

ESG Performance

Company Name : S.C.L. Motor Part Public Company Limited Symbol : SCL

Market : mai Industry Group : Industrials Sector : SECTOR 0

Environmental management

Information on environmental policy and guidelines

Environmental policy and guidelines

Environmental policy and guidelines	:	Yes
Environmental guidelines	:	Electricity Management, Renewable/Clean Energy Management, Water Management, Waste Management, Greenhouse Gas and Climate Change Management

The company recognizes its duties and responsibilities towards the environment and is committed to enhancing environmental management efficiency, covering all operational and service activities. The environmental practices include:

1. Strictly complying with environmental laws, regulations, and requirements in all company activities.
2. Cultivating and fostering environmental responsibility among employees at all levels, ensuring understanding of its importance through continuous training and environmental campaigns.
3. Developing and improving environmental resource management systems and reviewing processes to reduce negative environmental impacts, promoting efficient and sustainable use of resources.
4. Supporting environmentally friendly procurement and encouraging suppliers, contractors, and external service providers to adopt eco-friendly.

Practices.Energy Management:

The company promotes awareness among employees on the efficient use of energy by organizing training programs and fostering collaboration in energy conservation. Key initiatives include reducing electricity use, limiting air conditioning, minimizing elevator usage, and lowering consumption of office equipment and fuel.

Water Management:

Even though water usage is not central to the company's operations, it emphasizes the importance of water conservation by organizing campaigns encouraging everyone to save water, underlining the significance of this vital resource.

Waste and Waste Management:

The company prioritizes proper waste management to maintain a safe and hygienic work environment. It has adopted the 5R principles:

- Reduce: Decrease waste by minimizing the use of disposable packaging.
- Reuse: Reuse items like glass bottles, cardboard boxes, and double-sided paper.
- Repair: Fix items to extend their usability.
- Reject: Avoid using products that cause pollution.
- Recycle: Reprocess materials for reuse through new production cycles.

Additionally, employees are encouraged to practice waste separation as part of the company's initiatives.

Greenhouse Gas Management:

The company is committed to responsible business practices and emphasizes the management of greenhouse gases to combat climate change. Key activities identified include electricity usage and fuel consumption from vehicles. Measures include promoting energy efficiency, installing Solar Rooftops at warehouses to increase clean energy usage, and planning for systematic greenhouse gas data collection for future carbon footprint evaluations.

Information on review of environmental policies, guidelines, and/or goals over the past year

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

Review of environmental policies, guidelines, and/or goals : No
over the past year

Information on compliance with environmental management principles and standards

Compliance with environmental management principles and standards

Compliance with energy management principles and standards

Compliance with water management principles and standards

Compliance with waste management principles and standards

Compliance with greenhouse gas or climate change management principles and standards

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

Information on incidents related to legal violations or negative environmental impacts

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

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

Energy management

Disclosure boundary in energy management in the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	100.00

Information on energy management

Energy management plan

The company's energy management plan : Yes

The company successfully installed a Solar Rooftop at its distribution center in the third quarter. This initiative likely reflects a commitment to sustainability and energy efficiency.

Information on setting goals for managing energy

Setting goals for managing electricity and/or oil and fuel

Does the company set goals for electricity and/or fuel management : No

Information on performance and outcomes of energy management

Performance and outcomes of energy management

Performance and outcomes of energy management : No

Information on electricity management

Company's electricity consumption ^(*)

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	306,785.04	296,912.55	295,331.59
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	306,785.04	296,912.55	272,430.22
Electricity purchased or generated for consumption from renewable energy sources (Kilowatt-Hours)	0.00	0.00	22,901.37
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	1,733.25	1,413.87	1,440.64

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

Electricity Consumption Intensity

	2022	2023	2024
Intensity of total electricity consumption within the organization (Kilowatt-Hours / m ²)	0.00000000	0.00000000	0.00000000

Electricity Expense ^(*)

	2022	2023	2024
Total electricity expense (Baht)	1,335,266.53	1,509,294.78	1,255,506.11
Percentage of total electricity expense to total expenses (%) ^(**)	0.10	0.10	0.08
Percentage of total electricity expense to total revenues (%) ^(**)	0.10	0.10	0.07
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	7,543.88	7,187.12	6,124.42

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

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

Information on fuel management

Company's fuel consumption

	2022	2023	2024
Jet fuel (Litres)	0.00	0.00	0.00
Diesel (Litres)	0.00	113,670.34	119,166.34
Gasoline (Litres)	0.00	5,818.80	5,822.21
Fuel oil (Litres)	0.00	0.00	0.00
Crude oil (Barrels)	0.00	0.00	0.00
Natural gas (Standard Cubic Feet)	0.00	0.00	0.00
LPG (Kilograms)	0.00	0.00	0.00
Steam (Metric tonnes)	0.00	0.00	0.00
Coal (Metric tonnes)	0.00	0.00	0.00

Additional explanation : Not include external fuel consumption

Company's fuel expense ^(*)

	2022	2023	2024
Total fuel expense (Baht)	0.00	3,933,696.50	4,078,076.10
Percentage of total fuel expense to total expenses (%) ^(**)	0.00	0.27	0.24
Percentage of total fuel expense to total revenues (%) ^(**)	0.00	0.26	0.23

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

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

Information on total energy management (electricity + fuel)

Energy Consumption

	2022	2023	2024
Total energy consumption within the organization (Megawatt-Hours)	0.00	0.00	0.00

Energy Consumption Intensity

	2022	2023	2024
Intensity ratio of total energy consumption within the organization to total revenues (Megawatt-Hours / Thousand Baht of total revenues) ^(*)	0.00000000	0.00000000	0.00000000
Intensity of total energy consumption within the organization (Megawatt-Hours / m ²)	0.00000000	0.00000000	0.00000000

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

Water management

Disclosure boundary in water management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	100.00

Information on water management plan

Water management plan

The Company's water management plan : Yes

The company encourages everyone to conserve water to demonstrate awareness of the importance of this vital resource.

Information on setting goals for water management

Setting goals for water management

Does the company set goals for water management : No

Information on performance and outcomes of water management

Performance and outcomes of water management

Performance and outcomes of water management : No

Information on water management

Water withdrawal by source

	2022	2023	2024
Total water withdrawal (Cubic meters)	2,320.00	3,013.00	3,195.00
Water withdrawal by third-party water (cubic meters)	2,320.00	3,013.00	3,195.00
Water withdrawal by surface water (cubic meters)	0.00	0.00	0.00
Water withdrawal by groundwater (cubic meters)	0.00	0.00	0.00
Water withdrawal by seawater (cubic meters)	0.00	0.00	0.00
Water withdrawal by produced water (cubic meters)	0.00	0.00	0.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	13.11	14.35	15.59
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.00	0.00	0.00

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

Water discharge by destinations

	2022	2023	2024
Percentage of treated wastewater (%)	100.00	100.00	100.00
Total wastewater discharge (cubic meters)	2,320.00	3,013.00	3,195.00
Wastewater discharged to third-party water (cubic meters)	0.00	0.00	0.00
Wastewater discharged to surface water (cubic meters)	2,320.00	3,013.00	3,195.00
Wastewater discharged to groundwater (cubic meters)	0.00	0.00	0.00
Wastewater discharged to seawater (cubic meters)	0.00	0.00	0.00

Water consumption

	2022	2023	2024
Total water consumption (Cubic meters)	2,320.00	3,013.00	3,195.00

Recycled water consumption

	2022	2023	2024
Total recycled water for consumption (Cubic meters)	0.00	0.00	0.00

Water Consumption Intensity

	2022	2023	2024
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.00170223	0.00202837	0.00183477
Intensity of total water consumption (Cubic meters / m ²)	0.00000000	0.00000000	0.00000000

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

Water withdrawal expenses

	2022	2023	2024
Total water withdrawal expense (Baht)	52,372.28	72,686.42	76,705.52
Total water withdrawal expense from third-party water (Baht)	52,372.28	72,686.42	76,705.52
Total water withdrawal expense from other sources (Baht)	0.00	0.00	0.00
Percentage of total water withdrawal expense to total expenses (%) ^(*)	0.00	0.01	0.00

	2022	2023	2024
Percentage of total water withdrawal expense to total revenues (%) ^(*)	0.00	0.00	0.00
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	295.89	346.13	374.17

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

Waste management

Disclosure boundary in waste management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	1.00

Information on waste management plan

Waste management plan

The company's waste management plan : Yes

The company separates waste from packaging materials for disposal and sells them as recyclable waste. Other waste is disposed of through external service providers.

Information on setting goals for waste management

Setting goals for waste management

Does the company set goals for waste management : No

Information on performance and outcomes of waste management

Performance and outcomes of waste management

The company's performance and outcomes of waste management : No management

Information on waste management

Waste Generation^(*)

	2022	2023	2024
Total waste generated (Kilograms)	0.00	0.00	0.00
Total non-hazardous waste (kilograms)	0.00	0.00	0.00
Non-hazardous waste - Landfilling (Kilograms)	0.00	0.00	0.00
Non-hazardous waste - Incineration with energy recovery (Kilograms)	0.00	0.00	0.00
Non-hazardous waste - Incineration without energy recovery (Kilograms)	0.00	0.00	0.00
Non-hazardous waste - Others (kilograms)	0.00	0.00	0.00
Total hazardous waste (kilograms)	0.00	0.00	0.00
Hazardous waste - Landfilling (Kilograms)	0.00	0.00	0.00
Hazardous waste - Incineration with energy recovery (Kilograms)	0.00	0.00	0.00
Hazardous waste - Incineration without energy recovery (Kilograms)	0.00	0.00	0.00

	2022	2023	2024
Hazardous waste – Others (kilograms)	0.00	0.00	0.00
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.00	0.00	0.00
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.00	0.00	0.00
Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.00	0.00	0.00

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

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

Waste reuse and recycling

	2022	2023	2024
Total reused/recycled waste (Kilograms)	0.00	0.00	2,308.20
Reused/Recycled non-hazardous waste (Kilograms)	0.00	0.00	2,308.20
Reused non-hazardous waste (Kilograms)	0.00	0.00	0.00
Recycled non-hazardous waste (Kilograms)	0.00	0.00	2,308.20
Reused/Recycled hazardous waste (Kilograms)	0.00	0.00	0.00
Reused hazardous waste (Kilograms)	0.00	0.00	0.00
Recycled hazardous waste (Kilograms)	0.00	0.00	0.00

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

Greenhouse gas management

Disclosure boundary in greenhouse gas management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	100.00

Information on greenhouse gas management plan

Greenhouse gas management plan

The company's greenhouse gas management plan : No

Information on setting greenhouse gas emission goals

Setting greenhouse gas emission goals

Does the company set greenhouse gas management goals : No

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management : No

Information on greenhouse gas management

The company's greenhouse gas emissions

	2022	2023	2024
Total GHG emissions (Metrics tonne of carbon dioxide equivalents)	0.00	100.00	100.00
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	0.00	66.00	72.00
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	0.00	33.00	27.00
Total greenhouse gas emissions - Scope 3 (Metric tonnes of carbon dioxide equivalent)	0.00	1.00	1.00

Greenhouse Gas Emissions Intensity

	2022	2023	2024
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) ⁽¹⁾	0.000000	0.000067	0.000057
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	0.00	0.48	0.49
Intensity of GHG emissions (Metric tonnes of carbon dioxide equivalent / m ²)	0.00000000	0.00000000	0.00000000

Additional explanation : ⁽¹⁾ Total revenues and expenses from consolidated financial statement

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

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

Verification of the company's greenhouse gas emissions : No

Information on reduction and absorption of greenhouse gas

Reduction of Greenhouse Gas

	2022	2023	2024
Total reduced GHG (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00
Care the Bear Project (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00
Care the Whale Project (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00

Absorption and removal of Greenhouse Gas

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

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ESG Performance

Company Name : S.C.L. Motor Part Public Company Limited Symbol : SCL

Market : mai Industry Group : Industrials Sector : SECTOR 0

Human rights

Information on social and human rights policies and guidelines

Social and human rights policy and guidelines

Social and human rights policy and guidelines : Yes

Social and human rights guidelines : Employee Rights, Consumer/customer rights, Community and environmental rights, Safety and Occupational Health at Work

The company recognizes the importance of development and involvement with the community and society, especially employees, who are considered a valuable resource in driving the business to achieve its goals and lead the organization towards sustainable growth. Along with continuously caring for and developing society and community to promote participation in improving the quality of life, the company has defined social policies and practices as follows:

1. Operate the business according to the principles of good corporate governance, respect human rights, and treat labor fairly.
2. Strengthen and develop employees within the organization to have knowledge and skills, leading to the development of new sales innovations to support the company's growth, along with monitoring compensation and various welfare levels appropriately, comparing with businesses in the same industry, and organizing the company under the framework of the law.
3. Consider the needs of the community, society, and encourage employees to participate through various activities to create opportunities for accessing information technology and improving the quality of life of the community.
4. Promote knowledge in electronic forms, installation of systems for accessing information technology in remote areas, etc.
5. Establish good relations with organizations in both the public and private sectors, as well as community leaders at various levels, including all stakeholders, to create good relations and coordinate cooperation in developing the community sustainably and concretely.

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

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

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

Information on compliance with human rights principles and standards

Compliance with human rights principles and standards

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

Information on Human Rights Due Diligence : HRDD

Human Rights Due Diligence : HRDD

Does the company have an HRDD process : No

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

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

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

Fair labor practice

Disclosure boundary in fair labor practice in the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	100.00

Information on employees and labor management plan

Employees and labor management plan

The company's employee and labor management plan	:	Yes
Employee and labor management plan implemented by the Company in the past year	:	Fair employee compensation, Employee training and development

The company recognizes the importance of contributing to and engaging with the community and society, particularly focusing on employees as a key resource to drive business success and achieve sustainable growth. Alongside continuously supporting societal and community development, the company has established the following social policies and practices:

1. Conduct business in accordance with good governance principles, respect human rights, and treat the workforce fairly.
2. Enhance and develop employee skills within the organization, fostering innovation in sales methods to support corporate growth. This includes maintaining reasonable compensation and benefits through comparative analysis within the industry and aligning the organization under legal frameworks.
3. Address the needs of communities and society, encouraging employee involvement through various activities to create opportunities for access to information technology and improve the quality of community life.
4. Promote knowledge sharing in electronic formats and establish systems to provide information technology access to remote areas.
5. Build strong relationships with public and private sector organizations, community leaders at different levels, and all stakeholders, ensuring sustainable and concrete community development.

Information on setting employee and labor management goals

Setting employee and labor management goals

Does the company set employee and labor management goals?	:	No
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Information on performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management	:	No
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Information on employment

Employment

	2022	2023	2024
Total Employment (Person)	177	210	205
Percentage of employees to total employment (%)	100.00	100.00	100.00
Percentage of non-employee workers to total employment (%)	0.00	0.00	0.00

	2022	2023	2024
Total employees (persons)	177	210	205
Male employees (persons)	117	123	119
Percentage of male employees (%)	66.10	58.57	58.05
Female employees (persons)	60	87	86
Percentage of female employees (%)	33.90	41.43	41.95
Total of workers who are not employees (Person)	0	0	0
Male workers who are not employees (Person)	0	0	0
Percentage of male non-employee workers (%)	0.00	0.00	0.00
Female workers who are not employees (Person)	0	0	0
Percentage of female non-employee workers (%)	0.00	0.00	0.00

Number of employees categorized by age

	2022	2023	2024
Total number of employees under 30 years old (Persons)	58	61	57
Percentage of employees under 30 years old (%)	32.77	29.05	27.80
Total number of employees 30-50 years old (Persons)	89	116	118
Percentage of employees 30-50 years old (%)	50.28	55.24	57.56
Total number of employees over 50 years old (Persons)	30	33	30
Percentage of employees over 50 years old (%)	16.95	15.71	14.63

Number of male employees categorized by age

	2022	2023	2024
Total number of male employees under 30 years old (Persons)	25	32	28
Percentage of male employees under 30 years old (%)	21.37	26.02	23.53
Total number of male employees 30-50 years old (Persons)	71	66	67
Percentage of male employees 30-50 years old (%)	60.68	53.66	56.30
Total number of male employees over 50 years old (Persons)	21	25	24
Percentage of male employees over 50 years old (%)	17.95	20.33	20.17

Number of female employees categorized by age

	2022	2023	2024
Total number of female employees under 30 years old (Persons)	33	29	29
Percentage of female employees under 30 years old (%)	55.00	33.33	33.72
Total number of female employees 30-50 years old (Persons)	18	50	51
Percentage of female employees 30-50 years old (%)	30.00	57.47	59.30
Total number of female employees over 50 years old (Persons)	9	8	6
Percentage of female employees over 50 years old (%)	15.00	9.20	6.98

Number of employees categorized by position

	2022	2023	2024
Total number of employees in operational level (Persons)	156	188	183
Percentage of employees in operational level (%)	88.14	89.52	89.27
Total number of employees in management level (Persons)	16	16	16
Percentage of employees in management level (%)	9.04	7.62	7.80
Total number of employees in executive level (Persons)	5	6	6
Percentage of employees in executive level (%)	2.82	2.86	2.93

Number of male employees categorized by position

	2022	2023	2024
Total number of male employees in operational level (Persons)	106	111	108
Percentage of male employees in operational level (%)	90.60	90.24	90.76
Total number of male employees in management level (Persons)	7	8	7
Percentage of male employees in management level (%)	5.98	6.50	5.88
Total number of male employees in executive level (Persons)	4	4	4
Percentage of male employees in executive level (%)	3.42	3.25	3.36

Number of female employees categorized by position

	2022	2023	2024
Total number of female employees in operational level (Persons)	50	77	75
Percentage of female employees in operational level (%)	83.33	88.51	87.21
Total number of female employees in management level (Persons)	9	8	9
Percentage of female employees in management level (%)	15.00	9.20	10.47
Total number of female employees in executive level (Persons)	1	2	2
Percentage of female employees in executive level (%)	1.67	2.30	2.33

Significant changes in the number of employees

Significant changes in number of employees over the past 3 : Yes
Years

In 2023, the number of employees increased by 18.64% compared to 2022 due to the expansion of sales channels. This led to the need for additional sales staff and warehouse personnel to support the growing sales volume.

Number of male employees categorized by region

	2022	2023	2024
Bangkok Metropolitan (Person)	72	79	37
Northern (Person)	7	6	9
Central (Person)	8	9	6
Northeastern (Person)	22	23	29
Southern (Person)	4	3	2
Eastern (Person)	4	3	3

Number of female employees categorized by region

	2022	2023	2024
Bangkok Metropolitan (Person)	15	40	71
Northern (Person)	7	7	10
Central (Person)	9	7	8
Northeastern (Person)	23	26	25
Southern (Person)	2	3	3

	2022	2023	2024
Eastern (Person)	4	4	2

Employment of workers with disabilities

	2022	2023	2024
Total employment of workers with disabilities (persons)	2	2	2
Percentage of disabled workers to total employment (%)	1.13	0.95	0.98
Total number of employees with disabilities (Persons)	2	2	2
Total male employees with disabilities (persons)	1	1	1
Total female employees with disabilities (persons)	1	1	1
Percentage of disabled employees to total employees (%)	1.13	0.95	0.98
Total number of workers who are not employees with disabilities (persons)	0	0	0
Percentage of disabled non-employee workers to total non-employee workers (%)	0.00	0.00	0.00
Contributions to empowerment for persons with disabilities fund	Yes	Yes	Yes

Information on compensation of employees

Employee remuneration by gender

	2022	2023	2024
Total employee remuneration (baht)	54,716,755.00	62,669,806.00	60,621,596.00
Total male employee remuneration (baht)	37,316,361.00	41,476,623.00	45,499,304.00
Percentage of remuneration in male employees (%)	68.20	66.18	75.05
Total female employee remuneration (baht)	17,400,394.00	21,193,183.00	15,122,292.00
Percentage of remuneration in female employees (%)	31.80	33.82	24.95
Average remuneration of employees (Baht / Person)	309,134.21	298,427.65	295,715.10
Average remuneration of male employees (Baht / Person)	318,943.26	337,208.32	382,347.09
Average remuneration of female employees (Baht / Person)	290,006.57	243,599.80	175,840.60
Ratio of average remuneration of female employees to male employees	0.91	0.72	0.46

Provident fund management policy

Provident fund management policy : Doesn't Have

Provident fund for employees (PVD)

	2022	2023	2024
Number of employees joining in PVD (persons)	92	115	112
Proportion of employees who are PVD members (%)	51.98	54.76	54.63
Total amount of provident fund contributed by the company (baht)	398,737.00	462,656.00	528,696.00
Percentage of total amount of provident fund contributed by the Company to total employee remuneration (%)	0.73	0.74	0.87

Information on employee development

Employee training and development

	2022	2023	2024
Employee development plans as part of annual performance reviews	No	No	No
Average employee training hours (Hours / Person / Year)	6.00	6.00	6.00
Total amount spent on employee training and development (Baht)	0.00	883,764.00	116,421.00
Percentage of training and development expenses to total expenses (%) ^(*)	0.000000	0.000614	0.000070
Percentage of training and development expenses to total revenue (%) ^(*)	0.000000	0.000595	0.000067

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

Information on safety, occupational health, and work environment

Number of working hours

	2022	2023	2024
Total number of hours work (Hours)	252,072.81	335,794.55	405,518.52
Total number of hours worked by employees (Hours)	252,072.81	335,794.55	405,518.52
Total number of hours work by non-employee (Hours)	0.00	0.00	0.00

Statistic of accident and injuries of employees from work

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

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

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

Information on promoting employee relations and participation

Employee engagement

	2022	2023	2024
Total number of employee turnover leaving the company voluntarily (persons)	70	66	53
Total number of male employee turnover leaving the company voluntarily (persons)	48	31	30
Total number of female employee turnover leaving the company voluntarily (persons)	22	35	23
Proportion of voluntary resignations (%)	39.55	31.43	25.85
Percentage of male employee turnover leaving the Company voluntarily (%)	27.12	14.76	14.63
Percentage of female employee turnover leaving the Company voluntarily (%)	12.43	16.67	11.22
	2022	2023	2024
Evaluation result of employee engagement	Yes	Yes	Yes

Employee internal groups

Employee internal groups : Yes

Types of employee internal groups : Welfare Committee

Responsibility to customers/ consumers

Information on responsibility to customers/consumers policy

Consumer data privacy and protection policy and guidelines

Consumer data privacy and protection policy and guidelines	:	Yes
Consumer data privacy and protection guidelines	:	Collection of personal data, Use or disclosure of data, Company's measures for third parties' use of customer data, Security measures of personal data

Responsible sales and marketing policy and guidelines

Responsible sales and marketing policy and guidelines	:	No
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Policy and guidelines on communicating the impact of products and services to customers / consumers

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

Information on customer management plan

Customer management plan

Company's customer management plan	:	Yes
Customer management plan implemented by the company in the past year	:	Development of customer satisfaction and customer relationship, Consumer data privacy and protection

The company continuously improves its products and services to ensure customer satisfaction, guided by responsibility, integrity, and ethics. Most of the company's clients are from the wholesale and retail sectors. To enhance customer experience, it provides detailed knowledge of product features and includes user manuals for all spare parts. Furthermore, the company employs the 4Ps business strategy to meet customer needs:

- 1.Product: Committed to maintaining high standards and quality in all products.
- 2.Price: Strives to set fair and reasonable prices that offer good value.
- 3.Place: Ensures wide distribution to reach all target customers and areas, making products easily accessible. Currently, the company has a nationwide customer base.
- 4.Promotion: Creates various marketing campaigns to build lasting and genuine relationships with customers, both short and long-term. For example, offering customer birthday discount promotions.

Information on setting customer management goals

Setting customer management goals

Does the company set customer management goals	:	No
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Details of setting customer management goals

Information on performance and results of customer management

Performance and outcomes of customer management

Performance and outcomes of customer management	:	No
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Customer satisfaction

	2022	2023	2024
Evaluation results of customer satisfaction	Yes	Yes	Yes

Channels for receiving complaints from customers/consumers

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

Telephone : 022261909

Fax : -

Email : Sclauditcommittee@sclmotorpart.com

Company's website : <https://www.sclmotorpart.com>

Address : S.C.L. Motor Part Pub Co.,Ltd.
58-60-62-64 Chaloen Khet 3 Road, Wat Thepsirin,
Pom Prap Sattru Phai District, Bangkok 10100

Responsibility to community/ society

Information on community development and engagement policies

Community development and engagement policies

Community development and engagement policies : Yes

Information on community and social management plan

Community and social management plan

Company's community and social management plan : Yes

Community and social management plan implemented by the : Education
company over the past year

The company operates responsibly towards the community and society, minimizing environmental impacts and avoiding operations that negatively affect community quality of life. Over the past year, no complaints were received from the community regarding social or environmental issues. Moreover, the company has consistently engaged in activities to improve community quality of life and promote collaboration. Over the last six years, the company has carried out several CSR activities, including: 2019 – 2024: Organized the “Car Parts Delivery” initiative to educational institutions. This effort supports technological development for youth, inspires mechanical engineering students, and builds expertise in the automotive industry, highlighting the company’s commitment to fostering innovation for future industrial growth.

Information on setting of community and social management goals

Setting of community and social management goals

Does the company set community and social management : No
goals

Information on outcomes and results of community and social management

Performance and outcomes of community and social management

Performance and outcomes of community and social : No
management

Benefit from implementing social development project

Financial benefits

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

Non-financial benefits

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

Expenses from social and environmental development project

	2022	2023	2024
Total financial contribution to community/social development projects or activities (Bath)	0.00	0.00	0.00
Percentage of financial contribution for community/social development projects or activities to total expense (%) ^(*)	0.000000	0.000000	0.000000

	2022	2023	2024
Percentage of financial contribution for community/social development projects or activities to total revenue (%) ^(*)	0.000000	0.000000	0.000000

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

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

ESG Performance

Company Name : S.C.L. Motor Part Public Company Limited Symbol : SCL

Market : mai Industry Group : Industrials Sector : SECTOR 0

Corporate Governance Policy

Information on overview of the policy and guidelines

Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

S.C.L. Motor Part Public Company Limited believes that good corporate governance processes contribute to good, efficient, and effective management that is stringent, transparent, auditable, instills confidence, and reassures shareholders, stakeholders, and all parties involved. It also helps the company achieve its strategies, objectives, and goals, ensures good performance, adapts appropriately to changes, and generates value for sustainable growth in the long term.

Therefore, the company has established a policy on good corporate governance, in line with the Good Corporate Governance Code (CG Code) issued by the Securities and Exchange Commission, to serve as guidelines and practices for related parties to adapt and implement. This policy is reviewed at least once a year to ensure its relevance to the situation and business environment changes.

The company's board places importance on compliance with good corporate governance principles, recognizing the roles, duties, and responsibilities of the board and executives in promoting good corporate governance to enhance the company's competitive capability and gain the confidence of shareholders, investors, and all related parties by managing work efficiently and transparently. Therefore, a policy has been established to ensure operations comply with good corporate governance principles, covering practices and directions for adhering to the Corporate Governance Code for Listed Companies 2017, as outlined by the Securities and Exchange Commission as follows:

The board strongly focuses on setting clear objectives

1. The board strongly focuses on setting clear objectives and main goals for the company to achieve sustainability. These objectives and goals are aligned with creating value for the business, customers, stakeholders, and society as a whole.

2. The board has defined strategies and annual plans that align with the company's main objectives and goals, considering environmental factors, risks, and impacts on relevant stakeholders. The board uses these strategies to determine the business model and communicates it to all parties while being aware of the risks of setting goals that could lead to illegal or unethical actions. The board continuously monitors the implementation of strategies and annual plans to ensure proper resource allocation and operation control according to the plan.

Strengthening an effective board

1. The board is responsible for determining and reviewing the company's board structure in terms of composition, size, and appropriate proportion of independent directors, which should not be less than three persons or less than one-third of all directors, ensuring a balance by considering gender, skills, experience, and capabilities. A Board Skills Matrix is created to ensure that the board's overall structure is suitable and can meet stakeholders' needs and perform effectively.

2. The company has stipulated that the board chairman should not be the same person as the managing director, acknowledging their different roles and responsibilities. The board has clearly defined the powers and duties of the chairman and the managing director to prevent any individual from having unlimited power. This is to comply with good corporate governance principles. If the chairman is not an independent director, the company assigns the chairman of the audit committee, who is an independent director, to participate in setting the agenda for board meetings together with the chairman. Additionally, the company promotes that independent directors serve no more than 9 years from their first appointment. If an independent director is to be reappointed, the board must rationally consider the necessity of such an appointment.

3. The board is responsible for the recruitment of individuals with suitable expertise and experience that benefit the company's business. The board will define the qualifications of directors to be recruited by considering suitable qualities, knowledge, abilities, and experience, including the person's history, and present them for shareholders' consideration.

4. Directors' compensation must not exceed the amount approved by the shareholders' meeting. In determining directors' compensation, the board considers the duties, responsibilities, and benefits to the company. Directors assigned additional responsibilities will receive compensation appropriate to their additional duties. The board also determines the compensation for directors, which must be presented to the shareholder meeting for approval, based on the following criteria:

- a) Compensation is appropriate and aligns with the company's long-term strategies and goals, as well as roles, duties, and responsibilities.
- b) Compensation is at a level that can attract and retain knowledgeable, capable, and quality directors.
- c) Compensation components are clear, transparent, and easily understood, including both monetary and non-monetary forms.
- d) Compensation rates are comparable to other listed companies in the same or similar industries.

5. The board must follow the Code of Best Practices for Directors of Listed Companies, as per the guidelines of the Stock Exchange of Thailand, and promote all directors to understand their roles, duties, and responsibilities, and to act according to the law, company objectives, and regulations, as well as shareholders' resolutions, with integrity, considering the company and shareholders' best interest. The company has set criteria for holding positions in other companies for directors to ensure they can dedicate sufficient time to their duties, limiting directors to hold positions in no more than five listed companies to enable all directors to devote time to perform their duties and responsibilities fully and adequately. The company encourages directors to attend at least 75% of all board meetings each year.

6. The company has established investment policies and procedures for overseeing operations in subsidiaries and joint ventures. The company will consider investing in businesses that align with its objectives, vision, and strategic growth plan, or invest in businesses that benefit the company, supporting its main business operations and enhancing its competitive edge. Additionally, the company has a policy to oversee subsidiaries and joint ventures, sending directors or executives with suitable qualifications and experience to manage the affairs of these subsidiaries and joint ventures, ensuring significant policies and control over their operations according to the company's set policies. Moreover, representatives from the company must ensure that subsidiaries and/or joint ventures manage or operate according to the company's policies, including having appropriate and adequately concise internal control systems and ensuring transactions are conducted legally and follow related standards.

7. The company will conduct at least an annual performance evaluation of the board and its committees to allow the board to jointly review performance results and address issues for further improvement. The evaluation will be based on established benchmarks to compare performance results systematically. The evaluation results of the board will be used to consider the appropriateness of the board's composition.

8. The company arranges orientation for newly appointed directors, introducing useful information for their duties, including understanding the company's objectives, main goals, vision, mission, organizational values, business nature, and operational directions. Moreover, the company promotes directors to participate in seminars and training organized by various agencies continuously related to their duties and business operations to ensure directors are knowledgeable about laws, regulations, standards, risks, and the business environment, and are kept up to date regularly.

9. The board will ensure that the board's operations are orderly, can access necessary information, and have a company secretary with the knowledge and experience necessary and suitable to support the board's operations.

Recruitment and Development of Senior Executives and Personnel Management

1. The board will act to ensure the recruitment and development of the managing director, senior executives with the knowledge, skills, experience, and attributes necessary to drive the organization towards its goals.

2. The board will oversee the establishment of an appropriate compensation structure, as well as performance evaluation.

3. The board will consider and study the structure and relationships of shareholders that may affect management and operations, overseeing that such structure and relationships do not hinder the board's duties. The company has a policy to disclose information based on agreements affecting control.

4. The board will monitor the personnel management and people development processes to ensure appropriate knowledge, skills, experience, and motivation. There will be a compensation structure corresponding to knowledge, abilities, and job responsibilities, along with a suitable system for paying wages, compensation, and benefits, providing good and appropriate rights and welfare according to labor laws, maintaining a safe working environment for life, health, and property. There will also be communication channels between employees and their supervisors or managers, supporting development processes, and enhancing knowledge and skills through job-related training inside and outside the company as necessary and appropriate for continuous and consistent employee development.

Promoting Innovation and Responsible Business Conduct

1. The board values and promotes innovation that creates value for the business along with benefiting customers or related parties and being responsible for society and the environment, aiming for a balance between business profit and giving back to the community.

2. The board acknowledges the rights of both internal and external stakeholders, fostering mutual understanding and collaboration to benefit business operations, build trust, and enhance the company's long-term competitiveness. The company has implemented various policies and practices, including those related to the following stakeholders; shareholders, employees, customers, partners and contractors, creditors, competitors, the community and society, and the environment.

3. The board will set business policies, goals, business plans, and budgets, monitoring management to adhere to these policies, plans, and budgets for the utmost benefit of the company and all shareholders. The business plans and budgets will be regularly reviewed to ensure efficient and effective resource allocation and management for sustainability according to the set objectives and main goals.

4. The board will oversee organizational risk management, including information technology risk management, ensuring information system security standards are adequate for the business's benefit and efficiency.

Ensure a suitable risk management and internal control system

1. The company's board will oversee to ensure that the company has an effective risk management and internal control system that achieves objectives and complies with relevant laws and standards.

2. The company's board appoints an audit committee composed of at least three members, all of whom must be independent directors and meet the qualifications and duties as specified by the Securities and Exchange Commission and the Stock Exchange of Thailand. The audit committee can access necessary information for their duties or consult with auditors and seek independent opinions from other professional advisors. Furthermore, the audit committee must express their opinion on the adequacy of the risk management and internal control system and disclose it in the company's annual report.

3. The company's board sets policies on potential conflicts of interest between the company and management, board members, or shareholders, including preventing the improper use of company assets, information, and opportunities, and transactions with related parties inappropriately, prioritizing the interests of the company and all shareholders, with stakeholders not participating in the decision-making process.

4. The company has established a policy against fraud and corruption, which defines clear measures and practices for anti-corruption that can be implemented throughout the organization and by external individuals.

5. The company has established a whistleblowing and information reporting policy, defining mechanisms for complaint reception, action upon whistleblowing, and protection of whistleblowers or complainants to ensure fair treatment and confidentiality of the whistleblower's or complainant's identity and other identifiable information.

Maintain financial credibility and disclosure

1. The board is responsible for ensuring that financial reporting and significant information disclosure are accurate, sufficient, timely, and comply with relevant rules, standards, and practices, with practices including:

a) Overseeing that personnel involved in preparing and disclosing information have appropriate knowledge, skills, and experience for their responsibilities.

b) Considering related factors in approving information disclosure, especially for financial reports, considering at least the following factors:

>> The assessment of the adequacy of internal control systems.

>> The auditor's opinion on financial reports and observations on internal control systems, including communications through other channels (if any).

>> The audit committee's opinion.

>> Alignment with the company's objectives, main goals, strategies, and policies.

c) Ensuring that disclosed information, including financial statements and annual reports, adequately reflects the company's financial position and performance. The company supports the preparation of management discussion and analysis (MD&A) to accompany financial statements disclosed quarterly to better inform investors about changes in financial status and performance each quarter.

Policy and guidelines related to the board of directors

Are there policy and guidelines related to the board of directors : Yes

Guidelines related to the board of directors : Nomination of Directors, Determination of Director Remuneration, Independence of the Board of Directors from the Management, Director Development, Board Performance Evaluation, Corporate Governance of Subsidiaries and Associated Companies

Nomination of Directors

The board is responsible for the recruitment of individuals with suitable expertise and experience that benefit the company's business. The board will define the qualifications of directors to be recruited by considering suitable qualities, knowledge, abilities, and experience, including the person's history, and present them for shareholders' consideration.

Determination of Director Remuneration

Directors' compensation must not exceed the amount approved by the shareholders' meeting. In determining directors' compensation, the board considers the duties, responsibilities, and benefits to the company. Directors assigned additional responsibilities will receive compensation appropriate to their additional duties. The board also determines the compensation for directors, which must be presented to the shareholder meeting for approval, based on the following criteria:

- a) Compensation is appropriate and aligns with the company's long-term strategies and goals, as well as roles, duties, and responsibilities.
- b) Compensation is at a level that can attract and retain knowledgeable, capable, and quality directors.
- c) Compensation components are clear, transparent, and easily understood, including both monetary and non-monetary forms.
- d) Compensation rates are comparable to other listed companies in the same or similar industries.

Independence of the Board of Directors from the Management

The board is responsible for determining and reviewing the company's board structure in terms of composition, size, and appropriate proportion of independent directors, which should not be less than three persons or less than one-third of all directors, ensuring a balance by considering gender, skills, experience, and capabilities. A Board Skills Matrix is created to ensure that the board's overall structure is suitable and can meet stakeholders' needs and perform effectively.

The company has stipulated that the board chairman should not be the same person as the managing director, acknowledging their different roles and responsibilities. The board has clearly defined the powers and duties of the chairman and the managing director to prevent any individual from having unlimited power. This is to comply with good corporate governance principles. If the chairman is not an independent director, the company assigns the chairman of the audit committee, who is an independent director, to participate in setting the agenda for board meetings together with the chairman. Additionally, the company promotes that independent directors serve no more than 9 years from their first appointment. If an independent director is to be reappointed, the board must rationally consider the necessity of such an appointment.

Director Development

The company arranges orientation for newly appointed directors, introducing useful information for their duties, including understanding the company's objectives, main goals, vision, mission, organizational values, business nature, and operational directions. Moreover, the company promotes directors to participate in seminars and training organized by various agencies continuously related to their duties and business operations to ensure directors are knowledgeable about laws, regulations, standards, risks, and the business environment, and are kept up to date regularly.

Board Performance Evaluation

The company will conduct at least an annual performance evaluation of the board and its committees to allow the board to jointly review performance results and address issues for further improvement. The evaluation will be based on established benchmarks to compare performance results systematically. The evaluation results of the board will be used to consider the appropriateness of the board's composition.

Corporate Governance of Subsidiaries and Associated Companies

The company has established investment policies and procedures for overseeing operations in subsidiaries and joint ventures. The company will consider investing in businesses that align with its objectives, vision, and strategic growth plan, or invest in businesses that benefit the company, supporting its main business operations and enhancing its competitive edge. Additionally, the company has a policy to oversee subsidiaries and joint ventures, sending directors or executives with suitable qualifications and experience to manage the affairs of these subsidiaries and joint ventures, ensuring significant policies and control over their operations according to the company's set policies. Moreover, representatives from the company must ensure that subsidiaries and/or joint ventures manage or operate according to the company's policies, including having appropriate and adequately concise internal control systems and ensuring transactions are conducted legally and follow related standards.

Policy and guidelines related to shareholders and stakeholders

Policy and guidelines related to shareholders and stakeholders : Yes

Guidelines and measures related to shareholders and stakeholders : Shareholder, Employee, Customer, Business competitor, Business partner, Creditor, Community and society

Shareholder

The company will conduct its business with transparency and efficiency to sustainably create value for the business, and with commitment to producing good performance and stable growth for the maximum benefit of shareholders in the long term. It also commits to disclosing information transparently and reliably to shareholders, avoiding any unlawful acts that violate or infringe upon shareholders' rights, and treating all shareholders fairly and equally.

Employee

The company will ensure equal and fair treatment of all employees and provide appropriate compensation. It will also maintain a working environment that considers quality of life and safety at work and strictly adhere to labor laws. Additionally, the company values the development of employees' skills, knowledge, and potential regularly, such as through training, seminars, and workshops, providing equal opportunities for all employees and motivating skilled employees to stay with the company for its further development. It also instills in every employee the practice of complying with laws and related regulations.

Customer

The company is responsible to customers by maintaining products' quality and standards and responding to customers' needs as comprehensively and extensively as possible to focus on long-term customer satisfaction. Moreover, the company ensures the provision of correct and comprehensive product information to customers and establishes channels for customers to report unsuitable product issues, allowing the company to prevent and rectify product-related issues promptly. The company will also protect customer confidentiality and not misuse customer information for its own or related persons' benefit improperly.

Business competitor

The company will behave within the framework of fair competition, ethics, and within the bounds of law. It supports and promotes policies of free and fair competition. The company will not seek competitors' confidential information through dishonest or inappropriate methods for business advantage, nor will it defame or attempt to tarnish the reputation of competitors. It will also avoid any actions that infringe on the intellectual property of others or competitors.

Business partner

The company has a process for selecting partners by allowing them to compete on equal information and selecting partners fairly based on the company's transparent evaluation and selection criteria. Additionally, the company has developed suitable contract templates for all parties involved and established a monitoring system to ensure compliance with contract terms. The company implements measures to prevent fraud and misconduct at every stage of the procurement

process, purchasing goods from partners according to trade terms and faithfully adhering to agreements with partners.

Creditor

The company will adhere to the terms and conditions of contracts with creditors, especially regarding the repayment of principal, interest, and the maintenance of any collateral under the relevant contracts. It will also foster good relationships and treat creditors with honesty, trust, and mutual respect, taking responsibility and giving importance to adhering to the agreed terms and conditions.

Community and society

The company prioritizes society, community, and the environment, recognizing that the company is part of the community and strives towards sustainable development of society and the environment. Thus, the company continuously conducts activities for the community and society alongside its business operations, under the responsibility towards the community, society, and the environment as a whole. Additionally, the company focuses on safety, minimizing impacts on society and the environment, enhancing the quality of life of people involved in the company's operations, and encouraging employees to have awareness and responsibility towards society and the environment. The company also supports the efficient and effective use of resources, reducing resource and energy usage, and strictly complying with laws and regulations related to environmental protection.

Information on business code of conduct

Business code of conduct

Business code of conduct : Yes

The company believes that ethics and integrity are essential tools for enhancing transparency in the company's operations to achieve the goal of stable and sustainable growth. Thus, the company has established business ethics and integrity, approved by the company's board meeting No. 2/2023 on 28 February 2023, as guidelines for directors, executives, and all employees. These guidelines align with the principles of good corporate governance, which are internationally recognized management principles.

Policy and guidelines related to business code of conduct

Guidelines related to business code of conduct : Anti-corruption, Compliance with laws, regulations, and rules

Anti-corruption

The company is committed to upholding the highest standards of moral conduct and compliance with relevant laws by encouraging and promoting awareness and a sense of responsibility among all employees to combat corruption. The company has internal control systems to prevent fraud, embezzlement, and giving or receiving bribes in all forms. Therefore, the company's personnel will not engage in or accept any form of corruption under any circumstances, covering the company's business in all countries and all related units.

Compliance with laws, regulations, and rules

The company emphasizes respecting and complying with laws, regulations, and related rules in conducting business. The company's personnel must study, understand, respect, not violate, and act strictly according to laws, regulations, orders, announcements, and company regulations. This includes respecting good local customs, traditions, and culture, as well as reporting complaints and whistleblowing upon witnessing violations or non-compliance.

Promotion of compliance with the business code of conduct

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

The company emphasizes respecting and complying with laws, regulations, and related rules in conducting business. The company's personnel must study, understand, respect, not violate, and act strictly according to laws, regulations, orders, announcements, and company regulations. This includes respecting good local customs, traditions, and culture, as well as reporting complaints and whistleblowing upon witnessing violations or non-compliance.

Participation in anti-corruption networks

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

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

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

In the past year, did the company review the corporate governance policy and guidelines, or board of directors' charter : No

Material changes and developments in policy and guidelines over the past year : No

Implementation of the CG Code for listed companies

Implementation of the CG Code as prescribed by the SEC : Mostly used in practice

S.C.L. Motor Part Public Company Limited believes that good corporate governance processes contribute to good, efficient, and effective management that is stringent, transparent, auditable, instills confidence, and reassures shareholders, stakeholders, and all parties involved. It also helps the company achieve its strategies, objectives, and goals, ensures good performance, adapts appropriately to changes, and generates value for sustainable growth in the long term.

Therefore, the company has established a policy on good corporate governance, in line with the Good Corporate Governance Code (CG Code) issued by the Securities and Exchange Commission, to serve as guidelines and practices for related parties to adapt and implement. This policy is reviewed at least once a year to ensure its relevance to the situation and business environment changes.

The company's board places importance on compliance with good corporate governance principles, recognizing the roles, duties, and responsibilities of the board and executives in promoting good corporate governance to enhance the company's competitive capability and gain the confidence of shareholders, investors, and all related parties by managing work efficiently and transparently. Therefore, a policy has been established to ensure operations comply with good corporate governance principles, covering practices and directions for adhering to the Corporate Governance Code for Listed Companies 2017, as outlined by the Securities and Exchange Commission as follows:

- 1.The board strongly focuses on setting clear objectives
- 2.Strengthening an effective bo
- 3.Recruitment and Development of Senior Executives and Personnel Management
- 4.Promoting Innovation and Responsible Business Conduct
- 5.Ensure a suitable risk management and internal control system
- 6.Maintain financial credibility and disclosure
- 7.Supporting shareholder engagement and communication

Corporate Governance Structure

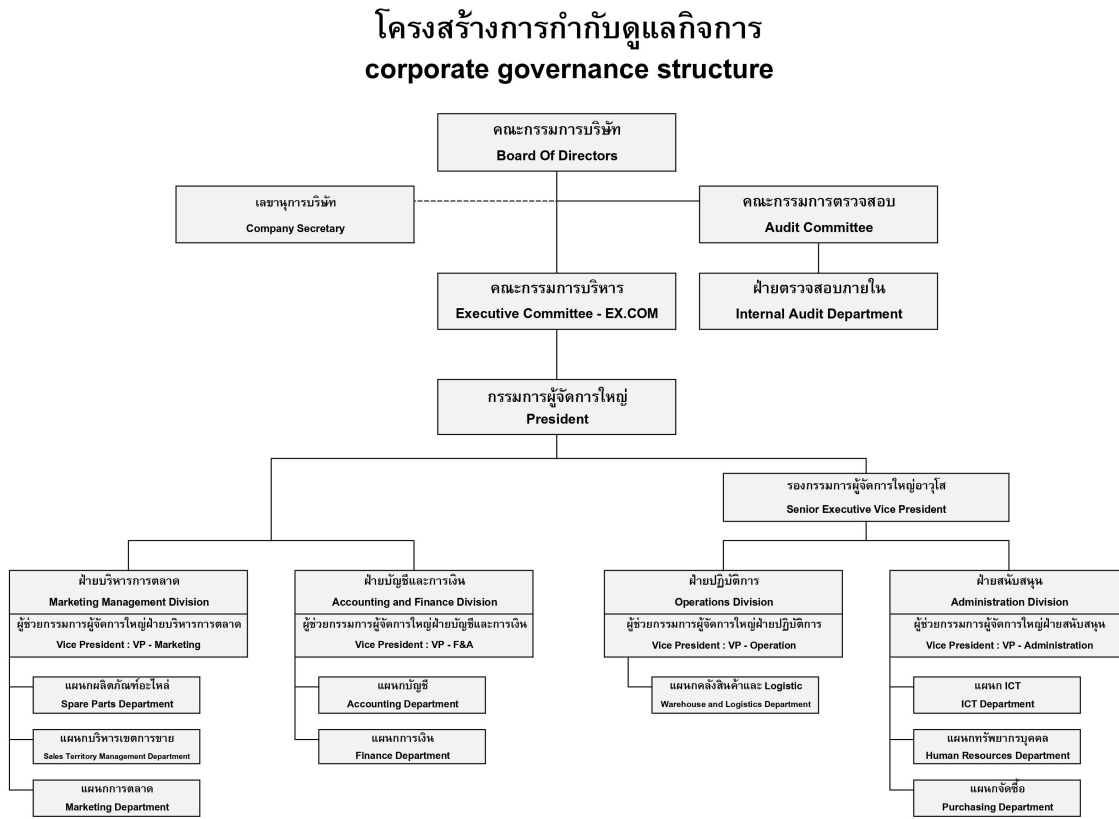
Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure as of date : 28 Feb 2023

Corporate governance structure diagram



CORPORATE GOVERNANCE STRUCTURE New

Information on the board of directors

Information on the board of directors

Composition of the board of directors

	2024	
	Male (persons)	Female (persons)
Total directors	7	
	6	1
Executive directors	3	
	2	1
Non-executive directors	4	
	4	0

	2024	
	Male (persons)	Female (persons)
Independent directors	4	
	4	0
Non-executive directors who have no position in independent directors	0	
	0	0

	2024	
	Male (%)	Female (%)
Total directors	100.00	
	85.71	14.29
Executive directors	42.86	
	28.57	14.29
Non-executive directors	57.14	
	57.14	0.00
Independent directors	57.14	
	57.14	0.00
Non-executive directors who have no position in independent directors	0.00	
	0.00	0.00

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

	2024	
	Male (years)	Female (years)
Average director age	57	
	59	47

The information on each director and controlling person

List of the board of directors

List of directors	Position	First appointment date of director	Skills and expertise
<p>1. Mr. SUKDEE CHONGMANKHONG Gender: Male Age : 71 years Highest level of education : Master's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company • Direct shareholding : 0 Shares (0.000000 %)</p>	<p>Chairman of the Board of Directors (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	8 Oct 2022	Engineering
<p>2. Mr. SAKOL TANGKOSKUL Gender: Male Age : 58 years Highest level of education : Master's degree Study field of the highest level of education : Finance Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p>	<p>Vice-chairman of the Board of Directors (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	15 Jul 1988	Accounting, Finance
<p>3. Mr. VAURAPONG TANGKOSKUL Gender: Male Age : 56 years Highest level of education : Bachelor's degree Study field of the highest level of education : Wood Furniture Design Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p>	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	1 Jan 2018	Design

List of directors	Position	First appointment date of director	Skills and expertise
<p>4. Mr. PONGSAK VACHIRASAKPANICH Gender: Male Age : 57 years Highest level of education : Master's degree Study field of the highest level of education : Law Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : Yes</p> <p>Shareholding in the company • Direct shareholding : 0 Shares (0.000000 %)</p>	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	8 Oct 2022	Law
<p>5. Mr. VORAPHOT CHANYAKOMOL Gender: Male Age : 57 years Highest level of education : Master's degree Study field of the highest level of education : Finance Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : Yes</p> <p>Shareholding in the company • Direct shareholding : 0 Shares (0.000000 %)</p>	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	8 Oct 2022	Finance

List of directors	Position	First appointment date of director	Skills and expertise
<p>6. Mrs. CHADAPIM UDOMSORAYUTH Gender: Female Age : 47 years Highest level of education : Master's degree Study field of the highest level of education : Management Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 22,500,000 Shares (9.000000 %) 	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	8 Oct 2022	Information & Communication Technology
<p>7. Mr. BANYAT SUKPRAPRUTI Gender: Male Age : 58 years Highest level of education : Master's degree Study field of the highest level of education : Innovation and technology Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Newly appointed director to replace the ex-director</p>	28 Feb 2024	Engineering

Additional explanation:

(*) Any offense under the Securities and Exchange Act B.E. 2535 (1992) or the Derivatives Act B.E. 2546 (2003), only in the following cases:

(1) Dishonest act or gross negligence

(2) Disclosure or dissemination of false information or statements that may be misleading or conceal material facts that should be notified, which may affect decision making of shareholders, investors or other parties involved

(3) Unfair acts or exploitation of investors in trading securities or derivatives, or participation in, or support to, such acts.

(**) Shareholdings by persons related to directors or executives as prescribed in Section 59 of the Securities and Exchange Act B.E. 2535 (1992), such as spouses or cohabiting couple (unmarried couples living together openly), minor children, etc.

Diagram of list of the board of directors

Board of Directors



Mr.Sukdee Chongmankhong	Mr.Sakol Tangkosul	Mr.Pongsak Vachirasakpanich	Mr.Voraphot Chanyakomol	Mr.Banyat Sukpraputi	Mr.Vaurapong Tangkosul	Mrs.Chadapim Udomsorayuth
Chairman of the Board	Vice Chairman of the Board and Chief Executive Officer (CEO)	Company Director and Chairman of the Audit Committee	Company Director and Audit Committee Member	Company Director and Audit Committee Member	Company Director and Senior Executive Vice President	Company Director

Board of directors New

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

List of directors	Position	Date of resignation / termination	Replacement director
<p>1. Mr. NATTAPOL PEEKANONE Gender: Male Age : 56 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p>	1 Feb 2024	<p>Mr. BANYAT SUKPRAPRUTI</p> <p>Appointment date of replacement director : 7 Mar 2024</p>

Additional explanation:

(*) Any offense under the Securities and Exchange Act B.E. 2535 (1992) or the Derivatives Act B.E. 2546 (2003), only in the following cases:

(1) Dishonest act or gross negligence

(2) Disclosure or dissemination of false information or statements that may be misleading or conceal material facts that should be notified, which may affect decision making of shareholders, investors or other parties involved

(3) Unfair acts or exploitation of investors in trading securities or derivatives, or participation in, or support to, such acts.

(**) Shareholdings by persons related to directors or executives as prescribed in Section 59 of the Securities and Exchange Act B.E. 2535 (1992), such as spouses or cohabiting couple (unmarried couples living together openly), minor children, etc.

List of the board of directors by position

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the company's certificate of registration
1. Mr. SUKDEE CHONGMANKHONG	Chairman of the Board of Directors		✓	✓		
2. Mr. SAKOL TANGKOSKUL	Vice-chairman of the Board of Directors	✓				✓
3. Mr. VAURAPONG TANGKOSKUL	Director	✓				✓
4. Mr. PONGSAK VACHIRASAKPANICH	Director		✓	✓		
5. Mr. VORAPHOT CHANYAKOMOL	Director		✓	✓		
6. Mrs. CHADAPIM UDOMSORAYUTH	Director	✓				✓
7. Mr. BANYAT SUKPRAPRUTI	Director		✓	✓		
Total (persons)		3	4	4	0	3

Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Information & Communication Technology	1	14.29
2. Law	1	14.29
3. Accounting	1	14.29
4. Finance	2	28.57
5. Engineering	2	28.57
6. Design	1	14.29

Information about the other directors

	2024
The chairman of the board and the highest-ranking executive are from the same person	No
The chairman of the board is an independent director	Yes
The chairman of the board and the highest-ranking executive are from the same family	No

	2024
Chairman is a member of the executive board or taskforce	No
The company appoints at least one independent director to determine the agenda of the board of directors' meeting	No

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

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

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

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

Methods of balancing power between the board of directors and Management : Increasing the proportion of independent directors to more than half

The board is responsible for determining and reviewing the company's board structure in terms of composition, size, and appropriate proportion of independent directors, which should not be less than three persons or less than one-third of all directors, ensuring a balance by considering gender, skills, experience, and capabilities. A Board Skills Matrix is created to ensure that the board's overall structure is suitable and can meet stakeholders' needs and perform effectively.

Information on the roles and duties of the board of directors

Board charter : Have

The Scope, Authority, and Responsibilities of the Company Board

1.Has the authority, duties, and responsibilities to manage and operate the company in accordance with the law, company objectives, regulations, and shareholder meeting resolutions with honesty, integrity, and caution to safeguard the company's interests.

2.Ensures the preparation of the company's balance sheet and profit and loss statement at the end of the company's financial period, audited by an auditor and presented to the shareholder meeting for consideration and approval.

3.Defines the vision, mission, objectives, goals, strategies, policies, business plans, management structure, approval authority, and company budget, including monitoring and supervision of management to ensure set policies, plans, and budgets are efficiently and effectively implemented.

4.Reviews, audits, and approves policies, directions, strategies, and business plans proposed by management, and continuously monitors operations to align with plans and budgets.

5.Ensures the company has an appropriate and efficient accounting system and reliable financial reporting and auditing systems, including suitable and adequate internal control and audit systems, and regularly assesses the adequacy of the company's internal control system and its subsidiaries (if any).

6.Considers establishing a risk management policy covering the entire organization and supervises the implementation of a risk management process with appropriate control measures to mitigate impacts on the business.

7.Decides on the management structure, has the power to appoint sub-committees, the managing director, and other appropriate sub-committees, including defining their scope of authority and duties. This delegation of authority must not allow sub-committees, the managing director, and other sub-committees to consider and approve transactions that may have conflicts of interest, involve personal gain, or otherwise conflict with the company's or its subsidiaries' interests (if any), except for transactions approved according to established policies and criteria.

8.Establishes a governance policy in writing and applies it effectively to conduct business ethically, respecting rights and responsibilities towards shareholders and stakeholders, benefiting society and the environment, and being adaptable to changes.

9.Prepare annual reports and is responsible for preparing and disclosing financial statements to reflect the financial position and performance of the past year, and presents them to the shareholder meeting for consideration and approval.

10.Supervises and oversees management and operations of the company and its subsidiaries (if any) to comply with the policy, the Securities and Exchange Law, and other related regulations, announcements, and guidelines from the

Securities and Exchange Commission, the Stock Exchange of Thailand, such as related-party transactions, acquisition or disposal of significant assets, as long as it does not contradict or violate other laws.

11. Manages potential conflicts of interest that may arise among stakeholders of the company and its subsidiaries (if any), including preventing inappropriate use of company assets, information, opportunities, and transactions with related parties inappropriately, ensuring that directors who have a stake in any transaction with the company or have an increase or decrease in shareholding in the company and/or its subsidiaries (if any) notify the company without delay. 12. Conducts annual performance evaluations of the board, sub-committees, and individual directors.

13. Reviews and revises the company's board charter at least once a year.

14. The board may delegate one or more directors or other persons to act on behalf of the board within the control of the board or may delegate authority as the board deems appropriate and for a period the board considers appropriate. The board may cancel, revoke, change, or amend such delegation as deemed appropriate.

This delegation must not enable the delegate to consider and approve any transactions in which they or related persons have a conflict of interest or personal stake with the company or its subsidiaries (if any), as defined in the announcements of the Capital Market Supervisory Board, the Stock Exchange of Thailand, or any other relevant regulatory notices, except for transactions approved according to the policies and criteria already considered and approved by the board.

Information on subcommittees

Information on subcommittees

Information on roles of subcommittees

Roles of subcommittees

Board of Directors

Role

- Audit Subcommittee
- Risk Management Subcommittee
- Nomination Subcommittee
- Nomination Remuneration Subcommittee

Scope of authorities, role, and duties

1. Has the authority, duties, and responsibilities to manage and operate the company in accordance with the law, company objectives, regulations, and shareholder meeting resolutions with honesty, integrity, and caution to safeguard the company's interests.

2. Ensures the preparation of the company's balance sheet and profit and loss statement at the end of the company's financial period, audited by an auditor and presented to the shareholder meeting for consideration and approval.

3. Defines the vision, mission, objectives, goals, strategies, policies, business plans, management structure, approval authority, and company budget, including monitoring and supervision of management to ensure set policies, plans, and budgets are efficiently and effectively implemented.

4. Reviews, audits, and approves policies, directions, strategies, and business plans proposed by management, and continuously monitors operations to align with plans and budgets.

5. Ensures the company has an appropriate and efficient accounting system and reliable financial reporting and auditing systems, including suitable and adequate internal control and audit systems, and regularly assesses the adequacy of the company's internal control system and its subsidiaries (if any).

6. Considers establishing a risk management policy covering the entire organization and supervises the implementation of a risk management process with appropriate control measures to mitigate impacts on the business.

7. Decides on the management structure, has the power to appoint sub-committees, the managing director, and other appropriate sub-committees, including defining their scope of authority and duties. This delegation of authority must not allow sub-committees, the managing director, and other sub-committees to consider and approve transactions that may have conflicts of interest, involve personal gain, or otherwise conflict with the company's or its subsidiaries' interests (if any), except for transactions approved according to established policies and criteria.

8. Establishes a governance policy in writing and applies it effectively to conduct business ethically, respecting rights and responsibilities towards shareholders and stakeholders, benefiting society and the environment, and being adaptable to changes.

9. Prepares annual reports and is responsible for preparing and disclosing financial statements to reflect the

financial position and performance of the past year, and presents them to the shareholder meeting for consideration and approval.

10. Supervises and oversees management and operations of the company and its subsidiaries (if any) to comply with the policy, the Securities and Exchange Law, and other related regulations, announcements, and guidelines from the Securities and Exchange Commission, the Stock Exchange of Thailand, such as related-party transactions, acquisition or disposal of significant assets, as long as it does not contradict or violate other laws.

11. Manages potential conflicts of interest that may arise among stakeholders of the company and its subsidiaries (if any), including preventing inappropriate use of company assets, information, opportunities, and transactions with related parties inappropriately, ensuring that directors who have a stake in any transaction with the company or have an increase or decrease in shareholding in the company and/or its subsidiaries (if any) notify the company without delay.

12. Conducts annual performance evaluations of the board, sub-committees, and individual directors.

13. Reviews and revises the company's board charter at least once a year.

14. The board may delegate one or more directors or other persons to act on behalf of the board within the control of the board or may delegate authority as the board deems appropriate and for a period the board considers appropriate. The board may cancel, revoke, change, or amend such delegation as deemed appropriate.

Reference link for the charter

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Audit Committee

Role

- Other
 - Review the financial report.
 - Review the internal control system and the internal audit system.
 - Consider related party transactions or transactions that may involve conflicts of interest.

Scope of authorities, role, and duties

1. Review to ensure the company's financial reporting is accurate and sufficient.
2. Review to ensure the company has appropriate and effective internal control (Internal Control) and internal audit (Internal Audit) systems, consider the independence of the internal audit unit, and endorse the appointment, transfer, or dismissal of the head of the internal audit unit or any other units responsible for internal audits.
3. Review the company's compliance with securities and stock market laws, regulations of the Stock Exchange, and laws related to the company's business.
4. Consider, select, propose the appointment of, and suggest remuneration for, an independent person to act as the company's auditor, and attend meetings with the auditor at least once a year without the presence of management.
5. Consider related-party transactions or transactions that may have conflicts of interest to ensure compliance with laws and stock market regulations, to ensure that such transactions are reasonable and in the best interest of the company.
6. Prepare an audit committee report to be disclosed in the company's annual report, signed by the chairman of the audit committee, containing at least the following information:
 - (a) Opinion on the accuracy, completeness, and reliability of the company's financial reports.
 - (b) Opinion on the adequacy of the company's internal control system.
 - (c) Opinion on compliance with laws related to securities and the stock market, regulations of the Stock Exchange, or laws related to the company's business.
 - (d) Opinion on the suitability of the auditor.
 - (e) Opinion on transactions that may have conflicts of interest.
 - (f) Number of audit committee meetings and attendance of each committee member.
 - (g) General observations or remarks received from performing duties according to the Charter.
 - (h) Other matters deemed important for shareholders and general investors to know, within the scope of duties and responsibilities assigned by the company's board of directors.
7. Perform any other tasks assigned by the company's board of directors with the approval of the audit committee.

Reference link for the charter

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Information on each subcommittee

List of audit committee

List of directors	Position	Appointment date of audit committee member	Skills and expertise
<p>1. Mr. PONGSAK VACHIRASAKPANICH</p> <p>Gender: Male</p> <p>Age : 57 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Law</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : No</p>	<p>Chairman of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Existing director</p>	8 Oct 2022	Law
<p>2. Mr. VORAPHOT CHANYAKOMOL</p> <p>Gender: Male</p> <p>Age : 57 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Finance</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : No</p>	<p>Member of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Existing director</p>	8 Oct 2022	Finance
<p>3. Mr. BANYAT SUKPRAPRUTI</p> <p>Gender: Male</p> <p>Age : 58 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Innovation and technology</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : No</p>	<p>Member of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Newly appointed director to replace the ex-director</p>	28 Feb 2024	Engineering

Additional explanation :

() Directors with expertise in accounting information review*

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

List of directors	Position	Date of resignation / termination	Replacement committee member
1. Mr. NATTAPOL PEEKANONE Gender: Male Age : 56 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : No	Member of the audit committee (Non-executive directors, Independent director)	1 Feb 2024	-

Additional explanation :

() Directors with expertise in accounting information review*

List of executive committee members

List of committee members	Position	Appointment date of executive committee member
<p>1. Mr. SAKOL TANGKOSKUL Gender: Male Age : 58 years Highest level of education : Master's degree Study field of the highest level of education : Finance Thai nationality : Yes Residence in Thailand : Yes</p>	Chairman of the executive committee	28 Feb 2023
<p>2. Mr. VAURAPONG TANGKOSKUL Gender: Male Age : 56 years Highest level of education : Bachelor's degree Study field of the highest level of education : Wood Furniture Design Thai nationality : Yes Residence in Thailand : Yes</p>	Vice-chairman of the executive committee	28 Feb 2023
<p>3. Mr. Pairat Trimurati Gender: Male Age : 55 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes</p>	Member of the executive committee	28 Feb 2024
<p>4. Mr. Anantachai Hamontri Gender: Male Age : 49 years Highest level of education : Bachelor's degree Study field of the highest level of education : Computer Science Thai nationality : Yes Residence in Thailand : Yes</p>	Member of the executive committee	28 Feb 2023
<p>5. Ms. Woraporn Natesuebsai Gender: Female Age : 49 years Highest level of education : Bachelor's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes</p>	Member of the executive committee	28 Feb 2023
<p>6. Ms. Sasithorn Pirun Gender: Female Age : 50 years Highest level of education : Master's degree Study field of the highest level of education : Management Thai nationality : Yes Residence in Thailand : Yes</p>	Member of the executive committee	28 Feb 2023

Information on the executives

Information on the executives

List and positions of the executive

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

List of executives	Position	First appointment date	Skills and expertise
<p>1. Mr. SAKOL TANGKOSKUL Gender: Male Age : 58 years Highest level of education : Master's degree Study field of the highest level of education : Finance Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	<p>Chief Executive Officer (The highest-ranking executive)</p>	28 Feb 2023	Accounting, Finance
<p>2. Mr. VAURAPONG TANGKOSKUL Gender: Male Age : 56 years Highest level of education : Bachelor's degree Study field of the highest level of education : Wood Furniture Design Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	<p>Senior Deputy Managing Director</p>	28 Feb 2023	Design
<p>3. Mr. Pairat Trimurati^(*) Gender: Male Age : 55 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : Yes Accounting supervisor : Yes</p>	<p>Assistant Managing Director - Accounting and Finance</p>	26 Jan 2024	Accounting, Finance
<p>4. Mr. Anantachai Hamontri Gender: Male Age : 49 years Highest level of education : Bachelor's degree Study field of the highest level of education : Computer Science Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	<p>Assistant Managing Director - Support</p>	28 Feb 2023	Information & Communication Technology

List of executives	Position	First appointment date	Skills and expertise
5. Ms. Woraporn Natesuebsai Gender: Female Age : 49 years Highest level of education : Bachelor's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Assistant Managing Director - Marketing	28 Feb 2023	Business Administration
6. Ms. Sasithorn Pirun Gender: Female Age : 50 years Highest level of education : Master's degree Study field of the highest level of education : Management Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Assistant Managing Director - Operations	11 Aug 2023	Transportation & Logistics

Additional Explanation :

() Highest responsibility in corporate accounting and finance*

*(**) Accounting supervisor*

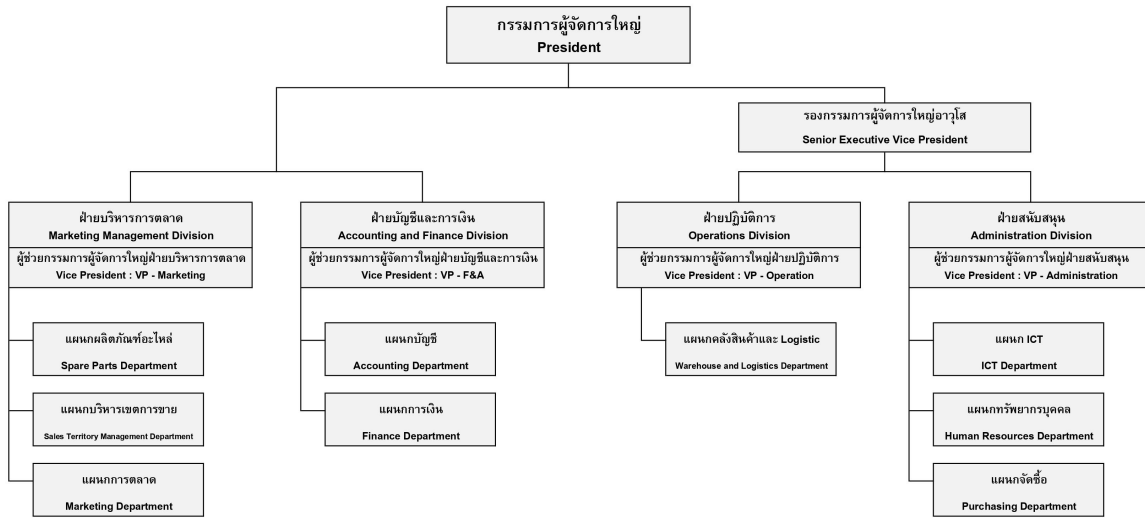
*(***) Appointed after the fiscal year end of the reporting year*

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

Organization structure of the highest-ranking executive and the : 31 Dec 2024
 next four executives as of date

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

โครงสร้างผู้บริหาร Executive Structure



Remuneration policy for executive directors and executives

The company board is responsible for determining the remuneration for the Managing Director, considering the responsibilities, accountability, performance against set goals, and the overall performance of the company. The remuneration must be comparable to companies in the same industry and sufficient to retain executives with the qualifications desired by the company, as well as motivate high-quality and good standard performance.

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

Remuneration of executive directors and executives

Monetary remuneration of executive directors and executives

	2022	2023	2024
Total remuneration of executive directors and executives (baht)	4,567,476.00	5,301,156.00	5,648,268.00
Total remuneration of executive directors (baht)	2,799,252.00	2,799,252.00	2,799,252.00
Total remuneration of executives (baht)	1,768,224.00	2,501,904.00	2,849,016.00

Other remunerations of executive directors and executives

	2022	2023	2024
Company's contribution to provident fund for executive directors and executives (Baht)	78,658.00	94,884.00	112,992.00

	2022	2023	2024
Employee Stock Ownership Plan (ESOP)	No	No	No
Employee Joint Investment Program (EJIP)	No	No	No

Outstanding remuneration or benefits of executive directors and executives

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

Estimated remuneration of executive directors and executives : 0.00
in the current year

Other significant information

Other significant information

Assigned person

List of persons assigned for accounting oversight

General information	Email	Telephone number
1. Mr. Pairat Trimurati	pairat.tr@sclmotorpart.com	-

List of the company secretary

General information	Email	Telephone number
1. Ms. Julia-jan Pravitra	julia-jan.pr@sclmotorpart.com	-

List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Ms. Wanvimol Jongsureeyapas	wanvimol.jo@plgroup.co.th	-

Head of investor relations

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

List of the head of investor relations

General information	Email	Telephone number
1. Mr. Vaurapong Tangkoskul	info@sclmotorpart.com	-

Company's auditor

Details of the company's auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
EY OFFICE LIMITED 33RD FLOOR, LAKE RAJADA OFFICE COMPLEX, 193/136-137 RAJADAPISEK ROAD KHLONG TOEI KHLONG TOEI Bangkok 10110 Telephone +66 2264 9090	2,000,000.00	-	1. Ms. WATOO KAYANKANNAVEE Email: watoo.kayankannavee@th.ey.com License number: 5423

Assigned personnel in case of a foreign company

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

Performance Report on Corporate Governance

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

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

The Board of Directors of the company takes full responsibility for the consolidated financial statements of the company and its subsidiaries. These financial statements are prepared in accordance with generally accepted accounting standards, adhering to appropriate and consistent accounting policies. Prudence and best estimates are exercised in the preparation process, with sufficient disclosure of significant information in the notes to the financial statements.

The Board has established and maintained an effective internal control system to ensure reasonable accuracy, completeness, and adequacy of accounting records that safeguard the company's assets.

To this end, the Board has appointed an Audit Committee consisting of independent directors to assist in reviewing the quality of the financial reports and the internal control systems. The opinions of the Audit Committee on these matters are included in the Audit Committee's report, which is published in this annual report.

The Board of Directors believes that the company's overall internal control system is adequate and appropriate, providing reasonable assurance on the accuracy and reliability of the consolidated financial statements of the company and its subsidiaries as of December 31, 2024.

Mr.Sukdee Chongmankhong
Chairman of the Board of Directors

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

Information about the selection of the board of directors

List of directors whose terms have ended and have been reappointed

List of directors	Position	First appointment date of director	Skills and expertise
Mr. SAKOL TANGKOSKUL	Vice-chairman of the Board of Directors	15 Jul 1988	Accounting, Finance
Mr. VORAPHOT CHANYAKOMOL	Director	8 Oct 2022	Finance
Mrs. CHADAPIM UDOMSORAYUTH	Director	8 Oct 2022	Information & Communication Technology

List of newly appointed director to replace the ex-director

List of directors	Position	First appointment date of director	Skills and expertise
Mr. BANYAT SUKPRAPRUTI	Director	28 Feb 2024	Engineering

Selection of independent directors

Criteria for selecting independent directors

The company's Board will jointly consider the qualifications of individuals to hold the position of independent directors. Independent directors must fully meet the qualifications according to Section 68 of the Public Limited Companies Act and the Notification of the Securities and Exchange Commission No. TorJor. 39/2016 regarding the Application for and Approval to Offer Newly Issued Shares (including amendments) without contravening Section 89/3 of the Securities and Exchange Act 1992 and must not have any disqualifying characteristics according to the Notification of the Securities and Exchange Commission No. KorJor. 8/2010 on the Characteristics of Untrustworthiness of Directors and

Executives of the Company (including amendments) as well as relevant laws, and/or regulations. Additionally, the company's Board will consider selecting independent directors from qualified individuals with relevant work experience and other appropriate aspects to appoint as the company's directors.

The company has a policy to appoint independent directors to be at least one-third of the total number of directors but not less than three persons. As of June 30, 2023, the company's Board consisted of four independent directors out of a total of seven directors, which is not less than one-third of the total number of directors. The qualifications of the company's independent directors can be summarized as follows:

1. Holding no more than 1% of the total voting shares of the company, its parent company, subsidiaries, associate companies, major shareholders, or controlling persons of the company, including shares held by the related persons of such audit committee members.

2. Not being or having been a director participating in management, manage an employee, a salaried consultant, or having control over the company, its parent company, subsidiaries, associate companies, subsidiaries at the same level, major shareholders, or controlling persons of the company, unless having ceased to possess such characteristics for no less than two years before holding the position.

3. Not being a person related by blood or legal registration as father, mother, spouse, sibling, and child, including the spouse of the child, to other directors, executives, major shareholders, controlling persons, or individuals proposed to be directors, executives, or controlling persons of the company or its subsidiaries.

4. Not having or having had a business relationship with the company, its parent company, subsidiaries, associate companies, major shareholders, or controlling persons of the company in a manner that may interfere with the independent judgment, including not being or having been a significant shareholder or controlling person of a business entity having a business relationship with the company, its parent company, subsidiaries, associate companies, major shareholders, or controlling persons of the company, unless having ceased to possess such characteristics for no less than two years before holding the position.

5. Not being or having been an auditor of the company, its parent company, subsidiaries, associate companies, major shareholders, or controlling persons of the company, and not being a significant shareholder, controlling person, or partner of the audit firm where the auditors of the company, its parent company, subsidiaries, associate companies, major shareholders, or controlling persons of the company belong, unless having ceased to possess such characteristics for no less than two years before holding the position.

6. Has not been or was a professional service provider including legal or financial consultant who received fees exceeding 2 million baht per year from the company, its parent company, subsidiaries, associate companies, major shareholders, or any controlling person of the company, and is not a significant shareholder, a controlling person, or a partner of the professional service provider, unless having ceased to possess such characteristics for no less than 2 years before holding the position.

7. Is not a director appointed to represent directors of the company, major shareholders, or shareholders who are related to major shareholders.

8. Does not engage in a business that is of the same nature as and is in major competition with the company or its subsidiaries, or is not a significant partner in a partnership, or is not involved in the management, manage an employee, a salaried consultant, or holds more than 1% of the total voting shares of another company that engages in a business that is of the same nature as and is in major competition with the company or its subsidiaries.

9. Does not possess any other characteristic that prevents giving an independent opinion regarding the company's operations.

Business or professional relationships of independent directors over the past year

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

Selection of directors and the highest-ranking executive

Method for selecting directors and the highest-ranking executive

Method for selecting persons to be appointed as directors : No
through the nomination committee

Method for selecting persons to be appointed as the highest- : No
ranking executive through the nomination committee

Number of directors from major shareholders

Number of directors from each group of major shareholders : 3
over the past year (persons)

Rights of minority shareholders on director appointment

Minority shareholders can nominate individuals for election as company directors. Shareholders are provided an opportunity to propose candidates for consideration during the Annual General Meeting of Shareholders, following the criteria set by the company. The shareholders' meeting will select directors by majority vote of those present and voting, according to the company's rules and procedures as outlined below:

1. Each shareholder has votes equivalent to the number of shares they hold.
2. Shareholders may use their votes to elect one or multiple individuals as directors. In cases where multiple individuals are elected, votes cannot be distributed among candidates.
3. Individuals receiving the highest votes in descending order will be elected as directors until the number of required directors is fulfilled. In case of a tie where the number of directors exceeds the required positions, the Chairman will cast the deciding vote.

Method of director appointment : Method by which shareholders can divide their votes among candidates in accordance with the Public Limited Companies Act (Cumulative voting), Method whereby each director requires approval votes more than half of the votes of attending shareholders and casting votes

Information on the development of directors

Development of directors over the past year

Details of the development of directors over the past year

List of directors	Participation in training in the past financial year	History of training participation
1. Mr. SUKDEE CHONGMANKHONG (Chairman of the Board of Directors)	Non-participating	-
2. Mr. SAKOL TANGKOSKUL (Vice-chairman of the Board of Directors)	Non-participating	-
3. Mr. VAURAPONG TANGKOSKUL (Director)	Non-participating	-
4. Mr. PONGSAK VACHIRASAKPANICH (Director)	Non-participating	-
5. Mr. VORAPHOT CHANYAKOMOL (Director)	Non-participating	-
6. Mrs. CHADAPIM UDOMSORAYUTH (Director)	Non-participating	-
7. Mr. BANYAT SUKPRAPRUTI (Director)	Non-participating	-
8. Mr. NATTAPOL PEEKANONE (Director)	Non-participating	-

Information on the evaluation of duty performance of directors

Criteria for evaluating the duty performance of the board of directors

According to good corporate governance principles, the Board of Directors conducts an evaluation of its performance at least once a year. This allows the Board to review its past year's performance, address key issues and obstacles, and improve its operational efficiency. The criteria for the Board's performance evaluation are as follows:

1. Structure and qualifications of the Board of Directors
2. Roles, duties, and responsibilities of the Board
3. Board meetings
4. Dynamics in the Board's performance of duties
5. Relationship with management
6. Development of Board members

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

Overall Evaluation of the Board's Performance

- The evaluation result is fairly good.
- There has been a comprehensive discussion on relevant matters, with each Board member providing recommendations for business operations while consistently considering internal control measures.

Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : No

Information on meeting attendance and remuneration payment to each board member

Meeting attendance and remuneration payment to each board member

Meeting attendance of the board of directors

Meeting attendance of the board of directors

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

Date of AGM meeting : 24 Apr 2024

EGM meeting : No

Details of the board of directors' meeting attendance

List of directors	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
1. Mr. SUKDEE CHONGMANKHONG (Chairman of the Board of Directors, Independent director)	4	/	4	1	/	1	N/A	/	N/A
2. Mr. SAKOL TANGKOSKUL (Vice-chairman of the Board of Directors)	4	/	4	1	/	1	N/A	/	N/A
3. Mr. VAURAPONG TANGKOSKUL (Director)	4	/	4	1	/	1	N/A	/	N/A
4. Mr. PONGSAK VACHIRASAKPANICH (Director, Independent director)	4	/	4	0	/	0	N/A	/	N/A
5. Mr. VORAPHOT CHANYAKOMOL (Director, Independent director)	4	/	4	1	/	1	N/A	/	N/A
6. Mrs. CHADAPIM UDOMSORAYUTH (Director)	4	/	4	1	/	1	N/A	/	N/A
7. Mr. BANYAT SUKPRAPRUTI (Director, Independent director)	3	/	3	1	/	1	N/A	/	N/A

List of directors	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
8. Mr. NATTAPOL PEEKANONE (Director, Independent director)	0	/	0	0	/	0	N/A	/	N/A

Remuneration of the board of directors

Types of remuneration of the board of directors

The Board of Directors considered determining the remuneration for the Board based on their responsibilities and performance. Comparative data was referenced from other companies in the same industry with similar size and business characteristics, as well as the survey on directors' remuneration conducted by the Thai Institute of Directors Association.

Remuneration of the board of directors

Details of the remuneration of each director over the past year

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
1. Mr. SUKDEE CHONGMANKHONG (Chairman of the Board of Directors)			80,000.00		0.00
Board of Directors	80,000.00	0.00	80,000.00	No	
2. Mr. SAKOL TANGKOSKUL (Vice-chairman of the Board of Directors)			0.00		0.00
Board of Directors	0.00	0.00	0.00	No	
Executive Committee	0.00	0.00	0.00	No	
3. Mr. VAURAPONG TANGKOSKUL (Director)			0.00		0.00
Board of Directors	0.00	0.00	0.00	No	
Executive Committee	0.00	0.00	0.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
4. Mr. PONGSAK VACHIRASAKPANICH (Director)			100,000.00		0.00
Board of Directors	40,000.00	0.00	40,000.00	No	
Audit Committee	60,000.00	0.00	60,000.00	No	
5. Mr. VORAPHOT CHANYAKOMOL (Director)			80,000.00		0.00
Board of Directors	40,000.00	0.00	40,000.00	No	
Audit Committee	40,000.00	0.00	40,000.00	No	
6. Mrs. CHADAPIM UDOMSORAYUTH (Director)			40,000.00		0.00
Board of Directors	40,000.00	0.00	40,000.00	No	
7. Mr. BANYAT SUKPRAPRUTI (Director)			60,000.00		0.00
Board of Directors	30,000.00	0.00	30,000.00	-	
Audit Committee	30,000.00	0.00	30,000.00	-	
8. Mr. Pairat Trimurati (Member of the executive committee)			0.00		0.00
Executive Committee	0.00	0.00	0.00	No	
9. Mr. Anantachai Hamontri (Member of the executive committee)			0.00		0.00
Executive Committee	0.00	0.00	0.00	No	
10. Ms. Woraporn Natesuebsai (Member of the executive committee)			0.00		0.00

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Executive Committee	0.00	0.00	0.00	No	
11. Ms. Sasithorn Pirun (Member of the executive committee)			0.00		0.00
Executive Committee	0.00	0.00	0.00	No	
12. Mr. NATTAPOL PEEKANONE (Director)			0.00		0.00
Board of Directors	0.00	0.00	0.00	No	
Audit Committee	0.00	0.00	0.00	No	

Summary of the remuneration of each committee over the past year

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
1. Board of Directors	230,000.00	0.00	230,000.00
2. Audit Committee	130,000.00	0.00	130,000.00
3. Executive Committee	0.00	0.00	0.00

Summary of the remuneration of the board of directors

	2024
Meeting allowance (Baht)	360,000.00
Other monetary remuneration (Baht)	0.00
Total (Baht)	360,000.00

Remunerations or benefits pending payment to the board of directors

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

Information on corporate governance of subsidiaries and associated companies

Corporate governance of subsidiaries and associated companies

Mechanism for overseeing subsidiaries and associated companies

Does the Company have subsidiaries and associated companies	:	No
Mechanism for overseeing subsidiaries and associated companies	:	Yes
Mechanism for overseeing management and taking responsibility for operations in subsidiaries and associated companies approved by the board of directors	:	The appointment of representatives as directors, executives, or controlling persons in proportion to shareholding, The determination of the scope of duties and responsibilities of directors and executives as company representatives in establishing important policies, Disclosure of financial condition and operating results, Transactions between the company and related parties, Internal control system of the subsidiary operating the core business is appropriate and sufficient in the subsidiary operating the core business

The company has established a policy for the supervision and management of operations in subsidiaries and joint ventures with the objective to set operational standards. This enables the company to supervise and manage the operations of subsidiaries and joint ventures effectively, including monitoring to ensure compliance with the company's policies as well as applicable laws, regulations, announcements, and government orders. This is to safeguard the investment interests in said subsidiaries and/or joint ventures. The details are as follows:

1. The company will appoint representatives as directors in subsidiaries and/or joint ventures in proportion to its shareholding in each company to ensure that the subsidiaries and/or joint ventures operate correctly and in alignment with the company's policies. However, the appointment of representatives of the company as directors in each subsidiary and/or joint venture must be considered and approved by the company's executive board meeting, taking into account the suitability of each company.
2. The company must regularly receive reports on strategy, business plans, investment plans, budgets, and operational results from subsidiaries and/or joint.
3. The company has a policy to ensure that subsidiaries and/or joint ventures have an appropriate, effective, and sufficient internal control system to prevent potential fraud. Additionally, subsidiaries and/or joint ventures must have a mechanism for inspecting the operational systems, allowing internal audit access to information and reporting the results of such inspections to the directors and executives of the company. This ensures that subsidiaries and/or joint ventures comply with a proper internal control system.
4. Directors and/or executives of subsidiaries and/or joint ventures must not participate in the approval of matters in which they have a direct or indirect interest or conflict of interest. Actions that result in directors, executives, or related persons of subsidiaries and/or joint ventures gaining any benefit, or causing damage to the subsidiaries and/or joint ventures in such transactions, are considered to have a conflict of interest.

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

The monitoring of compliance with corporate governance policy and guidelines

Prevention of conflicts of interest

Operations for conflict of interest prevention over the past year

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

Prevention of Conflicts of Interest

1) Directors, executives, and employees of the company and/or subsidiaries must always check whether they have any interest or conflict of interest in their duties. They should avoid any actions that could lead to a conflict of interest with the company and/or its subsidiaries. In cases where transactions of such nature are necessary, they must be conducted as if they were with an external party (Arm's Length Basis) and strictly follow the company's related party transactions policy.

2) If directors, executives, and employees of the company and/or subsidiaries find themselves in a conflict of interest, they must refrain from those duties. Employees must report such conflict of interests to their immediate supervisors, while directors and/or executives must report their conflict of interests using the conflict of interest report form, to be collected by the company secretary for notification to the chairman of the board and the chairman of the audit committee.

3) Directors must not engage in business that is in direct competition with the company's business, nor serve as directors in other companies that compete with the company's business, whether for personal benefit or the benefit of others, unless such interests have been disclosed to the shareholders before their appointment.

4) Directors must not use opportunities or insider information of the company for personal gain or for the benefit of others.

5) Directors and executives of the company must not participate in meetings on agendas where they have a conflict of interest or in transactions that may cause a conflict of interest with the company and/or its subsidiaries.

6) Directors and executives of the company are required to submit an annual conflict of interest report or whenever there is a change in information, to be collected by the company secretary for notification to the chairman of the board and the chairman of the audit committee.

Number of cases or issues related to conflict of interest

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

Prevention of the use of inside information to seek benefits

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

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

Policy on Internal Data Retention and Prevention of Misuse

1) The company has defined a hierarchy of the importance of insider information, with critical information to be cared for and stored using specified methods. This information may be classified into several levels of importance, such as information that can be disclosed, information being prepared for disclosure, and information that must not be disclosed. The use of insider information must only be within the scope of duties and responsibilities assigned.

2) The company must keep customer and commercial information confidential and not disclose customer information to employees or unrelated external parties, except as required by law or approved by the company's board of directors and/or executive board for public disclosure.

3) In cases where individuals who have previously worked with competitors or the government are hired, the company must review any existing confidentiality agreements those individuals have with competitors or the government and must not act in a way that would cause those individuals to breach those agreements, potentially leading to litigation.

4) The disclosure of insider information to the public must be approved by the managing director, who may disclose the information to the public themselves in cases where the information is of significant importance, or may delegate the responsibility to another department. Additionally, the company has established an investor relations department to coordinate and provide information to the public.

5) Company personnel shall not respond to inquiries or express opinions to external parties unless assigned or authorized to respond to such inquiries.

6) Directors, executives, employees, and contractors of the company and its subsidiaries, including their spouses and minor children, are prohibited from using insider information of the company and its subsidiaries that could affect the price of the company's securities before such information is disclosed to the public. This includes direct or indirect buying, selling, offering to buy, or offering to sell the company's securities. Violations will be subject to disciplinary actions by the company and its subsidiaries.

7) Directors, executives, and employees of the company and its subsidiaries who are privy to insider information are prohibited from disclosing such information to external parties or individuals not involved in the matter. Directors and executives, including their spouses and minor children, are prohibited from trading the company's shares during the one month period before the company publishes its financial statements or discloses other significant information to the public.

8) Directors and executives, including those in accounting or financial management positions at the manager level or equivalent, are required to personally conduct, and ensure their spouses or cohabiting partners and minor children, as well as legal entities where directors, executives, and their spouses or cohabiting partners and minor children collectively hold more than 30% of the total voting rights and constitute the majority shareholding, to prepare, disclose, and submit reports on changes in securities holdings and forward contracts to the Securities and Exchange

Office (SEC) according to the regulations set forth in the Securities and Exchange Act. A copy of this report must also be provided to the company secretary on the same day it is submitted to the SEC, following the specified format and submission timeframe to the SEC as follows:

a) In cases where names are not yet listed in the SEC's information system:

- The company must notify the names of directors and executives to be entered into the SEC's database of directors and executives of companies issuing securities according to the method specified in the SEC's announcement on the format and method of notifying or changing information of directors and executives.

- Directors and executives, including those in accounting or financial management positions at the manager level or equivalent, are required to report buying, selling, transferring, or receiving transfers of securities or forward contracts within 7 business days from the date of such transactions.

(b) In cases where names are listed in the SEC's information system:

- Directors and executives, including those in accounting or financial management positions at the manager level or equivalent, are required to report buying, selling, transferring, or receiving transfers of securities or forward contracts within 3 business days from the date of such transactions.

The company will educate directors and executives, including those in accounting or financial management positions at the manager level or equivalent, as well as the company's auditors, about their duties to report securities holdings and changes in securities holdings and forward contracts, personally, their spouses or cohabiting partners, and minor children, as well as legal entities where directors, subcommittee directors, and executives, their spouses or cohabiting partners, and minor children collectively hold more than 30% of the total voting rights, and where such collective shareholding constitutes the majority in the legal entity, to the SEC according to the regulations set forth in the Securities and Exchange Act.

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

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

Anti-corruption action

Operations in anti-corruption in the past year

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

Form of operations in anti-corruption : Review of appropriateness in anti-corruption, Assessment and identification of corruption risk, Communication and training for employees on anti-corruption policy and guidelines

Political Contributions

The company has a policy not to assist politically, whether directly or indirectly, or to engage in favoritism towards any political parties or political groups. The company's practices regarding political assistance are as follows:

1) The company has a policy not to assist politically, favor political parties or politicians, and not to financially or materially support political parties, politicians, or political candidates in any way, whether directly or indirectly.

2) The company's personnel have the freedom to participate in political activities under the constitution, but they must not claim to be employees or use the company's assets, equipment, or tools for political activities or actions that might create an impression that the company is involved or supports such activities.

Charitable Donations and Sponsorships

The company has a policy to control and oversee charitable donations and various forms of sponsorships to ensure that these activities do not become a conduit for corruption. This is done by establishing clear procedures and controls, along with a review and monitoring process, to ensure that charitable donations and sponsorships are transparent, comply with the company's regulations, and are lawful. The company's practices regarding charitable donations and sponsorships are as follows:

1) Donations and sponsorships must be conducted in the name of the company only, ensuring that donations

and sponsorships are not used as a pretext for bribery and are conducted transparently, specifying the recipient's name and demonstrating that the activity genuinely benefits society.

2) Company personnel wishing the company to participate in charitable donations or sponsorships must submit a request form specifying the amount, recipient's name, and purpose of the donation or sponsorship, along with supporting documents, for approval by the authorized person within the company, and submit evidence or receipts for complete verification.

3) The company follows up and reviews to ensure that charitable donations or sponsorships are not conducted for corrupt purposes, as part of the governance and internal audit process.

Gifts, Hospitality, and Other Expenses

The company has a policy prohibiting its personnel from demanding, accepting, offering, or promising any property, valuable items, or other benefits to customers, business partners, or related business individuals to induce action or inaction in business dealings, except in cases of customary gift-giving. The company's practices regarding gifts, hospitality, and other expenses are as follows:

1) Company personnel are prohibited from demanding, accepting, offering, or promising any property, valuable items, or other benefits from customers, business partners, and/or related business individuals, either personally or for someone else, which may affect their impartial business decision-making, leading to bias or conflict of interest.

2) The acceptance or offering must not lead to any advantage through inappropriate actions or be a clear or concealed exchange for assistance or reciprocal benefits, compromising business agreement standards and affecting business decisions. Company gifts should be given in the company's name, not personally, and may be branded with the company's logo, appropriate for the occasion or situation.

3) Company personnel must not accept gifts or compensation that exceed what is reasonable, derived from their normal job duties. However, personnel can accept gifts, hospitality, and/or other expenses if they are customary for the season or practice.

4) The company will inform its personnel about the company's practices regarding gifts, hospitality, and other expenses.

5) The company will communicate or inform its customers, business partners, or related business individuals about the company's policy and practices regarding gifts, hospitality, and other expenses through communication channels, documents, or brochures promoting the company's activities.

Facilitation Payments

The company does not have a policy to make facilitation payments in any form, either directly or indirectly. The company will not undertake any actions, nor will it accept any actions, in exchange for facilitation in conducting business operations. The company's practices are as follows:

1) Company personnel are prohibited from offering, soliciting, or accepting facilitation payments, property, or any other benefits to or from public officials to motivate them to perform, not perform, or delay performing actions that affect the company's business operations.

2) Interactions with the public sector must be conducted transparently and comply strictly with relevant laws.

Employment of Public Officials / State Employees

Hiring public officials or state employees increases the risk of corruption and bribery due to potential conflicts of interest, possibly compromising the neutrality of public officials' duties for the ultimate benefit of the state. To prevent such situations, the company has a policy not to employ public officials or state employees.

Number of cases or issues related to corruption

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

Whistleblowing

Operations related to whistleblowing over the past year

Has the company implemented whistleblowing procedures : Yes
over the past year

To ensure fair and equal treatment of all stakeholders according to the principles of good corporate governance, the company has established channels for whistleblowing or complaints indicating that stakeholders are affected or at risk of being affected, which could lead to damage to all stakeholder groups from the company's operations or from the conduct of the company's directors, executives, employees, or workers concerning illegal activities, ethical and business integrity, or behaviors indicating corruption, unequal treatment, or careless and imprudent actions. The whistleblowing or complaint about misconduct can be reported as follows:

Whistleblowers or complainants must clearly provide their name, address, and contact number, including the name of the individual involved in the misconduct and the event of misconduct with credible information and evidence (if any), through the following channels:

By post

The Audit Committee Chairperson, S.C.L. Motor Part Pub Co.,Ltd., 58-60-62-64 Chaloe Khet 3 Road, Wat Thepsirin, Pom Prap Sattru Phai District, Bangkok 10100

By email

To The Audit Committee at Sclauditcommittee@sclmotorpart.com

Through the company's website at

<https://www.sclmotorpart.com/Channels for Reporting Clues and Complaints>

Number of cases or issues related to whistleblowing

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

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

Meeting attendance of audit committee

Meeting attendance of audit committee (times) : 4

List of Directors	Meeting attendance of audit committee		
	Meeting attendance (times)	/	Meeting attendance rights (times)
1 Mr. PONGSAK VACHIRASAKPANICH (Chairman of the audit committee)	4	/	4
2 Mr. VORAPHOT CHANYAKOMOL (Member of the audit committee)	4	/	4
3 Mr. BANYAT SUKPRAPRUTI (Member of the audit committee)	4	/	4
4 Mr. NATTAPOL PEEKANONE (Member of the audit committee)	0	/	0

The results of duty performance of the audit committee

The Audit Committee of SCL Motor Parts Public Company Limited is composed of three independent directors, with Mr. Phongsak Wachirasakpanich serving as the Chairman of the Audit Committee, and Mr. Worapoj Chankomol and Mr. Natthaphon Peekanont as committee members. All three members are qualified professionals with experience in management, accounting, finance, economics, and internal auditing. They are well-equipped to review the reliability of the company's financial statements in compliance with the requirements of the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand (SET). The Audit Committee operates within the scope and responsibilities assigned by the Board of Directors, as outlined in the Audit Committee Charter and the company's policies, which align with the regulations of the SEC and SET. Their role emphasizes adherence to good corporate governance principles, compliance with laws and regulations, and ensuring continuous operations in alignment with the company's objectives.

In 2024, the Audit Committee held four meetings, with all three members in attendance. These meetings involved discussions with the management team, internal auditors, and external auditors on relevant matters, and the outcomes were reported to the Board of Directors. Key points from their work include:

1. **Review of Financial Reports** The Audit Committee reviewed both the quarterly and annual financial reports of the company and its subsidiaries, prepared in accordance with Thai Financial Reporting Standards. Joint discussions with external auditors and accounting and finance executives were conducted to evaluate the accuracy, completeness, and reliability of the financial reports. They also assessed the adequacy of financial disclosures, the appropriateness of accounting policies, and the compliance with financial reporting standards to ensure usefulness for financial statement users. The external auditor confirmed that their tasks were carried out independently and without any obstacles or limitations. They also issued an unqualified opinion on the company's financial statements for the year 2024.

2. **Assessment and Review of Internal Control System** The Audit Committee has reviewed the adequacy of internal control from the assessment of internal control system adequacy prepared by management, according to the assessment form of internal control system adequacy by the Securities and Exchange Commission Office (SEC). It was found that the company has an organizational structure that considers the separation of duties in key departments, good corporate governance policy, supervision of operations according to standards, processes for supervising digital assets, and a sufficiently stringent internal control system. A business plan or investment policy is set, along with measures and mechanisms for close monitoring. From the review of internal controls conducted by the internal audit unit, the Audit Committee believes that the company's internal control system is appropriate, effective, and sufficient for the company's business operations, without any significant issues or deficiencies that could impact the achievement of the company's objectives and goals. Moreover, management has continuously improved and adjusted according to the suggestions of the Audit Committee, the auditor, and the internal audit unit.

3. **Review of Related Party Transactions** The Audit Committee has reviewed the appropriateness of practices in entering into transactions that qualify as related party transactions or transactions that may have a conflict of interest, as well as reviewing the correct, complete, and sufficient disclosure of information according to laws and regulations of the Capital Market Supervisory Board and the Stock Exchange of Thailand, to ensure that the transactions were conducted according to general commercial terms, fair, reasonable, and without the transfer of benefits, and that information disclosure was complete, sufficient, correct, and timely, adhering to good corporate governance policy and announcements by the Stock Exchange of Thailand and related Capital Market Supervisory Board announcements.

4. **Supervision of Internal Audit Work** The Audit Committee has supervised the internal audit unit, covering the scope of work, responsibilities, independence in operation, and staffing, by reviewing and providing opinions on the annual audit plan, setting the internal audit quality development plan, and developing the knowledge, skills, and expertise of personnel in the internal audit unit. The Audit Committee believes that the internal audit department's operations are independent, effective, and satisfactory.

5. **Consideration, Selection, and Nomination of Auditors** The Audit Committee considered and selected auditors based on their performance, independence, qualifications, knowledge and skills, experience in auditing businesses, the results of the review of the quality control system of the audit firm to which the auditor belongs, and the results of the financial audits of the company in the past year, as well as considering the audit fee. The Audit Committee then proposed to the company's board of directors to nominate EY Office Limited for appointment as the company's auditor for the year 2024. The proposed auditor is approved by the Securities and Exchange Commission (SEC) as an auditor in the capital market.

6. **Overseeing of Compliance with Laws, Regulations, and Policies** The Audit Committee reviewed and monitored the company's operations to ensure compliance with the rules and regulations of the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand (SET), as well as other laws or regulations related to the company's operations, to ensure that the company fully complied with such rules and regulations.

In summary, the Audit Committee has fully performed its duties assigned and outlined in the Audit Committee charter, utilizing their knowledge and skills with careful independence, and expressing straightforward opinions for the utmost benefit of the company. The Audit Committee regularly reviews the Audit Committee charter every year to ensure its appropriateness and coverage of related requirements and regulations, thereby ensuring the

effectiveness and efficiency of the Audit Committee’s performance in the year 2024, as per the objectives of the Board of Directors.

Mr. Pongsak Vachirasakpanich
Chairman of the Audit Committee

Information on summary of the results of duty performance of subcommittees

Meeting attendance and the results of duty performance of subcommittees

Meeting attendance Executive Committee

Meeting Executive Committee (times) : 12

List of Directors	Meeting attendance Executive Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. SAKOL TANGKOSKUL (Chairman of the executive committee)	12	/	12
2 Mr. VAURAPONG TANGKOSKUL (Vice-chairman of the executive committee)	12	/	12
3 Mr. Pairat Trimurati (Member of the executive committee)	12	/	12
4 Mr. Anantachai Hamontri (Member of the executive committee)	12	/	12
5 Ms. Woraporn Natesuebsai (Member of the executive committee)	12	/	12
6 Ms. Sasithorn Pirun (Member of the executive committee)	12	/	12

The results of duty performance of Executive Committee

In 2024, the Executive Committee performed its duties within the scope of responsibilities outlined in the Executive Committee Charter, as approved by the Board of Directors. A total of 14 meetings were held, during which significant matters were considered and summarized as follows:

1. Reviewed the company’s operational plans and budget for submission to the Board of Directors for approval, as well as monitored the management’s performance to ensure alignment with the plans and budget continuously.
2. Monitored the implementation of policies and management approaches in various areas.
3. Considered the implementation of projects, investments, or other transactions that are part of the company’s normal business operations, within the budget or limits approved by the Board of Directors and the delegated authority as defined.
4. Reviewed the Executive Committee Charter and found that the current charter remains sufficient and consistent with the Committee’s duties, as well as being aligned with relevant policies and practices.

Mr. Sakol Tangkoskul
Chairman of the Executive Committee

Corporate Sustainability Policy

Information on policy and goals of sustainable management

Sustainability Policy

Sustainability Policy : Yes

S.C.L. Motor Part Public Company Limited recognizes the importance of good corporate governance, with one of the company's key goals being sustainable development. In this regard, the company has established a policy on sustainable development to guide its business operations, reinforcing the structure and management system to develop and grow into a stable and sustainable organization. This encompasses all dimensions including economic, social, environmental, and respect for human rights. The company has integrated the concept of sustainable development as a core principle in all operational processes, transmitting this concept to various operational levels within the organization, and integrating operation plans to create balance in economic, social, and environmental dimensions throughout the supply chain, aiming for sustainable development that maximizes benefits for all stakeholders, including reducing the impacts of operations throughout the business value chain. Moreover, the company leverages its organizational strengths and maintains a stance on growing the business alongside society and communities, continuously emphasizing environmental conservation.

Sustainability management goals

Does the company set sustainability management goals : Yes

1. Economic Dimension Development

The company is committed to being an organization with good corporate governance, ethical, fair, transparent, and auditable business practices, along with an effective risk management system to create added value for the business, considering all stakeholders. The company also prioritizes the development of product quality, taking into account customer needs and confidence in the products we distribute. The company has a strategy for sustainable growth with partners through efficient supply chain management, continuous creation, and improvement of product efficiency to meet diverse needs and satisfy our customers under the following guidelines:

1. Conduct business according to principles of good governance, company ethics, policies, regulations, announcements, and related company orders.
2. Adhere to principles of integrity and transparency in business operations and practices, while complying with laws, regulations, methodologies, and standards set by regulatory bodies and internationally accepted practices.
3. Dedicated to offering the best products within the customer's budget to achieve maximum value and satisfaction. [4. Seek](#) ways to develop and improve operational efficiency in all activities continuously, including constant innovation to ensure the company's qualifications and ability to lead in the industry.
5. Promote and support partners, suppliers, and stakeholders throughout the business chain to operate according to sustainable development guidelines.

2. Social Dimension Development

The company is committed to providing stability to society, communities, and all stakeholders fairly and equitably, starting with developing the knowledge, skills, abilities, and potential of employees to contribute quality individuals to society, creating jobs, careers, and distributing income, considering human rights principles for sustainable society creation. The company aims to be an organization that is part of driving society towards sustainability with important practices as follows:

1. Consider human rights principles and human dignity, treating employees fairly and equally without discrimination based on race, skin color, religion, gender, age, nationality, sexual preference, or any other basis to ensure employees have a good quality of life.
2. Foster a culture of brotherhood, mutual respect, and support within the organization.
3. Implement and regularly assess employee involvement plans and measure employee attachment to the organization, promoting continuous personnel development in both the short and long term.
4. Take care of the health and safety of employees, workers, and company property, ensuring not to affect the rights and safety of others, including protecting personal rights, data confidentiality, information disclosure, and personal data utilization.
5. Establish good relationships with society by cooperating with related communities, including sharing business knowledge with interested youth and industry enthusiasts, laying a foundation for effective social growth.

6. Benefit the community through various Corporate Social Responsibility (CSR) projects, including donating car parts and essential equipment for educational development to benefit the community, and frequently donating necessary items such as toys for children in the community and academic development tools.

3. Environmental Dimension Development

The company believes that business success depends on sustainable development in environmental, community, and social aspects. The company is aware that business operations have direct and indirect impacts on the environment; thus, it is committed to managing environmental impacts, risks, and opportunities to reduce business costs, increase shareholder returns, and ensure environmental preservation for future generations. The company is committed to environmental conservation and participation in promoting the communities where it operates, conducting business with honesty, compliance with related laws and regulations, and in accordance with good governance principles. Therefore, the company prioritizes environmentally friendly business practices, efficient resource use, and fostering employee responsibility towards the environment under the following guidelines:

1.Utilize resources for maximum benefit, seek ways to reduce resource and energy usage, instill water and electricity conservation within the organization, and reduce emissions and waste to prevent, control, and minimize impacts on the environment, community, and society as much as possible.

2.Set standards for the business premises to be convenient, clean, safe, and have as much green space as possible.

The above policies and practices are part of the company's commitment to achieving sustainability goals. The board, executives, and all company employees are responsible for supporting, promoting, and adhering to the defined sustainability policies, as well as encouraging business partners and allies to apply these policies in operations related to the company, to jointly build a sustainable society for stable growth.

United Nations SDGs that align with the organization's sustainability management goals	:	Goal 1 No Poverty, Goal 3 Good Health and Well-being, Goal 5 Gender Equality, Goal 6 Clean Water and Sanitation, Goal 7 Affordable and Clean Energy, Goal 8 Decent Work and Economic Growth, Goal 10 Reduce Inequalities, Goal 11 Sustainable Cities and Communities, Goal 17 Partnerships for the Goals
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Information on review of policy and/or goals of sustainable management over the past year

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

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

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

Information on impacts on stakeholder management in business value chain

Business value chain

The company considers its stakeholders and emphasizes the sustainable management of activities throughout the value chain of its business. The value chain begins with the development and procurement of quality products, followed by product distribution, transportation, marketing, and after-sales service. Additionally, the company provides accessible communication channels, enabling stakeholders to easily obtain information and submit whistleblowing reports or complaints through methods such as the company's website and/or the customer service department.

Business value chain diagram

The activities of the company's business value chain can be categorized as follows



Analysis of stakeholders in the business value chain

Details of stakeholder analysis in the business value chain

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>Internal stakeholders</u>			
<ul style="list-style-type: none"> • Employees 	<ol style="list-style-type: none"> 1. Pay appropriate compensation and benefits, overtime pay, and bonuses to reward well-performing employees. 2. Ensure job stability and career advancement. 3. Emphasize the development of employee knowledge and skills, offering equal opportunities to all. 4. Ensure a safe working environment for life and property, as well as good health at work. 5. Develop potential, knowledge, and skills, performance outcomes, and sustainable business growth with profitability. 	<ol style="list-style-type: none"> 1. Review the compensation structure annually. 2. Have a provident fund and social security. 3. Regularly improve the office environment for safety and health. 4. Treat employees fairly and equally, without discrimination. 5. Provide training courses in line with demands and industry technology changes to employees monthly 	<ul style="list-style-type: none"> • Online Communication • Internal Meeting • Complaint Reception • Employee Engagement Survey

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>External stakeholders</u>			
<ul style="list-style-type: none"> Investors or investment institutions 	<ol style="list-style-type: none"> Sustainable and profitable business performance and growth. Clear future business goals and directions. Compliance with laws accurately, transparently, verifiable, and good corporate governance. Equal and correct information disclosure <p>Equal treatment of all shareholders.</p>	<ol style="list-style-type: none"> Conduct business transparently and fairly. Treat all shareholders equally and fairly. Distribute dividends in line with the company's dividend policy. Regular strategic and business planning. Provide equal, correct, complete, and clear information 	<ul style="list-style-type: none"> Visit Online Communication Complaint Reception Satisfaction Survey
<ul style="list-style-type: none"> Suppliers 	<ol style="list-style-type: none"> Operate under business conditions according to the contract. Avoid doing business with partners engaged in illegal activities. Avoid creating a bargaining power in trade by various means and maintain honesty and integrity in mutual business operations. Company payments for goods and services follow contract conditions. Cooperate in business development and mutual growth. Equality in business dealings. Transparent and fair procurement processes. Environmentally friendly business operations in compliance with environmental laws. 	<ol style="list-style-type: none"> Adhere to principles of transparency, fairness, and equality in dealing with partners. Have policies and procedures for procurement to ensure fairness to partners. Clearly define the terms of product and service purchase contracts. Assess partners to develop sustainable business relationships. Maintain the confidentiality of partner information. 	<ul style="list-style-type: none"> Visit Online Communication Complaint Reception Satisfaction Survey
<ul style="list-style-type: none"> Creditor 	<p>The company pays debts or interest according to contract terms.</p>	<ol style="list-style-type: none"> Adhere to borrowing conditions. Responsible for various guarantee conditions responsibly. 	<ul style="list-style-type: none"> Visit Online Communication Complaint Reception Satisfaction Survey

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>External stakeholders</u>			
<ul style="list-style-type: none"> Community 	<ol style="list-style-type: none"> 1.Minimize impacts on the environment and surrounding community and society. 2.Participate in community development, create jobs and income, to ensure stability for the surrounding community 	<ol style="list-style-type: none"> 1.Provide various aids beneficial to society and community. 2.Avoid causing pollution to the environment and society. 3.Instill and promote good citizenship, responsible behavior, and benefits to society and community. 4.Committed to supporting activities beneficial to society and community. 	<ul style="list-style-type: none"> Social Event Online Communication Complaint Reception

Information on organization's material sustainability topics

Organization's material sustainability topics

The company has identified its sustainability materiality topics : No

Information on sustainability report

Corporate sustainability report

The company's corporate sustainability report : Doesn't Have data

Company sustainability disclosure aligned with standards

Company sustainability disclosure aligned with standards or guidelines : Carbon Disclosure Project (CDP)

Sustainability risk management

Information on risk management policy and plan

Risk management policy and plan

S.C.L. Motor Part P.C.L. recognizes the importance of risk management, which enables the company to conduct business in line with strategic plans, objectives, or goals, as well as ensuring good corporate governance and sustainable growth. The company has adopted risk management principles according to the international standard of The Committee of Sponsoring Organizations (COSO).

The company is aware of the importance of managing risks that impact business operations and sustainable growth. It promotes awareness, knowledge, understanding, and participation in managing various potential risks among executives and employees. This includes finding ways to manage risks throughout the organization to prevent or reduce them to an acceptable level.

Information on ESG risk factors management standards

ESG risk factors management standards

- Standards on ESG risk management : Yes
- Standards on ESG risk management : COSO - Enterprise risk management framework (ERM)

Information on ESG risk factors

Risk factors on business operation

Operational risk associated with the Company or the group of companies

Risk 1 Strategic Risk

- Related risk topics : [Strategic Risk](#)
 - Volatility in the industry in which the company operates
 - Changes in technologies
 - Reliance on large partners / distributors or few partners / distributors
 - Corporate ownership structure risk

ESG risks : Yes

Risk characteristics

1. Competition risk

The company's business operates in the wholesale automobile spare parts distribution industry, which is highly competitive. This is due to the large number of operators and the business structure being primarily based on buying and reselling, making it easy for new entrants to join the market. There are over 2,500 operators in this sector, consisting of affiliated companies of manufacturers who own the brands, as well as companies that are distributors of spare parts, similar to the company. Additionally, since the majority of customers in this business are retail traders who are highly price-sensitive, some operators might adopt pricing strategies to increase their market share. This could potentially impact the company's market share and profitability.

2. Changes in technologies

The automotive parts industry is directly linked to the automobile industry. Over the past 2–3 years, many countries worldwide have been driving policies to promote the use of electric vehicles (EVs). Governments have introduced measures to accelerate the adoption of zero-emission vehicles (ZEVs), with goals to achieve at least 50% of new vehicle registrations as EVs by 2030 and 100% by 2035. This shift is expected to gradually reduce the production and use of internal combustion engine (ICE) vehicles, marking a significant turning point for the automotive parts industry in Thailand. This is because the number of spare parts required for EVs is drastically lower. For example, an EV's powertrain system requires approximately 20 parts compared to over 2,000 parts in an ICE vehicle. Furthermore, the growing popularity of EVs in Thailand demonstrates exponential growth in the EV industry.

3. Reliance on large partners / distributors or few partners / distributors

One of the key products that the company distributes is ISUZU spare parts, accounting for approximately 46–49% of its sales revenue.

4. Corporate ownership structure risk

Currently, the Tangkosakul family group holds 72% of the total shares in the company.

Risk-related consequences

1. Competition risk

Since the majority of customers in this business are retail traders who are highly price-sensitive, some operators might adopt pricing strategies to increase their market share. This could impact the company's market share and profitability.

2. Changes in technologies

This has led to a continuous decline in [sales](#).

3. Reliance on large partners / distributors or few partners / distributors

If in the future TIS (Tri Petch Isuzu Sales Co., Ltd.) changes its business model, terminates the company's dealership contract, or decides not to renew it, this could significantly affect the company's revenue and overall performance.

4. Corporate ownership structure risk

The mentioned shareholders have the power to control the company and influence almost all decisions, such as appointing the board of directors or passing resolutions on other matters requiring a majority vote in the shareholders' meeting. Exceptions apply only to matters where the law or company regulations mandate a supermajority vote of at least two-thirds of the shareholders' meeting. Therefore, other shareholders face the risk of being unable to gather sufficient votes to check or balance the major shareholder's proposals in the shareholders' meeting.

Risk management measures

1. The company's main products are spare parts for ISUZU vehicles, a leading automobile brand with top sales in the pickup truck and truck segments. ISUZU stands out for its durability and long lifespan, as well as the easy availability of replacement parts for maintenance. This has consistently made ISUZU spare parts highly sought after in the market. The company has been one of the major authorized distributors of ISUZU spare parts, officially appointed by Tri Petch Isuzu Sales Co., Ltd. and its affiliates, for over 50 years. This gives the company a pricing advantage over other distributors. Additionally, the company offers a wide range of spare parts that cover popular automobile brands in Thailand, including MITSUBISHI, TOYOTA, NISSAN, HONDA, FORD, and CHEVROLET. It also provides high-quality replacement spare parts from leading manufacturers that are widely recognized and trusted by consumers, enabling the company to fully meet customer demands.

2. The company has established an audit committee to oversee, review, and filter to prevent future conflicts of interest and ensure transparency in its operations. Moreover, the company's board structure includes four independent directors (including the chairman) out of a total of seven members, creating a balance in decision-making and ensuring effective governance and efficiency.

Information on business continuity plan (BCP)

Business Continuity Plan (BCP)

Business Continuity Plan (BCP) : No

Sustainable supply chain management

Information on sustainable supply chain management policy and guidelines

Sustainable supply chain management policy and guidelines

Company's sustainable supply chain management policy and : Yes
guidelines

Information on sustainable supply chain management plan

Sustainable supply chain management plan

Company's sustainable supply chain management plan : Yes

The company considers stakeholder groups throughout and emphasizes managing the sustainability of activities throughout the business value chain. The company's business value chain begins with developing and sourcing quality products, product sales, transportation, marketing, and after-sales service. Additionally, the company has plans to provide information dissemination channels for stakeholders to easily access information and report various complaints, such as the company's website and/or Customer Service department.

1. Product selection and sourcing
2. Product sales
3. Transportation and storage
4. Marketing
5. After-sales service

Information on new suppliers undergoing sustainability screening criteria

New suppliers undergoing sustainability screening criteria

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

Information on supplier code of conduct

Supplier code of conduct

Supplier code of conduct : Yes

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

Key suppliers acknowledging compliance with the supplier code of conduct

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

Innovation development

Information on innovation development policy and guidelines in an organizational level

Research and development policy (R&D)

Research and development policy (R&D) (Yes/No) : No

R&D expenses in the past 3 years

	2022	2023	2024
Research and development (R&D) expenses over the past 3 years (Million Baht)	0.00	0.00	0.00

Information on process of developing and promoting the company's innovation culture

Process of developing and promoting the company's innovation culture

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

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

Benefits of innovation development

Financial benefits

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

Non-financial benefits

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

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