



Energizing Today For a Brighter Tomorrow



Governance

No.	Indicator	2025 (by EGCO Equity)	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)	8	-
3	Executive director (person)	1	-
4	Total board (person)	15	-
Topic: Diversity Of Governance Bodies			
(GRI Standards: General Disclosures 2021, 2-9 Governance Structure And Composition)			
Number of governance bodies by age group and gender			
5	Under 30	0	-
	• Male (Person)	0	-
	• Female (Person)	0	-
6	Under 30 (%)	0.00	-
7	30 - 50 years	3	-
	• Male (Person)	3	-
	• Female (Person)	0	-
8	30 - 50 years (%)	20.00	-
9	Over 50 years	12	-
	• Male (Person)	10	-
	• Female (Person)	2	-
10	Over 50 years (%)	80.00	-
(GRI Standards: General Disclosures 2021, 2-7 Employees)			
11	Number of female directors (Person)	2	-
Topic: Board Average Tenure			
(GRI Standards: General Disclosures 2021, 2-9 Governance Structure And Composition)			
12	Average tenure of board member (year)	3.04	-
Topic: Board Effectiveness			
13	Average board meeting attendance (%)	100.00	-
14	Number of non-executive/independent directors with 4 or less other mandates (person)	14.00	-
Topic: Board Industry Experience			
(GRI Standards: General Disclosures 2021, 2-9 Governance Structure And Composition)			
15	Number of independent or non-executive members with industry experience (person)	12.00	-

No.	Indicator	2025 (by EGCO Equity)	Target
Topic: Government Ownership			
(GRI Standards: Economic Performance 2016, 201-4 Financial Assistance Received From Government)			
16	Government ownership (%)	25.41	-
Topic: Corporate Governance Report (CGR) Scorecard			
17	Corporate governance report of Thai-listed companies (cgr) scorecard (%)	105.00	-
Criteria: Business Ethics			
Topic: Codes Of Conduct Coverage			
(GRI Standards: Anti-corruption 2016, 205-2 Communication And Training About Anti-corruption Policies And Procedures)			
18	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)			
19	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)			
20	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)			
21	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	-
	• Human Rights including Discrimination (Case)	0	-
	• Sexual Harassment (Case)	0	-
	• Non-sexual Harassment (Case)	0	-

No.	Indicator	2025 (by EGCO Equity)	Target
	• Health and Safety (Case)	0	-
	• Other (Case)	0	-
Topic: Codes Of Conduct Consequences Of Breaches			
(GRI Standards: Anti-corruption 2016, 205-3 Confirmed Incidents Of Corruption And Actions Taken)			
22	Consequences of breaches		
	• Verbal warnings (Case)	0	-
	• Written warnings (Case)	0	-
	• Contract terminations (Case)	0	-
	• Pending investigations (Case)	0	-
	• Convictions (case)	0	-
	• Other (Case)	0	-
	• Amount of fines related to corruption and bribery cases (THB)	0	-
Topic: Communication & Training On Anti-corruption			
(GRI Standards: Anti-corruption 2016, 205-2 Communication And Training About Anti-corruption Policies And Procedures)			
23	Governance body members that the organization's anti-corruption policies and procedures have been communicated to (person)	15	-
24	Governance body members that the organization's anti-corruption policies and procedures have been communicated to (%)	100	-
25	Governance body members that have received training on anti-corruption (person)	7	-
26	Governance body members that have received training on anti-corruption (%)	46.67	-
27	Business partner that anti-corruption policies and procedures have been communicated to (%)	100	-
28	Employees that anti-corruption policies and procedures have been communicated to (person)	900	-
29	Employees that anti-corruption policies and procedures have been communicated to (%)	100	-
30	Employees that have received training on anti-corruption (person)	271	-
31	Employees that have received training on anti-corruption (%)	30.11	-
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)			
32	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes (case)	0	-

Economic

No.	Indicator	Dashboard 2025	Target
Criteria: Economic Performance			
Topic: Economic Value Generated And Distributed			
(GRI Standards: Economic Performance 2016, 201-1 Direct Economic Value Generated And Distributed)			
1	Reported revenues (THB)	42,847,851,167	-
2	Operating expense (THB)	(30,592,143,048)	-
3	Operating costs (excluding employee remunerations) (THB)	(27,271,155,323)	-
4	Total employee related expenses (salaries+benefits) (THB)	(2,472,559,745)	-
5	Dividends paid to shareholders (THB)	(3,421,884,000)	-
6	Return on equity (ROE) (%)	4.62	-
7	Investment and financial expenses for lenders (THB)	(5,091,488,000)	-
8	Tax paid to government and local authorities (THB)	(2,197,324,860)	-
9	Payment for the power development fund (THB)	(81,763,000)	-
Topic: Sustainable Revenues			
10	Revenue from electricity generation from renewable energy (THB)	5,331,291,388	-
11	Revenue from electricity generation from renewable energy (%)	12.44	-
Criteria: Policy Influence			
Topic: Contributions & Other Spending			
(GRI Standards: Public Policy 2016, 415-1 Political Contributions)			
12	Total contribution and other spending (THB)	3,971,994	-
13	• Contributions in lobbying, interest representation or similar (THB)	0	-
14	• Contributions in local, regional or national political campaigns / organizations / candidate (THB)	0	-
15	• Contributions in trade association or tax exempt groups (THB)	3,971,994	-
16	• Contributions in other (e.g. Spending related to ballots measures or referendums) (THB)	0	-
17	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 associations:			
18	• Electricity Supply Industry Association Of Thailand (TESIA) (THB)	200,000	-
19	• Petroleum Institute Of Thailand (THB)	110,000	-

No.	Indicator	Dashboard 2025	Target
20	• Association Of Private Power Producers (APPP) (THB)	40,000	-
21	• Power Producer Industry Club (THB)	40,000	-
22	• International Council On Large Electric System (CIGRE) (THB)	22,518	-
23	• Thai Chamber Of Commerce (THB)	22,454	-
24	• Federation Of Thai Industries (FTI) (THB)	2,400	-
25	• Federation Of Thai Industries, (FTI) Rayong And Ratchaburi (THB)	2,000	-
26	• Thai Listed Companies Associations (THB)	25,000	-
27	• Thailand Environment Institutes & Energy Conservation Center (THB)	250,000	-
28	• Global Compact Network Association Of Thailand (UNGC) (THB)	525,000	-
29	• Industrial Estate Authority of Thailand (THB)	2,729,621	-
30	Promotion of technology and innovations regarding electricity generation and new energy (THB)	3,321,475	-
31	Promotion and participation in net zero network (THB)	250,000	-
Topic: Privacy Protection			
32	Number of information security breaches or other cybersecurity incidents (number)	0	-
33	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)			
34	Number of complaints received from outside parties and substantiated by organization (number)*	0	-
35	Number of complaints from regulatory bodies (number)*	0	-
36	Number of information security breaches involving customers' personally identifiable information (number)	0	-
37	Number of clients, customer affected by company's data breach (number)	0	-
38	Number of employee affected by company's data breach (number)	0	-
Topic: Customer Information Requests From Government			
39	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)			
40	Number of incidents of non-compliance with physical and/or cybersecurity standards or regulations (number)	0	-

No.	Indicator	Dashboard 2025	Target
Criteria: Supply Chain Management			
Topic: Critical Supplier Identification			
(GRI Standards: General Disclosures 2021, 2-6 Activities, Value Chain And Other Business Relationships)			
41	Active tier 1 suppliers (number)	1,173	-
42	Critical/significant tier 1 suppliers (number)	36	-
43	Share of total procurement spent on critical/significant tier 1 suppliers (% of total procurement spent)	95.00	-
44	Critical/significant non-tier 1 suppliers (number)	1	-
45	Total critical/significant tier 1 and non-tier 1 suppliers (number)	37	-
Topic: Supplier Risk Management Measures			
(GRI Standards: General Disclosures 2021, 2-6 Activities, Value Chain And Other Business Relationships)			
(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)			
(GRI Standards: Supplier Social Assessment 2016, 414-2 Negative Social Impacts In The Supply Chain And Actions Taken)			
(GRI Standards: Supplier Environmental Assessment 2016, 308-2 Negative Environmental Impacts In The Supply Chain And Actions Taken)			
Assessment			
46	Percentage of new suppliers that were screened using social and environmental criteria (%)	100.00	100.00
47	Number of critical/significant suppliers assessed via desk assessments/ on-site assessments (number) (environmental, social, and governance impacts)	37	-
48	Percentage of critical/ significant suppliers assessed via desk assessments/ on-site assessments (%) (environmental, social, and governance impacts)	100.00	100.00
49	Number of suppliers assessed with substantial actual/ potential negative impacts (number)	37	-
Corrective Actions			
50	Percentage of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan (%) (environmental, social, and governance impacts)	100.00	-
51	Number of suppliers with substantial actual/potential negative impacts that were terminated (number) (environmental, social, and governance impacts)	0	-
52	Percentage of suppliers with substantial actual/potential negative impacts that were terminated (%) (environmental, social, and governance impacts)	0.00	-
53	Number of suppliers assessed with substantial actual/potential negative impacts supported in corrective action plan implementation (number)	37	-
54	Percentage of suppliers assessed with substantial actual/potential negative impacts supported in corrective action plan implementation (%)	100.00	100.00
Capacity Building			
55	Total number of suppliers in capacity building programs (number)	37	-

No.	Indicator	Dashboard 2025	Target
56	Percentage of critical/significant suppliers in capacity building programs (%)	100.00	100.00
Topic: Supplier Management KPI			
57	Percentage of total spend on critical/significant suppliers in tier-1 (%)	100	100.00
58	Meetings with suppliers (Times)	100	100.00
59	Critical suppliers acknowledge and consent to follow EGCO Group's Supplier Code of Conduct (%)	0	0
60	Critical suppliers completed self-assessment (%)	0	0.00

Economic Remarks:

No. 1-9 Financial audited data.

Environment ⁽¹⁾

No.	Indicator	Dashboard 2025	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)	61,718,673.62	-
2	• Coal (GJ)	90,071,910.61	-
3	• Natural Gas (GJ)	131,653,060.16	-
4	• Others: Diesel, Gasoline (GJ)	462,254.20	-
5	Non-renewable electricity purchased[†] (B) (MWh)	32,853.78	-
6	Steam / heating / cooling and other energy (non-renewable) purchased[†] (C) (MWh)	0.00	-
7	Total non-renewable energy (electricity, heating & cooling) sold (E) (MWh)	28,013,345.45	-
8	• Electricity (GJ)	94,690,455.23	-
9	• Steam (GJ)	6,157,588.39	-
10	• Heat (GJ)	0.00	-
11	Total renewable energy (electricity, heating & cooling) sold[†] (MWh)	4,231,773.65	-
12	• Electricity (GJ)	15,234,385.13	-
13	• Steam (GJ)	0.00	-
14	• Heat (GJ)	0.00	-
15	Total non renewable energy consumption (A+B+C-E)[†] (MWh)	33,738,181.95	-
16	Total renewable energy consumption (MWh)	3,470.01	-
17	• Biomass (GJ)	1,758,508.50	-
18	Total Energy Consumption (GJ)	121,457,455.03	-
(GRI Standards: Energy 2016, 302-3 Energy Intensity)			
19	Energy Intensity (GJ/MWh)	3.23	-
Topic: Water Withdrawal			
(GRI Standards: Water and Effluents 2018, 303-3 Water Withdrawal)			
20	Withdrawal: Third-party water (Municipal water supplies or other water utilities)[†] (Million cubic meters)	7.39	-
21	• Freshwater (≤1,000 mg/L TDS) (Million cubic meters)	7.30	-
22	• Other water (>1,000 mg/L TDS) (Million cubic meters)	0.09	-

No.	Indicator	Dashboard 2025	Target
23	Withdrawal: Fresh Surface water (rivers, lakes, etc.) excluding seawater* (Million cubic meters)	7,216.82	-
24	• Freshwater ($\leq 1,000$ mg/L TDS) (Million cubic meters)	6,773.13	-
25	• Other water ($> 1,000$ mg/L TDS) (Million cubic meters)	443.69	-
26	Withdrawal: Fresh Groundwater* (Million cubic meters)	0.05	-
27	• Freshwater ($\leq 1,000$ mg/L TDS) (Million cubic meters)	0.05	-
28	• Other water ($> 1,000$ mg/L TDS) (Million cubic meters)	0.00	-
29	Withdrawal: Seawater (Million cubic meters)	1,798.48	-
30	• Freshwater ($\leq 1,000$ mg/L TDS) (Million cubic meters)	0.00	-
31	• Other water ($> 1,000$ mg/L TDS) (Million cubic meters)	1,798.48	-
32	Withdrawal: Produced water (Million cubic meters)	0.00	-
33	• Freshwater ($\leq 1,000$ mg/L TDS) (Million cubic meters)	0.00	-
34	• Other water ($> 1,000$ mg/L TDS) (Million cubic meters)	0.00	-
35	Total water withdrawal from all areas (Million cubic meters)	9,022.74	-
36	Water withdrawal (excluding saltwater) (Million cubic meters)	7,224.26	-
37	Total water withdrawal from water stress areas (Million cubic meters)	1,399.92	-
38	• Freshwater ($\leq 1,000$ mg/L TDS) (Million cubic meters)	447.07	-
39	• Other water ($> 1,000$ mg/L TDS) (Million cubic meters)	952.85	-
40	Recycled water (Million cubic meters)	1.70	-
Topic: Water Discharge			
(GRI Standards: Water and Effluents 2018, 303-4 Water discharge)			
41	Discharge: Surface water (Million cubic meters)	4,133.90	-
42	Discharge: Groundwater (Million cubic meters)	0.00	-
43	Discharge: Seawater (Million cubic meters)	2,242.47	-
44	Discharge: Third - party water (Million cubic meters)	0.69	-
45	Discharge by water type: • Fresh water ($\leq 1,000$ mg/L TDS) (Million cubic meters)	4,133.90	-
46	Discharge by water type: • Other water ($> 1,000$ mg/L TDS) (Million cubic meters)	2,243.13	-
47	Total water discharge to all areas (Million cubic meters)	6,377.06	-
48	Total water discharge to all areas with water stress (Million cubic meters)	1,397.09	-
49	Water discharge (excluding saltwater) (Million cubic meters)	4,134.59	-
50	Total water discharge to water stress areas (Million cubic meters)	1,397.09	-
51	• Freshwater ($\leq 1,000$ mg/L TDS) (Million cubic meters)	0.57	-
52	• Other water ($> 1,000$ mg/L TDS) (Million cubic meters)	1,396.52	-

No.	Indicator	Dashboard 2025	Target
Topic: Water Consumption			
(GRI Standards: Water and Effluents 2018, 303-5 Water Consumption)			
53	Water withdrawal (excluding saltwater) (Million cubic meters)	7,224.26	-
54	Total water consumption (Including seawater) (Million cubic meters)	11.72	-
55	Total net fresh water consumption (A-B) (Million cubic meters))	3,089.67	-
56	Total net fresh water consumption intensity (m3/MWh))	92.49	-
57	Total net freshwater consumption in water-stressed areas (Total water withdrawals • Total water discharges) (Million cubic meters)	446.51	-
Topic: Direct Greenhouse Gas Emissions (Scope 1)			
(GRI Standards: Emissions 2016, 305-1 Direct (Scope 1) GHG emissions)			
58	Total direct GHG emissions (scope 1) (Metric tonnes CO ₂ equivalent)	5,298,874	-
(GRI Standards: Emissions 2016, 305-4 GHG Emissions intensity)			
59	Direct GHG emissions (scope 1) intensity (Ton CO ₂ eq/Mwh)	0.16	-
Topic: Indirect Greenhouse Gas Emissions (Scope 2)			
(GRI Standards: Emissions 2016, 305-2 Energy indirect (Scope 2) GHG emissions)			
60	Total indirect GHG emissions (scope 2) (Metric tonnes CO ₂ equivalent)	9,630.40	-
61	Location-based (Metric tonnes CO ₂ equivalent)	9,630.40	-
62	Market-based (Metric tonnes CO ₂ equivalent)	9,630.40	-
(GRI Standards: Emissions 2016, 305-4 GHG Emissions intensity)			
63	Direct GHG emissions (scope 2) intensity (Ton CO ₂ eq/Mwh)	0.0003	-
Topic: Greenhouse Gas Emissions (Scope 3)			
(GRI Standards: Emissions 2016, 305-3 Other Indirect (Scope 3) GHG emissions)			
64	Total scope 3 GHG Emissions (Metric tonnes CO ₂ equivalent)	11,361,726.36	-
65	• Scope 3 Category 1: Purchased goods and Services (Metric tonnes CO ₂ equivalent)	19,917.32	-
66	• Scope 3 Category 2: Capital Goods (Metric tonnes CO ₂ equivalent)	2,983.59	-
67	• Scope 3 Category 3: Fuel-and-energy-related- activities (not included in Scope 1 or 2) (Metric tonnes CO ₂ equivalent)	832,610.01	-
68	• Scope 3 Category 4: Upstream transportation and distribution (Metric tonnes CO ₂ equivalent)	19,900.41	-
69	• Scope 3 Category 5: Waste generated in operations (Metric tonnes CO ₂ equivalent)	589.32	-
70	• Scope 3 Category 6: Business travel (Metric tonnes CO ₂ equivalent)	1,515.05	-
71	• Scope 3 Category 7: Employee commuting (Metric tonnes CO ₂ equivalent)	834.30	-
72	• Scope 3 Category 8: Upstream leased assets (Metric tonnes CO ₂ equivalent)	0.00	-

No.	Indicator	Dashboard 2025	Target
73	• Scope 3 Category 9: Downstream transportation and distribution (Metric tonnes CO ₂ equivalent)	N/A	-
74	• Scope 3 Category 10: Processing of sold products (Metric tonnes CO ₂ equivalent)	N/A	-
75	• Scope 3 Category 11: Use of sold products (Metric tonnes CO ₂ equivalent)	N/A	-
76	• Scope 3 Category 12: End of life treatment of sold products (Metric tonnes CO ₂ equivalent)	N/A	-
77	• Scope 3 Category 13: Downstream leased assets (Metric tonnes CO ₂ equivalent)	0.00	-
78	• Scope 3 Category 14: Franchises (Metric tonnes CO ₂ equivalent)	N/A	-
79	• Scope 3 Category 15: Investments (Metric tonnes CO ₂ equivalent)	10,483,377.37	-
Topic: Greenhouse Gas Emissions Reduction			
(GRI Standards: Emissions 2016, 305-5 Reduction of GHG emissions)			
80	GHG emissions reduced (Metric tonnes CO ₂ equivalent)	2,250,116.85	-
(GRI Standards: Emissions 2016, 305-6 Emissions of ozone-depleting substances (ODS))			
81	Emissions of ozone-depleting substances (ODS) (Ton CO ₂ eq)	170.03	-
Topic: NOx Emissions			
(GRI Standards: Emissions 2016, 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions)			
82	NOx emissions* (Metric tonnes)	13,493	-
83	NOx emissions intensity (Metric tonnes/Mwh)	0.0004	-
Topic: SOx Emissions			
(GRI Standards: Emissions 2016, 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions)			
84	SOx emissions* (Metric tonnes)	15,712.09	-
85	SOx emissions intensity (Metric tonnes/Mwh)	0.0005	-
Topic: Direct Mercury Emissions			
(GRI Standards: Emissions 2016, 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions)			
86	Direct mercury emissions (Metric tonnes)	0.0390	-
Topic: Dust Emissions			
(GRI Standards: Emissions 2016, 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions)			
87	Dust emissions (Metric tonnes)	820	-
88	Dust emissions intensity (Metric tonnes/Mwh)	0.000025	-
Topic: SF6 Emissions			
(GRI Standards: Emissions 2016, 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions)			
89	SF6 emissions (Metric tonnes)	0.01	-

No.	Indicator	Dashboard 2025	Target
Topic: Non-hazardous Waste: Generation⁽³⁾			
(GRI Standards: Waste 2020, 306-3 Waste Generated)			
90	Total non-hazardous waste generated not including Ash (Metric tonnes)	3,245.48	-
91	Total non-hazardous waste onsite storage (Metric tonnes)	23.15	-
92	Total non-hazardous waste recycled/ reused (Metric tonnes)	1,442.74	-
93	Total non-hazardous waste disposed (Metric tonnes)	1,779.59	-
94	• Landfilled (Metric tonnes)	1,563.77	-
95	• Incinerated with energy recovery (Metric tonnes)	153.93	-
96	• Incinerated without energy recovery (Metric tonnes)	12.01	-
97	• Otherwise disposed as it includes sold waste (Metric tonnes)	3.15	-
98	• Unknown disposal method (Metric tonnes)	46.74	-
99	Total non-hazardous waste diversion rate (%)	49.20	-
Topic: Non-hazardous Waste (Onsite): Disposal ⁽³⁾			
(GRI Standards: Waste 2020, 306-4 Waste diverted from disposal)			
100	Total non-hazardous diverted from disposal (used/recycled/sold) (Metric tonnes)	47.43	-
101	• Reuse (Metric tonnes)	21.00	-
102	• Recycling (Metric tonnes)	25.28	-
103	• Other recovery operations (sold) (Metric tonnes)	1.15	-
(GRI Standards: Waste 2020, 306-5 Waste diverted from disposal)			
104	Total non-hazardous waste directed to disposal (landfill/incineration without heat recovery) (Metric tonnes)	106.20	-
105	• Landfilled (Metric tonnes)	100.75	-
106	• Incinerated with energy recovery (Metric tonnes)	0.00	-
107	• Incinerated without energy recovery (Metric tonnes)	5.20	-
108	• Otherwise disposed (Metric tonnes)	0.00	-
109	• Unknown disposal method (Metric tonnes)	0.25	-
Topic: Non-hazardous Waste (Offsite): Disposal ⁽³⁾			
(GRI Standards: Waste 2020, 306-4 Waste diverted from disposal)			
110	Total non-hazardous diverted from disposal (used/recycled/sold) (Metric tonnes)	1,395.31	-
111	• Reuse (Metric tonnes)	0.00	-
112	• Recycling (Metric tonnes)	598.45	-
113	• Other recovery operations (Metric tonnes)	796.86	-
114	• Unknown disposal method (Metric tonnes)	0.00	-

No.	Indicator	Dashboard 2025	Target
(GRI Standards: Waste 2020, 306-5 Waste directed to disposal)			
115	Total non-hazardous waste directed to disposal (landfill/incineration without heat recovery) (Metric tonnes)	1,673.39	-
116	• Landfilled (Metric tonnes)	1,463.02	-
117	• Incinerated with energy recovery (Metric tonnes)	153.93	-
118	• Incinerated without energy recovery (Metric tonnes)	6.81	-
119	• Otherwise disposed (Organic sewage) (Metric tonnes)	3.15	-
120	• Unknown disposal method (Metric tonnes)	46.49	-
Topic: Hazardous Waste: Generation ⁽³⁾			
(GRI Standards: Waste 2020, 306-3 Waste generated)			
121	Total hazardous waste generated* (Metric tonnes)	525.77	-
122	Total hazardous waste onsite storage (Metric tonnes)	85.59	-
123	Total hazardous waste recycled/reused (Metric tonnes)	190.45	-
124	Total hazardous waste disposed (Metric tonnes)	249.74	-
125	• Landfilled (Metric tonnes)	158.78	-
126	• Incinerated with energy recovery (Metric tonnes)	32.66	-
127	• Incinerated without energy recovery (Metric tonnes)	56.65	-
128	• Otherwise disposed (Deep Well Injection) (Metric tonnes)	1.64	-
129	• Unknown disposal method (Metric tonnes)	0.00	-
130	Total hazardous waste diversion rate (%)	42.44	-
Topic: Hazardous Waste (Onsite): Disposal			
(GRI Standards: Waste 2020, 306-4 Waste Diverted from Disposal)			
131	Total hazardous diverted from disposal (used/recycled/sold) (Metric tonnes)	0.00	-
132	• Reuse (Metric tonnes)	0.00	-
133	• Recycling (Metric tonnes)	0.00	-
134	• Other recovery operations (Metric tonnes)	0.00	-
(GRI Standards: Waste 2020, 306-5 Waste directed to disposal)			
135	Total hazardous waste directed to disposal (landfill/incineration without heat recovery) (Metric tonnes)	0.03	-
136	• Landfilled (Metric tonnes)	0.00	-
137	• Incinerated with energy recovery (Metric tonnes)	0.00	-
138	• Incinerated without energy recovery (Metric tonnes)	0.00	-
139	• Otherwise disposed (Metric tonnes)	0.03	-
140	• Unknown disposal method (Metric tonnes)	0.00	-

No.	Indicator	Dashboard 2025	Target
Topic: Hazardous Waste (Offsite): Disposal ⁽³⁾			
(GRI Standards: Waste 2020, 306-4 Waste diverted from disposal)			
141	Total hazardous diverted from disposal (used/recycled/sold) (Metric tonnes)	190.45	-
142	• Reuse (Metric tonnes)	0.02	-
143	• Recycling (Metric tonnes)	125.73	-
144	• Other recovery operations (sold) (Metric tonnes)	64.70	-
145	• Unknown disposal method (Metric tonnes)	0.00	-
(GRI Standards: Waste 2020, 306-5 Waste directed to disposal)			
146	Total hazardous waste directed to disposal (landfill/incineration without heat recovery) (Metric tonnes)	249.71	-
147	• Landfilled (Metric tonnes)	158.78	-
148	• Incinerated with energy recovery (Metric tonnes)	32.66	-
149	• Incinerated without energy recovery (Metric tonnes)	56.65	-
150	• Otherwise disposed (Deep Well Injection) (Metric tonnes)	1.61	-
151	• Unknown disposal method (Metric tonnes)	0.00	-
Topic: Ash & Gypsum Waste ⁽³⁾			
(GRI Standards: Waste 2020, 306-3 Waste generated)			
152	Total ash and gypsum waste generated (Metric tonnes)	413,044.38	-
(GRI Standards: Waste 2020, 306-4 Waste Diverted from Disposal)			
153	Total ash and gypsum waste composted, reused, recycled, or recovered (Metric tonnes)	344,452.44	-
154	Total ash and gypsum waste composted, reused, recycled, or recovered [†] (%)	83.39	-
155	• Reused (Metric tonnes)	0.00	-
156	• Donated (Metric tonnes)	43.67	-
157	• Recycling and composting (Metric tonnes)	16,834.69	-
158	• Other recovery operations including sold (Metric tonnes)	327,574.08	-
(GRI Standards: Waste 2020, 306-5 Waste directed to disposal)			
159	Total ash and gypsum waste landfilled (Metric tonnes)	64,742.93	-
Topic: Significant Spills			
(GRI Standards: Effluents and Waste 2016, 306-3 Significant spills)			
160	Number of significant spills (Number)	0.00	-
161	Total volume of significant spills (Liters)	0.00	-

No.	Indicator	Dashboard 2025	Target
Topic: Operational Eco-efficiency Reporting Coverage			
162	Data Coverage (% of Revenue)	100	-
Criteria: Environmental Policy & Management Systems			
Topic: Environmental Violations			
(GRI Standards: Compliance with laws and regulations 2021, Disclosure 2-27)			
163	Significant instances of non-compliance with laws and regulations (Case)	0	-
164	• Monetary sanctions (Case)	0	-
165	• Non-monetary sanctions (Case)	0	-
166	• Significant fines and amount of penalty paid (THB)	0	-
167	Environmental liability accrued at year end (THB)	0	-

Environment Remarks:

1. Environmental reported data cover EGCO's subsidiaries and Joint power plants which EGCO have controlling power/ operate/ joint more than 1 year
2. Environmental data based on relevant requirement of each country where power plant located.
3. Onsite Disposal means waste disposal within the own power plant facility/ operation
4. Offsite Disposal means waste disposal under the facility/ operation without direct control

GHG Reporting Methodology and Remarks:

1. Consolidation Approach : Reported based on the Operational Control Approach, covering 100% of emissions from assets under the Company's Operational Control.
2. Scope 3 Category 15 : Includes the equity share of scope 1 and scope 2 emissions from non-operated Joint Ventures (JVs)
3. GWP Reference : Calculations are based on Global Warming Potential (GWP) values from the IPCC fifth Assessment - Report (ARS), with the exception of GPL, SBPL and XPCL, which utilize the IPCC sixth - Assessment Report (ARG).

Social ⁽¹⁾

No.	Indicator	Dashboard 2025	Target
Criteria: Occupational Health & Safety			
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 (%)	100	-
2	Percentage of employees and non-employee workers covered by occupational health and management system that has been internally audited (%)	100	-
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 (%)	100	-
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	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	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	0
Topic: High-consequence Work-related injuries			
(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	-
Topic: Recordable Work-related injury			
(GRI Standards: Occupational Health and Safety 2018, 403-9 Work-related Injuries)			
12	Recordable work-related injury Employees (Case)	1	-
13	Recordable work-related injury Contractors (Case)	1	-
14	Rate of recordable work-related injury (n/million hours worked)	0.18	-
Topic: Injury Frequency Rate (IFR)			
(GRI Standards: Occupational Health and Safety 2018, 403-9 Work-related Injuries)			
15	IFR employees (n/million hours worked)	0.28	-
16	IFR contractors (n/million hours worked)	0.13	-

No.	Indicator	Dashboard 2025	Target
Topic: Injury Severity Rate (ISR)			
(GRI Standards: Occupational Health and Safety 2018, 403-9 Work-related Injuries)			
17	ISR employees (days/million hours worked)	0	-
18	ISR contractors (days/million hours worked)	0	-
Topic: Days Away/restricted or Transfer Rate (DART)			
(GRI Standards: Occupational Health and Safety 2018, 403-9 Work-related Injuries)			
19	DART employees (n/200,000 hours worked)	0	-
20	DART contractors (n/200,000 hours worked)	0	-
Topic: Lost Workday Rate (LWR)			
(GRI Standards: Occupational Health and Safety 2018, 403-9 Work-related Injuries)			
21	LWR employees (n/200,000 hours worked)	0	-
22	LWR contractors (n/200,000 hours worked)	0	-
Topic: Occupational Health & Safety Reporting Coverage			
23	Data coverage (% of MWh)	100	-
24	Denominator (MWh)	9,867,337	-
Topic: Verification of Occupational Health & Safety Programs			
25	Percentage of Power plants certified with OHSAS 18001/ ISO 45001 (%)	68.76	-
Criteria: Corporate Citizenship & Philanthropy			
Topic: Philanthropic Contributions			
(GRI Standards: Economic Performance 2016, 201-1 Direct Economic Value Generated and Distributed)			
26	Cash contributions (THB)	306,536,470	-
27	Time: employee volunteering during paid hours (THB)	8,013,944	-
28	In-kind giving: products or services donations, projects/ partnership or similar (THB)	3,191,183	-
29	Management overheads (THB)	25,616,870	-
Topic: Type of Philanthropic Activities			
(GRI Standards: Economic Performance 2016, 201-1 Direct Economic Value Generated and Distributed)			
30	Charitable donations (%)	7.68	-
31	Community investments (%)	65.06	-
32	Commercial initiatives (%)	27.25	-
Criteria: Human Rights			
Topic: Security Practices			
(GRI Standards: Security Practices 2016, 410-1 Security Personnel Trained in Human Rights Policies or Procedures)			
33	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	100.00

No.	Indicator	Dashboard 2025	Target
Topic: Rights of Indigenous Peoples			
(GRI Standards: Rights of Indigenous Peoples 2016, 411-1 Incidents of Violations Involving Rights of Indigenous Peoples)			
34	Incidents of violations involving rights of indigenous peoples (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)			
35	Percentage of operations with implemented local community engagement (%)	100	100.00
Topic: Local Communities			
36	Hours of employee participation in company level activities for society (hours)	3,359	-
37	Hours of employee participation in local community development activities around the power plant areas (hours)	7,715	-
Topic: Socioeconomic Compliance			
(GRI Standards: Compliance with Laws and Regulations 2021, Disclosure 2-27)			
38	Significant instances of non-compliance with laws and regulations in the social and economic area (case)	0	-
39	• Monetary sanctions (case)	0	-
40	• Non-monetary sanctions (case)	0	-
41	Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area (total monetary value of significant fines) (THB)	0	-
42	Number of grievances from the local communities around power plants (number)	0	0
Criteria: Customer Relationship Management			
Topic: Customer Satisfaction Measurement			
(GRI Standards: G4-PR5 Customer Satisfaction Survey Results Reported for Organization)			
43	Satisfied customers (% of satisfied customers out of total numbers of customers responding to survey)	97.66	95.00
44	Data coverage (% of revenue)	100	-
Criteria: Privacy Protection & Cybersecurity			
Topic: Customer Privacy Information			
45	Percentage of user's customer data is used for secondary (internal/commercial) purpose (%)	0.00	-
46	Percentage of customers had opt-in option in their standard contract (%)	100	-

Social Remarks:

The scope of reporting for Safety is EGCO subsidiaries with operational control.

No. 5- 25 Since 2024, performance data for Roi-Et Green CO., Ltd. (Roi-Et Green) and Boco Rock Wind Farm (BRWF) have been excluded due to the termination of their operations in 2024.

Human Resource

No.	Indicator	Dashboard 2025	Target
Criteria: Total Employees			
Topic: Total Employees By Gender And Nationality			
(GRI Standards: General Disclosures 2021, 2-7 Employees)⁽¹⁰⁾			
Total employees (Person)		1,250	-
1	Thai (Person)	897	-
	• Male (Person)	632	-
	• Female (Person)	265	-
2	Filipino (Person)	350	-
	• Male (Person)	283	-
	• Female (Person)	67	-
3	American (Person)	3	-
	• Male (Person)	3	-
	• Female (Person)	0	-
Permanent employees (Person)		1,235	-
4	Thai (Person)	896	-
	• Male (Person)	632	-
	• Female (Person)	264	-
5	Filipino (Person)	336	-
	• Male (Person)	274	-
	• Female (Person)	62	-
6	American (Person)	3	-
	• Male (Person)	3	-
	• Female (Person)	0	-
Temporary employees (Person)		1	-
7	Thai (Person)	1	-
	• Male (Person)	0	-
	• Female (Person)	1	-
8	Filipino (Person)	0	-
	• Male (Person)	0	-
	• Female (Person)	0	-

No.	Indicator	Dashboard 2025	Target
9	American (Person)	0	-
	• Male (Person)	0	-
	• Female (Person)	0	-
Non-guaranteed hours employees (Person)		0	-
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)		1,236	-
13	Thai (Person)	897	-
	• Male (Person)	632	-
	• Female (Person)	265	-
14	Filipino (Person)	336	-
	• Male (Person)	274	-
	• Female (Person)	62	-
15	American (Person)	3	-
	• Male (Person)	3	-
	• Female (Person)	0	-
Part-time employees (Person)		0	-
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	Dashboard 2025	Target
Topic: Workers Who Are Not Employees			
(GRI Standards: General Disclosures 2021, 2-8 Workers Who Are Not Employees)			
19	Outsourced Workers (Person)	304	-
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)	22	-
	• Male (Person)	15	-
	• Female (Person)	7	-
	• Male (%)	68.18	-
	• Female (%)	31.82	-
21	Middle Management (Person)	74	-
	• Male (Person)	45	-
	• Female (Person)	29	-
	• Male (%)	60.81	-
	• Female (%)	39.19	-
22	First-level Management (Person)	177	-
	• Male (Person)	107	-
	• Female (Person)	70	-
	• Male (%)	60.45	-
	• Female (%)	39.55	-
23	Employee (Non-management level)	962	-
	• Male (Person)	741	-
	• Female (Person)	221	-
	• Male (%)	77.03	-
	• Female (%)	22.97	-
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	194	-
	• % of FTEs	15.56	-
25	Share of employee age between 30-50 years		
	• Person	720	-
	• % of FTEs	57.74	-

No.	Indicator	Dashboard 2025	Target
26	Share of employee age >50 years		
	• Person	331	-
	• % of FTEs	26.54	-
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)	26.56	-
28	Share of women in all management position (junior, middle, and senior management) (% of total management workforce)	38.83	-
29	Share of women in junior management positions i.e. first level of management (% of total management junior management positions)	39.55	-
30	Share of women in top management positions, i.e. maximum two levels away from CEO (% of total top management positions)	31.82	-
31	Share of women in management positions in revenue-generating functions (excluding support function) (% of all such managers)	21.54	-
32	Share of women in STEM-related positions (% of total STEM positions)	48.99	-
Topic: Workforce Ethnicity			
(GRI Standards: Diversity and Equal Opportunity 2016, 405-1 Diversity of Governance Bodies and Employees)			
33	Share of employee workforces: Nationality (Thai)		
	• Person	897	-
	• % of total workforce	71.76	-
34	Share of employee workforces: Nationality (Filipino)		
	• Person	290	-
	• % of total workforce	23.20	-
35	Share of employee workforces: Nationality (American)		
	• Person	3	-
	• % of total workforce	0.24	-
36	Share of employee workforces: nationality (others)		
	• Person	0	-
	• % of total management workforce	0.00	-
37	Share of all management employees: Nationality (Thai)		
	• Person	193	-
	• % of total management workforce	15.44	-
38	Share of all management employees: Nationality (Filipino)		
	• Person	77	-
	• % of total management workforce	6.16	-

No.	Indicator	Dashboard 2025	Target
39	Share of all management employees: Nationality (American)		
	• Person	3	-
	• % of total management workforce	0.24	-
40	Share of all management employees: nationality (others)		
	• Person	0	-
	• % of total management workforce	0.00	-
Topic: Workforce Breakdown By Other Minorities			
(GRI Standards: Diversity And Equal Opportunity 2016, 405-1 Diversity Of Governance Bodies And Employees)			
41	Share of employee with disability (% of FTE)	0.00	-
42	Share of employee on other minority: parental status (% of FTE at EGCO)	0.36	-
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)			
43	Level 9-13 average pay		
	• Average male salary (THB)	21,323,335.00	-
	• Average female salary (THB)	6,859,062.00	-
44	Level 9-13 salary + other cash incentives		
	• Average male salary + other cash incentives (THB)	31,575,759.67	-
	• Average female salary + other cash incentives (THB)	10,901,543.62	-
45	Level 7-8 average pay		
	• Average male salary (THB)	2,277,550.34	-
	• Average female salary (THB)	4,519,933.36	-
46	Level 7-8 salary + other cash incentives		
	• Average male salary + other cash incentives (THB)	3,697,254.38	-
	• Average female salary + other cash incentives (THB)	4,519,933.36	-
47	Level 1-6 average pay		
	• Average male salary (THB)	1,064,302.74	-
	• Average female salary (THB)	965,266.65	-
Criteria: Management Pay Indicators			
Topic: Management Compensation			
48	Executive(s) annual salary (THB)	85,641,000	-
49	Share of employee workforces: Language (Thai Isan)	28,407,418	-
50	Share of employee workforces: Language (Thai Pak Dai)	8,059,294	-

No.	Indicator	Dashboard 2025	Target
Topic: Management Ownership			
51	Chief executive officer owning company shares (multiple of base salary)	0	-
52	Average across other executive committee members owning company shares (multiple of base salary)	0	-
Topic: Annual Total Compensation Ratio			
(GRI Standards: General Disclosures 2021, 2-21 Annual Total Compensation Ratio)			
53	Ratio of the annual total compensation for the CEO to the mean annual total compensation for all employees (excluding the highest-paid individual)	4.83	-
Topic: Mean Employee Compensation			
54	Mean annual compensation of all employees, except the chief executive officer	1,863,692.94	-
Criteria: New Employee Hiring			
Topic: New Employee Hires			
(GRI Standards: Employment 2016, 401-1 New Employee Hires And Employee Turnover)			
55	Total new employee hires (person)	77	-
	• Male (person)	56	-
	• Female (person)	21	-
56	Total new employee hire rate (%)	6.16	-
	• Male (%)	4.48	-
	• Female (%)	1.68	-
Topic: New Employee Hires By Age			
(GRI Standards: Employment 2016, 401-1 New Employee Hires And Employee Turnover)			
57	<30 Years (person)	50	-
58	30 - 50 Years (person)	24	-
59	>50 Years (person)	3	-
Topic: New Employee Hires By Nationality			
(GRI Standards: Employment 2016, 401-1 New Employee Hires And Employee Turnover)			
60	Thai	46	-
	• Male (person)	34	-
	• Female (person)	12	-
61	Filipino	31	-
	• Male (person)	22	-
	• Female (person)	9	-
62	American	0	-
	• Male (person)	0	-
	• Female (person)	0	-

No.	Indicator	Dashboard 2025	Target
Topic: New Employees Hires By Employee Level			
(GRI Standards: Employment 2016, 401-1 New Employee Hires And Employee Turnover)			
63	Executives	1	-
	• Male (person)	1	-
	• Female (person)	0	-
64	Middle management	0	-
	• Male (person)	0	-
	• Female (person)	0	-
65	First-level management	0	-
	• Male (person)	0	-
	• Female (person)	0	-
66	Employee (non-management level)	76	-
	• Male (person)	55	-
	• Female (person)	21	-
Topic: New Employees Hires By Other Minorities			
(GRI Standards: Employment 2016, 401-1 New Employee Hires And Employee Turnover)			
67	Employees with disability	1	-
	• Male (person)	1	-
	• Female (person)	0	-
Topic: Average Hiring Cost			
68	Average hiring cost/FTE (THB/FTE)	46,899	-
Criteria: Internal Hiring (open Positions Filled By Internal Candidates)			
Topic: Internal Hires			
69	Percentage of open positions filled by internal candidates (% of open positions)	36.08	-
Topic: Internal Hires By Age			
70	<30 Years (person)	6	-
71	30 - 50 Years (person)	39	-
72	>50 Years (person)	11	-
Topic: Internal Hires By Nationality			
73	Thai	47	-
	• Male (Person)	28	-
	• Female (Person)	19	-

No.	Indicator	Dashboard 2025	Target
74	Filipino	9	-
	• Male (Person)	8	-
	• Female (Person)	1	-
75	American	0	-
	• Male (Person)	0	-
	• Female (Person)	0	-
Topic: Internal Hires By Employee Level			
76	Executives	5	-
	• Male (Person)	2	-
	• Female (Person)	3	-
77	Middle Management	10	-
	• Male (Person)	7	-
	• Female (Person)	3	-
78	First-level Management	19	-
	• Male (Person)	10	-
	• Female (Person)	9	-
79	Employee (Non-management level)	22	-
	• Male (Person)	17	-
	• Female (Person)	5	-
Topic: Internal Hires By Other Minorities			
80	Employees with disability	0	-
	• 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)			
	Total employee turnover	60	-
81	• Male (Person)	48	-
	• Female (Person)	12	-
82	Total employee turnover rate (%)	4.80	-
	Voluntary employee turnover (person)	28	-
83	- Male (person)	22	-
	- Female (person)	6	-
84	Voluntary employee turnover rate (%)	2.24	-

No.	Indicator	Dashboard 2025	Target
Topic: Employee Turnover By Age			
(GRI Standards: Employment 2016, 401-1 New Employee Hires And Employee Turnover)			
85	<30 years (Person)	18	-
86	30 - 50 years (Person)	15	-
87	>50 years (Person)	15	-
Topic: Employee Turnover By Nationality			
(GRI Standards: Employment 2016, 401-1 New Employee Hires And Employee Turnover)			
88	Thai	27	-
	• Male (Person)	21	-
	• Female (Person)	6	-
89	Filipino	21	-
	• Male (Person)	20	-
	• Female (Person)	1	-
90	American	0	-
	• Male (Person)	0	-
	• Female (Person)	0	-
Topic: Employee Turnover By Employee Level			
(GRI Standards: Employment 2016, 401-1 New Employee Hires And Employee Turnover)			
91	Executives	0	-
	• Male (Person)	0	-
	• Female (Person)	0	-
92	Middle Management	0	-
	• Male (Person)	0	-
	• Female (Person)	0	-
93	First-level Management	3	-
	• Male (Person)	3	-
	• Female (Person)	0	-
94	Employee (Non-management level)	45	-
	• Male (Person)	38	-
	• Female (Person)	7	-

No.	Indicator	Dashboard 2025	Target
Topic: Internal Hires By Other Minorities			
(GRI Standards: Employment 2016, 401-1 New Employee Hires and Employee Turnover)			
95	Employees with disability	0	-
	• Male (Person)	0	-
	• Female (Person)	0	-
Topic: Parental Leave			
(GRI Standards: Employment 2016, 401-3 Parental Leave)			
96	Employee taken parental leave (person)	36	-
	• Male (Person)	29	-
	• Female (Person)	7	-
97	Employee returned to work aFTEr parental leave (person)	35	-
	• Male (Person)	29	-
	• Female (Person)	6	-
Criteria: Employee Engagement Only Egco/egco Plus			
98	Trend of employee engagement (% of employees with top level of engagement)	74.00	-
99	Data coverage: employees who responded to the survey	96.50	-
Topic: Employee Engagement By Age			
100	Less than 25 years (% of actively engaged employees)	2.97	-
101	25 To 34 years (% of actively engaged employees)	33.41	-
102	35 To 44 years (% of actively engaged employees)	38.71	-
103	45 - 54 Years (% of actively engaged employees)	18.73	-
104	55 Years and above (% of actively engaged employees)	6.18	-
Topic: Employee Engagement By Nationality			
105	Thai		
	• Male (% of actively engaged employees)	85.13	-
	• Female (% of actively engaged employees)	14.87	-
Topic: Employee Engagement By Employee Level			
106	Executives	0.11	-
	• Male (% of actively engaged employees)	0.23	-
	• Female (% of actively engaged employees)	-	-
107	Middle management	0.46	-
	• Male (% of actively engaged employees)	0.69	-
	• Female (% of actively engaged employees)	0.23	-

No.	Indicator	Dashboard 2025	Target
108	First-level management	2.17	-
	• Male (% of actively engaged employees)	3.43	-
	• Female (% of actively engaged employees)	0.92	-
109	Employee (non-management level)	47.25	-
	• Male (% of actively engaged employees)	80.78	-
	• Female (% of actively engaged employees)	13.73	-
Topic: Employee Engagement By Other Minorities			
110	Employees with disability	0.23	-
	• Male (Person)	0.23	-
	• Female (Person)	0	-
Criteria: Human Capital Development			
Topic: Human Capital Return On Investment			
111	Human capital return on investment: HCROI	5.96	-
111 Human capital return on investment: HCROI			
112	Average hours per FTE of training and development (hours/ person)	32	-
113	Average hours per FTE of training and development (hour/ person/ year)	32	-
	• Male (hour/ person/ year)	134	-
	• Female (hour/ person/ year)	188	-
114	Total training hours (hour)	27,840	-
	• Male (hour)	16,264	-
	• Female (hour)	11,576	-
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)			
115	Environmental, health, and safety (hour/ person/ year)	46	-
	Environmental, health, and safety (hour)	5,512	-
116	Code of conduct (hour/ person/ year)	30	-
	Code of conduct (hour)	1,446	-
117	Anti-corruption (hour/ person/ year)	2	-
	Anti-corruption (hour)	430	-
118	Information security/cybersecurity awareness training (hour/ person/ year)	486	-
	Information security/cybersecurity awareness training (hour)	2,289	-
119	Others (hour/ person/ year)	693	-
	Others (hour)	14,544	-

No.	Indicator	Dashboard 2025	Target
Topic: Employee Training And Development Hours By Age			
(GRI Standards: Training And Education 2016, 404-1 Average Hours Of Training Per Year Per Employee)			
120	<30 Years (hour/ person/ year)	22	-
121	30 - 50 Years (hour/ person/ year)	35	-
122	>50 Years (hour/ person/ year)	18	-
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)			
123	Executives (hour/ person/ year)	59	-
	• Male (hour/ person/ year)	44	-
	• Female (hour/ person/ year)	74	-
124	Executives (hour)	803	-
	• Male (hour)	354	-
	• Female (hour)	449	-
125	Middle management (hour/ person/ year)	233	-
	• Male (hour/ person/ year)	291	-
	• Female (hour/ person/ year)	175	-
126	Middle management (hour)	2,915	-
	• Male (hour)	1,456	-
	• Female (hour)	1,459	-
127	First-level management (hour/ person/ year)	442	-
	• Male (hour/ person/ year)	612	-
	• Female (hour/ person/ year)	272	-
128	First-level management (hour)	6,668	-
	• Male (hour)	3,794	-
	• Female (hour)	2,874	-
129	Employee (non-management level) (hour/ person/ year)	1,107	-
	• Male (hour/ person/ year)	1,751	-
	• Female (hour/ person/ year)	463	-
130	Employee (non-management level) (hour)	18,010	-
	• Male (hour)	10,826	-
	• Female (hour)	7,184	-

No.	Indicator	Dashboard 2025	Target
Topic: Employee Training And Development Hours By Nationality			
(GRI Standards: Training And Education 2016, 404-1 Average Hours Of Training Per Year Per Employee)			
131	Thai (hour/ person/ year)	97	-
	• Male (hour/ person/ year)	83	-
	• Female (hour/ person/ year)	67	-
132	Filipino (hour/ person/ year)	16	-
	• Male (hour/ person/ year)	21	-
	• Female (hour/ person/ year)	16	-
133	American (hour/ person/ year)	0	-
	• Male (hour/ person/ year)	1	-
	• Female (hour/ person/ year)	0	-
Topic: Employee Training And Development Spent			
134	Average amount spent per FTE on training and development (THB/ person/ year)	54,544.97	-
135	Average training cost of employees (THB/ person/ year)	327,269.81	-
	• Male (THB/ person/ year)	174,687.78	-
	• Female (THB/ person/ year)	479,851.83	-
Topic: Employee Training And Development Spent By Types/topics Of Training			
136	Environmental, health, and safety (THB/ person/ year)	133,340.51	-
137	Code of conduct (THB/ person/ year)	117.87	-
138	Anti-corruption (THB/ person/ year)	77,568.42	-
139	Information security/cybersecurity awareness training (THB/ person/ year)	107,487.23	-
140	Others (THB/ person/ year)	695,713.98	-
Topic: Employee Training And Development Spent By Age			
141	<30 Years (THB/ person/ year)	144,765.57	-
142	30 - 50 Years (THB/ person/ year)	387,784.29	-
143	>50 Years (THB/ person/ year)	556,350.16	-
Topic: Employee Training And Development Spent By Employee Level			
144	Executives (THB/ person/ year)	85,406.74	-
	• Male (THB/ person/ year)	85,247.54	-
	• Female (THB/ person/ year)	85,565.94	-
145	Middle management (THB/ person/ year)	92,237.29	-
	• Male (THB/ person/ year)	110,281.14	-
	• Female (THB/ person/ year)	74,193.44	-

No.	Indicator	Dashboard 2025	Target
146	First-level management (THB/ person/ year)	99,342.20	-
	• Male (THB/ person/ year)	111,623.77	-
	• Female (THB/ person/ year)	87,060.62	-
147	Employee (non-management level) (THB/ person/ year)	49,574.41	-
	• Male (THB/ person/ year)	32,605.02	-
	• Female (THB/ person/ year)	66,543.81	-
Topic: Employee Training And Development Spent By Nationality			
148	Thai (THB/ person/ year)	66,065.13	-
	• Male (THB/ person/ year)	54,643.22	-
	• Female (THB/ person/ year)	77,487.03	-
149	Filipino (THB/ person/ year)	NA	-
	• Male (THB/ person/ year)	NA	-
	• Female (THB/ person/ year)	NA	-
150	American (THB/ person/ year)	NA	-
	• Male (THB/ person/ year)	NA	-
	• Female (THB/ person/ year)	NA	-
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)			
151	Percentage of employees receiving regular performance and career development reviews (%)	100	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)			
152	Executives (%)	100.00	-
	• Male (%)	100.00	-
	• Female (%)	100.00	-
153	Middle management (%)	100.00	-
	• Male (%)	100.00	-
	• Female (%)	100.00	-
154	First-level management (%)	100.00	-
	• Male (%)	100.00	-
	• Female (%)	100.00	-

No.	Indicator	Dashboard 2025	Target
155	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)			
156	Number of incidents of discrimination and harassment has been received and reviewed (case)	0	-
157	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)			
158	Percentage of employees represented by an independent trade union or covered by collective bargaining agreements (%)	100.00	-
159	Employees represented by an independent trade union (person)	0	-
	• Male (person)	0	-
	• Female (person)	0	-
160	Employees represented by an independent labor union (person)	99	-
	• Male (person)	94	-
	• Female (person)	5	-
161	Employees represented by an independent welfare committee (person)	7	-
	• Male (person)	4	-
	• Female (person)	3	-
Criteria: Contribution To Employee's Provident Fund			
162	Total amount contributed to the provident fund (million THB)	64.19	-
163	Employee number of enrolment (person)	761	-
164	Percentage of employee provident fund membership (%)	92.92	-
165	Percentage of the company's contribution rate (%)	6-11	-
166	Percentage of the employees' contribution rate (%)	5-15	-
Criteria: Human Rights			
Topic: Human Rights Assessment			
167	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	7.50	-
	• % Of risk with mitigation actions taken	100.00	-

No.	Indicator	Dashboard 2025	Target
168	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	2.67	-
	• % Of risk with mitigation actions taken	100.00	-
169	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	19.05	-
	• % Of risk with mitigation actions taken	100.00	-
170	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:

The scope of reporting for Human Resources covers EGCO Group Headquarters and its subsidiaries that have been in operation for more than one year.

- Executives include president, senior executive vice president and executive vice president or the band 6 upward.
- Middle management includes the senior vice president, division manager or the band 5 upward.
- First-level management includes the vice president or the band 4 upward.
- No. 112 - 150 Employee training includes in-house training and public training.
- 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).
- 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."
- No. 68 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.
- No. 31 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.
- No. 32 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.
- No. 1-18 (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.
- No. 19 (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.
- No. 43-47 From 2024 onwards, average pay included compensation from EGCO plus and overseas.
- No. 167-169 The latest human rights risk assessment conducted in May 2025.



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