

# Sustainability Performance Statistics

## Environmental Performance Summary

GRI	List	Unit	Performance		
			2024	2023	2022
GRI 302-1	Electricity purchased for consumption from nonrenewable energy sources	Kilowatt-Hours	2,637,381.76	2,418,000.00	2,614,000.00
	Electricity purchased or generated for consumption from renewable energy sources	Kilowatt-Hours	35,321.65	12,839.52	0
	Total electricity consumption within the organization <sup>1</sup>	Kilowatt-Hours	2,672,703.41	2,430,839.52	2,614,000.00
	Diesel consumption	Litres	132,914.46	103,406.53	N/A
	Gasoline consumption	Litres	10,588.13	10,927.75	N/A
	Total fuel consumption	Litres	143,502.59	114,334.28	N/A
	Total energy consumption within the organization	Megawatt-Hours	2,816.21	2,545.17	2,614.00
	Total electricity expense	Baht	13,254,428.02	13,501,523.21	12,856,255.48
	Total fuel expense	Baht	4,744,611.59	1,467,152.07	N/A
	Total expenses for electricity and fuel consumption	Baht	17,999,039.61	14,968,675.28	12,856,255.48
GRI 302-3	Intensity ratio of total electricity consumption within the organization to total number of employees	Kilowatt-Hours/Person/Year	5,356.12	5,001.73	4,979.05
	Percentage of total electricity expense to total revenues	%	0.12	0.12	0.10
	Percentage of total electricity expense to total expenses	%	0.11	0.12	0.10
	Intensity ratio of total electricity expense to total number of employees	Baht/Person/Year	26,561.98	27,780.91	24,488.11
	Ratio of fuel consumption to total number of employees	Litres/Person/Year	287.58	235.25	N/A
	Percentage of total fuel expense to total revenues	%	0.41	0.13	0.03
	Percentage of total fuel expense to total expenses	%	0.40	0.13	0.03
	Ratio of total fuel expenses to total number of employees	Baht/Person/Year	9,508.23	3,018.83	N/A
	Intensity ratio of total energy consumption within the organization to total revenues	Megawatt-Hours/ Thousand Baht of total revenues	0.00024604	0.00022653	0.00020683
GRI 302-4	Target to reduce electricity purchases for use (Base year 2020: Purchase electricity for use 2,953,500 kilowatt-hours)	Kilowatt-Hours	246,817.53 or Decreased by 10%	N/A	N/A
	Reduction in electricity purchases from external sources <sup>2</sup>	Kilowatt	316,118.24	535,500.00	339,500.00
	Reduction in total electricity consumption <sup>2</sup>	Kilowatt-Hours	280,796.59	485,324.68	339,500.00
	Reduction in Diesel fuel consumption <sup>3</sup>	Litres	-29,507.93	N/A	N/A
	Reduction in Gasoline consumption <sup>3</sup>	Litres	339.62	N/A	N/A
	Fuel consumption Reduction <sup>3</sup>	Litres	-29,168.31	N/A	N/A
	Total Energy consumption Reduction <sup>3</sup>	Megawatt-Hours	251.43	484.94	339.23
GRI 303-3, GRI 303-5	Reduction of water consumption (Base year 2020: Net water consumption 25,000.00 cubic meters)	Cubic meters	2,500.00 or Decreased by 10%	N/A	N/A
	Total water withdrawal by third-party water <sup>4</sup>	Cubic meters	12,581.00	27,837.00	26,918.00
	Intensity ratio of total water withdrawal to total number of employees	Cubic meters/Person/Year	25.21	57.28	51.27
	Intensity ratio of total water consumption to total revenues	Cubic meters/Thousand Baht of total revenues	0.00109913	0.00247756	0.00212983

<sup>1</sup> Total electricity consumption of Loxley Plc., Loxley Group has a total electricity consumption of 4,927,056.19 kilowatt-hours, or a ratio of total electricity consumption to the number of employees of Loxley Group of Companies of 1,916.40 kilowatt-hours/person/year.

<sup>2</sup> Compared to the base year, the purchased electricity and total electricity consumption amounted to 2,953,500 kilowatt-hours

<sup>3</sup> Compared to the previous year

<sup>4</sup> Total water usage of Loxley Plc. Loxley Group has a total water usage of 43,826.00 cubic meters, or a ratio of total water usage to the number of employees of the Group of Companies of 57.28 cubic meters/person/year.



GRI	List	Unit	Performance		
			2024	2023	2022
GRI 303-3, GRI 303-5	Total water withdrawal expense from third-party water	Baht	395,922.08	436,107.32	427,662.16
	Total water withdrawal expense	Baht	395,922.08	436,107.32	427,662.16
	Percentage of total water withdrawal expense to total revenues	%	3.46	3.88	3.38
	Percentage of total water withdrawal expense to total expenses	%	3.38	3.81	3.34
	Intensity ratio of total water withdrawal expense to total number of employees	Baht/Person/Year	793.43	897.34	814.59
GRI 305-1	Total greenhouse gas emissions - Scope 1 <sup>5</sup>	tCO <sub>2</sub> e	536.00	361.18	N/A
	Greenhouse gas emissions - Scope 1 base year (current year)	tCO <sub>2</sub> e	536.00	N/A	N/A
	Ratio of greenhouse gas emissions - Scope 1 to total revenue	tCO <sub>2</sub> e/1,000 Baht of total revenues	0.000046	0.000032	N/A
	Ratio of greenhouse gas emissions - Scope 1 to total employees	tCO <sub>2</sub> e/Person	1.07	0.74	N/A
GRI 305-2	Total greenhouse gas emissions - Scope 2 <sup>5</sup>	tCO <sub>2</sub> e	1,319.00	1,148.43	N/A
	Greenhouse gas emissions - Scope 2 base year (current year)	tCO <sub>2</sub> e	1,319.00	N/A	N/A
	Ratio of greenhouse gas emissions - Scope 2 to total revenue	tCO <sub>2</sub> e/1,000 Baht of total revenues	0.00011	0.00010	N/A
	Ratio of greenhouse gas emissions - Scope 2 to total employees	tCO <sub>2</sub> e/Person	2.64	2.36	N/A
GRI 305-3	Total greenhouse gas emissions - Scope 3 <sup>5</sup>	tCO <sub>2</sub> e	414.00	N/A	N/A
	Greenhouse gas emissions - Scope 3 base year (current year)	tCO <sub>2</sub> e	414.00	N/A	N/A
	Ratio of greenhouse gas emissions - Scope 3 to total revenue	tCO <sub>2</sub> e/1,000 Baht of total revenues	0.000036	N/A	N/A
	Ratio of greenhouse gas emissions - Scope 3 to total employees	tCO <sub>2</sub> e/Person	0.82	N/A	N/A
GRI 305-4	Total greenhouse gas emissions	tCO <sub>2</sub> e	2,269.00	1,509.61	N/A
	Ratio of greenhouse gas emissions from Scope 1+ 2	tCO <sub>2</sub> e/Person	3.72	3.11	N/A
	Ratio of greenhouse gas emissions from Scope 1+2+3	tCO <sub>2</sub> e/Person	4.55	3.11	N/A
	Intensity ratio of greenhouse gas emissions scope 1+2+3 to total revenues	tCO <sub>2</sub> e/1,000 Baht of total revenues	0.000198	0.000134	N/A
GRI 305-5	Total reduced greenhouse gas	kgCO <sub>2</sub> e	68,230.00	22,140.93	N/A
	Care the Bear Project	kgCO <sub>2</sub> e	12,220.00	1,264.00	N/A
	Care the Whale Project	kgCO <sub>2</sub> e	56,010.00	20,876.93	N/A
GRI 306-3	Total waste generated	Kilograms	50,272.36	10,619.87	N/A
	Total non-hazardous waste	Kilograms	50,272.36	10,619.87	N/A
	Non-hazardous waste - Incineration with energy recovery	Kilograms	0.00	N/A	N/A
	Intensity ratio of total waste generated to total revenues	Kilograms/Thousand Baht of total revenues	0.0043	0.00094	N/A
	Intensity ratio of total non-hazardous waste to total revenues	Kilograms/Thousand Baht of total revenues	0.0043	0.00094	N/A
	Intensity ratio of total hazardous waste to total revenues	Kilograms/Thousand Baht of total revenues	0.00	N/A	N/A
GRI 306-4	Reused/Recycled non-hazardous waste	Kilograms	16,748.51	3,352.80	903.90
	Percentage of total reused/recycled waste to total waste generated	%	33.32	31.57	N/A
GRI 306-5	Non-hazardous waste - Landfilling	Kilograms	33,523.85	7,267.07	N/A
	Non-hazardous waste - Incineration with energy recovery	Kilograms	0.00	N/A	N/A
	Hazardous waste - Landfilling	Kilograms	0.00	N/A	N/A
GRI 307-1	Number of cases or incidents of legal violations or negative environmental impact	Cases	0	0	0

<sup>5</sup> Calculate using emission factors based on the Global Warming Potential (GWP) IPCC 2013, AR5, and as specified by the Thailand Greenhouse Gas Management Organization (Public Organization).



## Social Performance Summary

GRI	List	Unit	Performance		
			2024	2023	2022
GRI2-7 <sup>6</sup>	Total Employment	Person	509	486	525
	Percentage of employees to total employment	%	98.04	100.00	100.00
	Total employees	Person	499	486	525
	Male employees	Person	259	259	276
		%	51.90	53.29	52.57
	Female employees	Person	240	227	249
GRI 2-8 <sup>6</sup>		%	48.10	46.71	47.43
	Percentage of non-employee workers to total employment	%	1.96	N/A	N/A
	Total of workers who are not employees	Person	10	N/A	N/A
	Male workers who are not employees	Person	2	N/A	N/A
		%	20.00	N/A	N/A
	Female workers who are not employees	Person	8	N/A	N/A
GRI 405-1 <sup>6</sup>		%	80.00	N/A	N/A
	Total number of employees under 30 years old	Person	115	100	99
		%	23.05	20.58	18.86
	Total number of employees 30-50 years old	Person	237	246	261
		%	47.49	50.62	49.71
	Total number of employees over 50 years old	Person	147	140	165
		%	29.46	28.81	31.43
	Total number of male employees under 30 years old	Persons	57	51	45
		%	22.01	19.69	16.30
	Total number of male employees 30-50 years old	Persons	122	128	132
		%	47.10	49.42	47.83
	Total number of male employees over 50 years old	Persons	80	80	99
		%	30.89	30.89	35.87
	Total number of female employees under 30 years old	Persons	58	49	54
		%	24.17	21.59	21.69
	Total number of female employees 30-50 years old	Persons	115	118	129
		%	47.92	51.98	51.81
	Total number of female employees over 50 years old	Persons	67	60	66
		%	27.92	26.43	26.51
	Total number of employees in operational level	Persons	361	347	382
		%	72.34	71.40	72.76

<sup>6</sup> Data as of 31 December 2024.



GRI	List	Unit	Performance		
			2024	2023	2022
GRI 405-1 <sup>6</sup>	Total number of employees in management level	Persons	71	74	78
		%	14.23	15.23	14.86
	Total number of employees in executive level	Persons	67	65	65
		%	13.43	13.37	12.38
	Total number of male employees in operational level	Persons	189	188	202
		%	72.97	72.59	73.19
	Total number of male employees in management level	Persons	32	32	35
		%	12.36	12.36	12.68
	Total number of male employees in executive level	Persons	38	39	39
		%	14.67	15.06	14.13
	Total number of female employees in operational level	Persons	172	159	180
		%	71.67	70.04	72.29
	Total number of female employees in management level	Persons	39	42	43
		%	16.25	18.50	17.27
	Total number of female employees in executive level	Persons	29	26	26
		%	12.08	11.45	10.44
GRI 2-21, GRI 405-2	Total employee remuneration	Baht	360,070,270.00	320,686,242.74	362,527,839.00
	Total male employee remuneration	Baht	181,062,775.00	163,751,298.22	215,196,204.00
		%	50.29	51.06	59.36
	Total female employee remuneration	Baht	179,007,495.00	156,934,944.52	147,331,635.00
		%	49.71	48.94	40.64
	Average remuneration of employees	Baht/Person	721,583.71	659,848.23	690,529.22
	Average remuneration of male employees	Baht/Person	699,084.07	632,244.39	779,696.39
GRI 2-30	Average remuneration of female employees	Baht/Person	745,864.56	691,343.37	591,693.31
	Ratio of average remuneration of female employees to male employees		1.07	1.09	0.76
GRI 2-30	Total number of employees entitled to benefits as determined by the Welfare Committee in consultation with the company to provide	%	100	100	100
GRI 401-1	Evaluation result of employee engagement	Score	4.94	N/A	N/A
	Total number of employee turnover leaving the company voluntarily	Person	51	55	59
		%	10.22	11.32	11.24
	Total number of male employee turnover leaving the company voluntarily	Person	28	25	31
		%	5.61	5.14	5.90
	Total number of female employee turnover leaving the company voluntarily	Person	23	30	28
		%	4.61	6.17	5.33

<sup>6</sup> Data as of 31 December 2024.



GRI	List	Unit	Performance		
			2024	2023	2022
GRI 401-3	Total number of employees eligible for parental leave	Persons	283	286	291
	Number of male employees eligible for parental leave	Persons	0	0	0
	Number of female employees eligible for parental leave	Persons	283	286	291
	Total number of employees that took parental leave	Persons	0	3	7
	Total number of employees that returned to work in the report period after parental leave ended	Persons	0	3	7
		%	0	100	100
	Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	Persons	0	1	6
	Return to work and retention rates of employee that took parental leave	%	0	33.33	85.71
GRI 402-1	Minimum number day's notice typically provided to employees to the implementation of significant operational changes	Day	30	30	30
	Total number of cases or incidents of significant legal or social and human rights violations	Cases	6	0	1
	Total number of cases or incidents leading to significant labor disputes	Cases	0	0	0
GRI 403-8	The number of employees who are controlled by the Company's occupational health and safety management system	Persons	499	486	525
	The number of employees who are controlled by the Company's occupational health and safety management system that has been internally audited	Persons	100	100	100
	The number of employees who are controlled by the Company's occupational health and safety management system that has been audited or certified by an external party	Persons	100	100	100
	The number of contractors and workers who are controlled by the Company's occupational health and safety management system	Persons	22	N/A	N/A
	The number of contractors and workers who are controlled by the Company's occupational health and safety management system that has been internally audited	Persons	22	N/A	N/A
	The number of contractors and workers who are controlled by the Company's occupational health and safety management system that has been audited or certified by an external party	Persons	N/A	N/A	N/A
GRI 403-9	Total number of hours worked by employees	Hours	1,036,422.00	1,026,432.00	1,108,800.00
	Total number of employees that fatalities as a result of work-related injury	Persons	0	0	0
		%	0.00	0.00	0.00
	Total number of employees that lost time injuries for 1 day or more	Persons	2	0	1
		%	0.40	0.00	0.19
	Lost Time Injury Frequency Rate (LTIFR) of employees	Persons/1 million-manhours	1.93	N/A	N/A
	The number of contractors, workers, or business partners who died due to work-related incidents on company premises	Persons	0	0	N/A
		%	0	0	N/A
	The number of contractors and workers injured in the course of work resulting in lost workdays of 1 day or more	Persons	0	0	N/A
		%	0	0	N/A
	Lost Time Injury Frequency Rate (LTIFR) of contractors and workers	Persons/1 million-manhours	0	0	N/A



GRI	List	Unit	Performance		
			2024	2023	2022
GRI 403-10	The number of employees who fatalities as a result of work-related ill health	Persons	0	0	0
	The number of cases of employees that recordable work-related ill health	Incident	0	0	0
	The number of contractors or workers who fatalities as a result of work-related ill health	Persons	0	0	0
	The number of cases of contractors or workers that recordable work-related ill health	Incident	0	0	0
GRI 404-1	Employee development plans as part of annual performance reviews		Yes	Yes	Yes
	Average employee training hours	Hours/Person /Year	22.06	16.00	16.00
	Total amount spent on employee training and development	Baht	5,036,271.00	1,271,624.00	2,663,375.00
	Percentage of training and development expenses to total expenses	%	0.000432	0.000113	0.000211
	Percentage of training and development expenses to total revenue	%	0.000440	0.000113	0.000211
GRI 404-3	Percentage of employees who have received performance evaluations (KPI)	%	100 <sup>7</sup>	100 <sup>7</sup>	N/A
	Percentage of employees in support department who have received an individual development plan (IDP) within their department	%	100	90	N/A
GRI 406-1	Number of cases or incidents of discrimination complaints	Incident	0	0	0
	Total employment of workers with disabilities	Persons	5	5	5
	Percentage of disabled workers to total employment	%	0.98	1.03	0.95
	Total number of employees with disabilities	Persons	5	5	5
	Total male employees with disabilities	Persons	4	4	4
	Total female employees with disabilities	Persons	1	1	1
	Contributions to empowerment for persons with disabilities fund		No <sup>8</sup>	No <sup>8</sup>	No <sup>8</sup>
GRI 413-1	Total number of cases or incidents leading to disputes with the community/society	Cases	0	0	0
	Donations/Grants	Baht	8,422,821.65	7,480,789.80	0.00
	Support in the form of donating goods and company products	Baht	215,035.50	85,332.50	0.00
	Support in the form of organizing social activities	Baht	10,645,498.95	14,994,246.87	0.00
	Employment rate of persons with disabilities in the LOXLEY-ASM Sport Hero project	Persons	5.00	5.00	5.00
	Employee participation in blood donation	Unit	214.00	215.00	0.00
	Total financial contribution to community/social development projects or activities	Baht	1,152,701.84	0.00	0.00
	Percentage of financial contribution for community/social development projects or activities to total expense	%	0.009898	0.000000	0.000000
	Percentage of financial contribution for community/social development projects or activities to total revenue	%	0.010070	0.000000	0.000000
GRI 414-2	Total number of incidents or complaints related to business partner's rights violations	Cases	0	0	0
GRI 416-2	Total number of incidents or complaints related to consumer rights violations	Cases	0	0	0
GRI 418-1	Total number of cases or incidents related to cybersecurity or customer data breaches	Cases	4	0	0

<sup>7</sup> Except for contract employees.

<sup>8</sup> The Company employs the number of disabled people as required by law.



## Economic and Corporate Governance Performance Summary

GRI	List	Unit	Performance		
			2024	2023	2022
GRI 2-20	Total remuneration of executive directors and executives	Baht	35,326,092.00	30,820,800.00	30,348,000.00
	Company's contribution to provident fund for executive directors and executives	Baht	1,590,600.00	N/A	N/A
	Employee Stock Ownership Plan		No	No	No
	Employee Joint Investment Program		No	No	No
GRI 2-27, GRI 205-3	Total number of cases or issues related to conflict of interest	Cases	0	0	0
	Total number of cases or issues related to the use of inside information to seek benefits	Cases	0	0	0
	Total number of cases or issues related to corruption	Cases	0	0	0
	Total number of cases or issues received through whistleblowing channels	Cases	0	0	0
GRI 201-1, GRI 207-4	<b>Direct Economic Value Generated</b>				
	Total revenue of the Company and its subsidiaries	Thousand baht	11,446,371.19	11,235,646.01	12,638,570.52
	Domestic revenue	Thousand baht	11,242,261.72	11,003,241.80	12,461,313.80
	Foreign revenue	Thousand baht	204,109.47	232,404.21	177,256.72
	<b>Economic Value Distributed</b>				
	Operating costs and expenses	Million baht	11,720.43	11,432.52	12,789.19
	Employee wages and benefits	Million baht	373.17	390.33	380.4
	Payments to providers of capital (Dividends)	Million baht	68	159	0
	Payments to government (Taxes)	Million baht	100	56	89
	Investments in the community	Million baht	19.28	22.56	N/A
	Economic value retained	Million baht	11,159.98	10,804.63	N/A
GRI 201-3	Number of employees joining in Provident Fund (PVD)	Persons	426	438	432
	Proportion of employees who are Provident Fund (PVD) members	%	85.37	90.12	82.29
	Total amount of Provident Fund (PVD) contributed by the Company	Baht	13,100,197.00	12,415,429.00	13,318,860.00
	Percentage of total amount of Provident Fund (PVD) contributed by the Company to total employee remuneration	%	3.64	3.87	3.67
GRI 205-2	The number of employees who have received communication on Anti-Corruption Policies and practices	Persons	499	486	525
		%	100	100	100
GRI 308-1, GRI 414-1	Percentage of new suppliers that have been screened based on environmental and social criteria	%	100	N/A	N/A
GRI 308-2, GRI 414-2	The number of suppliers assessed for environmental and social risks	Persons	19	N/A	N/A
	The number of suppliers with negative environmental and social risks	Persons	2	N/A	N/A
	Percentage of suppliers with negative environmental and social risks who have implemented corrective actions based on the assessment results	%	10.53	N/A	N/A
	Percentage of suppliers with negative environmental and social risks who have had business transactions terminated	%	0	N/A	N/A