

ESG Performance

Company Name: SANKO DIECASTING (THAILAND) PUBLIC COMPANY LIMITED Symbol: SANKO

Market: mai Industry Group: Industrials Sector: SECTOR 0

Environment

1 Environmental Management

1.1 Environmental Policy and Practice

Corporate environmental policy and practice:	Yes
URL of environmental policy and practice:	-
Uploaded document of environmental policy and practice:	ประกาศ ฉบับที่ SDT.020_2565 เรื่อง นโยบายการจัดการด้านสิ่งแวดล้อม ISO 14001.pdf

1.2 Environmental Practices

Corporate environmental practices:	x Waste Management x Electricity Management x Water Management
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2 Energy Management

2.1 Disclosure Boundary in Energy Management

Detail	Year
	2022
Boundary type	Company
Total number of disclosure boundaries	1
Actual number of disclosure boundaries	-

2.2 Electricity Consumption^(*)

Detail	Unit	Year		
		2020	2021	2022
Electricity consumption target	Kilowatt-Hours	3,919,680.00	4,883,960.00	5,200,000.00
Total electricity consumption within the organization	Kilowatt-Hours	-	4,883,960.00	5,220,500.00
Electricity purchased for consumption from non-renewable energy sources	Kilowatt-Hours	3,919,680.00	4,883,960.00	5,220,500.00
Electricity purchased or generated for consumption from renewable energy sources	Kilowatt-Hours	-	-	-
Difference between total electricity consumption within the organization and target ^(**)	Kilowatt-Hours	-	0.00	20,500.00

Percentage of the difference between total electricity consumption within the organization and target ^(*)	%	-	0.00	0.39
Intensity ratio of total electricity consumption within the organization to total number of employees	Kilowatt-Hours / Person / Year	-	11,331.69	12,890.12

Additional explanation:

^(*) Exclude electricity consumption outside of the Company.

^(**) Negative number (-) means the total electricity consumption within the organization is lower than the electricity consumption target, whereas positive number (+) means the total electricity consumption within the organization is higher than the electricity consumption target.

2.3 Electricity Consumption Intensity

Detail	Unit	Year		
		2020	2021	2022
Intensity of total electricity consumption within the organization	Kilowatt-Hours / Kilogram product	-	-	0.68

2.4 Electricity Expense^(*)

Detail	Unit	Year		
		2020	2021	2022
Total electricity expense	Baht	13,869,505.94	16,802,602.80	20,951,482.54
Percentage of total electricity expense to total expenses ^(**)	%	-	-	-
Percentage of total electricity expense to total revenues ^(**)	%	-	-	-
Intensity ratio of total electricity expense to total number of employees	Baht / Person / Year	27,962.71	38,985.16	51,732.06

Additional explanation:

^(*) Exclude electricity expense outside of the Company.

^(**) Total revenues and total expenses from consolidated financial statements.

2.5 Fuel Consumption

Detail	Unit	Year		
		2020	2021	2022
Jet fuel	Litres	0.00	0.00	0.00
Diesel	Litres	36,443.01	38,842.53	83,772.77
Gasoline	Litres	16,413.22	7,661.33	3,900.30
Fuel oil	Litres	0.00	0.00	0.00

Crude oil	Barrels	0.00	0.00	0.00
Natural gas	Standard cubic feet	57,184,000.00	61,875,000.00	63,680,000.00
LPG	Kilograms	8,307.00	9,453.00	13,380.00
Steam	Metric tonnes	0.00	0.00	0.00
Coal	Metric tonnes	0.00	0.00	0.00

Additional explanation: Exclude fuel consumption outside of the Company.

2.6 Fuel Expense^(*)

Detail	Unit	Year		
		2020	2021	2022
Total fuel expense	Baht	14,920,837.00	19,507,051.54	28,142,352.46
Percentage of total fuel expense to total expenses ^(**)	%	-	-	-
Percentage of total fuel expense to total revenues ^(**)	%	-	-	-

Additional explanation:

^(*) Exclude fuel expense outside of the Company.

^(**) Total revenues and total expenses from consolidated financial statements.

2.7 Energy Consumption

Detail	Unit	Year		
		2020	2021	2022
Total energy consumption within the organization	Megawatt-Hours	-	-	24,973.96

2.8 Energy Consumption Intensity

Detail	Unit	Year		
		2020	2021	2022
Intensity ratio of total energy consumption within the organization to total revenues ^(*)	Megawatt-Hours / Thousand Baht of total revenues	-	-	-

Intensity of total energy consumption within the organization	Megawatt-Hours / Kilogram product	-	-	0.00
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Additional explanation:

^(*) Total revenues and total expenses from consolidated financial statements.

3 Water Management

3.1 Disclosure Boundary in Water Management

Detail	Year
	2022
Boundary type	Company
Total number of disclosure boundaries	1
Actual number of disclosure boundaries	-

3.2 Water Withdrawal by Sources

Detail	Unit	Year		
		2020	2021	2022
Water withdrawal target	Cubic meters	-	-	-
Total water withdrawal	Cubic meters	-	33,963.00	26,687.00
Total water withdrawal by third-party water	Cubic meters	29,228.00	33,963.00	26,687.00
Total water withdrawal by surface water	Cubic meters	-	-	-
Total water withdrawal by groundwater	Cubic meters	-	-	-
Total water withdrawal by seawater	Cubic meters	-	-	-
Total water withdrawal by produced water	Cubic meters	-	-	-
Difference between total water withdrawal and target ^(*)	Cubic meters	-	-	-
Percentage of the difference between total water withdrawal and target ^(*)	%	-	-	-
Intensity ratio of total water withdrawal to total number of employees	Cubic meters / Person / Year	-	78.80	65.89

Intensity ratio of total water withdrawal to total revenues ^(*)	Cubic meters / Thousand Baht of total revenues	-	-	-
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Additional explanation:

^(*) Negative number (-) means the total water withdrawal is lower than the water withdrawal target, whereas positive number (+) means the total water withdrawal is higher than the water withdrawal target.

^(**) Total revenues and total expenses from consolidated financial statements.

3.3 Water Discharge by Destinations

Detail	Unit	Year		
		2020	2021	2022
Total water discharge	Cubic meters	-	0.00	0.00
Total water discharge to third-party water	Cubic meters	-	-	-
Total water discharge to surface water	Cubic meters	-	-	-
Total water discharge to groundwater	Cubic meters	-	-	-
Total water discharge to seawater	Cubic meters	-	-	-

3.4 Water Consumption

Detail	Unit	Year		
		2020	2021	2022
Total water consumption	Cubic meters	-	33,963.00	26,687.00

3.5 Water Consumption Intensity

Detail	Unit	Year		
		2020	2021	2022
Intensity ratio of total water consumption to total revenues ^(*)	Cubic meters / Thousand Baht of total revenues	-	-	-
Intensity of total water consumption	Cubic meters / m ²	-	-	-

Additional explanation:

^(*) Total revenues and total expenses from consolidated financial statements.

3.6 Water Withdrawal Expense

Detail	Unit	Year		
		2020	2021	2022
Total water withdrawal expense	Baht	-	576,759.00	453,681.00
Total water withdrawal expense from third-party water	Baht	496,876.00	576,759.00	453,681.00
Total water withdrawal expense from other sources	Baht	-	-	-
Percentage of total water withdrawal expense to total expenses ⁽¹⁾	%	-	-	-
Percentage of total water withdrawal expense to total revenues ⁽¹⁾	%	-	-	-
Intensity ratio of total water withdrawal expense to total number of employees	Baht / Person / Year	-	1,338.19	1,120.20

Additional explanation:

⁽¹⁾ Total revenues and total expenses from consolidated financial statements.

4 Waste Management

4.1 Disclosure Boundary in Waste Management

Detail	Year
	2022
Boundary type	Company
Total number of disclosure boundaries	1
Actual number of disclosure boundaries	-

4.2 Waste Generation^(*)

Detail	Unit	Year		
		2020	2021	2022
Total waste generated	Kilograms	-	84,252.00	65,650.00
Non-hazardous waste	Kilograms	10,680.00	9,772.00	7,170.00
Hazardous waste	Kilograms	85,980.00	74,480.00	58,480.00
Intensity ratio of total waste generated to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	-	-	-
Intensity ratio of total non-hazardous waste to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	-	-	-
Intensity ratio of total hazardous waste to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	-	-	-

Additional explanation:

^(*) Exclude the total weight of waste generated outside of the Company, which is not responsible for the waste disposal or treatment cost.

^(**) Total revenues and total expenses from consolidated financial statements.

4.3 Reused / Recycled Waste

Detail	Unit	Year		
		2020	2021	2022
Total reused/recycled waste	Kilograms	-	24,000.00	24,000.00

Reused/Recycled non-hazardous waste	Kilograms	-	-	0.00
Reused/Recycled hazardous waste	Kilograms	-	24,000.00	24,000.00
Percentage of total reused/recycled waste to total waste generated	%	-	28.49	36.56
Percentage of reused/recycled non-hazardous waste to non-hazardous waste	%	-	-	0.00
Percentage of reused/recycled hazardous waste to hazardous waste	%	-	32.22	41.04

Additional explanation: Exclude the total weight of reused/recycled waste outside of the Company, which is not responsible for the waste disposal or treatment cost.

5 Greenhouse Gas Management

5.1 Disclosure Boundary in Greenhouse Gas Management

Detail	Year
	2022
Boundary type	Company
Total number of disclosure boundaries	1
Actual number of disclosure boundaries	-

5.2 Greenhouse Gas Management Plan

- Corporate greenhouse gas management plan: -
- URL of corporate greenhouse gas management plan: -
- Uploaded document of Corporate greenhouse gas management plan: -

5.3 Greenhouse Gas Emissions (GHG Emissions)

Detail	Unit	Year		
		2020	2021	2022
Total GHG emissions target	Metric tonnes of carbon dioxide equivalent	-	-	0.00
Total GHG emissions	Metric tonnes of carbon dioxide equivalent	-	0.00	0.00
Total GHG emissions - scope 1	Metric tonnes of carbon dioxide equivalent	-	-	-

Total GHG emissions – scope 2	Metric tonnes of carbon dioxide equivalent	-	-	-
Total GHG emissions – scope 3	Metric tonnes of carbon dioxide equivalent	-	-	-
Difference between total GHG emissions and target ^(*)	Metric tonnes of carbon dioxide equivalent	-	-	0.00
Percentage of the difference between total GHG emissions and target ^(*)	%	-	-	-

Additional explanation:

^(*) Negative number (-) means the total GHG emissions is lower than the total GHG emissions target, whereas positive number (+) means the total GHG emissions is higher than the total GHG emissions target.

5.4 Greenhouse Gas Emissions Intensity

Detail	Unit	Year		
		2020	2021	2022
Intensity ratio of total GHG emissions to total revenues ^(*)	Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues	-	-	-
Intensity ratio of total GHG emissions to total number of employees	Metric tonnes of carbon dioxide equivalent / Person	-	0.00	0.00
Intensity of GHG emissions	Metric tonnes of carbon dioxide equivalent / m ²	-	-	-

Additional explanation:

^(*) Total revenues and total expenses from consolidated financial statements.

5.5 Verification of Greenhouse Gas Emissions

Detail	Year
	2022
Verification of greenhouse gas emissions	No
Name of verifying company (Thai)	-
Name of verifying company (English)	-

5.6 Reduction of Greenhouse Gas

Detail	Unit	Year		
		2020	2021	2022
Total reduced GHG	Metric kilograms of carbon dioxide equivalent	-	-	-
Care the Bear Project	Metric kilograms of carbon dioxide equivalent	-	-	-
Care the Whale Project	Metric kilograms of carbon dioxide equivalent	-	-	-
Other projects	Metric kilograms of carbon dioxide equivalent	-	-	-

5.7 Absorption and removal of Greenhouse Gas

Detail	Unit	Year		
		2020	2021	2022
Total absorbed and removal of GHG	Metric kilograms of carbon dioxide equivalent	-	-	-
Care the Wild Project	Metric kilograms of carbon dioxide equivalent	-	-	-
Other projects	Metric kilograms of carbon dioxide equivalent	-	-	-

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Approved and published on 02/05/2023

ESG Performance

Company Name: SANKO DIECASTING (THAILAND) PUBLIC COMPANY LIMITED Symbol: SANKO

Market: mai Industry Group: Industrials Sector: SECTOR 0

Social

1 Human Rights

1.1 Human Rights Policy and Practice

Corporate human rights policy and practice: Yes
URL of Corporate human rights policy and practice: <https://sanko.listedcompany.com/misc/PRESN/sanko-policy-04-th.pdf>
Uploaded document of Corporate human rights policy and practice: sanko-policy-04-th.pdf

1.2 Human Rights Practices

Corporate human rights practices: x Employee Rights x Non-discrimination

2 Fair Labor Practices

2.1 Disclosure Boundary in Fair Labor Practices

Detail	Year
	2022
Boundary type	Company
Total number of disclosure boundaries	1
Actual number of disclosure boundaries	-

2.2 Employment

2.2.1 Employees by Gender

Detail	Unit	Year		
		2020	2021	2022
Total number of employees	Persons	-	431	405
Total number of male employees	Persons	209	169	166
Percentage of male employees	%	-	39.21	40.99
Total number of female employees	Persons	287	262	239

Percentage of female employees	%	-	60.79	59.01
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2.2.2 Employees by Age Group

Detail	Unit	Year		
		2020	2021	2022
Total number of employees under 30 years old	Persons	179	129	138
Percentage of employees under 30 years old	%	-	29.93	34.07
Total number of employees 30–50 years old	Persons	293	273	235
Percentage of employees 30–50 years old	%	-	63.34	58.02
Total number of employees over 50 years old	Persons	24	29	32
Percentage of employees over 50 years old	%	-	6.73	7.90

2.2.3 Male Employees by Age group

Detail	Unit	Year		
		2020	2021	2022
Total number of male employees under 30 years old	Persons	69	40	53
Percentage of male employees under 30 years old	%	33.01	23.67	31.93
Total number of male employees 30–50 years old	Persons	127	115	96
Percentage of male employees 30–50 years old	%	60.77	68.05	57.83
Total number of male employees over 50 years old	Persons	13	14	17
Percentage of male employees over 50 years old	%	6.22	8.28	10.24

2.2.4 Female Employees by Age group

Detail	Unit	Year		
		2020	2021	2022

Total number of female employees under 30 years old	Persons	110	89	85
Percentage of female employees under 30 years old	%	38.33	33.97	35.56
Total number of female employees 30–50 years old	Persons	166	158	139
Percentage of female employees 30–50 years old	%	57.84	60.31	58.16
Total number of female employees over 50 years old	Persons	11	15	15
Percentage of female employees over 50 years old	%	3.83	5.73	6.28

2.2.5 Employees by Employee Category

Detail	Unit	Year		
		2020	2021	2022
Total number of employees in operational level	Persons	452	388	364
Percentage of employees in operational level	%	-	90.02	89.88
Total number of employees in management level	Persons	38	37	35
Percentage of employees in management level	%	-	8.58	8.64
Total number of employees in executive level	Persons	6	6	6
Percentage of employees in executive level	%	-	1.39	1.48

2.2.6 Male Employees by Employee Category

Detail	Unit	Year		
		2020	2021	2022
Total number of male employees in operational level	Persons	185	145	141
Percentage of male employees in operational level	%	88.52	85.80	84.94
Total number of male employees in management level	Persons	19	19	19
Percentage of male employees in management level	%	9.09	11.24	11.45
Total number of male employees in executive level	Persons	5	5	6
Percentage of male employees in executive level	%	2.39	2.96	3.61

2.2.7 Female Employees by Employee Category

Detail	Unit	Year		
		2020	2021	2022
Total number of female employees in operational level	Persons	267	243	223
Percentage of female employees in operational level	%	93.03	92.75	93.31
Total number of female employees in management level	Persons	19	18	16

Percentage of female employees in management level	%	6.62	6.87	6.69
Total number of female employees in executive level	Persons	1	1	0
Percentage of female employees in executive level	%	0.35	0.38	0.00

2.2.8 Employment of Workers with Disabilities

Detail	Unit	Year		
		2020	2021	2022
Total employment of workers with disabilities	Persons	0	5	5
Total number of employees with disabilities	Persons	-	5	5
Percentage of employees with disabilities	%	-	1.16	1.23
Total number of workers who are not employees with disabilities	Persons	-	0	0

2.3 Employee Remuneration

2.3.1 Employee Remuneration by Gender

Detail	Unit	Year		
		2020	2021	2022
Total employee remuneration	Baht	138,646,948.00	123,479,456.00	118,324,289.00
Total male employee remuneration	Baht	72,723,455.00	61,270,305.00	57,338,530.00
Percentage of remuneration in male employees	%	52.45	49.62	48.46
Total female employee remuneration	Baht	65,923,493.00	62,209,151.00	60,985,759.00
Percentage of remuneration in female employees	%	47.55	50.38	51.54
Average remuneration of employees	Baht / Person	-	286,495.26	292,158.74
Average remuneration of male employees	Baht / Person	347,959.11	362,546.18	345,412.83
Average remuneration of female employees	Baht / Person	229,698.58	237,439.51	255,170.54
Ratio of average remuneration of female employees to male employees		0.66	0.65	0.74

2.3.2 Employee Provident Fund

Detail	Unit	Year		
		2020	2021	2022
Total number of employees joining employee provident fund	Persons	403	372	311
Percentage of total number of employees joining employee provident fund to total number of employees	%	-	86.31	76.79
Total amount of provident fund contributed by the Company	Baht	3,269,847.00	3,370,819.00	3,253,568.00
Percentage of total amount of provident fund contributed by the Company to total employee remuneration	%	2.36	2.73	2.75

2.4 Human Capital Development

2.4.1 Average employee training hours

Detail	Unit	Year		
		2020	2021	2022
Average employee training hours	Hours / Person / Year	28.00	34.17	51.38

2.4.2 Employee training and development expenses

Detail	Unit	Year		
		2020	2021	2022
Total amount spent on employee training and development	Baht	88,954.00	78,557.00	106,058.00

2.5 Safety, Occupational Health, and Environment at Work

2.5.1 Working hours

Detail	Unit	Year		
		2020	2021	2022
Total number of hours worked by employees	Hours	1,173,744.00	1,115,324.00	1,079,808.00

2.5.2 Statistics of injuries or accidents from work

Detail	Unit	Year		
		2020	2021	2022
Total number of lost time injury incidents by employees	Cases	1.00	2.00	1.00
Total number of employees that lost time injuries for 1 day or more	Persons	1	2	1
Percentage of employees that lost time injuries for 1 day or more	%	-	0.46	0.25
Total number of employees that fatalities as a result of work-related injury	Persons	0	0	1
Percentage of employees that fatalities as a result of work-related injury	%	-	0.00	0.25

Lost time injury frequency rate (LTIFR)	Persons / 1 million-manhours ^(*)	0.85	1.79	0.93
	Persons / 200,000 manhours ^(**)	0.17	0.36	0.19

Additional explanation:

^(*) The company with the total number of employees over 100 or more.

^(**) The company with the total number of employees less than or equal to 100.

2.6 Employee Relation and Engagement

2.6.1 Employee turnover leaving the Company voluntarily by Gender

Detail	Unit	Year		
		2020	2021	2022
Total number of employee turnover leaving the Company voluntarily	Persons	0	297	374
Percentage of total number of employee turnover leaving the Company voluntarily to total number of employees	%	-	68.91	92.35
Total number of male employee turnover leaving the Company voluntarily	Persons	117	111	137
Percentage of male employee turnover leaving the Company voluntarily	%	-	37.37	36.63
Total number of female employee turnover leaving the Company voluntarily	Persons	119	186	237
Percentage of female employee turnover leaving the Company voluntarily	%	-	62.63	63.37
Significant labor dispute	Yes / No	No	No	No

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ESG Performance

Company Name: SANKO DIECASTING (THAILAND) PUBLIC COMPANY LIMITED Symbol: SANKO

Market: mai Industry Group: Industrials Sector: SECTOR 0

Governance and Economy

1 Corporate Governance Policy

1.1 Corporate Governance Policy and Practices

Corporate governance policy and practices:	Yes
URL of corporate governance policy and practices:	https://sanko-th.listedcompany.com/misc/cg/20210412-cg-2021-th.pdf
Uploaded document of corporate governance policy and practices:	20210412-cg-2021-th.pdf

1.2 Policy and Practices related to the Board of Directors

Policy and practices related to the Board of Directors:	x Nomination of Directors x Determination of Director Remuneration x Director Development x Board Performance Evaluation x Independence of the Board of Directors from the Management
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1.3 Code of Conduct

Corporate code of conduct:	Yes
URL of Code of Conduct:	https://sanko-th.listedcompany.com/misc/cg/20210311-sanko-code-of-ethics-th.pdf
Uploaded document of Code of Conduct:	20210311-sanko-code-of-ethics-th.pdf

1.4 Policy and Practices related to Code of Conduct

Policy and practices related to the corporate code of conduct:	x Anti-corruption x Whistleblowing and Protection of Whistleblowers x Prevention of Misuse of Inside Information x Prevention of Conflicts of Interest
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2 Corporate Governance Structure

2.1 Information on the Board of Directors and Executives

2.1.1 Composition of the Board of Directors

Detail	Unit	Year	
		2022	
		Male	Female
Directors	Persons	7	2
		9	
	% of total directors	77.78	22.22
		100	
Executive directors	Persons	1	0
		1	
	% of total directors	11.11	0
		11.11	
Non-executive directors	Persons	6	2
		8	
	% of total directors	66.67	22.22
		88.89	
- Independent directors	Persons	4	1
		5	
	% of total directors	44.44	11.11
		55.56	
- Non-executive directors who have no position in independent directors	Persons	2	1
		3	
	% of total directors	22.22	11.11
		33.33	

Average director age	Years	58	65
		60	
The Chairman of the Board is an independent director	Yes / No	Yes	
The Chairman of the Board is the Highest-ranking Executive	Yes / No	No	
The Chairman of the Board and the Highest-ranking Executive are from the same family	Yes / No	No	
The Company appoints at least one independent director to determine the agenda of the Board of Directors' meeting	Yes / No	Yes	

Additional explanation:

- Composition of the Board of Directors is calculated from the Board of Directors data in the year 2022 onwards
- A non-executive director refers to 1) a director who has no position in the company's management team or be 2) an independent director

2.1.2 Board of Directors

2.1.2.1 List of the Board of Directors

	General Information of Directors		Information on Director Tenure	
1)	Name (Thai):	นาย อุดลย์ โชตินิสากรณ์	First appointment date of director:	29 Apr 2020
	Name (English):	Mr. ADUL CHOTINISAKORN	Type of director:	Existing director
	Gender:	Male	Director position:	Chairman of the board
	Year of birth:	1959	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Business Administration	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Economics x Commerce x Negotiation x Leadership x Change Management x Strategic Management x Governance/ Compliance x Data Management x Data Analysis x Corporate Social Responsibility x Human Resource Management		
	Shares:	0		
	Paid-up stock:	316,662,232		

	%Shares:	0.000000		
2)	Name (Thai):	นาย นิพนธ์ ตั้งไพฑูรย์ธรรม	First appointment date of director:	28 Apr 2022
	Name (English):	Mr. NIPHAN TANGPIROUNTHUM	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Director
	Year of birth:	1960	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Bachelor's degree	DAP course:	Yes
	Study field of the highest level of education:	Law	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Governance/ Compliance x Budgeting x Internal Control x Audit x Strategic Management x Risk Management x Leadership x Change Management x Corporate Management x Project Management x Negotiation x Data Management x Procurement x Sustainability x Human Resource Management x Corporate Social Responsibility x Finance x Accounting x Marketing x Law x Transportation & Logistics x Electronic Components x Industrial Materials & Machinery x Automotive x Economics		
	Shares:	0		
	Paid-up stock:	316,662,232		
	%Shares:	0.000000		
3)	Name (Thai):	นาย สันติ เนียมนิล	First appointment date of director:	28 Apr 2021
	Name (English):	Mr. SANTI NIAMNIL	Type of director:	Existing director

	Gender:	Male	Director position:	Director
	Year of birth:	1969	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Bachelor's degree	DAP course:	Yes
	Study field of the highest level of education:	Law	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Internal Control x Audit x Risk Management x Strategic Management x Change Management x Law		
	Shares:	0		
	Paid-up stock:	316,662,232		
	%Shares:	0.000000		
4)	Name (Thai):	นาย ยุทธนา เต๋ปาทอง	First appointment date of director:	28 Apr 2021
	Name (English):	Mr. YUTTANA TAEPANGTHONG	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1973	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Bachelor's degree	DAP course:	Yes
	Study field of the highest level of education:	Accounting	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Accounting x Finance x Corporate Social Responsibility x Human Resource Management x Procurement x Data Analysis x Data Management x Negotiation x Change Management x Leadership x Strategic Management x Risk Management x Audit x Internal Control x Budgeting x Governance/ Compliance		

	Shares:	0		
	Paid-up stock:	316,662,232		
	%Shares:	0.000000		
5)	Name (Thai):	นาง พูนศรี ปัทมวรกุลชัย	First appointment date of director:	28 Apr 2021
	Name (English):	Mrs. POONSRI PATTAMAVORAKUNCHAI	Type of director:	Existing director
	Gender:	Female	Director position:	Director
	Year of birth:	1953	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	No
	Highest level of education:	Bachelor's degree	DAP course:	Yes
	Study field of the highest level of education:	Accounting	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Accounting x Finance		
	Shares:	0		
	Paid-up stock:	316,662,232		
	%Shares:	0.000000		
6)	Name (Thai):	นาย มาซา미 คัตซึโมโตะ	First appointment date of director:	28 Apr 2022
	Name (English):	Mr. MASAMI KATSUMOTO	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Director
	Year of birth:	1949	Executive director position:	No
	Nationality:	x Japan	Independent director position:	No
	Highest level of education:	Bachelor's degree	DAP course:	Yes
	Study field of the highest level of education:	Engineering	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Automotive x Industrial Materials & Machinery x Engineering		

	Shares:	8,980,263		
	Paid-up stock:	316,662,232		
	%Shares:	2.835912		
7)	Name (Thai):	นาย เค-อิชูเคะ ฮา마다	First appointment date of director:	28 Apr 2022
	Name (English):	Mr. KEISUKE HAMADA	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Director
	Year of birth:	1977	Executive director position:	No
	Nationality:	x Japan	Independent director position:	No
	Highest level of education:	Bachelor's degree	DAP course:	Yes
	Study field of the highest level of education:	Comercial Science	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Economics x Industrial Materials & Machinery x Steel x Commerce x Electronic Components x Accounting x Finance		
	Shares:	0		
	Paid-up stock:	316,662,232		
	%Shares:	0.000000		
8)	Name (Thai):	นางสาว อัจฉรา สุวรรณภูษัย	First appointment date of director:	10 Nov 2022
	Name (English):	Ms. ACHARA SUWANPUCHAI	Type of director:	Newly appointed director to replace the ex-director
	Gender:	Female	Director position:	Director
	Year of birth:	1960	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Bachelor's degree	DAP course:	Yes
	Study field of the highest level of education:	Accounting	DCP course:	No
	Residence in Thailand:	Yes		

	Skill and expertise:	x Risk Management x Audit x Internal Control x Negotiation x Finance x Accounting		
	Shares:	0		
	Paid-up stock:	316,662,232		
	%Shares:	0.000000		
9)	Name (Thai):	นาย รัฐวัฒน์ ศุภสายชล	First appointment date of director:	29 Apr 2020
	Name (English):	Mr. RATTAWAT SUKSAICHOL	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1957	Executive director position:	Yes
	Nationality:	x Thailand	Independent director position:	-
	Highest level of education:	Bachelor's degree	DAP course:	Yes
	Study field of the highest level of education:	Law	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Governance/ Compliance x Budgeting x Strategic Management x Leadership x Change Management x Engineering x Project Management x Negotiation x Corporate Management x Human Resource Management x Corporate Social Responsibility x Law x Electronic Components x Transportation & Logistics x Automotive x Industrial Materials & Machinery		
	Shares:	2,709,827		
	Paid-up stock:	316,662,232		
	%Shares:	0.855747		

2.1.2.2 List of Board of Directors who resigned / vacated their position during the year (if any)

	General Information of Directors		Information on Director Tenure	
1)	Name (Thai):	นางสาว วลัยกรณ์ ทนิกนันต์	First appointment date of director:	29 Apr 2020
	Name (English):	Ms. VALAIPORN KANIGNUNTA	Director termination date:	23 Aug 2022
	Gender:	Female	Director position:	Director
	Year of birth:	1956	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Bachelor's degree	DAP course:	Yes
	Study field of the highest level of education:	Accounting	DCP course:	No
	Residence in Thailand:	Yes	Name of replacement director (English):	Ms. ACHARA SUWANPUCHAI
	Skill and expertise:	x Accounting x Finance x Audit x Internal Control	Appointment date of replacement director:	10 Nov 2022
	Shares:	0		
	Paid-up stock:	316,662,232		
	%Shares:	0.000000		

2.1.3 Audit Committee

2.1.3.1 List of audit committee members

	General Information of Audit Committee Members		Information on Tenure of Audit Committee Member	
1)	Name (Thai):	นาย นิพนธ์ ตั้งพิรุฬห์ธรรม	Appointment date of audit committee member:	28 Apr 2020
	Name (English):	Mr. NIPHAN TANGPIROUNTHUM	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Director
	Year of birth:	1960	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Chairman of the audit committee
	Highest level of education:	Bachelor's degree	DAP course:	Yes
	Study field of the highest level of education:	Law	DCP course:	No

	Residence in Thailand:	Yes		
	Expertise in accounting information review:	Yes		
	Shares:	0		
	%Shares:	0.000000		
2)	Name (Thai):	นาย สันติ เนียมนิล	Appointment date of audit committee member:	28 Apr 2021
	Name (English):	Mr. SANTI NIAMNIL	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1969	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Member of the audit committee
	Highest level of education:	Bachelor's degree	DAP course:	Yes
	Study field of the highest level of education:	Law	DCP course:	No
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	Yes		
	Shares:	0		
	%Shares:	0.000000		
3)	Name (Thai):	นางสาว อัจฉรา สุวรรณภูชัย	Appointment date of audit committee member:	10 Nov 2022
	Name (English):	Ms. ACHARA SUWANPUCHAI	Type of director:	Newly appointed director to replace the ex-director
	Gender:	Female	Director position:	Director
	Year of birth:	1960	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Member of the audit committee
	Highest level of education:	Bachelor's degree	DAP course:	Yes
	Study field of the highest level of education:	Accounting	DCP course:	No
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	No		
	Shares:	0		

	%Shares:	0.000000		
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2.1.3.2 List of audit committee members who resigned / vacated their position during the year (if any)

	General Information of Audit Committee Members		Information on Tenure of Audit Committee Member	
1)	Name (Thai):	นางสาว วลัยภรณ์ ทณิกนันต์	Appointment date of audit committee member:	29 Apr 2020
	Name (English):	Ms. VALAIPORN KANIGNUNTA	Termination date of audit committee member:	23 Aug 2022
	Gender:	Female	Director position:	Director
	Year of birth:	1956	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Chairman of the audit committee
	Highest level of education:	Bachelor's degree	DAP course:	Yes
	Study field of the highest level of education:	Accounting	DCP course:	No
	Residence in Thailand:	Yes	Name of replacement audit committee member (English):	Ms. ACHARA SUWANPUCHAI
	Expertise in accounting information review:	Yes	Appointment date of replacement audit committee member:	10 Nov 2022
	Shares:	0		
	%Shares:	0.000000		

2.1.4 Executive Committee

2.1.4.1 List of executive committee members

	General Information of Executive Committee Members		Information on Tenure of Executive Committee Member	
1)	Name (Thai)	นาย รัฐวัฒน์ ศุภสายชล	Appointment date of executive committee member:	13 May 2022
	Name (English)	Mr. RATTAWAT SUKSAICHOL	Executive committee position:	Chairman of the executive committee
	Gender:	Male		
	Year of birth:	1957		
	Nationality:	x Thailand		

	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Law		
	Residence in Thailand:	Yes		
2)	Name (Thai)	นาย เกียรติภูมิ ปุฒินันท์	Appointment date of executive committee member:	13 May 2022
	Name (English)	Mr. Kiattipoom Poomminun	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1985		
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		
3)	Name (Thai)	นาย จรุญ จินนารี	Appointment date of executive committee member:	13 May 2022
	Name (English)	Mr. Jaroon Jinnaree	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1971		
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Engineering		
	Residence in Thailand:	Yes		
4)	Name (Thai)	นาย อนันต์ ตั้งสุนตรสน	Appointment date of executive committee member:	13 May 2022
	Name (English)	Mr. Anan Tangsuntornam	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1974		
	Nationality:	x Thailand		

	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Engineering		
	Residence in Thailand:	Yes		

2.1.4.2 List of executive committee members who resigned / vacated their position during the year (if any)

	General Information of Executive Committee Members		Information on Tenure of Executive Committee Member	
1)	Name (Thai)	นางสาว ประภาพรรณ ชนะพลา	Appointment date of executive committee member:	13 May 2022
	Name (English)	Ms. Prapaphan Chanapal	Termination date of executive committee member:	31 Aug 2022
	Gender:	Female	Executive committee position:	Member of the executive committee
	Year of birth:	1969	Name of replacement executive committee member (English):	No replacement director
	Nationality:	x Thailand	Appointment date of replacement executive committee member:	-
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Law		
	Residence in Thailand:	Yes		

2.1.5 Other Sub-committees

2.1.5.1 List of other sub-committees

1) Name of sub-committees (English) Nomination and Remuneration Committee

No.	Name (Thai)	Name (English)	Position
1	นาย นิพนธ์ ตั้งพิรุฬห์ธรรม	Mr. NIPHAN TANGPIROUNTHUM	Chairman
2	นาย ยุทธนา แท่งปาทอง	Mr. YUTTANA TAEPANGTHONG	Member
3	นาย สันติ เนียมนิล	Mr. SANTI NIAMNIL	Member

2.1.5.2 Roles of sub-committees

Role	Name of sub-committees
Risk management	No
Nomination	Nomination and Remuneration Committee
Remuneration	Nomination and Remuneration Committee
Corporate governance	No
Corporate sustainability development	No

2.1.6 The highest-ranking executive and the next four executives

2.1.6.1 List of the highest-ranking executive and the next four executives

	General Information of Executives		Information on Executive Tenure	
1)	Name (Thai):	นาย รัฐวัฒน์ ศุภสายชล	The highest-ranking executive position:	Yes
	Name (English):	Mr. RATTAWAT SUKSAICHOL	Executive position (Thai):	ประธานเจ้าหน้าที่บริหาร
	Gender:	Male	Executive position (English):	CHIEF EXECUTIVE OFFICER
	Year of birth:	1957	Appointment date of executive:	24 Feb 2016
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Law		
	Skill and expertise:	x Governance/ Compliance x Budgeting x Strategic Management x Leadership x Change Management x Engineering x Project Management x Negotiation x Corporate Management x Human Resource Management x Corporate Social Responsibility x Law x Electronic Components x Transportation & Logistics x Automotive x Industrial Materials & Machinery		

	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
2)	Name (Thai):	นาย จรุญ จินนารี	The highest-ranking executive position:	No
	Name (English):	Mr. Jaroon Jinnaree	Executive position (Thai):	ผู้จัดการฝ่ายโรงงาน
	Gender:	Male	Executive position (English):	Factory Department Manager
	Year of birth:	1971	Appointment date of executive:	18 Feb 2021
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Engineering		
	Skill and expertise:	x Engineering x Electronic Components x Automotive x Industrial Materials & Machinery x Strategic Management x Leadership x Change Management		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
3)	Name (Thai):	นาย พิรพัฒน์ แก้วจำรุง	The highest-ranking executive position:	No
	Name (English):	Mr. Pheeraphat Kaewjamrun	Executive position (Thai):	ผู้จัดการฝ่ายบัญชีการเงิน
	Gender:	Male	Executive position (English):	Accounting & Finance Controller
	Year of birth:	1972	Appointment date of executive:	1 Sep 2022
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Accounting		
	Skill and expertise:	x Accounting x Finance x Human Resource Management x Data Analysis x Audit x Budgeting		

	Highest responsibility in corporate accounting and finance:	Yes		
	Accounting supervisor:	Yes		
4)	Name (Thai):	นาย อนันต์ ตั้งสุนทรสน	The highest-ranking executive position:	No
	Name (English):	Mr. Anan Tangsuntornam	Executive position (Thai):	ผู้จัดการฝ่ายวิศวกรรม
	Gender:	Male	Executive position (English):	Engineering Department Manager
	Year of birth:	1974	Appointment date of executive:	1 Jun 2020
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Engineering		
	Skill and expertise:	x Engineering x Design		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
5)	Name (Thai):	นาย เกียรติภูมิ ปุฒินันท์	The highest-ranking executive position:	No
	Name (English):	Mr. Kiattipoom Poomminun	Executive position (Thai):	ผู้จัดการฝ่ายการขายและการตลาด
	Gender:	Male	Executive position (English):	Sale and Marketing Department Manager
	Year of birth:	1985	Appointment date of executive:	1 Nov 2014
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		
	Skill and expertise:	x Design x Engineering x Negotiation x Marketing x Strategic Management x Change Management x Data Analysis x Data Management x Electronic Components x Steel x Automotive x Industrial Materials & Machinery		

	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		

2.2 Related Corporate Governance Officers

Position/Role	Name (English)	Email	Telephone
Accounting supervisor	Mr. Pheeraphat Keawjumroon	ac@sankothai.net	0991974149
Company secretary	Ms. Sakultrip Homanee	sct@sankothai.net	0818616659
Head of the internal audit or the outsourced internal auditor	Ms. Rungwan Saelee	rungwanlee@hotmail.com	0813481750
Head of the compliance unit	-	-	-
Head of the investor relation	Mr. Rattawat Suksaichol	rattawat@sankothai.net	0897779244

2.3 Accounting Auditors

2.3.1 List of accounting auditors

Firm	Names and general information of auditors	Audit fee (Baht)	Non-audit fee (Baht)
SIAM TRUTH AUDIT COMPANY LIMITED	1. Dr. Sirada Jarutakanont Email: sirada@siamtruth.com Telephone: 02 275 9599 2. Mr. Bunjong Pichayaprasat Email: bunjong@siamtruth.com Telephone: 088 7896596 3. Ms. Khaymanundt Chaichuen Email: khaymanundt@siamtruth.com Telephone: 086 4262454 4. Mr. Kraisit Silapamongkonkul Email: kraisit@siamtruth.com Telephone: 081 8345487	1,600,000.00	Details: Travelling expense & Document copy fee Total service fee (baht): 200,000.00

3 Performance Report on Corporate Governance

3.1 Summary of Duty Performance of the Board of Directors over the Past Year

3.1.1 Newly Appointed Directors over the Past Year

3.1.1.1 List of continuing directors (full term of directorship and being re-appointed as a director)

	General Information of Directors		Information on Director Tenure	
1)	Name (Thai):	นาย นิพนธ์ ตั้งไพฑูรย์ธรรม	First appointment date of director:	28 Apr 2022
	Name (English):	Mr. NIPHAN TANGPIROUNTHUM	Director position:	Director
	Gender:	Male	Executive director position:	No
	Year of birth:	1960	Independent director position:	Yes
	Nationality:	x Thailand	DAP course:	Yes
	Highest level of education:	Bachelor's degree	DCP course:	No
	Study field of the highest level of education:	Law		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Governance/ Compliance x Budgeting x Internal Control x Audit x Strategic Management x Risk Management x Leadership x Change Management x Corporate Management x Project Management x Negotiation x Data Management x Procurement x Sustainability x Human Resource Management x Corporate Social Responsibility x Finance x Accounting x Marketing x Law x Transportation & Logistics x Electronic Components x Industrial Materials & Machinery x Automotive x Economics		
	Shares:	0		
	Paid-up stock:	316,662,232		
	%Shares:	0.000000		

2)	Name (Thai):	นาย มาซามิ คัตซึโมโตะ	First appointment date of director:	28 Apr 2022
	Name (English):	Mr. MASAMI KATSUMOTO	Director position:	Director
	Gender:	Male	Executive director position:	No
	Year of birth:	1949	Independent director position:	No
	Nationality:	x Japan	DAP course:	Yes
	Highest level of education:	Bachelor's degree	DGP course:	No
	Study field of the highest level of education:	Engineering		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Automotive x Industrial Materials & Machinery x Engineering		
	Shares:	8,980,263		
	Paid-up stock:	316,662,232		
	%Shares:	2.835912		
3)	Name (Thai):	นาย เคอิซุเกะ ฮามาด้า	First appointment date of director:	28 Apr 2022
	Name (English):	Mr. KEISUKE HAMADA	Director position:	Director
	Gender:	Male	Executive director position:	No
	Year of birth:	1977	Independent director position:	No
	Nationality:	x Japan	DAP course:	Yes
	Highest level of education:	Bachelor's degree	DGP course:	No
	Study field of the highest level of education:	Comercial Science		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Economics x Industrial Materials & Machinery x Steel x Commerce x Electronic Components x Accounting x Finance		
	Shares:	0		
	Paid-up stock:	316,662,232		

	%Shares:	0.000000		
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3.1.1.2 List of newly appointed director to replace the ex-director

	General Information of Directors		Information on Director Tenure	
1)	Name (Thai):	นางสาว อัจฉรา สุวรรณภูชัย	First appointment date of director:	10 Nov 2022
	Name (English):	Ms. ACHARA SUWANPUCHAI	Director position:	Director
	Gender:	Female	Executive director position:	No
	Year of birth:	1960	Independent director position:	Yes
	Nationality:	x Thailand	DAP course:	Yes
	Highest level of education:	Bachelor's degree	DCP course:	No
	Study field of the highest level of education:	Accounting		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Risk Management x Audit x Internal Control x Negotiation x Finance x Accounting		
	Shares:	0		
	Paid-up stock:	316,662,232		
	%Shares:	0.000000		

3.1.1.3 List of newly appointed director not being replaced the ex-director

	General Information of Directors	Information on Director Tenure
	No data	

3.2 Meeting Attendance of the Board of Directors

Number of the Board of Directors meeting over the past year: 4 times

Date of AGM meeting: 28 Apr 2022

EGM meeting: No

Table of meeting attendance of the Board of Directors

Name (English)	Termination Date	Number of Board Meeting	Percentage of Board Meeting (%)	AGM Meeting	EGM Meeting
1. Mr. ADUL CHOTINISAKORN (Chairman of the board)	-	4/4	100.00	Participating	Did not hold the meeting
2. Mr. NIPHAN TANGPIROUNTHUM (Director)	-	4/4	100.00	Participating	Did not hold the meeting
3. Mr. SANTI NIAMNIL (Director)	-	4/4	100.00	Participating	Did not hold the meeting
4. Mr. YUTTANA TAEPANGTHONG (Director)	-	4/4	100.00	Participating	Did not hold the meeting
5. Mrs. POONSRI PATTAMAVORAKUN CHAI (Director)	-	4/4	100.00	Participating	Did not hold the meeting
6. Mr. MASAMI KATSUMOTO (Director)	-	4/4	100.00	Participating	Did not hold the meeting
7. Mr. KEISUKE HAMADA (Director)	-	4/4	100.00	Participating	Did not hold the meeting
8. Ms. ACHARA SUWANPUCHAI (Director)	-	0/0	0	Non-participating	Did not hold the meeting
9. Mr. RATTAWAT SUKSAICHOL (Director)	-	4/4	100.00	Participating	Did not hold the meeting
10. Ms. VALAIPORN KANIGNUNTA (Director)	23 Aug 2022	3/3	100.00	Participating	Did not hold the meeting

3.3 Meeting Attendance of Audit Committee

Number of the audit committee meeting over the past year: 4 times

Table of meeting attendance of audit committee

Name (English)	Termination Date	Number of the Audit Committee Meeting	Percentage of the Audit Committee Meeting (%)
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1. Mr. NIPHAN TANGPIROUNTHUM (Chairman of the audit committee)	-	4/4	100.00
2. Mr. SANTI NIAMNIL (Member of the audit committee)	-	4/4	100.00
3. Ms. ACHARA SUWANPUCHAI (Member of the audit committee)	-	0/0	0
4. Ms. VALAIPORN KANIGNUNTA (Chairman of the audit committee)	23 Aug 2022	3/3	100.00

3.4 Remuneration of Directors and Executives

3.4.1 Director Remuneration Policy and Criteria

Director remuneration policy and criteria of the Company:

Yes

URL of director remuneration policy and criteria:

<https://sanko-th.listedcompany.com/misc/cg/20181113-sanko-compensation-policy.pdf>

Uploaded document of director remuneration policy and
criteria:

20181113-sanko-compensation-policy.pdf

3.4.2 Individual Director Remuneration over the Past Year

Name (English)	Termination Date	Meeting Allowance (Baht)	Other Monetary Remuneration (Baht)	Other Non-monetary Remuneration
1. Mr. ADUL CHOTINISAKORN (Chairman of the board)	-	150,000.00	-	No
2. Mr. NIPHAN TANGPIROUNTHUM (Director)	-	130,000.00	-	No
3. Mr. SANTI NIAMNIL (Director)	-	120,000.00	-	No
4. Mr. YUTTANA TAEPANGTHONG (Director)	-	60,000.00	-	No
5. Mrs. POONSRI PATTAMAVORAKUNCHA I (Director)	-	50,000.00	-	No
6. Mr. MASAMI KATSUMOTO (Director)	-	50,000.00	-	No
7. Mr. KEISUKE HAMADA (Director)	-	50,000.00	-	No
8. Ms. ACHARA SUWANPUCHAI (Director)	-	0.00	-	No
9. Mr. RATTAWAT SUKSAICHOL (Director)	-	60,000.00	-	No

10. Ms. VALAIPORN KANIGNUNTA (Director)	23 Aug 2022	92,500.00	-	No
Total (Baht)	-	762,500.00	0.00	-

3.4.3 Director Remunerations

Detail	Unit	Year
		2022
Meeting allowance	Baht	762,500.00
Other monetary remuneration	Baht	0.00
Total director remuneration	Baht	762,500.00

Additional explanation: Meeting allowance, other monetary remuneration, and total director remuneration are calculated from director remuneration in the year 2022 onwards

3.4.4 Executive Remuneration Policy and Criteria

Executive remuneration policy and criteria of the Company:	Yes
URL of executive remuneration policy and criteria:	https://sanko-th.listedcompany.com/misc/cg/20181113-sanko-compensation-policy.pdf
Uploaded document of executive remuneration policy and criteria:	20181113-sanko-compensation-policy.pdf

3.4.5 Executive Remuneration

Detail	Unit	Year		
		2020	2021	2022
Total executive remuneration	Baht	11,860,469.77	12,657,266.00	12,432,731.00

3.4.6 Other Non-monetary Remuneration of Executives

Employee Stock Ownership Plan (ESOP)::	No
Employee Joint Investment Program (EJIP)::	No

3.5 Development and Training of Directors

Table of development and training of directors over the past year

Name (English)	Participated in Director Development Program	Training
1. Mr. ADUL CHOTINISAKORN (Chairman of the board)	Participating	-
2. Mr. NIPHAN TANGPIROUNTHUM (Director)	Non-participating	-

3. Mr. SANTI NIAMNIL (Director)	Non-participating	-
4. Mr. YUTTANA TAEPANGTHONG (Director)	Non-participating	-
5. Mrs. POONSRI PATTAMAVORAKUNCHAI (Director)	Non-participating	-
6. Mr. MASAMI KATSUMOTO (Director)	Non-participating	-
7. Mr. KEISUKE HAMADA (Director)	Non-participating	-
8. Ms. ACHARA SUWANPUCHAI (Director)	Non-participating	-
9. Mr. RATTAWAT SUKSAICHOL (Director)	Non-participating	-
10. Ms. VALAIPORN KANIGNUNTA (Director)	Non-participating	-

3.6 Performance Evaluation

Means of performance evaluation of the Board of Directors: x Group assessment

4 Sustainability Policy and Strategy

4.1 Corporate Sustainability Policy

Corporate Sustainability Policy: Yes

URL of corporate sustainability policy: https://sanko-th.listedcompany.com/sanko_sustainability.html

Uploaded document of corporate sustainability policy: นโยบายความยั่งยืน.pdf

4.2 Sustainability Report

Corporate Sustainability Report: No

URL of corporate sustainability report: -

4.3 Sustainability Disclosure Standards

Company sustainability disclosure aligned with x GRI Standards
standards or guidelines:

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