

### Employee is the title role for sustainability procedure

Organization driving to achieve the target in both short and long term will be able to proceed by policy and goal from Board of Directors, with the supporting from Committee, Chief Executive and all staff in every department. Therefore, the company determine the sustainable proceeding result is part of corporate KPIs evaluation indicator, Chief Executive Officer (CEO), Chief Executive and employees. In according with rule of Board of Directors approval, under the scrutiny of the Remuneration Committee set the target on annual plan framework in both short and long term to cover the following factors.

| <b>Scope</b> | <b>Coverage</b>   |
|--------------|---|
| Economic     | <ul style="list-style-type: none"><li>• Operating revenue</li><li>• Operating Profit</li><li>• Achievement in Project</li><li>• Increase efficiency, decrease problem, risk management Good Governance</li></ul>                                  |
| Social       | <ul style="list-style-type: none"><li>• Recognition, Satisfaction, Praise, Reward, Confidence from external stakeholders</li><li>• Development in organization and people</li></ul>   |
| Environment  | <ul style="list-style-type: none"><li>• Collaborate with stakeholders to protect, care, develop environment</li><li>• Introduce advance technology, knowledge, innovation, resource for benefit of all stakeholders with responsibility</li></ul> |

All plans and target have to get approval from the board of directors annually after screening by executive committee and executive working group from each function from EA group. This is to conduct alignment of the execution of each project with the company's vision and long-term plan, measurable, and fair to all parties.

### Representative from employee

The company set up employee welfare committee comprise of at least 7 representatives proposed by employees from every department. The role and responsibility of this committee is to coordinate, give proposal, make comment, oversight, provide alternative to employer concerning welfare and benefit for and on behalf of employees.

Most employees are in 30-39s and also the table illustrates the role of female employees in management level rising 15.4% when compared with the year earlier. According to the company's growth, business plan, and new investment projects, there are employee training programs either an individual or overall that connect with external organizations to develop employees' knowledge and potential together with providing attractive remuneration and benefits and keep high potential employees.

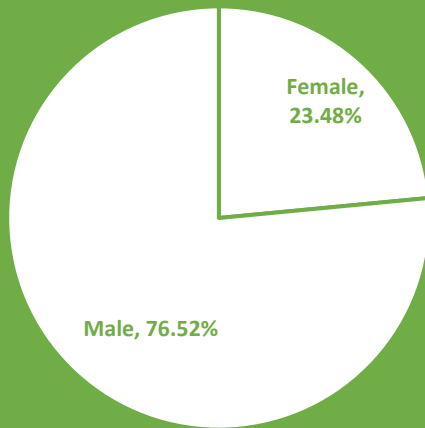
## Diversity in the Workforce

|  | <i>Unit</i>                            | <i>2019</i> | <i>2018</i> | <i>Change<br/>19-18</i> | <i>% Change<br/>19-18</i> |
|--|--|-------------|-------------|-------------------------|---------------------------|
| <i>By Gender</i>   |  |             |             |                         |                           |
| <i>Females</i>   | % of total employees                   | 24          | 24          | 0                       | 0                         |
| <i>Females in all management positions</i>   | % of total management workforce        | 30          | 26          | 4                       | 15.4                      |
| <i>Females in junior management positions</i>  | % of total junior management positions | 35          | 34          | 1                       | 2.9                       |
| <i>Females in senior management positions</i>  | % of total senior management positions | 17          | 16          | 1                       | 6.3                       |
| <i>Females in management positions in revenue-generating functions (excluding support functions)</i> | % of all such managers                 | 22          | 19          | 3                       | 15.8                      |
| <i>By Age</i>  |  |             |             |                         |                           |
| <i>Under 30</i>  | % of total employees                   | 32.5        | -           | -                       | -                         |
| <i>30 – 39</i>   | % of total employees                   | 46          | -           | -                       | -                         |
| <i>40 – 49</i>   | % of total employees                   | 16.1        | -           | -                       | -                         |
| <i>50 – 59</i>   | % of total employees                   | 5.1         | -           | -                       | -                         |
| <i>60 and Above</i>  | % of total employees                   | 0.3         | -           | -                       | -                         |

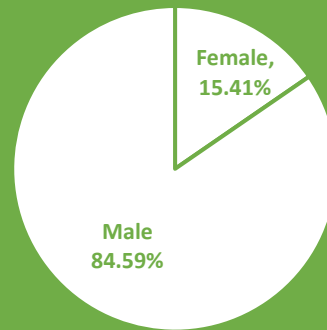
# Demographic Figures

2019

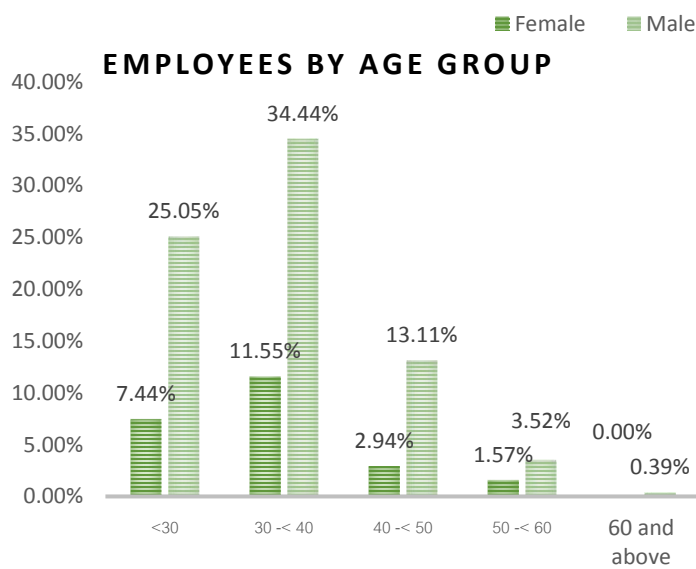
## EMPLOYEES BY GENDER



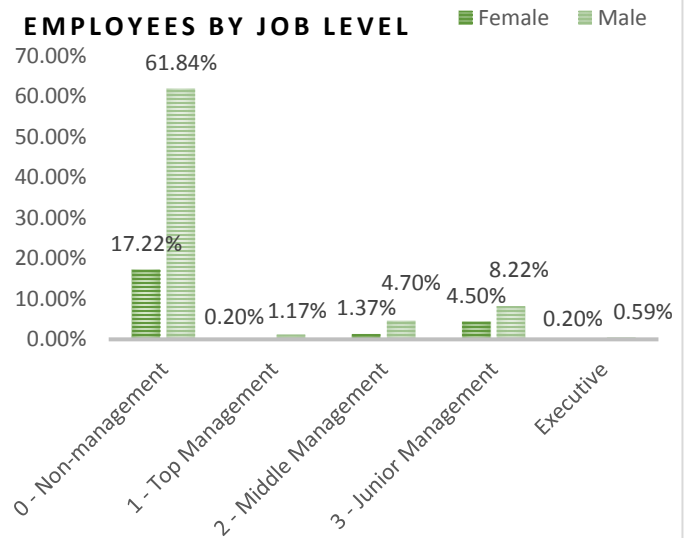
## EMPLOYEES IN REVENUE GENERATING FUNCTION BY GENDER



## EMPLOYEES BY AGE GROUP



## EMPLOYEES BY JOB LEVEL



The company targets to increase the employment rate of female employees by at least 5% annually and the long-term target is to have at least 50% of female employees by 2030.

Remark: Include only job positions in which the female gender can work safely.

# Lost Time Injury Frequency Rate Figures

