

Overview of Corporate Governance Policies and Practices

In its past operations, the Board of Directors has complied with laws, objectives, regulations, and resolutions of the Company's general meeting of shareholders, as well as adhering to corporate governance guidelines for listed companies in 2017 (Corporate Governance Code for Listed Companies 2017) specified by the Securities and Exchange Commission (SEC), as guidelines for the Company's business operations to achieve operational efficiency and to build up confidence in its business operations to outsiders.

The Board of Directors has established a good corporate governance policy, including the preparation of 8 practices of good corporate governance principles, business ethics, and codes of conduct for the Board of Directors, executives, and employees in writing, to serve as guidelines of good practices for the Company's directors, executives, and employees. The policy is published on the Company's website (www.snjinter.com) under the "Investor Relations: Good Corporate Governance" section and distributed as a booklet to the Company's directors, executives, and employees for them to acknowledge the same practices for conducting business, in which all stakeholders are taken into consideration through a management policy under changing economic and social conditions in a balanced manner.

Compliance with Good Corporate Governance Principles

The Board of Directors places great importance on creating a good corporate governance system and strives to continually raise the standard of good corporate governance to conduct business with transparency, efficiency, stability, and sustainable growth, as well as create added value and long-term stability for shareholders under changing economic and social conditions in compliance with the principles of good corporate governance for listed companies.

In addition, the Board of Directors is aware of its roles and duties as the organization's leader, arranging an annual review of good corporate governance principles to create sustainable value from the continuous development of good corporate governance principles. This has resulted, in 2023, the Company is assessed for compliance with good corporate governance principles and the arrangement of shareholders' meetings in the following.

	<p>Corporate Governance Assessment Results of “Excellent”</p> <p>Received the results of the Corporate Governance Report of Thai Listed Companies – CGR 2023 for the sixth consecutive year by the Thai Institute of Directors (IOD).</p>
	<p>Received a full score of 100 from the assessment of the quality of the 2023 Annual General Meeting of Shareholders (AGM Checklist) from the Thai Investors Association.</p>
	<p>Certified by the Private Sector Collective Action Coalition Against Corruption Council: CAC on October 14, 2016, and passed the 3rd certification renewal assessment on December 31, 2022.</p>

Policy and Guidelines Related to Shareholders and Stakeholders

1. Protecting the Rights of Shareholders and Promoting Exercise of Rights

The Board of Directors recognizes and respects the rights of shareholders as the owners of the company without any action that violates or deprives the rights of shareholders, as well as creating equality and fairness for all groups of shareholders. Whether Thai or foreign, major or minor, individual or institutional, all shareholders shall exercise their rights, both the basic rights and other rights beyond basic rights, to set the Company’s directions and decide on merits matters with significant impact on the Company’s operations. The details are as follows.

1.1 Basic rights

Referred to the right for shares transaction, the right to receive equitable profits allocation in term of dividend payment, the right to access company information in sufficient, timely, and equitable manner, the right to attend and cast votes at the shareholders’ meeting, the right to elect individual company director and approve directors’ remuneration, the right to appoint company auditor and approve audit remuneration, and the right to appoint proxy to attend and cast vote on his/her behalf.

1.2 The right to significant information access

Shareholders were entitled to access information on an equitable basis. In that regard, the company facilitated information distribution in both Thai and English languages, via the channels of The Stock Exchange of Thailand and company website (www.snjinter.com), to provide shareholders with additional access channel. Such information included performance results, connected transactions, changes in the funding structure, changes in supervisory control, transactions of significant company assets, and other information essential for decision-making by shareholders.

1.3 The right to attend the shareholders' meeting

The company has a policy to support and facilitate the shareholders, including institutional investors to attend the shareholders' meetings by holding its annual shareholders' meeting regularly each year, within 4 months after completing its accounting year. In order to allow shareholders to participate in monitoring the company's performance, the company set appropriate date, time, place, and method. In case of emergency which the company needs to propose special agenda regarding shareholders' benefit, regulations or related laws which need to be approved by shareholders, the company shall call for an extraordinary shareholders' meeting. In 2023, the company convened the shareholders' general meeting once, without convening any shareholders' extraordinary meeting, according to the following details:

- **Prior to the shareholders' meeting**

In 2023, the Company scheduled to convene the Annual General Meeting of Shareholders No.44 on Tuesday 25 April 2023.

(1) The company provided the shareholders with the opportunity to propose meeting agenda prior to the meeting date for 2023, during the period of November 15 – December 30, 2022, by providing related conditions on company website on November 10, 2022 together with news channel of The Stock Exchange of Thailand. Nevertheless, there were no shareholders proposing any meeting agenda during the said specified period.

(2) Shareholders were notified of the Board of Directors' resolution determining the date of 44th shareholders' meeting 61 days prior to the meeting date, namely on February 23, 2023, through the Stock Exchange of Thailand's website and the company's website so as to enable the shareholders to set aside time for attending the meeting.

(3) The meeting notice together with all relevant documents in both Thai and English were published on the Company website on March 27, 2023 which was 30 days in advance of the meeting date So that shareholders can access information easily and having time to study in advance before submitting such documents.

(4) The same information was sent to the Thailand Securities Depository Company Limited, the Company's Share Registrar, for forwarding to shareholders in document format on April 3, 2023 or 22 days prior to the meeting date in order to give the shareholders sufficient time to study the meeting documents.

In case of foreign shareholder or institutional type, The Company sent the invitation letter by attaching English version of the meeting documents together with the Thai version to encourage all types of shareholders, including institutional investors to attend the meeting

(5) The notice of the meeting were also advertised in daily newspapers for a period of 3 consecutive days, and 20 days prior to the meeting date, during April 5-7, 2023.

(6) Prior to the meeting date, the Company had provided an opportunity for shareholders who may have queries regarding agenda to send them in advance during March 27 – April 21, 2023, via company's website. The procedure of sending questions was also mailed together with the notice of shareholder's meeting. In 2023, there were no questions received in advance.

(7) In order to facilitate shareholders who were unable to attend the meeting, the company invited the shareholders to appoint an independent director or any person to attend the meeting on their behalf by using a proxy form which the company has sent along with the appointment letter. This is a form in which the shareholders can determine the direction of voting according to the form that the Department of Business Development, Ministry of Commerce set together with information of independent directors designated by the company to be shareholders' proxies.

Shareholders are notified of the rules and procedures for attending the meeting in the meeting notice, with which Proxy Form B as prescribed by the Ministry of Commerce was also attached or a choice of either Proxy Form A or Proxy Form C. All three Proxy Forms can be downloaded from the Company website. The Company also gave notice of such publication guidelines via the press release system of the Stock Exchange of Thailand.

For shareholders who are institutional investors or foreign investors appointed the custodian in Thailand. The company shall coordinate on documents and evidence that need to be presented before the meeting in advance for convenient in registration.

- **On the day of the shareholder's meeting**

The Board of Directors gives importance to the shareholders' meeting. The shareholders have a duty to attend the meeting in order to exercise their voting rights in the meeting according to the basic rights of the shareholders and this is opportunity for shareholders to ask directors about the company information.

(1) The Company has determined the date for the 44th general meeting of shareholders for 2023 on Tuesday 25 April 2023, at 1.00 p.m., Chao Phraya 2, Montien Riverside Hotel 372, Rama3 Road, Bang Khlo subdistrict, Bang Kho Laem district, Bangkok, 10120. For convenience, the company select meeting place that can be reached by mass transportation so that shareholders can easily travel to attend the meeting because it is next to the Rama3 road.

(2) Shareholders are able to register with the barcode system at least 2 hours prior to the meeting and continuing until the meeting is completed.

In the subsequent period until the end of the meeting, a right given to shareholders attending after the meeting had already commenced. Such latecomers would have the right to cast votes in the pending agendum that had not yet been voted on. The quorum would be counted since the agenda joined the meeting vote, unless the shareholders have other opinions.

During the registration, The Company arranges

- The company assigns adequate staffs members to administer the registration.
- Prepares duty stamps for affixing on the Proxy Form on their behalf. It is free of charge to provide services to shareholders who appoint other proxies to attend the meeting on their behalf
- Voting boards and polling cards were provided to the shareholders for use in casting votes.

(3) In the event that shareholders are unable to attend the meeting in person, the Company allows them to appoint a proxy to any person or the Company's independent director to exercise their rights on their behalf. The Company provided information regarding four members of the Audit Committee, including their names, age, and addresses in the notice of the shareholders' meeting, as well as information regarding documentary evidence and instructions on how to appoint a proxy for shareholders to prepare for and attend the meeting without difficulty. Nevertheless, in the event that shareholders appoint other persons as proxies to attend the meeting on their behalf, the Company has granted the rights and treated proxies as if they are shareholders.

The 44th Annual General Meeting of Shareholders was held on Tuesday, April 25, 2023, where 4 shareholders holding 1,823,614 shares designated proxies to the Company's independent directors to cast their votes.

(4) The Board of Directors placed much emphasis on the shareholders' meeting, by considering as their obligations to always attend the meeting in person unless facing inevitable circumstances or becoming seriously ill.

For the shareholders' meeting for the year 2023, there were 15 directors out of 15 directors accounting for 100% attended the said meeting, including **Chairman of the Board and Chairman of sub committees**. Furthermore, the meeting was also attended by the **Managing Director, the Chief Financial Officer, Executive Directors, as well as the company auditor**, so as to provide shareholders with the opportunity to ask questions related to the meeting agenda in progress. In addition, the company also invited representatives from the company's law office of Vira Law Office Co., Ltd., to act as meeting observers during vote tallying for each meeting agenda, to ensure that the meeting was conducted in a transparent manner, complying with legal and company articles requirements.

(5) Prior to the commencement of meeting pursuant to the agenda, the Company Secretary notified the meeting of the number and proportions of shareholders present and declared the meeting open. An explanation was given on the voting procedures and vote-counting procedures for shareholders casting votes in each agenda according to the law and articles of the Company. The Chairman of the Board of Directors, acting as chairman of the meeting opens the meeting.

Vote-counting procedures can be summarized as follows:

- The company determines the right to vote according to the number of shares held by shareholders, one share equal one vote. No shares shall have preferential rights to the other shareholders. Voting shall be done openly as shareholders shall raise their barcode placard (with barcode bar) then staff will collect the vote by barcode scanning.
- Any agenda that need the resolution, the company shall ask for confirmation card for transparency, and examinable. Voting in each agenda, the president of the meeting shall ask the shareholders and proxy to raise their barcode placard (with barcode bar) if disagreement and abstention, and sign their name in confirmation card. Staff shall scan barcode on placard then collect the confirmation card.

For shareholders who gave a proxy to independent director, the company shall do the vote by shareholders' intention.

- Counting the vote on each agenda, the company applied barcode system as counting tools. The voting results are displayed on the screen for shareholders to simultaneously acknowledge in order to be accurate and the results can be announced immediately after the end of each agenda.

(6) The shareholders' meeting was carried out in accordance with the agenda notified in the meeting notice. No additions or changes were made to significant data without giving prior notice to the shareholders. Appropriate and sufficient time was set aside for presenting various matters in each agenda and opportunities were given to shareholders to pose questions and express opinions fully in each agenda.

If shareholders need to propose agenda which were not contained in the notice for consideration during the meeting, such proposal need to be approved by the meeting with the minimum vote of 1/3 of shareholders who attend the meeting and have the right to vote.

The company provides a video recording of the annual general meeting of shareholders throughout the meeting and have published pictures of the meeting on the company's website.

The chairman of the meeting gave the shareholders an opportunity to ask questions and fully propose opinions during the shareholders' meeting on each agenda. Due to the epidemic situation of Coronavirus 2019 and for the safety reason and welfare of the attendees , the company refrains from preparing a microphone for any inquiries. However, the company provided paper form to write questions, suggestions, and opinions instead, and completely to took notes, of questions and answers in the minutes of the meeting. Moreover, there was a conclusion by voting together with the vote count in order that the shareholders who did not attend the meeting could acknowledge the matter.

In the year 2023, there was one shareholder asking questions which was already recorded in the minutes of the Annual General Meeting of Shareholders.

Result of Voting in each Agenda

Votes on each agenda were cast openly; The ballots were distributed to all shareholders and proxies on the registration desk, and will be only collected on disagreement and / or abstention. Except for the election of directors, which were individually election, the ballots will be collected from every shareholders and proxies. Voting will be counted only for those who disagree and / or abstain including votes on bad ballots (if any) will be deducted from the total number of votes attended the meeting. The rest was the agreement vote on such agenda.

If there were additional shareholders attended the meeting, the number of shareholders and the number of additional shares will be announced on each agenda.

For 2023, voting at the 44th Annual General Meeting were held on Tuesday, April 25, 2023, which each agendas are as follows:

Agenda	Approve			Disapprove			Abstent		
	No. of Shareholder	Share	%	No. of Shareholder	Share	%	No. of Shareholder	Shares	%
1	79	122,883,355	100.00	-	-	-	-	-	-
3	81	122,984,355	100.00	-	-	-	-	-	-
4	82	123,002,926	100.00	-	-	-	-	-	-
5.1-5.4	82	123,002,926	100.00	-	-	-	-	-	-
5.5	80	123,002,746	100.00	2	180	-	-	-	-
6	83	123,437,046	100.00	-	-	-	-	-	-
7	83	123,437,046	100.00	-	-	-	-	-	-

Note : No voided ballot

For significant meeting agendas were disseminated in the “notice of meeting”.

1. Appointment of Directors : The Company gave an opportunity for shareholders **to elect Directors individually**. The shareholders had been provided with preliminary information on the nominees, positions held in other businesses, clearly specifying the cases of companies carrying out businesses identical to or in competition with the Company, and the attendance of Board of Directors Meetings. Each director has been screened by the Nomination Committee by considering the appropriateness of qualifications, experience and expertise from various professions including the performance as a director in the past. If considering on director whose term has ended, the nomination committee will propose to the Board of Directors meeting. The Board of Directors is authorized to select member of qualified candidates from the Nomination Committee’s list.

2. Directors’ Remuneration : The remuneration committee is responsible for considering the credit limit and allocating by considering Company operation performance, performance result, amount paid in the past year and compare with levels of practice in the same business group, also including authority and responsibility which were in accordance with the policies and conditions for directorial remunerations considered and reviewed by the Remunerations Committee. The Company has regularly proposed a remunerations limit for approval by the meeting of shareholders on yearly basis. The remuneration comprises of **Meeting allowance, Annual remuneration without others extra compensation**. Such remuneration paid to each Director were disclosed the Annual Report topic “Management Structure”.

3. Appointment of Auditor and Determination of Audit Fee : The auditor must not be a director, employee or holder of any position in the Company. The auditor need to be accepted standard of verification be independent and meet all the requirements of the company and the Securities and Exchange Commission. The Company provided details on the name of auditor, audit office, the relationship between the audit office and the Company, the number of years of work performed, reasons for changing the auditor, and comparative data on audit fees for the current year and the preceding year. Such information had also been considered by the Audit Committee of the company.

4. Dividend Payment : The Company provided details on profit distribution, dividend payment in accordance with the Company's dividend policy by specify proposed dividend payment date, reasons and clear data assembled for consideration, and a comparison of dividend payment for the current year and the preceding year. The closing date of the register (Record Date) for the determination of the right to receive dividend payment was also specified.

Guidelines on conflict of interest for the meeting

In the shareholders' meeting if any director has a conflict of interest or related transaction in any agenda. The said director will inform the meeting to request leaving the meeting or abstaining on such agenda.

- **Subsequent to the shareholders' meeting**

(1) The company disclosed the resolutions adopted by the shareholders' meeting, together with the voting results for each meeting agenda, in both Thai and English, via the news channel of The Stock Exchange of Thailand, and the company website, on the following day.

(2) The company compiled the meeting minutes subsequent to the shareholders' meeting, by incorporating all essential details and summarizing voting results for each meeting agenda, classified as approve, disapprove, abstention and voided ballot votes, together with the record on the discussion and conclusion regarding significant topics. Said minutes was submitted to The Stock Exchange of Thailand and The Securities and Exchange Commission within 14 days subsequent to the meeting, and disseminated on the company website, in both Thai and English, so as to enable the shareholders to review said minutes content without having to wait until the next shareholders' meeting. Also, sent the reports to the Ministry of Commerce within time set forth by law.

(3) The company has video tape recorded and pictured meeting atmosphere and disseminate via company website for absent shareholders for acknowledgment.

(4) After the shareholders' meeting approved dividend payment, the company shall inform the resolution including dividend payment's details via SET news and cooperate with the registrar of Thailand Securities Depositories Co., Ltd. to ensure all shareholders receiving payment correctly and completely.

In recognition of its consistent efforts dedicated to holding the general shareholders' meeting efficiently on a continuous basis resulting, the company was awarded the "Excellent" appraisal result in 2023 for the quality of its shareholders' meeting by the Thai Investors Association.

1.4 Distribution of shares

1. The Company set the Record Date on March 13, 2023 to determine the persons eligible for attendance of the Annual General Meeting of Shareholders.
2. The Board of Directors and their spouses as well as children who are underage including Managing Director, Executives and relating personnels hold a combined amount of 12.91% of issued shares, which does not exceed 25% of company's issued shares.
3. The free float proportion was 31.99% of issued shares which was greater than 25% of issued shares.

2. Equitable Treatment of Shareholders

The Board of Directors ensured that every shareholder was entitled to fair and equitable treatment as follows:

1. The company provided the minority shareholders with the opportunity to nominate candidates as directors prior to holding the shareholders' meeting in 2023, during the period of November 15 - December 30, 2022. For such purpose, the company compiled the nomination conditions and disseminated them on the company website, as well as notifying the shareholders via the news channel of The Stock Exchange of Thailand. Nevertheless, there was no shareholder nominating any candidate for consideration as company directors.

2. The allocation of votes in the meeting was based on the number of shares being held by each shareholder, with 1 vote representing 1 share and the company has only one type of shares, namely ordinary shares with no shareholding any special privilege in restricting the right of other shareholders.

3. In the case of foreign shareholders, the company sent out meeting invitation letter in English, to facilitate the understanding by foreign shareholders, as well as disseminating said information on company website made accessible at the same time as The Thai version.

4. In the case where shareholders could not attend the meeting in person, the company allowed said shareholders to appoint proxies from independent directors or other parties, to attend the meeting on own behalf. The company provided clear details pertaining to the proxy appointment letter which was sent together with the proxy appointment letter (form B), allowing the shareholders to instruct own voting direction.

For the shareholders' meeting in 2023, there were 4 shareholders holding the combined 1,823,614 shares who had appointed an independent director to act as the proxy on their behalf.

5. The voting procedure for each meeting agenda was carried out in a transparent manner with the voting ballot provided the shareholders for each agenda. Whereas, only disapproval and abstention votes were kept afterwards. Nevertheless, for the agenda related to directors' appointment, all voting ballots bearing the signature of each shareholder were collected and kept as evidence. Vote tallying was carried out using the barcode system and displayed on-screen in the meeting room, to facilitate convenience, transparency, and easy verification.

3. Responsibility to Stakeholders

Based on its recognition of the rights of stakeholders, The Board of Directors duly laid down relevant policies and guidelines in the company's business ethics manual and distributed them to the directors, management members and the employees, to be followed as practice guidelines, to ensure that all stakeholders receive fair and equitable treatment.

3.1 Shareholders

The company duly respected the basic rights accorded the shareholders in accordance with the laws, regulations, and business ethics of the company. At the same time, the company had proper mechanism in place to ensure that the shareholders receive accurate and reliable information, having proper measures safeguarding against conflict of interests, and against the exploitation of inside information for personal gain. Furthermore, the company also aimed to generate justifiable return for the shareholders, by laying down appropriate dividend payment policy on a consistent basis

In year 2023, the company paid the dividend from the result of business performance of year 2022 at 1.70 Baht per share accounting for 56.29% of net profit of the separate financial statements by setting the date of payment on May 24, 2023. The dividend has been paid to shareholders for 44 years consecutively and of which accounted as real long- term wealth for all shareholders. So, each and every shareholder was invited to attend the Annual General Meeting of Shareholders of Year 2023 and has right of vote for each and every important agenda item as well as receive the important information through various medias, e. g. pamphlet and e- information. Besides, the company also reports the business performance at every quarter and disclose the transactions done with related persons in the same condition as that done with external persons for their awareness via the news system of the Stock Exchange of Thailand and the company's website.

3.2 Employees

In the company's recognition of company employees as its valuable human resources playing the critical role in leading the organization toward success, The Board of Directors therefore set the company's policy to devote its best efforts to develop and upgrade the employees' potentials on a consistent basis. At the same time, the company sought to provide job security and advancement opportunities to all employees based on their own potentials, as well as encouraging the employees to play a part in charting the company policies. At the same time, the company laid down its remuneration policy toward the employees by providing the employees with fair and reasonable remuneration commensurate with the capability, responsibility, and performance results for each employee, which is in line with the compensation of the same industry. (See details under the heading "Management Structure" on employees).

The company provide benefits to promote quality of life and well-being, such as Provident Fund, Retirement gratuities to employees, Nursing room, Annual health check, product purchase welfare rates, Uniform, Loans for housing project, etc. Also has established welfare committees the opportunity to engage employees in welfare administration. As well as promoting the preparation of activities to engage employees, such as "Pheun Chuay Pheun Project", "Dharma Sa-buy Jai Project", New year activity.

At the same time, the company is also taking into consideration the safety of life, health and property of employees defined as **Occupational Health and Safety Policy** as follow:

1. Compliance with the law, Occupational Safety, Health and Environment, including a business deal for both current and future
2. To manage for committed to prevent injuries and reduce the accident rate to zero, including improved working environment to be safe.
3. Committed to developing performance management system in occupational health, safety continuously.
4. Support adequate resources in management to control and prevent danger from work of workers.
5. To cultivated conscious mind for everyone to recognize the safety to work by considering to be the primary function of all.

As noted in the policy, the company encourages and supports its employees and external workers to work safely and reduce the risk of occupational injuries and illnesses. The company has established an occupational health and safety management standard system in accordance with ISO 45001:2018 to enhance the compliance of

occupational health and safety, and raise awareness of safety in order to reduce the number of accidents resulting in injury and property damage. In addition, the company encourages executives and employees in the organization to attend training, prepares standard operational procedures or manuals, improves the safety of machines and processes, and supports various projects that contribute to reducing the likelihood of work-related accidents and injuries.

The Company sets the occupational health and safety goals annually, of which the report of occupational health and safety operations can be found in the 2023 Sustainable Development Report on “Occupational Health and Safety at Work”.

As a result of the said policy, the Company was awarded a plaque of honor from Thailand Institute of Occupational Safety and Health (Public Organization), Ministry of Labor, for the 2021 Zero Accident Campaign in the gold and silver level.

Note: Further details can be found in the “2023 Sustainable Development Report” on “Occupational Health and Safety”.

3.3 Customer

The Board of Directors realizes that customer satisfaction and confidence are the keys to the company's sustainable success. Therefore, the Company has established its policies and guidelines adhering to honesty, integrity, and fairness and prohibiting any actions that violates customers' rights. The Company has emphasized its focus on providing impressive services to customers by offering quality products and services at reasonable prices to satisfy its customers and for them to receive the best value for money in both quality and price. Additionally, the Company operates its business with the determination to develop products, services, and innovations that increase the current value to meet continuous customer demand. Information necessary for decision-making is provided without concealing or distorting facts. Producing goods and services must be environmentally friendly and safe for consumers. The Company protects the confidentiality of customers' trade information by not using it for the benefit of oneself or those involved in an unjustified manner. The Company has established a policy on the retention of confidential information and the use of internal information as a guideline for its employees in handling customer trade secrets. Furthermore, the Company has established a personal data protection policy (PDPA) to protect customers' personal information and prevent it from being misused for wrongful purposes, as well as being attentive and fair in handling customers' complaints. The Company has set up a customer relations service where customers can inquire, comment, or file a complaint through various channels, namely the direct telephone line at (02) 676-2727.

The evaluation of customer satisfaction report compares year 2021 - 2023

	2023	2022	2021
Local-Customer	90.5%	90%	88%
Oversea-Customer	84%	85%	84%

In 2023, the Company received confidence from customers and consumers and got “HWB Award 2023” for Avocado Hair Treatment Wax, which has become their best-selling hair treatment and Dermaction Plus by Watsons-Alive Plankton Sleeping Mask, which has become their best-selling face mask treatment.

Noteb : Further details can be found in the “2023 Sustainable Development Report” on “Customer Relationship Management.”

3.4 The Competitor

The Board of Directors operates business in accordance with the provisions of law. In this regard, the following policies and guidelines have been prescribed:

1. The Company shall conduct its business within the rules of fair competition with due regard to business ethics and trading laws competition of various countries in which the company operates.
2. The Company will not damage the reputation of its trade competitors.

In addition to these policies. The company did not seek the confidential information of competitors by dishonest or inappropriate ways. We considered competitors take part in empowering your organization's stability and even stronger. Throughout the period of the past, we never had any disputes with competitors.

3.5 Business Partner

The company treats business partners equitably and takes into account mutual interests by prescribing the following policies and guidelines:

1. The company has a system for screening business partners in the value chain who operate businesses in compliance with the law, safety and occupational hygiene standards, and friendliness to the environment. Business partners are treated on the basis of fair competition, equality and mutual respect.
2. The confidentiality of secrets or communications of trading partners are maintained and not exploited for wrongful gains of oneself or of others.
3. Relationships and good understandings are fostered. Knowledge is exchanged. Developments and value adding to goods and services are jointly undertaken to promote mutual growth.
4. The Company adheres to trade agreements and makes proper representations of data. In the event that an agreement cannot be complied with, the company will expeditiously engage in early negotiations with business partners in order to reach a mutual remedy and loss prevention solution.
5. The company does not demand, receive or consent to the receipt of properties or any other benefits outside trade agreements.

In addition, the company have a policy for selection of business partners that recognizes its responsibility and environment, encourage partners to develop a process that takes regard to human rights, not using forced labor and regard to children rights. As well as offering products and service that take into consideration the environmental impact and the safety of consumers. As well as improving process of work to prevent pollution and impacts on the environment along with conservation of natural resources, reduce energy consumption and eliminate the risk of unsafe conditions, including got certified of quality standards ISO9001:2015 , ISO 14001:2015.

Selection Criteria and Business Partners Evaluation

The Company set up partner selection system based on the ability to manufacture products that satisfy the needs of the customer, the quality of business partners, production capacity, standard system, availability of services, transportation, safety, health, including operation of business partners who be responsible for social and environment, by using the questionnaire in the preliminary assessment and follow up to ensure that business partner are sufficient ability and reliable.

Moreover, the Company has prepared an announcement on using an ethics manual and guidelines for business partners so that they understand various risk issues in business operations, relevant regulations and regulatory requirements, including social and environmental issues, to prevent business disruption that may affect the image of business partnerships.

In which year 2023, there is no event that we do not abide by the contract partner.

Remark: Further details can be found in the "2023 Sustainable Development Report" on "Supply chain management."

3.6 Creditors

The company's policy of treating all creditors equally and fairly by complying with the contract or the terms strictly creditors to disclose financial position correctly, on time, and in the case that cannot abide by any one institution that let the creditor know in advance in order to jointly find solutions and prevent damage.

For The Creditors, the company provides can be billed on the 1st to the 6th of each month and payable every 25th of every month by means of bank transfer in Media Clearing, Which are the facilities for the creditors.

In the year 2023 The Company pays to the trade meets Credit Term agreed in advance, without payment of any company's business been adhered to competition in good faith and fairness under the framework of the law strictly.

3.7 Community and socialty

The Board of Directors is aware of the responsibility toward the community and the society to define policies, there is a strong responsibility to the community and society, formed within the company, and employees at all levels as well as support activities beneficial to the community and society as a whole.

Social Responsibility Policy

S & J aim to a good model to operate in according with corporate governance. Proceed to social activities without force. Participate in society other than the pursuit of profit. Focus on the existence of the business coupled with value creation and corporate social responsibility from the process all section within the organization.

The company has appointed the Corporate Social Responsibility Committee responsible for determining corporate social responsibility policies and establishing guidelines for social activities consistent with the United Nations Sustainable Development Guidelines 17 GOALS covering CSR IN PROCESS and CSR AFTER PROCESS.

Remark : Further details can be found in the "2023 Sustainable Development Report" on "Good Society"

3.8 Environment

The Board of Directors of the company are aware of the responsibility for the environment. The policy is one of the missions of the company's governance and ethics in the operations. The company are aware for the impact on the natural resources and the environment.

The company has appointed a working group on environmental and conservation of energy in order to work in accordance with the laws and systems for environmental standards ISO 14001:2015 along with policy and planning environmental projects to reduce the negative impact that sources since in the process including. Waste disposal based on the 3R were Reduce: reducing resource usage, Reuse : reuse worthy and Recycle : recycled process standard as well as a support and rehabilitation in emergency situations.

Environmental Policy

S&J International Enterprises Public Company Limited aims to produce quality products in which it realizes the significance of business operations that have an impact on the environment and the resources, arising from the sources of raw materials, production process, storage, and delivery of products to the end users. In its intention to preserve the environment, the Company has defined operating guidelines as follows.

1. Comply with laws, customer requirements, treaties, and the environmental standards.
2. Manage with a focus on prevention, reduction, reuse, and recycling, including getting rid of things that pollute the environment.
3. Continuously develop environmental capabilities to create environmentally friendly products.
4. Promote the life cycle development to achieve the most efficient and effective use of resources.
5. Reduce the use of resources and products that contribute to greenhouse gas emissions.
6. Cultivate employees' awareness and involvement to prevent impact on natural resources and the environment.

According to the policy, the Company has managed the environment on all dimensions, including energy conservation, water conservation, waste management, carbon dioxide emission reduction, and air quality management. The Company has gathered all environmental activities from all departments to work together seamlessly and support each other under the "Green Initiative" concept.

In addition, the company has opened a channel of complaint for the community if it has been affected due to the company's business operations, which in the past year, the company has not received complaints about the impact of the operation on the environmental.

Remark: Further details can be found in the "2023 Sustainable Development Report" on "Environmental Management"

3.9 Educating and training employees on environmental

The board of directors encourage the employees to realize the importance of the environment. The Company provides dissemination environment to employees through E-learning system, manage the Information board and publicity through the sound cable. Activities about nature conservation and the environment, as well as encouraging employees to increase their knowledge training in environmental matters continuously. In 2023, the

company provided training environment course, as follow:

- “Waste Management” course through the E-learning system, with 2,243 employees receiving training.
- “Risk & Opportunities ISO 45001 & ISO14001” course through the E-learning system, with 107 employees receiving training.

3.10 Social Responsibility Reporting

The Board of Directors is aware of social responsibility by providing an Sustainable Development Report to disclose its business practices, in accordance with the Code of Conduct and results of the implementation of the policies and guidelines for sustainable development of the company both on economic, social and environment.

Sustainable Development Report" of the Company have been prepared in accordance with International Standards of "Global Reporting Initiatives Guideline: GRI (G4 Guidelines)" has the analysis and link to the company's performance relative to the strategies and objectives of sustainable development of the company by further disseminating innovation in business and society. Including the implementation of against corruption consistent with the reporting guidelines of the Stock Exchange of Thailand.

The company has the commitment and work in this continuously, result in year 2023, the company received award of "Thailand Sustainability Investment 2023" from the stock exchange of Thailand which is a reward for the listed companies that have business operations in accordance with good corporate governance, social responsibility and the environment. The company has received the said reward for 10 consecutive years.

The company has delivered Sustainable Development Report 2023 to shareholders on QR Code together with invitation letter of The Annual General Meeting of Shareholders for the year 2024 and published the report for those interested on the company website "www.snjinter.com" under the topic "Investors Relation : Publication".

3.11 Encouraged to use resources efficiently

The Committee recognizes the value of the resources. To achieve efficient use of resources coupled with business operations, one of the established guidelines is "to promote the use of resources in the production process economically and efficiently". The company provides training and the campaign to conserve energy conscience continuously regarding ways to use resources to maximize value in all activities of the organization covers the use of electricity, water, paper and other consumables.

The company has implemented an energy conservation in various aspects, as follow:

- Energy - Energy conservation, Renewable energy
- Water - Water conservation, Renewable water, Waste water management
- Air - Reduces Carbon Dioxide and others emissions
- Industrial waste management

Remark: Further details can be found in the “2023 Sustainable Development Report” on : Environmental Management"

3.12 Supporting and Participation in Community Development

The company gives priority to business of social responsibility and the environment. In addition to conducting business without creating a negative impact on society and the environment, then. Engagement and social assistance, sustainable growth along the way. That is what the company has been addressed with its actions. It can be seen from the policy and guidelines on how to conduct activities that are clearly defined in various ways, such as Children and Youth, Community and Underprivileged, Elephant and other Animals, Religious charities, Environment.

Remark : Further details can be found in the “2023 Sustainable Development Report” on : Good Society.

3.13 Policies and practices regarding to human rights

The Board of Directors duly recognized the significance of human rights. Therefore, a human rights policy has been established as guidelines for business operations. It emphasized the importance of respecting and complying with human rights principles for all stakeholders, in accordance with domestic laws and relevant international standards, and accordance with the Thai labor standard system TLS 8001:2020 that it has been certified at the highest level by the Department of Labor Protection and Welfare, Ministry of Labor. The policy also aimed to promote equal opportunities by prohibiting discrimination based on gender, nationality, religion, political ideology, or any other differences such as the hiring of people with disabilities to promote their participation in the workforce. Moreover, the company also laid down the policy to refrain and not support those actions infringing upon human rights. Some of those actions were anti-child labour campaign by refusing to accept person less than 18 years of age as company employee, entitlement of employee’s rights to protest against allegation of fraud or misdeed, no unfair discharge of company employee, fair treatment of employees in accordance with labour laws supervising strict human rights compliance, as well as communicating and providing a better understanding of human rights to employees in order to be used as part of the operation. In addition, the company created cooperation and supported partners and business alliances to conduct business with respect and treat everyone according to human rights principles. Throughout its business operations to date, the company had no previous record pertaining to any violations of human rights lodged with court.

In 2023, the company has been awarded for the sixth consecutive years the “Excellent Support Organization for People with Disabilities for the year 2023” by the Ministry of Social Development and Human Security from “the SJI Care You project that promotes the employment of persons with disabilities”.

Remark : Further details can be found in the “2023 Sustainable Development Report” on : Good people."

3.14 Policy and guidelines for promoting innovation in technology development, work processes, products and/or services

The company placed importance on the development and creation of innovation in the organization, which is one of the driving forces for sustainable business growth.

Business Innovation Promotion Policy

S&J Company engages in a policy that promotes business innovation by using the Company's existing R&D strength in order to innovate new products to meet the needs of customers, and consumers, resulting in outstanding products with the difference from others available on the market. The operational approach of the Company

is based on good governance principles, taking into account the quality, efficiency, and safety of consumers with social and environmental responsibility in order to earn the Company's trust, and reliability and be able to conduct business sustainably

Guidelines for Innovation Drive

S&J Company is aware of customer needs and customer-centric. It also places importance on both positive and negative impacts on society and the environment; therefore, the guidelines for the work are defined as follows :

- Create new products that meet consumer behavior under the concept of sustainability
- Focus on selecting/creating products that are environmentally friendly, Green Beauty
- Focus on selecting/creating products that do not damage marine ecosystems, especially Coral safe, as announced by the Department of National Parks
- Collaborate with the government sector and agencies to achieve further development by pushing the use of community economic crops as ingredients in products

Furthermore, to encourage its employees to engage in innovation development activities on a consistent basis, in term of products, and production system through the "SUPER "S" TO SUCCESS" project, which is an extension of the feedback writing project in the former system to be covered with more comprehensive topics. The objective is to create a preventive work culture and encourage employees to take the initiative and participate in systematic feedback. In every single year, there is a feedback contest to create incentives to continuously improve the work and expand the results to further innovation. In the year 2023, the company was not associated with abuse of any copyright and/or other intellectual property.

Remark : Further details can be found in the "2023 Sustainable Development Report" on : Innovation"

3.15 Policy and Guidelines Fighting against Corruption and Bribery Seeking Business

The Board of Directors laid down the policy against corruption and bribery, to safeguard the company's interests, by including them in the business ethics, together with promoting awareness, values, and attitudes to the management and employees in performance according to laws and regulations with integrity. Moreover, the business ethics also prohibited the company's directors, the management and employees from seeking, accepting, or agreeing to receive any assets or benefits that are dishonest from the customers, or outside persons in connection with the work of the company. Also, it prohibited them from giving or offering to give any assets or benefits so the person may act or omit the action that is against the law or against the position. The company has the stipulation of penalties for those committing offence.

During 2023, the company duly followed said practice guidelines, and did not come across any irregularity as the result.

3.16 Policies and Guidelines for the Security of the Organization's Information Systems

The Company places great importance on good organizational management to drive and expand business growth, build a stable financial position, and generate reasonable shareholder returns. In compliance with good corporate governance principles, the Company has established a policy and regulations for using the computer system

as a guideline for safeguarding corporate information systems and reducing information technology risks. The Company has assigned the Digital and Technology department to be responsible for the company's information system, where it has measures to install a firewall on the server to prevent cyberattacks, as well as monitoring the upgrade of the fire wall, installing the Antivirus program on every computer, limiting the use of external storage devices (Thumb drive), and managing the back up of the server at all times.

In 2023, the Company had no cases of cyber threats that caused damage to the Company.

3.17 Personal Data Protection Policy and Guidelines

The Board of Directors recognizes the importance of personal data protection and supervise, an management of personal data to be in line with personal data protection laws and related laws. The company has therefore established a personal data protection policy. In order that the company will operate its business in accordance with the Personal Data Protection Act B.E. 2562 and other relevant laws. This is for relevant people to know and take it as a guideline for further practice. The PDPA (Personal Data Protection Act) law is a Personal Data Protection Act which is set up to protect personal information which effective date is 1 June 2022.

However, the Board of Directors has established a personal data protection policy and guidelines for directors, executives, employees and stakeholders to acknowledge and adhered to be a correct practice according to relevant laws. Moreover, there is the appointment Data Protection Working Group, who is responsible for carrying out personal data protection work in accordance with the Personal Data Protection Act.

In 2023, the Company has never happened about personal data breaches, and were not informed the request to exercise the rights of the owner of personal data in any way.

Remark : More information on the policy can be foundn at <https://snjinter.com/wp-content/uploads/2022/06/Personal-Data-Protection-Policy.pdf>

3.18 Tax Policy and Practices

The company places importance on complying with laws related to tax management by adhering to the principles of accuracy, transparency, and accountability. As well as adhearing to responsibility towards all stakeholders, and business ethics. In addition, to be consistent with guidelines for operating in the area of filing which focuses on allowing businesses to grow economically along with social development and environment in a balanced manner. The company has therefore established a tax policy to provide guidelines for tax management and tax transparency, which include

1. Tax Practice
2. Tax Responsibility
3. Transfer Pricing
4. Use of Tax Benefits
5. Relations with Government Agencies
6. Knowledge in Tax Law
7. Tax Transparency

The company has reviewed the policy annually to be consistent with business operations guidelines and cause Confidence that the company complies with the Revenue Code and related tax laws accurately and completely.

In 2023, the company strictly complies with tax policy. Therefore, did not receive a letter requesting tax clarification or additional fines from the Revenue Department.

4. Information Disclosure and Transparency

The Board of Directors duly recognized the importance of disclosing significant company information relating to both financial and non-financial topics, which was regarded as one of the company's policies regarding good corporate governance. The company ensured that the shareholders and investors receive such information, in a fast, accurate, and equitable manner, through such channels as, annual registration statement / annual report (Form 56-1 One Report), news distribution channel of The Stock Exchange of Thailand, and The Securities and Exchange Commission, as well as the company website, in both Thai and English (www.snjinter.com), with those information being regularly updated.

During 2023, the company facilitated information disclosure in accordance with the requirements of The Stock Exchange of Thailand and The Securities and Exchange Commission, as well as disclosed other significant information to display transparency in its business operations such as :

4.1 Corporate Governance : The company prescribed and disclosed its good corporate governance policy, good corporate governance principles, business ethics, and code of conduct for company directors, the management, and employees, together with those reports relating to such topics, by disseminating them on the company website.

4.2 Sustainability Report : The company prepared a sustainability report according to the GRI Standards framework, which is a guideline for preparing sustainability report based on international standards. This report ensured that all stakeholders were able to acknowledge and understand the company's sustainability information, which was published on the company website.

4.3 Social and Environmental Management Policy : The company incorporated these topics under mission and the policies on corporate governance and business ethics with regard to the society and environments. See the details about implementation of the policy under the heading 6.1.2 "Policy and Guidelines Related to Shareholders and Stakeholders (3. Responsibility to Stakeholders on item no. 3.7 and 3.8)" and heading 3 "Driving Business for Sustainability".

4.4 Risk Management Policy : The company has set up Risk Management Committee to supervise risk management of the organization in a systematic and effective manner, and cover all areas appropriately. The company has also prescribed risk management policy and guidelines to manage key risks in business operations and sustainability risks (ESG Risk), as well as analyze impacts and prepare plans to handle emerging risks, according to the details under the heading 2 "Risk Management".

4.5 Shareholding Structure : The company disclosed the names of the top 10 shareholders at the time of closing shares registration book for the shareholders' meeting, and at the ending date for each quarter, on the company website.

4.6 The Board of Directors' Responsibility Report toward Financial Statements : The Board of Directors recognized the importance of compiling financial statements in such manner deemed accurate and reliable, accompanied by preparing in accordance with financial reporting standards, to serve as references for decision-

making by the investors, by displaying said report together with the certified public accountant's report in the annual registration statement / annual report (Form 56- 1 One Report) . The financial statements for the year 2023 were unqualified opinion by the auditor. In addition, the company facilitated the submission of said financial statements to The Securities and Exchange Commission and The Stock Exchange of Thailand within the timeframe required, and was never subject to any instruction to revise its financial statements.

4.7 Duty Performances by The Board of Directors and Sub-Committees : The company disclosed the details on the roles and authority of The Board of Directors and sub-committees, the number of meetings held, the number of meeting attendance by each director during the past year, under the heading 7.2 "The Board of directors", 7.3 "Sub-Committees", and heading 8.1 "Summary of The Board of Directors' Performance in the Past Year", 8.2 "Performance Report of The Audit Committee in the Past Year", 8.3 "Summary of The Sub-Committees' Performance".

4.8 Shareholding by the directors and the management : The company annually disclosed shareholding and changes of the company's shareholding of the directors and the management both directly and indirectly in the annual registration statement / annual report (Form 56- 1 One Report) as detailed in heading 8.1.4 "Compliance with the Corporate Governance Principles", on item 2. Use of Inside Information to Seek Benefits.

4.9 The Remuneration for Directors : The company disclosed the remuneration structure and criteria for paying executive and non-executive directors, as well as the nature and number of remuneration received from being the directors for The Board of Directors and sub-committees, according to the details under the heading 6.1.1 "Policy and Guidelines for The Board of Directors" and 8.1.2 "Meeting Attendance and Remuneration of The Board of Directors".

4.10 Development for the directors and the management : The company had placed much emphasis on supporting the training activities seeking to promote further knowledge for the directors, the management on continuous basis. The company disclosed the development and training of directors and the management as detailed in the heading 8.1.1 "Nomination, Development, and Performance Evaluation of The Board of Directors".

4.11 Related Transactions : The Board of Directors laid down the policy for the company to comply with the regulations of the Capital Market Supervisory Board. In the case of important related transactions; although the approved amount of money is under the executive director supervising the division, the company shall present to The Executive Committee for consideration and/or approval depending on the case. After that, the company will bring the significant volume transaction to The Audit Committee's meeting and The Board of Directors' meeting for consideration respectively, so The Audit Committee can comment in case there are different opinions, and the directors and the management can acknowledge the details before the company informs The Stock Exchange of Thailand. Details are under the heading 9 "Internal Control and Related Transactions".

4.12 Performance Report : In the case of sales revenue or net profit according to last financial statement changed from the financial statements in the same period last year more than 20 percent, the company has revealed the explanation of the operation's results for the quarter on the website of The Stock Exchange of Thailand and the company website.

In 2023, the company disclosed its performance report 4 times.

4.13 The Relationship with Investors : The company established an investor relations department to communicate with investors and shareholders. Information concerning the Company is published to shareholders, analysts, and relevant agencies through various channels, including the Securities and Exchange Commission (SEC), the Stock Exchange of Thailand, and the Company's website. The Company ensures regular disclosures to shareholders on its website in both Thai and English and keeps this information up-to-date. This includes the vision and mission statement, financial statements, press releases, Annual Report, Form 56-1 One Report, Sustainable Development Report, organizational structure, the structure of the group of companies, as well as the shareholding structure and major shareholders and notices of shareholders' meetings.

In 2023, the company and the Saha Group together with the SET hold "investors, analysts meet Saha Group" 12nd at 27th Saha Group Fair at Bangkok International Trade & Exhibition Centre (BITEC) to engage investors, analysts and the media met with the Board and management closely. Managing Director provided the information about the business, operations, industry, economic outlook and key developments including answers and question. The company prepared book summarizes the history and key operational results distributed to investors, analysts and media at the event as well as all of them have visited product and innovative of companies in the group that was on display at the 27th Saha Group Fair. An opportunity to purchase product at special price which has been received very well with attendance increasing every year. This caused investors, analysts and the media learned an overview of the business of the Saha Group, and more published through the Stock Exchange and the company's website (www.snjinter.com).



5. Prevention of Insider Information

The company placed much emphasis on the protection and supervision over insider information, by clearly specifying in the business ethics and code of conduct for company directors, the management and employees, that directors, the management and employees perform their duties with responsibility, carefulness and honesty, as well as consider the interests of the company as the most important. The company directors, the management, and employees were not allowed to exploit the information or assets belonging to the company, or accorded own position, in such

manner seeking unjust gains for own self or for others. In relation to this, the company handed out relevant manuals to company directors, the management, and the employees, together with disseminating those information on company's internet system channel and company's website, to serve as guidelines for their business operations and assignments. Furthermore, the company also incorporated above information into company regulations, together with the penalty provision. (See additional details under heading 8.1.4 "Compliance with the Corporate Governance Principles", on item 2. Use of Inside Information to Seek Benefits.).

6. Prevention of Conflict of Interest

The company had set a policy for company directors, the management, and employees to treat the issue of conflict of interests with caution and reason, with the company's interests in mind, by laying down operations systems in a transparent manner, deemed as one major policy regarding good governance practice and business ethics for the company. The company focused on the conflict of interest with the transparency and fairness in operation systems as well as full disclosure of information.

Accordingly, The Board of Directors shall establish a policy to manage and monitor conflicts of interest that might occur among the company, directors, management, and shareholders. The policy shall include measures to prevent the inappropriate use of corporate assets, information, and opportunities, as well as inappropriate transactions by related parties. Accordingly, The Board of Directors has prescribed the guidelines as follows:

1. The Board of Directors shall provide an information security system, which includes policies and procedures on the confidentiality, integrity, and availability of such information, as well as market-sensitive information. The Board of Directors shall oversee compliance by any directors, top executives, employees, and outsiders with access to such information.
2. The Board of Directors shall manage and monitor any transaction with a potential conflict of interest, as well as provide guidelines and procedures to make certain that such a transaction will be made in conformity with the legally prescribed procedure and information disclosure requirements in the best interest of the company and the majority of the shareholders. Any party with a vested interest in a particular transaction shall be excluded from the decision.
3. The Board of Directors shall require all directors to report their personal stake in a particular agenda item that will constitute a conflict of interest before the commencing the consideration of the item. Such a report shall be recorded in the minutes. The director(s) in question shall be excused from the meeting for the time being and shall cast no vote on that agenda item.

Remark : Further details of the policy can be found at <https://snjinter.com/wp-content/uploads/2022/06/2.Conflict-of-Interest.pdf>

7. Policy for Trading of the Company's Securities

The Company has established guidelines for the trading of the Company's securities to ensure equal treatment for all shareholders and to create transparency in the disclosure of important information under the Company's corporate governance policy, with details are as follows.

The company clearly specified conditions regarding the transaction of company securities in its business ethics, by forbidding the directors, the management, and the employees working in those departments accessible to inside information, to engage in the transaction of company securities, during the period of 1 month before the disclosure of such information to the public and 24 hours after disclosure of financial statements. The company distributed said instructions in circular to all concerned parties each quarter.

In 2023, all the company directors and management members strictly followed accordingly, without engaging in such transactions during said period.

The company informed company directors and the management to acknowledge of duty to report their first securities holding, together with any subsequent change in securities holding, to The Securities and Exchange Commission, in accordance with article 59 of The Securities and Exchange Act B.E.2535. Furthermore, the company provided for the report on securities holding by the directors and their spouses, as a regular item in The Board of Directors' meeting

The Board of Directors has set a policy for directors and top executive to inform of the company's securities trading to the company secretary at least 1 working day prior to trading. In 2023, the directors and the management have strictly followed the above policy by informing to the company secretary 4 - 6 days prior to trading.

8. Compensation for Rights Infringement

The company adheres to the good corporate governance code and carries out its business with integrity and ethics. Accordingly, the company has placed emphasis on respecting and complying with human rights principles for all groups of stakeholders, together with not taking any actions in rights infringement. Furthermore, the company has measures to fairly remedy the impact caused by or related to the company.

9. Anti-Corruption

It is The Board of Directors' policy to comply with anti-corruption laws. In this regard, The Board of Directors shall adopt the following guidelines:

1. Create consciousness, values, and attitudes for employees in performing their duties according to the law, rules with integrity.
2. An efficient and effective internal control system shall be put in place. There shall be suitable supervision and a system of checks and balances to prevent employees from being involved in fraud and corruption.
3. Directors, the management, and employees shall be prohibited from performing any act that amounts to a demand or acceptance of any property or any other benefit, whether for themselves or for others, as an inducement to wrongfully perform or refrain from performing a duty or to act in a way that could result in a loss to the company's legitimate benefits.
4. Directors, the management, and employees shall be prohibited from giving or offering to give any property or any other benefits to third parties to induce such persons to unlawfully or wrongfully perform or refrain from an act.
5. There shall be a transparent and accurate financial reporting system.

6. There shall be a channel for employees and related persons to provide notices of causes for suspicion with confidence of protection. Personnel shall be appointed to examine all notices of suspicion given.

Remark : Further details of the policy can be found at [https://snjinter.com/th/investor-relations/-Corporate Governance – Anti Corruption Policy](https://snjinter.com/th/investor-relations/-Corporate-Governance-Anti-Corruption-Policy)

10. Disciplinary Measures for Non-Compliance with Policy and Guidelines

1. The company shall take appropriate disciplinary action for those who do not comply with good corporate governance code, and they might be prosecuted in the case of law violation.
2. The company will punish and penalized directors, the management and employees who are in breach of these regulations, or who threaten or violate any other persons, or who fail to take any actions against any acts of non-compliance by others, or who breach or do not comply with the established anti-corruption policy. The penalties will be considered based on seriousness of guilt from written warning to dismissal, including out of duty and receiving any applicable civil or criminal prosecution in accordance with the established laws.
3. In the event that a business partner or any Stakeholder of the company does not comply with these established regulations and policy on anti-corruption - either in the capacity as a wrongdoer or in neglecting to take any actions against any acts of non-compliance by others, or in giving false information, then the company may consider terminating any existing business contracts or relationships with such parties.

Business Ethics

The company has prescribed business ethics, and code of conduct for company directors, the management and employees as part of the good corporate governance code. It shall be a practice guideline for company directors, the management and employees to follow it for their business operation, which could be summarized as follows :

1. Responsibility Towards Stakeholders
2. Conflict of Interest Management
3. Guidelines for Receiving or Giving Entertainment or Gift
4. Anti-Corruption
5. Non-Infringement of Intellectual Property
6. Non-Violation of Human Rights
7. Occupational Safety and Health
8. Formal Responsibilities
9. Maintenance of Company Assets
10. Informants and Complaints

The business ethics an code of conduct are presented in animated cartoon for easy understanding and open for employees to view regularly to create awareness of the practice. For new employees, the company included the topics of business ethics and code of conduct in the employee orientation. Furthermore, the company organized

e-learning training and tested employees to ensure that they recognize, understand, and are aware of business ethics, and could apply them in the workplace. 100 percent of all employees received training or orientation and passed the test. Meanwhile, directors and the management signed an acknowledgment of compliance with good corporate governance principles, business ethics and code of conduct for company directors, the management and employees, representing 100 percent of all directors and the management.

In addition, the company has monitored the implementation of good corporate governance code and required supervisors at all levels to be responsible for monitoring their subordinates in compliance with business ethics and code of conduct for company directors, the management and employees to strengthen its management and business engagement transparency, and those who do not comply with such measures will be appropriately punished and might be prosecuted in the case of law violation. If the employees are in doubt and cannot comply or make decision, they shall consult with sequence supervisor. In the case of dispute, the judgment from the Managing Director, The Executive Committee and The Board of Directors will be considered as final order. (See full details of business ethics, and code of conduct for company directors, the management and employees on the company website (www.snjinter.com) under section "Investor Relations" heading "Corporate Governance".

In 2023, the company found that there were no violations of the organization's ethics and code of conduct.

The Important Change and Development of Corporate Governance Policy, Guideline and Charter during the past year

Major changes and developments relating to the review of policies, guidelines, corporate governance, and charters in the past year

1. Establish a confidentiality policy and the use of inside information as a guideline for directors, executives, and employees to ensure the company's confidentiality and that of its stakeholders.
2. Establish the Personal Data Protection policy as a guideline in compliance with the Personal Data Protection Act (PDPA).
3. Review the policy and regulations regarding to the use of computers as a guideline for the Company's personnel to use the computer system and the Company's network with due care and to prevent cyberattacks.
4. Establish rules on trading in company securities as a guideline for directors, executives, and those who know inside information for trading company stocks.
5. The Company has been certified as a member of the Thai Private Sector Collective Action Coalition Against Corruption (CAC) for the third time.
6. Arrange online training and public relations on anti-corruption, as well as having employees take a test to assess their knowledge of relevant policies and practices.

The adoption of CG Code 2017 for listed companies issued by the SEC

The Company has annually reviewed the appropriateness of compliance with the CG Code for listed companies issued by the SEC and adopted the Code for the Company's business context as appropriate. Throughout 2023, the Company has fully complied with the CG Code, except for the following aspects:

Non - practiced aspects	Reasons
1. The Board of Directors has specified the number of listed companies that each director hold directorship for not more than 5 places in the company's corporate governance policy.	The Board of Directors has not specified the number of listed companies that each director hold directorship for not more than 5 places, since The Board of Directors believed that each director's business expertise and capabilities should not be restricted by the number of companies said director served, as long as he/she proved to be capable and devoted enough to carry out own assignments in fulfilling the expectations by The Board of Directors and shareholders.
2. The Board of Director's policy has specified the limit of the number of years on the tenure of independent directors not exceeding 9 years.	The Board of Director's policy does not limit the number of years on the tenure of independent directors since the company's independent directors continue to perform their duties with independence and without private interests that may conflict with the interests of the company, as well as make decisions by taking into account the best interests of the company. They are also independent from the management and major shareholders of the company
3. The Board of Directors has no independent director appointed as the company's director for more than 9 years.	The Board of Directors has four independent directors appointed as the company's director for more than 9 years because they are fully qualified per definition of company's independent directors, while duly processing such sound knowledge, professional expertise, and work experiences, beneficial to the company's business operations.
4. The Chairman of The Board of Directors is independent director.	The Board of Directors has appointed non-executive director serving as the Chairman of The Board of Directors due to his ability and expertise in the company's business. Furthermore, despite the Chairman of The Board of Directors not being an independent director, nevertheless, the Chairman of The Board of Directors duly carried out his assignments in an independent manner, and providing opportunities to all directors to act freely in expressing own

Non - practiced aspects	Reasons
	opinions and suggestions contributing to the best interests of the organization.
5. The Chairman of The Nominating Committee and the Chairman of The Remuneration Committee are independent directors and The Nominating Committee and The Remuneration Committee mainly comprise independent directors.	Although the Chairman of The Nominating Committee and the Chairman of The Remuneration Committee are not independent directors, all of them are directors with knowledge and experience who served the positions for a long period of time. They have performed their duties with responsibility and honesty, while never voted when they have conflict of interests.

Other information in accordance with good corporate governance principles to support various assessments

The Board of Directors have placed much emphasis on building good corporate governance practice, and upgrading those practice on continuous basis, to enable company operations to be carried out in a transparent and effective manner, leading to further growth and stability for the company. Furthermore, such practice was aimed at contributing to further economic value and long- term wealth for the shareholders, while providing fair treatment to all stakeholders concerned. The company has set the policy to achieve balanced business operations under changing social and economic environments, based on sufficiency economy principles, and in compliance with good governance practice principles for listed companies.

The Thai Institute of Directors (IOD) has developed new assessment criteria (New CGR) which will be used in 2023 with improvements to reflect ESG issues that businesses must manage. To reflect the sustainable operations of the company, the company has, therefore continuously developed principles of good corporate governance in order to be consistent with the new evaluation criteria that have been increased in intensity. In 2023, the company received a corporate governance evaluation result at the level of "Excellent" for the sixth consecutive year.

Details of Corporate Governance Evaluation:

Categories	2023 (%)
1. Right of Shareholders and Equitable Treatment of Shareholders	87
2. Consideration of the role of stakeholders and business development for sustainability	105
3. Disclosure and Transparency	96
4. Responsibilities of the Board	78
Average Score	99