

EGCO Group's Sustainability Dashboard



Governance

No.	Indicator	2023	Target
Criteria: Governance Bodies			
Topic: Board Structure			
(GRI Standards: General Disclosures 2021, 2-9 Governance Structure and Composition)			
1	Independent Director (Person)	6	-
2	Other Non-Executive Director (Person)	7	-
3	Executive Director (Person)	1	-
4	Total Board (Person)	14	-
Topic: Diversity of Governance Bodies			
(GRI Standards: General Disclosures 2021, 2-9 Governance Structure and Composition)			
5	Number of governance bodies by age group and gender		
6	Under 30		
	• Male (Person)	0	-
	• Female (Person)	0	-
7	Under 30 (%)	0	-
8	30 - 50 years		
	• Male (Person)	1	-
	• Female (Person)	0	-
9	30 - 50 years (%)	7.14	-
10	Over 50 years		
	• Male (Person)	10	-
	• Female (Person)	3	-
11	Over 50 years (%)	92.86	-
(GRI Standards: General Disclosures 2021, 2-7 Employees)			
12	Number of Female Directors (Person)	3	-
Topic: Board Average Tenure			
(GRI Standards: General Disclosures 2021, 2-9 Governance Structure and Composition)			
13	Average tenure of board member (Year)	3.11	-
Topic: Board Effectiveness			
14	Average board meeting attendance (%)	98.25	-
15	Number of non-executive/independent directors with 4 or less other mandates (Person)	13	-
Topic: Board Industry Experience			
(GRI Standards: General Disclosures 2021, 2-9 Governance Structure and Composition)			
16	Number of Independent or non-executive members with industry experience (Person)	11	-

No.	Indicator	2023	Target
Topic: Government Ownership			
(GRI Standards: Economic Performance 2016, 201-4 Financial Assistance Received from Government)			
17	Government ownership (%)	25.41	-
Topic: Corporate Governance Report (CGR) Scorecard			
18	Corporate Governance Report of Thai-Listed Companies (CGR) Scorecard (%)	102.00	-
Criteria: Business Ethics			
Topic: Codes of Conduct Coverage			
(GRI Standards: Anti-Corruption 2016, 205-2 Communication and Training About Anti-Corruption Policies and Procedures)			
19	COC Coverage		
	• Employees (%)	100	-
	• Contractor/ Suppliers/ Service Providers (%)	100	-
	• Subsidiaries (%)	100	-
	• JV (%)	100	-
Topic: Codes of Conduct Acknowledgement			
(GRI Standards: Anti-Corruption 2016, 205-2 Communication and Training About Anti-Corruption Policies and Procedures)			
20	Written/digital acknowledgement		
	• Employees (%)	100	-
	• Contractor/ Suppliers/ Service Providers (%)	100	-
	• Subsidiaries (%)	100	-
	• JV (%)	100	-
Topic: Codes of Conduct Training			
(GRI Standards: Anti-Corruption 2016, 205-2 Communication and Training About Anti-Corruption Policies and Procedures)			
21	Training provided (%)		
	• Employees (%)	100	-
	• Contractor/ Suppliers/ Service Providers (%)	100	-
	• Subsidiaries (%)	100	-
	• JV (%)	100	-
Topic: Codes of Conduct Breaches			
(GRI Standards: Anti-Corruption 2016, 205-3 Confirmed Incidents of Corruption and Actions Taken)			
22	Breakdown of breaches		
	• Legal Proceeding (Case)	0	-
	• Ethic (Codes of Conduct, Corruption and Bribery, Money Laundering, Insider Trading) (Case)	0	-
	• Conflict of Interest (Case)	0	-
	• Information Security and Data Privacy & Confidentiality (Case)	0	-

No.	Indicator	2023	Target
	<ul style="list-style-type: none"> Human Rights including Discrimination (Case) 	0	-
	<ul style="list-style-type: none"> Sexual Harassment (Case) 	0	-
	<ul style="list-style-type: none"> Non-sexual Harassment (Case) 	0	-
	<ul style="list-style-type: none"> Health and Safety (Case) 	0	-
	<ul style="list-style-type: none"> Other (Case) 	0	-
Topic: Codes of Conduct Consequences of Breaches			
(GRI Standards: Anti-Corruption 2016, 205-3 Confirmed Incidents of Corruption and Actions Taken)			
23	Consequences of breaches		
	<ul style="list-style-type: none"> Verbal warnings (Case) 	0	-
	<ul style="list-style-type: none"> Written warnings (Case) 	0	-
	<ul style="list-style-type: none"> Contract terminations (Case) 	0	-
	<ul style="list-style-type: none"> Pending investigations (Case) 	0	-
	<ul style="list-style-type: none"> Other (Case) 	0	-
Topic: Communication & Training on Anti-corruption			
(GRI Standards: Anti-Corruption 2016, 205-2 Communication and Training About Anti-Corruption Policies and Procedures)			
24	Governance body members that the organization's anti-corruption policies and procedures have been communicated to (Person)	14	-
25	Governance body members that the organization's anti-corruption policies and procedures have been communicated to (%)	100	-
26	Governance body members that have received training on anti-corruption (Person)	4	-
27	Governance body members that have received training on anti-corruption (%)	28.57	-
28	Business partner that anti-corruption policies and procedures have been communicated to (%)	100	-
29	Employees that anti-corruption policies and procedures have been communicated to (Person)	890	-
30	Employees that anti-corruption policies and procedures have been communicated to (%)	100	-
31	Employees that have received training on anti-corruption (Person)	168	-
32	Employees that have received training on anti-corruption (%)	18.88	-
Topic: Legal Actions for Anti-competitive Behavior			
(GRI Standards: Anti-competitive Behavior 2016, 206-1 Legal Actions for Anti-Competitive Behavior, Anti-Trust, and Monopoly Practices)			
33	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes (Case)	0	-

Economic

No.	Indicator	2023	Target
Criteria: Economic Performance			
Topic: Economic Value Generated and Distributed⁽¹⁾			
(GRI Standards: Economic Performance 2016, 201-1 Direct Economic Value Generated and Distributed)			
1	Reported revenues (THB)	53,575,698,680	-
2	Operating expense (THB)	(58,401,634,323)	-
3	Operating costs (excluding employee remunerations) (THB)	(40,916,269,195)	-
4	Total employee related expenses (salaries+benefits) (THB)	(2,393,750,322)	-
5	Dividends paid to shareholders (THB)	(3,421,864,000)	-
6	Return on Equity (ROE) (%)	(7.44)	-
7	Investment and financial expenses for lenders (THB)	(6,635,000,000)	-
8	Tax paid to government and local authorities (THB)	(1,950,085,157)	-
9	Payment for the Power Development Fund (THB)	(94,785,191)	-
Criteria: Policy Influence			
Topic: Contributions & Other Spending			
(GRI Standards: Public Policy 2016, 415-1 Political Contributions)			
10	Contributions in lobbying, interest representation or similar (THB)	0	-
11	Contributions in local, regional or national political campaigns / organizations / candidate (THB)	0	-
12	Contributions in trade association or tax except groups (THB)	1,270,434	-
13	Contributions in other (e.g. spending related to ballots measures or referendums) (THB)	0	-
14	Total contribution and other spending (THB)	1,270,434	-
15	Data coverage of total contribution and other spending (% of MWh)	100.00	-
Topic: Largest Contributions & Expenditures			
(GRI Standards: General Disclosures 2021, 2-28 Membership Associations)			
Largest Expenditures Organization/Trade Essociations:			
16	Electricity Supply Industry Association of Thailand (TESIA) (THB)	200,000	-
17	Association of Private Power Producers (APPP) (THB)	40,000	-
18	Power Producer Industry Club (THB)	35,000	-
19	International Council on Large Electric System (CIGRE) (THB)	24,034	-

No.	Indicator	2023	Target
20	Thai Chamber of Commerce (THB)	17,500	-
21	Federation of Thai Industries (FTI) (THB)	6,400	-
22	Federation of Thai Industries, (FTI) Rayong and Ratchaburi (THB)	45,500	
23	Thai Listed Companies Associations (THB)	25,000	
24	Thailand Environment Institutes & Energy Conservation Center (THB)	252,000	
25	Global Compact Network Association of Thailand (UNGC) (THB)	525,000	-
26	Thailand Biodiversity Network Alliance (B-DNA) (THB)	100,000	-
27	Promotion of technology and innovation in the electricity industry (THB)	634,400	
28	Promotion of understanding and good relations between private power producers in Thailand (THB)	299,034	
Topic: Privacy Protection			
29	Number of information security breaches or other cybersecurity incidents (Number)	0	-
30	Total amount of fines/penalties paid in relation to information security breaches or other cybersecurity incident (THB)	0	-
(GRI Standards: Customer Privacy 2016, 418-1 Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data)			
31	Number of complaints received from outside parties and substantiated by organization (Number)	0	-
32	Number of complaints from regulatory bodies (Number)	0	-
33	Number of information security breaches involving customers' personally identifiable information (Number)	0	-
34	Number of clients, customer affected by company's data breach (Number)	0	-
35	Number of employee affected by company's data breach (Number)	0	
Topic: Customer Information Requests from Government			
36	Publicly report on number of requests for customer information received from government or law enforcement agency (Number)	0	-
Topic: Incidents of Non-Compliance with Physical & Cybersecurity Standards or Regulations			
(SASB Standards: IF-EU-550A.1 Number of Incidents of Non-Compliance with Physical and/or Cybersecurity Standards or Regulations)			
37	Number of incidents of non-compliance with physical and/or cybersecurity standards or regulations (Number)	0	-
Criteria: Innovation			
Topic: Innovation Project			
38	Number of innovation project submit for contest (Number)	28	-
Criteria: Supply Chain Management⁽²⁾			
Topic: Critical Supplier Identification			
(GRI Standards: General Disclosures 2021, 2-6 Activities, Value Chain and Other Business Relationships)			
39	Total number of active tier 1 suppliers	1,123	-

No.	Indicator	2023	Target
40	Number of Critical/Significant tier 1 suppliers	46	-
41	Share of total procurement spent on Critical/Significant tier 1 suppliers (% of total procurement spent)	95.00	-
42	Critical/ significant non-tier 1 suppliers (Number)	1	-
43	Total Critical/ significant tier 1 and non-tier 1 supplier (Number)	46	-
Topic: Supplier Risk Management Measures			
(GRI Standards: General Disclosures 2021, 2-6 Activities, Value Chain and Other Business Relationships)			
44	Number of critical/significant suppliers assessed via desk assessments/ on-site assessments	NA	-
45	Percentage of critical/ significant suppliers assessed (%)	NA	100.00
46	Percentage of current high risk suppliers where gaps have been identified with corrective action plans (%)	NA	-
47	Number of suppliers assessed with substantial actual/ potential negative impacts (Number)	NA	-
48	Percentage of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan	NA	-
49	Number of suppliers with substantial actual/potential negative impacts that were terminated (Number)	NA	-
50	Number of suppliers supported in corrective action plan implementation (Number)	NA	-
51	Percentage of suppliers assessed with substantial actual/potential negative impacts supported in corrective action plan implementation (%)	NA	100.00
Topic: Local Procurement			
52	Percentage of total spend on critical/significant suppliers in tier-1 (%)	NA	-
Topic: Supplier Management KPI			
53	Meetings with suppliers (Number)	NA	1
54	Critical suppliers acknowledge and consent to follow EGCO Group's Supplier Code of Conduct (%)	NA	100.00
55	Critical suppliers completed self-assessment (%)	NA	100.00
56	Complaints related to corruption from suppliers (Case)	NA	0
57	Supplier Fatality Rate (% of total supplier)	NA	0.00
58	Grievance from suppliers regarding violation against environmental laws (Case)	NA	0
59	Total number of suppliers in capacity building programs	NA	-
60	Percentage of significant suppliers in capacity building programs (%)	NA	100.00
Topic: Supplier Social and Environmental Assessment			
(GRI Standards: Supplier Social Assessment 2016, 414-1 New Suppliers that were Screened using Social Criteria)			
(GRI Standards: Supplier Environmental Assessment 2016, 308-1 New Suppliers that were Screened using Environmental Criteria)			
61	Percentage of new suppliers that were screened using social and environmental criteria (%)	NA	100.00

No.	Indicator	2023	Target
(GRI Standards: Supplier Social Assessment 2016, 414-2 Negative Social Impacts in the Supply Chain and Actions Taken)			
62	Number of suppliers assessed for social impacts (Number)	NA	-
63	Percentage of suppliers assessed for social impacts (%)	NA	-
64	Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment (%)	NA	-
65	Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment (%)	NA	-
(GRI Standards: Supplier Environmental Assessment 2016, 308-2 Negative Environmental Impacts in the Supply Chain and Actions Taken)			
66	Number of suppliers assessed for environmental impacts (Number)	NA	-
67	Percentage of suppliers assessed for environmental impacts (%)	NA	-
68	Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment (%)	NA	-
69	Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment (%)	NA	-

Economic Remarks:

(1) Financial Audited Data

(2) The Supplier Assessment is currently in process, performance will be available by June 2024 via sustainability.egco.com

Environment

No.	Indicator	2023	Target
Criteria: Operational Eco-Efficiency			
Topic: Energy Consumption			
(GRI Standards: Energy 2016, 302-1 Energy Consumption Within the Organization)			
1	Non-renewable fuels (nuclear fuels, coal, oil, natural gas, etc) purchased and consumed (A) (MWh)	57,669,146.76	-
	• Coal (GJ)	84,780,983.32	-
	• Natural Gas (GJ)	85,400,525.19	-
	• Others: Diesel, Gasoline (GJ)	37,427,419.83	-
2	Non-renewable electricity purchased (B) (MWh)	26,534.51	-
3	Steam / heating / cooling and other energy (non-renewable) purchased (C) (MWh)	-	-
4	Total non-renewable energy (electricity, heating & cooling) sold (E) (MWh)	26,092,272.56	-
	• Electricity (GJ)	88,240,328.45	-
	• Steam (GJ)	5,691,852.76	-
5	Total renewable energy (electricity, heating & cooling) sold (MWh)	3,678,485.77	-
	• Electricity (GJ)	13,242,548.77	-
	• Steam (GJ)	0.00	-
6	Total non renewable energy consumption (A+B+C-E) (MWh)	31,603,408.71	-
7	Total renewable energy consumption (MWh)	6,308.59	-
8	Total Energy Consumption (GJ)	113,772,271.36	-
(GRI Standards: Energy 2016, 302-3 Energy Intensity)			
9	Energy Intensity (GJ/MWh)	3.68	-
Topic: Water Withdrawal			
(GRI Standards: Water and Effluents 2018, 303-3 Water Withdrawal)			
10	Withdrawal: Total municipal water suppliers (or from other water utilities) (A) (Million cubic meters)	5.71	-
	• Fresh water ($\leq 1,000$ mg/L TDS) (Million cubic meters)	5.71	-
	• Other water ($> 1,000$ mg/L TDS) (Million cubic meters)	-	-
11	Withdrawal: Fresh surface water (lakes, rivers, etc.) excluding seawater (B) (Million cubic meters)	4,112.21	-
	• Fresh water ($\leq 1,000$ mg/L TDS) (Million cubic meters)	4,112.21	-
	• Other water ($> 1,000$ mg/L TDS) (Million cubic meters)	-	-
12	Withdrawal: Fresh groundwater (C) (Million cubic meters)	0.03	-
	• Fresh water ($\leq 1,000$ mg/L TDS) (Million cubic meters)	0.03	-
	• Other water ($> 1,000$ mg/L TDS) (Million cubic meters)	-	-

No.	Indicator	2023	Target
13	Withdrawal: Seawater (Million cubic meters)	1,602.35	-
	• Fresh water ($\leq 1,000$ mg/L TDS) (Million cubic meters)	-	-
	• Other water ($> 1,000$ mg/L TDS) (Million cubic meters)	1,602.35	-
14	Total water withdrawal from all areas (A+B+C+Seawater) (Million cubic meters)	5,720.29	-
15	Total water withdrawal from water stress areas (Million cubic meters)	0.00	-
16	Recycled water (Million cubic meters)	1.43	-
Topic: Water Discharge			
(GRI Standards: Water and Effluents 2018, 303-4 Water Discharge)			
17	Discharge: Surface water (Million cubic meters)	3,479.94	-
18	Discharge: Fresh groundwater (Million cubic meters)	-	-
19	Discharge: Seawater (Million cubic meters)	1,602.18	-
20	Discharge: Third - party water (Million cubic meters)	0.28	-
21	Discharge by water type:	3,479.94	-
	• Fresh water ($\leq 1,000$ mg/L TDS) (Million cubic meters)		
22	Discharge by water type:	1,602.18	-
	• Other water ($> 1,000$ mg/L TDS) (Million cubic meters)		
23	Total water discharge to all areas (Million cubic meters)	5,082.40	-
24	Discharge: Water returned to the source of extraction at similar or higher quality as raw water extracted (only applies to fresh surface water and fresh groundwater) (D) (Million cubic meters)	3,479.94	-
Topic: Water Consumption			
(GRI Standards: Water and Effluents 2018, 303-5 Water Consumption)			
25	Water consumption (Million cubic meters)	637.89	-
26	Total net freshwater consumption (A+B+C-D) (Million cubic meters)	638.00	-
Topic: Direct Greenhouse Gas Emissions (Scope 1)			
(GRI Standards: Emissions 2016, 305-1 Direct (Scope 1) GHG Emissions)			
27	Total direct GHG emissions (scope 1) (Metric tonnes CO ₂ eq)	14,474,171	-
(GRI Standards: Emissions 2016, 305-4 GHG Emissions Intensity)			
28	Direct GHG emissions (scope 1) intensity (Ton CO ₂ eq/MWh)	0.47	-
Topic: Indirect Greenhouse Gas Emissions (Scope 2)			
(GRI Standards: Emissions 2016, 305-2 Energy Indirect (Scope 2) GHG Emissions)			
29	Total indirect GHG emissions (scope 2)* (Metric tonnes CO ₂ eq)	19,230	-
30	Location-based (Metric tonnes CO ₂ eq)	19,230	-
31	Market-based (Metric tonnes CO ₂ eq)	19,230	-
(GRI Standards: Emissions 2016, 305-4 GHG Emissions Intensity)			
32	Direct GHG emissions (scope 2) intensity (Ton CO ₂ eq/MWh)	0.0006	-

No.	Indicator	2023	Target
Topic: Greenhouse Gas Emissions (Scope 3)			
(GRI Standards: Emissions 2016, 305-3 Other Indirect (Scope 3) GHG Emissions)			
33	Total scope 3 GHG Emissions (Metric tonnes CO ₂ eq)	2,486,354	
34	Scope 3 Category 1: Purchased goods and Services (Metric tonnes CO ₂ eq)	14,073	-
35	Scope 3 Category 2: Capital Goods (Metric tonnes CO ₂ eq)	1,452	-
36	Scope 3 Category 3: Fuel-and-energy-related- activities (not included in Scope 1 or 2) (Metric tonnes CO ₂ eq)	2,340,185	-
37	Scope 3 Category 4: Upstream transportation and distribution (Metric tonnes CO ₂ eq)	2,327,465	-
38	Scope 3 Category 5: Waste generated in operations (Metric tonnes CO ₂ eq)	12,720	-
39	Scope 3 Category 6: Business travel (Metric tonnes CO ₂ eq)	113,397	-
40	Scope 3 Category 7: Employee commuting (Metric tonnes CO ₂ eq)	14,522	-
41	Scope 3 Category 8: Upstream leased assets (Metric tonnes CO ₂ eq)	14,521	-
42	Scope 3 Category 9: Downstream transportation and distribution (Metric tonnes CO ₂ eq)	1	-
43	Scope 3 Category 10: Processing of sold products (Metric tonnes CO ₂ eq)	439	-
44	Scope 3 Category 11: Use of sold products (Metric tonnes CO ₂ eq)	2,191	-
45	Scope 3 Category 12: End of life treatment of sold products (Metric tonnes CO ₂ eq)	20	-
46	Scope 3 Category 13: Downstream leased assets (Metric tonnes CO ₂ eq)	-	-
47	Scope 3 Category 14: Franchises (Metric tonnes CO ₂ eq)	-	-
48	Scope 3 Category 15: Investments (Metric tonnes CO ₂ eq)	-	-
Topic: Greenhouse Gas Emissions Reduction			
(GRI Standards: Emissions 2016, 305-5 Reduction of GHG Emissions)			
49	GHG emissions reduced (Metric tonnes CO ₂ eq)	2,275,689	-
Topic: NOx Emissions			
(GRI Standards: Emissions 2016, 305-7 Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions)			
50	NOx emissions (Metric tonnes)	303,082	-
Topic: SOx Emissions			
(GRI Standards: Emissions 2016, 305-7 Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions)			
51	SOx emissions (Metric tonnes)	15,050	-
Topic: Direct Mercury Emissions			
(GRI Standards: Emissions 2016, 305-7 Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions)			
52	Direct mercury emissions (Metric tonnes)	0.32	-

No.	Indicator	2023	Target
Topic: Dust Emissions			
(GRI Standards: Emissions 2016, 305-7 Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions)			
53	Dust emissions (Metric tonnes)	668	-
Topic: SF6 Emissions			
(GRI Standards: Emissions 2016, 305-7 Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions)			
54	SF6 emissions (Metric tonnes)	0.19	0.00
Topic: Non-hazardous Waste: Generation			
(GRI Standards: Waste 2020, 306-3 Waste Generated)			
55	Total non-hazardous waste generated not including Ash (Metric tonnes)	9,571.87	-
56	Total waste recycled/ reused (Metric tonnes)	1,122.24	-
57	Total waste disposed (Metric tonnes)	8,449.63	-
	• Landfilled (Metric tonnes)	8,357.68	-
	• Incinerated with energy recovery (Metric tonnes)	0.87	-
	• Incinerated without energy recovery (Metric tonnes)	25.06	-
	• Otherwise disposed (Onsite Storage) (Metric tonnes)	66.02	-
	• Unknown disposal method (Metric tonnes)	-	-
Topic: Non-Hazardous Waste (Onsite): Disposal			
(GRI Standards: Waste 2020, 306-4 Waste Diverted from Disposal)			
58	Total non-hazardous diverted from disposal (used/recycled/sold) (Metric tonnes)	33.21	-
	• Reuse (Metric tonnes)	-	-
	• Recycling (Metric tonnes)	31.28	-
	• Other recovery operations (sold) (Metric tonnes)	1.93	-
(GRI Standards: Waste 2020, 306-5 Waste Directed to Disposal)			
59	Total non-hazardous waste directed to disposal (landfill/incineration without heat recovery) (Metric tonnes)	7,558.63	-
	• Landfilled (Metric tonnes)	7,554.65	-
	• Incinerated with energy recovery (Metric tonnes)	-	-
	• Incinerated without energy recovery (Metric tonnes)	4.0	-
	• Otherwise disposed (Onsite Storage) (Metric tonnes)	-	-
	• Unknown disposal method (Metric tonnes)	-	-
Topic: Non-Hazardous Waste (Offsite): Disposal			
(GRI Standards: Waste 2020, 306-4 Waste Diverted from Disposal)			
60	Total non-hazardous diverted from disposal (used/recycled/sold) (Metric tonnes)	1,090.96	-
	• Reuse (Metric tonnes)	11.81	-
	• Recycling (Metric tonnes)	1,079.15	-
	• Other recovery operations (sold) (Metric tonnes)	-	-

No.	Indicator	2023	Target
(GRI Standards: Waste 2020, 306-5 Waste Directed to Disposal)			
61	Total non-hazardous waste directed to disposal (landfill/incineration without heat recovery) (Metric tonnes)	889.06	-
	• Landfilled (Metric tonnes)	803.03	-
	• Incinerated with energy recovery (Metric tonnes)	0.87	-
	• Incinerated without energy recovery (Metric tonnes)	21.07	-
	• Otherwise disposed (organic sewage) (Metric tonnes)	64.08	-
	• Unknown disposal method (Metric tonnes)	-	-
Topic: Hazardous Waste: Generation			
(GRI Standards: Waste 2020, 306-3 Waste Generated)			
62	Total hazardous waste generated* (Metric tonnes)	306.23	-
63	Total hazardous waste recycled/reused (Metric tonnes)	113.45	-
64	Total hazardous waste disposed (Metric tonnes)	192.78	-
	• Landfilled (Metric tonnes)	108.84	-
	• Incinerated with energy recovery (Metric tonnes)	21.39	-
	• Incinerated without energy recovery (Metric tonnes)	26.87	-
	• Otherwise disposed (Deep Well Injection and Onsite Storage) (Metric tonnes)	35.19	-
	• Unknown disposal method (Metric tonnes)	0.48	-
Topic: Hazardous Waste (Onsite): Disposal			
(GRI Standards: Waste 2020, 306-4 Waste Diverted from Disposal)			
65	Total hazardous diverted from disposal (used/recycled/sold) (Metric tonnes)	0.67	-
	• Reuse (Metric tonnes)	-	-
	• Recycling (Metric tonnes)	0.16	-
	• Other recovery operations (onsite storage) (Metric tonnes)	0.51	-
(GRI Standards: Waste 2020, 306-5 Waste Directed to Disposal)			
66	Total hazardous waste directed to disposal (landfill/incineration without heat recovery) (Metric tonnes)	4.20	-
	• Landfilled (Metric tonnes)	2.35	-
	• Incinerated with energy recovery (Metric tonnes)	1.19	-
	• Incinerated without energy recovery (Metric tonnes)	0.18	-
	• Otherwise disposed (Onsite Storage) (Metric tonnes)	-	-
	• Unknown disposal method (Metric tonnes)	0.48	-
Topic: Hazardous Waste (Offsite): Disposal			
(GRI Standards: Waste 2020, 306-4 Waste Diverted from Disposal)			
67	Total hazardous diverted from disposal (used/recycled/sold) (Metric tonnes)	112.78	-
	• Reuse (Metric tonnes)	3.11	-

No.	Indicator	2023	Target
	<ul style="list-style-type: none"> Recycling (Metric tonnes) 	70.10	-
	<ul style="list-style-type: none"> Other recovery operations (sold) (Metric tonnes) 	39.58	-
(GRI Standards: Waste 2020, 306-5 Waste Directed to Disposal)			
68	Total hazardous waste directed to disposal (landfill/incineration without heat recovery) (Metric tonnes)	188.58	-
	<ul style="list-style-type: none"> Landfilled (Metric tonnes) 	106.49	-
	<ul style="list-style-type: none"> Incinerated with energy recovery (Metric tonnes) 	20.20	-
	<ul style="list-style-type: none"> Incinerated without energy recovery (Metric tonnes) 	26.69	-
	<ul style="list-style-type: none"> Otherwise disposed (Deep Well Injection) (Metric tonnes) 	35.19	-
	<ul style="list-style-type: none"> Unknown disposal method (Metric tonnes) 	-	-
Topic: Ash & Gypsum Waste			
(GRI Standards: Waste 2020, 306-3 Waste Generated)			
69	Total ash and gypsum waste generated (Metric tonnes)	383,801.77	-
(GRI Standards: Waste 2020, 306-4 Waste Diverted from Disposal)			
70	Total ash and gypsum waste composted, reused, recycled, or recovered (Metric tonnes)	345,047	-
71	Total ash and gypsum waste composted, reused, recycled, or recovered (%)	89.90%	-
	<ul style="list-style-type: none"> Donated (Metric tonnes) 	6,001	-
	<ul style="list-style-type: none"> Other recovery operations including sold (Metric tonnes) 	323,748	-
(GRI Standards: Waste 2020, 306-5 Waste Directed to Disposal)			
72	Total ash and gypsum waste landfilled (Metric tonnes)	38,755	-
Topic: Significant Spills			
(GRI Standards: Effluents and Waste 2016, 306-3 Significant Spills)			
73	Number of significant spills (Number)	-	-
74	Total volume of significant spills (Liters)	-	-
Topic: Operational Eco-efficiency Reporting Coverage			
75	Data Coverage: Electricity and Stream Generation (MWh)	30,949,500	-
Criteria: Environmental Policy & Management Systems			
Topic: Environmental Violations			
(GRI Standards: Compliance with Laws and Regulations 2021, Disclosure 2-27)			
76	Significant instances of non-compliance with laws and regulations (Case)	-	-
	<ul style="list-style-type: none"> Monetary sanctions (Case) 	-	-
	<ul style="list-style-type: none"> Non-monetary sanctions (Case) 	-	-
	<ul style="list-style-type: none"> Significant fines and amount of penalty paid (THB) 	-	-
77	Environmental liability accrued at year end (THB)	-	-

No.	Indicator	2023	Target
Topic: Environmental Certifications/Audit/Verification			
78	ISO14001 certified (% of MWh)	87.03	-
79	Third party certification/audit (% of MWh)	-	-
80	Internal audit (% of MWh)	12.97	-
Criteria: Water Related Risks			
Topic Exposure to Water Stressed Areas			
81	Percentage of production plants in water-stressed areas (e.g. <math><1700\text{ m}^3 / (\text{person}\cdot\text{year})\text{ (%}</math>)	-	-
82	Percentage of cost of goods sold (COGS) in water-stressed areas (e.g. <math><1700\text{ m}^3 / (\text{person}\cdot\text{year})\text{ (%}</math>)	-	-
Topic: Business Impacts of Water Related Incidents			
83	Total actual and opportunity costs (e.g. forgone income) from water related incidents (above 10,000 USD) (THB)	-	0

Enrionment Remarks:

Environmental Data coverage for 2023 includes EGCO subsidiaries and JV in Thailand and overseas by EGCO's equity.

Social

No.	Indicator	2023	Target
Criteria: Occupational Health & Safety ⁽¹⁾			
Topic: Occupational Health and Management System			
(GRI Standards: Occupational Health and Safety 2018, 403-8 Workers Covered by an Occupational Health and Safety Management System)			
1	Percentage of employees and non-employee workers covered by occupational health and management system (%) ⁽¹⁾	100.00	-
2	Percentage of employees and non-employee workers covered by occupational health and management system that has been internally audited (%) ⁽¹⁾	100.00	-
3	Percentage of employees and non-employee workers covered by occupational health and management system that has been audited or certified by an external party (%) ⁽¹⁾	100.00	-
Topic: Fatalities			
(GRI Standards: Occupational Health and Safety 2018, 403-9 Work-Related Injuries)			
4	Fatalities Employees (Person)	0	0
5	Fatalities Contractors (Person)	0	0
6	Rate of Fatality (n/million hours worked)	0.00	0
Topic: Lost-Time Injury Frequency Rate (LTIFR) - Employees			
(GRI Standards: Occupational Health and Safety 2018, 403-9 Work-Related Injuries)			
7	LTIFR Employees (n/million hours worked)	0.00	0
Topic: Lost-Time Injury Frequency Rate (LTIFR) - Contractors			
(GRI Standards: Occupational Health and Safety 2018, 403-9 Work-Related Injuries)			
8	LTIFR Contractors (n/million hours worked)	0.10	0
Topic: High-Consequence Work-Related Injury			
(GRI Standards: Occupational Health and Safety 2018, 403-9 Work-Related Injuries)			
9	High-consequence work-related injury Employees (Case)	0	-
10	High-consequence work-related injury Contractors (Case)	0	-
11	Rate of high-consequence work-related injury (n/million hours worked)	0.00	-
Topic: Recordable Work-Related Injury			
(GRI Standards: Occupational Health and Safety 2018, 403-9 Work-Related Injuries)			
12	Recordable work-related injury Employees (Case)	2	-
13	Recordable work-related injury Contractors (Case)	2	-
14	Rate of recordable work-related injury (n/million hours worked)	0.06	-

No.	Indicator	2023	Target
Topic: Injury Frequency Rate			
(GRI Standards: Occupational Health and Safety 2018, 403-9 Work-Related Injuries)			
15	Injury Frequency Rate (IFR) Employees (n/million hours worked)	0.51	-
16	Injury Frequency Rate (IFR) Contractors (n/million hours worked)	0.21	-
Topic: Injury Severity Rate			
(GRI Standards: Occupational Health and Safety 2018, 403-9 Work-Related Injuries)			
17	Injury Severity Rate (ISR) Employees (days/million hours worked)	0.00	-
18	Injury Severity Rate (ISR) Contractors (days/million hours worked)	6.27	-
Topic: Lost-Time Injury Rate (LTIR)			
(GRI Standards: Occupational Health and Safety 2018, 403-9 Work-Related Injuries)			
19	LTIR Employees (n/million hours worked)	0.00	-
20	LTIR Contractors (n/million hours worked)	0.02	-
Topic: Days Away/Restricted or Transfer Rate (DART)			
(GRI Standards: Occupational Health and Safety 2018, 403-9 Work-Related Injuries)			
21	DART Employees (n/200,000 hours worked)	0.00	-
22	DART Contractors (n/200,000 hours worked)	0.02	-
Topic: Lost Workday Rate (LWR)			
(GRI Standards: Occupational Health and Safety 2018, 403-9 Work-Related Injuries)			
23	Lost Workday Rate Employees (n/200,000 hours worked)	0	-
24	Lost Workday Rate Contractors (n/200,000 hours worked)	0.18	-
Topic: Occupational Health & Safety Reporting Coverage			
25	Data Coverage (% of MWh)	100	-
26	Denominator (MWh)	30,949,500	-
Criteria: Corporate Citizenship & Philanthropy			
Topic: Philanthropic Contributions			
(GRI Standards: Economic Performance 2016, 201-1 Direct Economic Value Generated and Distributed)			
27	Cash contributions (THB)	768,784,479	-
28	Time: employee volunteering during paid hours (THB)	7,609,499	-
29	In-kind giving: products or services donations, projects/ partnership or similar (THB)	6,143,459	-
30	Management Overheads (THB)	24,324,047	-
Topic: Type of Philanthropic Activities			
(GRI Standards: Economic Performance 2016, 201-1 Direct Economic Value Generated and Distributed)			
31	Charitable Donations (%)	9.56	-
32	Community Investments (%)	70.14	-
33	Commercial Initiatives (%)	20.30	-

No.	Indicator	2023	Target
Criteria: Human Rights			
Topic: Security Practices			
(GRI Standards: Security Practices 2016, 410-1 Security Personnel Trained in Human Rights Policies or Procedures)			
34	Percentage of security personnel who have received formal training in the organization's human rights policies or specific procedures and their application to security (%)	100.00	100.00
Topic: Rights of Indigenous People			
(GRI Standards: Rights of Indigenous People 2016, 411-1 Incidents of Violations Involving Rights of Indigenous People)			
35	Incidents of violations involving rights of indigenous people (Case)	0	0
Criteria: Community Engagement			
Topic: Local Communities			
(GRI Standards: Local Communities 2016, 413-1 Operations with Local Community Engagement, Impact Assessments, and Development Programs)			
36	Percentage of operations with implemented local community engagement (%)	100.00	100.00
Topic: Local Communities			
37	Hours of employee participation in company level activities for society (Hours)	3,136	-
38	Hours of employee participation in local community development activities around the power plant areas (Hours)	7,000	-

Human Resource

No.	Indicator	2023	Target
Criteria: Total Employees			
Topic: Total Employees By Gender and Nationality			
(GRI Standards: General Disclosures 2021, 2-7 Employees)⁽¹⁰⁾			
Total Employees (Person)		1,267	-
1	Thai (Person)	922	-
	• Male (Person)	661	-
	• Female (Person)	261	-
2	Filipino (Person)	341	-
	• Male (Person)	283	-
	• Female (Person)	58	-
3	American (Person)	4	-
	• Male (Person)	4	-
	• Female (Person)	0	-
Permanent Employees (Person)		1,252	-
4	Thai (Person)	951	-
	• Male (Person)	678	-
	• Female (Person)	273	-
5	Filipino (Person)	300	-
	• Male (Person)	263	-
	• Female (Person)	37	-
6	American (Person)	1	-
	• Male (Person)	1	-
	• Female (Person)	0	-
Temporary Employees (Person)			
7	Thai (Person)	9	-
	• Male (Person)	3	-
	• Female (Person)	6	-
8	Filipino (Person)	1	-
	• Male (Person)	1	-
	• Female (Person)	0	-
9	American (Person)	2	-
	• Male (Person)	2	-
	• Female (Person)	0	-

No.	Indicator	2023	Target
Non-Guaranteed Hours Employees (Person)			
10	Thai (Person)	0	-
	• Male (Person)	0	-
	• Female (Person)	0	-
11	Filipino (Person)	0	-
	• Male (Person)	0	-
	• Female (Person)	0	-
12	American (Person)	0	-
	• Male (Person)	0	-
	• Female (Person)	0	-
Full-Time Employees (Person)			
13	Thai (Person)	919	-
	• Male (Person)	661	-
	• Female (Person)	258	-
14	Filipino (Person)	341	-
	• Male (Person)	283	-
	• Female (Person)	58	-
15	American (Person)	4	-
	• Male (Person)	4	-
	• Female (Person)	0	-
Part-Time Employees (Person)			
16	Thai (Person)	0	-
	• Male (Person)	0	-
	• Female (Person)	0	-
17	Filipino (Person)	0	-
	• Male (Person)	0	-
	• Female (Person)	0	-
18	American (Person)	0	-
	• Male (Person)	0	-
	• Female (Person)	0	-

No.	Indicator	2023	Target
Topic: Workers Who Are Not Employees			
(GRI Standards: General Disclosures 2021, 2-8 Workers Who are Not Employees)			
19	Outsourced Workers (Person) ⁽¹¹⁾	25	-
Topic: Total Employees By Employee Level (Permanent Employee Only)			
(GRI Standards: Diversity and Equal Opportunity 2016, 405-1 Diversity of Governance Bodies and Employees)			
20	Executives (Person)	19	-
	• Male (Person)	13	-
	• Female (Person)	6	-
	• Male (%)	68.42	-
	• Female (%)	31.58	-
21	Middle Management (Person)	75	-
	• Male (Person)	47	-
	• Female (Person)	28	-
	• Male (%)	62.67	-
	• Female (%)	37.33	-
22	First-Level Management (Person)	129	-
	• Male (Person)	71	-
	• Female (Person)	58	-
	• Male (%)	55.04	-
	• Female (%)	44.96	-
23	Employee (Non-Management Level)	1,031	-
	• Male (Person)	813	-
	• Female (Person)	218	-
	• Male (%)	78.86	-
	• Female (%)	21.14	-
Criteria: Workforce Diversity			
Topic: Workforce Breakdown By Age			
(GRI Standards: Diversity and Equal Opportunity 2016, 405-1 Diversity of Governance Bodies and Employees)			
24	Share of employee age <30 years		
	• Person	223	-
	• % of FTEs	17.60	-
25	Share of employee age between 30-50 years		
	• Person	739	-
	• % of FTEs	58.33	-
26	Share of employee age >50 years		
	• Person	301	-
	• % of FTEs	23.76	-

No.	Indicator	2023	Target
Topic: Workforce Breakdown By Gender			
(GRI Standards: Diversity and Equal Opportunity 2016, 405-1 Diversity of Governance Bodies and Employees)			
27	Share of women in total workforce (% of total workforce)	25.18%	30.00% by 2025
28	Share of women in all management position (junior, middle, and senior management) (% of total management workforce)	41.26%	30.00% by 2025
29	Share of women in junior management positions i.e. first level of management (% of total management junior management positions)	44.96%	50.00% by 2025
30	Share of women in top management positions, i.e. maximum two levels away from CEO (% of total top management positions)	31.58%	30.00% by 2025
31	Share of women in management positions in revenue-generating functions (excluding support function) (% of all such managers)	24.11%	30.00% by 2025
32	Share of women in STEM-related positions (% of total STEM positions)	36.36%	50.00% by 2025
Topic: Workforce Breakdown By Religion			
(GRI Standards: Diversity and Equal Opportunity 2016, 405-1 Diversity of Governance Bodies and Employees)			
33	Share of employee workforces: Religious (Buddhism)		
	• Person	542	-
	• % of total workforce	61.52	-
34	Share of employee workforces: Religious (Christian)		
	• Person	333	-
	• % of total workforce	37.80	-
35	Share of employee workforces: Religious (Muslim)		
	• Person	6	-
	• % of total workforce	0.68	-
36	Share of all management employees: Religious (Buddhism)		
	• Person	107	-
	• % of total management workforce	88.43	-
37	Share of all management employees: Religious (Christian)		
	• Person	14	-
	• % of total management workforce	11.57	-
38	Share of all management employees: Religious (Muslim)		
	• Person	0	-
	• % of total management workforce	0.00	-
Topic: Workforce Breakdown By Language			
(GRI Standards: Diversity and Equal Opportunity 2016, 405-1 Diversity of Governance Bodies and Employees)			
39	Share of employee workforces: Language (Central Thai)		
	• Person	700	-
	• % of total workforce	76.17	-

No.	Indicator	2023	Target
40	Share of employee workforces: Language (Thai Isan)		
	• Person	120	-
	• % of total workforce	13.06	-
41	Share of employee workforces: Language (Pak Dai)		
	• Person	99	-
	• % of total workforce	10.77	-
42	Share of all management employees: Language (Central Thai)		
	• Person	168	-
	• % of total workforce	98.82	-
43	Share of all management employees: Language (Thai Isan)		
	• Person	0	-
	• % of total workforce	0.00	-
44	Share of all management employees: Language (Pak Dai)		
	• Person	2	-
	• % of total workforce	1.18	-
Topic: Workforce Breakdown By Other Minorities			
(GRI Standards: Diversity and Equal Opportunity 2016, 405-1 Diversity of Governance Bodies and Employees)			
45	Share of people with disability (% of FTEs)	0.00	-
46	Share of LGBTQI+ (25% of FTEs)	0.00	-
47	Share of employee on other minority: parental status (% of FTEs)	53.99	-
Criteria: Basic Salary and Remuneration Only EGCO/EGCO plus			
Topic: Basic Salary and Remuneration by Level and Gender			
(GRI Standards: Diversity and Equal Opportunity 2016, 405-2 Ratio of Basic Salary and Remuneration of Women and Men)			
48	Level 9-13 average pay*		
	• Average male salary (THB)	247,834	-
	• Average female salary (THB)	181,894	-
49	Level 9-13 salary + other cash incentives*		
	• Average male salary + other cash incentives (THB)	1,749,603	-
	• Average female salary + other cash incentives (THB)	1,371,956	-
50	Level 7-8 average pay*		
	• Average male salary (THB)	108,695	-
	• Average female salary (THB)	101,693	-
51	Level 7-8 salary + other cash incentives*		
	• Average male salary + other cash incentives (THB)	788,027	-
	• Average female salary + other cash incentives (THB)	755,436	-
52	Level 1-6 average pay*		
	• Average male salary (THB)	49,993	-
	• Average female salary (THB)	37,443	-

No.	Indicator	2023	Target
Criteria: Management Pay Indicators			
Topic: Management Compensation			
53	Executive(s) Annual salary (THB)	40,964,160	-
54	Executive(s) Bonus (THB)	16,826,888	-
55	Executive(s) Provident fund (THB)	3,719,002	-
Topic: Management Ownership			
56	Chief Executive Officer owning company shares (Multiple of base salary)	0	-
57	Average across other executive committee members owning company shares (Multiple of base salary)	0.2089	-
Topic: Annual Total Compensation Ratio			
(GRI Standards: General Disclosures 2021, 2-21 Annual total Compensation Ratio)			
58	Ratio of the annual total compensation for the CEO to the median annual total compensation for all employees (excluding the highest-paid individual)	-	-
Criteria: New Employee Hiring			
Topic: New Employee Hires			
(GRI Standards: Employment 2016, 401-1 New Employee Hires and Employee Turnover)			
59	Total new employee hires (Person)	83	-
	• Male (Person)	57	-
	• Female (Person)	26	-
60	Total new employee hire rate (%)	6.55	-
	• Male (%)	4.50	-
	• Female (%)	2.05	-
Topic: New Employee Hires By Age			
(GRI Standards: Employment 2016, 401-1 New Employee Hires and Employee Turnover)			
61	<30 years (Person)	57	-
62	30 - 50 years (Person)	26	-
63	>50 years (Person)	0	-
Topic: New Employee Hires By Nationality			
(GRI Standards: Employment 2016, 401-1 New Employee Hires and Employee Turnover)			
64	Thai		
	• Male (Person)	49	-
	• Female (Person)	18	-
65	Filipino		
	• Male (Person)	9	-
	• Female (Person)	6	-
66	American		
	• Male (Person)	0	-
	• Female (Person)	1	-

No.	Indicator	2023	Target
Topic: New Employees Hires By Employee Level			
(GRI Standards: Employment 2016, 401-1 New Employee Hires and Employee Turnover)			
67	Executives		
	• Male (Person)	0	-
	• Female (Person)	0	-
68	Middle Management		
	• Male (Person)	0	-
	• Female (Person)	0	-
69	First-Level Management		
	• Male (Person)	2	-
	• Female (Person)	1	-
70	Employee (Non-Management Level)		
	• Male (Person)	55	-
	• Female (Person)	25	-
Topic: New Employees Hires By Other Minorities			
(GRI Standards: Employment 2016, 401-1 New Employee Hires and Employee Turnover)			
71	Employees with disability		
	• Male (Person)	0	-
	• Female (Person)	0	-
Topic: Average Hiring Cost			
72	Average hiring cost/FTE (THB/FTE)	63,692	-
Criteria: Internal Hiring (Open Positions Filled by Internal Candidates)			
Topic: Internal Hires			
73	Percentage of open positions filled by internal candidates (% of open positions)	49.41	-
Topic: Internal Hires By Age			
74	<30 years (Person)	4	-
75	30 - 50 years (Person)	11	-
76	>50 years (Person)	2	-
Topic: Internal Hires By Nationality			
77	Thai		
	• Male (Person)	11	-
	• Female (Person)	6	-
78	Filipino		
	• Male (Person)	9	-
	• Female (Person)	3	-

No.	Indicator	2023	Target
79	American		
	• Male (Person)	0	-
	• Female (Person)	0	-
Topic: Internal Hires By Employee Level			
80	Executives		
	• Male (Person)	0	-
	• Female (Person)	0	-
81	Middle Management		
	• Male (Person)	1	-
	• Female (Person)	1	-
82	First-Level Management		
	• Male (Person)	3	-
	• Female (Person)	3	-
83	Employee (Non-Management Level)		
	• Male (Person)	7	-
	• Female (Person)	2	-
Topic: Internal Hires By Other Minorities			
84	Employees with Disability		
	• Male (Person)	0	-
	• Female (Person)	0	-
Criteria: Employee Turnover (*Service year more than 1 year)			
(GRI Standards: Employment 2016, 401-1 New Employee Hires and Employee Turnover)			
85	Total Employee Turnover	44	-
	• Male (Person)	37	-
	• Female (Person)	7	-
86	Total Employee Turnover rate (%)	3.47	-
87	Voluntary Employee Turnover (Person)	34	-
	• Male (Person)	29	-
	• Female (Person)	6	-
88	Voluntary Employee Turnover rate (%)	2.71	-
Topic: Employee Turnover By Age			
(GRI Standards: Employment 2016, 401-1 New Employee Hires and Employee Turnover)			
89	<30 years (Person)	14	-
90	30 - 50 years (Person)	25	-
91	>50 years (Person)	5	-

No.	Indicator	2023	Target
Topic: Employee Turnover By Nationality			
(GRI Standards: Employment 2016, 401-1 New Employee Hires and Employee Turnover)			
92	Thai		
	• Male (Person)	26	-
	• Female (Person)	5	-
93	Filipino		
	• Male (Person)	11	-
	• Female (Person)	2	-
94	American		
	• Male (Person)	0	-
	• Female (Person)	0	-
Topic: Employee Turnover By Employee Level			
(GRI Standards: Employment 2016, 401-1 New Employee Hires and Employee Turnover)			
95	Executives		
	• Male (Person)	5	-
	• Female (Person)	4	-
96	Middle Management		
	• Male (Person)	1	-
	• Female (Person)	0	-
97	First-Level Management		
	• Male (Person)	6	-
	• Female (Person)	0	-
98	Employee (Non-Management Level)		
	• Male (Person)	25	-
	• Female (Person)	3	-
Topic: Employee Turnover By Other Minorities			
(GRI Standards: Employment 2016, 401-1 New Employee Hires and Employee Turnover)			
99	Employees with disability		
	• Male (Person)	0	-
	• Female (Person)	0	-
Topic: Parental Leave			
(GRI Standards: Employment 2016, 401-3 Parental Leave)			
100	Employee taken Parental Leave (Person)	42	-
	• Male (Person)	36	-
	• Female (Person)	6	-
101	Employee returned to Work after Parental Leave (Person)	40	-
	• Male (Person)	36	-
	• Female (Person)	4	-

No.	Indicator	2023	Target
Criteria: Employee Engagement only EGCO/EGCO Plus			
102	Trend of employee engagement (% of employees with top level of engagement)	78	Short-term: 63% with in 2023 Long-term: >65.00% with in 2024
103	Data coverage: Employees who responded to the survey	90.10	-
Topic: Employee Engagement By Age			
104	Less than 25 years (% of actively engaged employees)	81.50%	-
105	25 to 34 years (% of actively engaged employees)	77.20%	-
106	35 to 44 years (% of actively engaged employees)	78.00%	-
107	45 - 54 years (% of actively engaged employees)	77.40%	-
108	55 years and above (% of actively engaged employees)	78.30%	-
Topic: Employee Engagement By Nationality			
109	Thai		
	• Male (% of actively engaged employees)	78.40%	-
	• Female (% of actively engaged employees)	77.30%	-
Topic: Employee Engagement By Employee Level			
110	Executives		
	• Male (% of actively engaged employees)	86.80	-
	• Female (% of actively engaged employees)	81.40	-
111	Middle Management		
	• Male (% of actively engaged employees)	79.00	-
	• Female (% of actively engaged employees)	76.50	-
112	First-Level Management		
	• Male (% of actively engaged employees)	72.80	-
	• Female (% of actively engaged employees)	75.80	-
113	Employee (Non-Management Level)		
	• Male (% of actively engaged employees)	80.00	-
	• Female (% of actively engaged employees)	77.90	-
Topic: Employee Engagement By Other Minorities			
114	Employees with Disability		
	• Male (% of actively engaged employees)	0.00	-
	• Female (% of actively engaged employees)	0.00	-
Criteria: Human Capital Development			
Topic: Human Capital Return on Investment			
115	Human Capital Return on Investment: HCROI	6.29	-

No.	Indicator	2023	Target
Topic: Employee Training and Development Hours			
116	Average hours per FTE of training and development (Hours/ person)	32.75	-
117	Average hours per FTE of training and development (Hour/ person/ year)	32.75	-
	• Male (Hour/ person/ year)	68.62	-
	• Female (Hour/ person/ year)	37.54	-
118	Total training hours (Hour)	27,465	-
	• Male (Hour)	18,352	-
	• Female (Hour)	9,113	-
Topic: Employee Training and Development Hours By Types/Topics of Training			
(GRI Standards: Training and Education 2016, 404-1 Average Hours of Training per Year per Employee)			
119	Environmental, Health, and Safety (Hour/ person/ year)	23.22	-
	Environmental, Health, and Safety (Hour)	5,798.50	-
120	Code of Conduct (Hour/ person/ year)	1.00	-
	Code of Conduct (Hour)	1,676.46	-
121	Anti-Corruption (Hour/ person/ year)	3.21	-
	Anti-Corruption (Hour)	709.00	-
122	Information security/cybersecurity awareness training (Hour/ person/ year)	2.46	-
	Information security/cybersecurity awareness training (Hour)	1,349.00	-
123	Others (Hour/ person/ year)	49.34	-
	Others (Hour)	17,969.85	-
Topic: Employee Training and Development Hours By Age			
(GRI Standards: Training and Education 2016, 404-1 Average Hours of Training per Year per Employee)			
124	<30 years (Hour/ person/ year)	12.68	-
125	30 - 50 years (Hour/ person/ year)	7.19	-
126	>50 years (Hour/ person/ year)	7.69	-
Topic: Employee Training and Development Hours By Employee Level			
(GRI Standards: Training and Education 2016, 404-1 Average Hours of Training per Year per Employee)			
127	Executives (Hour/ person/ year)	55.38	-
	• Male (Hour/ person/ year)	50.74	-
	• Female (Hour/ person/ year)	29.60	-
128	Executives (Hour)	483.00	-
	• Male (Hour)	286.00	-
	• Female (Hour)	197.00	-
129	Middle Management (Hour/ person/ year)	156.24	-
	• Male (Hour/ person/ year)	165.48	-
	• Female (Hour/ person/ year)	45.76	-

No.	Indicator	2023	Target
130	Middle Management (Hour)	4,737.50	-
	• Male (Hour)	3,115.00	-
	• Female (Hour)	1,622.50	-
131	First-Level Management (Hour/ person/ year)	142.28	-
	• Male (Hour/ person/ year)	110.42	-
	• Female (Hour/ person/ year)	160.46	-
132	First-Level Management (Hour)	4,310.00	-
	• Male (Hour)	2,379.00	-
	• Female (Hour)	1,931.00	-
133	Employee (Non-Management Level) (Hour/ person/ year)	104.53	-
	• Male (Hour/ person/ year)	117.53	-
	• Female (Hour/ person/ year)	110.37	-
134	Employee (Non-Management Level) (Hour)	23,092.00	-
	• Male (Hour)	16,503.00	-
	• Female (Hour)	6,589.00	-
Topic: Employee Training and Development Hours By Nationality			
(GRI Standards: Training and Education 2016, 404-1 Average Hours of Training per Year per Employee)			
135	Thai (Hour/ person/ year)	106.71	-
	• Male (Hour/ person/ year)	99.08	-
	• Female (Hour/ person/ year)	117.34	-
136	Filipino (Hour/ person/ year)	16.99	-
	• Male (Hour/ person/ year)	21.71	-
	• Female (Hour/ person/ year)	12.27	-
137	American (Hour/ person/ year)	9.00	-
	• Male (Hour/ person/ year)	9.00	-
	• Female (Hour/ person/ year)	0.00	-
Topic: Employee Training and Development Spent			
138	Average amount spent per FTE on training and development (Baht/ person/ year)	16,680.88	-
139	Average training cost of employees (Baht/ person/ year)	106,927.94	-
	• Male (Baht/ person/ year)	155,972.12	-
	• Female (Baht/ person/ year)	57,883.76	-
Topic: Employee Training and Development Spent By Types/Topics of Training			
140	Environmental, Health, and Safety (Baht/ person/ year)	29,646.98	-
141	Code of Conduct (Baht/ person/ year)	63,026.64	-
142	Anti-Corruption (Baht/ person/ year)	611.83	-
143	Information security/cybersecurity awareness training (Baht/ person/ year)	424.16	-
144	Others (Baht/ person/ year)	170,096.10	-

No.	Indicator	2023	Target
Topic: Employee Training and Development Spent By Age			
145	<30 years (Baht/ person/ year)	82,565.73	-
146	30 - 50 years (Baht/ person/ year)	188,630.77	-
147	>50 years (Baht/ person/ year)	40,289.54	-
Topic: Employee Training and Development Spent By Employee Level			
148	Executives (Baht/ person/ year)	17,971.05	-
	• Male (Baht/ person/ year)	15,666.57	-
	• Female (Baht/ person/ year)	16,687.82	-
149	Middle Management (Baht/ person/ year)	30,510.96	-
	• Male (Baht/ person/ year)	24,702.73	-
	• Female (Baht/ person/ year)	32,221.06	-
150	First-Level Management (Baht/ person/ year)	27,459.93	-
	• Male (Baht/ person/ year)	66,648.86	-
	• Female (Baht/ person/ year)	22,265.51	-
151	Employee (Non-Management Level) (Baht/ person/ year)	13,445.35	-
	• Male (Baht/ person/ year)	154,534.29	-
	• Female (Baht/ person/ year)	45,862.70	-
Topic: Employee Training and Development Spent By Nationality			
152	Thai (Baht/ person/ year)	16,719.22	-
	• Male (Baht/ person/ year)	16,406.28	-
	• Female (Baht/ person/ year)	17,894.49	-
153	Filipino (Baht/ person/ year)	136,644.95	-
	• Male (Baht/ person/ year)	333,624.32	-
	• Female (Baht/ person/ year)	93,391.16	-
154	American (Baht/ person/ year)	1,600.00	-
	• Male (Baht/ person/ year)	1,600.00	-
	• Female (Baht/ person/ year)	0.00	-
Criteria: Performance Development			
Topic: Employee Performance and Career Development Reviews			
(GRI Standards: Training and Education 2016, 404-3 Percentage of Employees Receiving Regular Performance and Career Development Reviews)			
155	Percentage of employees receiving regular performance and career development reviews (%)	100.00	100.00
Topic: Employee Performance and Career Development Reviews By Employee Level			
(GRI Standards: Training and Education 2016, 404-3 Percentage of Employees Receiving Regular Performance and Career Development Reviews)			
156	Executives (%)	100.00	-
	• Male (%)	100.00	-
	• Female (%)	100.00	-

No.	Indicator	2023	Target
157	Middle Management (%)	100.00	-
	• Male (%)	100.00	-
	• Female (%)	100.00	-
158	First-Level Management (%)	100.00	-
	• Male (%)	100.00	-
	• Female (%)	100.00	-
159	Employee (Non-Management Level) (%)	100.00	-
	• Male (%)	100.00	-
	• Female (%)	100.00	-
Criteria: Discrimination & Harassment			
(GRI Standards: Non-Discrimination 2016, 406-1 Incidents of Discrimination and Corrective Actions Taken)			
160	Number of incidents of discrimination and harassment has been received and reviewed (Case)	0	-
161	Corrective or disciplinary action taken in case of discriminatory behavior or harassment (Case)	0	-
Criteria: Freedom of Association			
(GRI Standards: General Disclosures 2021, 2-30 Collective Bargaining Agreements)			
162	Percentage of employees represented by an independent trade union or covered by collective bargaining agreements (%)	100	-
163	Employees represented by an independent trade union (Person)	0	-
	• Male (Person)	0	-
	• Female (Person)	0	-
164	Employees represented by an independent labor union (Person)	144	-
	• Male (Person)	142	-
	• Female (Person)	2	-
165	Employees represented by an independent welfare committee (Person)	7	-
	• Male (Person)	4	-
	• Female (Person)	3	-
Criteria: Human Rights			
Topic: Human Rights Assessment			
166	Human Rights Assessment of Own Operations (including Joint Ventures where the company has management control)		
	• % of total assessed in last three years	100.00	-
	• % of total assessed where risks have been identified	14.00	-
	• % of risk with mitigation actions taken	100.00	-
167	Human Rights Assessment of Contractors and Tier 1		
	• % of total assessed in last three years	100.00	-
	• % of total assessed where risks have been identified	7.00	-
	• % of risk with mitigation actions taken	100.00	-

No.	Indicator	2023	Target
168	Human Rights Assessment of Joint ventures (including stakes above 10%)		
	• % of total assessed in last three years	100.00	-
	• % of total assessed where risks have been identified	22.00	-
	• % of risk with mitigation actions taken	100.00	-
169	Percentage of employees trained during the reporting period in human rights policies or procedures concerning aspects of human rights (%)	100.00	100.00

Human Resources Remarks: Data is based on EGCO's head office and EGCO's subsidiaries which its operation more than 1 year.

- (1) Executives include President, Senior Executive Vice President and Executive Vice President or the Band 6 upward.
- (2) Middle Management includes the senior vice president, division manager or the Band 5 upward.
- (3) First-Level management includes the vice president or the Band 4 upward.
- (4) Employee training includes in-house training and public training.
- (5) Mandatory training: Training/programs with the basic skills the employees need to carry out their daily work or legal requirements such as Code of Conduct, Mandatory Compliance (e.g. corporate Governance), Environment, Health, and Safety, IT security, Data Privacy, Boiler Operation (for power plants).
- (6) Non-mandatory training: Training/programs to develop or improve employee skills. It can be competency development, management such as Leadership, Management Development programs, Young Talent Development programs, and Project Management training.
- (7) Hiring cost is the cost of hiring a new full-time employee (FTE) in the reporting year. The cost includes internal and external recruiting costs e.g. recruiter salaries, interviews, agency fees, advertising, job fairs, travel and relocation costs etc.
- (8) EGCO Group identifies STEM-related positions as follow: Finance & accounting, Engineer, Planning, Business Development, Operation and Maintenance (Power Plant), Information Technology (IT), Environmental, Health, and Safety (EHS), Lab, R&D.
- (9) EGCO Group identifies revenue generating functions as follow: Business Development, Asset Development, Engineer, Project Management, Operation and Maintenance (Power Plant), those whose roles are related to P&L responsibility.
- (10) (GRI 2-7) EGCO hires temporary and part-time employees due to workload, and short term period . EGCO defines full-time employees as employee who hire to work under the manpower framework. There is no significant fluctuations in number of employees between reporting periods.
- (11) (GRI 2-8) EGCO hires the following types of outsourced workers are 1. Professional Outsources who have the same work as employees
2. General Outsources who do not have the same work as employees such as Maid, Security Guard (NA) Not Applicable.



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