	GRI	DJSI	Required Data	Unit	2020	2021	2022	2023	Target 2023	Target 2024	Target 2026
Courting of author consist reporting   St or grounds   270%   270%   270%   270%			Social Poporting - Coverage								
3.1.2	IN/A	IN/A		% of revenues	>75%	>75%	>75%	>75%			
Transit Woodscore   Person   1,100	102-8	3.1.2		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,							
Person   322   322   322   325   3				% FTEs	100	100	100	100			
Secretarian				Person	1,076	1,108	1,128	1,104			
No.   Section   Section			Female shared in total workforce	Person	321	332	332	325			
Net production local					29.83	29.96	29.43	29.44			25
A.A. management position (including junior, models and top (Person (				workforce							
Remails   90   90   30   50   50				Dames.		I	ı				
Person Intell					90	89	96	95			
Total numbers   Oral III   Selection   Section   Secti			management)		210	216	227	225			
Female   Surf   Surface   Surface											
Descriptions   Female St of   Institute   Description											
Female % of total management position (PVP/14-1) (i.e. maximum two positions (i.				management	300	305	323	320			
Total   Tota				positions							
Total   Tota											
Bit Top management position (IVP/16+) (c. maximum to be levels away from the CIO or comparable positions)   Person   P											
B. Top management position (VP/T4-1) (a. maximum two (female)   Person   4   2   2   7					30.00	29.18	29.72	29.69			25
It. Top management position (PVP/16+) (i.e. maximum too glevels away from the CFO or comparable positions)   Person (male)   5   7   6   7											
Evenla way from the CEO or comparable positions   Person (male)   5   7   6   7   7   7   7   7   7   7   7			ii Ton management position (EVP/16+) (i.e. maximum two								
Person (mails)   5					4	2	2	2			
Colai numbers of tool tool tool tool tool tool tool t					5	7	6	7			
In the content of t											
Person   P				of top							
and women combine)  Female % of total numbers of total numbers of land total numbers of land total numbers of land total numbers of land total numbers of senior management position (SWP/16-13)  Person (male) 7 9 10 8 Person (male) 14 17 15 19 Total numbers of senior management positions (men and women curbine)  Female % of total numbers of senior management position (VP-DM/11-13)  Female % of total numbers of senior management position (VP-DM/11-13)  Person (male) 7 2 25 38 27 27 27 28 25 25 27 27 28 25 25 27 27 29 25 25 27 27 29 25 25 27 27 20 25 25 27 27 20 25 25 27 20 25 25 27 20 25 25 27 20 25 25 27 20 25 25 27 20 25 25 27 20 25 25 25 27 20 25 25 25 27 20 25 25 25 27 20 25 25 25 27 20 25 25 25 25 27 20 25 25 25 25 25 25 25 25 25 25 25 25 25				management							
Female % of total numbers of total numbers of total numbers of total numbers of serior management position (SVP/14-15)   Person (Person (male)					9	9	8	9			
Female % of total numbers of too amangement position (SVP/14-15)					_			_			
total numbers of top management position (SVP/14-15)    Iii. Senior management position (SVP/14-15)   Person (mela)				combine)							
total numbers of top management position (SVP/14-15)    Iii. Senior management position (SVP/14-15)   Person (mela)											
total numbers of top management position (SVP/14-15)    Iii. Senior management position (SVP/14-15)   Person (mela)				Famala 0/ of							
Iii. Senior management position (SVP/14-15)   Person (members of Senior management positions (Parales Notal numbers of Senior management positions)   Person (Parales Notal numbers of Senior management positions (Parales Notal numbers of Senior management positions)   Person (Madde management positions)   Person (Madde management positions)   Person (Madde management positions (Parales Notal numbers of Madde management)   Person (Parales Notal numbers of Madde management)   Person (Parales Notal numbers of Madde management)   Person (Parales Notal numbers of All purior management)											
Iii. Senior management position (SVP/14-15)											
Dissions   Person					44.44	22.22	25.00	22.22			25
Ferson management position (5VP/14-15)											
(female)											
Person (male)   14			iii. Senior management position (SVP/14-15)		7	9	10	8			
total numbers of Section management positions (men and women combine)  Female % of total numbers of Senior management position (VP-DM/11-13)  iv. Middle management position (VP-DM/11-13)  Person (female) 35 35 38 37  Person (female) 73 73 86 82  Person (female) 73 73 86 82  total numbers of Middle management positions (men and women combine)  Female % of total numbers of Middle management positions (men and women combine)  V. Junior management position (Section Manager/9-10) (i.e. first level of management)  V. Junior management position (Section Manager/9-10) (i.e. first level of management)  V. Junior management position (Section Manager/9-10) (i.e. first level of management)  V. Junior management position (Section Manager/9-10) (i.e. first level of management)  V. Junior management position (Section Manager/9-10) (i.e. first level of management)  V. Junior management position (Section Manager/9-10) (i.e. first level of management)  V. Junior management position (Section Manager/9-10) (i.e. first level of management)  V. Junior management position (Section Manager/9-10) (i.e. first level of management)  V. Junior management position (Section Manager/9-10) (i.e. first level of management)  V. Junior management position (Section Manager/9-10) (i.e. first level of management)  V. Junior management position (Section Manager/9-10) (i.e. first level of management)  V. Junior management position (Section Manager/9-10) (i.e. first level of management)											
Person (male)   Total numbers of Middle management position (NP-DM/11-13)   Person (male)   Total numbers of Middle management positions (men and women combine)   Total numbers of Middle management position (NP-DM/11-13)   Person (male)   Total numbers of Middle management positions (men and women combine)   Total numbers of Middle management positions (men and women combine)   Person (male)   Total numbers of Middle management positions (men and women combine)   Temple   Total numbers of Middle management positions (men and women combine)   Temple   Total numbers of Middle management positions (men and women combine)   Temple   Total numbers of Middle management positions (men and women combine)   Temple   Total numbers of Middle management positions   Total numbers of Middle management position (Section Manager/9-10) (i.e.   Person   Total numbers of Middle   Total numbers of all junior management   Total numbers of all					14	17	15	19			
management   positions (men and women combine)   21   26   25   27											
Docktions (men and women combine)   21											
And women combine   21											
Combine					21	26	25	27			
total numbers of Senior management position (VP-DM/11-13)  iv. Middle management position (VP-DM/11-13)  Person (female)  (female)  Person (male)  row Junior management position (Section Manager/9-10) (i.e. first level of management)  Person (male)  v. Junior management position (Section Manager/9-10) (i.e. first level of management)  Person (male)  108											
total numbers of Senior management position (VP-DM/11-13)  iv. Middle management position (VP-DM/11-13)  Person (female)  (female)  Person (male)  row Junior management position (Section Manager/9-10) (i.e. first level of management)  Person (male)  v. Junior management position (Section Manager/9-10) (i.e. first level of management)  Person (male)  108											
total numbers of Senior management position (VP-DM/11-13)  iv. Middle management position (VP-DM/11-13)  Person (female)  (female)  Person (male)  row Junior management position (Section Manager/9-10) (i.e. first level of management)  Person (male)  v. Junior management position (Section Manager/9-10) (i.e. first level of management)  Person (male)  108											
Iv. Middle management position (VP-DM/11-13)											
Iv. Middle management position (VP-DM/11-13)											
Person (female)   73   73   86   82					33.33	34.62	40.00	29.63			25
iv. Middle management position (VP-DM/11-13)  Person (female)  Person (male)  Total numbers of Middle management positions (men and women combine)  Female % of total numbers of Middle management positions  V. Junior management position (Section Manager/9-10) (i.e. first level of management)  V. Junior management position (Section Manager/9-10) (i.e. first level of management)  Person (male)  Person (male)  108  108  108  108  124  119  119  25  32.41  32.41  30.65  31.09  25  Person (male)  18  19  109  110  110  110  111  110  111  111  111  111  112  117  114  115  115  116  116  116  116  116											
(female)				positions							
(female)	1		iv. Middle management position (VP-DM/11-13)	Person							
Person (male)					35	35	38	37			
total numbers of Middle management positions (men and women combine)  Female % of total numbers of Middle management positions  v. Junior management position (Section Manager/9-10) (i.e. first level of management)  V. Junior management position (Section Manager/9-10) (i.e. first level of management)  Person (male)  total numbers of all junior management position (Section Manager)  108					73	73	86	82			
management positions (men and women combine)   108   108   124   119				total numbers							
Positions (men and women combine)   108   108   124   119											
Female % of total numbers of Middle management position (Section Manager/9-10) (i.e. first level of management)   Person (male)   118   119   120   117   117   118   119   120   117   118   119   120   117   120   117   120   117   120   117   120											
V. Junior management position (Section Manager/9-10) (i.e.   Person (female)   Person (male)   118   119   120   117   117   117   118   119   120   117   118   119   120   117   120   117   120   117   120   117   120   117   120   117   120					108	108	124	119			
Female % of total numbers of Middle management positions   32.41   32.41   30.65   31.09   25											
total numbers of Middle management positions   32.41   32.41   30.65   31.09   25				combine)							
total numbers of Middle management positions   32.41   32.41   30.65   31.09   25											
total numbers of Middle management positions   32.41   32.41   30.65   31.09   25				Female % of				1			
v. Junior management position (Section Manager/9-10) (i.e. first level of management)  v. Junior management position (Section Manager/9-10) (i.e. first level of management)  Person (male) Person (male) 118 119 120 117  total numbers of all junior management 162 162 166 165											
v. Junior management position (Section Manager/9-10) (i.e. first level of management)  Person (male)  Person (male)  Person (male)  118 119 120 117  total numbers of all junior management  management position (Section Manager/9-10) (i.e. female)  Person (male)  118 119 120 117  total numbers of all junior management  162 162 166 165							22				
v. Junior management position (Section Manager/9-10) (i.e. first level of management)					32.41	32.41	30.65	31.09			25
first level of management)  (female) 44 43 46 48  Person (male) 118 119 120 117  total numbers of all junior management 162 162 166 165											
first level of management)  (female) 44 43 46 48  Person (male) 118 119 120 117  total numbers of all junior management 162 162 166 165											
Person (male)   118   119   120   117					11	13	46	18			
total numbers of all junior management 162 162 166 165			first level of management)								
of all junior management         162         162         166         165					118	119	120	117			
management   162   162   166   165   167   168   169											
					103	1/3	100	105			
positions					162	162	100	102			
				positions							
	ţ		1		1	1					

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,	Person (female)	20	20	19	24			
		Legal, etc.)	Person (male)	27	29	31	35			
			total numbers							
			of all Revenue- generating							
			functions position	47	49	50	59			
			Female % of total revenue-	42.55	40.82	38.00	40.68			25
			generating functions	42.55	40.82	38.00	40.00			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	7.49	7.12	14.35	11.59			5
	N1/A	Du amplanca agricas agrical	positions							
	N/A	By employee age (age group) i. <30 years	% of FTEs	13.94	12.09	11.52	9.33			
		i. So years	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% 572	> 75% 595	> 75%	> 75%			
			Person (Male)	241	258	589 255	559 247			
			(Female) % 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) Person	80	88	114	143			
			(Female)	33	33	40	52			
			% female against worker	29.20	27.27	25.97	26.67			
			category							
	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	N/A	N/A	N/A	N/A			
			and senior management							
			(as % of total							
			management							
			workforce) Share in total							
			workforce (as % of total	N/A	N/A	N/A	N/A			
			% of total workforce)							
			Person (Male)	N/A	N/A	N/A	N/A			
			Person (Female)	N/A	N/A	N/A	N/A			
1	1		Total	N/A	N/A	N/A	N/A			

GRI	DJSI	Required Data	Unit	2020	2021	2022	2023	Target 2023	Target 2024	Targe 2026
		ii. Thai - Laos	Share in all							
			management							
			positions,							
			including junior, middle							
			and senior	N/A	N/A	N/A	N/A			
			management							
			(as % of total							
			management							
			workforce)							
			Share in total							
			workforce (as % of total	N/A	N/A	N/A	N/A			
			workforce)							
			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	N/A	N/A	N/A	N/A			
			management							
			(as % of total							
			management							
			workforce)							
			Share in total							
			workforce (as % of total	N/A	N/A	N/A	N/A			
			workforce)							
			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	N/A	N/A	N/A	N/A			
			management							
			(as % of total							
			management							
			workforce)							
			Share in total							
			workforce (as	N/A	N/A	N/A	N/A			
			% of total		•					
			workforce) 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	99.63	99.73	99.82	99.82			
			% of total							
			workforce) Share in all							
			management							
			positions,							
			including							
			junior, middle							
			and senior	98.67	99.02	99.38	99.38			
			management							
			(as % of total							
			management							
			workforce)							
			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			
	I									
		l ii Turkish				i e	1			
		ii. Turkish	Share in total workforce (as							
		ii. Turkish	workforce (as % of total	0.09	0	0	0			

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 % female	1	0	0	0			
			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			
			Total % female	1	1	0	0			
			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) Person	1	1	1				
			(Female)	0	0	0	0			
			Total % female	1	1	1	1			
			against worker category	0	0	0	0			

	OJSI	Required Data	Unit	2020	2021	2022	2023	Target 2023	Target 2024	Targ 20:
N	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. Buddism	% of FTEs	98.14 >75%	98.01 >75%	94.33 >75%	73.19 >75%			
			Coverage Person	1,056	1,086	1,064	808			
		b. Christianity	% of FTEs	1.49	1.53	1.51	1.36			
		S. Christianic,	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%			
		A 10's A dess	Person	4	5	4	5			
		d. Hinduism	% of FTEs Coverage	0 >75%	>75%	>75%	0 >75%			
			Person	0	0	0	0			
N	N/A	By Disability				-1	٧,			
		i. Vision Impairment	Person (Male)	0	0	0	0			
			Person	0	0	0	0			
			(Female)							
			% 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			
		<u> </u>	Person							
			(Female)	0	0	0	0			
			% of FTEs	0.09	0.09	0.09	0.09			
		iv. Others (e.g. mental health conditions, intellectual	Person (Male)	0	0	0	0			
		disability)	Person	0	0	0	0			
			(Female) % of FTEs	0	0	0	0			
Hirir	ing		% OFFIES	٥	٥	0	٥			
	.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  By Gender	Person	0	0	1	0			
		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 Person							
		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	12	4	5	7			
		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	12 37 0	4 83 0	5 15 6	7 6 0			
		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 i. Thai	Person Person Person	12 37 0	4 83 0	5 15 6	7 6 0			
		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 i. Thai ii. Turisk	Person Person Person Person Person Person	12 37 0 54	4 83 0 87 0	5 15 6	7 6 0			
		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 i. Thai ii. Turisk iii. Dutch	Person Person Person Person Person Person Person Person	12 37 0	4 83 0	5 15 6 99 0	7 6 0			
		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 i. Thai ii. Turisk	Person Person Person Person Person Person	12 37 0 54 0	4 83 0 87 0 0	5 15 6	7 6 0 49 0			
		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 i. Thai ii. Turisk iiii. Dutch iv. Americans	Person Person Person Person Person Person Person Person Person	12 37 0 54 0 0	87 0 0 0 0 0	5 15 6 99 0 0	7 6 0 49 0 0			
		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 i. Thai ii. Turisk iii. Dutch iv. Americans v. French vi. Other By Disability	Person	12 37 0 54 0 0 0 0 0	87 0 0 0 0 0 0 0	99 0 0 0 0 1	7 6 0 49 0 0 0 0			
		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 i. Thai ii. Turisk iiii. Dutch iv. Americans v. French vi. Other  By Disability i. Vision Impairment	Person	12 37 0 54 0 0 0 0 0	87 0 0 0 0 0 0 0	99 0 0 0 0 1	7 6 0 49 0 0 0 0 0			
		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 i. Thai ii. Turisk iii. Dutch iiv. Americans v. French vi. Other  By Disability i. Vision Impairment ii. Deaf or hard of hearing	Person	12 37 0 54 0 0 0 0 0 0	87 0 0 0 0 0 0 0 0	5 15 6 99 0 0 0 0 1	7 6 0 49 0 0 0 0 0 0			
		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 i. Thai ii. Turisk iii. Dutch iv. Americans v. French vi. Other By Disability i. Vision Impairment iii. Dear or hard of hearing iii. Physical disability	Person	12 37 0 54 0 0 0 0 0	87 0 0 0 0 0 0 0	99 0 0 0 0 1	7 6 0 49 0 0 0 0 0			
		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 i. Thai ii. Turisk iii. Dutch iv. Americans v. French vi. Other  By Disability i. Vision Impairment ii. Deaf or hard of hearing iiii. Physical disability iv. Others (e.g. mental health conditions, intellectual	Person	12 37 0 54 0 0 0 0 0 0	87 0 0 0 0 0 0 0 0	5 15 6 99 0 0 0 0 1	7 6 0 49 0 0 0 0 0 0			
		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 i. Thai ii. Turisk iii. Dutch iv. Americans v. French vi. Other By Disability i. Vision Impairment ii. Deaf or hard of hearing iii. Physical disability iv. Others (e.g. mental health conditions, intellectual disability)	Person	12 37 0 54 0 0 0 0 0 0 0	4 83 0 87 0 0 0 0 0 0 0	99 0 0 0 0 1	7 6 0 49 0 0 0 0 0 0 0			
		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 i. Thai ii. Turisk iii. Dutch iv. Americans v. French vi. Other By Disability i. Vision Impairment ii. Deaf or hard of hearing iii. Physical disability iv. Others (e.g. mental health conditions, intellectual disability) Percentage of open positions filled by internal candidates	Person	12 37 0 54 0 0 0 0 0 0 0	4 83 0 87 0 0 0 0 0 0 0 0	5 15 6 99 0 0 0 0 0 1	7 6 0 49 0 0 0 0 0 0			
		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 i. Thai ii. Turisk iii. Dutch iv. Americans v. French vi. Other By Disability i. Vision Impairment ii. Deaf or hard of hearing iii. Physical disability iv. Others (e.g. mental health conditions, intellectual disability)	Person	12 37 0 54 0 0 0 0 0 0 0	4 83 0 87 0 0 0 0 0 0 0	99 0 0 0 0 1	7 6 0 49 0 0 0 0 0 0 0			
		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 i. Thai ii. Turisk iii. Dutch iv. Americans v. French vi. Other By Disability i. Vision Impairment iii. Deaf or hard of hearing iii. Physical disability iv. Others (e.g. mental health conditions, intellectual disability) Percentage of open positions filled by internal candidates By employee age	Person	12 37 0 54 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	4 83 0 87 0 0 0 0 0 0 0 0 0 0 1 2 3 9	5 15 6 99 0 0 0 0 1 1	7 6 0 49 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0			
		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 i. Thai ii. Turisk iii. Dutch iv. Americans v. French vi. Other By Disability i. Vision Impairment iii. Deaf or hard of hearing iii. Physical disability iv. Others (e.g. mental health conditions, intellectual disability) Percentage of open positions filled by internal candidates By employee age i. 430 years iii. 30 - 50 years	Person	12 37 0 54 0 0 0 0 0 0 0 0 0 0 2 3	4 83 0 87 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	5 15 6 99 0 0 0 0 1	7 6 0 49 0 0 0 0 0 0 0 0 0 0 0			
		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 i. Thai ii. Turisk iii. Dutch iv. Americans v. French vi. Other By Disability i. Vision Impairment iii. Deaf or hard of hearing iiii. Physical disability iv. Others (e.g. mental health conditions, intellectual disability) Percentage of open positions filled by internal candidates By employee age i. <30 years iii. 30 - 50 years iii. >50 years By Gender	Person	12 37 0 54 0 0 0 0 0 0 0 0 0 0 0 0 0	4 83 0 87 0 0 0 0 0 0 0 0 0 12	5 15 6 99 0 0 0 0 0 0 0 0 0 0 0 31	7 6 0 49 0 0 0 0 0 0 0 0 27			
		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 i. Thal ii. Turisk iii. Dutch iv. Americans v. French vi. Other  By Disability i. Vision Impairment iii. Deaf or hard of hearing iiii. Physical disability iv. Others (e.g. mental health conditions, intellectual disability) Percentage of open positions filled by internal candidates By employee age i. <30 years iii. 30 - 50 years iii. >50 years By Gender i. Male	Person	12 37 0 54 0 0 0 0 0 0 0 0 0 0 0 0 0	4 83 0 87 0 0 0 0 0 0 0 0 0 12	5 15 6 99 0 0 0 0 1 1 0 0 0 0 31 1 16 11 4	7 6 0 49 0 0 0 0 0 0 0 0 0 0 27			
		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  i. Thai  ii. Turisk  iii. Dutch  iv. Americans  v. French  vi. Other  By Disability  i. Vision Impairment  iii. Deaf or hard of hearing  iiii. Physical disability  iv. Others (e.g. mental health conditions, intellectual disability)  Percentage of open positions filled by internal candidates  By employee age  i. <30 years  iii. 30 - 50 years  iii. >50 years  By Gender  ii. Male  ii. Female	Person	12 37 0 54 0 0 0 0 0 0 0 0 0 0 0 0 0	4 83 0 87 0 0 0 0 0 0 0 0 0 12	5 15 6 99 0 0 0 0 0 0 0 0 0 0 0 31	7 6 0 49 0 0 0 0 0 0 0 0 27			
		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 i. Thai ii. Turisk iii. Dutch iv. Americans v. French vi. Other  By Disability i. Vision Impairment iii. Deaf or hard of hearing iiii. Physical disability iv. Others (e.g. mental health conditions, intellectual disability) Percentage of open positions filled by internal candidates  By employee age i. <30 years iii. 30 - 50 years By Gender i. Male iii. Female By employee level	Person	12 37 0 54 0 0 0 0 0 0 0 0 0 0 0 0 0	4 83 0 87 0 0 0 0 0 0 0 0 0 0 0 12 3 9 0	5 15 6 99 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	7 6 0 49 0 0 0 0 0 0 0 0 0 0 0 7 27			
		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 i. Thai ii. Turisk iii. Dutch iv. Americans v. French vi. Other By Disability i. Vision Impairment ii. Deaf or hard of hearing iii. Physical disability iv. Others (e.g. mental health conditions, intellectual disability) Percentage of open positions filled by internal candidates By employee age i. <30 years iii. 30 - 50 years iii. 30 - 50 years By Gender i. Male ii. Female By employee level i. Top management position (EVP/16+)	Person	12 37 0 54 0 0 0 0 0 0 0 0 0 0 0 0 0	4 83 0 87 0 0 0 0 0 0 0 0 0 12	5 15 6 99 0 0 0 0 0 1 1 0 0 0 0 31 1 16 11 4	7 6 0 0 49 0 0 0 0 0 0 0 0 27 7 20 0			
		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 i. Thai ii. Turisk iii. Dutch iv. Americans v. French vi. Other  By Disability i. Vision Impairment iii. Deaf or hard of hearing iiii. Physical disability iv. Others (e.g. mental health conditions, intellectual disability) liv. 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 iii. >50 years By Gender i. Male ii. Female By employee level ii. Top management position (EVP/16+) ii. Senior management position (SVP/14-15)	Person	12 37 0 54 0 0 0 0 0 0 0 0 0 0 0 0 0	4 83 0 87 0 0 0 0 0 0 0 0 0 0 12	5 15 6 99 0 0 0 0 0 1 1 0 0 0 0 31 1 16 11 4	7 6 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0			
		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  i. Thai  ii. Turisk  iii. Dutch  iv. Americans  v. French  vi. Other  By Disability  i. Vision Impairment  iii. Deaf or hard of hearing  iiii. Physical disability  iiv. Others (e.g. mental health conditions, intellectual disability)  Percentage of open positions filled by internal candidates  By employee age  i. <30 years  iii. 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 (SVP/14-15)  iii. Middle management position (VP-DM/11-13)	Person	12 37 0 54 0 0 0 0 0 0 0 0 0 0 0 0 0	4 83 0 87 0 0 0 0 0 0 0 0 0 0 0 0 12 3 9 0 0	5 15 6 99 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	7 6 0 0 49 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0			
		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 i. Thai ii. Turisk iii. Dutch iv. Americans v. French vi. Other  By Disability ii. Vision Impairment iii. Deaf or hard of hearing iii. Physical disability iv. Others (e.g. mental health conditions, intellectual disability) vi. Others (e.g. mental health conditions, intellectual disability) iv. Others (e.g. mental health conditions) ivi. Others	Person	12 37 0 54 0 0 0 0 0 0 0 0 0 0 0 0 0	4 83 0 87 0 0 0 0 0 0 0 0 0 0 12	5 15 6 99 0 0 0 0 0 1 1 0 0 0 0 31 1 16 11 4	7 6 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0			
		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  i. Thai  ii. Turisk  iii. Dutch  iv. Americans  v. French  vi. Other  By Disability  i. Vision Impairment  iii. Deaf or hard of hearing  iiii. Physical disability  iiv. Others (e.g. mental health conditions, intellectual disability)  Percentage of open positions filled by internal candidates  By employee age  i. <30 years  iii. 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 (SVP/14-15)  iii. Middle management position (VP-DM/11-13)	Person	12 37 0 54 0 0 0 0 0 0 0 0 0 0 0 0 0	4 83 0 87 0 0 0 0 0 0 0 0 0 0 0 0 12 3 9 0 0	5 15 6 99 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	7 6 0 0 49 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0			
		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 i. Thai ii. Turisk iii. Dutch iv. Americans v. French vi. Other  By Disability i. Vision Impairment iii. Deaf or hard of hearing iiii. Physical disability iv. Others (e.g. mental health conditions, intellectual disability) iii. So years iii. 30 - 50 years iii. 30 - 50 years iii. 30 - 50 years By Gender i. Male ii. Female By employee level ii. Top management position (EVP/16+) iii. Senior management position (VP-DM/11-13) iii. Middle management position (SVP/14-15) iiii. Middle 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,	Person	12 37 0 54 0 0 0 0 0 0 0 0 0 0 0 0 0	4 83 0 0 0 0 0 0 0 0 0 0 0 0 0 0 12 3 9 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	5 15 6 99 0 0 0 0 0 1 1 0 0 0 0 31 1 16 11 4 4 4 4	7 6 0 0 49 0 0 0 0 0 0 0 0 27 7 20 0 0			

GRI	DJSI	Required Data	Unit	2020	2021	2022	2023	Target 2023	Target 2024	Target 2026
		iii. Dutch	Person	0	0					
		iv. Americans	Person	0	0					
		v. French	Person	0	0					
		vi. Other	Person	0	0	0	0			
		By Disability		Т						
		i. Vision Impairment	Person	0	0					
		ii. Deaf or hard of hearing	Person	0	0					
		iii. Physical disability	Person	0	0	0	0			
		iv. Others (e.g. mental health conditions, intellectual	Person	0	0	0	0			
		disability)	TUD	44 244 22	E0 226 00	04 500 00	66.744.00			
		Average hiring cost/FTE	THB	41,311.22	59,226.00	94,500.00	66,744.00			-
		Employee Receiving Regular Performance and Career	Person	1068	1,068.00	1,128	1,104			
		Development Reviews	%	100	100	100	100			
		e Turnover								
401-1	3.4.5	Employee Turnover Rate	A/ C ETT	100	400	100	400			
		Data coverage	% of FTEs	100	100	100	100			
		Total employee turnover rate	Person	32	35	65	65			
								Less than		Less than
								the		the
								average		average
			% of total	3.08	3.16	5.76	5.89	rate of		rate of
			employee	3.00	3.10	3.70	5.85	those		those
								in the		in the
								same		same
								industry		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			
		ini so years	% of total							
			employee	0.28	0.54	0.09	0.45			
		By gender	employee							
		i. Male	Person	23	14	28	34			
		1. Wale	% of total	25	14	20	34			
				2.14	1.26	2.48	3.08			
		W. Farmata	employee	9	21	37	24			
		ii. Female	Person	9	21	37	31			
			% of total	0.84	1.90	3.28	2.81			
			employee							
		By employee level		اه						
		i. Top management position (EVP/16+)	Person	0	1	0	0			
			% of total	0.00	0.09	0.00	0.00			
		11 0 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	employee			4	2			
		ii. Senior management position (SVP/14-15)	Person	1	0	1				
			% of total	0.09	0.00	0.09	0.18			
		W 441.11	employee							
		iii. Middle management position (VP-DM/11-13)	Person	9	5	9	4			
			% of total	0.84	0.45	0.80	0.36			
			employee		40	40				
		iv. Junior management position (Section Manager/9-10)	Person	6	10	18	13			
			% of total	0.56	0.90	1.60	1.18			
			employee							
		v. Revenue-generating functions (e.g. sales) as % of all such	Person	16	5	2	6			
		managers (i.e. excluding support functions such as HR, IT,	% of total	1.49	0.45	0.18	0.54			
		Legal, etc.)	employee							
		By Nationality		. 1						
		i. Thai	Person	31	34	65	65			
			% of total	2.88	3.07	5.76	5.89			
			employee							
		ii. Turkish	Person	0	1	0	0			
			% of total	0	0.09	0	0			
			employee							
	1	iii. Dutch	Person	0	0	0	0			
ı		1	% of total	0	0	0	0			
1				۷	U	U				
			employee							
		iv. Americans	employee Person	0	0	0	0			
		iv. Americans								
		iv. Americans	Person	0	0		0			
		iv. Americans  v. French	Person % of total			0	0			
			Person % of total employee	0	0	0	0			
			Person % of total employee Person	0	0	0	0			
			Person % of total employee Person % of total	0	0	0	0 0			
		v. French	Person % of total employee Person % of total employee	0 0 0 1	0 0 0	0 0 0	0 0 0 0			
		v. French	Person % of total employee Person % of total employee Person % of total employee % of total	0 0	0	0 0 0	0 0			
		v. French v. Other -UK	Person % of total employee Person % of total employee Person	0 0 0 1	0 0 0	0 0 0	0 0 0 0			
		v. French v. Other -UK  By Disability	Person % of total employee Person % of total employee Person % of total employee employee	0 0 0 1 1 0.09	0 0 0 0	0 0 0	0 0 0 0			
		v. French v. Other -UK	Person % of total employee	0 0 0 1 0.09	0 0 0 0	0 0 0 0	0 0 0 0			
		v. French v. Other -UK  By Disability	Person % of total employee	0 0 0 1 1 0.09	0 0 0 0	0 0 0 0	0 0 0 0			
		v. French  v. Other -UK  By Disability  i. Vision Impairment	Person % of total employee Person % of total employee Person % of total employee  Person % of total employee  Person % of total employee	0 0 0 1 0.09	0 0 0 0 0 0	0 0 0	0 0 0 0 0			
		v. French v. Other -UK  By Disability	Person % of total employee	0 0 0 1 0.09	0 0 0 0	0 0 0	0 0 0 0 0			

GRI	DJSI	Required Data	Unit	2020	2021	2022	2023	Target 2023	Target 2024	Target 2026
		iii. Physical disability	Person	0	1	0	0		2024	2020
			% of total	0	0.09	0	0			
		in Others (a a montal health conditions intellectual	employee	0						
		iv. Others (e.g. mental health conditions, intellectual disability)	Person % of total							
		disasincy	employee	0	0	0	0			
		Voluntary employee turnover rate	Person	32	35	65	65			
			% of total	3.08	3.16	5.75	5.89			
		D ample con and	employee							
		By employee age i. <30 years	Person	6	5	28	21			
			% of total	0.56	0.45	2.48				
			employee							
		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	0.28	0.54	0.09	0.45			
			employee	0.20	0.54	0.03	0.43			
		By Gender i. Male	Person	23	14	28	34			
		i. Wale	% of total							
			employee	2.14	1.26	2.48	3.08			
		ii. Female	Person	9	21	37	31			
			% of total	0.84	1.90	3.28	2.81			
		By employee level	employee							
		i. Top management position (EVP/16+)	Person	0	1	0	0			
			% of total	0	0.09	0	0			
			employee	Ĭ.						
		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	0.84	0.45	0.80	0.36			
			employee							
		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	Person	16	5	37	6			
		managers (i.e. excluding support functions such as HR, IT,	% of total	1.49	0.45	3.28	0.54			
		Legal, etc.)	employee							
		By Nationality i. Thai	Person	31	34	65	65			
			% of total							
			employee	2.88	3.07	5.76				
		ii. Turkish	Person	0	1	0	0			
			% of total employee	0	0.09	0	0			
		iii. Dutch	Person	0	0	0	0			
			% of total	0	0		0			
			employee							
		iv. Americans	Person	0	0	0	0			
			% of total employee	0	0	0	0			
		v. French	Person	0	0	0	0			
1			% of total	0	0					
			employee							
1		v. Other (UK)	Person % of total	1	0	0				
1			% of total employee	0.09	0	0	0			
		By Disability	cp.oyee			<u> </u>	1			
		i. Vision Impairment	Person	0	0	0	0			
			% of total	0	0	0	0			
1		ii Doof or hard of hearing	employee	0	0					
		ii. Deaf or hard of hearing	Person % of total							
			employee	0	0	0	0			
		iii. Physical disability	Person	0	1	0	0			
			% of total	0	0.09	0	0			
1			employee	0						
1			Person							
		iv. Others (e.g. mental health conditions, intellectual disability)	% of total		0	0	0			
		disability)	% of total employee	0						
		disability) and Development		0						
404-1,	Training 3.3.1	disability) and Development Training and Development Inputs	employee							
404-1, 404-3		disability) and Development Training and Development Inputs Data Coverage	employee % of FTE	100	100	100	100 37.61			
		disability) and Development Training and Development Inputs Data Coverage Average hours of training per FTE	employee				100 37.61			
		disability) and Development Training and Development Inputs Data Coverage	employee % of FTE	100	100	100				
		disability) and Development Training and Development Inputs Data Coverage Average hours of training per FTE Type of Training: Mandatory training (e.g. Cultural diversity training, IT training, OHS training, Compliance training, Code of conduct training and etc.)	employee  % of FTE  Hours	100 25.58	100 27.94	100 28.07	37.61			
		disability)  and Development  Training and Development Inputs  Data Coverage  Average hours of training per FTE  Type of Training: Mandatory training (e.g. Cultural diversity training, IT training, OHS training, Compliance training, Code	employee  % of FTE  Hours	100 25.58	100 27.94	100 28.07	37.61			

Required Data	Unit	2020	2021	2022	2023	Target 2023	Target 2024	Ta 2
ii. 30 - 50 years	Hours/person- year	9.60	4.95	16.00	8.81			
iii. >50 years	Hours/person-		3.66	11.23	6.00			
By Gender	year	8.16						
i. Male	Hours/person-	12.16	5.62	17.44	11.35			
ii. Female	year Hours/person-							H
II. Ferriale	year	5.17	3.30	5.77	3.48			
By employee level i. Top management position (EVP/16+)	Hours/person-							
i. Top management position (EVP/10+)	year	4.00	0	0	0			
ii. Senior management position (SVP/14-15)	Hours/person-	1.62	0	0	0			
iii. Middle management position (VP-DM/11-13)	year Hours/person-	1.02	2.66	10.84	2.76			t
in turing management position (Costion Managem)(0.10)	year	12.89	2.00	10.64	2.70			H
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	Hours/person-		F.02	10.21	45.24			Π
managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	year	10.12	5.82	19.21	15.31			ı
By Nationality								
i. Thai	Hours/person- year	25.67	28.02	14.09	9.05			
ii. Turisk	Hours/person-	0	0	0	0			ĺ
iii. Dutch	year Hours/person-							H
	year	0	0	0	0			
iv. Americans	Hours/person- year	6	0	0	0			ı
v. French	Hours/person-	6	0	0	0			t
vi. Other	year Hours/person-			Ü				H
vi. otner	year	0	0	0	0			
By location	Hours/person-							
i. Rayong	year	13.02	12.68	17.98	11.24			
ii. Chonburi	Hours/person- year	7.13	7.48	27.80	24.61			ı
iii chonadh	Hours/person-	7.25	3.60	2.21	1.25			t
Type of Training: Non-mandatory training (e.g. on-the-job	Hours	16,688.00	25,505.70	15,242.95	31,550.00			ı
Itraining, coaching, mentorship, leadership training and etc.)	110415	10,000.00	23,303.70	13,242.93	31,330.00			ı
training, coaching, mentorship, leadership training and etc. )  By employee age		10,000.00	23,303.70	13,242.93	31,330.00			
	Hours/person-	16.71	18.71	16.91	27.90			l
By employee age	Hours/person- year Hours/person-	16.71	18.71	16.91	27.90			
By employee age i. <30 years ii. 30 - 50 years	Hours/person- year Hours/person- year	16.71	18.71	16.91 19.45	27.90			
By employee age i. <30 years	Hours/person- year Hours/person-	16.71	18.71	16.91	27.90			
By employee age i. <30 years ii. 30 - 50 years iii. >50 years By Gender	Hours/person- year Hours/person- year Hours/person- year	16.71 15.44 14.41	18.71 14.46 15.23	16.91 19.45 18.91	27.90 30.82 19.65			
By employee age i. <30 years ii. 30 - 50 years iii. >50 years By Gender i. Male	Hours/person- year Hours/person- year Hours/person- year Hours/person- year	16.71	18.71	16.91 19.45	27.90			
By employee age i. <30 years ii. 30 - 50 years iii. >50 years By Gender	Hours/person- year Hours/person- year Hours/person- year Hours/person-	16.71 15.44 14.41	18.71 14.46 15.23	16.91 19.45 18.91	27.90 30.82 19.65			
By employee age i. <30 years ii. 30 - 50 years iii. >50 years  By Gender i. Male ii. Female  By employee level	Hours/person- year Hours/person- year Hours/person- year Hours/person- year	16.71 15.44 14.41 17.51	18.71 14.46 15.23 28.58	16.91 19.45 18.91	27.90 30.82 19.65			
By employee age i. <30 years ii. 30 - 50 years iii. >50 years By Gender i. Male iii. Female	Hours/person- year Hours/person- year Hours/person- year Hours/person- year Hours/person- year Hours/person-	16.71 15.44 14.41 17.51	18.71 14.46 15.23 28.58	16.91 19.45 18.91	27.90 30.82 19.65			
By employee age i. <30 years ii. 30 - 50 years iii. >50 years  By Gender i. Male ii. Female  By employee level	Hours/person- year Hours/person- year Hours/person- year Hours/person- year Hours/person- year Hours/person- year Hours/person-	16.71 15.44 14.41 17.51 10.81	18.71 14.46 15.23 28.58 26.46	16.91 19.45 18.91 17.09 5.90	27,90 30.82 19.65 30.82 23.21			
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+) ii. Senior management position (SVP/14-15)	Hours/person- year Hours/person- year Hours/person- year Hours/person- year Hours/person- year Hours/person- year Hours/person- year	16.71 15.44 14.41 17.51 10.81 15.44 63.38	18.71 14.46 15.23 28.58 26.46	16.91 19.45 18.91 17.09 5.90	27.90 30.82 19.65 30.82 23.21			
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+) ii. Senior management position (VP-DM/11-13)	Hours/person- year Hours/person- year Hours/person- year Hours/person- year Hours/person- year Hours/person- year Hours/person- year Hours/person- year	16.71 15.44 14.41 17.51 10.81	18.71 14.46 15.23 28.58 26.46	16.91 19.45 18.91 17.09 5.90	27,90 30.82 19.65 30.82 23.21			
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+) ii. Senior management position (SVP/14-15)	Hours/person- year Hours/person- year Hours/person- year Hours/person- year Hours/person- year Hours/person- year Hours/person- year Hours/person-	16.71 15.44 14.41 17.51 10.81 15.44 63.38	18.71 14.46 15.23 28.58 26.46	16.91 19.45 18.91 17.09 5.90	27.90 30.82 19.65 30.82 23.21			
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+)  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 % of all such managers (i.e. excluding support functions such as HR, IT,	Hours/person- year Hours/person- year Hours/person- year Hours/person- year Hours/person- year Hours/person- year Hours/person- year Hours/person- year	16.71 15.44 14.41 17.51 10.81 15.44 63.38 7.42	18.71 14.46 15.23 28.58 26.46 0	16.91 19.45 18.91 17.09 5.90 0	27.90 30.82 19.65 30.82 23.21 0 0			
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 (SVP/14-15) iiii. Middle 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	Hours/person- year	16.71 15.44 14.41 17.51 10.81 15.44 63.38 7.42	18.71 14.46 15.23 28.58 26.46 0 0 20.62 33.15	16.91 19.45 18.91 17.09 5.90 0 0 29.86 29.21	27.90 30.82 19.65 30.82 23.21 0 0 23.45 28.33			
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 (SVP/14-15)  iiii. Middle 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.)	Hours/person- year Hours/person- year Hours/person- year Hours/person- year Hours/person- year Hours/person- year Hours/person- year Hours/person- year Hours/person- year Hours/person-	16.71 15.44 14.41 17.51 10.81 15.44 63.38 7.42	18.71 14.46 15.23 28.58 26.46 0 0 20.62 33.15	16.91 19.45 18.91 17.09 5.90 0 0 29.86 29.21	27.90 30.82 19.65 30.82 23.21 0 0 23.45 28.33			
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 (SVP/14-15) iiii. Middle 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	Hours/person- year	16.71 15.44 14.41 17.51 10.81 15.44 63.38 7.42 19.49 14.75	18.71 14.46 15.23 28.58 26.46 0 0 20.62 33.15 28.87	16.91 19.45 18.91 17.09 5.90 0 0 29.86 29.21 18.35	27.90 30.82 19.65 30.82 23.21 0 0 23.45 28.33 20.59			
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 (SVP/14-15) iiii. Middle management position (VP-DM/11-13) iv. Junior management position (SVP/14-15) 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 i. Thai iii. Turisk	Hours/person- year	16.71 15.44 14.41 17.51 10.81 15.44 63.38 7.42 19.49	18.71 14.46 15.23 28.58 26.46 0 0 20.62 33.15 28.87	16.91 19.45 18.91 17.09 5.90 0 29.86 29.21	27.90 30.82 19.65 30.82 23.21 0 0 23.45 28.33 20.59			
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+) 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 % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.) By Nationality i. Thai	Hours/person- year	16.71 15.44 14.41 17.51 10.81 15.44 63.38 7.42 19.49 14.75	18.71 14.46 15.23 28.58 26.46 0 0 20.62 33.15 28.87	16.91 19.45 18.91 17.09 5.90 0 0 29.86 29.21 18.35	27.90 30.82 19.65 30.82 23.21 0 0 23.45 28.33 20.59			
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 (SVP/14-15) iiii. Middle management position (VP-DM/11-13) iv. Junior management position (SVP/14-15) 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 i. Thai iii. Turisk	Hours/person- year	16.71 15.44 14.41 17.51 10.81 15.44 63.38 7.42 19.49 14.75	18.71 14.46 15.23 28.58 26.46 0 0 20.62 33.15 28.87 23.02 0	16.91 19.45 18.91 17.09 5.90 0 29.86 29.21 18.35	27.90 30.82 19.65 30.82 23.21 0 0 23.45 28.33 20.59 28.63 0			
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 (SVP/14-15) iiii. Middle 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 i. Thai ii. Turisk iii. Dutch iv. Americans	Hours/person- year	16.71 15.44 14.41 17.51 10.81 15.44 63.38 7.42 19.49 14.75 0 23.00 6.00	18.71 14.46 15.23 28.58 26.46 0 0 20.62 33.15 28.87 23.02 0	16.91 19.45 18.91 17.09 5.90 0 29.86 29.21 18.35	27.90 30.82 19.65 30.82 23.21 0 0 23.45 28.33 20.59 28.63 0 0			
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+)  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 % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)  By Nationality  i. Thai  ii. Turisk  iii. Dutch  iv. Americans  v. French	Hours/person- year	16.71 15.44 14.41 17.51 10.81 15.44 63.38 7.42 19.49 14.75	18.71 14.46 15.23 28.58 26.46 0 0 20.62 33.15 28.87 23.02 0	16.91 19.45 18.91 17.09 5.90 0 29.86 29.21 18.35	27.90 30.82 19.65 30.82 23.21 0 0 23.45 28.33 20.59 28.63 0			
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 (SVP/14-15) iiii. Middle 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 i. Thai ii. Turisk iii. Dutch iv. Americans	Hours/person- year	16.71 15.44 14.41 17.51 10.81 15.44 63.38 7.42 19.49 14.75 0 23.00 6.00	18.71 14.46 15.23 28.58 26.46 0 0 20.62 33.15 28.87 23.02 0	16.91 19.45 18.91 17.09 5.90 0 29.86 29.21 18.35	27.90 30.82 19.65 30.82 23.21 0 0 23.45 28.33 20.59 28.63 0 0			
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+)  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 % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)  By Nationality  i. Thai  ii. Turisk  iii. Dutch  iv. Americans  v. French	Hours/person- year	16.71 15.44 14.41 17.51 10.81 15.44 63.38 7.42 19.49 14.75 0 23.00 6.00 6.00	18.71 14.46 15.23 28.58 26.46  0 0 20.62 33.15 28.87 23.02 0 0 0	16.91 19.45 18.91 17.09 5.90 0 29.86 29.21 18.35 13.88 0 0	27.90 30.82 19.65 30.82 23.21 0 0 23.45 28.33 20.59 28.63 0 0 0			

DJSI	Required Data	Unit	2020	2021	2022	2023	Target 2023	Target 2024	Ta 2
	ii. Chonburi	Hours/person- year	11.11	28.97	21.54	44.91			
	ii. Chonburi	Hours/person-	11.11	23.70	6.51	25.10			
	iii. Bangkok	year THB/person-	12.55						H
	Average amount spent per FTE on training	year	13,880.02	16,764.01	15,242.95	8,961.29			L
	Mandatory training	THB/person- year	5,525.44	943.58	5,712.75	3,167.42			
	By employee age		2,222						Ξ
	i. <30 years	THB/person- year	7,760.36	8,686.97	4,934.31	6,011.44			
	ii. 30 - 50 years	THB/person-		4,931.63	2,994.89	3,114.55			Ī
	iii. >50 years	year THB/person-	5,174.27						H
	2.0.1	year	5,002.60	4,671.85	1,912.17	1,934.68			
	By Gender i. Male	THB/person-		1,123.93	3,555.01	4,180.72			Ī
	ii. Female	year	6,573.22	1,123.93	3,555.01	4,180.72			ł
	II. remaie	THB/person- year	3,031.92	522.05	818.07	769.20			
	By employee level i. Top management position (EVP/16+)	THB/person-							
		year	-	-	-	-			L
	ii. Senior management position (SVP/14-15)	THB/person- year	1,316.47	-	-	-			
	iii. Middle management position (VP-DM/11-13)	THB/person-	3,554.86	13,007.07	2,105.79	3,402.31			
	iv. Junior management position (Section Manager/9-10)	year THB/person-	·		·				H
		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,	THB/person- year	10,513.42	6,177.21	3,601.20	9,281.34			ı
	Legal, etc.)		, ,	·		,			
	By Nationality i. Thai	THB/person-	F F22 44	0.202.01	2.700.11	2 172 17			Ī
	:: Turish	year	5,533.14	8,382.01	2,769.11	3,173.17			H
	ii. Turisk	THB/person- year	-	-	-	-			ı
	iii. Dutch	THB/person-	1,500.00	-	1	-			Ι
	iv. Americans	year THB/person-	1,500.00		_	_			t
	v. French	year THB/person-	·						ł
	v. richen	year	1,500.00	-	-	-			L
	vi. Other	THB/person- year	-	-	-	-			ı
	By location								_
	i. Rayong	THB/person- year	6,757.78	5,656.18	5,910.93	3,871.05			ı
		THB/person-		4,473.16	10,667.24	11,559.16			Ī
	ii. Chonburi	year THB/person-	4,152.00	12.072.77	4 405 15	120.45			t
	iii. Bangkok	year	2,901.12	12,072.77	4,485.15	130.45			ļ
	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-							ľ
		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-		10,068.89	1,912.17	5,408.01			f
	By Gender	year	9,680.92	_3,000.03	1,512.17	3,100.01			
	i. Male	THB/person-		7,239.69	3,028.50	5,765.43			
	ii. Female	year THB/person-	9,080.04						
		year	6,677.39	11,051.91	2,694.17	5,831.46			
	By employee level i. Top management position (EVP/16+)	THB/person-	40.055.00			_			
		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-	7,709.40	13,506.76	13,820.36	13,941.50			
	iv. Junior management position (Section Manager/9-10)	year THB/person-	12 051 05	12 106 24	A 7EA CO	A 40C 17			f
		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,	THB/person- year	7,247.21	7,167.91	2,297.76	6,328.24			
	Legal, etc.)								
	By Nationality i. Thai	THB/person-	8,387.71	7,438.42	2,932.50	5,795.36			
	ii Turick	year THP/parcon	0,587.71	7,438.42	2,332.30	5,/95.36			
	ii. Turisk	THB/person-	_	_	_	l -			

	DJSI	Required Data	Unit	2020	2021	2022	2023	Target 2023	Target 2024	Target 2026
		iii. Dutch	THB/person- year	-	-	-	-	2020		2020
		iv. Americans	THB/person- year	-	-	-	-			
		v. French	THB/person-	7,245.00	-	-	-			
		vi. Other	year THB/person-	-	-	-	-			
		By location	year							
			THB/person-	0.224.25	6 770 44	2 254 46	2 000 05			
		i. Rayong	year THB/person-	8,234.35	6,778.14	2,351.16	3,990.95			
		ii. Chonburi	year THB/person-	5,574.66	5,833.17	5,392.79	13,119.51			
		iii. Bangkok	year	9,253.92	12,529.64	4,093.13	8,698.37			
N/A	Equal Ren 3.1.4	nuneration (Gender Pay Indicators) Average salary								
.,,,,	5.1.	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)  ii. Executive level (Base salary + other cash incentives)	-	0.88	1.05	1.01	1.01			
		- Male	THB	9,571,280.40	6,405,847	7,688,002	7,427,101			
		- Female - Ratio (Average Female and Male Salary)	THB -	6,135,639.31 1.56	6,601,562 1.03	7,405,508 0.96	7,381,655 0.99			
		iii. Management level (base salary only)	-		1.05	0.30				
		- Male - Female	THB THB	1,759,688 2,386,738	1,596,393 1,600,726	1,978,405 1,763,567	1,916,270 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 v. Non-management level	-	1.013	0.94	0.83	0.79			
		- Male	THB	1,282,743	955,243	1,470,105	1,352,221			
		- Female	THB -	1,171,127 0.913	919,716 0.96	1,210,969 0.82	1,200,811 0.89			
		of Association								
407-1	3.1.5	Operations and suppliers in which the right to freedom of ass Percentage of employees represented by an independent	%							
		trade union or covered by collective bargaining agreements		100	100	100	100			
411-1	Human ri									
411-1	3.2.4	ghts Incidents of violations involving rights of indigenous peoples Total number of identified incidents of violations involving the	Case	N/A	0	0	0			
411-1		Incidents of violations involving rights of indigenous peoples Total number of identified incidents of violations involving the Status of the incidents and actions taken	· · · · · · · · · · · · · · · · · · ·							
411-1		Incidents of violations involving rights of indigenous peoples  Total number of identified incidents of violations involving the	Case Case Case	N/A N/A N/A	0 N/A N/A	0 N/A N/A	0 N/A N/A			
411-1		Incidents of violations involving rights of indigenous peoples Total number of identified incidents of violations involving the Status of the incidents and actions taken Incident reviewed by the organization Remediation plans being implemented Remediation plans that have been implemented, with results	Case Case	N/A N/A	N/A N/A	N/A N/A	N/A N/A			
411-1		Incidents of violations involving rights of indigenous peoples Total number of identified incidents of violations involving the Status of the incidents and actions taken Incident reviewed by the organization Remediation plans being implemented	Case	N/A	N/A	N/A	N/A			
	3.2.4	Incidents of violations involving rights of indigenous peoples Total number of identified incidents of violations involving the Status of the incidents and actions taken Incident reviewed by the organization Remediation plans being implemented Remediation plans that have been implemented, with results reviewed through routine internal management review processes Incident no longer subject to action.	Case Case Case	N/A N/A	N/A N/A	N/A N/A	N/A N/A			
411-1		Incidents of violations involving rights of indigenous peoples Total number of identified incidents of violations involving the Status of the incidents and actions taken Incident reviewed by the organization Remediation plans being implemented Remediation plans that have been implemented, with results reviewed through routine internal management review processes Incident no longer subject to action. Percentage of total human rights assessed in the last three years	Case Case Case Case	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A			
	3.2.4	Incidents of violations involving rights of indigenous peoples Total number of identified incidents of violations involving the Status of the incidents and actions taken Incident reviewed by the organization Remediation plans being implemented Remediation plans that have been implemented, with results reviewed through routine internal management review processes Incident no longer subject to action.	Case Case Case Case Sars Activities in	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A			
	3.2.4	Incidents of violations involving rights of indigenous peoples Total number of identified incidents of violations involving the Status of the incidents and actions taken Incident reviewed by the organization Remediation plans being implemented Remediation plans that have been implemented, with results reviewed through routine internal management review processes Incident no longer subject to action. Percentage of total human rights assessed in the last three years	Case Case Case Case Case Activities in GPSC Business	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A			
	3.2.4	Incidents of violations involving rights of indigenous peoples Total number of identified incidents of violations involving the Status of the incidents and actions taken Incident reviewed by the organization Remediation plans being implemented Remediation plans that have been implemented, with results reviewed through routine internal management review processes Incident no longer subject to action. Percentage of total human rights assessed in the last three years	Case Case Case Case Sars Activities in	N/A N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A			
	3.2.4	Incidents of violations involving rights of indigenous peoples Total number of identified incidents of violations involving the Status of the incidents and actions taken Incident reviewed by the organization Remediation plans being implemented Remediation plans that have been implemented, with results reviewed through routine internal management review processes Incident no longer subject to action.  Percentage of total human rights assessed in the last three years.  i. Own operations	Case Case Case Case Case Case Sears Activities in GPSC Business Value Chain	N/A N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A			
	3.2.4	Incidents of violations involving rights of indigenous peoples Total number of identified incidents of violations involving the Status of the incidents and actions taken Incident reviewed by the organization Remediation plans being implemented Remediation plans that have been implemented, with results reviewed through routine internal management review processes Incident no longer subject to action. Percentage of total human rights assessed in the last three years	Case Case Case Case Sars % of business Activities in GPSC Business Value Chain % of critical contractors	N/A N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A			
	3.2.4	Incidents of violations involving rights of indigenous peoples Total number of identified incidents of violations involving the Status of the incidents and actions taken Incident reviewed by the organization Remediation plans being implemented Remediation plans that have been implemented, with results reviewed through routine internal management review processes Incident no longer subject to action.  Percentage of total human rights assessed in the last three years.  i. Own operations	Case Case Case Case Case Case Sof business Activities in GPSC Business Value Chain % of critical	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A			
	3.2.4	Incidents of violations involving rights of indigenous peoples Total number of identified incidents of violations involving the Status of the incidents and actions taken Incident reviewed by the organization Remediation plans being implemented Remediation plans that have been implemented, with results reviewed through routine internal management review processes Incident no longer subject to action.  Percentage of total human rights assessed in the last three years.  i. Own operations	Case Case Case Case Case Sof business Activities in GPSC Business Value Chain % of critical contractors and tier-1 supplier % of joint	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A			
	3.2.4	Incidents of violations involving rights of indigenous peoples Total number of identified incidents of violations involving the Status of the incidents and actions taken Incident reviewed by the organization Remediation plans being implemented Remediation plans that have been implemented, with results reviewed through routine internal management review processes Incident no longer subject to action.  Percentage of total human rights assessed in the last three years.  i. Own operations  ii. Contractors and Tier 1 suppliers	Case Case Case Case  Case  Sof business Activities in GPSC Business Value Chain  % of critical contractors and tier-1 supplier % of joint venture	N/A N/A N/A N/A 100	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A			
	3.2.4	Incidents of violations involving rights of indigenous peoples Total number of identified incidents of violations involving the Status of the incidents and actions taken Incident reviewed by the organization Remediation plans being implemented Remediation plans that have been implemented, with results reviewed through routine internal management review processes Incident no longer subject to action.  Percentage of total human rights assessed in the last three years.  i. Own operations  ii. Contractors and Tier 1 suppliers	Case Case Case Case Case Case Case Case	N/A N/A N/A N/A 100	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A			
	3.2.4	Incidents of violations involving rights of indigenous peoples Total number of identified incidents of violations involving the Status of the incidents and actions taken Incident reviewed by the organization Remediation plans being implemented Remediation plans that have been implemented, with results reviewed through routine internal management review processes Incident no longer subject to action.  Percentage of total human rights assessed in the last three years.  ii. Own operations  iii. Contractors and Tier 1 suppliers  iiii. Joint Ventures  Percentage of total human rights assessed where risks have be	Case Case Case Case Case Sears Wof business Activities in GPSC Business Value Chain Wof critical contractors and tier-1 supplier wof joint venture even identified	N/A N/A N/A N/A 100	N/A N/A N/A N/A 100	N/A N/A N/A N/A 100	N/A N/A N/A N/A 100			
	3.2.4	Incidents of violations involving rights of indigenous peoples Total number of identified incidents of violations involving the Status of the incidents and actions taken Incident reviewed by the organization Remediation plans being implemented Remediation plans that have been implemented, with results reviewed through routine internal management review processes Incident no longer subject to action.  Percentage of total human rights assessed in the last three years.  ii. Own operations  iii. Contractors and Tier 1 suppliers  iiii. Joint Ventures  Percentage of total human rights assessed where risks have be	Case Case Case Case Case Case  Soft business Activities in GPSC Business Value Chain % of critical contractors and tier-1 supplier % of joint venture even identified % of business Activities in GPSC Business Value	N/A N/A N/A N/A 100	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A			
	3.2.4	Incidents of violations involving rights of indigenous peoples Total number of identified incidents of violations involving the Status of the incidents and actions taken Incident reviewed by the organization Remediation plans being implemented Remediation plans that have been implemented, with results reviewed through routine internal management review processes Incident no longer subject to action.  Percentage of total human rights assessed in the last three years.  ii. Own operations  iii. Contractors and Tier 1 suppliers  iiii. Joint Ventures  Percentage of total human rights assessed where risks have be	Case Case Case Case Case  Case Sof business Activities in GPSC Business Value Chain % of critical contractors and tier-1 supplier % of joint venture venture wen identified % of business Activities in GPSC Business	N/A N/A N/A N/A 100	N/A N/A N/A N/A 100	N/A N/A N/A N/A 100	N/A N/A N/A N/A 100			
	3.2.4	Incidents of violations involving rights of indigenous peoples Total number of identified incidents of violations involving the Status of the incidents and actions taken Incident reviewed by the organization Remediation plans being implemented Remediation plans that have been implemented, with results reviewed through routine internal management review processes Incident no longer subject to action.  Percentage of total human rights assessed in the last three years.  ii. Own operations  iii. Contractors and Tier 1 suppliers  iiii. Joint Ventures  Percentage of total human rights assessed where risks have be	Case Case Case Case Case  Case  % of business Activities in GPSC Business Value Chain % of critical contractors and tier-1 supplier % of joint venture venture venture % of business Activities in GPSC Business Value Chain % of critical	N/A N/A N/A N/A 100	N/A N/A N/A N/A 100	N/A N/A N/A N/A 100	N/A N/A N/A N/A 100			
	3.2.4	Incidents of violations involving rights of indigenous peoples Total number of identified incidents of violations involving the Status of the incidents and actions taken Incident reviewed by the organization Remediation plans being implemented Remediation plans that have been implemented, with results reviewed through routine internal management review processes Incident no longer subject to action.  Percentage of total human rights assessed in the last three years.  ii. Own operations  iii. Contractors and Tier 1 suppliers  iiii. Joint Ventures  Percentage of total human rights assessed where risks have be in own operations	Case Case Case Case Case Case % of business Activities in GPSC Business Value Chain % of critical contractors and tier-1 supplier % of joint venture leen identified % of business Activities in GPSC Business Value Chain	N/A N/A N/A N/A 100	N/A N/A N/A N/A 100	N/A N/A N/A N/A 100	N/A N/A N/A N/A 100			
	3.2.4	Incidents of violations involving rights of indigenous peoples Total number of identified incidents of violations involving the Status of the incidents and actions taken Incident reviewed by the organization Remediation plans being implemented Remediation plans that have been implemented, with results reviewed through routine internal management review processes Incident no longer subject to action.  Percentage of total human rights assessed in the last three years.  ii. Own operations  iii. Contractors and Tier 1 suppliers  iii. Joint Ventures  Percentage of total human rights assessed where risks have be income to the process of the last three years.  iii. Contractors and Tier 1 suppliers  iii. Contractors and Tier 1 suppliers	Case Case Case Case Case Case  Case  % of business Activities in GPSC Business Value Chain % of critical contractors and tier-1 supplier % of opint venture even identified % of business Activities in GPSC Business Value Chain % of critical contractors and tier-1 supplier	N/A N/A N/A N/A 100 100	N/A N/A N/A N/A 100 100	N/A N/A N/A N/A 100 100	N/A N/A N/A N/A 100 100			
	3.2.4	Incidents of violations involving rights of indigenous peoples Total number of identified incidents of violations involving the Status of the incidents and actions taken Incident reviewed by the organization Remediation plans being implemented Remediation plans that have been implemented, with results reviewed through routine internal management review processes Incident no longer subject to action.  Percentage of total human rights assessed in the last three years.  ii. Own operations  iii. Contractors and Tier 1 suppliers  iiii. Joint Ventures  Percentage of total human rights assessed where risks have be in own operations	Case Case Case Case Case Case Case Case	N/A N/A N/A N/A 100	N/A N/A N/A N/A 100	N/A N/A N/A N/A 100 100	N/A N/A N/A N/A 100 100			

GRI	DJSI	Required Data	Unit	2020	2021	2022	2023	Target	Target	Target
GKI	DISI			2020	2021	2022	2023	2023	2024	2026
		i. Own operations	% of business Activities in							
			GPSC Business	100	100	100	100			
			Value	100	100	100	100			
			Chain							
		ii. Contractors and Tier 1 suppliers	% of critical							
			contractors	100	100	100	100			
			and tier-1 supplier							
		iii. Joint Ventures	% of joint	100	100	100	100			
			venture	100	100	100	100			
N/A	3.2.4	Site with mitigation plans i. Own operations	% of business		<u> </u>			_		
		i. Own operations	Activities in							
			GPSC Business	100	100	100	100			
			Value Chain							
			Cildili							
		ii. Contractors and Tier 1 suppliers	% of critical							
			contractors	100	100	100	100			
			and tier-1 supplier							
		iii. Joint Ventures	% of joint	100	100	100	100			
	Uumaa G	nnital Davalanmant	venture	130	L 130		130			
N/A		apital Development Human Capital Return on Investment								
'		Human Capital Return on Investment (HCROI)	Unit	8.99	6.56		4.77			
		a) Total Operating Expenses	THB	71,908,340,000 58,399,550,000	79,629,150,000 66,698,686,850	127,908,260,000 122,633,910,000	92,900,770,000 82,966,830,000			
		b) Total Operating Expenses c) Total related expenses (salaries + benefits)	THB 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								
	Tolont bu	Return on Employee Development Investment	-	8.61	1.61	3.96	3.78			
N/A		traction & Retention Type of Performance Appraisal								
,		Coverage of the individual performance appraisals used for in	ndividual perforr	mance-related com	pensation					
		i. Management by objectives: systematic use of agreed	% of all	100	100	100	100			
		measurable targets by line superior	employees Frequency	Quarterly/Twice a	Quarterly/Twice a	Quarterly/Twice a	Quarterly/Twice a			
			,	year	year	year	year			
		ii. Multidimensional performance appraisal (e.g. 360 degree	% of all	100	100	100	100			
		feedback)	employees Frequency	Quarterly/Twice a	Quarterly/Twice a	Quarterly/Twice a	Quarterly/Twice a			
			,	year	year	year	year			
		iii. Formal comparative ranking of employees within one	% of all	100	100	100	100			
		employee category	employees Frequency	Yearly	Yearly	Yearly	Yearly			
		iv. Team-based performance appraisal	% of all	100	100	·	100			
			employees	Quarterly/Twice a		Quarterly/Twice a	Quarterly/Twice a			
			Frequency	year	Quarterly/Twice a year	year	year			
		v. Agile conversation	% of all	100			100			
			employees							
	Employee	· Wellbeing	Frequency	Ongoing	Ongoing	Ongoing	Ongoing			
N/A		Core Focus: Employee Engagement								
		Employee Engagement <sup>1</sup>	of actively engag	62	71	69	61	60	60	60
		Data Coverage	% of total employee	80	96	97	96			
		By employee age	cpioyee							
		i. <30 years	Person	118	121	128	102			
		ii. 30 - 50 years iii. >50 years	Person Person	631 79	746 86	822 132	810 137			
		By Gender								
		i. Male	Person	567	657	768	745			
		ii. Female  By employee level	Person	261	296	314	304			
		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) iv. Junior management position (Section Manager/9-10)	Person Person	79 122	93 126	113 81	107 72			
		v. Revenue-generating functions (e.g. sales) as % of all such	Person	122	120	- 51	,,,			
		managers (i.e. excluding support functions such as HR, IT,		42	97	24	40			
		Legal, etc.) By Nationality		L	L					
		i. Thai	Person	826	951	1,080	1,047			
		ii. Turisk	Person	N/A	N/A	N/A	N/A			
		iii. Dutch	Person	N/A	N/A	N/A	N/A			
		iv. Americans v. French	Person Person	N/A N/A	N/A N/A	N/A N/A	N/A N/A			
		vi. Other	Person	N/A	N/A	N/A	N/A			
		By Disability								
		i. Vision Impairment ii. Deaf or hard of hearing	Person Person	N/A N/A	N/A N/A	N/A N/A	N/A N/A			
1	1	in Dear of Hard of Hearing	r ei SUII	I N/A	I N/A	N/A	IN/A			

N/A P 415-1	N/A N/A 1.6.1	iii. Physical disability iv. Others (e.g. mental health conditions, intellectual disability)  Other labor practice KPI  Key Positions in Succession Planning icy  Political contributions  Total contributions  Total contribution and other spending i. Lobbying, interest representation or similar ii. Local, regional or national political campaigns/ organizations/ candidates iii. Trade associations or tax-exempt groups a. The Association of Private Power Producers (APPP) b. Thailand Business Council for Sustainable Development (TBCSD) c. The Institute of Industrial Energy d. Thai Wind Energy Association e. The Thai Chamber of Commerce f. Thailand National Committee of CIGRE  g. Thai Industrial Estate and Strategic Partner Association h. Thai Photovaltaic Industries Association i. The Federation of Thai Industries Rayong Chapter j. The Federation of Thai Industries Chonburi Chapter	Person Person  %  THB THB THB THB THB THB THB THB THB TH	N/A N/A 100 0 0 717,526 370,870 153,110 55,000 23,000 42,266	N/A N/A 100 0 0 460,542 202,800 115,990 0	0 0 0 496,231 200,000 110,000 0 25,000	N/A N/A 100 0 0 580,030 214,000 250,000 0	100	100	100
P	Public Po	disability)  Other labor practice KPI  Key Positions in Succession Planning  icy  Political contributions  Total contribution and other spending  ii. Lobbying, interest representation or similar  ii. Local, regional or national political campaigns/ organizations/ candidates  iii. Trade associations or tax-exempt groups  a. The Association of Private Power Producers (APPP)  b. Thailand Business Council for Sustainable Development (TBCSD)  c. The Institute of Industrial Energy  d. Thai Wind Energy Association  e. The Thai Chamber of Commerce  f. Thailand National Committee of CIGRE  g. Thai Industrial Estate and Strategic Partner Association  h. Thai Photovaltaic Industries Association  i. The Federation of Thai Industries Rayong Chapter	% THB THB THB THB THB THB THB THB	100 0 0 717,526 370,870 153,110 55,000 23,000 42,266	100 0 0 460,542 202,800 115,990 0	0 0 496,231 200,000 110,000	0 0 580,030 214,000 250,000	100	100	100
P	Public Po	Other labor practice KPI Key Positions in Succession Planning icy Political contributions Total contribution and other spending i. Lobbying, interest representation or similar ii. Local, regional or national political campaigns/ organizations/ candidates iii. Trade associations or tax-exempt groups a. The Association of Private Power Producers (APPP) b. Thailand Business Council for Sustainable Development (TBCSD) c. The Institute of Industrial Energy d. Thai Wind Energy Association e. The Thai Chamber of Commerce f. Thailand National Committee of CIGRE g. Thai Industrial Estate and Strategic Partner Association h. Thai Photovaltaic Industries Association i. The Federation of Thai Industries Rayong Chapter	THB THB THB THB THB THB THB THB THB	0 0 717,526 370,870 153,110 55,000 23,000 42,266	0 0 460,542 202,800 115,990 0	0 0 496,231 200,000 110,000	0 0 580,030 214,000 250,000	100	100	100
		icy Political contributions Total contribution and other spending i. Lobbying, interest representation or similar ii. Local, regional or national political campaigns/ organizations/ candidates iii. Trade associations or tax-exempt groups a. The Association of Private Power Producers (APPP) b. Thailand Business Council for Sustainable Development (TBCSD) c. The Institute of Industrial Energy d. Thai Wind Energy Association e. The Thai Chamber of Commerce f. Thailand National Committee of CIGRE  g. Thai Industrial Estate and Strategic Partner Association h. Thai Photovaltaic Industries Association i. The Federation of Thai Industries Rayong Chapter	THB THB THB THB THB THB THB THB THB	0 0 717,526 370,870 153,110 55,000 23,000 42,266	0 0 460,542 202,800 115,990 0	0 0 496,231 200,000 110,000	0 0 580,030 214,000 250,000	100	100	100
		Political contributions Total contribution and other spending i. Lobbying, interest representation or similar ii. Local, regional or national political campaigns/ organizations/ candidates iiii. Trade associations or tax-exempt groups a. The Association of Private Power Producers (APPP) b. Thailand Business Council for Sustainable Development (TBCSD) c. The Institute of Industrial Energy d. Thai Wind Energy Association e. The Thai Chamber of Commerce f. Thailand National Committee of CIGRE g. Thai Industrial Estate and Strategic Partner Association h. Thai Photovaltaic Industries Association i. The Federation of Thai Industries Rayong Chapter	THB THB THB THB THB THB THB	0 717,526 370,870 153,110 55,000 23,000 42,266	0 460,542 202,800 115,990 0	0 496,231 200,000 110,000	0 580,030 214,000 250,000			
	1012	Total contribution and other spending i. Lobbying, interest representation or similar ii. Local, regional or national political campaigns/ organizations/ candidates iii. Trade associations or tax-exempt groups a. The Association of Private Power Producers (APPP) b. Thailand Business Council for Sustainable Development (TBCSD) c. The Institute of Industrial Energy d. Thai Wind Energy Association e. The Thai Chamber of Commerce f. Thailand National Committee of CIGRE g. Thai Industrial Estate and Strategic Partner Association h. Thai Photovaltaic Industries Association i. The Federation of Thai Industries Rayong Chapter	THB THB THB THB THB THB THB	0 717,526 370,870 153,110 55,000 23,000 42,266	0 460,542 202,800 115,990 0	0 496,231 200,000 110,000	0 580,030 214,000 250,000			
		i. Lobbying, interest representation or similar ii. Local, regional or national political campaigns/ organizations/ candidates iii. Trade associations or tax-exempt groups a. The Association of Private Power Producers (APPP) b. Thailand Business Council for Sustainable Development (TBCSD) c. The Institute of Industrial Energy d. Thai Wind Energy Association e. The Thai Chamber of Commerce f. Thailand National Committee of CIGRE g. Thai Industrial Estate and Strategic Partner Association h. Thai Photovaltaic Industries Association i. The Federation of Thai Industries Rayong Chapter	THB THB THB THB THB THB THB	0 717,526 370,870 153,110 55,000 23,000 42,266	0 460,542 202,800 115,990 0	0 496,231 200,000 110,000	0 580,030 214,000 250,000			
		ii. Local, regional or national political campaigns/ organizations/ candidates  iii. Trade associations or tax-exempt groups a. The Association of Private Power Producers (APPP) b. Thailand Business Council for Sustainable Development (TBCSD) c. The Institute of Industrial Energy d. Thai Wind Energy Association e. The Thai Chamber of Commerce f. Thailand National Committee of CIGRE  g. Thai Industrial Estate and Strategic Partner Association h. Thai Photovaltaic Industries Association i. The Federation of Thai Industries Rayong Chapter	THB THB THB THB THB THB THB	717,526 370,870 153,110 55,000 23,000 42,266	460,542 202,800 115,990 0	<b>496,231</b> 200,000 110,000 0	<b>580,030</b> 214,000 250,000 0			
		iii. Trade associations or tax-exempt groups a. The Association of Private Power Producers (APPP) b. Thailand Business Council for Sustainable Development (TBCSD) c. The Institute of Industrial Energy d. Thai Wind Energy Association e. The Thai Chamber of Commerce f. Thailand National Committee of CIGRE g. Thai Industrial Estate and Strategic Partner Association h. Thai Photovaltaic Industries Association i. The Federation of Thai Industries Rayong Chapter	THB THB THB THB THB THB	717,526 370,870 153,110 55,000 23,000 42,266	460,542 202,800 115,990 0	<b>496,231</b> 200,000 110,000 0	<b>580,030</b> 214,000 250,000 0			
		a. The Association of Private Power Producers (APPP) b. Thailand Business Council for Sustainable Development (TBCSD) c. The Institute of Industrial Energy d. Thai Wind Energy Association e. The Thai Chamber of Commerce f. Thailand National Committee of CIGRE g. Thai Industrial Estate and Strategic Partner Association h. Thai Photovaltaic Industries Association i. The Federation of Thai Industries Rayong Chapter	THB THB THB THB THB THB	370,870 153,110 55,000 23,000 42,266	202,800 115,990 0 23,000	200,000 110,000 0	214,000 250,000 0			
		b. Thailand Business Council for Sustainable Development (TBCSD)  c. The Institute of Industrial Energy d. Thai Wind Energy Association e. The Thai Chamber of Commerce f. Thailand National Committee of CIGRE  g. Thai Industrial Estate and Strategic Partner Association h. Thai Photovaltaic Industries Association i. The Federation of Thai Industries Rayong Chapter	THB THB THB THB THB	153,110 55,000 23,000 42,266	115,990 0 23,000	110,000 0	250,000 0			
		(TBCSD)  c. The Institute of Industrial Energy d. Thai Wind Energy Association e. The Thai Chamber of Commerce f. Thailand National Committee of CIGRE  g. Thai Industrial Estate and Strategic Partner Association h. Thai Photovaltaic Industries Association i. The Federation of Thai Industries Rayong Chapter	THB THB THB	55,000 23,000 42,266	23,000	0	0			
		c. The Institute of Industrial Energy d. Thai Wind Energy Association e. The Thai Chamber of Commerce f. Thailand National Committee of CIGRE g. Thai Industrial Estate and Strategic Partner Association h. Thai Photovaltaic Industries Association i. The Federation of Thai Industries Rayong Chapter	THB THB THB	55,000 23,000 42,266	23,000	0	0			
		d. Thai Wind Energy Association e. The Thai Chamber of Commerce f. Thailand National Committee of CIGRE g. Thai Industrial Estate and Strategic Partner Association h. Thai Photovaltaic Industries Association i. The Federation of Thai Industries Rayong Chapter	THB THB THB	23,000 42,266	23,000					
		e. The Thai Chamber of Commerce f. Thailand National Committee of CIGRE g. Thai Industrial Estate and Strategic Partner Association h. Thai Photovaltaic Industries Association i. The Federation of Thai Industries Rayong Chapter	THB THB	42,266		25.000				
		f. Thailand National Committee of CIGRE  g. Thai Industrial Estate and Strategic Partner Association h. Thai Photovaltaic Industries Association i. The Federation of Thai Industries Rayong Chapter	THB THB	42,266			20,000			
		g. Thai Industrial Estate and Strategic Partner Association h. Thai Photovaltaic Industries Association i. The Federation of Thai Industries Rayong Chapter	ТНВ			23,000	24,610			
		h. Thai Photovaltaic Industries Association i. The Federation of Thai Industries Rayong Chapter		1	42,612	37,231	0			
		h. Thai Photovaltaic Industries Association i. The Federation of Thai Industries Rayong Chapter	THR	60,000	60,000	60,000	60,000			
		i. The Federation of Thai Industries Rayong Chapter	THR I		·	· ·				
				0	5,000	5,000	5,000			
		I i. The Federation of Thai Industries Chonburi Chapter I	THB	4,000	4,000	4,000	4,280			
			THB	4,280	2,140	12,000	2,140			
		k. Electric Vehicle Association of Thailand	THB		= 000	10,000	0			
		I. Thailand Management Association (TMA)	THB	5,000	5,000	5,000	0			
		The Head France Change To dead to Association (TECTA)	ТНВ			5,000	0			
		m. Thailand Energy Storage Technology Association (TESTA)	7110							
		iv. Other (e.g. spending related to ballot measures or	ТНВ	524,000	360,000	653,750	819,250			
		referendums) a. United Nation Global Compact (UNGC)	TUD			200.750	F3F 000			
		b. Petroleum Institute of Thailand (PTIT)	THB	274.000	110,000	288,750 110,000	525,000 117,700			
		c. The Federation of Thai Industries (F.T.I.)	THB THB	274,000	110,000	110,000	117,700			
		Renewable Energy Industry Club	INB	250,000	250,000	250,000	171,200			
		Power Producer Industry Club		230,000	230,000	230,000	171,200			
		d. RE100	THB	0	0	5,000	5,350			
		Total contributions and other spending	ТНВ	1,241,526	820,542	1,149,981	1,399,280			
		Data coverage	%	100	100	100	100			
		-		-						
S	ustainat	le 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			
		The second secon	ТНВ	564,543	317,761	638,250	1,664,237			
		ii. Time: employee volunteering during paid working hours								
		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	ТНВ	13,412,278	12,056,429	12,056,429	10,451,686			
N/A	N/A	Sustainable Community KPI	ІПВ	13,412,276	12,030,423	12,030,423	10,431,000			
13/7	IV/ M	Number of CSR Projects Evaluated by Social Return on	Numbers	T						
		Investment (SROI) Analysis	iiiocia	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
P	roduct R	esponsibility/ Customer Relationship Management								
102-43	3.6.1	Approach to stakeholder engagement Satisfaction								
		Satisfied respondents <sup>(1)</sup>	% of satisfied							
		· '	respondents							
			out of total							
			number	84.29	91.00	95.00	92.00	<u>&gt;</u> 90		
			of							
			respondents							
			to the survey							
		Data coverage	%	100	100	100	100			
		ler Engagement								
413-1	N/A	Operations with local community engagement, impact assess	ments, and deve	elopment programs	T					
		Percentage of operations with implemented local community	0.	400	400	100	100			
		engagement, impact assessments, and/or development	%	100	100	100	100			
412.2	NI/A	programs	acts on least s	mmunities						
413-2	N/A	Operations with significant actual and potential negative imp	acts on local cor	imunitles						
- 1		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 CMPIn