

ESG Performance Data

(GRI 2-7, 2-8, 2-23, 302-1, 302-4, 303-3, 303-4, 303-5, 305-1, 305-2, 305-3, 305-5, 306-1, 306-2, 306-3, 306-4, 306-5, 401-1, 403-9, 403-10, 404-1, 405-1)

Governance Dimension

Indicator	Unit	Performance		
		2022	2023	2024
Total revenue	THB mn	6,706	8,438	9,238
- Out-of-home		5,278	6,621	7,269
- Engagement Marketing		1,312	1,744	1,869
- Others		116	73	100
Net profit		686	911	1,050
Dividend payment		-	300	318
Income tax		209	247	307
Cash contribution for social and community development		4	18	27
Assets		15,462	16,245	16,680
Liabilities		7,255	7,295	6,718
Equity		8,206	8,950	9,963

Social Dimension

Indicator	Unit	Performance			2025 Target
		2022	2023	2024	
Workforce Diversity within the Company					
Total Employees	Persons	931	975	1,016	-
- Total Full-Time Employees	Persons	894	952	935	-
	Percentage	96.0	98.0	92.0	-
- Total Contract Employees	Persons	37	22	81	-
	Percentage	4.0	2.0	8.0	-
Number of Employees by Gender					
- Male	Persons	538	561	579	-
	Percentage	58.0	58.0	57.0	-
- Female	Persons	393	414	437	-
	Percentage	42.0	42.0	43.0	-
Number of Employees by Age					
- Less than 30 years	Persons	341	327	309	-
- 30-50 years	Persons	551	608	663	-
- More than 50 years	Persons	39	40	44	-
Number of Employees by Job Level					
- Executive Level	Persons	25	30	24	-
- Supervisor Level	Persons	94	100	229	-
- Manager Level	Persons	164	203	116	-
- Operational Level	Persons	648	642	647	-
New Hires					
Number of New Hires	Persons	331	282	172	-
New Hire Rate	Percentage	35.6	28.9	16.9	-
Employee Turnover					
Number of Employees Who Left the Company	Persons	252	184	215	-
- Full-Time Employees	Persons	231	178	179	-
- Contract Employees	Persons	21	6	36	-
Number of Employees Who Left the Company by Gender					
- Male	Persons	131	93	104	-
- Female	Persons	121	91	111	-
Number of Employees Who Left the Company by Age					
- Less than 30 years	Persons	93	61	68	-
- 30-50 years	Persons	153	118	106	-

Indicator	Unit	Performance			2025 Target
		2022	2023	2024	
- More than 50 years	Persons	6	5	2	-
Number of Employees Who Left the Company by Job Level					
- Executive Level	Persons	5	0	4	-
- Supervisor Level	Persons	28	17	17	-
- Manager Level	Persons	57	42	61	-
- Operational Level	Persons	162	125	97	-
Voluntary Turnover Rate	Percentage	27.1	18.3	21.2	-
Employees Aged 60+	Persons	4	4	4	-
Disability Employment	Persons	2	5	7	-
Employees Eligible for Maternity and Parental Leave					
Employees Eligible for Maternity/Parental Leave	Persons	393	414	437	-
Employees Using Maternity/Parental Leave	Persons	4	4	2	-
Return-to-Work Rate After Leave	Percentage	100.0	100.0	100.0	100.0
Management of High-Potential Employees					
Percentage of Employees Assessed and Provided with Development Opportunities	Percentage	100.0	100.0	100.0	100.0
Number of Target Employees Identified for the Program	Persons	-	74	145	-
Number of Employees Participating in Development Activities	Persons	-	67	145	-
Percentage of Employees Participating in Development Activities	Percentage	-	90.5	100.0	-
Employee Training					
Total Training Hours Completed by Employees via Plan B Academy Centre	Hours	14,738	41,224	60,494	-
Average Training Hours per Employee Across the Organization	Hours per person	16	46	64	65
Average Training Hours per Employee by Gender					
- Male	Hours per person	14	38	59	-

Indicator	Unit	Performance			2025 Target
		2022	2023	2024	
- Female	Hours per person	18	57	74	-
Average Training Hours per Employee by Job Level					
- Executive Level	Hours per person	23	31	28	-
- Supervisor Level	Hours per person	19	53	63	-
- Manager Level	Hours per person	22	47	62	-
- Operational Level	Hours per person	14	44	59	-
Employee Engagement within the Organization					
Number of Employees Participating in the Employee Engagement Survey	Persons	671	790	857	-
Participation Rate in the Employee Engagement Survey	Percentage	75.0	83.0	95.9	-
Employee Engagement Score	Percentage	80.0	88.0	89.4	-
Human Rights and Fair Labour Practices					
Number of Complaints or Reports Related to Human Rights Violations	Cases	0	0	0	0
Number of Complaints or Reports Related to Discrimination or Harassment	Cases	0	0	0	0
Occupational Health and Safety Information					
Number of Work-Related Fatalities					
- Employees	Persons	0	0	0	0
- Partners	Persons	0	0	0	0
Number of Work-Related Injuries Resulting in Lost Workdays					
- Employees	Persons	0	0	0	0
- Partners	Persons	0	0	0	0
Number of Work-Related Injuries Requiring Medical Treatment					
- Employees	Persons	0	0	0	0
- Partners	Persons	0	0	0	0

Environment Dimension

Indicator	Unit	Performance			2025 Target
		2022	2023	2024	
Energy and Climate Change Management					
Total Energy Consumption within the Organization	MW	48,701	72,316	67,451	≤ 65,000
Energy Consumption per Unit of Revenue	MW per THB mn	7.39	8.65	7.38	< 7.00
Use of Renewable Energy	MW	N/A	N/A	N/A	N/A
Total Greenhouse Gas Emissions	tCO ₂	24,563	38,157	34,693	≤ 31,000
Direct Greenhouse Gas Emissions (Scope 1)					
- Refrigerant Leakage	tCO ₂	217	849	849	800
Indirect Greenhouse Gas Emissions (Scope 2)					
- Electricity Consumption	tCO ₂	24,346	37,308	33,719	≤ 30,100
Other Indirect Greenhouse Gas Emissions (Scope 3)					
- Employee Commuting	tCO ₂	N/A	N/A	118	95
- Office Materials	tCO ₂	N/A	N/A	8	5
Water Management					
Water consumption	m ³	360	493	492	-
Waste Management					
Total waste quantity	Tons	N/A	14	14	10
- Hazardous waste	Tons	N/A	0	0	0
- Non-hazardous waste	Tons	N/A	14	14	10
Compliance with Environmental Laws and Regulations					
Number of Non-Compliance Incidents	Cases	0	0	0	0
Fines Incurred Due to Non-Compliance	THB mn	0	0	0	0
Number of Non-Monetary Sanctions	Cases	0	0	0	0
Number of Disputes Under Resolution Processes	Cases	0	0	0	0