



DRIVE BUSINESS TOWARD A SUSTAINABLE FUTURE



SMART PEOPLE



BUSINESS TRUST



GROWTH SOCIETY

SUSTAINABILITY REPORT 2021

Contents

About the Report		7. Smart People	047
Approach to Reporting	001	7.1 Smart People	048
The Scope of the Report	001	7.2 The Development of Good People	049
Company Address	001	7.3 The Development of Smart People	052
		7.4 Promoting Savings for Employees	058
1. Message to Our Stakeholders	002	8. Business Trust	059
2. Company General Information	005	8.1 Business Trust	060
2.1 Company General Information	006	8.2 Human Rights	060
2.2 Business Philosophy, Vision, Mission	007	8.3 Engagement Management for all Employees	063
2.3 Business Value Chain	008	8.4 Occupational Health and Safety Management	065
2.4 Shareholding Structure	009	8.5 Crisis Management of the COVID-19 Pandemic	069
2.5 Main Products and Proportion of Revenues	010	8.6 Customer Relationship Management	072
2.6 Market Share of Main Products	011	8.7 Supplier Management	073
2.7 Organization Structure	012	8.8 Environmental Management	077
2.8 Important Development	013	8.9 Innovation in Businesses for Sustainability	085
2.9 Awards and Appreciations 2021	014	8.10 Tax Action	088
3. Stakeholder and Materiality Assessment	015	9. Growth Society	089
3.1 Stakeholder Management	016	9.1 Growth Society	090
3.2 Materiality Assessment	020	9.2 Developing Community Relationship	090
4. Sustainable Development	023	9.3 Creating Educational Opportunities	093
4.1 Sustainable Management	024	9.4 Employment Promotion Policy for Persons with Disabilities	095
4.2 Supporting Sustainable Development Goals (SDGs)	025	10. Performance Summary	096
5. Governance and Sustainability	027	10.1 Economic Performance	097
5.1 Corporate Governance	028	10.2 Environmental Performance	098
5.2 Business Ethics	029	10.3 Social Performance	102
5.3 Anti-Corruption	029	11. GRI Content Index	106
5.4 Personal Data Protection Act	035	12. Independent Assurance Statement	111
5.5 Information Technology and Cyber Security	036	13. Sustainability Report 2021 Feedback Form	113
6. Enterprise Risk Management	039		
6.1 Risk Management Policy and Plan	040		
6.1 Risk Factors Affecting Business Operations	043		



SOMBOON
ADVANCE TECHNOLOGY



About the Report

Companies in Somboon Group developed this Sustainability Report 2020 to present sustainability development in its 9th year. This shows its determination to be transparent and accountable for all stakeholders. The report has its scope, including the topic of its materiality on economics, social, and environmental issues related to the company's operation, according to the Somboon Triple Bottom Line philosophy: Smart People, Business Trust, and Growth Society from 1st January 2021 to 31st December 2021.

Approach to Reporting

This 2021 Sustainability Report has been created according to GRI (Global Reporting Initiative: GRI Standard with all the core content and selected significant issues relevant from the materiality assessment. Moreover, we have updated the report to include the company's determination driving toward the UN Sustainable Development Goals: SDGs.

The Scope of the Report

This report considers the relevance of the topics, the readiness of information, and the significance of issues to the company's performance. The scope includes information for both the automotive industry and agricultural machinery industry and the subsidiary of Somboon Group, including:

1. Somboon Advance Technology PCL
2. Somboon Malleable Iron Industrial Co., Ltd.
3. International Casting Product Co., Ltd.
4. Somboon Forging Technology Co., Ltd.
5. Bangkok Spring Industrial Co., Ltd

- For further information, please refer to the company annual report or download it from



- For this sustainability report, please download it from



For more information, please contact

Corporate Strategy and Sustainability Department

Somboon Group

129 Moo 2, Bangna-Trad Road, Bang Chalong Subdistrict, Bang Phli District,

Samut Prakan 10540

Call 0-2080-8237, 0-2080-8238





Business restructuring to support future growth and long-term competitiveness

Adapt to cope with uncertainty - prepare and explore growth under new normal of the industry

Drive business toward a sustainable future

Transform business operations by integrating the concept of sustainability in the dimension of ESG (Environmental, Social, Governance) into corporate strategy to create balance for stakeholders and sustainable growth

Message to Our Stakeholders

The year 2021 is a challenging year for business operations in the pandemic situation of COVID-19 and the global economic slowdown for the second consecutive year. As a result, the Company has adapted its operational plans and strategies to align with the current situation with focus on strengthening the competitiveness of current business and preparing for volatility of demand. Moreover, the Company develops a joint venture to explore industrial robotics and automation business opportunities.

The Company's business performance in 2021 was in line with the industry. In 2021, total car production of the automotive industry was 1.685 million vehicles, compared to 1.427 million units in 2020 which was an increase of 18%. In addition, the agricultural machinery industry expanded more than 30% in 2021. As a result, revenue of the Company in 2021 was at 8,727 million baht, an increase of 45% from 2020, and net profit was 955 million baht, an increase of 155% from 2020.

The Company's business has been operated under corporate governance principles that considers business impact on environmental, social, and economic aspects according to international sustainability standards under the business philosophy of "Somboon Triple Bottom Line". This has resulted in the Sustainability Awards of Honor from the Stock Exchange of Thailand in 2021. In addition, the Company is aware of the importance of further cooperation and alliances between organizations in the field of sustainability. Therefore, the Company has joined and announced its commitment under the United Nations Global Compact: UN Global Compact to conduct business following ten international principles, with four main development themes: Human Rights, Labor, Environment, and Anti-Corruption

This past year, the Company has committed to integrating the sustainability concept of ESG (Environmental, Social, Governance) into corporate strategy and business operations. The Company has set a challenging goal of reducing its greenhouse gas emissions by 30% in 2030 from the 2018 base year. This goal setting and plan to reduce greenhouse gas emissions in the long term would include increasing renewable energy for its energy consumption and improving the production process. This would support the Paris Agreement to help maintain the earth's temperature to not increase more than 1.5 degrees Celsius. The Company has followed the "Smart People" philosophy in the social dimension of ESG, which requires employees to be "Good and Smart people. "Good people" employees should be eager to utilize their knowledge to help society-emphasis on helping through in-process CSR, participating in community development, and creating educational opportunities for youth, as well as improving the quality of life for the disadvantaged groups in the society. During the COVID19 pandemic, the Company has provided medical equipment to public health agencies, co-established the center for COVID19 patients and provided a place for a vaccination unit in the community. As for "Smart People," it means developing employees to have knowledge and competence through a Competency Development program for employees to be equipped with practical skills. Competent employees help drive the organization to achieve the objectives and strategies to support sustainable business growth. In the corporate governance aspect, the Company has adapted to various challenges by implementing risk management principles and business continuity planning to be able to address the stakeholders' needs throughout the value chain.

In 2022, the Company will celebrate its 60th anniversary from its beginning as a manufacturer of automotive replacement parts (REM), developed into a manufacturer of automotive parts (OEM), to being listed in the Stock Exchange of Thailand. This shows its determination to adapt to the changing context of the world. This year, the Company has undergone another significant change to revise its vision, mission, and business restructuring. As a result, Somboon Advance Technology Public Company Limited (SAT) has restructured from being a holding company and operation company to a holding company only by transferring a part to Somboon Forging Technology Co., Ltd. (SFT) so that the Company can support the expansion and growth of the Company in the future

Finally, on behalf of Somboon Advance Technology, I would like to thank you for the support from all sectors, which together help drive sustainable business growth. We strongly believe that this dedication and collaboration will benefit the environment, economy, and society and lead the companies in the group to move forward steadily and sustainably.



Miss Napatsorn Kitaphanich
President

2

Company General Information

- 2.1 Company General Information
- 2.2 Business Philosophy, Vision, Mission
- 2.3 Business Value Chain
- 2.4 Shareholding Structure
- 2.5 Main Products and Proportion of Revenues
- 2.6 Market Share of Main Products
- 2.7 Organization Structure
- 2.8 Important Development
- 2.9 Awards and Appreciations 2021



Company General Information

Name of the Organization:

Somboon Advance Technology PCL

Name in the stock market:

SAT

Manufacturing: Manufactures parts for the automotive industry as its primary business to manufacture passenger cars, pick-up trucks, trucks, and vehicles for agriculture. The primary customer group consists of domestic and international original equipment manufacturers (OEM), which signed a long-term purchase contract with our company and replacement equipment manufacturers (REM).

Date established:

- SAT was established in 1995
- Listed in SET on 31st January 2005

Head Office :

129 Bangna-Trad Rd. (Km 15) Bangchalong sub-district, Bangplee district, Samutprakan province 10540

CEO :

Ms. Napatsorn Kitaphanich (President)

Registered capital :

425,193,894 Baht

Number of employees :

2,044 employees

Members



Business Unit

BUSINESS UNIT: SAT&SFT

1. Somboon Advance Technology PCL: SAT

This headquarters of SBG manufactures rear axle shafts for domestic and international automotive manufacturers. The headquarter and its plants are located at 129 Bangna-Trad Rd. (Km 15) Bangchalong sub-district, Bangplee District, Samutprakan province (SAT1). Rayong plant is located at 300/10 Eastern Seaboard industrial estate, Rayong province (SAT2).

2. Somboon Forging Technology Co., Ltd.: SFT

This company manufactures automotive parts through hot/cold metal forging.

The office and the plant are located at 7/388 Amata City industrial estate, Rayong province.

BUSINESS UNIT: BSK

3. Bangkok Spring Industrial Co., Ltd.: BSK

Rent of real estate and investment in other companies. The office is located at 112 Bangchalong sub-district, Bangplee District, Samutprakarn province.

BUSINESS UNIT: SBM&ICP

4. Somboon Malleable Iron Industrial Co., Ltd.: SBM

This company manufactures automotive parts. The main products are disc brake, drum brake, and parts for agricultural machines.

The office and the plant are located at 112 Bangchalong sub-district, Bangplee district, Samutprakarn province (SBM1 and SBM2).

The plant 2 is located at 7/250 Moo 6, Amata City Industrial Estate, Mabyangporn, Pluakdaeng, Rayong.

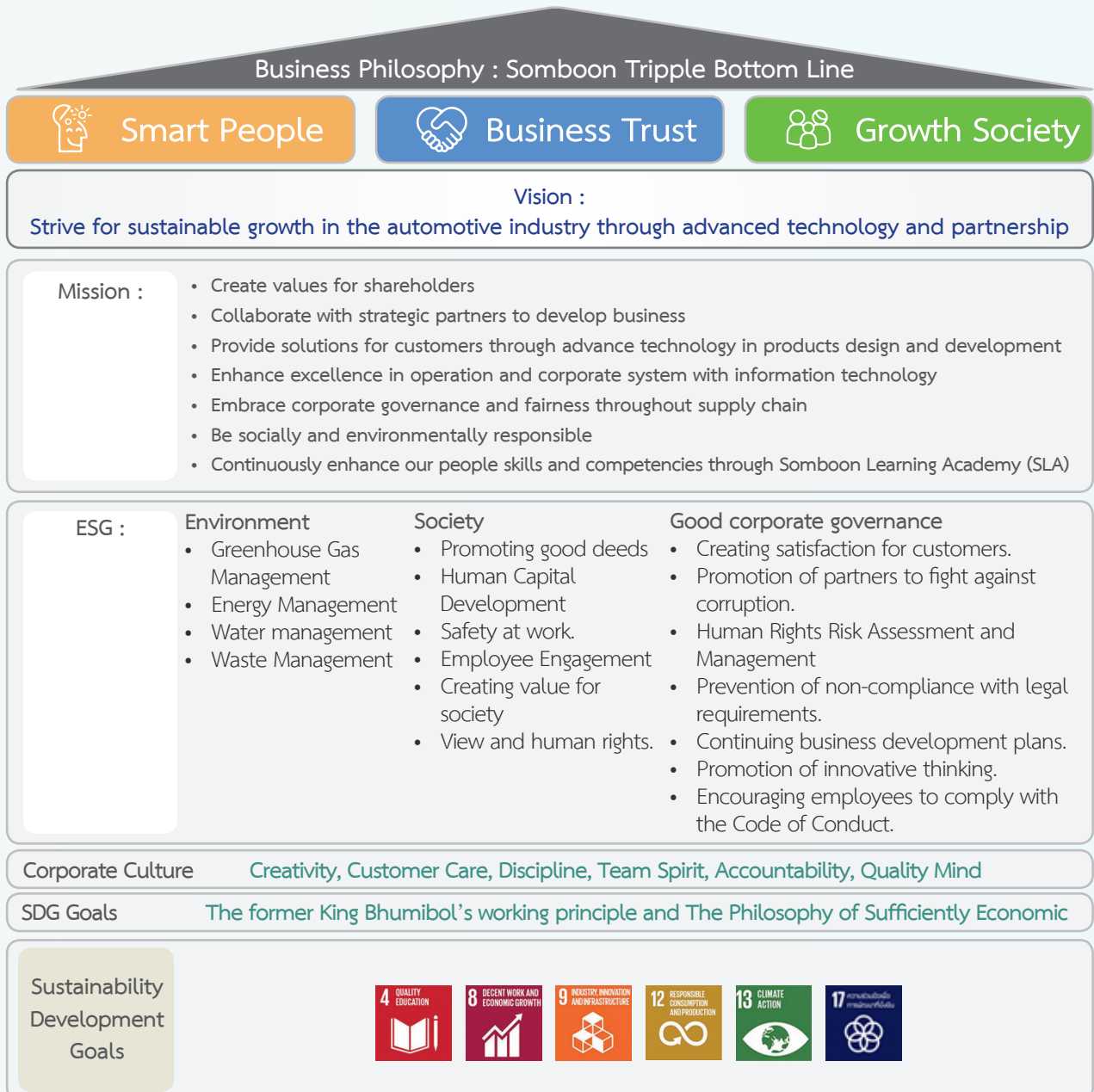
5. International Casting Product Co., Ltd.: ICP

This company manufacturer casting products for cars such as disc brake, drum brake and brackets and parts for agricultural machines.

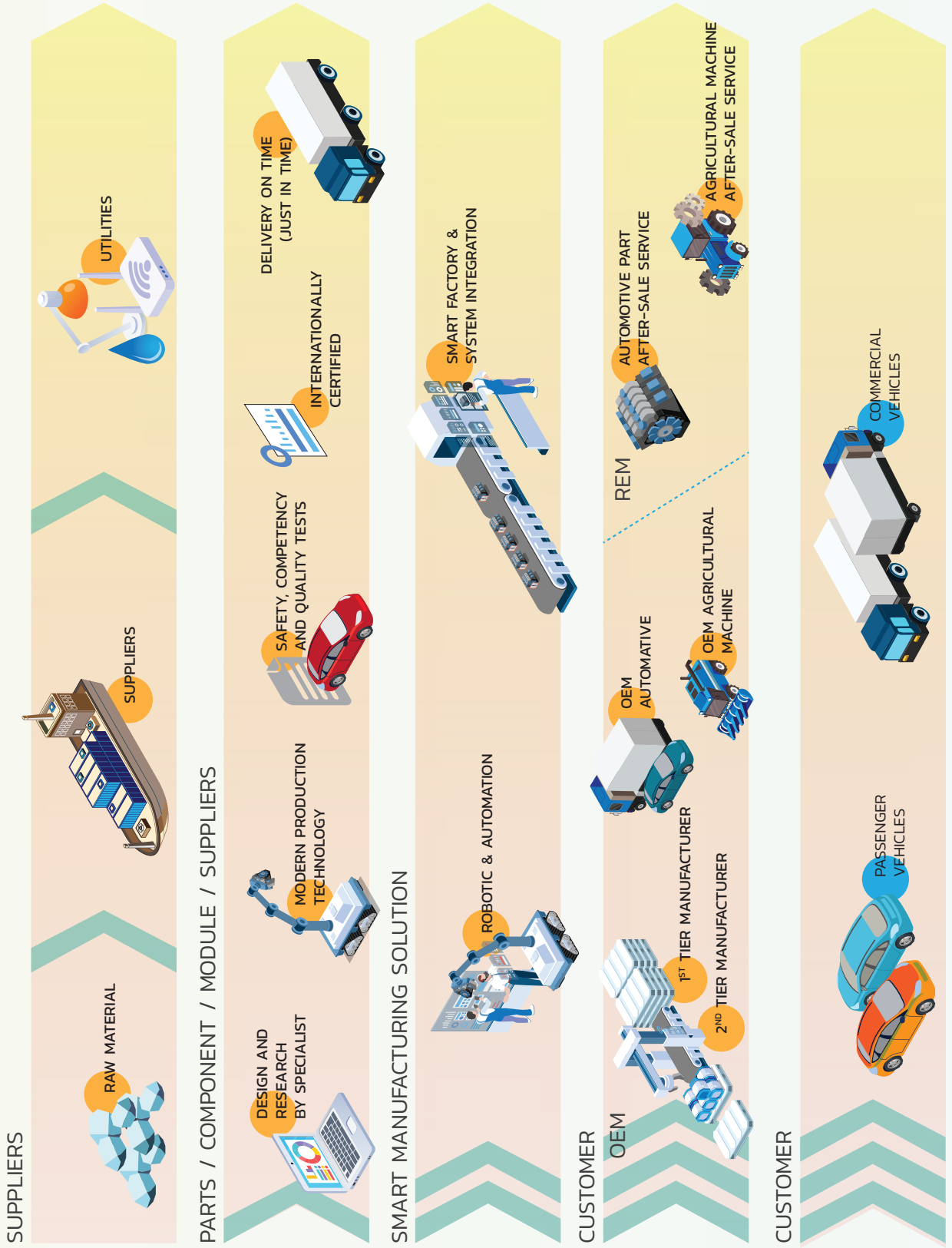
The office and plant 1 are located at 7/137 Amata City Industrial Estate, Rayong province. (ICP1)

The plant 2 is located at 7/299 Moo 6 Amata City Industrial Estate, Rayong province (ICP2).

2.2 Business Philosophy, Vision, Mission

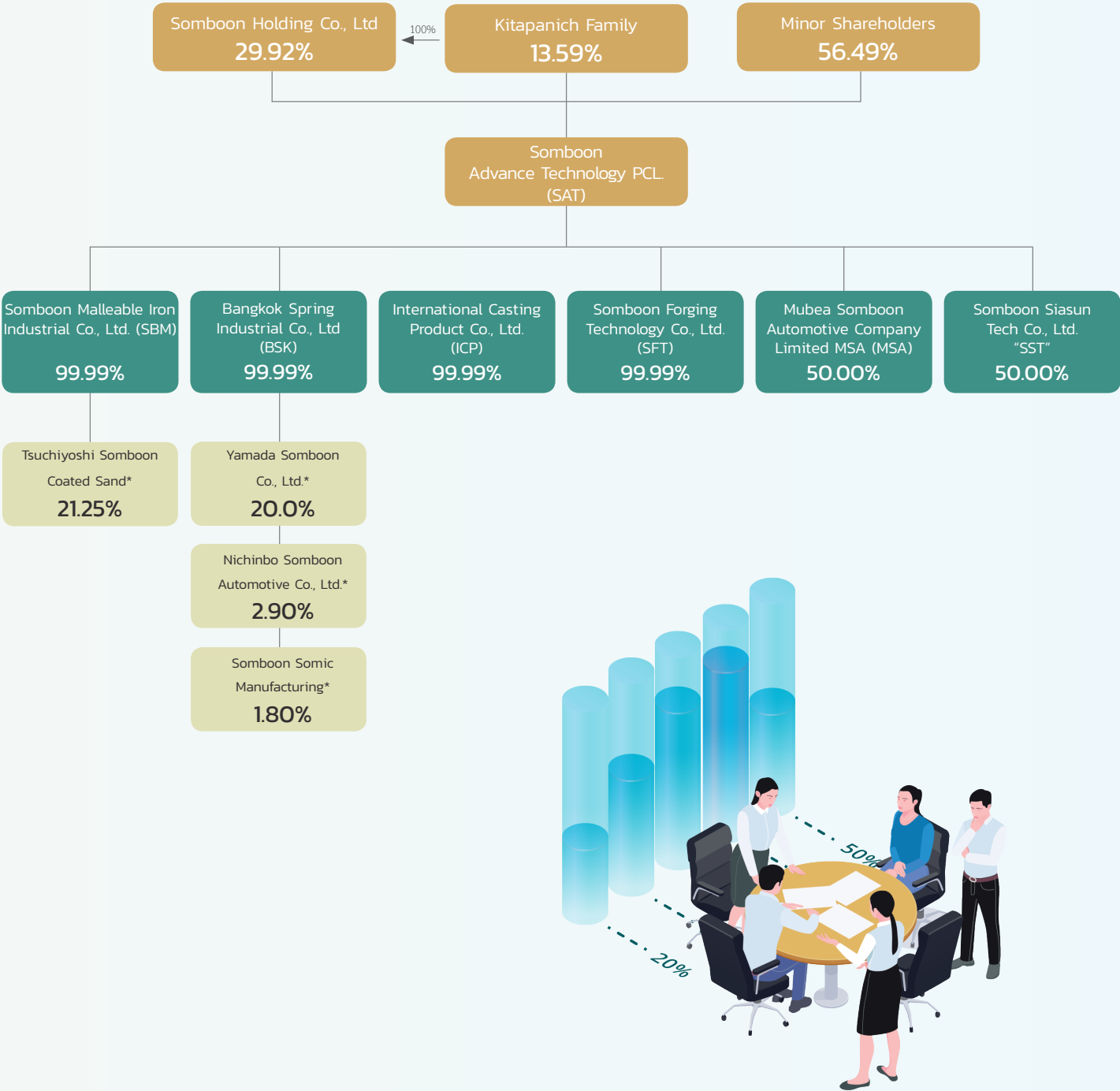


2.3 Business Value Chain



2.4 Shareholding Structure

Shareholding structure of Somboon Advance Technology PCL. as of 8th March 2022

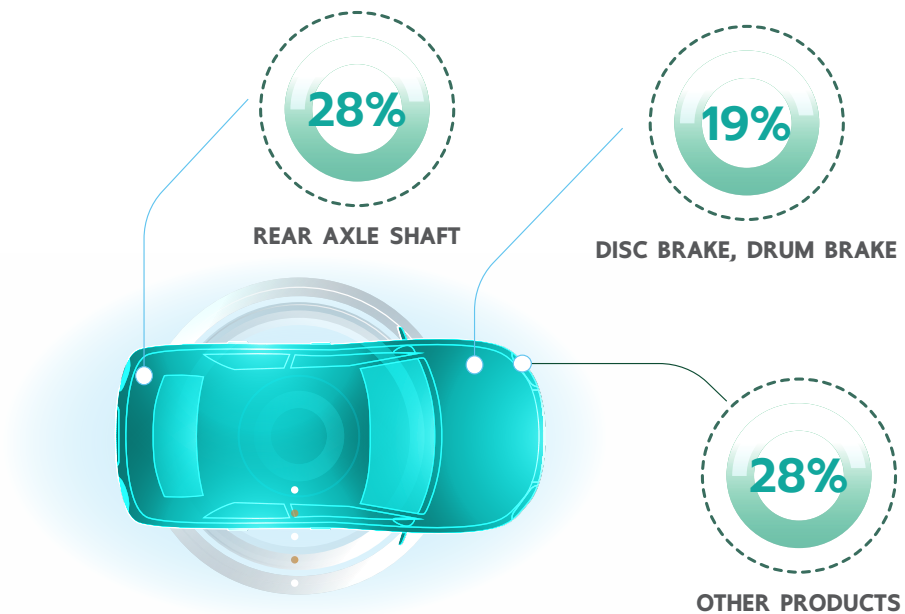


Remark:

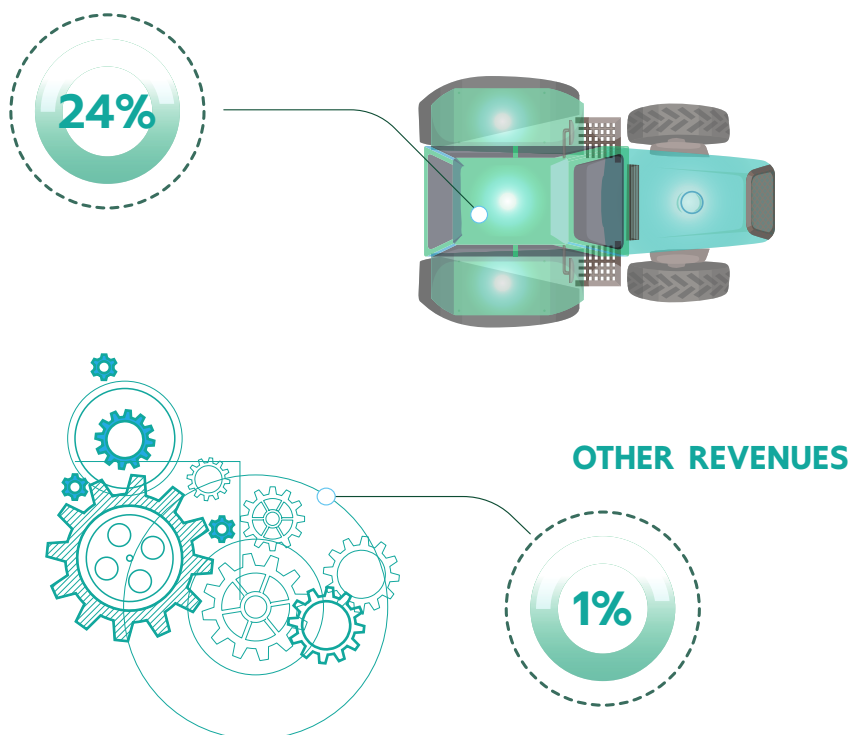
- 1. No interest persons are holding shares in the related companies exceeding 10%
- 2. Bangkok Spring Industrial Company Limited (“BSK”) sold all shares of Nippon Kikai Engineering Company Limited on December 16, 2021.

2.5 Main Products and Proportion of Revenues

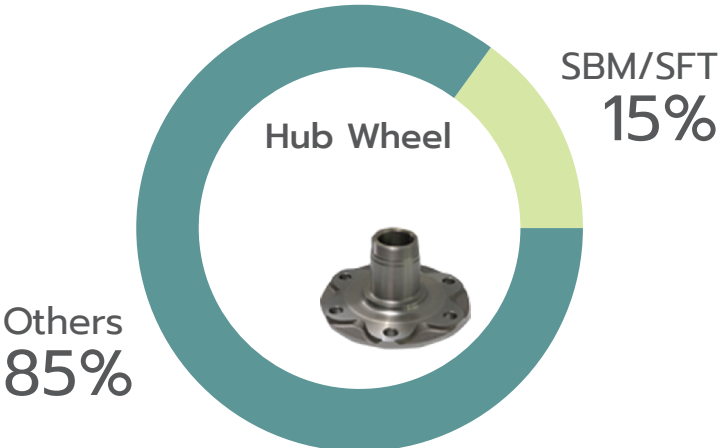
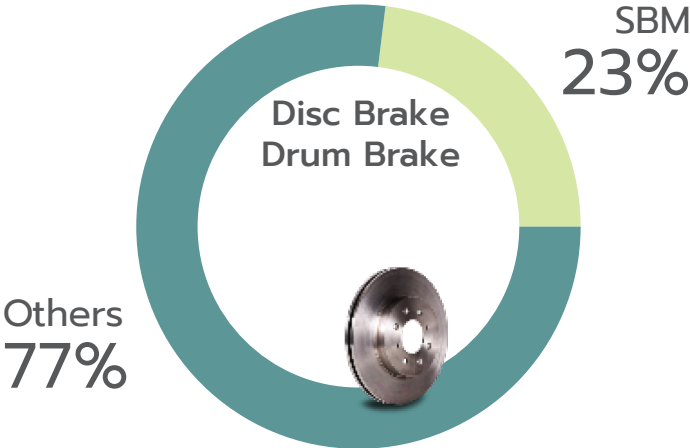
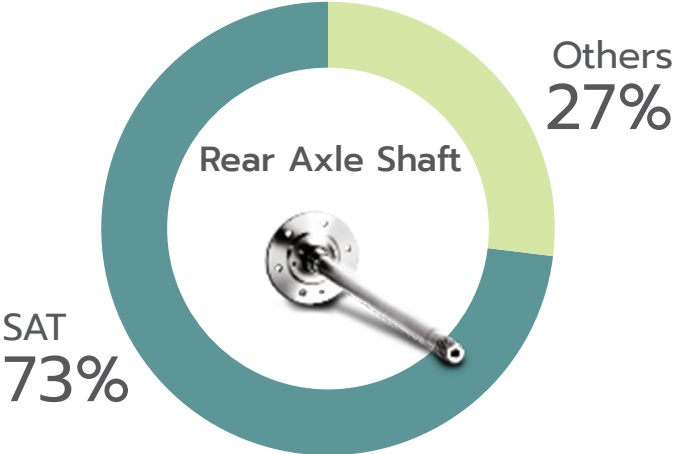
AUTOMOTIVE PARTS



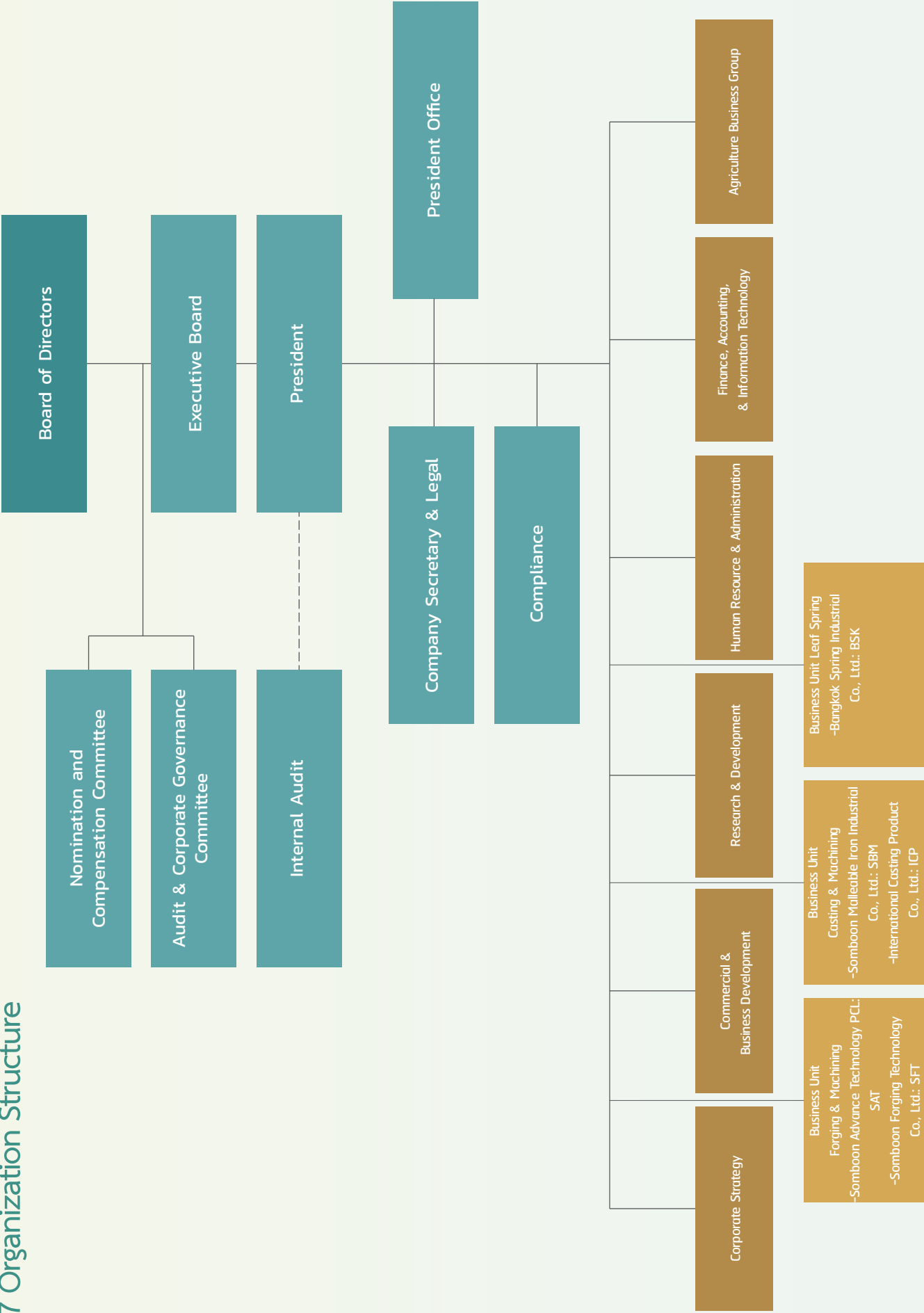
AGRICULTURAL MACHINERY PARTS



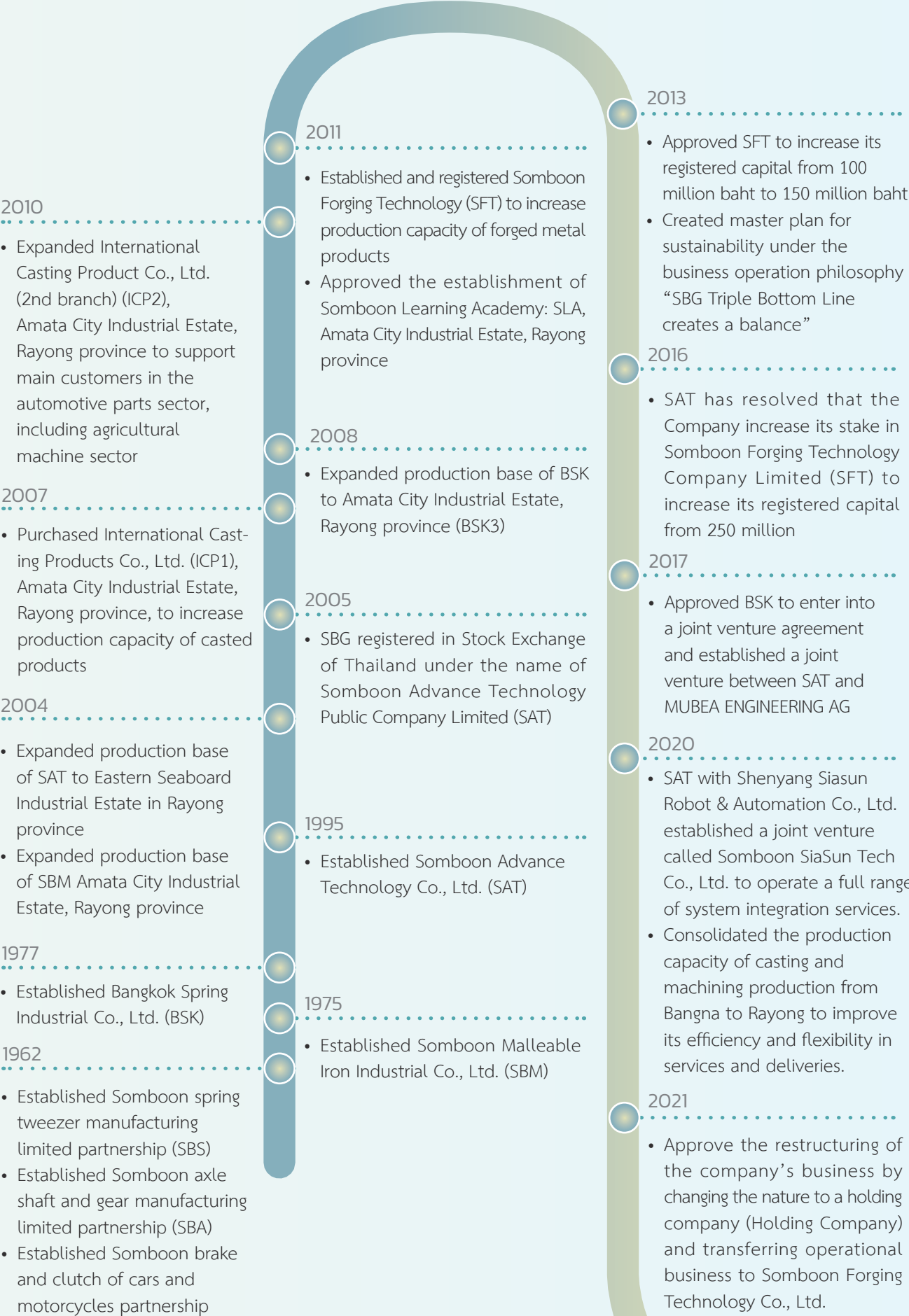
2.6 Market Share of Main Products



2.7 Organization Structure



2.8 Important Development



2.9 Awards and Appreciations 2021

SAT received an award from the Stock Exchange of Thailand in collaboration with the Banking and Finance Journal



Sustainability Awards of Honor

6 consecutive years

Thailand Sustainability Investment Awards (THSI)

7 consecutive years

Investor Relations Awards

8 consecutive years

Environmental award	Social award	Good Corporate Governance award
<ul style="list-style-type: none"> • SFT <ul style="list-style-type: none"> - Amata Best Waste Awards 2021 (Platinum Level (P1) from Amata City Industrial Estate, Rayong • ICP, SBM <ul style="list-style-type: none"> - Certification Carbon Footprint Products Circular economy category from Greenhouse Gas Management Organization (Public Organization) • SAT2, ICP, SBM <ul style="list-style-type: none"> - Carbon Footprint Product Certification (Circular Economy) from Greenhouse Gas Management Organization (Public Organization) 	<ul style="list-style-type: none"> • SAT <ul style="list-style-type: none"> - Certificate of Merit Master Level according to community promotion projects, organizations, districts and provinces From the Cultural Office, Samut Prakan Province • SAT <ul style="list-style-type: none"> - SAT2, Support for Persons with Disabilities Award, Outstanding from the Ministry of Social Development and Human Security • SBM <ul style="list-style-type: none"> - CSR - DIW Continuous Award 2021 • SAT1, SAT2, SFT <ul style="list-style-type: none"> - Business Model Outstanding Safety, Occupational Health and Working Environment Year 2021 National Level (Gold Level) • SAT1, SBM, ICP1, ICP2 <ul style="list-style-type: none"> - Highest Honor Award, Outstanding in Labor Relations and Welfare, National Level • SAT2 <ul style="list-style-type: none"> - Outstanding Establishment Award Labor Relations and Labor Welfare From the Ministry of Labor • ICP2 <ul style="list-style-type: none"> - Certificate for having a drug management system in the workplace Factory Project White Level 3 • SFT <ul style="list-style-type: none"> - The 4th Safety Activity 2021 (Level A): THAI HINO CO-OPERATION CLUB 	<ul style="list-style-type: none"> • SAT <ul style="list-style-type: none"> - Change Agent Award 2021 from the creation of the Thai Private Sector Collective Action Coalition Against Corruption (CAC)

3

Stakeholder and Materiality Assessment

- 3.1 Stakeholder Management
- 3.2 Materiality assessment



3.1 Stakeholder Management

The company gives importance and has guidelines for listening to the needs and expectations of stakeholders and set prioritizing, analyzing, to plan strategies and action plans to be able to respond and determine how to effectively communicate the results to appropriate channels in each stakeholder group. The organization has assessed and summarized important issues with steps as follows:

Identity stakeholders

Identify stakeholders by considering the significant correlation, i.e. responsibility influence, relationship, etc.

- **Prioritization**

Prioritize relationships taking into account the influence of stakeholders on the business and the impact of the company's operations.

- **Establish action plans and responsible persons**

Set up an action plan in the form of a sustainability development master plan according to priorities. Ready to operate through the appropriate channels and frequencies.

- **Follow-up for reporting and review of action plans**

Follow up through the SD Roadmap and report the results to the Sustainability Development Committee and the Company Board Directors.



Stakeholders	Need or expectation	Responsive operation	Communication, and engagement channels	Related Content
Employees	<ul style="list-style-type: none"> • Developing potential for advancement at work • Fair compensation and benefits • Work with safety and have a good working environment • Flexible working arrangements and caring for employees during the COVID-19. • Equitable treatment of employees. • Protection of personal information 	<ul style="list-style-type: none"> • Provides a Competency Development Program • On-line training programs during the COVID-19 situation. • Set up welfare committee. • Establish a policy and the Safety, Health, and Environment Committee with both employee and employer representatives at the meeting • Establish a business continuity management committee. Business in the situation of the COVID-19 pandemic by acting as a policy and work manuals for employees 	<ul style="list-style-type: none"> • Top management communicates directly with employees through quarterly discussion forums. • Employee committee meeting of the welfare committee meeting of the safety committee • Annual two-way performance evaluation. • Communication Application Line SAT Group, Somboon Group Facebook Somboon Group • Annual We Care Employee Satisfaction Survey Every 2 Years • Company Website • Complaint Channel https://www.satpcl.co.th/en/corporate-governance/whistleblowing-notice/whistleblowing-notice-policy 	<p>5.4 Personal Data Protection Act</p> <p>7. Smart People</p> <p>8.2 Human Rights</p> <p>8.3 Engagement Management for all Employees</p> <p>8.4 Occupational Health and Safety Management</p> <p>8.5 Crisis Management of the COVID-19 pandemic</p>
Shareholders and Investors	<ul style="list-style-type: none"> • Generating Good Returns • Business Development in Technology to Respond to Business Disruption • Environmental, Socially Responsible Operations and Good Corporate Governance (ESG) 	<ul style="list-style-type: none"> • Payment of dividends to shareholders appropriately. • Management and supervision of business with sound corporate governance principles. By applying risk management and business continuity management as the core of business operations. • Management and development of the organization for sustainable growth by incorporating ESG development principles into the organization's strategy. 	<ul style="list-style-type: none"> • Annual General Meeting of Shareholders • Company visits. • Annual report. • Sustainability Report. • Company website. • Complaint Channel. https://www.satpcl.co.th/en/corporate-governance/whistleblowing-notice/whistleblowing-notice-policy 	<p>4.1 Sustainable Management</p> <p>5. Governance and Sustainability</p> <p>6. Enterprise Risk Management</p>

Stakeholders	Need or expectation	Responsive operation	Communication, and engagement channels	Related Content
Customer	<ul style="list-style-type: none"> • Efficient production and delivery quality and on time • Minimize product impact on the environment and create social value for customers • Compliance with manuals and value chain requirements. • Data Security and Privacy • Product development through innovation. 	<ul style="list-style-type: none"> • Conduct important business continuity activities such as BCP Plan, Safety Shop Floor Management • Research, and develop products to meet environmentally friendly automotive technology expectations. Including requesting product carbon footprint certification from the agency to confirm the accuracy of the information. • Conduct social activities with customers. • Carry out activities for business continuity. 	<ul style="list-style-type: none"> • Product development activities to support consumer, social and environmental needs. • Cooperation in the development of efficient use of resources in the process. • Annual Customer Satisfaction Survey. • Annual Customer Policy Acknowledgment Meeting. • Confidence Management Social responsibility together. • Participation in customer club activities. • Sustainability Report. • Company website. • Complaint Channel. • https://www.satpcl.co.th/en/corporate-governance/whistleblowing-notice/whistleblowing-notice-policy 	<p>5.4 Personal Data Protection Act</p> <p>5.5 Information Technology and Cyber Security</p> <p>8.6 Customer Relationship Management</p> <p>8.9 Innovation in Businesses for Sustainability</p>
Supplier	<ul style="list-style-type: none"> • Developing potential and growing business together • Business ethics, transparency, and equality • Contribute to social value 	<ul style="list-style-type: none"> • Establish a Supplier Code of Conduct and regulate legal procurement policies. • Organize a supplier training and development program. • Assist with various measures in the situation of COVID-19 • Treat all trading partners with equality and equality. As stated in the Code of Business Conduct 	<ul style="list-style-type: none"> • Annual Partner Meeting • Cooperation on the development of efficient resource utilization in the production process • Supplier Audit (Site Visit) • Sustainability Report • Company website • Complaint Channel • https://www.satpcl.co.th/en/corporate-governance/whistleblowing-notice/whistleblowing-notice-policy 	8.7 Supplier Management
Regulatory and government agencies	<ul style="list-style-type: none"> • Compliance with government rules, regulations and laws • Cooperation in projects at government and government agencies. • Social and Environmental Responsibility 	<ul style="list-style-type: none"> • Strict compliance with rules, regulations, and laws by implementing the ISO14001 framework • Cooperate in government activities. Continuously support social activities with the government, such as CSR-DIW activities. 	<ul style="list-style-type: none"> • Monitoring of government policies from various channels. • Meetings with government agencies. • Sustainability Report. • Company website. 	8.8 Environmental Management and Energy Conservation

Stakeholders	Need or expectation	Responsive operation	Communication, and engagement channels	Related Content
Communities around the company	<ul style="list-style-type: none"> Promoting career-building and education for strengthening the community. Caring for the environment. No impact on the community Help in the COVID-19 situation 	<ul style="list-style-type: none"> Projects to build careers and create educational opportunities for communities, such as employment with people with disabilities. Opening a school for the elderly, etc., Educational promotion projects such as scholarships. Bilateral projects are accepting students for internships, etc. Implementation of EIA measures to promote CSR-DIW activities Projects to help communities in COVID-19 	<ul style="list-style-type: none"> Dialogue and meeting with the district. Field trips to explore community needs Attending meetings on projects driven by the company for sustainability. 	9. Growth Society
Industry association	<ul style="list-style-type: none"> Transparency and Disclosure cooperation with the association the industry as a role model of the business Group 	<ul style="list-style-type: none"> Participation in the Auto Parts Manufacturers Association 	<ul style="list-style-type: none"> Meeting with the association Implementation of significant development projects together. 	5. Governance and Sustainability 8.9 Innovation in Businesses for Sustainability
Educational institutions NGOs	<ul style="list-style-type: none"> Building cooperation in developing technology and personnel in the industrial sector. Collaboration in sustainable development in specific areas. 	<ul style="list-style-type: none"> Conduct a project to build a career with educational institutions. Conduct a project to create a carbon footprint calculation of products and organizations together with Thammasat University. Joining the United Nations Global Compact to actively drive the Sustainable Development Goals (SDGs) 	<ul style="list-style-type: none"> Do essential projects. Attend ongoing operations meetings. Participate in operations and training activities of the Institute. Annual report Sustainability Report Company website 	4.1 Sustainable Management 8.8 Environmental Management and Energy Conservation 9.4 Employment Promotion Policy for Persons with Disabilities

3.2 Materiality Assessment

The company has reviewed sustainability issues by assessing from the organization context, and stakeholders' needs referenced the adjustment of the vision and mission this year.

Process of defining key business issues

1. Identifying Key Stakeholders

The Company reviewed issues in each area by considering external and internal factors, including the Sustainable Development Goals (SDGs), sustainability trends, directions, and stakeholders' requirements. This helps shape the business strategy and direction of the organization. Moreover, the Company assessed risks and opportunities that may affect business operations and value creation responding to stakeholders. Lastly, the Company reviewed the previous year's issues following the stakeholder management process in each case.

2. Priority Assessment

Responsible agencies assess the importance of those issues, considering the degree of impact on operations and the creation of value in term of financial and other dimensions. Then, the agencies reviewed business processes and procedures and its effect on customers, partners, and employees, as well as the level of importance to stakeholders of the organization including considering the importance of creating value for stakeholders.

3. Certification of assessment results

The Sustainability Development Department compiles and summarizes key issues and presents them to the Committee's Sustainability Development, who reviews, considers, and certifies the results of the critical issues and approve the disclosure of information.

4. Prepare strategies and goals

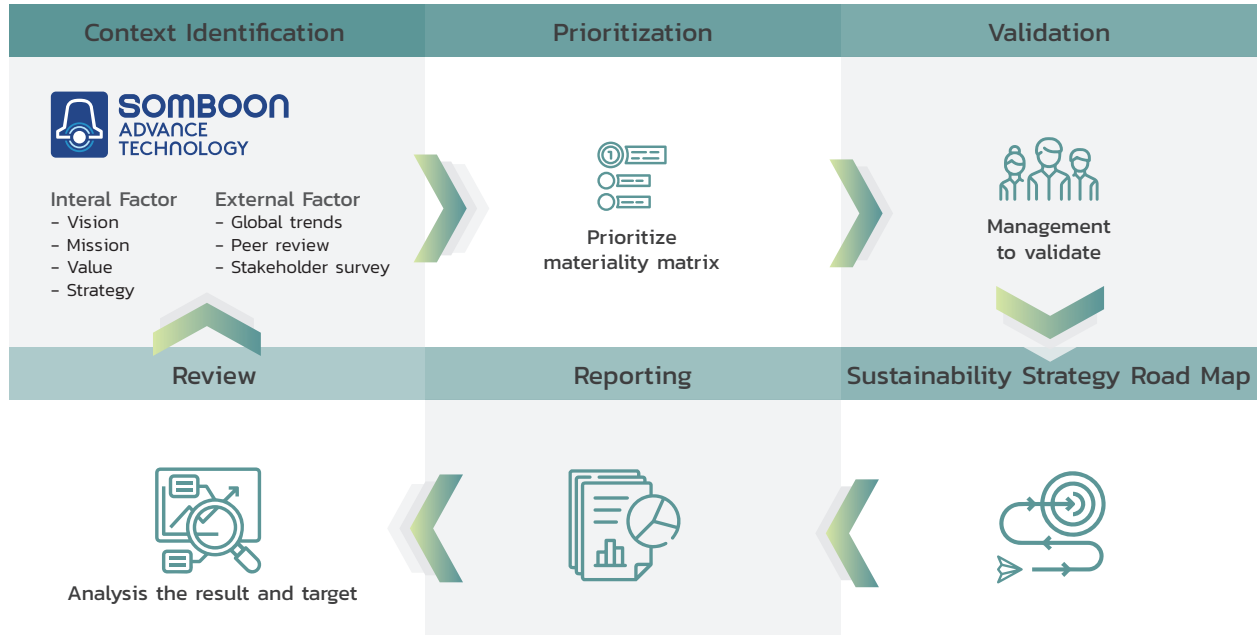
Once the essentials have been determined, the organization's sustainability development department will coordinate with the responsible departments in each area to jointly set goals and activities for long-term sustainable development. And presented to the meeting of the Managing Director for approval.

5. Prepare a sustainability report

When the goals and plans start, the organization collects information from all departments and disclose information following the reporting framework according to the relevant standards. Then, the Company arranges for further verification to certify important results, such as the calculation of greenhouse gases in Scope 1,2, and 3.

6. Analysis of results and goals.

Next, the organization’s sustainability development department will meet with the unit responsible on the data analysis, to discuss on the possible improvements and present to the management.



Assessment results of key business issues

In a comprehensive assessment of critical issues for all stakeholder groups in 2021, it was found that the impact of the COVID-19 situation led to business uncertainty, economic, and expectations. With the improvement in COVID-19 situation, the company has Gain a good growth of revenues in all key business sectors, while prevent the business interruptions from the measures to curb the spread of COVID-19. Moreover, the Company enabled the adaptation and, flexibility to meet all the important matters for its sustainability development. The readiness of the business to adapt to change in the context of automotive industry is essential to satisfy the interest of various stakeholders. Such factors lead to the identification of the material matters, in which the team evaluate the level of importance and certify the results with the following key outcomes:

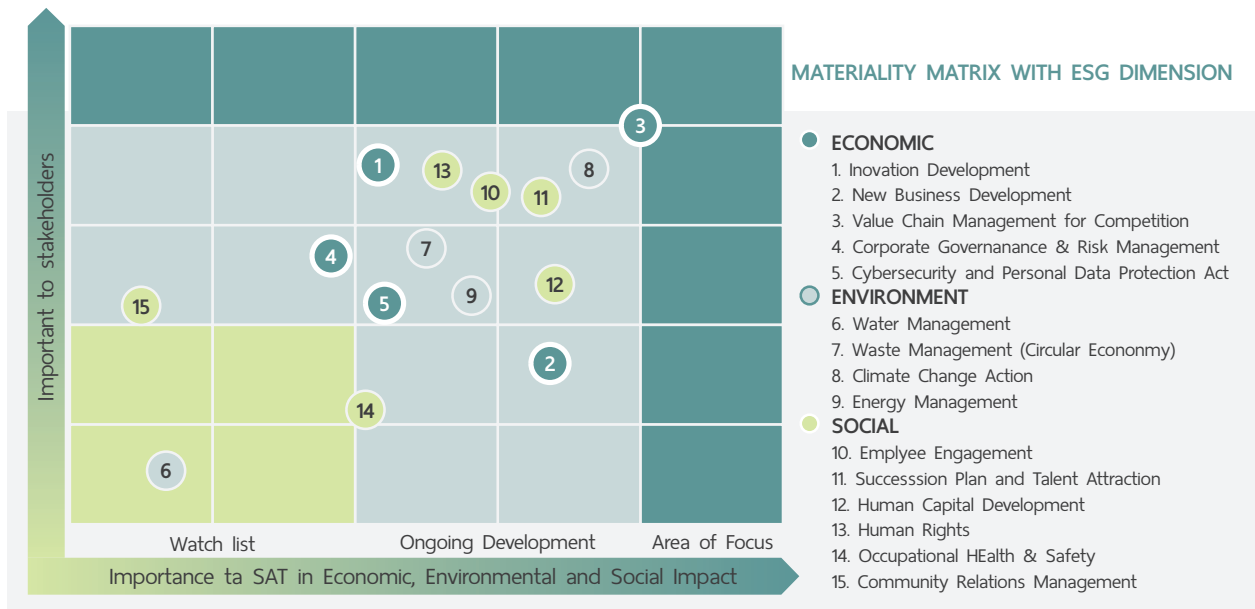
The important issues, especially in term of economic dimension are: Value chain development to be competitive in terms of production costs. As for the improvement of operational flexibility of the organization, this year’s business structure has been revised for its flexibility and quick to adapt to change needs. In addition, the Company focuses on the development of new businesses in the electric vehicle group and development of the mechanical and agricultural business group by leveraging the customer base in the automotive parts business continually. This led to the change in organizational structure of the Company of Somboon Advance Technology Public Company Limited, previously acting as both holding company and operation company to be a holding company only. This is to support the future growth by transferring the axle production to the subsidiary company. The Company has continued its commitment to operate with good corporate governance, while integrating the risk management at the organizational level to improve its resilience, including new risk issues that must prepare organizations to be ready in the digitalization, such as security of information systems and protection of personal information.

In the social aspect, there are important issues that the organization continues to develop as follows: Developing Human Resources' Capability to support the strategies to grow sustainably in parallel with the retention of personnel through improving employee engagement to have a culture of commitment and high performance. In addition, the Company has developed its sustainability with succession plan in all key areas of business through attracting and developing key personnels. Another social issue is the implementation of human rights following the performance of the United Nations Agreement, with the implementation of risk assessment in terms of employment non-discrimination Occupational safety and health at work and promoting the outside society by creating value added activities for the community.

This year, the company has focused on climate change management. The company has set long-term greenhouse gas reduction targets and its long term planning for its energy sources as well as efficiency, while reducing waster throughout organization.

The Company has brought the results of this comprehensive assessment to be summarized and grouped according to priorities to stakeholders and the importance of the group of companies in achieving results according to the vision and mission of the organization. The Company also assessed the development gap relative to the organization's expectations and its stakeholders to improve the results Matrix below. Such an assessment leads to the improvement of the master plan. Including the strategic plan for 2021 onwards.

Summary of key business issues assessment



4

Sustainable Development

- 4.1 Sustainable Management
- 4.2 Supporting Sustainable Development Goals (SDGs)



4.1 Sustainable Management

In 2021, the Company continues to develop in a sustainable manner which helps the Company to be resilient throughout the changing global context and helps develop immunity for the organization. An example include the application of risk management principles during the crisis of COVID-19 in 2021.

The Company focuses on driving business goals of sustainability as a key part of business strategies. This requires the development of sustainability in all dimensions. As a result, the Company has received an honorable sustainability award for its 4th consecutive years.

Management Approach

The Company has a clear strategic plan for sustainability development by applying the principle of sufficiency economy as well as following the 17 United Nations Sustainable Development Goals (SDGs). This comprises the management of environmental, social, and economic dimensions, in which the Company has adapted to the organizations under the “Somboon Triple Bottom Line” business philosophy.

Sustainability Management Performance 2021

Indicators	Goal 2021	Performance 2021	Performance 2020
Smart People			
• Hours of good deeds	• 9 hours/person/year	• 9.4 hours/person/year	• 8 hours/person/year
• Hours of training	• 14 hours/person/year	• 12.44 hours/person/year	• 7.47 hours/person/year
Business Trust			
• Partners, declare their intentions with CAC.	• 100% of the target group	• 92% of the target group	• 100% of the target group
• Employee turnover rate	• Less than 10%	• Less than 8.24%	• Less than 9.20%
• Lost time employee injury rate	• 0	• 0.42	• 0.50
• Customer satisfaction assessment	• 100 %	• 94 %	• 98 %
• GHG release from process	• Decrease 6% from the base year (2018)	• Decrease 13.22% from the base year (2018)	• Decrease 1.39% from the base year (2018)
Growth Society			
• Create value for society.	• 0.18% of sales	• 0.07% of sales	• 0.07% of sales

Implementation guidelines 2022

With the COVID19 situation affecting various operation and company targets. The Company has reviewed target and the implementation plan to meet the new set of target with key measures as follow:

Smart People

- Organize online learning courses and encourage employees to learn more by themselves
- Strengthen activities that encourage employees to utilize their potential to create more value for the organization and society

Business Trust

- Develop business partnership to bring in innovations to increase product value added and find business opportunities in growth sector
- Business continuity management with risk management to develop stability to business
- Improve its operation with technology to enhance the production efficiency as well as minimize the environmental impact
- Environmental impact management

Growth Society

- Connect the business and society to meet the needs or expectations of people to be an integral part of the organization’s goals
- Implement measurement tool to measure impact from social contribution of the Company

In 2021, the Company conducted a corporate context review including stakeholders’ expectations and changes in both internal and external factors affecting the organization. As a result, the Company has revised both corporate strategy and sustainability development strategy which led to announcing new policy and roadmap for sustainability development of 2022-2026, which is in line with the new vision and mission,SDG guidelines, stock exchanges regulations, and customer policies. The policy that the Board of Directors has reviewed and approved is as follows:

4.2 Supporting Sustainable Development Goals (SDGs)

The company has a role in supporting the United Nations global agreement. And we are committed to operating following international sustainability principles. With this, the Company has set its goal supporting the Sustainable Development Goals (SDGs), and joined the Global Compact Network Thailand, which comprises 50 leading companies in Thailand.

This expresses the Company’s intention to be a good citizen of the world that will strive to conduct business under 10 international principles, which consist of 4 critical areas, namely human rights, labor, environment, and anti-corruption. Under the business philosophy “Somboon Triple Bottom Line” with the framework of operations as follows:



Smart People
 - Organizing training courses for employees under the SLA.

Business Trust
 - Extending various training courses for partners such as TPS, Anti-Corruption, Safety.

Growth Society
 - Giving out the scholarships
 - Giving an internship and learning opportunity in the factory
 - Developing the elderly learning center in the community.



Smart People

- Developing future competency for all employees
- Promoting and developing program on safety in workplace.

Business Trust

- Promoting economic growth of all groups of stakeholders.

Growth Society

- Developing opportunity for community in career development project
- Supporting the development of disadvantaged group especially the disabled people in the community.



Smart People

- Promoting Innovation partnership with university, R&D institution with Innovation Day Program.
- QCC project, Kaizen, Suggestion

Business Trust

- There is an innovative development process to support the change in the automotive industry.

Growth Society

- Innovating of new automation in turning operation (Grinding Robot) for efficiency and safety



Smart People

- Training to raise awareness of energy use and environmental protection.

Business Trust

- Implementing robotic and automation in its production for environmentally friendly production
- Promoting the use of renewable energy by accelerating the installation of solar cells in factories.

Growth Society

- Developing green factories to improve the environment in the factories.
- Managing the Environmental impacts through all operation processes.



Smart People

- Training on climate management preparedness for internal personnel.

Business Trust

- Implementing project for Carbon Footprint Products.

Growth Society

- Encouraging employees to reduce and recycle plastic waste and turning them into PPE kits



Smart People

- Developing the updated code of conduct as well as training and testing on ethical

Business Trust

- Expanding the Coalition on Anti-Corruption trade partners.

Growth Society

- Establishing human rights policy for stakeholders.



Smart People

- Establishing professional standards for employees to create knowledgeable personnel.

Business Trust

- Joint investment to expand the business, grow and increase technology efficiency.
- Build cooperation on sustainability development with TRBN

Growth Society

- Establish professional standards with educational institutions to develop employee skills.
- Cooperation with educational institutions in the preparation of Carbon Footprint projects.

5

Governance and Sustainability

- 5.1 Corporate Governance
- 5.2 Business Ethics
- 5.3 Anti-Corruption
- 5.4 Personal Data Protection Act
- 5.5 Information Technology and Cyber Security



5.1 Corporate Governance

The company is committed to developing the organization for sustainable growth. By being a transparent organization with excellent governance responsible for all stakeholders, the company focuses on personnel development to be good, intelligent, virtuous, promoting knowledge, with responsibility to environment and society. To prepare sustainability according to the international standard, the board of directors, executives, and employees at all levels have adhered to and complies with the corporate governance policy, business ethics guidelines and working practices for all affiliated companies and businesses.

Management Approach

The company have total of 6 independent directors adhered to the best practice in both structuring and qualifications of the company's directors for the benefit of the organization and stakeholders. With this, the company has selected various group of committees including a nomination and remuneration committee, and executives' directors based on their ability, professional experience, skills, and knowledge. They are considered with the qualifications according to the law and the rules prescribed by the SEC with an appropriate Board Skill Matrix to determine the capabilities of the nominated directors. The company has selected in the view to enhance business operations without precluding or limiting gender differences, age, race, or religion in performing duties.

Evaluation of the Board of Directors' performance

The Board of Directors conducts an assessment of its performance and supervision in various operations and uses complete the assessment data to improve and develop corporate governance. The Company has developed an evaluation from for the Board of Directors according to the Stock Exchange of Thailand. As appropriate and consistent with the nature of the Board of Directors, the company informs the assessment results to the Board of Directors for acknowledgment.

The Company has participated in the assessment on corporate governance as follows:

1. Corporate Governance Report of Thai Listed Companies: CGR organized by the Thai Institute of Directors Association (IOD) to monitor and measure corporate governance results in Thailand compared to international standards; the assessment results as excellent in all categories.

Goals 2021	Performance
90%	95%

2. The AGM Checklist Quality Assessment Program for the year 2021 (AGM Checklist) Thai Investors Association and the assessment resulted in 2021, and the company received a perfect score of 100.

The assessment results from all projects show that the company has given importance to and has continued to develop good corporate governance.

5.2 Business Ethics

The company has established a corporate governance policy, business ethics guidelines for sound business operations based on good corporate governance. For employees to adhere to standard practices, they can be used as a guideline for working appropriately and communicate to employees to have the knowledge, understanding, and apply it in their work.

The company regularly reviews business ethics guidelines. By 2021, the company revised for promulgation in 2022. It implements relevant standards such as the Organization for Economic Co-operation and Development (OECD), Good Corporate Governance Principles and the Listed Companies Good Corporate Governance Principles referenced herein according to the Securities and Exchange Act Rules of the Securities and Exchange Commission and the Stock Exchange of Thailand.

Receiving complaints

The company allows employees and all stakeholders to have channels for complaints. Comment and report any illegal actions via letter or email can be sent to independent directors or company secretary, which acts as a complaints unit for the company's corporate governance and business ethics.

In 2021, the company did not find any significant issues or deficiencies related to anti-competitiveness, monopoly, discrimination events, corruption events, and violations of the Code of Business Conduct

5.3 Anti-Corruption

The board of directors is committed to conducting business with honesty and fairness and anti-corruption, To lead the transparent organization, the company has its plan to promote and instill corporate ethics in the long term and continually from 2010 to the present for employees to have honesty and good conscience, discipline, knowledge, and morality.

The company was one of the 27 organizations that first announced their intention to fight against corruption and was also one of the first 9 organizations certified by the Private Sector Collective Action Against CAC on July 29, 2013.

In 2021, the company set plans and goals to combat corruption and support its trading partners promotion on participation in the CAC SME project with plans and goals set. Moreover, the company received the Change Agent Award in 2021 from the Thai Private Sector Collective Action Coalition Against Corruption (CAC) due to the company's determination to expand the network of the Thai Private Sector Collective Action Coalition against Corruption during the period of the epidemic situation of COVID-19. This demonstrates the commitment to be involved and promoted transparency in business. The company continues to expand its network to push its partners to become the Anti-Corruption Alliance, which will help reduce corruption problems in the future.

The Board of Directors has approved policies/ requirements/practices against the corruption of companies in Somboon Group as follows:

Companies in Somboon Group commit to conducting business with honesty, fairness, adherence to social responsibility to all groups of stakeholders. This includes complying with the corporate governance policy and business ethics guidelines in the company's work strictly. This ensures that the directors, executives, and employees of the Group are all behaved as a good citizen of the society and do not accept corruption in all forms, both directly and indirectly, covering all businesses and all related departments as well as to regularly review the implementation of the Anti-Corruption and other business practices that may be at risk of corruption appropriately. The board of directors reviews anti-corruption policies and oversees the assignment of duties, responsibilities, and adequate supervision to all departments and activities of the company.

Requirements

1. Prohibited employees of Somboon Group undertake or accept all forms of corruption, directly or indirectly, such as giving and receiving things, gifts, entertainment, collectibles, donations, and any other benefits to themselves from Persons doing business with companies in Somboon Group.
2. Disseminated this anti-corruption Policy to provide knowledge and understanding to employees, business partners, customers, and all groups of stakeholders both domestically and internationally. The company monitors the anti-Corruption Policy regularly at least once a year and reviews the guidelines with requirements to ensure compliance changes in business, rules, regulations, and legal requirements.
3. Board of Directors is responsible for formulating policies and supervising the Company to have an excellent anti-corruption support system and giving importance to the anti-corruption of Somboon Group.

4. Board of Directors is responsible for reviewing financial and accounting reporting systems, an internal control system, internal audits, and the receipt of whistleblowers, corruption, investigation of facts, and follow-up to ensure compliance with the Policy including reports on important matters to the Board of Directors.
5. CEO and Executives have a duty and responsibility to implement this Policy thoroughly. The executives establish and support the critical work systems to combat corruption and communicate to employees and all related parties, including reviewing the work system's suitability in various matters following the changes in business, rules, regulations, and laws.
6. Internal Audit Department is responsible for reviewing the risk assessment of organizational corruption and checking to ensure that the Company has an appropriate control system, sufficient to control such risks to ensure that various departments have performed correctly following policies, guidelines, and laws every year and advising on preventing corruption risks. The review results regularly reported to the Audit Committee in addition to the senior management and the Board of directors to find essential issues to the Company.

Guidelines

1. Directors, executives, and employees shall comply with the Anti-Corruption Policy, business ethics and codes of conduct, and will not be a part of any kind of corruption, either directly or indirectly.
2. Every employee will not disregard or ignore any corruption activities involved with the Company and subsidiaries; they will notify the supervisor or the person responsible for the matter and cooperate in the investigation. If they have any question, they can ask or consult the supervisor or the person responsible for overseeing the business ethics via the available communication channel.

3. The Company will be fair and protect employees who refuse or notify about corruptions involved with the Company and subsidiaries by using protection measure for petitioners or people cooperating in reporting corruptions according to the Company's policy in filing complains and suggestions.
4. The person that commits a corruption or violates the Company's business ethics will be disciplined according to the Company's rules and regulations.
5. The Company and subsidiaries realize the importance of providing and educating people whose responsibility is related to the Company, subsidiaries and stakeholders.
6. The Company is determined to create the "Good and Smart People" who has good conscience and is a good citizen of the society and country.

Principles and processes of corruption risk assessment

The Company requires that the corruption risk assessment to be assessed independently by having the Risk Management Department and the Compliance and Audit Department work together with the Corporate Risk Management Department. This process is to identify potential corruption risks associated with all aspects of the operation of the businesses as well as collect and classify such risks to be considered for measures to prevent and check of corruption risks.

In addition, the Internal Audit Department reviews the process of controlling the risk of Corruption in each activity of the Company to analyze the channels and opportunities that cause Corruption and assess the options and related impacts according to the Opportunity and Impact Assessment Score level, referring to the criteria of the Enterprise Risk Management Manual, whereby the risk assessment results will be used to create an annual audit plan and review it every year.

The Board of Directors provided the guidelines for monitoring and assessment on the performance under the anti-corruption policy as follows

1. To survey a "Report on Conflict of Interest" of Directors and the top 4 of Executives as specified by the law and expand such survey to all management level and relevant employees who is related to the conflict of interest in order to prevent the conflict of interest which may lead to the corruption.
2. To provide the whistleblowing channel and protection measures for the whistleblower in the Company's website and encourage all employees to make a complaint and whistleblowing and shall be deemed as a discipline and duty which the employee should comply with.
3. Assigned the supervision and inspection department to assess fraud risks and create an audit plan in accordance with the internal audit department plan. The audit was carried out according to the plan and approved by the Audit and Corporate Governance Committee. Any significant findings from the audit shall be reported to the Audit and Corporate Governance Committee.
4. A person who commits any corruption is deemed to violate the Code of Conduct and shall be punished as specified in the Company's Regulations and by law if such action is illegal.
5. Promote knowledge through the curriculum "Ethics and Corporate Sustainability" for new employees to achieve an understanding of business ethics and work practices, Anti-Corruption Policy, and guidelines for accepting and giving items or other benefits of the companies within the Somboon Group.
6. Prepare a test of knowledge and understanding about business ethics, work practices, and anti-corruption through the Company's intranet system and the results were obtained to assess the level of knowledge and understanding to review and develop business ethics and work practices as well as creating awareness of all forms of anti-corruption.

Practice; Receiving and providing items or other benefits of SBG

Receiving gifts or any other benefits.

1. Prohibits executives and employees; Accepting bribes, gifts, the party, service, financial support, monetary rewards from partners, creditors or other stakeholders who do business with the company.
2. Requested money or something to support can be done in the form of organization and organization. It must be signed by the Authorized Director only.
3. Except on traditional occasions or festivals that people should treat each other By such goods or other benefits Must have a price or value of not more than 2,000 baht and / or it is necessary to maintain a good relationship between individuals or organizations
4. Designate senior management to be the organization's representative to receive items or other benefits and have to deliver it to the company secretary within 5 working days from the date of receipt of goods or other benefits.
5. Except gifts during traditional festivals Employees can accept the value of not more than 500 baht, such as a calendar key ring that has the organization's logo on it. This shall be done by assigning the senior management to be a representative in accepting and report to the president Through the company secretary office.
6. To prevent conflicts of interest, the company does not allow employees to be representatives of the organization to receive items or other benefits. Except for force majeure Allowing executives below 1 level (self-employed or other fields) to be assigned And report to senior management immediately.

Grieving gifts or any other benefits.

- 1) Grieving gifts: the New Year, or popular festivals all over each other. In these things Company operated by the provision which determines the price or value of not more than 2,000 baht and provides survey and monitoring to prevent corruption.
- 2) Assigned to Executives as a representative of the organization.

Operations in 2021

1. The Company has formulated a strategy to improve good governance with enhanced risk management responsibility to stakeholders and society based on knowledge and morality. This good governance is one of the 6 main missions of the organization's strategy. According to the philosophy of a sufficiency economy with good immunity in business, sustainable business growth encourages employees to have knowledge, understanding, and awareness of their duties, with responsibility, caution, honesty, and integrity.
2. The Company promotes knowledge in the form of training/seminars workshop and various activities to lead to a new corporate culture under the plan to encourage and instill corporate ethics as follows:
 - 2.1 The Company has set up a course, "Ethics and Corporate Sustainability," with the content focusing on the Company's policies, ethics and work consciousness, morality, honesty and integrity, and adherence to responsibility to oneself and others and have an awareness of anti-corruption for new employees at all levels to gain knowledge and understanding of principles of good corporate governance. The Company's business ethics lead the organization to become a "Transparent organization" with quality that can be audited every process. In 2021. In year 2021, the company organized training for all 22 new employees.
 - 2.2 The management has reviewed its compliance with the anti-corruption policy regularly. The Company conducts all executives to take a quiz and check their knowledge of Anti-Corruption from the Corporate Governance (CG) Knowledge Quiz via the Company's intranet system. All of them must pass an 80% level of measurement. This process is to ensure that all executives had a good understanding of the Company's anti-corruption policy and measures.

- 2.3 The Board of Directors has the policy to encourage business partners and stakeholders to growing sustainably by formulating business value-adding strategies. From the beginning of the Anti-Corruption Coalition Project of Thai Private Sector (CAC) in anti-corruption, the Companies in Somboon Group ensure that the supply chain of Somboon group is genuinely transparent with anti-corruption practice. Therefore, the network has expanded to announce the intention to suppliers (Supplier) by promoting knowledge and understanding and seeing the importance of anti-corruption, while broaden the anti-corruption network of the Thai private sector continuously
- 2.4 The Company has reported the work plans and operations against corruption and compliance with good governance principles to the Audit and Corporate Governance Committee every quarter.
- 2.5 The Board of Directors has established a channel for reporting complaints and suggestions (Whistle Blower) by allowing employees and all groups of stakeholders to express their opinions freely. And notify clues of illegal actions or corruption. The goal is to (1) have a clear channel for reporting complaints and suggestions (Whistle Blower) (2) Correction/improvement of management (3) Check the facts. as well as designate

the Company Secretary and the Compliance and Audit Department to be the agency to receive complaints regarding the corporate governance and business ethics of the Company.

Channels for complaints and suggestions via emails of independent directors

- 1. Mr. Prasan Wongchaum
Email : sansern.w@somboon.co.th or
- 2. Dr. Panja Senadisai
Email : panja.sena@somboon.co.th or
- 3. Mr. Acharin Sarasas
Email : ajarin.s@somboon.co.th or
- 4. Mr. Paitoon Thaweephoh
Email : ptaveebhol@somboon.co.th or
- 5. Dr. Suthat Setboonsang
Email : suthad.setboonsarn@somboon.co.th or
- 6. Mr. Prayong Hiranyavanich
Email : prayongh@somboon.co.th or
- 7. Company Secretary
Email : pasucha.s@somboon.co.th
or Phone No.0-2080-8271
- 8. Email Supervision and Verification :
Wasumeth.kul@somboon.co.th
or Phone No.0-2080-8143



Or send by post to Company Secretary



**Building 11, 2nd Floor, Somboon Advance Technology Plc., No. 129 Moo 2, Bangna-Trad Road
KM.15 Tumbol Bangcholeng Amphoe Bang Phli Samut Prakan 10540**

- 2.6 The Company has announced the continue of no gift policy to reduce the risks caused by giving and receiving gifts, establish good norms to work without other benefits, and prevent ongoing corruption annually.

The operation of the expansion of the anti-corruption network with the Thai Private Corruption Coalition of Somboon Group.

The Company has required all partners to sign a declaration of intent to fight corruption with the Complete Group. In 2021, the Company set out a plan and anti-corruption target, allowing partners with a total of 10 million baht or more to participate in the declaration of intent with the Thai Private Anti-Corruption Coalition.

Results of declaration of intent with partners with CAC

	Target	14 companies	100%
	Operating Performance	13 companies	92.86%

Note: 1 partner company denied participating in the anti-corruption declaration.



December 16, 2021, the Thai Private Sector Anti-Corruption Coalition (CAC) presented the Change Agent Award 2021 to companies that are a force for expanding the transparency network to the Thai Private Sector Anti-Corruption Coalition (CAC).

Promoting Partner Training

From the COVID-19 pandemic, The Company promotes knowledge of anti-corruption to its partners. This is to expand the anti-corruption project network and provide partners with a conscience and see the importance of combating corruption and to encourage all stakeholders to be responsible for themselves and society. (1) Have a transparent in-house operating system, (2) Have a standard of work to be accepted by primary and foreign partners, (3) Reduce the risk of corruption by providing online seminars through WebEx as follows:

1. On March 2, 2021, the SME Clinic seminar “What will SME have to accept with Thai CAC?”
2. On May 11, 2021, Road to join Thai CAC seminar “Immunize organizations from corruption, create business opportunities.”
3. On July 22, 2021, the CAC SME Clinic seminar “Creating a self-assessment anti-payment system (17 clauses) to obtain a certification with CAC.
4. On September 23, 2021, Road to Join Seminar No. 4/2021, “Principles of Corruption Immunization to Reduce Costs and Create Business Opportunities”
5. On November 11, 2021, the SME Clinic seminar “What will SME certify with Thai CAC to increase business opportunities?”

5.4 Personal Data Protection Act

The Company recognizes the importance of the Personal Data Protection Act of employees, customers and stakeholders that have collected, used, disclosed, and transferred information. Therefore, a personal data protection policy has been established with objective is to enhance the strictness of the security measures of the company’s information systems and cybersecurity following the standards required for employees, customers, and stakeholders according to the Personal Data Protection Act (PDPA), details of operations are as follows.


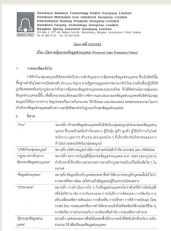
Management Approach

1. The PDPA Working Group has been appointed responsible for establishing the Company’s processes and practices following the law, starting from defining the framework and guidelines for data collection, use, and disclosure. The working group has finally established appropriate data control measures according to the level of information risk Considering the necessity of collecting, using, and disclosing information, Including consent to collect, use and disclose information as required by law.


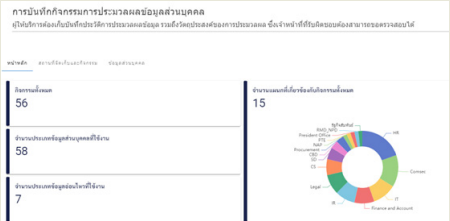
- The Company has appointed a Data Protection Officer (DPO) and a unit responsible for the supervision and protection of personal data.
- The Company has announced of personal data protection policy and guidelines related to data management, data governance, and data security to comply with legal requirements and operate effectively.
- The Company has moreover established a register of electronic and non-electronic data of all entities in the company. to classify the type of information, assess the risks of data being stored, used, and disclosed, and determine appropriate control and security measures based on the level of information risk.
- The Company has procured and installed of electronic storage devices and programs, management of personal data, Includes protection against leaks and cyber attacks. For control of personal safe and efficiency.

Process of Operation


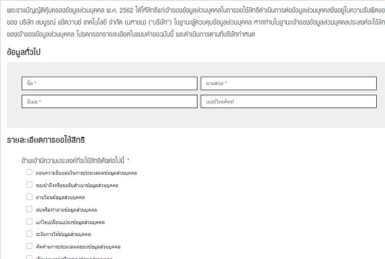
1. Disclosure of Privacy Policy

2. Requesting consent Systematic management and storage of personal data

3. Management of personal data rights

5.5 Information Technology and Cyber Security

Information technology has helped today's businesses, which require efficient in recording and coordinating the various steps, making the business process faster and smoother. At the same time, information technology has become a key risks for business interruption, when there is a system failure, and it is also a point of attack to damage it or steal and take over data or systems from cyber threats. With this, the company takes information technology and cyber security seriously. Stakeholders, including consumer data, customers, employees, manufacturers, raw materials, and other related sectors, have established the information security policy and mechanisms to prevent unauthorized access to systems and information that may cause business damage. The Company has a corporate policy to increasing high level protection cyber security treatment, including planning for resolving potential threat incidents.

Information Technology and Cyber Security Risk management

The company has guidelines for managing information and information security risks following the Cyber Security Framework guidelines of the National Institute of Standards and Technology, USA (NIST). It is a working concept to enable practical threat assessment, prevention, detection, response, and remediation planning.



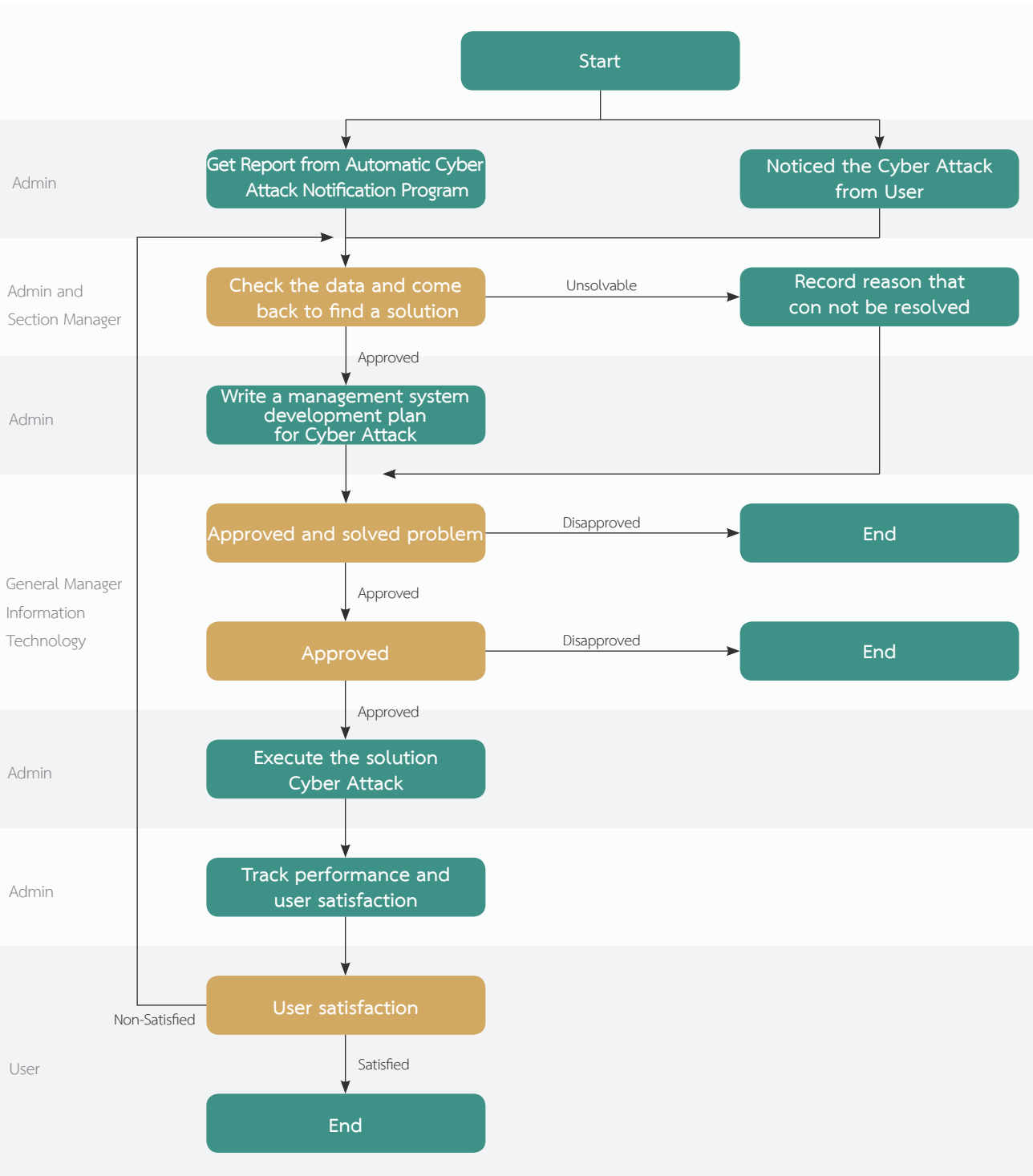
The management of company has formulated a security strategy for the system and information prevention of cyber attacks and all processes following the laws and good governance practices. The Company has prepared policies to communicate to employees including the Code of conduct on technology and information practice, which is used to detect, respond and fully rehabilitate upon the event of cyber attacks.

The Information Technology Department also conducts a risk assessment monthly with crucial risk indicators on the Corporate Risk Committee to ensures that it can manage the risk effectively and reduce the potential impact on the organization and business opportunities.

Personal Data Security Practices

The Company recognizes the importance of personal data protection must protect a basic fundamental right in privacy under the Constitution of the Kingdom of Thailand. And the Universal Declaration of Human Rights, in which individuals are subject to arbitrary interference with their privacy, family, home, communication with honor and reputation. Everyone has the right to be protected by the law against interference with such requests or to blasphemy including supporting and respecting human beings' protections promulgated internationally following the United Nations Global Compact principles and the Personal Data Protection Law, it has established and announced a Personal Data Protection Policy since May 18, 2021.

Complaints and information security incident response systems are provided by the



The Company provides a system for handling complaints about information technology security via the web application, email and telephone systems. Employees can use the telephone channel or email the recipient 24 hours a day using the web helpdesk. Company internal application or email cybersecurity@somboon.co.th

Performance of Information Security and Information Technology Year 2021

Anti-Virus Competitiveness of the organization Year 2021			
Month	Number of Attacks	Number of time prevented	Number of successful attacks
January	274	274	0
February	309	309	0
March	283	283	0
April	154	154	0
May	515	515	0
June	284	284	0
July	379	379	0
August	376	376	0
September	470	470	0
October	774	774	0
November	504	504	0
December	829	829	0
Total	5,151	5,151	0



Protection against computer virus attacks. **100%**

None **(0)** Business disruption due to cybersecurity and information technology risks.



6

Enterprise Risk Management

- 6.1 Risk Management Policy and Plan
- 6.2 Risk Factors Affecting Business Operations

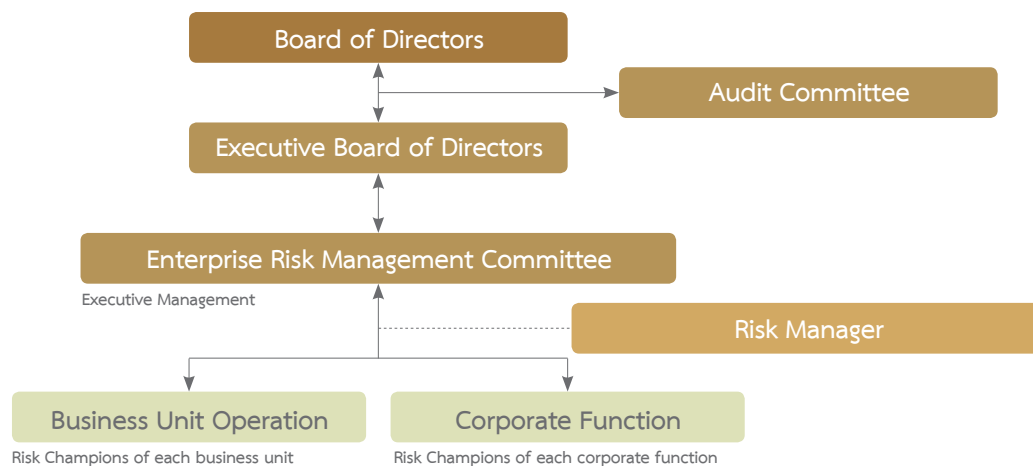


6.1 Risk Management Policy and Plan

Somboon Group is well aware that the current business operations is facing rapid changes in the business context and; therefore, has adopted risk management system under the global standard of COSO ERM 2017 as part of corporate governance to control and minimize impact from risk within acceptable level. Risk management has helped the Company appropriately address the expectation of all key stakeholders, especially customers, employees and suppliers/partners, with the goal of achieving the organization’s objective and sustainable growth.

Risk management structure

Somboon Group has risk management system integrated with corporate strategic planning and business planning to ensure that the system is implemented throughout the organization with effectiveness and efficiency. The Company has organized risk management structure as follows:



Remark: Risk Management Unit is operating under Department of Corporate Strategy and Sustainability Development

- 1. The Policy Risk Management Committee (BOD and Ex-BOD)** is responsible for defining the risk policy and approving the Risk Appetite, overseeing the implementation of the organization’s risk management policies and strategies, and defining the risk management structure. The BoD appoints an enterprise risk management committee and follow up on the performance of the Enterprise Risk Management Committee.
- 2. The Enterprise Risk Management Committee (ERM)** is responsible for defining the enterprise risk management strategy and the risk appetite to propose to the Policy Risk Management Committee for consideration. ERM also defines processes and measures for enterprise risk management and follow up on risk review and reporting to the Audit and Corporate Governance Committee including the appointment of a functional risk management (FRM) working group as appropriate.

3. The Functional Risk Management Committee (FRM) is responsible for identifying risks, assessing risks, preparing a risk treatment plan, and determining the responsible person. Also, FRM has its role in monitoring and reporting on functional risk management results to align with the Company's policy.

4. The Audit Committee is responsible for overseeing effectiveness of risk management system of the organization, reviewing risk management performance, and providing suggestions to BOD, Ex-BOD, or ERM committee to improve the overall implementation of the organization's risk management process

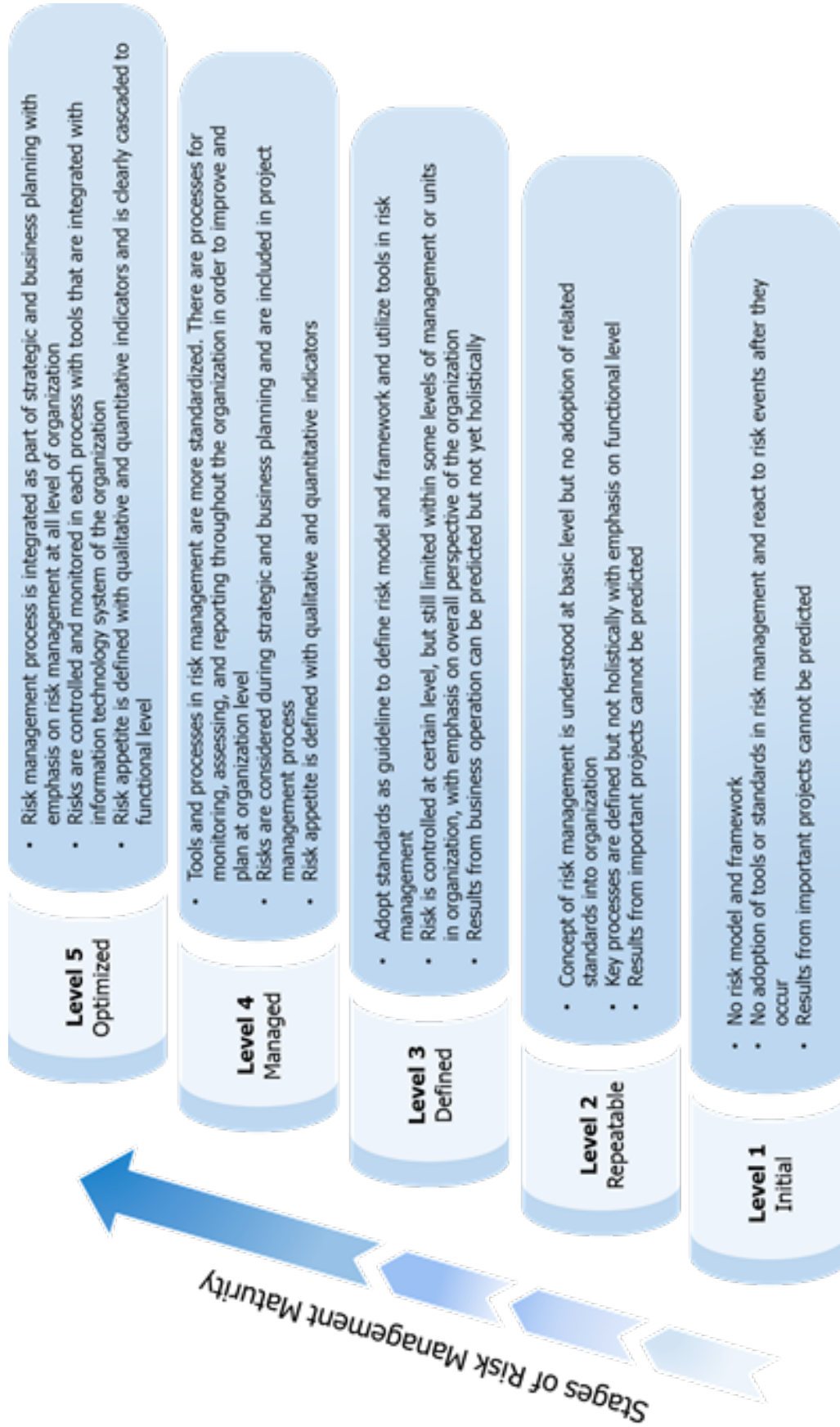
Building Risk Culture

An effective risk management system is an essential tool for corporate governance to achieve organizational objectives. The creation of corporate risk culture is a key component to the success of risk management.

The Board of Directors and the Executives of Somboon Group emphasize participation and implementation of the risk management framework by using as a tool for defining strategy and risks in achieving its target. This would enhance the quality of decision making and promote a good risk culture. There are ways to build risk culture as follows:

- Review policy regarding enterprise risk management and risk appetite on annual basis and communicate to management and all level including all units in the organization. This is to create awareness on importance of risk management and to develop participation for the responsibility toward risk management, including implementation of risk management policy to be part of the operation by using as guideline for decision making and planning
- Determine process to consider risk as integrated part of strategic planning and business plan, including cascade risk appetite to functional or strategic projects level
- Conduct risk maturity assessment with external consulting to determine roadmap for development of enterprise risk management process
- Promote integration between functions according to the concept of Three Lines of Defense and define roadmap to develop risk champions of each functions to be representative in coordinating and monitor implementation of risk management plan
- Promote policy on skills and knowledge development regarding risk management or set requirements to pass certified training related to risk management in working level for executive and all level of employees appropriately and effectively
- Develop standard risk database to use in gathering and organizing risk inventory

Stages of Risk Management Maturity



6.2 Risk Factors Affecting Business Operations

6.2.1 Risks in Business Operations

Somboon Group has conducted analysis on business environment both internal and external factors including economic outlook, industry, technology, competition, and other future trends to identify and assess risk that might affect performance and the ability to achieve objective of the organization. Risk management plan has been organized in order to minimize impact of the risk that might occur. In 2021, Somboon Group has conducted assessment and management plan of risk in key areas as follows.

Strategic Risks

(1) Risks from competition and requirements of customers

Currently, the competition within the industry has been increasing mainly in cost, technology and changes in customers' requirements which has led to uncertainty in the performance of Somboon Group. Therefore, the Company has defined guidelines in risk management to minimize impact by focus on cost reduction activities, especially in raw material development, quality improvement of production process by implementing technology and automation system to improve productivity and reduce waste, and customer relation management in all level to retain confidence from customers. Moreover, the Company.

(2) Risks from implementation of corporate strategy

Changes in business environment, customers' needs, and rapid technological advancement might have impact on current business operations and new business opportunity in the future. Therefore, the Company has defined guidelines for reviewing strategic direction and business plans both short-term and long-term on annual basis to align with changes of economic direction, social trend, and technology as part of the global mega trend and the policy of the Thai Government. Strategic direction of the Company in 2021 focuses in creating business growth in new products and new customers including growth through business partnership in exploring opportunities to develop market and competitiveness to prepare for new business.

Operational Risks

(1) Risks related to human resource management and human resource development to prepare for business growth

Organization structure and readiness of personnel in key positions have impact on business continuity that might face interruption from external factors. The Company has developed plans to adapt to major changes, including recruiting and capabilities development for succession planning in key positions. Moreover, the Company has developed network with educational institution, changed working process in organization, developed competencies and created appropriate incentive to attract and retain key talents with the Company as preparation for new business.

(2) Risks from the situation of COVID-19 pandemic

The prolonged COVID-19 pandemic that occurred in 2021 posed risk to health and safety of the employees coming into work at the Company's premise and could lead to business interruption. The Company prepared for the COVID-19 situation by closely monitoring and assessing of the situation on regular basis to minimize the possibility of infection and outbreak among the personnel within the organization. Moreover, the Company has also developed several protocol to prevent the outbreak including "Bubble and Seal", active case finding by using Antigen Test Kit (ATK), and encourage vaccination of employees.

Financial Risks

(1) Risks from price volatility of raw material (for production)

Price volatility of raw material, especially steel which is the main raw material for production, can cause uncertainty in cost and financial performance of the Company. Therefore, the Company has defined guidelines for risk mitigation by including terms and conditions in purchase agreement and regular monitoring with customers to adjust product prices in line with the changes of steel prices.

Compliance Risks

(1) The impact of non-compliance to laws and regulations can cause damage to reputation of the Company, legal punishment or penalty from government agencies or industrial estate. Therefore, the Company defined guidelines to study and review laws and regulations related to business operations on regular basis or when there is any significant changes, develop policies to support changes in regulations, and assign accountable persons or committee to take action as necessary.

Risks related to Environmental, Social and Governance (ESG)

(1) Risks from climate change and natural disaster

1.1 Physical risk from global warming that causes climate volatility and natural disaster such as drought or flood can affect business operations and cause business interruptions with damage. The Company has defined guidelines to mitigate such risk by reviewing and preparing emergency plan if critical situation or crises occurs and also reviewing Business Continuity Plan (BCP) with assigned accountable persons and regular rehearsal of the plan.

1.2 Transition risk can occur from changes in changes in policy, technology, operating rules and can cause higher energy consumption related to increased production costs from policy of taxes or tariffs on goods at the destination country of export creates. This can lead to a risk of increasing price competition (Carbon border adjust Mechanism, Carbon Tax). Legislation by the state to provide annual Carbon Footprint organization reports raises the risk of increasing expense from hiring experts and audit procedure. Transition risk can also lead to risk of customers demanding more Low Carbon products. Moreover, the Company has set target to reduce greenhouse gas emission in 2021 by 6% from 2020 and review long-term goal of roadmap, with a plan to increase the use of renewable energy by 5% of total energy usage. In addition, the Company has organized carbon footprint registration at organization level to manage high emissions points and submit

information to the government. The Company has also developed carbon footprint products report for communication to customers and in cases where it is used as a reference for exporting products to countries that requested such report.

(2) Risk in human rights

Human rights risk monitoring and assessment is important because can occur in several aspects, such as the use of illegal labor, unfair employment conditions, etc. The consequences of which may lead to legal complaints, suspension of license to operate, or reputational damage. The Company currently has a mechanism to continuously monitor and assess human rights risks to comply with the requirements of relevant agencies. Examples include honor and compliance with labor rights, honor and compliance with human rights and relevant stakeholders, etc. In addition, the Company has set a policy not to employ illegal foreign workers and no human rights violation case has been occurred thus far.

(3) Risk in PDPA

Personal data is a risk that the organization must manage appropriately as it is data that a scammer or malicious person may misuse if the data authority fails to protect it which can cause impact credibility of the organization. The Company recognizes the importance of protecting the personal information of employees, customers, and stakeholders that has been collected, used, disclosed, and transferred. Therefore, the Company has established a personal data protection policy with objective to tighten the security measures of the Company's information systems and cybersecurity. The Company has also adopted data security standards for the operation to be consistent with Personal Data Protection Act (PDPA), such as appointing a Data Protection Officer (DPO), establishing a system for collecting personal databases in all channels (Cookie and Consent Management), etc.

6.2.2 Risks of securities holder in investment of the Company

(1) Risks in uncertainty of investment return as expectation of investors

SAT share price depends on the Company's performance and creation of long-term growth, which are affected by several factors, such as:

- Thailand automotive production
- Thailand agricultural machinery production.
- Change in government policies, regulations, requirements, or terms that affects automotive and agricultural machinery industries.
- Economic situation, crisis, or abnormal situation such as COVID-19 pandemic.

These factors could affect the performance of the Company and hence, share prices.

(2) Risks from dividend payment not align with expectation of investors

SAT dividend affordability is subject to several factors such as maintaining cash flow for operating activities, normal capital expenditure and investment budgets that support SAT's business growth etc. These factors affect the cash level that is used for dividend payment for shareholders. However, SAT's dividend policy is to have minimum rate of dividend payout ratio at 30% of net profit after deducting all reserves under the law and the Company's policy.

6.2.3 Risks of investment in offshore securities

-

6.2.4 Emerging Risk

(1) Cybersecurity risks

Currently, information technology has improved efficiency of business operations in storing data and coordinating various working process across organization which has helped business transaction to be completed more swiftly. However, information technology system can also become key factors to cause business interruption should the system is malfunctioned or threatened to be attacked for stealing data or overriding the system. This is under the definition of cybersecurity risks. Somboon Group has considered safety of information from all key stakeholders including customers, employees, raw material suppliers, and other related parties. Therefore, the Company has defined policy for safety of information technology by implementing mechanism to prevent hacking into system and data that can cause damage to business, increasing safety to information technology of the organization, and planning for mitigation in case potential cybersecurity should occur. Moreover, the Information Technology division has assessed the risk with relevant key risk indicators and reported to Enterprise Risk Management Committee on monthly basis in order to ensure that cybersecurity risk is mitigated efficiently and potential negative impact to the organization and business opportunities is minimized.

(2) Business model resilience risk of transition to xEV

The ongoing global campaign to reduce greenhouse gas emission is a major driving force to accelerate transition of automotive industry into xEV more rapidly and might have impact on business operations and performance. As a result, the Company has direction to mitigate risk and minimize impact to an acceptable level by reviewing strategic direction and business plan both short-term and long-term on annual basis, monitoring and studying technology trend of product development regularly, and exploring business opportunities that can leverage from current capabilities to build confidence from customers and long-term competitiveness of the organization. Moreover, the Company also has strategic direction to develop new business in order to diversify risk and create sustainable growth.

7

Smart People

- 7.1 Smart People
- 7.2 The Development of Good People
- 7.3 The Development of Smart People
- 7.4 Promoting Savings for Employees



Hours of good deeds

9.4 hours/person/year



Hours of training

12.44 hours/person/year



course
personnel development

58 course



Budget for employee
potential development

4.2 million baht

7.1 Smart People



“Create value for oneself, business and society”

Employees are indicators of organizational success in driving business success. In addition, the current situation with the COVID-19 made digital operations play a significant role required new skills especially on the use of technology, data analysis, to improve work efficiency. With this, the Company needs to support the development of new skills for the future including re-skill to compete effectively. The Company has set the “Smart people” policy to be “good people, smart people” It’s made better for themselves, business, and society.

Developing a Smart people strategy is an important basis for responding to the Sustainable Development Goals (SDGs) in all developments especially in education development, innovation development, efficient use of resources, and good citizenship, which will lead to transparent organization.

Smart People Policy

The strategy of human resource management to support business expansion and competitiveness is to develop Smart people. With this, the Company has prepared courses and potential development plans for executives and employees under the business philosophy of “Somboon Triple bottom line”.

Employees who are good people and smart people are essential for sustainable business. In this crisis, the company encourages employees to work more flexibly in all functions. Thus, the company continues to provide additional training to enhance the skills and abilities of employees, while strengthen the knowledge and skills needed to drive the organization in the future.

Management Approach

The Company places importance on the organization’s management, determining employees’ role during the COVID-19 crisis with an organizational structure to support the New Normal work. Moreover, the Company plans enough manpowers to ensure the development of employee’s skills for the future. In addition, the Company has regularly appraised and planed its compensation to suit the future competition of the company.

The key change in year 2021 is that the Company has adopted an online meeting system and training system as well as tracked the status COVID-19 risks in the organization through weekly surveys. The company in 2021 has continued operating its business smoothly through controlling and monitoring the epidemic to employees effectively. As a result, the industry is continuity and uninterrupted during the epidemic. The company also offers online learning courses and encourage employees to self learning throughout organization. In 2021, the training hours are 12.44 hours/person/year, while the Company has adjusted the practice for doing good deeds activities that are more accessible and easier for employees, making the hours of doing good deeds achieved the goal of 9.4 hours/person/year.

7.2 The Development of Good People

The Company realizes that creating value for society and the environment is a key part of sustainability development. From the past to the present, the founder’s (“Mr. Somboon Kitaphanich”) determination that employees are fundamental forces driving the business towards its goals to lead the organization towards sustainability. The Company, therefore, places importance on taking care of the quality of life of its employees by adhering to the principles of morality and filial piety. In addition, the Company requires Immunity and reasonableness according to the philosophy of sufficiency economy are essential basis for cultivating “good people” to become a “Smart People.”

Policy to promote good deeds

The company has the policy to encourage employees to do good deeds for society. By allowing employees to apply their potential and skills to create value for the benefit of the public, It is a duty toward the community and society. It also promotes personnel development by focusing on employees as the center, creating pride and commitment to the organization, and expanding the results to corporate social responsibility is truly the foundation of sustainable development.

Management approach

The Company has set a goal of doing good deeds continuously for the 4th year in 2021 to do good deeds 9 hours per person per year The company’s good deeds guidelines are into 3 approaches, and the performance of 2021 follows

- 1. Basic of good deeds 611 hours
- 2. Knowledge sharing 158 hours
- 3. “Volunteer” service activities 18,256 hours

Total 19,025 hours

In addition, due to the COVID-19 situation, employees cannot group to do various activities as before. Doing good during the pandemic have been adapted to be more accessible and more manageable for employees to practice and achieve these goals.

1. Basic of good deeds

Blood donation: The Company encourages employees to have a public mind and social responsibility. With this, the Company supports the employees to participate in blood donations organized by the Thai Red Cross Society. In addition, the employee can go to donate blood at various places outside the organization, which the Company has joined with the Thai Red Cross Society to arrange blood donations for 22nd year.

In 2021 The Company have total volunteers of 125 people, equal to 125 hours of good deeds Thai Red Cross Society received a total blood volume of 31,250 ccs. This time, some executives and employees continuously donated blood according to the criteria and received a commemorative pin from the Thai Red Cross Society.



Doing good for the environment under the “Used Plastic Bottle Project Let’s help make a PPE kit.”

The Company has set up the program for employees to recycle PET plastic bottles or clear plastic bottles to be donated in the Plastic Drop Point area provided by the company. This activities would support the public agenda to lessen the plastic wastes in Thailand, in which the project will collect for washing, cleaning, and processing into recycled fibers before going into the process of weaving into a fabric with a water-reflecting coating. These plastics would be recycled into PPE kits to be donated to hospitals in disadvantaged areas supports the needs of safety for front-line personnel.



- **18 plastic bottles**
- **Made from recycled PET granules**
- **Turned into yarn**
- **Made of 100% polyester**
- **Waterproof coated**
- **Sewing**
- **1 PPE set**

In collaboration with the “Less Plastic Thailand” project, it is a circular economy in bringing it back to the system to create added value again. Which not only helps to fulfill every happiness but is also ready to grow together with the community and society in a sustainable way-project implementation period From September 27 - December 31, 2021.

AMOUNT DONATED BOTTLES TO MAKE A PPE KIT **6228 BOTTLES = 346 SETS = 173 HOURS**



Other basic goodness activities

The Company has promoted participating in religious activities by making merit, offering food to monks, join the candle light procession on important religious days such as Asana Bucha Day, Makha Bucha Day, Visakha Bucha Day, Buddhist Lent Day, etc. These making merit activities organized by the Company are another channels for employees to doing good deeds.

In addition, the Company also supports donating money and items to the less fortunate, such as unused clothing, including school supplies, which will pass on these donated items to the disabled orphans, including the under-privileged, through a trusted agency or project.

IN 2021, EMPLOYEES PARTICIPATED IN RELIGIOUS ACTIVITIES, DONATED MONEY AND THINGS, TOTALS OF 313 HOURS.

2. Knowledge sharing into 3 sections:

- A speaker through an SLA course encourages employees to bring their competence and experience to fellow employees within the company through the SLA course, which benefits the company’s personnel and also develop the teaching skills of the instructors as well.
- Knowledge sharing within the organization. As an exchange of knowledge conveys the experience both formal and informal forms of work-related knowledge management processes by recording the transferred knowledge among the team members in all departments.
- Sharing knowledge with stakeholders transfers. Knowledge, experience, skills, and ideas in different formats can be beneficial to the public through various channels including lectures, teaching OJT jobs, attending seminars, coaching, mentoring, and the duties of a regular job.

TOTAL OF GOOD DEEDS HOUR IN SHARING KNOWLEDGE
TOTALS OF 158 HOURS.

3. Volunteer activities

Volunteer activities are promoted according to the human resource development policy in creating good people. This would bring out all potential to serve the benefits for oneself, the organization, and society through creating awareness, and participation from employees. The company has supported the implementation of budgets to implement various CSR projects and activities each year to ensure the involvement of employees in doing good deeds both inside and outside the company.

During the COVID-19 situation, the company foresees a high number of infected people in the community, in which require the efforts from all parties. With this, the Company has prepared the awaiting centers within the company for patients with mild symptoms. Moreover, the Company has sent volunteers to coordinate with local government agencies to install sanitation systems such as drinking water system, water treatment system, waste disposal system, as well as donated medical supplies to establish a nursing care center in the community. This would help lessen those disadvantaged group and support the front-line during the pandemic. Lastly, the Company has donated money to build a field hospital for Samut Prakan Hospital. In addition, it has joined with the SET to contribute lunch donations to medical personnel and support the area within the company to be a vaccination area.



There are 2,086 hours of employees doing good deeds external; while, employees are doing good deeds internal total of 16,170 hours.

Due to the COVID-19 pandemic situation, outside service activities have been postponed, while the company has organized internal service activities instead, such as 5S activities, to improve scenery within the company. The company considers the safety of employees by setting distance and increasing the distance between people to prevent contact and transmission of disease.



Average number of hours doing good for all employees

 <p>9.4 hours/person/year 2021</p>	<p>8.0 hours/person/year 2020</p>	<p>8.9 hours/person/year 2019</p>
 <p>Target 9 hours/person/year</p>	<p>Target 8 hours/person/year</p>	<p>Target 7 hours/person/year</p>

7.3 The Development of Smart People

Today, the world has changed rapidly due to technological advancements and new knowledge. Therefore, although it's the cause of the business's competitiveness, it is necessary to develop the ability of the organization and its personnel to be ready and competent to support the organization's strategy for sustainable growth.

Smart People Policy

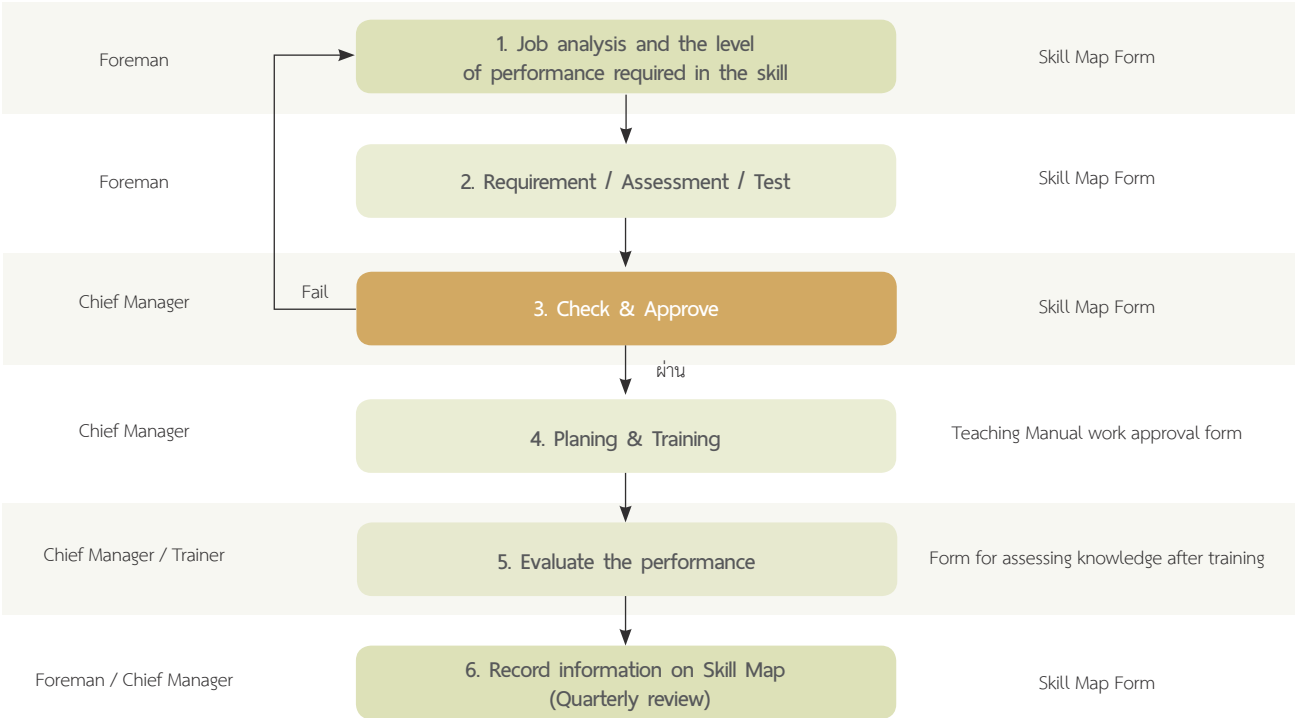
The company is committed to developing the potential of employees to meet the needs of stakeholders and continually meet the needs of employees in the organization, because talented people are essential drivers in creating business advantages and values for the organization. With a culture to drive a learning organization, the company encourages employees to join training that is in line with their line of work and develop employees' potential at all levels appropriately. The Somboon Learning Academy (SLA) has organized training for employees to develop various competencies for employees throughout the organization. The Company, moreover focuses on the quality of learning to meet standards and meet the organization's and employees' needs.

Management Approach

The employees are the heart of the organization in the current volatile and unpredictable business environment. Employees all have potential and shall be prepared to develop their knowledge, competencies, and skills continuously. The Company has the process and project to develop its employees as follows:

1. Skill Mapping with Skills Management Table

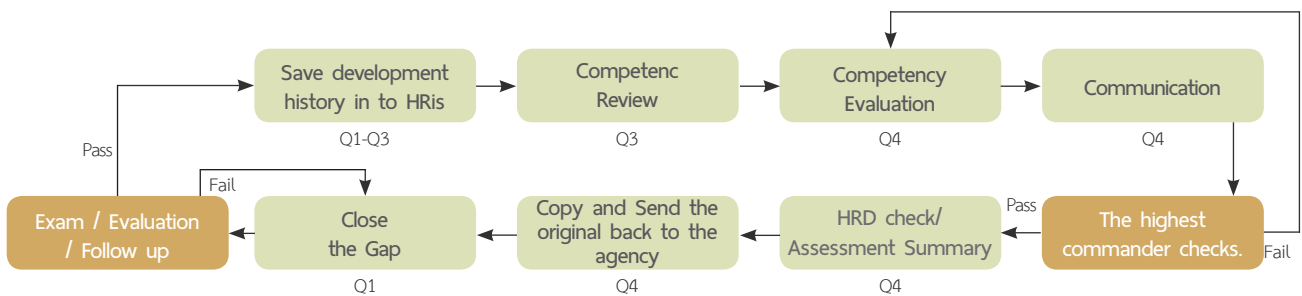
The Company has defined the skills required for the various positions in the company linked with the workflow required in the process. The design of workflow help ensure the job requirements, and good working standard to be developed a teaching OJT, which be assessed for the operational skills for further enhancement of competency.



2. Individual Development Plan: IDP

The determination of competence according to the position by profession has determined an individual development plan. The individual development plan (IDP) consists of competencies according to responsibility (Functional Competency), technical competencies in specific areas (Technical Competency), and management competencies (Management Competency), which is used as a framework for assessing performance and developing according to plans. There are various learning channels such as internal training, external training, online training, on the job training ,implementation of various projects, coaching and mentoring system, and others.The target would be set with training hours and the number of competencies to be upgraded for the employees.

Competency assessment process For the development of individual employees



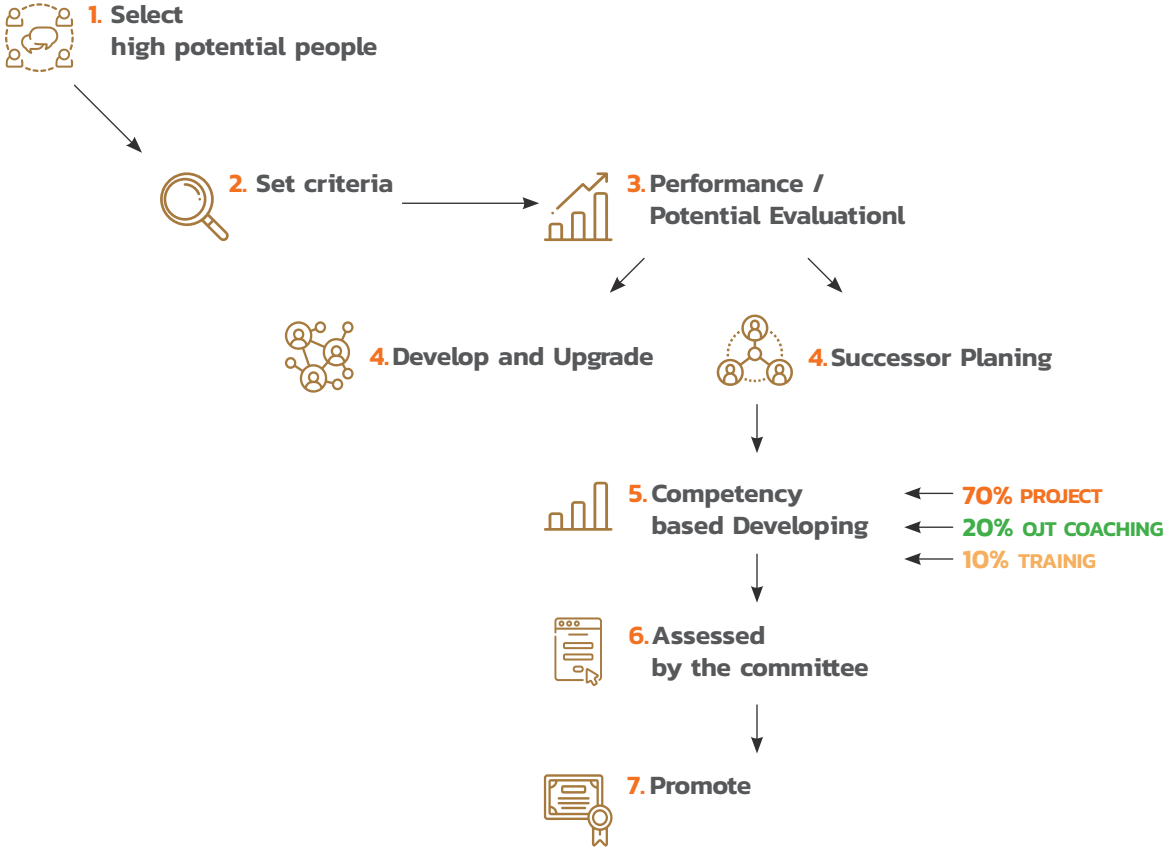
In the COVID-19 pandemic, the company has continuously increased online learning channels for employees at all levels especially during 2020 to 2021. The company has cooperated with various institutions to provide necessary and suitable online courses for employees. The Company has developed the standard Management Competency courses for the self-study over 30 courses. In addition, the Company promotes learning with motivation of reward for those with the highest monthly learning hours and test results.

Goal Average number of training hours in 2021 14 hours/person/year	Average number of training hours in 2021 12.44 hours/person/year
 Onsite 9%	 Online 91%

Business Management Program	0.98%
Management Development Program	39.51%
Functional Excellence Program	39.00%
Fundamental Program	20.51%

3. Talents and Successors

The company has developed personnels for both career advancement and continuity of leadership in the company. The talents and successors program have been implemented with individual development plans. Moreover, each executive would be assigned to develop their owned successors as a key target for all executives in the company.





Talent on 2021
VP Pool 9 Persons
GM Pool 8 Persons
Manager Pool 29 Persons

4. Standard Skill for Operation - SSO

From 2020, the company has established skill standards and knowledge training with examination. The main skills for operation for the Company can be categorized into 2 groups as follow :

- 1. Forging Process Standard Level 1-4
- 2. Machining Process Skill Standard Level 1-4

In 2021, the company adopted professional skills standards in theoretical and practical for its employees to have their assessments to determine the gap of individual employee. The information will be displayed in the form of a Skill map and used in the examination to promote from temporary employees to permanent employees. This practice would be used for the promotion to the the higher position for all production staffs at the supervisor level. In addition, the development of standard skill for operation (SSO) have been extended for the maintenance department in the company.

Topics of operations	Goals	Results	Impacts
Professional skills standards			
<p>1. Orientation</p> <p>The Company provides On Job Training (OJT) to employees according to the curriculum of the position skills standards. Therefore, the Company gives the employees readiness and ability to work effectively, which the training time is 0.5/ hour/person, the courses are as follows.</p> <ol style="list-style-type: none"> 1. 3-time work process 2. Checking the machine before use 3. Tools used in the production line 4. Documents related to the work process 5. Compliance with Occupational Health Principles Safety at work (Re-train) 	100% of new production staff	100%	Employees can perform their duties following the correct standards, such as the use of production-related documentation. And preparation of tools or equipment and machines before production, based on the test evaluation results after passing the training criteria.
<p>2. Theoretical test, professional standards Forging/Machining according to the working OP of level 1-3 (Worker, Leader, Foreman) in each production process.</p>	Forging/Machining level 1-3, take the knowledge (theory) test, occupational standards $\geq 80\%$	Forging level 1-3, 42 people took the test, 42 people 100% Machining level 1-3, 135 people took the test, 126 people accounted for 93.33%	Saw Gap individual employees in knowledge (knowledge) to use the information in making training plans Training Roadmap to develop annual employees for HR to raise employees according to L, C, M
<p>3. Practical test (skills) Forging/ Machining Occupational Standards according to the operational OP of level 1-2 (Worker, Leader) in each production process.</p>	30% of employees who passed the Knowledge Exam (Theory) Level 1-2 (with a score of ≥ 75)	Forging Level 1, 31 people took the test, 18 people from the target 15 people Forging Level 2 the test, 5 people from goal 5 people, Machining Level 1 of 104 people, 43 from the target, 11 Machining 2 , 7 people 7 people 7 targets	See Gap individual employees in skills (Skill) to use the information to make a training plan (Training) to develop annual employees individually. For the agency in the OJT, the employees according to the OP operating

Topics of operations	Goals	Results	Impacts
Professional skills standards			
The Forging/Machining from temporary employees to permanent employees According to the occupational standards according to the OP's work, there are 2 sets 1. Of exams: General Knowledge Exam Part A. 2. Skills Standards Exam Part B.	<ul style="list-style-type: none"> The target group from HR is 41 people Forging = 6 people Machining = 31 people. Warehouse = 4 people 	Test the theory and comply with standards Forging = 6 people Packing 3 people Machining = 31 people Packing eight people Warehouse = 4 people Packing 4 people	Forming a system. The staffing examination makes it possible to select employees who have knowledge and abilities according to the expectations of the organization, enabling employees to receive the internship examination to be prepared to study for knowledge to pass the test according to the specified criteria.
5. Test the theory and practice of employees who have been promoted, Forging/Machining at Leader and Foreman levels.	<ul style="list-style-type: none"> Target group from HR 19 people Forging Act.Leader = 3 people Act.Foreman = 1 person Machining Act.Leader = 10 people Act.Foreman = 5 people 	Test the theory Comply with the standards and according to the level of adjustment (Promote) Forging Act. Leader = 3 people repositioned the process of repositioning in the year 2022 of 1 person Act. Foreman = 1 been repositioned in the year 2021 of 1 person Machining Act. Leader = 10 people In adjusting the position in 2022 of 10 people Act. Foreman = 5 the position in 2021 of 1 person the process of adjusting the position in 2022 number 4 People	It was created a system for the position adjustment (Promote) employees to be able to select employees who have the knowledge and skills necessary to perform the job effectively. in line with work goals and career advancement

Professional Skills Standards Maintenance work (Maintenance) 2 branches (new standard)

Professional skill standards Maintenance work (Maintenance) 2 branches	1. Maintenance standard Preventive Maintenance (PM) level 1-4 100% complete 2. Machinery repair standard Breakdown Maintenance (BM) level 1-4 100% complete	Professional Skills Standards Maintenance work (Maintenance) 2 branches (new standard) Maintenance standard Preventive Maintenance (PM)) Level 1-4 -Professional standard preparation Level 1-4 100% complete -Process preparation of Level 1 theory exam 100% -Conduct experimental exam Level 1	with requirements to measure knowledge and skills in performance And after the test, it was found that the employees did not meet any requirements. There has been a plan to develop individual employees according to subject groups.
--	--	---	--

7.4 Promoting Savings for Employees

The company encourages employees to have knowledge and understanding of financial planning, personal and investment to create discipline in saving and knowing how to spend correctly. The company considered the basic knowledge and foundation that will lead to financial stability—other the company helping to raise awareness of the benefits of saving for various goals.

The company promotes savings for employees under 2 projects: cooperatives savings for employees or provident fund.

1. Savings Cooperative of companies of Somboon Group

The company pays attention to promoting savings and financial discipline for employees with the aim for long-term savings for retirement. “Somboon Group Employees’ Savings Cooperative” was established in 2007, enabling employees to plan and rely on themselves according to the sufficiency way. This initiative increases the financial freedom of employees, while reduces the risk of corruption.

Savings Cooperatives have been able to grow and operate until now with the following critical success factors:

- 1) Members trust in a transparent management system.
- 2) The staff cares about serving members equally.
- 3) There is a good reporting system and continuous communication.
- 4) Fair rate of return

Years	Number of members	Working capital	Dividend payout ratio	Average return interest rate
2019	1,348 employees	188 million baht	4.00%	8.84%
2020	1,077 employees	159 million baht	4.28%	12.00%
2021	993 employees	140 million baht	3.68%	14.00%

Remark: The number of members and working capital decreased due to the decrease in employees due to the relocation of production bases.

In addition, the Savings Cooperative provides scholarship benefits to students who are members’ child to help promote education opportunities according to the regulations with accumulated capital of 50,000 baht or more.

2. Saving through Provident Fund

In 2021, the company pays compensation for employees. (excluding executives) consisting of salary, wages, overtime pay, bonuses, and provident contributions. Excluding other staff expenses, The total amount is 746 million baht. In 2021, as of December 31, 2021, number of employees and amount of saving through provident fund were as follows:

Year 2021		Year 2020	
Number of Members	Baht	Number of Members	Baht
Other compensation			
1,125	14,698,714.69	1,740	18,843,781.63

8

Business Trust

- 8.1 Business Trust
- 8.2 Human Rights
- 8.3 Engagement Management for all Employees
- 8.4 Occupational Health and Safety Management
- 8.5 Crisis Management of the COVID-19 Pandemic
- 8.6 Customer Relationship Management
- 8.7 Supplier Management
- 8.8 Environmental Management
- 8.9 Innovation in Businesses for Sustainability
- 8.10 Tax Action



Customer satisfaction
assessment

94%



Partners declare
their intentions with CAC

92% of the target group



Employee
turnover rate

8.24%



GHG release
from process

13.22%

Decrease from the base year (2018)

8.1 Business Trust



“Creating Value for all Stakeholders”

The Company has developed its business according to the business philosophy of Somboon Triple Bottom Line, focusing on “creating value for all stakeholders” by taking into account the economy, society, environment, and corporate governance. However, in 2021, the pandemic situation of the COVID-19 virus affects business operations and lifestyles rapidly. The Company focuses on enhancing its strategic plan to be more flexible and aligned with those changes by reviewing strategic direction and business plan including analyzing industry and new normal trend and changes in social and consumer behavior. This is to ensure that the organization will be able to achieve its goals of sustainable business growth.

Management approach

To ensure business continuity during the situation of COVID-19, the Company considers the importance of safety of all employees, customers, and related business partners. The company emphasizes fast and flexible work practice to adapt to the changing behaviors and needs of customers. The Company also continues to search for new business investment opportunities to strengthen business for long-term growth.

In addition, in 2021, the Company also reviewed its vision, mission, and the Sustainability Development Master Plan 2022-2026 to adapt its business strategy in the current crisis.

8.2 Human Rights

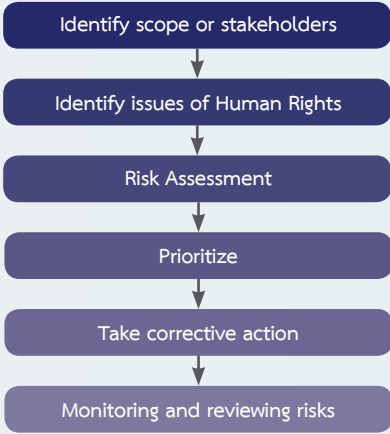
Somboon Group focuses on human rights, as human rights are fundamental inherent rights and freedoms, and equality of employees in the company by working with each stakeholder group. It is necessary to reduce the likelihood or risk of human rights violations of stakeholders such as unsafe working environments, discrimination against partners, as well as pollution emissions which affect the rights of people in the community, etc. The Company has taken the following actions:

Policy

Somboon Group has expressed its intention to comply with human rights principles by applying the United Nations Guiding Principles on Business and Human Rights (UNGPR) to the organization. The Company has established a comprehensive human rights review process by formulating human rights policy and setting a code of conduct manual for communication to employees and stakeholders; while applying the same principles throughout the supply chain.

Management approach

The Company takes into account human rights issues related to stakeholders in all aspects such as investors, shareholders, customers, business partners, alliances, government agencies , local communities to shows its intention to respect and not violate human rights to all stakeholders. At present, the Company has assessed human rights risks through the risk assessment process at the departmental and organizational levels. The operations are as follows.



Human rights risk issues in 2021

1. Respecting the human rights of labors, employees for the Group of Companies

The Company has the policy to treat employees equally and fairly, non-discriminatory regardless of race, and religion. All employees are employed and contracted following labor law standards. The Company has treated all genders with the same equal opportunities for employment. Moreover, the Company has measured with proper practice of female employees in the event of pregnancy. There is a health check based on risk factors and assessment for the physical condition of employees through an annual health check every year.

Moreover, the Company has an analysis to determine the cause of the employees’ physical health disorders related to their daily work. On the use of child labor under the age of 18, the Company has the guidelines for human rights as well as its measures to ensure of such issues. In addition, the Company has regular review and improvement on various policies, including the employment and staffing policy, performance evaluation policy, compensation management policy, human resource development policy, and the Company’s labor relations policy.

2. Respecting the human rights of business partners such as customers, suppliers, and others

There are interesting aspects of human rights in business, such as disclosing personal information. The Company now has an established management process to store data securely. In terms of doing business with partners, there is a major policy ensuring the suppliers have taken care of producing goods with a good working environments compliance with the law to prevent an accident. With this, there is conditions and procedures to ensure that safety information can be analyzed appropriately in the planning of safety protection for the partners.

3. Respect for human rights, community groups, and society

In the production process, There would be emissions issues that may have an environmental impact on the community. However, the Company has a process to listen to complaints from surrounding communities, and this would help for the plan for the management of impact to the community's quality of life appropriately. The Company also cares for the environment and the environment according to international standards ISO 14001 and EIA measures. According to community recommendations, the Company has made accurate, appropriate, and sustainable improvements.

Stakeholders	Human rights risk issues	Policy	Operating	Responsibl department
1. Company & Employee	Employment conditions such as not employing child labor indiscrimination Gender Respect	HR Policy and Regulations	Specify employment requirements comply with the law, receive human rights complaints	Human Resource
	Safety at work	Work safety policy at department and organization level	Track accidents and prevent unsafe operations	Safety
2. Partner Customer & Supplier	Personal Data Protection Act	Personal Data Protection Act Policy	Personal Data Collection Report	Human Resource and Other
	Safety at work	Work safety policy at department and organization level	Track accidents and prevent unsafe operations	Safety
3. Communities	Pollution affecting communities	Environment Policy	Pollution check according to the law and EIA	Environment

Performance

Throughout 2021, in the process of comprehensive human rights risk assessment process. From the Performance Tracking and Reporting from human rights management, The Company has not found any cases of human rights violations arising from the Company's business operations, whether a breach in an employee or any other stakeholder and has a low risk.

 Human Rights complaints



8.3 Engagement Management for all Employees

Taking care of our employees and their families to have vital health and mental during the COVID-19 pandemic is a top priority for the Company. We are Striving to create understanding and educate to protect yourself in difficult situations like this and continually enhance the quality of life for employees.

Management approach

Employment and Compensation

The company considers compensation to meet the basic human needs so that its employees and their families can have a good quality of life and have money for savings as appropriate. Therefore, the company regularly reviews employee compensation and has a channel to get employees' opinions through the Welfare Committee, responsible for handling complaints, demands, or employee expectations. There have regular meetings every month.

- **Employment:** The company has an employment policy that focuses on equality and no limitation or deprives of gender, nationality, religion, and culture.
- **Compensation:** The company will set a compensation rate not less than the minimum wage required by law or industry standards and has fair wage adjustment to distinguish that employees are different in knowledge and abilities. The company defines criteria according to the performance appraisal and the job promotion and has a transparent and verifiable report recording.
- **Welfare:** The company focuses on interests that can continually improve the quality of life for its employees. Therefore, in a situation where the country is experiencing an economic slowdown, the company has considered improving welfare by increasing the subsidy for lunch to help alleviate the burden of employees. In addition, it also realizes the health care of employees. Therefore, the medical care limit under the health insurance plan has been adjusted for employees.

Complaints

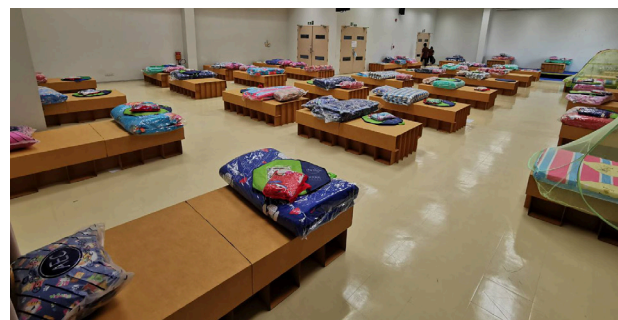
The Company has a mechanism for managing employee complaints in a systematic, transparent, fair manner, confidentiality, and respect for human rights. By focusing on getting an understanding between employee-and-employee and employee-to-organization. A representative from the Human Resources Department is a member of the committee. Employees can make a formal complaint through the departments such as the Compliance and Internal Audit Department, the Company Secretary Department, and Human Resources Management Department through various channels, including telephone, e-mail.

Communication

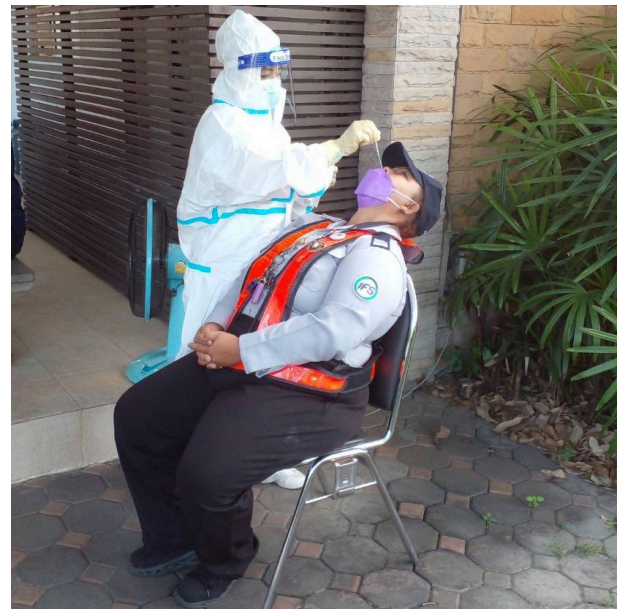
Despite the difficulty in communicating, reaching out to employees, and arranging activities during the pandemic of the COVID-19, the Company tries to use online communication to reach employees to provide knowledge and understanding for employees. This combines with social-distancing face to face meetings and creating employee engagement through online activities to reduce the gap and maintain a channel for receiving feedback from the employee. All the communication channels would help the company continuously enhance the quality of life for employees.

Safety: Measures to take care of employees in the situation of the pandemic of the COVID-19 virus

The company focused on taking care of employees' health for prevention and treatment when they detected the COVID-19 virus. The company has joined with public health agencies in the surrounding communities to strengthen the public health system so that employees and people in the community can access treatment promptly. Moreover, The company has also allocated building space to set up the Factory Accommodation Isolation for employees infected with COVID-19 in the early stages with close supervision by medical personnel before being sent to the hospital for further treatment. In addition, the company has established a Bubble and Seal Center for employees in the at-risk group to stay and have nurses take care of closely assess symptoms to reduce the risk of spreading the virus to family members. The provincial public health authorities provide close support and advice for establishing Factory Accommodation Isolation and bubble and seal center.



The Company has established measures to continuously monitor and prevent internal epidemics, such as random checks by ATK, cleaning shared areas frequently, and providing work from home policy for office workers. In addition, follow-up and coordination with provincial public health and social security offices have also been undertaken in the 3rd needle vaccination to build immunity for all employees.



Financial: Measures to relieve debt burden during the economic crisis

The company realizes the debt burden of employees and long-term problem solutions, so it gives knowledge to employees in debt management. It also received cooperation from savings cooperatives in alleviating the suffering of employees by reducing interest rates on all types of loans. In addition, employees who wish to suspend debt repayment can propose during times of financial need.

In addition, the company also arrange an activity to enhance employee engagement and corporate culture as part of daily operations. The content has been revised on good behavior and announced in 2022 to align with the digital transformation and the new way of working through various communication and activities to create a good working environment. An employee engagement survey will assess every two years to allow sufficient time to consider appropriate policy guidelines and improve work systems accordingly. The coming employee engagement survey will arrange in 2022.

Turn Over Rate			
Target 2021	2021	2020	2019
Less than 10%	8.24%	9.20%	11.13%

8.4 Occupational Health and Safety Management

The Company emphasizes the importance of occupational health management to ensure that stakeholders throughout the supply chain, including employees, customers, business partners, and contractors, will be safe with a suitable working environment.

Occupational Health and Safety Policy

The Company has announced occupational health and safety policy by adopting laws and regulations such as safety, customer requirements, and safety standards, which come into every step. From importing raw materials, production, maintaining the function, storing, and product transporting process until creating a systematic safety inspections process. Along with creating a safety culture for employees at all levels continuously.

Management Approach

1. Policy review at the organization and business unit level

The Company has appointed safety committees at the corporate and business unit level to update safety policies and monitor improvement operations. Moreover, present key safety metric goals and approve key activities or projects. And also be a platform for sharing best practice information of the group companies (Best Practise Sharing) at the corporate level once a quarter and business unit level once a month.

2. Verification of laws and customer requirements continuously

The Company responds to customer and government safety policies in compliance with the law. There is a database system to verify the conformity of the law every month to ensure that it is correct.

3. Promotion of occupational health and safety activities.

The Company encourages participation in safety both from inside and outside the organization, such as

- Inside activities: Promote culture and safety behaviors to create skills, knowledge, and awareness of safety and the working environment. For example, Behavior-Based Safety activities encourage employees to look right and left before crossing the road.
- Outside activities: Participation in the contest for outstanding safety establishments at the national level. Participation in safety inspection club activities with customers and partners.

4. Area inspection and improvement continually

The Company organizes a safety inspection activity in the on-site joint with executives and safety representatives of each unit. The results from safety inspection activity bring safety development and improvement to reduce the risk of accidents and severe accidents.

5. Personnel development training and Safety drills

The Company regularly scheduled an annual safety training plan for employees. The safety training comprises general knowledge, initial fire drills, annual fire evacuation, and specialized knowledge in high-risk hazardous work that must always review knowledge. For example, training for working in confined spaces, working at height, etc.

Operations

• Activities to promote occupational health and safety

The Encouragement of occupational health and safety activities focuses on personnel development and building a culture and safety behaviors to improve skills, knowledge, safety awareness, and working environment awareness. The activities are as follows:

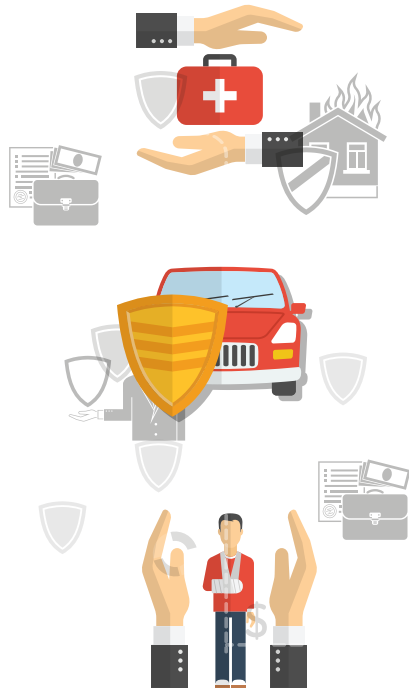
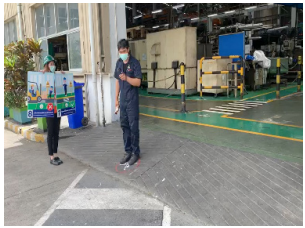
KY Ability activity provides employees with knowledge and understanding in perceiving dangers in different types of work and can find measures to prevent a hazard. Employees' participation in the activity is 100% as planned. The Completely Check Completely Find out (CCCF) activity helps employees identify danger in their work and present solutions. Employees' participation in the activity is 100% as planned. Behavior-Based Safety (BBS) activities promote safe behaviors and reduce risky behaviors. The goal is to comply with 100%. The Safety Shop floor Management activity is allowed executives at all levels to participate in surveying the work area. The goal is to investigate the operational area by setting goals once a week. There are also other safety promotion activities such as safe driving activities, activities to refrain from drinking during Buddhist Lent.

Kick off Safety Activity 2021 (February)

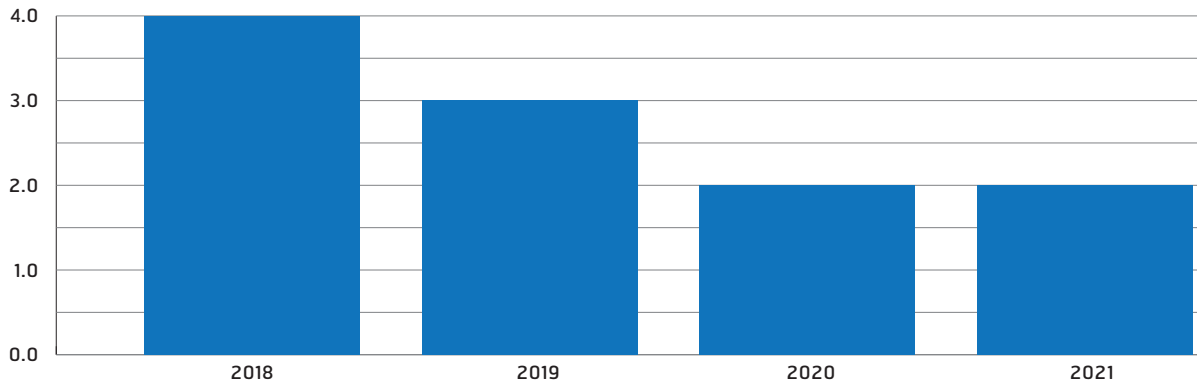


Road Safety

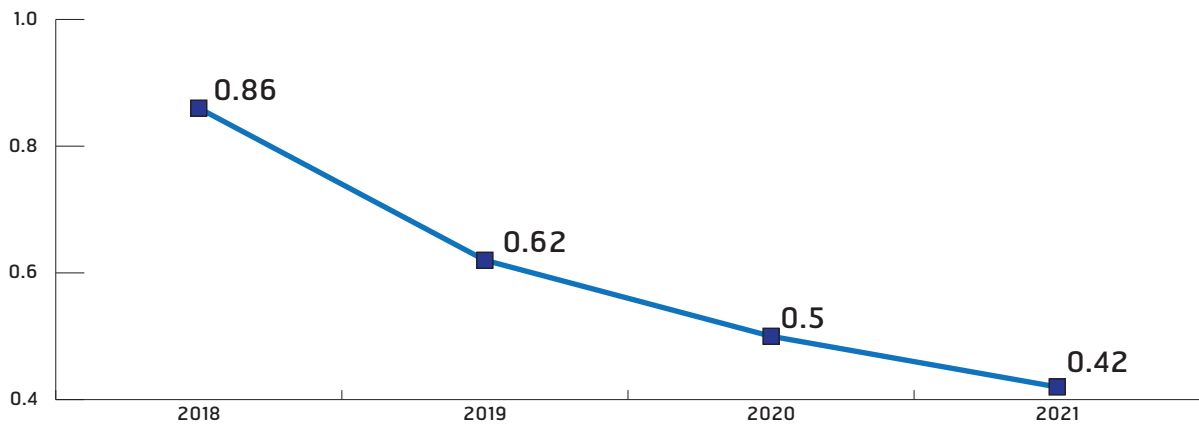
Promote Safety Awareness (Safety Culture)



Number of Injury Case (Loss Time)



Loss Time Injury Frequency rate



Occupational Health and Safety Performance

	Goals	2021	2020	2019	2018
Lost time accidents (cases)	0	2	2	3	4
Non-stop accidents (cases)	Decrease 50% from the previous year	23	13	6	9
The frequency of injuries	0	0.42	0.5	0.62	0.86
Severe fire accidents (times)	0	0	0	0	0

Safety awards

In 2021, the company participated in the contest of National safety model enterprises. The awards are as follows:

- SAT1, SAT2, SFT received a gold certificate. (SAT1 4th year continuation SAT2 2nd year continuation, SFT got awarded the first year)
- SAT 1, SAT2 was awarded a Bronze Level in Zero Accident Award for the 2nd year



8.5 Crisis Management of the COVID-19 Pandemic

Since the COVID-19 pandemic, it has caused severe changes and impacts on the economic, social, and environmental sectors and stimulated to require adaptation. Somboon Group is aware of such factors and drives some actions to prevent negative impacts that will occur to main stakeholders as follows:

Policy

Somboon Group has set up Committee (SAT COVID-19 Situation Monitoring Committee) to monitor the outbreak situation and analyze the impact and risk that may impact a business group. And also formulate policies and manuals to supervise emergencies. The key approach is as follows:




- 1. Prevent an epidemic within main stakeholders such as employees and supplier.
- 2. Able to deliver products and services to customers without business disruption.
- 3. Encourage employees to receive complete protection against vaccinations and receive treatment in case of infection with COVID-19.

Management approach

SAT COVID-19 Situation Monitoring Committee has established measures to control the risk of outbreaks in the organization and take care of stakeholders to adapt to a new normal until the severity of the disease becomes endemic. The key measures are as follows:

1. Measures to prevent the spread of COVID-19

Since the spread of COVID-19 is a disease that travels with people, the preventive measures are as follow:

 <p>Prepare a manual to prevent the spread of COVID-19 for employees and key stakeholders.</p>	 <p>Screening employees before entering work by checking temperature, wearing a mask before starting to work, and testing by ATK.</p>	 <p>Screening for risks by making employee survey once a week.</p>
---	--	---



Prepare area within the company according to social distancing measures such as canteen.



Organizing an online meeting instead of a face-to-face meeting and in case of necessity, it has additional measures. For example, limiting attendees and meeting time, not allowing outsiders to enter the production area or office and designating an outside waiting area.



Do not allow visitor to enter the production area or office and designate an visitor waiting area. In case of necessity to entering need COVID-19 test by ATK method in advance for one day.



Divide teams into sub-teams and switch working hours to prevent stopping the whole division if an infection is in the production part.



Set a Work from home policy for employees in the office.



Establish an emergencies team and practice simulating internal emergencies in case of an infected person found in an establishment (COVID-19 Mock Drill Test)

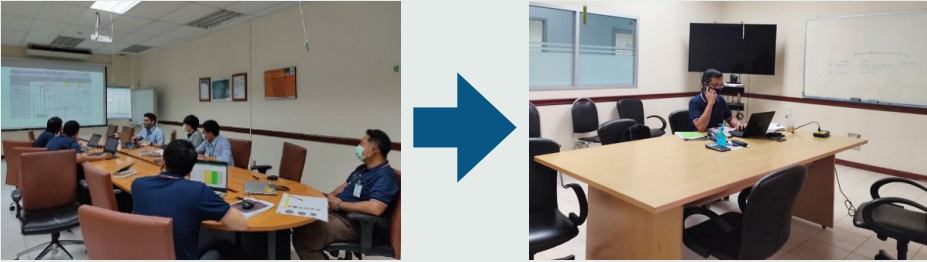


2. Measures to take care of employees during work.

The company encourages employees to work under the COVID-19 epidemic situation without impact and accelerate the understanding of vaccination thoroughly to build immunity for employees and their families.

- 2.1 Encourage employees to receive vaccinations thoroughly by providing a special leave for the case of traveling to vaccinate two days a year.
- 2.2 Provide areas for vaccination for employees in the workplace to promote vaccination.
- 2.3 Provide adequate anti-epidemic equipment for employees, such as providing masks to employees one box per month.
- 2.4 Giving notebook and equipment to an employee to support work from home policy

2.5 Promote adaptation to use of digital technology in work such as online meetings

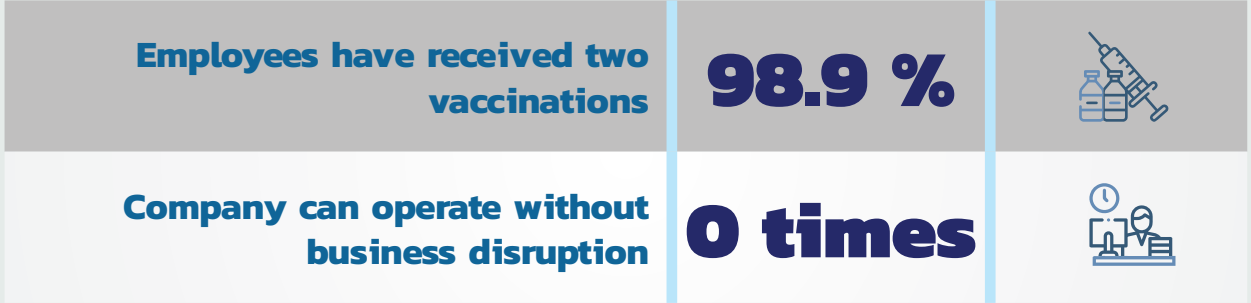


3. Measures for rehabilitation and taking care of employees affected COVID-19

The company understands the situation of COVID-19 pandemic that causes many infected people. As a result, employees are at risk of infection. Therefore, the company has established Factory Accommodation Isolation and Buble and Seal Center to treat infected employees and prevent spread to their families. And also reduce the bed occupancy of the government. In addition, it can support in case of mild infection employees or close contact who are awaiting RT-PCR testing to prevent the spread of the virus to families and communities outside.



Results of operations



as of December 30, 2021

8.6 Customer Relationship Management

The Company emphasizes on creating value through developing relationship and growing with customers which would build trust from customers and would lead to the success of the company. The Company values treating customers with sincerity, humbleness, and seeking ways to meet customers' needs more efficiently with policies and practices set as follows:

The policy on Customer Relationship Management

1. Produce, design, and deliver products that are certified for quality and standards, in accordance with the agreement, at a fair price while avoiding trade with undue profit
2. Provide accurate, adequate, and up-to-date information on products and services to customers
3. Strictly comply with the terms and conditions agreed with customers. In the case that the Company cannot comply with any condition, the Company must immediately notify customers to jointly find a solution
4. Treat customers with courtesy to build trust from customers
5. Store customer information systematically, and safely. Do not pass on information without the consent of the customer and do not use customer information for individual benefit and/or the person involved in the wrongdoing
6. Product warranty under the terms of the period specified in the commercial contract and comply with Consumer Protection Act
7. Have a system/process managing customers complaints about quality, quantity, the safety of products and services with the speed of response and delivery. The complaints shall be addressed in urgent manner to enable customers to receive responses quickly and efficiently

8. Initiate and support the implementation of corporate social responsibility with customers
9. Focus on development for product productivity and good packaging practice and transport the products considering environmental impacts
10. Provide a channel for communication of information about products and product development to customers

Management approach

Even during the situation of COVID-19 pandemic, the Company continues to communicate regularly with customers through various channels such as Line, email, telephone, online meetings. In addition, the Company also keeps customers informed of the measures to control and prevent infection of the COVID-19 virus among employees.


In the aspect of product delivery management approach, the Company handles customers with care since receiving orders to delivering complete products according to standards within the specified time to maximize customer satisfaction and engagement. The Company cooperates with customers in participating in various activities such as process improvement activities, continuous development, and also supported and participated in various social responsibility promotion activities with customers on regular basis.

In the aspect of production, the Company continues to focus on safety and environmentally friendly by continuously developing new products and innovations to meet the needs of customers while minimizes risks and impacts on the environment.

The company has conducted a customer satisfaction survey to measure the achievement of strategic plans of maximizing the highest customer satisfaction. The tool is also used in monitoring the various units of the organization for improving processes as well as the results of the organization’s overview and categorized by each business unit of the group.

The Company conducted Customer Satisfaction Survey with questionnaires that assess critical topics such as quality, delivery, management, engineering, and pricing. The survey results show customer satisfaction data and allow the Company to compare their performance with similar business and with the automotive parts manufacturing industry with a goal of 100% satisfaction assessment.

Satisfaction assessment results



	Satisfaction with overall average year 2021	Satisfaction with overall average year 2020
	94%	98%
Quality	96%	96%
Delivery	97%	100%
Management	95%	98%
Engineering	95%	100%
Price	87%	92%

The company has continuously surveyed customer engagement and used customer satisfaction scores as an indicator of customer relationship management to understand the needs and expectations of customers and to improve and develop both short-term and long-term strategies. The main issue that the Company focuses on further development is cost improvement to create competitiveness. The company sets goals and ongoing cost improvement activities to respond to the needs of customers while creating sustainable growth together.

Customer Awards 2021

- The 4th Safety Activity 2021 (Level A): THAI HINO CO-OPERATION CLUB (SFT)
- Thailand Quality Prize Award 2021

8.7 Supplier Management

Somboon Group is committed to creating sustainable business growth through the competitiveness of production costs grow business together with suppliers through a transparent and fair procurement process under the Company’s procurement management framework. The Company therefore, sets procurement policy with key content as follows:

1. The Company shall conduct the procurement process by taking into account quality (Q), price (C), delivery (D) speed of service. And ability of the suppliers in responding to policies of the Company by focusing on both efficiency and effectiveness.
2. The Company operates procurement process with transparency and fairness and allow checking process.
3. The Company wholly and strictly complies with the laws related to procurement.
4. The Company treats all suppliers with fairness, without taking advantage, providing complete, accurate, precise information, and non-discrimination. This also includes being open to suppliers’ opinions and suggestions for improvement.
5. The Company considers suppliers who place importance on minimizing environmental impact, sharing social responsibility, and participating in good governance.
6. Suppliers must comply with the “Code of Conduct for Suppliers of Somboon Group” and strictly comply with relevant laws and regulations.

The goal

In order to comply with corporate policy, the Company has taken into account the needs and critical factors of key stakeholders such as customers to adjust the business targets to be more suitable with production process and the operations of the suppliers, aiming to enhance effectiveness throughout the supply chain. Key indicators are as follows:

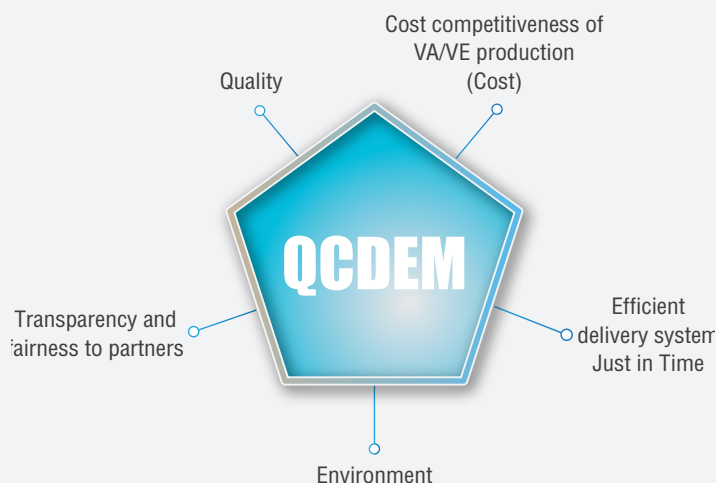
Indicators and targets

Indicators	Target		
	2021	2022	2023
1. Cost	down 5%	down 5%	down 5%
1.1 Cost Reduction	from 2020	from 2021	from 2022
2. Delivery	100%	100%	100%
1.1 Delivery			
3. Compliance (Anti-Corruption)			
3.1 New Supplier must declare intention to SBG	100%	100%	100%
3.2 Supplier with purchase amount of 10 MB or more must declare intention with CAC 100%	+10	+10	+10
3.3 Supplier Code of Conduct & CSR			
- New supplier must sign a commitment	100%	100%	100%
- Supplier with a purchase of 10 MB or more must sign a commitment	10 cases	10 cases	10 cases
3.4 Compliance with the law	100%	100%	100%

Management Guidelines

The Company has set a guideline for prioritizing and managing risks in the supply chain by encouraging participation and involvement of suppliers in developing and upgrading standards, known as QCDEM, such as quality and cost aspects. The guidelines are as follows:

Supply Chain Management Strategies and Criteria





Planning and managing Supplier	Develop Supplier	Evaluate the results	Improvement
<p>Plan and manage trading partners with SBG: Supply Positioning Model by dividing suppliers into four categories.</p> <ol style="list-style-type: none"> 1. Bottleneck 2. Critical 3. Route 4. Leverage <p>by doing procurement and risk management according to the product groups to avoid affecting the production cost of the product and having enough raw materials for the Company's production line</p>	<p>The Company has a plan to develop, upgrade and communicate information to key trading partners every year in accordance with the following guidelines:</p> <ol style="list-style-type: none"> 1. TPS / Lean Supply Chain knowledge transfer 2. Provide advice on improving work processes to be transparent to become the Coalition Against Corruption (CAC). 3. SBG's Annual Supplier Meeting 	<p>Every time the procurement of products enters the production process, the company will assess the quality of the products with the QCD system: Quality, Cost, Delivery to ensure that the product meets quality standards with low cost and delivered within stipulated time.</p>	<p>The Company has opened channels for partners to clarify or express their opinions to the Company in 2 cases:</p> <ol style="list-style-type: none"> 1. Things that the company would like the company to help develop in the lack of parts for partners which the company will bring into the plan to develop and upgrade the partners for the year 2. Suggestions from trading partners to the Company to make improvements in the part that the company has affected the partners in various aspects with the aim of ensuring fairness and transparency to the trading partners as much as possible.

Cooperation in the COVID-19 Pandemic

During the situation of COVID-19 pandemic, Somboon Group has assisted its suppliers to enhance flexibility and continuity of the supply chain as follows:

1. Monitoring and assessing the situation of key suppliers

The Company has established measures to monitor the situation and assess the risks among suppliers to help mitigate the impact and ensure business continuity.

2. Enhance knowledge on COVID-19

The Company arranged training to exchange knowledge on the preparation of COVID-19 prevention measures for interested suppliers.

3. Support financial liquidity of suppliers

The Company has taken measures to support suppliers by reducing the payment term to be faster than the standard term in order to increase liquidity of suppliers.

4. Promote access to personal protective equipment kits

The Company assists suppliers procuring personal protective equipment set at an affordable price by acting as an intermediary in ordering critical equipment such as Antigen Test Kit, PPE, mask.



Critical Supplier Risk Assessment and Monitoring

The Company has established measures to monitor the situation and assess the risks among suppliers.



COVID-19 Knowledge Sharing

The Company arranged training to exchange knowledge on the preparation of COVID-19 prevention measures for interested suppliers total 9 companies.



Cash flow and liquidity

The Company has taken measures to support suppliers by reducing the payment term to be faster than the standard term in order to increase liquidity of suppliers total 7 companies.



Promote access to personal protective equipment kits

The Company assists suppliers procuring personal protective equipment set at an affordable price by acting as an intermediary in ordering critical equipment such as Antigen Test Kit, PPE, mask.



Performance

1. 5% in cost reduction target 2021
2. 100% Delivering targets set for 2021
3. 100% for new partners have announced their intentions on CAC with SBG.
4. 13 business partners with purchases of 10 million baht or more have announced their intentions with CAC
5. Supplier Code of Conduct & CSR
 - 5.1. 100% of the new partners signed the Commitment
 - 5.2. 13 business partners with a purchase amount of 10 million baht or more sign a commitment
6. 100% The business partner complies with the law.

8.8 Environmental Management

Somboon Group is committed to doing business by focusing on efficiently using natural resources and reducing the environmental impact. The Company has set Environmental policy and goals for making a guideline for business units and all employees to be aware of using resources, reducing the environmental impact from the production process, and driving development throughout the value chain for sustainable management. In addition, internal control must comply with the law and customer policies and set regular environmental audits to follow necessary certification standards ISO14001-2015 system. The key topics in management are climate change management, energy management, water resource management, waste management, and air quality management. The goals, indicators, and results of operations are as follows:

Indicators	Goal 2021	Performance 2021
1. The number of greenhouse gases per production quantity ¹ (Tonnes of carbon dioxide equivalent per ton of production) decreased from 2018 Scope 1+2 ²	Decrease 6 %	Decreased 13.22%
2. The number of energy consumption per production quantity ¹ (Gigajoules per ton of production) decrease from 2018	Decrease 3%	Decreased 24.38%
3. The number of water consumption per production quantity ¹ (M3 per ton of production) decreased 3% from 2018	Decrease 3 %	Decreased 2.58%
4. The amount of industrial waste disposed of per production quantity ¹ (Tonnes of waste per ton of production) decrease 3% from 2018.	Decrease 3%	Decreased 31.13

*1. Using only the production weight from the account to set the target compared with 2018 base year data. We have two indicators from weight production and quantity of output in the past.

**2. In 2021, We collected greenhouse gas data verified only for Scope 1 and 2 by the Center of Excellence in Eco-Energy Faculty of Chemical Engineering Thammasat University.

1. Climate Change Management and Energy Management

Somboon Group is part of the automotive parts manufacturing industry for the automotive and agricultural machinery industries; the main customers are automotive manufacturers (Original Equipment Manufacturer “OEM”) domestically and internationally. Energy and resources are used throughout the production process from raw material receiving, transportation, and production, resulting in waste. It’s part of the greenhouse gas emissions that affect global climate change, such as electricity in factories and machinery, fuel for transportation and raw materials, etc.

The Company is committed to conducting business in an environmentally friendly manner and realizes the importance of efficient resources and energy. Therefore the company prepares greenhouse gas information by assessing the carbon footprint of organizations and products and the requirements of Thailand certified by the Greenhouse Gas Management Organization (Public Organization) presents data in the form of carbon dioxide equivalents. Furthermore, the Company is aware of the significant (hot spots) of the organization’s greenhouse gas emissions. Therefore, the Company has established guidelines for effective management and development of production and prepared greenhouse gas accounting information for the organization for the benefit of further reporting.

Management approach

1. Consolidate a greenhouse gas database of Carbon Footprint: Product and Organization (Carbon Footprint of Product: CFP, Carbon Footprint of Organization: CFO), which includes acquiring raw materials, production, and transportation expressed in terms of carbon dioxide equivalents. The Company is aware of greenhouse gas emissions' significant point (Hot Spot). It started to divide into GHG 3 scopes according to ISO14064-1 principles. The data in 2021 has been verified by the Center of Excellence for Eco-Energy Department of Chemical Engineering Faculty of Engineering Thammasat University for Scopes 1 and 2, with a plan to collect Scope 3 data and verify it with a third party to register the Carbon Footprint Organization in 2022.
2. Set targets in line with the global warming reduction target to prevent global warming more than 2 degrees Celsius and continue to carry out activities to reduce greenhouse gas emissions. At present, the Company has set a target to reduce greenhouse gas emissions by 30% in 2030 from the base year 2018 by focusing on three main pillars:
 - 2.1 Promote the use of renewable energy, such as installing solar cells, which currently have a combined capacity of more than 5.6 MW or nearly 5% of the total energy consumption. (in 2021, the total renewable energy consumption will remain at 1.7%. Due to the installation of Solar Cell in late 2021, the utilization of Solar Cell is not yet accounted for a full year)
 - 2.2 Efficient use of energy in the production process, such as installing equipment that uses less energy for high efficiency
 - 2.3 Promote the use of electricity from environmentally friendly production sources—low carbon emissions, such as electricity from power plants produced from natural gas.
3. Verification and disclosure of greenhouse gas information. After the Company had undertaken essential projects; therefore, the data were collected after the project and started by external auditors that have been certified by the Greenhouse Gas Management Organization to verify the information for accuracy before disclosing it to the public. In 2021, we released greenhouse gas emissions for Scope 1 & 2 78,112 TonCO₂eq with a decrease of 26.76% compared with the 2018 base year.

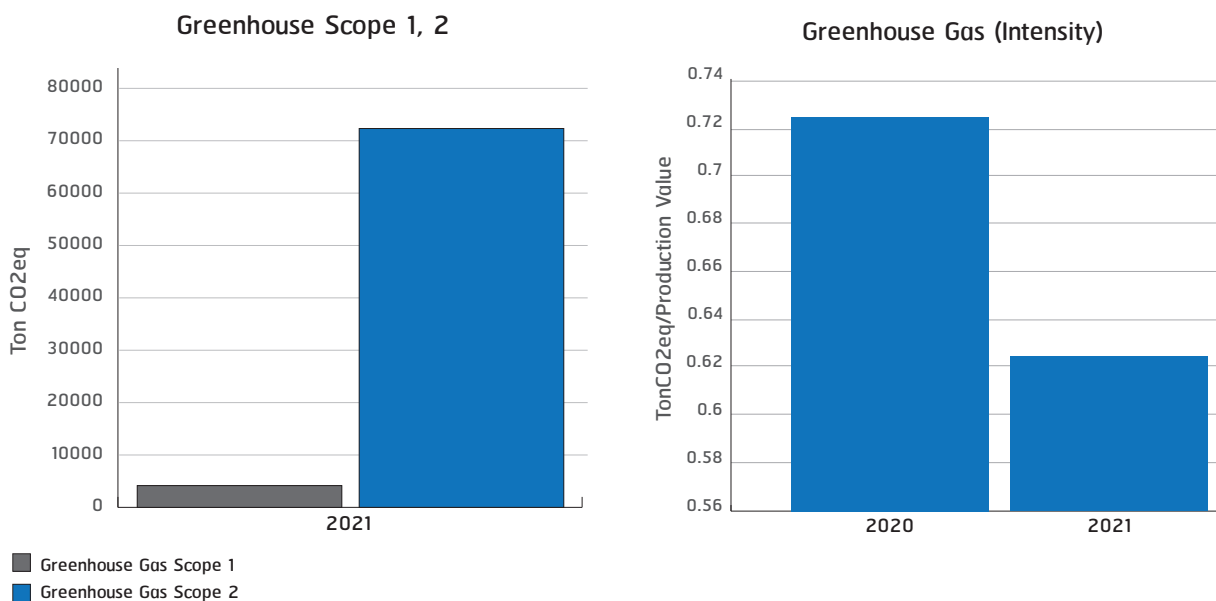


Figure 1 GHG graph showing Scope 1 and 2 of 2021

which has been verified by the Center of Excellence for Eco-Energy. Department of Chemical Engineering Faculty of Engineering Thammasat University There is a plan to collect Scope 3 data and verify it with a third party to register a carbon footprint organization.

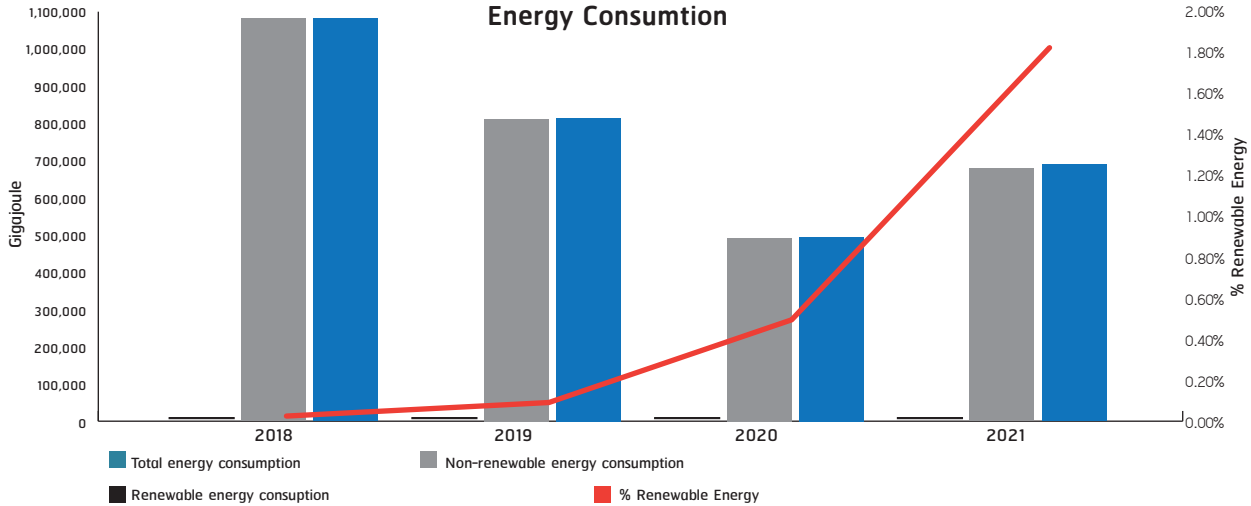


Figure 2. Graph showing energy consumption data between 2018 and 2021.

Project

The Company has had the policy to increase the use of renewable energy since 2018. Currently, there are solar power projects, including the total group of 5.6 MW, divided into 3.6 MW into 2021 installations

1. SBM, with an installed capacity of 2.1 MW, can reduce greenhouse gas emissions by 1,209 tons carbon dioxide equivalent and reduce costs of energy management costs about 2.7 million baht per year
2. Somboon Advance Technology Public Company Limited (SAT-2) installed capacity of 1.5 MW, which can reduce greenhouse gas emissions by a total of 864 tons per year and reduce the cost management by about 1.38 million baht per year

LOCATION : Somboon Malleable Iron Industrial (SBM3)



Figure 3 Picture of solar power installation of SBM Plant with an installed capacity of 1.5 MW



Figure 4 Picture of solar power installation of SAT-2 Plant with installed capacity of 1.5 MW

Energy Conservation Project 2021	Reduced energy (kWh per years)	Reduce expenses, million baht per year	The equivalent tons of carbon dioxide that can be reduced per year
1. Solar Power Project Size 2.1 MW	2,670,859	2.71	1,209
2. Solar Power Project Size 1.5 MW	1,535,664	1.38	863.66
3. Project to Change Resource of Electricity Consumption SBM & ICP	215,000	0.86	107.28
4. Project to Reduce Fan Energy Consumption in the Manufacturing Process SAT-2, SFT	15,405	0.02	7.68
5. Project to Replace High-Efficiency Air Compressor at SBM	344,675	1.06	172
Total	4,436,928	6.03	2,332.62

Performance

1. Reduce greenhouse gas emissions by **2,332.62 tons** of carbon dioxide equivalent from the Solar Cell installation project.
2. Increase the proportion of renewable energy use to **1.7% from 0.01% in 2018**
3. **Save 6.03 million baht** in energy expenditure.
4. Verify the Scope 1 and 2 greenhouse gas data of **5,563 and 72,549 tons** of carbon dioxide equivalent and collect Scope 3 data and awaiting verification to register the carbon footprint organization.



Share

Currently, the impact of climate change affects the environment, social and economical, whether directly or indirectly, its effect on the country and global level. Many countries, including various organizations worldwide, have agreed to focus on solving and dealing with this issue. Somboon groups have started and are committed to climate change management by collaboration with the Center of Excellence in Eco-Energy to be a consultant in preparing product carbon footprint database, Carbon Footprint of Circular Economic Products, and Carbon footprint organization. This is a good starting point for sustainability development. The Company can set the framework to develop the production process and prepare information on the organization's greenhouse gas account to help report the amount of greenhouse gas emissions in the future.



Harnpon Phungrassami, Ph.D., M.M.

Associate Professor,
 Head of Excellence Center of Eco-Energy (ECEE),
 Chemical Engineering Department,
 Faculty of Engineering, Thammasat University

2. Sustainable water management

The Company emphasizes the cost-effective use of water resources by issuing policies and guidelines in setting goals Cost-effective help of water by creating a project to reduce water use in the continuous production process.

Highlight project

Water use reduction project 2021	the amount of water that can be reduced (cubic meters per year)	Cost reduction (Baht per year)
Reduce use water	26,271	788,141

Results

1. Reduce water usage water intensity by 2.58%, compared to the 2018 base year.
2. Reduce water usage costs by 788,141 baht per year.

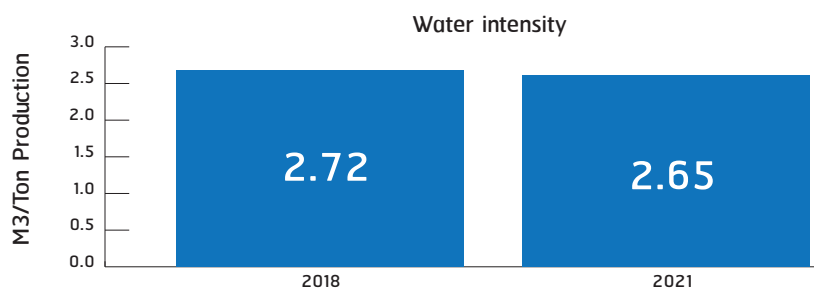


Figure 5 Graph showing water use in production, comparison between 2018 and 2021

3. Waste Management and Promotion of Circular Economy

Somboon Group is committed to waste management by using resources most cost-effectively. We have a goal to reduce waste from production using the 3R principle, which is to reduce waste by reducing raw material (Reduce), reusing waste from production (Reuse), and recycling waste to another process (Recycle). Moreover, we promoted circular economy management by cooperating with stakeholders to consolidate steel scrap from the value chain and use it again by using companies' strengths with their furnaces while maintaining essential quality standards.



Figure 6 Picture shows the raw material recycling chain in the production process of Somboon Group.

Management approach

In 2021, the Company still adhered to waste management practices using the 3Rs principle, reducing waste in the production process, and circulate production aids such as black sand for molding. Recycling emphasizes promoting circular economy, including recycled materials back into casting production at new smelters. We have already requested certification of Carbon Footprint products in the circular economy category from the Greenhouse Gas Management Organization to verify such improvement of the process with transparency. The Company has been certified for two products in the Disc Brake product line with a recycled content value of 47.52% for ICP plants and 65.48% for SBM plants. As a result, the companies in Somboon Group will drive the use of recycled materials in 2021 for 54.42%. or 52,907 tons.

The Company has other 3Rs implementation projects as follows:

Major 3Rs Waste Management Project	Reduced Expenses (Baht per year)
Reduces the cost of wastewater disposal from SAT-2 Building 3	249,560
Reduces the cost of wastewater disposal from SAT-2 Building 1	295,999
Total	545,559

Performance

1. Use recycled steel materials of 52,907 tons per year or 54.42% of the steel materials used in the ICP, SBM groups.
2. Certified Carbon Footprint for Circular Economy Products Including Disc Brake products with a high % Recycle Content of 65.48% for ICP 47.52% for SBM, helping to create a circular economy in the country.
3. Reduce waste disposal costs 545,559 baht per year

Waste management Awards

SFT Plant got Amata Best Waste Awards 2021 (Platinum Level) from Amata City Industrial Estate, Rayong Province

4. Environmental and Energy Promotion Activities

The Company has a policy to support personnel who know and understand environmental management and energy conservation. Therefore, essential training is organized as follows:

		<p>Environment Training Activities</p> <ul style="list-style-type: none"> • Internal Audit ISO14001:2015 • Environmental Risk and Opportunity Assessment Course • Environmental Aspect
		<p>Energy Training Activities</p> <ul style="list-style-type: none"> • Energy Conservation Awareness
		<p>Safety Training Concern with Environment Activities</p> <ul style="list-style-type: none"> • Chemical Spill and how to management with gas leakage

5. Working Environment Management

The Company promotes the improvement of a good working environment and increases the green area within the factory to create a good atmosphere and ensure employees have enough resting corners. This will result in employees working happily.

Before	After
	
<p>Current condition :</p> <p>the area surrounding the building Disorganized (ICP 1 Plant)</p>	<p>Objective :</p> <p>Improve the surrounding area for employee rest.</p>

Result of improvement : Improve the landscape in the working area to look beautiful and comfortable by planting more trees around the factory building.

Before	After
	
<p>Current condition :</p> <p>the area surrounding the building Disorganized (ICP 2 Plant)</p>	<p>Objective :</p> <p>Improve the surrounding area for employee rest.</p>




Result of improvement : Improve the landscape in the working area to look beautiful and comfortable by planting more trees around the factory building.

Before	After
	
<p>Current condition :</p> <p>the area surrounding the building Disorganized (ICP 2 Plant)</p>	<p>Objective :</p> <p>Improve the surrounding area for employee rest.</p>

Result of improvement : Improve the landscape in the working area to look beautiful and comfortable by planting more trees around the factory building.

Before	After
	
<p>Current condition : the area surrounding the building Disorganized (ICP 2 Plant)</p>	<p>Objective : Improve the surrounding area for employee rest.</p>

Result of improvement : Improve the landscape in the working area to look beautiful and comfortable by planting more trees around the factory building.

Before	After
	 
<p>Current condition : The area around the building does not have ventilation vents of production buildings 1 and 2 (SBM Plant).</p>	<p>Objective : Improve the surrounding area by installing an air system. Make the air circulation system inside the factory better.</p>

Result of improvement : air circulation system inside the factory better.

Before	After
	
<p>Current condition : the area surrounding the building Disorganized (SBM Plant)</p>	<p>Objective : Improve the surrounding area for employee rest.</p>

Result of improvement : Improve the landscape in the working area to look beautiful and comfortable by planting more trees around the factory building.

8.9 Innovation in Business Processes for Sustainability

The Company has promoted and supported the invention and development of products through the Research and Development Department with expertise in design, Test, and developing raw materials and products. In terms of innovation that promotes the production, it will drive through all relevant departments to ensure that technology can be applied to the organization, Leading product innovations to create value for all stakeholders and respond to changing directions in the automotive and agricultural machinery industry.

Management approach

The Company has set up a research and development department responsible for analyzing business opportunities to add value to define a project, work plan, and request approval of the budget according to the strategic planning process every year.

Research and Development Division

- Product and Raw Material Development Department
- Product Testing and Evaluation Department

The Company focuses on creating innovations at two levels: product innovation and business process innovation. First, focus on creating innovations in products through cooperation with business partners. In particular, customers, partners, and specialists continually develop the Company's products to meet consumer demands and reduce environmental impacts throughout the product lifecycle. In particular, the rear axle (Axle shaft) and Brake Disc (Brake Disc) are the Company's principal products to meet customers' needs. The Company has successfully improved its process to reduce the impact on the environment.

In addition, the Company has operational guidelines and processes to promote innovation in business processes at all levels of the organization. This enables organizations to improve their business processes and create value, significantly cost development. Reducing the impact on society and the environment also increases business competitiveness by considering the benefits to all stakeholders.

In 2021, the Company focused on studying the use of automated robotics technology in the production and inspection processes of the organization. The Company expects the development to lead to a long-term enhancement of the organization's ability to monitor and reduce risks in the manufacturing sector.

Innovation project results in 2021

Project name	Objectives	Implementation	Values/benefits /positive impacts
Robotic Grinding machines automatic	<ol style="list-style-type: none"> 1. To increase work efficiency, reduce time wasted from wrong work, and increase productivity or more output 2. To reduce work that may affect the ergonomics or insecurity of employees 3. To reduce exposure to dust, the environment that is not suitable for employees 	Installing Auto Grinding robots for ICP and SFT factories	<p>Economic</p> <ol style="list-style-type: none"> 1. the main cost of labor that was fed into the grinding cost was reduced by 95% or 1,484,000 baht per year <p>Social</p> <ol style="list-style-type: none"> 2. Robots can help lift the workpiece. Solve the problem of the workload of the employees who have to pick up and down work with the machine for a long time 8-12 hours <p>Environmental</p> <ol style="list-style-type: none"> 3. Environment From grinding in a closed state, dust can be controlled and removed effectively
2. Robot 3D-Camara project	<ol style="list-style-type: none"> 1. To increase efficiency in the production process, reduce the wasted time from waiting. Feed or forward workpieces between each other, thus increasing production efficiency 2. Solve the problem of tired employees where employees change their roles to be in charge of overall orderliness 	Installing and balancing robots in SFT factories	<p>Economics</p> <ol style="list-style-type: none"> 1. Increase efficiency in the production process of the workpiece. using the principle Competitiveness is to use 1 robot to produce 2 lines reducing costs 510,408 baht per year 2. Reduction of wasted time In the event that employees produce non-continuous work. The use of robots can support the machines to produce continuous work flow <p>Social</p> <ol style="list-style-type: none"> 2. Reduce the stagnation of workers in lifting the workpiece.

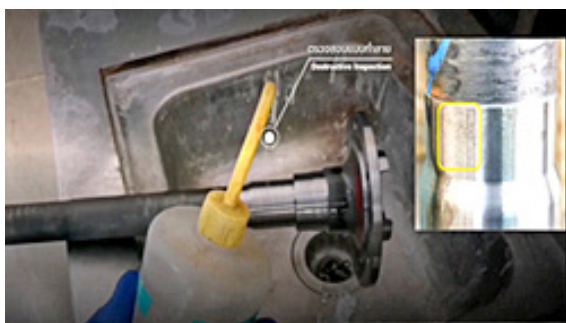
Project name	Objectives	Implementation	Values/benefits /positive impacts
3.Auto Inspection Grinding Burn Axle Shaft	<ol style="list-style-type: none"> 1. To reduce waste from destructive product testing. 2. Reduce the time required to inspect the workpiece by the staff. 	Install an automatic quality measuring device with an electrical system to detect Surface Inspection	Economics <ol style="list-style-type: none"> 1. Reduce destructive testing. 2. Reduce inspection time by quality Control staff 3. Reduce the risk of making wrong decisions by employees.



Project: Auto Grinding project (ICP and SAT)



Project: Robot 3D-Camara (SAT)



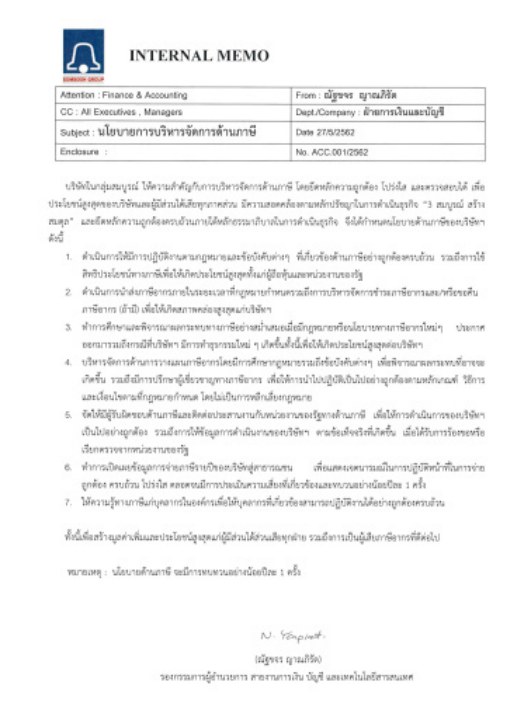
Project: Auto Inspection Grinding Burn Axle Shaft (SAT)

8.10 Tax Action

The company is committed to its responsibility to all stakeholders including tax management. To create added value for society, the company adheres to the accuracy and verifiable according to the tax policy. In the year 2021, the company has a total income of 8,598 million baht and paid taxes to the government in the amount of 158.76 million baht.

Tax Action Policy

1. Carry out tax management according to various laws and regulations correctly and completely including the privilege of tax incentives to maximize benefits for shareholders and government agencies.
2. Perform tax remittance within the period specified by law including the management of tax payment and/ or tax refunds (if any) in order to maximize liquidity for the company.
3. Study and consider the tax effect regularly when new laws or tax policies are announced, including the case that there is a new type of transaction in the company to maximize company benefits.
4. Manage tax planning by studying laws and regulations and considering the effects that may occur including a tax specialist consultation enabling the compliance as specified by law, and ensuring that the practice is in compliance with the tax regulations.
5. Arrange for a person to be responsible for tax and to coordinate with government agencies regarding tax to ensure the proper operation of the company Including providing information on the operations of the company based on the fact that occurred when receiving a request from a government agency
6. Disclose the company’s annual tax payment information to the public to demonstrate the payroll performance, accuracy, completeness, transparency, and related risk assessments and reviews at least once a year.
7. Train for tax knowledge to the personnel in the organization to allow relevant personnel to work correctly and completely.



9

Growth Society

- 9.1 Growth Society
- 9.2 Developing Community Relationship
- 9.3 Creating Educational Opportunities
- 9.4 Employment Promotion Policy for Persons with Disabilities



Performance

2021



Create value for society

6.3 million baht



Total hours of
good deeds

19,025 hours



Values through
educational opportunities

1.2 million baht

9.1 Growth Society



“Create Opportunities for Strong Society”

The company is committed to “creating opportunities for a strong society” to promote sustainable development and support the community’s social needs. The company has established strategic social investment for the district to be consistent with business strategy, corporate budget, and community needs. Additionally, the company has set a vital policy guideline to encourage employees to be good people while keeping the good deeds hours throughout the organization. All employees volunteer to benefit the public. Also, the company has a Somboon Volunteer Group and various projects related to the development of the community and society. This would support the promotion of good deeds in all employees of the organization.

Furthermore, the company focuses on building a network of educational institutions to benefit the organization’s operations and the benefits of educational agencies. In particular, the company has developed professional standards in skills and competencies specific to the automotive industry, which would sustain the knowledge and skills in the automotive industry. Additionally, the company has several development programs for students to work in the automotive industry to meet the needs of key personnel and skills to support development towards the Sustainable Development Goals (SDG) in creating equal education and innovation development in the Thai industry.

Management Approach

The company is committed to creating sustainable social values. Therefore, the operational guidelines are regularly updated as appropriate. In 2021, the company continues to operate in response to the Covid-19 crisis by strictly emphasizing the company’s hygiene and safety measures to prevent the spread of Covid-19 and continue campaigning on this issue.

The Company categorizes social projects into 3 categories: educational community and social.

In addition, the company has planned strategies and monitored the operations. Through the complete community master plan, There is a review process through the Sustainability Development Committee.

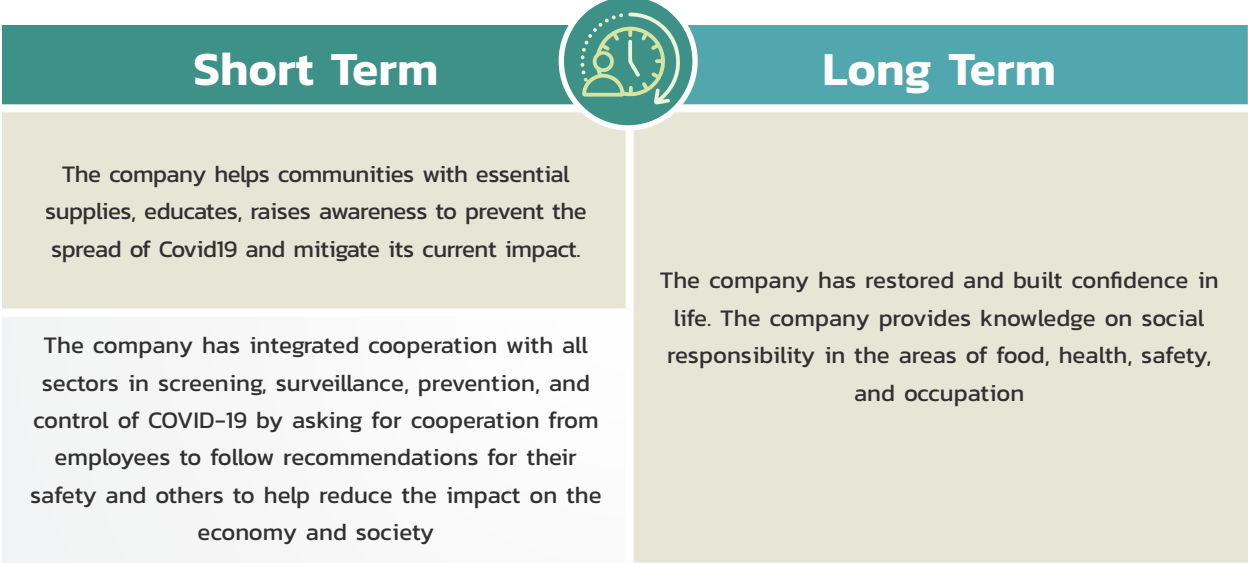
9.2 Developing Community Relationship

The company has a unit to be directly responsible for the participation of the community. Planning to operate that is appropriate for the stakeholders in each community, such as the elderly, the disabled, students, other communities, the Company, therefore, cooperates with the government, education sector, local authorities. So, the company creates participation with the community, the Company, therefore, has to operate according to the needs of the community.

The company has adopted the Social Responsibility Standard (CSR-DIW) system of the Department of Industrial Works for the 12th year consecutively. This program has resulted in awards and certificates for the CSR-DIW. In 2021, the company has introduced 3 factories to join the project by cooperating with the communities around the business area. To clarify the operating procedures, the company organizes close discussions on projects to meet the needs

of each community focusing on the causes of community problems to be solved according to the needs. This would eventually lead to a better standard and quality of life for the community while building confidence and trust from the community. This success is the key to preventing any problems of coexistence between the factory and the community.

In 2021, the company has conducted a dialogue with the Bang Chalong Subdistrict Administrative Organization, together with various community leaders to inquire about real problems and needs of the community to improve the operating guidelines to enable companies and communities to live together sustainably.



Participation in pandemic mitigation with public health and community

The Company has guidelines for helping the society, communities, and people affected by COVID-19, and supports public health agencies who represent preventive actions as follows:

Operation

1. The first wave of pandemics.

The shortage of basic personal protective equipment during this period is a re-emergence. Communities and public health agencies need protective equipment such as masks and alcohol. The company provides them to 6 communities and health care facilities in Samut Prakan and Rayong provinces, which is the area near the company.

2. The second wave of pandemics is a shortage of personal protective equipment for medical personnel.

During this period, the company saw that the medical staff needed equipment and medical supplies to perform their duties to help people. Therefore, the necessary medical equipment was given, including medical gloves, personal protective clothing to 5 hospitals in Samut Prakan and Rayong provinces. It also creates the participation of employees in the group of companies. By accepting donations from employees and associate companies 1 time in the purchase of equipment.

3. The third wave of pandemics is a shortage of medical supplies in field hospitals. and vaccination sites.


Because there are many infected people in the country, while public health services are inadequate. The company, therefore, proceeded, helping to establish a waiting center. By sending volunteers to join the local government in installing sanitation systems such as drinking water systems, wastewater treatment systems, and waste disposal systems. Donate money to build a field hospital under the operation of Samut Prakan Hospital and also cooperate with the Stock Exchange of Thailand in donating lunch expenses to medical personnel including setting up an area within the company as a place for vaccination.

Performance

- 1. All activities have a total donation value of 667,961 baht.
- 2. Support the community to receive 4,500 doses of vaccine.
- 3. Support the establishment of a waiting center to increase the number of beds by 50.




Sharing



Thank you to the Somboon Group for donating to help Samut Prakan Hospital's COVID-19 Relief Fund 250,000 baht, thank you very much for your faith, and we will proceed according to the objectives praying. I wish the buddisht and all god that you respect, help you take care of the company and all employees be healthy and welthy.

Dr. Namphol Danpipat
Hospital director



Thank you to Somboon Group for helping the Bang Chalong community to get through difficult times in the past COVID-19 situation. Thank you for giving medicine and providing survival bags for the community, including providing assistance and co-founding the Suvarnbhumi Hospital 2 to help patients infected with COVID-19 in Bang Chalong Subdistrict. In the name of the Head of community Bang Chalong Subdistrict Administration would like to thank you on behalf of the people of Bang Chalong.

Mrs. Apiradee Tangsopa
Head of community, Bang Chalong Subdistrict, Bang Phli District, Samut Prakan Province

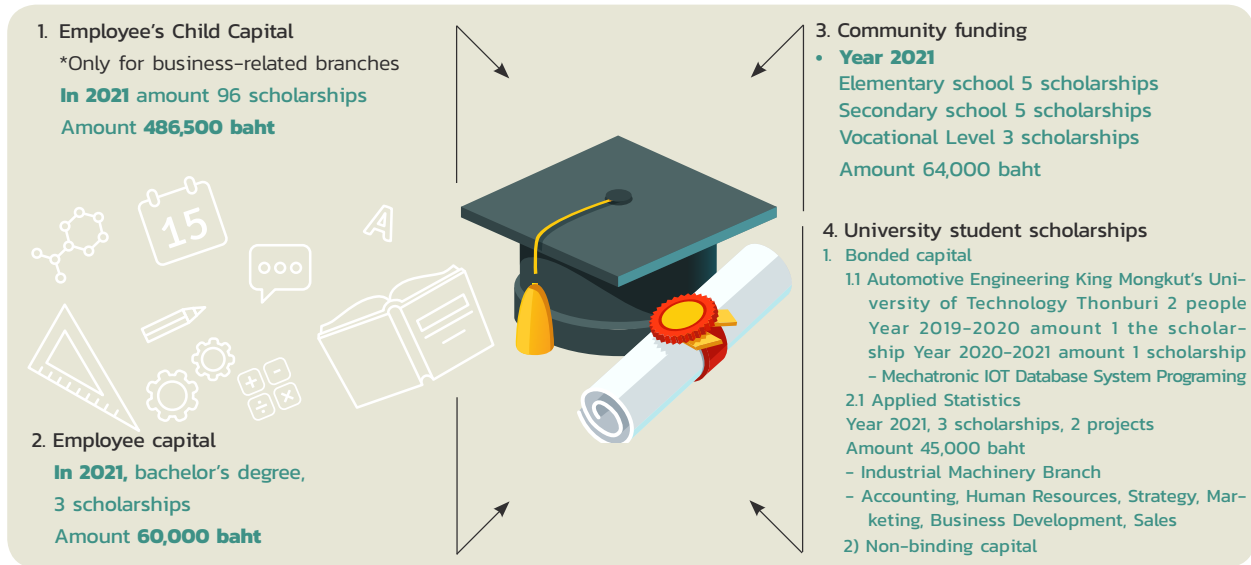
9.3 Creating Educational Opportunities

The company focuses on creating educational opportunities. This supports the UN SDG 4 goals through educational programs from primary, secondary, and bachelor's degrees. To nurture youth as an infrastructure in creating a body of knowledge including technology and innovation that are beneficial to the country's sustainable driving and development It also supports the development of skills and potential of personnel. to enter the business and the automotive industry as well.

Scholarship Program

It is a project that the company has been working on continuously. Providing opportunities for students who are inadequate but have good behavior have the opportunity to be educated can lead to professional practice as well as instill and develop the ideas of youth to realize the importance of education, morals, ethics, and the right way of living. To be responsible for self, family, and society.

In addition, companies have a variety of options through university scholarships. in faculty related to the automotive industry and provide opportunities to work with the company.



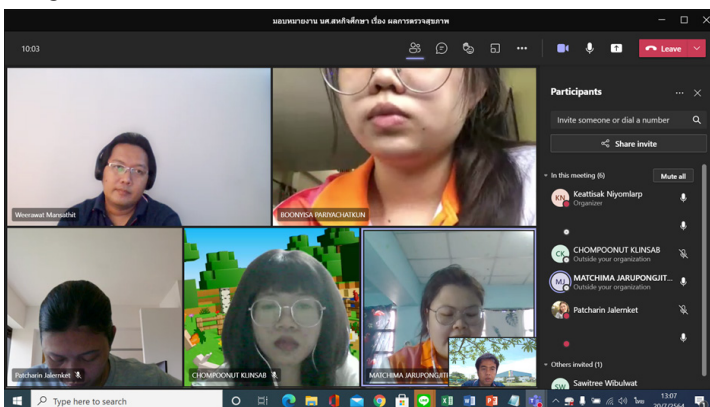
Cooperative Education Project

It is a project that the company has allowed students to come to learn and work in the workplace for a period of 4 months with creating a project that corresponds to the profession, amounting to 1 project and the epidemic situation of the COVID-19 virus resulting in being unable to attend the internship from the school's policies and parents' concerns. And to learn new ways of working, there has been a pilot of online cooperative education as follows:

- Student of Applied Statistics King Mongkut's University of Technology North Bangkok, 3 people
- Student in International Business Administration, 1 people

The company has implemented this project, which includes teaching work, assigning, following up on work, and meeting with mentors and other stakeholders in an online format.

Project results in Students can support the practice very well. Able to complete the project's work according to the goals.



Note: Cooperative education uses the word work only, not an internship.

Student Internship Program

The company offers opportunities to students interested in fields such as engineering, science, business administration, marketing, management, finance, accounting, human resource management, and other related disciplines come join the student internship program with the company. To provide opportunities for learning and gaining hands-on experience outside of the classroom to prepare for future work

Education Collaboration Program

What is the benefit of the organization?

Good corporate image because of the promotion of education and building networks with educational institutions

2. Employees perform more important duties and develop working skills from internships for students

3. Adding channels for recruiting personnel to work with the company without having to go through a probationary (Reduce the cost of recruiting full-time employees)

4. The internship can satisfy
Q C D E M
 (students must prepare a project or research).

In 2021, the cost of hiring an internship amounted to 691,035 baht and 33 youth came to learn, visit and practice.

- 1. Cooperative Education Project, 21 people
- 2. Project NESDB, Motor Vehicles, and Parts, 4 people
- 3. Project general internship students, 8 people

9.4 Employment Promotion Policy for Persons with Disabilities

The company focuses on improving the quality of life. To encourage people with disabilities to show their abilities resulting in income that can be self-reliant and help reduce the burden on family and society as well as to encourage people with disabilities to continue to drive the economy of the family and the country, especially people with disabilities in the working-age group under the Act on Promotion and Development of the Quality of Life of Persons with Disabilities which has provisions on important measures relating to occupational promotion and protection of people with disabilities. The company is committed to empowering people with disabilities to be able to pursue other occupations besides gardening. Therefore promoting knowledge and skills in various fields from the company’s experts to the disabled as well as taking people with disabilities to study learning resources Vocational Training Center so that people with disabilities have the opportunity to study role models using the principles of sufficiency economy This will lead to learning and be able to apply knowledge as a guideline for their careers.

In 2021, the Company has complied with Section 33 of the Act on Promotion and Development of the Quality of Life of Persons with Disabilities BE 2550 (2007) for the 6th consecutive year, with employment for persons with disabilities more than the law requires.

	2021	2020	2019
Target	20 Persons	19 Persons	23 Persons
Performance	23 Persons	25 Persons	25 Persons

10

Performance Summary



Economic Performance

Indicators	Performance	Unit	2018	2019	2020	2021
GRI 201-1	Economic Performance					
	Total revenue	THB	8,307,933,153.00	8,198,588,635.00	6,026,795,406.00	8,727,221,397
GRI 205	Anti-corruption					
GRI 205-3	Confirmed incidents of corruption and actions taken					
	Total number and nature of confirmed incidents of corruption.	Case	0	0	0	0
	Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.	Case	0	0	0	0
	Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.	Case	0	0	0	0
	Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.	Case	0	0	0	0
THSI	Code of Conduct					
	In case of violation of business ethics received from the complaint channels specified by the company	Case	0	0	0	0
	Cases that are in the process of resolving	Case	0	0	0	0
	Resolved cases	Case	0	0	0	0
THSI	Customer Satisfaction					
	Customer Satisfaction Score	Percent	88%	98%	98%	94%

Social Performance

Indicators	Performance	Unit	2018		2019		2020		2021	
GRI 102-8	Total employee	Persons	2389		2309		1981		2067	
	Samut Prakarn Area	Persons	856		675		408		352	
	Samut Prakarn Area	Persons	1533		1634		1573		1715	
			Male	Female	Male	Female	Male	Female	Male	Female
	Total Employee	Persons	2038	351	1960	349	1664	317	1604	303
	Subcontractor	Persons	N/A	N/A	N/A	N/A	N/A	N/A	146	14
GRI 401	Diversity and equal									
	Employees by age									
	Less than 30 Years	Persons	N/A	N/A	N/A	N/A	N/A	N/A	515	90
	30 - 50 years	Persons	N/A	N/A	N/A	N/A	N/A	N/A	1168	210
	>50 years	Persons	N/A	N/A	N/A	N/A	N/A	N/A	71	13
GRI 401-1	New Employee Hires and Employee Turnover									
	New Employee Hires	Persons	320		216		177		371	
		Percent	13.39		9.35		8.93		17.95	
	Less than 30 Years	Persons	N/A	N/A	N/A	N/A	N/A	N/A	217	20
	30 - 50 years	Persons	N/A	N/A	N/A	N/A	N/A	N/A	113	11
	>50 years	Persons	N/A	N/A	N/A	N/A	N/A	N/A	8	2
	Employee Turnover									
	Employee Turnover	Persons	187		257		193		277	
		Percent	8.00		11.13		9.20		13.40	
	Number of employee retirement	Persons	N/A	N/A	N/A	N/A	N/A	N/A	7	
	Employee retirement rate									
	Less than 30 Years	Persons	97		142		105		177 8	
	30 - 50 years	Persons	90		115		88		88 3	
	>50 years	Persons	0	0	0	0	0	0	0	1
GRI 401-3	Maternity leave									
	Number Employees on maternity leave	Persons	17		9		3		16	
	Employees returning to work after maternity leave	Persons	17		9		3		16	
	Employees returning to work after maternity leave rate	Percent	100		100		100		100	

Indicators	Performance	Unit	2018		2019		2020		2021		
GRI 404-1	Employee training hours by gender	Training Hours	N/A	N/A	N/A	N/A	N/A	N/A	19,436	6,281	
	Total Number of training hours	Training Hours	43,479.8		27,708		14,798.07		25,717		
	Number of training hours average per employee		18.20		12.00		7.47		12.44		
	Number of training hours by Employee Level										
	Employee	Training Hours	N/A		N/A		N/A		5,048		
	Chief - Section Head	Training Hours	N/A		N/A		N/A		13,568		
	Manager	Training Hours	N/A		N/A		N/A		4,852		
	Asistant General Manager Up	Training Hours	N/A		N/A		N/A		2,249		
	Investment in employee potential development	Million THB	5.4		5.4		2.5		4.2		
	number of internal courses training	Number of Course	116		92		52		52		
	Percentage of employees who attended the training	Percent	100		100		100		48		
THSI	Total Corporate Citizenship/Philanthropic Contribution	THB	2.5		6		2.5		6.3		
	Number of hours to do good deeds for employees throughout the year	Hours	18,634		20,550		15,651		19,025		
	Average number of hours per person per year in employee good deeds	Average Hours	7.8		8.9		8.0		9.4		
	Number of employees doing good deeds by donating blood	Persons	403		713		148		125		
	The amount of blood donated by employees	Millilitre	181,350		320,850		66,600		31,250		
	The value of creating educational opportunities for youth	THB	3		2		1		1		
	Scholarships for student	THB	952,000		727,500		746,000		551,500		
	Number of general internship students	Persons	186		70		22		8		
	Number of students in bilateral projects	Persons	2		5				4		
	Number of students in the cooperative education program	Persons	44		42		11		21		
	Number of people in the project for the Learning Center for the Elderly	Persons	114		50		0		0		
Number of disadvantaged people (employees with disabilities)	Persons	26		25		25		23			

Indicators	Performance	Unit	2018	2019	2020	2021
GRI 403	Occupational Health and Safety Management System					
	Working Hours					
	Employee		4,651,163	4,838,710	4,000,000	4,760,140
	Non-Employee worker		N/A	N/A	N/A	244,192
403-9	Fatalities					
	Employees	Number of cases	0	0	0	0
	Non-Employee worker	Number of cases	0	0	0	0
	Fatalities rate					
	Employee	Case per 1,000,000 Hours	0	0	0	0
	Non-Employee worker	Case per 1,000,000 Hours	0	0	0	0

Indicators	Performance	Unit	2018	2019	2020	2021
Number Recordable Incident						
Employee		Cases	9	6	13	23
Non-Employee worker		Cases	N/A	N/A	N/A	0
Total Recordable Incident (TRIR)						
Employee		Case per 1,000,000 Hours	1.94	1.24	3.25	4.83
Non-Employee worker		Case per 1,000,000 Hours	0.00	0.00	0.00	0.00
Number of Lost time injuries Casese						
Employee		Cases	4	3	2	2
Non-Employee worker		Cases	0	0	0	0
Lost Time Injuries Frequency Rate (LTIFR)						
Employee		Case per 1,000,000 Hours	0.86	0.62	0.5	0.42
Non-Employee worker		Case per 1,000,000 Hours	0	0	0	0
Number of occupational disease						
Employee		Cases	0	0	0	0
Non-Employee worker		Cases	0	0	0	0
Occupational disease rate						
Employee		Case per 1,000,000 Hours	0	0	0	0
Non-Employee worker		Case per 1,000,000 Hours	0	0	0	0
THSI	Chemical Spill	Cases	0	0	0	0
THSI	Fire	Cases	0	0	0	0

1 = N/A not applicable

2 = Start collecting the number of hours and accidents in the work of non-employee

3 = Information on new hires and resignation Gender-segregated storage is not performed.

Environment Performance

Indicators	Perfermamnce	Unit	2018	2021
GRI 301-2	Material			
	Total steel consumption	Tons	215,478.38	138,363.17
	Virgin Steel	Tons	57,128.08	43,642
	Recycle Steel	Tons	158,350.30	94,721
	% Recycle	Percents	73.45%	68%
	Finish Goods	Tons	147,500.2	124,472.91
GRI 302 - 0	Energy Consumption			
	Total energy consumption within the organization	Gigajoule	984,037.48	627,943.13
	Total non-renewable energy consumption within the organization	Gigajoule	983,942.89	617,013.97
	Fuel oil	Gigajoule	208,370.00	-
	LPG	Gigajoule	34,734.00	20,970.44
	NG	Gigajoule	192,332.00	22,225.32
	Diesel	Gigajoule	-	13.26
	Electricity	Gigajoule	548,506.31	573,804.95
	Total renewable energy consumption within the organization	Gigajoule	94.59	10,929.16
	Solar Cell	Gigajoule	94.59	10,929.16
	% Renewable Energy	Percents	0.01%	1.74%
	Energy Intensity	Gigajoule per ton production	6.67	5.04
GRI 303	Water Withdrawal			
GRI 303-3	Water Withdrawal	M3	400570.32	329311.80
GRI 303-4	Water Discharge	M3	95940.62	263449.44
	Water Consumption (Water intensity)	M3	2.72	2.65
GRI 305	EMISSIONS			
GRI 305-1	Direct (Scope 1) GHG Emissions	Metric tons CO2eq	106,662.42	5,563.00
GRI 305-2	Energy Indirect (Scope 2) GHG Emissions	Metric tons CO2eq	N/A	72,549.00

Indicators	Perfermamnce	Unit	2018	2021
GRI 305-4	GHG Emissions Intensity	Metric tons CO2eq/ Tons Production	0.72	0.63
GRI 305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions			
	Carbon Monoxide : CO	ppm	122	5.4
	Oxide of Nitrogen : NOx	ppm	N/A	5.12
	Sulfur Dioxide : SO2	ppm		1
	Total Suspended Particulates : TSP	mg/Nm3	7.85	8.7
GRI 306-1	Water discharge by quality and destination			
	pH		7.37	7.1-8.5
	Temparature	Celsius Degree	30.13	33.3
	BOD5	mg/l	4.82	214
	COD	mg/l	26.49	472
	(Oil and Grease)	mg/l	2.33	4.1
	Zn	mg/l	1.66	0.96

Indicators	Perfermamnce	Unit	2018	2021
GRI 306-2	Waste by type and disposal method			
	Hazadous Waste			
	Reuse	Tons of waste	0	0
	Recycling	Tons of waste	13,017.81	3334.81
	Composting	Tons of waste	0	0
	Recovery, including energy recovery	Tons of waste	0	683.79
	Incineration	Tons of waste		0
	Deep well injection	Tons of waste	0	0
	Landfill	Tons of waste	839.13	404.1
	On-site storage	Tons of waste	0	0
	Other Management Method	Tons of waste	0	0.3
	Total Hazadous Waste	Tons of waste	13856.94	4423

Indicators	Perfermamnce	Unit	2018	2021
Non-hazadous waste				
Reuse		Tons of waste	0	0
Recycling		Tons of waste	17,018.78	25,322.97
Composting		Tons of waste	0	0
Recovery, including energy recovery		Tons of waste	0	0
Incineration		Tons of waste	0	0
Deep well injection		Tons of waste	0	0
Landfill		Tons of waste	332.65	6,473.60
On-site storage		Tons of waste	0	0
Other Management Method		Tons of waste	1,521.92	1.85
Total Hazadous Waste		Tons of waste	18,873.35	31,798.42
Total Waste		Tons of waste	32,730.29	36,221.42
% Recycle of waste		Percents	96.42%	81.01%
Waste Intensity		Tons of waste per ton of production	0.22	0.29

1 = N/A ไม่มีข้อมูล

2 = The environmental category shows only the year 2021 due to the change in the metric database from the former with both weight and number of pieces of product. Only the weight of the product remains

3 = Scope 1 and 2 greenhouse gas emissions are verified by the Center of Excellence for Eco-Energy. Department of Chemical Engineering Thammasat University

4 = Scope 3 greenhouse gas emissions are currently being collected and reviewed for registration of the organization's carbon footprint.

11

GRI Content Index



Disclosure	Description	Page
GRI 102 : General Disclosures		
Organizational profile		
GRI 102-1	Name of the organization	Cover
GRI 102-2	Activities, brands, products, and services	6, 10-11
GRI 102-3	Location of headquarters	6
GRI 102-4	Location of operations	6
GRI 102-5	Ownership and legal form	9
GRI 102-6	Markets served	11
GRI 102-7	Scale of the organization	12
GRI 102-8	Information on employees and other workers	6, 98-99
GRI 102-9	Supply chain	8
GRI 102-10	Significant changes to the organization and its supply chain	13
GRI 102-11	Precautionary Principle or approach	40-46
GRI 102-12	External initiatives	29-34
GRI 102-13	Membership of associations	6
Strategy		
GRI 102-14	Statement from senior decision-maker	2-4
GRI 102-15	Key impacts, risks, and opportunities	40-46
Ethics and integrity		
GRI 102-16	Values, principles, standards, and norms of behavior	7, 24-29
GRI 102-17	Mechanisms for advice and concerns about ethics	29
Governance		
GRI 102-18	Governance structure	28
GRI 102-19	Delegating authority	28
GRI 102-20	Executive-level responsibility for economic, environmental, and social topics	28
GRI 102-21	Consulting stakeholders on economic, environmental, and social topics	16-19
GRI 102-22	Composition of the highest governance body and its committees	AR
GRI 102-23	Chair of the highest governance body	AR
GRI 102-24	Nominating and selecting the highest governance body	AR
GRI 102-25	Conflicts of interest	AR
GRI 102-26	Role of highest governance body in setting purpose, values, and strategy	AR

Disclosure	Description	Page
GRI 102-27	Collective knowledge of highest governance body	AR
GRI 102-28	Evaluating the highest governance body's performance	AR
GRI 102-29	Identifying and managing economic, environmental, and social impacts	43-46
GRI 102-30	Effectiveness of risk management processes	43-46
GRI 102-31	Review of economic, environmental, and social topics	24-25
GRI 102-32	Highest governance body's role in sustainability reporting	2-4
GRI 102-33	Communicating critical concerns	41
GRI 102-34	Nature and total number of critical concerns	-
GRI 102-35	Remuneration policies	AR
GRI 102-36	Process for determining remuneration	AR
GRI 102-37	Stakeholders' involvement in remuneration	AR
GRI 102-38	Annual total compensation ratio	AR
GRI 102-39	Percentage increase in annual total compensation ratio	-
Stakeholder engagement		
GRI 102-40	List of stakeholder groups	16-19
GRI 102-41	Collective bargaining agreements	-
GRI 102-42	Identifying and selecting stakeholders	16-19
GRI 102-43	Approach to stakeholder engagement	16-19
GRI 102-44	Key topics and concerns raised	20-22
Reporting practice		
GRI 102-45	Entities included in the consolidated financial statements	1, 6
GRI 102-46	Defining report content and topic Boundaries	1
GRI 102-47	List of material topics	22
GRI 102-48	Restatements of information	1
GRI 102-49	Changes in reporting	1
GRI 102-50	Reporting period	1
GRI 102-51	Date of most recent report	1
GRI 102-52	Reporting cycle	1
GRI 102-53	Contact point for questions regarding the report	1
GRI 102-54	Claims of reporting in accordance with the GRI Standards	1
GRI 102-55	GRI content index	107-110
GRI 102-56	External assurance	112

Disclosure	Description	Page
GRI 200 : Economic		
GRI 201 : Economic Performance		
GRI 103 :	Management Approach	60
GRI 201-1	Direct economic value generated and distributed	97
GRI 205 : Anti-corruption		
GRI 103 :	Management Approach	29
GRI 205-3	Confirmed incidents of corruption and actions taken	97
GRI 300 : Environmental		
GRI 301: Materials		
GRI 103 :	Management Approach	77
GRI 301-1	Materials used by weight or volume	102
GRI 301-2	Recycled input materials used	102
GRI 302: Energy		
GRI 103 :	Management Approach	77
GRI 302-1	Energy consumption within the organization	102
GRI 302-3	Energy intensity	77-78, 102
GRI 302-4	Reduction of energy consumption	79, 102
GRI 303 : Water and Effluents		
GRI 103 :	Management Approach	81
GRI 303-3	Water withdrawal	102
GRI 303-4	Water discharge	102
GRI 303-5	Water consumption	102
GRI 305 : Emissions		
GRI 103 :	Management Approach	77
GRI 305-1	Direct (Scope 1) GHG emissions	102-103
GRI 305-2	Energy indirect (Scope 2) GHG emissions	102-103
GRI 305-4	GHG emissions intensity	102-103
GRI 305-5	Reduction of GHG emissions	77-78, 102-103
GRI 305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	103
GRI 306 : Effluents and Waste		
GRI 103 :	Management Approach	81-82

Disclosure	Description	Page
GRI 306-1	Water discharge by quality and destination	82, 102
GRI 306-2	Waste by type and disposal method	103
GRI 306-5	Water bodies affected by water discharges and/or runoff	103
GRI 307 : Environmental Compliance		
GRI 103 : Management Approach		
GRI 307-1	Non-compliance with environmental laws and regulations	-
GRI 308 : Supplier Environmental Assessment		
GRI 103 :	Management Approach	73
GRI 308-1	New suppliers that were screened using environmental criteria	73-74
GRI 400 : Social		
GRI 401 : Employment		
GRI 103 : Management Approach		63
GRI 401-1	New employee hires and employee turnover	64, 98
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	-
GRI 403 : Occupational Health and Safety		
GRI 103 : Management Approach		65
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	65-67
GRI 403-5	Worker training on occupational health and safety	66-67
GRI 403-9	Work-related injuries	68, 101
GRI 404 : Training and Education		
GRI 103 : Management Approach		52
GRI 404-1	Average hours of training per year per employee	24, 54, 99
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	52-57
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	55
GRI 406 : Non-discrimination		
GRI 103 : Management Approach		60
GRI 406-1	Incidents of discrimination and corrective actions taken	62
GRI 414 : Supplier Social Assessment		
GRI 103 :	Management Approach	73-74
GRI 414-1	New suppliers that were screened using social criteria	76
GRI 419 : Socioeconomic Compliance		
GRI 419-1	Non-compliance with laws and regulations in the social and economic area	NA

12

Independent Assurance Statement



No. ecee.006/2022

10 March 2022

Subject Audit of the environmental inventory for organizational carbon footprint assessment 2021

To Board of Directors, Somboon Advance Technology Public Company Limited

With reference that Somboon Advance Technology Public Company Limited hired Thammasat University Research and Consultancy Institute as the manager of “Consulting Project for Organizational Carbon Footprint;” and that hired Thammasat University Research and Consultancy Institute assigned Excellence Center of Eco- Energy, Chemical Engineering, Faculty of Engineering, Thammasat University, to be responsible for this project in accordance with the contract no. 252/2021. In this regard, internal audit of the environmental inventory was required for part of the project for organizational carbon footprint assessment 2021 to enhance the reliability of data used in annual report.

Now, the implementation was completed. Thus, Excellence Center of Eco-Energy, Chemical Engineering, Faculty of Engineering, Thammasat University, would like to notify of the internal audit result for the environmental inventory Scope 1: Direct greenhouse gas emissions and Scope 2: Indirect greenhouse gas emissions by energy consumption for organizational carbon footprint assessment of Somboon Advance Technology Public Company Limit, Fiscal Year 2021, in accordance with the guidelines on greenhouse gas emissions report preparation for registered companies (The Office of SEC and TGO, 2021), **no evidence was found** to contain materially inaccurate information.

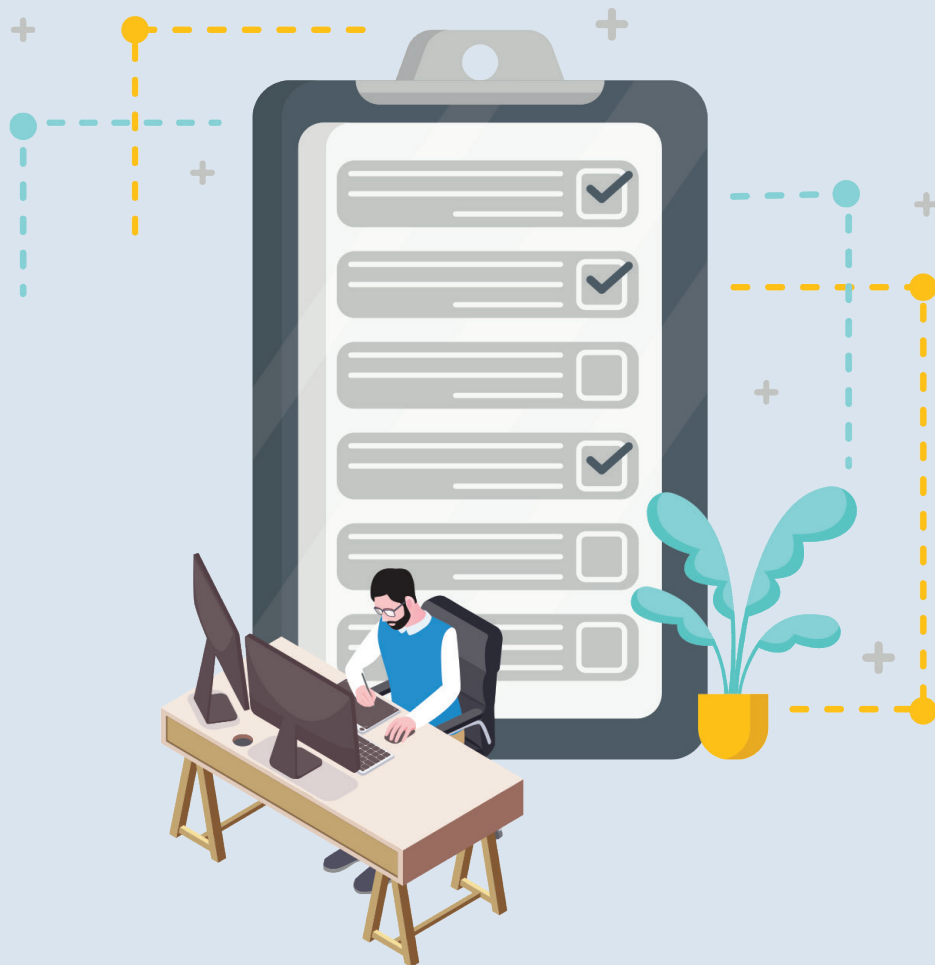
Please be informed accordingly.



(Assoc. Prof. Dr. Phairat Usubharatana)
Project Manager
Excellence Center of Eco-Energy
Chemical Engineering, Faculty of Engineering,
Thammasat University

13

Sustainability Report 2021 Feedback Form



Sustainability Report 2021 Feedback Form

Thank you for your interest in Sustainability Report 2021. Your feedback is important to us. It helps us to improve our overall sustainability performance and future reporting.

Please complete the feedback form and send us your views.

Email your comments to: wicha.saw@somboon.co.th / Thepyuda.s@somboon.co.th

Center of Excellence

129 Bangna-Trad Rd. (Km 15) Bangchalong sub-district, Bangplee district, Samutprakan province 10540

1. Which of the following best describes your affiliation?* (You may tick ✓ more than one box)

- Employee Investor Customer Supplier Communities Regulatory agency/government
 Industry association Other Please state:.....

2. How effectively does the sustainability report communicate SBG's sustainability performance?*

(Please rate by ticking ✓ the following topic, where 5 is Excellent and 1 is poor)

	1	2	3	4	5
2.1 Our Sustainability Approach	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2.2 Economic Performance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2.3 Environmental Performance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2.4 Social Performance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2.5 Other, please state:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. Please rate the content and quality of SBG's Sustainability Report 2021 by the following criteria, where 5 is Excellent and 1 is poor*

	1	2	3	4	5
3.1 Balance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.2 Clarity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.3 Comparability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.4 Materiality/Relevance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.5 Completeness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.6 Accuracy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.7 Transparency	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.8 Structure	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.9 Design and Layout	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please provide any other comments on our sustainability performance and reporting.



SOMBOON ADVANCE TECHNOLOGY PUBLIC COMPANY LIMITED

No. 129 Moo 2, KM. 15 th Bangna-Trad Rd., Bangchalong, Bangplee,
Samutprakarn 10540, Thailand

Tel. (+66) 2080-8123 Fax. (+66) 2080-8198

www.satpcl.co.th