



GROWTH

with **SUSTAINABILITY**

Sustainability Report 2023

Loxley Public Company Limited

Driving Business for Sustainability

Throughout the company's operations, there has always been a strong emphasis on building and maintaining trust with all our stakeholders. To that end, our interactions with all parties from the economic, social and environmental sectors have consistently followed our corporate governance policies. Despite changes and crises in a fast-changing business world, the company has overcome the obstacles and strives to continue with our vision in being **"the Inspired Choice for Customers, Business Partners and Investors."** It also covers respect for human rights of all stakeholders in the company's supply chain and corporate governance principles. The results of business operations under the framework of important sustainable development are as follows :



Growth with Sustainability

Total Amount of Greenhouse Gas Emissions
1,515.05 tCO₂eq

Reduce the Amount of Greenhouse Gases

- **15.71 tCO₂eq** from waste recycling
- **20.88 tCO₂eq** from Care the Whale Project
- **1.26 tCO₂eq** from Care the Bear Project

Reduce Electricity use by
18.13% from the Base year.

Install Solar Rooftop with Installed Power Capacity of **232.35 kilowatts**

- Hanuman Building **93.2 kilowatts.**
- ICT1 Building **139.15 kilowatts.**

Use Energy from Solar Rooftop
12,839.52 kilowatt-hour.

Increase the Proportion of the Company's Electric Cars Using **20.37%**



Growth with Expertise

Accident Statistics are **Zero.**

Employees Training Average
16 hours/person/year.

Employee Ratio

- Ratio of female employees to total employees **46.71%**
- Ratio of female employees at management level **57%**
- Ratio of employees who are members of the provident fund **90.12%**

Social Development Support

- Donation **20.56%**
- Community and social investment **41.83%**
- Commercial investment for social impact **37.61%**

The Organization that Promotes Employment of People with Disabilities at the **"Excellent Level"** 4 years Continuously.



Growth with Stability

An Excellent rating or **5 stars** from the Assessment of the Corporate Governance Quality.

A full Score of 100 point from the Assessment of the Quality of the 2023 Annual General Meeting of Shareholders.

Balance Income by Diversifying Risk Across **5 Core Businesses.**

Review the Adequacy of Corporate Governance Policy and Code of Conduct.

Announcement of Policies to Promote Corporate Governance

- Suppliers' Code of Conduct
- Procurement Policy
- Environmental Management Policy
- Information Security Management System Policy
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Message from the Chairman, Chief Executive Officer and Managing Director

Dear All Shareholders,

“

2023 has marked as the year that Loxley Public Company Limited has conducted its business, marking the 84th anniversary of the Company's founding. This year has also marked as a good opportunity for the Company to commence its sustainability report which is the first of its kind since the founding of the business.

”

Business operations of Loxley group have long been based on the principle of social responsibility. Our business philosophy has been passed on for over eight decades taking good care of those around us and those close to us, including our employees, customers, business partners, surrounding community or society. This is because these people play an important role in supporting and driving the Company to success enabling it to grow forward steadily and sustainably. For us, business that will be successful is a business that thrives simultaneously with the survival and growth of surrounding partners.

Loxley grew from a small family operation exporting agricultural products and stepped into trade and technological business. With dedication and diligence, it has been able to grow to success for more than 84 years. The Company still adheres to building trust and confidence among customers, suppliers, and business partners maintaining established long-term relationships. This includes various activities for the benefit of employees and surrounding communities. Loxley group has been involved in social responsibility and has been on the path of sustainable development for a long time.



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Loxley has laid the foundation for long-term growth by strategically investing and operating in five core business segments in which the Company has expertise and experience to balance the revenue structure, mitigate risk among five diverse business groups, and create success for its performance. This includes carrying out community activities based on social and environmental developments to achieve the Company's vision of being "INSPIRED CHOICE FOR CUSTOMERS, BUSINESS PARTNERS AND INVESTORS".

The Company has announced a Sustainability Management Policy in 2021. And working group for sustainable development has been appointed to be responsible for driving strategy and sustainable development goals, proposing policies, setting goals and concrete sustainability action plans. This has been done by driving through the planning process, managing organizational strategies, coordinating, and ensuring that plans are implemented including following up on operations and reporting progress to the Board of Directors' meeting through coordination with the organization's social and environmental responsibility department.

Although this is the first small step forward in sustainability practice that has just begun, we believe sustainability can be built upon these small steps. The Company will follow a path to sustainability according to accredited international standards in the future.

In 2023, Loxley has established policies and implemented sustainability activities that are more consistent with international standard criteria. The Company has also prepared a sustainability report for the 2023 performance to communicate and disseminate to stakeholders to be informed of the progress of ESG operations including the business direction that Loxley has taken aiming for "Sustainable growth" as follows:



Economic Dimension

The Company has set goals and established operating guidelines that give importance to the core business in which it has expertise to deliver quality products and services that meets the needs and corresponds to the behavior of all customer groups through accumulated knowledge, experience, and expertise in specific fields. This is to uplift the level of competitiveness, to develop profitability, and to create new business opportunities.

In the past year, the Company has participated in projects to develop the country's infrastructure, such as the project to procure and construct a 500 kilowatt high-voltage transmission line from a high-voltage power station, Thung Song-Songkhla Electricity Station 3 (Thung Song High Voltage Station-Km. 105), with distance of 105 kilometers. Project to purchase and install a baggage conveyor system (BHS) and an explosive detection system (EDS) (outbound) at Suvarnabhumi Airport. It is another point of pride for the Company to play an important role in ensuring the stability of the electrical system and infrastructure for the purpose of economic development and national security.

At the same time, the Company has developed cooperation with academic institutions and business partners to create a cooperation model for long-term mutual growth. This is to achieve the goal of stability and growth of operating results and to provide maximum benefit to all stakeholders.

In addition to implementing strategies to create stability and growth in the economic dimension, the Company places importance on creating financial discipline and appropriate risk management along with good corporate governance. This is to drive the Company's operations to be efficient and transparent as well as to build confidence and trust among shareholders, investors, and other stakeholders.



Environmental Dimension

The Company places importance on human capital development and creating wellbeing workplace. This is with the belief that "people" are an important factor that can create various changes and can lead the organization to success. This is not only "people" as employees who are important resources of the organization, but it also refers to the "people" in the surrounding society who support the Company to grow strongly.

The Company has prepared individual employee development plans and provided trainings and development for employees according to the needs of the position and nature of work both in the form of self-learning and other forms of development including encouraging employees to take tests with external institutions to certify their abilities according to professional standards. This is to create readiness and opportunities for growth as well as taking care of compensation and providing employee welfare as appropriate including providing decent working environment, occupational health and safety as well as organizing employee activities in various forms.

In addition, the Company aims to strengthen communities and society by leveraging the resources and expertise of the Company and its employees to support in solving social problems, promote community capabilities, develop the underprivileged and the participation of network partners in the surrounding area, including the Penang market community, Duang Prateep Foundation and Sikkha Asia Foundation, Khlong Toei Nai Temple, and Khlong Toei Temple School to fulfill well-being and encourage communities to be able to take care of themselves. It also promotes opportunities and supports equality in society developing the quality of life for disabled people through the LOXLEY-ASM Sport Hero project, which supports disabled athletes under the supervision of the Sports Association for the Disabled of Thailand (Under the Royal Patronage) and supports the activities of OPPY Company Limited, a social enterprise that carries out activities for the quality of life of the elderly.



Social Dimension

The Company is aware of the current environmental problems and aims to be a part of society in helping mitigate such problems. Therefore, we have managed internal processes that help reduce or mitigate the environmental impacts that occur. The Company places importance on cultivating and creating awareness among the Company's personnel to use resources in a worthwhile manner, being responsible for the environment, especially in relation to reducing energy use, efficient use of resources, and waste management.

In 2023, the Company carried out activities to support the policy of using renewable energy, clean energy to reduce greenhouse gas emissions, by installing solar panels on two office buildings (Solar Rooftop) and announcing the Company's car management policy. In procuring Company's cars for replacement, the Company requires the use of hybrid or pure electric cars as well as campaigning for waste management by adhering to the 3Rs : Reduce Reuse and Recycle, creating awareness among employees in using available resources in a worthwhile manner. This helps reduce the amount of waste by reducing, use, reuse and recycling waste.

From all these intentions and results of operations, it is a matter of pride for the management and employees of Loxley group. It is also the Company's promise to conduct business based on the concept of mutual, proficient, stable, and sustainable growth.

On behalf of the Board of Directors and executive committee, I would like to express my gratitude to the executives, employees and all stakeholders who have been involved in the growth of the Company for more than 84 years, with the cooperation of everyone will be the driving force for the Loxley group to move forward steadily able to achieve sustainable development goals in the future.

“

Our working philosophy is to take special care of the people around us. Whether it is our customers, partners, or the local community. **Because these are the people who support us and enable us to take steps forward and grow sustainably.**

”

(Mr. Chalermchoke Lamsam)
Managing Director



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The Company's Purpose Towards Sustainable Development

The Company understands that business operations face challenges that bring risks and business opportunities that must be prepared to cope and adapt to the rapidly changing situations and business environment both nationally and internationally. The Company is therefore committed to conducting business according to sustainable development guidelines and determine a comprehensive operational strategy in the Environmental, Social, and Governance dimensions (ESG) through reducing environmental impact, taking care of society, treating all groups of stakeholders fairly and equally according to the principles of good governance and the Company's business ethics to drive the business to grow strongly, create long-term profits, and maintain confidence and trust for all parties. The Company sets three important goals as follows :



The 3 overarching goals are used to drive operations in the 5 main business groups to achieve the goals that aim to have a balanced income structure and stability in business activities.

Realizing the uncertainty of the business environment, Loxley therefore continually adapts by analyzing risks and new business opportunities, closely monitoring various risk issues, and planning risk management to be at an acceptable level. The Company also places importance on financial discipline, liquidity management, and effective management structure to increase immunity for all parties against risks from the current situation looking from political, economic, social, and environmental aspects that are sensitive to prepare to deal with climate change effectively.

In addition, the Company is committed to responding to social concerns by caring for and developing the quality of life of both employees and the surrounding community, respecting human rights, promoting equality, and accepting differences, including taking care of social responsibility and managing the environment effectively. These operational approaches help build a sustainable foundation for the organization, with a corporate strategy that covers environmental, social and governance dimensions as key drivers for responsible growth. Moreover, sustainable profitability and building of good relationships with customers, and effective risk management are the key components for the Company to achieve the Company's long-term vision of "Inspired Choice for Customers, Business Partners and Investors." The main goal is to be a Company that conducts business and invests with readiness to adjust its operational strategies to be able to cope with upcoming changes in the business environment by specifying 5 missions which consist of;

1. To be the best choice for customers with products and services that meet their needs and for the utmost benefit of customers
2. To ensure financial strength to create a continuous and sustainable increase in profits
3. To grow with partners and conduct business with fairness for trust and being a long-term trading partner
4. To apply information technology to develop the structure efficient work process
5. To develop the potential of personnel along with creating a happy workplace, to do business responsibly by living together and growing together with the community and society.

Loxley's Environmental, Social and Governance Strategy has been communicated and defined as indicators in 7 main areas, which are in line with the Company's comprehensive business operations process and used to analyze and identify important sustainability issues. It is reviewed annually and grouped according to urgent needs to be consistent with the organization's strategy which are impact on our Company (outside in) and impact from the Company's operations (inside out). This is to demonstrate our firm commitment to conducting business responsibly, sustainably and lays the foundation for the Company to grow continuously, steadily, and create positive impacts on society. In 2023, the Sustainable Development Working Group proposed a sustainable development policy to the Board of Directors for review and approval. The policy has been updated to be current and comprehensive in line with the United Nations' Sustainable Development Goals (SDGs) so that every unit of the organization can put it into concrete practice. There is a working group for sustainable development as the main cog in driving and conveying policy. Sustainable development strategies and goals are put into practice for various agencies correctly and integration of operational plans to be consistent and in the same direction.

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Key Issues and Development Approaches in Sustainability for 2024 (Organizational and Departmental Levels)

In 2024, the Company has outlined its operational approaches and sustainability goals to ensure that sustainability activities are aligned and can meet stakeholders' expectations while driving the organization towards future sustainability. These goals are set at the organizational level under the responsibility of the CEO and key responsible departments, as well as at the departmental level. The goals are as follows :

Materiality	Goals	SDGs	GRI	KPIs
1. Corporate Governance	<ul style="list-style-type: none"> Good corporate governance and creating sustainability in business operations. 		GRI 2-9 GRI 2-13	<ul style="list-style-type: none"> Achieving a 5-Star Corporate Governance Quality Assessment Score Passed the criteria for SET ESG Rating Achieving 100 Points in Shareholders' Meeting (AGM) Quality Score Achieve an average Balanced Scorecard rating of level 3 or higher for the percentage of revenue generated from innovations, new products and services, and new customers
2. Information Security	<ul style="list-style-type: none"> IT System Resilience and Verification 		GRI 2-12 GRI 418	<ul style="list-style-type: none"> Zero complaints and incidents related to information system security and customer data Testing and risk assessment of equipment and information systems (Penetration Test) Preparation of Log Monitoring reports to ensure the safety of the network system from the risk of attack.
3. Risk and Crisis Management	<ul style="list-style-type: none"> Risk Management Structure Risk Management Risk Monitoring and Reporting Communication and Cultivation of Risk Management Culture 		GRI 2-12	<ul style="list-style-type: none"> Conduct Risk Management Training sessions at least 1 time for annually Track and report risk management results at least 1 time for Quarterly the Risk Index in high-risk categories decrease from 2023
4. Labor Practice Indicator	<ul style="list-style-type: none"> Human Right Due Diligence (HRDD) Employee Engagement Survey. 	   	GRI 401 GRI 402 GRI 405 GRI 406	<ul style="list-style-type: none"> Zero Human Rights Violations Self-Assessment and review of Human Rights Due Diligence across all dimensions and fully prepare all relevant documentation. Achieve a response rate from organizational commitment surveys above 70% Achieve Employee Engagement Survey scores above level 3
5. Human Capital Management and Development	<ul style="list-style-type: none"> Identify successors and develop succession plans to achieve the organization's goals. 	 	GRI 404	<ul style="list-style-type: none"> Identify successors and completely determine the IDP of all departments in Loxley PLC. The number of employee training and development is more than 18 hours per person per year
6. Health & Safety Along with Value Chain	<ul style="list-style-type: none"> Caring for the well-being of employees, customers, partners, and the environment. 	 	GRI 2-6 GRI 308 GRI 414	<ul style="list-style-type: none"> Zero fatalities from accidents work-related The number of lost time injuries for over 3 days, not exceeding 3 occurrences per year. Lost Time Injury Frequency Rate (LTIFR) not exceeding 3%
7. Community Relations	<ul style="list-style-type: none"> Engage in various activities to develop the community and promote economic growth within the community. 	  	GRI 201	<ul style="list-style-type: none"> The number of community engagement activities The number of volunteer hours
8. Climate Change Mitigation and Adaptation	<ul style="list-style-type: none"> Aim to reduce and prevent organizational greenhouse gas emissions. 	 	GRI 201 GRI 302	<ul style="list-style-type: none"> Prepare and report on the organization's greenhouse gas emissions data, covering Scope 1 and Scope 2 operations, specifically for Loxley PLC. The amount of greenhouse gas emissions absorbed from various activities is equivalent to 27 tCO₂eq. Reduce greenhouse gas emissions by 20% from the baseline year within the year 2030.
9. Eco-Efficiency in Business Operations	<ul style="list-style-type: none"> Reduce pollution emissions to create sustainable production and consumption practices. 	 	GRI 305 GRI 306	<ul style="list-style-type: none"> Electricity consumption does not exceed 2,953,500 kilowatt-hours, compared to the base year 2020. The amount of water used for consumption in the office does not exceed 25,000 cubic meters. The amount of plastic waste sorted and recycled exceeds 5,600 kilograms, equivalent to planting 3,000 trees. Manage food waste to decrease by 20% from the total amount of food waste. The proportion/volume of renewable energy consumption increase by 2.5% from the year 2023.
10. Environmental Management and Policy	<ul style="list-style-type: none"> Plan and allocate resources for environmental development. 	 	GRI 307	<ul style="list-style-type: none"> Review environmental policies and management plans.

LOXLEY Business Overview



Note : % in parentheses means percentage of the indirect shareholding of Loxley

* Cease the business

** Loxley Public Company Limited directly holds 18.35% of the shares and indirectly holds shares in the name of Loxley Global Company Limited, another 16.65%. Total shareholding proportion is 35%.

At Loxley, we hold honesty and integrity to account, open opportunities, and freedom of thought through a good organizational culture, forge every power of determination and dedication for the same goal, including the readiness to join forces with partners to develop capabilities in various areas to support the country's progress and improve the quality of life to create confidence and benefits for customers, partners, and investors in the long run.

The operations of the group of companies are divided into 5 main business group : Information Technology Business Group, Service Business Group, Energy Business Group, Network Solutions Business Group, and Trading Business Group. Including Special Projects businesses that take care of customer groups with specific needs.



Information Technology SBG

With the use of information technology in various organizations that are growing exponentially, Loxley is therefore ready to support and help the business grow into a strong future. The Information Technology business group aims to provide leading information and communication technology solutions in the country that covers the design, procurement, installation, and management of a full information system that meets international standards by expert engineers. This includes management of the system with powerful technology to achieve the best, stable results with advanced safety standards, development of platform, comprehensive financial transaction application to support Thailand's drive towards a cashless society covering the development of artificial intelligence technology, blockchain technology, and cyber security to help manage data and providing efficient customer service.

Important subsidiaries under the responsibility of the Information Technology business group include Loxbit Public Company Limited, Professional Computer Company Limited, and Net One Network Solution Company Limited.

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Services SBG

This business group aims at developing and providing security services that meet international standards, including airports, office buildings, and various important places, as well as providing training and personnel development services that have been certified with standards from world-class organizations to produce knowledgeable personnel with skills and expertise in working professionally through courses that are rigorous, diverse and in line with international standards. This helps personnel to protect assets and build confidence in security to its fullest potential. In addition, the Services SGB also expanded the business to provide cleaning services, insect prevention, and extermination service, building system maintenance service and comprehensive and systematic building management to respond to the need to become a leader in the integrated service business as well. Important subsidiaries under the supervision of the Services SBG include ASM Security Management Company Limited (ASM), ASM Training Company Limited and Loxley Property Development Company Limited.

Energy SBG

With awareness in ensuring energy security, efficient energy management, and use of renewable energy for maximum efficiency, the SBG is therefore committed to being a leader in the engineering of high-voltage transmission systems and substations. This is through providing construction services for power stations and electrical transmission lines, installation, and test of electrical power systems, establishing a SCADA electrical system control center to lead to a smart electrical grid system. This includes conducting business related to energy systems for the government and private sectors covering design, procurement, and installation of equipment, civil construction, management system maintenance and testing. The SBG is also committed to continuous development in the pursuit of alternative energy through solar cell technology as well as construction of a solar power plant both on the factory roof, on the ground and water, including biomass power plants for sustainable energy use. With a knowledgeable team and engineering expertise as well as experience in the energy and power generation industries, the SBG's main customers include Electricity Generating Authority of Thailand, Metropolitan Electricity Authority, Provincial Electricity Authority, etc.

the quality of life and safety. Its main business is to design and develop solutions according to needs, including designing, purchasing, procuring, and installing audio and video transmission equipment. This includes broadcasting of digital radio and television signals software system development various applications, including providing maintenance and maintenance training services to provide customers and service users a quality work system that can be used continuously and efficiently. This includes providing engineering systems related to rail transportation systems, automation control technology, as well as control systems for machinery and equipment in power plants. We also collaborate with business partners to develop a variety of solutions that meet customer needs and comprehensive after-sales service to encourage customers to use the Company's products and services continuously and create maximum satisfaction.

Important target customers are still various organizations, both public and private sectors, including : Public Relations Department, Royal Thai Army Radio, Television Station Parliament Radio Station, MCOT Public Company Limited, Department of Highways, Expressway Authority of Thailand, Department of Land Transport, Bangkok Expressway and Metro Public Company Limited, State Railway of Thailand, Royal Irrigation Department, Metropolitan Waterworks Authority, Provincial Waterworks Authority, Sino-Thai Engineering and Construction Public Company Limited, Italian-Thai Public Company Limited Development, CH. Karnchang Public Company Limited, etc. Important subsidiaries under the responsibility of the Network Solutions business line include Loxley Evolution Technology Company Limited, Loxley System Integrator Company Limited, L Elevator and Engineering Company Limited.

Network Solutions SBG

Network Solutions SBG provides system planning, design, installation and maintenance services for telecommunications systems, communication services via digital network and develop various work systems to connect every contact and facilitating every trip conveniently and quickly to uplift



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Trading SBG

With experience and having been trusted by partners who own consumer products for a long time, the Trading SBG operates as a distributor, import, export and distribute products under efficient management for leading groups of daily consumer products both in retail channels and food service groups. This is done by providing complete product distribution services including sales, marketing, stock management and transportation. With over 45 years of experience and a network of retail partner stores nationwide, this has allowed the Company to be trusted as a representative from both domestic and foreign product manufacturers in expanding the market in Thailand by distributing products that are accessible to consumers through retail channels both modern trade and traditional retail businesses, as well as retail stores nationwide.

In addition, the International Business Group under the Trading SBG is also a product distributor distributing products and serves as chemical consulting (Solutions Provider) both products imported from abroad and from domestic manufacturers. This is done through identifying products from leading manufacturers with good quality, reasonable prices, and able to compete in the market including focusing on finding raw materials that are environmentally friendly and produced with new technology. This aims to provide to factories, industries, and business partners in key industries, including the food industry, products for personal use, ceramic and glass industry, rubber industry paint and coating industry, and agrochemical industry offering sale directly to manufacturers. Important subsidiaries under the responsibility of the Trading business group include L Food Solutions Company Limited.

Special Projects and Other Businesses

The Company saw a business opportunity and understood the needs of customers looking for specialized services, so it studied and developed a prototype business to expand business opportunities and strengthen the Company by developing business in various areas as follows :

1. Printing technology services and printing control software, service for checking print quality, printing data analysis storage, anti-counterfeit printing system including consulting services, designing, and improving printing systems to be modern and support future innovations, maintenance, and distribution of related printing consumables.
2. Business specialized in sale of electronic equipment related to high quality security technology and require special expertise. It provides installation, maintenance, repair, and after-sales services by ordering products from manufacturers that meet standards and importing high quality products from abroad as well as selecting and assembling a complete system to deliver to customers.
3. Procurement and installation of educational equipment for government agencies, educational institutions and agencies under local government.
4. Providing, installing and selling products and equipment related to pre-construction work, including products for roofing, elevator work, landscape architecture and decoration, as well as offering construction solutions to customers in various industries.
5. Providing specialized knowledge about technology and innovative solutions to interested customers that are designed to meet the needs of each customer group.



Total Revenue divided by Business Segments

The table shows details of total revenues for 2023, 2022, and 2021. It can be divided according to business group as follows ;

Revenue structure (Unit : million baht)	Year ended 31 Dec. 2023		Year ended 31 Dec. 2022		Year ended 31 Dec. 2021	
	Value	%	Value	%	Value	%
1. Information Technology Business Group	2,647	23.56%	2,664	21.08%	2,674	22.59%
2. Services Business Group	1,624	14.45%	1,529	12.10%	1,333	11.26%
3. Energy Business Group	906	8.06%	733	5.80%	960	8.11%
4. Network Solutions Business Group	2,593	23.08%	2,341	18.52%	2,382	20.13%
5. Trading Business Group	3,332	29.65%	4,831	38.22%	4,303	36.36%
6. Special Projects and Other Businesses	627	5.58%	1,122	8.88%	679	5.74%
Total Revenue	11,729	104.39%	13,220	104.59%	12,331	104.19%
<u>Less</u> Related Transactions	(554)	(4.93%)	(631)	(4.99%)	(531)	(4.49%)
<u>Add</u> Unallocated Other Revenue	61	0.54%	50	0.40%	36	0.30%
Grand Total Revenue	11,236	100.00%	12,639	100.00%	11,836	100.00%

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Sustainability Awards and Recognitions

- Received an excellent rating or 5 stars from the assessment according to the Corporate Governance Report of Thai Listed Companies 2023 (Corporate Governance Report of Thai Listed Companies : CGR) by the Thai Institute of Directors Association (IOD).
- Received a full score of 100 points from the assessment of the quality of the 2023 Annual General Meeting of Shareholders (AGM Checklist) by the Thai Investors Association.
- Received a certificate of honor Project to support greenhouse gas reduction activities (LESS) at the Climate Care Forum 2023 : Time to Reduce "Reduce-for-the-World" under the "Climate Care Platform" collaboration from concrete operations through the Care the Whale project. Cooperation between the Stock Exchange of Thailand and the Greenhouse Gas Management Organization (Public Organization).
- Selected as an organization that promotes employment of people with disabilities for the year 2023, "Excellent Level" at the International Day of Persons with Disabilities 2023 from the Department of Empowerment of persons with Disabilities - Ministry of Social Development and Human Security.
- ASM Security Management Company Limited (ASM) and Loxley Property Development Company Limited (LoxProp), a subsidiary of the Company in the Services Business Group received a certificate of honor as a health organization for nation building from the project "Wellness Corporate Nation-Building" Batch 1 organized by the Nation-Building Institute, which ASM has certified as a Health Organization for Nation-Building Level 4A and LoxProp has certified as a Health Organization for Nation-Building-Level 3A.
- ASM Security Management Company Limited (ASM), a subsidiary of the Company received a certificate of honor Certify standards for preventing and solving drug problems in business establishments from the Department of Labor Protection and Welfare Ministry of Labor. To be a good example in managing the prevention and solving of drug problems in business establishments according to standard criteria on "World Anti-Drug Day" 26 June 2023.
- ASM Security Management Company Limited (ASM), a subsidiary of the Company. Suppliers were evaluated at a very good level with a score of 86.46% from Energy Complex Company Limited (EnCo) according to the Suppliers Sustainable Code of Conduct (EnCo Suppliers Sustainable Code of Conduct).

About this Report

Loxley Public Company Limited has prepared a Sustainability Development Report for the first year. It is a report on the Company's environmental, social and governance performance in 2023 to present the Company's sustainable development performance. This report on the Company's sustainable development has been published in May 2024. In this regard, the 2023 Sustainability Development Report has a scope of information disclosure covering the operating results of the Company and subsidiaries with a shareholding proportion of more than 50 percent or companies that the Company has management authority. Including companies that want to disclose information.

Reporting Boundaries

Information in this report covers the operating period from 1 January - 31 December 2023 of the Company and its subsidiaries as specified in the reporting scope of each type of data. The reporting guidelines are in line with GRI Standards 2021.

Contact to Inquire about the Report

Loxley Public Company Limited
Office of Company Secretary
Address : 102 Na Ranong Road, Khlong Toei Subdistrict, Khlong Toei District, Bangkok 10110
Telephone : (66) 0-2348-8000
Email : companysecretary@loxley.co.th

The results of sustainable development operations presented in this report are the information that is the responsibility of Loxley Public Company Limited and the Company's board of directors and executives. Its role is to follow up, inspect, give advice, and consider approval of the information disclosed in this report for the content of the report to be complete and create value for all stakeholders.

Quality Control of Report Preparation

The Office of Company Secretary is the central unit for controlling the quality of sustainability development reports to be accurate and complete. The data collection has been checked for accuracy in accordance with the criteria. All guidelines and operating procedures are also reported to the Board of Directors.

Improving the Quality of Reporting

All groups of stakeholders can express your opinions about the 2023 Sustainability Development Report by going to Section 4.3 Reader Opinion Questionnaire. The Company will analyze the comments received to improve work and develop the Company's reporting to be more efficient and consistent with the needs of stakeholders.



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Scope of Disclosure of Social and Environmental Information

Full Names	Social			Environment			
	Labor Practices	Trainings	Safety	Fuel	Electricity	Water	Waste
1. Loxley Public Company Limited	●	●	●	●	●	●	●
2. Data Mining Company Limited (Data Mining)		●			●	●	●
3. L Food Solutions Company Limited (L Food)		●			●	●	●
4. Loxley Power Systems Company Limited (LPS)		●	●		●	●	●
5. Loxley Engineering Company Limited (Loxley Engineering)		●			●	●	●
6. Loxley System Integrator Company Limited (LSI)		●			●	●	●
7. ASM Security Management Company Limited(ASM)		●			●	●	●
8. Loxley Property Development Company Limited (Lox Prop)		●			●	●	●
9. Green Natural Product Company Limited (GNP)		●			●	●	●
10. Loxley Evolution Technology Company Limited (LET)		●			●	●	●
11. Loxley Trading Company Limited (Loxley Trading)		●			●	●	●
12. Thai Gateway Company Limited (Thai Gateway)		●			●	●	●
13. ASM Training Company Limited (ASMT)		●			●	●	●

Note : This report covers information on direct and indirect subsidiaries under which Loxley Public Company Limited has management authority. The area is limited to the Loxley Head Office Building. There are also direct and indirect subsidiaries that are not within the scope of reporting. Because the information is not significant to the overall of Loxley Public Company Limited or has not yet been included in this year's data.

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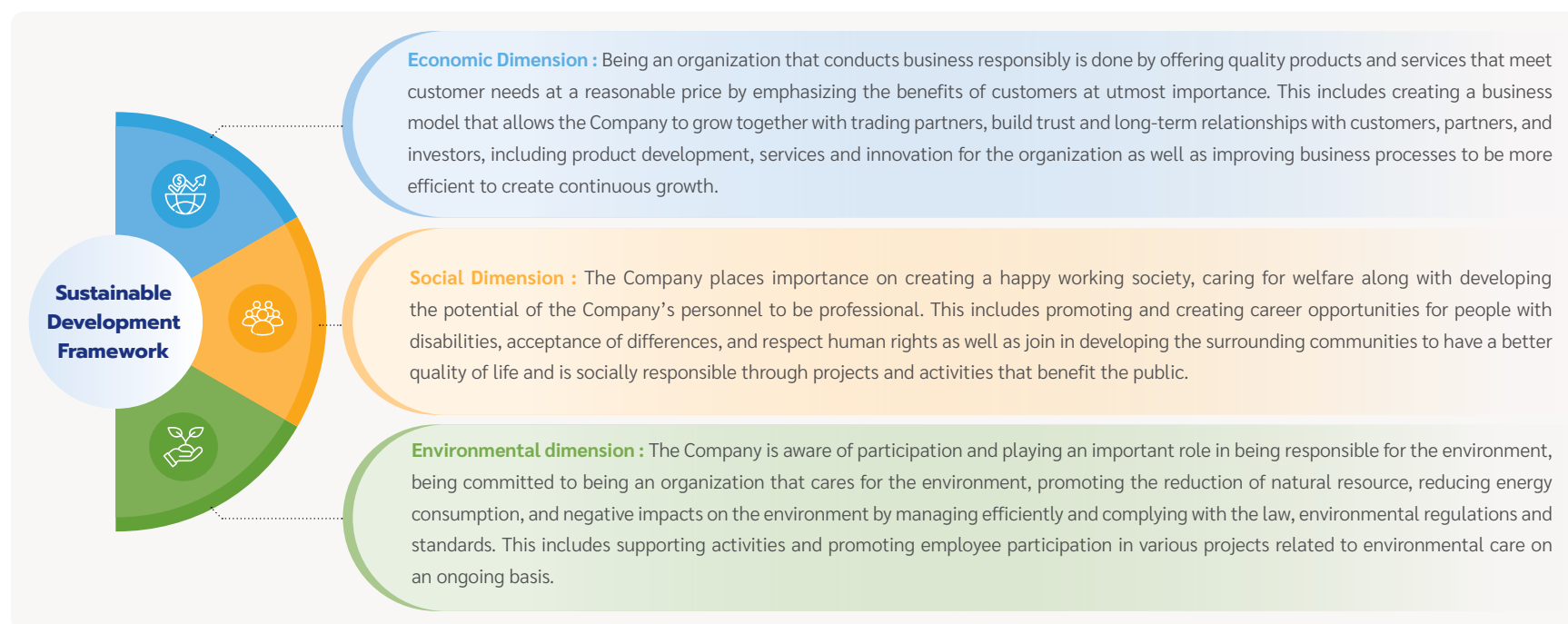
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Sustainability Policy and Goals

The Company recognizes the importance of sustainable development and creating long-term value for all stakeholders. Over 84 years, the Company has operated its business honestly and ethically in accordance with the principles of good governance and has been socially and environmentally responsible by giving importance to building and maintaining confidence and trust among stakeholders in every sector ; economically, socially, and environmentally. The principles of corporate governance are an important basis for creating an ethical culture for all employees to adhere to. Even though we are faced with crises and the business environment that has changed and created an impact on our operations on many occasions. The Company has always been able to overcome obstacles and challenges through faith and commitment to achieving the Company's vision of being a "INSPIRED CHOICE FOR CUSTOMERS, BUSINESS PARTNERS AND INVESTORS".

The Board of Directors has resolved to approve the sustainability management policy to indicate the intention and commitment to develop a business that must consider economic, social and environmental dimensions in a concrete way. It also covers respect for human rights and treating all stakeholders in the Company's supply chain equally and fairly. This aims to reduce environmental and social impacts from business operations and adhering to the principles of corporate governance that focus on transparent and verifiable information disclosure. To achieve the goals of Sustainable Development (SDGs) of the United Nations Organization, the Company sets goals in accordance to guidelines for conducting business under the framework of sustainable development Covered in 3 dimensions as follows;



The Company has appointed a working group for sustainable development with its role in driving forward concrete policies, setting strategies and operational guidelines for the organization in accordance with the framework of sustainable development that is an international operating standard and can integrate various projects and activities in line with the overall policy. This includes monitoring, supervising and report operating results directly to the Board of Directors.

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Sustainable Development Commitment

Loxley Public Company Limited has a strong commitment and determination to conduct business according to sustainable development guidelines and supports operations according to the Sustainable Development Goals (SDGs), which is reflected in the philosophy of carrying on the business of a Company that has been passed down for over 84 years, giving importance to growing together with customers, business partners, surrounding community and society. This includes taking care of employees to create a happy working society.

To achieve the goal of sustainable growth, the Company has taken steps to address key sustainability issues, including corporate governance, data security risk and crisis management, treating workers with fairness, respect for human rights, uplift health and safety throughout the value chain, including environmental management and dealing with climate change. These actions are carried out under the Company's corporate governance framework and code of conduct, which are adhered to and integrated with the business strategy to drive organizational success. This goes beyond mere compliance with legal and regulatory requirements, demonstrating integrity, transparency and ethics in business operations.

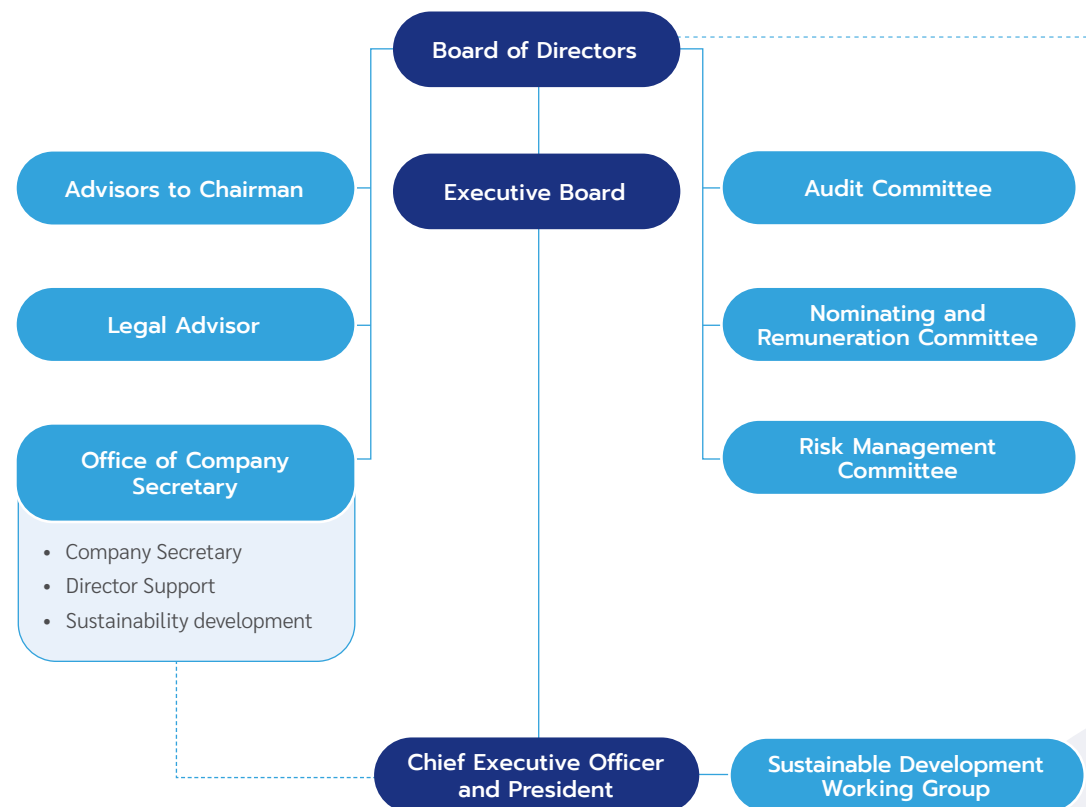
The Company places importance on risk management in all dimensions, including economic, social, and environmental aspects. In addition, there is a review of risk management policies and plans by the Risk Management Committee on an annual basis. Such a proactive risk and crisis management plan helps increase the resiliency of the Company's operations and prepares it for future changes in the challenging business environment.

In addition, the Company also takes care of the living conditions of employees as well as treating labor practices with fairness and continuously develop employees to have more skills. It also reflects the Company's commitment to care, pay attention, and treat all employees equally, including accepting diversity without discrimination throughout the value chain. The Company also has strict health and safety protocols in place giving importance to creating well-being, establishing a talent management program, promoting organizational innovation and efforts to mitigate impacts on climate change through supporting activities and operations that help reduce carbon emissions. These initiatives and approaches reinforce the Company's commitment to conducting business responsibly to create long-term value for the entire Company, society and community including stakeholders in climate sustainability.



Organizational Structure for Sustainability

The Company has appointed a working group for sustainable development consisting of senior executives, representatives from supporting agencies, and related personnel. This includes action to push for concrete policy development, setting goals and plans to enable integration of projects and activities. This is aimed to be in line with the overall picture of the policy including monitoring and reporting performance results to the Board of Directors. This has been assigned to The Sustainability Development unit under the Office of Company Secretary to take care and to be responsible for the budget, to support operations, and to follow up on the progress of the Company's overall sustainability activities aiming to further disclose operational information and report according to international standards.



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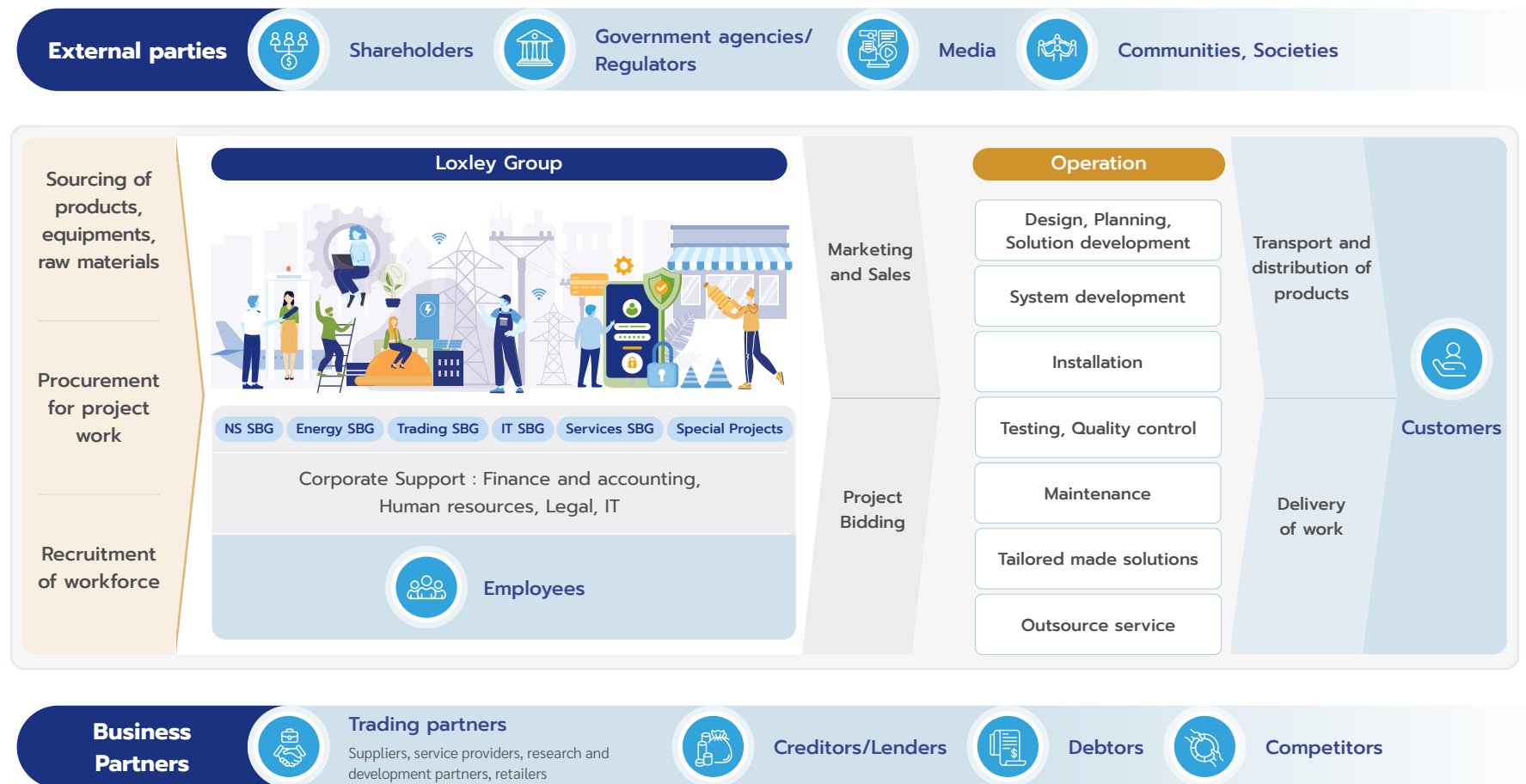
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Analysis of Stakeholders within the Business Value Chain

The Business Value Chain

The Company values its Stakeholders and has an operational approach that responds to the expectations of Stakeholders throughout the entire Value Chain. This is illustrated in the figure below :



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Loxley Stakeholders Engagements

The Company recognizes that stakeholders in the value chain play an important role in creating value and long-term business sustainability. Conducting business with consideration to responding to the expectations of stakeholders from upstream to downstream is something the Company is always aware of and gives importance to.

Therefore, to ensure that the Company can respond appropriately and fairly to the expectations of all groups of stakeholders. The Company has therefore arranged for an assessment and identification of stakeholder groups by analyzing the impact of business activities throughout the value chain. The Company's stakeholder groups, arranged in order of importance, include employees, shareholders, customers, trading partners, trade creditors/lenders, trade accounts receivable, regulatory agencies/government agencies, media/analyst, community and society, competitors. The Company has established guidelines for creating participation and treating stakeholders equally by applying the AA 1000 Stakeholders Engagement Standard (AA 1000SES) and guidelines for treatment of stakeholders have been specified in the Company's policy and business ethics for clear supervision. In 2023, the Company was able to summarize the issues of expectations and operational approaches to meet the expectations of its stakeholders as follows :

Stakeholder Groups	Stakeholders' Expectations	Stakeholders' Expectation Response	Communication Channels
Employees 	<ul style="list-style-type: none"> • Appropriate remuneration and welfare. • Job stability and opportunity for growth. • Development of knowledge and capabilities for their role that is adapted to business changes. • Safe and good occupational health and safety policies, and a good working environment. • Equality in advancement opportunities. 	<ul style="list-style-type: none"> • Developed a performance review system. Set business unit goals and personal KPI to align with the missions and goals of the organization. • Hold quarterly performance reviews and encourage communication between employees and managers on performance and expectations. • Established an Individual Development Plan (IDP) for all employees. • Develop individual capabilities by providing both internal and external training courses. These are held both as in-person seminars and online courses. Encourage employees to take professional certification exams in areas such as IT and other specialized technical skills. • Develop leadership skills in management positions by implementing development guidelines and training courses for each management level. Aim to have managers be exemplary role models and leaders that can lead the team to success according to the goals and missions of the business unit and organization. • Review of safety, occupational health and working environment policies. Providing knowledge about safety at work and provide personal safety equipment according to the suitability of the work. • Organize employee activities to build good interpersonal relationships in the workplace and to create a positive working environment. • Promoting diversity, equality and difference of employee through related policies and internal communications. • Arrange the Happy retirement preparation to prepare employees before retirement. 	<ul style="list-style-type: none"> • Email, LINE messenger group, Intranet, Google Site and other social media platforms • Human Resource Information System (HRIS) • Digital Signage and other internal communication channels • Evaluating employee satisfaction with various activities.

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Stakeholder Groups	Stakeholders' Expectations	Stakeholders' Expectation Response	Communication Channels
Shareholders 	<ul style="list-style-type: none"> Respect for shareholder rights and equal treatment for all shareholders. Good business performance and a growth trend for the Company. A good corporate governance. Appropriate dividend payment. Accurate and timely communication of Company information. 	<ul style="list-style-type: none"> Organize the Annual General Shareholder Meeting to report on the operation results and its development in various area. Report relevant information according to schedule and when events have occurred through the Stock Exchange of Thailand's website so that all shareholders and stakeholders have equal and timely access to information. Provide channels for communicating with Company, such as the Company website or annual reports. Annually review adequacy of Corporate Governance Policy and follow up on results. Set and review risk management, and crisis management procedures to prevent, correct or minimize effects of unseen events that may occur. 	<ul style="list-style-type: none"> Shareholder meetings Company website Annual reports Channels for receiving complaints
Customers 	<ul style="list-style-type: none"> Receive products that meets their needs and expectations in value provided. Quality suitable for the price. Receive accurate product and service information. Receive timely and effective assistance and solutions. Receive good after-sales service. Affairs conducted under good business ethic practices, maintain customer confidentiality and comply with the agreement fairly. Monitoring technological changes to introduce new products and services. The knowledge and abilities of the Company's employees in providing services to build confidence in customers. Increasing the publicity and dissemination of the organization's activities to the public. 	<ul style="list-style-type: none"> Understand customer needs and expectations and provide products and services that meet customers need in both quality and pricing. Continuous training and development of employees. Conducting inspections and ensuring the quality of products and services. Organize meetings, trainings and prepare user manuals for effective technology transfer. And to receive customer feedback so that the Company can recommend suitable products to the customers. Offer products and services that are up-to-date with new technology and market demands. Cooperate with corporate customers to co-develop products and goods. Offer channels for reporting complaints and other faults that are readily available to customers. Prepare information protection policies and improve internal practices to ensure confidentiality of personal information. Surveying customer opinions and satisfaction to gather data for service improvement and development. 	<ul style="list-style-type: none"> Company website Annual reports Sales representatives, Project managers Joint meetings Team-building events

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Stakeholder Groups	Stakeholders' Expectations	Stakeholders' Expectation Response	Communication Channels
Trade Partners 	<ul style="list-style-type: none"> Operate business with good business ethic practices and adhering to agreements and treating each other fairly. Long term business partnership. Collaboration with partners in co-creating innovations together. Adhering to the standards of partners for sustainable development throughout the business chain, such as safety and occupational health standards, labor rights and human rights, ESG (Environmental, Social, and Governance) standards etc. Announcement of environmental ESG policy and engaging in activities to reduce greenhouse gas emissions, as well as other ESG-related activities. 	<ul style="list-style-type: none"> Set and follow anti-corruption policies. Maintain good working relationships in the long term, both with domestic and international partners. Regularly participate in business meetings with partners. Expand on cooperation and co-development of products and services to create further business opportunities. Develop procurement policies and ethical guidelines for partners as a code of conduct. Survey the opinions and expectations of partners to review and improve policies and operational guidelines. Activities related to ESG. 	<ul style="list-style-type: none"> Partner meetings Networking meetings and conventions Project managers Company website Annual reports Surveying the expectations of stakeholders to identify key sustainability issues.
Creditors/ Lenders 	<ul style="list-style-type: none"> Comply with conditions in the agreement. Transparency in business operations. 	<ul style="list-style-type: none"> The Company ensures that the conditions are complied with Notify partners of conditions related procedures. 	<ul style="list-style-type: none"> Meetings Project managers Company website Annual reports
Debtors 	<ul style="list-style-type: none"> Compromise and relief on account of the economic situation. 	<ul style="list-style-type: none"> Hold negotiations as appropriate and make decisions on a case-by-case basis. Take legal action in cases which do not fit the criteria for relief. 	<ul style="list-style-type: none"> Meetings Project managers
Regulators/ Government Agencies 	<ul style="list-style-type: none"> Operate business in compliance with the law and regulations. Cooperate with authorities providing pertinent information to be used for further development. Release of relevant business information according to law and regulations. 	<ul style="list-style-type: none"> Comply with relevant law and regulations. Cooperate with and provide feedback as well as information that may be useful to regulators and government agencies when requested. 	<ul style="list-style-type: none"> Meetings, forums and academic seminars Reports of business operation

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Stakeholder Groups	Stakeholders' Expectations	Stakeholders' Expectation Response	Communication Channels
Media, Analysts 	<ul style="list-style-type: none"> Release financial and operation results correctly and transparently. Fast, accessible and reliable channel for communication. 	<ul style="list-style-type: none"> Provide channels to communicate information and updates from the Company, such as Facebook, annual reports and public press releases. Set up an investor relations unit that is responsible for dissemination of information. Organize “Opportunity Day” activities. Hold interviews, executive press releases and publication of public updates and press releases. 	<ul style="list-style-type: none"> Company website Annual reports Communication channels for the public : press conferences, newspaper articles, executive interviews, ‘opportunity day’ Information from the Stock Exchange of Thailand
Community and Society 	<ul style="list-style-type: none"> Provide assistance to the community and society. Provide continuous support for athletes with disabilities. Operate in a manner that takes the environment into consideration. Cleanliness and safety in the workplace area. 	<ul style="list-style-type: none"> Organize activities that are beneficial to Klong Toei nearby communities. Provide support to agencies, foundations, and other organizations to support sustainable development. Organize the Loxley-ASM Sport Hero project which has continuously supported athletes with disabilities. Operating a business that considers environmental impacts and advocates for energy conservation for sustainability, such as investing in alternative energy businesses, promoting reduced electricity and water usage within the organization, and utilizing renewable energy sources. Join the Care the Bear project to raise awareness and change the behavior of employees towards reduction of greenhouse gas emissions. Joined the Care the Whale project to reduce greenhouse gas emissions through waste management and separation. Both projects were initiated and supported by the Stock Exchange of Thailand. Put great effort in implementing waste management practices and projects. Campaigns were made to educate employees on waste separation. Separate waste bins were provided for different types of waste, including hazardous waste, recyclable waste, general and organic waste. Collected plastic were sent for recycling and to an up-cycling development process. 	<ul style="list-style-type: none"> Site community visits through social activities
Competitors 	<ul style="list-style-type: none"> Follow fair and transparent competition framework and regulations. Do not infringe on intellectual properties or attempt to collect confidential information. 	<ul style="list-style-type: none"> Follow good business ethics and comply with competition frameworks and regulations. 	<ul style="list-style-type: none"> Company website Annual reports Cooperation activities between business groups

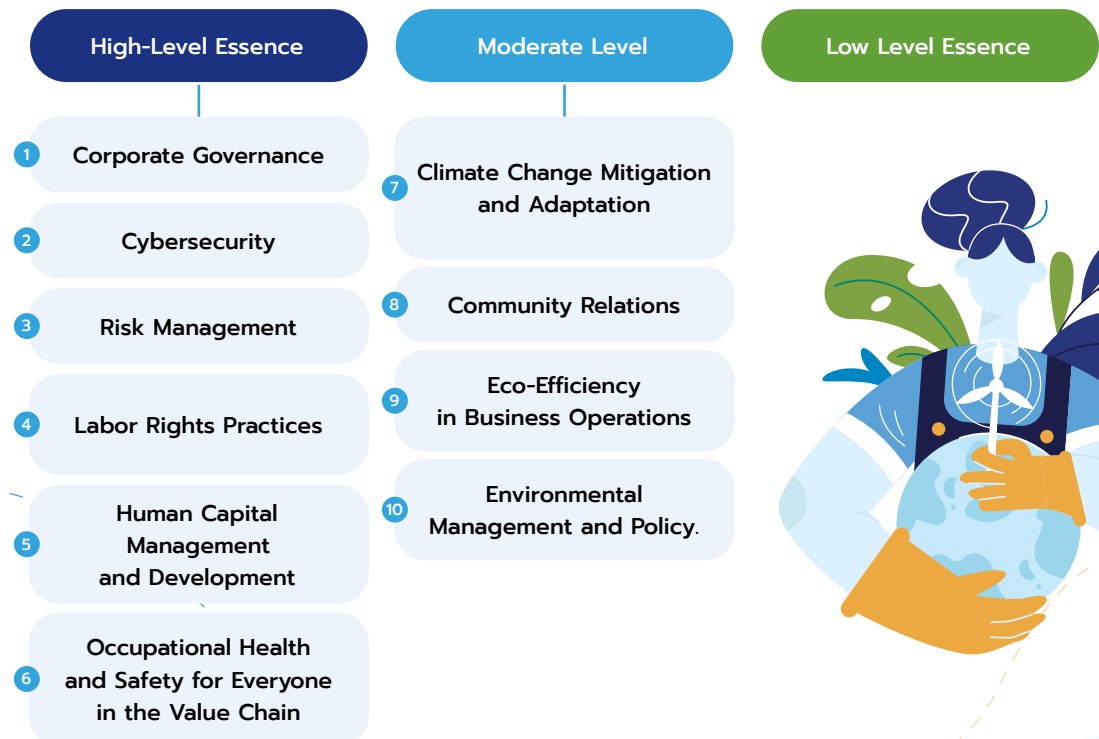
Materiality Assessment

In 2023, the Company has developed a clearer process for evaluating key sustainability issues in accordance with the guidelines for determining important sustainability issues (Materiality Assessment) according to the requirements of GRI 3 : Material Topics 2021, with important sustainability issues according to the principles. This has reflected key sustainability issues affecting the Company in line with national and global sustainability trends.

From the assessment of important sustainability issues through in-depth interviews and surveys of stakeholders' opinions, it was found that the 6 high-level material issues are : corporate governance, cybersecurity, risk management, labor rights practices, human capital management and development, occupational health and safety for everyone in the value chain. And a group of 4 moderately important issues include climate change mitigation and adaptation, community relations, and eco-efficiency in business operations, and environmental management and policy.

The Company has brought out the important issues that were identified for their level of importance for the benefit of deciding on sustainability management guidelines by integrating it into the Company strategy and business practices as well as setting goals for further assessment and monitor up on 7 main issues : corporate governance, cybersecurity, risk management, labor rights practices, human capital management and development, occupational health and safety for everyone in the value chain, climate change mitigation and adaptation. In this regard, performance results shall be monitored and reported to the Sustainable Development Working Group and the Board of Directors. and to evaluate, monitor, and review such sustainability issues on an annual basis. To set it up as the Company's main sustainability strategy.

There are a total of 10 Key Sustainability Issues of the Company in 2023 as follows :



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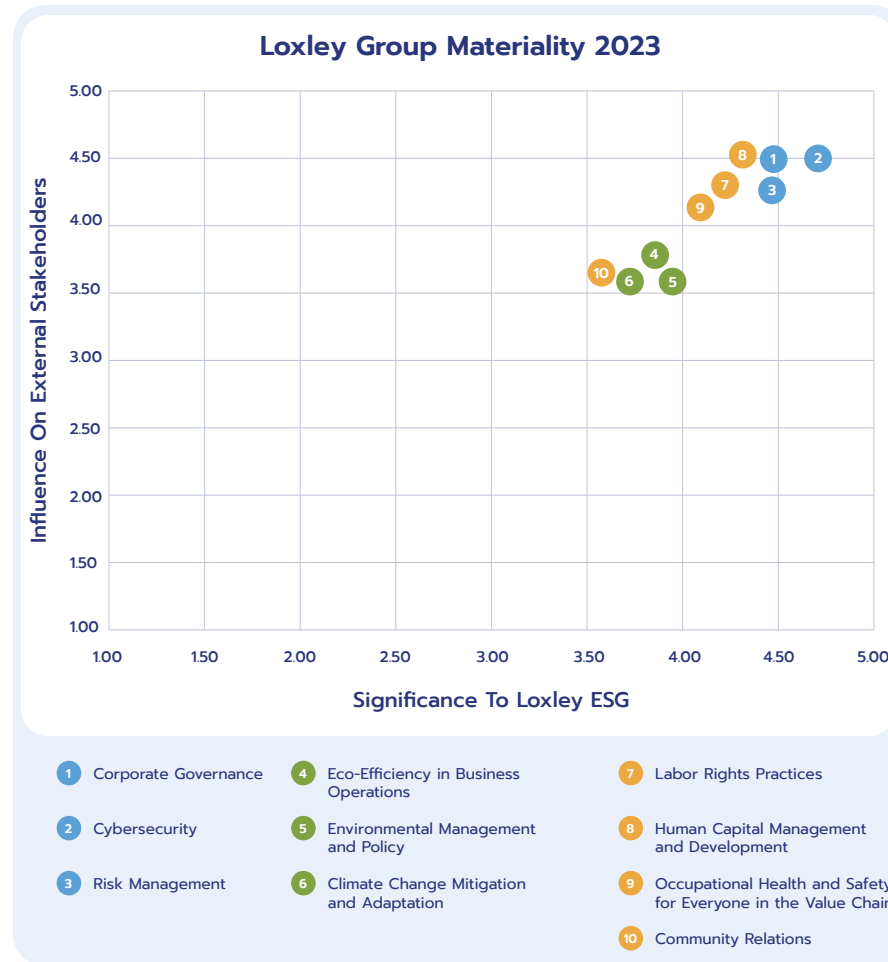
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Economic Dimension



Environmental Dimension



Social Dimension

And to be consistent and integral with the Company's business strategy for 2024 that seems urgent needs. The Board of Directors' meeting resolved to consider and approve sustainability performance goals for 2024 at the organizational level, including 4 issues as follows :



1 Good corporate governance and creating sustainability in business operations as well as develop innovation New products and services.



2 Risk management in accordance with the established risk management framework through monitoring and reporting results according to the risk management structure.



3 Labor rights operations and practices according to human rights principles and employee potential development as well as creating replacement personnel according to the succession plan. to achieve the organization's goals.



4 Environmental management, reduce resource use and adapt to cope with climate change.

This is done by assigning a working group for sustainable development and the Office of Company Secretary as the main responsible unit continuing to collaborate with business units and related parties.

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Presentation of Important Sustainability Issues

1. Corporate Governance

Governing the organization with good governance principles, having in place policies and governance processes to ensure that the Company can operate to create sustainable returns in the long term.

Sustainability issues according to GRI guidelines

- Governance structure and composition (GRI 2-9)
- Delegation of responsibility for managing impacts (GRI 2-13)



ESG Performance Indicators and Targets

- Received an excellent rating (5 stars) from a survey project to monitor and measure the development of corporate governance or corporate governance of Thai listed companies which is operated by Thai Institute of Directors (IOD) with the support of the Stock Exchange of Thailand and Office of the SEC.
- Quality of the 2023 Annual General Meeting of Shareholders by the Thai Investors Association.



2023 Performance

**An Excellent
Rating (5 stars)**

100 Score



Activities in 2023

Evaluation from external agencies.

- Received a full score of 100 points from the assessment of the quality of the 2023 Annual General Meeting of Shareholders from the Thai Investors Association.
- Received an “Excellent” rating from a survey project to monitor and measure corporate governance development of Thai listed companies for the year 2023 from the Thai Institute of Directors Association.

Training of new employees.

- Organized orientation for new employees by communicating ethical issues and guidelines for corporate governance. There are 50 new employees who have passed orientation.

Monitoring compliance with the business ethics and corporate governance policy.

- In 2023, the Company had no complaints through the whistleblowing system regarding inappropriate behavior of directors, executives, and employees or contrary to the Company’s Code of Conduct.
- Results of following up on compliance with the Code of Conduct.

Issues against Code of Conducts	Number of cases and incidents in 2023
Reporting complaints through channels	0
Personal data breach	0
Copyright infringement Intellectual property	2
Information system security	0
Use of inside information	0
Conflict of interest	0
Violation of Personal Data Protection Policy	0

From following up on compliance with the policy on non-piracy/intellectual property, it was found that in 2023 there were 2 incidents of software copyright infringement. The Company has investigated, uninstalled software, procured copyrights correctly and implemented disciplinary measures according to the Company’s work regulations including providing knowledge about policies and intellectual property laws for employees.

Strategy

- Establish policies and practices regarding corporate governance to be consistent with It is the same direction throughout the organization.
- Review the adequacy of the corporate governance structure and policy to be consistent with the changes, suitable for the Company’s business strategy and challenges that arise regularly.
- Communicate and create understanding with employees, suppliers and business partners. To realize the importance and comply with corporate governance policies, ethics and various guidelines.

Management Approaches

- Supervise and monitor compliance with corporate governance policies and business ethics.
- Regularly review the adequacy and appropriateness of the structure and corporate governance policy at least once a year, and develop and improve various policies to be consistent with the changes and business practices.
- Communicate, disseminate and organize training on corporate governance policies and related ethics to employees, business partners, to adhere to and act in the same way.

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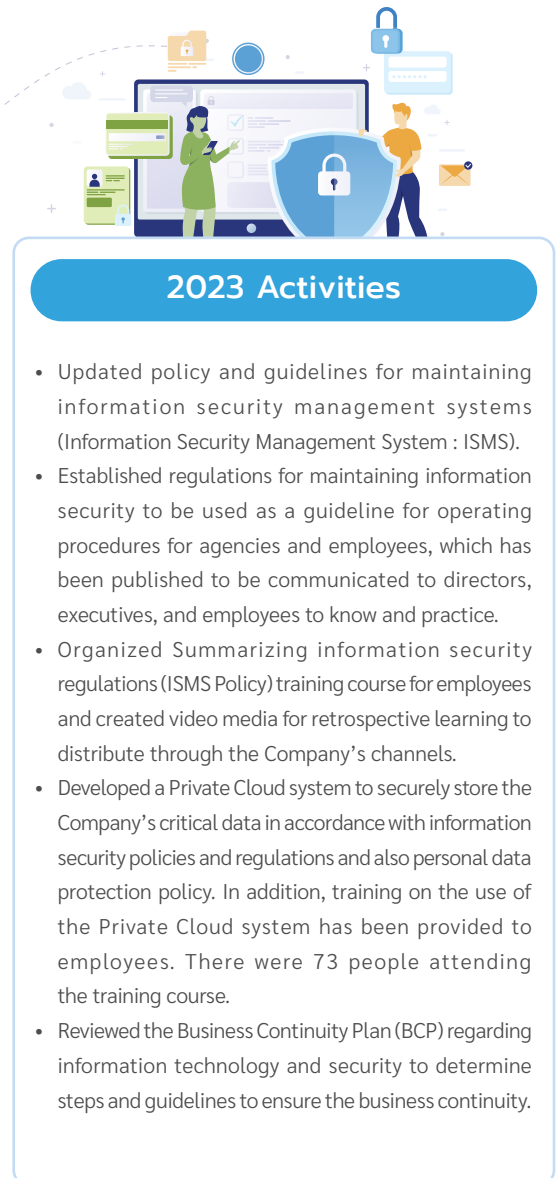
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2. Cybersecurity

Information system security, data security, and maintaining data privacy

Sustainability issues according to GRI guidelines

- Role of the highest governance body in overseeing the management of impacts (GRI 2-12)
- Customer Privacy 2016 (GRI 418)



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3. Risk and Crisis Management

Operational risk management, regulatory changes, operational risks, reputation risks, analysis, and assessment of emerging risks (Emerging Risk) that may affect the Company's business operations.

Sustainability issues according to GRI guidelines

- Role of the highest governance body in overseeing the management of impacts (GRI 2-12)

16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS



ESG Performance Indicators and Targets

- Organizing risk management training at least once a year.
- Follow up and report on risk management results at least once a quarter.



2023 Performance

Organized an enterprise
risk management workshop with

80 attendees.

Quarterly risk management
progress report,

totaling **4** times in 2023

Strategy

- Define clear structure, roles, and responsibilities in risk management from the organizational level, business level, and operational level.
- Provide risk management methods, as well as supervise and review the risk management process regularly to be consistent with the changing situation and consistent with generally accepted risk management standards.
- Leverage risk management to be one of the main strategies of each agency by setting risk management measures to be at an acceptable level with a clear operational plan. This includes continuous monitoring of practice. Plans are reviewed and adjusted according to changing situations including being able to measure progress and evaluate results.
- Promote risk management communication throughout the entire business unit to realize its importance and enhance widespread risk awareness.



Management Approaches

- Manage risks throughout the organization according to COSO guidelines to effectively reduce the opportunities and impacts of risks that occur.
- Analyze the severity level and prioritize risk issues to prepare operational plans and measures for risk management and follow up on performance results.

Key Risks in 2023

Key risk issues in 2023 include the risk of uncertainty in project business income which may cause operating results not to be as planned. Risk from project management that may not go as planned in terms of cost management or the risk of project delays. Risks from technological changes that affect the business context. Risks in trading businesses that resulted from supply chain. This includes financial risk from exchange rate fluctuations and risks related to personnel development planning to be consistent with business growth plans. There are important emerging risk as follows :



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Emerging Risks

Risks from climate change due to greenhouse gas emissions

Consumers are becoming more aware of their environmental impact and the concept of sustainability. Business partners have measures in place to control, manage, or set strict conditions for doing businesses which affect the purchasing decisions of customers and business partner. Or it may affect the consideration of being selected for the Project, Business opportunities, competition, image, and reputation of the Company It may also affect the ability to generate profits in the future.

Information system security risks

Faced with security risks in information technology systems in various forms. That may cause information to be leaked, lost, or the work system to be disrupted. Affecting the operations, image, and reputation of the Company Including affecting the services delivered to customers.



Risk Management Approaches

- Monitor the situation, assess important risks and opportunities related to climate change, both transition and physical risk, to create preventive measures and accommodate various situations that may occur.
- Install a solar power generation system (Solar Rooftop to increase the alternative energy use and reduce the organization's greenhouse gas emissions.
- Give importance to the process of designing and developing work systems that consider various possibilities, opportunities, and risks that may occur.
- Set data security measures Cybersecurity Plan including installing additional security equipment.
- Raise the level of security measures for information technology systems. and regulations for maintaining information security.

Organized risk training for employees

The Company recognizes that thorough risk communication is critical to building a risk culture thus promoting awareness and create a strong risk culture through training for working groups, executives, and operators. In 2023, the Company organized a workshop on enterprise risk management to enhance knowledge and understanding and continuously develop the efficiency of risk management. There were independent directors. Risk Management Committee and risk management working group, executives, and related employees received training, totaling 80 people.



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4. Labor Rights Operations and Practices

Treating employees with respect for diversity and equal opportunities, do not discriminate, give fair returns, providing mechanisms and channels for receiving labor complaints.

Sustainability issues according to GRI guidelines

- Employment 2016 (GRI 401)
- Labor/Management Relations 2016 (GRI 402)
- Diversity and Equal Opportunity 2016 (GRI 405)
- Non-Discrimination 2016 (GRI 406)



ESG Performance Indicators and Targets

- No human rights violation reported.



2023 Performance

0

Strategy

- Carry out personnel policies that adhere to human rights principles, manage diversity, and accept individual differences.
- Add value by developing further participatory projects based on the principles of respect for human rights, creating opportunities and equality in society.

Management Approaches

- Operate in accordance with laws, policies and best practices on human rights, diversity management and acceptance of individual differences.
- Support social activities to create opportunities and equality.

2023 Activities

- **Evaluation from outside agencies** awarded as an organization that promotes employment of people with disabilities for the year 2023, “Excellent level” at the International Day of Persons with Disabilities 2023 from the Department of Promotion and Development of the Quality of Life of Persons with Disabilities, Ministry of Social Development and Human Security
- **Support people with disabilities** continuously carried out the Loxley ASM Sport Hero activities for the 12th consecutive year, supporting employment and supporting disabled athletes to receive opportunities and equality in society.
- **Support social activities** carried out activities with the community, both in form of organizing social activities with schools and communities, donating items and company products for the public benefits, as well as donating leftover items to be put to good use.
- Registered OPPY Company Limited as a **Social enterprise**, conducting activities to improve the quality of life of the elderly.

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5. Occupational Health and Safety for Everyone in the Value Chain

Sustainability issues according to GRI guideline

- Activities, Value Chain and other Business Relationships (GRI 2-6)
- Supplier Environmental Assessment 2016 (GRI 308)
- Supplier Social Assessment 2016 (GRI 414)



ESG Performance Indicators and Targets

- Accident rate resulting in more than 3 days off work, not more than 3 times.
- Deaths from work accidents are zero.



2023 Performance

0
0

Strategy

- Uplift occupational health and safety management to include everyone in the business chain.

Management Approaches

- Comply with laws and regulations related to safety, occupational health and the environment.
- Provide necessary equipment for work safety. Take care of the working environment to be safe for the life and property of the Company's personnel and beneficial to work.
- Improve the working environment, both physical and biological.

2023 Activities

- Developed a suppliers' Code of Conduct, specifying Labor and Human rights issues, Occupational Health and Safety, Responsibility to the Community, Society and Environment, issues as key respects in collaborative operations and encourage partners to apply these guideline as a framework for managing their organization as appropriated.
- Established a working group for the transportation safety management system and registration of transportation safety management personnel.
- Organized safety and occupational health training, safety training and other courses according to the law for directors, committee members and related personnel.
- Promoted a safety culture by continuously communicating news and information about safety and occupational health to employees.
- Reviewed measures and operating procedures to accommodate in the event of an epidemic.

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6. Human Capital Management and Development

Sustainability issues according to GRI guidelines

- Training and Education 2016 (GRI 404)



ESG Performance Indicators and Targets

- The number of training and development hours per employee per year is 12 hours per employee per year.
- 80% of employees in the support group have been given individual development plans, which can be implemented according to the plan.



2023 Performance

16 hours per
employees per year

90%

Strategy

- Develop knowledge, expertise, and abilities of employees to support business expansion and respond to changes that occur in a timely manner.
- Develop Leadership Competency and leadership development plan in alignment with the success planning strategy.
- Take care of employees thoroughly to create a happy working atmosphere.

Management Approaches

- Prepare courses and activities that support employees to learn and develop themselves. Both training courses and learning activities within the organization and sending employees to receive training at outside institutions.
- Identify the core competencies required of the organization and each job position. To provide guidelines for the development of personnel and employees at all levels.
- Provide individual employee development plans and support blended learning 70-20-10 as well as create a learning culture in the organization.

2023 Activities

- Organized training and development of employees according to the Leadership Development Program in various courses according to level and job position. There were 20 employees at the supervisory level who have undergone training.
- Organized training and development of employees to increase their knowledge and develop their potential, A total of 58 courses, with an average number of training hours and activities to develop knowledge of 16 hours per person per year. Accounting for a total of 1,026,432 hours of work, the budget was used for training and development of employees totaling 1,271,624 baht.



7. Climate Change Mitigation and Adaptation

Climate change mitigation refers to efforts aimed at reducing and preventing greenhouse gas emissions. This includes increasing carbon storage to limit the scale of climate change. Climate change adaptation involves measures taken to adapt and respond to the impacts of climate change, such as building community resilience, infrastructure, and ecosystem.



Sustainability issues according to GRI guidelines

- Economic Performance 2016 (GRI 201)
- Energy 2016 (GRI 302)



ESG Performance Indicators and Targets

- Greenhouse gas emissions reporting, Scope 1 and 2 of Loxley PCL.



2023 Performance

Scope 1 is equal
to **361.18** tCO₂eq

Scope 2 is equal
to **1,148.43** tCO₂eq

Strategy

- Continuous education on climate change to create awareness and cooperation in addressing issues.
- Increase the amount of use of renewable energy and clean energy sources. Reducing the use of energy comes from combustion sources or using energy that produces less pollution. This includes increasing energy efficiency by improving or modifying technology.
- Support the cost-effective use of resources as well as efficient in every process of business operations including the use of technology that helps increase efficiency in resource use.
- Developing products and services, presenting environmentally friendly solutions and innovations, to create sustainability in both business and the environment in the long term.

2023 Activities

- Organized training courses and workshops on Sustainability and ESG having executives and a working group for sustainable development and related employees attending training, consisting of 30 people, contributing a total of 150 man-days.
- Installed solar panels on 2 office buildings (Solar Rooftop) of the Company.
- Promoted Campaign activities to reduce energy use and efficient waste segregation, encouraged management and recycling of waste materials.
- Signed a memorandum of understanding with MEA Smart Energy Solutions Company Limited (or MEAEI MEAEI), a subsidiary of the Metropolitan Electricity Authority (MEA), providing design and consulting services, installing and investing in integrated intelligent energy system management to carry out a pilot project to develop a renewable energy management business and intelligent energy systems.



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The innovation

“LOX CONS Heat Shield fiberglass insulation”

A New Safe and Eco-friendly Alternative

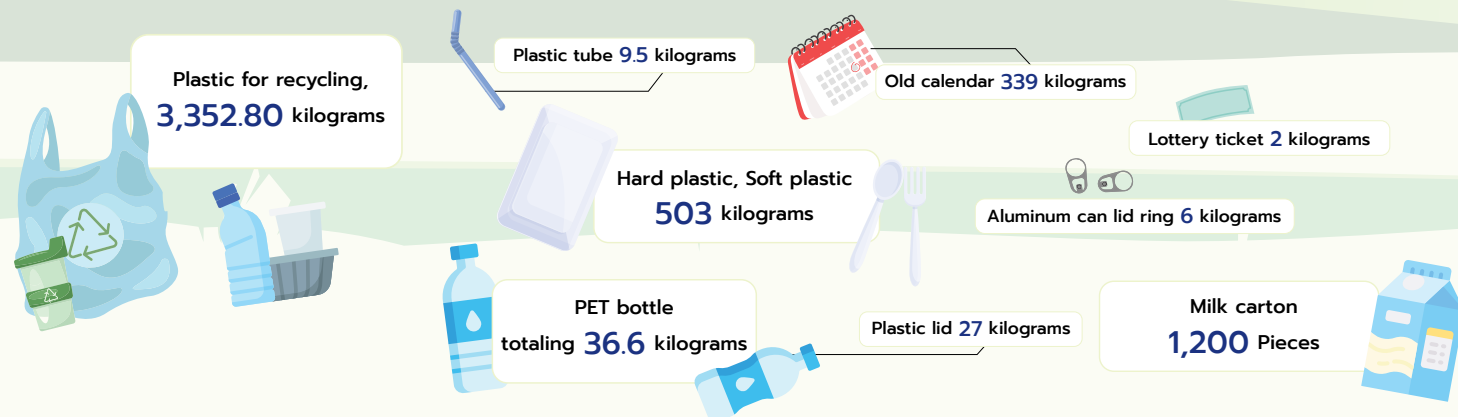
Produced from recycled glass fragments processed into glass fibers and reusing waste glass fibers from the production process. These are combined with a bio-based adhesive made from fructose, free from formaldehyde, to reduce long-term health impacts for users. The product meets the industrial product standard TIS 486-2527, has received the Green Label certification from the Thailand Environment Institute, and complies with international ASTM standards and building regulations.

“ Suitable for installation in residential homes, commercial buildings, and industrial factories. It helps keep homes cool, saves energy, and reduces noise disturbance.”

The LOX CONS Heat Shield fiberglass insulation is one of the products resulting from a collaboration with our business partner, Microfiber Industries Company Limited. This partnership aims to achieve balanced business growth through environmentally friendly products. It is projected that in 2024, the revenue share will grow by 1% from the LOX CONS product group.



Effective Waste Management



8. Eco-Efficiency in Business Operations

Balancing Economic Growth along with increasing the efficiency of resource use and reducing environmental pollution emissions. It will be a guideline that leads to sustainable production and consumption.



Sustainability issues according to GRI guidelines

- Emissions 2016 (GRI 305)
- Waste 2020 (GRI 306)



ESG Performance Indicators and Targets

- Electricity consumption does not exceed 2,953,500 kilowatt-hours compared to the volume as of base year 2020.
- The amount of water used for consumption in the office does not exceed 25,000 cubic meters, compared to the amount as of the base year 2020.
- The amount of waste sorted and put into the recycling process, compared to the amount of greenhouse gases that can be reduced to the number of trees used to absorb greenhouse gases approximately : 600 trees.



2023 Performance

2,418,000 kilowatt-hours, a decrease of 18.13%

Renewable Energy Consumption
12,839.52 kilowatt-hours

The ratio of total electricity consumption to the total number of employees is **5,001.73** kilowatt-hours/person/year

27,837 cubic meters, an increase of 11%

The ratio of total water consumption to the total number of employees is **57.28** cubic meters/person/year.

1,747 trees

The amount of non-hazardous waste is **7,267.07** kilograms.

Strategy

- Cultivate and create awareness among the Company's personnel to use resources in a worthwhile manner. Be responsible for the environment, especially regarding reducing energy use, efficient use of resources and waste management.
- Implement measures to use resources efficiently, effective in every business process, manage waste efficiently with the 3Rs concept.
- Drive innovative ideas in developing products and services, solutions, and business opportunities that takes into account the impacts of climate change, the environment and hygiene.

2023 Activities

- Organized activities to campaign for the efficient use of resources and waste separation in the organization to reduce the amount of waste by reducing use, reuse and recycling waste.
- Installed solar panels on 2 office buildings (Solar Rooftop) of the Company at Hanuman Building, installed capacity 93.2 kilowatt and ICT1 Building installed capacity 139.15 kilowatt.
- Announcement of the Company's car management policy, including car procurement, car replacement, periodic replacement and procuring new ones (adding) by specifying the use of hybrid or electric cars.



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9. Environmental Management and Policy

Managing the organization's environmental projects in a comprehensive, systematic manner. It is planned and documented, including organizational structure, planning for resource management in development and procedures for implementing and managing the Company's policies regarding environmental resource management.



Sustainability issues according to GRI guidelines

- Environmental Compliance 2016 (GRI 307)



2023 Activities

- Developed environmental management and operations policy and guidelines. This has been approved by the Board of Directors' meeting.
- Organized campaigns to reduce the use of paper, plastic, and foam, decrease energy consumption from electrical appliances by switching to energy-efficient devices, reduce food waste, and separate waste for recycling. The results of the activities were incorporated into the Care the Bear and Care the Whale projects organized by the Stock Exchange of Thailand, reflecting the amount of greenhouse gases reduced, which equaled 1.26 tCO₂eq and 20.88 tCO₂eq, respectively.

10. Community Relations

Doing various activities for the community, volunteer activities, activities that promote and stimulate the growth of the community economy



Sustainability issues according to GRI guidelines

- Economic Performance 2016 (GRI 201)

Strategy

- Take care of the surrounding community and society and focus on delivering value back to society by leveraging the resources and expertise of the organization and employees.
- Support cooperation and participation of employees and related partners to create value and benefits for society.

Management Approaches

- Explore community expectations to carry out useful activities to help improve quality of life as well as the well-being of the surrounding community.
- Continuously carry out social activities.

2023 Activities

- Carried out the "Strong Community Project 2023" by focusing on the target group to support the work of the committee, children and youth in the community to be able to rely on oneself.
- Organized Move for Life activities to promote physical skills, cognitive and emotional skills, as well as social skills along with inserting knowledge on waste separation to schools in the community.
- Blood donation activities.
- Support budget and items, donating leftover items to government agencies, private organizations, foundations, and various institutions.

Number of activities to help the community : **30** times
The amount of blood received from donations and usable is **215** units.

Support social activities both in monetary form, items and services and in the form of social activities.



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“

The Company is committed to developing and operating business with integrity, transparency, accountability and giving equal importance to all groups of stakeholders in accordance with the principles of good corporate governance and conduct business according to the guidelines of sustainable development to ensure business growth and wellbeing of the ecosystem and economy. Loxley places importance on caring for the environment and managing natural resources responsibly and efficiently throughout the value chain, supports the use of alternative energy to meet the needs of present and future generations. This is done by laying down good practices for reducing the ecological footprint, reducing greenhouse gas emissions, and dealing with climate change.

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Operational Eco-Efficiency

Environmental Management Based on Operational Eco-Efficiency

Throughout the past century, the use of natural resources has greatly increased creating a significant shift towards sustainable practices across industries due to resource scarcity in the industrial and manufacturing sectors. The Company conducts analysis, evaluates, defines operating strategies regularly and develop business practices that emphasize efficient management and use of resources. In line with this commitment, we aim to use fewer resources but still achieve maximum efficiency according to the circular economy development guidelines which reduces costs and increases productivity including building confidence among stakeholders and to respond to the needs of consumption behavior, current use, and increased competitiveness as well as prepare to deal with the complexity of environmental regulations and laws related to future climate change.

The key to changing the concept of the Company's business activities is setting criteria for various operations of the Company related to energy use, improving operational efficiency, and applying the principles of the circular economy. This is done by focusing on managing and using resources efficiently and cost effectively, with the goal of improving operational guidelines and business activities in line with sustainability principles. Through evaluation and measurement of success through various indicators.

In addition, the Company places importance on carrying out activities to reduce greenhouse gas emissions by driving through the working group for sustainable development, campaign activities and implement various measures to reduce energy use as well as the use of resources, including reducing waste from the source. However, based on the results of corporate collecting emissions data according to the scope 1 and 2 emissions. As for Loxley PLC. between January - December 2023 found that the amount of greenhouse gas emissions from the operations of



Scope 1 was equal

to **361.18** tCO₂eq

and the amount of greenhouse gas
emissions from the operations of

Scope 2 was equal

to **1,148.43** tCO₂eq

In 2024, the Company aims to collect data on the organization's greenhouse gas emissions in scope 1 and 2 of Loxley PLC. to utilize as base year data for calculating and reporting greenhouse gas emissions including arranging for regular verification and further certification of results.

Initiatives in 2023 Involving Measures to Reduce Environmental Impact and Reduce Greenhouse Gas Emissions



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1 Sustainability Assessment :

Kickstart by assessing the impact of climate change on a Company's current business operations including energy consumption, waste generation and greenhouse gas emissions. This assessment will identify key areas for improving the implementation plan and serve as a guideline for the Company's strategic sustainability planning.

2 Endorse environmental management and operations policy :

Create a comprehensive environmental policy to demonstrate the Company's commitment to sustainability along with setting goals as well as concrete measurable indicators to reduce resource use and mitigate environmental impacts as much as possible.

3 Implement energy saving measures :

Create a plan, set measures, and take action to improve energy efficiency in every step of the business process and support work, including equipment upgrades building system efficiency enhancement and the use of energy saving technology as well as promoting awareness of energy conservation practices among employees to promote a culture of sustainability.

4 Carry out projects and activities to support the cost-effective and efficient use of resource :

This is done by implementing the 3Rs policy, which is reducing the use and consumption of unnecessary resources (Reduce), Reuse and Recycle, such as implementing a waste separation project to reduce waste to landfill, promote waste and leftover

management by reusing and entering the recycling process by setting up recycling bins throughout the workplace. This includes educating employees about proper waste separation, campaign to reduce paper and plastic usage, using a personal drinking glass, refraining from using foam boxes and plastic bags in the Company's canteen, etc.

5 Promote sustainable procurement practices :

Endorse a procurement policy as a guideline for employees and related parties to ensure that procurement activities are fair, transparent, and ethical under the Company Sustainability Strategy including building confidence among stakeholders. This is done by setting criteria for selecting partners and prioritizing those that adhere to sustainable and ethical standards, focusing on purchasing environmentally friendly materials, products, and packaging including promoting and supporting partners to operate according to sustainable development guidelines to create a sustainable ecosystem throughout the supply chain.

6 Promote responsible supply chain management practices :

Create Suppliers' Code of Conduct and good practices by laying down guidelines for trading partners to study and use as a guideline for working together as well as supporting partners to apply it as a guideline for managing the organization as appropriate. This is aimed to standardize business processes between the group of companies and trading partners to be aligned in the same direction. It is considered a step of cooperation that will lead to business development together and creating a sustainable society and environment throughout the business chain.

7 Initiate the use of renewable energy :

Explore the options and possibilities of switching to renewable energy such as solar power, wind power, or hydroelectric power to replace the conventional energy in the office. In 2023, the Company installed a solar power generation system (Solar Rooftop) on the roofs of 2 office buildings at Hanuman Building and ICT1 Building, which are in the area of the Company's headquarters. It has an installed power generation capacity of 93.2 kilowatt and 139.15 kilowatt, respectively.

8 Promote alternative transportation :

Create incentives and seek new options for environmentally friendly transportation vehicles by considering the use of electric vehicles in the Company's business, including electric vehicles for food delivery of WaQ Yakiniku shop and company patrol car of ASM Security Management Company Limited as well as implementing a policy to change and replace the Company's vehicles with electric or hybrid vehicles, installation of EV charging stations within office buildings area.

9 Stakeholder and Community Engagement :

Promote collaboration with stakeholders including employees, customers, partners and local communities to jointly address environmental challenges by allowing employees to participate in sustainability activities, engaging customers in selecting environmentally friendly products and supporting community environmental projects such as waste separation, reusing plastics and waste or recycling them.



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The Project to Reduce Greenhouse Gas Emissions from the Operation Scope 1

The Company is committed to addressing greenhouse gas emissions from its Scope 1 operations by recognizing the necessity of participating in solving the problem of greenhouse gas emissions. To achieving its goals, the Company has initiated a plan to comprehensively collect greenhouse gas emissions data on all its business activities. By creating a basic understanding of the sources of greenhouse gas emissions. This helps in managing and controlling greenhouse gas emissions more efficiently. The mentioned fundamental data is beneficial for analysis, planning, and assisting in setting greenhouse gas emission reduction targets, operational goals related to weather conditions and reducing environmental impacts of the Company to comply with the correct guidelines and conform to accepted standards.

In 2023, the Company implemented a policy to consider transitioning from internal combustion engine vehicles to electric vehicles (EV), which is a significant step in reducing carbon dioxide emissions associated with the Company's operations in a sustainable manner. This includes efforts to explore investment opportunities in EV-related businesses such as EV taxi services. This strategic shift emphasizes the Company's commitment to sustainable practices, environmental stewardship, and participation in building a low-carbon society for a better future. With these efforts, the Company aims not only to mitigate negative environmental impacts but also to inspire positive changes both within and outside the industry along the value chain.

In the year 2023, the Company successfully transitioned 4 of its vehicles from internal combustion engine cars to electric cars, accounting for 20.37% of all vehicles under the Company's responsibility.



Greenhouse Gas Emissions Data in 2023

The Operation Scope 1

Total Direct Greenhouse Gas Emission Released

361.18 tCO₂eq

Data Coverage

7.69% of disclosed data scope



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The Project to Reduce Greenhouse Gas Emissions from the Operation Scope 2

The Company is committed to managing greenhouse gas emissions from its Scope 2 operation with an awareness of the need to address and mitigate negative environmental impacts. It starts by collecting greenhouse gas (GHG) data to assess the Company's current emissions comprehensively and identify areas for improvement to manage and reduce emissions responsibly.

The Company sets goals to reduce greenhouse gas emissions and supports the use of renewable energy to establish sustainable energy stability within the Company. In the past year, the Company has installed solar rooftop electricity generation systems on the roofs of 2 office buildings, namely the Hanuman Building and the ICT1 Building, located within the Company's main office area. The installed power generation capacities are 93.2 kilowatt and 139.15 kilowatt respectively. From the start of operation until December 2023, it was possible to produce electricity from solar energy as a renewable energy source at the Hanuman Building, with a capacity of 12,839.52 kilowatt-hours and at ICT1 Building, with a capacity of 36,059.89 kilowatt-hours. The resulting in a reduction of more than 6.56 tons of carbon dioxide equivalent.

This can lead to savings 229,528.41 baht from electricity expenses in 2023. Additionally, the Company is exploring the possibility of installing solar power generation systems on other buildings as an additional for the future.



Greenhouse Gas Emissions Data in 2023

The Operation Scope 2

Total Indirect Greenhouse Gas Emission Released

1,148.43 tCO₂eq

Data Coverage

7.69% of disclosed data scope



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Other Environmental Measures of the Company

The Company is aware of the environmental issues at present and anticipates being part of the solution in helping to mitigate these issues through internal management processes aimed at reducing or alleviating the impact on the environment resulting from business operations. It emphasizes the importance of instilling awareness and consciousness in its personnel to utilize resources efficiently, be effective and be environmentally responsible. The focus is on reducing energy consumption, supporting renewable energy use, minimizing resource wastage and efficient waste management, all as part of caring for the environment and conserving energy in a sustainable development approach. The Company has set goals to reduce the amount of electricity consumption in both lighting and air conditioning systems within its main office building to not exceed

2,953,500 kilowatt-hours compared to the baseline amount in 2020 and to reduce the amount of potable water consumption in the office to not exceed 25,000 cubic meters compared to the baseline amount in 2020. Additionally, the Company has set targets to participate in addressing climate change by setting goals in 2023 to collect and report greenhouse gas emissions data for operations Scope 1 and Scope 2 of Loxley PLC. and to engage in waste segregation activities leading to recycling processes, with a goal to reduce greenhouse gas emissions equivalent to the number of trees used in carbon sequestration amounting to 600 trees. These measures will be adjusted to fit the business context of each Company within the business group by considering appropriateness, operational and service capabilities as key factors.



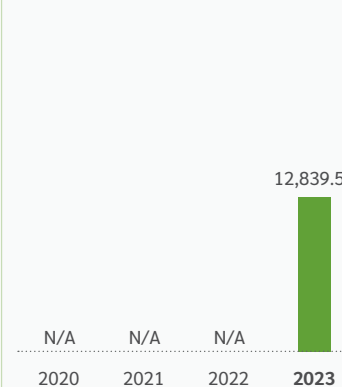
Energy Consumption

The Company has implemented energy management measures efficiently promoting energy conservation through various projects and continuous activities such as advocating the use of elevators and energy conservation through various methods, conducting public relations, displaying campaign signs at various points within the office building, producing educational video clips and promoting energy-saving practices, scheduling the operation of air conditioning and lighting systems, and installing solar panels on office buildings (Solar Rooftop), etc. In 2023, the Company consumed a total of 2,418,000 kilowatt-hours of electricity for both lighting and air conditioning systems within the main office, reduced by 535,500 kilowatt-hours from the electricity consumption of 2,953,500 kilowatt-hours in the base year of 2020, representing a reduction of 18.13% and had a volume of alternative energy usage of 12,839.52 kilowatt-hours.

Energy Consumption

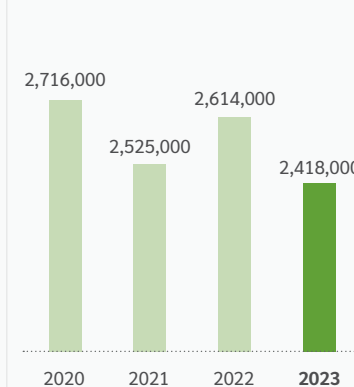
Renewable energy Consumption

Unit : kilowatt-hour



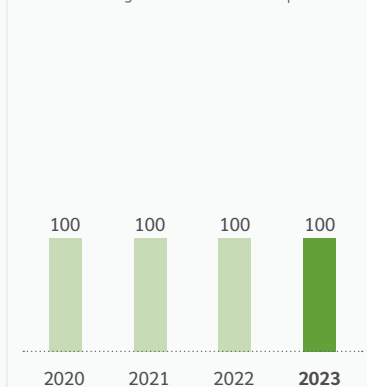
Non-renewable energy Consumption

Unit : kilowatt-hour



Data Coverage

Unit : Percentage of disclosed data scope



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Efficient Waste Management

To ensure efficient waste management and utilization of recyclable materials, the Company has therefore established waste management procedures, including hazardous materials, to serve as a unified guideline throughout the organization. In addition, the Company also promotes awareness of waste reduction from operational processes and business activities throughout the value chain in a sincere manner, by communicating and encouraging employees to minimize the use of unnecessary materials resulting in minimal waste from operations and managing waste responsibly.

Based on the principles of the 3Rs : Reduce, Reuse, and Recycle, this concept and practice aim to utilize existing resources efficiently, thereby helping to reduce waste. For example, campaigns to stop using plastic bags and discontinuing the use of foam boxes in the Company's canteen, supporting the use of cloth bags, encouraging the use of personal water bottles and separating paper waste for recycling. Waste segregation is managed with clear pathways for each type of waste through various awareness campaigns and community education activities, integrated with the Company's social initiatives.

In the year 2023, the Company was able to segregate and collect a total of 3,352.80 kilograms of recyclable waste. Comparing the amount of greenhouse gases reduced, equivalent to the number of trees used to absorb greenhouse gases, is 1,746 trees, or a reduction of 15.71 tCO₂eq (from data collected in collaboration with the Stock Exchange of Thailand) from the set target of 600 trees.

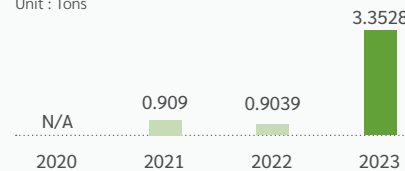


Furthermore, the Rak Laek project, supported by Siam Kraft Industry Company Limited is one of the Company's ongoing initiatives. It involves collecting used paper and delivering it to the recycling process at Bann Pong factory, Ratchaburi Province, in exchange for new paper to be used in the Company. This initiative aims to reduce landfill waste, decrease deforestation and the use of new wood, promote proper paper waste management, and help reduce greenhouse gas emissions. Additionally, the project participates in supporting the Less Greenhouse Gas (LESS) initiative of the Stock Exchange of Thailand through the Care the WHALE and Care the BEAR projects, including waste separation activities.

Waste Quantity

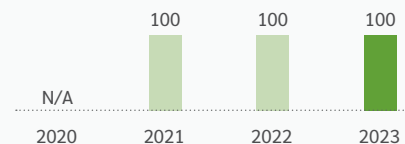
Total amount of recycled/recycled waste

Unit : Tons



Data Coverage

Unit : Percentage of disclosed data scope



Water Management at Loxley

The Company understands water is a valuable and essential resource for everyone's lives. Therefore, it is committed to sustainably managing water resources throughout the value chain. This includes responsibly managing water consumption for office use, reducing pollution and minimizing negative impacts on society and the environment continuously.

The Company has implemented campaigns to encourage employees to use water efficiently and appreciate its value in daily life consistently. For example, posting signs promoting water-saving practices around handwashing sinks to raise awareness and extend to efficient wastewater management. The Company treats wastewater from office buildings systematically before releasing it into the public drainage system to avoid adverse effects on the surrounding environment. In 2023, the Company's tap water usage amounted to 27,837 cubic meters, an increase of 2,837 cubic meters from 25,000 cubic meters in the base year of 2020 and an increase from 26,918 cubic meters in 2022. Considering the challenges and goals in water management, the Company sees the need to enhance efficiency further. It will review and identify suitable practices to improve water resource management efficiency going forward.



Environmental Policies and Practices

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The current business operations have garnered interest from stakeholders including consumers, investors and regulatory agencies who monitor environmental practices and sustainable development closely. Loxley Public Company Limited recognizes the expectations and responsibilities towards the environment from all stakeholders and is committed to conducting business activities sustainably. This entails integrating environmental management systems and policies into the Company's operational strategies efficiently under the principles of good corporate governance, business ethics, and sustainable development on a global scale to establish a foundation for the organization's long-term sustainability. Furthermore, the organization's environmental policy and management framework not only mitigate environmental risks but also promote innovation, the adoption of environmentally friendly technologies and more efficient resource management. Moreover, it aims to build readiness to address future changes in environmental standards.

The Company has established an Environmental Management Policy to provide guidance for managing its environmental projects comprehensively, in accordance with environmental regulations, international standards, and systematic integration. This involves developing organizational structures, strategies, planning processes, resource allocation and reducing environmental impacts. It serves as a blueprint for organization-wide practices to help mitigate the risks of non-compliance with environmental laws, reduce the chances of penalties, minimize environmental impacts from business operations and mitigate potential damage to the Company's reputation. The Company's environmental management policy includes the following key principles :

1 Roles, duties and responsibilities of the Board of Directors

The Board of Directors of the Company is responsible for overseeing that the business operations comply with relevant laws, regulations, policies and environmental standards. This includes approving and reviewing environmental policies to ensure alignment with relevant practices, as well as integrating policies with business strategies and processes. Continuous improvement of environmental operational measures is also part of their oversight role.

2 Duties and responsibilities of the management

The management side of the Company is responsible for setting objectives, goals, performance indicators, measures and operational methods related to environmental matters according to the business context, in line with environmental management policies and practices. This includes establishing structures and representatives responsible for managing, monitoring, controlling and auditing operations to ensure compliance with relevant laws, regulations, policies and practices, as well as promoting and supporting all employees to work in accordance with the established policies and communicating to create awareness of policies and measures for stakeholders continuously. Additionally, regular reports on policy implementation are provided to the Company's Board of Directors.

3 Compliance with the law, rules and regulations

The Company is committed to complying with laws, regulations and environmental standards, policies and practices related to its business operations. This includes ensuring monitoring and controlling activities that pose risks of violating the Company's policies and practices, as well as regularly reviewing and improving environmental operations to comply with changing legal requirements.

4 Promoting continuous development

The Company recognizes the importance of continuously improving environmental operations, therefore, it conducts regular analysis, evaluation, monitoring and reporting of results, as well as supporting investment opportunities for technology development and practices to mitigate environmental impacts.

5 Planning and Objectives of Operations

The Company will establish plans and objectives for operations to mitigate environmental impacts, setting measurable goals with clear timelines that align with the Company's sustainable development policies and business context. This includes regular monitoring and evaluation of operational performance, as well as reviewing and adjusting environmental operation plans and objectives as necessary.

6 Creating Awareness Among Stakeholders

The Company fosters awareness among both internal and external stakeholders regarding environmental management policies, related impacts and best practices. This involves public relations efforts and communication to raise awareness about environmental practices throughout the supply chain.

7 Employee Training and Development

The Company provides training programs, learning materials and other appropriate activities covering environmental issues to enhance employees' awareness and understanding of environmental management principles. This includes mitigating negative environmental impacts from business activities, fostering a culture of environmental stewardship.

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Environmental Management System (EMS)

The Company has developed an Environmental Management System (EMS) systematically to manage environmental impacts resulting from its operations efficiently. This includes planning, implementation, monitoring and evaluating activities affecting the environment. The Company demonstrates a commitment to responsible resource and environmental management, complying with relevant regulations, integrating goals and indicators at both organizational and departmental levels to drive environmental operations organization-wide. Continuous monitoring, reporting and disclosure emphasize transparent and accountable environmental stewardship practices, building confidence in regulatory compliance and sustainability.

Additionally, the Company continuously strives to cultivate a culture of continuous improvement, driving innovation and operational efficiency, promoting engagement with stakeholders both internally and externally, fostering awareness and supporting cooperation with governmental, private and civil society organizations to jointly build a sustainable future.

Currently, the environmental management system of Loxley Group is certified according to the international environmental management standard ISO 14001 : 2015 for ASM Security Management Company Limited or ASM, with plans to certify the environmental management systems of other companies within the group. This is an ongoing effort, with sustainability in environmental operations becoming a key goal for relevant employees, business units and an important organizational objective.

Coping with Climate Change

The Company recognizes the necessity of participating in addressing threats posed by climate change and adapting to these changes. This includes implementing measures to mitigate the impact of climate change on the Company's operations, emphasizing risk management to foster organizational resilience in crisis situations, and collaborating with all stakeholders to minimize negative environmental impacts. Additionally, preparations are made to deal with emerging changes.

The Company's board of directors mandates oversight concerning matters related to climate conditions. This involves implementing monitoring activities and reporting progress periodically to the board of directors. A Sustainable development working group and the corporate secretariat serves as a key mechanism in driving and monitoring compliance. Furthermore, climate change-related issues are integral factors in planning processes, decision-making and used as data for goal setting, strategies, risk management policies, annual budgets and business plans, as well as for legal compliance with environmental regulations.



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To raise awareness about the importance of sustainable development and promote ethical sustainable practices, the Company has appointed a Sustainable development working group to implement and monitor policy adherence. This working group is responsible for driving goal setting and sustainable development strategies, presenting policies and relevant operational guidelines, reviewing and setting various environmental and climate change-related goals annually and overseeing compliance, including reporting progress to the board of directors.

Reducing Greenhouse Gas Emissions

The Company has commenced data collection on the organization's greenhouse gas emissions for the first year. In 2023, targets were set for collecting and reporting organizational greenhouse gas emissions data, including Scope 1 and Scope 2 emissions from Loxley's operations. Waste segregation activities have also been undertaken for recycling, with a goal to compare the amount of greenhouse gases reduced to the equivalent of 600 trees used for carbon sequestration. The Company aims to reduce greenhouse gas emissions by 20 percent by 2030 to align with national targets.

Procurement and Contracting

The Company has announced procurement and contracting policies to ensure appropriate, efficient and effective procurement and contracting practices, conducted with fairness, transparency and integrity. These activities are under the Company's sustainability strategy, promoting procurement and contracting considering environmental factors, social responsibility, and ethics to build confidence among stakeholders and foster long-term relationships with partners.

Climate Change Risk Assessment and Management

The Company has conducted risk assessments and evaluated the impacts of climate change on its business and analyzing data to identify risks. The sustainable development working group collaborates with the risk management working group, which comprises representatives from various departments and supporting units have deliberated and integrated this information into operational plans, set goals at both the Company and departmental levels to communicate and create clear understanding. Adopt them as shared policies and practices.

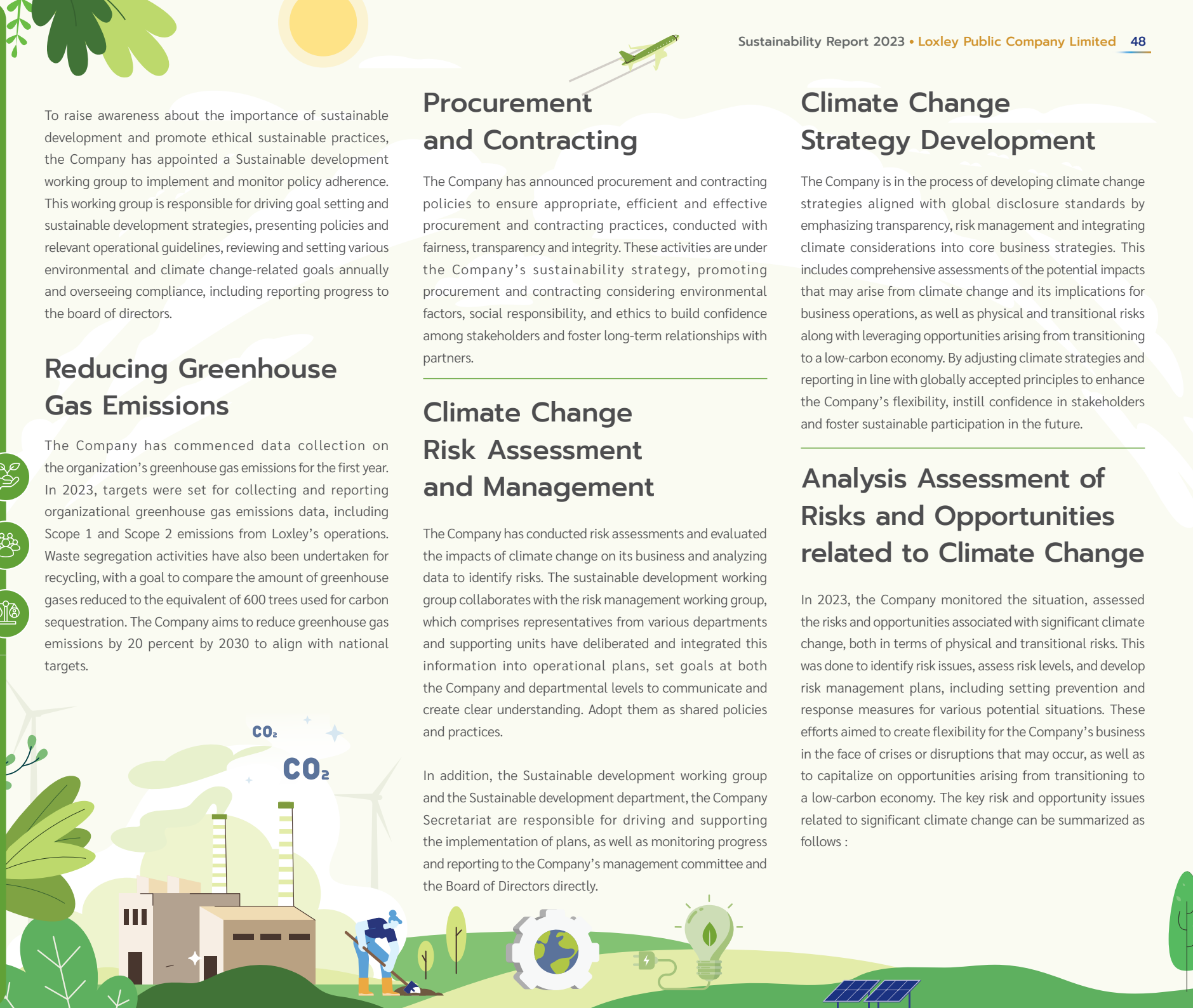
In addition, the Sustainable development working group and the Sustainable development department, the Company Secretariat are responsible for driving and supporting the implementation of plans, as well as monitoring progress and reporting to the Company's management committee and the Board of Directors directly.

Climate Change Strategy Development

The Company is in the process of developing climate change strategies aligned with global disclosure standards by emphasizing transparency, risk management and integrating climate considerations into core business strategies. This includes comprehensive assessments of the potential impacts that may arise from climate change and its implications for business operations, as well as physical and transitional risks along with leveraging opportunities arising from transitioning to a low-carbon economy. By adjusting climate strategies and reporting in line with globally accepted principles to enhance the Company's flexibility, instill confidence in stakeholders and foster sustainable participation in the future.

Analysis Assessment of Risks and Opportunities related to Climate Change

In 2023, the Company monitored the situation, assessed the risks and opportunities associated with significant climate change, both in terms of physical and transitional risks. This was done to identify risk issues, assess risk levels, and develop risk management plans, including setting prevention and response measures for various potential situations. These efforts aimed to create flexibility for the Company's business in the face of crises or disruptions that may occur, as well as to capitalize on opportunities arising from transitioning to a low-carbon economy. The key risk and opportunity issues related to significant climate change can be summarized as follows :



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Risk

 Risk issues	 Action plans
1. Fluctuations in project cost due to shortages of raw materials, certain types of equipment, along with the flooding situation affecting transportation of goods, costs from changes in technology affecting supply chains, such as obsolete products, scarce parts, or changes in product specifications impacting sales planning, project management, and contract management.	<ul style="list-style-type: none"> • Comprehensive project cost estimation and project cost reserve planning. • Efficient project management.
2. Increased business costs from transitioning to a low-carbon society, compensating for damages from greenhouse gas emissions, trends in new legislation, regulatory changes, including more challenging greenhouse gas emission reduction targets.	<ul style="list-style-type: none"> • Monitoring regulatory changes. • Establishing appropriate sustainability policies, target and operational guidelines, taking into account urgent needs, as well as integrating them with business strategies and processes.
3. Changes in consumer behavior and project acceptance conditions are impacts on business strategies and directions.	<ul style="list-style-type: none"> • Conduct stakeholder expectation surveys to define goals and action plans that align with their expectations.
4. Investor confidence, Company image and stakeholders' expectations.	<ul style="list-style-type: none"> • Disclosure of sustainability information through various communication channels.

Goal Setting and Indicators Related to Greenhouse Gases

In 2023, the Company sets goals and indicators in reporting greenhouse gas emissions systematically according to criteria for disclosing sustainability information of the Stock Exchange of Thailand (SET) or the Securities and Exchange Commission (SEC). It also includes monitoring progress and reporting the success of goals through public channels. Additionally,

the Company is considering studying international standards, best practices and agreements such as the Paris Agreement, the United Nations Framework Convention on Climate Change (UNFCCC) COP 28, to establish goals and indicators related to climate change within the organization. Reflecting the Company's commitment to environmental responsibility, including participation in supporting industry groups broadly to combat climate change. These goals cover reducing greenhouse gas emissions, increasing energy efficiency and sustainable practices throughout the Company's value chain.

Opportunities



- 1 Opportunities to review operational strategies and adjust business strategies.
- 2 Adoption of international standards in operations, development of operational efficiency and profitability to adapt and lead organizations towards sustainability.
- 3 Seeking new business opportunities.



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Labor Operations and Practices

“The Company is aware that human resources are vital factors in business operations and are essential assets to lead the organization towards continuous growth and stability. Caring for and treating employees and labor fairly and equitably, respecting human rights and treating labor equally are highly emphasized by the Company to empower employees to demonstrate their full potential, to work together happily and drive the organization to achieve its goals successfully.

The Company has established guidelines for employee and labor practices in its business code of conduct, as a guide for the fair treatment of the Company's personnel and free from discrimination starting from recruitment, employment, career development and advancement to retirement. Providing appropriate compensation, benefits and welfare in accordance with labor laws, as well as promoting the development of knowledge and skills that support career advancement to enhance employee performance and promoting understanding of the continuous ethical practices. Additionally, providing channels for complaints, listening to feedback and suggestions for development and improvement of labor management for greater efficiency.

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Raising Awareness About Non-Discrimination and all Forms of Harassment

The Company fosters awareness of respecting human rights and treating workers equally and fairly, without discrimination and harassment in any form consistently. It promotes creating a work environment that honors mutual respect, embraces diversity and fosters happy coexistence, leading to a culture of respect for differences and inclusivity, enabling employees to understand their own and others' rights, including opening opportunities for expressing opinions, providing useful suggestions, filing complaints and reporting incidents through established channels. Additionally, it actively participates in creating a safer working environment.

The Company supports creating opportunities and equality in society by continuously supporting disabled athletes through the Loxley-ASM Sport Hero project. It supports budgets for purchasing training equipment and funding travel expenses for disabled athletes to participate in competitions both domestically and internationally. Moreover, the Company hires disabled athletes as employees. In the year 2023, the Loxley Group of Companies employed 55 disabled athletes. Furthermore, the Company established the OPPY by Loxley club to conduct activities aimed at improving the quality of life for the elderly, such as computer literacy classes, internet usage, various applications, physical and mental health enhancement activities, among others. Currently, the club has transformed into "OPPY Company Limited" and registered as a social enterprise.

Creating a happy working atmosphere, supporting employee participation and promoting opportunities and equality help mitigate legal risks for the Company and enhance the organization's image. It attracts and retains competent personnel while promoting motivation, participation and improving employee efficiency. Raising awareness of policies and practices of non-discrimination and non-violation, maintaining ethical standards and recognizing employees' well-being are crucial for creating a positive work environment. Therefore, the Company has developed and disclosed policies regarding human rights management and equality, non-discrimination and harassment to inform employees and other stakeholders of the Company's commitment to reducing the impacts of the aforementioned issues by creating an organizational culture that respects human rights, promotes equality, accepts differences and intolerance all forms of violations and harassment. In 2023, there were no reported cases of discrimination and harassment in the Company.

The Company acknowledges that employees are valuable resources and their health, safety and well-being are essential for driving the business towards its goals. The Company facilitates discussions and exchanges with employees to jointly discuss benefits, rights, or changes in regulations, rules and regulations that affect employees through employee clubs and welfare committees. Additionally, the Company provides various forms of employee benefits and perks beyond wages and other compensations, such as creating a friendly working environment for everyone, providing health gardens, exercise facilities, promoting employees' growth and advancement in their careers, creating a work-life balance through flexible scheduling options, budgeting and providing assistance measures for employees in emergencies, scholarship programs for employees' children and more.

Appointment of Welfare Representatives

The Company organizes a welfare committee in the workplace in accordance with Section 96 of the Labor Protection Act B.E. 2541 (1998), specifying the duties as follows :

1. Negotiate with the employer to provide welfare to employees.
2. Provide advice and suggestions to the employer on appropriate welfare for employees.
3. Oversee the welfare provided to employees by the employer.

The welfare committee in the workplace shall hold office for a term of 2 years, with meetings and recommendations scheduled every 3-4 months, except in urgent cases where negotiations can be conducted as appropriate. The current committee's term of office is from 1 February 2023, to 31 January 2025.

Management of Human Rights

The Company is committed to operating within the scope of human rights and labor practices according to the principles of the United Nations Business and Human Rights and relevant laws, treating all parties fairly based on human dignity. It does not discriminate and treats employees and labor fairly, providing appropriate compensation and benefits no less than labor laws require. It also supports the employment of disabled individuals to create opportunities, jobs and improve quality of life. Additionally, it implements policies and measures to protect personal data, create a safe and private environment for employees, as the Company understands that its operations and decisions may impact individuals and other stakeholders throughout the value chain. Therefore, the Company respects and promotes human rights throughout the organization, including in its business operations and partnerships with equality and fairness. The Company's commitment covers the following principles :



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- The Company adheres to employee rights, paying compensation and benefits in accordance with the law and job positions without discrimination. It promotes freedom of association, treats labor fairly and does not engage in human trafficking, forced labor, child labor, or discrimination.
- The Company provides a safe and healthy work environment free from all forms of harassment and unauthorized benefits-seeking.
- The Company encourages its business partners to adhere to human rights principles and practices, including those related to labor rights, non-discrimination and workplace safety.
- The Company assesses and manages human rights risks within its supply chain, working with partners to promote ethical practices and address issues that arise.
- The Company promotes human rights principles, labor rights and ethical business practices globally in line with international standards.
- The Company engages in cooperation consistent with its commitment to human rights issues, working with various agencies to address challenges and opportunities in respecting the dignity and rights of all individuals.

These principles are integrated into the Company's policies, practices and decision-making processes in its operations with partners, business associates and subsidiaries to emphasize its commitment to respecting and promoting human rights in all business activities, products and services throughout the value chain to continuously enhance efficiency.

Human Resource Management and Employee Training

Management, Recruitment, and Development of Human Resources for Sustainable Growth

Human Capital Management (HCM) are vital aspects of Loxley's commitment to conducting business responsibly and sustainably. The Company's approach to managing human capital management is based on promoting a workplace culture that values diversity, equality and inclusivity.

The Company is dedicated to operating in compliance with laws, regulations and social management standards, including respect for human rights throughout the value chain. This includes fair and equitable human resource management practices, nondiscrimination, promoting advancement and supporting employees' quality of life through various training programs covering both work-related skills and daily life, as well as providing welfare benefits and ensuring employee safety.

Respecting fundamental human rights, the Company treats all stakeholders fairly and justly based on the principles of human dignity, nondiscrimination, such as not discriminating based on origin, ethnicity, skin color, age, gender, etc. The Company treats employees and labor fairly, providing fair compensation and benefits no less than legal requirements, supporting the employment of people with disabilities to create opportunities, livelihoods, improve quality of life and ensure stable income. Additionally, it implements policies and measures to protect personal data, ensuring security and privacy for employee data owners.



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The Company prioritizes human resource development, believing that people are crucial to the organization's success. It supports training and development in all forms to ensure that its employees have the necessary skills and knowledge for job performance and can respond to changing business needs. Moreover, it invests in various forms of human resource development to create a happy work environment and provide a good quality of life for its employees.

The Company's human resource management strategy and employees planning focus on identifying and responding to the current and future needs of the business, promoting organizational adaptability and flexibility to changes in the business context. This includes retaining knowledgeable and skilled employees, developing replacement personnel, planning career advancement, creating employee satisfaction and establishing a pleasant and safe work environment. The Operational approach can be summarized as follows :

Topics	Principles	Implementations and Management Approaches
1. Accountable selection process	Focus on creating transparency in selecting employees to join the Company	The Company has appointed a Final Interview Committee to select suitable candidates to work with the Company based on qualifications and suitability. The committee consists of several qualified members from various departments.
2. Comply with labor laws Guidelines or policies from the government	Emphasis on employment in compliance with labor laws. Guidelines or policies from the government	Hiring according to labor laws, providing appropriate compensation based on job positions and educational qualifications, overtime pay for work beyond regular hours, more annual holidays than required by labor laws, adjusting minimum wages according to wage committees and cooperating with the government in following various guidelines and policies.
3. Comply with human rights principles equality and fairness	Emphasis on employment with awareness of human rights equality and fairness without discrimination	There is employment without discrimination in terms of age, gender, race or religion.
4. Employment of people with disabilities	The focus is on hiring with regard to human rights, human dignity, fundamental rights and freedoms inherent since birth and social equality in order to promote and develop the quality of life of persons with disabilities.	Employees with disabilities are hired in compliance with the legal requirements, and the Loxley-ASM Sport Hero project is implemented to support the employment of disabled athletes, creating opportunities for employment, ensuring stable income and opening up social opportunities for people with disabilities to improve their quality of life. This includes supporting equal employment opportunities for disabled individuals and supporting disabled athletes to represent the national team.
5. Protection of employees' personal information	Protect employees' personal data for safety, privacy rights and employee benefits.	Comply with the Personal Data Protection Act of B.E. 2562 (2019) to establish standards for the secure storage of personal data, to process and utilize it in accordance with the consent of the data subjects who are the owners of the personal data.
6. Equitable and Fair Termination of Employment	Emphasizing the creation of understanding, equity, and fairness in employment termination due to necessity, such as economic impacts, business losses, or Company needs.	A voluntary separation program is offered, providing employees the opportunity to express their willingness to assist the Company during a crisis. This program includes financial assistance, at least what is mandated by labor laws. Additionally, employees are provided with knowledge on tax management and are offered alternative job positions within the Company's business or its partners as options.

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Employee Development Programs

Employee Development Programs are a part of the Company's dedication to personnel development, aim to enhance employees' skills, knowledge and flexibility. These programs are designed to foster continuous learning, career advancement and individual skill development within the Company.

The employee development programs aim to enhance employee potential by providing the necessary skills and knowledge for job performance, management, and continuous business growth. This program not only enhances individual capabilities but also contributes to adaptation, improves business competitiveness, and fosters innovation development. Additionally, it strengthens the ability to tackle emerging organizational challenges, driving the Company towards achieving its sustainability goals.

The Company has implemented programs to develop employee potential and has set this as a key sustainability goal. In 2023, the Company conducted 58 training courses aimed at enhancing employees' skills and capabilities, including 10 in-house training courses conducted both online and in physical locations, and 48 courses conducted by external institutes. On average, employees received 16 hours of training or knowledge development activities per year, from the goal of 12 hours per person per year, or a total of 1,026,432 work hours, with a budget allocation of 1,271,624 Baht.

Additionally, in 2023 the Company conducted sustainability-focused training and development programs to enhance employees' knowledge and understanding of strategic planning process and sustainable development goals setting. These programs involved outlining operational guidelines, reviewing, and setting directions and aligning sustainable goals through organizational strategic management planning. They also included implementing plans to achieve sustainability goals in line with the Company's sustainable development objectives. In addition, there are important employee development programs as follows :

The Leadership Development Program (LDP)

The Leadership Development Program (LDP) is a curriculum established by the Company for senior executives to develop leadership skills, motivate and create a unified leadership within the organization, as well as to adapt to constantly changing business environments. The program covers a total of 6 training topics and is conducted by external experts in organizational management and personnel development in both public and private sectors. A total of 26 management-level participants have undergone this training, with a budget of over 510,000 baht.

Purpose of Training Objectives

1. To develop knowledge, understanding, attitudes, skills and behaviors in the principles of effective thinking and leadership qualities, in order to lead the organization towards its goals successfully.
2. To enable trainees to learn various techniques and methods used for managing and supervising personnel within the organization, allowing them to perform their duties efficiently and effectively, thus impacting the work responsibilities positively.

The Leadership Development Program (LDP) training topics are as follows :

1. Strategic Management with Balanced Scorecard (BSC)
2. Job redesign to generate Organizational Change
3. Coaching Techniques
4. Giving and Receiving Constructive Feedback
5. Developing Individual Development Plans to Enhance Knowledge, Skills, and Abilities (IDP)
6. Cultivating Leadership Qualities for Organizational Change.



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Training program on Sustainable Development and Guidelines for Environmental, Social and Governance (ESG)

Training program on sustainable development and guidelines for environmental, social, and governance (ESG) operations aimed at enhancing knowledge and understanding in formulating sustainable development strategies and objectives for business representatives, management, stakeholders in support functions, and sustainable development working group of the Company and subsidiaries, totaling 30 people, with the objective of encouraging every business unit to formulate sustainable development strategies and objectives, capable of outlining operational guidelines, including implementation of plans, monitoring and reporting of results, as well as reviewing sustainable development goals and operational guidelines. There are a total of 10 training topics with detailed content as follows :

Topic 1

Governance Structure and Effectiveness of Governance Committees, Environmental, Social, and Governance (ESG) Indicators for Committees and Management

Topic 2

Risk Management and Crisis Management, Risk Oversight, Emerging Risks and Risk Culture

Topic 3

Identification of Key Suppliers in Supply Chain Management, Supply Chain Risk Analysis, Supply Chain Management Strategy

Topic 4

Innovation and Cybersecurity Management

- Types of Innovation : Open Innovation, Product, Process, Research and Development Expenditure Design
- IT Governance and Cybersecurity Management
- Cybersecurity Measures and KPIs

Topic 5

Environmental Reporting and Environmental Management, Environmental Management System According to ISO14001 Standards

Topic 6

Environmental Performance Management

- Understanding Direct and Indirect Greenhouse Gas Emissions
- Indirect Greenhouse Gas Emissions in Scope 3
- Energy Efficiency Strategy
- Environmental Data Reporting

Topic 7

Climate Change Strategy

- Trends in Climate Change Strategies, Policies and Regulations
- Net Zero Operations

Topic 8

Human Rights and Labor Practices

- Human Rights Commitment and Comprehensive Status Review (Human Rights Due Diligence)
- Labor Practices Metrics and Rationale

Topic 9

Occupational Health and Safety

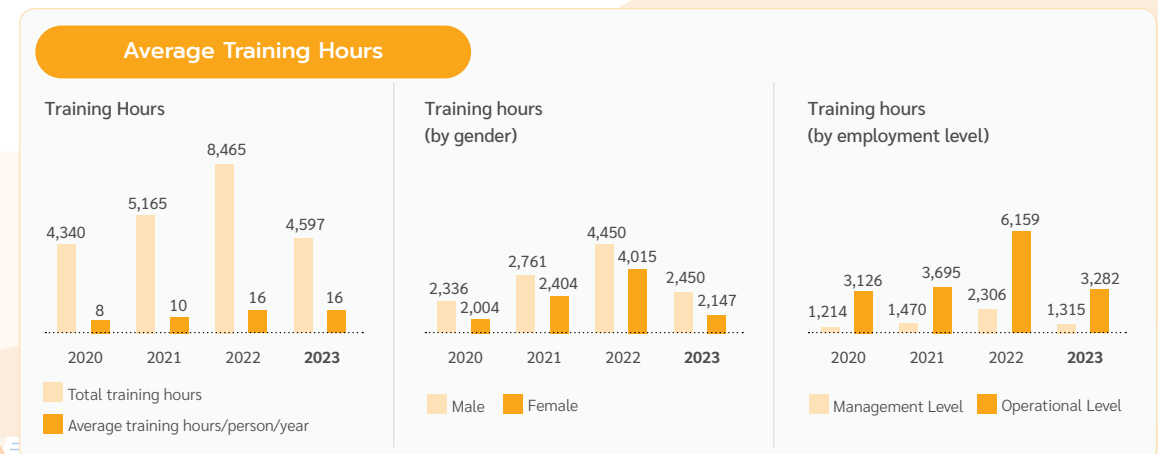
- Occupational Health and Safety Governance, Policies and Plans
- Safety Metrics and Data Collection

Topic 10

Talent Attraction, Retention and Human Capital Development

- Human Capital Development and Training Metrics
- Employee Engagement Strategies and Retention

Statistics of Employee Training Hours



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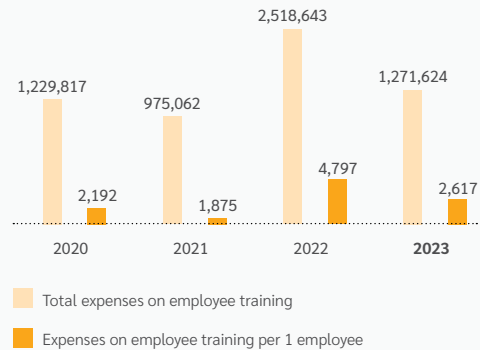
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Statistics of Employee Training Expenses

Expenses of Employee Training

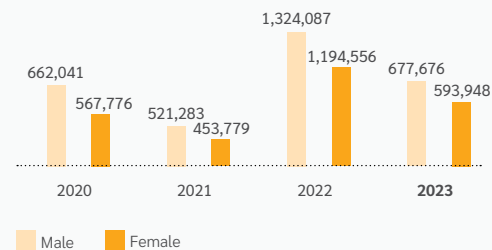
Total Expenses on Employee Training

Unit: Baht



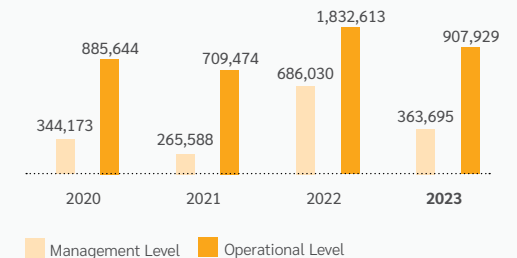
Expenses on employee training (by gender)

Unit: Baht



Expenses on employee training (by employment level)

Unit: Baht



Human Capital Return on Investment of a Company (HCROI)

The Human Capital Return on Investment (HCROI) is a crucial metric used to measure the tangible value derived from investing in the Company's human resources, beyond traditional financial metrics. HCROI provides detailed insights into the outcomes of strategic initiatives in managing capable personnel, training and employee development through evaluating various factors such as increased productivity, enhanced employee engagement and reduced turnover rates. It presents a comprehensive understanding of the broad societal impacts of human capital investment. In this regard, the Company considers using this metric to analyze quantitatively the decision-making processes in human resources investment as crucial.

Employee Performance Appraisal

The performance evaluation process of the Company has been designed to align with sustainable goals. It assesses both individual goal achievements and contributions to sustainable practices, policy adherence and corporate ethics. The Company aims to instill a culture of good governance and organizational values, with transparent criteria, evaluation processes and metrics reflecting its commitment to operate in line with environmental, social and governance (ESG) guidelines. This ensures that employees can develop and adapt in accordance with sustainable business practices and behave ethically.

KPIs evaluation are conducted
for Management Level and
Regular Employees at

100%

Excluding Contracted Employees.



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Employee Engagement Survey

The Company conducts an Employee Engagement Survey every 2 years by external parties for transparency and credibility. The survey is designed to assess the level of employee engagement both overall and at the departmental level, including various factors affecting organizational engagement such as confidence in organizational operations and leadership, opportunities for development and career advancement, compensation and benefits, support and encouragement for participation, work environment and atmosphere, internal and organizational communication, among others. The survey results are analyzed and evaluated based on age groups, gender, job characteristics and length of employment to efficiently develop and align management systems with the needs of each employee group. The survey results are communicated to management and responsible units for the improvement of employee engagement strategies and presentation to the Company's board of directors.



Labor Practices and Labor Relations

The Company practices towards labor with fairness and equality, adhering strictly to labor laws and relevant regulations regarding labor practices. All employees are entitled to protection from hazardous work, risky conditions and practices that are unjust, such as no child labor, no forced labor, non-discriminatory, inappropriate or dangerous job types or working hours, humane care and provide fair compensation. The Company establishes an Occupational Safety, Health and Working Environmental Committee (OSH) to drive workplace safety initiatives forward, create a safe working environment for everyone entering the establishment. Additionally, a welfare committee is formed to oversee employee well-being, provide suggestions and negotiate with management to collectively find constructive solutions to issues.

Health and Wellbeing of Employees

The Company recognizes the importance of health and creating a good living environment for employees, because the health and safety of employees are key drivers of the Company's success. Therefore, the Company aims to promote health and safety in the workplace to prevent employees from getting sick and reduce the injury rate from job duties. In addition, the Company also promotes the well-being of employees through various projects and supports continuous recreational activities for employees. Moreover, the Company promotes knowledge of both physical and mental health, workplace safety and creating a balance between work and personal life so that employees can take care of their own health and contribute to creating a safe and enjoyable workplace for everyone.



Information about Employees and Human Resource Management

The Company understands the importance of employees, which are considered intangible assets and essential to the Company. The ability to attract employees with qualifications and capabilities, as well as retaining and nurturing talent within, is crucial to the success of the organization. Therefore, the Company focuses on attracting and retaining individuals with the ability to grow alongside the Company.

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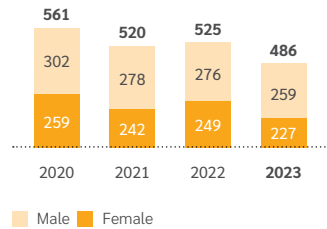
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Employment Information

Total Employees

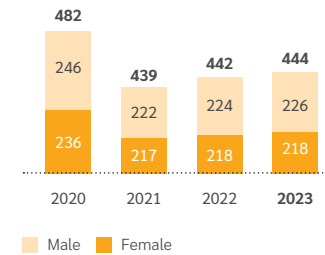
Unit : Person



By Employment Model

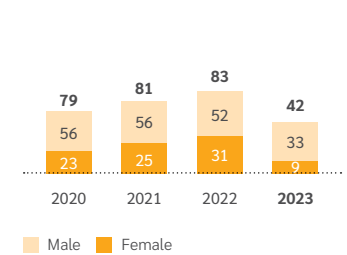
Full-Time Employees (Total)

Unit : Person



Contracted Employees (Total)

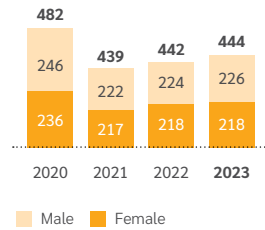
Unit : Person



By Period of Employments

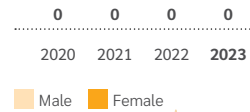
Full-Time Employees (Total)

Unit : Person



Part-Time Employees (Total)

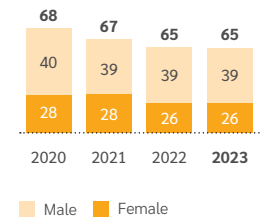
Unit : Person



By Employment Level

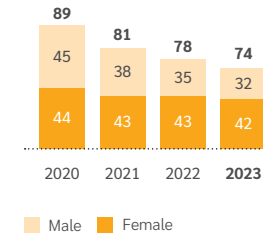
Top Management Level

Unit : Person



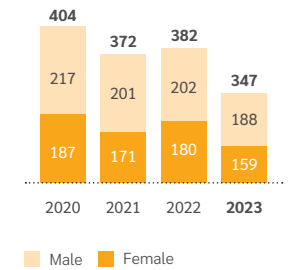
Management Level

Unit : Person



Employee Level

Unit : Person



By Age

Unit : Person	2020	2021	2022	2023
< 30 years (Total)	112	94	99	100
Male	52	47	45	51
Female	60	47	54	49
30-50 years (Total)	319	269	261	246
Male	165	135	132	128
Female	154	134	129	118
> 50 years (Total)	130	157	165	140
Male	85	96	99	80
Female	45	61	66	60

By Nationalities

Unit : Person	2020	2021	2022	2023
Thai (Total)	558	517	524	484
Foreigners (Total)	3	3	1	2
Korea	0	0	0	1
Japan	1	1	0	0
United States of America	1	1	1	1
England	1	1	0	0



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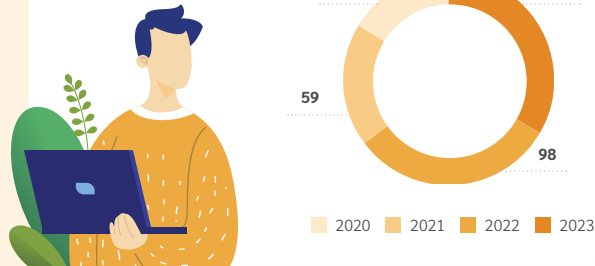
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Total Number of New Employees

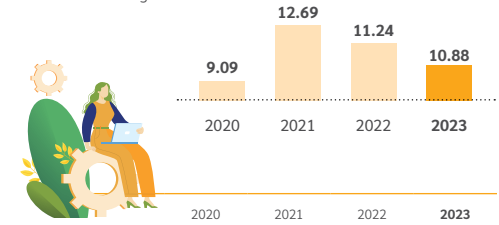
Unit : Person



	2020	2021	2022	2023
By Gender				
Male	31	32	53	68
Female	20	27	45	37
By Age				
< 30 years	28	28	48	50
30-50 years	21	22	41	44
> 50 years	2	9	9	11

Percentage of Employee Turnover Leaving the Company voluntarily

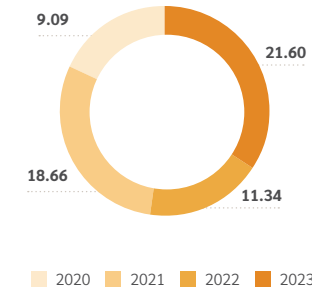
Unit : Percentage



By Gender				
Male	52.94	45.45	52.54	45.45
Female	47.06	54.55	47.46	54.55

Percentage of new Employees hires

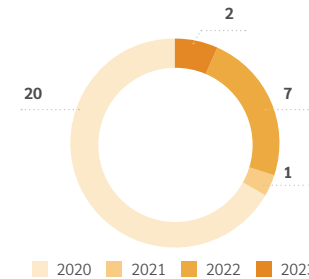
Unit : Percentage



	2020	2021	2022	2023
By Gender				
Male	60.78	54.24	54.08	64.76
Female	39.22	45.76	45.92	35.24
By Age				
< 30 years	54.90	47.46	48.98	47.62
30-50 years	41.18	37.29	41.84	41.90
> 50 years	3.92	15.25	9.18	10.48

Percentage of Vacancies Filled by Internal Candidates (Internal hiring)

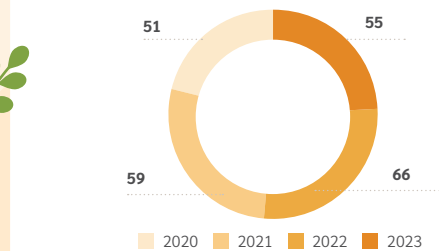
Unit : Percentage



	2020	2021	2022	2023
By Gender				
Male	11	40	50	0
Female	89	60	50	100
By Age				
< 30 years	22	0	0	100
30-50 years	56	40	50	0
> 50 years	22	60	50	0

Number of Employee Turnover Leaving the Company Voluntarily

Unit : Person



	2020	2021	2022	2023
By Gender				
Male	27	30	31	25
Female	24	36	28	30

Total number of employees Having the Right of Maternity/ Parental Leave

Unit : Person

	2020	2021	2022	2023
By Gender				
Male	0	0	0	0
Female	259	242	249	227

Total Number of Employees Using the Right of Maternity/ Parental Leave

Unit : Person

	2020	2021	2022	2023
By Gender				
Male	0	0	0	0
Female	4	3	7	4

Total Number of Employees Returning to Work After Maternity/ Parental Leave

Unit : Person

	2020	2021	2022	2023
By Gender				
Male	0	0	0	0
Female	4	3	7	4

Percentage of Employees Returning to Work After Maternity/Parental Leave

Unit : Percentage

	2020	2021	2022	2023
By Gender				
Male	0	0	0	0
Female	100%	100%	100%	100%

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Occupational Safety and Health in the Value Chain

Managing occupational health and safety is a crucial issue throughout the value chain. The Company supports the development of employee well-being and the stakeholders' interests by implementing and maintaining stringent standards for occupational health and safety. This includes regularly assessing risks, providing necessary safety equipment, reviewing safety measures and continuous training. This ensures that everyone in the Company's value chain operates in a safe and healthy environment and complies with laws, regulations, policies, practices and safety standards rigorously.

Occupational Safety and Health Policy

The Company acknowledges the importance of safety, occupational health and environmental conditions in the workplace for employees, business partners, contractors and stakeholders, which are integral to business operations and social responsibility. The Company aim to develop systems for managing safety, occupational health and environmental conditions in compliance with both Thai and international laws, regulations, and standards to ensure that employees can work safely, efficiently and continuously improve under the principles of good corporate governance and business ethics, including fostering awareness and instilling a culture of safety in the workplace for everyone. Superiors at all levels are expected to serve as good examples, leaders and supporters, promoting awareness and ensuring that employees fulfill their responsibilities with constant regard for safety.

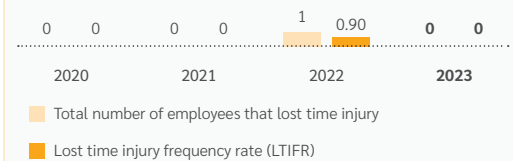
Additionally, the Company emphasizes the supervision and enforcement of employees, business partners, contractors and visitors' compliance with strict safety and occupational health regulations, as well as monitoring, overseeing and evaluating the implementation of policies to continuously improve effectiveness in line with safety standards.

Disclosure of Occupational Health and Safety Information

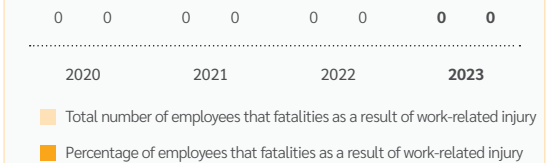
The Company collects and analyzes occupational health and safety (OHS) indicator data, including other important information such as employee and contractor fatalities and Lost Time Injuries Frequencies Rate, to assess the severity and frequency of workplace incidents by continuously tracking these indicators. This data is then used to consider and improve overall occupational health and safety management effectiveness and transparently information disclosed, with the following details :

Statistics of Injury or Accidents from Work by Employee

Number and Lost time injury frequency rate of employee



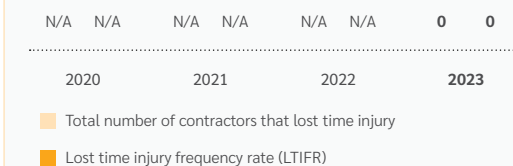
Number of employees that fatalities from work-related



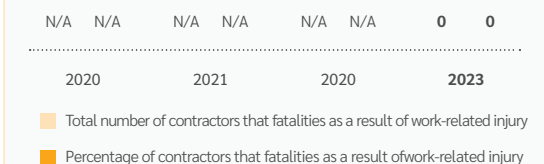
Note : The data provided by Loxley PLC. and covers 7.69% of disclosed data scop

Statistics of Injury or Accidents from Work by Contractors

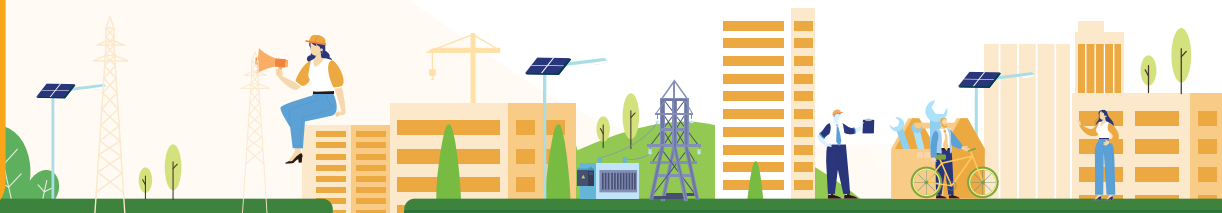
Number and Lost time injury frequency rate of contractors



Number of Contractors that fatalities from work-related



Note : Information of contractors who work within the project area under the responsibility of Loxley Power Systems Company Limited and covers 7.69% of disclosed data scope



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Community Relations

Community Engagement

The Company conducts its business with a commitment to the community and society in line with the organization's mission to "develop the potential of employees, coupled with creating a happy work environment, conducting business responsibly, growing together with the community and society" under the principles of corporate governance and business ethics. It focuses on proactive initiatives and delivering value back to society by leveraging the organization's resources and expertise to provide assistance, support and develop both short and long-term significant projects, as well as mitigating negative impacts from business activities on the community. This is to meet societal needs in elevating quality of life, addressing social issues and empowering communities to be self-reliant.

In the year 2023, the sustainable development working group reviewed and established guidelines for the organization's Corporate Social Responsibility (CSR) to align with the Company's strategies, key issues and sustainability goals, with an emphasis on social investment and commercial initiatives to support vulnerable and disadvantaged groups through community projects focusing on building relationships, education and community strengthening, covering sustainability issues in three dimensions : environmental, economic and social, including environmental protection and mitigation of climate change impacts, sustainable quality of life and education, and knowledge sharing. The Company's CSR projects aim to develop and sustain a safe and quality life for society.



The Format and Nature of Social Support



Total
22,560,369.17 Baht

Percentage
100.00

The Format of Support



Support in the form of money
7,480,789.80 Baht
33.16%



Goods and Services
85,332.50 Baht
0.38%



Social Activities
14,994,246.87 Baht
66.46%

The Nature of Support



Donation
4,637,789.80 Baht
20.56%



Community and Social
Investment
9,437,032.50 Baht
41.83%



Commercial Investment
for Social Impact
8,485,546.87 Baht
37.61%

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Outstanding Projects Supporting Economic and Social Development in 2023

“2023 Strong Community” Project

Loxley Public Company Limited has collaborated with the Pinang Market Community to organize social projects in the Pinang Market community under the name “2023 Strong Community” hosted by the Corporate Social Responsibility department since 2010. This project follows a development-oriented approach, focusing on enhancing community capacity and expanding activities to other communities in the Klong Toey area in the form of pilot projects through cooperation with private development organizations. It aims to create opportunities for children and other communities to participate in holistic community development. The operational model is adjusted to align with the situation and community needs at that time, with all activities arising from mutual agreements with the community.

“2023 Strong Community” Project also emphasizes the importance of working groups in the area, including community committees and youth groups, promoting collaboration and fostering continuous good relationships. It involves coordinating with communities and community leaders to establish transparent and inclusive work systems, with documented community involvement through photography. These records were organized into exhibited under the theme “Communities in Photography” in April 2566 and permanently installed in the communities.

Objectives and Indicators for the Sustainability of the “2023 Strong Community” Project

Performance Measurement

1. Community Capacity

Community committees and youth groups play a key role in driving community activities. They have the capacity to work systematically, think, design activities according to objectives, plan, implement and address specific issues.

2. Workforce Capacity

The workforce refers to community committees and youth groups who have learned and developed their work capacity through direct experience. They can manage and expand work extensively and deeply.

3. Intra-community Relationships

Members of the Pinang Market community have spaces for dialogue, engage in activities together and foster relationships.



Project to Support Sustainable Communities and Reduce Environmental Impacts



Old Calendar Donation Project

The Company donated old calendars to be delivered to the Education Technology Center for the Blind, for producing teaching materials for visually impaired individuals. In the year 2023, The Company donated more than 339 kilograms of calendars, which are reusable materials and capable of producing more than 500 volumes of educational materials for the blind.



Waste management project : PET plastic bottle separation bins

The Company provided waste bins for separating PET plastic bottles and delivered them to CirPlas Tech Company Limited totaling 36.6 kilograms, to be upcycled into new products without the need to produce new plastic pellets, including sorting of solid and soft plastics, totaling 503 kilograms, delivered to Corsair Group International Company Limited for recycling into advanced bio-oil, which can be used as a raw material in environmentally friendly fuel production.



Waste management project : Milk carton donation box

The Company set up donation boxes for UHT beverage cartons to be forwarded to the Green Roof Project by Friends in Need (of “PA”) Volunteers Foundation, with a total of 1,200 pieces to join in producing the next roof.

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Corporate Governance

“

The Company prioritizes building and maintaining confidence and trust among stakeholders in business, society and the environment through governance and management based on principles of good corporate governance and code of conduct. The Company believes that conducting business under these principles will be beneficial and help establish a strong, stable and sustainable foundation for long-term business growth, consistent with the Company's business philosophy.

The Company is committed to operating with integrity, code of conduct and transparency, while also ensuring the efficiency of mechanisms for monitoring, auditing and overseeing business activities to comply with laws, regulations, standards and related practices effectively. Therefore, the Company has implemented corporate governance policies and code of conduct as operational guidelines for everyone to follow, which are published on the website under the corporate governance section and reviewed annually. Additionally, the Company identifies and manages comprehensive risks, regularly analyzing governance-related risk issues to monitor, control, and manage various risks to acceptable levels without negatively impacting the overall business.

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The Company has structured its Board of Directors to oversee governance based on responsibility. The Board of Directors comprises individuals with diverse knowledge, skills and experience, irrespective of gender, race, nationality, or age, which benefits the Company's operations. The Board of Directors play a crucial role in overseeing the Company's operations, including decision-making, strategic advice, direction setting and governance, to ensure that the Company's operations align with its vision, mission, business strategies and sustainability goals. Furthermore, the Company provides orientation for new directors, ongoing director development and regular Board evaluations to enhance governance efficiency to develop efficiency in overseeing and operational effectiveness of the Company's Board of Directors.

To adhere to standard and accepted practices, the Board of Directors regularly reviews the adequacy of the Company's corporate governance policies. These policies are established in accordance with the Principles of Good Corporate Governance for Listed Companies 2017 by the Securities and Exchange Commission, as well as related rules, regulations and practices both domestically and internationally. The Company transparently discloses significant governance information, including structure, processes, performance indicators and governance outcomes, to ensure stakeholders are aware of the Company's commitment to conducting business honestly, ethically and responsibly.

Responsibilities of the Board of Directors

The Board of Directors is responsible for and play a crucial role in the governance of the Company for its maximum benefit. The Board is accountable to shareholders and all stakeholders, demonstrating the Company's commitment to conducting business with integrity, transparency and accountability. The Company has structured its Board to include individuals with diverse professional skills, knowledge, experience and specialized expertise that benefit the operations of the Company and its subsidiaries. This ensures that strategic advice, governance, and decision-making are independent, comprehensive and consider the interests of all shareholders and stakeholders equally. However, The Board of Directors has significant roles and responsibilities in overseeing and performing duties in accordance with the law, the Company's objectives, regulations and shareholder resolutions to safeguard the Company's interests. The Board sets the direction for operations, oversees and ensures that an adequate and appropriate internal control system is in place, and accurate and auditable financial reporting is conducted. The Board also establishes sub-committees to study details and screen the Board's work more efficiently. These sub-committees include the Audit Committee, the Nominating and Remuneration Committee, and the Risk Management Committee. Additionally, the Company has established working groups such as the Project Investment and Evaluation Committee, the Personal Data Protection (PDPA) Working group, the Risk Management Working Group, and the Sustainable Development Working Group to support the sub-committees' work and ensure the implementation of policies concretely.

The Company mandates regular Board meetings at least once every 3 months and no less than 6 times per year. Additional special meetings may be convened to consider urgent matters. Main meeting agendas are set in advance to discuss significant issues affecting the Company's operations, such as reviewing the adequacy of corporate governance policies and business conduct guidelines, risk management plans, financial reports and performance and evaluating the Company's performance against sustainability benchmarks. This facilitates the adjustment of governance structures, strategies and business plans to align with sustainable development goals. Additionally, the Company organizes meetings between independent directors and non-executive directors without management present, allowing for independent discussion and recommendations.

In 2023, the Board of Directors held **7** meetings with an overall attendance rate of **98.80%**.
1 meeting was held between non-executive directors without management present.

Stakeholder Engagement



The Company recognizes that operating a business sustainably requires prioritizing all stakeholders and effectively responding to the diverse expectations across the business value chain. The Company's corporate governance framework emphasizes active stakeholder engagement by maintaining relationships and connections with shareholders, employees, partners, customers, and the communities where the Company operates. The Company has developed engagement guidelines through dialogues and complaint mechanisms to facilitate receiving stakeholder feedback. This ensures that stakeholders' interests are considered and integrated into the Company's decision-making processes.

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Additionally, the Company has expanded its collaboration with non-governmental organizations (NGOs), foundations, associations, other non-profit entities like The Mirror Foundation and Duang Prateep Foundation, educational institutions and government agencies. This is to support, fund various projects and activities, and promote communication channels through discussions. These efforts are aimed at gaining crucial insights for directing collaborative efforts, building trust and enabling the Company to formulate strategic plans that meet stakeholder expectations and align with sustainability challenges and goals.

Compliance with Code of Conduct and Corporate Governance Practices

The Company has established policies and practices on corporate governance, which include guidelines for stakeholder engagement and organizational governance practices. These guidelines serve as a standard for behavior and practices for directors, executives and employees, supporting responsible decision-making by the management. The board, as the overseer of the Company's governance framework, is responsible for ensuring these guidelines are implemented organization wide.

Beyond ensuring internal compliance with the corporate governance manual, the Company also encourages its partners and business allies throughout the value chain to study and adopt these governance and code of conduct guidelines as a framework for their operations. This represents a step towards mutual sustainable development through cooperation.

Executive Compensation and Performance Evaluation

The Nominating and Remuneration Committee jointly determines the structure of executive compensation, including short-term and long-term monetary compensation, as well as other non-monetary benefits. This structure aligns with the Company's strategies and goals, comparable to similar-sized companies within the same industry. Factors considered include appropriateness, experience, duties, scope of responsibilities and performance that benefits the organization, sufficient to motivate executives to achieve business and sustainable development goals effectively. Compensation is reviewed regularly.

The Company conducts annual performance evaluations for senior executives to inform compensation decisions, motivating management to meet business objectives, goals, strategies and long-term corporate benefits. The Company applies the Performance Management System and Balance Scorecards to measure performance across various indicators, including environmental, social and governance aspects, in line with the organization's strategy.



Disclosure and Transparent Reporting

Transparency is the foundation of corporate governance and building trust with stakeholders. The Company is committed to disclosing and reporting accurate, clear, complete, transparent and timely information. This encompasses performance in various aspects of sustainability as required by regulatory agencies, presented in sustainability reports, annual information statements/annual reports (Form 56-1 One Report) and information disclosure through the Company's website and the Stock Exchange of Thailand's channels. The information disclosed includes an overview, the connection to corporate strategy and key details about the Company's environmental, social and economic impacts on stakeholders, in line with both Thai and international standards and best practices.

Additionally, the Company has established an investor relations unit to act as an intermediary for communication between the Company, shareholders, investors and stakeholders, providing accurate updates on the Company's operations and information. This unit also promotes stakeholder engagement through various Company channels to understand expectations and receive feedback on operations and the effectiveness of driving the business towards sustainability. This is an important channel for collecting in-depth stakeholder opinions to consider, analyze and continuously improve performance.

Cybersecurity and Information Security

Digital technology currently plays a crucial role in business operations, including data storage and processing, to enhance employee efficiency and facilitate customers or service users. The Company's information system has thus become a central repository for critical business data. Electronic devices, software, and internet networks connected to the Company's information system are prioritized for regular inspection, maintenance and updates to remain efficient and modern. This reduces the risk of damage, such as equipment failure, theft, deletion, alteration, or destruction of data, which can lead to commercial losses and increased costs.

The Company has established an information security policy and procedures for using computer systems and networks, providing a framework for secure access to and use of Company information. This aligns with corporate governance policies and complies with relevant laws such as the Computer Crime Act, Electronic Transactions Act, Cybersecurity Act, Personal Data Protection Act B.E. 2562 (2019), and other national and international security standards. These measures ensure that the Company's stakeholders can trust that personal and business data are securely protected.

Moreover, the Company has appointed a personal data protection working group and a data protection officer to assess risks, monitor and supervise compliance with the policy by employees and other stakeholders accessing the Company's information systems. This team also reviews and evaluates the effectiveness of operational procedures to ensure continuous compliance with laws, regulations and standards.

IT Governance Structure

The Company recognizes the importance of information technology (IT) for business success and has developed an IT security governance framework. This framework clearly delineates roles and responsibilities, continuously assesses risks and establishes mechanisms to monitor and respond to potential cyber threats systematically. The aim is to ensure robust checks and balances to protect information and IT systems' security, confidentiality and availability, thereby safeguarding the Company's digital assets from all forms of cyber threats. This governance aligns with relevant regulations, standards and practices to build stakeholder trust and enhance business efficiency robustly.



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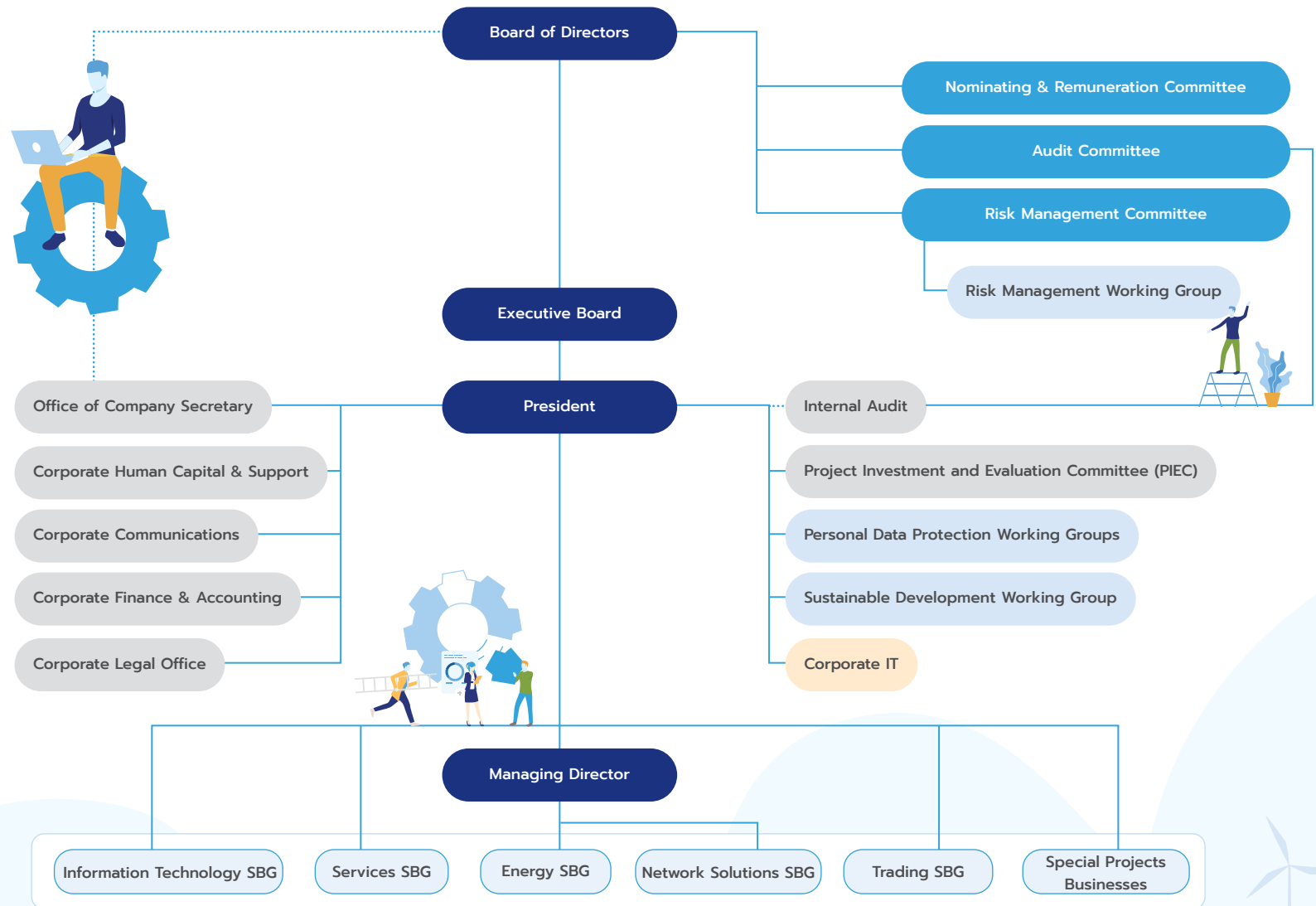
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The Corporate IT reports directly to the President and participates in the Risk Management Working Group and the Personal Data Protection Working Groups. Its responsibilities include overseeing information security, maintaining confidentiality, managing data integrity and internal data usage, and ensuring that data management complies with the personal data protection policy.

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Measures and Mechanisms for Information Technology Security of the Company

The Company is committed to maintaining the highest standards for information technology security and cybersecurity. It implements proactive measures to protect the digital infrastructure, data and personal data of the Company's stakeholders. The Company's cybersecurity measures adhere to industry best practices and international standards, such as advanced threat detection systems and regular security audits. Additionally, the Company emphasizes providing continuous knowledge and training to employees to increase awareness of emerging threats and adhere to cybersecurity policies and procedures. It has also developed contingency plans to respond to incidents and emergencies promptly, mitigating potential impacts and ensuring rapid responsiveness. These measures aim to safeguard digital assets and instill confidence in the Company's stakeholders.

The Company has established an Information Security Management System Policy and regulations to guide all employees. New employees receive documentation outlining practices and undergo training in these policy. Current employees receive communication and notifications periodically via email, videos and training sessions on information technology and system usage. The Company has established a process for employees to report suspicious activities through IT support channels, accessible via phone and online. Additionally, inquiries regarding the Company's Privacy Policy can be made



Contact us
www.loxley.co.th/en/privacy-notice

Cybersecurity Processes and Infrastructure

The Company emphasizes flexible and adaptable processes and infrastructure in IT security/cybersecurity, designed to strengthen the digital landscape against emerging threats. This robust framework encompasses end-to-end cybersecurity processes and state-of-the-art infrastructure, including continuous threat monitoring, proactive risk assessments and technology-driven prevention aligned with industry best practices, standards and regulations. This ensures the confidentiality, integrity and availability of digital assets.

In addition, the Company also provides employee training, which helps to foster a culture of cybersecurity awareness within the organization. The Company also has cybersecurity

plan in place to ensure business continuity without interruptions, including the design and implementation of measures and procedures to respond to emergency situations. In the Information Technology Business group, it directly involved in providing network systems, software development, applications and comprehensive information technology solutions, it places importance on establishing IT infrastructure and data security management systems. It has been certified according to ISO 27001 standards since 2014, which is a security standard for IT management and personal data protection of all relevant parties. With stringent security measures in place, the Company and its subsidiaries have been no reports of IT security breaches in the past year.



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Risk Management and Sustainable Crisis Management

Efficient and effective risk management and crisis management are crucial components for organizations to foster operational flexibility, mitigate potential impacts and ensure business sustainability. The Company's dedication to sustainable development is grounded in the process of evaluating key issues through stakeholder participation. The Company identifies and prioritizes issues based on the expectations of all stakeholders and the impact of its business operations. Regular reviews and planning sessions are conducted to manage risks and crises effectively. This includes monitoring and evaluating the implementation of risk management plans to ensure sustainable practices for managing and mitigating potential risks.

In 2023, the Company conducted assessments covering all dimensions of sustainability-related risks, including emerging risks that could impact the Company's business strategies. Through analysis, assessing risks and establishing comprehensive risk management measures, new risk issues can be summarized as follows :



Emerging Risks



Risk from climate change due to greenhouse gas emission

Climate change is one of the main causes of natural disasters that have been more frequent and tend to be more severe, causing the loss of lives and assets, with the extensive economic and social impacts. Climate change also affects consumer behavior that has changed. Consumers tend to be more aware of environmental impacts and sustainability concepts. Trade partners, including the public sector, have issued measures to control, manage or stipulate them as conditions for business operations, such as the policy and measures on management and reduction of environmental impacts, green procurement policies, policies or measures related to greenhouse gas emission reduction, stricter legislation governing climate change, and future collection of tax on greenhouse gas emission. These factors affect the buying decision of customers or trade partners, or may affect the consideration of being selected to take on works, business opportunities, competition, image, and reputation of the Company, and may affect its future profitability. Therefore, it is necessary to be prepared to handle such situations.

In 2023, the Company monitored situations, assessed major climate change-related risks and opportunities, including transition risk and physical risk to establish measures to prevent and handle situations that may arise. The Company has taken concrete steps by starting the rooftop solar power generation system installation project to increase the use of alternative energy and to decrease greenhouse gas emission.



Information technology security risk

The Company uses information technology in its business operations to achieve efficiency, including operating its businesses in industries related to information technology and cybersecurity which must rely on networks and connection to external networks. As a result, the Company is faced with various forms of information technology and cybersecurity risk, such as malware, unauthorized attempts to access data, and other cybersecurity attacks which may cause data leakage, loss or disruption to operating systems, thereby affecting the operations, image and reputation of the Company, including affecting the services delivered to customers.

To minimize such risk, the Company has focused on system development designing process by working with customers in offering solutions and systems that have taken into account the possibility, likelihood and risks that may occur, establishment of data security measures, cybersecurity plans, including installation of other additional security devices. With respect to its internal information system, the Company has formulated an information technology system security policy and rules on information security as practical guidelines for units and employees. The Company has also educated its employees about the guidelines on the correct use of online social media and the guidelines on the prevention of cyber-attacks through the Company's communications channel and in-house training.

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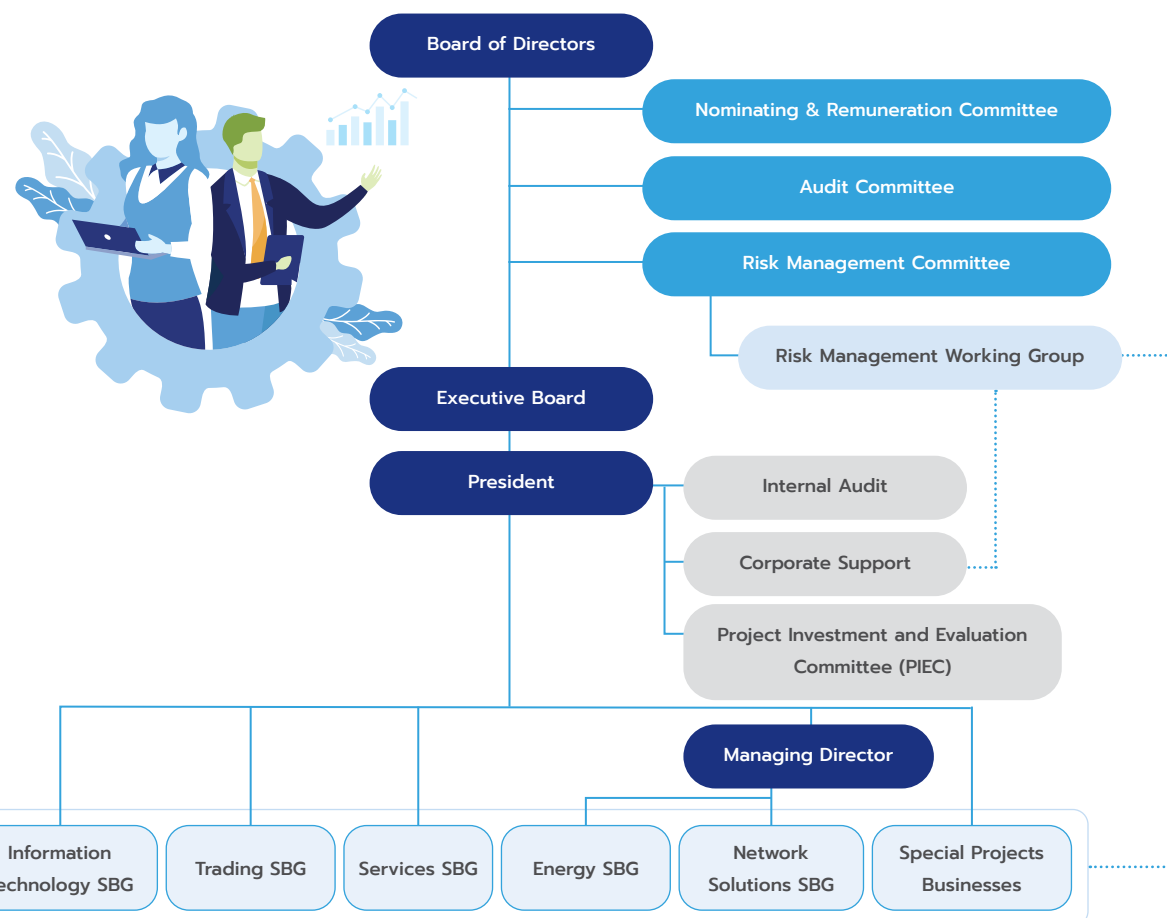
Corporate Governance Structure

The corporate governance structure of the Company assigns strategic oversight responsibilities to the Board of Directors for risk management. The Risk Management Committee is tasked with promoting and ensuring the Company's risk management operations are systematic, continuous, aligned with the Company's strategic plans and compliant with the standards set by the Securities and Exchange Commission and the Stock Exchange of Thailand. Responsibilities include integrating risk management with decision-making processes comprehensively.

Moreover, each business unit is represented in the risk management working group to ensure comprehensive coverage, promote internal communication and promote a risk management culture at every stage of its operations. The Company also establishes the Project Investment and Evaluation Committee (PIEC) to evaluate projects and investments of company and the companies under the Company's control, ensuring alignment with Company policies, goals and strategies, as well as with rapidly evolving sustainability issues. The Company are providing independence to the internal audit unit in conducting inspections and investigation. The Company firmly believes that regular reviews of risk management frameworks and policies reflect its commitment to adaptability when faced with emerging challenges.

Leadership of Executives and Cultural Integration of Risk Management in Organizational Operations

In addition to regulatory compliance, the executive management team of the Company plays a crucial role in establishing risk management principles throughout the organization, encompassing monitoring, oversight and enforcement of various measures. This includes considering policy and risk management framework development, proposing risk management strategies, best practices and supporting organizational core practices. Moreover, they promote employee involvement in risk management and raise awareness of its importance throughout the organization. Additionally, executives support and promote communication at all levels and instill a risk management culture. This cultural integration ensures that sustainability issues are considered and incorporated into the efficient functioning of the organization.



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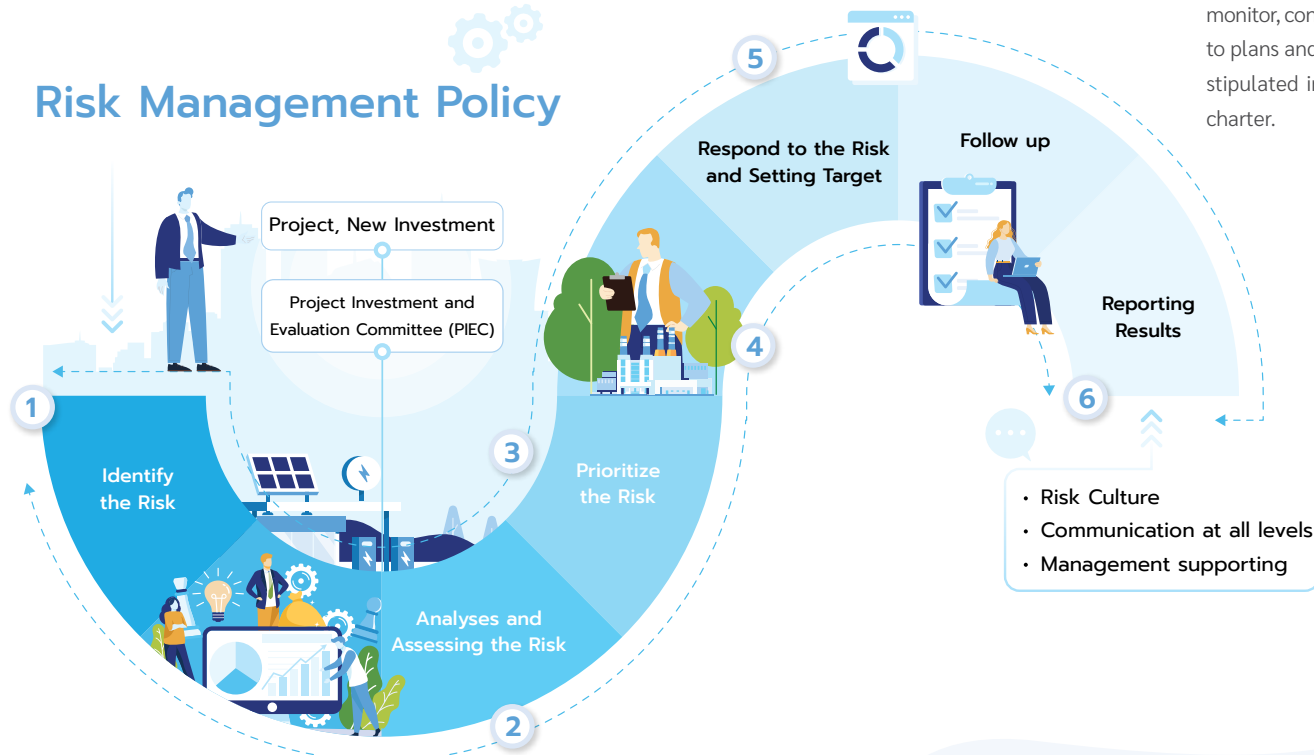
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Risk Management Policy Framework

The cornerstone of the Company's risk management strategy and crisis resilience is the establishment of effective risk management and crisis management policies. These policies demonstrate the Company's commitment to identifying, assessing and planning actions to mitigate risks across all areas of Company operations. The risk management committee has established key risk management policy frameworks, incorporating processes, risk management methods and regular oversight and review of risk management processes. Furthermore, it promotes the integration of risk management into the core strategies of each department, specifying acceptable levels of risk management measures, clear action plans, ongoing reviews, and adaptable plans in response to changing circumstances, while also enabling progress tracking. Additionally, the Company mandates regular quarterly reviews, evaluations and monitoring of risk management operations to ensure alignment with organizational policies, strategies, goals, regulatory compliance and auditing requirements. This helps mitigate potential impacts that may hinder the organization's goals and fosters sustainable business growth and resilience.

Moreover, the Company's risk management is linked and aligned with sustainable policies, focusing on comprehensive approaches that consider environmental, social and governance issues relevant to the Company's strategies and objectives.



Organization Risk Management Framework

The Company's risk management framework focuses on complying with regulations covering operations in environmental, social and governance dimensions. This enables the organization to adapt to sustainability challenges, maintain operational flexibility and manage risks at acceptable levels consistent with generally accepted risk management standards, including the organization-wide risk management framework (COSO ERM 2017) and other relevant standards. This encompasses policy formulation, risk assessment goal setting, defining acceptable risks and risk management aligned with the organization's vision, mission and objectives. The Company's risk management committee meets quarterly to drive organizational risk management, monitor, control, evaluate operational performance according to plans and track progress in responding to risks. These are stipulated in the Company's risk management committee charter.

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Communication and Transparency

The Company is committed to fostering a culture of risk management throughout the organization by transparent communication through various organizational communication channels to raise awareness among employees and stakeholders about potential risks and response strategies. This includes integrating risk management processes into management practices and staff operations at all levels, as well as reporting risk events that may impact the organization's business continuity and effective response strategies to build confidence, trust, and demonstrate responsibility for sustainable risk management throughout the Company's value chain.

Risk Culture

The Company is dedicated to cultivating a strong risk management culture within the organization by instilling proactive thinking and communication to all levels of personnel, from the board of directors to executives and staff, to enhance understanding crucial for organizational strategic decision-making and to help the business grow robustly within legal, regulatory and relevant standards and practices.

To foster this risk management culture, senior management emphasizes communication guidelines, awareness creation by embedding the concept of risk management into every operational process and taking responsibility for involvement in setting goals, strategies, plans and responses to risks. Additionally, avenues for open communication, risk assessment and regular monitoring are established to identify threats and opportunities for adaptive and innovative responses amidst changing circumstances.

Furthermore, managers promote learning and continuous development among employees to equip them with the necessary knowledge and skills to effectively manage risks and uncertainties and collaborate with various units within the organization for integrated risk management.

Employee Training

In 2023, the Company conducted training and development programs for employees to enhance awareness of risks and develop the necessary skills and capabilities to respond to risks among risk management working group, board members, executives and relevant staff. The training aimed to enable participants to identify organizational objectives, assess and evaluate operational risks accurately, develop action plans and risk management measures, and track operational progress. The training covered an overview and concept of risk management, linking organizational goals and strategies to practice, key risk management processes and practical training. The training involved 80 participants, including board members, executives and staff, stimulating effective collaboration in managing risks and responding to crises.



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Continuous Learning

In addition to providing knowledge about risk management processes and procedures through training, the Company also utilizes in-depth data from real events, past events, or near-miss events for practical training and learning. This is done to raise awareness, stimulate conscience, and collectively improve the effectiveness of the Company's risk management practices. This demonstrates the Company's resilience to sustainability challenges.



Forward-looking Planning

The Company anticipates and prepares for future risks by considering various possible scenarios to prepare itself for new challenges and unforeseen crises. This involves formulating measures and adjusting risk management plans to align with the organization's long-term sustainability goals. It also involves discussing business strategies with all relevant parties to enhance the organization's flexibility in responding to risks, managing supply chain diversity and reviewing plans to reduce redundancy.



Collaboration for Flexibility

To build long-term sustainability and meet stakeholders' expectations, the Company supports collaboration with partners, customers, business allies, communities, as well as educational institutions, government agencies and private organizations to seek cooperation in various areas that contribute to the sustainable risk management of the Company, including cooperation in product and service development and collaboration in developing new technologies and innovations that address environmental and sustainability concerns. That collaboration is creating benefits for communities, society, co-working with customers, partners and allies helps to establish a systematic risk management throughout the supply chain. This reflects a shared commitment and responsibility in managing global challenges collectively.

Key Risk Indicators (KRIs)

The Company has defined specific indicators to measure the effectiveness of its risk management and crisis management strategies, including indicators related to stakeholders' satisfaction and overall impact on sustainability goals. It sets indicators and targets for monitoring success, progress and action plans for each risk management issue, with responsible departments identified. Progress is tracked and evaluated quarterly for presentation to the risk management committee and the Company's board, with performance assessed quantitatively to ensure timely tracking and verification.



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“With the organization’s vision to be INSPIRED CHOICE FOR CUSTOMERS, BUSINESS PARTNERS AND INVESTORS”,

the Company is committed to strengthening its business chain by presenting and developing new products and services to continually meet the changing needs of customers and rapidly evolving technologies. This is achieved by seeking long-term collaboration with business partners nationally and internationally, who offer products and technologies accepted at both national and global levels, to present to customers, users and develop products and services continuously to seek business opportunities from new demands in the changing market trends, customer expectations and society’s needs, with a firm commitment to the sustainable growth of the organization.

The Company pursues sustainable procurement policies that consider factors beyond just costs but also focus on other aspects that impact the supply chain, such as quality products and services, timely delivery, and fostering good relationships between the Company and its partners to jointly create sustainable value. The Company emphasizes partner care, ensuring compliance with regulations to manage risks effectively, enabling sustainable and long-term growth together, by setting transparent and fair procurement policies that cover code of conduct, compliance with standards, regulations, relevant laws and human rights, as well as considering environmental factors and supply chain management guidelines to collaboratively set strategies, assess supply chain risks and support partners to apply them appropriately to the organization’s context.

Suppliers’ Code of Conduct of Loxley Group

Loxley Public Company Limited and its subsidiaries have established a Suppliers’ Code of Conduct to guide the group’s business partners and to support them in applying it as a guideline for collaboration. Furthermore, the Company is supporting partners to apply it as a guideline for organizational management according to suitability. The Suppliers’ Code of Conduct aims to standardize business operation processes between a group of companies and its partners, aligned with responsibility and sustainable growth throughout the business chain. This represents a step towards cooperation aimed at developing businesses while fostering sustainable societal and environmental development.



Explore the Suppliers’ Code of Conduct
of Loxley Group at

[www.loxley.co.th/storage/document/cg/
suppliers-code-of-conduct-en.pdf](http://www.loxley.co.th/storage/document/cg/suppliers-code-of-conduct-en.pdf)

Projects for Building Sustainable Value Chains

Developing cooperation and implementing environmental, social and governance (ESG) projects in collaboration with business partners is considered a crucial initiative for the company in adhering to ethical principles and promoting sustainability throughout the supply chain. This includes assessing the business processes and internal systems of partners in environmental, social and governance (ESG) operations effectively, as well as managing risks or significant impacts arising from the Company’s procurement activities. The Company has established the following guidelines to ensure that its procurement practices are based on sustainable business practices :

- Establishing procurement policies that encompass ethics, legal compliance, human rights principles and consideration for environmental impacts to serve as guidelines for stakeholders, covering both the Company and its subsidiaries.
- Establish Suppliers’ Code of Conduct and communicate them to both primary and secondary partners to serve as guidelines for collaborative operations.
- Conduct key partner assessments, particularly major partners in significant projects affecting business operations.
- Hold joint consultations with partners and clients, especially in significant projects under the supervision of the Company and its subsidiaries, to ensure that business processes and operational procedures are in line with ethical standards, moral policies, environmental considerations and reduce significant risk impacts from procurement activities.
- Develop joint employee training between partners and customers to enhance knowledge and develop employee potential.
- Promote cooperation in innovation, environmentally friendly products and services, and help develop society.
- Survey and assess the expectations of customers, partners and stakeholders for review, establishment policy and practice to manage and decrease significant risk impacts from Company procurement activities. The Company is in the process of developing an audit plan and evaluating the risks of partners related to business operations to create a sustainable value chain.



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Project to Establish Sustainable Assurance Foundation for Business Partners

The Company has devised a strategy for managing procurement systems to source quality products and services, outlining management guidelines that align with risk levels, considering factors such as quality, quantity, delivery time and processes for delivering goods and services, and ensuring compliance with labor laws, environmental laws and various quality management systems to prevent and mitigate risks that may impact the Company's operations and stakeholders' confidence.

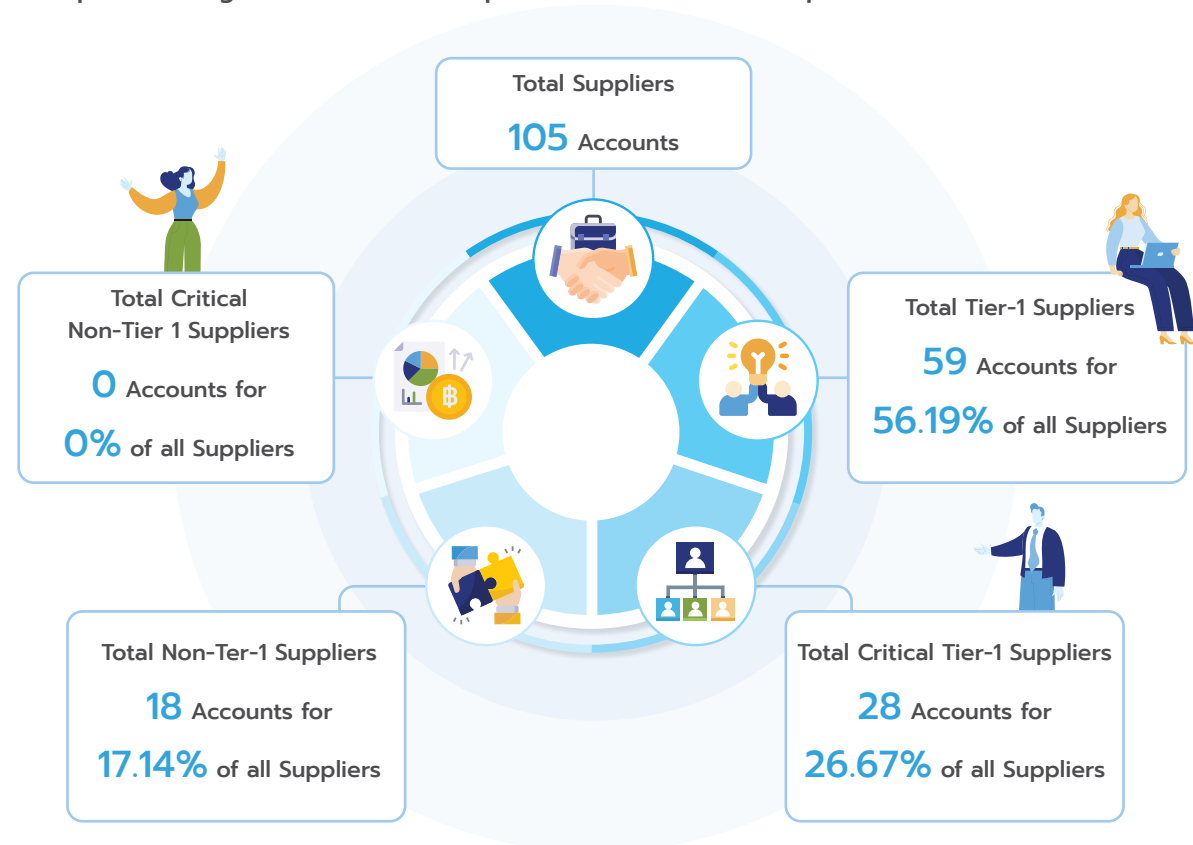
Currently, the Company is in the process of developing a Business Partner Sustainability Assurance Program to align with the Company's operations, creating long-term value with partners by managing sustainable impacts throughout the life cycle of products and services. This ensures that environmental, social, and ethical risks in the supply chain are appropriately managed by integrating the sustainability assurance of old and new partners into the procurement process. This starts with communicating with partners through the signing of the Suppliers' Code of Conduct, partner registration, partner screening, procurement evaluation, outcome tracking, and enhancing partner capabilities to identify and prioritize sustainability risks in the supply chain.



Awareness of the Supply Chain

Awareness of the supply chain is crucial for maintaining the efficiency and credibility of operations. The Company categorizes partners into 2 main groups based on transaction characteristics : Tier 1 suppliers, who directly supply products or services to the Company, and Non-Tier 1 suppliers, who provide products or services to the Company's direct partners or subsequent partners in the supply chain. Furthermore, the Company has segmented partners based on their importance to the Company's operations (Critical suppliers), considering factors such as high order volume, continuous orders, and the significance of the products and services to the Company's operations, or products and services that are difficult to source from other partners. This aims to identify Critical Tier 1 suppliers and Critical Non-Tier 1 suppliers for the Company.

Proportion of goods and services procured from business partners in 2023



Note : This covers the Company's procurement data as specified within the scope of disclosure.

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The Company has established guidelines for selecting business partners for both partner evaluation and ESG risk assessment in the form of On-site ESG Audits. Selection criteria include partners who must undergo evaluation according to contract requirements or business conditions, partners who must be assessed according to laws, regulations, or international standards, as well as partners with a high likelihood of significantly impacting the Company's operations.

Additionally, the Company has set guidelines for conducting partner assessments covering 6 key ESG areas : safety and health, labor practices and human rights, environmental management, impacts on communities and society, corporate governance and code of conduct compliance, and risks from external factors that may affect the Company's business operations, so criteria for evaluating partners are communicated to them before each assessment. Furthermore, the Company mandates the documentation of assessment results for tracking, reviewing and decision-making in the procurement process. Responsible departments and business lines can apply these assessment guidelines as appropriate to their business context.

In 2023, the Company is in the process of developing plans for partner assessments and ESG risk assessments through On-site ESG Audits, adapting the above criteria to operational needs and procurement characteristics. This involves analyzing and planning actions or measures to reduce risks arising from the Company's partners in economic, environmental, social and governance (ESG) aspects, as well as disclosing information about partner-related risks and risk reduction measures to stakeholders going forward.



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Loxley Environmental Performance

Environmental Dimension	Target	Performance				
		2023	2022	2021	2020	
Energy Management	Electricity consumption does not exceed 2,953,500 kilowatt-hours compared to the volume as of base year 2020 (Kilowatt-Hours)	2,418,000	2,614,000	2,525,000	2,716,000	
	Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours/Person/Year)	5,100.73	4,979.05	4,855.77	4,841.35	
	Electricity cost (baht)	13,501,523.21	12,856,255.48	10,906,650.96	11,774,683.30	
	Amount of renewable energy (Kilowatt-Hours)	12,839.52	N/A	N/A	N/A	
Water Management	Amount of water used for consumption in the office does not exceed 25,000 cubic meters, compared to the amount as of the base year 2020. (Cubic meters)	27,837	26,918	22,206	27,705	
	Intensity ratio of total water withdrawal to total number of employees (Cubic meters/Person/Year)	57.28	51.27	42.70	49.39	
	Water cost (baht)	436,107.32	427,662.16	357,928.23	423,380.73	
Waste Management	Total non-hazardous wastes (Kilograms)	7,267.07	N/A	N/A	N/A	
	Total recycled non-hazardous waste (Kilograms)	3,352.80	903.9	909	N/A	
Emission Reduction and Management	Amount of carbon footprint reduced is equivalent to the number of trees needed to absorb greenhouse gases, which is 600 trees.	tCO ₂ eq	15.71	3.38	1.63	N/A
		Amount of tree	1,747	376	182	N/A
Greenhouse Gas Emissions Data	Report on the organization’s greenhouse gas emissions data, covering Scope 1 and Scope 2 operations, specifically for Loxley PLC.	Scope 1 : Direct Emissions (tCO ₂ eq)	361.18	N/A	N/A	N/A
		Scope 2 : Energy Indirect Emissions (tCO ₂ eq)	1,148.43	N/A	N/A	N/A
		Intensity ratio of total greenhouse gas emissions to total number of employees (tCO ₂ eq/Person)	3.12	N/A	N/A	N/A

Loxley Social Performance

Social Dimension	Target	Performance		
		2023	2022	2021
Health and Safety	Number of fatal accidents work-related (Case)	0	0	0
	Number of employees that lost time injuries for over 1 day (Persons)	0	1	0
	Number of incidents or cases of lost time injuries for (Case)	0	1	0
	Fire escape training and fire evacuation drills (Times)	1	1	1
Human Rights and Equal Management	Number of human rights violations (Case)	0	0	0
	Number of disabled employees (Persons)	5	5	6
	Number of major labor disputes (Case)	0	0	0
Employee Wellbeing and Development	Percentage of total number of employees joining employee provident fund	90.12	98	100
	Average employee training hours (Hours/Person/Year)	16	16	10
Social and Community Development	Number of activities with the community (Times)	30	18	15
	Amount of money to support social activities (Baht)	22,560,369.17	N/A	N/A

Safety and Occupational Health Trainings

In 2023, the Company and its subsidiaries organized safety and occupational health training as follows :

Course	Length of Training (days/hours)	Organized by	Participants
Fire evacuation	0.5 day	Safety and Health at Work Promotion Association (Thailand) Under Her Royal Highness Princess Maha Chakri Sirindhorn Patronage	277
the energy management system within the organization Auditing	1 day	Solution Engineering Consultant Company Limited	9
Initial firefighting procedures, firefighting training units, and fire evacuation drills	6 hours	Safety and Health at Work Promotion Association (Thailand) Under Her Royal Highness Princess Maha Chakri Sirindhorn Patronage	45
Training course for the Safety, Occupational Health and Working Environment Committee	2 days	Safety and Health at Work Promotion Association (Thailand) Under Her Royal Highness Princess Maha Chakri Sirindhorn Patronage	25
Work safety officer at supervisor level (In-House Training)	2 days	Pinthong Group Management and Consultants Company Limited (P.M.C.)	40
Work safety officer at supervisor level	2 days	Top Professional and Development Company Limited	14
Oil storage facility operator course	2 days	Natural Energy Tech Company Limited	2

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			ANNUAL REPORT	SUSTAINABILITY REPORT	REQUIREMENT(S) OMITTED	REASON	EXPLANATION		
General Disclosures									
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	2-12 Role of the highest governance body in overseeing the management of impacts	Page 143-146	Page 70					
	2-13 Delegation of responsibility for managing impacts	Page 143-146	Page 67, 70					
	2-14 Role of the highest governance body in sustainability reporting		Page 19, 25					
	2-15 Conflicts of interest	Page 130, 131						
	2-16 Communication of critical concerns	Page 133						
	2-17 Collective knowledge of the highest governance body		Page 30, 32, 37					
	2-18 Evaluation of the performance of the highest governance body	Page 125-126, 156						
	2-19 Remuneration policies	Page 146						
	2-20 Process to determine remuneration	Page 146						
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	2-22 Statement on sustainable development strategy		Page 17-18					
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	2-25	Processes to remediate negative impacts		Page 69-71				
	2-26	Mechanisms for seeking advice and raising concerns		Page 14				
	2-27	Compliance with laws and regulations		Page 27, 31, 32, 40, 60				
	2-28	Membership associations			a	information unavailable / incomplete	The information is being collected to be disclosed next year.	
	2-29	Approach to stakeholder engagement		Page 20-24				
	2-30	Collective bargaining agreements		Page 51			SDGs 8	
Material Topics								
GRI 3 : Material Topics 2021	3-1	Process to determine material topics		Page 25-26				
	3-2	List of material topics		Page 26				
Corporate Governance								
GRI 3 : Material Topics 2021	3-3	Management of material topics		Page 63-64			SDGs 16	
Risk Management								
GRI 3 : Material Topics 2021	3-3	Management of material topics		Page 69-73			SDGs 16	

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Cybersecurity								
GRI 3 : Material Topics 2021	3-3 Management of material topics		Page 66-68					
GRI 418 : Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data		Page 68	SDGs 16				
Supply Chain Management								
GRI 3 : Material Topics 2021	3-33 Management of material topics		Page 74-76					
GRI 308 : Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria		Page 74-76					
	308-2 Negative environmental impacts in the supply chain and actions taken		Page 74-76					
GRI 414 : Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria		Page 74-76					
	414-2 Negative social impacts in the supply chain and actions taken		Page 74-76					

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Labor Right Practices									
GRI 3 : Material Topics 2021	3-3	Management of material topics		Page 51					
GRI 401 : Employment 2016	401-1	New employee hires and employee turnover		Page 58-59	SDGs 5, SDGs 8, SDGs 10				
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		Page 56-57	SDGs 3, SDGs 5, SDGs 8				
	401-3	Parental leave		Page 59	SDGs 5, SDGs 8, SDGs 10				
GRI 402 : Labor/ Management Relations 2016	402-1	Minimum notice periods regarding operational changes	Page 149		SDGs 8				
GRI 405 : Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees		Page 58-59	SDGs 5, SDGs 8				
	405-2	Ratio of basic salary and remuneration of women to men			SDGs 5, SDGs 8, SDGs 10				

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Human Capital Management and Development									
GRI 3 : Material Topics 2021	3-3	Management of material topics		Page 52-55					
GRI 404 : Training and Education 2016	404-1	Average hours of training per year per employee		Page 55-56				SDGs 4, SDGs 5,	
	404-2	Programs for upgrading employee skills and transition assistance program		Page 54-55				SDGs 3, SDGs 13	
	404-3	Percentage of employees receiving regular performance and career development reviews		Page 56				SDGs 3, SDGs 13	
Occupational Health and Safety for Everyone in the Value Chain									
GRI 3 : Material Topics 2021	3-3	Management of material topics		Page 60					
GRI 403 : Occupational Health and Safety 2018	403-1	Occupational health and safety management system		Page 60					
	403-2	Hazard identification, risk assessment, and incident investigation		Page 60					
	403-3	Occupational health services		Page 60					

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	403-4 Worker participation, consultation, and communication on occupational health and safety		Page 60					
	403-5 Worker training on occupational health and safety		Page 60					
	403-6 Promotion of worker health		Page 60					
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		Page 60					
	403-9 Work-related injuries		Page 60					
	403-10 Work-related ill health		Page 60				SDGs 3, SDGs 8, SDGs 16	
Community Relations								
GRI 3 : Material Topics 2021	3-3 Management of material topics		Page 61					
GRI 201 : Economic Performance 2016	201-1 Direct economic value generated and distributed		Page 61-62				SDGs 1, SDGs 4, SDGs 8	

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Eco-Efficiency in Business Operations									
GRI 3 : Material Topics 2021	3-3	Management of material topics		Page 40-41					
GRI 302 : Energy 2016	302-1	Energy consumption within the organization		Page 44	SDGs 7, SDGs 13				
	302-3	Energy intensity		Page 44	SDGs 7, SDGs 13				
	302-4	Reduction of energy consumption		Page 44-45	SDGs 7, SDGs 13				
GRI 305 :	305-1	Direct (Scope 1) GHG emissions		Page 40	SDGs 7, SDGs 13				
	305-2	Energy indirect (Scope 2) GHG emissions		Page 40	SDGs 7, SDGs 13				

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The feedback from the readers' opinions survey on the 2023 Sustainability Report of Loxley Public Company Limited will be used to improve and develop the report for the following year.



Thank you for your cooperation.





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