



VGI Public CO., LTD.

**VGI Sustainability Material Metrics for
Business Value Creation and External Stakeholders**

VGI Metrics for Business Value Creation



Material Issue	Target/Metric	Target Year	Progress	Executive Compensation
Information Security and Data Privacy	<ul style="list-style-type: none"> • Zero cases of breach of information security or other cybersecurity incidents • Zero complaints from outside parties and regulatory bodies • All employees received personal data protection training 	2024	In 2023/24, progress was there were 0 breaches of information security or other cybersecurity incidents.	Security of Information Systems and Data Privacy is the criteria for Executives annual performance review which will impact compensation
Corporate Governance and Business Conduct	<ul style="list-style-type: none"> • All Company employees attended the business ethics training • No significant warning or audit from regulators • “Excellent” rating in corporate governance scoring 	2024	In 2023/24, progress was all 100% of the Company’s employees under VGI Group attended business ethics training session.	Corporate Governance and Business Conduct is the criteria for Executives annual performance review which will impact compensation
Human Resource Development and Well-being	<ul style="list-style-type: none"> • At least 90% of employee satisfaction rate 	2024	In 2023/24, progress was that the employee engagement rate was at 97%,.	Human resource development and well-being is one of the criteria for Executives annual performance review which will impact compensation

VGI Metrics for External Stakeholder impact



Material Issue: Climate and Energy Strategy

Type of Impact Assessed: Both positive and negative combined

External Stakeholders Affected: Environment, Society, Consumers/End-users

Same Way Save World

VGI is aware of the carbon emissions generated by employees commuting to work. Therefore, the Company has initiated the “Same Way Save World” campaign to encourage employees to carpool to reduce unnecessary carbon emissions from car commute. Since the project’s inception in 2021, it has helped avoid a total of 75 tonnes of carbon dioxide equivalent (tCO₂e) emissions from employee commute

Output Metric	Output valuation	Impact Metric	Impact Valuation	Source
Energy consumption reduction and Reforestation	Energy reduction from reduction of unnecessary carbon emissions from car commute 75 tCO ₂ e	Social cost of carbon in 2023 (3% discount rate) USD 54 per tCO ₂ e	Social cost avoided for carbon emission mitigation USD 4,050 or THB 147,684	https://www.whitehouse.gov/wp-content/uploads/2021/02/TechnicalSupportDocument_SocialCostofCarbonMethaneNitrousOxide.pdf?source=email,P.46 https://www.vgi.co.th/wp-content/uploads/2024/06/sd-report-2023.pdf?n=1724404835 PDF p.145

Exchange rate as of 31 March 2024: 1 USD = 36.4651 THB

VGI Metrics for External Stakeholder impact



Material Issue: Social and Community Development

Type of Impact Assessed: Both positive and negative combined

External Stakeholders Affected: Society

Donation of Calendars to the Education Technology Center for the Blind

VGI, in collaboration with BTS Group, donated desk calendars from the “Heroes Give” campaign. Employees, BTS SkyTrain passengers and nearby organisations collectively donated over 20,000 copies. Additionally, as representatives of the BTS Group of Companies and BTS SkyTrain passengers, they contributed a total of 786,450 Baht to support the purchase of equipment for developing Braille book production for use in teaching materials for visually impaired individuals at the Education Technology Center for the Blind, Thai Association of the Blind, under the Royal Patronage of H.M. the Queen. This project aligns with the Company’s social responsibility strategy to support quality education and caring for society and the environment. Moreover, it promotes education for visually impaired individuals and contributes to reducing waste and maximising resource utilisation

Output Metric	Output valuation	Impact Metric	Impact Valuation	Source
Access to information, education, healthcare and ESG awareness for disabled group	Total calendars donated over 20,000 copies	Improvement in quality of life for visually impaired individuals as they have access to information with over 20,000 copies distributed across the community and over 786,450 Baht to support the purchase of equipment for developing Braille book production	Improvement in quality of life for visually impaired individuals as they have access to information with over 20,000 copies distributed across the community improving awareness.	https://www.vgi.co.th/wp-content/uploads/2024/06/sd-report-2023.pdf?n=1724404835 , PDF 137