

Sustainability Performance Data: Social

GRI	DJSI	Required Data	Unit	2020	2021	2022	2023	Target 2023	Target 2024	Target 2026
Social reporting										
N/A	N/A	Social Reporting - Coverage								
		Coverage of publicly available social reporting	% of revenues	>75%	>75%	>75%	>75%			
102-8 405-1	3.1.2	Diversity								
		Data coverage	% FTEs	100	100	100	100			
		Total Workforce (FTEs)	Person	1,076	1,108	1,128	1,104			
		Female shared in total workforce	Person	321	332	332	325			
			% of total workforce	29.83	29.96	29.43	29.44			25
		By employee level								
		i. All management position (including junior, middle and top management)	Person (female)	90	89	96	95			
			Person (male)	210	216	227	225			
			total numbers of all management positions	300	305	323	320			
			Female % of total management position	30.00	29.18	29.72	29.69			25
		ii. Top management position (EVP/16+) (i.e. maximum two levels away from the CEO or comparable positions)	Person (female)	4	2	2	2			
			Person (male)	5	7	6	7			
			total numbers of top management positions (men and women combine)	9	9	8	9			
			Female % of total numbers of top management positions	44.44	22.22	25.00	22.22			25
		iii. Senior management position (SVP/14-15)	Person (female)	7	9	10	8			
			Person (male)	14	17	15	19			
			total numbers of Senior management positions (men and women combine)	21	26	25	27			
			Female % of total numbers of Senior management positions	33.33	34.62	40.00	29.63			25
		iv. Middle management position (VP-DM/11-13)	Person (female)	35	35	38	37			
			Person (male)	73	73	86	82			
			total numbers of Middle management positions (men and women combine)	108	108	124	119			
			Female % of total numbers of Middle management positions	32.41	32.41	30.65	31.09			25
		v. Junior management position (Section Manager/9-10) (i.e. first level of management)	Person (female)	44	43	46	48			
			Person (male)	118	119	120	117			
			total numbers of all junior management positions	162	162	166	165			

Sustainability Performance Data: Social

GRI	DJSI	Required Data	Unit	2020	2021	2022	2023	Target 2023	Target 2024	Target 2026
			Female % of total junior management positions	27.16	26.54	27.71	29.09			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)	20	20	19	24			
			Person (male)	27	29	31	35			
			total numbers of all Revenue-generating functions position	47	49	50	59			
			Female % of total revenue-generating functions	42.55	40.82	38.00	40.68			25
		vii. STEM-related position	Person (female)	48	48	120	89			
			Person (male)	593	626	716	679			
			total numbers of all STEM position	641	674	836	768			
			Female % of total STEM positions	7.49	7.12	14.35	11.59			5
	N/A	By employee age (age group)								
		i. <30 years	% of FTEs	13.94	12.09	11.52	9.33			
			Coverage	> 75%	> 75%	> 75%	> 75%			
			Person (Male)	103	93	93	77			
			Person (Female)	47	41	37	26			
			% female against worker category	31.33	30.60	28.46	25.24			
		ii. 30 - 50 years	% of FTEs	75.56	76.99	74.82	73.01			
			Coverage	> 75%	> 75%	> 75%	> 75%			
			Person (Male)	572	595	589	559			
			Person (Female)	241	258	255	247			
			% female against worker category	29.64	30.25	30.21	30.65			
		iii. >50 years	% of FTEs	10.50	10.92	13.65	17.66			
			Coverage	> 75%	> 75%	> 75%	> 75%			
			Person (Male)	80	88	114	143			
			Person (Female)	33	33	40	52			
			% female against worker category	29.20	27.27	25.97	26.67			
	3.1.3	By Race (เชื้อชาติ)								
		Data coverage	%FTEs	>75%	N/A	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			
			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			

Sustainability Performance Data: Social

GRI	DJSI	Required Data	Unit	2020	2021	2022	2023	Target 2023	Target 2024	Target 2026
		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			
			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)	99.63	99.73	99.82	99.82			
			Share in all management positions, including junior, middle and senior management (as % of total management workforce)	98.67	99.02	99.38	99.38			
			Person (Male)	206	213	225	223			
			Person (Female)	90	89	96	95			
			Total	296	302	321	318			
			% female against worker category	30.41	29.47	29.91	29.87			
		ii. Turkish	Share in total workforce (as % of total workforce)	0.09	0	0	0			

Sustainability Performance Data: Social

GRI	DJSI	Required Data	Unit	2020	2021	2022	2023	Target 2023	Target 2024	Target 2026
			Share in all management positions, including junior, middle and senior management (as % of total management workforce)	0.33	0	0	0			
			Person (Male)	1	0	0	0			
			Person (Female)	0	0	0	0			
			Total	1	0	0	0			
			% female against worker category	0	0	0	0			
		iii. Dutch	Share in total workforce (as % of total workforce)	0.09	0.09	0.09	0.09			
			Share in all management positions, including junior, middle and senior management (as % of total management workforce)	0.33	0.33	0.31	0.31			
			Person (Male)	1	1	1	1			
			Person (Female)	0	0	0	0			
			Total	1	1	1	1			
			% female against worker category	0	0	0	0			
		iv. Americans	Share in total workforce (as % of total workforce)	0.09	0.09	0.00	0.00			
			Share in all management positions, including junior, middle and senior management (as % of total management workforce)	0.33	0.33	0.00	0.00			
			Person (Male)	1	1	0	0			
			Person (Female)	0	0	0	0			
			Total	1	1	0	0			
			% female against worker category	0	0	0	0			
		v. French	Share in total workforce (as % of total workforce)	0.09	0.09	0.09	0.09			
			Share in all management positions, including junior, middle and senior management (as % of total management workforce)	0.33	0.33	0.31	0.31			
			Person (Male)	1	1	1	1			
			Person (Female)	0	0	0	0			
			Total	1	1	1	1			
			% female against worker category	0	0	0	0			

Sustainability Performance Data: Social

GRI	DJSI	Required Data	Unit	2020	2021	2022	2023	Target 2023	Target 2024	Target 2026
	N/A	Other Minorities								
		ii. LGBTQI+	% of FTEs	N/A	N/A	N/A	N/A			
			Coverage	>75%	N/A	N/A	N/A			
			Person	N/A	N/A	N/A	N/A			
		iii. Other: religious minority								
		a. Buddhism	% of FTEs	98.14	98.01	94.33	73.19			
			Coverage	>75%	>75%	>75%	>75%			
			Person	1,056	1,086	1,064	808			
		b. Christianity	% of FTEs	1.49	1.53	1.51	1.36			
			Coverage	>75%	>75%	>75%	>75%			
			Person	16	17	17	15			
		c. Islam	% of FTEs	0.372	0.451	0.355	0.453			
			Coverage	>75%	>75%	>75%	>75%			
			Person	4	5	4	5			
		d. Hinduism	% of FTEs	0	0	0	0			
			Coverage	>75%	>75%	>75%	>75%			
			Person	0	0	0	0			
	N/A	By Disability								
		i. Vision Impairment	Person (Male)	0	0	0	0			
			Person (Female)	0	0	0	0			
			% of FTEs	0	0	0	0			
		ii. Deaf or hard of hearing	Person (Male)	0	0	0	0			
			Person (Female)	0	0	0	0			
			% of FTEs	0	0	0	0			
		iii. Physical disability	Person (Male)	1	1	1	1			
			Person (Female)	0	0	0	0			
			% of FTEs	0.09	0.09	0.09	0.09			
iv. Others (e.g. mental health conditions, intellectual disability)	Person (Male)	0	0	0	0					
	Person (Female)	0	0	0	0					
	% of FTEs	0	0	0	0					
Hiring										
N/A	3.4.1									
		Total number of new employee hires		Person	54	87	99	49		
		By employee age								
		i. <30 years	Person	28	19	40	18			
		ii. 30 - 50 years	Person	26	68	39	31			
		iii. >50 years	Person	0	0	1	0			
		By Gender								
		i. Male	Person	29	51	45	27			
		ii. Female	Person	25	36	35	22			
		By employee level								
		i. Top management position (EVP/16+)	Person	0	0	N/A	0			
		ii. Senior management position (SVP/14-15)	Person	5	0	N/A	0			
		iii. Middle management position (VP-DM/11-13)	Person	12	4	5	7			
		iv. Junior management position (Section Manager/9-10)	Person	37	83	15	6			
		v. Revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	Person	0	0	6	0			
		By Nationality								
		i. Thai	Person	54	87	99	49			
		ii. Turkish	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	1	0			
		By Disability								
		i. Vision Impairment	Person	0	0	0	0			
		ii. Deaf or hard of hearing	Person	0	0	0	0			
		iii. Physical disability	Person	0	0	0	0			
		iv. Others (e.g. mental health conditions, intellectual disability)	Person	0	0	0	0			
		Percentage of open positions filled by internal candidates		%	23	12	31	27		
		By employee age								
		i. <30 years	Person	0	3	16	7			
		ii. 30 - 50 years	Person	16	9	11	20			
		iii. >50 years	Person	0	0	4	0			
		By Gender								
		i. Male	Person	11	7	25	21			
		ii. Female	Person	5	5	6	6			
		By employee level								
		i. Top management position (EVP/16+)	Person	0	0	1	0			
		ii. Senior management position (SVP/14-15)	Person	1	1	4	0			
		iii. Middle management position (VP-DM/11-13)	Person	6	0	4	1			
		iv. Junior management position (Section Manager/9-10)	Person	5	11	4	4			
		v. Revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	Person	6	0	4	0			
		By Nationality								
		i. Thai	Person	16	12	31	27			
		ii. Turkish	Person	0	0	0	0			

Sustainability Performance Data: Social

GRI	DJSI	Required Data	Unit	2020	2021	2022	2023	Target 2023	Target 2024	Target 2026
401-1	3.4.5	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	0			
		By Disability								
		i. Vision Impairment	Person	0	0	0	0			
		ii. Deaf or hard of hearing	Person	0	0	0	0			
		iii. Physical disability	Person	0	0	0	0			
		iv. Others (e.g. mental health conditions, intellectual disability)	Person	0	0	0	0			
		Average hiring cost/FTE	THB	41,311.22	59,226.00	94,500.00	66,744.00			
		Employee Receiving Regular Performance and Career Development Reviews	Person	1068	1,068.00	1,128	1,104			
			%	100	100	100	100			
		Employee Turnover								
		Employee Turnover Rate								
		Data coverage	% of FTEs	100	100	100	100			
		Total employee turnover rate	Person	32	35	65	65			
			% of total employee	3.08	3.16	5.76	5.89	Less than the average rate of those in the same industry		Less than the average rate of those in the same industry
		By employee age								
		i. <30 years	Person	6	5	18	21			
			% of total employee	0.56	0.45	1.60	1.90			
		ii. 30 - 50 years	Person	23	24	36	39			
			% of total employee	2.14	2.17	3.19	3.53			
		iii. >50 years	Person	3	6	1	5			
			% of total employee	0.28	0.54	0.09	0.45			
		By gender								
		i. Male	Person	23	14	28	34			
			% of total employee	2.14	1.26	2.48	3.08			
		ii. Female	Person	9	21	37	31			
			% of total employee	0.84	1.90	3.28	2.81			
		By employee level								
		i. Top management position (EVP/16+)	Person	0	1	0	0			
			% of total employee	0.00	0.09	0.00	0.00			
		ii. Senior management position (SVP/14-15)	Person	1	0	1	2			
			% of total employee	0.09	0.00	0.09	0.18			
		iii. Middle management position (VP-DM/11-13)	Person	9	5	9	4			
			% of total employee	0.84	0.45	0.80	0.36			
		iv. Junior management position (Section Manager/9-10)	Person	6	10	18	13			
			% of total employee	0.56	0.90	1.60	1.18			
		v. Revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	Person	16	5	2	6			
			% of total employee	1.49	0.45	0.18	0.54			
		By Nationality								
		i. Thai	Person	31	34	65	65			
			% of total employee	2.88	3.07	5.76	5.89			
		ii. Turkish	Person	0	1	0	0			
			% of total employee	0	0.09	0	0			
		iii. Dutch	Person	0	0	0	0			
			% of total employee	0	0	0	0			
		iv. Americans	Person	0	0	0	0			
			% of total employee	0	0	0	0			
		v. French	Person	0	0	0	0			
			% of total employee	0	0	0	0			
		v. Other -UK	Person	1	0	0	0			
			% of total employee	0.09	0	0	0			
		By Disability								
		i. Vision Impairment	Person	0	0	0	0			
			% of total employee	0	0	0	0			
		ii. Deaf or hard of hearing	Person	0	0	0	0			
			% of total employee	0	0	0	0			

Sustainability Performance Data: Social

GRI	DJSI	Required Data	Unit	2020	2021	2022	2023	Target 2023	Target 2024	Target 2026	
		iii. Physical disability	Person	0	1	0	0				
			% of total employee	0	0.09	0	0				
		iv. Others (e.g. mental health conditions, intellectual disability)	Person	0	0	0	0				
			% of total employee	0	0	0	0				
		Voluntary employee turnover rate	Person	32	35	65	65				
			% of total employee	3.08	3.16	5.75	5.89				
		By employee age									
		i. <30 years	Person	6	5	28	21				
			% of total employee	0.56	0.45	2.48	1.90				
		ii. 30 - 50 years	Person	23	24	36	39				
			% of total employee	2.14	2.17	3.19	3.53				
		iii. >50 years	Person	3	6	1	5				
			% of total employee	0.28	0.54	0.09	0.45				
		By Gender									
		i. Male	Person	23	14	28	34				
			% of total employee	2.14	1.26	2.48	3.08				
		ii. Female	Person	9	21	37	31				
			% of total employee	0.84	1.90	3.28	2.81				
		By employee level									
		i. Top management position (EVP/16+)	Person	0	1	0	0				
			% of total employee	0	0.09	0	0				
		ii. Senior management position (SVP/14-15)	Person	1	0	1	2				
			% of total employee	0.09	0	0.09	0.18				
		iii. Middle management position (VP-DM/11-13)	Person	9	5	9	4				
			% of total employee	0.84	0.45	0.80	0.36				
		iv. Junior management position (Section Manager/9-10)	Person	6	10	18	13				
			% of total employee	0.56	0.90	1.60	1.18				
		v. Revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	Person	16	5	37	6				
			% of total employee	1.49	0.45	3.28	0.54				
		By Nationality									
		i. Thai	Person	31	34	65	65				
			% of total employee	2.88	3.07	5.76	5.89				
		ii. Turkish	Person	0	1	0	0				
			% of total employee	0	0.09	0	0				
		iii. Dutch	Person	0	0	0	0				
			% of total employee	0	0	0	0				
		iv. Americans	Person	0	0	0	0				
			% of total employee	0	0	0	0				
		v. French	Person	0	0	0	0				
			% of total employee	0	0	0	0				
		v. Other (UK)	Person	1	0	0	0				
			% of total employee	0.09	0	0	0				
		By Disability									
		i. Vision Impairment	Person	0	0	0	0				
			% of total employee	0	0	0	0				
		ii. Deaf or hard of hearing	Person	0	0	0	0				
			% of total employee	0	0	0	0				
		iii. Physical disability	Person	0	1	0	0				
			% of total employee	0	0.09	0	0				
		iv. Others (e.g. mental health conditions, intellectual disability)	Person	0	0	0	0				
			% of total employee	0	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	25.58	27.94	28.07	37.61				
		Type of Training: Mandatory training (e.g. Cultural diversity training, IT training, OHS training, Compliance training, Code of conduct training and etc.)	Hours	10,838.00	5,454.67	15,555.00	9,972.00				
		By employee age									
		i. <30 years	Hours/person-year	14.09	10.38	22.55	16.51				

Sustainability Performance Data: Social

GRI	DJSI	Required Data	Unit	2020	2021	2022	2023	Target 2023	Target 2024	Target 2026
		ii. 30 - 50 years	Hours/person-year	9.60	4.95	16.00	8.81			
		iii. >50 years	Hours/person-year	8.16	3.66	11.23	6.00			
		By Gender								
		i. Male	Hours/person-year	12.16	5.62	17.44	11.35			
		ii. Female	Hours/person-year	5.17	3.30	5.77	3.48			
		By employee level								
		i. Top management position (EVP/16+)	Hours/person-year	4.00	0	0	0			
		ii. Senior management position (SVP/14-15)	Hours/person-year	1.62	0	0	0			
		iii. Middle management position (VP-DM/11-13)	Hours/person-year	12.89	2.66	10.84	2.76			
		iv. Junior management position (Section Manager/9-10)	Hours/person-year	9.38	5.73	16.84	12.53			
		v. Revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	Hours/person-year	10.12	5.82	19.21	15.31			
		By Nationality								
		i. Thai	Hours/person-year	25.67	28.02	14.09	9.05			
		ii. Turkish	Hours/person-year	0	0	0	0			
		iii. Dutch	Hours/person-year	0	0	0	0			
		iv. Americans	Hours/person-year	6	0	0	0			
		v. French	Hours/person-year	6	0	0	0			
		vi. Other	Hours/person-year	0	0	0	0			
		By location								
		i. Rayong	Hours/person-year	13.02	12.68	17.98	11.24			
		ii. Chonburi	Hours/person-year	7.13	7.48	27.80	24.61			
		iii. Bangkok	Hours/person-year	3.79	3.60	2.21	1.25			
		Type of Training: Non-mandatory training (e.g. on-the-job training, coaching, mentorship, leadership training and etc.)	Hours	16,688.00	25,505.70	15,242.95	31,550.00			
		By employee age								
		i. <30 years	Hours/person-year	16.71	18.71	16.91	27.90			
		ii. 30 - 50 years	Hours/person-year	15.44	14.46	19.45	30.82			
		iii. >50 years	Hours/person-year	14.41	15.23	18.91	19.65			
		By Gender								
		i. Male	Hours/person-year	17.51	28.58	17.09	30.82			
		ii. Female	Hours/person-year	10.81	26.46	5.90	23.21			
		By employee level								
		i. Top management position (EVP/16+)	Hours/person-year	15.44	0	0	0			
		ii. Senior management position (SVP/14-15)	Hours/person-year	63.38	0	0	0			
		iii. Middle management position (VP-DM/11-13)	Hours/person-year	7.42	20.62	29.86	23.45			
		iv. Junior management position (Section Manager/9-10)	Hours/person-year	19.49	33.15	29.21	28.33			
		v. Revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	Hours/person-year	14.75	28.87	18.35	20.59			
		By Nationality								
		i. Thai	Hours/person-year	15.57	23.02	13.88	28.63			
		ii. Turkish	Hours/person-year	0	0	0	0			
		iii. Dutch	Hours/person-year	23.00	0	0	0			
		iv. Americans	Hours/person-year	6.00	0	0	0			
		v. French	Hours/person-year	6.00	0	0	0			
		vi. Other	Hours/person-year	0	0	0	0			
		By location								
		i. Rayong	Hours/person-year	17.17	29.71	16.33	28.87			

Sustainability Performance Data: Social

GRI	DJSI	Required Data	Unit	2020	2021	2022	2023	Target 2023	Target 2024	Target 2026
		ii. Chonburi	Hours/person-year	11.11	28.97	21.54	44.91			
		iii. Bangkok	Hours/person-year	12.55	23.70	6.51	25.10			
		Average amount spent per FTE on training	THB/person-year	13,880.02	16,764.01	15,242.95	8,961.29			
		Mandatory training	THB/person-year	5,525.44	943.58	5,712.75	3,167.42			
		By employee age								
		i. <30 years	THB/person-year	7,760.36	8,686.97	4,934.31	6,011.44			
		ii. 30 - 50 years	THB/person-year	5,174.27	4,931.63	2,994.89	3,114.55			
		iii. >50 years	THB/person-year	5,002.60	4,671.85	1,912.17	1,934.68			
		By Gender								
		i. Male	THB/person-year	6,573.22	1,123.93	3,555.01	4,180.72			
		ii. Female	THB/person-year	3,031.92	522.05	818.07	769.20			
		By employee level								
		i. Top management position (EVP/16+)	THB/person-year	-	-	-	-			
		ii. Senior management position (SVP/14-15)	THB/person-year	1,316.47	-	-	-			
		iii. Middle management position (VP-DM/11-13)	THB/person-year	3,554.86	13,007.07	2,105.79	3,402.31			
		iv. Junior management position (Section Manager/9-10)	THB/person-year	5,642.09	10,979.02	3,198.79	4,496.22			
		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	10,513.42	6,177.21	3,601.20	9,281.34			
		By Nationality								
		i. Thai	THB/person-year	5,533.14	8,382.01	2,769.11	3,173.17			
		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	6,757.78	5,656.18	5,910.93	3,871.05			
		ii. Chonburi	THB/person-year	4,152.00	4,473.16	10,667.24	11,559.16			
		iii. Bangkok	THB/person-year	2,901.12	12,072.77	4,485.15	130.45			
		Non-mandatory training	THB/person-year	8,356.73	8,382.01	2,772.20	5,784.87			
		By employee age								
		i. <30 years	THB/person-year	8,320.65	9,314.16	3,465.04	5,643.88			
		ii. 30 - 50 years	THB/person-year	8,187.98	7,658.19	3,591.73	5,894.06			
		iii. >50 years	THB/person-year	9,680.92	10,068.89	1,912.17	5,408.01			
		By Gender								
		i. Male	THB/person-year	9,080.04	7,239.69	3,028.50	5,765.43			
		ii. Female	THB/person-year	6,677.39	11,051.91	2,694.17	5,831.46			
		By employee level								
		i. Top management position (EVP/16+)	THB/person-year	40,955.00	-	-	-			
		ii. Senior management position (SVP/14-15)	THB/person-year	10,544.05	-	-	-			
		iii. Middle management position (VP-DM/11-13)	THB/person-year	7,709.40	13,506.76	13,820.36	13,941.50			
		iv. Junior management position (Section Manager/9-10)	THB/person-year	12,051.85	12,186.24	4,754.68	4,496.17			
		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	7,247.21	7,167.91	2,297.76	6,328.24			
		By Nationality								
		i. Thai	THB/person-year	8,387.71	7,438.42	2,932.50	5,795.36			
		ii. Turkish	THB/person-year	-	-	-	-			

Sustainability Performance Data: Social

GRI	DJSI	Required Data	Unit	2020	2021	2022	2023	Target 2023	Target 2024	Target 2026	
		iii. Dutch	THB/person-year	-	-	-	-				
		iv. Americans	THB/person-year	-	-	-	-				
		v. French	THB/person-year	7,245.00	-	-	-				
		vi. Other	THB/person-year	-	-	-	-				
		By location									
		i. Rayong	THB/person-year	8,234.35	6,778.14	2,351.16	3,990.95				
		ii. Chonburi	THB/person-year	5,574.66	5,833.17	5,392.79	13,119.51				
		iii. Bangkok	THB/person-year	9,253.92	12,529.64	4,093.13	8,698.37				
		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	6,356,358	4,223,737	4,634,318	4,597,392				
		- Female	THB	5,605,565	4,428,085	4,679,270	4,631,227				
		- Ratio (Average Female and Male Salary)	-	0.88	1.05	1.01	1.01				
		ii. Executive level (Base salary + other cash incentives)									
		- Male	THB	9,571,280.40	6,405,847	7,688,002	7,427,101				
		- Female	THB	6,135,639.31	6,601,562	7,405,508	7,381,655				
		- Ratio (Average Female and Male Salary)	-	1.56	1.03	0.96	0.99				
		iii. Management level (base salary only)									
		- Male	THB	1,759,688	1,596,393	1,978,405	1,916,270				
		- Female	THB	2,386,738	1,600,726	1,763,567	1,645,615				
		- Ratio	-	1.356	1.00	0.89	0.86				
		iv. Management level (base salary + other cash incentives)									
		- Male	THB	3,713,808	2,617,988	3,296,098	3,368,120				
		- Female	THB	3,761,390	2,472,194	2,745,910	2,659,054				
		- Ratio	-	1.013	0.94	0.83	0.79				
		v. Non-management level									
		- Male	THB	1,282,743	955,243	1,470,105	1,352,221				
		- Female	THB	1,171,127	919,716	1,210,969	1,200,811				
		- Ratio	-	0.913	0.96	0.82	0.89				
		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 involving the	Case	N/A	0	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	100	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									

Sustainability Performance Data: Social

GRI	DJSI	Required Data	Unit	2020	2021	2022	2023	Target 2023	Target 2024	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	100	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	8.99	6.56	3.38	4.77			
		a) Total Revenues,	THB	71,908,340,000	79,629,150,000	127,908,260,000	92,900,770,000			
		b) Total Operating Expenses	THB	58,399,550,000	66,698,686,850	122,633,910,000	82,966,830,000			
		c) Total related expenses (salaries + benefits)	THB	1,691,066,140	2,324,470,000	2,219,440,000	2,634,900,000			
N/A	N/A	Return on Employee Development Investment								
		Return on Employee Development Investment	-	8.61	1.61	3.96	3.78			
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	% of actively engaged	62	71	69	61	60	60	60
		Data Coverage	% of total employee	80	96	97	96			
		By employee age								
		i. <30 years	Person	118	121	128	102			
		ii. 30 - 50 years	Person	631	746	822	810			
		iii. >50 years	Person	79	86	132	137			
		By Gender								
		i. Male	Person	567	657	768	745			
		ii. Female	Person	261	296	314	304			
		By employee level								
		i. Top management position (EVP/16+)	Person	4	7	7	6			
		ii. Senior management position (SVP/14-15)	Person	15	28	25	26			
		iii. Middle management position (VP-DM/11-13)	Person	79	93	113	107			
		iv. Junior management position (Section Manager/9-10)	Person	122	126	81	72			
		v. Revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	Person	42	97	24	40			
		By Nationality								
		i. Thai	Person	826	951	1,080	1,047			
		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			
		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			

Sustainability Performance Data: Social

GRI	DJSI	Required Data	Unit	2020	2021	2022	2023	Target 2023	Target 2024	Target 2026
		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
Public Policy										
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	717,526	460,542	496,231	580,030			
		a. The Association of Private Power Producers (APPP)	THB	370,870	202,800	200,000	214,000			
		b. Thailand Business Council for Sustainable Development (TBCSD)	THB	153,110	115,990	110,000	250,000			
		c. The Institute of Industrial Energy	THB	55,000	0	0	0			
		d. Thai Wind Energy Association				25,000	20,000			
		e. The Thai Chamber of Commerce	THB	23,000	23,000	23,000	24,610			
		f. Thailand National Committee of CIGRE	THB	42,266	42,612	37,231	0			
		g. Thai Industrial Estate and Strategic Partner Association	THB	60,000	60,000	60,000	60,000			
		h. Thai Photovoltaic Industries Association	THB	0	5,000	5,000	5,000			
		i. The Federation of Thai Industries Rayong Chapter	THB	4,000	4,000	4,000	4,280			
		j. The Federation of Thai Industries Chonburi Chapter	THB	4,280	2,140	12,000	2,140			
		k. Electric Vehicle Association of Thailand	THB			10,000	0			
		l. Thailand Management Association (TMA)	THB	5,000	5,000	5,000	0			
		m. Thailand Energy Storage Technology Association (TESTA)	THB			5,000	0			
		iv. Other (e.g. spending related to ballot measures or referendums)	THB	524,000	360,000	653,750	819,250			
		a. United Nation Global Compact (UNGC)	THB			288,750	525,000			
		b. Petroleum Institute of Thailand (PTIT)	THB	274,000	110,000	110,000	117,700			
		c. The Federation of Thai Industries (F.T.I.)	THB							
		- Renewable Energy Industry Club		250,000	250,000	250,000	171,200			
		- Power Producer Industry Club								
		d. RE100	THB	0	0	5,000	5,350			
		Total contributions and other spending	THB	1,241,526	820,542	1,149,981	1,399,280			
		Data coverage	%	100	100	100	100			
Sustainable Community										
N/A	N/A	Type of Philanthropic Activities								
		i. Charitable donations	%	23.31	24.02	6.94	13			
		ii. Community investments	%	72.34	70.61	84.11	85			
		iii. Commercial initiatives	%	4.35	5.38	8.96	2			
N/A	N/A	Input								
		Type of contribution								
		i. Cash contributions	THB	12,462,870	2,800,000	16,023,929	7,502,704			
		ii. Time: employee volunteering during paid working hours	THB	564,543	317,761	638,250	1,664,237			
		iii. In-kind giving: product or services donations, projects/partnerships or similar	THB	1,901,058	2,999,147	8,191,721	476,126			
		iv. Management overheads	THB	13,412,278	12,056,429	12,056,429	10,451,686			
N/A	N/A	Sustainable Community KPI								
		Number of CSR Projects Evaluated by Social Return on Investment (SROI) Analysis	Numbers	6	12	13	12	10		10
		Ratio of Community Investment and Commercial Initiatives to Charitable Donations	%	75	75.99	93.07	87	>75		>75
		Community Satisfaction	%	75	75	78	82.74	78		>75
Product Responsibility/ Customer Relationship Management										
102-43	3.6.1	Approach to stakeholder engagement Satisfaction								
		Satisfied respondents ⁽¹⁾	% of satisfied respondents out of total number of respondents to the survey	84.29	91.00	95.00	92.00	≥90		
		Data coverage	%	100	100	100	100			
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	%	100	100	100	100			
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	%	0	0	100	100			

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.