

## Social Performance

The scope of social performance report is cover EGCO and its' subsidiaries which EGCO have controlling power and operate more than 1 year.

### Key Performance Indicators

KPI	Target	Target Year
Turnover rate	Less than 6%	2017
Zero Accident	0	2017
Good relation with local community	No compliant	2017

### 2017 Human Resource Performance

Subject	Male	Female	Total	% of Female Diversity
EGCO Employees	134	137	271	50.55%
Junior Management	58	52	110	47.27%
Top Management	15	5	20	25.00%
Total Management	73	57	130	43.85%
Management Position in revenue-generating functions	32	12	44	27.27%

Remark: Only holding company not includes subsidiaries.

Subject	% Employees covered
Freedom of Association	58%

Remark: Holding company and Khanom Power Plant.