ESG Performance Report
for Listed Companies in 2025

SANKO DIECASTING (THAILAND) PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2025

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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 organizations 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 companys 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

The Company has regularly reviewed its environmental policies, practices, and/or targets over the past year to ensure alignment with its business direction, applicable laws and regulations, as well as evolving trends and stakeholder expectations. Based on the review, it was determined that the existing environmental policies, practices, and targets remain appropriate, comprehensive, and effective under current conditions.

In addition, the Company has considered its environmental performance, which continues to meet the established targets. The measures implemented remain effective in managing environmental impacts. Therefore, no revisions or changes to the environmental policies, practices, and/or targets were deemed necessary during the period.

Nevertheless, the Company will continue to monitor, evaluate, and periodically review its environmental policies to ensure timely adjustments in response to any changes in internal or external factors, and to support sustainable business operations going forward.

Information on compliance with environmental management principles and standards

Compliance with energy management principles and standards

Energy management principles and standards : ISO 50001 Energy management

Compliance with water management principles and standards

Water management principles and standards : 3Rs or 5Rs

Compliance with waste management principles and standards

Waste management principles and standards : 3Rs, 5Rs or 7Rs

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

	2023	2024	2025
Number of cases or incidents of legal violations or negative environmental impact [1] (cases)	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 February 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 12.59% or 771,560.00 Kilowatt-Hours

Information on performance and outcomes of energy management

Performance and outcomes of energy management

Performance and outcomes of energy management	:	Yes

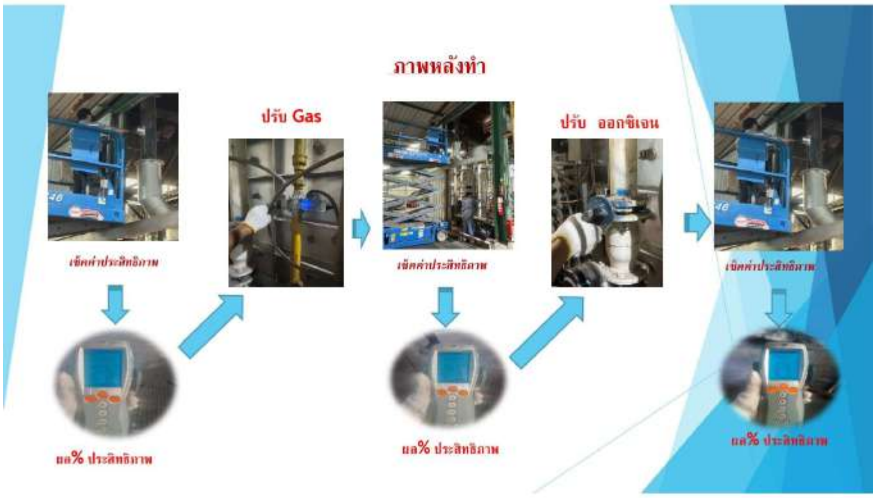
1. Energy Conservation Measures Project:

Electrical Sector Measure Name: Improving and reducing the rotational speed of water pump No. 1 supplying water to the machinery and molds in Building DI2, DI Department, to optimize usage. Year 2025. Result: A reduction in electricity consumption (kWh) of 10,490 units (kWh), equivalent to approximately 43,222 baht.

2. Energy Conservation Measures Project:

Thermal Sector Measure Name: Improving the combustion efficiency of the central furnace. Year 2025. Result: A reduction in natural gas consumption of 846,000 cubic feet or 846 MMBTU, equivalent to approximately 270,630 baht.

Diagram of performance and outcomes in energy management



Information on electricity management

Companys electricity consumption (*)

	2023	2024	2025
Total electricity consumption within the organization (Kilowatt-Hours)	6,382,511.88	6,344,174.11	6,196,763.00

	2023	2024	2025
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	6,064,000.00	6,127,970.00	5,356,410.00
Electricity purchased or generated for consumption from renewable energy sources (Kilowatt-Hours)	318,511.88	216,204.11	840,353.00
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	16,076.86	15,940.14	16,657.97

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

Electricity Consumption Intensity(2)

	2023	2024	2025
Intensity of total electricity consumption within the organization (Kilowatt-Hours / m^2)	N/A	N/A	N/A
Intensity of total electricity consumption within the organization (Kilowatt-Hours / Kilogram of product)	0.61000000	1.07800000	1.14260000

Remark: *(2) kWh / Kg*

Electricity Expense (*)

	2023	2024	2025
Total electricity expense (Baht)	27,304,055.21	26,228,723.78	22,052,201.27
Percentage of total electricity expense to total expenses (%)(**)	3.90	3.57	3.32
Percentage of total electricity expense to total revenues (%)(**)	3.55	3.16	3.00
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	68,775.96	65,901.32	59,280.11

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

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

Information on fuel management

Companys fuel consumption

	2023	2024	2025
Diesel (Litres)	96,040.00	100,374.65	93,625.63
Gasoline (Litres)	5,483.43	4,438.29	4,021.73
Natural gas (Standard Cubic Feet)	77,862,000.00	68,035,000.00	55,198,000.00
LPG (Kilograms)	8,259.00	9,942.00	9,267.00

Additional explanation : *Not include external fuel consumption*

Companys fuel expense (*)

	2023	2024	2025
Total fuel expense (Baht)	31,428,610.81	29,946,550.31	22,991,872.84
Percentage of total fuel expense to total expenses (%)(**)	4.49	4.07	3.47
Percentage of total fuel expense to total revenues (%)(**)	4.08	3.61	3.13

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

	2023	2024	2025
Total energy consumption within the organization (Megawatt-Hours)	30,044.27	27,934.32	23,847.97

Energy Consumption Intensity

	2023	2024	2025

	2023	2024	2025
Intensity ratio of total energy consumption within the organization to total revenues (Megawatt-Hours / Thousand Baht of total revenues)(*)	0.03904045	0.03368208	0.03241882
Intensity of total energy consumption within the organization (Megawatt-Hours / Kilogram of product)	0.00510963	0.00474812	0.00439734

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	:	Yes

Water Management Plan

The Company places strong emphasis on efficient and sustainable water management. The key approaches are as follows:

- **Efficient Water Utilization**
  Improve production processes to reduce water consumption and promote efficient water use across all operations.
- **Water Reduction and Reuse**
  Implement measures to minimize water loss and increase water reuse and recycling where appropriate.
- **Wastewater Treatment Compliance**
  Ensure that wastewater is properly treated in accordance with applicable laws and environmental standards before discharge.
- **Monitoring and Evaluation**
  Establish key performance indicators (KPIs) and continuously monitor water usage to enhance efficiency.
- **Water Risk Management**
  Develop contingency plans to address potential water shortages and emergency situations.

The Company remains committed to continuously improving water management practices to support sustainable business growth while minimizing environmental impact.

Information on setting goals for water management

Setting goals for water management

Does the company set goals for water management	:	Yes

Details of setting goals for water management

Target(s)	Base year(s)	Target year(s)

Target(s)	Base year(s)	Target year(s)
Reduction of water withdrawal	2025 : Water withdrawal 35,200.00 Cubic meters	2026 : Reduced by 2% or 704.00 Cubic meters

Information on performance and outcomes of water management

Performance and outcomes of water management

Performance and outcomes of water management : Yes

Results of Water Conservation Campaign Measures

The company has implemented water conservation campaigns across all areas of its operations, including office spaces, manufacturing facilities, and production lines. These initiatives focused on promoting efficient water usage, raising employee awareness, and encouraging behavioral changes to reduce unnecessary water consumption. Measures included routine monitoring of water usage, maintenance and improvement of water supply systems to minimize leakage, and internal communication campaigns to foster a culture of resource conservation among employees.

However, the overall results of these water conservation efforts in 2025 did not fully meet the targets set by the company. This was primarily due to operational expansion during the year, including the installation of additional machinery to support increased production capacity. The new equipment required higher water consumption as part of its operational processes.

Despite not achieving the intended reduction targets, the company remains committed to continuously improving its water management practices. Future plans include adopting more water-efficient technologies, optimizing production processes to reduce water intensity, and implementing alternative water sources such as recycled or reclaimed water for non-critical uses. The company will also continue to strengthen employee engagement initiatives to ensure long-term sustainability in water resource management.

Information on water management

Water withdrawal by source

	2023	2024	2025
Total water withdrawal (Cubic meters)	20,905.00	30,266.00	35,200.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	52.66	76.05	94.62

	2023	2024	2025
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues)(*)	0.03	0.04	0.05

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

Water discharge by destinations

	2023	2024	2025
Total wastewater discharge (cubic meters) (3)	19,233.00	21,890.00	28,640.00

Remark: (3) *It is wastewater that is sent into the treatment system. Rojana Industrial Park Industrial Estate*

Water consumption

	2023	2024	2025
Total water consumption (Cubic meters)	1,672.00	8,376.00	6,560.00

Water Consumption Intensity

	2023	2024	2025
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues)(*)	0.00217265	0.01009944	0.00891763

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

Water withdrawal expenses

	2023	2024	2025
Total water withdrawal expense (Baht)	408,114.00	514,675.00	651,441.00

	2023	2024	2025
Total water withdrawal expense from third-party water (Baht)	408,114.00	514,675.00	651,441.00
Percentage of total water withdrawal expense to total expenses (%)(*)	0.06	0.07	0.10
Percentage of total water withdrawal expense to total revenues (%)(*)	0.05	0.06	0.09
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	1,027.99	1,293.15	1,751.19

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	2024 : non-hazardous waste 3.74 Tonne	2025 : Reduced by 3.29 Tonne	• Landfilling
Reduction of waste generation Waste type: Hazardous waste	2024 : hazardous waste 104.22 Tonne	2025 : Reduced by 65.93 Tonne	• 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.

Information on waste management

Waste Generation(*)

	2023	2024	2025
Total waste generated (Kilograms)(4)	168,274.00	107,960.00	65,930.00
Total non-hazardous waste (kilograms)(5)	3,924.00	3,740.00	3,290.00
Total hazardous waste (kilograms)(6)	164,350.00	104,220.00	62,640.00
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues)(**)	0.22	0.13	0.09
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues)(**)	0.01	0.00	0.00
Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues)(**)	0.21	0.13	0.09

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

	2023	2024	2025
Total reused/recycled waste (Kilograms) (7)	17,840.00	17,927.00	17,474.00
Reused/Recycled non-hazardous waste (Kilograms) (8)	17,840.00	17,927.00	17,474.00
Percentage of total reused/recycled waste to total waste generated (%)	10.60	16.61	26.50
Percentage of reused/recycled non-hazardous waste to non-hazardous waste (%)	454.64	479.33	531.12

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 (%)	:	80.00

Information on greenhouse gas management plan

Greenhouse gas management plan

The companys 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 : Yes

goals		
Company's existing targets	:	Setting net-zero greenhouse gas emissions targets

Setting net-zero greenhouse gas emissions targets

Details of setting net-zero greenhouse gas emissions targets

Greenhouse gas emission scope	Base year(s)	Short-term target year	Long-term target year	Certification
Scope 1	2024 : Greenhouse gas emissions 14,744.63 tCO_2e	2030 : Reduced by 20% in comparison to the base year	2050 : Reduced by 90% in comparison to the base year	• Thailand Greenhouse Gas Management Organization (TGO) : None • Science-based Targets (SBTi) : Commit

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management	:	No

1.Energy Conservation Measures Project:
Electrical Sector Measure Name: Improving and reducing the rotational speed of water pump No. 1 supplying water to the machinery and molds in Building DI2, DI Department, to optimize usage. Year 2025. Result: A reduction in electricity consumption (kWh) of 10,490 units (kWh), equivalent to approximately 43,222 baht.

2.Energy Conservation Measures Project:
Thermal Sector Measure Name: Improving the combustion efficiency of the central furnace. Year 2025. Result: A reduction in natural gas consumption of 846,000 cubic feet or 846 MMBTU, equivalent to approximately 270,630 baht.

Information on greenhouse gas management

The company's greenhouse gas emissions

	2023	2024	2025
Total GHG emissions (Metrics tonne of carbon dioxide equivalents)	0.00	21,641.00	18,420.81
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	N/A	12,909.00	10,787.93
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	N/A	8,732.00	7,632.88

Greenhouse Gas Emissions Intensity

	2023	2024	2025
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) (*)	0.000000	0.026094	0.025041
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	0.00	54.37	49.52

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

	2023	2024	2025
Total reduced GHG (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00

Absorption and removal of Greenhouse Gas

	2023	2024	2025
Total absorbed and removal of GHG (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00

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ESG Performance

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

Market : mai Industry Group : Industrials Sector : SECTOR 0

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, 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 organizations 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 companys 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	:	Yes
Changes in social and human rights policies, guidelines, and/or goals	:	Employee Rights, Community and environmental rights, Safety and occupational health at work, Non-discrimination, Supplier rights

During the year, the Company conducted a regular review of its policies, practices, and targets related to social and human rights to ensure alignment with applicable laws, international standards, and the evolving business environment. The Company has determined that its existing policies and practices remain appropriate, comprehensive, and effective. Therefore, there have been no significant changes in substance during the reporting period.

The Company continues to uphold its human rights commitments across all key areas, including respect for community rights and environmental stewardship, promotion of occupational health and safety, non-discrimination, and respect for suppliers rights within the supply chain.

The Company also maintains ongoing monitoring and evaluation processes to ensure effective management of human rights risks and impacts, and remains prepared to enhance its policies and practices in response to future changes in circumstances.

Information on Human Rights Due Diligence : HRDD

Human Rights Due Diligence : HRDD

Does the company have an HRDD process : Yes

1.Scope Definition

The Company defines the scope of its human rights due diligence process to ensure comprehensive coverage of all relevant human rights issues across all stakeholder groups. Key areas considered include labor rights, community rights, value chain, security, environment, and consumer rights. The scope also covers critical human rights issues such as forced labor, human trafficking, child labor, freedom of association, the right to collective bargaining, equal remuneration, non-discrimination, and the prevention of harassment, including sexual harassment and other forms.

2. Identification of Potential Human Rights Issues

The Company continuously identifies and reviews human rights risks by developing risk mapping and analyzing relevant trends at the national, industry, and global levels. This enables the identification of potential risks arising from business operations throughout the value chain.

3. Human Rights Risk Assessment

The Company assesses human rights risks based on the severity of impacts and the likelihood of potential violations arising from its operations across the value chain. This assessment covers all stakeholder groups, including employees, business partners, customers, and communities, as well as vulnerable groups such as women, children, indigenous peoples, migrant workers, third-party contracted workers, persons with disabilities, LGBTQ+ individuals, the elderly, and pregnant women. Human rights risks are categorized into four levels: very high, medium, low, and very low. The Company reviews and aligns its mitigation measures according to the level of risk, from very high to very low.

4. Mitigation Measures

The Company establishes and develops measures to prevent, reduce, and control human rights impacts to acceptable levels. These measures are integrated into the Companys operational processes to ensure effective implementation.

5. Monitoring and Review

Responsible departments regularly monitor, audit, and review the effectiveness of human rights measures to ensure continuous improvement and alignment with changing circumstances.

6. Remediation

The Company provides remediation mechanisms for individuals affected by its business operations, including financial assistance and other appropriate forms of support, to mitigate damages and ensure fairness for affected parties.

HRDD process diagram

Human Rights Due Diligence

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

	2023	2024	2025
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 partners 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

	2023	2024	2025
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, Safety and occupational health at work

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.	-	2025: 15 hours per person per year.
• Non-discrimination	Number of complaints regarding discrimination and harassment against employees.	-	2025: The number of complaints regarding discrimination and harassment against employees is zero.

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• 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.	-	2025: 70 % of all employees
• Safety and occupational health at work	Number of work-related accidents resulting in work stoppage	-	2025: 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 2025 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 525 training programs were provided to employees to enhance their skills and work potential. The average training hours per employee was 54.34 hours per person per year, exceeding the target of 12 hours per person per year.

2. Promotion of Human Rights and Non-Discrimination: In 2025, 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 2025, the voluntary turnover rate was 4.6% per month, an increat of 0.6% 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 1 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 1 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 2025, 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.

Information on employment

Employment

	2023	2024	2025
Total Employment (Person)	397	398	372
Percentage of employees to total employment (%)	100.00	100.00	100.00
Total employees (persons)	397	398	372
Male employees (persons)	163	163	154
Percentage of male employees (%)	41.06	40.95	41.40
Female employees (persons)	234	235	218
Percentage of female employees (%)	58.94	59.05	58.60

Number of employees categorized by age

	2023	2024	2025
Total number of employees under 30 years old (Persons)	127	148	124
Percentage of employees under 30 years old (%)	31.99	37.19	33.33
Total number of employees 30-50 years old (Persons)	233	212	202
Percentage of employees 30-50 years old (%)	58.69	53.27	54.30
Total number of employees over 50 years old (Persons)	37	38	46
Percentage of employees over 50 years old (%)	9.32	9.55	12.37

Number of male employees categorized by age

	2023	2024	2025

	2023	2024	2025
Total number of male employees under 30 years old (Persons)	48	60	49
Percentage of male employees under 30 years old (%)	29.45	36.81	31.82
Total number of male employees 30-50 years old (Persons)	93	83	83
Percentage of male employees 30-50 years old (%)	57.06	50.92	53.90
Total number of male employees over 50 years old (Persons)	22	20	22
Percentage of male employees over 50 years old (%)	13.50	12.27	14.29

Number of female employees categorized by age

	2023	2024	2025
Total number of female employees under 30 years old (Persons)	79	88	75
Percentage of female employees under 30 years old (%)	33.76	37.45	34.40
Total number of female employees 30-50 years old (Persons)	140	129	119
Percentage of female employees 30-50 years old (%)	59.83	54.89	54.59
Total number of female employees over 50 years old (Persons)	15	18	24
Percentage of female employees over 50 years old (%)	6.41	7.66	11.01

Number of employees categorized by position

	2023	2024	2025
Total number of employees in operational level (Persons)	357	358	332
Percentage of employees in operational level (%)	89.92	89.95	89.25
Total number of employees in management level (Persons)	34	34	34
Percentage of employees in management level (%)	8.56	8.54	9.14
Total number of employees in executive level (Persons)	6	6	6
Percentage of employees in executive level (%)	1.51	1.51	1.61

Number of male employees categorized by position

	2023	2024	2025
Total number of male employees in operational level (Persons)	138	138	129
Percentage of male employees in operational level (%)	84.66	84.66	83.77
Total number of male employees in management level (Persons)	19	20	20
Percentage of male employees in management level (%)	11.66	12.27	12.99
Total number of male employees in executive level (Persons)	6	5	5
Percentage of male employees in executive level (%)	3.68	3.07	3.25

Number of female employees categorized by position

	2023	2024	2025

	2023	2024	2025
Total number of female employees in operational level (Persons)	219	220	203
Percentage of female employees in operational level (%)	93.59	93.62	93.12
Total number of female employees in management level (Persons)	15	14	14
Percentage of female employees in management level (%)	6.41	5.96	6.42
Total number of female employees in executive level (Persons)	0	1	1
Percentage of female employees in executive level (%)	0.00	0.43	0.46

Significant changes in the number of employees

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

Employment of workers with disabilities

	2023	2024	2025
Total employment of workers with disabilities (**persons**)	4	4	5
Percentage of disabled workers to total employment (%)	1.01	1.01	1.34
Total number of employees with disabilities (**Persons**)	2	2	3
Total male employees with disabilities (persons)	2	2	2

	2023	2024	2025
Total female employees with disabilities (persons)	0	0	1
Percentage of disabled employees to total employees (%)	0.50	0.50	0.81
Total number of workers who are not employees with disabilities (persons)	2	2	2
Contributions to empowerment for persons with disabilities fund	No	No	No

Information on compensation of employees

Employee remuneration by gender

	2023	2024	2025
Total employee remuneration (baht)	120,333,353.00	124,552,556.00	121,174,021.27
Total male employee remuneration (baht)	61,035,907.00	63,452,574.00	62,163,730.34
Percentage of remuneration for male employees (%)	50.72	50.94	51.30
Total female employee remuneration (baht)	59,297,446.00	61,099,982.00	59,010,290.93
Percentage of remuneration for female employees (%)	49.28	49.06	48.70
Average of remuneration of employees (Baht/persons)	303,106.68	312,946.12	325,736.62
Average of remuneration for male employees (Baht/persons)	374,453.42	389,279.60	403,660.58
Average of remuneration for female employees (Baht/persons)	253,407.89	259,999.92	270,689.40
Rate of average of remuneration between female employees and male employees	0.68	0.67	0.67

Information on provident fund management

Provident fund management policy and guidelines

Provident fund management policy and guidelines : Yes

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.

Implementation of Investment Governance Code for Institutional Investors ("I Code") by Company's Provident Fund Committee : Yes

Participation in provident fund membership

Details of provident fund participation

Number of employees joining in PVD (persons)

	2023	2024	2025
Number of employees eligible to participate in PVD (persons)	397	306	306
Number of employees joining in PVD (persons)	325	324	302
Number of PVD members / Total employees (%)	81.86	81.41	81.18
Number of PVD members / Total eligible employees (%)	81.86	81.41	98.70

Amount of provident fund

	2023	2024	2025
Total amount of provident fund contributed by employer (baht)	3,367,763.00	2,684,602.00	3,784,545.00
Total amount of provident fund contributed by employee (baht)	4,198,302.00	4,200,104.00	4,411,276.00

Summary of employee PVD participation over the past year

Company name	Employees participating in PVD (Yes/No)	Total number of employees (persons)	Number of employees eligible to participate in PVD (persons)	Number of employees joining in PVD (persons)	Number of PVD members / Total employees (%)	Number of PVD members / Total eligible employees (%)
SANKO DIECASTING (THAILAND) PUBLIC COMPANY LIMITED	Yes	372	306	302	81.18	98.70

Policy and guidelines on promoting savings through the provident fund for non-participating employees

Policy and guidelines on promoting savings through the provident fund for non-participating employees (PVD)	:	Facilitating automatic PVD enrollment for new employees

Facilitating automatic PVD enrollment for new employees

The company facilitates new employees by providing knowledge about criteria, conditions and various benefits. and allow employees to fill out application forms and documents on the first day of starting work When the employee's service period has reached the application conditions, the agency that oversees the provident fund membership will send the application documents to the fund administrator and the salary organization to process the automatic deductions and contributions.

Information on employee development

Employee training and development

	2023	2024	2025
Employee development plans as part of annual performance reviews	Yes	Yes	Yes
Average employee training hours (Hours / Person / Year)	58.99	28.07	54.34
Total amount spent on employee training and development (Baht)	271,483.00	405,802.00	860,039.00
Percentage of training and development expenses to total expenses (%) (*)	0.000388	0.000552	0.001297

	2023	2024	2025
Percentage of training and development expenses to total revenue (%) (*)	0.000353	0.000489	0.001169

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

Information on safety, occupational health, and work environment

Number of working hours

	2023	2024	2025
Total number of hours work (Hours)	1,173,626.00	1,377,020.61	1,197,646.70
Total number of hours worked by employees (Hours)	1,173,626.00	1,377,020.61	1,197,646.70

Statistic of accident and injuries of employees from work

	2023	2024	2025
Total number of lost time injury incidents by employees (Cases)	5	2	1
Total number of employees that lost time injuries for 1 day or more (Persons)	6	1	1
Percentage of employees that lost time injuries for 1 day or more (%)	1.51	0.25	0.27
Total number of employees that fatalities as a result of work-related injury (Persons)	0	0	0
Percentage of employees that fatalities as a result of work-related injury (%)	0.00	0.00	0.00
Lost time injury frequency rate (LTIFR) (Persons / 1 million-manhours) (*)	5.11	0.73	0.83

	2023	2024	2025
Lost time injury frequency rate (LTIFR) (Persons / 200,000 manhours)(**)	1.02	0.15	0.17

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

	2023	2024	2025
Total number of employee turnover leaving the company voluntarily (persons)	266	190	236
Total number of male employee turnover leaving the company voluntarily (persons)	103	80	82
Total number of female employee turnover leaving the company voluntarily (persons)	163	110	154
Proportion of voluntary resignations (%)	67.00	47.74	63.44
Percentage of male employee turnover leaving the Company voluntarily (%)	38.72	42.11	34.75
Percentage of female employee turnover leaving the Company voluntarily (%)	61.28	57.89	65.25

	2023	2024	2025
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
Reference link for responsible sales and marketing policy and guidelines	:	
Page number of the reference link	:	

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, Consumer data privacy and protection

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 companys competitive strategy are outlined as follows:

1.Responsible Production and Service to Customers

The companys 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 companys 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 companys 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 customers 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 companys 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.

4.Protection of Customer Personal Data

The company places the highest priority on customer confidentiality, regarding it as a core business ethic that employees at all levels must strictly observe. We are committed to building trust through data protection measures that align with international standards and the Personal Data Protection Act (PDPA). Personal information shall not be used for the benefit of oneself or others without prior customer consent. Furthermore, we provide high-quality services with professional expertise at fair and reasonable prices for all customers equally.

Information on setting customer management goals

Setting customer management goals

Does the company set customer management goals : Yes

Details of setting customer management goals

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• Responsible production and services for customers • Communication of product and service impacts to customers/consumers • Development of customer satisfaction and customer relationship • Protection of customer personal information	Customer satisfaction.	2025: -	2026: Customer satisfaction levels have improved.

Information on performance and results of customer management

Performance and outcomes of customer management

Performance and outcomes of customer management : Yes

In the automotive parts industry, our company operates in alignment with international standards, encompassing the QCDS dimensions (Quality, Cost, Delivery, and Service). Our commitment to excellence is reflected in the numerous awards we have received from our customers, highlighting the following key achievements:

- Quality: We maintain a Zero Defect rate for products delivered to customers and hold the IATF 16949 certification, the definitive quality management system standard specifically for the automotive industry.
- Cost/Price: We continuously enhance production efficiency to maintain effective cost control. Through Cost Reduction (CR) initiatives and process improvements via Kaizen, we are able to offer highly competitive pricing in the global market.
- Delivery: We ensure high precision in delivery through the Just-in-Time (JIT) system, consistently achieving a 100% On-Time Delivery rate to ensure that our customers' automotive production lines remain uninterrupted.
- Sustainability: We prioritize environmental and social standards by managing eco-friendly production processes.

Diagram of performance and outcomes of customer management

Award

Customer satisfaction

	2023	2024	2025

	2023	2024	2025
Evaluation results of customer satisfaction (1)	Yes	Yes	Yes

Remark: *(1) The results of the customer satisfaction survey, ranked by year, are as follows: 2023 : GOOD 2024 : GOOD 2025 : 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

Companys channels for receiving complaints from customers/consumers	:	Yes
Telephone	:	033010701-05
Fax	:	033010706-8
Email	:	sales@sankothai.net
Companys 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, Sports and recreation, Occupational health, safety, health, and quality of life, 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(s)	Indicators(s)	Base year(s)	Target year(s)
• Employment and professional skill development	Proportion of local employees hired	-	2025: At least 30% of all employees.
• Education	Number of internship students	-	2025: 10 person
• Disadvantaged and vulnerable groups	Number of persons with disabilities employed	-	2025: 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 Residents in Rayong Province

The company employed 187 employees whose domicile is in Rayong Province in 2025. Total salaries and compensation amounted to over 37,080,000 THB, contributing to income distribution within the local community.

2. Educational Support

The company supported internship programs for students both in Rayong and other areas, where the production processes and operations align with the educational curricula of each institution. In 2025, a total of 15 students participated in internships. The company provided allowances during the internship period and covered related expenses, totaling over 200,000 THB.

3. Scholarships and Educational Equipment Support

The company provided assistance to schools by offering scholarships to underprivileged students, supporting educational activities, and improving school materials, equipment, and buildings. In 2025, the total support value exceeded 133,000 THB.

4. Support for Disadvantaged and Vulnerable Groups through Employment

The company supported disadvantaged and vulnerable groups through employment in 2025 as follows:

- Employment of 2 persons with disabilities, totaling 352,000 THB
- Outsourcing work to 2 persons with disabilities to work in government offices, totaling 240,000 THB
- Employment of elderly individuals in suitable positions to enhance their value and potential, totaling over 590,000 THB

5. Outstanding Establishment Award for Supporting Employment of Persons with Disabilities

The company received an Outstanding Establishment Award for supporting the employment of persons with disabilities in 2025.

6. Community and Social Support

The company supported communities and society through various community and educational activities, including:

- Financial support for community festivals and events, such as charity raffle contributions for King Taksin Day
- Organizing volunteer activities with schools, delivering happiness and encouragement to persons with disabilities and patients at Eden Park, Rayong Province, and participating in community sports activities such as distance running challenges and volleyball competitions

Benefit from implementing social development project

Financial benefits

Does the company measure the financial benefits from social development? : Yes

	2023	2024	2025
Value of purchasing goods and/or services from the community (Baht)	19,792,907.45	16,310,000.00	19,860,000.00

Non-financial benefits

Does the company measure the non-financial benefits from social development? : Yes

	2023	2024	2025
Hiring local partners or suppliers (shop)	39.00	42.00	40.00
Hiring local employees (Persons)	137.00	124.00	115.00
Beneficiaries of the company's community development projects (Place)	0.00	0.00	0.00
Educational beneficiaries (School)	1.00	1.00	1.00
Community forest (Rais)	0.00	0.00	0.00

Expenses from social and environmental development project

	2023	2024	2025
Total financial contribution to community/social development projects or activities (Bath)	0.00	0.00	261,594.00
Percentage of financial contribution for community/social development projects or activities to total expense (%) (*)	0.000000	0.000000	0.039436

	2023	2024	2025
Percentage of financial contribution for community/social development projects or activities to total revenue (%) (*)	0.000000	0.000000	0.035561

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

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 Companys 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 Committees report and the auditors reports

Other than disclosing the information through the Companys 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 Companys 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 systems 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 Companys Secretary with adequate experience to support the Boards 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, Companys 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 Companys 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 Companys 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 Companys 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 Companys 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 meetings resolutions and the result of the votes on the next day, through the information channel of the Stock Exchange of Thailand and on the Companys 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 Companys directors but no less than 3 persons.

The Definition of Independent Directors Independent Director

Independent Director is the person who has no relation at all to the management of the company and/or the operation of the Companys business. This person is independent from major shareholders and from Companys 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.

2. The Audit Committee

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 companys 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 companys committee and has to comprise of not less than three persons, being the Companys directors and executives.

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

The Office Term

1. The NRCs member has the office term has a tenure as the term of the Board of Director member.

2. The NRSs 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 Committees 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 managements 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

Committees performance Evaluation

The companys 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 committees 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 Companys 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 Companys information or using the Companys information for personal gains under the Confidential Information Protection Policy.

6. Raise the awareness of the Board of Directors and the Companys Executives regarding the responsibility for reporting their ownership of the Companys assets, their spouses and their underage childrens, 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 Companys Board of Directors and the Executives must announce the buying and selling of the Companys assets at least 1 day before trading the stocks by notifying the Companys 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 customers 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 Companys 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 Companys 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 its directors, executives, and employees at all levels to adhere to the performance of duties assigned by the Company, which prioritizes treating all stakeholder groups equally and fairly in accordance with good corporate governance policies. Directors, executives, and employees at all levels must acknowledge, understand, and strictly comply with these principles to ensure that each individual's performance of duties is efficient, transparent, honest, considers the Company's best interests, and is fair to all relevant stakeholder groups. They must also be prepared to explain, clarify, and be subject to audit. The full business ethics code is detailed in Annex 5.

Reference link for the full version of business code of conduct	:	https://sanko.listedcompany.com/cg.html
Page number of the reference link	:	9

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

Conflict of Interest

The company has a policy prohibiting directors, executives, and employees from using their positions as directors, executives, or employees of the company to seek personal gain. Therefore, the following practices are stipulated:

1. The Board of Directors, Audit Committee, and executives must carefully consider conflicts of interest regarding connected transactions in accordance with the Stock Exchange's regulations. This must be done with honesty, integrity, rationality, and independence within a good ethical framework, prioritizing the company's best interests, to ensure that such transactions are reasonable and primarily for the benefit of the company. Any party with an interest in a particular matter shall not participate in the approval of such transactions.

2. Must not engage in any actions that conflict with the company's business interests, such as causing the company to lose benefits, receive less benefit than it should, or diverting benefits from the company.

3. Refrain from any actions that compete with the company's business.

4. Avoid engaging in connected transactions with oneself that may create a conflict of interest with the company.

5. In cases where such transactions are necessary for the company's benefit, they must be conducted as if with an independent third party, under commercial terms that a reasonable person would agree to with a general counterparty, with commercial bargaining power free from the influence of being a director, executive, or related person, and must not participate in the consideration or approval process. Furthermore, they are obligated to comply with the regulations of the Stock Exchange of Thailand and the Securities and Exchange Commission regarding the disclosure of connected transactions.

6. Directors, executives, employees, and staff of the company, including their spouses and children, are prohibited from seeking personal gain in private businesses with the company, such as engaging in any activities to sell goods and services to the company. Should such activities occur, a clarification document and disclosure of information must be submitted to the company in all instances.

Reference link for Prevention of Conflicts of Interest : https://sanko.listedcompany.com/code_of_conduct.html

Page number of the reference link : 9

Anti-corruption

Anti-Corruption

Directors, executives, and employees, as well as those involved in the Company's business operations over whom the Company has control, are committed to participating in the fight against and prevention of fraud and corruption. The Company mandates strict adherence to anti-corruption guidelines in all forms.

The Company has communicated and publicized various anti-corruption policies to foster understanding and awareness. Non-compliance with these policies will result in disciplinary action. Concurrently, the Company has no policy to impose negative consequences on employees who refuse corruption, even if such refusal leads to the Company losing business opportunities.

The Company has established channels for reporting tips or complaints to the Chairman of the Board or the Company's Audit Committee in cases of suspected corrupt practices or misconduct by individuals. Furthermore, the Company has outlined procedures for handling complaints and measures for whistleblower protection in its Business Ethics Handbook.

Reference link for Anti-corruption : https://sanko.listedcompany.com/code_of_conduct.html

Page number of the reference link : 11

Whistleblowing and Protection of Whistleblowers

Complaint and Suggestion Submission

The Company's Board of Directors has provided employees and stakeholders with channels to express opinions, suggestions, complaints, or report illegal acts observed in any event or action that may result in a violation of laws, regulations, rules, and/or conflict with good morals and ethics, which could cause overall damage to the Company. Such reports can be made via mail to:

The Chairman of the Audit Committee or Company Secretary, Sanko Diecasting (Thailand) Public Company Limited, No. 333, Lao Peng Nguan 1 Building, 17th Floor, B3, Soi Choei Phuang, Vibhavadi Rangsit Road, Chom Phon Subdistrict, Chatuchak District, Bangkok 10900, or via the website: www.sankothai.net/investor

The Chairman of the Audit Committee and Company Secretary will receive such information directly, emphasizing its confidential nature to protect stakeholders or whistleblowers from adverse effects, and will proceed fairly, based on the received tip-off information and verification, to make decisions and take appropriate actions.

Complaint Handling Process

1. Fact-finding: The recipient of the complaint shall gather facts related to the violation or non-compliance with the code of conduct either personally or by assigning a suitable person to do so.

2. Information Processing and Screening: The recipient of the complaint shall submit the complaint for review within 7 business days from the date of receipt from the complainant, to consider appropriate steps and handling methods for each case, which may include:

- Report to authorized and relevant persons concerning the matter.
- Report facts to the Audit Committee/auditor for investigation, fact-finding, processing, and screening of information.

3. Determine Remedial Measures: The person responsible for actions under item (2) shall determine remedial measures to cease the violation or non-compliance with the code of conduct and mitigate damages for those affected, considering the overall distress and damage. If the complainant is dissatisfied with the remedial measures to resolve the complaint, an appeal must be submitted within 7 days from the date of being informed of the remedial measures.

4. Reporting Results: The complaint recipient is responsible for reporting the results as per item (3) to the complainant if the complainant discloses their identity.

In important cases, the complaint recipient shall report the outcome to the Chairman of the Board and the Company's Board of Directors, such as matters affecting the Company's reputation, image, or financial status, or conflicting with the Company's business policies, or involving senior executives, etc.

Whistleblower Protection Measures

The Company has established whistleblower protection measures according to the following principles:

1. Complainants may choose not to disclose their identity if they believe such disclosure would lead to unsafety or any harm. However, if they disclose their identity, it will enable the organization to report progress and clarify facts more conveniently and quickly.

2. Complaint recipient Relevant information will be kept confidential. and will disclose as necessary Taking into account the safety and damage of the reporter. source of information or related persons Measures have been established to protect complainants and/or those providing information and/or cooperation in verifying information. which will be insured by the company that it would not be a cause or considered as grounds for dismissal, punishment, or any other action. that had adverse effects on such employees

3. If the complainant believes they may be unsafe or suffer harm, the complainant may request the Company to implement appropriate protection measures. Alternatively, the Company may implement protection measures without a request from the complainant if it deems there is a likelihood of harm or unsafety.

Reference link for Whistleblowing and Protection of : https://sanko.listedcompany.com/code_of_conduct.html

Whistleblowers

Page number of the reference link : 23

Prevention of Misuse of Inside Information

Trading of the Company's Securities and the Use of Inside Information

Various information that may affect the Company's securities price, or information that, if disclosed, would cause damage or disadvantage to the Company, is considered confidential and important. Therefore, the preparation, retention, or disclosure of such information must be carried out appropriately, taking into account the impact on all stakeholders and compliance with legal requirements. Furthermore, such information must not be used for personal gain or for the benefit of others, as follows:

1. The Company has stipulated that directors, executives, employees, including their spouses and minor children, shall not trade the Company's securities within one month prior to the disclosure of financial statements or the disclosure of the Company's status, including other material information. They should also wait at least 24 hours after such information has been disclosed to the public before buying or selling the Company's securities.

2. Directors, executives, employees, and staff of the Company, including their spouses and minor children, are prohibited from using the Company's inside information, which has or may have an impact on the price change of the Company's securities and has not yet been disclosed to the public, for the purpose of trading, offering to buy, offering to sell, or inducing others to trade, offer to buy, or offer to sell the Company's securities, whether directly or indirectly, before such information has been disclosed to the public, or for personal gain. Anyone who violates this will be subject to the Company's disciplinary measures.

3. Directors, executives, employees, and staff of the Company are prohibited from disclosing the Company's secrets and/or inside information or seeking personal gain or benefit for any other person, whether directly or indirectly, and regardless of whether any compensation is received.

4. The interests and confidentiality of the Company or its customers must be maintained. It is prohibited to disclose the Company's secrets to external parties, especially competitors, even after ceasing to be a director, executive, or employee 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 : 11

Gift giving or receiving, entertainment, or business hospitality

Giving or receiving gifts, entertainment, assets, or any other benefits that may create an incentive for improper decision-making.

Giving or receiving assets, gifts, or entertainment as customary gifts/souvenirs is considered acceptable. However, the company does not wish for employees to accept gifts/souvenirs of excessive value from business associates. The following guidelines have been established:

1. Directors, executives, and employees shall not solicit, offer, or agree to accept money or any other benefits from business associates of the company.

2. If an employee receives a gift on a customary occasion that exceeds normal value from a business associate of the company, they must report it to their supervisor in due course.

3. Conduct business and compete with fair strategies, and do not accept items or money from customers or partners, as this would create a conflict of interest in performing duties.

4. Do not give valuable gifts or presents, either directly or indirectly, to government officials to facilitate business operations, unless it is given during customary festivals, similar to gifts given to the company's 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 : 11

Compliance with laws, regulations, and rules

Respect for laws and company regulations

1. Directors, executives, and employees must comply with the laws, regulations, rules, and requirements of the Stock Exchange of Thailand and the Securities and Exchange Commission.
2. Directors, executives, and employees must not evade compliance with relevant regulations, rules, and laws.
3. Directors, executives, and employees must comply with the Company's "Corporate Governance" and "Business Ethics" policies.
4. Personnel at all relevant levels must comply with regulations and legal requirements, both domestically and/or internationally, to ensure that the Company's accounting and financial records are accurate and complete.

Reference link for Compliance with laws, regulations, and rules	:	https://sanko.listedcompany.com/code_of_conduct.html
Page number of the reference link	:	9

Information and assets usage and protection

Preservation and Use of Company Assets and Confidential Information

Directors, executives, and employees are responsible for preserving and utilizing the company's assets, information, and secrets with maximum efficiency. The following guidelines have been established:

1. Employees must maintain machinery, tools, vehicles, and work equipment in good condition and use resources or energy for work economically or with the least possible waste.
2. Employees must collectively exercise caution and protect any company assets from damage or loss due to any person or disaster, and must not use any company assets for personal gain or for the benefit of others without authorization.
3. All documents must be prepared with integrity, prudence, and in accordance with established standards, and the falsification of company letters, reports, or documents is prohibited.
4. Employees must not violate company regulations or orders that may cause accidents or damage to the company's assets.
5. Employees must be aware of and adhere to the correct and appropriate guidelines for using computer and network systems.
6. Do not install or save software on the company's computer systems without authorization.
7. Computer equipment, information technology systems, and various information data are considered company assets. Executives and employees should not use computers and information technology for personal gain.

Reference link for Information and assets usage and protection	:	https://sanko.listedcompany.com/code_of_conduct.html
Page number of the reference link	:	9-11

Information and IT system security

Policy and Guidelines for Information System Access and Usage Control

Objective

Guidelines for managing and controlling data access shall be established to mitigate risks associated with information systems and any electronic operations, ensuring the security of information systems, preventing damage caused by improper actions, and serving as an efficient operational guideline for employees.

Guidelines

1. Control of Information System Access and Usage
   - Users are permitted to access information systems with the requested rights only upon approval from their supervisor.
   - Control access to information systems by preparing an account request form for information system access, which requires approval from the supervisor.

- System administrators must implement controls for information system usage, including defining usage rights, assigning user groups, and conducting an annual review of rights.

- Access to information systems shall only be through the company's internal network or via VPN.

- Company computers accessing the internal network must have their MAC Addresses registered by the system administrator.

- Access to company computers must require a password.

- Do not move computer equipment.

2. Management of Information System Access and Usage

2.1 User Registration

- Prepare a user registration form that must include at least the following basic information: Name and Surname, Position, Department, Duration of Use.

- System administrators must verify that user accounts have not been previously registered.

- System administrators must verify and grant appropriate access rights based on job responsibilities.

2.2 User deregistration from the system shall follow the user cancellation procedures when access rights are revoked under the following circumstances:

- Termination of duties according to responsibilities, such as job transfer or resignation.

- The Human Resources Department shall notify the IT Department Manager in writing. The system administrator will immediately revoke user access rights on the effective date of resignation.

3. User Account (Username) and Password Management

3.1 Users must protect, manage, and maintain their user account and password information. Each user must have their own unique user account and is prohibited from disseminating, distributing, or allowing others to know their password.

3.2 User account names shall be individually identified and non-redundant.

3.3 Establish Standard Naming for company system usernames. User account names shall follow an English naming convention. In case of duplicate names, an underscore _ followed by the surname shall be used.

3.4 Limit the use of group user accounts under the same account list, and permit their use only as necessary.

3.5 If it is necessary to use a group user account under the same account list, the system administrator must create a record to specify who uses the said user account, and when its use began and ended.

3.6 Users should immediately change any temporary passwords they receive.

3.7 Users must change their passwords immediately if they suspect that their passwords may have been compromised or disclosed.

3.8 Users must change their passwords every 90 days.

3.9 Passwords must consist of at least 8 characters, combining letters, numbers, or special characters.

3.10 Keep user accounts and passwords confidential.

4. Data Security

4.1 All users are responsible for maintaining the security of company data.

4.2 Users are prohibited from disclosing any company information to external parties. In necessary cases, a written record must be made, and the supervisor must sign and date the record.

Reference link for Information and IT system security	:	https://sanko.listedcompany.com/code_of_conduct.html
Page number of the reference link	:	13-15

Environmental management

The company has developed an environmental management plan in accordance with the ISO 14001:2015 environmental management system, having received certification for the ISO 14001:2015 environmental management system on July 15, 2023, and the ISO 45001:2018 occupational health and safety management system on December 1, 2023, from an ISO certification body. This is considered an integral part of the company's internal control system. The monitoring of these systems involves the appointment of a working committee, which must undergo training on standard system requirements and internal audit training to perform the duty of inspecting the operations of various departments. Continuous follow-up meetings are held to review work plans and address issues in case deficiencies are found. Furthermore, the company conducts various environmental inspections, such as noise, light, and heat in the workplace, and air pollution, as well as ensuring efficient management of various hazardous wastes and optimizing resource utilization.

1. Effective management of various hazardous wastes. The company has established a systematic internal management process within the factory, such as the segregation of all types of waste generated from both production processes and other activities within the factory into 3 categories.

Type 1. General waste (green bin) refers to waste originating from nature or waste generated from general activities without contamination by hazardous chemicals, such as food scraps, vegetables, fruits, plant debris, animal carcasses, leaves, plastic detergent packaging, candy wrappers, instant noodle packets, plastic bags contaminated with food scraps, etc.

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

Type 3. Hazardous waste (red bin) refers to waste contaminated with toxic substances that must be collected as it may cause harm to individuals or the environment, such as fluorescent lamps, flashlight batteries, batteries, aluminum scraps, containers used for chemicals, spray paint cans, etc.

2. Annual Workplace Environmental Monitoring for 2025. The Company conducted its annual workplace environmental monitoring for 2025 on March 18, 2025, through Smile Laboratory Co., Ltd., registration number W-286. The monitoring results indicated no abnormal or excessive values in the company's operational activities. This is attributed to the Company's regular inspection of all work areas and machinery to ensure they are in perfect condition and safe, thereby eliminating risk factors that could lead to accidents or the leakage of various toxic substances.

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Human rights

Fundamental Principles

The Company adheres to and complies with its human rights policy and is committed to conducting business in a sustainable manner, in accordance with the Universal Declaration of Human Rights (UDHR). The Company is confident that it will conduct business with prudence and caution and will not engage in any actions that could lead to direct or indirect violations or impacts on human rights. This includes practicing and promoting respect for the fundamental rights of employees, as well as encouraging respect for the rights of others, which will foster peace within society and happiness in collaboration among employees. This aligns with the Company's human resource management principles.

Company Policy Guidelines

1. Respect and comply with laws and human rights principles equally for all individuals. Show mutual respect to all stakeholders with whom the Company is involved.

2. Exercise caution and refrain from committing acts that violate human rights, both directly and indirectly, towards all stakeholders.

3. Identify and assess risks, including human rights impacts, comprehensively and systematically on an ongoing basis across all business activities of the Company and throughout the entire value chain. Establish appropriate guidelines for monitoring, auditing, and management. In the event of unforeseen circumstances, responsibility must be promptly considered. Additionally, implement appropriate and effective remediation processes to mitigate impacts, based on principles of justice and equality.

4. Support and promote human rights among all stakeholders in all forms, encouraging their participation, respect, and adherence to human rights principles.

5. Communicate, disseminate knowledge, and foster understanding among all stakeholders, while also supporting partners and relevant parties to ensure their participation in business operations respects and treats everyone according to human rights principles as per this policy.

6. Monitor and oversee the respect for human rights. Do not neglect or ignore any observed human rights violations related to the Company. Such incidents must be reported to a supervisor or through the designated channels as per the Whistleblowing Policy and Procedure.

Reference link for Human rights	:	https://sanko.listedcompany.com/misc/cg/code-of-ethics-en/index.html
Page number of the reference link	:	9

Safety and occupational health at work

In 2025, the company continuously developed and improved the efficiency of its safety operations to reduce the risk of illness, injury, or death, and to appropriately care for the quality of life of its employees. The following actions were undertaken:

1. Monitoring, Tracking, and Measurement of Key Occupational Health and Safety Performance as Required by Law with the following topics:

1.1 Legal Testing of Crane Components and Equipment. The company conducted annual testing of crane components and equipment twice in 2025, on January 25, 2025, and July 14, 2025. This was performed by D.S.V. Inspection Co., Ltd., Professional Engineer Registration No. 2189/65. The test results indicated that all cranes remain in perfect working condition, and various lifting accessories are also subject to safety inspections at prescribed intervals.

การตรวจรับรองปั้นจั่นในโรงงานประจำปี 2568

1.2 Annual Testing and Inspection of Natural Gas Facilities for Renewal in 2024. The company conducted the annual certification of natural gas facilities for 2025 on July 25, 2025, by Hybrid Integration Co., Ltd. Registration No. W.Th.Ch.Ch.1-003/2565. The test results for the gas station, pipeline system, and associated equipment indicated that they remain in perfect condition and are safe.

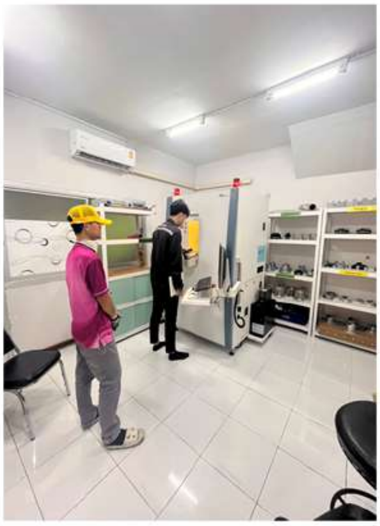
การตรวจรับรองสถานที่ใช้ก๊าซธรรมชาติประจำปี 2568

1.3 Annual Electrical System Safety Certification in 2025. The company conducted the annual electrical system safety certification on November 4, 2025, performed by Mr. Kasidit Wijittada, Professional Engineer License No. PFK.1141. The test results for the transformer system, power transmission lines, MDB cabinets, and associated equipment indicated that they remain in perfect condition and are safe.

การตรวจรับรองไฟฟ้าและบริภัณฑ์ไฟฟ้าประจำปี 2568

1.4 Annual Safety Assessment of Industrial Radiation Generators in 2025. The company conducted the annual safety assessment of industrial radiation generators in 2025 on October 9, 2025. This was performed by the Thailand Institute of Nuclear Technology (Public Organization). The test results for the X-ray system and associated equipment indicated that they remain in perfect condition and are safe.

การตรวจรับรองเครื่องกำเนิดรังสีประจำปี 2568



2. Safety Training Courses Related to Legal Requirements

The organization recognizes the importance of training employees in occupational safety, health, and working environment. This enhances employees' knowledge, enabling them to perform their duties safely, and ensures strict compliance with occupational safety, health, and environmental laws. Furthermore, it reduces the cost of sending employees for external training by allowing qualified employees to serve as internal trainers for their colleagues within the organization.

2.1 Annual Forklift Driving Training (as legally required) to ensure safe operation in 2025

อบรมรถยกประเภทต่าง ๆ ประจำปี 2568

2.2 Annual Training for Crane Operators, Signal Persons for Crane Operators, Material Riggers, Crane Usage Controllers for Overhead Cranes, Gantry Cranes, and other Fixed Cranes, and a review of crane-related work, as legally required, in 2025.

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2.3 Safety Officer at Supervisor Level, Safety Officer at Management Level, Safety Unit Service Provider

2.4 Safety Course for General Employees and New Employees according to the Occupational Safety, Health and Environment Act B.E. 2554 (2011)

2.5 First Aid and Basic Life Support Workshop

3. Emergency Preparedness and Response Drills To prepare for potential emergencies within the organization, it is imperative to train employees to acquire knowledge and understanding of working with specific machinery and equipment. This ensures correct, safe, and hazard-free operations, including fire evacuation drills, chemical spills, and gas leaks, among others. This training enables employees to respond correctly to emergency situations, thereby minimizing potential loss of life and property.

3.1 Annual Firefighting and Fire Evacuation Drills in 2025

3.2 Annual Emergency Response Drill for NG Gas Leakage in 2025

3.3 Annual Emergency Response Drill for Furnace Explosion in 2025

4. Annual Health Check-up

การจัดการตรวจสุขภาพประจำปี 2568

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 stipulates that it is the duty and responsibility of all directors, executives, and employees to acknowledge, understand, and strictly adhere to the established business ethics and codes of conduct in their work. Compliance is not voluntary, and ignorance of the established guidelines cannot be claimed. All levels of management within the organization must supervise and consider it a critical matter to ensure that employees under their supervision are aware of, understand, and seriously comply with the established business ethics and employee code of conduct, and also sign to certify full compliance.

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	:	Yes
Anti-corruption networks or projects the company has joined or declared intent to join	:	Thai Private Sector Collective Action Against Corruption (CAC) CAC membership certification status : Not certified Certification document of CAC membership status : -

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	:	Yes

The Anti-Corruption Policy and the Collective Action Against Corruption (CAC) handbook were reviewed and revised to serve as practical guidelines for employees, executives, and the Board of Directors in preventing corruption across all organizational processes. The policy content has been updated to enhance clarity and effectiveness, including the clarification of roles and responsibilities of the Board of Directors and executives in overseeing, supporting, and driving anti-corruption efforts within the organization.

In addition, related operational guidelines, internal control measures, and monitoring processes have been improved to ensure alignment with the policy and to strengthen effective implementation. The organization also promotes communication and awareness among personnel at all levels in order to foster a culture of transparency, integrity, and a strong commitment to rejecting all forms of corruption throughout the organization.

The Charter of the Board of Directors has been reviewed and further revised to enhance the completeness, clarity, and comprehensiveness of its content, enabling it to serve more effectively as a practical guideline for the Boards operations in alignment with good corporate governance principles.

The revisions include clearer definitions of the roles, duties, and responsibilities of the Board of Directors, as well as the scope of authority in overseeing corporate governance, establishing policies, and monitoring the performance of management. These improvements aim to support transparent, accountable, and efficient organizational management.
In addition, the updated charter helps promote a shared understanding among board members in performing their duties and supports well-informed and prudent decision-making, ensuring that the Boards actions are appropriate and in the best interests of the organization and its stakeholders.

Implementation of the CG Code for listed companies

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

Sanko Diecasting (Thailand) Public Company Limited has systematically applied the CG Code across its organizational structure, processes, and corporate culture to enhance transparency, credibility, and long-term sustainable growth. The company places great importance on conducting its business with transparency, accountability, and consideration for all stakeholders. It adopts the CG Code as a guiding framework for corporate management to build confidence among shareholders, investors, and society as a whole.

1. Protection of Shareholders Rights

The company ensures that shareholders fundamental rights are fully respected, including the right to attend shareholders meetings, vote, and receive accurate, complete, and timely information.

2. Fair Treatment of Stakeholders

The company values all stakeholder groups, including employees, customers, business partners, creditors, and communities, with clear policies and practices to safeguard their rights and foster strong relationships.

3. Transparency and Disclosure

The company discloses both financial and non-financial information accurately, completely, and in a timely manner, in compliance with regulatory requirements, enabling investors to make informed decisions.

4. Roles and Responsibilities of the Board of Directors

The Board plays a key role in setting policies, vision, and organizational strategies, as well as overseeing management to ensure operations are efficient and aligned with good governance principles.

5. Risk Management and Internal Control

The company establishes appropriate risk management and internal control systems to prevent and mitigate potential risks, with continuous monitoring and evaluation.

6. Ethical Business Conduct

The company promotes integrity and ethical behavior among directors, executives, and employees, adhering to a code of conduct and maintaining a zero-tolerance policy toward corruption.

7. Sustainability and Social Responsibility

The company emphasizes sustainable business practices, taking into account environmental, social, and community impacts, while supporting activities that benefit society.

Other corporate governance performance and outcomes

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 2025: CGR with the support of the Stock Exchange of Thailand (SET) and achieved 4 stars (Very Good) And Shareholders evaluation result for the 2025 Annual Shareholders Meeting score Excellent (4 medals)

Corporate Governance Structure

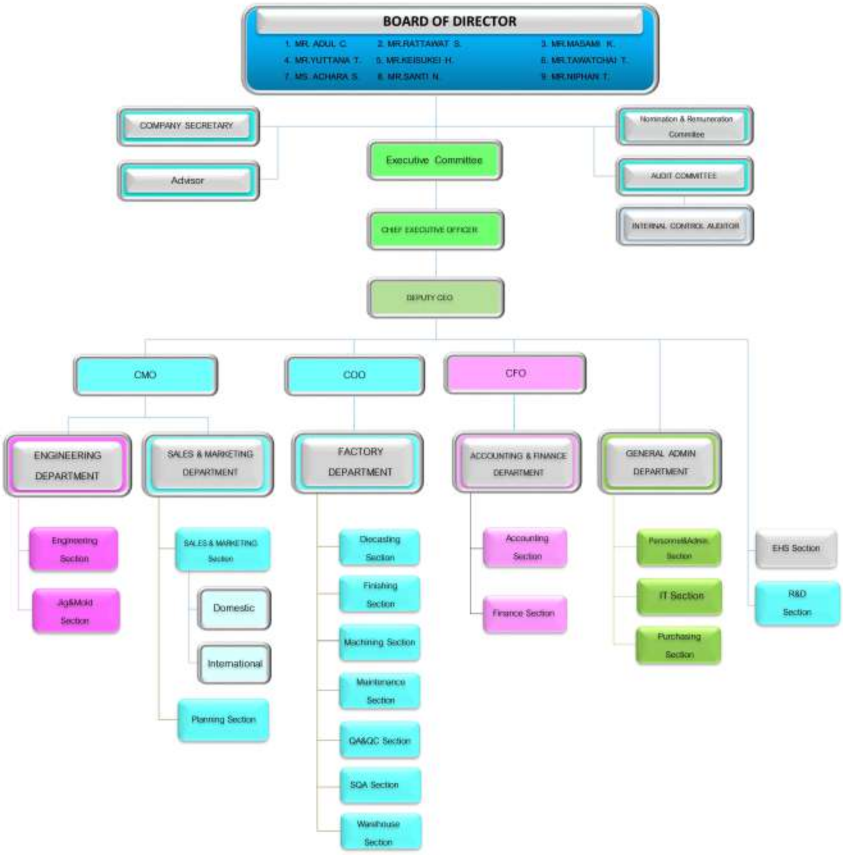
Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure as of date : 31 Dec 2025

Corporate governance structure diagram



Information on the board of directors

Information on the board of directors

Composition of the board of directors

	2023		2024		2025	
	Male (persons)	**Female (persons)**	**Male (persons)**	**Female (persons)**	**Male (persons)**	**Female (persons)**
Total directors	9		9		9	
	7	2	7	2	8	1
Executive directors	1		1		1	
	1	0	1	0	1	0
Non-executive directors	8		8		8	
	6	2	6	2	7	1
Independent directors	7		6		6	
	5	2	4	2	5	1
Non-executive directors who have no position in independent directors	1		2		2	
	1	0	2	0	2	0

	2023		2024		2025	
	Male (%)	**Female (%)**	**Male (%)**	**Female (%)**	**Male (%)**	**Female (%)**
Total directors	100.00		100.00		100.00	
	77.78	22.22	77.78	22.22	88.89	11.11
Executive directors	11.11		11.11		11.11	
	11.11	0.00	11.11	0.00	11.11	0.00
Non-executive directors	88.89		88.89		88.89	
	66.67	22.22	66.67	22.22	77.78	11.11
Independent directors	77.78		66.67		66.67	
	55.56	22.22	44.44	22.22	55.56	11.11
Non-executive directors who have no position in independent directors	11.11		22.22		22.22	
	11.11	0.00	22.22	0.00	22.22	0.00

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

	2023		2024		2025	
	Male (years)	**Female (years)**	**Male (years)**	**Female (years)**	**Male (years)**	**Female (years)**
Average age of board of directors	61		62		63	
	60	67	61	68	63	65

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 : 66 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 : Doesnt Have Legal offenses in the past 5 years (*) : Doesnt 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 (**) : 0 Shares (0.000000 %)	Chairman of the board of directors (Non-executive directors, Independent director) Authorized directors as per the companys certificate of registration : No Type of director : Existing director	14 May 2020	Economics, Commerce, Negotiation, Leadership, Strategic Management

List of directors	Position	First appointment date of director	Skills and expertise
2. Mr. Nipan Tungpiruttham Gender: Male Age : 65 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 : Doesnt Have Legal offenses in the past 5 years (*) : Doesnt 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 (**) : 0 Shares (0.000000 %)	Director (Non-executive directors, Independent director) Authorized directors as per the companys certificate of registration : No Type of director : Existing director	30 Mar 2009	Internal Control, Strategic Management, Negotiation, Law, Transportation & Logistics

List of directors	Position	First appointment date of director	Skills and expertise
3. Mr. Santi Niamnil Gender: Male Age : 56 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 : Doesnt Have Legal offenses in the past 5 years (*) : Doesnt 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 (**) : 0 Shares (0.000000 %)	Director (Non-executive directors, Independent director) Authorized directors as per the companys certificate of registration : No Type of director : Continuing director (Full term of directorship and being re-appointed as a director)	30 Mar 2009	Internal Control, Audit, Risk Management, Strategic Management, Law

List of directors	Position	First appointment date of director	Skills and expertise
4. Mr. Yuttana Taepangthong 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 Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years (*) : Doesnt 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 (**) : 0 Shares (0.000000 %)	Director (Non-executive directors, Independent director) Authorized directors as per the companys 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

List of directors	Position	First appointment date of director	Skills and expertise
5. Mr. MASAMI KATSUMOTO Gender: Male Age : 76 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 : Doesnt Have Legal offenses in the past 5 years (*) : Doesnt 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 (**) : 0 Shares (0.000000 %)	Director (Non-executive directors) Authorized directors as per the companys certificate of registration : Yes Type of director : Existing director	26 Feb 2020	Automotive, Industrial Materials & Machinery, Engineering, Steel, Design

List of directors	Position	First appointment date of director	Skills and expertise
6. Mr. Rattawat Suksaichol Gender: Male Age : 68 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 (*) : Doesnt Have DAP course : Yes DCP course : Yes	Director (Executive directors) Authorized directors as per the companys certificate of registration : Yes Type of director : Existing director	14 May 2020	Governance/ Compliance, Strategic Management, Leadership, Law, Automotive

List of directors	Position	First appointment date of director	Skills and expertise
7. Mr. KEISUKE HAMADA Gender: Male Age : 48 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 : Doesnt Have Legal offenses in the past 5 years (*) : Doesnt 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 (**) : 0 Shares (0.000000 %)	Director (Non-executive directors) Authorized directors as per the companys 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
8. Ms. Achara Suwanpuchai Gender: Female Age : 65 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 : Doesnt Have Legal offenses in the past 5 years (*) : Doesnt 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 (**) : 0 Shares (0.000000 %)	Director (Non-executive directors, Independent director) Authorized directors as per the companys certificate of registration : No Type of director : Existing director	10 Nov 2022	Risk Management, Audit, Internal Control, Negotiation, Accounting

List of directors	Position	First appointment date of director	Skills and expertise
9. Mr. TAWATCHAI TIENTONGTIP Gender: Male Age : 70 years Highest level of education : Bachelor's degree Study field of the highest level of education : Chinese Language and Foreign Economy Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years (*) : Doesnt Have DAP course : Yes DCP course : No	Director (Non-executive directors, Independent director) Authorized directors as per the companys certificate of registration : No Type of director : Newly appointed director to replace the ex-director	14 Aug 2025	Business Administration, Economics, Marketing, Corporate Management, Industrial Materials & Machinery

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.

List of board of directors who resigned / vacated their position during the year

List of directors	Position	Date of resignation / termination	Replacement director

List of directors	Position	Date of resignation / termination	Replacement director
1. Mrs. POONSRI PATTAMAVORAKUNCHAI Gender: Female Age : 72 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 : Doesnt Have Legal offenses in the past 5 years (*) : Doesnt 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 (**) : 0 Shares (0.000000 %)	Director (Non-executive directors, Independent director) Authorized directors as per the companys certificate of registration : No	14 Jun 2025	-

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.

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 companys certificate of registration
1. Mr. ADUL CHOTINISAKORN	Chairman of the board of directors		✔	✔		
2. Mr. Nipan Tungpiruttham	Director		✔	✔		
3. Mr. Santi Niamnil	Director		✔	✔		
4. Mr. Yuttana Taepangthong	Director		✔	✔		
5. Mr. MASAMI KATSUMOTO	Director		✔		✔	✔
6. Mr. Rattawat Suksaichol	Director	✔				✔
7. Mr. KEISUKE HAMADA	Director		✔		✔	✔
8. Ms. Achara Suwanpuchai	Director		✔	✔		
9. Mr. TAWATCHAI TIENTONGTIP	Director		✔	✔		
Total (persons)		1	8	6	2	3

Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Economics	2	22.22

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

Information about the other directors (*)(**)

	2023	2024	2025
The chairman of the board and the highest-ranking executive are from the same person	-	No	No
The chairman of the board is an independent director	-	Yes	Yes
The chairman of the board and the highest-ranking executive are from the same family	No	No	No
Chairman is a member of the executive board or taskforce	-	No	No
The company appoints at least one independent director to determine the agenda of the board of directors meeting	Yes	Yes	No

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, 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

Scope of Authorities of the Board of Directors

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 Companys target, policy, business plan and budget, as well as supervise and monitor the management to ensure that they conform the Companys 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 Boards 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 Companys 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 Companys financial reporting process to ensure that it is accurate and adequate;

2. To review the Companys internal control system and internal audit system to ensure that they are suitable and efficient, to determine an internal audit units 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 Companys compliance with the law on securities and exchange, the Exchanges regulations, and the laws relating to the Companys business;

4. To consider, select and nominate an independent person to be the Companys auditor, and to propose such persons 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 Exchanges regulations, and are reasonable and for the highest benefit of the Company;

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

- an opinion on the accuracy, completeness and creditability of the Companys financial report,
- an opinion on the adequacy of the Companys internal control system,
- an opinion on the compliance with the law on securities and exchange, the Exchanges regulations, or the laws relating to the Companys 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 committees opinion, should be known to the shareholders and general investors, subject to the scope of duties and responsibilities assigned by the Companys board of directors; and
7. To perform any other act as assigned by the Companys 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 Companys board of directors, while the Companys 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 Companys 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 directors 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 Companys 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 : 65 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 Tungpiruttham(*) Gender: Male Age : 65 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

List of directors	Position	Appointment date of audit committee member	Skills and expertise
3. Mr. Santi Niamnil(*) Gender: Male Age : 56 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 audit committee members who resigned / vacated their position during the year

List of executive committee members

List of committee members	Position	Appointment date of executive committee member
1. Mr. Rattawat Suksaichol Gender: Male Age : 68 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 : 40 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

List of committee members	Position	Appointment date of executive committee member
3. Mr. Thannithi Thanagijjirawach Gender: Male Age : 53 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 : 51 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
5. Ms. Pinpon Chakijdee Gender: Female Age : 43 years Highest level of education : Bachelor's degree Study field of the highest level of education : Political Science Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	21 Apr 2024

List of executive committee members who resigned / vacated their position during the year

Other Subcommittees

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

Subcommittee name	Name list	Position
	Mr. Yuttana Taepangthong	Member of the subcommittee (Independent director)
	Mr. Rattawat Suksaichol	Member of the subcommittee

List of subcomittees who resigned / vacated their position during the year

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 : 68 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

List of executives	Position	First appointment date	Skills and expertise
2. Mr. Kiattipoom Poomminun Gender: Male Age : 40 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 Marketing Officer	1 Nov 2014	Design, Engineering, Marketing, Electronic Components, Automotive
3. Mr. Thannithi Thanagijjirawach(*)(**) Gender: Male Age : 53 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	Chief Financial Officer	1 Sep 2022	Accounting, Finance, Data Analysis, Audit, Budgeting

List of executives	Position	First appointment date	Skills and expertise
4. Mr. Anan Tangsuntorntam Gender: Male Age : 51 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	Factory Department Manager	1 Jun 2020	Engineering, Design, Steel, Industrial Materials & Machinery, Marketing
5. Ms. Pinpon Chakijdee Gender: Female Age : 43 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 2026

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

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	:	Have

The Board of Directors or the Remuneration Committee is of the opinion that the determination and payment of remuneration to the Companys executives are appropriate and reasonable. Such remuneration is in accordance with the Companys clearly defined policies and criteria, which are transparent and verifiable.

In determining the remuneration, key factors have been taken into consideration, including the scope of duties and responsibilities, the knowledge, capabilities, and experience of each executive, as well as the overall performance of the Company and individual performance. This ensures alignment with the Companys achievements and provides incentives for effective performance.

The remuneration structure for executives consists of monetary compensation, including salary and bonus, which are linked to the Companys performance and individual results. The remuneration is set at a competitive level in comparison with the labor market and industry standards.

Therefore, the Board considers that such remuneration is appropriate, fair, and consistent with the Companys performance, and supports the achievement of the Companys long-term business objectives.

Remuneration of executive directors and executives

Monetary remuneration of executive directors and executives

	2023	2024	2025
Total remuneration of executive directors and executives (baht)	13,453,320.00	14,181,069.00	14,912,940.00
Total remuneration of executive directors (baht)	0.00	0.00	0.00
Total remuneration of executives (baht)	13,453,320.00	14,181,069.00	14,912,940.00

Monetary Compensation

Executive Commitees

There is no compensation.

Executive Compensation

In 2025, the company paid compensation consisting of salaries and bonuses to 5 executives, totaling 14.9 million baht. This is broken down into 12.66 million baht in salaries 2.05 million baht in bonuses and 0.19 million baht in others benefit, which represents 12.26% of the total employee compensation.

Other remunerations of executive directors and executives

	2023	2024	2025
Companys contribution to provident fund for executive directors and executives (Baht)	624,699.00	662,375.00	726,269.00
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 2025, the company contributed a total of 0.73 million baht to the provident fund for the 5 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	-

List of the head of the compliance unit

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 companys auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
SIAM TRUTH AUDIT COMPANY LIMITED No. 338, Preecha Complex Building A, 8th Floor, Ratchadaphisek Road. SAM SEN NOK HUAI KHWANG Bangkok 10310 Telephone number +66 2275 9599,+669 4559 3894	1,710,000.00	-	-

Assigned personnel in case of a foreign company

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

List of designated individuals as representatives in Thailand

Performance Report on Corporate Governance

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

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

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. Santi Niamnil	Director	30 Mar 2009	Internal Control, Audit, Risk Management, Strategic Management, Law
Mr. Yuttana Taepangthong	Director	8 Aug 2014	Accounting, Finance, Leadership, Strategic Management, Budgeting

List of newly appointed director to replace the ex-director

List of directors	Position	First appointment date of director	Skills and expertise
Mr. TAWATCHAI TIENTONGTIP	Director	14 Aug 2025	Business Administration, Economics, Marketing, Corporate Management, Industrial Materials & Machinery

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

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 Companys business. This person is independent from major shareholders and from Companys 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

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 companys 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 2026.

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 companys procedures.

Shareholders who wish to propose candidates can do so from November 15, 2025, to December 31, 2025, via the channels specified by the company. Details and criteria for nominating directors are available on the companys 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

Setting qualifications for the selection of directors

Details of qualifications for the selection of directors

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, Independent director)	Non-participating	-
2. Mr. Nipan Tungpiruttham (Director, Independent director)	Non-participating	-
3. Mr. Santi Niamnil (Director, Independent director)	Non-participating	-
4. Mr. Yuttana Taepangthong (Director, Independent director)	Non-participating	-
5. Mr. MASAMI KATSUMOTO (Director)	Non-participating	-
6. Mr. Rattawat Suksaichol (Director)	Non-participating	-
7. Mr. KEISUKE HAMADA (Director)	Non-participating	-

List of directors	Participation in training in the past financial year	History of training participation
8. Ms. Achara Suwanpuchai (Director, Independent director)	Non-participating	-
9. Mr. TAWATCHAI TIENTONGTIP (Director, Independent director)	Participating	Thai Institute of Directors (IOD) • 2025: Director Accreditation Program (DAP)

Information on the evaluation of duty performance of directors

Criteria for evaluating the duty performance of the board of directors

Committees performance Evaluation

The companys 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 committees 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% In summary, the evaluation results of the Company's Board of Directors received an average score (good level) of 90.90%.

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 committees 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 committees role duty and responsibility is focusing on taking action in these aspects.

There are 20 sub-categories for the total of 100% In summary, the evaluation results of the Audit Committee received an average score (good level) of 82.67%.

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 committees 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 committees role duty and responsibility is focusing on taking action in these aspects.

There are 19 sub-categories for the total of 100% In summary, the evaluation results of the Nomination and Compensation Committee received an average score (good level) of 84.21%.

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 90.90 % (Good).
for the self-assessment by the Audit Committee and the average score is 82.67 % (Good).
for the self-assessment by the Nomination and Remuneration Committee and the average score is 84.21 % (Good).

Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : Yes

The performance evaluation of senior executives is a crucial process that enables an organization to assess the achievements of its executives, leading to leadership development and strengthening the organization. The evaluation considers five key areas as follows:

2.1 Organizational Management

- Defining the organizations vision, mission, goals, and strategies
- Managing the budget, finance, and organizational resources efficiently
- Ensuring good corporate governance
- Risk management and internal control

2.2 Leadership

- Strategic leadership
- Effective internal communication
- Team development and staff motivation
- Visionary and accountable decision-making

2.3 Operational Performance

Considered based on the achievement of organizational goals (KPIs), improvement of efficiency or productivity within the organization, and organizational development to enhance competitiveness

2.4 Ethics, Morality, and Code of Conduct

Considered based on transparency, honesty, integrity, and social responsibility in operations, adherence to good governance principles, and serving as a role model for personnel within the organization

2.5 Self and Organizational Development

Considered based on continuous learning and skill development, fostering a learning-oriented organizational culture, succession planning, and the adoption of new technologies or innovations

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 2025

EGM meeting : No

Details of the board of directors' meeting attendance

Names of Board members	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		/	
2. Mr. Nipan Tungpiruttham (Director, Independent director)	4	/	4	1	/	1		/	
3. Mr. Santi Niamnil (Director, Independent director)	4	/	4	1	/	1		/	
4. Mr. Yuttana Taepangthong (Director, Independent director)	4	/	4	1	/	1		/	
5. Mr. MASAMI KATSUMOTO (Director)	4	/	4	1	/	1		/	
6. Mr. Rattawat Suksaichol (Director)	4	/	4	1	/	1		/	

Names of Board members	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)
7. Mr. KEISUKE HAMADA (Director)	4	/	4	1	/	1		/	
8. Ms. Achara Suwanpuchai (Director, Independent director)	4	/	4	1	/	1		/	
9. Mr. TAWATCHAI TIENTONGTIP (Director, Independent director)	1	/	1	0	/	0		/	
10. Mrs. POONSRI PATTAMAVORAKUNCHAI (Director, Independent director)	2	/	2	1	/	1		/	

Summary of the board of directors meeting attendance rate

Names of directors	Board of directors meeting attendance rate	AGM meeting attendance rate	EGM meeting attendance rate
1. Mr. ADUL CHOTINISAKORN (Chairman of the board of directors)	4/4 (100.00%)	1/1 (100.00%)	N/A
2. Mr. Nipan Tungpiruttham (Director)	4/4 (100.00%)	1/1 (100.00%)	N/A
3. Mr. Santi Niamnil (Director)	4/4 (100.00%)	1/1 (100.00%)	N/A
4. Mr. Yuttana Taepangthong (Director)	4/4 (100.00%)	1/1 (100.00%)	N/A

Names of directors	Board of directors meeting attendance rate	AGM meeting attendance rate	EGM meeting attendance rate
5. Mr. MASAMI KATSUMOTO (Director)	4/4 (100.00%)	1/1 (100.00%)	N/A
6. Mr. Rattawat Suksaichol (Director)	4/4 (100.00%)	1/1 (100.00%)	N/A
7. Mr. KEISUKE HAMADA (Director)	4/4 (100.00%)	1/1 (100.00%)	N/A
8. Ms. Achara Suwanpuchai (Director)	4/4 (100.00%)	1/1 (100.00%)	N/A
9. Mr. TAWATCHAI TIENTONGTIP (Director)	1/1 (100.00%)	N/A	N/A
10. Mrs. POONSRI PATTAMAVORAKUNCHAI (Director)	2/2 (100.00%)	1/1 (100.00%)	N/A
Average meeting attendance rate	**100.00%**	**100.00%**	**N/A**

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

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, Independent director)			**163,000.00**		**0.00**
Board of Directors (Chairman of the board of directors)	163,000.00	0.00	163,000.00	No	
2. Mr. Nipan Tungpiruttham (Director, Independent director)			**165,500.00**		**0.00**
Board of Directors (Director)	63,000.00	0.00	63,000.00	No	
Audit Committee (Member of the audit committee)	79,500.00	0.00	79,500.00	No	
Nomination and Remuneration Committee (The chairman of the subcommittee)	23,000.00	0.00	23,000.00	No	
3. Mr. Santi Niamnil (Director, Independent director)			**142,500.00**		**0.00**
Board of Directors (Director)	63,000.00	0.00	63,000.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Audit Committee (Member of the audit committee)	79,500.00	0.00	79,500.00	No	
4. Mr. Yuttana Taepangthong (Director, Independent director)			**86,000.00**		**0.00**
Board of Directors (Director)	63,000.00	0.00	63,000.00	No	
Nomination and Remuneration Committee (Member of the subcommittee)	23,000.00	0.00	23,000.00	No	
5. Mr. MASAMI KATSUMOTO (Director)			**63,000.00**		**0.00**
Board of Directors (Director)	63,000.00	0.00	63,000.00	No	
6. Mr. Rattawat Suksaichol (Director)			**86,000.00**		**0.00**
Board of Directors (Director)	63,000.00	0.00	63,000.00	No	
Executive Committee (The chairman of the executive committee)	0.00	0.00	0.00	No	
Nomination and Remuneration Committee (Member of the subcommittee)	23,000.00	0.00	23,000.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
7. Mr. KEISUKE HAMADA (Director)			**63,000.00**		**0.00**
Board of Directors (Director)	63,000.00	0.00	63,000.00	No	
8. Ms. Achara Suwanpuchai (Director, Independent director)			**142,500.00**		**0.00**
Board of Directors (Director)	63,000.00	0.00	63,000.00	No	
Audit Committee (Chairman of the audit committee)	79,500.00	0.00	79,500.00	No	
9. Mr. TAWATCHAI TIENTONGTIP (Director, Independent director)			**13,000.00**		**0.00**
Board of Directors (Director)	13,000.00	0.00	13,000.00	No	
10. Mr. Kiattipoom Poomminun (Member of the executive committee)			**0.00**		**0.00**
Executive Committee (Member of the executive committee)	0.00	0.00	0.00	No	
11. Mr. Thannithi Thanagijjirawach (Member of the executive committee)			**0.00**		**0.00**

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Executive Committee (Member of the executive committee)	0.00	0.00	0.00	No	
12. Mr. Anan Tangsuntorntam (Member of the executive committee)			**0.00**		**0.00**
Executive Committee (Member of the executive committee)	0.00	0.00	0.00	No	
13. Ms. Pinpon Chakijdee (Member of the executive committee)			**0.00**		**0.00**
Executive Committee (Member of the executive committee)	0.00	0.00	0.00	No	
14. Mrs. POONSRI PATTAMAVORAKUNCHAI (Director, Independent director)			**37,000.00**		**0.00**
Board of Directors (Director)	37,000.00	0.00	37,000.00	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	654,000.00	0.00	654,000.00

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
2. Audit Committee	238,500.00	0.00	238,500.00
3. Executive Committee	0.00	0.00	0.00
4. Nomination and Remuneration Committee	69,000.00	0.00	69,000.00

Summary of the remuneration of the board of directors

	2023	2024	2025
Meeting allowance (Baht)	868,000.00	860,500.00	961,500.00
Other monetary remuneration (Baht)	0.00	0.00	0.00
Total (Baht)	868,000.00	860,500.00	961,500.00

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.
2. Not performing any actions that are on the contrary to the Companys benefits such as obstructing the benefits of the Company or acquiring portions of the Companys benefits.
3. Not performing any actions that may compete with the Companys business.
4. Avoid selfrelated transactions that may cause a conflict of interest with the Companys 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 Companys employees, including the spouses and the children of the said persons are forbidden from seeking personal gains from the Companys 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 were no cases of conflicts of interest.

Number of cases or issues related to conflict of interest

	2023	2024	2025
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

Trading the Companys stocks and usage of the internal information

All information that may affect the Companys asset values or information that, when disclosed to the public, may cause damages to the Companys 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 Companys assets within 1 month before the disclosure of the financial statement or the Companys 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 Companys assets.
2. The Directors, Executives, and the staffs including their spouses and under age children are not allowed to use the Companys internal information that may affect the price of the Companys 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/r 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, it was not found that directors and executives traded securities during the period that the company specified to suspend trading. In addition, the company has begun to use electronic systems to increase reporting efficiency. with both directors executives and employees as well

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

	2023	2024	2025
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 Companys 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 Companys staffs are forbidden from initiating or accepting any forms of corruption both directly and indirectly by covering all of the Companys business in all countries and all relating organizations. The anticorruption 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 anticorruption 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 Companys staffs must follow the anti-corruption policy and the Companys ethics by not involving themselves with corruption both directly and indirectly.

2. The Companys 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 Companys 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 Companys 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 Companys 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 Companys 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 Companys 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 Companys 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

	2023	2024	2025
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 : Yes

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 Audit Committee or Company Secretary, Sanko Diecasting (Thailand) Public Company Limited, No. 333, Lao Peng Nguan 1 Building, 17th Floor, B3, Soi Choei Phuang, Vibhavadi Rangsit Road, Chom Phon Subdistrict, Chatuchak District, Bangkok 10900, or via the website: www.sankothai.net/investor

The Chairman of the Audit Committee or Company Secretary 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.

Complement Process when receives 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 Companys 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.

However, in 2025, there were no cases of complaints or leads regarding the corruption to the audit committee.

Number of cases or issues related to whistleblowing

	2023	2024	2025
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 companys 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			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Ms. Achara Suwanpuchai (Chairman of the audit committee)	4	/	4	4/4 (100.00%)
2 Mr. Nipan Tungpirutham (Member of the audit committee)	4	/	4	4/4 (100.00%)
3 Mr. Santi Niamnil (Member of the audit committee)	4	/	4	4/4 (100.00%)
Average meeting attendance rate				**(100.00%)**

The results of duty performance of the audit committee

The Audit Committee of Sanko Diecasting (Thailand) Public Company Limited consists of 3 members, who are independent directors fully qualified according to the regulations and best practices of the Audit Committee of the Stock Exchange of Thailand. Currently, the company's Audit Committee comprises:

1. Ms. Atchara Suwanphuchai, Chairperson of the Audit Committee

2. Mr. Niphan Tangpiruntham, Audit Committee Member

3. Mr. Santi Niamnil, Audit Committee Member

Currently, Mr. Thanynithi Thanakijjirawat serves as the Secretary to the Audit Committee.

The Audit Committee has performed its duties within the scope, functions, and responsibilities assigned by the Company's Board of Directors, in accordance with the regulations of the Stock Exchange of Thailand. During the fiscal year 2025, the Audit Committee held 4 meetings, and in 2026 up to the reporting date, 1 meeting, totaling 5 meetings. These meetings were held jointly with management, the external auditor, and the internal auditor as appropriate, and the key points are summarized as follows:

1. Review the quarterly and annual financial statements for the fiscal year 2025 by meeting with the external auditor and the Company's management to consider the accuracy and completeness of the financial statements, the adequacy of disclosures in the financial statements, accounting policies, as well as observations from the external auditor's audit and review of the financial statements. The Audit Committee is of the opinion that the financial statements have been prepared in accordance with accounting standards, are materially accurate, and contain sufficient disclosures, as well as comply with relevant regulations and laws.

2. Review operational information and internal control systems to assess the adequacy, suitability, and effectiveness of the internal control system, which will help promote the achievement of operational goals. This was done by reviewing the results of the internal control system assessment in conjunction with the external auditor and internal auditor. No significant weaknesses or deficiencies were found. Assets are properly safeguarded, and information is disclosed accurately, completely, and reliably. Furthermore, the internal control system was evaluated according to the guidelines set by the Securities and Exchange Commission. Both the external auditor and internal auditor are of the opinion that the Company has a good and continuously developing internal control system. The Audit Committee concurs with the external auditor and internal auditor.

3. Review internal audit by considering the process from planning, reporting, and monitoring the implementation of recommendations from T. Group Advisory Co., Ltd., which is the Company's internal auditor, to improve efficiency and effectiveness, and approve the annual audit plan developed based on enterprise-level risks. The Audit Committee is of the opinion that the Company has an adequate, suitable, and effective internal audit system that complies with international standards.

4. Review compliance with securities and exchange laws, regulations of the Stock Exchange of Thailand, and laws related to the Company's business, including compliance with the Company's own regulations and obligations with third parties. The Audit Committee is of the opinion that no material issues regarding non-compliance with laws, regulations, and obligations with third parties were found.

5. Review the risk management system to ensure its linkage with the internal control system for managing company-wide risks. This involved reviewing policies, risk factors, risk management approaches, and the progress of risk management. The Audit Committee is of the opinion that the Company places importance on risk management, with management regularly conducting risk assessments that may significantly impact the Company's business operations, stemming from both internal and external factors. The Company has appointed a risk management working group to be responsible for this duty. The Company has established a 7-step risk management process as follows: 1) Objective Setting, 2) Risk Analysis, 3) Risk Evaluation, 4) Control Measure Assessment, 5) Risk Treatment/Management, 6) Reporting, and 7) Monitoring, Evaluation, and Review. A risk management manual has been developed to serve as a guideline for operations.

6. Review and provide opinions on connected transactions or transactions that may have conflicts of interest, including the disclosure of such transactions, in accordance with the regulations of the Stock Exchange of Thailand and the Securities and Exchange Commission. The external auditor is of the opinion that material transactions with related companies have been disclosed and presented in the financial statements and notes to the financial statements. The Audit Committee concurs with the external auditor and is also of the opinion that such transactions are reasonable and provide the utmost benefit to the Company's business operations, and that information has been disclosed accurately and completely.

Consider selecting, proposing the appointment of, and proposing the remuneration for the external auditor for the fiscal year 2025, to be presented to the Company's Board of Directors for approval by the Annual General Meeting of Shareholders 2025. Having considered the performance, independence, and appropriateness of the remuneration, the Audit Committee deems it appropriate to propose the appointment of Ms. Khemanan Jaichuen, Certified Public Accountant No. 8260 / or Mr. Banjong Pichayaprasart, Certified Public Accountant No. 7147 / or Ms. Kornpreeya Soonpipatsakul, Certified Public Accountant No. 10001 / or Mr. Kraisit Silpamongkolkul, Certified Public Accountant No. 9429 of Siam Truth Audit Co., Ltd., as the Company's external auditor for the fiscal year 2025, with a total remuneration of 1,710,000 Baht (One Million Seven Hundred Ten Thousand Baht Only). The Audit Committee's opinion regarding the proposed appointment of the external auditor is as follows:

- In the past fiscal year, the external auditor performed their duties with professional knowledge and competence, provided recommendations regarding internal control systems and various risks, and maintained independence in their work.
- The proposed remuneration is considered appropriate.
- The external auditor has no relationship with the Company.

The Audit Committee has performed its duties diligently, independently, and expressed opinions forthrightly for the utmost benefit of the Company, as stipulated in the Audit Committee Charter approved by the Company's Board of Directors. The Committee is of the opinion that the Company has prepared financial information reports accurately as they should be, has appropriate and effective internal control, internal audit, and risk management systems, complies with laws, regulations, and various obligations, accurately discloses connected transactions, and operates in accordance with a sufficiently transparent and reliable good corporate governance system, while consistently and continuously developing and improving its operational systems to enhance quality and suit the 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			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	

List of Directors	Meeting attendance of Executive Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. Rattawat Suksaichol (The chairman of the executive committee)	12	/	12	12/12 (100.00%)
2 Mr. Kiattipoom Poomminun (Member of the executive committee)	12	/	12	12/12 (100.00%)
3 Mr. Thannithi Thanagijjirawach (Member of the executive committee)	12	/	12	12/12 (100.00%)
4 Mr. Anan Tangsuntorntam (Member of the executive committee)	12	/	12	12/12 (100.00%)
5 Ms. Pinpon Chakijdee (Member of the executive committee)	12	/	12	12/12 (100.00%)
Average meeting attendance rate				**(100.00%)**

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:**
  1. Mr. Rattawat Suksaichol, Chief Executive Officer by position Executive
- **Committee Members:**
  1. Mr. Kiattipoom Poomminun, Chief Sales and Marketing Officer
  2. Mr. Thannithi Thanagijjirawach, Chief Financial Officer
  3. Mr. Anan Tangsuntorntam, Factory Manager
- **Secretary to the Committee:**
  1. 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 companys business objectives. In managing the companys 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) : 3

List of Directors	Meeting attendance of Nomination and Remuneration Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. Nipan Tungpiruttham (The chairman of the subcommittee, Independent director)	3	/	3	3/3 (100.00%)
2 Mr. Yuttana Taepangthong (Member of the subcommittee, Independent director)	3	/	3	3/3 (100.00%)
3 Mr. Rattawat Suksaichol (Member of the subcommittee)	3	/	3	3/3 (100.00%)
Average meeting attendance rate				**(100.00%)**

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 2025, there were 3 Nomination and Remuneration Committee meeting and one more time on the day of the report for the total of 4 times with the summary as follows;

• **Recruitment and selection of new candidates to be nominated as a director**

Recruitment and selection new candidates to replace the director who resigned during the term.

The Nomination and Remuneration Committee is responsible for recruiting and selecting qualified individuals to be proposed for appointment as directors to replace those who resign before the end of their term. In this regard, Mrs. Poonsri Pattamavorakulchai resigned from her position during her term of office, resulting in one vacant directorship. In order to ensure the continuity of the Companys operations, it was deemed appropriate to propose the appointment of a new director to fill the vacancy.

Accordingly, the Company considered and selected a qualified individual who meets the qualifications as prescribed by the Stock Exchange of Thailand and the Securities and Exchange Commission (SEC). Consideration was also given to

the candidates experience, knowledge, and expertise relevant to the Companys business operations. The Committee is of the opinion that Mr. Tawatchai Tientongtip possesses the appropriate qualifications to be appointed as a director to replace the resigning director. Therefore, it resolved to propose his appointment as a director and to seek approval from the Board of Directors accordingly.

Recruitment and selection new candidates to replace the previous directors who must retire by rotation

The Nomination and Remuneration Committee is responsible for selecting the candidates to replace the directors who retire by rotation. In 2026, the 3 directors who retired by rotation are

1. Mr. Rattawat Suksaichol
2. Mr. Adul Chotinisakorn
3. Ms. Achara Suwanpuchai

The Company had allowed the shareholders to nominate individuals in advance of the 2026 Annual General Shareholders Meeting to be the directors by publicizing through the SET channels and the Companys website (www.sankothai.net) since the 15th November 2025 until the 31st December 2025 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 Companys 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 4^{th} 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 2025 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 reviewed the Chief Executive Officer performance evaluation form for use in the annual evaluation for the year 2025. Under the current criteria, the evaluation is divided into three categories: 1. progress of work plans, 2. performance measurement, and 3. CEO development.

Corporate Sustainability Policy

Information on policy and goals of sustainable management

Sustainability Policy

Sustainability Policy : Yes

With the Organizations 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.
- SSupporting and promoting the well-being of the employees through good healthcare.
- SSupporting and developing the employees skills to better suit the new technologies.
- Promotes local cooperation by supporting the communitys 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 1 No Poverty, Goal 2 Zero Hunger, Goal 2 Zero Hunger, Goal 3 Good Health and Well-being, Goal 3 Good Health and Well-being, Goal 4 Quality Education, Goal 4 Quality Education, Goal 5 Gender Equality, Goal 7 Affordable and Clean Energy, Goal 7 Affordable and Clean Energy, Goal 8 Decent Work and Economic Growth, Goal 8 Decent Work and Economic Growth, Goal 9 Industry, Innovation and Infrastructure, Goal 9 Industry, Innovation and Infrastructure, Goal 11 Sustainable Cities and Communities, Goal 12 Responsible Consumption and Production, Goal 12 Responsible Consumption and Production, Goal 13 Climate Action, Goal 13 Climate Action, Goal 16 Peace, Justice and Strong

Institutions, Goal 17 Partnerships for the Goals, 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	:	Yes
Has the company changed and developed the policy and/or goals of sustainable management over the past year	:	Yes

Over the past year, the company has placed significant importance on sustainability and has set clear goals to support sustainable development. Through various activities and operations, the company has also considered adding three additional goals through activities and collaboration across the entire organization, as follows:

Goal 5: Gender Equality

Goal 11: Sustainable Cities and Communities

Goal 16: Peace, Justice and Strong Institutions

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 companys 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.

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
<u>Internal stakeholders</u>			
• 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
External stakeholders			
• 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

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
• 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
• 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

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
• 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

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
• 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

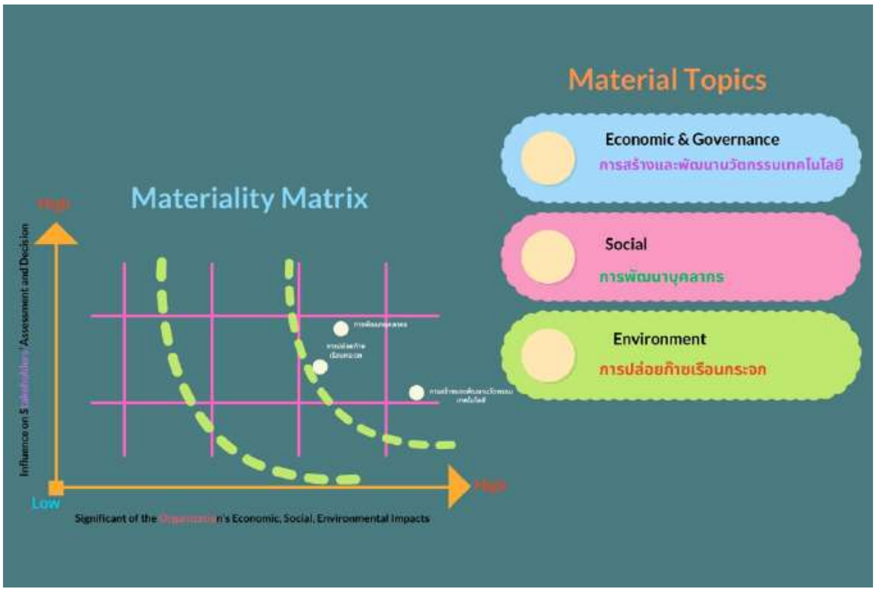
Over the past year, the company has reviewed its sustainability materiality topics : Yes

Details of organization's material sustainability topics

The names of the sustainability materiality topics	Subjects related to the sustainability materiality topics

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

Diagram of organizations material sustainability topics



Information on sustainability report

Corporate sustainability report

Corporate sustainability report	:	Have data
Reference link for corporate sustainability report	:	https://sanko.listedcompany.com/csr.html

Company sustainability disclosure aligned with standards

Company sustainability disclosure aligned with standards or guidelines	:	GRI Standards

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 companys 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 companys 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 companys 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 companys risk management process, with the Risk Management Committee responsible for reviewing the risk management policy every year.

Risk Management Report for 2025

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 2025, the committee held one meeting to review and approve the following:

1.Approval of the 2025 Risk Management Manual.

2.Review of the risk management plan and corporate-level risk register for 2025, 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 2024 risk management plan.

4.Adding further details to the topic of fraud and corruption risks between companies and the public sector or among private individuals.

5.Approval of the 2025 risk management implementation plan.

6.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 companys 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

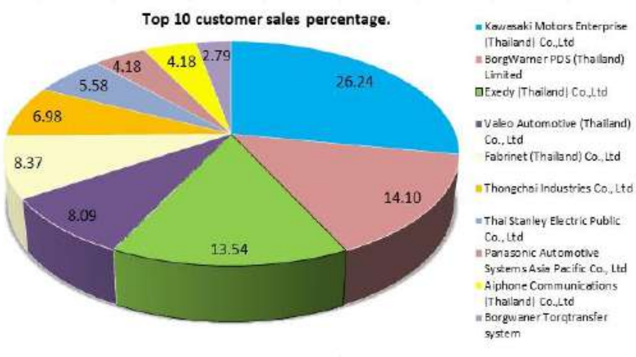
Risk characteristics

The risk factors which may significantly affect the Companys 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 2025, there are 3 customers that has more than 10% sales ratio when compared to the total sales, equals to 53.88% of the overall sales and services. During the years 2023, 2024 and 2025, the Companys revenue from the top 10 largest customers were 89.21%, 96.31% and 94.37% 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 management measures

Establish these guidelines for additional new customer groups.

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 Companys business is manufacturing parts from automobiles, motorcycles, electrical goods, agricultural machineries and others which requires Aluminum bar as the main ingredient. In the year 2025, the costs of these were 36.90 % of the total costs of sales. The price of Aluminum changes following the Worlds 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 and zinc, 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 Companys 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 clients 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 Companys 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 Companys 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 management measures

1. Provide training to enhance the specialized skills of personnel, such as in jig and fixture design.

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 Companys 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 Companys 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[1]

Companys sustainable supply chain management policy and guidelines	:	Yes

Remark: *[1] Sustainable Supply Chain Management Policy and Practices The Company places importance on sustainable supply chain management by integrating environmental, social, and governance (ESG) principles across its value chain, from raw material sourcing and manufacturing to product delivery. This approach aims to enhance operational efficiency while minimizing environmental and social impacts in a tangible manner. The Company has established supplier selection and evaluation practices that take into account legal compliance, environmental standards, and social responsibility. The Company also promotes ongoing collaboration with business partners to strengthen sustainability capabilities throughout the supply chain. Operationally, the Company focuses on improving production efficiency, particularly in High Pressure Die Casting processes, to ensure optimal resource utilization, reduce energy consumption, minimize waste, and control greenhouse gas emissions. In addition, logistics and packaging systems are continuously developed to improve efficiency, enable reuse, and reduce environmental impact. Furthermore, the Company promotes waste management in line with circular economy principles by recycling aluminum scrap back into the production process. The Company conducts its business with integrity, respects human rights, and prioritizes occupational health and safety for employees and stakeholders. The Company establishes sustainability key performance indicators (KPIs) and regularly monitors performance to ensure alignment with its targets and international standards, supporting the creation of long-term sustainable value.*

Information on sustainable supply chain management plan

Sustainable supply chain management plan

Companys sustainable supply chain management plan	:	Yes

The Company is committed to manufacturing automotive and electronic components using aluminum through High Pressure Die Casting processes, under a sustainable supply chain management approach. This approach encompasses the entire value chain, from raw material sourcing and production to the delivery of products to customers.

In terms of raw material sourcing, the Company places strong emphasis on selecting suppliers who adhere to environmental standards and demonstrate social responsibility.

The manufacturing process is continuously improved to reduce energy consumption, minimize waste, and control greenhouse gas emissions. Efficient technologies are applied in the die casting process to enhance material utilization and reduce production losses.

For transportation and logistics, the Company implements efficient delivery planning to reduce energy usage and costs, while also developing packaging that can be reused and returned for multiple uses.

In addition, the Company prioritizes waste management by promoting the remelting and recycling of aluminum scrap back into the production process. The Company also remains committed to ethical business practices, respect for human rights, and ensuring employee health and safety at every stage of operations.

The Company has established environmental and sustainability key performance indicators (KPIs) to continuously monitor and improve its operations in alignment with international standards, while creating long-term sustainable value for all stakeholders.

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)

Companys research and development (R&D) policy : Yes

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

	2023	2024	2025
Research and development (R&D) expenses over the past 3 years (Million Baht)	0.72	0.67	0.67

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

Information on organizations 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 : Yes

The Companys 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 customers 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 Companys original business.

3. Using innovation to expand the customers 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 innovation development benefits and research and development (R&D) expenses

Benefits of innovation development

Financial benefits

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

Non-financial benefits

Does the company measure the non-financial benefits from innovation development? : Yes

	2023	2024	2025
The development of the production process leads to improved quality and a reduction in waste. (-)	0.00	0.00	0.00
New product development enhances business opportunities and diversification. (-)	0.00	0.00	0.00
Being a MarkLines member allows for more accurate customer segmentation and supports competitor anal (-)	0.00	0.00	0.00
Being a MarkLines member offers valuable insights, mitigates risks associated with business expansio (-)	0.00	0.00	0.00

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