ESG Performance Report for Listed Companies in 2024

SANKO DIECASTING (THAILAND) PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2024

Published on 8 April 2025

ESG Performance

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

Market : mai   Industry Group : Industrials   Sector : SECTOR 0

Environmental management

Information on environmental policy and guidelines

Environmental policy and guidelines

Environmental policy and guidelines	:	Yes
Environmental guidelines	:	Electricity Management, Fuel Management, Renewable/Clean Energy Management, Water resources and water quality management, Waste Management, Greenhouse Gas and Climate Change Management, Air Quality Management

Sanko Diecasting (Thailand) Public Company Limited is aware of the need to conduct business that takes into account the balance between the environment in the community and the global environment.

Therefore, the organization's management focuses on promoting environmental conservation and continuous development by establishing an environmental management system that is consistent with the performance of duties of all employees in accordance with the requirements of the international standard ISO14001:2015 from upstream to downstream of the company in accordance with the philosophy of

"Protect people, protect the environment, for sustainability and stability"

by promoting continuous improvement and development in order to maintain a good environment and prevent pollution by seriously implementing "environmental conservation" activities as follows:

1. Sanko Diecasting (Thailand) Public Company Limited has established an environmental management system with the commitment to reduce the impact from the procurement of raw materials and basic factors in production, the production process in the factory, work in the office until delivery to customers.

2. Sanko Diecasting (Thailand) Public Company Limited is responsible for complying with environmental laws and regulations, as well as standards related to the company's business operations. And will set our standards even higher.

3. Sanko Diecasting (Thailand) Public Company Limited is committed to controlling, protecting and preventing environmental pollution problems caused by business operations, as follows:

3.1 Increase production efficiency, reduce waste rate and basic production factors such as electricity, water, oil and chemicals that affect the environment, and continuously improve results from operations.

3.2 The impacts during production and transportation, as follows:

a. Quality of wastewater discharged from the factory

b. Oil contamination from production

c. Control greenhouse gas emissions in all company activities

d. Control the use of prohibited chemicals in the production process as stipulated by law

e. Take action to store and control the amount of chemicals used in casting production appropriately in accordance with the law.

3.3 Promote waste separation and waste reduction in order to be able to reuse or dispose of them.

3.4 Prevent causes of fires, floods and gas explosions within the establishment.

4. Sanko Diecasting (Thailand) Public Company Limited is trying to continuously develop in order to create good environmental awareness among all employees. Stakeholders and communities To ensure that environmental practices and management are most effective.

5. Sanko Diecasting (Thailand) Public Company Limited is committed to improving and developing environmental management appropriately and continuously, and reviewing operating results annually.

6. Sanko Diecasting (Thailand) Public Company Limited discloses its environmental policy to all levels of employees and the general public, including external stakeholders. The company prepares documents for all employees to be aware of and strictly comply with, and disseminates them to stakeholders, nearby communities and the general public.

Information on review of environmental policies, guidelines, and/or objectives over the past years

Review of environmental policies, guidelines, and/or goals over the past year

Review of environmental policies, guidelines, and/or goals over the past year	:	Yes
Changes in environmental policies, guidelines, and/or goals	:	Electricity Management, Renewable/Clean Energy Management, Water resources and water quality management, Waste Management, Greenhouse Gas and Climate Change Management

The company has reviewed its environmental policy to be consistent with the present, taking into account both strict compliance with the law and the environment inside and outside the company area, so that every part can work and be friendly to the environment and the community.

Information on compliance with environmental management principles and standards

Compliance with environmental management principles and standards

Compliance with energy management principles and standards

Compliance with water management principles and standards

Compliance with waste management principles and standards

Compliance with greenhouse gas or climate change management principles and standards

Greenhouse gas or climate change management principles and standards	:	Thailand Greenhouse Gas Management Organization (TGO)

Information on other environmental management

Plans, performance, and outcomes related to other environmental management

The company measures the quality of air released to the outside by agencies authorized by the government twice a year and reports to the responsible government agencies. It was found that the measured values are in accordance with the specified standards and environmental laws.

Information on incidents related to legal violations or negative environmental impacts

Number of cases and incidents of legal violations or negative environmental impacts

	2022	2023	2024
Number of cases or incidents of legal violations or negative environmental impact (cases)[1]	0	0	0

Remark: [1] Over the past year, the company has not had any complaints or incidents that caused environmental problems, whether in the company, neighboring companies or surrounding communities. This is because the company has good environmental management and all parties have cooperated in implementing the practices, resulting in no environmental problems or impacts.

Energy management

Disclosure boundary in energy management in the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

Information on energy management

Energy management plan

The company's energy management plan	:	Yes

The company has installed additional rooftop solar panels, scheduled for completion by the end of January 2025, and is testing the solar cell production system.

Information on setting goals for managing energy

Setting goals for managing electricity and/or oil and fuel

Does the company set goals for electricity and/or fuel management	:	Yes

Details of setting goals for electricity and/or fuel management

Target(s)	Base year(s)	Target year(s)
Reduction of electricity purchased for consumption	2024 : purchased electricity for consumption 6,127,970.00 Kilowatt-Hours	2025 : Reduced by 8% or 490,237.60 Kilowatt-Hours

Information on performance and outcomes of energy management

Performance and outcomes of energy management

Performance and outcomes of energy management	:	Yes

1. Project Energy conservation measures for electricity

Measure name Improvement Reduce the pressure of the air pump, FS department to be suitable for use in 2024 The result can reduce the use of electricity (kWh) by 43,736 units (kWh) or approximately 174,947 baht.

2. Project Energy conservation measures for heat

Measure name Improve the efficiency of combustion, central stove in 2024 The result can reduce the use of natural gas by 543,774 cubic feet or 559 MMBTU or approximately 195,650 baht.

Diagram of performance and outcomes in energy management

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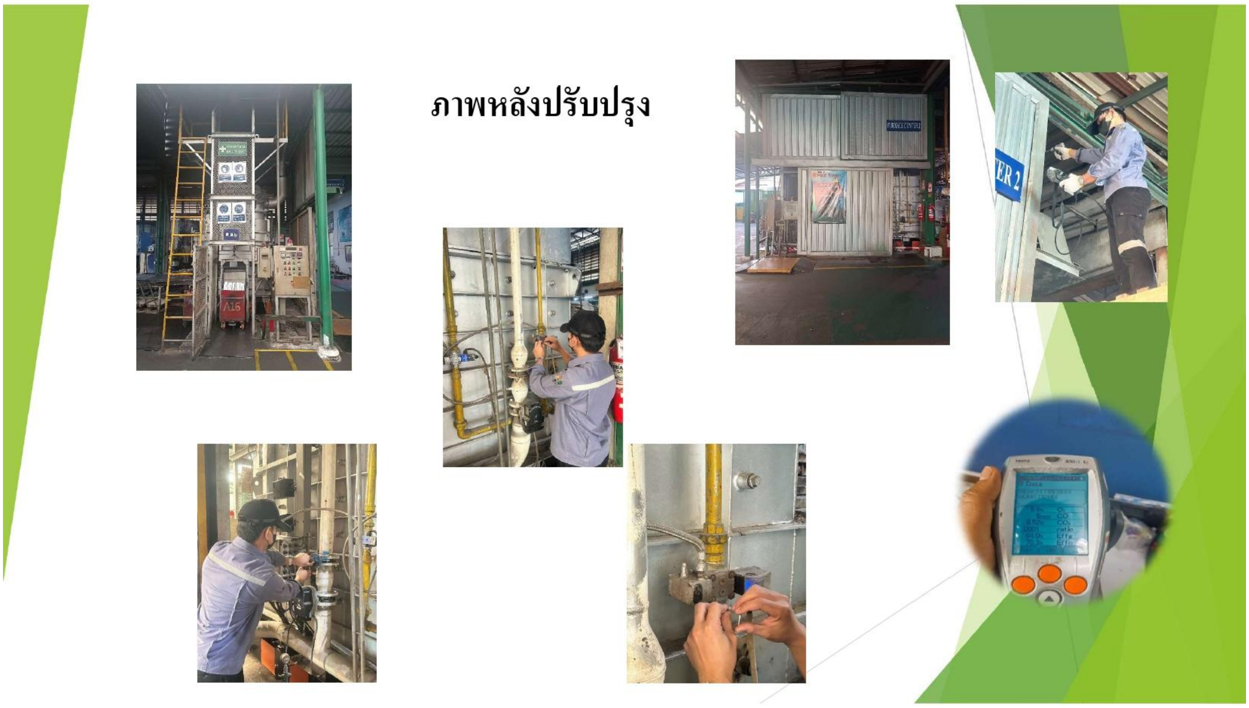
Electricity energy saving measures



Heat energy saving measures

Information on electricity management

Company's electricity consumption (*)

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	5,527,835.32	6,382,511.88	6,344,174.11
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	5,220,500.00	6,064,000.00	6,127,970.00
Electricity purchased or generated for consumption from renewable energy sources (Kilowatt-Hours)	307,335.32	318,511.88	216,204.11
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	13,648.98	16,076.86	15,940.14

Additional explanation : (*) Exclude electricity consumption outside of the Company

Electricity Consumption Intensity(2)

	2022	2023	2024
Intensity of total electricity consumption within the organization (Kilowatt-Hours / Kilogram of product)	0.68000000	0.61000000	N/A

Remark: (2) *kWh / Kg*

Electricity Expense (*)

	2022	2023	2024
Total electricity expense (Baht)	20,951,482.54	27,304,055.21	N/A
Percentage of total electricity expense to total expenses (%)(**)	3.04	3.90	N/A
Percentage of total electricity expense to total revenues (%)(**)	2.92	3.55	N/A
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	51,732.06	68,775.96	N/A

Additional explanation : (*) *Exclude electricity expense outside of the Company*

(**) *Total revenues and expenses from consolidated financial statement*

Information on fuel management

Company's fuel consumption

	2022	2023	2024
Diesel (Litres)	83,772.77	96,040.00	100,374.65
Gasoline (Litres)	3,900.30	5,483.43	4,438.29
Natural gas (Standard Cubic Feet)	63,680,000.00	77,862,000.00	68,035,000.00
LPG (Kilograms)	14,090.00	8,259.00	9,942.00

Additional explanation : Not include external fuel consumption

Company's fuel expense (*)

	2022	2023	2024
Total fuel expense (Baht)	28,142,352.46	31,428,610.81	N/A
Percentage of total fuel expense to total expenses (%)(**)	4.08	4.49	N/A
Percentage of total fuel expense to total revenues (%)(**)	3.92	4.08	N/A

Additional explanation : (*) *Exclude electricity expense outside of the Company*

(**) *Total revenues and expenses from consolidated financial statement*

Information on total energy management (electricity + fuel)

Energy Consumption

	2022	2023	2024
Total energy consumption within the organization (Megawatt-Hours)	24,973.96	30,044.27	0.00

Energy Consumption Intensity

	2022	2023	2024
Intensity ratio of total energy consumption within the organization to total revenues (Megawatt-Hours / Thousand Baht of total revenues)(*)	0.03479922	0.03904045	0.00000000
Intensity of total energy consumption within the organization (Megawatt-Hours / Kilogram of product)	0.00000000	0.00000000	N/A

Additional explanation : (*) Total revenues and expenses from consolidated financial statement

Water management

Disclosure boundary in water management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

Information on water management plan

Water management plan

The Company's water management plan	:	No

Information on setting goals for water management

Setting goals for water management

Does the company set goals for water management	:	No

Information on performance and outcomes of water management

Performance and outcomes of water management

Performance and outcomes of water management	:	No

Information on water management

Water withdrawal by source

	2022	2023	2024
Total water withdrawal (Cubic meters)	26,687.00	20,905.00	30,266.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	65.89	52.66	76.05
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues)[*]	0.04	0.03	0.04

Additional explanation : [*] Total revenues and expenses from consolidated financial statement

Water discharge by destinations

	2022	2023	2024
Total wastewater discharge (cubic meters)[3]	21,348.00	19,233.00	21,890.00

Remark: [3]It is wastewater that is sent into the treatment system.
Rojana Industrial Park Industrial Estate

Water consumption

	2022	2023	2024
Total water consumption (Cubic meters)	5,339.00	1,672.00	8,376.00

Water Consumption Intensity

	2022	2023	2024
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues)(*)	0.00743947	0.00217265	0.01009944

Additional explanation : (*) Total revenues and expenses from consolidated financial statement

Water withdrawal expenses

	2022	2023	2024
Total water withdrawal expense (Baht)	453,681.00	408,114.00	0.00
Total water withdrawal expense from third-party water (Baht)	453,681.00	408,114.00	N/A
Percentage of total water withdrawal expense to total expenses (%)(*)	0.07	0.06	0.00
Percentage of total water withdrawal expense to total revenues (%)(*)	0.06	0.05	0.00
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	1,120.20	1,027.99	0.00

Additional explanation : (*) Total revenues and expenses from consolidated financial statement

Waste management

Disclosure boundary in waste management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

Information on waste management plan

Waste management plan

The company's waste management plan	:	Yes

The company has a plan to dispose of various types of waste that arise from internal activities. The hazardous waste that occurs will be sent to a government-licensed disposal contractor. Before disposing of each time, the type, weight, and transportation control will be reported from the origin to the destination, so there will be no leakage or leakage that leads to environmental problems.

Information on setting goals for waste management

Setting goals for waste management

Does the company set goals for waste management	:	Yes

Details of setting goals for waste management

Target(s)	Base year(s)	Target year(s)	Waste management methods
Reduction of waste generation Waste type: Non-hazardous waste and hazardous waste	2023 : non-hazardous waste and hazardous waste 168,274.00 Kilograms	2024 : Reduced by 143,020.00 Kilograms	• Landfilling

Information on performance and outcomes of waste management

Performance and outcomes of waste management

The company's performance and outcomes of waste management	:	Yes

The company has systematically managed waste and waste in the production process according to the 3R principles (Reduce Reuse Recycle). It has an efficient waste sorting system by type, has clear storage and sorting areas for waste and various types, and provides knowledge to employees to be aware of using various resources to their fullest potential in order to reduce the amount of waste and also reduce disposal costs. As a result, the amount of waste and waste has decreased from the previous year even though the production volume has increased.

Diagram of performance and outcomes of waste management

Waste sorting by type

Send waste according to the type to the legal disposal contractor.

Send waste according to the type to the legal disposal contractor.

Information on waste management

Waste Generation(*)

	2022	2023	2024
Total waste generated (Kilograms)[(4)]	65,650.00	168,274.00	143,020.00
Total non-hazardous waste (kilograms)[(5)]	7,170.00	3,924.00	3,740.00
Total hazardous waste (kilograms)[(6)]	58,480.00	164,350.00	139,280.00
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues)(**)	0.09	0.22	0.17
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues)(**)	0.01	0.01	0.00
Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues)(**)	0.08	0.21	0.17

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 expenses from consolidated financial statement

Remark: (4) It is waste and waste that occurs from various activities within the company. It is divided into hazardous waste and municipal waste. The company separates each type of waste so that it is not mixed together in order to be able to send it *for proper disposal.*

(5) Waste from consumer goods is municipal waste, which is disposed of by companies that are legally authorized to collect and dispose of it. Therefore, you can be sure that hazardous waste can be disposed of properly without leakage to the outside.

(6) Hazardous waste generated from the production process, such as contaminated materials, contaminated containers, etc., is disposed of by a company legally authorized to collect and dispose of it. Therefore, you can be sure that the hazardous waste can be disposed of properly without leakage to the outside.

Waste reuse and recycling

	2022	2023	2024
Total reused/recycled waste (Kilograms)(7)	131,275.00	178,478.00	17,927.00
Reused/Recycled non-hazardous waste (Kilograms)(8)	N/A	N/A	17,927.00
Reused/Recycled hazardous waste (Kilograms)	N/A	N/A	0.00
Percentage of total reused/recycled waste to total waste generated (%)	199.96	106.06	12.53
Percentage of reused/recycled non-hazardous waste to non-hazardous waste (%)	N/A	N/A	479.33
Percentage of reused/recycled hazardous waste to hazardous waste (%)	N/A	N/A	0.00

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

Remark: (7) Various types of aluminum scrap such as Bari scrap, Dross, etc., which are generated from the production process are sent to Recycle for reuse. The amount will increase from the previous year due to the increased production volume.

(8) It is a type of scrap paper used, scrap plastic from the product wrapping process, and scrap metal from building structures and various parts of machines that are sent for recycling so that they can be used for other purposes.

Greenhouse gas management

Disclosure boundary in greenhouse gas management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

Information on greenhouse gas management plan

Greenhouse gas management plan

The company’s greenhouse gas management plan	:	Yes

In line with our sustainable business practices and our focus on the Climate Crisis, we prioritize every process, starting from the selection of raw materials to improving processes in order to reduce environmental impact by lowering greenhouse gas emissions. We have a management plan divided into 4 parts as follows:

1. Assessment and Measurement of Greenhouse Gas Emissions We have defined the scope of greenhouse gas emissions: direct emissions (Scope 1), indirect emissions (Scope 2), and other indirect emissions (Scope 3), following the greenhouse gas management principles and standards of the Greenhouse Gas Management Organization (TGO). The base year for calculating GHG emissions is set to 2024, with a target to reduce CO2 emissions by 20% within five years by 2030.

2. Reducing Greenhouse Gas Emissions We aim to improve energy efficiency through process and machinery upgrades in production. For example, the use of a Center Melting Furnace project aims to make metal melting more efficient and reduce energy use in the process. Additionally, we improve production processes to reduce energy consumption and manage and reduce waste from production processes.

3. Use of Renewable Energy and Clean Technologies We are transitioning to renewable energy by installing solar panels, with plans to expand installation areas by 2025 to reduce electricity usage. We are also replacing melting furnaces with energy-saving kilns to reduce CO2 emissions.

4. Supply Chain Management to Support Sustainability Integration across all areas to support the reduction of GHG emissions:

4.1 Collaborating with customers to reduce GHG emissions and set mutual targets, along with disclosing GHG emissions data and reduction plans.

4.2 Focusing on the use of recyclable raw materials (100% recyclable) and raw materials with low carbon footprints.

4.3 Collaborating with customers and partners to design molds and production processes that reduce raw material and energy consumption.

4.4 Improving logistics and transportation systems by using a Milk Run system, planning transportation routes to reduce emissions, and using electric or clean energy vehicles for CO2-free transportation.

4.5 Maintaining environmental certification systems such as ISO 14001 and ISO 50001.

Information on setting greenhouse gas emission goals

Setting greenhouse gas emission goals

Does the company set greenhouse gas management goals	:	No

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management	:	No

Information on greenhouse gas management

The company's greenhouse gas emissions

	2022	2023	2024

	2022	2023	2024
Total GHG emissions (Metrics tonne of carbon dioxide equivalents)	0.00	0.00	N/A

Greenhouse Gas Emissions Intensity

	2022	2023	2024
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues)(*)	0.000000	0.000000	N/A
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	0.00	0.00	N/A

Additional explanation : (*) Total revenues and expenses from consolidated financial statement

Information on verification of the company's greenhouse gas emissions over the past year

Verification of the company's greenhouse gas emissions over the past year

Verification of the company's greenhouse gas emissions : No

Information on reduction and absorption of greenhouse gas

Reduction of Greenhouse Gas

	2022	2023	2024
Total reduced GHG (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00

Absorption and removal of Greenhouse Gas

	2022	2023	2024
Total absorbed and removal of GHG (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00

Human rights

Information on social and human rights policies and guidelines

Social and human rights policy and guidelines

Social and human rights policy and guidelines	:	Yes
Social and human rights guidelines	:	Employee Rights, Migrant/foreign labor, Child Labor, Community and environmental rights, Safety and Occupational Health at Work, Non-discrimination, Supplier rights

1. Human Rights Practices and Policies

The company adheres to and follows human rights policies while striving to grow its business sustainably. We prioritize fair, equal, non-discriminatory labor practices and respect for human rights, opposing all forms of harassment in areas such as employment, compensation, promotions, and employee training and development, without discrimination based on gender, age, education, race, or religion. We also support the employment of disadvantaged groups, including persons with disabilities, the elderly, and former offenders, to create opportunities, stable employment, and income, contributing to the achievement of Sustainable Development Goals (SDGs). The following practices are established:

1. Respect and comply with the law and human rights principles, treating all stakeholders involved with the company equally and with mutual respect.

2. Be cautious and avoid actions that violate human rights, both directly and indirectly, against all stakeholders involved with the company.

3. Identify and assess human rights risks, including potential impacts on human rights, across all business activities in a comprehensive and systematic manner, consistently in all of the company's activities and throughout the value chain. Establish guidelines for monitoring, auditing, and appropriate management. When unforeseen incidents occur, responsibility should be assessed promptly, and appropriate and effective measures should be taken to remedy the impacts in accordance with principles of justice and equality.

4. Support and promote human rights awareness and practices across all stakeholders, ensuring they are involved and adhere to human rights principles.

5. Communicate, disseminate, and educate all stakeholders, providing support to partners and involved parties to ensure their participation in the business, respecting and adhering to human rights principles as outlined in this policy.

6. Monitor human rights compliance, taking action if human rights violations related to the company are observed, ensuring such issues are reported to supervisors or through designated channels in accordance with the Whistle-Blowing Policy and Procedure for reporting complaints and suggestions.

2. Practices and Policies on Non-Discrimination and Anti-Harassment

SANKO's fundamental principle is the natural belief in the diversity of thought, culture, and capabilities, which leads to diverse experiences and approaches to operations, impacting the organization's development in varied ways while working towards a common goal of sustainability. Therefore, we are committed to creating a healthy work culture and society based on mutual respect, where people can coexist on the foundation of diversity, with no discrimination or harassment in any form, both within the organization and towards external stakeholders. To ensure that this approach is implemented effectively, we have defined the terms of discrimination, harassment, and bullying, as well as analyzed and summarized the various forms of harassment and bullying behaviors. This is done to communicate these concepts to all stakeholders and encourage their participation in combating discrimination and harassment. The following policy guidelines have been set:

1. The company will take all necessary actions to prevent and protect all employees at every level from being discriminated against under any circumstances, and ensure they are not subjected to harassment or bullying in any form, including sexual harassment. This is to create a safe and welcoming workplace. In the event that an employee is harassed or bullied in the workplace, the company will conduct a fair investigation into the incident, ensuring fair treatment for all parties involved.

2. To prevent discrimination and harassment, the company supports and promotes the establishment of practices in

other relevant policies that align with and support the non-discrimination principles, while discouraging harassment or bullying in accordance with the foundational principles of this policy.

3. Communicate, disseminate, and educate all stakeholders to raise awareness and understanding, as well as provide support to partners and involved parties to ensure their participation in business operations, respecting and adhering to the non-discrimination principles and ensuring a harassment-free and safe environment within the organization.

4. Monitor and ensure that actions of discrimination, harassment, or bullying are not overlooked. If such actions are observed, they must be reported to a supervisor or communicated through the designated channels outlined in the Whistle-Blowing Policy and Procedure for reporting complaints and suggestions.

3. Community and Environmental Policy and Practices

The company is committed to creating shared value for the community to support corporate social responsibility (CSR) and environmental responsibility, in order to reduce and control potential impacts, and to create value for the community and society. This includes employment, controlling environmental impacts from production waste, distributing income to strengthen and ensure the financial sustainability of the local community through local procurement, alongside improving the quality of life for the people in the community through local employment.

1. Sanko Diecasting (Thailand) Public Company Limited is committed to conducting business and dealing with other enterprises in accordance with the organization's main mission, adhering to the principles of good governance, ethical business practices, fairness, transparency, accountability, and rule of law. The company treats labor equally, respects human rights, and is responsible to consumers, the community, and the environment, while considering all stakeholders in every sector.

2. Sanko Diecasting (Thailand) Public Company Limited fosters a sense of responsibility for society and the environment in all levels of employees, cultivating an organizational culture that is transparent, ethical, and responsible. The company also focuses on employee welfare, creating a happy work environment, and improving working conditions to ensure that employees are content while also enhancing their operational capabilities to meet the organization's objectives efficiently.

3. Sanko Diecasting (Thailand) Public Company Limited supports CSR activities within its core business processes (CSR-in-process) by preventing potential impacts from its operations on society and the environment, and engaging in community development (CSR-after-process) by assessing community needs. The company promotes the development of education, culture, and society and contributes to improving the quality of life in the community. It also encourages employees to participate in volunteer work and public-benefit activities alongside the community.

4. Sanko Diecasting (Thailand) Public Company Limited promotes the sustainable development of the organization through the use of the Sustainability Reporting Framework according to the SRI Index (Sustainability Index) in its operations related to social and environmental responsibility, covering economic, social, and environmental dimensions. This is done to increase the credibility of the company's performance reports and gain international recognition.

5. Sanko Diecasting (Thailand) Public Company Limited publicly discloses its CSR activities and continuously updates and improves the information to meet the above policy objectives. Management will ensure that all employees and workers understand and can implement these practices effectively. The company has set measurable indicators to track and assess performance in the areas of economy, society, and environment, which are crucial for determining the organization's ongoing and sustainable development path. The company is confident that this policy will receive the attention, care, and responsible implementation throughout the organization, with management at all levels fully supporting it.

4. Safety and Occupational Health Policy and Practices

In line with the company's commitment to conducting business in a manner that promotes safety and provides occupational health care for all employees and stakeholders at all levels, the company has established the following policy:

1. We will prevent and reduce incidents, accidents, injuries, illnesses, or work-related diseases through the sincere cooperation of all employees.

2. We are committed to raising awareness and a strong sense of responsibility regarding safety among all employees. Furthermore, we aim to identify and eliminate or control any safety hazards associated with the production process or business operations. To implement this policy, the company follows these practices:

2.1 Implement and develop an occupational health and safety management system in accordance with ISO 45001:2018 standards, ensuring alignment with legal requirements and any other agreements the organization has made.

2.2 Continuously improve and prevent hazards related to machinery, tools, fire hazards, chemicals, and other work-related dangers. We will also prevent work-related diseases in the workplace, especially in areas with moderate to high risks. Additionally, we control risks at all levels within the organization by setting annual occupational health and safety measures and communicating them to all relevant parties to ensure continuous improvement.

2.3 Create a positive work environment and continually improve conditions that impact the employees' health and well-being.

2.4 Promote awareness among employees, contractors, and any personnel working within the company that maintaining safety is everyone's responsibility, including safety off the job.

3. Provide necessary resources, including personnel, time, budgets, and appropriate training.

4. Review and evaluate performance regularly and continuously to track progress and ensure adherence to safety policies each year. This policy is documented and communicated to all employees to ensure strict compliance. It is also shared with stakeholders, local communities, and the public for their awareness.

Information on review of social and human rights policies, guidelines, and/or goals over the past year

Review of social and human rights policies, guidelines, and/or goals over the past year

Review of social and human rights policies, guidelines, and/or goals over the past year : No

Information on compliance with human rights principles and standards

Compliance with human rights principles and standards

Human rights management principles and standards : Thai Labour Standard: Corporate Social Responsibility of Thai Businesses (TLS 8001-2010) by the Ministry of Labour

Information on Human Rights Due Diligence : HRDD

Human Rights Due Diligence : HRDD

Does the company have an HRDD process : No

Information on incidents related to legal or social and human rights violations

Number of cases and incidents of significant legal or social and human rights violations

	2022	2023	2024
Total number of cases or incidents of significant legal or social and human rights violations (cases)	0	0	0
Total number of cases or incidents leading to significant labor disputes (cases)	0	0	0
Total number of incidents or complaints related to consumer rights violations (cases)	0	0	0
Total number of incidents or complaints related to business partner's rights violations (cases)	0	0	0
Total number of cases or incidents leading to disputes with the community/society (cases)	0	0	0
Total number of cases or incidents related to cybersecurity or customer data breaches (cases)	0	0	0
Total number of cases or incidents related to workplace safety and occupational health (cases)	0	0	0

Fair labor practice

Disclosure boundary in fair labor practice in the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	0.00

Information on employees and labor management plan

Employees and labor management plan

The company's employee and labor management plan	:	Yes
Employee and labor management plan implemented by the Company in the past year	:	Fair employee compensation, Employee training and development, Promoting employee relations and participation, Occupational health and safety in workplace

The company has a plan for managing employees and labor, with a focus on human rights in line with its sustainability policy. This begins with fair recruitment, compensation, employee training and development, enhancing employee engagement and satisfaction, as well as managing occupational health and safety and working conditions. The company also demonstrates its efforts to reduce risks associated with labor disputes to maintain competitiveness, attract potential talent, and foster employee loyalty to the organization. The company adheres to human rights principles throughout the entire employment process, from hiring to employee care, ensuring that all individuals feel a sense of belonging as part of one family.

Information on setting employee and labor management goals

Setting employee and labor management goals

Does the company set employee and labor management goals?	:	Yes

Details of setting goals for employee and labor management

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• Employee training and development	The average training hours of employees who have developed work skills.	-	2024: 12 hours per person per year.
• Non-discrimination	Number of complaints regarding discrimination and harassment against employees.	2024: -	2024: The number of complaints regarding discrimination and harassment against employees is zero.
• Promoting employee relations and participation	The proportion of employees participating in employee relationship-building activities, such as sports competitions, CSR activities, contests, and other events organized.	-	2024: 70 % of all employees
• Occupational health and safety in workplace	Number of work-related accidents resulting in work stoppage	-	2024: The number of work-related accidents resulting in work stoppage is zero.

Information on performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management : Yes

Operations and Outcomes of Employee and Labor Management for 2024 In line with the plan and operational approach to support human capital development and employee well-being, the following results were achieved:

1. Development of Employee Skills and Capabilities: A total of 458 training programs were provided to employees to enhance their skills and work potential. The average training hours per employee was 28.07 hours per person per year, exceeding the target of 12 hours per person per year.

2. Promotion of Human Rights and Non-Discrimination: In 2024, the company received zero complaints or labor disputes related to human rights or discrimination.

3. Employee Engagement and Retention: The company implemented plans to develop employee engagement through various activities. In 2024, the voluntary turnover rate was 4.0% per month, a reduction of 1.4% compared to the previous year.

4. Recognition for Employee Well-being and Safety: The company received the "Disease-Free, Safe Workplace, Healthy Body and Mind" award from the Ministry of Public Health, reflecting the company's commitment to employee well-being and safety management.

5. Workplace Accidents Resulting in Work Stoppage: There were 2 incidents of work-related accidents resulting in work stoppage in 2024, exceeding the target of 0 incidents per year. However, this number was a reduction of 3 incidents from the previous year.

6. Promotion of Diversity, Equality, and Acceptance of Differences: The company promoted gender balance in recruitment and hiring processes, ensuring no gender-related limitations or biases. Employees of all gender identities were equally considered during recruitment.

7. Employee Participation in Activities: In 2024, the company organized various activities to strengthen employee relationships, such as sports competitions, CSR activities, contests, New Year's events, and virtual runs, involving employees, contractors, customers, and partners. Over 90% of all employees participated in these activities.

Diagram of performance and outcomes for employee and labor management

Volleyball League within 2024

Songkran activities in 2024

Proactive Healthcare Program for Insured Persons in 2024

Sanko Care Activity to Assist Employees' Living Expenses

Awarded a trophy "Workplace Free from Disease, Safe, and Promoting Physical and Mental Well-being"

Information on employment

Employment

	2022	2023	2024
Total employees (persons)	405	397	398
Male employees (persons)	166	163	163
Percentage of male employees (%)	40.99	41.06	40.95
Female employees (persons)	239	234	235
Percentage of female employees (%)	59.01	58.94	59.05

Number of employees categorized by age

	2022	2023	2024
Total number of employees under 30 years old (Persons)	138	127	N/A
Percentage of employees under 30 years old (%)	34.07	31.99	N/A
Total number of employees 30-50 years old (Persons)	235	233	N/A
Percentage of employees 30-50 years old (%)	58.02	58.69	N/A
Total number of employees over 50 years old (Persons)	32	37	N/A
Percentage of employees over 50 years old (%)	7.90	9.32	N/A

Number of male employees categorized by age

	2022	2023	2024
Total number of male employees under 30 years old (Persons)	53	48	N/A
Percentage of male employees under 30 years old (%)	31.93	29.45	N/A
Total number of male employees 30-50 years old (Persons)	96	93	N/A
Percentage of male employees 30-50 years old (%)	57.83	57.06	N/A
Total number of male employees over 50 years old (Persons)	17	22	N/A
Percentage of male employees over 50 years old (%)	10.24	13.50	N/A

Number of female employees categorized by age

	2022	2023	2024
Total number of female employees under 30 years old (Persons)	85	79	N/A
Percentage of female employees under 30 years old (%)	35.56	33.76	N/A
Total number of female employees 30-50 years old (Persons)	139	140	N/A
Percentage of female employees 30-50 years old (%)	58.16	59.83	N/A
Total number of female employees over 50 years old (Persons)	15	15	N/A
Percentage of female employees over 50 years old (%)	6.28	6.41	N/A

Number of employees categorized by position

	2022	2023	2024
Total number of employees in operational level (Persons)	365	357	358
Percentage of employees in operational level (%)	90.12	89.92	89.95
Total number of employees in management level (Persons)	33	34	34
Percentage of employees in management level (%)	8.15	8.56	8.54
Total number of employees in executive level (Persons)	7	6	6
Percentage of employees in executive level (%)	1.73	1.51	1.51

Number of male employees categorized by position

	2022	2023	2024
Total number of male employees in operational level (Persons)	141	138	138
Percentage of male employees in operational level (%)	84.94	84.66	84.66
Total number of male employees in management level (Persons)	19	19	20
Percentage of male employees in management level (%)	11.45	11.66	12.27
Total number of male employees in executive level (Persons)	6	6	5
Percentage of male employees in executive level (%)	3.61	3.68	3.07

Number of female employees categorized by position

	2022	2023	2024
Total number of female employees in operational level (Persons)	224	219	220
Percentage of female employees in operational level (%)	93.72	93.59	93.62
Total number of female employees in management level (Persons)	14	15	14
Percentage of female employees in management level (%)	5.86	6.41	5.96
Total number of female employees in executive level (Persons)	1	0	1
Percentage of female employees in executive level (%)	0.42	0.00	0.43

Significant changes in the number of employees

Significant changes in number of employees over the past 3 Years : No

Employment of workers with disabilities

	2022	2023	2024
Total employment of workers with disabilities (persons)	6	4	4
Total number of employees with disabilities (Persons)	4	2	2
Total male employees with disabilities (persons)	3	2	2
Total female employees with disabilities (persons)	1	0	0

	2022	2023	2024
Percentage of disabled employees to total employees (%)	0.99	0.50	0.50
Total number of workers who are not employees with disabilities (persons)	2	2	2
Contributions to empowerment for persons with disabilities fund	Yes	No	No

Information on compensation of employees

Employee remuneration by gender

	2022	2023	2024
Total employee remuneration (baht)	118,324,289.00	120,333,353.00	124,552,556.00
Total male employee remuneration (baht)	N/A	N/A	63,452,574.00
Percentage of remuneration in male employees (%)	N/A	N/A	50.94
Total female employee remuneration (baht)	N/A	N/A	61,099,982.00
Percentage of remuneration in female employees (%)	N/A	N/A	49.06
Average remuneration of employees (Baht / Person)	292,158.74	303,106.68	312,946.12
Average remuneration of male employees (Baht / Person)	N/A	N/A	389,279.60
Average remuneration of female employees (Baht / Person)	N/A	N/A	259,999.92
Ratio of average remuneration of female employees to male employees	N/A	N/A	0.67

Provident fund management policy

Provident fund management policy : Have

Provident funds

The Company encourages the Provident Fund Committee to select fund manager that works ethically, following the investment governance code (I Code) and can responsibly manage the funds by considering the factors regarding the environmental, social and governance (ESG). The individual must abide by the investment ethics and disclose the fund manager selection guideline to the members, which will promote the long-term benefits of the provident fund.

Provident fund for employees (PVD)

	2022	2023	2024
Number of employees joining in PVD (persons)	311	325	324
Proportion of employees who are PVD members (%)	76.79	81.86	81.41
Total amount of provident fund contributed by the company (baht)	N/A	N/A	2,684,602.00

	2022	2023	2024
Percentage of total amount of provident fund contributed by the Company to total employee remuneration (%)	N/A	N/A	2.16

Information on employee development

Employee training and development

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	51.38	58.99	28.07
Total amount spent on employee training and development (Baht)	106,058.00	271,483.00	405,802.00
Percentage of training and development expenses to total expenses (%)(*)	0.000154	0.000388	0.000552
Percentage of training and development expenses to total revenue (%)(*)	0.000148	0.000353	0.000489

Additional explanation : (*) Total revenues and expenses from consolidated financial statement

Information on safety, occupational health, and work environment

Number of working hours

	2022	2023	2024
Total number of hours worked by employees (Hours)	1,079,808.00	1,173,626.00	N/A

Statistic of accident and injuries of employees from work

	2022	2023	2024
Total number of lost time injury incidents by employees (Cases)	1	5	2
Total number of employees that lost time injuries for 1 day or more (Persons)	1	6	N/A
Percentage of employees that lost time injuries for 1 day or more (%)	0.25	1.51	N/A
Total number of employees that fatalities as a result of work-related injury (Persons)	1	0	N/A
Percentage of employees that fatalities as a result of work-related injury (%)	0.25	0.00	N/A
Lost time injury frequency rate (LTIFR) (Persons / 1 million-manhours)(*)	0.00	0.00	N/A
Lost time injury frequency rate (LTIFR) (Persons / 200,000 manhours)(**)	0.00	0.00	N/A

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

Information on promoting employee relations and participation

Employee engagement

	2022	2023	2024
Total number of employee turnover leaving the company voluntarily (**persons**)	396	266	190
Total number of male employee turnover leaving the company voluntarily (persons)	144	103	80
Total number of female employee turnover leaving the company voluntarily (persons)	252	163	110
Proportion of voluntary resignations (%)	97.78	67.00	47.74
Percentage of male employee turnover leaving the Company voluntarily (%)	35.56	25.94	20.10
Percentage of female employee turnover leaving the Company voluntarily (%)	62.22	41.06	27.64

	2022	2023	2024
Evaluation result of employee engagement	No	No	No

Employee internal groups

Employee internal groups : Yes

Types of employee internal groups : Welfare Committee

Responsibility to customers/ consumers

Information on responsibility to customers/consumers policy

Consumer data privacy and protection policy and guidelines

Consumer data privacy and protection policy and guidelines	:	Yes
Consumer data privacy and protection guidelines	:	Use or disclosure of data

Responsible sales and marketing policy and guidelines

Responsible sales and marketing policy and guidelines	:	Yes
Responsible sales and marketing guidelines	:	Not supporting advertisements or promotional activities that encourage illegal acts or immoral conducts

Policy and guidelines on communicating the impact of products and services to customers / consumers

Policy and guidelines on communicating the impact of products and services to customers / consumers	:	Yes
Policy and guidelines on communicating the impact of products and services to customers / consumers	:	Prohibition of exaggerated, inaccurate, or misleading marketing claims

Information on customer management plan

Customer management plan

Company's customer management plan	:	Yes
Customer management plan implemented by the company in the past year	:	Responsible production and services for customers, Communication of product and service impacts to customers / consumers, Development of customer satisfaction and customer relationship

The company has developed its competitive strategy with a focus on ensuring product quality and exceptional service to customers, thereby fostering strong relationships and securing long-term business collaborations. The key elements of the company's competitive strategy are outlined as follows:

1.Responsible Production and Service to Customers

The company's products are highly detailed and require precision during production, as they serve as components in the assembly of other parts. As such, the company places significant emphasis on maintaining product quality. The company's quality control (QC) system complies with international standards, including ISO 9001:2015 and IATF 16949:2016. Stringent quality control procedures are implemented at every stage of the production process, from the selection of high-quality raw materials to the final product inspection, utilizing precise tools and equipment. Additionally, the company invests in continuous staff training to develop expertise and establish operational standards, fostering customer trust and ensuring repeat business. The company is also committed to advancing the German automotive standard (VDA 6.3) to elevate quality standards and expand opportunities for export markets.

2.Communication of Product and Service Impact to Customers/Consumers

Given that the company's products are components used in the assembly of other parts, the company is dedicated to delivering products accurately and on time (Just in Time) to prevent any disruption to the customer's assembly process. The company adheres to a policy of meeting delivery deadlines as agreed upon with customers. This commitment extends to managing the entire production cycle, including planning, procurement of raw materials, quality inspections, production processes, and timely product delivery. As a result, the company consistently meets delivery deadlines.

3.Enhancing Customer Satisfaction and Strengthening Relationships

The company places considerable importance on building and nurturing strong relationships with customers. Dedicated marketing and sales personnel are assigned to manage customer accounts and ensure satisfaction with the company's products and services. This approach ensures that customers receive high-quality service tailored to their specific needs. Furthermore, the company conducts annual customer satisfaction surveys to evaluate product quality and service performance, utilizing the feedback to continually improve and strengthen customer relationships.

Information on setting customer management goals

Setting customer management goals

Does the company set customer management goals : No

Details of setting customer management goals

Information on performance and results of customer management

Performance and outcomes of customer management

Performance and outcomes of customer management : No

Customer satisfaction

	2022	2023	2024
Evaluation results of customer satisfaction[9]	Yes	Yes	Yes

Remark: [9]The results of the customer satisfaction survey, ranked by year, are as follows:
2022 : GOOD
2023 : GOOD
2024 : GOOD
The results of the customer satisfaction survey indicate that they meet the established standards set for the company.

Channels for receiving complaints from customers/consumers

Company's channels for receiving complaints from customers/consumers : Yes

Telephone : 033010701-05

Fax : 033010706-8

Email : sales@sankothai.net

Company's website : www.sankothai.net

Address : Rojana Industrial Park Rayong,
3/14 Moo 2, T. Nongbua A. Bankhai, Rayong 21120

Responsibility to community/ society

Information on community development and engagement policies

Community development and engagement policies

Community development and engagement policies	:	Yes
Reference link for community development and engagement policies	:	https://sanko.listedcompany.com/misc/PRESN/sanko-csr-th.pdf
Page number of the reference link	:	1

Information on community and social management plan

Community and social management plan

Company's community and social management plan	:	Yes
Community and social management plan implemented by the company over the past year	:	Employment and professional skill development, Education, Religion and culture, Disadvantaged and vulnerable groups

In line with our business operations aimed at ensuring sustainable growth, we are committed to corporate social responsibility and community development. We focus on creating shared value with the community and society through various support initiatives:

1. Employment Support: We emphasize local employment by supporting job creation in the community. This includes promoting small industries and community businesses through local procurement, allowing small entrepreneurs and community-based businesses to grow and remain competitive.
2. Educational Support: We create learning opportunities through internship programs with local educational institutions and offer real job opportunities. We also develop educational infrastructure by supporting educational materials, school infrastructure, and providing scholarships to underprivileged children and youth, ensuring they have access to education.
3. Support for Religion and Culture: We promote and support community cultural and religious activities, such as annual festivals, to preserve and enhance the local culture and values.
4. Opportunities for Vulnerable Groups: We provide economic opportunities for disadvantaged groups by employing people with disabilities and elderly workers, ensuring that all individuals, regardless of their condition, have the chance to participate in the workforce.

Information on setting of community and social management goals

Setting of community and social management goals

Does the company set community and social management goals	:	Yes

Details of community and social management goal setting

Target	Indicators	Base year	Target year
• Employment and professional skill development	Proportion of local employees hired	-	2024: At least 30% of all employees.
• Education	Number of internship students	-	2024: 10 person
• Disadvantaged and vulnerable groups	Number of persons with disabilities employed	-	2024: 4 people

Information on outcomes and results of community and social management

Performance and outcomes of community and social management

Performance and outcomes of community and social management : Yes

1. Employment of Local Staff in Rayong Province

In 2024, the company employed 187 staff members from Rayong Province, with a total salary and compensation of 37,080,000 Baht, which has been distributed as income to the local community.

2. Support for Education

The company supported professional internship programs for students from Rayong and other areas where the production processes and operations align with the educational programs of local institutions. In 2024, 13 students participated in professional internships, and the company provided allowances and covered various expenses for the students, amounting to [XXX amount].

3. Assistance to Schools Affected by Floods in Chiang Rai Province

The company assisted schools affected by floods in Chiang Rai, particularly the Maelungkan Community School (Mitrphap 169), by providing 200 sets of desks and chairs to replace those damaged by the flood, valued at 156,000 Baht. The company also supported a knock-down ambulance boat to help children and youth at the Juvenile Detention Center in Tak Province, worth 145,000 Baht.

4. Support for the Disabled and Vulnerable Groups Through Employment

The company provides support for the disabled and vulnerable groups through employment in 2024 as follows:

- Employment of 2 disabled individuals, with a total value of 437,000 Baht.
- Contract work for 2 disabled individuals in government offices, with a total value of 240,000 Baht.
- Employment of elderly individuals to enhance their value and potential in suitable positions, with a total value of over 120,000 Baht.

5. Award for Outstanding Employer in Supporting Disabled Employment in 2024

The company received an award for being an outstanding employer in supporting the employment of disabled individuals in 2024.

6.Support for the Community and Society

The company provides support for the community and society through various community activities and educational institutions as follows:

- Financial support for community festival activities, such as supporting lottery tickets for the charity event on King Taksin's Day.
- Support for prizes in Children's Day activities at 9 schools in the community, totaling 46,000 Baht.
- Organizing volunteer activities with schools, including events to spread joy and encouragement to the disabled and the ill at Eden Park, Rayong.

Diagram of performance and outcomes in community and social management

Donate student desks and chairs to schools affected by flooding in Chiang Rai Province.

Donate rice and dry food to Eden Garden.

Support Children's Day activities.

Support Children's Day activities.

Donate desks and chairs to educational institutions.

จังหวัดระยอง

ขอมอบเกียรติบัตรฉบับนี้ให้ไว้เพื่อแสดงว่า

บริษัท ซังโกะ ไดคาซติ้ง (ประเทศไทย) จำกัด (มหาชน)

เป็นสถานประกอบการที่ให้การสนับสนุนด้วยการจ้างงานคนพิการ ประจำปี ๒๕๖๗ เป็นอย่างดี

ตามวัตถุประสงค์ของการส่งเสริมและพัฒนาคุณภาพชีวิตคนพิการ

เป็นผลดีต่อทางราชการและประชาชน ควรค่าแก่การยกย่องสรรเสริญ เป็นตัวอย่างที่ดีสืบไป

ให้ไว้ ณ วันที่ ๑๔ เดือน มิถุนายน ปีพุทธศักราช ๒๕๖๗

(นายไตรภพ วงศ์ไตรรัตน์)

ผู้ว่าราชการจังหวัดระยอง

Received a certificate of recognition for being an employer supporting the employment of persons with disabilities in 2024.

Benefit from implementing social development project

Financial benefits

Does the company measure the financial benefits from social development?	:	No

Non-financial benefits

Does the company measure the non-financial benefits from social development?	:	No

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Remarks - This document is automatically generated based on information processed as received from the listed company on “as is” basis. The Stock Exchange of Thailand (“SET”) does not make any representations regarding accuracy, completeness, appropriateness, recency or reliability of the information contained in this document, nor does it make any guarantee of a result of the use of the information contained in this document. In no event shall SET be responsible for any loss or damage resulting from the use of this document or the information contained herein.

Corporate Governance Policy

Information on overview of the policy and guidelines

Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

Good Corporate Governance Policy in accordance with the Good Corporate Governance Policy for Listed Companies 2012 of the Stock Exchange of Thailand.

The Company is fully aware, and gives all its attention to the "Good Corporate Governance". The Company believes that the good corporate governance reflects the efficient and transparent management system, which will help promoting the confidence of the Shareholders, investors and all parties involved and will ultimately lead to a sustainable growth of the Company and an increase in value. The Company has continuously encouraged the implementation of good corporate governance by advising the directors and the management to develop good corporate governance and the practices in accordance with the international standards. This is done by following the good corporate governance, as directed by the Stock Exchange of Thailand, and adapts it to the Company's corporate governance. Measures are taken to further improve the said policies in accordance with the guidelines of the Stock Exchange of Thailand, which me change in the future to be better suited for the evolving environment of the Company. The practices cover 5 categories as follows;

1. Shareholders' Rights

The Company is fully aware and gives its utmost attention to the rights of the Shareholders. This is shown by not taking any actions which may violate or reduce the rights of the Shareholders, including encouraging the Shareholders to use their rights. The basic rights of the Shareholders are, trading or transferring shares, sharing profits with the Company, receiving sufficient information about the Company, attending the meetings to use their rights to vote for appointing or removing the directors, appoints the auditors and any issues which have a direct impact to the Company for example, dividend allocation, setting or amending the regulations and the Memorandum of association, decreasing or increasing the capital and authorizing special transactions.

The Company has the policy to promote conveniency for the shareholders, including the institutional investors by holding the meeting in the place with sufficient access from the public transport so that the shareholders can easily attend the meetings. The Company always provides information, dates, time, place and agendas including all relevant information for making decisions to the Shareholders prior to the meeting and also notifies the shareholders about all the requirements, as well as the voting procedures. The Company encourages the Shareholders to exercise their rights to fully attend the meeting and to vote, and also to express their opinions and raise any questions relating to the Company in the meeting. The Shareholders may also submit the inquiries or agendas prior to the meeting. The Shareholders may also appoint a proxy to attend the meeting in the case of their absence.

2. Equal Practice to Shareholders

The Company treats all shares holders fairly and equally, no matter the Shareholders who are Executives, non – Executive, foreign Shareholders and minor shareholders which reinforce the confidence in the shareholders that the board and the management has taken great care in the spending of the shareholders funds which is the main factor in creating the confidence for investing with the Company. The Board of Directors holds the responsibility to make sure that all shareholders are treated fairly and that all their basic rights have been met equally.

The Board of Directors have arranged for the Shareholders Meeting in a way that encourages equal practice to all shareholders and give the chance even for minor shareholders to propose any individuals to take the position as directors, prior to the meeting and in an appropriate time frame. The Company also allows the shareholders who cannot attend the meeting themselves to let their proxies attend the meeting, and also have the rights to vote in their stead.

The Board of Directors has stated the methods to protect and prevent the use of the internal information in writings and will announce this as guidelines for all members of the organization.

3. Stakeholders' Roles

The Company is fully aware of its responsibility and practices to different groups of stakeholders and will seek the mutual benefits so that all groups of stakeholders can be confident that their rights will be fully protected and well exercised. This has been set as a guideline to follow in order to clearly meet the demands of all groups of the stakeholders as stated in the "Code of Conducts and Business Ethics" and will promote the Board of Directors, the management team including the workers to regard this as the fundamental principles for working in the Company and to take it as the important responsibility for all members.

4. Information Disclosure and Transparency

The Company prioritizes the disclosing of all important information relating to the Company, both financial and non-financial information through an accurate, complete, on-time and transparent channel which is easy to access, fair and respectable.

The Company believes that the quality of the financial related reports is something that the shareholders and the outside information give the utmost importance to, the Board of Directors will make sure that all theinformation displayed in the financial reports are accurate and follow the general standard accounting practices and have been evaluated by an independent auditor. The Company has appointed the Audit Committee, which consists of independent directors who takes responsibility for the quality of the financial report and the internal control. The Board of Directors' reports, Audit Committee's report and the auditor's reports

Other than disclosing the information through the Company's website at www.sankothai.net, both in Thai and English, for the past year, the Executives of the Company had met with analysts, investors and shareholders as appropriate, opp day, for example at the MAI forumhosted by the MAI Stock Exchange and through other appointments for interviewing by the medias and other investors and analysts. In many occasions, the information had been featured in printed

5. Responsibilities of the Board of Directors

The Board of Directors has the vital role of overseeing the operation to ensure the benefits of the Company. The Board of Directors takes action in place of the shareholders and is independent from the management.

The Board of Directors must have leadership, visions and can make an independent decision for the benefits of the Company and for the shareholders. In order to do so, the system is in place to clearly separate the responsibilities between the Board of Directors and the management, and to ensure that all of the Company's activities proceed in a lawful and ethical way

The Board of Directors consists of personnel with various qualifications, not only skills and experiences but also specialized talents that are useful to the Company, including their devotion and dedication to strengthen the Company and the Board of Directors. The procedure to elect the Board of Directors, so that they can be appointed by the shareholders, have been done transparently with no influences of the shareholders or from the management team and is assuring to the outside individuals.

To ensure that the Board of Directors can work efficiently and the effectively, the Board of Directors had asked for the Audit Committee to help supporting the directors in the area of financial reports, internal control system's efficiency and executing the rules, regulations and all codes of ethics to promote good corporate governance.

Each director has a good understanding of their responsibilities as Board of Directors and to operate the Company, always ready to share their opinions independently and constantly improve themselves to adapt to the modern times. The Board of the Directors holds this position with honesty, carefully and thoughtfully by considering the benefits of the Company and being fair to all shareholders, giving all information fully and completely.

Good Corporate Governance policies and guidelines according to the CG Code by the Securities and Exchange Commission, Thailand.

Principle 1: Establish clear leadership role and responsibilities of the Board

The Board of Directors understands and is aware of the responsibilities as the leader that oversee the Organization with good governance. This includes establishing goals and objectives, establishing strategies, work policies as well as allocating vital resources in order to achieve the said targeted goals. The Board of Directors must follow up, evaluate and report the performance for creating sustainable value to the business. The governance outcome should consist of; competitiveness and performance with long-term perspective, good corporate citizenship, and corporate resilience. The Board of Directors is responsible for enforcing the employees to uphold the duty of care and the duty of loyalty, and operate under the rule of laws and the shareholders' resolution. The Board understands the roles and responsibilities and give clear missions and responsibilities to the CEO, including following up on any given tasks as necessary.

Principle 2: Define objectives that promote sustainable value creation

The Board of Directors defines core objectives of the business that promote sustainable value creation. The objectives must match the value creation for the business, customers, stakeholders and the society as a whole. The Board must ensure that the objectives and goals, including medium term and/or annual strategy also matches the objectives of the business by safely introducing adequate innovation and technology.

The Board of Directors clearly considers all appropriate directions and strategies for operating the business, including human resource development to make sure that the said strategies allow the business to function effectively and efficiently under various circumstances. The Company has the visions and organizational cultures that reflect the good corporate governance.

Principle 3: Strengthen Board Effectiveness

The Board of Directors have established and sufficiently revised the structure of the Board to lead the Organization to the targeted goals and objectives. This is done by selecting the most appropriate individual to be the Chairman and carry on the selection process of the Directors clearly and transparently. The remuneration of the Board will be approved by the shareholders fairly and appropriately. The Board of Directors will all carry out their duty responsibly and allocate their time suitably for the job.

The Board of Directors annually evaluates the performance of the Board, sub committees and individual Directors, where the evaluation result will be used further to improve the performance. The Board of Directors must all understand the roles, nature of the business and the laws relating to the business, including providing the support so that all Directors can improve their skills and carry out their duty splendidly. The Board of Directors must ensure that the operation runs smoothly, can access necessary information, and has the Company's Secretary with adequate experience to support the Board's performance.

Principle 4: Ensure effective CEO and people management

The Board of Directors selects and ensures that the CEO and high level Executives have adequate skills and experience necessary to drive the Organization to its goals. The Board makes sure that there are suitable remuneration and performance evaluation for the members of the Organization, to improve their skills, abilities, experiences and provides adequate motivations. The Board of Directors understand the structure and the relationship of the shareholders that may affect the management and the business operation.

Principle 5: Nurture innovation and responsible business

The Board of Directors emphasizes on supporting and promoting innovation that creates value to the Organization together with providing benefits to the customers or stakeholders, as well as being responsible to the environment.

The Board of Directors follow up and makes sure that the business operates with responsibility to the society and to the environment as reflected in the operational plan. This is so that all parties proceed by abiding to the core objectives, goals and the strategies of the Company.

The Board of Directors oversee the allocation of resources efficiently and effectively by considering the impact of the value chain, so that the goals and objectives can be achieved sustainably.

The Board of Directors manages the organizational information technology that matches the requirements of the Company, including overseeing the use of IT to create business opportunities and to improve the risks management. In order to achieve the objectives and core missions of the Company, the Board of Directors also covers risks management in terms of information technology, as well as establishing policies to safely protect the information.

Principle 6: Strengthen effective risk management and internal control

The Board of Directors makes sure that there are risk management system and internal control that allows the Company to achieve its objectives effectively, under the laws, regulations and standards related. The Board improves and develops the risks management process constantly by arranging independent auditors to be responsible for inspecting and evaluating the risks management and internal control systems, as well as reporting and disclosing their findings in the annual report.

The Board has set up the Audit Committee that can work effectively and independently with the qualifications and responsibilities as indicated by the Securities and Exchange Commission and the Stock Exchange of Thailand.

The Board of Directors have monitored and managed the conflicts of interests that may happen between the Company and the management, the Directors or the shareholders, including preventing the unlawful use of assets, information, opportunities and undesirable business transactions with any parties relating to the Company.

The Board has clear anti-corruption policies, including supporting activities that promotes awareness of the employees to abide by the law and all relating regulations in each level of the Organization, and to the external parties. The Company establishes channel to listen to claims and whistle blowers through the website with complete procedures to verify the information (record, follow up, solve the problem) and to report to the Board of Directors. The Company provides protection measures to whistle blowers that honestly reports the leads.

Principle 7: Ensure disclosure and financial integrity

The Board of Directors is responsible for selecting the person in charge of preparing financial reports and disclosing all significant information sufficiently, correctly and on time, and overseeing the financial liquidity and affordability ratio. The individual must possess necessary sills and experience suitable for this responsibility. This individual may be the Chief of Accounting and Finance, Accountant, Auditor, Company's Secretary, and Investor Relation. In the case of a financial crisis, the Board prepares back up plan or any other methods of resolving financial situation. The Board is aware of the rights of stakeholders and has arranged for the representative to communicate with the shareholders. This individual must understand the Company's business, including its objectives, goals, values and can communicate well with investors and capital market such as Directors or the CEO. The Board promotes the use of IT in disclosing information. Other than publishing through the Stocks Exchange of Thailand as required, the Board of Directors also publishes the information both in Thai and English through other channels such as the Company's website and provides up-to-date information, accessible for all parties.

Principle 8: Ensure engagement and communication with shareholders

The Board of Directors ensures that the shareholders engage in making important decisions of the Company fairly and equally as stated in the Company's corporate governance guidelines. The Board promotes shareholders participation in the shareholders' meeting and allow the shareholders to exercise their rights effectively and transparently. The shareholders can add agendas prior to the meeting and if the agenda is not approved, the Board must notify the shareholders.

The minority shareholders can propose the individuals to take the position of Directors. The Board of Directors must disclose such information to the shareholder in advance and also publish the regulations on the Company's website and make sure that the meeting invitations contain complete and accurate information as per the rights of the shareholders, both in Thai and English language. The invitation must be sent out and revealed publicly at least 28 days before the meeting. The Board of Directors and all Executives must be present so that the shareholders can inquire on any relating matters. The Company will disclose the meeting's resolutions and the result of the votes on the next day, through the information channel of the Stock Exchange of Thailand and on the Company's website. The copy of the shareholders meeting minutes will be sent to the Stock Exchange of Thailand within 14 days since the day of the shareholders meeting.

Reference link for the full version of corporate governance policy and guidelines	:	https://sanko.listedcompany.com/cg.html
Page number of the reference link	:	5-11

Policy and guidelines related to the board of directors

Are there policy and guidelines related to the board of directors	:	Yes
Guidelines related to the board of directors	:	Nomination of Directors, Determination of Director Remuneration, Independence of the Board of Directors from the Management, Director Development, Board Performance Evaluation

Nomination of Directors

Nomination

1. The Board of Directors

The selection of the individuals for the position of the Board of Directors have been nominated by the Nomination and Remuneration Committee. which will consider from the qualifications as per the Section 68 of the Public Limited Company Act B.E 2535 and as per the related announcement by the Securities and Exchange Commission. Moreover, the Board of Directors will consider experts from various fields to take up the positions which will be beneficial to the company for advising and giving opinions on many issues. The person must have a strong leadership, visions, morals and ethics with a clean, transparent work profiles and can make an independent decision. Once this is decided, the names will be presented in the Shareholders Meeting for appointment.

Directors shall be elected by the General Meeting of Shareholders under the criteria and procedures as follows;

a) A shareholder has one vote per one share.

b) In the election, the shareholders may vote to the nominee individually or many persons at a time depending on the decision of the meeting. The share holders may utilize the vote as per a) to vote, but cannot distribute different amount of votes to many different nominees.

c) The person who receives the votes of the highest number and the next persons in the order of the number of votes received shall be elected Directors in the number permitted. In case the next persons in the order of the number of votes received obtain equal numbers of votes and the number of such persons exceeds the remaining number of Directors permitted, the Director to be elected therefore shall be decided by the Chairman.

At the Annual General Meeting of shareholders one-third of the Directors, or if their number is not multiple of three, then the number nearest to one-third must retire from office. A retiring director is eligible for re-election. The directors, who will retire in the first and second year after the company is listed, will cast lots to see who will retire in the following years and the director with the longest time on the post will retire from office. The retired directors may be re-elected back into position again.

In case the post of a Director has been vacated owing to reasons other than by completion of his tenure, the Board of Directors shall elect a qualified person, who does not have any prohibitive attributes pursuant to Section 68 of the Public Limited Company Act B.E. 2535 as a replacement Director for subsequent meetings of the Board of Directors unless the remaining period of the tenure is less than two months. The person who becomes a replacement Director may remain so as long as his/her time as Directors allowed, and must have the approval of no less than 3 out of 4 of the remaining directors.

In addition, the Board of Directors must consist of at least 1 in 3 Independent Directors from all of the Company's directors but no less than 3 persons.

<u>The Definition of Independent Directors "Independent Director"</u>

Independent Director is the person who has no relation at all to the management of the company and/or the operation of the Company's business. This person is independent from major shareholders and from Company's executives, including the close relatives of the said people and can express their opinions freely by considering the benefits of the Company and of the Shareholders first.

<u>Qualifications of Independent Directors</u>

1. Must be a person with qualifications that does not violate the rules, regulations and any other applicable laws.

2. Holding shares not exceeding 1% of the total number of shares with voting rights of the Company, its parent company, subsidiary company, associate company, or juristic persons which may have conflicts of interests by counting also the shares of relating persons.

3. Neither being nor used to be an executive director, employee, staff, advisor who receives salary, or controlling person of the Company, its parent company, subsidiary company, associate company, same-level subsidiary company, major shareholder or controlling person, unless the foregoing status has ended not less than 2 years before the appointment date.

4. Not being a person related by blood or legal registration as father, mother, spouse, sibling, and child, including spouse of child, executive, major shareholder, controlling person, or person to be nominated as executive or controlling person of the Company or its subsidiary company.

5. Neither having nor used to have a business relationship with the Company, its parent company, subsidiary company, associate company, major shareholder or controlling person, in the manner which may interfere with his independent judgment, and neither being nor used to be a significant shareholder or controlling person of any person having a business relationship with the Company, its parent company, subsidiary company, associate company, major shareholder or controlling person, unless the foregoing relationship has ended not less than 2 years before the appointment date.

6. Neither being nor used to be an auditor of the Company, its parent company, subsidiary company, associate company, major shareholder or controlling person, and not being a significant shareholder, controlling person, or partner of an audit firm which employs auditors of the Company. , its parent company, subsidiary company, associate company, major shareholder or controlling person, unless the foregoing relationship has ended not less than 2 years before the appointment date.

7. Neither being nor used to be a provider of any professional services including those as legal advisor or financial advisor who receives service fees exceeding 2 million baht per year from the Company, its parent company, subsidiary company, associate company, or juristic persons which may have conflict of interests, and not being a significant shareholder, controlling person or partner of the provider of professional services, unless the foregoing relationship has ended not less than 2 years before the appointment date.

8. Not being a director appointed as representative of directors of the Company, major shareholder or shareholder who is related to a major shareholder of the Company.

9. Not having any other characteristics which cause the inability to express independent opinions with regard to the Company's business operations.

10. Not undertaking any business in the same nature and in competition to the business of the Company or its subsidiary company or not being a significant partner in a partnership or being an executive director, employee, staff, advisor who receives salary or holding shares exceeding 1% of the total number of shares with voting rights of other company which undertakes business in the same nature and in competition to the business of the Company or its subsidiary company.

11. Independent Directors must immediately notify the Board of the Directors in any situation which may jeopardize their qualifications as the Independent Director of the Company. Once the Independent Directors have been appointed as per the above qualifications, the independent director may be assigned by the Board of Directors to take part in the business decision of the Company, its parent company, subsidiary company, associate company, same level subsidiary company, with juristic persons who may have conflict of interests, provided that such decision shall be in the form of collective decision.

<u>2. The Audit Committee</u>

The Remuneration Committee will select, approve and present to the Board of Directors for approval and once more proposing to the shareholders meeting to authorize the Audit Committee. The Audit Committee Directors must be no less than 3 people with at least one person in the field of accounting and finance. The Directors must possess the characteristics as regulated by the securities law and the SET.

3. Nomination and Remuneration Committee

The Nomination and Remuneration Committee (NRC) was established for the first time by the Board of Directors' Meeting No.3/2017 on August 10, 2017 to support the good governance of the company. The committee is responsible for setting the company's policy and criteria in the selection of directors and determining the remuneration of the Board of Directors, sub-committees and Chief executive officer. Also, to recruit, select, and nominate the right person to be a director as well as to set the remuneration for a director. This includes working on other assigned tasks and present to the Board of Directors and/or to the Shareholders' Meeting.

Composition of the Nomination and Remuneration Committee

1. The NRC is to be appointed by the Board of Directors company's committee and has to comprise of not less than three persons, being the Company's directors and executives.

2. The independent director shall be the Chairman of the NRC.

The Office Term

1. The NRC's member has the office term has a tenure as the term of the Board of Director member.

2. The NRS's member may be re-appointed as the Board of Directors see as appropriate.

3. Apart from vacating upon the end of office term stated in Item 3.1, the Audit Committee's member will retire from the office upon the following conditions:

    1. Resignation
    2. Dismissal by the Board of Directors

4. The Board of Directors has power to appoint a new member of the NRC as to resume the operation and to substitute the member of the NRC who is out of office term according to Item 3.1 or Item 3.3. The substituted member can only be in the office within the remaining term of the member he/she replaced.

4. Executive Board

Requirements and Qualifications

1. The Executive Committee consists of the Chief Executive Officer and no more than 4 others as suggested by the CEO and must be approved by the Board of Directors. However, the Executive Committee will select an individual within the committee to be the Chairman of the Executive Committee and another person to be Vice Chairman.

2 The Executive Committee appoints the secretary of the committee. The role of the secretary of the executive committee is to arrange meetings, gather documents for the meeting and also prepare the meeting minute for the committee every time.

3 The Executive Committee must hold meetings as appropriate but must not be less than once per month.

4 The Chairman of the Executive Committee will call for the Executive Committee Meeting. In the case that the Chairman could not perform his/her duty, the Vice Chairman will do it instead.

Terms of the positions

1. In the case that the Executive Director is the Board of Director, let the terms be under the Board of Director.

2. In the case that the Executive Director is the Manager, let the terms be under the Company's Manager.

3. In the case that the Executive Director is an outsider who is neither Director or Manager of the Company or is an outside individual, the position will be as the resolution of the committee.

Reference link for Nomination of Directors : https://sanko.listedcompany.com/cg.html

Page number of the reference link : 12-16

Determination of Director Remuneration

Remuneration Policy for Directors

The Remuneration Committee of the Company decides, regulates and approves of the remuneration before proposing to the Board of Directors. The evaluation process is thorough, clear and transparent by comparing with companies in the similar industry, including duties, responsibilities and also considering the business expansion and profit growth which is sufficient to attract and maintain the Directors with appropriate capabilities. Each year, once the Remuneration Committee had considered and approved, the remuneration will be proposed to the Board of Directors for further consideration and finally presenting it to the Shareholders Meeting for approval.

Independence of the Board of Directors from the Management

Board Independence from Management Board independence from management is crucial in establishing an effective and transparent governance structure within a company. It helps instill confidence in shareholders and other stakeholders that important decisions within the company will not be influenced or distorted by management alone. It includes the following key points:

1. Board Independence:
    • The board consists of independent directors to ensure that decisions are not influenced by management.
    • Independent directors have the ability to make impartial decisions and do not have conflicts of interest with management.
2. Board Structure:
    • The board establishes sub-committees (e.g., Audit Committee, Nomination Committee) that are independent, which helps in overseeing management's operations transparently.
    • The Chairman of the Board is a person who is not affiliated with management to prevent conflicts of interest.
3. Role and Authority of the Board:
    • The board has the authority to make decisions regarding policies and business strategies, as well as to oversee the performance of management.
    • The board has the ability to question or challenge management on critical matters without being influenced by management.
4. Board Involvement in Decision-Making:
    • The board is involved in decisions regarding the appointment or dismissal of senior executives, as well as determining their compensation and benefits.
    • The board reviews the financial performance and risk management of the company.
5. Reporting and Oversight:
    • The board reports its performance and responsibilities transparently, allowing shareholders and other stakeholders to review them.
    • The board receives sufficient information from management and other sources to make informed decisions.

Overall, the policies and practices regarding the independence of the board from management aim to ensure that the company is governed in a sound and fair manner, reducing the risk of flawed decisions influenced by management.

Director Development

Directors Improvement Policy

The Company encourages and promotes the Directors in all Committee including new Directors to be aware of the responsibilities as well as rules and regulations regarding the business which had been established by organizations such as the Securities and Exchange Committee, the Stock Exchange of Thailand and the Thai Institute of Directors (IOD).

The new Directors for the position of the Board of Directors, Independent Directors and other Sub Committee of the Company must attend the orientation program according to the Stock Exchange of Thailand. This is so that the Directors understand and are aware of all information regarding the business operation, duties, responsibilities and also the rules and regulations necessary for being the Directors in a listed company of the Stock Exchange of Thailand.

Board Performance Evaluation

Committee's performance Evaluation

The company's performance is aimed to be evaluated annually in order to bring its useful result in improving the committee and the subcommittees' performance in various aspects that leads to encourage the effectiveness of the committee's performance monitor.

Policy and guidelines related to shareholders and stakeholders

Policy and guidelines related to shareholders and stakeholders	:	Yes
Guidelines and measures related to shareholders and stakeholders	:	Shareholder, Employee, Customer, Business competitor, Business partner, Government agencies, Community and society

Shareholder

Shareholders treatment

1. The Company allows the shareholders who cannot attend the meeting in person to assign a proxy to the

Independent Directors or other individuals to attend the meeting in their stead and to vote for the shareholders.

2. The Company allows the shareholders to propose the agendas and to propose the names of the individuals to be elected as the Directors in the Shareholders Meeting in advance, following the regulations indicated by the Company. The details have been published through the Company's website at http://www.sankothai.net, and the proposed names must be submitted to the Company 3 months in advance before the Shareholders Meeting.

3. The Company will not add extra agendas to the meeting without notifying the shareholders in advance without good reasons, especially significant agendas that requires the shareholders to study the information prior to the meeting.

4. The Board of Directors allows the shareholders to elect the Directors individually and encourage the voting method so that the process is transparent and verifiable.

5. The Board of Directors has set up measures to prevent insider trading for individuals including Directors, Executives, staffs and employees including their spouses and underage children that are related to the information, and also assigns disciplinary actions regarding the disclosure of the Company's information or using the Company's information for personal gains under the "Confidential Information Protection Policy".

6. Raise the awareness of the Board of Directors and the Company's Executives regarding the responsibility for reporting their ownership of the Company's assets, their spouses' and their underage children's, including reporting the changes to the assets ownership to the Securities and Exchange Commission under the section 275 of the Securities and Exchange Act B.E. 2535 and under the regulations of the Stock Exchange of Thailand.

7. The Company's Board of Directors and the Executives must announce the buying and selling of the Company's assets at least 1 day before trading the stocks by notifying the Company's secretary, and then the secretary will notify the Board of Directors. When the trading is completed, the report of assets ownership must be made for the Securities and Exchange Commission and the Directors and the Executive must report the changes of the assets ownership to the Board of Directors meeting in order to prevent the buying or selling of stocks using insider information and to avoid any scandals regarding the appropriateness of the stocks trading by inside individuals.

Reference link for Shareholder : https://sanko.listedcompany.com/code_of_conduct.html

Page number of the reference link : 13-14

Employee

Employees Treatment

1. The Company selects the staffs and the contractors based on the suitability of the qualification and the performance without any prejudice on gender, religious beliefs, nationality, age, birth place or physical condition.

2. The Company provides sufficient benefits and fair compensations to all members of staff.

3. The Company provides a safe environment at work for the health, assets and the quality of life of the staffs.

4. The promotion, relocation including the rewards and penalty of the staffs are done through honesty and under moral principles. This takes into account the knowledge, abilities and the appropriateness of the staffs as the core.

5. Provide human resource management system; listen to the opinions and the advices of the employees.

6. The Company gives opportunities for staffs to thoroughly and constantly improve their skills, knowledge and the abilities both for the work and for their daily lives and also encourages them to be able to care for themselves when they reach retirement.

7. Operate the business by avoiding any actions that are unfair, and treat the employees with respect. Respect the employees' individualities and human dignities according to the international standard of human rights.

8. Be fair and encourage the employees to improve themselves.

9. Provide provident funds for the employees.

10. The Company follows the laws and regulations concerning the staffs strictly.

Reference link for Employee : https://sanko.listedcompany.com/code_of_conduct.html

Page number of the reference link : 16-17

Customer

Customers Treatment

1. Pay attention and be responsible equally to all customers by emphasizing on producing goods with high quality and up to standards, and can respond fully to the demands of the customers. The staffs must protect the customers' confidential information and not using for personal gains before being permitted by the customers including providing quality and professional services at the fair and appropriate price to all customers.
2. Present quality products that match with the demands of the customers. Reveal all information regarding the products fully and accurately and provide a channel for complaints to allow the customers to comment about the services and proceed as quickly as possible to respond to the customers' requests.
3. Provide high quality, efficient and excellent services that impress the customers.
4. Protect and look after the customer's interests appropriately and fairly.
5. Strictly follow the terms given to the customers. In the case that the terms cannot be followed, quickly notify the customers for solutions.
6. Treat the customers with respect and be trustworthy.
7. Deliver quality products on time.
8. Support the customers' CSR operations

Reference link for Customer : https://sanko.listedcompany.com/code_of_conduct.html

Page number of the reference link : 14-15

Business competitor

Competitors Treatment

1. Operate fairly within the terms and regulations of the competitions.
2. Not damaging the reputation of the competitors intentionally.
3. Not violating the intellectual properties or copyrights.
4. Not seeking the competitors' confidential information by inappropriate or unethical means.
5. Treat the competitors according to the laws and regulations according to the international standards.
6. Keep the connection with the competitors which may be developed as a commercial partner in the future.

Reference link for Business competitor : https://sanko.listedcompany.com/code_of_conduct.html

Page number of the reference link : 16

Business partner

Trade partners and/or creditors treatment

1. Not requesting, accepting or giving any unethical benefits to trade partners or creditors and follow the agreed terms appropriately and fairly.
2. The purchasing and sub-contracting of the companies of or relating to the companies of the Directors, Executives or all levels of staffs, must be under the principle of equality, transparency and fair, for the best interest of the Company, and must be proceeded under the Company's regulations, including revealing all information to the public.
3. Avoid the purchasing or sub-contracting that holds conflicts of interests with the Company.
4. All staffs involving with the purchasing or sub-contracting operations must not seekpersonal gains both directly or indirectly from the trade partners and must remain neutral with no close relations that may influence their decisions.
5. If incidents that prevents the procedures to go according to the agreed terms or contracts, the staffs in charge must report to the superior immediately and notify the trade partners and/or the officers in advance, in order to come up with the solution together.
6. Strive to maintain a stable relationship with the trade partners with clear objectives in terms of the product quality and trust in each other.
7. Treat the creditors equally and fairly and on the basis of mutual benefits on both sides.

Reference link for Business partner : https://sanko.listedcompany.com/code_of_conduct.html

Page number of the reference link : 15

Government agencies

Practices towards Government Agencies

1. To strictly abide by applicable laws and regulations and keep in mind that laws, regulations, cultures, and traditions in each locale may have different conditions, procedures, or practices.

2. To refrain from influencing government officers to abet and collude in improper acts.

3. To build a body of knowledge in community development for government agencies such as local administration organizations.

4. To provide support to activities undertaken by government agencies

5. To participate in meetings to share ideas, support and provide technical assistance on a continuous basis.

6. To receive visits from government agencies.

7. To receive comments and suggestions from government agencies.

Reference link for Government agencies	:	https://sanko.listedcompany.com/code_of_conduct.html
Page number of the reference link	:	17

Community and society

Community, Society and Environmental Treatment

1. Not cooperating or supporting customers who operate their business illegally or endangering the society or the country.

2. Allow the community and the related parties to voice their opinions for all of the projects that may affect the community and to propose their opinions and complaints that resulted from the business operation of the Company.

3. Be cooperative with operations that follow the international standards or agreements in various issues which are created to protect or reduce the effects on the environment.

4. Design and develop the manufacturing process, machineries and equipment to control and/or reduce the pollution, including waste water, dust, air pollution and all other waste products.

5. The staffs responsible for the manufacturing process, machineries and equipment must control the pollution level so that it is no more than the standard limit.

6. Help reducing the garbage or wastes both from the production process and from general operation.

7. The staffs responsible for the manufacturing process or the machineries mustlook after, improve and maintain the production process or the machineries to the required standard in order to reduce the natural resources used.

8. Be cooperative with the Company's energy conservation policy.

9. Constantly raise the awareness on the social responsibility and the environment to all levels of staffs.

10. Carry out community, society and environmental campaigns regularly in order to improve the community where the Organization is established for the better both with own projects and those supported by the government and the community.

Reference link for Community and society	:	https://sanko.listedcompany.com/code_of_conduct.html
Page number of the reference link	:	17-18

Information on business code of conduct

Business code of conduct

Business code of conduct	:	Yes

The Company requires the Directors, Executives and the staffs of all levels to be responsible in their duties and follow the instructions diligently and emphasized on fair and equal treatment to all stakeholders, according to the principle of good governance. The Directors, Executives and the staffs of all levels must understand and strictly upholds the code so that the operation can be carried out efficiently, transparently, honestly and with the best interest of the Company. The actions must be fair to all parties of stakeholders and be accountable. The full version of the Business Ethics appears in Attachment 5.

Reference link for the full version of business code of conduct	:	https://sanko.listedcompany.com/cg.html
Page number of the reference link	:	6

Policy and guidelines related to business code of conduct

Guidelines related to business code of conduct	:	Prevention of Conflicts of Interest, Anti-corruption, Whistleblowing and Protection of Whistleblowers, Prevention of Misuse of Inside Information, Gift giving or receiving, entertainment, or business hospitality, Compliance with laws, regulations, and rules, Information and assets usage and protection, Information and IT system security, Environmental management, Human rights, Safety and occupational health at work

Prevention of Conflicts of Interest

Conflicts of interests

The Company does not allow the Directors, Executives and the staffs to abuse the power for their personal gains and have laid out the regulations as follows;

1. The Board of Directors, the Audit Committee and the Executives must consider the conflicts of interests for certain transactions that me related, following the requirements of the stock exchange cautiously, accurately, honestly, within reasons and is independent under the principle of good business ethics by prioritizing the benefits of the Company at its core. This is to make sure that the said transactions are reasonable and is for the benefits of the Company and that the stakeholders have no involvement in the said transactions.

2. Not performing any actions that are on the contrary to the Company's benefits such as obstructing the benefits of the Company or acquiring portions of the Company's benefits.

3. Not performing any actions that may compete with the Company's business.

4. Avoid self-related transactions that may cause a conflict of interest with the Company's benefits.

5. In the case that certain transactions must be executed, for the benefits of the Company, proceed with the transaction as if dealing with an outside party with written trade contracts as per usual without influences from the position of the Director, Executive or relating individuals and also following the regulations of the Stock Exchange of Thailand and the Securities and Exchange Commission for disclosing the information of the said transaction.

6. The Directors, Executives, staffs and the Company's employees, including the spouses and the children of the said persons are forbidden from seeking personal gains from the Company's business operations for example, performing any actions to sell the goods or services to the Company. If such actions occur, there must be written documents to notify the said actions in all cases.

Reference link for Prevention of Conflicts of Interest	:	https://sanko.listedcompany.com/code_of_conduct.html
Page number of the reference link	:	7-8

Anti-corruption

Anti-Corruption Policy

The Executives and the staffs, including all personnel relating to the business operation of the Company aim to be involved with the anti-corruption policy. The Company has indicated guidelines to the anti-corruption policy for the members of the Organization to follow strictly.

The Company advertises various anti-corruption campaigns in order to raise awareness regarding this issue, and if the regulations are not adhered to, disciplinary actions will be given. In the same manner, the Company will not condemn staffs that refuse the corruption although the said action will result in the loss of benefits to the Company.

To this, the Company has provided a reporting channel or complaints to the Chairman of the Board or to the Company's Audit Committee, in the case that the actions which may involve corruptions are discovered. The Company also assigns the procedures when taking in complaints and to protect the whistle blower within the Business Ethics manuals.

Reference link for Anti-corruption	:	https://sanko.listedcompany.com/code_of_conduct.html
Page number of the reference link	:	10

Whistleblowing and Protection of Whistleblowers

Complaints and Advices

The Board of Directors provides the staffs and the stakeholders to have access to multiple channels for suggestions, opinions, complaints or any leads seen in any events or actions which may affect the violation of laws, regulations and/or in conflict with the morals and ethics that could cause the damage to the Company. By the Company sets the guidelines to be acknowledged as follows;

The Chairman of the Board of the Audit Committee Sanko Diecasting (Thailand) Public Company Limited 3/14 M. 2, T. Nong Bua, A. Ban Kai, Rayong, 21120 Or through the Company's website: www.sankothai.net

The Chairman of the Board or the Audit Committee will receive the information directly by keeping them confidential in order to protect the stakeholders and the witness and will carry on the procedure fairly by referring to the information received and prove it to further handle the situation.

Complememt Process when recieves complaint

1. Gather all the evidence regarding the violation The complaint recipient will proceed with gathering the information regarding the violation of the ethics personally or assigns appropriate personnel to carry out the process.

2. Information processing and filtering The complaint recipient will file the complaint, investigate the case within 7 working days since the day of complaints in order to find appropriate solutions to each case which may involve;

- Report to authorized personnel in order to deal with the issues case by case.
- Report the information to the Audit Committee/auditors to investigate further and process and filter the information.

3. Assign proceeding measures The personnel responsible for (2) must indicate the measures to stop the violations of the ethics and compensate the damages to those affected by considering the damages as a whole. If the appellant is not satisfied with the procedures to stop the complaints, he/she may appeal within 7 days since procedures have started.

4. Result Reports The person receiving the complaints is responsible for notifying the appellant of the result according to (3) if the appellant reveals his/her identity.

In the case of an emergency, report directly to the Chairman of the Board and/or to the Board of Directors. .For example, issues that affect the reputation, images or the financial status of the Company or in conflicts of the Company's business operation or to the high level Executives.

Whistle blowers protection policy

The Company has the whistle blowers protection measures as follows;

1. The whistle blower may choose to not reveal themselves, if they deem that by revealing themselves will lead to danger or any damages. However, if they choose to reveal themselves, the Organization can report the progress and the information faster and more convenient.

2. The complaint recipient will keep the related information confidential and will reveal only as necessary by considering the safety and the damages to the whistle blowers, the sources of the information and the relating parties. The whistle blower protection measures will protect those who cooperated and will be guaranteed by the Company to not have their employment terminated, or received disciplinary actions that may negatively affect the staffs in any way.

3. In the case that the whistle blower feels that they are not safe or may be in danger, the whistle blower may request the Company for an appropriate protection measures or the Company may provide protection measures without the request of the whistle blowers if the issue has the possibility to cause discomfort or harm.

Reference link for Whistleblowing and Protection of Whistleblowers	:	https://sanko.listedcompany.com/code_of_conduct.html
Page number of the reference link	:	21-23

Prevention of Misuse of Inside Information

Trading the Company's stocks and usage of the internal information

All information that may affect the Company's asset values or information that, when disclosed to the public, may cause damages to the Company's reputation or place the Company at the disadvantage, is considered significant and confidential information. Therefore, the preparation, protection or the disclosure of the information must be carried out appropriately, by considering the effects to the stakeholders as a whole and following the indicated laws and regulations and not using such information for personal gains or for other parties as follows;

1. The Company forbids the Directors, Executives, and the staffs including their spouses and under age children from buying or selling the Company's assets within 1 month before the disclosure of the financial statement or the Company's status including other confidential information and must wait for at least 24 hours after the information has been revealed to the public before buying or selling the Company's assets.

2. The Directors, Executives, and the staffs including their spouses and under age children are not allowed to use the Company's internal information that may affect the price of the Company's assets that have not been disclosed to the public in order to trade, offer to buy, trade or persuade other parties to trade into the assets of the Company both

directly or indirectly before such information is revealed to the public and achieve their personal gains. Those who violate the regulations will receive disciplinary actions by the Company.

3. The Directors, Executives, and the staffs are not allow to reveal the confidential and/or internal information of the Company in order to seek personal gains of for the benefits of the other parties both directly or indirectly and whether or not they will be compensated.

4. Must protect the benefits and the confidential information of the Company and the customers. Do not reveal the confidential information of the Company to the public especially to the competitors, even though one is no longer a Director, Executive of the staff of the Company.

Reference link for Prevention of Misuse of Inside Information	:	https://sanko.listedcompany.com/code_of_conduct.html
Page number of the reference link	:	9

Gift giving or receiving, entertainment, or business hospitality

Receiving or giving gifts, business entertainment, assets or other benefits that may influences unethical decisions

The giving or receiving of assets, gifts or entertainment as presents or customary gifts are acceptable. At the same time, the Company does not wish for the staffs to receive gifts/souvenirs that are more valuable than the norm from the parties relating to the business operation. The regulations are as followed;

1. The Directors, Executives and staffs must not request for, give or accept the money or any other benefits from the parties relating to the business operation of the Company.

2. If the staffs receive customary gifts that are more valuable than the norm from the parties relating to the business operation of the Company, they must report to the superiors.

3. Carry out the business operation and compete with ethical strategies and not receiving gifts or money from customers or trading partners which it will lead to the conflict of interests.

4. Not giving gifts or presents that have value both directly and indirectly to the government officials for the purpose of facilitating the business operations unless they are customary gifts, given in the same manner to the customers.

Reference link for Gift giving or receiving, entertainment, or business hospitality	:	https://sanko.listedcompany.com/code_of_conduct.html
Page number of the reference link	:	10-11

Compliance with laws, regulations, and rules

Abiding the laws and regulations of the Company

1. The Directors, Executives and the staffs must follow the laws, regulations, terms and requirements set by the Stock Exchange of Thailand and the Securities and Exchange Commission.

2. The Directors, Executives and the staffs must not avoid the rules, regulations and the laws relating to the business operations.

3. The Directors, Executives and the staffs must follow the 'Corporate Governance Policies' and the 'Business Ethics' of the Company.

4. All levels of staffs must follow the rules and regulations as required both when working in or outside of the country so that the financial records of the Company are collected accurately and completely.

Reference link for Compliance with laws, regulations, and rules	:	https://sanko.listedcompany.com/code_of_conduct.html
Page number of the reference link	:	7

Information and assets usage and protection

Protecting and using the assets and the Company's confidential materials

The Directors, Executives and staffs are responsible for protecting and using the assets and the Company's confidential material to the best of their efficiency under the following guidelines;

1. The staff must look after and maintain the machineries, tools, vehicles and equipment to be in the top condition by using the Company's resources conservatively.

2. The staffs must be cautious and protect all of the Company's assets so that they are not lost, stolen or damaged by other individuals or accidents and must not use any Company's assets for personal gains for other people's benefits without permission.

3. Prepare all documents accurately, honestly and under the required standards. Staffs must not forge or produce counterfeits manuals, reports or documents of the Company.

4. The staffs must not violate the rules and regulations of the Company which may result in accidents or damage the Company's assets.

5. The staff must acknowledge and follow the regulations for computers and internet usage correctly and appropriately.

6. Staffs are forbidden from installing software or record the Computer system of the Company without permission.

7. Computer equipment, information technology and all communications are considered the properties of the Company. The Executives and the staffs should not use the computers and the IT equipment for personal use.

Reference link for Information and assets usage and protection	:	https://sanko.listedcompany.com/code_of_conduct.html
Page number of the reference link	:	8-9

Information and IT system security

Guidelines and policies for controlling the accessibility of information system

Objectives

To assign the management procedures and control the information accessibility in order to reduce the risks via the information system and other electronical methods. To ensure the safety of the information system and prevent damages from malicious activities and to act as the efficient guidelines for the employees.

Guidelines

1. Controlling the information system accessibility

- Granting the users access to the information according to relating responsibilities and only when permitted by the supervisors.
- Controlling the accessibility of information by using long-in accounts which are allowed by the employees
- Controlling the information system accessibility by assigning log-in accounts for using the information system and revising the accessibility permissions annually.
- Use the information system through the Company's network or allowed through the VPN only.
- The company's computers utilize the overwork aspect and must allow the MAC address from the systems' supervisors.
- Accessing the Company's computer must have the password.
- Not allowed to move the computers.

2. Managing the information system accessibility

2.1 Users log-in accounts

- The users must use log-in accounts which identifies basic information such as names, surnames, department and length of work.
- The admin must determine whether or not the user has registered before.
- The admin must allow appropriate accessibility according to the responsibilities of the employees.

2.2 Canceling the accounts from the registrar by following the accounts cancellation procedures as follows:

- No longer responsible, such as departments relocation or resigning from work.
- The Human Resource Department has notified the new IT system's manager, admin and will revoke the rights to access as soon as there are resigning cases.

3. Managing Usernames and passwords

3.1 Users must protect and safeguard the accounts' usernames and passwords. Each user must have their own accounts and not be allowed to distribute or others to know.

3.2 All accounts must be separated for each person.

3.3 Assign the standard naming for the users. Each account must be in English and in the case of similar names, the '_' will be used, followed by surnames

3.4 Limit the accounts for group use under the same usernames and only allowed as necessary.

3.5 Incase of group accounts under the same username, the admin must record who uses those accounts and when.

3.6 The user must immediately change the temporary passwords.

3.7 The users must immediately change the passwords as soon as it is known or exposed.

3.8 The users must change their passwords every 90 days.

3.9 The passwords must consist of no less than 8 letters, mixed between alphabets, numbers and special icons.

3.10 The username and password must be kept a secret.

4. Information system protection

4.1 All users are responsible for protecting the information of the Company.

4.2 All users must not disclose any information of the Company to external parties. In the case that such an event occurs, the written forms must be prepared and signed in approval by the supervisors.

Reference link for Information and IT system security : https://sanko.listedcompany.com/code_of_conduct.html

Page number of the reference link : 11-13

Environmental management

The Company has prepared an environmental management plan in accordance with the ISO 14001:2015 Environmental Management System, which has been certified for the ISO14001:2015 Environmental Management System issued on July 15, 2023, and the ISO 45001:2018 Occupational Health and Safety Management System issued on December 1, 2023 from the ISO Certification Institute. This is considered part of the Company's internal control system. Because the monitoring of such systems will involve appointing a working group that must have been trained in the standard system requirements and undergo Internal Audit training to perform duties of monitoring the work of various departments. There will be continuous follow-up meetings to review the work plan and solve problems if any deficiencies are found. In addition, the Company also conducts environmental inspections, such as noise, light, heat in the work area, and air pollution, including the management of various hazardous wastes to be efficient and reduce the amount of resource use to be worthwhile.

1. Effective management of hazardous waste The company has determined to systematically manage the factory, such as separating all types of waste in the factory, both from the production process and from other activities in the factory, into 3 types:

Type 1. General waste (green bin) means waste from nature or waste from general activities that are not contaminated with hazardous chemicals, such as food scraps, vegetables, fruits, plant remains, animal remains, leaves, plastic containers for detergents, plastic wrappers for candy, instant noodle packets, plastic bags stained with food scraps, etc.

Type 2. Recyclable waste (yellow bin) means waste packaging or waste materials that can be reused or recycled, such as glass, paper, plastic, beverage cans, tires, etc.

Type 3 Hazardous waste (red bin) means waste contaminated with toxic substances that must be collected and may cause harm to people or the environment, such as fluorescent lamps, batteries, aluminium scraps, containers used to store chemicals. Spray cans containing paint, etc.

2. Annual work environment inspection in 2024 The company conducted an annual work environment inspection in 2024 on April 27, 2024 by Smile Laboratory Co., Ltd., registration number W-286. The results of the inspection did not find any abnormal or exceeded standards for work activities within the company. This is because the company regularly inspects all types of work areas and machinery to ensure they are in good condition and safe. Therefore, they are not risk factors that cause accidents or leakage of toxic substances.

Human rights

Basic Principles

The company adheres to and follows human rights policies, while striving to operate the business sustainably in accordance with the Universal Declaration of Human Rights (UDHR). The company is confident that it will conduct its business with caution and prudence, ensuring no actions are taken that would violate or impact human rights, either directly or indirectly. This includes the practice and promotion of respect for the fundamental rights of employees, as well as encouraging respect for the rights of others, which helps promote peace in society and happiness in teamwork among employees. This approach aligns with the company’s personnel management principles.

Company Policy Guidelines

1. Respect and comply with laws and human rights principles, treating all individuals equally and with mutual respect, acknowledging all stakeholders involved with the company.
2. Exercise caution and refrain from actions that could violate human rights, either directly or indirectly, towards all stakeholders.
3. Identify and assess risks and potential human rights impacts in business activities in a comprehensive, systematic, and consistent manner across all company operations and the entire value chain. The company will establish guidelines to monitor, audit, and manage these issues appropriately. In case of emergencies, responsibilities should be

promptly reviewed, and appropriate and effective remediation processes should be in place according to principles of fairness and equality.

4. Support and promote human rights issues among all stakeholders in all forms by encouraging participation, respect, and compliance with human rights principles.

5. Communicate, disseminate, and educate all stakeholders, offering support to partners and relevant parties to engage in business while respecting and complying with human rights principles as outlined in this policy.

6. Monitor and ensure respect for human rights, taking immediate action if human rights violations related to the company are identified. Violations should be reported to superiors or submitted through designated channels in accordance with the Whistle Blowing Policy and Procedure.

Safety and occupational health at work

In 2024, the Company continuously develops and improves safety performance to reduce the risk of illness, injury or death and to take care of the quality of life of employees or employees appropriately. The following actions are taken:

<u>1. Monitoring, tracking and measuring important occupational health and safety results in accordance with the law</u>, with the following topics:

1.1 Testing of crane components and equipment in accordance with the law. The Company has conducted 2 annual tests of crane components and equipment in 2024 on January 25, 2024 and July 18, 2024, conducted by D.S.V. Inspection Co., Ltd., registered engineer number 2189/65. The test results show that all cranes are still in good condition and ready for use, including various types of lifting equipment. Safety inspections are also carried out according to the specified periods.

1.2 Testing and inspection of natural gas use sites To renew the license in 2024, the Company has conducted a certification of the natural gas use site for the year 2024 on July 25, 2024 by Hybrid Integration Co., Ltd., registration number F.N.C. 001/2559. The test results of the gas station, pipeline system and accessories are still complete and safe.

1.3 Safety certification of the electrical system for the year 2024 The Company has conducted a safety certification of the electrical system for the year 2024 on October 30, 2024, conducted by Mr. Kasidit Wichitthada, Licensed Engineer No. Pfk.1141. The test results of the electrical system, transformers, power transmission lines, MDB cabinets and accessories are still complete and safe.

1.4 Safety assessment of industrial radiation generators for the year 2024 The Company has conducted a safety assessment of industrial radiation generators for the year 2024 on October 24, 2024, conducted by the National Institute of Nuclear Technology. (Public Organization) The results of the X-Ray system test and related equipment are still in perfect condition and safe.

<u>2. Safety training courses related to the law</u>

The organization recognizes the importance of training employees on safety, occupational health and work environment. This allows employees to gain more knowledge and be able to work safely and strictly comply with occupational health and work environment safety laws. It also reduces operating costs by sending employees to train at external agencies by having employees who meet the qualifications for the course be internal trainers for employees within the organization.

2.1 Safe Forklift Driving Training

2.2 Training for crane operators, crane operators, material handlers, and crane operators. Types of overhead cranes, gantry cranes and other types of stationary cranes and review work involving cranes in accordance with the law.

2.3 Safety officers at the supervisor level, safety officers at the executive level, safety agency service providers

2.4 Safety courses for general employees and new employees according to the Occupational Safety, Health and Work Environment Act B.E. 2554

2.5 First Aid and Basic Life Support Workshop

<u>3. Emergency response preparation plan training In order to prepare for emergency situations</u> that may occur within the organization, it is very important to train employees to gain knowledge and understanding of work related to specific machinery and equipment in order to work correctly, safely and without danger from work, such as fire evacuation training, chemical leakage, gas leakage, etc., so that when an emergency occurs, employees can act to respond to emergency situations correctly to reduce Potential loss of life and property

3.1 Firefighting and evacuation drills for the year 2024

3.2 Emergency response drills for NG gas leaks for the year 2024

3.3 Emergency prevention and suppression drills for furnace explosions for the year 2024

<u>4. Annual Health Checkup</u>

The company conducts annual health checkups for employees and subcontractors, and also has a program for checking based on risk factors in each work area in order to monitor various diseases caused by work that may affect employees and also strictly comply with the law. The inspection was held on November 22, 2024, with a total of 324 people being inspected. The results of this year's inspection did not find any employees at risk of occupational diseases or diseases from the work environment, but there were 5% of employees at risk of NCDs.

Promotion of compliance with the business code of conduct

Promotion for the board of directors, executives, and employees to comply with the business code of conduct	:	Yes

The Company set out the responsibility for the Directors, Managers and all members of staff to acknowledge and follow strictly not voluntary actions and cannot claim that the employees do not know of the indicated practices. All levels of the Executives in the Organization must oversee the issues and considers this as the priority for the subordinates to acknowledge, understand and follow the business ethics and the employee ethics strictly and also sign the contract agreement in all practices.

Reference link for the process of promotion for the board of directors, executives, and employees to comply with the business code of conduct	:	https://sanko-th.listedcompany.com/code_of_conduct.html
Page number of the reference link	:	21

Participation in anti-corruption networks

Participation or declaration of intent to join anti-corruption networks	:	No

Information on material changes and developments in policy and corporate governance system over the past year

Material changes and developments related to the review of policy and guidelines in corporate governance system or board of directors’ charter

In the past year, did the company review the corporate governance policy and guidelines, or board of directors’ charter	:	Yes
Material changes and developments in policy and guidelines over the past year	:	No

There has been an update and review of the information security policy and information systems, which is essential to continuously implement, especially in the digital age where data is a valuable asset. Ensuring data security has become even more critical to prevent data breaches and violations of personal rights.

There has been an additional review of the treatment of different stakeholder groups, specifically regarding the interaction with government agencies or the public sector. The company must have clear guidelines for dealing with government agencies, which include strict compliance with relevant regulations and laws, such as submitting reports, paying taxes, adhering to consumer protection standards, or complying with data protection laws. This also involves managing conflicts of interest, maintaining transparent relationships between the company and government agencies, and avoiding actions that may lead to conflicts of interest or corruption.

There has been a review of the roles and responsibilities of the Chairman of the Board. Reviewing the duties and responsibilities of the Chairman is important because the Chairman plays a key role in determining the direction of management and effectively overseeing the company. This review will help clarify the Chairman's responsibilities even further.

Implementation of the CG Code for listed companies

Implementation of the CG Code as prescribed by the SEC	:	Fully implement

Other corporate governance performance and outcomes

The company has operated in accordance with the principles of good corporate governance, earning The Thai Chamber of Commerce Business Ethics Standard Test Aword for two years, 2023-2024.

This award is organized by the Thai Chamber of Commerce to honor businesses that operate with integrity, transparency, ethics, and social responsibility. It recognizes organizations that stand out as exemplary role models in promoting business ethics.

The Company will continuously improve on other matters, in order to increase the efficiency of the corporate governance and increase the standard of the Company to match the CG Code for the listed companies.

In the past year, the Company had been evaluated by the Thai Institute of Directors (Thai IOD) under the inspection project of 'Corporate Governance Report of Thai Listed Companies 2024: CGR' with the support of the Stock Exchange of Thailand (SET) and achieved 3 stars (Good) And Shareholders evaluation result for the 2024 Annual Shareholders Meeting score – Excellent (4 medals)

Corporate Governance Structure

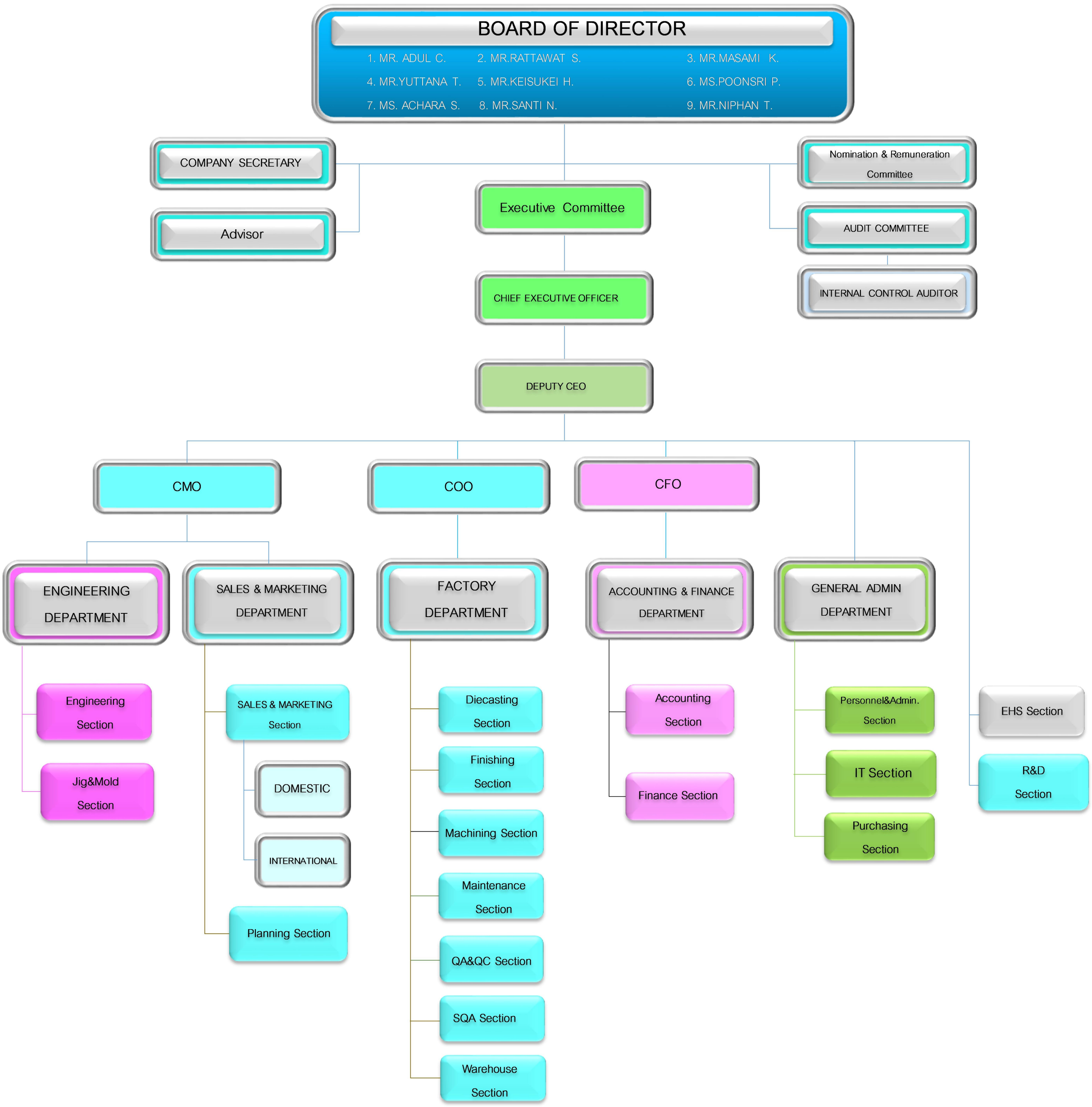
Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure as of date : 31 Mar 2025

Corporate governance structure diagram



Information on the board of directors

Information on the board of directors

Composition of the board of directors

	2024	
	Male (persons)	Female (persons)
Total directors	9	
	7	2
Executive directors	1	
	1	0
Non-executive directors	8	
	6	2
Independent directors	6	
	4	2
Non-executive directors who have no position in independent directors	2	
	2	0

	2024	
	Male (%)	Female (%)
Total directors	100.00	
	77.78	22.22
Executive directors	11.11	
	11.11	0.00
Non-executive directors	88.89	
	66.67	22.22
Independent directors	66.67	
	44.44	22.22
Non-executive directors who have no position in independent directors	22.22	
	22.22	0.00

Additional explanation : Displayed % (percentage) from proportion of total board of directors

	2024	
	Male (years)	Female (years)
Average age of board of directors	62	
	60	67

The information on each director and controlling person

List of the board of directors

List of directors	Position	First appointment date of director	Skills and expertise
1. Mr. Adul Chotinisakorn Gender: Male Age : 65 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn’t Have Legal offenses in the past 5 years : Doesn’t Have DAP course : Yes DCP course : No **Shareholding in the company** • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %)	Chairman of the Board of Directors (Non-executive directors, Independent director) Authorized directors as per the company’s certificate of registration : No Type of director : Existing director	14 May 2020	Economics, Commerce, Negotiation, Leadership, Strategic Management
2. Mr. Rattawat Suksaichol Gender: Male Age : 67 years Highest level of education : Bachelor's degree Study field of the highest level of education : Law Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years : Doesn’t Have DAP course : Yes DCP course : Yes	Director (Executive Directors) Authorized directors as per the company’s certificate of registration : Yes Type of director : Existing director	26 Apr 2011	Governance/ Compliance, Strategic Management, Leadership, Law, Automotive

List of directors	Position	First appointment date of director	Skills and expertise
3. Mr. Masami Katsumoto Gender: Male Age : 75 years Highest level of education : Bachelor's degree Study field of the highest level of education : Engineering Thai nationality : No Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No **Shareholding in the company** • Direct shareholding : 8,980,263 Shares (2.835912 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %)	Director (Non-executive directors) Authorized directors as per the company's certificate of registration : Yes Type of director : Existing director	26 Apr 2011	Automotive, Industrial Materials & Machinery, Engineering, Steel, Design
4. Mr. Keisuke Hamada Gender: Male Age : 47 years Highest level of education : Bachelor's degree Study field of the highest level of education : Comercial Science Thai nationality : No Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No **Shareholding in the company** • Direct shareholding : 3,762,472 Shares (1.188166 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %)	Director (Non-executive directors) Authorized directors as per the company's certificate of registration : Yes Type of director : Existing director	13 Aug 2021	Industrial Materials & Machinery, Steel, Commerce, Electronic Components, Business Administration

List of directors	Position	First appointment date of director	Skills and expertise
5. Mr. Yuttana Taepangthong Gender: Male Age : 51 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No **Shareholding in the company** • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %)	Director (Non-executive directors, Independent director) Authorized directors as per the company's certificate of registration : No Type of director : Continuing director (Full term of directorship and being re-appointed as a director)	8 Aug 2014	Accounting, Finance, Leadership, Strategic Management, Budgeting
6. Mrs. Poonsri Pattamavorakunchai Gender: Female Age : 71 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No **Shareholding in the company** • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %)	Director (Non-executive directors, Independent director) Authorized directors as per the company's certificate of registration : No Type of director : Continuing director (Full term of directorship and being re-appointed as a director)	5 Feb 2015	Accounting, Finance, Business Administration, Steel, Commerce

List of directors	Position	First appointment date of director	Skills and expertise
7. Ms. Achara Suwanpuchai Gender: Female Age : 64 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No **Shareholding in the company** • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %)	Director (Non-executive directors, Independent director) Authorized directors as per the company's certificate of registration : No Type of director : Existing director	10 Nov 2022	Risk Management, Audit, Internal Control, Negotiation, Accounting
8. Mr. Nipan Tungpiruttham Gender: Male Age : 64 years Highest level of education : Bachelor's degree Study field of the highest level of education : Law Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No **Shareholding in the company** • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %)	Director (Non-executive directors, Independent director) Authorized directors as per the company's certificate of registration : No Type of director : Existing director	26 Apr 2010	Internal Control, Strategic Management, Negotiation, Law, Transportation & Logistics

List of directors	Position	First appointment date of director	Skills and expertise
9. Mr. Santi Niamnil Gender: Male Age : 55 years Highest level of education : Bachelor's degree Study field of the highest level of education : Law Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn’t Have Legal offenses in the past 5 years : Doesn’t Have DAP course : Yes DCP course : No **Shareholding in the company** • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %)	Director (Non-executive directors, Independent director) Authorized directors as per the company’s certificate of registration : No Type of director : Continuing director (Full term of directorship and being re-appointed as a director)	26 Apr 2010	Internal Control, Audit, Risk Management, Strategic Management, Law

Additional explanation:
(*) Any offense under the Securities and Exchange Act B.E. 2535 (1992) or the Derivatives Act B.E. 2546 (2003),only in the following cases:
(1) Dishonest act or gross negligence
(2) Disclosure or dissemination of false information or statements that may be misleading or conceal material facts that should be notified, which may affect decision making of shareholders, investors or other parties involved
(3) Unfair acts or exploitation of investors in trading securities or derivatives, or participation in, or support to, such acts.
(**) Shareholdings by persons related to directors or executives as prescribed in Section 59 of the Securities and Exchange Act B.E. 2535 (1992), such as spouses or cohabiting couple (unmarried couples living together openly), minor children, etc.

Diagram of list of the board of directors

BOARD OF DIRECTORS

List of the board of directors by position

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the company's certificate of registration
1. Mr. Adul Chotinisakorn	Chairman of the Board of Directors		✔	✔		
2. Mr. Rattawat Suksaichol	Director	✔				✔
3. Mr. Masami Katsumoto	Director		✔		✔	✔
4. Mr. Keisuke Hamada	Director		✔		✔	✔
5. Mr. Yuttana Taepangthong	Director		✔	✔		
6. Mrs. Poonsri Pattamavorakunchai	Director		✔	✔		
7. Ms. Achara Suwanpuchai	Director		✔	✔		
8. Mr. Nipan Tungpiruttham	Director		✔	✔		
9. Mr. Santi Niamnil	Director		✔	✔		
Total (persons)		1	8	6	2	3

Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Economics	1	11.11
2. Automotive	2	22.22
3. Industrial Materials & Machinery	2	22.22
4. Steel	3	33.33
5. Commerce	3	33.33
6. Transportation & Logistics	1	11.11
7. Electronic Components	1	11.11
8. Law	3	33.33
9. Accounting	3	33.33
10. Finance	2	22.22
11. Negotiation	3	33.33
12. Engineering	1	11.11
13. Design	1	11.11
14. Leadership	3	33.33
15. Strategic Management	5	55.56
16. Risk Management	2	22.22
17. Audit	2	22.22
18. Internal Control	3	33.33
19. Budgeting	1	11.11
20. Governance/ Compliance	1	11.11
21. Business Administration	2	22.22

Information about the other directors

	2024
The chairman of the board and the highest-ranking executive are from the same person	No
The chairman of the board is an independent director	Yes
The chairman of the board and the highest-ranking executive are from the same family	No
Chairman is a member of the executive board or taskforce	No
The company appoints at least one independent director to determine the agenda of the board of directors' meeting	Yes

Additional explanation : (*) Composition of the Board of Directors is calculated from the Board of Directors data in the year 2022 onwards

(**) If a remark is specified, the remark from the most recent year will be displayed

The measures for balancing the power between the board of directors and the Management

The measures for balancing the power between the board of directors and the Management	:	Have
Methods of balancing power between the board of directors and Management	:	Increasing the proportion of independent directors to more than half, Appointing an independent director to jointly consider the agenda of the board of directors' meeting, Others : The Chairman of the Board of Directors is not the same person as the Chief Executive Officer.

Methods of balancing power between the board of directors and Management

1. The board of directors should consist of more than 50 % of independent directors.

The Board of Directors consists of 9 directors, with 3 members of the Audit Committee being independent directors and not executives. There are also 3 directors who are both independent directors and not executives of the company, totaling 6 independent directors, accounting for 66.67 % which is more than a half of the entire committee. It is make a balance, able to give opinions on work and review management's work independently.

2. Appointing an independent director to jointly consider the agenda of the board of directors' meeting.

In setting the meeting agenda for the Board of Director, there will be a chairman of the Board who is an independent director who will jointly set the meeting agenda. and check every meeting agenda for the board of directors.

3. The Chairman of the Board of Directors is not the same person as the Chief Executive Officer.

The Chairman of the Board of Directors was not the same person as the Chief Executive Officer. Able to express opinions independently. There is a balance of power and creating balance of power to perform on management review and independent audit execution. Moreover, the Company had clearly determined scope of responsibilities of the Board of Directors and the Chief Executive Officer. Thus, the Chairman and Managing Director would not have absolute power and would create balance of power in the significant resolution that required the Board or shareholders' resolution.
Moreover, the Board Members or Managing Directors were not allowed to vote or approve on any connected transaction that he / she might have a conflict of interest with the Company or subsidiaries.

Information on the roles and duties of the board of directors

Board charter	:	Have

<u>Scope of Authorities of the Board of Directors</u>

The scope of authority, duties and responsibilities of the Board of Directors as concluded in the 2nd Shareholders Meeting on the 15th December 2009 is as follows;

1) To manage the Company in compliance with laws, objectives, Article of Association, the legalized resolutions passed at shareholders' meeting with honesty, carefulness and protection of the interests of the Company.

2) To appoint the management of the Company from some of directors and / or its executives to take any action as assigned by the Board of Directors and appoint other committee as it determines appropriate

3) To determine the Company's target, policy, business plan and budget, as well as supervise and monitor the management to ensure that they conform the Company's policy.

4) To review and approve policy, direction, strategic, business plan and large investment projects of the company that proposed by management.

5) To monitor the Company's operating performance to ensure ongoing compliance with the plans and budget

6) To consider and approve the significant matters relating to the company or any appropriate operations for the best interest of the Company An exception for the following matters will be made when approved by the shareholders' meeting. In addition, directors cannot approve any transactions that he/she has interests or conflict of interests of any nature with the Company or its subsidiaries.

(A) Subject to laws must be resolved by the shareholders meeting.

(B)The transactions, which directors have interests or conflict of interests under laws or the requirements of the Stock Exchange of Thailand, have required an approval of the shareholders' meeting.

The following matters must be approved by the Board of Directors by majority vote of the directors attending the meeting and the shareholders' meeting by vote of not less than 3 in 4 of the total votes and entitled to vote.

(A) To sell or transfer entire of the business or a significant part to other parties

(B) To acquire or transfer other companies or private company

(C) To change or terminate some or whole of leasing contracts of the Company and assign person to manage the business of the Company or merge with another party with the purpose of sharing profit together.

(D) Any changes in memorandum of association or article of association.

(E) Capital increase or reduce, bond issuing, merger and acquisition or liquidate the company

(F) Any other matters must be approved by the Board of Directors and the Shareholders' Meeting under the securities laws and / or the requirements of the Stock Exchange of Thailand.

Chairman of the Board's responsibilities

1) Responsible for following up and oversee the operation and performance of the Board of Directors effectively and efficiently according to the established goals and regulations of the Company.

2) Ensure the participation of all Directors, including setting a good example both professionally and ethically. Perform the duties under good governance to promote great organizational culture.

3) Organize the meetings with the CEO and the Independent Directors and ensure that various issues relating to the Company had been prioritized appropriately.

4) Organize the meetings with the Board of Directors, oversee the preparation for both invites and agendas related to the meetings so that the Directors can receive the information fully and on time, prior to the meeting.

5) Act as the Chairman of the Board and Chairman of the Shareholders Meetings, as well as guiding the meetings to proceed as regulated and under the agendas given.

6) Allocating sufficient time for the Board of Directors and the management to give the presentation fully, including allowing the Directors to explain the issues concerned in details and also allowing the Board of Directors to voice their opinions freely.

7) In the case of an equal votes in the meeting, the Chairman must provide one more vote to decide as absolute.

8) Promote good relationship between all members of the Board of Directors and to the management team.

9) Follow up and oversee the disclosing of public information according to the laws and regulations, both for the 56-1 One Report and through the Company's website (www.sankothai.net).

Information on subcommittees

Information on subcommittees

Information on roles of subcommittees

Roles of subcommittees

Audit Committee

Role

• Audit of financial statements and internal controls

• Risk management

Scope of authorities, role, and duties

Scope of Authorities of the Audit Committee

1. To review the Company's financial reporting process to ensure that it is accurate and adequate;

2. To review the Company's internal control system and internal audit system to ensure that they are suitable and efficient, to determine an internal audit unit's independence, as well as to approve the appointment, transfer and dismissal of the chief of an internal audit unit or any other unit in charge of an internal audit;

3. To review the Company's compliance with the law on securities and exchange, the Exchange's regulations, and the laws relating to the Company's business;

4. To consider, select and nominate an independent person to be the Company's auditor, and to propose such person's remuneration, as well as to attend a non-management meeting with an auditor at least once a year;

5. To review the Connected Transactions, or the transactions that may lead to conflicts of interests, to ensure that they are in compliance with the laws and the Exchange's regulations, and are reasonable and for the highest benefit of the Company;

6. To prepare, and to disclose in the Company's annual report, an audit committee's report which must be signed by the audit committee's chairman and consist of at least the following information:

- an opinion on the accuracy, completeness and creditability of the Company's financial report,
- an opinion on the adequacy of the Company's internal control system,
- an opinion on the compliance with the law on securities and exchange, the Exchange's regulations, or the laws relating to the Company's business,
- an opinion on the suitability of an auditor,
- an opinion on the transactions that may lead to conflicts of interests,

- the number of the audit committee meetings, and the attendance of such meetings by each committee member,
- an opinion or overview comment received by the audit committee from its performance of duties in accordance with the charter, and
- other transactions which, according to the audit committee's opinion, should be known to the shareholders and general investors, subject to the scope of duties and responsibilities assigned by the Company's board of directors; and

7. To perform any other act as assigned by the Company's board of directors, with the approval of the audit committee.

In its performance of duties under the first paragraph, the audit committee must be directly responsible to the Company's board of directors, while the Company's board of directors shall remain responsible to third parties for the operations of the Company.

Reference link for the charter

https://sanko.listedcompany.com/internal_audit_charter.html

Executive Committee

Role

• Corporate governance
• Sustainability development

Scope of authorities, role, and duties

Authorities and Limitation of the Executive Committee

1. The Executive Committee has the authority in setting the policies, goals, strategies, work procedure and annual budget as designated and also the business activities which must follow the policies, regulations or any other orders by the Board of Directors. Moreover, the Executive Committee is responsible for evaluating, screening, inspecting all issues presented to the Board of Directors for further approval or acknowledgement.
2. The Executive Committee has the power to direct the organizational structure by covering the selection process, trainings, benefits and including the Company's dismissal of the staffs.
3. The Executive Committee may appoint or assign any individual to perform any tasks instead of the Executive Committee as appropriate and that the Executive Committee may cancel, adjust or revise such authorities.

Reference link for the charter

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Nomination and Remuneration Committee

Role

• Director and executive nomination
• Remuneration

Scope of authorities, role, and duties

Scope of Authorities of the Nomination and Remuneration Committee
The Nomination and Compensation Committee performs its duties as assigned by the Board of Directors, with the scope of authority, duties, and responsibilities as follows:

1. Nomination
1) guidelines and policies in nominating Board of Directors and other sub-committee members by considering what would be the appropriate number, structure and composition of members, and outlining necessary directors' qualifications, and proposing these ideas for approval by the Board of Directors and/or Shareholders' Meeting as appropriate.
2) Searching, selecting and proposing appropriate persons to assume the position of the Company's directors whose terms have expired and/or became vacant, including newly appointed director.
3) Executing other tasks related to nominations as assigned by the Board of Directors.
4) Setting guidelines and policies in nominating and evaluating the performance of the Chief Executive officer (CEO) and reporting to the Board of Directors for their consent.

2. Remuneration
1) Preparing guidelines and policies in determining the Board of Directors, other sub-committees' remuneration and Chief Executive Officer, and proposing it to the Board of Directors and/or Shareholders' Meeting for approval as appropriate.
2) Determining necessary and appropriate monetary and non-monetary remuneration, for individual members of the Board of Directors by taking into consideration each director's duties and responsibilities, performance, and comparisons against similar businesses, and the benefits expected in return from each director. The report will be submitted to the Board of Directors for consent and to the Shareholders' Meeting for approval.
3) Taking responsibility to support the Board of Directors and being responsible for explaining and answering any questions regarding the Board of Directors' remuneration in the Shareholders' Meeting.
4) Reporting policies and principles/reasons in determining the remuneration of directors and management according to the SET guidelines by disclosing them in the Company's annual information disclosure (56-1) and annual report.
5) Being responsible for any other tasks related to the remuneration as assigned by the Board of Directors. The management team and other units have to report or present the information relating to the NRC in order to support the operation of the NRC to achieve their assigned tasks.

3. Reports
The Remuneration Committee reports to the Board of Directors.

4. Meetings
1) The Remuneration Committee can arrange or call for a meeting as appropriate at least twice a year and may request for more as necessary. The quorum consists of the Directors of the Remuneration Committee no less than half of the total number of Directors.
2) Every Directors should attend all meetings unless there are circumstances that prevents from attending and should notify the Chairman of the Remuneration Committee in advance.
3) The Chairman of the Remuneration Committee is the Chairman of the meeting. In the case that the Chairman is absent or cannot perform the duty, the directors of the Remuneration Committee must elect one Director as the Chairman of the meeting.
4) The resolution of the Remuneration Committee follows the majority vote. However, the Directors of the Remuneration Committee who has conflicts of interests on any agenda must not participate or vote on those issues.
5) The meeting invitation for the Directors of the Remuneration Committee will be sent out prior to the meeting, unless there is an emergency, the meeting will be notified by other means or arranged for an earlier date and the secretary of the Remuneration will record the meeting minute.
6) The Remuneration Committee may invite relating parties to attend and clarify any issues at the meeting.

Reference link for the charter

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Information on each subcommittee

List of audit committee

List of directors	Position	Appointment date of audit committee member	Skills and expertise
1. Ms. Achara Suwanpuchai Gender: Female Age : 64 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : No	Chairman of the audit committee (Non-executive directors, Independent director) Director type : Existing director	10 Nov 2022	Risk Management, Audit, Internal Control, Negotiation, Accounting
2. Mr. Nipan Tungpirutthamⁿ(*) Gender: Male Age : 64 years Highest level of education : Bachelor's degree Study field of the highest level of education : Law Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes	Member of the audit committee (Non-executive directors, Independent director) Director type : Existing director	26 Apr 2010	Internal Control, Strategic Management, Negotiation, Law, Transportation & Logistics
3. Mr. Santi Niamnil(*) Gender: Male Age : 55 years Highest level of education : Bachelor's degree Study field of the highest level of education : Law Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes	Member of the audit committee (Non-executive directors, Independent director) Director type : Continuing director (Full term of directorship and being re-appointed as a director)	26 Apr 2010	Internal Control, Audit, Risk Management, Strategic Management, Law

Additional explanation :
(*) Directors with expertise in accounting information review

List of executive committee members

List of committee members	Position	Appointment date of executive committee member
1. Mr. Rattawat Suksaichol Gender: Male Age : 67 years Highest level of education : Bachelor's degree Study field of the highest level of education : Law Thai nationality : Yes Residence in Thailand : Yes	The chairman of the executive committee	13 May 2022
2. Mr. Kiattipoom Poomminun Gender: Male Age : 39 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	13 May 2022
3. Mr. Thannithi Thanagijjirawach Gender: Male Age : 52 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	11 May 2023
4. Mr. Anan Tangsuntorntam Gender: Male Age : 50 years Highest level of education : Bachelor's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	13 May 2022

Other Subcommittees

Subcommittee name	Name list	Position
Nomination and Remuneration Committee	Mr. Nipan Tungpiruttham	The chairman of the subcommittee (Independent director)
	Mr. Yuttana Taepangthong	Member of the subcommittee (Independent director)
	Mr. Rattawat Suksaichol	Member of the subcommittee

Information on the executives

Information on the executives

List and positions of the executive

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

List of executives	Position	First appointment date	Skills and expertise
1. Mr. Rattawat Suksaichol Gender: Male Age : 67 years Highest level of education : Bachelor's degree Study field of the highest level of education : Law Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	CHIEF EXECUTIVE OFFICER (The highest-ranking executive)	24 Feb 2016	Governance/ Compliance, Strategic Management, Leadership, Law, Automotive
2. Mr. Kiattipoom Poomminun Gender: Male Age : 39 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Chief Operating Ofiicer/Sale and Marketing Department Manager	1 Nov 2014	Design, Engineering, Marketing, Electronic Components, Automotive
3. Mr. Thannithi Thanagijjirawach(*)(**) Gender: Male Age : 52 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : Yes Accounting supervisor : Yes	Accounting & Finance Controller	1 Sep 2022	Accounting, Finance, Data Analysis, Audit, Budgeting
4. Mr. Anan Tangsuntorntam Gender: Male Age : 50 years Highest level of education : Bachelor's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Engineering Department Manager	1 Jun 2020	Engineering, Design, Steel, Industrial Materials & Machinery, Marketing

List of executives	Position	First appointment date	Skills and expertise
5. Ms. Pinporn Chakijdee Gender: Female Age : 42 years Highest level of education : Bachelor's degree Study field of the highest level of education : Political Science Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	General Administration Manager	21 Apr 2024	Sustainability, Strategic Management, Human Resource Management

Additional Explanation :
(*) Highest responsibility in corporate accounting and finance
(**) Accounting supervisor
(***) Appointed after the fiscal year end of the reporting year

Organization structure diagram of the highest-ranking executive and the next four executives

Organization structure of the highest-ranking executive and the next four executives as of date : 31 Mar 2025

Organization structure diagram of the highest-ranking executive and the next four executives from the top executive

Diagram of the top executive structure and the first 4 executives.

Remuneration policy for executive directors and executives

Remuneration for Chief Executive Officer

The remuneration for the Chief Executive Officer will be evaluated annually according to the policies regulated by the Remuneration Committee both in the short and long terms. For example, remuneration as monthly salary, annual bonus and long-term incentives that must relate with the financial operation and achieving long term strategic goals such as CEO improvement including the business expansion and profit growth.

Remuneration for the Executives

The remuneration for the Executives will be evaluated annually according to the policies regulated by the Remuneration Committee.

Does the board of directors or the remuneration committee have an opinion on the remuneration policy for executive directors and executives	:	No

Remuneration of executive directors and executives

Monetary remuneration of executive directors and executives

	2022	2023	2024
Total remuneration of executive directors and executives (baht)	12,432,731.00	13,453,320.00	14,538,970.00
Total remuneration of executive directors (baht)	0.00	0.00	0.00
Total remuneration of executives (baht)	12,432,731.00	13,453,320.00	14,538,970.00

Monetary Compensation

Executive Commitees

There is no compensation.

Executive Compensation

In 2024, the company paid compensation consisting of salaries and bonuses to 6 executives, totaling 13.7 million baht. This is broken down into 13.03 million baht in salaries and 1.3 million baht in bonuses, which represents 11.7% of the total employee compensation.

Other remunerations of executive directors and executives

	2022	2023	2024
Company's contribution to provident fund for executive directors and executives (Baht)	558,066.00	624,699.00	662,375.00
Employee Stock Ownership Plan (ESOP)	No	No	No
Employee Joint Investment Program (EJIP)	No	No	No

Other Executive Compensation

Executive Commitees

There is no compensation.

Executives

This includes contributions to the provident fund, which the company has established for executives. The company contributes to the provident fund based on years of service, at a rate of 3-6.5% of the salary. In 2024, the company contributed a total of 0.66 million baht to the provident fund for the 6 executives.

Outstanding remuneration or benefits of executive directors and executives

Outstanding remuneration or benefits of executive directors and executives in the past year	:	0.00
Estimated remuneration of executive directors and executives in the current year	:	0.00

Other significant information

Other significant information

Assigned person

List of persons assigned for accounting oversight

General information	Email	Telephone number
1. Mr. Thannithi Thanagijjirawach	ac@sankothai.net	-

List of the company secretary

General information	Email	Telephone number
1. Ms. Naphak Patcharathanadul	sct@sankothai.net	-

List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Ms. Rungwan Saelee	rungwanlee@hotmail.com	-

Head of investor relations

Does the Company have an appointed head of investor relations : Have

List of the head of investor relations

General information	Email	Telephone number
1. Mr. Rattawat Suksaichol	rattawat@sankothai.net	-

Company's auditor

Details of the company’s auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
SIAM TRUTH AUDIT COMPANY LIMITED SAM SEN NOK HUAI KHWANG Bangkok 10310 Telephone number +66 2275 9599,+669 4559 3894	1,710,000.00	-	1. Mr. BUNJONG PICHAYAPRASAT Email: bunjong@siamtruth.com License number: 7147

Assigned personnel in case of a foreign company

Does the company have any individual assigned to be representatives in Thailand : No

Performance Report on Corporate Governance

Information about the summary of duty performance of the board of directors over the past

Selection, development and evaluation of duty performance of the board of directors

Information about the selection of the board of directors

List of directors whose terms have ended and have been reappointed

List of directors	Position	First appointment date of director	Skills and expertise
Mr. Yuttana Taepangthong	Director	8 Aug 2014	Accounting, Finance, Leadership, Strategic Management, Budgeting
Mrs. Poonsri Pattamavorakunchai	Director	5 Feb 2015	Accounting, Finance, Business Administration, Steel, Commerce
Mr. Santi Niamnil	Director	26 Apr 2010	Internal Control, Audit, Risk Management, Strategic Management, Law

Selection of independent directors

Criteria for selecting independent directors

Independent Director

The Definition of Independent Directors

"Independent Director" is the person who has no relation at all to the management of the company and/or the operation of the Company's business. This person is independent from major shareholders and from Company's executives, including the close relatives of the said people and can express their opinions freely by considering the benefits of the Company and of the Shareholders first.

Qualifications of Independent Directors

1. Must be a person with qualifications that does not violate the rules, regulations and any other applicable laws.
2. Holding shares not exceeding 1% of the total number of shares with voting rights of the Company, its parent company, subsidiary company, associate company, or juristic persons which may have conflicts of interests by counting also the shares of relating persons.
3. Neither being nor used to be an executive director, employee, staff, advisor who receives salary, or controlling person of the Company, its parent company, subsidiary company, associate company, same-level subsidiary company, major shareholder or controlling person, unless the foregoing status has ended not less than 2 years before the appointment date.
4. Not being a person related by blood or legal registration as father, mother, spouse, sibling, and child, including spouse of child, executive, major shareholder, controlling person, or person to be nominated as executive or controlling person of the Company or its subsidiary company.
5. Neither having nor used to have a business relationship with the Company, its parent company, subsidiary company, associate company, major shareholder or controlling person, in the manner which may interfere with his independent judgment, and neither being nor used to be a significant shareholder or controlling person of any person having a business relationship with the Company, its parent company, subsidiary company, associate company, major shareholder or controlling person, unless the foregoing relationship has ended not less than 2 years before the appointment date.

6. Neither being nor used to be an auditor of the Company, its parent company, subsidiary company, associate company, major shareholder or controlling person, and not being a significant shareholder, controlling person, or partner of an audit firm which employs auditors of the Company. , its parent company, subsidiary company, associate company, major shareholder or controlling person, unless the foregoing relationship has ended not less than 2 years before the appointment date.

7. Neither being nor used to be a provider of any professional services including those as legal advisor or financial advisor who receives service fees exceeding 2 million baht per year from the Company, its parent company, subsidiary company, associate company, or juristic persons which may have conflict of interests, and not being a significant shareholder, controlling person or partner of the provider of professional services, unless the foregoing relationship has ended not less than 2 years before the appointment date.

8. Not being a director appointed as representative of directors of the Company, major shareholder or shareholder who is related to a major shareholder of the Company.

9. Not having any other characteristics which cause the inability to express independent opinions with regard to the Company's business operations.

10. Not undertaking any business in the same nature and in competition to the business of the Company or its subsidiary company or not being a significant partner in a partnership or being an executive director, employee, staff, advisor who receives salary or holding shares exceeding 1% of the total number of shares with voting rights of other company which undertakes business in the same nature and in competition to the business of the Company or its subsidiary company.

11. Independent Directors must immediately notify the Board of the Directors in any situation which may jeopardize their qualifications as the Independent Director of the Company

Once the Independent Directors have been appointed as per the above qualifications, the independent director may be assigned by the Board of Directors to take part in the business decision of the Company, its parent company, subsidiary company, associate company, same level subsidiary company, with juristic persons who may have conflict of interests, provided that such decision shall be in the form of collective decision..

Business or professional relationships of independent directors over the past year

Business or professional relationships of independent directors over the past year	:	No

Selection of directors and the highest-ranking executive

Method for selecting directors and the highest-ranking executive

Method for selecting persons to be appointed as directors through the nomination committee	:	Yes
Method for selecting persons to be appointed as the highest-ranking executive through the nomination committee	:	Yes

Number of directors from major shareholders

Number of directors from each group of major shareholders over the past year (persons)	:	2

Rights of minority shareholders on director appointment

Retail investors have the right to propose suitable candidates to serve as directors of the company, in accordance with the regulations and rules of the Stock Exchange of Thailand, as well as the company’s relevant regulations. The company acknowledges the importance of all shareholders and provides an opportunity for all shareholder groups, including retail investors, to express their opinions and propose director candidates at the Annual General Meeting of Shareholders in 2025.

The company promotes the adherence to good corporate governance principles and the protection of shareholder rights. Shareholders are allowed to propose meeting agendas and nominate candidates for election as directors in advance, following the company’s procedures.

Shareholders who wish to propose candidates can do so from November 15, 2024, to December 31, 2024, via the channels specified by the company. Details and criteria for nominating directors are available on the company’s website at www.sankothai.net under the section "Investor Relations > Shareholder Information > Shareholders’ Meeting."

Method of director appointment : Others : Method whereby each director requires approval votes more than 2/3 of the votes of attending shareholders with voting rights

Information on the development of directors

Development of directors over the past year

Details of the development of directors over the past year

List of directors	Participation in training in the past financial year	History of training participation
1. Mr. Adul Chotinisakorn (Chairman of the Board of Directors)	Non-participating	-
2. Mr. Rattawat Suksaichol (Director)	Participating	-
3. Mr. Masami Katsumoto (Director)	Non-participating	-
4. Mr. Keisuke Hamada (Director)	Non-participating	-
5. Mr. Yuttana Taepangthong (Director)	Non-participating	-
6. Mrs. Poonsri Pattamavorakunchai (Director)	Non-participating	-
7. Ms. Achara Suwanpuchai (Director)	Non-participating	-
8. Mr. Nipan Tungpiruttham (Director)	Non-participating	-
9. Mr. Santi Niamnil (Director)	Non-participating	-

Information on the evaluation of duty performance of directors

Criteria for evaluating the duty performance of the board of directors

Committee's performance Evaluation

The company's performance is aimed to be evaluated annually in order to bring its useful result in improving the committee and the subcommittees' performance in various aspects that leads to encourage the effectiveness of the committee's performance monitor.

The Board of Directors

To comply with the laws and regulations Securities and Exchange Act, for the year 2024, Self- Evaluation is fully used; and the 4 subjects are as follow

1. Board structure and qualifications are appropriate and allow the Directors to work effectively
2. Board meeting are carried out so that Directors can participate in the meeting effectively
3. Roles, duties and responsibilities of the Board. The Board greatly emphasizes on providing sufficient period of time to evaluate all important matters.

4. Others aspects,

There are 29 sub categories for the total of 100%

The Audit Committee

To comply with the laws and regulations Securities and Exchange Act, for the year 2024, Self- Evaluation is fully used; and the 3 subjects are as follow

1. The committee's structure and qualification is suitable for productive work
2. The committee take action in these jobs which leads to efficient performance in the meeting
3. The committee's role duty and responsibility is focusing on taking action in these aspects.

There are 20 sub-categories for the total of 100%

The Nomination and Remuneration Committee

To comply with the laws and regulations Securities and Exchange Act, for the year 2024, Self- Evaluation is fully used; and the 3 subjects are as follow

1. The committee's structure and qualification is suitable for productive work
2. The committee take action in these jobs which leads to efficient performance in the meeting
3. The committee's role duty and responsibility is focusing on taking action in these aspects.

There are 19 sub-categories for the total of 100%

Evaluation of the duty performance of the board of directors over the past year

for the self-assessment by the Board of Directors and the average score is 85.73 % (Good).
for the self-assessment by the Audit Committee and the average score is 87.33 % (Good).
for the self-assessment by the Nomination and Remuneration Committee and the average score is 92.11 % (Excellence).

Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : Yes

Information on meeting attendance and remuneration payment to each board member

Meeting attendance and remuneration payment to each board member

Meeting attendance of the board of directors

Meeting attendance of the board of directors

Number of the board of directors meeting over the past year (times) : 4

Date of AGM meeting : 29 Apr 2024

EGM meeting : No

Details of the board of directors' meeting attendance

List of directors	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
1. Mr. Adul Chotinisakorn (Chairman of the Board of Directors, Independent director)	4	/	4	1	/	1	N/A	/	N/A
2. Mr. Rattawat Suksaichol (Director)	4	/	4	1	/	1	N/A	/	N/A

List of directors	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
3. Mr. Masami Katsumoto (Director)	4	/	4	1	/	1	N/A	/	N/A
4. Mr. Keisuke Hamada (Director)	4	/	4	1	/	1	N/A	/	N/A
5. Mr. Yuttana Taepangthong (Director, Independent director)	3	/	4	1	/	1	N/A	/	N/A
6. Mrs. Poonsri Pattamavorakunchai (Director, Independent director)	3	/	4	1	/	1	N/A	/	N/A
7. Ms. Achara Suwanpuchai (Director, Independent director)	4	/	4	1	/	1	N/A	/	N/A
8. Mr. Nipan Tungpiruttham (Director, Independent director)	3	/	4	1	/	1	N/A	/	N/A
9. Mr. Santi Niamnil (Director, Independent director)	4	/	4	1	/	1	N/A	/	N/A

Detailed justification for the Company director's non-attendance at the Board of Directors' meeting

Stuck with urgent and sudden mission.

Remuneration of the board of directors

Types of remuneration of the board of directors

Payment of remuneration

1. Monetary remuneration - Details as per table
2. Non – monetary Remuneration/ Other benefits - No additional compensation

Remuneration of the board of directors

Details of the remuneration of each director over the past year

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
1. Mr. Adul Chotinisakorn (Chairman of the Board of Directors)			**160,000.00**		**N/A**
Board of Directors	160,000.00	0.00	160,000.00	No	
2. Mr. Rattawat Suksaichol (Director)			**74,000.00**		**N/A**
Board of Directors	60,000.00	0.00	60,000.00	No	
Executive Committee	0.00	0.00	0.00	No	
Nomination and Remuneration Committee	14,000.00	0.00	14,000.00	No	
3. Mr. Masami Katsumoto (Director)			**60,000.00**		**N/A**
Board of Directors	60,000.00	0.00	60,000.00	No	
4. Mr. Keisuke Hamada (Director)			**60,000.00**		**N/A**
Board of Directors	60,000.00	0.00	60,000.00	No	
5. Mr. Yuttana Taepangthong (Director)			**62,000.00**		**N/A**
Board of Directors	48,000.00	0.00	48,000.00	No	
Nomination and Remuneration Committee	14,000.00	0.00	14,000.00	No	
6. Mrs. Poonsri Pattamavorakunchai (Director)			**48,000.00**		**N/A**
Board of Directors	48,000.00	0.00	48,000.00	No	
7. Ms. Achara Suwanpuchai (Director)			**138,000.00**		**N/A**

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Board of Directors	60,000.00	0.00	60,000.00	No	
Audit Committee	78,000.00	0.00	78,000.00	No	
8. Mr. Nipan Tungpiruttham (Director)			**120,500.00**		**N/A**
Board of Directors	48,000.00	0.00	48,000.00	No	
Audit Committee	58,500.00	0.00	58,500.00	No	
Nomination and Remuneration Committee	14,000.00	0.00	14,000.00	No	
9. Mr. Santi Niamnil (Director)			**138,000.00**		**N/A**
Board of Directors	60,000.00	0.00	60,000.00	No	
Audit Committee	78,000.00	0.00	78,000.00	No	
10. Mr. Kiattipoom Poomminun (Member of the executive committee)			**0.00**		**N/A**
Executive Committee	0.00	0.00	0.00	No	
11. Mr. Thannithi Thanagijjirawach (Member of the executive committee)			**0.00**		**N/A**
Executive Committee	0.00	0.00	0.00	No	
12. Mr. Anan Tangsuntorntam (Member of the executive committee)			**0.00**		**N/A**
Executive Committee	0.00	0.00	0.00	No	

Summary of the remuneration of each committee over the past year

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
1. Board of Directors	604,000.00	0.00	604,000.00
2. Audit Committee	214,500.00	0.00	214,500.00
3. Executive Committee	0.00	0.00	0.00
4. Nomination and Remuneration Committee	42,000.00	0.00	42,000.00

Summary of the remuneration of the board of directors

	2024
Meeting allowance (Baht)	860,500.00
Other monetary remuneration (Baht)	0.00
Total (Baht)	860,500.00

Remunerations or benefits pending payment to the board of directors

Remunerations or benefits pending payment to the board of directors over the past year (Baht) : 0.00

Information on corporate governance of subsidiaries and associated companies

Corporate governance of subsidiaries and associated companies

Mechanism for overseeing subsidiaries and associated companies

Does the Company have subsidiaries and associated companies : No

Mechanism for overseeing subsidiaries and associated companies : No / In progress

Information on the monitoring of compliance with corporate governance policy and guidelines

The monitoring of compliance with corporate governance policy and guidelines

Prevention of conflicts of interest

Operations for conflict of interest prevention over the past year

Has the company operated in preventing conflicts of interest over the past year : Yes

Conflicts of interests

The Company does not allow the Directors, Executives and the staffs to abuse the power for their personal gains and have laid out the regulations as follows;

1. The Board of Directors, the Audit Committee and the Executives must consider the conflicts of interests for certain transactions that me related, following the requirements of the stock exchange cautiously, accurately, honestly, within reasons and is independent under the principle of good business ethics by prioritizing the benefits of the Company at its core. This is to make sure that the said transactions are reasonable and is for the benefits of the Company and that the stakeholders have no involvement in the said transactions.99

2. Not performing any actions that are on the contrary to the Company's benefits such as obstructing the benefits of the Company or acquiring portions of the Company's benefits.

3. Not performing any actions that may compete with the Company's business.

4. Avoid self-related transactions that may cause a conflict of interest with the Company's benefits.

5. In the case that certain transactions must be executed, for the benefits of the Company, proceed with the transaction as if dealing with an outside party with written trade contracts as per usual without influences from the position of the Director, Executive or relating individuals and also following the regulations of the Stock Exchange of Thailand and the Securities and Exchange Commission for disclosing the information of the said transaction.

6. The Directors, Executives, staffs and the Company's employees, including the spouses and the children of the said persons are forbidden from seeking personal gains from the Company's business operations for example, performing any actions to sell the goods or services to the Company. If such actions occur, there must be written documents to notify the said actions in all cases.

In the past year, there is no case of conflict of interest

Number of cases or issues related to conflict of interest

	2022	2023	2024
Total number of cases or issues related to conflict of interest (cases)	0	0	0

Prevention of the use of inside information to seek benefits

Operations for prevention of the use of inside information to seek benefits over the past year

Has the company operated in preventing the use of inside information to seek benefits over the past year : Yes

Usage of internal information for personal gains

Trading the Company's stocks and usage of the internal information

All information that may affect the Company's asset values or information that, when disclosed to the public, may cause damages to the Company's reputation or place the Company at the disadvantage, is considered significant and confidential information. Therefore, the preparation, protection or the disclosure of the information must be carried out appropriately, by considering the effects to the stakeholders as a whole and following the indicated laws and regulations and not using such information for personal gains or for other parties as follows;

1. The Company forbids the Directors, Executives, and the staffs including their spouses and under age children from buying or selling the Company's assets within 1 month before the disclosure of the financial statement or the Company's status including other confidential information and must wait for at least 24 hours after the information has been revealed to the public before buying or selling the Company's assets.

2. The Directors, Executives, and the staffs including their spouses and under age children are not allowed to use the Company's internal information that may affect the price of the Company's assets that have not been disclosed to the public in order to trade, offer to buy, trade or persuade other parties to trade into the assets of the Company both directly or indirectly before such information is revealed to the public and achieve their personal gains. Those who violate the regulations will receive disciplinary actions by the Company.

3. The Directors, Executives, and the staffs are not allow to reveal the confidential and/or internal information of the Company in order to seek personal gains of for the benefits of the other parties both directly or indirectly and whether or not they will be compensated.

4. Must protect the benefits and the confidential information of the Company and the customers. Do not reveal the confidential information of the Company to the public especially to the competitors, even though one is no longer a Director, Executive of the staff of the Company.

In the past year, no evidence had been found that the Directors or Executives had traded Company stocks in the given time. The Company had introduced electronical system to improve the efficiency of the report for the Directors, Executives and for the members of staff.

Number of cases or issues related to the use of inside information to seek benefits

	2022	2023	2024

	2022	2023	2024
Total number of cases or issues related to the use of inside information to seek benefits (cases)	0	0	0

Anti-corruption action

Operations in anti-corruption in the past year

Has the company operated in anti-corruption over the past year : Yes

Form of operations in anti-corruption : Review of appropriateness in anti-corruption, The participation in anti-corruption projects, Assessment and identification of corruption risk, Communication and training for employees on anti-corruption policy and guidelines, The monitoring of the evaluation of compliance with the anti-corruption policy, Review of the completeness and adequacy of the process by the Audit Committee or auditor

Anti-Corruption

Sanko Diecasting (Thailand) Public Company Limited aims to operate its businesses by upholding the responsibility to all parties involved. The Company had joined with the "Collective Action Coalition Against Corruption" in order to show its determination in fighting against all forms of corruption. The Company has appropriate policies to direct the responsibilities, guidelines and regulations for the business operation in order to prevent all forms of corruption involving with the Company's business activities and to help deciding and operating the businesses with high risk factors. Therefore, the Company had prepared the "Anti-Corruption Policy" manual to act as clear guidelines when conducting businesses and lead the Organization to sustainable growth. As a result, the Board of Directors, the Executives and the staff including the parties involved must strictly operate the businesses according to the Anti-Corruption Policy.

Anti-corruption Policy

The Directors, Executives and the Company's staffs are forbidden from initiating or accepting any forms of corruption both directly and indirectly by covering all of the Company's business in all countries and all relating organizations. The anti-corruption policy will be frequently inspected, followed and will also be revised to better suit the changing nature of the economy, politics and the business society including the rules, regulations and the terms indicated by the laws.

Responsibilities

1. The Board of the Directors is responsible for setting up the policies and provide adequate and efficient anti-corruption support system, so that the management is aware of the importance of the anti-corruption policy and further develop into the Organizational culture.
2. The audit committee is responsible for inspecting the financial and accounting report system, internal control system, internal audit system and other procedures relating to the anti-corruption measures so that the system runs efficiently and according to the standards.
3. The Executives are responsible for setting up and support the system for the anti-corruption policy in order to communicate with the staffs and all relating personnel, including revising the suitability of the system and all protocols to better adapt with the change in the business, regulations and the laws.
4. The internal audit committee is responsible for inspecting and following up with the practice so that the procedures are carried out according to the policy, guidelines, regulations and the laws of the management, in order to be confident with the appropriate control system to prevent the corruption and report directly to the audit committee.

Procedure Guidelines

1. The Board of Directors, Executives and all levels of the Company's staffs must follow the anti-corruption policy and the Company's ethics by not involving themselves with corruption both directly and indirectly.

2. The Company's staffs must not ignore or neglect any corruptions that involve the Company. The staffs must report the incident to the person in command or any responsible personnel and fully cooperate with the investigation. If there are any questions or inquiries, consult with the person in command or the responsible person regarding the Company's ethics through the various channels provided by the Company.

3. The Company will protect the staffs who refuses the corruptions or reports the corruptions which relates to the Company by undergoing the whistle blower protection measures or the staffs who cooperate with the Company in reporting the incident, as indicated under the whistle blower policy. 4. Staffs who engage in corruption are considered violating the Company's ethics and will receive disciplinary actions as indicated by the Company. Furthermore, they may face legal charges if the said action is against the law.

5. The Company is aware of the importance of the disclosure and the communication between the trade partners and all of the Company's stakeholders or those who may affect the Company, regarding the practice of the anti-corruption policy.

6. The Company strives to create and safeguard the Organizational culture that rejects corruptions either to the private sector or to the public sector.

Terms of Procedures

1. Any actions following the anti-corruption policy must follow the guidelines as indicated in the Company's ethic manual, regulations and all Company relating guidelines including any other guidelines that may be introduced further by the Company.

2. For the sake of transparency regarding corruption incidents with high risks, the Board of the Directors, Executives and the Company's staffs at all levels must proceed with caution in the following issues;

2.1 Gifts - Meals and any expenses for giving presents or receiving of gifts must be in accordance with the Company's ethic and the policy regarding giving gifts, assets and any other Company's benefits.

2.2 Donations or sponsors – Giving or receiving donations or sponsors must be transparent and under the law by making sure that the donation or sponsoring money is not used as an excuse for bribery.

2.3 Business relation and subcontracting with the public sector, trade partners, clients or any parties relating to the Company - Must not give or accept any forms of bribery. The business operation and the communication with all parties relating to those organizations must proceed transparently, honestly and under the law.

In the past year, no evidence had been found that the Directors, Executives or members of staffs had been involved in any corruptions or any illegal activities against the regulations of the Company.

Number of cases or issues related to corruption

	2022	2023	2024
Total number of cases or issues related to corruption (cases)	0	0	0

Whistleblowing

Operations related to whistleblowing over the past year

Has the company implemented whistleblowing procedures over the past year : No / In progress

Complaints and Advices

The Board of Directors provides the staffs and the stakeholders to have access to multiple channels for suggestions, opinions, complaints or any leads seen in any events or actions which may affect the violation of laws, regulations and/or in conflict with the morals and ethics that could cause the damage to the Company. By the Company sets the guidelines to be acknowledged as follows; The Chairman of the Board of the Audit Committee Sanko Diecasting (Thailand) Public Company Limited 3/14 M.2, T. Nong Bua, A. Ban Kai, Rayong, 21120 or through the Company's website: www.sankothai.net/investor

The Chairman of the Board or the Audit Committee will receive the information directly by keeping them confidential in order to protect the stakeholders and the witness and will carry on the procedure fairly by referring to the information received and prove it to further handle the situation.

Complememt Process when recieves complaint

1. Gather all the evidence regarding the violation

The complaint recipient will proceed with gathering the information regarding the violation of the ethics personally or assigns appropriate personnel to carry out the process.

2. Information processing and filtering

The complaint recipient will file the complaint, investigate the case within 7 working days since the day of complaints in order to find appropriate solutions to each case which may involve;

- Report to authorized personnel in order to deal with the issues case by case.
- Report the information to the Audit Committee/auditors to investigate further and process and filter the information.

3. Assign proceeding measures

The personnel responsible for 2. must indicate the measures to stop the violations of the ethics and compensate the damages to those affected by considering the damages as a whole.

If the appellant is not satisfied with the procedures to stop the complaints, he/she may appeal within 7 days since procedures have started.

4. Result Reports

The person receiving the complaints is responsible for notifying the appellant of the result according to (3) if the appellant reveals his/her identity

In the case of an emergency, report directly to the Chairman of the Board and/or to the Board of Directors. .For example, issues that affect the reputation, images or the financial status of the Company or in conflicts of the Company's business operation or to the high level Executives.

<u>Whistle blowers protection policy</u>

The Company has the whistle blower's protection measures as follows;

1. The whistle blower may choose to not reveal themselves, if they deem that by revealing themselves will lead to danger or any damages. However, if they choose to reveal themselves, the Organization can report the progress and the information faster and more convenient.

2. The complaint recipient will keep the related information confidential and will reveal only as necessary by considering the safety and the damages to the whistle blowers, the sources of the information and the relating parties. The whistle blower protection measures will protect those who cooperated and will be guaranteed by the Company to not have their employment terminated, or received disciplinary actions that may negatively affect the staffs in any way.

3. In the case that the whistle blower feels that they are not safe or may be in danger, the whistle blower may request the Company for an appropriate protection measures or the Company may provide protection measures without the request of the whistle blowers if the issue has the possibility to cause discomfort or harm.

However, in 2024, there were no cases of complaints or leads regarding the corruption to the audit committee.

Number of cases or issues related to whistleblowing

	2022	2023	2024
Total number of cases or issues received through whistleblowing channels (cases)	0	0	0

The monitoring of compliance with other corporate governance policy and guidelines

The company emphasizes on good corporate governance; therefore, the involved policy and guide lines are included in the company's good corporate governance and code of ethics. Also, the company encourages the utilization of these policy and guidelines as a method to provoke the shareholders' reliance. In the past year, the company did follow up good corporate governance including 1) equal employee treatment 2) anti unfair competition 3) better environment, hygiene and safety 4) safety of information communication. As a result, all aspects have been done completely.

Information on report on the results of duty performance of the audit committee in the past year

Meeting attendance of audit committee

Meeting attendance of audit committee (times) : 4

List of Directors	Meeting attendance of audit committee		
	Meeting attendance (times)	/	Meeting attendance rights (times)
1 Ms. Achara Suwanpuchai (Chairman of the audit committee)	4	/	4
2 Mr. Nipan Tungpiruttham (Member of the audit committee)	4	/	4
3 Mr. Santi Niamnil (Member of the audit committee)	4	/	4

The results of duty performance of the audit committee

The 3 members of the Audit Committee of Sanko Diecasting (Thailand) Public Company Limited are independent directors, whose qualifications are in accordance with the requirements and good practices of the Stock Exchange of Thailand. Presently, the Audit committee of the company consists of;

1. Ms. Achara Suwanpuchai Chairman of the Audit committee,
2. Mr. Santi Niamnil Audit Committee
3. Mr. Nipan Tungpiruhatum Audit Committee , and

Mr. Thannithi Thanagijjirawach, as the secretary to the Audit committee.

The Audit Committee has performed its duties within the scope, responsibilities, and mandates assigned by the Company's Board of Directors, in accordance with the regulations of the Stock Exchange of Thailand. During the fiscal year 2024, the Audit Committee held a total of 4 meetings, and as of the date of this report in 2025, one additional meeting has been held, bringing the total to 5 meetings. These meetings were attended by management, external auditors, and internal auditors as appropriate. The key points discussed are summarized as follows:

1. Review of Quarterly and Annual Financial Statements for 2024: The Audit Committee met with the external auditors and the Company's management to review the accuracy and completeness of the financial statements, the adequacy of disclosures, accounting policies, and observations from the audit and review of the financial statements. The Audit Committee concluded that the financial statements were prepared in accordance with accounting standards, were materially accurate, and provided sufficient disclosures in compliance with relevant regulations and laws.

2. Review of Internal Control Systems: The Audit Committee assessed the adequacy, appropriateness, and effectiveness of the internal control systems to ensure they support the achievement of the Company's objectives. The review was conducted in collaboration with the external and internal auditors, and no material weaknesses or deficiencies were identified. The Company's assets were adequately safeguarded, and information was disclosed accurately, completely, and reliably. The internal control systems were also evaluated in accordance with the guidelines set by the Securities and Exchange Commission. Both the external and internal auditors agreed that the Company has a robust internal control system that is continuously improving. The Audit Committee concurred with their assessments.

3. Review of Internal Audit Processes: The Audit Committee reviewed the internal audit processes, including planning, reporting, and follow-up on recommendations made by T-Group Advisor Co., Ltd., the Company's internal auditor. The goal was to enhance efficiency and effectiveness. The Audit Committee approved the annual internal audit plan, which was aligned with the Company's risk profile. The Audit Committee concluded that the Company's internal audit system is adequate, appropriate, and effective, in line with international standards.

4. Compliance with Securities Laws and Regulations: The Audit Committee reviewed the Company's compliance with the Securities and Exchange Act, the regulations of the Stock Exchange of Thailand, and other relevant laws. The Audit Committee found no material issues regarding non-compliance with laws, regulations, or obligations to external parties.

5. Review of Risk Management Systems: The Audit Committee reviewed the risk management systems to ensure they are integrated with the internal control systems and effectively manage risks across the Company. The review included an examination of risk policies, risk factors, risk management approaches, and the progress of risk management activities.

The Audit Committee concluded that the Company places significant importance on risk management. Management regularly assesses risks that could materially impact the Company's business, both from internal and external factors. The Company has established a risk management working group responsible for this function and has defined a seven-step risk management process:

1) Objective setting
2) Risk identification

3) Risk assessment
4) Control assessment
5) Risk management
6) Reporting
7) Monitoring, evaluation, and review. A risk management manual has been developed to guide these activities.

6. Review of Related Party Transactions and Conflict of Interest: The Audit Committee reviewed related party transactions and potential conflicts of interest, as well as the disclosure of such transactions, in accordance with the regulations of the Stock Exchange of Thailand and the Securities and Exchange Commission. The external auditors confirmed that all material related party transactions had been properly disclosed in the financial statements and accompanying notes. The Audit Committee agreed with the external auditors' assessment and concluded that the transactions were reasonable, in the best interest of the Company, and had been disclosed accurately and completely.

7. Selection and Appointment of External Auditors for 2024: The Audit Committee considered the appointment and remuneration of the external auditors for 2024, to be proposed to the Board of Directors for approval at the 2024 Annual General Meeting of Shareholders. After reviewing the performance, independence, and appropriateness of the remuneration, the Audit Committee recommended the appointment of Dr. Sirada Jarutkanont (License No. 6995), Mr. Banjong Pichyaprasat (License No. 7147), Ms. Korpreeya Sunphiphatsakul (License No. 10001), or Mr. Kraisit Sinlapamongkol (License No. 9429) of Siam Truth Audit Co., Ltd. as the Company's external auditors for 2024, with a total remuneration of 1,710,000 Baht (One Million Seven Hundred Ten Thousand Baht). The Audit Committee's rationale for the recommendation is as follows:

• The external auditors have demonstrated professional competence and provided valuable recommendations regarding internal controls and risk management.
• The proposed remuneration is appropriate.
• The external auditors have no relationship with the Company that could compromise their independence.

The Audit Committee has performed its duties diligently, independently, and with transparency, always acting in the best interest of the Company as outlined in its charter. The Audit Committee, approved by the Board of Directors, believes that the Company has prepared its financial reports accurately, has effective internal control and risk management systems, complies with laws and regulations, properly discloses related party transactions, and adheres to good corporate governance practices. The Company continuously improves its operational systems to maintain high quality and adapt to the changing business environment.

Information on summary of the results of duty performance of subcommittees

Meeting attendance and the results of duty performance of subcommittees

Meeting attendance of Executive Committee

Meeting Executive Committee (times) : 12

List of Directors	Meeting attendance of Executive Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. Rattawat Suksaichol (The chairman of the executive committee)	12	/	12
2 Mr. Kiattipoom Poomminun (Member of the executive committee)	12	/	12
3 Mr. Thannithi Thanagijjirawach (Member of the executive committee)	12	/	12
4 Mr. Anan Tangsuntorntam (Member of the executive committee)	12	/	12

The results of duty performance of Executive Committee

The Executive Committee consists of the Chief Executive Officer by position and the top three highest-ranking executives of the company, as approved by the Board of Directors. The committee meets at least once a month to review and monitor the management of various company operations to present reports to the Board of Directors according to the delegation of authority. The members of the Executive Committee are as follows:

- **Chairman of the Executive Committee:**
  Mr. Rattawat Suksaichol, Chief Executive Officer by position Executive
- **Committee Members:**
  Mr. Kiattipoom Poomminun, Chief Sales and Marketing Officer
  Mr. Thannithi Thanagijjirawach, Chief Financial Officer
  Mr. Anan Tangsuntorntam, Factory Manager
- **Secretary to the Committee:**
  Ms. Pinpon Chakijdee, General Administration Manager

The Executive Committee carries out various activities to establish policies, goals, strategies, operational plans, and annual budgets, all of which align with the company's business objectives. In managing the company's operations, the committee ensures that its actions are consistent with the policies, regulations, or guidelines set by the Board of Directors. Additionally, the Executive Committee reviews, filters, and monitors various matters to be presented to the Board of Directors for approval or further consideration. The committee also defines the organizational structure and management practices to ensure efficiency, covering areas such as employee selection, training, welfare, hiring, and termination.

Meeting attendance of Nomination and Remuneration Committee

Meeting Nomination and Remuneration Committee (times) : 2

List of Directors	Meeting attendance of Nomination and Remuneration Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. Nipan Tungpirutham (The chairman of the subcommittee)	2	/	2
2 Mr. Yuttana Taepangthong (Member of the subcommittee)	2	/	2
3 Mr. Rattawat Suksaichol (Member of the subcommittee)	2	/	2

The results of duty performance of Nomination and Remuneration Committee

The Nomination and Remuneration Committee had acted according to the regulation and responsibilities as entailed by the Board of Directors which follows the regulations by the Stock Exchange of Thailand. In the past accounting year of 2024, there were 2 Nomination and Remuneration Committee meeting and one more time on the day of the report for the total of 3 times with the summary as follows;

- **Electing new candidates to replace the previous directors who must retire by rotation**

<u>Electing new candidates to replace the previous directors who must retire by rotation</u>

The Nomination and Remuneration Committee had elected the individuals

The Nomination and Remuneration Committee is responsible for selecting the candidates to replace the directors who retire by rotation. In 2025, the 3 directors who retired by rotation are 1. Mr. Masami Katsumoto 2. Mr. Keisuke Hamada and 3. Mr. Santi Niamnil

The Company had allowed the shareholders to nominate individuals in advance of the 2025 Annual General Shareholders Meeting to be the directors by publicizing through the SET channels and the Company's website (www.sankothai.net) since the 15th November 2024 until the 31st December 2024 and no individuals had been nominated.

The Nomination and Remuneration Committee had taken into consideration that, the 3 members who retire by rotation are still suitable to be elected as Directors for one more term. The 3 members are qualified under the Public Company Act B.E. 2535, Securities and Exchange Act and the regulations that the Company had specified, also possessing appropriate knowledge, abilities and experience, including past achievements in the Committee that resulted in the benefits of the

Company. Therefore, the Committee agrees to propose the three said individuals as Directors of the Nomination and Remuneration Committee for one more term and will propose to the Board of Directors for further approval in the General Meeting of Shareholders.

• Remunerations consideration for the Board of Directors, Sub Committees and the Chief Executive Officer

Remunerations for the Board of Directors and the Sub Committees

This is appropriately evaluated by comparing with other listed companies in the similar industry, the remunerations data from the SET, the economic expansion and the operational performance of the Company including personal performance and the responsibility in the previous year, which will be proposed to the Board of Directors for approval in the General Meeting of Shareholders.

Remunerations for the Chief Executive Officer

This considers the operational performance and the growth of the Company's profit, including the personal performance and the responsibility in the previous year and will be proposed to the Board of Directors for approval.

• CEO Performance Evaluation

The Nomination and Remuneration Committee is responsible for evaluating the performance of the Chief Executive Officer according to the regulation of the SET in the 4th quarter which will divide the evaluations into 3 categories. These are 1. Projects progression 2. Operation assessment and 3. CEO development. The result for the performance evaluation of the CEO in the year 2024 was excellent, and had further been reported to the Board of Directors for further approval.

• Rules revision for the remuneration of the Board of Directors, Sub Committees and the CEO

The Nomination and Remuneration Committee is responsible for revising the regulations regarding the remuneration for the Board of Directors, Sub Committees and the CEO for the year 2025 according to the current situation

• Performance evaluation form revision for the Board of Directors and the CEO

Board of Directors Assessment Form Sub-committees

The Nomination and Remuneration Committee had revised the performance evaluation form of the Board of Directors according to the current regulations. This is divided into main topics as follows; 1. Structure and characteristics of the Directors 2. Board of Directors meeting 3. Roles, duties and responsibilities of the Directors 4. Others.

The Nomination and Remuneration Committee had revised the performance evaluation form of the Audit Committee according to the current regulations. This is divided into main topics as follows; 1. Structure and characteristics of the Directors 2. Board of Directors meeting 3. Roles, duties and responsibilities of the Directors 4. Others.

The Nomination and Remuneration Committee had revised the performance evaluation form of the Nomination and Remuneration Committee according to the current regulations. This is divided into main topics as follows; 1. Structure and characteristics of the Directors 2. Board of Directors meeting 3. Roles, duties and responsibilities of the Directors 4. Others.

Chief Executive Officer Evaluation Form

The Nomination and Remuneration Committee had revised the performance evaluation form of the Chief Executive Officer according to the current regulations. which will divide the evaluations into 3 categories. These are 1. Projects progression 2. Operation assessment and 3. CEO development.

Corporate Sustainability Policy

Information on policy and goals of sustainable management

Sustainability Policy

Sustainability Policy : Yes

With the Organization's visions and value of producing quality goods, delivering the products on time and satisfying the customers as much as possible under the challenges of unstable economic situation, the Company is well aware of the roles, duties and responsibilities to the environment, society and the good corporate governance. The Company spent its resources in researching and developing creative innovations to increase the production output as well as improving the quality. The Company must also manage the risks and develop the abilities of the members of staffs and treat its partners, communities and all stake holders dutifully, ethically and on the basis of fairness and honesty. This is the mantle of 'Sustainable SANKO' that covers all aspects of the Organization.

Reference link for sustainability policy : https://sanko.listedcompany.com/misc/cg/20250213-sanko-sd-policy-th.pdf

Page number of the reference link : 1-2

Sustainability management goals

Does the company set sustainability management goals : Yes

To better adapt to the sustainable business growth model, the Company had established various guidelines and policies to promote sustainability for the economy, society and the environment (ESG: Environmental, Social and Governance). These conducts are as follows;

1. Environmental Dimension

The Company deeply cares about the environment, starting from the beginning with the material section concept. Although 'Aluminum' requires high amount of heat and energy in order to manufacture, but it has the ability to completely be 100% recyclable. This is the resource that can be circulated in the economy though out its life cycle. When compared to other metals such as iron, the Aluminum weights less and is easier to manufacture as well as consuming less energy. When comparing the mass, the Aluminum is lighter and can cool off better, meaning that the consumers receive products that had consumed less energy and is much safer. For the production process, the Company emphasizes greatly on the continuous development, striving for the path to sustainability by introducing new technologies, investing in more clean and efficient machineries and supporting projects which increase the renewable energy solution such as Solar Rooftop which will decrease the effect on climate change. The long term and short-term goals of the Company can be explained as follows;

1.1 Short term goals

- Reduce wastes from the production process, such as introducing new machineries to decrease the resources used and recycle the wastes from the production process to be used again for maximum efficiency.
- Increase the energy efficiency, such as utilizing the renewable energy and improving the machineries to use energy which is more environmentally friendly.
- Installing more Solar Rooftops to reduce the emission of the greenhouse gas (GHG).

1.2 Long term goals

- Aim for Carbon neutrality or net zero.
- Implementing the circular economy framework by designing parts that can be reused.
- Develop and design parts that are sustainable and can be 100% recycled.

2. Social Dimension

Human resource development, responsibility to the products and services, be a part of social, as well as, human resource development. The Company is not only aware of the development of the skills, knowledge and abilities of the employees, it is also aware of the well-being and the safety of the employees through promoting health, diet and good workplace environment. The Company supports the community by employing local people, supporting the social activities, including providing the help during difficult times in order to elevate the standard of living in the community.

2.1 Short term goals

- Improving the benefits and the workplace environment to be safer for the employees.

- Supporting and promoting the well-being of the employees through good healthcare.
- Supporting and developing the employees' skills to better suit the new technologies.
- Promotes local cooperation by supporting the community's campaigns such as education and jobs trainings.

2.2 Long term goals

- Creating a sustainable supply chain by selecting partners who pass the labor and safety standards.
- Promoting the Diversity, Equity and Inclusion (DEI) within the Organization.
- Develop the products which high quality and worth the price for the consumers, for example, parts that are durable, safe and conserve energy.

3.Governance Dimension

The company focus on promoting sustainability through expanding marketing to innovative customer groups, along with managing a sustainable supply chain by conducting business transparently and fairly. The company encourage partners and stakeholders to follow the guidelines set out as follows:

3.1 Short-term Goals

- Improve the standards of good corporate governance.
- Integrate new technologies and use real-time online data management to reduce the risk of fraud and increase transparency.
- Establish a business policy that is responsible for human rights and ethical practices in the workplace.

3.2 Long-term Goals

- Develop internationally recognized ESG practices, such as disclosing sustainability information according to GRI standards.
- Build a strategic risk management system, such as preparing to cope with changes in laws and carbon tax regulations.
- Encourage employees and stakeholders to actively participate in driving sustainability. Continuously research and develop innovations in other business areas and products.

United Nations SDGs that align with the organization's sustainability management goals	:	Goal 1 No Poverty, Goal 2 Zero Hunger, Goal 3 Good Health and Well-being, Goal 4 Quality Education, Goal 7 Affordable and Clean Energy, Goal 8 Decent Work and Economic Growth, Goal 9 Industry, Innovation and Infrastructure, Goal 12 Responsible Consumption and Production, Goal 13 Climate Action, Goal 17 Partnerships for the Goals

Information on review of policy and/or goals of sustainable management over the past year

Review of policy and/or goals of sustainable management over the past year

Has the company reviewed the policy and/or goals of sustainable management over the past year	:	No
Has the company changed and developed the policy and/or goals of sustainable management over the past year	:	No

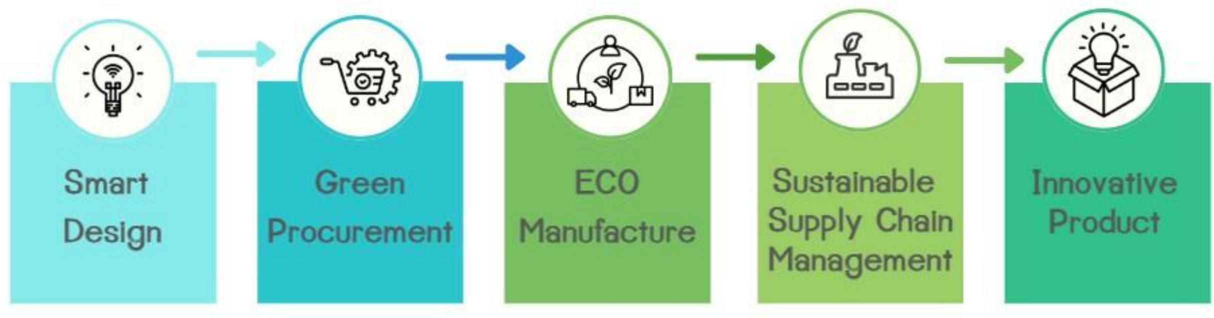
Information on impacts on stakeholder management in business value chain

Business value chain

The company places great importance on the business value chain by analyzing process steps and the expectations of all stakeholders in order to elevate and create value throughout the chain. The focus is on conducting business to create shared value for stakeholders under the concept of **Co-Value Creation**, through strategic collaborations to develop a sustainable supply chain. This includes creating production systems and work processes to ensure efficient resource use and enhancing the ability to learn from the diversity of people for sustainable human capital management.

Based on these principles, the company's value chain aims to create shared value from the design phase of molds and parts in collaboration with customers, ensuring efficient resource use, reducing waste, and improving low-energy production processes that consider the **climate crisis**. The company emphasizes the use of 100% recyclable materials, the integration of renewable energy into production, and sourcing environmentally friendly materials from responsible and socially-conscious suppliers and partners who consider environmental impacts. Additionally, the company strives to create value for both employees and society to improve living standards and minimize environmental impact.

Business value chain diagram



Analysis of stakeholders in the business value chain

Details of stakeholder analysis in the business value chain

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
Internal stakeholders			
• Employees	-Fair and appropriate compensation and benefits -Workplace safety -Job security and career advancement -Development of knowledge and skills -Good working environment -Good quality of life and well-being -Sharing and responsibility towards society and the environment	-Improving the compensation structure, benefits, and performance evaluation -Developing a career path for growth and advancement -Upgrading machinery to ensure safe operation and controlling safety standards -Training and developing both current skills and adapting to new technologies -Improving work areas, rest zones, and providing safe food welfare for all employees -Supporting the community and promoting activities to reduce resource usage	• Online Communication • Internal Meeting • Complaint Reception • Employee Engagement Survey • Training / Seminar • Others • SQE (Safety Quality Energy) Day

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>External stakeholders</u>			
• Customers	-Products with quality that meets customer requirements -Good service and product responsibility -Reasonable product pricing -Fair adherence to agreements -On-time delivery -Environmentally friendly manufacturing innovations that reduce resource usage	-Quality control and assurance standards systems: ISO 9001, IATF 16949 -Design and development of machinery and production processes to reduce waste and be environmentally friendly -Responding to customer satisfaction and evaluating customer feedback to improve service -Real-time online data system to control production and ensure on-time delivery	• Visit • Online Communication • External Meeting • Complaint Reception • Satisfaction Survey • Others • Collaborating with customers in activities such as KAIZEN
• Suppliers	-Accurate and timely information according to time conditions -Fair and transparent procurement processes -Procurement focused on environmental friendliness (Green Procurement) -Prevention of business disruptions and impacts on the community, such as air quality, wastewater, and severe accidents	-Sharing online real-time data systems with partners -Managing the value chain -Establishing appropriate, fair, and standardized procurement criteria -Collaborating with partners to design processes and select raw materials for maximum efficiency -Developing partners by sharing technology or production and design data	• Visit • Online Communication • External Meeting • Complaint Reception • Training / Seminar • Others • Partner evaluation • Conducting audits of production processes and quality, along with providing recommendations for efficiency improvement

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>External stakeholders</u>			
• Community	-Not causing negative impacts on the environment -Supporting community activities -Generating income for the community -Using resources efficiently -Assisting the community and society	-Waste management control to meet standards, with reporting to relevant authorities -Employing at least 30% local workforce -Supporting education -Assisting the disadvantaged and providing aid in the event of disasters -Purchasing at least 10 million THB from local suppliers annually -Promoting ethics among employees to contribute as responsible citizens to society	• Visit • Social Event • Online Communication • External Meeting • Complaint Reception • Others • Inviting community representatives to participate in company activities • Sending representatives to participate in community activities
• Shareholders	-Providing appropriate returns on investment -Sustainable growth -Conducting business responsibly in terms of the environment, society, and governance -Operating with transparency -Ability to adapt strategies and competitiveness	-Good corporate governance -Managing and increasing sales to improve business performance -Risk management -Managing and adjusting strategic plans based on sustainability principles -Transparent disclosure of information through the Stock Exchange platform -Disclosure of environmental information and carbon footprint data	• Visit • Online Communication • Annual General Meeting (AGM) • Complaint Reception • Others • Annual report preparation
• Government agencies and Regulators	-Compliance with laws and regulations -Responding to and supporting the measures set -Reducing negative impacts on the environment and society -Conducting business with a focus on safety -Adhering to good governance	-Conducting business in compliance with regulations/laws -Good environmental management according to standards -Good corporate governance -Disclosure of operations	• Online Communication • External Meeting • Complaint Reception

Information on organization's material sustainability topics

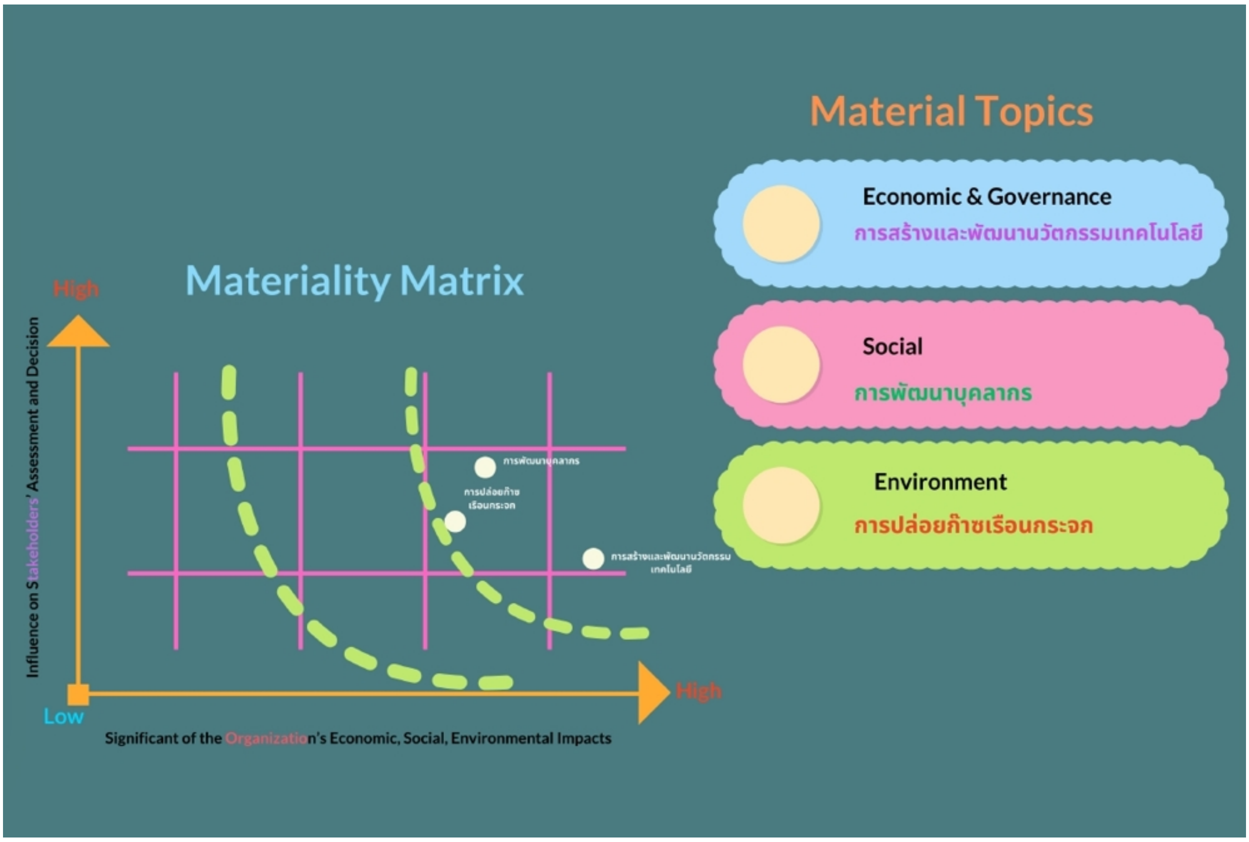
Organization's material sustainability topics

The company has identified its sustainability materiality topics	:	Yes
Over the past year, the company has reviewed its sustainability materiality topics	:	Yes

Details of organization's material sustainability topics

The names of the sustainability materiality topics	Subjects related to the sustainability materiality topics
	• Customer / Consumer Responsibility • Sustainable Supply Chain Management • Innovation Development
	• Human Rights • Fair Labor Practices • Community / Social Responsibility
	• Energy Management • Greenhouse Gas Management

Diagram of organization’s material sustainability topics



Information on sustainability report

Corporate sustainability report

Corporate sustainability report	:	Doesn’t Have data

Sustainability risk management

Information on risk management policy and plan

Risk management policy and plan

Sanko Diecasting (Thailand) Public Company Limited recognizes that risk management is a part of good corporate governance, which is a fundamental basis for achieving the company's objectives. Identifying and managing risks helps the company make better decisions, seize opportunities, and mitigate the impacts of significant events that may affect the company. The company has therefore established a risk management policy to cover the entire organization and ensures the implementation of systems or processes for managing risks. The following measures have been defined to address the company's risks:

1.Sanko Diecasting (Thailand) Public Company Limited monitors and reviews risk management according to the established plan, as well as evaluates the results of risk management. A designated risk management team tracks and reports to senior management and the Board of Directors annually.

2.Sanko Diecasting (Thailand) Public Company Limited operates within an acceptable risk level to achieve the company's objectives, integrating risk management into the annual business plan, operations management, and decision-making.

3.Sanko Diecasting (Thailand) Public Company Limited has processes, guidelines, and measures to manage, address, and reduce the impact of risks, including appropriate risk analysis. This involves identifying, analyzing, evaluating, prioritizing, managing, controlling, monitoring, reporting, evaluating, and communicating risk-related information continuously and consistently throughout the company.

4.Sanko Diecasting (Thailand) Public Company Limited requires all executives and employees to be responsible for cooperating and assessing the risks related to their respective tasks and for collaborating in risk management efforts.

5.Sanko Diecasting (Thailand) Public Company Limited identifies risk levels and takes corrective actions to manage risks within acceptable levels. Risk levels are also defined as warning signs for employees to take necessary actions to prevent risks from exceeding acceptable thresholds.

6.Sanko Diecasting (Thailand) Public Company Limited has a Risk Management Committee, which consists of members with specific qualifications, appointment procedures, and term limits, along with clear authority and responsibilities as specified by the regulations of the Risk Management Committee and applicable laws.

7.The company manages both external and internal risks comprehensively and aligns them with business strategy and direction. The company addresses at least four types of risks, as follows

Risk management policy of Sanko Diecasting (Thailand) Public Company Limited:

(a) Financial Risk

(b) Operational Risk

(c) Strategic and Business Operations Risk

(d) Compliance Risk

8.The Risk Management Committee evaluates the effectiveness of risk management annually and reports the findings to the Board of Directors to align with good corporate governance practices. The company has adopted risk management practices in line with ISO 9001:2015 and IATF 16949:2016 standards, which define procedures for each step of risk management. This approach is used to continuously develop the company's risk management process, with the Risk Management Committee responsible for reviewing the risk management policy every year.

Risk Management Report for 2024

Dear Shareholders of Sanko Diecasting (Thailand) Public Company Limited, The Risk Management Committee of Sanko Diecasting (Thailand) Public Company Limited was appointed by the Chief Executive Officer, with the CEO serving as the Chairman of the Committee. The Committee consists of 18 members. The company places high importance on managing business risks to achieve its set objectives and goals. Risk factors are evaluated regularly, and responsibilities for risk management are assigned within different departments. The Risk Management Committee tracks and controls risks, assessing and measuring the seven key areas of risk:

1.Strategic and Business Operations Risk

2. Financial and Accounting Risk

3. Operational Risk

4. Compliance Risk

5. Environmental Risk

6. Occupational Safety and Health Risk

7. Emerging Risks

In 2024, the committee held one meeting to review and approve the following:

1.Approval of the 2024 Risk Management Manual.

2.Review of the risk management plan and corporate-level risk register for 2024, based on evaluations and risk levels set by management to ensure risks remain within acceptable limits or reduce their likelihood in the future.

3.Follow-up on the implementation of the 2023 risk management plan.

4.Approval of the 2024 risk management implementation plan.

5.Establishment of Key Risk Indicators (KRI) to reduce risks to acceptable levels and align with current circumstances. The Risk Management Committee is confident that the company effectively manages risks systematically, cautiously, and efficiently, which will ensure sustainable and stable business growth in line with the company's objectives.

Mr.Rattawat Suksaichol
Chairman of the Risk Management Committee

Information on ESG risk factors management standards

ESG risk factors management standards

Standards on ESG risk management : No

Information on ESG risk factors

Risk factors on business operation

Operational risk associated with the Company or the group of companies

Risk 1 Risk from the dependency to the major customers

Related risk factors : Strategic Risk
- Reliance on large partners / distributors or few partners / distributors

ESG risk factors : Yes

Risk characteristics

The risk factors which may significantly affect the Company's business operation and performance and the measures that can prevent such risks can be summarized as follows.

2.2.1 Risk to the business operation of the Company

1. Risk from relying solely on large customers

The core business of the Company is manufacturing products according to the customers' orders. In the year 2024, there are 2 customers that has more than 10% sales ratio when compared to the total sales, equals to 47% of the overall sales and services. During the years 2022, 2023 and 2024, the Company's revenue from the top 10 largest customers were 83.17%, 89.21% and 96.31% respectively from the overall sales and services. This means that the revenue of the Company may be affected if the major customers change their orders. However, these companies had been long-term customers of the Company and have had a stable relationship in order to determine the future changes of the customers. Most customers will issue their orders to the Company approximately 1-3 months in advance, therefore, we can predict the changes in the purchasing orders of the customers to a certain extent. To prevent the loss in revenue in the case of changes in major customers, the Company had located several new customers in the previous year.

Risk-related consequences

1. Risks from major orders cancellation.
2. The business had become more competitive with both domestical and international companies adjusting their orders for many models.

Risk 2 Risks from the fluctuation in the costs of raw meterial

Related risk factors : Operational Risk
- Shortage or fluctuation in pricing of raw materials or productive resources

ESG risk factors : No

Risk characteristics

2. Risk from ingredients price fluctuation

The Company's business is manufacturing parts from automobiles, motorcycles, electrical goods, agricultural machineries and others which requires Aluminum bar as the main ingredient. In the year 2024, the costs of these were 38.11% of the total costs of sales. The price of Aluminum changes following the World's market price (LME: London Metal Exchange) and since Aluminum is the ingredient that the domestic sellers must import from abroad, therefore the fluctuation the price of Aluminum bar may affect the costs of the Company.

However, due to the changing nature of the price of Aluminum, the Company had made prior negotiations with several customers that the price of the products may change according to the price of the raw materials in the case that the price rises to the agreed upon limit, or there will be a periodic review of the price as agreed. The Company closely monitors the price fluctuation of Aluminum in order to prevent the fluctuation in price of the raw materials. As for purchasing the Aluminum, the Company plans the purchasing of Aluminum in advance according to the production plan. Moreover, the Company had selected 8 Aluminum suppliers with the quality and qualifications that satisfies the Company's requirements so that the orders each lot can be spread out, reducing the shortages of the materials for production.

Risk-related consequences

The increase or decrease in the price of raw materials directly affects the costs of production. The risk to the Company occurs when the price of the products cannot be adjusted in the timely manner according to the change in the price of raw materials. For example, the change in price of the raw materials does not meet the agreed upon limit or the costs of production increases while the price of the products had not been revised.

Risk 3 Risks from the deterioration of the client's mold.

Related risk factors	:	Operational Risk • Loss or damage from non-compliance of partners or counterparties
ESG risk factors	:	No

Risk characteristics

3. Risks from the deterioration of the client's mold

The Company uses both the molds that belongs to the Company and also the molds that belongs to the customers. In the case that the customers' molds deteriorate, the Company must receive permission from the customers before repairing or creating new ones to carry on the production and keeping good terms with the customers. If the Company takes too long in acquiring new molds or in repairing, due to the permission process taking time, this may affect the Company's manufacturing process. However, the Company had designated the effective used time of each mold and had contacted the customers in advance before the molds become deteriorate, so that the customers know the procedures relating to getting new permissions and can get the job done in a timely fashion.

Risk-related consequences

The Company must bear the burden of the costs if the products must be repaired, fixed or discarded in the case that the quality is not up to standard, while waiting for the new molds to arrive.

Risk 4 Risk from being dependent on the Directors, experienced and skilled individuals.

Related risk factors	:	Operational Risk • Reliance on employees in key positions
ESG risk factors	:	Yes

Risk characteristics

4. Risk from relying on the Directors and specialized personnel

The Company's business requires technical knowledge, as well as experienced personnel of this field, especially those in molds design. This directly impacts the production procedures, quality and the wastes occurred from manufacture, which all require the specialized skills of the professionals, especially the engineers who can expertly design the molds. Losing these employees will surely affect the performance and the competitiveness of the Company. As of 3rd July 2024, there are 10 employees in the Company who are specialized in molds design and with the average of 10 years work experience with the Company and with the average 18 years' experience of molds design.

The Company clearly allocates tasks and responsibilities to other Directors and to other employees in each department. There are standard methods of storing and backing up data, as well as ways to constantly exchange information between the Directors and the members of staff. This includes providing sufficient training for the staffs to understand the quality aspects and the inspection standards, and allowing the employees to attend external seminars as ways to invest in the human resources of the Company, especially in the are of molds design where the Company had provided various training and seminars both in and out of the Company. This helps reducing the risk from relying solely on the

Directors and core specialized personnels of the Company.

Risk-related consequences

In light of the current situation where the competition in the nearby industry is fierce, the growth is high and the benefits comparison is prevalent. The Company runs a risk of losing specialized personnels in the current environment which may affect the human resource management plans, making the customers' demands suffer.

Risk 5 Risks from quality control

Related risk factors : Operational Risk
• Systems or internal control system

ESG risk factors : Yes

Risk characteristics

5. Risk from quality control

The quality of the products is one of the significant components in the automobile industry that the automobile manufacturers and the motorcycle manufacturers prioritizes. This is because it directly affects the reputation and the sales of the automobile and the motorcycles. The Company aims to reduce the errors in the products by setting clear KPI goals for defects. Moreover, the Company emphasizes on the quality of the products by investing into the tools which inspects and controls the standards to be in accordance with the requirements of the customers. This leads to customers' satisfaction and also creating trusts in the Company's business operation under the international standard.

Risk-related consequences

1.Errors and defects may lead to the loss of customers.
2.If the products do not meet the standards, the contract may be canceled.
3.Directly affect the Company's business performance and the reputation in the industry.

Risk 6 Risks from the shortages of labour

Related risk factors : Operational Risk
• Shortage or reliance on skilled workers

ESG risk factors : Yes

Risk characteristics

6. Risk from shortages of workers.

At present, various companies compete to hire skilled labors. However, the Company firstly prioritizes the wellbeing of the employees by providing several benefits such as the canteen, lunch fees, transportation fees and shuttle buses, as well as renovating the rest areas around the outside of the factory. This is to prevent the workers from relocating especially the skilled workers who are the main force of the Company. The Company can also employ sub-contractors for some work process that requires hard labor such as products finishing touches, color spraying, steaming or color coating the products, so that there is more flexibility in the manufacturing process and also to reduce the impact from workers competition.

Risk-related consequences

1.The Company runs the risk of losing workers for the production process.
2.The Company may have to employ workers at a higher wage rate.
3.The Company may lose skilled workers which directly impacts the business performance.

Information on business continuity plan (BCP)

Business Continuity Plan (BCP)

Business Continuity Plan (BCP) : No

Sustainable supply chain management

Information on sustainable supply chain management policy and guidelines

Sustainable supply chain management policy and guidelines

Company’s sustainable supply chain management policy and guidelines	:	No

Information on sustainable supply chain management plan

Sustainable supply chain management plan

Company’s sustainable supply chain management plan	:	No

Information on new suppliers undergoing sustainability screening criteria

New suppliers undergoing sustainability screening criteria

Does the company use sustainability screening criteria with new suppliers?	:	No

Information on supplier code of conduct

Supplier code of conduct

Supplier code of conduct	:	Yes
Reference link to supplier code of conduct	:	https://sanko.listedcompany.com/misc/cg/code-of-ethics-en/index.html
Page number of the reference link	:	15

Information on key suppliers acknowledging compliance with the supplier code of conduct

Key suppliers acknowledging compliance with the supplier code of conduct

Does the company require key suppliers to acknowledge compliance with the supplier code of conduct?	:	No

Innovation development

Information on innovation development policy and guidelines in an organizational level

Research and development policy (R&D)

Company’s research and development (R&D) policy : Yes

Research and development (R&D) expenses over the past 3 years

	2022	2023	2024
Research and development (R&D) expenses over the past 3 years (Million Baht)	0.85	0.72	0.67

Additional explanation for research and development (R&D) expenses over the past 3 years

The Company’s Research and Development

1. Improving the production process.

1.1 Incorporating new technology by including Oxygen into the Aluminum casting process (Pore Free Casting, PF) to reduce the pores within the work piece.

1.2 Improving the quality of the materials by adding Magnesium (Mg) in the casting process to increase the strength and durability according to the customer’s demands.

1.3 Controlling the quality of the goods by using the X-ray machine to inspect the pores and guarantee the quality of the products before delivering to the customers.

2. Developing new products

In order to increase business variety, Vacuum pump, After market ,the Company had developed new products which are home decorations.

The Company takes charge from the designing process, production, quality control, utilities and setting the price according to the market. The Company is also in the process of requesting the medical tools manufacturing license En ISO 13485:2016. This is to diversify from the Company’s original business.

3. Using innovation to expand the customer’s base. Currently the Company is a member of Markline in order to research and gather customers’ data in the automobile industry from all over the World and expand its customers base in the ASEAN market and also in the European, USA and Japan market as well.

Information on organization’s innovation culture development and promotion process

Process of developing and promoting the company's innovation culture

Process of developing and promoting the company's innovation culture : No

Information on innovation development benefits and research and development (R&D) expenses

Benefits of innovation development

<u>Financial benefits</u>

Does the company measure the financial benefits from innovation development? : No

<u>Non-financial benefits</u>

Does the company measure the non-financial benefits from innovation development? : No

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