person % of total employee Person % of total	N/A N/A	0.09	0	0			
	By Disability i. Vision Impairment	employee Person % of total employee Person % of total employee	N/A N/A N/A	0.09	0	0			
	By Disability	employee Person % of total employee Person % of total	N/A N/A N/A N/A	0.09	0 0 0	0 0 0			
	By Disability i. Vision Impairment ii. Deaf or hard of hearing	Person % of total employee	N/A N/A N/A N/A N/A	0.09 0 0 0	0 0 0 0	0 0 0 0 0			
	By Disability i. Vision Impairment	employee Person % of total employee Person % of total employee Person % of total employee Person % of total employee Person	N/A N/A N/A N/A N/A N/A	0.00 0 0 0 0	0 0 0 0 0	0 0 0 0 0			
	By Disability i. Vision Impairment ii. Deaf or hard of hearing	Person % of total employee	N/A N/A N/A N/A N/A	0.09 0 0 0	0 0 0 0	0 0 0 0 0			
	By Disability i. Vision Impairment ii. Deaf or hard of hearing iii. Physical disability iv. Others (e.g. mental health conditions,	employee Person % of total employee Person % of total employee Person % of total employee Person % of total employee Person % of total employee Person % of total	N/A N/A N/A N/A N/A N/A	0.00 0 0 0 0	0 0 0 0 0	0 0 0 0 0			
	By Disability i. Vision Impairment ii. Deaf or hard of hearing iii. Physical disability	employee Person % of total employee Person % of total employee Person % of total employee Person % of total employee Person % of total employee	N/A N/A N/A N/A N/A N/A	0.00 0 0 0 0 0	0 0 0 0 0 1 1	0 0 0 0 0 0 0 0			

l Required Data	Unit	2019	2020	2021	2022	Target 2022	Target 2023	Targe 2020
	% of total employee	5.11	3.08	3.16	5.75			
By employee age	employee							
i. <30 years	Person	5	6	5	28			
	% of total	1.37	0.56	0.45	2.48			
ii. 30 - 50 years	employee Person	14	23	24	36			
	% of total	3.85	2.14	2.17	3.19			
	employee							
iii. >50 years	Person	0	3	6	1			
	% of total employee	0.00	0.28	0.54	0.09			
By Gender	cinpioyee							
i. Male	Person	7	23	14	28			
	% of total	1.92	2.14	1.26	2.48			
ii. Female	employee Person	12	9	21	37			
ii. Terriale	% of total							
	employee	3.30	0.84	1.90	3.28			
By employee level	_							
i. Top management position (EVP/16+)	Person % of total	N/A	0	1	0			
	employee	N/A	0	0.09	0			
ii. Senior management position (SVP/14-15)	Person	N/A	1	0	1			
	% of total	N/A	0.09	0	0.09			
iii Middle management and it is a factor of the control of the con	employee							
iii. Middle management position (VP-DM/11-13)	Person % of total	N/A	9	5	9			
	employee	N/A	0.84	0.45	0.80			
iv. Junior management position (Section	Person	N/A	6	10	18			
Manager/9-10)	% of total	N/A	0.56	0.90	1.60			
v. Revenue-generating functions (e.g. sales) as	employee Person	N/A	16	5	37			
v. Revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support	% of total							
functions such as HR, IT, Legal, etc.)	employee	N/A	1.49	0.45	3.28			
By Nationality				<u> </u>				
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	N/A	0	0.09	0			
	employee							
iii. Dutch	Person % of total	N/A	0	0	0			
	% of total employee	N/A	0	0	0			
iv. Americans	Person	N/A	0	0	0			
	% of total	N/A	0	0	0			
v. French	employee Person	N/A	0	0	0			
v. French	% of total							
	employee	N/A	0	0	0			
v. Other (UK)	Person	N/A	1	0	0			
	% of total	N/A	0.09	0	0			
By Disability	employee							
i. Vision Impairment	Person	N/A	0	0	0			
	% of total	N/A	0	0	0			
" Deef sub and ()	employee							
ii. Deaf or hard of hearing	Person % of total	N/A	0	0	0			
	employee	N/A	0	0	0			
iii. Physical disability	Person	N/A	0	1	0			
	% of total	N/A	0	0.09	0			
iv. Others (e.g. mental health conditions,	employee Person	N/A	0	0	0			
intellectual disability)	% of total							
·	employee	N/A	0	0	0			
ing and Development								
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	23.59		10.38	22.55			
ii. 30 - 50 years	on-year		14.09					
ii. 50 - 50 years		16.04	9.60	4.95	16.00			
iii. >50 years	Hours/pers	0.4.1	3.50	2.22	44.00			
	on-year	9.14	8.16	3.66	11.23			
	ears	on-year ears Hours/pers on-year	on-year 16.04 ears Hours/pers 9.14	on-year 16.04 9.60 ears Hours/pers 9.14 8.16	on-year 16.04 9.60 4.95 ears Hours/pers 9.14 8.16 3.66	on-year 16.04 9.60 4.95 16.00 ears Hours/pers 9.14 8.16 3.66 11.23	on-year 16.04 9.60 4.95 16.00 ears Hours/pers on-year 9.14 8.16 3.66 11.23	on-year 16.04 9.60 4.95 16.00 ears Hours/pers on-year 9.14 8.16 3.66 11.23

il.	Required Data	Unit	2019	2020	2021	2022	Target 2022	Target 2023	Targ 20:
	i. Male	Hours/pers on-year	20.14	12.16	5.62	17.44			
ĺ	ii. Female	Hours/pers on-year	10.65	5.17	3.30	5.77			
ļ	By employee level								
	i. Top management position (EVP/16+)	Hours/pers on-year	0	4.00	0	0			
Ī	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	11.06	12.89	2.66	10.84			
ŀ	iv. Junior management position (Section	on-year Hours/pers	34.91		5.73	16.84			
ŀ	Manager/9-10) v. Revenue-generating functions (e.g. sales) as	on-year Hours/pers	34.31	9.38	3.73	10.04			
ŀ	% of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	on-year	16.23	10.12	5.82	19.21			
ŀ	By Nationality i. Thai	Hours/pers	47	25.67	28.02	14.09			
-	ii. Turisk	on-year Hours/pers							
-	iii. Dutch	on-year Hours/pers	0	0		0			
ļ		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			
ļ	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			
Ī	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,	Hours	10,437.37	16,688.00	25,505.70	15,242.95			
- 1	leadership training and etc.) By employee age								
	i. <30 years	Hours/pers on-year	64.00	16.71	18.71	16.91			
ľ	ii. 30 - 50 years	Hours/pers on-year	22.25	15.44	14.46	19.45			
ŀ	iii. >50 years	Hours/pers	46.43	14.41	15.23	18.91			
ŀ	By Gender	on-year							
	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			
į	By employee level			10.01					
	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			
ĺ	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	Hours/pers	65.93		33.15	29.21			
ŀ	Manager/9-10) v. Revenue-generating functions (e.g. sales) as	on-year Hours/pers		19.49					
ŀ	% of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	on-year	59.66	14.75	28.87	18.35			
ŀ	By Nationality i. Thai	Hours/pers	47.20	15.53	22.02	12.00			
ŀ	ii. Turisk	on-year Hours/pers	47.29	15.57	23.02	13.88			
ŀ	iii. Dutch	on-year Hours/pers	0			0			
ŀ	iv. Americans	on-year Hours/pers	0	23.00	0	0			
ļ		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			
ļ	By location	Hours/pers	40.04		20.74	10.22			
ļ	i. Rayong	on-year Hours/pers	48.81	17.17	29.71	16.33			
	ii. Chonburi	on-year	11.41	11.11	28.97	21.54			
ŀ		Hours/pers							

SI	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	23,618.02		1,123.93	3,555.01			
	ii. Female	-year THB/person	10,968.00	6,573.22 3,031.92	522.05	818.07			
	By employee level	-year		3,031.32					
	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)		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	19,474.68	5,533.14	8,382.01	2,769.11			
	ii. Turisk	-year THB/person	13,474.00	3,333.14	0,302.01	2,703.11			
	iii. Dutch	-year THB/person	-	1,500.00					
	iv. Americans	-year THB/person	-		-	-			
	v. French	-year THB/person	-	1,500.00	-	-			
		-year	-	1,500.00	-	-			
	vi. Other	THB/person -year	-	-	-	-			
	By location	THB/person	7.000.07		5.050.40	F 0 4 0 0 0			
	i. Rayong	-year THB/person	7,292.87	6,757.78	5,656.18	5,910.93			
	ii. Chonburi	-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	2440002		0.24446	2.405.04			
	ii. 30 - 50 years	-year THB/person	24,100.02	8,320.65	9,314.16	3,465.04			
	iii. >50 years	-year THB/person	19,081.09	8,187.98	7,658.19	3,591.73			
	·	-year	25,959.16	9,680.92	10,068.89	1,912.17			
	By Gender i. Male	THB/person	17,994.68	0.000.04	7,239.69	3,028.50			
	ii. Female	-year THB/person	24,739.84	9,080.04	11,051.91	2,694.17			
	By employee level	-year		6,677.39					
	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)		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	20,203.96	8,387.71	7,438.42	2,932.50			
	ii. Turisk	-year THB/person	20,203.30	5,557.71	7,730.42	2,332.30			
	iii. Dutch	-year THB/person		-	-	-			
	iv. Americans	-year THB/person	-	-	-	-			
	IV. AMERICANS	-year	-	-	-	-			

GRI	DJSI	Required Data	Unit	2019	2020	2021	2022	Target	Target	Target
		v. French	THB/person					2022	2023	2026
		of Other	-year	-	7,245.00	-	-			
		vi. Other	THB/person -year	-	-	-	-			
		By location	TLID/navaan							
		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			
		ii. Chonbun	THB/person	15,253.47		12,529.64	4,093.13			
		iii. Bangkok Remuneration (Gender Pay Indicators)	-year	13,233.47	9,253.92	12,323.04	4,055.15			
N/A		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) ii. Executive level (Base salary + other cash	-	0.84	0.88	1.05	1.01			
		incentives)								
		- Male - Female	THB THB	N/A N/A	9,571,280.40 6,135,639.31	6,405,847 6,601,562	7,688,002 7,405,508			
		- Ratio (Average Female and Male Salary)	-	N/A	1.56	1.03	0.96			
		iii. Management level (base salary only)	TUD	1 410 000	4.750.000	1 500 000	1 070 105			
		- Male - Female	THB THB	1,410,000 1,501,000	1,759,688 2,386,738	1,596,393 1,600,726	1,978,405 1,763,567			
		- Ratio	-	1.065	1.356	1.00	0.89			
		iv. Management level (base salary + other cash in		2 750 000	2 712 000	2 617 000	2 200 000			
		- Male - Female	THB THB	2,758,000 2,500,000	3,713,808 3,761,390	2,617,988 2,472,194	3,296,098 2,745,910			
		- Ratio	-	0.906	1.013	0.94	0.83			
		v. Non-management level	TUD	1 227 000	1 202 742	055.242	1 470 105			
		- Male - Female	THB THB	1,227,000 1,212,600	1,282,743 1,171,127	955,243 919,716	1,470,105 1,210,969			
		- Ratio	-	0.988	0.913	0.96	0.82			
407.1		m of Association			41	. h t - i - i -				
407-1	3.1.5	Operations and suppliers in which the right to from Percentage of employees represented by an	%	sociation and collec	tive bargaining ma	ly be at risk				
		independent trade union or covered by collective		100	100	100	100			
		bargaining agreements n rights								
411-1		Incidents of violations involving rights of indigen	ous 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	NI/A						
		Remediation plans being implemented			N/A	N/A	N/A			
			Case	N/A N/A	N/A N/A	N/A N/A	N/A N/A			
		Remediation plans that have been		N/A	N/A	N/A	N/A			
		implemented, with results reviewed through	Case							
412-1		implemented, with results reviewed through routine internal management review processes Incident no longer subject to action.	Case Case	N/A N/A	N/A	N/A	N/A			
		implemented, with results reviewed through routine internal management review processes Incident no longer subject to action. Percentage of total human rights assessed in the	Case Case	N/A N/A	N/A N/A	N/A	N/A			
		implemented, with results reviewed through routine internal management review processes Incident no longer subject to action.	Case Case	N/A N/A	N/A N/A	N/A	N/A			
		implemented, with results reviewed through routine internal management review processes Incident no longer subject to action. Percentage of total human rights assessed in the	Case Case	N/A N/A N/A ears	N/A N/A	N/A N/A	N/A N/A			
		implemented, with results reviewed through routine internal management review processes Incident no longer subject to action. Percentage of total human rights assessed in the i. Own operations	Case Case last three y % of business Activities in GPSC Business Value Chain % of critical contractors	N/A N/A N/A ears 100	N/A N/A N/A 100	N/A N/A N/A 100	N/A N/A N/A 100			
	3.2.3	implemented, with results reviewed through routine internal management review processes Incident no longer subject to action. Percentage of total human rights assessed in the i. Own operations ii. Contractors and Tier 1 suppliers	Case Case last three y % of business Activities in GPSC Business Value Chain % of critical contractors and tier-1 supplier % of joint venture	N/A N/A N/A ears 100 23.53	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A			
	3.2.3	implemented, with results reviewed through routine internal management review processes Incident no longer subject to action. Percentage of total human rights assessed in the i. Own operations ii. Contractors and Tier 1 suppliers iii. Joint Ventures Percentage of total human rights assessed wher	Case Case last three y % of business Activities in GPSC Business Value Chain % of critical contractors and tier-1 supplier % of joint venture e risks have	N/A N/A N/A ears 100 23.53	N/A N/A N/A 100	N/A N/A N/A 100	N/A N/A N/A 100			
	3.2.3	implemented, with results reviewed through routine internal management review processes Incident no longer subject to action. Percentage of total human rights assessed in the i. Own operations ii. Contractors and Tier 1 suppliers	Case Case last three y. % of business Activities in GPSC Business Value Chain % of critical contractors and tier-1 supplier % of joint venture e risks have % of business Activities in GPSC Business Value	N/A N/A N/A ears 100 23.53	N/A N/A N/A 100	N/A N/A N/A 100	N/A N/A N/A 100			
	3.2.3	implemented, with results reviewed through routine internal management review processes Incident no longer subject to action. Percentage of total human rights assessed in the i. Own operations ii. Contractors and Tier 1 suppliers iii. Joint Ventures Percentage of total human rights assessed wher i. Own operations	Case Case last three y. % of business Activities in GPSC Business Value Chain % of critical contractors and tier-1 supplier % of joint venture e risks have % of business Activities in GPSC Business	N/A N/A N/A ears 100 23.53 100 been identified	N/A N/A N/A 100	N/A N/A N/A 100	N/A N/A N/A 100			
	3.2.3	implemented, with results reviewed through routine internal management review processes Incident no longer subject to action. Percentage of total human rights assessed in the i. Own operations iii. Contractors and Tier 1 suppliers iiii. Joint Ventures Percentage of total human rights assessed wher i. Own operations	Case Case last three y. % of business Activities in GPSC Business Value Chain % of critical contractors and tier-1 supplier % of joint venture e risks have % of business Activities in GPSC Business Value Chain % of critical contractors and tier-1	N/A N/A N/A ears 100 23.53 100 been identified	N/A N/A N/A 100 100	N/A N/A N/A 100 100	N/A N/A N/A 100 100			

GRI	DJSI	Required Data	Unit	2019	2020	2021	2022	Target 2022	Target 2023	Target 2026
		i. Own operations	% of					2022		
			business							
			Activities in GPSC	100	100	100	100			
			Business							
			Value							
		ii. Contractors and Tier 1 suppliers	Chain % of critical							
		ii. Contractors and fier 1 suppliers	contractors	100	100	100	100			
			and tier-1	100	100	100	100			
		iii. Joint Ventures	supplier % of joint							
		iii. joint ventares	venture	100	100	100	100			
N/A	3.2.4	Site with mitigation plans								
		i. Own operations	% of business							
			Activities in							
			GPSC	100	100	100	100			
			Business Value							
			Chain							
		ii. Contractors and Tier 1 suppliers	% of critical							
			contractors and tier-1	24	100	100	100			
			supplier							
		iii. Joint Ventures	% of joint	100	100	100	100			
	Humar	n Capital Development	venture							
N/A		Human Capital Return on Investment								
		Human Capital Return on Investment (HCROI)	Unit	7.52	8.99	5.93	3.38			
		a) Total Revernues, b) Total Operating Expenses	THB THB	25,530,496,975 21,303,410,000	71,908,340,000 58,399,550,000	78,148,083,820 66,698,686,850	127,908,260,000 122,633,910,000			
		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	ı							
	Talent	Return on Employee Development Investment Attraction & Retention	-	1.712	8.61	1.61	3.96			
N/A		Type of Performance Appraisal								
		Coverage of the individual performance appraise		ndividual performa	ance-related compe	nsation				
		i. Management by objectives: systematic use of agreed measurable targets by line superior	% of all employees	100	100	100	100			
		agreed measurable targets by line superior	Frequency	Quarterly/Twice	Quarterly/Twice a	Quarterly/Twice a	Quarterly/Twice a			
				a year	year	year	year			
		ii. Multidimensional performance appraisal (e.g. 360 degree feedback)	% of all employees	100	100	100	100			
		300 degree reedbacky	Frequency	Quarterly/Twice	Quarterly/Twice a	Quarterly/Twice a	Quarterly/Twice a			
				a year	year	year	year			
		iii. Formal comparative ranking of employees within one employee category	% of all employees	100	100	100	100			
		wann one employee eategory	Frequency	Yearly	Yearly	Yearly	Yearly			
		iv. Team-based performance appraisal	% of all	100	100	100	100			
			employees Frequency	Quarterly/Twice	Quarterly/Twice a	Quarterly/Twice a	Quarterly/Twice a			
			rrequeries	a year	year	year	year			
		v. Agile conversation	% of all	100	100	100	100			
			employees Frequency	Ongoing	Ongoing	Ongoing	Ongoing			
		yee Wellbeing	queriey	Stigotilg	- Ingoning	Stigotilg	Jingoning			
N/A	3.4.6	Core Focus: Employee Engagement								
		Employee Engagement ¹ Data Coverage	actively engo % of total	57	62	71	69	60	60	60
			employee	98	80	96	97	95		
		By employee age	Doros:	F2	440	424	120			
		i. <30 years ii. 30 - 50 years	Person Person	52 236	118 631	121 746	128 822			
		iii. >50 years	Person	17	79	86	132			
		By Gender	Doros:	N/A	567	657	768			
		i. Male ii. Female	Person Person	N/A N/A	261	296	314			
		By employee level								
		i. Top management position (EVP/16+) ii. Senior management position (SVP/14-15)	Person Person	N/A N/A	4 15	7 28	7 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 N/A	826 N/A	951 N/A	1,080 N/A			
		ii. Turisk iii. Dutch	Person Person	N/A N/A	N/A N/A	N/A N/A	N/A N/A			
	i l	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	Target	Target
	-,	vi. Other	Person	N/A	N/A	N/A	N/A	2022	2023	2026
		By Disability	reison	IVA	IVA	IN/A	IVA			
		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,	Person	N/A	N/A	N/A	N/A			
N/A	N/A	intellectual disability) Other labor practice KPI								
14/2	14/2	Key Positions in Succession Planning	%	100	100	100	100	100	100	100
		Influence								
415-1	1.6.1	Political contributions								
		Total contribution and other spending i. Lobbying, interest representation or similar	TUD	0	0	0	٥			
		ii. Local, regional or national political	THB THB	0	0	0	0			
		campaigns/ organizations/ candidates	1115	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	THB	42,800	370,870	202,800	200,000			
		Producers (APPP)	TUD	12,000	0,0,0,0	202,000	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	5		55,555	-	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 Photovaltaic Industries Association	THB	6,223	0	5,000	5,000			
		i. The Federation of Thai Industries Rayong	THB							
		Chapter		4,000	4,000	4,000	4,000			
		j. The Federation of Thai Industries Chonburi	THB	2,140	4,280	2,140	12,000			
		Chapter	T1.10		.,					
		k. Electric Vehicle Association of Thailand I. Thailand Management Association (TMA)	THB THB	5,000	5,000	5,000	10,000 5,000			
		m. Thailand Energy Storage Technology	THB	5,000	5,000	5,000				
		Association (TESTA)					5,000			
		iv. Other (e.g. spending related to ballot	THB	565,650	524,000	360,000	653,750			
		measures or referendums)		303,030	324,000	300,000				
		a. United Nation Global Compact (UNGC) b. Petroleum Institute of Thailand (PTIT)	THB THB	315,650	274,000	110,000	288,750 110,000			
		c. The Federation of Thai Industries (F.T.I.)	THB	315,650	2/4,000	110,000	110,000			
		- Renewable Energy Industry Club	5	250,000	250,000	250,000	250,000			
		- Power Producer Industry Club								
		d. RE100	THB	-	-	-	5,000			
		Total contributions and other spending Data coverage	THB	732,351	1,241,526 100	820,542 100	1,149,981 100			
	Sustai	nable Community	%	100	100	100	100			
N/A		Type of Philanthropic Activities								
		i. Charitable donations	%	24.93	23.31	24.02	6.94			
l		ii. Community investments	%	69.87	72.34	70.61	84.11			
N/A	N/A	iii. Commercial initiatives	%	5.20	4.35	5.38	8.96			
IN/A	N/A	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	THB	886,200	564,543	317,761	638,250			
		working hours		000,200	504,543	31/,/61	030,250			
		iii. In-kind giving: product or services donations,	THB	995,700	1,901,058	2,999,147	8,191,721			
		projects/partnerships or similar iv. Management overheads	THB	709,394	13,412,278	12,056,429.00	12,056,429			
	Produ	ct Responsibility/ Customer Relationship Manage		, 03,334	10,412,270	12,000,420.00	12,030,423			
102-43	3.6.1	Approach to stakeholder engagement Satisfacti	on Measuren	nent and KPI						
		Satisfied respondents ⁽¹⁾	% of							
			satisfied							
i			respondent							
			s out of total							
			number	86.30	84.29	91.00	95.00	≥ 90		
			of							
			respondent							
			s to the							
		Data coverage	survev %	100	100	100	100			
	Privac	y Protection		100	100	100	100			
418-1		Breaches of Customer Privacy: Complaints								
		i. Complaints received from outside parties and	Case	0	0	0	0			
		substantiated by the organization	-							
N/A	N/A	ii. Complaints from regulatory bodies Customer Pricacy Information	Case	0	0	0	0			
14/7	13/74	Percentage of users whose customer data is used	%	N/A	0	0	0			
	Stakel	nolder Engagement								
413-1	N/A	Operations with local community engagement, i	mpact assess	sments, and develo	pment programs					
		Percentage of operations with implemented local community engagement, impact	%	N1/A	100	100	100			
		assessments, and/or development programs	7/0	N/A	100	100	100			
		,, or development programs	1							

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	%	N/A	0	0	100			
		communities								
	Occup	ational 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	Case	0	0	0	0			
		(excluding fatalities)			· ·					
		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	Case	0	0	0	0			
		(excluding fatalities)								
		iii. Recordable work-related injuries	Case	7	3	2	0			
		iv. Number of hours worked (hrs) Rates of Injury	Man-hours	2,902,556.99	2,619,076.23	2,888,105.79	3,063,645.00			
		For Employee								
		i. Fatalities as a result of work-related injury	C / :11:	0	0	0	0			
			Case/million	0	U	0	0			
			hours							
		ii. High-consequence work-related injuries	6 / 311		0					
		(excluding fatalities)	Case/million	0	0	0	0			
		iii. Recordable work-related injuries	hours							
		III. Recordable work-related injuries	Case/million	0	0.88	0.44	0.00			
			hours	O	0.88	0.44	0.00			
		For Contractor	Hours							
		i. Fatalities as a result of work-related injury								
		i. I dedities as a result of work related injury	Case/million	0	0	0	0			
			hours	Ü	Ü	ŭ	Ü			
		ii. High-consequence work-related injuries	nours							
		(excluding fatalities)	Case/million	0	0	0	0			
		(,	hours		Ì					
		iii. Recordable work-related injuries								
		,	Case/million	2.41	1.15	0.69	0			
			hours							
N/A	3.5.4	Lost-Time Injury Cases (LTI)								
	3.5.5		Cases	0	0	0	0			
		ii. Contractor	Cases	4	0	0	0			
		Lost-Time Injury Frequency Rate (LTIFR)								
		i. Employee	Case/million							
			hours	0	0	0	0			
			worked							
		ii. Contractor	Case/million							
			hours	1.38	0	0	0			
			worked							
403-10	N/A	Work-related ill health								
1		For Employee								
		i. The number of fatalities as a result of work-rele	Number	0	0	0	0			
		ii. The number of cases of recordable work-	Number	0	0	0	0			
		related ill health		ŭ						
		For Contractor								
		i. The number of fatalities as a result of work-rele	Number	0	0	0	0			
		ii. The number of cases of recordable work-	Number	0	0	0	0			
		related ill health		Ü	Ü	· ·				

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 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.