



**FORM 56-1**

**FISCAL YEAR 2019**

**(1 April 2019 – 31 March 2020)**

Thai Stanley Electric Public Company Limited

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## **Part 1**

### **Business Overview**

#### **1. Policy and Business Overview**

##### **1.1 Vision Objective Goal / Business Strategies**

Thai Stanley Electric Public Company Limited is a manufacturer of automotive lighting equipment with international quality. The goal is committed to producing quality products and value added products that the importance and value to all related group with the company sincerely.

Management Policy is to consider customer satisfaction as the first priority by improving every function; quality control, costing, delivery, development, safety, and relationship through Planning – Doing – Checking process cycle.

The Board has set a policy for directors, executives and employees, including corporate governance policies , Code of conduct for Directors and Employees which has been published as a document and distributed to directors, executives and employees for acknowledgment and implementation in this regard, the Board of Directors has determined the yearly plan for reviewing the policy , rules and regulations.

##### **1.2 Background**

The Company was first registered as a limited company on 30 May 1980. It manufactured, imported and distributed automotive light bulbs and lighting equipment. That was founded by a Thai-Japanese joint venture between Seng Nguan Hong (Sittipol) Company Limited (currently known as The Sittipol 1919 Company Limited) and Stanley Electric Co., Ltd. of Japan. The Company operates three separate plants, producing auto bulbs, dies and molds, and auto lamps.

During year 1980 - 1990 the company invested Bulb factory , Lamp1 factory and Die & Mold factory, has been investment promoted from BOI for every plant and has registered capital of 10 million baht to 153 million baht

During year 1991 – 2001 , the Company was listed on the SET, and the Company's shares began being traded on the SET under the abbreviation 'STANLY'. In the same year, the Company founded own research and development center with promotional support from the Board of Investment (BOI). This center is mainly engaged in researching and developing products for the Company. In July 1993, the Company was converted into a public limited company.

The company entered into a joint venture in establishing new companies: Lao Stanley Co., Ltd. and Vietnam Stanley Electric Co., Ltd. Stanley Electric Engineering India PVT Ltd. PT. Indonesia Stanley Electric, that also took shares in various companies, such as Inoue Rubber (Thailand) Public Company Limited, Sum Hitechs Co., Ltd. (in 2015 the company sold shares to major shareholder of Sum Hitechs Co.,Ltd.) Sirivit Stanley Co., Ltd., Top Hightech (Thailand) Co., Ltd. and Lumax Industries Limited of India. In addition, the Company formed a technical support alliance with Electro Polymers (PVT) Ltd. of Pakistan and Unitech Machines Limited of India.

The company has registered capital to 383.125 million baht and continued investment in Land around for new factory and new machinery and equipment for business expansion.

During years 2002 - 2010 the company has invested Lamp4 factory at Nava Nakorn Industrial Estate , Klong Luang, Pathumthani (in 2014, the Company sold land and buildings to the company that in the side area from not any operation and damaged by flooding in 2011) and Lamp 5 in the main area Muang , Pathum Thani

During year 2011 – 2013 Thailand's auto industry development and growth, respectively, but in the years 2011 have fluctuated dramatically from mega flooding in the central of Thailand impact on the automotive manufacturers and parts suppliers, the production and interruption and in 2012 from the needs of consumers returning to the policy of the government to make the first car sales and auto production record high. The company as a manufacturer of automotive parts has been ordered by customers many car manufacturers. As a result, the company is higher and opening of a new plant (Lamp7) to produced lamps for ECO Car, that selling are affect to growth of the automotive market.

During year 2014 – 2016 the automotive industry fell again after delivery of the car from the first car out. The demand for automotive consumer that was used prior to the year 2012, making the auto industry downturn and the decline continued , Agricultural crops production less so the public revenue less and to spending was less than normal. Only Exports and motorcycle market have continued to grow slightly. the automotive manufacturers including companies as part manufacturers have tried hard to remedy the situation and results of operations.

During year 2017 - 2018, the automotive industry returned to recover. Sales and production of cars and motorcycles constantly increasing which is mainly domestic sales , the export market is still at a slow level. In order to support the increased production and new model of lighting products The company invested in the expansion of the 7th lamp manufacturing plant and new Mold factory , which will begin production in 2019 and start the construction of the Lamp 8 factory which will be completed and start production in 2020.

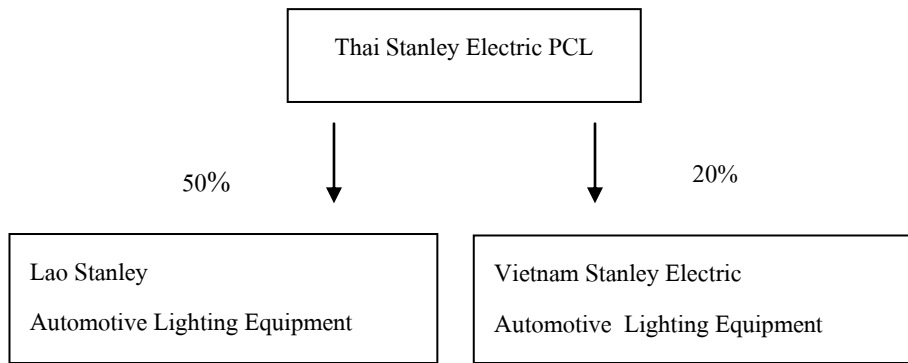
During 2019-2020, The company built new buildings, namely, a molding plant and a research and development center (DMT). We also invested in capital-increase shares of Electro Polymers (PVT) Ltd in Pakistan. In late 2019 towards early 2020, the world suffered the outbreak of Covid-19. Automakers who were our customers subsequently suspended their some production, which significantly affected our production.

Management: Since the Company's initial establishment and subsequent listing on the SET, the original management team has continued in office without any significant change in management policy.

### **1.3 Company group holding structure**

The company has 2 related company that manufacture of Lighting Equipment are the joint venture company - Lao Stanley Company Limited at The Lao People's Democratic Republic and the associate company - Vietnam Stanley Electric Company Limited at Socialist Republic Of Vietnam which are in the business of lighting

equipment. The operations and management based on the consideration of the Board of Directors of each company based on the policy of Stanley group.

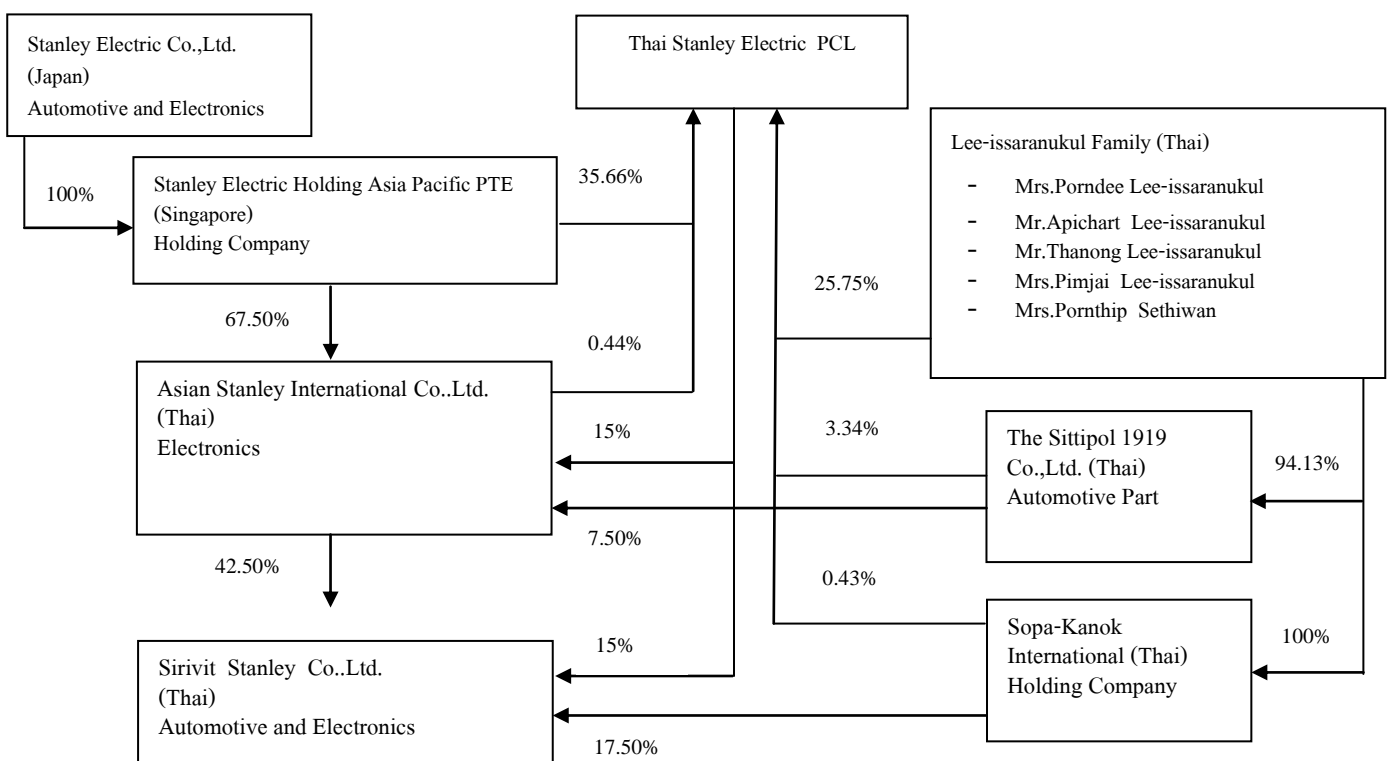


**1.4 Major shareholder group Relationship**

The major shareholder group of the company is Stanley Electric Company Limited, Japan. Business lighting equipment, automotive and electronics. The Sittipol Group, which operates automotive parts business, in which both groups have founded the company since before being listed on the Stock Exchange of Thailand. In which each group has sent a representative to be the board of the company

Business operations are in accordance with company policy that accordance with the policies of Stanley Electric Co., Ltd., Japan The company and Stanley Group rely on technical assistance for production and product design.

Shareholding structure of business groups of major shareholders (data as March 31, 2020)



## 2. Conduct of business

The company operates as a manufacturer and distributor of automotive lighting equipment. With products such as automotive lamps Automotive lighting sets and metal molds and product designs , by producing and distributing to domestic and foreign automotive manufacturers for lamps and mold products will be produced for specific model vehicles. In which the company has jointly designed and manufactured according to the needs of customers, specifically automotive manufacturers

The company does not provide segment information for the mold and product design business. Which has different characteristics from automotive lamps and lamp sets , since the sales of the said business accounted for only 5.30 percent of the sales

### Income Structure

(The Equity Method)

Revenues	31 March 2020		31 March 2019		31 March 2018	
	Million Baht	%	Million Baht	%	Million Baht	%
Domestic Sale Revenues	9,655.09	61.37	10,341.66	67.93	9,193.56	67.04
Export Sale Revenues	5,495.00	34.93	4,292.96	28.20	4,026.89	29.36
Total Sale Revenues	15,150.09	96.30	14,634.62	96.13	13,220.45	96.40
Dividend Income	86.13	0.55	71.98	0.47	10.30	0.08
Gain on Exchange Rate	16.61	0.11	21.24	0.14	19.75	0.14
Interest Income	53.82	0.34	71.14	0.47	69.49	0.51
Other Income	107.16	0.68	108.09	0.71	99.33	0.72
Share of profit from investment in Associate	318.84	2.03	316.18	2.08	294.76	2.15
Total revenues	15,732.65	100.00	15,223.25	100.00	13,714.08	100.00

### 2.1 Nature of products

The Company's core business is to manufacture and sell products in a single sector, both domestic and export, namely lighting equipment for use in motorcars, motorcycles and other vehicles. There are 2 core products:

- Auto Bulb the company manufactures bulbs for automobiles, such as Bulb T19, G18, RP30, S25 to assemble a collection of various types of automotive lamps are available sales through local dealers and sale export to Stanley group company and for supporting to production and assembly a set of automotive lamps.

- Lighting Equipment Lamps , the company manufacturing in the automotive parts such as Head Lamp, Rear Combination lamp or Tail lamp , Stop lamp , Signal Lamp and Room Lamp that jointly developed with automotive manufacturer in specific models.

In addition to the core products, the Company also manufactures all kinds of

-Dies & molds in support of the core business and for sale to other industrial operators. The details of the dies & molds and design segment are not identified in this filing because their sales account for only 5.30% of the Company's total sales.

**Certificate of Promotion**

The company received investment promotion from The Board Of Investment total 18 certificates of promotion as follows :

- (1) Manufacture Automotive Bulbs (Certificate of Promotion No. 1038/Sor. Aor./2533)
- (2) Manufacture Automotive Lamps (Certificate of Promotion No. 1044/2527)
- (3) Manufacture Die & Mold (Certificate of Promotion No. 1214/Sor. Aor./2530)
- (4) Manufacture Die & Mold (Certificate of Promotion No. 1078/Sor. Aor./2533)
- (5) Manufacture of Automotive Lighting Equipment and parts  
(Certificate of Promotion No. 1279/Sor. Aor./2533)
- (6) Research & Development of Automotive Lighting Equipment  
(Certificate of Promotion No. 1176/2534)
- (7) Manufacture Die & Mold (Certificate of Promotion No 1767/2538)
- (8) Manufacture of automotive Lighting Equipment, Machine or Electrical  
(Certificate of promotion No. 5675/2539)
- (9) Manufacture Electronic Bulbs (Certificate of promotion No. 1016/2541)
- (10) Manufacture Engineering Plastic parts (Certificate of Promotion No. 1017/2541)
- (11) Manufacture of automotive Lighting Equipment, Machine or Electrical  
(Certificate of Promotion No. 4290/2541)
- (12) Manufacture of automotive Lighting Equipment, Machine or Electrical  
(Certificate of promotion No. 4573/2541)
- (13) Manufacture Die & Mold (Certificate of Promotion No 1096/2543)
- (14) Electronic Design (Certificate of promotion No. 1294 (2)/2545)
- (15) Manufacture and repair Die & Mold (Certificate of promotion No. 1539 (2)/2545)
- (16) Manufacture of Automotive Parts (Certificate of Promotion No.1545 (2)/2546)
- (17) International Standard Lamp for economic car  
(Certificate of Promotion No.1631(2)/2012)
- (18) Manufacture and repair Die & Mold (Certificate of promotion No.2216(2)/2013)

Now the company have right from received investment promotion from The Board Of Investment total 2 certificates of promotion as follows :

1. Certificate of Promotion No. 1631 (2)/2012 , was issued on 22 May 2012 to engage in the international standard Lamp economic car , category 4.10 vehicle part production . The privileges and benefits under Certificate of Promotion No. 1631(2)/2012 include the following: Certificate

1. Be exempted from import duty on machinery as approved by the BOI
2. Has been a reduction of 90% of the incoming rate to import raw material or necessary material required for use in the production of distributors in the country for 1 year from the first day of imported. The raw and necessary material must not be same as made in a similar quality to the imports, and a sufficient quantity to supply them and in term and conditions in the time of the BOI to stipulate.
3. Be exempt the income tax , net profit from operations that have been promoted but not exceed 100% of the total investment , excluding land and current capital for 8 years from the date of the income from the operation. In the calculation of net income that including income from the sale of defect from productions.

The loss of business during the income tax exemption , that losses can be deducted from the net profit after the period of exemption from income tax that for a period not exceeding five years from the date of expiration of the period , by deducting from net income of any year or many year.

4. The dividend from the promoted has exempted that to not calculation for the income tax , duration the period of exemption right in income tax.

5. Be exempted from import duties on raw and necessary materials that imported for use in production to export in a period of 1 year from the first date of imported.

6. Be exempted from import duties for the imports to exports for a period of 1 year form the first date of import.

2. The certificate of promotion No.2216(2)/2013 dated September 4, 2013 to engage in the manufacture of molds and mold repair category 4.2 Manufacture of machinery. Equipment and parts , the rights and privileges as follows:

1. Be exempted from import duty on machinery as approved by the BOI
2. Be exempt the Income tax , Net profit from operations that have been promoted but not exceed 100% of the total investment, excluding land and current capital for 8 years from the date of the income from the operation.

In the calculation of net income that including income from the sale of defect from productions.

The loss of business during the income tax exemption , that losses can be deducted from the net profit after the period of exemption from income tax for a period not exceeding 5 years from the date of expiration of the period , by deducting from net income of any year or many year.



3. The dividend from the promoted has exempted that to not calculation for the income tax, duration the period of exemption right in income tax.

4. Be exempted from import duties on raw and necessary materials that imported for use in production to export in a period of 1 year from the first date of import.

5. Be exempted from import duties for the imports to exports for a period of 1 year from the first date of import.

The general conditions and project conditions as follows:

General Condition

1. Use land that is permitted to engage in activities that promote only.
2. The machine that has approved the exemption or reduction of import duty in accordance with privileges.
3. Raw and necessary material to apply preferences in promote activities only, and must be submitted for approval to import not less than 2 months.
4. Must provide Income – expenses statement for the promoted business separately from the other business for the purpose of calculating other net income that is exempted from income tax.
5. Raw materials and necessary material must be a specific product or assembly that is used to export product and product from promoted business.
6. Shall provide and protection system to prevent environmental damage or a danger or nuisance to the neighboring.
7. Quality of products from manufactured or assembled. Must be in accordance with international standards.

Project Conditions

1. Machinery for the promoted business must be a new machine and purchasing within March 4, 2016.
2. The operation must be completed within 36 months from the date of the promotion.
3. The implementation of significant projects have been promoted in the following.
  - 3.1 Kind of product : Mold and Mold Repair .
  - 3.2 Size of the business. The production capacity for Mold, about 100 sets and Mold repair 50 sets per year. (Working time 16 hours / day : 300 days / year), outgrowth is defect from productions
4. Minimum investment (Excluding land and current capital) not less than 1 million Baht
5. Income tax exemption worth up not over than 190,000,000 baht.

**2.2 Market and competition**

**a. Policy and marketing**

Because of the limited competition in this industry, the Company's strategy is to manufacture high-quality products at a reasonable price. The pricing policy is based on the cost of manufacturing with a standard profit

margin. The Company also has a policy of expanding additional lines of automotive products to meet the demand in the automotive market.

The Company's customers include manufacturers and distributors of motorcycles and motorcars (passenger cars and commercial vehicles). The Sittipol 1919 Co., Ltd. is the Company's dealer in automotive spare parts that The Company has not paid any compensation to dealers.

#### Distribution channels and customer base

##### 1. Local channels

1.1 Original equipment market: The products are sold directly to local assembly plants in Thailand. Usually, they are used in the manufacturing process or kept as spare parts.

1.2 Replacement equipment market: The products are sold through the Company's dealer, The Sittipol 1919 Co., Ltd. In this market, the products are as replacements.

##### 2. International channels

2.1 Original equipment market: The products are sold directly to local assembly plants abroad. Usually, they are used for manufacturing or kept as spare parts.

2.2 Inter-member market: The products are export sold to each international member of the Stanley Group which engages in automotive assembly. This is to enable those members to assure the availability and quality of their stock. Deliveries are made on their orders from time to time on the basis of a single source. That means the Company is the sole manufacturer and distributor of these kinds of products for the Stanley Group worldwide. This creates economies of scale and efficient cost control. For some members in the Stanley Group, if only a few items are required and it is not cost-effective to order them directly from another manufacturer, an occasional delivery from the Company is a better alternative.

In 2019, The company had domestic sale approximately 63.73% of the company total sale, decreased 6.64% from the previous year which was the automotive industry in stagnation of economic conditions and export sales approximately 36.27% of the company's total sales, increased 28% that one portion is sold to the Stanley Group and the other is sold to customers in the Free Zone \*

*\*Free Zone is a designated area. For the benefit of customs duties in the industry, commerce, or other businesses that are beneficial to the country's economy In which the person wishing to establish a free zone must obtain a license from the Director-General (source : [www.custom.go.th](http://www.custom.go.th))*

#### **b. Competition situation**

The Company's policy in competitive to practice under the rules of the competition. Will not take any action as a monopoly or reduce competition or limited competition

In the local automotive lighting equipment industry, the competition is limited with very few market players. Basically, there are only 3 main manufacturers in Thailand. However, if compare by size of company, the potential for production and competitiveness there is only 1 company that be similar to the company and another are

difference size . The company has advantages in terms of diverse customer base. because the Company's business integrates research and development, design, moulding, manufacturing, assembly and quality control. As regards cost, the Company can take advantage of its being a listed company so can obtaining lower cost financing through the Stock Exchange of Thailand. At present, our estimated market share remains high considering that our products are featured in vehicles in this country. We have been rated high by our customers in terms of price, quality and delivery.

The barriers to entry are high for the following reasons:

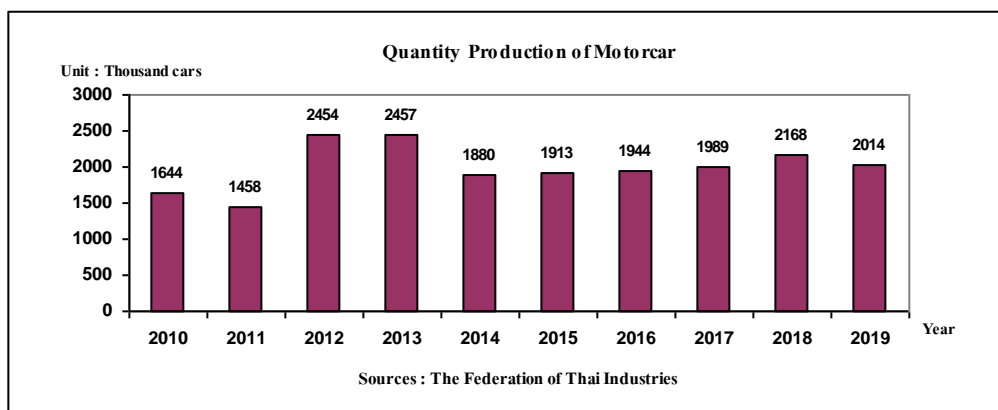
1. Significant investment is needed to acquire the costly machinery, tools and devices, including the equipment for quality testing.
2. The specialist training for workers is expensive and time-consuming.
3. The business naturally relies on specialised technology and must conform strictly to each country's safety standards.
4. The Company benefits greatly from the modern technology and valuable experience transferred from its joint venture partner, Stanley Electric Co., Ltd. of Japan, thereby increasing customers' confidence in the Company.

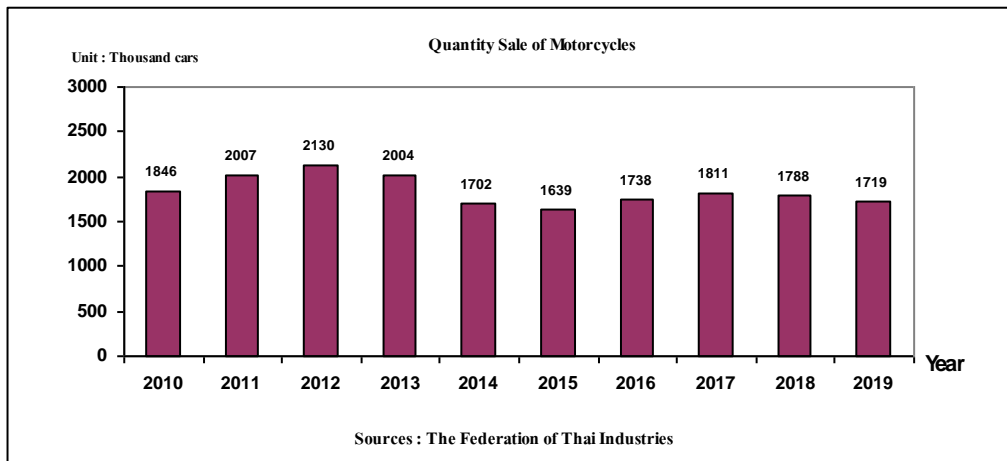
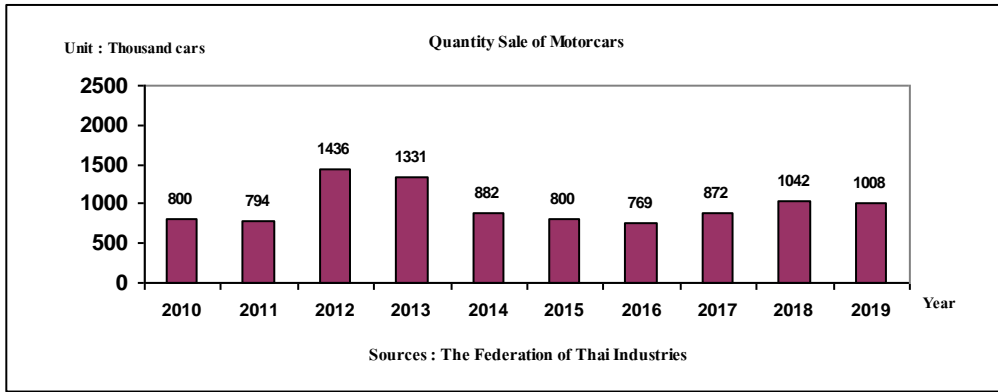
Because there are so few operators in this industry, the Company has the bargaining power over its customers at a particular level. However, the course of business is still based on the facts, especially, the basis of the actual cost of manufacturing plus standard profit.

Despite the limited number of operators in this industry, there are many suppliers. The Company has a non-monopoly policy with suppliers so that it can negotiate for the lowest price possible.

The automotive industry plays an essential role in the country's overall industrial development. Structurally, the automotive industry is linked to a wide range of other industries. That starts with basic materials, such as steel, plastic, rubber, glass and animal hides and the manufacture of automotive parts. The final process ends with assembly.

Over the past decade, Thailand's automotive industry has improved substantially, making Thailand the largest manufacturer of vehicles and component parts in Asian. The growth of the automotive industry over the past decade can be classified by types of vehicles: motorcars and motorcycles , details as follows





Remark : Not shown graph of motorcycle production data because production and sale are same level

In the year 2019, the automotive industry situation in Thailand In automobiles and motorcycles as a whole decreased in both production and domestic sales and exports. According to the overall economic situation in the country and abroad which is continuously declining. And in the beginning of 2020, the global outbreak of the virus, Covid-19, spread around the world causing businesses Including vehicles, have to temporarily stop production

Naturally, the Company's business aims at the OEM market while the replacement market is its secondary channel. Therefore, the growth of the Company's business over the past decade has been in line with the direction of the country's automotive industry.

### 2.3 Supplies and services

#### a. Manufacturing and raw material

The Company has three manufacturing plants as follows:

1. Automotive bulb plant : capacity = 113 million pieces per year

All production from customers' orders and the other portion supplies the Company's lamp plant.

2. Automotive Lamp plant : capacity = 40 million pieces per year

All production from customers' orders

3. Die and Mold plant: Production = 400 pieces per year

All production from customers' orders and the other portion supplies the Company's lamp plant.

The Company currently acquires 71% of materials from local suppliers and 29% import from foreign suppliers. That their price has not changed significantly over the years. Details of local and foreign acquisition of materials over the past three years are as follows

Unit : Million Baht

Sources	31 March 2020		31 March 2019		31 March 2018	
	Amount	%	Amount	%	Amount	%
Local	5,000.81	71.13	5,259.35	73.15	4,258.22	70.57
Foreign	2,029.74	28.87	1,930.82	26.85	1,775.76	29.43
Total	7,030.55	100.00	7,190.17	100.00	6,033.98	100.00

The majority of materials are supplied by Stanley Electric Co.,Ltd. , Japan and other company members in the Stanley Group for the following reasons:

1.The material has characteristic features and can be acquired in large quantities from a single source to save costs. Conversely, it is not cost-effective for the Company itself to manufacture the material in Thailand because of the low demand.

2.A large order is necessary for cost-effectiveness. However, local demand is not large enough. In other words, a small order increases the cost. The Company has therefore opted to buy only essential material locally out of the total quantities obtained from Stanley Electric Co., Ltd. , Japan. This is to reduce the cost of procurement and the risk of dead stock.

3.A single source provides the material on the basis of the alliance among the members of the Stanley Group, resulting in economies of scale. The material is distributed to all other members worldwide.

The price of material provided by Stanley Electric Co., Ltd. of Japan and the Stanley Group is fixed at a reasonable and favourable level. The pricing formula is the actual cost plus administrative expenses. If some kinds of general material can be acquired from other suppliers on favourable conditions, the Company has absolute discretion to proceed with that procurement without abiding by any commitments within the Stanley Group.

#### b. Environmental impacts

In every production process , The Company to realized the effective to do not adversely affect the environment. For the painting process, a water shield and sludge disposal system are in place to prevent dust in the air. In this regard, the Company has engaged to the company which holds a waste disposal licence, to dispose of and treat the waste. Consequently, no pollution is emitted outside the Company's facilities. That means the environment suffers no impact from the Company's operations.

Now the company has completely Waste Water Treatment , the waste water from all factory will be sent in for proper treatment whose water level can be measured for the standard , that can be brought back for reused in production process and other activity such as toilet flushing , water plant and Lamp7 factory has reuse it in painting process and flushing water for toilet , and other factory are adjusting this water for appropriate use. Therefore , the company have not any affect to environment.

In all circumstances, the Company recognises the importance of environmental conservation. It has campaigned for environmental management and was awarded ISO14001 certification .The company have designed our products to be environmentally friendly (green products) by relying on chemical-free substances or reducing the use of poisonous chemicals such as mercury (Hg), lead (Pb), chromium 6 (Cr6+), cadmium (Cd) and flame retardants (PBB & PBDE).

In addition, we also provide a green space project in the company , by providing a tree Planting activity on the last working day of the year , Enhancing the green space in the company and create a habit of environmental importance to employees.

The company has no disputes or litigation regarding environmental issues from local communities.

## **2.4 Undelivered Projects**

- None

## **3. Risk factors**

The company arranges for the review of risk items, with significant the key risks and define supporting measures as follows :

### **1. Production-Related Risks**

Risks relating to our production include production disruption as a result of damage of machinery or molding, suspended delivery of raw materials by suppliers and problems during a new product development and production quality.

The following are some of our risk management implementation:

- Implementing a proactive machinery maintenance plan while having a secondary plan to adjust the production area in case of emergency.

- Setting up a database of secondary raw material suppliers in case the primary ones cannot supply us with required materials; regularly assess and supervise these suppliers.

- The company was accredited IATF16949 and ISO9001 for quality management system where a strict internal preventive-based inspection system to monitor quality of raw materials, the manufacturing process and product delivery to customers was implemented.

## **2. Financial risk**

The company imports raw materials and machinery from abroad. And exporting products to foreign countries. Most of the currencies are yen (JPY) and US dollars (USD), therefore there is a risk of fluctuations in foreign exchange rates.

The company has managed the risk by entering the forward contract to reduce such risk. The policy is to make foreign exchange forward contracts at 50% of the net foreign currency liabilities.

There is also a risk of taxation and those relating to the preparation of our financial statements. Some of the measures such as tax planning and monitoring relevant laws and regulations have been put in place.

## **3. Computer and IT risk**

The company have increasingly introduced IT systems into our operation to collect data and enhance production capability in the manufacturing process, which means we could be exposed to IT safety risk or technology threat resulting from system defect or cyber attack.

To control and prevent the risk, we formulated rules and regulations regarding the use of IT system. IT disaster prevention plans and backup plans were drafted to prevent and manage the risk. Internal communication to create awareness in this subject was also conducted on a regular basis.

## **4. Safety , Occupational Health and Environment risk**

The Company underlines the importance of quality of life of employees ranging from promoting operation safety to reducing workplace and out-of-work accidents and compliance with occupational safety and environment work rules and regulations.

The safety policy and plan was formulated and responsible persons were designated to supervise the safety. Campaigns to promote safety work culture were organized. An emergency response plan was written with a regular drill. We were certified to OHSAS18001 and recognized on a continuous basis as an outstanding workplace award in the HSSE area.

Regarding the environment, measures to ensure that our operation has no effect to communities and the environment were implemented. We have a wastewater treatment plant and quality of wastewater and emission was monitored to ensure no environmental impact. Industrial waste was managed in compliance with the laws and the company was certified to ISO14001 environmental management system.

## 5. Public utility risk

The company needs to use public utility systems such as electricity and water supply in production, which, if the incident causes the electricity supply or water supply to be stopped, will cause the production to be disrupted and unable to deliver products to the customer as targeted.

The company has set measures to prevent the risk by purchasing additional electricity from the private sector. Construction of a water treatment plant as well as requiring ongoing maintenance planning.

## 6. Risk from natural and other disasters

The company still gives importance to the risk of fire and flood, since it is a risk that may cause a wide impact and damage.

The company has established preventive measures , with strict surveillance organize fire evacuation drills every year . Including setting up a TOP GUN team in response to emergencies, etc. In addition, the company has set the BCP manual to be updated. In order to be prepared for various emergency situations.

## 7. Risk from the Outbreak

The company realizing the importance of our employees' wellbeing and to minimize risk from the outbreak, we have formulated a plan to promote health of our staff by informing them of the disease and how to protect oneself from it. In addition, employees are encouraged to stay healthy where exercising equipment is provided together with yoga and aerobic classes, an annual health check-up is organized and we keep monitoring the situation and updating our employees with the latest information with regard to the disease.

Between late 2019 and early 2020, the world witnessed the Covid-19 pandemic. Thai Stanley Electric Public Company Limited set up a working body to closely monitor the situation. Employees were required to strictly comply with the following measures to prevent and minimize the infection:

- Control travel abroad and watch out for those returning from abroad including limiting the contact to work within the company and also restricting for partners that traveling from abroad
- Screening all employee before and after work by checking the body temperature.
- Providing knowledge and practical guidelines for employees to protect themselves and their families.
- Allowing high-risk staffers such as pregnant and sick employees to stay at home;
- Do not allow employees to travel at risk sources of potential for spread and strictly comply with government measures.
- Improve the internal environment of the company. Use Social Distancing in the working area , canteen.
- Provide sanitation equipment for employee such as hand sanitizing gel alcohol , Face mask Glasses for employee who have to contact outside etc.



From business operations since the company was founded No changes in the structure of major shareholders Or business policies in any way The company therefore has no effect on major shareholder issues and management.

#### 4. Assets for used in Business Operation

##### 4.1 The main aspect of the company's fixed assets used in the business.

Type of Asset	Ownership	Amount (Million Baht) 31 March 2020	Obligation
1. Land and Land and Building Improvement Total 209 rai 2 ngan 0.3 square wah	owner	2,574.90	-
2. Building and Other Structure - Office ( Net)	owner	280.81	-
3. Building and Other Structure – Factory ( Net)	owner	976.42	-
4. Machinery and equipment ( Net)	owner	2,783.95	-
5. Mold (Net)	owner	524.53	-

Total assets are at 29/3 Moo 1, Bangpoon-Rangsit Road, Ban Klang Sub-district, Muang District, Pathumthani Province

##### 4.2 Investment policy relating to subsidiaries and associates

On 31 March 2020, the Company's investments in its subsidiaries and associates in the automotive lighting business totalled 1,620.46 million baht, or 7.96 % of its total assets. The Company expects to increase its investments in this business in the next three years. However, the combination of actual and future investments is capped at 10% of its total assets.

#### 5. Legal Disputes

-None

#### 6.1 General Information

(1) Name : Thai Stanley Electric Public Company Limited

Public Registered No . 0107536000765

Address : 29/3 M.1 Bangpoon-Rungsit Road, Banklang, Muang Pathumthane 12000

Homepage : [www.thaistanley.com](http://www.thaistanley.com)

Type of Business : Manufacturer of automotive lighting equipment and mold

Paid up capital : 383,125,000 Baht (Three hundred eighty-three million and one hundred twenty-five thousand baht)

Common share 76,625,000 share par value 5 Baht

## (2) Details of Investment in other companies exceed of 10%

No	Name/Address/Type Of Business	Capital Registered	Amount Of Number Of Share Hold	Investment Ratio(%)
1.	Lao Stanley Co.,Ltd. KM.7 Luangprabang Road, Vientiane, Laos - Manufacturer of automotive lighting equipment Telephone : 85621 222171-3 Facsimile : 85621 222174	USD 500,000	USD 250,000	50
2.	Vietnam Stanley Electric Co.,Ltd. Hanoi , Vietnam - Manufacturer of automotive Lighting equipment Telephone : (844) - 8 534546 Facsimile : (844) -8 531337	USD 8,300,000	USD 1,660,000	20
3.	Top Hightech (Thailand) Co.Ltd Saha Ratana Nakorn Industrial Park , Ayuttaya - Manufacturer,sell,assemble plastic goods and Assemble light resolution molds Telephone : (035) 364-051 Facsimile : (035) 364-052	35.9 Million baht	5 million baht common stock 5,000 shares	13.93
4.	Asian Stanley International Co.,Ltd 48/1 M.1 Kukwang Ladlumkaew , Pathumthani - Manufacturer of lighting emitting diodes (LED) and camera flashes. Telephone :0-2599-1260 Facsimile : 0-2599-1263	400 Million baht	60 million baht common stock 600,000 shares	15
No	Name/Address/Type Of Business	Capital Registered	Amount Of Number Of Share Hold	Investment Ratio(%)
5.	Sirivit Stanley Co.,Ltd 182 M.6 Tambol Cokegluad Muang , Nakhonrachasima - Manufacturer of automotive lighting equipment and electronic components Telephone : (044) 291-411-3 Facsimile : (044) 291-414	40 Million baht (paid – up 21 million baht)	6.00 million baht (paid – up 3.00 million baht) common stock 600,000 shares	15
6.	P.T. Indonesia Stanley Electric Jakarta, Indonesia.	USD 7,500,000	USD 750,000	10

	- Production and Sales of Automotive lamps for motorcycle and motorcar, Die & Molds Telephone : (021) 59404510 Facsimile : (021) 59404506			
7.	Electro Polymers (PVT) Ltd. Karachi, Pakistan - Manufacturer of automotive Lighting equipment Telephone : +9921-32360041(42) Facsimile : +9921-32360043	PKR 9,240,000	PKR 79,050,000 common stock 93,000 shares	10.06

### (3 ) Reference

Registrar	Thailand Securities Depository Co.,Ltd. The Stock Exchange of Thailand Building 93 Ratchadapisek Road, Dindang Bangkok 10400 Telephone : 0-2009-9000 Facsimile : 0-2009-9991
Auditor	Ms.Varaporn Vorathitikul Certified Public Accountant (Thailand) No.4474 PricewaterhouseCoopers ABAS Limited. 15th Floor Bangkok City Tower , 179/74-80 South Sathorn Road, Bangkok 10120 Telephone : 0-2844-1000 Facsimile : 0-2286-5050
Law Consultant	Bangkok Global Law Offices Co.,Ltd. 540, Unit 1705, 17th Floor, Mercury Tower, Ploenchit Road, Lumpini Sub-district, Pathumwan District, Bangkok 10330 Thailand Tel: +66 (0) 2 252-5895-6 Facsimile : +66 (0) 2 252-5897

### 6.2 Other data

- None

## Part 2

### Management and Corporate Governance

#### 7. Structure of Securities holding and management

##### 7.1 Securities of Company

(1) The Company has paid up capital of 383.125 million Baht and fully paid up, divided into 76,625,000 ordinary shares each of baht 5 per share.

(2) Other Share

- None

##### 7.2 Shareholders

(1) Major shareholder list

(A) Top ten shareholders as at the last closing book date July 12, 2019.

Shareholder Name	Number of Share (Share)	% of holding
1. Stanley Electric group	27,655,450	36.10
- Stanley Electric Holding Asia-Pacific PTE	27,320,950	35.66
- Asian Stanley International Co.,Ltd.	334,500	0.44
2. Lee-issaranukul Family	22,620,196	29.52
- Mrs.Porndee Lee-issaranukul	4,486,956	5.86
- Mr.Apichart Lee-issaranukul	5,435,971	7.09
- Mr.Thanong Lee-issaranukul	4,144,855	5.41
- Mrs.Pimjai Lee-issaranukul	2,838,895	3.70
- Mrs.Pornthip Sethiwan	2,831,195	3.69
- The Sittipol (1919)	2,556,074	3.34
- Sopa-Kanok International Co.,Ltd.	326,250	0.43
4. Thai NVDR Co.,Ltd.	2,329,423	3.04
5. NORTRUST NOMINEES LTD-CL AC	1,971,200	2.57
6. BNP PARIBAS SECURITIES SERVICES, LONDON BRANCH	1,805,000	2.36
5. ABERDEEN STANDARD SMALL CAP FUND	1,541,700	2.01
7. ABERDEEN STANDARD LONG TERM EQUITY FUND	1,490,200	1.95
8. ABERDEEN STANDARD GROWTH FUND	1,441,500	1.88
9. MR.KENNETH RUDY KAMON	1,303,800	1.70
10. STATE STREET BANK AND TRUST COMPANY	839,734	1.10

The currently shareholders list , the investor can see in company website ([www.thaistanley.com](http://www.thaistanley.com)) before the Annual General Meeting.

## (B) Major Shareholders to participate in its operations by sending member to be a committee

Shareholder Name	Number of Share (Share)	% of holding
1. Stanley Electric group *	27,655,450	36.10
- Stanley Electric Holding Asia-Pacific PTE	27,320,950	35.66
- Asian Stanley International Co.,Ltd.	334,500	0.44
2. Lee-issaranukul Family	22,620,196	29.52
- Mrs.Porndee Lee-issaranukul	4,486,956	5.86
- Mr.Apichart Lee-issaranukul	5,435,971	7.09
- Mr.Thanong Lee-issaranukul	4,144,855	5.41
- Mrs.Pimjai Lee-issaranukul	2,838,895	3.70
- Mrs.Pornthip Sethiwan	2,831,195	3.69
- The Sittipol (1919)	2,556,074	3.34
- Sopa-Kanok International Co.,Ltd.	326,250	0.43

\* Stanley Electric , Japan holding 100% in Stanley Electric Holding Asia-Pacific PTE , Singapore and holding 67.50% in Asian Stanley International Co.,Ltd.

\*\* Lee-issaranukul Family is the major shareholder and executive management in Sittipol 1919 ( holding 94.13%) and Sopa Kanok International (Holding 100%)

(2) The company does not conduct business by holding shares in other companies

(3) Shareholder's Agreement - None

### 7.3 Other Securities

-None

### 7.4 Dividend payment policy

The dividend payment policy of the company is that the rate of dividend payment of the Company is not less than 30 per cent of the net profits deduction of tax. (The Company Only)

Payment Year	2019	2018	2017	2016	2015
Earnings Per Share (Baht) **	25.81	21.65	16.58	17.01	15.11
Dividend Per Share (Baht)	8.25	7.00	5.00	5.00	4.80
Dividend Ratio (%) * **	35.28	36.03	34.15	32.68	34.53

\*\* From the equity method is applied \*\*\* From the company only

## 8. Management Structure

### 8.1 Board of Director and Meeting

Name	Position	Board of Director Meeting	
		Number of Meeting	Number of Attend the Meeting
Mr. Apichart Lee-issaranukul	Executive Chairman	6	6
Mr. Koichi Nagano	President	6	6
Mr. Thanong Lee-issaranukul	Director	6	6
Mr. Tadao Suzumura	Director	6	6
Mrs. Pimjai Lee-issaranukul	Director	6	5**
Mrs. Pornthip Sethiwan	Director	6	4**
Mr.Krisada Visavareeranon	Independent Director and Chairman Audit Committee	6	6
Mr. Chokechai Tanpoonsinthana	Independent Director and Audit Committee	6	6
Mr. Suchart Phisitvanich	Independent Director and Audit Committee	6	6
Mr. Picharn Sukparangsee	Independent Director	6	6
Mr. Katsutoshi Iino *	Director	6	3**
Mr. Toru Tanabe *	Director	6	5**

Remark \* Director worked at Japan. \*\* The reason of not attending the meeting - The director have oversea business.

#### Authorized directors and condition

Mr.Apichart Lee-issaranukul or Mr.Thanong Lee-issaranukul sign with Mr.Koichi Nagano or Mr.Tadao Suzumura and company seal

#### Board of directors meeting

The company has set the procedures and methods of the meeting in the regulations on the board meeting of the company that must be held at least once every 3 months and all directors are required to attend. There might be additional meeting if necessary. And according to the company's regulations , in the Board of Directors' meeting, there must be at least half of the directors present at the meeting and at least 1 independent director or audit committee member must attend the meeting to constitute a quorum

The resolution of the meeting of the board of directors requires the majority votes of the directors present at the meeting. One member has one vote. In the case of equal votes, the chairman of the board shall have the casting vote. The director having interests has no right to vote for that agenda. The procedure of the meeting has been described in the rules of board of directors meeting.

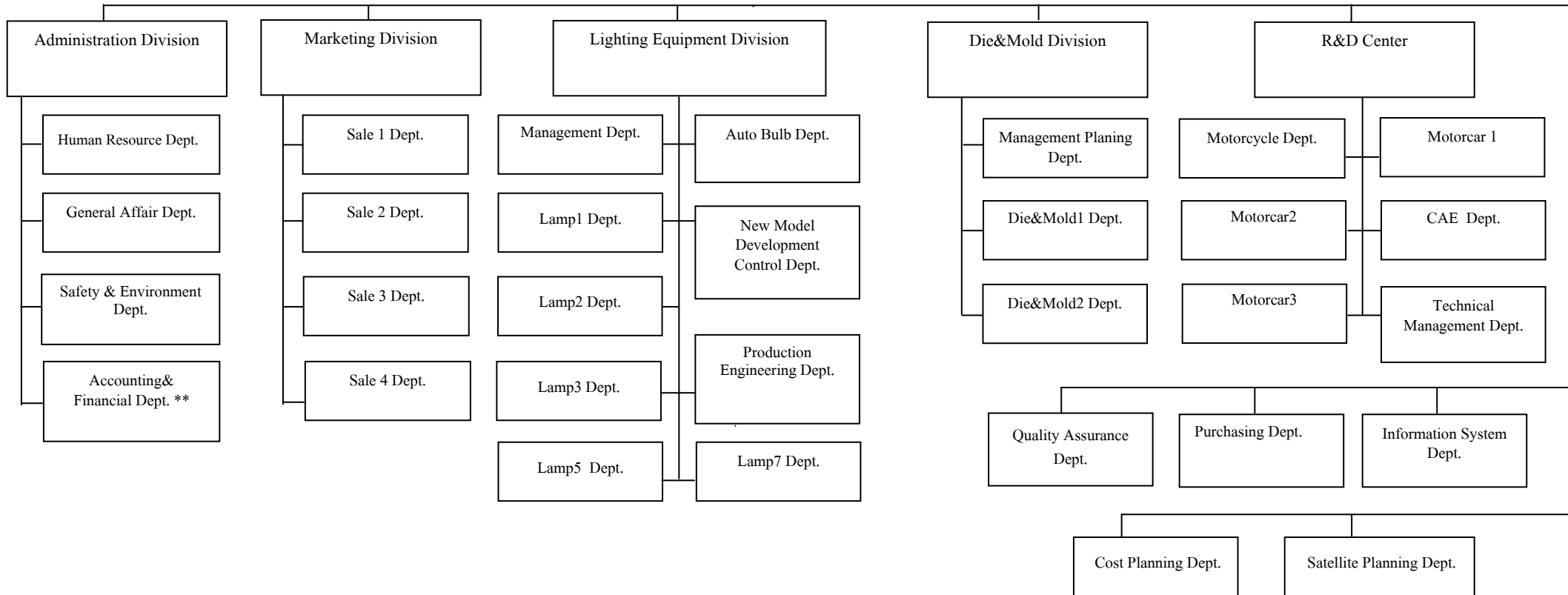
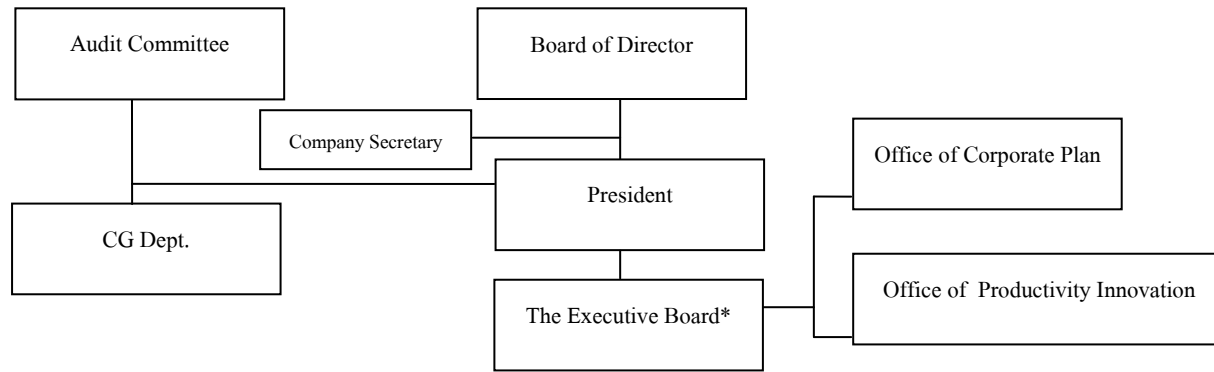
Meeting schedule and key agenda have been set for the whole year in advance in order to make sure the adequacy of time and the availability of the board members. The invitation letter is sent out at least 14 days in advance both in Thai and in English. TV conference is also set up for the board member who is on overseas business trip to join the meeting from abroad.

In the board of directors meeting, chairman of the board of directors and executive chairman shall set the agendas together and screen the agendas proposed by directors. As there has not been any one being appointed to



### Management Organization

Remark EGM = Executive General Manager  
 DEGM = Deputy Executive General Manager  
 DM = Department Manager  
 CS = Chief of Section





### 8.3 Company Secretary

The Board of Directors has appointed Mrs. Sudjai Srifuengfung. Held the position of company secretary Since July 4, 2008 by the properties of the incumbent secretary of the Company is as attached document 1

### 8.4 Remuneration for the company's management

#### (1) Remuneration in cash

The company setting the remuneration policy for director on the appropriate consideration and comparing with the remuneration for the directors paid by the companies listed in Stock Exchange of Thailand with the same size of business or the same industry, and approved by shareholders' meeting.

In year 2019, the Annual General Meeting of Shareholders approved the remuneration of directors in the amount of 5 million baht equal to the previous year. The conditions and criteria for payment are under the discretion of the Board of Directors.

The composition of the directors' remuneration consists of the remuneration of the board , Audit Committee Compensation and meeting allowance (only directors and audit committee members attending the meeting)

The policy of remuneration for executives shall be considered from their roles and responsibilities as well as performance

(A) The Board of director remuneration for 2019 , details as follows

Name	Position	Director Fee (Baht)		
		Director	Audit Committee	Total
Mr.Apichart Lee-issaranukul	Executive Chairman	270,000		270,000
Mr.Koichi Nagano	President	270,000		270,000
Mr.Thanong Lee-issaranukul	Director	270,000		270,000
Mr.Tadao Suzumura	Director	270,000		270,000
Mrs.Pimjai Lee-issaranukul	Director	265,000		265,000
Mrs.Pornthip Sethiwan	Director	260,000		260,000
Mr.Krisada Vissavateeranon	Independent Director and Audit Committee Chairman	270,000	410,000	680,000
Mr.Chokechai Tanpoonsinthana	Independent Director and Audit Committee	270,000	290,000	560,000
Mr.Suchart Phisitvanich	Independent Director and Audit Committee	270,000	290,000	560,000
Mr.Picharn Sukparangsee	Independent Director	270,000	5,000 *	275,000
Mr.Katsutoshi Iino	Director	255,000		255,000
Mr.Toru Tanabe	Director	265,000		265,000
<b>Total</b>		<b>3,205,000</b>	<b>995,000</b>	<b>4,200,000</b>

Remark Company only has Audit Committee

\* Meeting fee as attending a special meeting with the audit committee

### The executive board remuneration

In year 2019 the company paid the remuneration for executive board as salary and bonus to 6 person amount 43.38 million baht

#### (2) Other remuneration

- Other remuneration of directors - There is no other compensation or other benefits , other than monthly director fee and meeting allowance.

- Other remuneration of executive director - The company provides a provident fund for Thai executive directors, which the company has contributed at the rate of 7% of salary as well as contributions to employees However, the amount of payment in 2019, the company has disclosed in the employee remuneration in item 8.5

### 8.5 Personal

Total employees as at March 31st, 2020 were 3,084 persons . The company paid for employee's remuneration in year 2019 were 1,641.26 Million Baht as salary , bonus , provident fund and other welfare such as Public transportation and Shift expense , details as follows,;

Division	Male	Female	Total
Administration	38	58	96
Marketing	24	31	55
Production	1,606	1,303	2,909
Japanese	24	0	24
Total	1,692	1,392	3,084

The total number of employees decreased by 6.64% from the previous year. In the past 3 years, the number of employees has changed to a level not exceeding 10%, so there is no significant change in the number of employees and no labor disputes.

### Policy of personal ' s development

The company determines the personnel development policy every year. To develop personnel to have knowledge and skills in both management and work skills ,with a target value that all employees must receive training, knowledge or skills in the job , we divided into general employee levels must be trained at least 1 course per year and have at least 6 hours of training per person per year. In the supervisor level and manager level must train at least 2 courses per year

The company policies in employee training and development plans to all levels of employees about knowledge and skills to work , Foreign language , Mind development , and internships to study abroad, such as Japan, U.S.A and other country regularly.

That for 3 years ago, the Company does not have any conflict or dispute with employees and the company was awarded the Outstanding Labor and Welfare Labor continuously since 2006 – 2019 (14 consecutive years) certification system and standard of Thai workers. (MRT. 8001-2546) complete level from the Ministry of Labor.

## **9. The Corporate Governance**

The Board of Directors attaches great importance to corporate governance. The company has a transparent business operation , honesty , fair competition environmental and social considerations

### **9.1 The corporate governance policy**

The board has developed the corporate governance policy since year 2007 with details as follows:

1. Develop Business Ethics or Ethics and Code of Conduct for the board and employees to comply with, ensure the compliance, together with review and update it.
2. Define structure, role and responsibility of the board and the executive clearly and appropriately
3. Require the board conduct performance self-evaluation
4. Create, maintain, and review the control system in respect with finance and operation, ensure the operational effectiveness and compliance with law and ethics, and manage risks by paying attention to red flag warning and unusual transaction.
5. Ensure that disclosure information is accurate, complete, in time, and in equitable manner for shareholders and stakeholders.
6. Develop reliable financial reporting procedure and inspection process, and assess the sufficiency of internal control, risk management, and effective monitoring system
7. Assure that the rights of shareholders and stakeholders are protected and treated in an equitable manner.
8. Resolve the conflict of interest with discretion and transparency
9. Develop environmental and social care system

To comply with the corporate governance policy The company has prepared the code of conduct for directors and employees. In order to abide by the guidelines and to prevent damage that may occur from misconduct of the person in the company by publishing as a manual for directors, executives and employees to acknowledge and abide . This includes the vision and ethics are provided in the orientation program of directors, executives and new employees, which are disclosed in the website. (www.thaistanley.com) of the company as well

## **9.2 Director**

The company determines the structure of directors , qualifications of the board roles and responsibilities, recruitment and appointment of directors , Performance evaluation of the Board of Directors - in the regulations of the Board of Directors as follows

(1) Director structure - The company has 3 groups of directors, as the Board of Directors , the Executive Board and the Audit Committee by defining the roles and responsibilities of each committee as follows

### **The Board of Directors**

Structure of Board of Directors as of 31 March 2019 consists of 12 members as follows:

1. Executive Directors: involving in managing day to day operations or have authority to sign and bind the company, total 4 peoples or 33.33% of total members.
2. Non-Executive Directors including independent directors totaling 8 people accounting for 66.67% of the total Directors. Four independent directors are accounted for one-third of the Board's total numbers which is in accordance with the provision of Securities and Exchange Act (No. 4) B.E. 2008.

All directors are qualified in terms of knowledge and experience required for company business operation and focus on performing their role.

Independent directors meet the qualification as required by Securities and Exchange Commission.

### **Authority of the Chairman**

The Chairman plays an essential role as a visionary leader with the power to direct the Company's business vision and monitor the performance of senior executives

### **Authority of the Board of Directors**

The framework of the Board's duties and responsibilities includes organizational strategies, corporate governance, human resources management, financial reporting, information disclosure and communications as follows:

1. Organizational strategies Review and advise on key strategies and policies, financial objectives and other plans, including the Company's budget. Monitor the implementation of the Company's plans and policies.
2. Corporate governance , establish a policy of corporate governance and regularly evaluate the outcome in practice. Ensure that all stakeholders are properly protected and treated. Create a proper understanding on various matters among different classes of stakeholders and ask for their cooperation in enhancing the stability of the Company's business.

Determine the necessary procedures and mechanisms to ensure that all the Company's activities comply with the law and are carried out on a sound moral basis.

Make available the code of conduct or code of ethics, monitor the directors' and employees' compliance with these codes, and occasionally review and update them.

Prepare, maintain and review the financial control, operating control, corporate governance and risk management, and be alert to warning signs and irregularities on any transactions.

Establish an independent internal control unit with a precise definition of roles, duties and responsibilities.

Ensure that the existing structural and procedural requirements of the Board concerning corporate governance and the code of ethics are effective enough and may be adjusted if necessary.

Monitor and resolve any conflict of interests which may arise relating to management, the Board and shareholders, any illegal use of the Company's assets, and any irregularities on connected transactions.

3. Human resources management , to appoint the executive committee and evaluate their performance once a year. Appoint the Company secretary, whose main duties relate to Board meetings and shareholder meetings. The Company secretary's duties include providing legal advice to the Board.

4. Financial reporting Ensure that the financial reporting and audit system is reliable and that efficient mechanisms are made available to evaluate the adequacy of internal control, risk management and performance monitoring systems.

From the company's regulations, the authority of the Board of Directors are to take responsible for the company's business management, making decision and to supervise the business within the scope and law, as well as the company's objective and regulations.

#### Approval authority of the board of directors

The company has determined the matter to be approved by the board of directors in the regulations regarding the board meeting, such as

1) Considering the calling of the general meeting of shareholders and the resolution of the draft document proposed for consideration

2) Considering calling for the extraordinary general meeting of shareholders and voting on draft documents proposed for consideration

3) Considering and approving documents, financial statements, including the balance sheet, profit and loss statements of the company to send the SET

4) Selection of the appointment of directors and the release of directors

5) Considering and approving the trading of shares of rival companies and the trading of company shares of directors

6) Consider issuing new shares and buy back the company's shares

Except the following topics that have to get approval from shareholders' meeting.

1. Anything that has been stated by law has to get the shareholders' conclusion.
2. Conduction of any related items that meet the criteria of getting permission from shareholders' meeting.

#### Tenure of Director

Board of directors has a term of 3 years , when the term is expired directors may be considered for re-election by the shareholders' meeting.

The Company setting for directors can serve as director in no more than 5 listed companies, there are no exceptions that for the efficiency of their duties.

#### **The Executive Board of Directors**

Consist of 3 directors and 3 executives general manager (EGM) , total 6 person , The role and responsibility is to develop policy and direction and inspect the implementation

#### Authority of the Executive board

The Executive board has a duty to set policies and directions for the management of the company and check the company's performance , approving various plans, including monitoring and evaluating performance to achieve the objectives

The Executive board will report the performance according to the policies and goals of the company. that is consistent with the Stanley Group policy which is defined as a medium-term long-term plan, each year there are annual numerical strategies and numerical goals such as quality targets, cost, safety, etc. which are considered both positive and negative factors as well as various risks That the stakeholders will pay attention the annual policy meeting will be held for executives and inform in documents format to employees.

Meetings of the Executive Committee are approximately 4 times per month and may be convened if necessary and can invite executives or other relevant parties to ask for details directly at the meeting.

The resolution of the meeting must receive more than half of the total number of participants in the meeting. In the event that cannot be settled .The chairman of the meeting has the right to vote.

#### **Audit Committee**

Appointed by the Board of Directors, the Audit Committee is found to be fully qualified in accordance with the criteria stated in the laws governing securities and exchange as well as the Stock Exchange of Thailand's requirements. The Audit Committee is to remain impartial and has no interest either directly or indirectly in a manner that could jeopardize its discretion and independent responsibility.

### Structure of Audit Committee

Consisting of 3 independent directors; one of those has enough knowledge and adequate experience to review the reliability and accuracy of financial statement. Role and responsibility is clearly stated in the audit committee charter, amended for additional roles on 8 August 2019 to be in accordance with the notice from Stock Exchange of Thailand subject: Qualification and scope of work for audit committee B.E.2551.

Authorities of audit committee are as follow

1. The Audit Committee is responsible to the Board of Directors in accordance with the duties assigned as follows

1.1 To verify and assure that the Company's financial report is accurate and sufficiently disclosed

1.2 To verify and assure that the Company shall have an appropriate and effective internal control and internal audit systems. To consider the independence of the internal audit agency, as well as provide an approval for an appointments, transfer, termination of the chief of the internal audit agency or any other agencies responsible for the internal audit.

1.3 To Review that the Company has acted compliance with the company's anti-corruption policy.

1.4 To verify and assure that the Company has acted in compliance with the law on Securities and Exchange, requirements of the Stock Exchange of Thailand, and other laws in relation to the Company's business

1.5 To consider, select, propose to appoint an independent person(s) to perform the duty as the Company's auditor. To propose remuneration for that person(s) and to participate in a meeting with the auditors without the management involvement at least once a year.

1.6 To consider connected transactions and any transaction that may have a conflict of interests by referring to the requirements of laws and the Stock Exchange of Thailand, to assure that such transactions are reasonable and resulted in maximum benefits to the Company.

1.7 To prepare a report of the Committee as disclosed in the Company's Annual Report which must be signed by the Chairman of the Audit Committee and must consist of the information as follows (at least);

- An opinion(s) about an accuracy, completion and reliability of the Company's financial report.
- An opinion(s) about the adequacy of the Company's internal control systems.
- An opinion(s) about an action in compliance with law of Securities and Stock Exchange, provisions of the Stock Exchange of Thailand or any related laws regarding the Company's business.
- An opinion(s) about an appropriateness of the auditors.
- An opinion(s) about any financial transaction that may have a conflict of interests.
- A total number of the Committee's meetings and each member's meeting participation.
- An overall opinion(s) or an observation(s) obtained by the Committee from the operation as required in this charter.
- Other essential information or transactions as deemed to be acknowledged by shareholders and investors

under the scope and responsibilities assigned to them by the Board of Directors.

1.8 Any other operation as assigned by the Board of Directors with an approval by the Committee.

2. One of the Audit Committee's tasks is when suspicion is found in a transaction or an action that could materially affect the company's financial position and operation results, the Audit Committee is to report such incident to the Board for remedy. If the Audit Committee fails to do so, any committee member may report it to the Securities and Exchange Commission (SEC) or to the Stock Exchange of Thailand.

Tenure of Audit Committee

The audit committee has a term of 3 years. When the term is expired the Board of Directors may be considered for re-election.

(2) The Audit Committee who adequate expertise and experience in accounting and financial to audit creditability of the financial reports

Mr.Chokechai Tanpoonsinthana

2000-Present Independent Director and Audit Committee Thai Stanley Electric PCL.

2003-Present Independent Director and Audit Committee Chairman

Advance Information Technology PCL.

2013 – 2019 Independent Director and Audit Committee Witcorp Co.,Ltd.

Experience in accounting and finance

2000 - 2004 Managing Director Bangkok Thanathorn Finance Public Company Limited

Director (authorized signatory), BFIT Securities Company

Audit committee performs its duty by having the support from internal audit as an operation unit and report to audit committee. Also, the committee can asks for advices from independent advisor its expense is absorbed by the company.

The audit committee meeting must be held at least once every 3 months and there might be additional meeting if necessary. Executive or involved person might be invited to give information directly to the meeting. Meeting with auditor without executive attending must be held at least once a year.

Total numbers of audit committee meetings held during fiscal year 2019 are 10 times. Details of meetings are as follows:

- 6 meetings are among auditors, executives, and internal audit
- 4 meetings are only with auditors, no executive attended.



Name	Position	Board of Director Meeting	
		Number of Meeting	Number of Attend the Meeting
Mr.Krisada Visavareeranon	Chairman Audit Committee	10	10
Mr. Chokechai Tanpoonsinthana	Audit Committee	10	10
Mr. Suchart Phisitvanich	Audit Committee	10	10

### 9.3 Nomination and appointment of directors and Top management

The nomination and appointment of directors of the Company not through the Nomination Committee because The Company is in the process of setting up the Nomination Committee. However, in nominate directors the board will consider the qualifications. This is in accordance with the Company's Articles of Association , -Selection and appointment process , as follows:

1. Have the qualifications required by law (i.e. the Public Limited Companies Act and the Stock and Exchange Act)
2. Have knowledge, experience and expertise material to the Company's business
3. Be a visionary leader able to express opinions independently of management or any group of stakeholders
4. Work morally and ethically with an unblemished work record
5. Be able to dedicate enough time to working as the Company's director. And the number of listed companies that each director to be director not more than 5 companies.
6. Not be a director or executive of any entity that has a conflict of interests with the Company

The Company has no restrictions on the qualifications of its directors in terms of gender and age, to ensure the diversity of the board structure.

The appointment to be director will be proceed belong to the Public Limited Companies Act.

#### (1) Independent Director

Criteria for selection of independent directors

- Qualifications of independent directors

The Company's setting definition of Independent Directors to be on a level of the Capital Market Supervisory Board's definitions No. TorChor. 4/2009 No. 16 and TorChor.39/2016 No.17 details as follows:

1. Hold not more than 1% of the voting shares in the company, its subsidiaries, associates, or related companies, major shareholder or person with controlling power over the company, whilst the number of shares held by any related person of such an independent director must also be counted.

2. Have not been or are not involved in the management, employees, wage earners, advisors on the payroll of the company, its subsidiaries, associates, or equivalent companies, major shareholder or person with controlling power over the company except when such qualifications have ended for more than two years, provided that such restriction or prohibition shall not apply to an independent director who has been a government authority, which is the major shareholder of the company or the person having controlling power over the company.

3. Are not related by blood or registration as parents, spouses, siblings, or children, spouses of any of the children to members of the management, major shareholders, those exercising control, or those about to be nominated as members of the management or those exercising control over the company or subsidiaries.

4. Do not have and have not any business relationship with the company, subsidiaries, associated companies, major shareholders or those exercising control over the company in the manner in which independent discretion might be affected, and not be and have not been a substantial shareholder of or a person having power to control the person that has business relationship with the company subsidiaries, associated companies, major shareholders or those exercising control over the company unless such an independent director has not been a person referred to above for at least two years.

Business referred to in the first paragraph above shall mean to include any ordinary course of business or trade for business engagement purpose, any lease taking or lease out of any property, any transaction relating to asset or service, any financial support or acceptance of financial support by way of either borrowing, lending, guaranteeing or collateral providing or any other manner similar thereto that could result to an obligation required to be performed by the applicant or the party thereto in an amount of three percent or more of the net tangible asset value of the applicant or twenty million baht or more, whichever is lesser. In light of this, the method for calculating the value of connected transaction pursuant to the Capital Market Supervising Committee's Notification, Re: Regulations in respect of an Entering into a Connected Transaction shall be applied mutatis mutandis for the purpose of calculation of such amount of debt of the applicant, provided that the amount of the debt incurred during the past one year prior to the date on which such a business relationship with such a business relationships with such person exists;

5. Is not and has not been an auditor of the company, subsidiary, associated company, major shareholder or those with controlling power over the company and not be and have not been a substantial shareholder of, a person having power to control over, or a partner of any auditing firm or office in which the auditor of the auditor of the company, subsidiary, associated company, major shareholder or those with controlling power over the company unless such an independent director has not been a person referred to above for at least two years.

6. Is not and has not been a professional advisor, including legal or financial advisor who obtains fee more than 2 million baht a year from the company, subsidiary, associated company, major shareholder or those with controlling power over the company and is not and have not been a substantial shareholder of, a person having controlling power over, or a partner of any of such professional service provider firm or office, unless such an independent director has not been a person referred to above for at least two years.

7. Is not a director appointed as a representative of a director of the company , a representative of a major shareholder of the company , or a representative of a shareholder of the company which is a related person of the major shareholder of the company.

8. Does not engage in any business with similar nature as that of the company and is competitive with the business of the company , subsidiary or is not a substantial partner in a partnership , a director participating in any management role , an employee or officer , an advisor obtaining regular salary from , or a shareholder holding more than one per cent of the voting shares of accompany engaging in any business with similar nature to the company or subsidiary.

9. Does not have any characteristics which will inept the ability to provide independent comment or opinion on the operation of the company.

#### Process of recruiting independent directors

The appointment independent director not yet approve by nomination committee because of in considering process to setting but the board of director considered the qualification due to their knowledge and capability will benefit to the company and The Company has no restrictions on the qualifications of independent directors in terms of gender and age, and not yet fix term end of the independent director.

Business relationship of independent directors - Have , 1. The company paid for law service to Bangkok Global Law Offices that Mr.Picharn Sukparangsree be director in amount 0.81 million baht , this transaction was not over than the company 's definition .

The election of directors through at the shareholders meeting , as follows

1. Provide that shareholders vote for the election of directors by shareholders or other person who is not a shareholder. Each shareholder shall have one vote for each share

2. Each shareholder shall exercise all votes applicable under (1) for the appointment of one or more Director, provided that the votes of any shareholder shall not be divisible and shareholder voted one by one for one director.

3. Persons who obtain the highest vote and the next highest vote appoints (in descending order) shall be appointed as directors in order to fill the number of position of director required to be appointed at that time. In the case where more than one person obtains equal votes , and the number of directors with such vote exceeds the remaining number of directors positions to be appointed, the chairman shall have a casting vote in respect of those with equal votes.

4. In the case there is vacancy among the Directors which has occurred other than a retirement by rotation, the Board of Directors shall elect a person who is qualified and not being prohibited by the Public Company Law to fill the vacancy in the next Board of Directors' meeting except in the event that the period of time the Director is entitled to remain in office is less than 2 months. The person who is elected shall remain in office only for such period of time as the Director

he replaces was entitled to remain in office. The resolution of the meeting of the Board of Directors as specified in the first paragraph shall consist of votes of not less than three-fourth of the remaining Directors.

Succession plan - The company is in the process of considering and approving policies and operational plans from the Executive Board.

#### **9.4 The operations of the subsidiaries and associates company control.**

( 1 ) To corporate governance in subsidiaries and associates company .

The company appoint representatives to the company's executives are directors of subsidiaries, associates and the company holds. The policies acknowledge involvement in the management of these companies . Counseling and assistance as appropriate and approved by the Board of Directors. Not intended to interfere with or dominate these affairs.

( 2 ) An agreement with other shareholders in the management of subsidiaries and associated companies.

- None

#### **9.5 Internal information controlling**

The Company published the Code of Conduct to Directors and Employees to take the way of implement a good appropriate which covers the use of inside information that non-profit for themselves and others. Based on inside information of the company and set the time to employees and directors not to trade the company's assets within 1 month before the financial statements are disclosed or general corporate information to publish and within 24 hours after disclosure of financial statement and general corporate information .The Directors and Executives will report to the Secretary trading company and report to the Board Meeting every time and in addition.

Failure to comply with such requirements constitutes a disciplinary offense. The person who commits the offense will have to go into the process following the company's penalties.

The Company has not yet set a policy for directors and top executives to inform about the trading of shares at least 1 day prior to trading to the Board of Directors.

The company announced the information system security policy. To control the company's information that cover on customer information. Information System Department , is response to control all information , equipment and license computer programs and all department manager to review , checking and evaluation at least 1 time per year and report to the risk management committee and the executive board meeting and annual auditing by Internal Audit section.

The company added confidentiality measures in physical control by requesting cooperation, those who come in contact with every company do not use devices that can take pictures in the company area , and if having to take pictures in the company must be allowed in every cases , in which the photographers must attach a label showing the permission to

take every time. In addition, the ban on the recording device communication equipment or equipment that can be photographed into a strict control area, such as Research and Development Department , New Product Development and Production Engineering Department.

The company has set the penalty for violation. Adhere to the employment rules of the company or be punished by other means.

In 2018, Stanley Group has started to use GDPR (General Data Protection Regulation) to the companies in the group to know and take appropriate action. At present, the company has issued the Personally Identifiable Information Protection Policy for handling personal information. Including customer-related information ,supplier.

## **9.6 Auditor's remuneration**

Our auditor in the 2019 fiscal year was PricewaterhouseCoopers ABAS Co Ltd, whose qualifications had been approved by the Audit Committee and the Annual General Meeting of Shareholders. The auditor was proven to be independent and had no connection or interest with the company, executives and major shareholders. That is reputable and has an international network aside from the fact so that is an approved audit company by the Office of the SEC.

### **A. Audit fee**

The company paid the audit fee for the previous year to the auditor PricewaterhouseCoopers ABAS Limited total amount 2.16 million bath.

### **B. Other service fee**

- Reviewing compliance with conditions of BOI promotion certificate amount 0.23 million baht.
- Reviewing Stock Destroy amount 0.02 million baht.
- Reviewing auditing for Vietnam Stanley Electric Co.,Ltd. Amount 0.20 million baht

## **9.7 Other practice from the corporate governance**

The company has complied with Principles of Good Corporate Governance for Listed Companies 2012 of the Stock Exchange of Thailand and Good Corporate Governance Principles for Listed Companies 2017 of the Securities and Exchange Commission.

The board of director has complied with the corporate governance policy; the summary of those 5 sections are as follows:

### **1. Rights of Shareholders**

The company is committed to ensuring that the basic right of the shareholders is protected and treated in an equal manner as regulated by law. The company gives the right to shareholders to independently buy, sell, or transfer the securities that they are holding. The shareholders are eligible to receive dividend, participate in the shareholder meeting, freely express opinion in the meeting, and can take part in making key decision such as board election, key business

transaction approval, and key company letters amendment. In addition, the company promotes the right of shareholders and facilitates as follows:

1.1 The right to receive important and necessary information

To make sure that the disclosed information is accurate, complete, transparent, and in timely to shareholders and stakeholders as required by related regulations. Such information will also be posted on the website as another information channel for shareholders, including other key information such as investment structure, shareholders, management policy, members of the board of directors and so on, as well as other financial information and the information disseminated to the public so that the shareholders and the stakeholders will receive the same information.

The company uses the criteria for determining the list of shareholders (Record Date) for the Annual General Meeting of Shareholders that for all shareholders to have time to consider necessary and sufficient information about the shareholders' meeting, which includes the date, time, venue, and agenda, together with supplementary details for each agenda in advance. The company posts such information on the company's website 1 month before distributing the documents.

1.2 The right to participate in the shareholder meeting and the right to vote

The Invitation Letter

The company shall send the invitation letter to the shareholders at least 14 days in advance of the shareholder meeting. The letter shall include complete and adequate details of the meeting, agenda, together with supplementary documents which will be both Thai and English language for foreign shareholders.

Details about the right to participate and vote, what documents needed to bring along will be advised. In case of being unable to attend in person, that shareholder can appoint any independent director or any person to be a proxy for him by presenting any proxy form which the company attached together with the invitation letter. The proxy form can be downloaded from the company's website.

Facility

The company will arrange commuting transportation as facilitation for shareholders.

Staffs to welcome and provide service to participating shareholders will be standby 2 hours in advance.

For institutional shareholders facilitate to checking number of shareholding and a name list of the various funds in advance.

For voting process, poll cards will be collected in case of disagree vote in order to use for processing the data of each agenda. Investigation can be done upon request from shareholders.

The following persons are required to attend the shareholders' meeting:

- Every member of executive directors and audit committee
- Auditors to provide information in case of having inquiries from shareholders or lawyers
- Lawyers from the third party company will act as a middleman for voting inspection

- Interpreters to ensure the content be understood for shareholders and committee
- Employee representatives such as the chairman of welfare committee and elected members from welfare committee
- Community representatives from Ban-Klang Municipality

Voting one share one vote , Shareholder has votes equal to the number of shares held. Can not cumulative voting (Cumulative Voting) that from The Articles of Association setting.

### 1.3 The right to freely express opinion in the meeting

Every shareholder has an equal right to express opinion or make an inquiry with an adequate time providing for each agenda before resolution. In the shareholders' meeting, all members of the boards and executives are required to attend the meeting to answer any inquires to the meeting.

### 1.4 The right to consider remuneration for board members

In the agenda of remuneration for board members, the criteria and details of remuneration for each member will be notified.

### 1.5 The right to appoint and nominate the board members and then have shareholders to vote individually

### 1.6 The board allows shareholders to propose agenda for the annual shareholder meeting.

To ensure the fair and equitable treatment to shareholders, the company sets the criteria and Procedure for shareholders to propose agenda to the board to consider it to be the agenda in the annual shareholders' meeting. The details of right, criteria, and procedure are posted on the company website. The company shall notify such dissemination through SET news for shareholders to know in advance.

The company invited the shareholders to proposed the agendas and director nomination in advance for the 2019 Annual General Meeting period January 22 to April 22, 2019 that there was no any proposal and director nomination from the shareholders.

## **2. Equitable Treatment of Shareholders**

The company pays attention to an equitable treatment to every shareholder whether or not , they are major or minor shareholder, institutional investor, or foreign investor. The implementation includes:

2.1 Every shareholder has right to vote depending on number of shares they are holding; one vote per share .The company have only common stock.

2.2 For the shareholders' meeting; the proxy forms B approved by Ministry of Commerce together with the meeting invitation letter, documents, and instruction about proxy assignment will be sent to shareholders so that they can appropriately prepare themselves for the meeting.

2.3 The company agrees to give the right to vote for shareholder who is late in attending the meeting; however, only for the agendas on discussion and have not been reached the resolution yet. That share will be counted for quorum starting from the agenda that he attends as well as votes onwards, unless otherwise instructed by the meeting.

2.4 Besides Thailand Securities Depository Co., Ltd., the share registrar of the company, who will be responsible for sending out the notice for attending shareholders' meeting for 14 days in advance of the meeting, the notice will also be posted on the company website for 30 days in advance of the meeting and published on the daily newspaper in Thai for at least 3 consecutive days and at least 7 days before the meeting date.

2.5 The Minutes of Shareholders' Meeting will be posted on the company website within 14 days after meeting, so that the shareholders who did not attend the meeting being able to know the same information. After the meeting, the company informed the resolution to the Stock Exchange of Thailand and for the minutes of the meeting, the company will send a copy to the Stock Exchange of Thailand and publish the minutes on the company's website within 14 days after the meeting date. Which will show the list of directors and the proportion of directors attending and not attending the meeting Voting methods, voting results and questions and answers showing the full name of the questioner and the respondents.

### **3. Role of Stakeholders**

The company is aware of the rights of each group of stakeholders such as customers, suppliers, employees, shareholders, government sectors, and other related parties as well as community as specified by law and make sure that their rights are properly protected and treated and will also push for activities or operations that benefit all groups of stakeholders as follows:

3.1 Customers, that consist of manufacturers of automobiles and motorcycles that buy company products. And automotive users who also have a part of the company's products. The company has set policies regarding customers with emphasis on satisfaction and trust from customers in terms of products in kind of quality, cost, delivery, development, safety and human relations. Which has the Marketing department responsible for liaising with each automotive company in particular in order to build a reliable relationship and maximum satisfaction for each customer. The company sets up the Quality Assurance to be responsible for assurance product quality, giving advices on products, providing consultations, and receiving complaints, to make sure the customers will satisfy with the quality of products and services.



3.2 Competitor , in the competition , The company has policies and practices to fair competition and on normal business.

3.3 Suppliers , Supplier is one of business partners. The company have policy that strictly complies with agreement or contract made with the suppliers by adhering to operating business with integrity to self and to other parties in accordance with law and related rules and regulations. The supplier selection is according to purchasing policy that consider cover to company documents , performance , environmental , employee practical and human rights.

In addition, there are regular activities with partners, such as organizing meetings to inform policies, company news and also hearing another comments and take award QCD for vendors with quality of products and delivery on time

The company initiated the project of developing raw material suppliers to be quality suppliers by delivering goods on time, being competitive which leads to quality raw material with reasonable price. The project has been carried on until present

The company also provides customer support and encourage vendors to be certified to international standards as quality assessment to provide a quality of supply chain

The company underlines our treatment of sellers/suppliers as our creditor where we strictly comply to the terms and conditions and financial obligations. The management is subject to a clear authorization and approval condition when conducting debt guarantee and other financial transactions

3.4 Employees , The company realizes that the company is growing because of the cooperation of every employee so the employees are valuable resource of the company. The company policy are cover employee sustain in respect with safety, welfare, privilege for employees and the company have certified for Thai Labor Standard, TLS800-2003 (since June 2008 until present) from Ministry of Labor and Social Welfare.

The company introduced employee development system in name the STAR Plan System, from Stanley Group which covers wages, position systems, hierarchy, migration, job evaluation which must be based on fair, appropriate and acceptable principles.

3.5 Shareholders , The company policy is to protect shareholders' rights in an equitable manner as required by law. The policy is set that dividend paid to shareholders will not be less than 30% of net profit (Financial Statement - The company only), and allow shareholders to visit the company after finishing Shareholders' Meeting or the next available time

3.6 Society and Community , The company recognizes the importance of society and local communities that the company have become a part of society , so from founding to the present the company has met with representatives of local communities, Banklang Municipality and participation in support of local activities regularly

The company has been doing social activities under the name of Stanley Thailand Foundation. And reported the foundation activities on Sustainability Report and Annual Report.

In addition, the company has developed the policy about the right of stakeholders and put in corporate governance policy and code of conduct for directors and employees of the company. Stakeholders can communicate or complain with the company via as follow

Company Secretary email [companysecretary@thaistanley.com](mailto:companysecretary@thaistanley.com)

Investor Relations email [adths@thaistanley.com](mailto:adths@thaistanley.com) or [info@thaistanley.com](mailto:info@thaistanley.com)

The company publishing the principles of contact procedures and operations on the company website [www.thaistanley.com](http://www.thaistanley.com)

#### **4. Disclosure and Transparency**

The company and the executive committee focuses on managing and operating business under the principle of good governance and being aware of information disclosure with accuracy and in timely fashion as specified by regulatory agencies. Therefore, the company sets the policy and practice regarding information disclosure as follows:

##### 4.1 Information Policy

- Disseminating information about the company must be aligned to disclosure policy and under the scope of laws, provisions, and related regulations.
- Disseminating information about the company must be clear, accurate, complete, transparent, and reliable. The information must be explained clearly, easy to understand, and promptly to stakeholders.
- The information must be fair to all parties by treating all parties in an equitable and consistent manner under the scope of operation practice, also avoid causing conflict of interest.
- Ensure that such dissemination will not cause negative impact on relationship between the customers and the company or violate the privacy of customers, shareholders, or other stakeholders.
- Performing duty about disseminating confidential information must be complied with the company rules and regulations specified in the code of conduct for the board and employees.

##### 4.2 Communication

Chairman of the Board of Directors and Executive Chairman have authority to notify key information of the company and can delegate to management to give information about its own function through responsible department or person in charge of investor relation.

Company information is available for customers, shareholders, investors, or interested persons or requesting for more information via the company website (<http://www.thaistanley.com>).

In addition, the company has appointed Investor Relations officer; in charge of providing general news and respond to inquiries, coordinating with staff or involved person to provide news and answer to inquiries, monitoring

financial and information reporting system notified to various regulatory agencies. To contact Investor Relations, please call 02 581 5462 ext.1164 email [adths@thaistanley.com](mailto:adths@thaistanley.com) or [info@thaistanley.com](mailto:info@thaistanley.com).

#### 4.3 Communication Standard and Channel

Company performance and general information will be periodically communicated to shareholders, investors and public through media of Stock Exchange of Thailand and company website.

Meeting with securities analysts is held in a quarterly basis. Information that is revealed to analysts in the meeting will be posted on the company website. The company has no policy to meet analyst, fund manager, investor, or any person interested in investing with company individually.

News and information about the company is available on the company website (<http://www.thaistanley.com>) which includes:

- Vision, Management Policy, Governance Policy
- Disclosure policy consists of information policy, communication channels to the company, authorized spokesman, type of communication and information disclosure to public
- Financial information such as financial statement, key financial information, financial ratio, rate of dividend and so on.
- Company information such as type of business, board of directors, executive directors, and shareholder structure.
- Shareholders' Meeting information such as Minutes of Meeting, pictures from the meeting, VDOs presented in the shareholders' meeting.
- Annual Report and other reports submitted to Stock Exchange of Thailand and Securities and Exchange Commission
- Web board
- Investor Relations activities such as quarterly meeting with securities analysts

### 5. Board Responsibilities

#### 5.1 Directors and Executives Development

The board of directors set the policy to provide an orientation course for new director in order to educate them about role and responsibility, business operation so as to efficiently support the company. In case of new directors, the company will take orientation course on the date of appointment; the content provided in the class such as the company's regulations, vision, governance policy, code of conduct for directors and employees, as well as rules and regulations of the Stock Exchange of Thailand and SEC about roles of director and code of conduct for the listed companies. The directors had visited the factory for better understanding about the company operation.

The existing members of the Board are also educated by attending the training courses arranged by each function. Any change of information or rules will also be informed to the board in the board of directors meeting. In 2019 our 2 directors attend to training as follows:

1. Mr.Apichart Lee-issaranukul Course Property Tax from Omega World Class Research Institute
2. Mrs.Pimjai Lee-issaranukul Course Exponential Manufacturing , Singularity Thailand Summit in collaboration with the Federation of Thai Industries

The company organized at least one outside seminar a year for executive directors and department managers to enhance their knowledge, experiences and visions. During the 2019 fiscal year, we planned to organize the Electric Vehicle Industry and Technology Disruption Era workshop during February 22-23, 2020 at Nakhon Ratchasima Province, but due to Covid-19, the seminar was indefinitely postponed.

### 5.2 Self-evaluation of the Board of Directors.

Since 2007, the Board of Directors has evaluated the overall annual performance of the entire Board of Directors, covering all roles and duties of the Board of Directors, 6 categories, including 55 items as follows:

1. Structure and Qualifications	11	Items
2. Roles, duties and responsibilities	18	Items
3. Board meetings,	9	Items
4. Director duties	7	Items
5. Relationship with the management	5	Items
6. Self-development of directors	5	Items

Evaluation process , The company secretary prepares the assessment form. Deliver the evaluation form to all directors to evaluate themselves as a whole. On the 4<sup>th</sup> quarterly meeting of the Board of Directors' meeting and returned to the secretary of the meeting to calculate the average value and report the results to the board meeting at the next meeting.

Assessment criteria	Meaning of score
	0 = Strongly disagree or there is no action on that matter
	1 = Do not agree or have little action on that matter
	2 = Agree or have enough action on that matter
	3 = Quite agree or have taken action on that matter well
	4 = Highly agree or have performed in that matter perfectly

Score evaluation	Results
More than 90	Excellent
More than 80	Very good
More than 70	Good
More than 60	Fair
Equal to or less than 60	should be improved

For the fiscal year ending March 31, 2020, which was evaluated in May 2020. The results were very good. And brought the evaluation results Remarks and suggestions go to review , to improve the operations of the Board of Directors

Evaluation of The Audit Committee

The Audit Committee conducted a self-evaluation in 2019 in the following three areas:

1. Structure and qualifications of the Audit Committee: This was to identify topics to enhance efficiency of the Committee.
2. The Audit Committee’s meeting: Actions were made to ensure that the Audit Committee effectively performed its duties during the meeting.
3. Roles, duties and responsibilities of the Audit Committee: Time was allocated to allow the Audit Committee to review their tasks to thoroughly fulfil their roles and responsibilities.

Evaluation criteria, score meaning, results of the evaluation and scores: The same principles applicable to evaluating the Board of Directors were implemented.

Evaluation Result: Excellent

However, The Company does not yet have an individual performance evaluation in Board of Director , Sub-committee and the President.

5.3 Report on interest of directors and executives

At the end of each fiscal year (March 31), the company requires directors and executives that have a duty to report their own interests and related persons under Section 89/14 of the Securities and Exchange Act BE 2535 ,as amended by the Securities and Exchange Act (No. 4), 2008, requiring directors and executives prepare reports of their own interests or related persons. Which is a vested interest in the management of the business of the company or subsidiary in order for the company to have information for the implementation of the regulations relating to connected transactions The Company Secretary will collect and report to the Chairman of the Audit Committee in every May.

**10. Social Responsibility**

**10.1 Policy Overview**

The Company's policy is to achieve business goals effectively , be the entrepreneurship to the society by one of the company's vision is to be a priority and uphold the values that support complementary Stanley sincerely. The Company considers that the underpinning and is involved in all aspects of the employees, shareholders, customers, suppliers, sellers, local community and society.

Each year the company targets including the implementation of environmental and social. The top management will monitor and evaluate the various monthly continuously.

## **10.2 Operation and report**

(1) Report preparation process , The administrative section is the data collector to prepare the report by specifying topics for reporting referring to the 8 principles of corporate social responsibility conducted by the Stock Exchange of Thailand and disclosed according to the GRI Standard (Global Reporting Indicator) with key issues such as economic, social and environmental and energy conservation by disclosing in the sustainability report as part of the annual report Which has been sent to the shareholders And published on the company website [www.thaistanley.com](http://www.thaistanley.com)

(2) Operations on issues of social responsibility of the company Each work unit that is involved in safety Environment and society Will give importance and work with caution There is a constant assessment of the impact of operators and senior management, such as product design, with regard to the use of environmentally friendly raw materials. Safety-oriented production and pollution

Each year, the company holds a meeting for managers at the manager level. In order to summarize the results of the numerical data according to these issues as well as assigning policies and goals for the next year so that all sections can be further planned into their operations.

In 2019 The company operation of social responsibility in 3 items are as follows.

### **1. Economic Performance**

The company has a policy to manage the business to be effective and corporate governance policies that give priority to operations with fairness, transparency, and taking into account the impact of business operations on the entire supply chain

#### **1.1 Corporate Governance**

From the Corporate Governance (CG) Policy , The company provides guidelines for business ethics, including the code of conduct for directors and employees to be considered as a guideline. The Board of Directors and executives have regularly reviewed and adjusted to suit the situation.

For the directors The Company clearly and appropriately establish the structure, roles, duties and responsibilities of the Board of Directors and executives and the Board of Directors has to evaluate their own performance

In management, the company produces, maintains and reviews the control system in terms of financial status, operations, and oversight of various operations. To be effective and legitimate. As well as risk management and priorities for early warning signs and irregular transactions.

Information disclosure, the Company concern into account the accuracy, completeness, transparency and timeliness for shareholders and all groups of stakeholders to receive information equally. The company has disclosed the principles and practices of corporate governance set out by the Stock Exchange of Thailand in the annual report

The company participated in the evaluation survey project of the Corporate Governance Report of Thai Listed Company : CGR) on a yearly basis. In 2019, being evaluated at a Very Good level

### **1.2 Anti-Corruption**

The Company has set Anti-corruption Policy considered the company's Code of Conduct stating that "The Board of Directors, executives, staff members, and other related parties are strictly prohibited to get involved in any form of corruption including offering, promising, soliciting, demanding, and giving or accepting bribes as well as request others to accept those corrupted practices on their behalf, related to the company's business operations".

For the review and evaluation of this requirement, each department manager is directly responsible for assessing risks in various areas prior to informing the Risk Management Committee at least once a year. Similarly, the Office of Internal Audit will be required to annually evaluate all corruption-related issues before proposing them to the Audit Committee and the Board of Directors, respectively.

For the penalty of misdemeanor, the company will consider the termination of employment contract without compensation payment. However, over the past years, there was no risk of corruption found.

The company provides training to educate employees and stakeholders about the anti-corruption policy. Including the requirements for reporting business suggestions for providing clues about corruption, be illegal, be wrong from the code of conduct of Stanley group both the organization and the individual, which can be informed at Company Secretary Office by the telephone, fax, e-mail and the secretariat will collect evidence data to propose to the Business Ethics Committee.

### **1.3 Risk and Crisis Management**

Our risk management policy is as follows.

The Company must control and reduce the impact of unexpected events and sustainably maintain the operational objectives including controlling the compliance with the laws and international standards.

Therefore, the Company requires that:

1. EBM brings guidelines in Risk management and control to be part of the control of strategic management policy and management according to the objectives within the Company.
2. There is a Risk Management Committee (hereinafter referred to as the "RM Committee) responsible for the consideration and screening of potential risks and impacts on the implementation of strategic management policies, compliance with laws of relevant standards and the severe impact on the Company.

3. There is the RMC unit that is responsible for the overall monitoring , evaluation and performance evaluation of the management plan for risk management in the operational process of the management of the Company

4. There is an effective risk management and control process that complies with international standards and does not conflict with the good governance of Thailand.

5. There is an Internal Audit Unit responsible for concretely reporting the effectiveness of the risk management and control operation to the Audit Committee and Risk Management Committee of the Company.

In 2019, The Company carried out are updating our risk management practice to reflect the operation within the current environment; complying with the risk management policy in a constructive manner by incorporating administration and risk control practices in the strategic management policy and general administration. Reviewing and approving risk control and management requirements as well as the risk management manual, which functioned as a framework to assess and manage the risks.

In case of crisis , The Risk Management Committee will consider establishing the Business Continuity Plan (BCP) , which will act as a centralized response to the crisis so that it can continue its operations. The structure is as The Director is the President , Deputy Director is the Vice President and membership is the board of directors. The executives from each division and person appointed by the director as necessary.

The Business Continuity Plan (BCP) to coordinate with the Risk Management Committee of Stanley Electric Co., Ltd., Japan. to continue to operate.

The company has conducted a review of various crises such as floods, fires every year by simulating the situation from the beginning of the situation until the end of the operation process to the level of entry into normal conditions , for that all departments understand the role and the simulation results to improve the risk management plan of each agency accordingly with the cooperation of the Stanley Electric Co., Ltd., Japan to advise such simulations.

#### **1.4 Supply Chain Management**

As the Company manufactures automotive lighting equipment for sale to automotive manufacturer customers, its supply chain includes suppliers, customers or automotive manufacturers, and consumers or motor vehicle users. The Company manages its supply chain as follows:

The company has set the policy of the operations in purchasing and sale of goods and assets, to be a guideline for practice in this regard, the management and operations of each group are as follows:



### **Supplier Management**

The company have policy that strictly complies with agreement or contract made with the suppliers by adhering to operating business with integrity to self and to other parties in accordance with law and related rules and regulations , are as follows:

- Supplier selection , The Purchasing Department is responsible for selecting suppliers based on the qualifications required by the Executive Board . According to purchasing policy that consider cover to company documents , performance , environmental , employee practical and human rights. At present, the company constantly selects new suppliers for price competition, especially raw materials , and reduce the risk of relying on one supplier too much.

- Supplier Evaluation , after selection and business dealing together , our Purchasing Department also has an annual assessment in quality, delivery and price etc.

- Supplier Development , The company has extended production improvements to suppliers as well. The company adheres to the policy of quality assurance ,by establishing the principle of not buying, not producing, or passing on defect. Therefore, the development of quality to the supplier is beneficial to both the supplier to increase the competitiveness and the company to get quality raw materials on time delivery and the cost is not too high.

The project has been carried on until present, divided into 2 activities as follows:

1. Supplier SNAP , The company extends productivity improvement activity to suppliers and sends SNAP (Stanley New Approach for higher Productivities) team together with purchasing officer to the supplier company in order to educate and conduct productivity improvement activity in an periodical manner during 6 month period.

2. Supplier Improvement Project , The company will choose the suppliers to help them to identify problems and give advices on manufacturing efficiency.

The company also provides customer support and encourage vendors to be certified to international standards as quality assessment to provide a quality of supply chain.

- Supplier Meeting The Company arrange for Meeting with business partner is also held with the purpose to keep partner updated about the company movement and to hear opinions and confer QCD award to the suppliers who delivered the good products and being punctual.

For construction contractor, a separate meeting will be held by occupational health and safety officer and invite the staff who is responsible in the field of repairing, construction, or expansion of the company properties to the meeting in order to ensure that safety measure is extended to the involved parties.

### **Customer Management**

The Company has set a customer policy as follows:

Management: To meet customer satisfaction first and foremost by improving standards in key areas, including quality, cost, delivery, development, safety, and human relation through the plan – do – check cycle.

Quality: To develop a quality assurance system that meets international standards and to deliver products with confidence in gaining customer satisfaction and trust.

The company has also issued policies and procedures for controlling customer data. To avoid various risks that can be properly applied to customer data. The Company considered the customers' information that is the most important asset.

The Company has adopted the competition policy and guidelines that promote fair competitive practices and as normal business.

- Product Design and New Technology Exhibition Because each vehicle or motorcycle model uses specific automotive lamp, the Company's research & development and sale teams work with individual customers to design products that truly meet the needs of each customer

Furthermore, Stanley Group has organized a exhibition to present automotive lamps designed by the Group's research & development teams and other products to customers.

- Customer Meeting and Involvement Because each of the Company's products is designed and manufactured for specific vehicle model, the Company has regularly held a meeting with its customers and participated in activities organized by customers

- Customer Evaluation The Company has been evaluated by customers on an annual basis for its quality, price, and delivery. In 2019 , the Company won the following awards from customers.

1. 95 Ki Environment Award From Thai Honda Manufacturing Co.,Ltd. (June 2019)
2. 2019 Nissan Supplier Quality Award and ASEAN Regional Quality Award From Nissan Motor Co.,Ltd. (July 2019)
3. 2019 TCC HRD Award From Toyota Co-operation Club ( TCC ) (December 2019)
4. 2019 TCC Safety Activity Target and achieving audit (Level A) From Toyota Co-operation Club ( TCC ) (January 2020)
5. KUBOTA Green Procurement Awards 2019 From Siam Kubota Corporation Co.,Ltd. (December 2019)
6. QCD Award From Siam Kubota Corporation Co.,Ltd. (December 2019)

### **Vehicle Consumer Management**

The Company has set up a Quality Assurance Department to be responsible for assuring product quality, providing suggestions about products, consulting, and receiving complaints to ensure that customers satisfy with the quality of products and services.

## **1.5 Business and social innovation**

The company and the Stanley group have the idea of designing products from being a lighting device to safety devices by helping motorists to have visibility in various environments or weather conditions in driving better. In addition to adding value to products, there is also a greater contribution to social security.

## **2. Social Performance**

The Company's social performance can be divided into 3 groups as follows:

### **2.1 Labor Management and Human Resource Development**

#### **Labor Management**

The Company realizing in the value of our human resources by has established a labor management system to provide fair protection and treatment to our employees because we believe that this will result in higher quality of life and better productivity. We have formulated the Thai labor standard policy to guide our practice to meet the requirements of the Thai labor standards, labor laws and other regulations governing work enhancement continually.

The management convenes annually to review the adequacy and suitability of this policy. In addition, the Thai labor standard will apply not only internally to the entire organization but also to suppliers and subcontractors.

The company take the Certified of Thai Labor Standard (TLS 8001-2010), the complete version from the Ministry of Labor Which has been assessed by the Ministry of Labor annually.

The Company has issued its Labour Management Manual, considered an ultimate document of the labor management system according to the Thai Labor Standards explained below:

Discrimination The Company has expressed its intention not to support any discrimination action on employment, payment of wages and other financial supports, social welfares, training and development opportunities, promotion, employment termination, and retirement, which are due to the difference of nationality, race, religion, language, age, gender, marital status, sexual orientation, disability, HIV infection, preference of a political party, or personal concept and idea.

The company will never hinder, interfere, or conduct any action deemed to have affected the employees' rights and their routine practices without causing any damage to the company.

Child Labor The Company will never approve, support, or get involved in employing a child labor whose age is under 15 years old. Also, the company has never encouraged the use of child labor in any business activity that may cause an impact on occupational health and safety.

Pregnancy Female employees who are pregnant are not allowed to work in jobs that may jeopardize their health as designated by the laws. Pregnant employees will be offered work in an environment that will not threaten their wellbeing and pregnancy. There won't be any termination, or reduction of job responsibility, rights or benefits as a result of the pregnancy. The company has arranged a breastfeeding area as welfare for female staffers who return to work after giving birth to their babies.

The company has cautiously evaluated this issue with its suppliers to promote the abolition of human rights in the Thai society.

Freedom of Business Association and Negotiation The Company provides its employees with the right to join various committees in the company and fully possess the right of negotiation, selection, or election of corporate representatives. The company will never hinder or interfere with the exercise of employees' rights.

At present, the company possesses authorized representatives elected to represent the Welfare Committee and the Occupational Health and Safety Committee. The election will be held in every two years. In which the company has provided measures to facilitate staff representatives in performing their duties Equal to other employees without being bullied, relocated, dismissed, or treated that unfair.

Since the establishment, The Company has never been involved in any labor dispute and there is no labor union existing in the company.

Welfare and enhancement of quality of life, The company strives to improve quality of life of our staff to reflect the current economic condition. We increase salary and welfare annually. Adequate and appropriate welfare such as hygienic facilities, clean and sanitary toilets, clean water, first aid necessities, daily healthcare service offered by doctor and professional nurses available throughout office hours, clean canteen and healthy and inexpensive food are provided. In March 2020, we refurbished our welfare building, which contains a canteen, a convenience store and an exercise area, by making it more accessible and sophisticated to enhance employee welfare.

Other welfare, the company also providing such as travel allowance, uniform, and laundry service. Employees will also be offered special presents for special occasions like birthday and the New Year festival. The company approves food expenses for diligent employees working overtime and outside the company. Furthermore, the company also remains alert in offering medical expenses to employees and their family members. These benefits will be considered and approved on a yearly basis

The company organizes fun-filled activities to promote employees' good health, for example, sporting events and recreation activities. To foster greater awareness of Thai cultures for all employees, the company has launched its culture-based activities. Remarkable examples are the Buddha image bathing, Buddhist lent candle parade, dry-food almsgiving, and merit-making ceremony for special occasions

Promoting the Use of Technology , We have produced a QR Code as an option for employees who use smart phones to download employee's manuals, training manuals and other types of manual in a more convenient manner. In

addition, corporate work forms are accessible through the intranet via a program. This includes, for example, the Human Resource Management System (HRMS), which allows employees to submit leave forms based on their entitlement to supervisors who will approve it via the system, or a system to reserve meeting rooms and company cars.

The company have implemented the cashless project since 2017 in which we encourage employees to use less cash while making payments by relying more on Siam Commercial Bank's mobile application to pay, for example, food in the company's canteen and return of advance to our Finance & Accounting Department. The idea is to reduce the use of cash, increase transaction speed, promote sanitation by having vendors contact fewer banknotes and coins and foster technology that will help the country transiting into the Thailand 4.0 digital age.

**Discipline and punishment** The company has set the principles of disciplinary calling by deducting or reducing wages or compensation or other money specified by the law on labor protection to be paid to employees and will not perform or encourage the use of physical, mental or compulsive punishment methods intimidate. And set preventive measures and solving problems to prevent employees being trespassed. Harassment or sexual harassment expressed by words, gestures, physical contact or by other methods

In addition to carrying out internal labor activities in the company, for outside the company has always participated in labor activities with government agencies. In August 2019 the Company received the Outstanding Workplace Award for Labor Relations & Welfares from the Ministry of Labor for the 14th consecutive year.

### **Human Resources Development**

The company has implemented the STARs Plan as a principal system to develop our human resources. The plan covers the capacity-building process and career advancement programs, which can be specified into six systems as follows.

1. Qualification , We determine job qualifications to reflect capacity levels of employees when it comes to their performances. The qualification is also used to determine fair and suitable remunerations.

2. Position , About duties, roles, authority and responsibility in each position of each department are clearly described. Promotion and qualification system are evaluated based on the criteria set by the Promotion Committee.

3. Rotation , This refers to the practice of rotating employees to work at another department to handle different types of work in order to create and enhance their capacity, which will finally allow them to be promoted.

4. Evaluation , The evaluation system determines criteria for evaluation, which will be used to support the increase of salary, awarding bonuses, promotion and career advancement. The system also reflects strengths and weaknesses of employees for further development. The evaluation criteria is based on the principles of fairness, suitability and acceptability.

5. Wage , The wage structure consists of base salary, competency allowance, title/position allowance and other assistance benefits such as overtime pay, overtime holiday pay, food stipend, attendance allowance and transportation and shift allowance. There will be an annual salary increase, which will be based on the following indexes: the government's increase of minimum wage, an inflation rate that indicates changes of the cost of living, and the industrial situation.

6. Skill Development , We strive through our policy to enhance employees' skill where minimum training hours for each level or position of employees are pre-determined.

The company will review training courses suitable for employees, namely, strategic training, training based on department work and self-development. The training can be internally and externally. Employees may be sent to train and work overseas with companies within the group.

The Human Resources Department currently implements the Employee Training program to collect training information of all staff. Supervisors will evaluate employee's performance after they attend a training in conjunction with the annual employee performance assessment.

### **Thai Stanley Power Up Project**

The company have launched the HR reform project called the Thai Stanley Power Up project to accommodate our business growth and meet customer's satisfaction. The project started as LE's Reform Model. The four-year project set between 2018-2022 aims to carry out activities in six areas. In 2019, it progressed by 55%, which was in line with the plan. The progress in each activity is as follows.:

1. J-Com (Job Competency Management) , This area involves attempts to manage competency of staffers at each level where standard criteria for each job is set on the basis of PDCA. In addition, evaluation methods are defined to systematically improve staff performance to meet the organization's demands.

In 2018, operation regulations governing the performance of staffers in six levels of command were made. They are executives, managers, supervisors, inspectors and operators with high and medium levels of experiences. The regulation was designed for each main job such as new model, production and so on.

In 2019, the first target group, namely, 274 managers and supervisors, had their competency evaluated. This was done through a theory-based examination before they were required to do a self-evaluation, which was then subsequently confirmed by their supervisors. The overall evaluation found that the average competency regularly used in their job was higher than their general knowledge. Employees supporting production were on average more competent than those working directly in the production function.

2. Smart Manager Course , This concerns an operation-based training curriculum designed for employees who will become executives in the future. The idea is to allow them to nurture their visions, able to set strategies and formulate plans in order to strengthen the overall management.

In 2018, the pre-Smart Manager Training course was introduced to align everyone's knowledge to a similar level. The course offered contents in four areas, namely, business fundamentals, daily management, trouble cause analysis and presentation techniques. After a successful evaluation, a student then can enroll in the Smart Manager coursework, which offered contents in four areas of TQM, sensibility, team leader and management learning. In addition, participants were required to propose their own projects in the following three areas of cross function, individual improvement and business case study.

In 2019, eight staffers enrolled in the course to learn the contents while working full-time. In the future, graduates will be requested to evaluate the activity using knowledge they receive from the training as well as provide recommendations to improve the production process relating to the 3 Loss Improvement. They are expected to train the next class of the Smart Manager course.

3. Expert Course , This concerns a training course aimed to produce an expert who is having necessary and comprehensive knowledge ranging from new model to mass production. The learning technique involves self-learning, mentorship and exchanging of ideas with executives. Graduates of the Expert course will become the J-Com instructor as well as help analyzing problems in the production process.

In 2018, the Mini Expert course was offered to help aligning everyone's knowledge level first. The course was conducted for 30 days, involved 10 main subjects with 20 staff attending the course.

In 2019, the Expert course was conducted for 46 days with 11 employees being enrolled in the coursework to learn 12 subjects such as design and development, production preparation, machine and equipment, measurement and test tool, spec and change control and quality control. At present, the class has been progressing 75% but is currently suspended due to the covid-19 outbreak.

4. Survey Research , This research is conducted through questionnaires to survey subjects such as personnel factor, influence of business departments and corporate influence that may affect behavior and efficiency. Results of the survey are used for further development.

In 2018, 395 samples were surveyed, most of whom were working in factories. Each factory represented 14-27% of the samples. They were classified based on their gender, age, education levels, status and years of service. The result of the research is as follows.

Satisfactory: Staff expressed satisfaction in the area of quality-related attitude, competency, discipline, accountability, internal communication, internal relationship, job security, welfare and income, corporate regulations and corporate policy and bonding.

Fair: Employees said the area of career growth and supervision remained fair.

In 2019, the survey result was discussed with relevant departments to set up directions in order to improve work-related behaviors and efficiency in everyday 's work. This included enhancing knowledge of supervisors and encouraging supervisors to be a role model in the area of quality and monitoring work standards for strict compliance. The evaluation will be carried out again through a questionnaire in 2020.

5. Quality In House Program , This involves the design of a computer program to help presenting quality information in the production process through graphs and tables for a better and faster understanding. Information was gathered to analyze the cause before being systematically stored for access by every factory. In addition, this helps standardizing problem-solving skills among various factories.

The implementation started in June 2019. A joint weekly meeting was held among representatives from every factory to control 3 Loss problems found in the process. A manual was produced to analyze information in various formats. In addition, a concept was communicated so that the analysis of the figures by each factory would be made on the same principle, leading to a more accurate decision-making process. This in turn helped reducing problems in the process. The target for 2020 is to enhance analytical skills of both information and causes so that critical challenges could be resolved and regulated.

6. 5S Patrol by Customer View , This involves the inspection for potential risk relating to quality, safety and 5S in the production process as well as exchanging of viewpoints through customer's perspective to resolve potential bottlenecks and improve production control process. In 2018, 40 weekly inspections of each process in each factory were conducted.

In 2019, a total of 35 inspections were made. Most risks found were related to 5S, safety and quality. All risks found were resolved. Each factory was informed of details of these risks to prevent future occurrence. In 2020, this concept and inspection perspective from customer's point of view will be communicated to operators in each factory.

## **2.2 Safety , Occupational Health and Work Environment**

The Company has prioritized safety as the first issue in our management under a concept that "Every employee will leave home for work and be back home safely in all aspects."

The company has set policies and operations regarding safety, occupational health and working environment along with the regular duties of the employees as follows

1. The Company have setting workplace safety is the first priority when it comes to each employee working in their roles and responsibilities.

2. The Company strictly complies with all the rules, regulations and standards relating to safety occupational health and work environment as well as those implemented by our customers.

3. The Company promote and support the improvement of workplace environment, safe work practices, the use of personal protective equipment (PPE) and employees' wellbeing.

4. The Company supports and promotes safety activities that will nurture safety awareness of employees both at workplace and otherwise. This includes, for example, building safe work culture, training, public relations and organizing safety contests.

5. The Company require supervisors at all levels to become a role model by leading, training and inducing employees and by nurturing their awareness of safe work practices.

6. The Company require all employees to take into consideration his/her own safety, the safety of their co-workers and company properties while performing their work.

7. The Company supports the 5Sor activity (de-cluttering, being convenient, clean and healthy, and nurturing safe habit) at our workplace in a strict manner to prevent accidents, work injury and work-related diseases.



8. The Company advocate for collaboration among employees in the HSSE project. Employees are entitled to advise ideas to improve workplace environment and safe work practices.

9. The Company provide human resource and financial budgets to manage the HSSE projects to ensure safe workplace for employees and the third party.

10. The Company have supported the Safety Shop Floor Management activity implemented to achieve the zero accident within the workplace and outside.

11. The Company setting an annual evaluation of these policies will be made at least once a year.

#### Safety Activities

The Safety Committee has been set up to consist of representatives from top management, elected and appointed representatives from our employees. At present we have 31 members Safety Committee to reviews policies and work plans, surveys the way we work as well as considers projects before submitting various operation reports to the Executive Board. The Safety Committee's term of office is two years and it convenes at least once a month. Meanwhile, the Safety and Environment Department, which directly reports to the management, is a main body to help supporting various units to achieve activities based on corporate goals. It also collects safety statistics as a means to improve and propose a better and safer workplace environment and employees' wellbeing.

The company encourage employees to assess risk from workplace or from work processes where they can file the Hazard Identification and Countermeasure Registration Form ( the Hiyarihut Form) to their supervisors or a responsible body to resolve problems with appropriate measures.

In 2019, we announced the safety management policy, which was to promote work environment where everyone can work happily with the following goals and outcomes.

Work-related accident = zero      Outcome: achieved

Work-related incident = zero      Outcome: achieved

We were able to accumulate 10,000,000 zero-accident man-hour without any work suspension. The outcome was achieved in October 2019. The new target was set at 12,000,000 man-hour before being achieved again in January 2020. Currently, the new target of 15,000,000 work man-hour is set.

#### Safety knowledge Promoting

We also opened the Safety Dojo Center to strengthen understanding and create safety awareness among our employees and third-party contractors. Not only the center assists us to achieve our zero-accident goal, but it also works as a training premise and a center for comprehensive safety learning. A simulation station at the center shows various risk scenarios that could occur from different situations. In addition, The company offers training opportunity to employees at this center each month.

The third-party such as government agencies and education institutes may also visit this center as part of their study.

During the past year, we issued the six topics to nurture safety culture when working with machinery to raise awareness among staff of potential dangers during their work with machinery.

The company also organized the following safety activities on a continued basis:

- Safety training such as how to use a fork lift, executive training;
- Fire drill during day and night time;
- Top Gun's drill for emergency situation  
(Top Gun is the name of the highly-emergency response team);
- Safety, environment and energy conservation exhibitions

#### Occupational Health

Operation: We take into consideration the wellbeing of our staff by focusing on sanitation and hygiene at work, eradicating disease carriers on a monthly basis, providing sanitary facilities and disseminating health information with regard to seasonal diseases and healthcare tips through information boards.

- Setting target and outcome We aim to halve work-related illness of our employees by 50% from the 2018 level.

The outcome was achieved.

- Health Check up Every employee is offered an annual health check-up, which can be general health inspection and health inspection based on risk factors for those working in noisy or dusty areas or those exposed to hazardous chemical vapor.

Each employee receives a health report. In case of doubt, or if one wishes to seek health consultation, he/she can do so by directly asking the doctor. The information is kept confidential. In addition, medical doctors and nurses are available at the work premise every day while basic medication based on private hospital's standards are prescribed.

#### Prevention measures during the Covid-19 outbreak

In early 2020, the world experienced the covid-19 pandemic. In Thailand, a large number of people were infected by the virus. We have given priority to this situation and issued preventive measures including .Setting up areas where hand sanitizer gel and alcohols are available throughout the premise. Distributing face masks for employees to wear at all time from when they leave their homes to their arrival at the company and on the way back. Measuring body temperature of employees and visitors for screening purpose. Erecting information boards to encourage staff to practice social distancing in common areas such as canteen and meeting rooms. And disseminating health information , so far, we have not found any employee infected by the coronavirus.

At present, the company continues to implement preventive and surveillance measures against the covid-19 outbreak

From various activities seriously and consistently resulting in the company receiving an award for occupational health and safety. In the year 2019, the company received the following awards

1. The Outstanding Occupational Health and Safety Award for the 16th consecutive year (August 2019).
2. 2019 TCC Safety Activity Target and Achieving Audit (Level A) from Toyota Co-operation Club (TCC)

### **3. Environment Performance and Energy Conservation**

#### **3.1 Environmental Management**

Environmental and Energy Conservation Operations ,The company has appointed the Environment Committee and ER (Environment Responsibility) consisting of executives and employees from all departments. Currently, there are 73 person responsible for pushing for recommendations on environmental management systems. Which is considered in accordance with the relevant environmental laws and other requirements . And to comply Environmental management policy of the company of the Stanley Group (Japan Stanley Environment Policy), with the Safety & Environment Department responsible for driving operational activities covering all areas

The Company 's environmental vision is as follows

“We commit to conduct our corporate activities through effective use of resources and continuous development of environmental management systems to safeguard natural abundance and nurture environment in the sustainable society.”

The environmental policy

To reflect our environmental vision, The Company has formulated the environmental policy to ensure that our staff are fully aware of their roles and responsibilities in environmental protection when it comes to their work. Details are as follows.

1. The Company committed to pursue and supervise the use of resources as well as prevent any environmental impact resulted from our activities in compliance with the environmental laws and other relevant requirements.
2. The Company intend to continue developing and improving our environmental management systems relating to our production process to reduce and prevent environmental impacts. We also strive to expand our practices to other parties involving in our activities.
3. The Company supports and promotes environmental activities including training and publicity to enhance staff's environmental awareness and conservation and to directly and indirectly prevent and reduce environmental impacts.
4. The Company disclose our environmental policy as a way to communicate and express our commitment to control, protect, develop and improve our environmental management system to stakeholders and the public.
5. The Company support and participate in community environmental conservation activities through collaboration with state agencies, local governments and others.
6. The Company promote the environmental shop floor management to achieve our goal to have a good environmental system in place.

7. The Company conduct regular evaluations based on the environmental policy described above.

The environmental policy in 2019 was to achieve zero environmental disaster through the enhancement of our environmental protection capacity and strict compliance to the laws.

Environmentally Target for 2019 , we aimed to reduce our CO2 emission from the 2014 base-year level as well as achieve zero environmental law violation and environmental-related accident.

The following were the environmental activities we achieved in 2019:

1. Reducing the use of major natural resources

1.1 Reducing the use of water by 1% from the 2017 base-year level where the indicators were the ratio of water use per product and staff number.

This was actively translated into the recycling of water used in the water curtain system within our laminating process in the lamp factory, lawn watering system and toilet flushing system. We also replaced existing toilet bowls with water-saving models and replaced all manual faucets with the censor-operated ones.

The target was achieved. All projects mentioned above had been using recycled water for some time. We were able to reduce the use of recycled water by 10,396.34 m<sup>3</sup>.

1.2 Reducing the amount of waste sent to landfill by 5% from the 2017 base year by separating waste and by changing waste treatment methods where more waste was directed for reuse and recycling instead. In addition, an inspection and monitoring activity by the Environmental Committee of how each department treated its waste was conducted on a quarterly basis. A campaign was carried out to raise awareness through a training on how employees could manage our waste. Every department was instructed to implement at least one waste-reduction project within its unit.

The target was achieved. We underlined our waste separation. Waste was eradicated and sold to the private sector for recycling purpose. The 5S activity was implemented where cleanliness and hygiene was very much emphasized.

1.3 Reducing the amount of paper used by 1% from the 2018 base year. The Excel spreadsheet program was implemented to analyze the complementarity while the information system was introduced to manage paper that was no longer in use. Each department was encouraged to conduct at least one campaign to reduce the paper use. We were able to achieve the target.

2. Management and External Agencies Monitoring

The senior management continued to monitor every work area on a monthly basis to maintain and improve the environment. In 2019 the company hired the third-party agency to measure levels of noise, wastewater, heat and air pollution, the results of which were within the required standards.

3. Environmental Training

The company provides regular training in Environmental-related such as the ISO14001: 2015 training and the internal waste management training

4. Regular environmental campaign activities

To encourage employee to participate in the environmental protection were implemented through activities such as an exhibition on the occasion of the World Environment Day, the Say No to Plastic Bags project and the Green Factory campaign where executives and employees planted trees together to increase green areas within our compound on the last working day of the year.

The Company have not found any violation of the environmental laws. There weren't any accident induced by the environment factor, either. We did not have any conflict or receive any environmental complaint from communities or third-party agencies. The Company has been certified for the ISO14001 since year 2015 – present .

### 3.2 Energy Conservation Management

The Company has set up the Energy Committee whose members come from staff from all departments. The current 24 member Energy Committee oversees energy practices by ensuring that they align with the energy conservation policy and management procedures. The Committee is responsible for coordination, supervision and production of energy conservation reports. It also encourages the management to comply with the laws, having the Safety & Environment Department to make all relevant activities happen.

The Energy conservation policy

1. The Company be committed to effective energy management and conservation, while strictly pursuing energy conservation laws and regulations.
  2. The Company consider energy conservation to be the responsibility of top management and employees at all levels to cooperate in implementing the prescribed energy conservation measures, including the monitoring of outcomes to be reported to the Energy Conservation Committee on a regular basis. This reflects the company's passionate desire to continuously improve energy efficiency.
  3. The Company allocate sufficient resources for energy conservation and management to ensure that the idea is in line with the company's objectives and goals.
  4. The Company develop effective production process including activities related to energy consumption aiming for the achievement of energy conservation and management, considered part of the company's operations.
  5. The Company improve energy efficiency to be in line with the nature and amount of energy used, where modern technology and good practices are applied in an appropriate and continuous manner.
  6. The Company look for clean energy that allows energy conservation and sustainable environment. We are ready to disclose, inform and publicize our energy conservation activities to relevant parties and the public.
  7. To Reducing the emission of CO<sub>2</sub> 1% from the 2018 base year  
(target 9.02 Ton Co<sub>2</sub> /MTHB, 20018 result 9.11 Ton Co<sub>2</sub>/MTHB)
- In 2019, The company's target and activities in energy conservation were as follows.
- Reducing the emission of CO<sub>2</sub> from the 2018 base year by 1%, with activities to monitor energy use by using the Yellow Card, training to raise awareness on energy use and promote the use of alternative energy (Solar Rooftop)

At present, the company has installed solar cell panels on the rooftop of our Lamp 7 Factory and the PQC Building, which encompasses a canteen, a library, a gym, an area for supporting production engineering and the training area of production staff before they are dispatched to work in the production line. The PQC Building was built with energy conservation in mind where the LED lighting is implemented together with the dimming switch while some of its areas are lit by natural light. The 14,282-square meter area required 1.2 MW electrical capacity. Which can reduce the electricity consumption in 2019 (Produced Energy): 246,659.64 kWh / Year, can reduce the emission of CO2 Emission: 146.76 TonCO2 / Year and reduce the Electricity Cost (Reduce Electric Consumption: 1,038,437 THB / Year and the company has Future solar cell capacity expansion plans.

In the year 2019, a project to install LED bulbs to replace fluorescent tubes and all other old lamps of 11,458 units can reduce electricity consumption: 122,592 kWh / Year, can reduce the emission of CO2 Emission: 72.94 TonCO2 / Year, reduce the value Electric power: 516,112.32 THB / Year

The company also has activities to reduce electricity usage. With a target of 1% decrease from the year 2018 which has the electricity usage value equal to 9.02 TonCO2 / MTHB with the activity of reducing energy usage to achieve the target set as follows

- Install the Power Meter and use the electricity data to analyze the defective points,
- Holiday Energy Reduction Project Which will campaign to stop production on Sunday 1 day per month, with the results Makes it possible to reduce electricity use almost as targeted Which has the electricity consumption equal to 9.03 TonCO2 / MTHB

Besides, The Company continued to urge staff to effectively use the resources where environmental and energy consumption was promoted as corporate culture. Activities were translated into photos and slogans being posted at various sites for staff's visibility. In addition, the message was transmitted through our internal broadcasting system on a daily basis at 11.30 hours. The executive board underlines the importance of continuous monitoring and advising environmental conservation activities on a quarterly basis. In addition, our potential to conduct energy conservation and our energy management status was regularly evaluated.

#### Environment and Energy Conservation Activity Awards

In the year 2019, the company participated in activities including environmental and energy conservation contest, customer company And the Stanley Company which received the following awards ,

1. 95 Ki Environment Award From Thai Honda Manufacturing Co.,Ltd.
2. KUBOTA Green Procurement Awards 2019 From Siam Kubota Corporation Co.,Ltd.
3. Environment TCC Rank A From Toyota Daihatsu Engineering & Manufacturing Co.,Ltd.
4. Outstanding Performance Award and Excellence Award From Stanley Electric Co.,Ltd. (Japan)

The company has used the money from these awards to create Green bag distributed to all employees in order to thank and give the employees morale that is an important part of receiving the award

### **Supporting Local Communities and Society**

The Company is located at Banklang , Pathumthani , and has been established outside the industrial estate location. The company is highly cautious of impacts that may possibly cause to the surrounding communities. Never having any dispute with the community, the Company is in collaboration with Banklang Municipality, representing communal people in organizing tradition-based activities, remarkable examples are the Buddha image bathing, Buddhist lent candle parade, dry-food almsgiving and to use of local food products is a set of snacks at the shareholders' meeting.

Participated in the electricity system improvement activities at WatSadet Temple, Pathumthani Province, under the "Volunteer Spirit of Religious Sites" project from the Ministry of Industry.

As for other social support and assistance activities, for example, using rice from a group of farmers in the northeast to transform it into a Daifuku dessert as a new year gift for customers. Providing company space to sell agricultural products in an oversupply situation. Allowing employees to donate items to help the disaster victims. To sponsor for the "Walk-Run to Change the Future" activity is to raise money for Pathumthani Hospital And Khlongluang Hospital in Pathumthani Province

For community development, the company has always relied on its unique employment model, where 80% of residents in Pathumthani province and the nearby vicinity are employed. The company offers opportunities for students of local universities to visit factory for more knowledge and broader understanding on product manufacturing and management.

In 2016, the Company invested 22.25% in Pracharath Rak Samakkee Pathum Thani (Social Enterprise) Company Limited, that established from government's policy that the objective is to support for more strong local economy , people have more income. At present, products are distributed on a monthly basis from the manufacturers in the group during the convenience market shopping arrangements.

In the beginning of 2020, the outbreak of the Covid-19 virus epidemic in Thailand and abroad In Pathumthani, people are infected and the government has various measures. The public, including the employees, were greatly affected. The company has issued various preventive measures. In order to look after employees vigorously as well as providing support to government agencies with the release of a brochure promoting information about the virus Covid-19 provided a way to distribute it to the general public and to encouraging medical personnel.

### **10.3 Business operations that affect social responsibility**

None

#### **10.4 Activities for social and environmental benefits (CSR after process)**

##### Stanley Thailand Foundation activities

The Stanley Group has established the Stanley Thailand Foundation since 1993, aiming to promote various CSR activities mainly in Pathum Thani province. Remarkable examples of CSR activities launched in 2019 can be described below:

##### 1. Education Activity

1.1 The foundation had presented 2019 annual scholarships to 650 students from 103 schools in Pathumthani province and 8 schools in Nakhon Ratchasima province.

For individualized scholarships (Outshining Fund ), the foundation was consistently responsible for all education-related costs starting from the high school to Bachelor’s Degree levels. In 2019, an outstanding students from Suntaromettaprachasan School was selected to take part in the individualized scholarship program, where 5 students was already graduated with a Bachelor’s Degree. Currently, there are 12 students selected to join the program.

1.2 The foundation offered its concrete support to the science competition named the Stanley Science Project Contest held to encourage primary and secondary students to create excellent robotic devices. The competition was hosted by the Technology Promotion Association (Thailand-Japan)

1.3 The foundation donated educational equipment as books for library and 260 bicycles to 26 schools in Samkok , Muang and Nong Sua communities , Pathumthani Province.

2. Environment Activity The foundation had donated garbage to communities at Chinwararam Temple and cooperate with Safety & Environment Department , Thai Stanley Electric PCL. And Asian Stanley International Co.,Ltd. to arranged Safety To School for 6 schools in Pathumthani by providing safety knowledge ,Fire demonstration and the foundation gave 10 sets of fire extinguishers to schools.

##### 3. Charity Activity

The foundation had donated other necessities for HIV-patient of Wat Phrabatnamphu in Lopburi province and lame children of the Ruamphanya Person Lame Association in Nonthaburi province. Donation AED (Automated External Defibrillator) to the rescue team in the area of Muang and Ladlumkeaw district , Pathumthani Province

In February - March 2020, the Foundation and The Sittipol 1919 Co., Ltd. donated medical equipment and renovated emergency room for Ladlumkaew Hospital, Pathumthani province amount 2,000,000 baht

And due to the epidemic of the virus, the Covid-19 , the Foundation to donate 100,000 baht support for the production of cloth masks in the project of Banklang Sub-district Municipality to distribute to people in Pathumthani Province.



## **11. Internal Control and Risk Management**

The company is aware of the importance to good management and internal control. The company established the CG department to conduct internal audit and risk management and report directly to the Audit Committee every quarter and The Chairman of the Audit Committee will report to the Board of Directors meeting to acknowledge the audit results on a quarterly basis as well.

### **Internal Control**

#### **11.1 The board of director comment on internal control**

At the Board of Directors Meeting No. 2/2020 on May 15, 2020, all 3 members of the audit committee attended. The Chairman of the Audit Committee reported the operation and audit results from the Corporate Governance Department to the Board of Directors for acknowledgment and approval as follows:

From reviewing the internal control system and from the consideration of the assessment of internal control as stipulated by the Securities and Exchange Commission , The audit committee found no significant defectively . And with proper property maintenance therefore, commented that the operations of the company during the accounting period from April 1, 2019 to March 31, 2020 were under sufficient and appropriate internal control in accordance with the framework for internal control practices of COSO . Financial reports are accurate, complete, and reliable. There is sufficient and effective compliance with relevant laws and regulations. Entering into connected transactions in the normal course of business with appropriate trade conditions and prices that are beneficial to the company's business operations. There are operations in line with anti-corruption measures. Information has been disclosed to various regulatory agencies correctly, operating in accordance with good, transparent, and reliable corporate governance systems.

Ms.Varaporn Vorathitikul , PricewaterhouseCoopers ABAS Limited ,the Auditor of company was no serious concerns about the internal control.

#### **11.2 The opinion of the Audit Committee in the event of a different opinion of the board of the activities of the company.**

The audit committee not any different opinion with the Board of Directors. There was also a report of the Audit Committee as Attachment 3-1

#### **11.3 Chief of Office of Internal Audit**

(1) In 2002, the Executive Committee appointed the Chief of the Internal Audit, Mrs. Nongyao Apirum, who currently position as the Corporate Governance Department Manager responsible for internal audit and risk management , that has experience working in Accounting and Finance department for 21 years and used to attend the training course related to the audit such as

- Fundamentals for New Internal Audit course 1 (2002) and 2 (2004)

- Audit Report Writing (2000)
- Risk Based Audit (2010)
- Certified Professional Internal Auditor of Thailand (CPIAT- 18) (2011)
- The Corporate risk management - COSO-ERM (2011)
- Internal controls on financial reporting (2011)
- Ethical Audit (2015)
- Working Paper for Anti-Corruption (2017)
- Compliance & Compliance Audit (2018)
- Fraud Audit (2019)
- Corporate Governance Audit (2019)

Chief of Internal Audit have an understanding of the operations of the company as well. It is appropriate and sufficient to perform such duties. (detail as attach No. 3-2)

(2) The Audit Committee's opinion that taking care of the Chief Audit qualification experience with adequate training and proper operation.

(3) The appointment, removal and transfer of the incumbent Chief of Office of internal audit according to the personnel management system of the company. Through the approval of the Executive Board and acknowledged and approved by the Audit Committee.

### **Risk Management**

The risk management policy is as follows.

"We are to control and minimize impacts from unforeseeable circumstances while safeguarding our objective for a sustainable operation, which shall include compliance with the laws and international standards."

The following are duties and responsibilities of related bodies involving in our risk management practice:

The Risk Management Committee is duty-bound to review and screen factors and possible exposure to certain risks and effects to strategic policies, legal compliance and relevant criteria and standards that may tremendously affect our operation. The Risk Management Committee meets at least twice a year.

The Risk Management and Control Section has the following duties and responsibilities:

- Coordinate with the Risk Management Company to materialize risk management practices throughout the organization to accommodate all kinds of risk.
- Review identified risks with departments that directly experience such risks; implement risk management measures; monitor, assess and report the progress of its action to the Risk Management Committee
- Responsible for the overall operation in monitoring, advising and controlling risk management practices

Management in Operation Unit are responsible for assessing and analysing risks relating to policies and their entrusted duty and responsibility.

In 2019, we carried out the following:

1. Updating our risk management practice to reflect the operation within the current environment; complying with the risk management policy in a constructive manner by incorporating administration and risk control practices in the strategic management policy and general administration.
2. Reviewing and approving risk control and management requirements as well as the risk management manual, which functioned as a framework to assess and manage the risks.

## **12. The related transactions**

Since last 3 years, there was no event of spending the income from stock sales for any of the shared interest person.

The Company has significant transactions with related companies. Which is a company with common directors and the company in which the major shareholder holds shares.

The related transactions are in accordance with the operating policy regarding the purchase and sale of goods and assets that approved by the Board of Directors and is controlled by the Executive Board, which will be considered and approved according to the value of the transaction size regularly

The significant trade with the related company by purchasing and sales items. The company's auditor gave the explanation in the Note 29 the financial statement on 31<sup>st</sup> March 2020 ., are as follows:

- The purchasing items form the related company are those particular raw materials or merchandise from the same production source at the great quantity to reduce the production cost.
- The sales items are mostly exporting by set up the sales price from cost fee plus the profit.
- Royalty fee to a related company at the rate of 3% of sales minus the cost of importing raw materials from that related company, and specified as the regular trading business.

- Design and development expenses and other expenses Service fees are charged according to normal business transaction criteria.

- Outstanding balance of Royalty fees, Product design and development expenses and other expenses are shown as other payables - Related companies

Details as follows:

1. Related party transaction by way of the shareholder or common directors.

Name of Company	Related ties	Related transaction details	2019 Transaction Amount and Balance at 31 March 2020	The reasonable of transactions
1. Stanley Electric Co.,Ltd.	1. Major shareholder of Stanley Electric Holding Asia-Pacific PTE, holding 33.88% 2.Common Director 2 person - Mr.Katsutoshi Iino - Mr.Toru Tanabe	1. Purchasing in raw materials , goods and equipment	Purchased 896.68 million baht Balance 179.69 million baht	Specifically products or materials and material which are manufactured on a large scale at one source for cost saving benefit.
Name of Company	Related ties	Related transaction details	2019 Transaction Amount and Balance at 31 March 2020	The reasonable of transactions
		2. Selling goods	Sold amount 171.25 million baht Balance 20.40 million baht	Pricing are charged in the normal course of business and same practice with the outsider.
		3.Royalty Fee is charged at 3% of sales less materials cost imported from the related party in accordance with the agreement	Amount 337.92 million baht	Specifically products or materials and material which are manufactured on a large scale at one source for cost saving benefit.
		4. Designed and Development Fee is charged in case design and development	Amount 147.46 Million baht	In the normal course of business and same practices in Stanley Group

		product for Thai Stanley's products 5. Technical Fee is charged for the specialist come for assistance in production technics. 6. Training fee is charged for send Thai Stanley ' employee to training and practice. 7. Commission is charged for an agent to connected with customers	Amount 10.18 million baht  Amount 0.91 million baht  Amount 20.00 million baht	In the normal course of business and same practices in Stanley Group, pricing are charged same as outsider.  In the normal course of business and same practice in Stanley Group  In the normal course of business and same practice in Stanley Group
Name of Company	Related ties	Related transaction details	2019 Transaction Amount and Balance at 31 March 2020	The reasonable of transactions
2 .Lao Stanley Co.,Ltd.	1. Thai Stanley holding 50% 2. Common Director 2 persons - Mr.Apichart Lee-issaranukul - Mr.Koichi Nagano	1. Selling goods  2.Other Income  3.Royalty Income	Sold amount 433.37 million baht Balance 52.63 million baht  Amount 0.08 million baht  Amount 0.66 million baht	Specifically products Pricing are charged in the normal course of business and same practice with the outsider.  In the normal course of business and same practice in Stanley group  In the normal course of business and same practice in Stanley Group

<p>3. Vietnam Stanley Electric Co.,Ltd.</p>	<p>1.Common major shareholders as Stanley Electric Co.,Ltd. Holding 50%</p> <p>3. Common director 3 persons as</p> <ul style="list-style-type: none"> <li>- Mr.Apichart Lee-issaranuku</li> <li>-Mr.Toru Tanabe</li> <li>-Mr.Tadao Suzumura</li> </ul> <p>3. Thai Stanley holding share 20%</p>	<p>1. Purchasing goods</p> <p>2.Selling goods</p> <p>3. Designed and Development Fee</p>	<p>Purchased amount 512.91 million baht</p> <p>Balance 131.88 million baht</p> <p>Sold amount 106.70 million baht</p> <p>Balance 13.40 million baht</p> <p>Amount 0.01 million baht</p>	<p>Specifically products Pricing are charged in the normal course of business and same practice with outsider.</p> <p>Specifically products Pricing are charged in the normal course of business and same practice with the outsider.</p> <p>Specifically products Pricing are charged in the normal course of business and same practice with outsider.</p>
Name of Company	Related ties	Related transaction details	2019 Transaction Amount and Balance at 31 March 2019	The reasonable of transactions
<p>4.Asian Stanley International Co.,Ltd</p>	<p>1.Common major shareholder as Stanley Electric Holding Asia-Pacific PTE Holding 67.5%</p> <p>2.Common Director 2 persons</p> <ul style="list-style-type: none"> <li>- Mr.Apichart Lee-issaranukul</li> <li>- Mr.Toru Tanabe</li> </ul> <p>3.Thai Stanley holding 15%</p> <p>4. Holding Thai Stanley 0.44%</p>	<p>1. Purchasing raw material</p> <p>2.Selling goods</p> <p>3. Other Income</p>	<p>Purchased amount 1,903.27 million baht</p> <p>Balance 171.60 million baht</p> <p>Sold amount 9.07 million baht</p> <p>Balance 0.56 million baht</p> <p>Amount 0.20 million baht</p>	<p>Specifically products Pricing are charged in the normal course of business and same practice with the outsider.</p> <p>Pricing are charged in the normal course of business and same practice with the outsider.</p> <p>Pricing are charged in the normal course of business and same practice with the</p>

				outsider.
5. PT.Indonesia Stanley Electric	<p>1. Common major shareholder as Stanley Electric Co.,Ltd. Hoding 60 %</p> <p>2. Common director 3 person as</p> <ul style="list-style-type: none"> <li>- Mr.Apichart Lee-issaranukul</li> <li>- Mr.Koichi Nagano</li> <li>- Mr.Toru Tanabe</li> </ul> <p>3.Thai Stanley holding 10%</p>	<p>1. Purchasing raw material</p> <p>2.Selling goods</p> <p>3. Designed and Development Fee</p>	<p>Purchased amount 1.33 million baht</p> <p>Balance 0.52 million baht</p> <p>Sold amount 192.41 million baht</p> <p>Balance 19.31 million baht</p> <p>Amount 2.88 million baht</p>	<p>Specifically products Pricing are charged in the normal course of business and same outsider.</p> <p>Pricing are charged in the normal course of business and same practice with the outsider.</p> <p>Specifically products Pricing are charged in the normal course of business and same outsider.</p>
Name of Company	Related ties	Related transaction details	2019 Transaction Amount and Balance at 31 March 2020	The reasonable of transactions
6. Sirivit Stanley Co.Ltd.	<p>1.Thai Stanley holding 15%</p> <p>2.Common director 2 persons as</p> <ul style="list-style-type: none"> <li>-Mr.Apichart Lee-issaranukul</li> <li>- Mr.Koichi Nagano</li> </ul>	<p>1. Purchasing raw material</p> <p>2. Selling raw material</p> <p>3. Designed and Development Fee</p>	<p>Purchased amount 470.38 million baht</p> <p>Balance 41.84 million baht</p> <p>Sold amount 7.48 million baht</p> <p>Balance - million baht</p> <p>Amount 0.06 million baht</p>	<p>Specifically products Pricing are charged in the normal course of business and same outsider.</p> <p>Pricing are charged in the normal course of business and same outsider</p> <p>Specifically products Pricing are charged in the normal course of business and same outsider.</p>
7. Inoue Rubber (Thailand) Public	1.Thai Stanley holding 0.02%	1. Purchasing raw material	Purchased amount 9.66 million baht	Pricing are charged in the normal course of

Company Limited	2.Common director 4 person as - Mr.Apichart Lee-issaranukul - Mr.Thanong Lee-issaranukul - Mrs.Pimjai Lee-issaranukul - Mrs.Pornthip Sethiwan		Balance 1.42 million baht	business and same practice with the outsider.
8. The Sittipol 1919 Co.,Ltd.	1.The shareholders holding 3.34% 2.Common director 2 persons as - Mr.Thanong Lee-issaranukul - Mrs.Pornthip Sethiwan	1. Selling goods,	Sold amount 132.30 million baht Balance 38.71 million baht	Pricing are charged in the normal course of business and same practice with the outsider.
Name of Company	Related ties	Related transaction details	2019 Transaction Amount and Balance at 31 March 2020	The reasonable of transactions
9. Lumax Industries Co.,Ltd.	1.Thai Stanley holding 1.73% 2. Common major shareholder as Stanley Electric Co.,Ltd. Holding 26.31 % 3.Common Director 1 person - Mr.Toru Tanabe	1. Purchasing goods  2. Selling goods	Purchased amount 1.84 million baht Balance 1.91 million baht Sold amount 1.84 million baht Balance 0.25 million baht	Pricing are charged in the normal course of business and same practice with the outsider. Pricing are charged in the normal course of business and same practice with the outsider
10. Bangkok Global Law Offices Limited	1. Common director 1 person as - Mr.Picharn Sukparangsee	1. Law service	amount 0.81 million baht Balance - million baht	Pricing are charged in the normal course of business and same practice with the outsider.
11. Electro Polymers (PVT)	1.Thai Stanley holding 10.06% 2. Common major	1. Selling goods	Purchased amount 7.13 million baht Balance	Pricing are charged in the normal course of business and same



shareholder as Stanley Electric Co.,Ltd. Holding 25 % 3.Common Director 1 person - Mr.Koichi Nagano	2. Royalty Income	0.08 million baht  Amount  1.26 million baht	practice with the outsider.  In the normal course of business and same practice in Stanley Group
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2.Transaction with the company whose Stanley Electric Co.,Ltd. Is the major shareholders of Stanley Electric Holding Asia-Pacific PTE , LTD (holding 100%) major shareholder of the company, the transaction are purchasing and selling in raw material or goods that are specific materials which are manufactured on a large scale at one source for cost saving benefit. Pricing are charged in the normal course of business and same practice with the outsiders, details as follows.

Company Name	Transaction Amount in 2019		Balance as at 31 March 2020	
1. Guangzhou Stanley Electric (China)	Purchased amount	99.78 million baht	20.96	million baht
	Sold amount	0.09 million baht	-	million baht
2. Stanley Electric (Asia Pacific) (Taiwan)	Purchased amount	0.17 million baht	-	million baht
	Sold amount	- million baht	-	million baht
3. Shenzhen Stanley Electric Co.,Ltd.	Purchased amount	104.67 million baht	16.77	million baht
	Sold amount	- million baht	-	million baht
4. Stanley Electric US Inc. (U.S.A)	Purchased amount	0.66 million baht	0.11	million baht
	Sold amount	0.01 million baht	-	million baht
5. Tianjin Stanley Electric Co.,Ltd. (China)	Purchased amount	0.39 million baht	0.01	million baht
	Sold amount	15.71 million baht	12.04	million baht
6. Shanghai Stanley Electric	Purchased amount	3.85 million baht	0.64	million baht
	Sold amount	- million baht	-	million baht
7. Stanley Electric Do Brazil LTDA	Purchased amount	0.08 million baht	0.01	million baht
	Sold amount	35.53 million baht	35.91	million baht
8. Stanley Iwaki Works Ltd.	Purchased amount	16.66 million baht	-	million baht
	Sold amount	3.19 million baht	0.24	million baht

9. Stanley Electric (Asia Pacific) HongKong	Purchased amount	3.98	million baht	-	million baht
	Sold amount	-	million baht	-	million baht
10. Wuhan Stanley Electric Co.,Ltd.	Purchased amount	-	million baht	-	million baht
	Sold amount	18.18	million baht	6.17	million baht
11. Tianjin Stanley Electric Technology Co.,Ltd.	Sold amount	5.55	million baht	-	million baht
	Sold amount	-	million baht	-	million baht
12. Stanley Electric Manufacturing Co.,Ltd.	Purchased amount	-	million baht	-	million baht
	Sold amount	47.93	million baht	25.62	million baht

#### The approval for the related transactions

In Year 2019 , the related transactions was the normal course of business and same practice with the outsider , such as price comparison , selling price is determined based on manufacturing cost plus a certain margin. The related transaction controlling by the management director.

#### Policy or Trend towards Potential the related transaction

The related transaction to be continued, because of the raw material or goods are specifically and used only in Stanley Group. The selling price is determined based on manufacturing cost plus a certain margin that the normal course of business. Whatever these transaction are belong to The Purchasing and Selling products and assets policy , that announcement since year 2004 and for others transaction will consideration belong to The rule of The Stock Exchange of Thailand.

#### The related transaction Report from Audit Committee

The Audit Committee considered the related transaction in year 2019, that have transaction may cause conflict of interest, that transaction with related parties company and normal course of business.

**Part 3**
**Financial Statement & Operation Result**
**13. Financial Statements**

## (1) Summary of Financial Status and operation for 3 year

A) In the past 3 years of the audit report, the auditor has expressed an opinion in certifying the financial statements, showing the financial position and results of operations and cash flows correctly, in all material respects, in accordance with the financial reporting standards.

## B) Table of the Financial Statement

## Statement of Financial Position

As at 31 March 2018 to 31 March 2020

(Financial statement in which the equity method is applied)

Asset	Audited					
	Mar 31,2020	(%)	Mar 31,2019	(%)	Mar 31,2018	(%)
<b>Current Assets</b>						
Cash and cash equivalents	3,177,436	15.60	1,671,997	8.68	2,012,032	11.88
Short-term investment held to maturity	1,166,000	5.72	3,625,000	18.83	4,212,450	24.87
Trade and other accounts receivable , net	2,633,161	12.93	2,549,178	13.24	2,347,805	13.86
Inventories , net	942,128	4.63	1,099,780	5.71	674,728	3.99
Current portion of loan to employee	31,765	0.16	41,877	0.22	25,348	0.15
Other current assets	39,654	0.19	45,971	0.24	17,692	0.10
<b>Total current assets</b>	<b>7,990,144</b>	<b>39.23</b>	<b>9,033,803</b>	<b>46.92</b>	<b>9,290,056</b>	<b>54.85</b>
<b>Non-current assets</b>						
Loan to employees	12,806	0.06	34,921	0.18	10,807	0.06
Investments in an associates	1,597,063	7.84	1,357,930	7.05	1,154,393	6.82
Investment in a joint venture	23,397	0.11	22,165	0.12	22,707	0.13
Long-term investments , net	125,841	0.62	112,401	0.58	113,201	0.67
Property , plant and equipment, net	9,517,131	46.72	7,703,012	40.01	5,564,807	32.85
Intangible assets , net	1,087,800	5.34	974,757	5.06	775,114	4.58
Other non-current assets, net	15,748	0.08	15,514	0.08	30,395	0.17
<b>Total non-current assets</b>	<b>12,379,786</b>	<b>60.77</b>	<b>10,220,701</b>	<b>53.08</b>	<b>7,648,716</b>	<b>45.15</b>
<b>Total assets</b>	<b>20,369,930</b>	<b>100.00</b>	<b>19,254,504</b>	<b>100.00</b>	<b>16,938,772</b>	<b>100.00</b>

Statement of Financial Position  
As at 31 March 2018 to 31 March 2020

( Unit : Thousand Baht)

	Audited					
	Mar 31,2020	(%)	Mar 31,2019	(%)	Mar 31,2018	(%)
<b>Liabilities and shareholders 'equity</b>						
<b>Current liabilities</b>						
Trade accounts payable - other companies	505,701	2.48	601,417	3.12	514,746	3.04
- related companies	567,353	2.79	549,860	2.86	498,282	2.95
Other accounts payable - other companies	651,474	3.20	1,004,252	5.22	322,204	1.90
- related parties	155,305	0.76	169,764	0.88	223,210	1.32
Accrued corporate income tax	218,806	1.07	218,377	1.13	181,650	1.07
Accrued expenses	371,259	1.82	339,438	1.76	326,089	1.92
<b>Total current liabilities</b>	<b>2,469,898</b>	<b>12.12</b>	<b>2,883,108</b>	<b>14.97</b>	<b>2,066,180</b>	<b>12.20</b>
<b>Non-current liabilities</b>						
Deferred tax liabilities , net	194,848	0.96	170,451	0.89	132,406	0.78
Provision for post-employee benefits	383,368	1.88	234,385	1.22	208,805	1.24
<b>Total Non current liabilities</b>	<b>404,836</b>	<b>2.84</b>	<b>404,836</b>	<b>2.11</b>	<b>341,212</b>	<b>2.02</b>
<b>Total liabilities</b>	<b>3,048,114</b>	<b>14.96</b>	<b>3,287,944</b>	<b>17.08</b>	<b>2,407,392</b>	<b>14.22</b>
<b>Equity</b>						
Authorised Share capital						
Ordinary shares	383,125	1.88	383,125	1.99	383,125	2.27
Premium on share capital	504,250	2.48	504,250	2.62	504,250	2.98
Retained earnings						
Appropriated						
Legal reserve	38,313	0.19	38,313	0.19	38,313	0.22
Unappropriated	16,595,671	81.47	15,229,792	79.10	13,788,404	81.40
Other components of equity	(199,543)	(0.98)	(188,920)	(0.98)	(182,712)	(1.08)
<b>Total equity</b>	<b>17,321,816</b>	<b>85.04</b>	<b>15,966,559</b>	<b>82.92</b>	<b>14,531,380</b>	<b>85.79</b>
<b>Total liabilities and equity</b>	<b>20,369,930</b>	<b>100.00</b>	<b>19,254,504</b>	<b>100.00</b>	<b>16,938,772</b>	<b>100.00</b>
Book Value * (Baht)	226.06		208.37		189.65	
Par Value (Baht)	5.00		5.00		5.00	
Number of share (thousand shares)	76,625		76,625		76,625	
Weighted average ordinary number of share (thousand shares)	76,625		76,625		76,625	

\* Calculated by using The Weighted Average number of ordinary share

Statements of Income  
As at 31 March 2018 to 31 March 2020

(The equity method) (Unit : Thousand Baht)

	Audited					
	Mar 31,2020	(%)	Mar 31,2019	(%)	Mar 31,2018	(%)
<b>Revenue</b>						
Sales	15,150,090	100.00	14,634,621	100.00	13,220,446	100.00
Dividend income	86,131	0.57	71,979	0.49	10,303	0.08
Gain on exchange rates , net	16,614	0.11	21,238	0.15	19,754	0.15
Interest Income	53,823	0.36	71,138	0.49	69,487	0.53
Others	107,161	0.71	108,092	0.74	99,330	0.75
<b>Total Revenue</b>	<b>15,413,819</b>	<b>101.74</b>	<b>14,907,068</b>	<b>101.86</b>	<b>13,419,320</b>	<b>101.51</b>
Cost of sales	12,339,312	81.45	11,864,535	81.07	10,775,580	81.50
Selling and administrative expenses	947,581	6.25	927,798	6.34	889,951	6.74
<b>Total Expenses</b>	<b>13,286,893</b>	<b>87.70</b>	<b>12,792,333</b>	<b>87.41</b>	<b>11,665,531</b>	<b>88.24</b>
Operation profit	2,126,926	14.04	2,114,736	14.45	1,753,789	13.27
Share of profit from investment in Associates	318,837	2.10	316,180	2.16	294,758	2.23
Profit before income tax	<b>2,445,763</b>	<b>16.14</b>	<b>2,430,915</b>	<b>16.61</b>	<b>2,048,547</b>	<b>15.50</b>
Income tax	448,266	2.96	453,153	3.10	389,885	2.95
<b>Net profit for the year</b>	<b>1,997,497</b>	<b>13.18</b>	<b>1,977,762</b>	<b>13.51</b>	<b>1,658,662</b>	<b>12.55</b>
Net profit per share	26.07		25.81		21.65	
Par Value (Baht / Share)	5.00		5.00		5.00	
Weighted Average Number of Share (thousand share)	76,625		76,625		76,625	

Auditor            Ms.Varaporn Vorathitikul  
 Certified Public Accountant (Thailand) No.4474  
 PricewaterhouseCoopers ABAS Limited

**Statements of Cash flows**  
 For the years ended 31 March 2018 to 31 March 2020

(Unit: Thousand baht)

	Audited		
	Mar 31,2020	Mar 31,2019	Mar 31,2018
<b>Cash flows from operating activities:</b>			
Profit before income tax for the year	2,445,764	2,430,915	2,048,547
Adjustments to reconcile profit before income tax			
For the year to net cash provided by operations:			
Depreciation	1,199,995	1,020,563	1,051,783
Amortisation	245,385	228,989	214,490
Interest income	(53,823)	(71,138)	(69,487)
Share profit (loss) from investments in associates	(318,837)	(316,180)	(294,758)
Dividend income from			
- Long-term investments	(86,131)	(71,979)	(10,303)
Gains on disposal of property , plant and equipment , net	(10,124)	(4,119)	(4,184)
(Reversal of) Allowance for doubtful account	-	(3,413)	(400)
Reversal of allowance for slow moving inventories and net realizable value lower than cost of inventories	1981	(7,615)	(21,802)
(Reversal of ) Allowance for net realisable value lower than cost of inventories	(3,507)	5,066	-
(Reversal of) Allowance for obsolete and slow moving inventories and net realisable value lower than cost of inventories	-	-	16,882
- Corporate income tax refund offset against withholding tax on dividend and surcharge	-	-	17,628
(Reversal of ) Provision for post-employment benefit	127,458	28,844	26,617
Unrealised gain on exchange rates	(1,369)	(792)	(468)
Cash flows before changes in operating assets and Liabilities	3,546,791	3,239,143	2,974,545
Changes in operating assets and liabilities			
Trade and other account receivable	(88,344)	(202,338)	(296,916)
Inventories	159,178	(422,504)	68,812
Other current assets	6,317	(28,278)	(9,879)
Cash received from corporate income tax refund	-	-	18,922
Other non-current assets	(234)	14,881	2,147
Trade accounts payable- other companies	(95,716)	86,671	57,296
Trade accounts payable related parties	17,493	51,578	74,692
Other accounts payable other companies	(88,960)	117,088	45,985
Other accounts payable related parties	(1,459)	(1,746)	27,894
Accrued expenses	31,821	13,349	46,615
Payments for post-employment benefits obligation	(7474)	(3,264)	(2,142)
Cash generated from operation	<b>3,479,412</b>	<b>2,864,579</b>	<b>3,009,969</b>
- Interest received	16,431	16,020	15,591
- Income tax paid	(420,785)	(376,829)	(292,862)
<b>Net cash received from operating activities</b>	<b>3,075,058</b>	<b>2,503,770</b>	<b>2,732,698</b>

Statements of Cash flows  
For the years ended 31 March 2018 to 31 March 2020

(Unit: Thousand baht)

	Audited		
	Mar 31,2020	Mar 31,2019	Mar 31,2018
<b>Cash flows from investing activities:</b>			
Loans made to employees	(460)	(81,931)	(330)
Loans repayments from employees	32,688	41,288	34,942
Purchases of property , plant and equipment	(3,298,191)	(2,647,384)	(962,221)
Proceeds from disposals of property , plant and equipment	10,175	4,154	4,866
Interest received on short-term investments held to maturity	41,753	59,497	55,432
Cash receipts from sale of long-term investment	(16,980)	-	-
Dividends received from			
- Investment in associates	97,734	83,517	82,512
- Long-term investments	86,131	71,979	10,303
Purchase of intangible assets	(351,220)	(426,792)	(273,682)
Cash receipts from short-term investment held to maturity	4,806,000	10,647,000	8,954,000
Cash payment on short –term investment held to maturity	(2,347,000)	(10,059,550)	(9,329,466)
<b>Net Cash used in investing activities</b>	<b>(939,370)</b>	<b>(2,308,223)</b>	<b>(1,423,644)</b>
<b>Cash flow from financing activity :</b>			
Dividends paid	(631,619)	(536,374)	(383,125)
<b>Net cash used in financing activities</b>	<b>(631,619)</b>	<b>(536,374)</b>	<b>(383,125)</b>
<b>Net decrease in cash and cash equivalents</b>	<b>1,504,070</b>	<b>(340,827)</b>	<b>925,929</b>
Cash and cash equivalents at beginning of the year	1,671,997	2,012,032	1,085,635
Effects of exchange rate changes	1,369	792	468
<b>Cash and cash equivalents at end of the year</b>	<b>3,177,436</b>	<b>1,671,997</b>	<b>2,012,032</b>
Non – cash transaction :			
Outstanding liabilities arisen from purchases of plant , Equipment and intangible assets	480,529	744,348	179,388
Accrued dividend income from investment in associate	956	13,955	65,656

## (C) Financial ratio

 Thai Stanley Electric Public Company Limited  
 Ratio of financial statement

(The Company Only)

		Audited		
		Mar 31,2020	Mar 31,2019	Mar 31,2018
<b>Liquidity Ratio</b>				
Current Ratio	(Times)	3.24	3.13	4.50
Quick Ratio	(Times)	2.82	2.72	4.15
Cash Ratio	(Times)	1.15	1.01	1.52
Receivable Turnover Ratio	(Times)	6.25	5.98	6.22
Collection Period	(Days)	57.60	60.20	57.88
Inventory Turnover	(Times)	154.28	132.70	120.48
Sale Period	(Days)	2.33	2.71	2.99
Account Payable Turnover	(Times)	5.87	6.11	7.93
Payment Period	(Days)	61.33	58.92	45.40
Cash Cycle	(Days)	(1.40)	3.99	15.47
<b>Profitability Ratio</b>				
Gross Profit Margin	(%)	18.55	18.93	18.50
Operation Profit Margin	(%)	14.04	14.45	13.27
Other profit Margin	(%)	-**	-**	-**
Cash margin	(%)	144.58	118.40	155.82
Net profit margin	(%)	12.96	13.27	12.36
Return on Equity	(%)	12.00	12.97	11.91
<b>Efficiency Ratio</b>				
Return on Assets	(%)	10.08	10.93	10.33
Return on Fixed Assets	(%)	37.14	45.20	49.17
Asset Turnover	(Times)	77.80	0.82	0.84
<b>Financial Policy Ratio</b>				
Debt to Equity	(Times)	0.18	0.21	0.17
Interest coverage Ratio	(Times)	-**	-**	-**
Fixed Charge Coverage	(Times)	1.96	0.88	1.52
<b>(CASH BASIS)</b>				
Pay- out Ratio	(%)	*	35.28	36.03

\* It will be approved from the ordinary shareholders' meeting year 2020 and calculate from Net Profit – The company only

\*\* The company have no interest payment . \*\*\*The company have no other profit



## 14. Management Analysis and explanations

### 14.1 Overview results operations

In 2019, The company's revenues and profits were relatively the same as those of the previous year from continued launches of new model both motorcar and motorcycle lamps throughout the year. The company's total revenues increased 3.40%, which was a bit better than the overall auto industry that slightly contracted due to the economic slowdown. This was largely witnessed through sales of domestic automobiles, which were decreased 3.28%, while export sales and motorcycle sales also decreased 7.6% and 3.9%, respectively

The company saw its profit slightly edged up by 1% due to increasing costs of investment as a result of production expansion, higher depreciation costs and costs of new products.

### Operating result and profitability

In 2019, sales and service revenues accounted for Baht 15,150.09 million, increased 3.52%, or Baht 515.47 million, from the previous year . Details of the sales are as follows.

Domestic sales accounted for Baht 9,655.09 million, or 61.37% of total sales , decreased 6.64% and it also reflected from the industry. Export sales accounted for Baht 5.495 billion, or 34.93% of total sales and increased 28% , most of which were sales of new products to automakers in the Export Free Zone.

In terms of product categories, sales of Auto Bulbs total Baht 450.01 million or 2.97% of total sales and decreased 24.13% from the previous year. Sales of auto lamps accounted for Baht 13,897.49 million, or 91.73% of total sales and increased 0.86% from the previous year. Mold and design sales total Baht 802.58 million. or 5.30% of total sales, which a significant increase of 204.97% from the previous year , following sales to automakers who had launched new models throughout the past year.

Other incomes total Baht 263.73 million, decreased 3.20% from the previous year, most of which were from gains on foreign exchange and interest incomes as a result of economic volatility. Incomes from dividends meanwhile increased 19.66%, which reflected healthy performances of companies we have invested in. Other incomes included revenues from sales of raw material and defect, tax refund from exports, and royalty incomes which were slightly down.

Costs of sales total Baht 12,339.31 million, or 81.45% of total sales , increase of Baht 474.78 million or a 4% increase from the previous year . Meanwhile, costs of sales rose in proportion to higher sales activities together with higher expenses of depreciation costs from new factory expansion.

Gross profit total Baht 2,810.78 million, or 18.55% of total sales and which increase 1.47% .

Sales and administrative expenses total Baht 947.58 million or 6.25% of total sales. This increase 2.13% , most of which were from increasing costs of royalties as a result of increasing sales.

Operation profits total Baht 2,126.93 million, or 14.04% of total sales and a slight increase of merely 0.58% from the previous year. Net profit meanwhile total Baht 1,997.50 million, or 13.18% of total sales and increased 1% from the previous year.

## **Asset Management**

### **Total Assets**

As of March 31, 2020, The company's total assets stood at Baht 20,369.93 million, an increase of 5.79% from the previous year, Details are as follows.

Current assets total Baht 7,990.14 million or 39.23% of total assets, which decreased 11.55% from the previous year. Current assets consisted of cash and cash equivalents total Baht 3,177.44 million or 15.60% of total assets and an increase by 90.04%; short-term investment held up to maturity total Baht 1,166 billion or 5.72% of total assets, which was decreased 67.83%; and trade receivables and other net receivables total Baht 2,633.16 million, or 12.93% of total assets and increased 3.29% from the previous year. All current assets decreased after the company continued to invest fixed assets to expand its business.

Net inventory total Baht 942.13 billion or 4.63% of total assets, which was decreased 14.33% from the previous year, most of which were work in process. This accounted for 54.87% of work in process in the mold factory.

Non-current assets total Baht 12,379.79 million, or 60.77% of total assets and increased 21.12% from the previous year. Net property, plant and equipment total Baht 9,517.13 million or 46.72% of the total assets, which increased 23.55%. During the past year, the company invested in the construction of mold plant and a research and development center, which are now completed. Meanwhile, the construction of the new Lamp 8 factory has started and expected to complete in late 2020.

The company's profit slightly increased from the previous year, leading to an increase of Return of Assets (ROA) by 10.08%, which was close to last year's 10.93%. Return on Fixed Assets total 37.14%, decreased from last year's 45.20%. Meanwhile, the Asset Turnover Ratio total 0.78, which was slightly down from last year's 0.82.

### **Total Liabilities**

#### **Equity**

Total liabilities were Baht 3,048.11 million, or 14.96% of total assets, decreased 7.29%. This was a result of trade payables and other payables following the company's investment in plant construction and purchases of raw and other materials, which rose in proportion to additional production expansion and production activities. The Payable Turnover Ratio total 5.87, down from last year's 6.11.

#### Shareholders' Equity

Total shareholders' equity was Baht 17,321.82 million, or 85.04% of the total assets or an increase by 8.49% from the previous year. This drove the Return on Equity (ROE) slightly down to 12% compared to last year's 12.97%.

#### Liquidity and Capital Adequacy

Net cash and cash equivalents total Baht 3,177.44 million, which increased 90.04% from the previous year, that from to short-term investment held to maturity. This led to the liquidity ratio of 3.24, up from last year's 3.13, which was further separate to cash derived from operating activities total Baht 3,075.06 million, cash spent in investment activities total Baht 939.37 million and in financing activities following Baht 631.62 million dividend payment.

In 2019, the company invested in the Lamp 8 factory, which represented an additional investment to respond to a new technology-oriented production process at a time the auto industry was embracing the new electric car technology. In addition, the company invested in new mold required for producing new models of auto lamps.

#### **Obligations relating to liabilities and management of obligations outside balance sheet**

The company remains committed to using cashflow for investment and corporate expenses. In other words, we are not focusing on borrowing. During the past year, we did not record any loan or interest expense liabilities. Our liabilities were limited to trade payables and normal payables resulting from our operation. The Debt to Equity ratio stood at 0.18, which was slightly down from last year's 0.21, due to new construction and increasing purchases of raw materials. However, the ratio was considered very low considering that the level of debt was very small compared to the asset size.

#### **14.2 Factors or incidents that may materially affect future financial position/operation**

The economic condition and the auto industry outlook are major factors directly affecting our operation. At present, both local and global economy are experiencing a major meltdown as a result of Covid-19, whose effect is widely felt by every sector. The situation requires closer and continued monitoring and we have started to exercise cost-cutting measures to adapt to the circumstance.

The company continues to focus on and have supported budget for research and development of new products. Customers continue planning to launch new products while we have been trusted to produce their lamps.

## CERTIFICATION OF THE ACCURACY OF INFORMATION

We have reviewed the information contained in the Annual Information Disclosure Form and, with carefulness in our capacity of the Company's Executive Directors or as top executives in charge of accounting, hereby certify that the information is correct, complete and true and do not cause any misunderstanding or concealment. We further certify that

(1) The financial statements and financial information summarized in the Form of annual Data Disclosure are correctly, completely, and materially stated pertaining to the financial position, operating results and cash flow of the Company and its subsidiaries companies.

(2) We are responsible for fine disclosure system to ensure that the Company has accurately and completely disclosed material information of the Company and subsidiaries as well as supervising the compliance of the system.

(3) We are responsible for good internal control and overseeing the conformity to such system. We informed the internal control evaluation as at May 15, 2020 to the auditors and the Audit Committee. The report included any shortcomings and major changes in the internal control system as well as any dishonesty that might affect the financial statements of the Company and subsidiaries.

As evidence of our making of certification of information accuracy, we have authorized Mr. Apichart Leeissaranukul to initial all the pages of this document. Any information without Mr. Apichart Leeissaranukul's signature will be treated as non-certified information.

Name	Position	Signature
Mr. Apichart Leeissaranukul	Executive Chairman	<i>Apichart Leeissaranukul</i>
Mr. Koichi Nagano	President	<i>Koichi Nagano</i>
Mr. Thanong Leeissaranukul	Director	<i>Thanong Leeissaranukul</i>
Mr. Tadao Suzumura	Director	<i>Tadao Suzumura</i>

Name	Position	Signature
Authorized Person Mr. Apichart Leeissaranukul	Executive Chairman	<i>Apichart Leeissaranukul</i>

## Attached 1

( List of Directors , Managers , and experience)

**1. List of Directors, Managers, and experience**

1.Name – Surname	<b>Mr. Apichart Lee-issaranukul</b>
Position	Executive Chairman and Executive General Manager Administration Division.
Date of Appointment	Year 1988
Age	57
Education	Honorary Doctor of Engineering (Industrial Engineering) ,
Degree	Rajamangala University of Technology Thanyaburi Master of Business Administration Oklahoma City University, USA. Bachelor of Administration The University of the Thai chamber of commerce.
Training	Certificate Directors Certification program from Thai Institute of Director (IOD) Certificate Executive Business and Investment Development Institute of Business and Industrial Development (IBID)
% of Holding (as 31/03/2020)	7.11%
Relations	Son Mr.Vitya Lee-issaranukul and Mrs.Porndee Lee-issaranukul Brother Mr.Thanong Lee-issaranukul,Mrs. Pimjai Lee-issaranukul and Mrs. Pornthip Sethiwan
Working Experience and position	
- Listed Companies in SET	1991-Present Director Inoue Rubber (Thailand) Public Co.,Ltd. 2013-Present Executive Chairman Thai Stanley Electric PCL 2016-Present Independent Director and Nomination and Remuneration Committee Leo Global Logistic PCL
- Non Listed Companies	1992-Present President Sopa-Kanok International Co.,Ltd 1993-Present Director Pacific Industries Co.Ltd. 1994-Present Director Bussayapan Co.,Ltd. 1995-Present Director Sungold Holding Limited 1996-Present Executive Vice President Asian Stanley International Co.,Ltd 1997-Present Director Sirivit Stanley Co.,Ltd. 1997-Present Director Daido Sittipol Co.Ltd. 1999-Present Chairman Lao Stanley Co.,Ltd. 2000-Present Director Vietnam Stanley Electric Co.,Ltd. 2003-Present Director Wangchula Co.,Ltd. 2006-Present Director PT Indonesia Stanley Electric 2006-Present Director Total Oil (Thailand) Co.,Ltd. 2014-Present Director Pacific Auto Part (Thailand) Co.,Ltd.
- Other	1993-Present Deputy Chairman Stanley Thailand Foundation 2002-2019 Director Investor Club Association 2004-2019 Executive Director Investor Club Association 2019-Present Vice Chairman Investor Club Association 2017-Present Chairman Mitsubishi Motors Cooperation Council (Thailand) : MCC

2019-Present Advisor Toyota Co-operation Club (TCC)

2.Name – Surname

**Mr. Koichi Nagano**

Position

President

Date of Appointment

July 3, 2009

Age

60

Education Degree

Bachelor of The Faculty of Engineering , Hosei University , JAPAN

% of Holding (as 31/03/2020)

0.0013%

Relations

None

Working Experience and position

- Listed Companies in SET

2009-Present Director Thai Stanley Electric PCL.

2013-Present President Thai Stanley Electric PCL.

- Non Listed Company

2010-Present Director Sirivit – Stanley Co.,Ltd.

2013-Present Director Top Hightech Co.,Ltd

2013-Present Director PT Indonesia Stanley Electric

2013-Present Honorary Chairman Lao Stanley Co.,Ltd.

Nov 2019 – Present Director Electro Polymers (PVT)

- Other

2011-2019 Deputy Chairman Stanley Thailand Foundation

2019-Present Chairman Stanley Thailand Foundation

3.Name – Surname

**Mr. Tadao Suzumura**

Position

Director and Executive General Manager Lighting Equipment Division

Date of Appointment

June 1 , 2016

Age

60

Education Degree

Bachelor Faculty of Engineering , Tokai University , JAPAN

% of Holding (as 31/03/2020)

None

Relations

None

Working Experience and position

- Listed Company in SET

2009 – 2015 Department Manager

New Model Development Control Department

Thai Stanley Electric PCL.

2015 – 2016 Deputy Executive General Manager , Lighting Equipment Division

Thai Stanley Electric PCL.

2016 - Present Director and Executive General Manager

Lighting Equipment Division Thai Stanley Electric PCL

- Non Listed Company

2007 – 2009 Section Manager , New Model Control Section ,

Hadano Plant , Stanley Electric Co.,Ltd.

2017 – Present Second Deputy General Director

Vietnam Stanley Electric Co.,Ltd.

4.Name – Surname	<b>Mr. Thanong Lee-issaranukul</b>
Position	Director
Date of Appointment	Year 1983
Age	60
Education Degree	Bachelor of Business Administration – Commercial , Nanzan University, JAPAN.
Training	Certificate Director Accreditation Program Thai Institute of Director (IOD)
% of Holding (as 31/03/2020)	5.41%
Relations	Son Mr.Vitya Lee-issaranukul and Mrs.Porndee Lee-issaranukul Brother Mr.Apichart Lee-issaranukul, Mrs. Pimjai Lee-issaranukul and Mrs. Pornthip Sethiwan
Working Experience and position	
- Listed Company in SET	1983 - Present Director Thai Stanley Electric PCL. 1986 - Present Director Inoue Rubber (Thailand) PCL. 2017 - Present Independent Director and Chairman M Vision PCL.
- Non Listed Company	1986 - Present Managing Director The Sittipol 1919 Co.,Ltd. 1993 - Present Director Sopa-Kanok International Co.,Ltd. 1995 - Present Executive Director Total Oil (Thailand) Co.,Ltd. 1995 - Present Director Sungold Holding Co.,Ltd. 1995 - Present Director Thai Inoac Component Co.,Ltd. 1995 - Present Director IRC (Asia) Research Co.,Ltd. 1996 - Present Vice Chairman Daido Sittipol Co.,o.,Ltd. 1996 - Present Executive Director Seng Ngun Hong Co.,Ltd. 1996 - Present Chairman Bike Clinic Co.,Ltd. 1998 - Present Director The Studio Production Co.,Ltd. 2001 - Present Chairman Smart Sport Promotion Co.,Ltd. 2003 – Present Director Wangchula Co.,Ltd. 2006 – Present Director Bussayapan Co.,Ltd. 2014 – Present Director Pacific Autopart (Thailand) Co.,Ltd. 2015 - Present Director The Studio 888 2015 - Present Director Sonic Design (Thailand) Co.,Ltd. 2001 - Present Chairman Kanok-Sopa Foundation
- Other	2015 - Present Public Relations Subcommittee Organ Donation Center Thai Red Cross Society



5.Name – Surname	<b>Mrs. Pimjai Lee-issaranukul</b>
Position	Director
Date of Appointment	Year 1983
Age	59
Education Degree	Master of Business Administration operation Management, Drexel University,USA. Bachelor of Engineering Chulalongkorn University
Training	Director Certificate Program course 37/2003 Role of the Chairman Program course 31/2013 Risk Management Committee Program course 1/2013 Thai Institute of Director Association (IOD) Capital Market Academy Leadership Capital Market (CMA) Diploma, National Defense College , The National Defense Course class 26/2013 National Defense College (NDC) Business Revolution and Innovation Network Batch 1 (BRAIN 1) The Federation of Thai industries Exponential Manufacturing, Singularity Thailand Summit in Collaboration with The Federation of Thai Industries
% of Holding (as 31/03/2020)	3.70%
Relations	Daughter Mr.Vitya Lee-issaranukul and Mrs.Porndee Lee-issaranukul Sister Mr.Apichart Lee-issaranukul , Mr.Thanong Lee-issaranukul and Mrs.Pornthip Sethiwan
Working Experience and Position	
- Listed Companies in SET	1983-Present Director Thai Stanley Electric PCL. 2013-Present Chairman Inoue Rubber (Thailand) PCL
- Non Listed Companies	1993-Present Director Sopa-Kanok international Co.,Ltd. 1995-Present Chairman Thai Inoac Component Co.,Ltd. 1995-Present Director IRC Asia Reseach Co.,Ltd. 1995-Present Director Sungold Holding Co.,Ltd. 2001-Present Director Kinno Hoshi Engineering Co.,Ltd. 2003- Present Director Wangchula Co.,Ltd. 2006- Present Director Dido Sittipol Co.,Ltd. 2013 – Present Honorary Chairman of Inoac Tokai (Thailand) Co.,Ltd.
- Others	2010- Present Global Advisory Board Member Babson College , Ma, U.S.A 2016 – Present Director Alumni association Thailand Capital Market Academy 2018 – Present Vice President The Federation of Thai Industries

6.Name – Surname	<b>Mrs. Porntip Sethiwan</b>
Position	Director
Date of Appointment	Year 1990
Age	53
Education Degree	Bachelor of Commerce and Accountancy, Commerce major Chulalongkorn University.
Training	Certificate Director Accreditation Program 5/2003 Role of the Compensation Committee 17/2013 Thai Institute of Director (IOD)
% of Holding (as 31/03/2020)	3.69%
Relations	Daughter Mr.Vitya Lee-issaranukul and Mrs.Porndee Lee-issaranukul Sister Mr.Apichart Lee-issaranukul, Mr. Thanong Lee-issaranukul and Mrs. Pimjai Lee-issaranukul
Working Experience and Position	
- Listed Company in SET	1980 - Present Director Thai Stanley Electric PCL. 1991 - Present Director Inoue Rubber (Thailand) PCL.
- Non Listed Company	1985 - Present Director Seng Ngun Hong Co.,Ltd. 1990 - Present Executive Director The Sittipol 1919 Co.,Ltd. 1990 - Present Director Pacific Industries (Thailand) Co.,Ltd. 1993 - Present Director Sopa-Kanok International Co.,Ltd. 1993 - Present Director Bike Clinic Co.,Ltd. 1996 - Present Director Daido Sittipol Co.,Ltd. 2003 - Present Director Wangchula Co.,Ltd. 2006 - Present Director IRC Asia Research Co.,Ltd. 2014 – Present Director Pacific Auto Part (Thailand) Co.,Ltd. 2015 – Present Director Sonic Design (Thailand) Co.,Ltd.

7.Name – Surname	<b>Mr. Toru Tanabe</b>
Position	Director
Date of Appointment	June 26 , 2012
Age	61
Education Degree	Bachelor Faculty of Electric Engineering , Hosei University , JAPAN
% of Holding (as 31/03/2020)	None
Relations	None
Working Experience and Position	
- Listed Companies in SET	2012 – Present Director Thai Stanley Electric PCL.
- Non Listed Companies	2017- Present Managing Director Stanley Electric Co.,Ltd.
	2012 – 2562 Director SL Lighting Corporation
	2012 – Present Director Stanley Electric U.S.Co.,Inc
	2014 – Present Director Asian Stanley International Co.,Inc.
	2014 – Present Director Stanley Electric Sales of India PVT.Ltd.
	2014 – Present Director Stanley Electric Trading (Shenzhen) Co.,Ltd.
	2014 – Present Director Stanley Electric Holding Asia-Pacific PTE .Ltd.
	2014 – Present Director Stanley Electric Korea Co.,Ltd.
	2014 – Present Director Stanley Electric (Asia Pacific) Ltd.
	2014 – Present Director Vietnam Stanley Electric Co., Ltd.
	2014 – Present Director Lumax Industrial Ltd.
	2014 – Present Director PT.Indonesia Stanley Electric Co., Ltd.
	2015 – Present Director Tianjin Stanley Electric Technology Co.,Ltd.
	2019 – Present Director Hella – Phil Inc.

8.Name – Surname **Mr. Katsutoshi Iino**

Position Director

Date of Appointment July 4 , 2014

Age 59

Education Degree Bachelor of Economy Industrial Management , Nihon University , Japan

% of Holding (as 31/03/2020) None

Relations None

Working Experience and Position

- Listed Company in SET 2014 - Present Director Thai Stanley Electric PCL.
- Non Listed Companies 2008 - Present President Stanley Electric PAL Co.,Ltd.
- 2012 - Present President Stanley Electric Holding of America ,  
President Stanley Electric Holding Europe Co.,Ltd.
- 2013 - Present President Stanley Electric Holding Asia-Pacific PTE , Ltd.  
President Stanley Electric (China) Investment Co.,Ltd.

9.Name – Surname **Mr. Krisada Visavateeranon**

Position Independent Director and Audit Committee Chairman

Date of Appointment October 15 , 1999

Age 70

Education Degree Master of Engineering Kyoto University, JAPAN  
Bachelor of Engineering Kyoto University , JAPAN

Training Certificate - Directors Certification program , Audit Committee Program  
Thai Institute of Director (IOD)

% of Holding (as 31/03/2020) None

Relations None

Working Experience and Position

- Listed Company is SET 1999 – 2010 Independent Director and Audit Committee  
Thai Stanley Electric PCL.
- 2010 – Present Independent Director and Audit Committee Chairman  
Thai Stanley Electric PCL.
- 2009 – Present Audit Committee Textile Prestige PCL
- Non Listed Company 2012 – Present Director Wazeda Education (Thailand) Co.,Ltd.

10.Name – Surname **Mr.Chokechai Tanpoonsinthana**

Position Independent Director and Audit Committee

Date of Appointment March 31, 2000

Age 72

Education Degree Master of Business Administration (Quantitative Analysis & Finance)  
University of Wisconsin (Madison Campus)  
Master of Civil Engineering University of Wisconsin at Madison, U.S.A.  
Bachelor of Civil Engineering (Structure)Chulalongkorn University

Training Certificate Director Certification Program , Monitoring Fraud Risk Management ,  
Audit Committee Program ,Monitoring the Internal Audit Function ,  
Monitoring the system of Internal Control and Risk Management ,  
Monitoring the Quality of Financial Reporting Thai Institute of Director (IOD)

% of Holding (as 31/03/2020) None

Relations None

Working Experience and Position

- Listed Company in SET 2000-Present Independent Director and Audit Committee Thai Stanley Electric PCL.  
2003-Present Independent Director and Audit Committee Chairman  
Advance Information Technology PCL.

- Non Listed Company 2013 – 2019 Independent Director and Audit Committee Witcorp Co.,Ltd.

11.Name – Surname **Mr.Suchart Phisitvanich**

Position Independent Director and Audit Committee

Date of Appointment June 7 , 2010

Age 74

Education Degree Master of Electrical Engineering Louisiana Tech University USA.  
Bachelor of Electrical Engineering Chulalongkorn University

Training Certificate - Director Certification Program , Audit Committee Program ,  
Financial Statements for Director , Board Matter & Trends 6/2018  
Thai Institute of Director. (IOD)

% of Holding (as 31/03/2020) None

Relations None

Working Experience and Position

- Listed Company 2010-Present Independent Director and Audit Committee  
Thai Stanley Electric PCL.  
2006-Present Executive Advisor for the Board Navanakorn PCL.

- Non Listed Company 2006-Present Director Investor Club Association

2011 – Present Monitoring and Evaluation Committee Ministry of Industry

12.Name – Surname **Mr.Picharn Sukparangsee**  
 Position Independent Director  
 Date of Appointment June 7, 2010  
 Age 59  
 Education Degree Master of Faculty of Law University of Warwick , ENGLAND  
 Master of Faculty of Law University of London , ENGLAND  
 Bachelor of Faculty of Law Thammasart University  
 Training Certificate Director Certification Program  
 Board Matters & Trends 6/2018  
 Thai Institute of Director. (IOD)  
 % of Holding (as 31/03/2020) None  
 Relations None  
 Working Experience and Position  
 - Listed Company in SET 2010 – Present Independent Director Thai Stanley Electric PCL.  
 - Non Listed Company 1987 – 2005 Associate / Partner International Legal Counsellors Thailand  
 2005 – 2015 Director Siam City Law Offices Limited  
 2015 – Present Managing Director Bangkok Global Law Offices Limited

13.Name – Surname **Mr. Kazunori Nakai**  
 Position Executive General Manager Marketing Division  
 Date of Appointment November 6, 2018  
 Age 58  
 Education Degree Bachelor of Arts , Law and Politics Department Law and Politics College ,  
 Rikkyo University , JAPAN  
 % of Holding (as 31/03/2020) None  
 Relations None  
 Working Experience and Position  
 - Listed company in SET 2018 – Present Executive General Manager , Marketing Division  
 Thai Stanley Electric PCL.  
 - Non Listed Company 2001 – 2011 General Manager Electronics Sales Division  
 Stanley Electric Co.,Ltd.  
 2011 – 2016 General Manager LED Division / Sale Department  
 Stanley Electric Co.,Ltd.  
 2016 – 2018 President  
 Stanley Electric (Asian Pacific ) Co.,Ltd.

14.Name – Surname	<b>Mr.Etsuya Kawashima</b>
Position	Executive General Manager Die&Mold Division
Date of Appointment	February 1 , 2017
Age	53
Education Degree	Bachelor Department of Mechanical Engineering , Nihon University , Japan
% of Holding (as 31/03/2020)	None
Relations	None
Working Experience and Position	
- Listed Company in SET	2010 – 2013 Advisor , Die & Mold Division , Thai Stanley Electric PCL. 2013 – 2015 Department Manager , Die & Mold Division , Thai Stanley Electric PCL. 2015 – 2017 Senior Advisor , Die & Mold Division , Thai Stanley Electric PCL. 2017 – Present Executive General Manager, Die&Mold Division Thai Stanley Electric PCL.
- Non Listed Company	1999 – 2010 Chief of Section , Die & Mold Division , Research & Development Center Stanley Electric Co.,Ltd.

15.Name – Surname	<b>Mr.Koji Kobayashi</b>
Position	Executive General Manager R&D Center
Date of Appointment	July 5 , 2013
Age	57
Education Degree	Bachelor of Mechanical Engineering Meisei University , Japan
% of Holding (as 31/03/2020)	None
Relations	None
Working Experience and Position	
- Listed Company in SET	2013 - Present Chief of Center R&D Center Thai Stanley Electric PCL
- Non Listed Company	1986 - 2011 Engineering Technology Center Division Stanley Electric Co.,Ltd. 2011 – 2013 Manager Engineering Technology Center Division Stanley Electric Co.,Ltd.

16.Name – Surname	<b>Mrs.Sudjai Srifuengfung</b>
Position	Company Secretary
Date of Appointment	July 4 , 2008
Age	61
Education Degree	Bachelor of Accountancy Thammasart University
Training	Effective Minute Taking (EMT) Corporate Secretary Development Program –Chulalongkorn University Company Secretary Program - Thai Institute of Director. (IOD) Registration system of listed companies FTI Business Administration FIBA # 1 The Federation of Thai Industries
% of Holding (as 31/03/2020)	None
Relations	None
Working Experience and Position	
- Listed Company	1999 – 2002 Department Manager Accounting & Financial Department Thai Stanley Electric PCL. 2002 – 2015 Deputy Executive General Manager Administration Division Thai Stanley Electric PCL. 1999 – 2008 Board of Director Secretary Thai Stanley Electric PCL. 1999 – 2013 Audit Committee Secretary Thai Stanley Electric PCL 2008 – Present Company Secretary Thai Stanley Electric PCL. 2015 – Present Advisor Administration Division Thai Stanley Electric PCL.
- Non Listed Company	2002 – Present Director Lao Stanley Co.,Ltd.



## 1.2 Company Secretary

The Board of Directors has appointed Mrs. Sudjai Srifuengfung. Held the position of company secretary Since July 4, 2008 by the properties of the incumbent secretary of the Company is as follows  
Company Secretary Practice requirements as set out in Section 89/15 and 89 /16 of the Securities and Exchange Act (No. 4 ) Act 2551 which comes into force on 31 August 2551 with responsibility. caution And honesty Including compliance with the legal regulations of the company's objectives . Board of Directors The resolution of the shareholders of the Company Secretary are required by law .

### 1. Establish and maintain the following documents.

A .register of directors

B. Director Meeting Notice letter , Minutes of the Board meeting and company annual report

C. Notice of the annual general meeting of Shareholders. And the minutes of the shareholders Meeting

### 2. Keeping report on interest filed by a director or executive and deliver a copy of the report

Stakeholders under Section 89/14, the Chairman of the Board and Chairman of the Audit Committee within 7 days from the date we receive the report.

### 3. Carry other According to the Commission the notification .

There is also the Company Secretary of the Company and other duties as assigned .

- Advise on the laws and regulations related . And best practices in governance and in the activities of the Commission in accordance with the law.

- Served on the Board of Directors' meetings and shareholders meeting.

- Contact with other departments within the company. To comply with the resolutions of the Board of Directors and shareholders.

- Contact with regulatory agencies such as the SEC , the Stock Exchange of Thailand , and overseeing the disclosure and reporting information to the regulatory agencies and the public

- Provide orientation Advises directors to be appointed new.

- Other duties as assigned by the company

## 2. Data Director in Associated and Related Company

Company List	Company	Associated Company		Associated Company							
		Lao	Vietnam	Stanley	The	Inoue	Top Hitech	Sirivit –	Asian Stanley	PT.	Electro
Name List	Thai Stanley Electric Public Company Limited	Stanley Co.,Ltd.	Stanley Electric Co.,Ltd.	Electric Co.,Ltd.	Sittipol (1919) Co.,Ltd.	Rubber (Thailand) Public Company Limited	Co.,Ltd.	Stanley Co.,Ltd.	International Co.,Ltd.	Indonesia Stanley Electric	Polymers (PVT)
1. Mr.Apichart Leeissaranukul*	X	X	/			/		/	//	/	
2. Mr.Koichi Nagano*	/	**					/	/		/	/
3. Mr.Thanong Leeissaranukul*	/				//	/					
4. Mrs.Pimjai Leeissaranukul	/					X					
5. Mrs.Pornthip Sethiwan	/				//	/					
6. Mr.Tadao Suzumura *	/		/								
7. Mr.Toru Tanabe	/		/	/					/	/	
8. Mr.Katsutoshi Iino	/			/							
9. Mr.Krisada Visavateeranon	/										
10. Mr.Chokechai Tanpoonsinthani	/										
11. Mr.Suchart Phisitvanich	/										
12. Mr.Picham Sukparangsee	/										

Remark : / = Director      X = Chairman      // = Executive Director  
 \* = Director are authorized to sign on behalf of the company      \*\* = Honorary Chairman

## 3. The Director , Management and Authority history punishment

All of Director , Management and Authority had no history of any legal wrongdoing.

**Attached 2**

(List of Director of Subsidiary Company)



**None**

**Attached 3**

(Chief of Office of Internal Audit)

### 3.1 Report of Audit Committee

The Audit Committee of Thai Stanley Electric Public Company Limited was appointed following a resolution at the Board of Directors Meeting, consists of 3 independent directors who have expertise and also have qualification as required under the Notification of the Office of Securities and Exchanges Commission. The Audit Committee duty performed its duties within the scope and responsibilities as assigned by the Board of Directors which are prescribed in the Audit Committee's Charter and in line with the regulations of the Stock Exchange of Thailand.

In year 2019, the Audit Committee conducted 10 meeting which meeting with the Auditor without attendance of any management 4 times, the details of attendance of each Audit Committee's member are as follows.

1. Mr. Krisada	Visavateeranon	Chairman of Audit Committee	attendance 10 out of 10
2. Mr. Chokechai	Tanpoonsinthana	Audit Committee	attendance 10 out of 10
3. Mr. Suchart	Phisitvanich	Audit Committee	attendance 10 out of 10

In each meeting was the meeting with auditors, internal auditors and management in accordance with relevant agendas for consultations on significant matters as well as acknowledgments of performances and recommendations, including problems and difficulties during performing of duties. The Audit Committee independently reported, made and opinion and gave recommendation to the Board of Directors of which it can be summarized as follows:

1. Review the financial report, The Audit Committee considered and reviewed quarterly financial statement and annual financial statement of the company for the year 2019 and made inquiries and received clarification from the managements and the auditor including the acknowledgement of recommendation as per auditing and suggestion of the auditor. The Audit Committee agreed with the auditors that the financial statements was duly prepared in all material as aspects in accordance with Thai Financial Reporting Standard and had disclosing in sufficient

2. Review the corporate governance, internal control and risk management system, The Audit Committee has reviewed the company operation to comply with the principles of good corporate governance of the Securities and Exchange Commission, the criterial of the Corporate Governance Report of Thai Listed Companies. For the year 2019, the company was evaluated as a "Very Good" corporate governance company, In addition the Audit Committee has considered the evaluation result of internal control in accordance with the guidelines established by SEC. The Audit Committee has opinion that the internal controls system sufficient and appropriate and accordance to internal control framework of COSO. For the risk management, the company has a Risk Management Committee and responsible party for risk management and determining adequate and appropriate risk management measures.

3. Reviewed the internal audit system, The Audit Committee has considered the scope of work, duties and responsibilities, independent of the Internal Audit Department and consider to approving the annual internal audit plan. The Audit Committee has opinion that the company has a sufficient and appropriate internal audit system.

4. Review compliance with relevant laws and regulations. The Audit Committee reviewed the operation of the company through the audit of the internal audit unit to ensure that the operation of the company in accordance with the laws concerning securities and exchange, the Stock Exchange of Thailand's regulations and relevant laws in connection with the company's business. The Audit Committee opined that company had internal control on the compliance with relevant laws and regulations in sufficient and effectiveness.

5. Review related party transaction and conflict of interest. The Audit Committee considered related party transaction or transactions with conflict of interest to comply with laws and the Stock Exchange of Thailand's regulations, which the Audit Committee opined that the company entered into related party transactions in accordance with general

trading condition and reasonable price as entry into the same transaction with general person and for the highest benefits of the company's business. In addition, the company fully complied with policy and disclosed information pursuant to the Stock Exchange of Thailand.

6. Consider to nomination appointment and determination of the Auditor's remuneration, The Audit Committee considered performance, experience, audit fees, and compliance with SEC's regulations. The Audit Committee resolved to nominate PricewaterhouseCoopers ABAS Ltd. (PwC) and auditor's remuneration for the Board's to consider and propose to the shareholders for approval in 2020.

7. Review the implementation of anti-corruption criteria. The Audit Committee has reviewed the company's operations in accordance with the anti-corruption measures of the Private Sector Collective Action Coalition Against Corruption Project. In which the company has announced its intention and is in the process of requesting certification. The Audit Committee has opinion that there was not found practice that was inconsistent in material matters.

8. Self-assessment of the Audit Committee. The overall assessment result is "excellent". The Audit Committee carried out their responsibilities delegated by the Board of Directors and in line with best practices guidelines for Audit Committee.

To summarize in 2019, the Audit Committee performed its duties with prudent and independent in giving opinions and advices for the highest benefit of the company and also performed its duties in accordance with the Audit Committee charter and assignments from the Board of Directors in full of which the Audit Committee opinioned that the company had compliance system and internal control at the sufficient and appropriate level for the company's business including the company conduct the business with good governance to ensure that the preparation of financial information fully and duly presented facts in material part in compliance with the general accounting standard, disclosed of information to various regulatory agencies correctly, performed duties in compliance with the Good Corporate Governance principles with adequacy, transparency and reliability.

Mr. Krisada Visavateeranon  
Chairman of the Audit Committee

### 3.2 Chief of Office of Internal Audit profile

Name – Surname	Mrs. Nongyao Apirum	
Position	Department Manager , Corporate Governance Department	
Appointment date	4 July 2002	
Age	54	
Education Degree	Bachelor of Business Administration Sukhothai Thammathirat Open University	
Training	Fundamentals for New Internal Audit course 1 (2002) and 2 (2004) Audit Report Writing (2000) Risk Based Audit (2010) Certified Professional Internal Auditor of Thailand (CPIAT- 18) (2011) The Corporate risk management - COSO-ERM (2011) Internal controls on financial reporting (2011) Ethical Audit (2015) Working Paper for Anti-Corruption (2017) Compliance & Compliance Audit (2018)	
% of Holding	None	
Relations	None	
Working Experience	1985 – 1996	Accounting & Financial Department Thai Stanley Electric PCL.
	1996 - 2002	Section Manager Accounting & Financial Department Thai Stanley Electric PCL.
	2002 – 2018	Chief of Section Office of Internal Audit Thai Stanley Electric PCL.
	2013 – Present	Secretary Audit Committee Thai Stanley Electric PCL.
	2018 – Present	Department Manager Corporate Governance Department Thai Stanley Electric PCL.



**Attached 4**

( Details on the asset valuation list )



- None