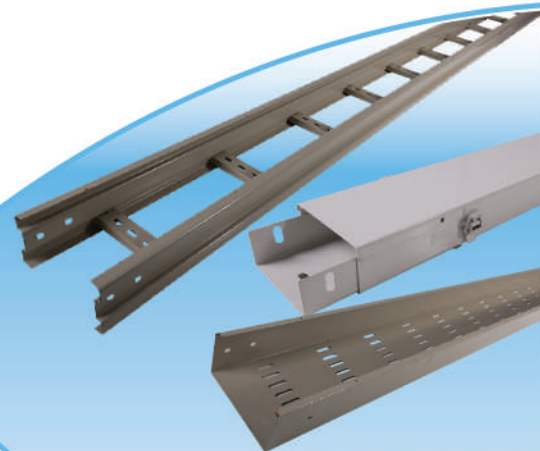


ANNUAL REPORT | 2024



BANGKOK SHEET METAL
PUBLIC COMPANY LIMITED



Contents

	Page
Message from Chairman of the Board of Directors and Chief Executive Officer	1
Report of the Audit Committee	3
The Board of Directors and Management Team	5
1. Board of Directors	5
2. Management team	6
Preliminary Information of the Company's Directors, Management, and Company Secretary	7
Management Structure	15
General Information	16
1. General information of securities issuer company	16
2. Information of references	17
3. Information of juristic persons which the Company holding more than 10% of all shares	18
List of the Shareholders (Top 10 Shareholders of the Company)	20
Dividend Policy	22
Nature of Business	22
Revenue Structure	25
Vision and Mission	27
The Company's major activities	28

For more information, the Company's Annual Registration Statement (Form 56-1) is available for investors on www.sec.or.th or the Company's website at www.bmplc.co.th



	Page
Corporate Governance	35
1. Corporate governance policy and manual	35
2. Sub-committees	47
2.1 The Audit Committee	47
2.2 The Executive Committee	51
2.3 The Risk Management Committee	53
2.4 The Nomination and Remuneration Committee	55
3. Recruitment, Selection and appointment of the directors and high-level executives	57
3.1 Composition, recruitment and selection of the directors	57
3.2 Composition, recruitment and selection of the Audit Committee	58
3.3 Composition, recruitment and selection of the Executive Committee	62
3.4 Composition, recruitment and selection of the Risk Management Committee	62
3.5 Composition, recruitment and selection of the Nomination and Remuneration Committee	62
3.6 Composition, recruitment and selection of the Chief Executive Officer	62
4. Corporate governance of subsidiary and associated company	63
5. Use of internal information	64
6. Accounting audit fee	66
6.1 Audit fee	66
6.2 Non audit fee	66
Corporate Social Responsibility	67
1. Overall policy	67
2. Business operation and report preparation	68
2.1 Fair business conduct	68



	Page
2.2 Anti-corruption	69
2.3 Respect for human rights	69
2.4 Fair labor practices	69
2.5 Responsibility for consumers	70
2.6 Environmental care	71
2.7 Society / community development	72
2.8 Corporate Social Innovation (CSI) towards society, environment and stakeholders	72
3. Socail and environmental activites (Corporate Social Responsibility: CSR)	73
4. Prevention of corruption	78
Risk Factors	78
1. Production Risk	78
1.1 The risk of steel material price varies based on global market	78
2. Financial Risk	79
2.1 The risk of reliance on source of funding from financial institutes	79
2.2 The risk of change in interest rate	79
2.3 The risk of exchange rate	80
Internal Control and Risk Management	80
1. Summary of the Board of Directors' opinion on the Company's internal control	81
2. The Comment on the review of internal audit regarding financial report by accounting auditor for the fiscal year 2024	81
3. The Comment on the review of internal control of the Company by accounting auditor for the year 2024	81



	Page
Transaction	85
1. Connected transaction	85
1.1 Relationship	85
2. Details of connected transaction	87
3. The Audit Committee's opinion	89
4. Measure and procedure to approve connected transaction	89
4.1 Measure and procedure to approve connected transaction	89
5. Policy or trend of future connected transaction	90
5.1 Policy or trend of future connected transaction	90
6. Measure to protect investors	91
 Financial Information	 93
 Financial Discussion & Analysis and Operating Results	 101
1. Overview of operating results	101
1.1 Income	102
1.2 Cost of sales and services and profit margin	106
1.3 Distribution costs and administrative expenses	106
1.4 Net profit and net profit margin under the Equity Method	107
1.5 Return on Equity	107
2. Statements of financial position	107
2.1 Total assets	107
2.2 Source of funding	112
2.3 Shareholder's equity	114
2.4 Liquidity	117



**Message from the Chairman of the Board of Directors
of Bangkok Sheet Metal Public Company Limited**



Mr. Damnoen Kaewthawee

The Chairman of the Board of Directors

Year 2024 is a magnificent year for Bangkok Sheet Metal Public Company Limited (BM), a year of extraordinary growth in sales and exponential increase in profit, which arise from our export market expansion and manufacturing process improvement. We enable to increase our business competitiveness in both domestic and international steel processing markets in a more efficient way. In year 2024, BM has officially started production for export at Factory No.1 in Free Zone, namely “BM Free Zone”. As a result, we are capable of boosting our production capacity to fulfill the customer needs in global market extremely well during the whole year.

Our executives, employees and all stakeholders work in close collaboration on sustainable revenue growth. We announced strong FY2024 performance with total revenues of 1,596.9 million baht and net profit of 83 million baht. We are obviously seeing a positive shift in our export business, and there is a growing tendency for us to get new export opportunities which have been strong and continue to grow.

In year 2025, we are aiming to repeat and continue the success of the previous year by accelerating growth in both domestic and international markets. We plan for and will continue the solid factory expansion in Free Zone, the construction of Factory No.2 and No.3, in the near future in order to serve an increasing level of global export demand. In addition, we focus on the development of product and service quality as well as the development of competitive advantage so that we enable to step up as an effective leader in steel processing industry in international context in the long term.



The accomplishments in year 2024 would not have been possible without dedication and contribution from our executives and all of our employees as well as the full support from all shareholders, stakeholders and business alliances. On behalf of the Board of Directors of Bangkok Sheet Metal Public Company Limited, we would like to take this opportunity to thank you all for your continued support, your trust and your confidence. We are committed to conducting business with respect for the principles of good governance in order to enhance our business stability and sustainable business growth.

Mr. Damnoen Kaewthawee

The Chairman of the Board of Directors



Report of the Audit Committee

Dear Shareholders of Bangkok Sheet Metal Public Company Limited

The Audit Committee of Bangkok Sheet Metal Public Company Limited comprises 3 independent directors, which are Assoc. Prof. Prapart Praisuwanna (Chairman of the Audit Committee), Mr. Damnoen Kaewthawee (Audit Committee) and Ms. Namthip Kitsaksakul (Audit Committee). The Audit Committee is empowered by the Board of Directors to examine all matters relating to the financial status of the Company, internal audit and internal control performance practice as per regulation and involved laws, also consider reasonable connected transaction or conflict of interest transaction, sufficient information disclosure, and consider to propose the appointment of accounting auditor and accounting audit fee.

For the year 2024, the Audit Committee that constituted a quorum held four meetings, sometimes meeting with the accounting auditor without the management in attendance. The issues are as follows:

1. To examine the quarterly financial report and financial statements for the year 2024 as audited and monitored by the accounting auditor before proposing to the Board of Directors. The Audit Committee provided the opinions that the Company's financial report was accurate, complete, and reliable, together with sufficiency of information disclosure.
2. To evaluate internal control on a quarterly basis and secure that the Company has sufficient internal control. The Audit Committee considered internal audit report and ensured that the management made improvements as per comments provided by the internal auditor within the defined period.
3. To examine the Company complying with the securities laws, the Stock Exchange of Thailand (SET)'s regulations, other laws relating to the Company's business and the policy of good governance. The Audit Committee audited and provided the opinion that there were no concern issues in compliance with the securities laws, SET's regulations, and other related laws.
4. To audit the connected transaction or conflict of interest transaction according to the securities laws and the SET's regulations. The Audit Committee audited and provided the opinion that the transactions were reasonable and benefited the Company, as well as provided accuracy, complete and sufficiency of information disclosure.



5. The Audit Committee approved the 2024 internal audit plan to ensure that the internal audit operating efficiently and effectively. The Audit Committee audited the internal auditor's scope and responsibility to safeguard the quality of the audit.
6. To consider to propose the appointment of the Company's accounting auditor and the accounting audit fee for the fiscal year 2025. The Audit Committee proposed the Board of Directors to agree in the shareholders' meeting regarding the appointment of the accounting auditor as follows: Miss Wannisa Ngambuathong (CPA Registration No. 6838); or Miss Nitinee Kittikunapong (CPA Registration No. 8843); or Miss Choitma Kitsirakorn (CPA Registration No. 7318); or Miss Chutinant Kopraserthaworn (CPA Registration No. 9201). All proposed name list is from Dharmniti Auditing Company Limited and one of the proposed accounting auditors shall audit and provide opinion on the Company's financial report for the year 2025. The proposed accounting auditors are qualified, competency, independent, and have no relationships with or interests in the Company. As well, the Audit Committee considered that the level accounting audit fee of the year 2025 is appropriate.
7. The Audit Committee evaluated operation result in compliance with the audit committee charter that the Audit Committee completely operated, provided report and recommendations, and informed the Board of Director after every meeting.

In conclusion, the Audit Committee has operated and been responsible completely, carefully and independently as defined in the audit committee charter, especially has focused on the reliability, transparency and proper of the internal audit along with good governance.

As stated by the roles and functions of the Audit Committee as above mentioned, the Audit Committee provided opinion that in overall the internal audit of the Company has been sufficient and been appropriate to the Company's business. The Company has allocated a sufficient number of employees to support the internal control and audit efficiently, has monitored the Company's operation, accounting system, accuracy and reliability of financial report, and has complied with the securities laws, SET's regulations, and other related laws.

Assoc. Prof. Prapart Praisuwanna

Chairman of the Audit Committee

Bangkok Sheet Metal Public Company Limited



The Board of Directors and Management Team

1. The Board of Directors

As of 31 December 2024, the Board of Directors consists of 7 members as follows:

Name	Position
1. Mr. Damnoen Kaewthawee ^{/1}	Chairman of the Board of Directors / Audit Committee / Independent Director
2. Assoc. Prof. Prapart Praisuwanna	Director / Chairman of the Audit Committee / Independent Director
3. Mr. Tanin Sajjaboribun	Director / Vice Chairman of the Board of Directors
4. Mr. Tirawat Amornthatri ^{/2}	Director
5. Mr. Tanes Sajjaboriboon	Director
6. Mr. Vinai Wongswangrussamee	Director
7. Ms. Namthip Kitsaksakul	Director / Audit Committee / Independent Director

Remark: The Board of Directors' Meeting on 24 February 2025 approved the re-election of 2 directors who retired by rotation as the Company's directors for another term; ^{/1} (1) Mr. Damnoen Kaewthawee as the Chairman of the Board of Directors / Audit Committee / Independent Director, and ^{/2} (2) Mr. Tirawat Amornthatri as Director, and therefore shall propose the 2025 AGM of shareholders for approval.

Mr. Tanes Sajjaboribun acts as the Company Secretary.

Authorized directors:

The authorized directors are Mr. Tanin Sajjaboribun, Mr. Tirawat Amornthatri, Mr. Vinai Wongswangrussamee, and Mr. Tanes Sajjaboribun. Any above two out of four directors jointly sign along with the Company's seal affixed.



2. Management Team

As of 31 December 2024 the Management Team consists of 5 members as follows:

Name	Position
1. Mr. Tanin Sajjaboribun	Chief Executive Officer
2. Mr. Tirawat Amornthatri	Managing Director and Chief Operation Officer (Acting)
3. Mr. Tanes Sajjaboriboon	Chief Financial Officer
4. Mr. Vinai Vongswangrussamee	Chief Marketing and Sales Officer
5. Ms. Laongdao Ngamkara	Director of Accounting and Financial Department



Preliminary information of the Company's Directors, Management, and Company Secretary

1. Mr. Damnoen Kaewthawee Chairman of the Board of Directors, Audit Committee,
and Independent Director

Education

- Master of Science (Computer Science), Chulalongkorn University
- Bachelor of Engineering (Telecommunications), King Mongkut's Institute of Technology
Ladkrabang
- Certification of Post and Telecommunication School (Class 23)
- Psychological Operations in Administration Course (Class 82)
- Information Technology for Senior Management Course (CIO-20)
- Certificate of Director Accreditation Program (DAP), Thai Institute of Directors (IOD) 66/2007

Work experience

- | | |
|----------------|---|
| 2021 – Present | - Advisor of King Mongkut's Institute of Technology Ladkrabang (KMITL)
Alumni Association |
| 2018 – Present | - Independent Director / Chairman of the Board of Directors of
Kumwell Corporation PCL

-Type of business: Manufacture and sales of grounding system, lightning
protection system, surge protection devices, lightning warning system under
“Kumwell” brand |
| 2014 – Present | - Independent Director / Chairman of the Board of Directors / Chairman of
the Nomination and Remuneration Committee / Audit Committee of
Bangkok Sheet Metal PCL

- Type of business: Manufacture and sales of steel processing products such
as metal trunking, white conduit, communications racks, electrical cabinets,
enclosures, assembly and metal parts |
| 2010 – Present | - Independent Director / Audit Committee / Chairman of the Nomination
and Remuneration Committee / Risk Management Committee of
IT City PCL |



- Type of business: Computers, tablets, smartphones, peripherals including all IT related products and smart phone integrated
- 2007 - Present
 - Chairman of Infinite Technology Corporation Company Limited
 - Type of business: Research, design, development, installation and services for electronics and workgroup computing

2. Assoc. Prof. Prapart Praisuwanna

Director, Chairman of the Audit Committee,
and Independent Director

Education

- Master Degree of Electrical Engineering (Electrical Engineer), King Mongkut's Institute of Technology Ladkrabang
- Bachelor Degree of Engineer (Electrical Engineering), King Mongkut's Institute of Technology Ladkrabang
- Advance Management Program, National Institute of Development Administration.
- Executive Leadership Development Program, Institute for Enterprise Development.
- Corporate Governance Program for Directors and Top Executives of State Enterprises and Public Organizations (PDI6), Institute of the development of Directors and Top Executives of Public Organizations.
- Certificate of Director Certification Program (DCP), Thai Institute of Directors (IDO) 119/2009
- Certificate of Financial Statements for Directors (FSD), Thai Institute of Directors Association (IDO) 20/2013
- Certificate Program, Capital Market Academy (CMA), Class 17

Work experience

- 2015 – Present
 - Director of KMIT Company Limited Ladkrabang
 - Type of business: Research and experimental development in natural science
- 2015 – Present
 - Director / Audit Committee / Independent Director of Communication and System Solution PCL



- Type of business: Sales of electrical wiring products and other equipment related to the electrical system, telecommunication system design and installation services, as well as maintenance services for telecommunication systems
- 2014 – Present
 - Independent Director / Director / Chairman of the Audit Committee / Nomination and Remuneration Committee of Bangkok Sheet Metal PCL
 - Type of business: Manufacture and sales of steel processing products such as metal trunking, white conduit, communications racks, electrical cabinets, enclosures, assembly and metal parts
- 2012 – Present
 - Chairman of CPT Drives and Power PCL
 - Type of business: Cable installation and substation, electrical power and control

3. Mr. Tanin Sajjaboriboon

Director, Chairman of Executive Committee
and Chief Executive Officer

Education

- Bachelor of Engineering (Electrical Engineering) King Mongkut's Institute of Technology Ladkrabang
- Certificate of Director Accreditation Program (DAP), Thai Institute of Directors Association (DAP 63/2007)
- Certificate of Understanding the Fundamental of Financial Statement (UFS), Thai Institute of Directors Association (UFS 10/2007)

Work experience

- 1995 – Present
 - Director / Chairman of the Executive Committee / Chief Executive Officer of Bangkok Sheet Metal PCL
 - Type of business: Manufacture and sales of steel processing products such as metal trunking, white conduit, communications racks, electrical cabinets, enclosures, assembly and metal parts
- 1987 – 2019
 - Managing Partner of Sinboribunsingthor Limited Partner



- Type of business: Textile
- 1983 – 1986
 - Engineering of Supamitr Company Limited
 - Type of business: Contractor

4. Mr. Tirawat Amornthatri Director, Executive Committee, Managing Director and Chief Operating Officer (Acting)

Education

- Master of Engineering (Mechanical Engineering), King Mongkut's Institute of Technology North Bangkok
- Bachelor of Industrial Education and Science (Mechanical Engineering) King Mongkut's Institute of Technology North Bangkok
- Certificate, Department of Motor Mechanics Changkon Pathumwan College
- Certificate of Director Accreditation Program (DAP), Thai Institute of Directors (IOD) 62/2007
- Certificate of Understanding the Fundamental of Financial Statement (UFS), Thai Institute of Directors (IOD) 10/2007

Work experience

- 2006 – Present
 - Director / Executive Committee / Managing Director / Operation Officer (acting) of Bangkok Sheet Metal PCL
 - Type of business: producer and distributor of processed steel, including wire way, white conduit, communications rack, cabinets, electrical cabinets and metal parts
- 1996 – 2006
 - Director / Deputy Managing Director of Bangkok Sheet Metal Company Limited
 - Type of business: Manufacture and sales of steel processing products such as metal trunking, white conduit, communications racks, electrical cabinets, enclosures, assembly and metal parts
- 1998 – 2002
 - Dean, Faculty of Engineering of St. John's University
 - Type of business: Education



- | | |
|-------------|--|
| 1993 - 1997 | - Deputy Dean, Faculty of Engineering / Head of Mechanical Engineering of St. John's University
- Type of business: Education |
| 1988 – 1993 | - Consulting Engineer at CH Machinery Company Limited
- Type of business: Plastic manufacturer |
| 1988 - 1992 | - Head of Mechanics Department of St. John Polytechnic School
- Type of business: Education |
| 1987 - 1988 | - Engineer at Mahaphant Asbestos Tile Company Limited
- Type of business: Sales of construction materials |
| 1980 – 1987 | - Head of Department at St. John Vocational School
- Type of business: Education |

5. Mr. Tanes Sajjaboriboon Director, Executive Committee, Chief Financial Officer,
and Company Secretary

Education

- Bachelor of Commerce and Accountancy Industrial Management Thammasat University
- Certificate of Director Accreditation Program (DAP), Thai Institute of Directors (IOD) 76/2008
- Certificate of Company Secretary Program (CSP), Thai Institute (IOD) 56/2014

Work experience

- | | |
|----------------|---|
| 2013 – Present | - Director / Executive Committee / Chief Financial Officer /
Company Secretary of Bangkok Sheet Metal PCL
- Type of business: Manufacture and sales of steel processing products such as metal trunking, white conduit, communications racks, electrical cabinets, enclosures, assembly and metal parts |
| 2009 – 2013 | - Marketing & Sales Director of Bangkok Sheet Metal PCL
- Type of business: Manufacture and sales of steel processing products such as metal trunking, white conduit, communications racks, electrical cabinets, enclosures, assembly and metal parts |
| 2006 - 2009 | - Sales Manager of Bangkok Sheet Metal PCL |



- Type of business: Manufacture and sales of steel processing products such as metal trunking, white conduit, communications racks, electrical cabinets, enclosures, assembly and metal parts

1990- 2006

- Assistant Manager of Sinboriboon Limited Partner
- Type of business: Textile

6. Mr. Vinai Vongsawangramee

Director, Executive Committee, and
Chief Marketing Officer

Education

- Master of Marketing, Thammasat University
- Bachelor of Business Administration (Marketing), University of the Thai Chamber of Commerce
- Certificate of Director Accreditation Program (DAP), Thai Institute of Directors (IOD) 62/2007

Work experience

2013 - Present

- Director / Executive Committee / Chief Marketing and Sales Officer of Bangkok Sheet Metal PCL
- Type of business: Manufacture and sales of steel processing products such as metal trunking, white conduit, communications racks, electrical cabinets, enclosures, assembly and metal parts

2000 - 2013

- Marketing & Sales Director of Bangkok Sheet Metal Company Limited
- Type of business: Manufacture and sales of steel processing products such as metal trunking, white conduit, communications racks, electrical cabinets, enclosures, assembly and metal parts

1994 - 1999

- Sales Manager of Lighting and Equipment Company Limited
(Currently named Lighting and Equipment Public Company Limited)
- Type of business: Manufacture and sales of electric lamps, electric bulbs and lighting equipment including design and installation of lighting systems

1986 - 1993

- Sales Manager of Yong Enterprise Limited Partner
- Type of business: Import and sales of electrical equipment



7. Ms. Namthip Kitsaksakul

Director, Audit Committee, and Independent Director

Education

- Master of Business Administration, Major in International Management, University of Dallas, Texas, USA
- Bachelor of Commerce and Accountancy, Thammasat University
- Certificate of Director Accreditation Program (DAP), Thai Institute of Directors (IOD) 110/2014
- Certificate of Advance Audit Committee Program (AACP), Thai Institute of Directors (IOD) 16/2014

Work experience

- | | |
|----------------|--|
| 2014 - Present | <ul style="list-style-type: none">- Director / Audit Committee / Independent Director of Bangkok Sheet Metal PLC- Type of business: Manufacture and sales of steel processing products such as metal trunking, white conduit, communications racks, electrical cabinets, enclosures, assembly and metal parts |
| 2006 - 2009 | <ul style="list-style-type: none">- Deputy Managing Director, Internal Audit / Deputy Managing Director, Accounting Department of Golden Land Property Development Public Limited Company- Type of business: Real estate |
| 2003 - 2005 | <ul style="list-style-type: none">- Senior Finance and Administration Manager of Carrier Linde Refrigeration (Thailand) Company Limited- Type of business: Manufacture, import, sales, installation and maintenance of refrigeration systems for commercial use |

8. Ms. Laongdao Ngamkara

Director of Financial and Accounting Department

Education

- Bachelor of Accounting of Dhurakij Pundit University

Work experience

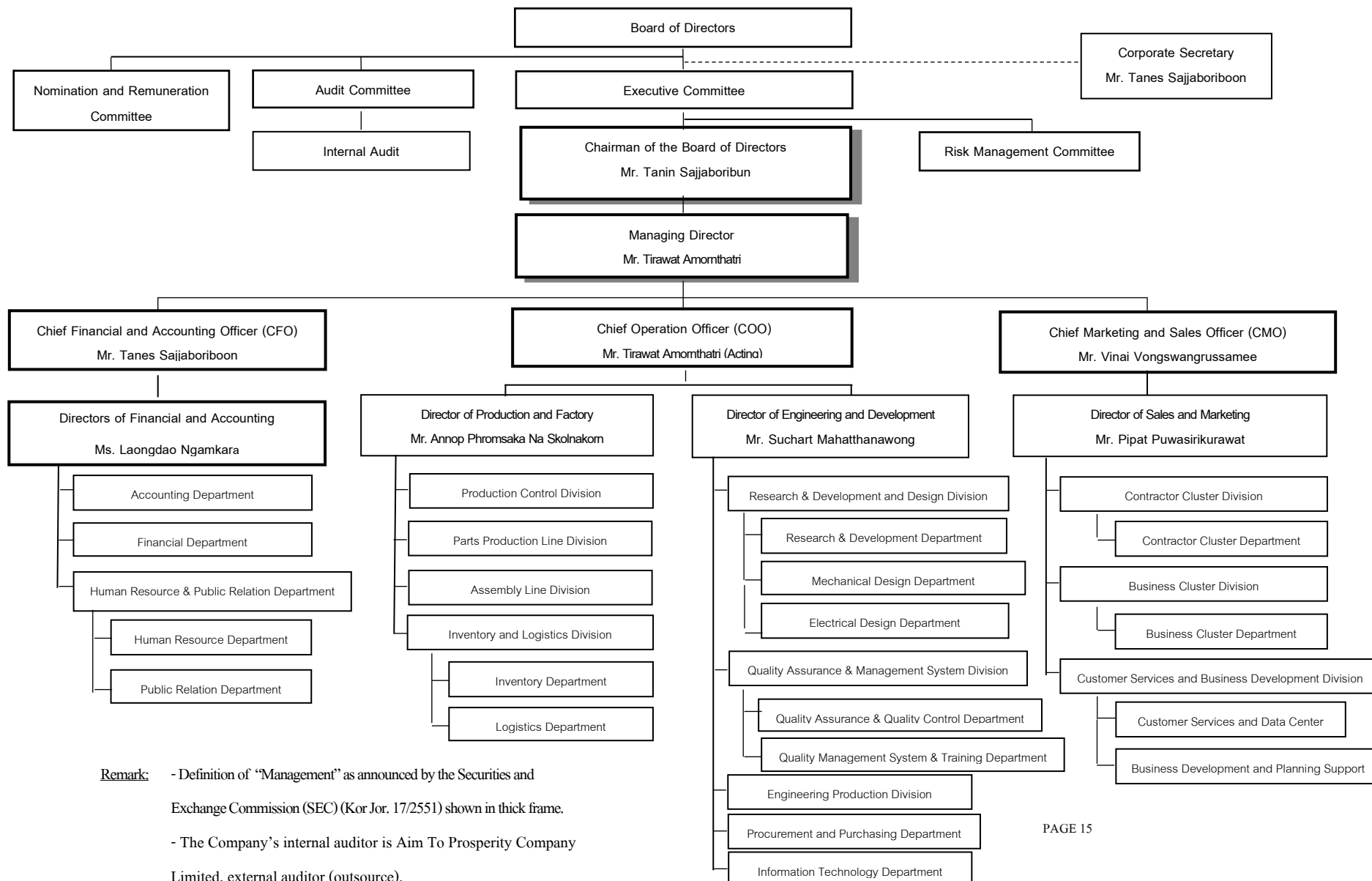
- | | |
|----------------|--|
| 2015 - Present | <ul style="list-style-type: none">- Financial and Accounting Director of Bangkok Sheet Metal PLC |
|----------------|--|



- Type of business: Manufacture and sales of steel processing products such as metal trunking, white conduit, communications racks, electrical cabinets, enclosures, assembly and metal parts
- 2007 - 2014
- Financial and Accounting Manager of Bangkok Sheet Metal PCL
 - Type of business: Manufacture and sales of steel processing products such as metal trunking, white conduit, communications racks, electrical cabinets, enclosures, assembly and metal parts
- 2005 – 2007
- Manager, Cost Division of Intech Feed Company Limited
 - Type of business: Manufacture and sales of raw materials in animal feed



Management Structure



Remark:

- Definition of “Management” as announced by the Securities and Exchange Commission (SEC) (Kor Jor. 17/2551) shown in thick frame.
- The Company’s internal auditor is Aim To Prosperity Company Limited, external auditor (outsourse).



General Information

1. General information of securities issuer company

Issuer company	: Bangkok Sheet Metal Public Company Limited
Company's registration number	: 0107558000229
Stock symbol	: BM
Nature of business	: Manufacture and sales of steel processing products such as metal trunking, communication racks & enclosures, and electrical switchboards for the buildings, condominiums, offices, shopping malls, industrial factories and mass rapid transits, etc., and other steel forming products as customized by customers, also being distributor of white conduit.
Head Office / Factory	149 Moo 6, Suksawad Road, Bangjak, Prapradang, : Samutprakarn 10130 Thailand
Branch in Free Zone	: 949 Moo 6, Suksawad Road, Nai Khlong Bang Pla Kot, Phra Samut Chedi, Samutprakarn 10290 Thailand
Telephone	: +66-2817-5555-7, +66-2817-5440-3
Fax.	: +66-2817-5432 , +662817-5443
Website (URL)	: www.bmplc.co.th
Registered capital	: THB 388,234,672
Paid-up capital	: THB 327,705,060
Par value	: THB 0.50



2. Information of references

Security registrar of common stocks	: Thailand Securities Depository Co., Ltd. (TSD) The Stock Exchange of Thailand Building 1 st Floor Tower B (next to Chinese Embassy) 93, Ratchadaphisek Road, Dindang, Dindang, Bangkok 10400 Tel: +66-2009-9000 Fax: +66-2009-9991 TSD Call center: +66-2009-9999
Accounting auditor	: Miss Nitinee Kittikunapong Certified Public Accountant Registration No. 8843 Dharmniti Auditing Company Limited 178, Dharmniti Building, 6-7th Floor, Soi Persap (Prachachuen 20), Prachachuen Road, Bang Sue, Bangkok, 10800 Tel: +66-2596-0500 ext. 610 Fax: +66-2596-0567
Legal advisor	: Thep Company Limited 1193, Exim Building, 11th Floor, Phaholyothin Road, Samsennai, Phayathai, Bangkok 10400 Tel: +66-2278-1679-84 Fax: +66-2271-2367
Financial advisor	: -None-



3. Information of juristic persons which the Company holding more than 10% of all shares

Company name	: Nitto Kogyo BM (Thailand) Company Limited
Company's registration number	: 0105558039123
Nature of business	: Manufacturing, trading and sales of electric and mechanical equipment such as panel boards, consumer units, metal enclosures, racks and so on
Head Office / Factory	: No. 41/1, Moo 4, Tambol Uthai, Amphur Uthai, Ayutthaya 13210
Telephone	: +66-2652-5156 , +66-2652-5092-3
Fax.	: +66-2652-5157
Website (URL)	: www.th.nito-bm.com
Registered capital	: THB 150,000,000
Paid-up capital	: THB 150,000,000
Par value	: THB 1,000



Company name : BM Innotech Industry Company Limited

Company's registration number : 0115563020915

Nature of business : Machinery design, research development and improvement

Head office / factory : 149 Moo 6, Suksawad Road, Bangjak, Prapadang, Samutprakarn 10130 Thailand

Telephone : +66-2817-5555-7, +66-2817-5440-3

Fax. : +66-2817-5432 , +662817-5443

Registered capital : THB 1,000,000

Paid-up capital : THB 1,000,000

Par value : THB 100

**List of the Shareholders**

The top 10 shareholders of the Company in the shareholder registration book as of 12 March 2025 are listed below:

Name	As of 12 March 2025 (Par value of THB 0.50)	
	Number of shares	Ratio (percent)
<u>1. Sajjaboribun Family</u>	<u>146,005,298</u>	<u>22.27</u>
1.1 Mr. Tanin Sajjaboribun ^{/1}	31,749,000	4.84
1.2 Mr. Tanes Sujjaboriboon ^{/2}	61,165,292	9.33
1.3 Mr. Woragoon Sajjaboribun	17,002,748	2.59
1.4 Mr. Gorrasarn Sajjaboribun	11,287,380	1.72
1.5 Ms. Aree Sajjaboribun	9,888,791	1.51
1.6 Mr. Suvakit Sajjaboribun	9,871,087	1.51
1.7 Ms. Chureeporn Sajjaboribun	5,000,000	0.76
1.8 Ms. Arisa Sajjaboribun	41,000	0.01
<u>2. Amornthatri Family</u>	<u>78,320,450</u>	<u>11.95</u>
2.1 Mr. Tirawat Amornthatri ^{/3}	75,264,450	11.48
2.2 Ms. Wanna Amornthatri	2,219,000	0.34
2.3 Ms. Arunya Amornthatri	457,000	0.07
2.4 Mr. Pipat Amornthatri	380,000	0.06
<u>3. Vongsawangrussamee Family</u>	<u>59,428,015</u>	<u>9.07</u>
3.1 Mr. Vinai Vongsawangrussamee ^{/4}	26,289,600	4.01
3.2 Mr. Thatchaphong Vongsawangrussamee	18,425,586	2.81
3.3 Mr. Pavit Wongsawangrussamee	11,903,129	1.82



Name	As of 12 March 2025 (Par value of THB 0.50)	
	Number of shares	Ratio (percent)
3.4 Mr. Somchai Vongsavangrussamee	2,809,700	0.43
4. Nitto Kogyo Corporation	56,533,332	8.63
5. Bangkok Sheet Metal Public Company Limited	55,000,000	8.39
<u>6. Pho-ob Family</u>	<u>52,949,166</u>	<u>8.08</u>
6.1 Mr. Varit Pho-ob	24,885,418	3.80
6.2 Mr. Luecha Pho-ob	21,646,348	3.30
6.3 Ms. Onicha Pho-ob	3,649,800	0.56
6.4 Ms. Charna Pho-ob	2,502,100	0.38
6.5 Ms. Chanthra Pho-ob	265,500	0.04
7. MECT Company Limited	49,141,460	7.50
8. MECT Holding Company Limited	34,327,760	5.24
<u>9. Limsowan Family</u>	<u>13,008,834</u>	<u>1.98</u>
9.1 Mr. Sithichai Limsowan	12,982,434	1.98
9.2 Ms. Chanoknad Limsowan	15,000	0.00
9.3 Mr. Visrut Limsowan	11,400	0.00
10. Ms. Montip Witthayakorn	10,544,000	1.61
11. Other shareholders	100,151,805	15.28
Total	655,410,120	100.00

Remark: The shareholders are grouped by family name, not by related persons specified under Section 258 of the Securities and Exchange Act B.E. 2535 (1992) or by shareholder control.



^{/1} Mr. Tanin Sajjaboribun takes position of Director, Authorized Director, Chairman of Executive Committee and Chief Executive Officer.

^{/2} Mr. Tanes Sajjaboriboon takes position of Director, Authorized Director, Executive Committee, Chief Financial Officer and Company Secretary.

^{/3} Mr. Tirawat Amornthatri takes position of Director, Authorized Director, Executive Committee, Managing Director and Chief Operation Officer (Acting).

^{/4} Mr. Vinai Vongswangrussamee takes position of Director, Authorized Director, Executive Committee and Chief Marketing and Sales Officer.

Dividend policy

The Company sets the annual dividend payment policy at the rate of not less than 40% of net profit after tax and statutory reserve, as stated in the Company's Articles of Association and the law. The annual dividend payment of the Company must be approved by the shareholders' meeting, except the interim dividend payment. The Board of Directors shall be entitled to approve the interim dividend payment and report to the shareholders' meeting at the next meeting.

Nature of Business

Bangkok Sheet Metal Public Company Limited or BM was established on 11 May 1995. At present, the Company conducts business of manufacturer and sell the steel processing products such as metal trunking, communication racks, cabinets, enclosures and electrical switchboards for buildings, condominiums, offices, shopping malls, industry factories, electricity power plants, etc. under “BSM”, “BM” and “BEST” brands, plus other steel processing products as per customer’s requirement. Also the Company sells white conduit by outsourcing to supplier to manufacture white conduit under the Company’s brand, while the Company conversely is a dealer of the white conduit supplier.



The Company's products are classified into 6 categories:

- 1) Metal Trunking and White Conduit
- 2) Communication Rack, Cabinet and Enclosure
- 3) Electrical Switchboard and Lighting Fixture
- 4) Fabrication and Metal Working
- 5) Mold & Die Making, Machine Tool and Equipment
- 6) Sheet Metal Part, Press Part, Machine Part and Assembly Part

Quality management system

The Company is an ISO 9001: 2015 certified company for the quality management system, issued by SGS (Thailand) Limited, accredited by the United Kingdom Accreditation Service (UKAS) and the National Accreditation Council of Thailand (NAC Thailand). The Company aims to maintain the quality management system effectively, deliver quality products responding to the customer needs, and achieve high customer satisfaction levels.





Environmental management system

The Company is an ISO 14001: 2015 certified company for the environmental management system, issued by SGS (Thailand) Limited, accredited by the United Kingdom Accreditation Service (UKAS) and the National Accreditation Council of Thailand (NAC Thailand).





Revenue Structure

Revenue breakdown by product category in year 2022 - 2024 (in THB)

Revenue	Year 2022		Year 2023		Year 2024	
	Million	%	Million	%	Million	%
1) Revenue of Metal Trunking and White Conduit	513.99	39.38	564.25	39.45	528.63	33.10
2) Revenue of Communication Rack, Cabinet and Enclosure	51.17	3.92	31.16	2.18	26.76	1.68
3) Revenue of Electrical Switchboard and Lighting Fixture	37.15	2.85	63.61	4.45	55.61	3.48
4) Revenue of Fabrication and Metal Working	17.02	1.30	6.40	0.45	21.62	1.35
5) Revenue of Mold & Die Making, Machine Tool and Equipment	491.79	37.68	621.89	43.48	749.01	46.90
6) Revenue of Sheet Metal Part, Press Part, Machine Part and Assembly Part	147.88	11.33	114.13	7.98	153.07	9.59
7) Revenue of Trading ^{/1}	18.37	1.41	16.73	1.17	21.37	1.34
Revenue of Product Sales	1,277.37	97.87	1,418.17	99.15	1,556.07	97.44
Revenue of Service ^{/2}	11.69	0.90	1.11	0.08	8.07	0.51
Revenue of Product Sales and Service	1,289.06	98.76	1,419.28	99.22	1,564.14	97.95
Other Revenue ^{/3}	16.16	1.24	11.09	0.78	32.76	2.05
Total Revenues	1,305.22	100.00	1,430.37	100.00	1,596.90	100.00



Remark: ^{/1} Revenue of trading is the revenue of selling assembly equipment, painting, etc.

^{/2} Revenue of service is the revenue of painting service (metal parts) for external customers.

^{/3} Other revenue is the revenue of interest income, profit (loss) from asset disposal and amortization, selling scraps, etc.

Customer cluster by product category

Product Category	Customer Cluster	
	Contractor	Business
Metal Trunking and White Conduit	✓	✓
Communication Rack, Cabinet and Enclosure	✓	✓
Electrical Switchboard and Lighting Fixture	✓	✓
Fabrication and Metal Working	✓	✓
Mold & Die Making, Machine Tool and Equipment		✓
Sheet Metal Part, Press Part, Machine Part and Assembly Part		✓

Revenue of product sales and service by customer cluster in year 2022 - 2024 (in THB)

Customer Cluster	Year 2022		Year 2023		Year 2024	
	Million	%	Million	%	Million	%
Contractor Cluster	551.14	42.76	627.86	44.24	584.24	37.35
Business Cluster	737.92	57.24	791.42	55.76	979.90	62.65
Revenue of Product Sales and Service	1,289.06	100.00	1,419.28	100.00	1,564.14	100.00



Vision and mission

Vision

- 1) Create excellence in metal processing and forming products under international quality standards
- 2) Develop technical skills and manufacturing technology responding to customer satisfaction extensively
- 3) Participate in domestic industry development in order to reduce foreign dependency and replace foreign imports
- 4) Expand customer base in The Asian Economic Community (AEC) and international markets

Mission

1. Deliver quality products on time with price satisfaction
2. Focus on developing people and technology to meet international standards
3. Conduct business to earn a fair return for the shareholders and employees
4. Build good relationships with customers and suppliers to be long-term trusted business partners
5. Encourage employees to take part of organizational development for sustainable growth

Principles

1. Develop and maintain quality management system to meet engineering standards
2. Reduce manufacturing expenses to stay competitive in the market
3. Develop and improve operational efficiency and working conditions
4. Enhance team efficiency and workplace collaboration

Safety policy

1. Safety is the top priority and first consideration.



2. Create 5S culture and behaviour: Sort, Set, Shine, Standardize and Sustain
3. Create safety mind at work, including awareness on energy efficiency and environment
4. Reduce annual accident rate in the workplace

Quality policy

Standard production

Quality service

Employee collaboration

Sustainable development

Work slogan

Immediate, Consistent, Continuous and Complete

The Company's major activities

Bangkok Sheet Metal Public Company Limited was established on 11 May 1995 by a group of experienced engineers who specialize and work in a variety of fields, with initial registered capital of 7 million baht. The first factory was built to produce metal products to meet engineering and international standards. The Company, in later years, continuously increased the registered capital to 150 million baht. On 15 May 2015, the Company converted into a public company limited and raised the capital by 50 million baht. On 17 May 2016, the Company started Initial Public Offering (IPO), a listed company on the Market for Alternative Investment (mai), and had the registered capital of 200 million baht.

At present, the Company manufactures and sells metal products such as metal trunking, communication racks, cabinets and enclosures, electrical switchboards for buildings, condominiums, offices, shopping malls, industry factories, power stations, etc. under “BSM”, “BM” and “BEST” brands, and other metal products as per customer requirements. Also the Company sells white



conduit, by outsourcing to supplier to manufacture white conduit under the Company's brand, while the Company conversely is a dealer of the white conduit supplier.

The Company's head office is located at 149 Moo 6, Suksawad Rd., Bangjak, Prapadang, Samutprakarn, 10130, Thailand and the branch office is located at 147-148 Moo 6, Suksawad Rd., Bangjak, Prapadang, Samutprakarn 10130, Thailand.

Summary of the Company's major activities:

- Year 1995 - On 11 May 1995, the Company was established by a group of experienced engineers who specialize and work in a variety of fields. Initially the management team rented a mini-factory, located on Suksawad Rd., Prapadang, Samutprakarn, to produce metal products for construction projects under international standards. The first product category is metal trunking (Product Category 1) such as wire way, cable tray, cable ladder and floor trunking under "BSM" brand.
- Year 1996 - On 12 June 1996, the Company increased the registered capital to 16.50 million baht. The common stocks were issued and offered to the existing shareholders proportionally. The investment in production of communication racks, cabinets and enclosures (Product Category 2), also electrical switchboard and lighting fixture (Product Category 3).
- Year 1997 - In April 1997, the Company built a factory on a piece of land (3-1-0 Rai), located at 149 Moo 6, Suksawad Rd., Bangjak, Prapadang, Samutprakarn 10130, Thailand, for business expansion.
- Year 2001 - On 12 September 2001, the Company raised the registered capital to 24.75 million baht. The common stocks were issued and offered to the existing shareholders proportionally for the capital increase to invest in machinery and equipment.



- Year 2003 - On 26 February 2003, the Company first obtained ISO 9001: 2008 certification for quality management system, issued by Anglo Japanese American (AJA) Registrars, accredited by United Kingdom Accreditation Service (UKAS) and National Accreditation Council of Thailand (NAC Thailand).
- Year 2006 - On 10 February 2006, the Company increased the registered capital to 50 million baht in order to expand the current office and increase factory site from 3-1-0 Rai to 6-1-77 Rai, also invest in machinery and equipment for the production of metal working (Product Category 4), die making, machine tool and equipment (Product Category 5), and press parts (Production Category 6). The common stocks were issued and offered to the existing shareholders.
- Year 2007 - On 22 May 2007, the Company increased the registered capital to 60 million baht. The common stocks were issued and offered to the existing shareholders. The investment in machinery and equipment for the production of fabrication and metalworking (Product Category 4).
- Year 2008 - The Company expanded the current office and increased factory site from 6-1-77 Rai to 10-1-97 Rai for business expansion.
- Year 2009 - On 16 July 2009, the Company increased the registered capital to 79 million baht. The common stocks were issued and offered to the existing shareholders proportionally. The investment in new office building and training center, also machinery and equipment for the production of communication racks, cabinets and enclosures, as well as sheet metal parts, press parts, machine parts and assembly parts (Product Category 6).
- On 28 December 2009, the Company increased the registered capital to 91 million baht invest in the purchase of machinery and equipment and installation of painting line. The common stocks were issued and offered to the existing shareholders.
- Year 2013 - In February 2013, the Company purchased a piece of land (9-1-92.5 Rai), on the opposite side of the head office, for new manufacturing facility and



warehouse to store raw materials and finished goods in order to support business expansion in the future.

Year 2015 - On 28 April 2015, the Company increased the registered capital to 150 million baht for better capital structure and preparing to be a listed company on the Market for Alternative Investment (mai). The common stocks were issued and offered to the existing shareholders proportionally.

- On 15 May 2015, the Company converted (from a company limited) into a public company limited and registered with the Ministry of Commerce.

Year 2016 - On 9 - 11 May 2016, the Company offered Initial Public Offering (IPO), totaling 100,000,000 shares with par value of 0.50 baht per share. As a result, the Company's paid-up capital was increased to 200 million baht, and First Trading Day on the Market for Alternative Investment (mai) was on 17 May 2016.

- In quarter 2/2016 and quarter 3/2016, the Company built a new 2-story building at the head office for warehouse and logistics.

Year 2017 - On 12 April 2017, the Company increased the registered capital to 220 million baht by issuing 40,000,000 new ordinary shares with par value of 0.50 baht per share under the General Mandate of the Company and allocating to the private placement.

- On 2 November 2017, the Company received a letter of intent from Nitto Kogyo Corporation (Japan) requesting to purchase the newly issued ordinary shares under the General Mandate of the Company allocated to the private placement of 40,000,000 shares with par value of 0.50 baht per share.

- On 21 November 2017, the Company's paid-up capital was increased from 200 million baht to 220 million baht because the Company sold 40,000,000 newly issued ordinary shares to Nitto Kogyo Corporation with par value of 50 baht per share.

- On 30 November 2017, the Company invested in Nitto Kogyo Trading (Thailand) Company Limited (NKT) (later changed to Nitto Kogyo BM



(Thailand) Company Limited (NBT)) by purchasing ordinary shares from the existing shareholder and holding 41% of the paid-up capital in order to expand market of panel boards, steel cabinets and enclosures.

Year 2018 - On 12 March 2018, the Company additionally purchased ordinary shares and preferred shares of Nitto Kogyo BM (Thailand) Company Limited (NBT) amounted to 7.14 million baht. Consequently, the Company increased the shareholding from 41% to 48% of the paid-up capital.

- On 23 May 2018, the Company invested in the ordinary shares of MECT Company Limited (MECT) amounted to 152.14 million baht, holding 20% of the paid-up capital. MECT's business is to provide electrical, communication, air conditioning, fire protection, sanitary and pipe systems.

- In August 2018, the Company approved the issuance and offering of warrants to purchase ordinary shares of Bangkok Sheet Metal Public Company Limited No.1 (BM-W1) in the amount of not exceeding 110,000,000 units/shares, allocated to the existing shareholders of the Company in proportion to their respective shareholdings (Rights Offering) at the ratio of 4 existing ordinary shares to 1 unit of warrants, at no cost. The warrants have a maturity of 2 years from the issuance date.

Year 2019 - Nitto Kogyo BM (Thailand) Company Limited (NBT), an associated company, increased the capital by 130 million baht, from 20 million baht to 150 million baht. The Company acquired and increased the investment in the ordinary shares of Nitto Kogyo BM (Thailand) Company Limited (NBT) amounted to 62.40 million baht, fully paid on 28 June 2019. Therefore, the Company holds 48% of the paid-up capital or equivalent to 72 million baht in total.

Year 2020 - In August 2020, the Company's paid-up capital increased by 62.50 baht from the existing paid-up capital of 220,000,000 baht to the new paid-up capital of 220,000,062.50 baht by issuing 125 newly issued ordinary shares at the par value



of 0.50 baht to accommodate the exercise of the warrants to purchase ordinary shares of Bangkok Sheet Metal Public Company Limited No.1 (BM-W1).

- Nitto Kogyo BM (Thailand) Company Limited (NBT), an associated company, invested in the construction of new factory (12 Rai) and the purchase of machinery and equipment for the manufacturing of panel boards, steel enclosures and copper parts. The new factory is located at Rojana Industrial Park 2 in Phra Nakorn Sri Ayutthaya.
- The Company invested in the purchase of a new piece of land (25 Rai) to build new manufacturing facility in Free Zone for export business expansion.
- On 28 September 2020, BM Innotech Industry Company Limited (BMI), an associated company, was registered and established with registered capital of 1 million baht. The business type is design, development, machinery and automation services. The Company invests in the proportion of 70% of the total ordinary shares.

Year 2021

- In June 2021, the Company approved the issuance and offering of warrants to purchase ordinary shares of Bangkok Sheet Metal Public Company Limited No.2 (BM-W2) in the amount of not exceeding 146,666,708 units/shares, allocated to the existing shareholders of the Company in proportion to their respective shareholdings (Rights Offering) at the ratio of 3 existing ordinary shares to 1 unit of warrants, at no cost. The warrants have a maturity of 2 years from the issuance date on 25 June 2021 (from 25 June 2021 to 24 June 2023) as follows:
 - o The first exercise date: 24 December 2021
 - o The second exercise date: 24 June 2022
 - o The third exercise date: 24 December 2022
 - o The final date of exercise: 24 June 2023
- On 1 September 2021, the Company entered into the share sale / purchase agreement and sold all ordinary shares of MECT Company Limited, an associated company, to MECT Holding Company Limited. The payment for all shares has



been fully received by the Company and the ownership has been transferred on 27 September 2021.

- In December 2021, the Company's paid-up capital increased by 15,945,816.50 baht from the existing paid-up capital of 220,000,062.50 baht to the new paid-up capital of 235,945,879 baht by issuing 31,891,633 newly issued ordinary shares at the par value of 0.50 baht to accommodate the first exercise of the warrants to purchase ordinary shares of Bangkok Sheet Metal Public Company Limited No.2 (BM-W2).

Year 2022 - In June 2022, the Company's paid-up capital increased by 1,588,550 baht from the existing paid-up capital of 235,945,879 baht to the new paid-up capital of 237,534,429 baht by issuing 3,177,100 newly issued ordinary shares at the par value of 0.50 baht to accommodate the second exercise of the warrants to purchase ordinary shares of Bangkok Sheet Metal Public Company Limited No.2 (BM-W2).

- In December 2022, the Company's paid-up capital increased by 21,694,950 baht from the existing paid-up capital of 237,534,429 baht to the new paid-up capital of 259,229,379 baht by issuing 43,389,900 newly issued ordinary shares at the par value of 0.50 baht to accommodate the third exercise of the warrants to purchase ordinary shares of Bangkok Sheet Metal Public Company Limited No.2 (BM-W2).

- The company has constructed a new factory, which has requested permission to establish it as a Free Zone, focusing on manufacturing primarily for export purposes.

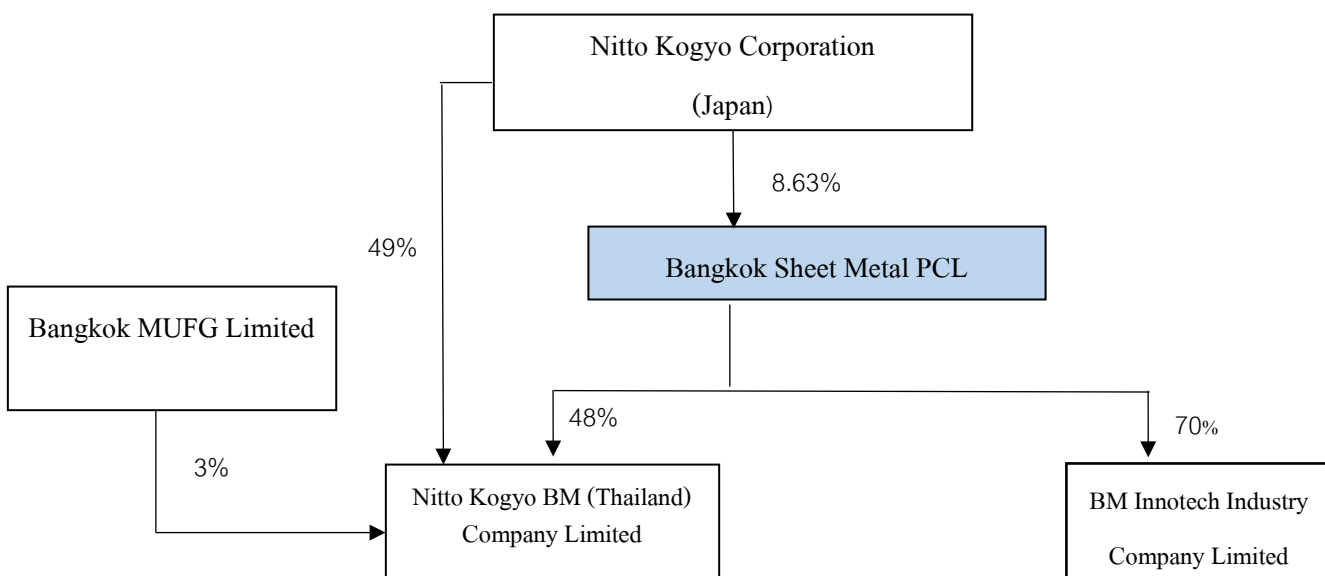
Year 2024 - The Company has officially commenced production at Factory No.1 in Free Zone, and therefore enables to increase export capacity.

- Additionally, the Company has initiated a share repurchase program for financial management purposes. The Company's source of fund: Cash arising from excess liquidity from retained earnings. Total number of shares repurchased not



exceeding 55,000,000 shares, and total value of shares repurchased not exceeding 170 million baht.

Shareholding Structure



Corporate governance

1. Corporate governance policy and manual

The Board of Directors Meeting No. 1/2015 on 18 May 2015 (the first meeting after complete registering of transformation to the public company) officially approved the written corporate governance policy to comply with the Stock Exchange of Thailand (SET) regulation and be a guideline for traceable, transparent and efficient management system in order to build confidence in the shareholders, investors, stakeholders and all related parties. It can be classified into 5 sections:



Section 1: Rights of the shareholders

The Board of Directors is aware of the importance of fundamental rights of the shareholders with rightly practice as per related laws such as the rights of stock trading and transfer, receiving dividend and information, attending the shareholders' meeting and voting, appointment of proxy, appointment of the Company's directors and accounting auditor, providing opinion and enquiry to the directors at the shareholders' meeting, proposing meeting agendas and nominating candidates for director election in advance, etc. The Board of Directors shall treat all rights of the shareholders strictly and not violate or deprive of the shareholders' rights.

1. The shareholders' meeting

At every Annual General Meeting of Shareholders, the Company shall follow the Stock Exchange of Thailand (SET) and the Securities and Exchange Commission (SEC) regulations.

- 1.1. The Company shall disclose policy to support or promote all shareholders to participate in the shareholders' meeting.
- 1.2. The Company shall give the meeting details such as meeting date, time, venue and agendas, also provide explanation and rationale or resolution for each agenda item together with the invitation to the shareholders' meeting or the enclosures.
- 1.3. The Company shall fully facilitate the shareholders to attend the meeting and vote, and not deprive the rights of the shareholders to attend the meeting such as high expenditure or difficulty in vote casting, inconvenient itinerary to the meeting venue, etc.
- 1.4. The Company shall give an opportunity for the shareholders to submit their enquiry before the meeting date. The enquiry submission rules must be clearly informed to the shareholders, delivered with the invitation to the shareholders' meeting and announced on the Company's website.
- 1.5. The Company shall facilitate the shareholders by providing the proxy forms which grant the proxy to vote on his/her behalf. As well, at least one independent director should be nominated for the appointment as proxy



2. The meeting procedures

- 2.1. The Company shall apply and use technology in the shareholders' meeting for fast, clear and accurate registration, vote counting and result display.
- 2.2. All directors should attend the shareholders' meeting and the shareholders are entitled to submit questions to the sub-committees regarding the related agendas.
- 2.3. At the shareholders' meeting, resolution of each agenda item shall be passed individually.
- 2.4. The Board of Directors shall allow independent person to witness and inspect vote counting at the Annual General Meeting (AGM) and Extraordinary General Meeting (EGM) of shareholders, disclose voting result at the meeting and record into the minutes.
- 2.5. The Board of Directors shall encourage using voting ballots for important agenda items such as connected transaction, asset acquisition or disposal, etc. for transparency and traceability in an event of dispute.
- 2.6. The Chairman of the meeting should allocate appropriate time and provide the shareholders an opportunity to give opinions and questions relating to the Company's business.

3. Minutes and resolution disclosure of the shareholders' meeting

- 3.1. The minutes of the shareholders' meeting shall describe the procedures of voting casting and result display before the meeting begins, also give the shareholders an opportunity to settle issues or ask questions, and record those questions, answers and voting results of "Approval", "Disapproval", and "Abstention" for each agenda item. The names of directors who are absent and preset at the meeting shall be listed and recorded as well.
- 3.2. The Company shall disclose and announce voting result of each agenda item of the AGM and EGM of shareholders on the Company's website.



Section 2: Equitable treatment of shareholders

The Board of Directors and management shall reassure the appropriate capital management to give the shareholders confidence in their investment in the Company. The Board of Directors shall secure the fundamental rights of the shareholders equally as follows:

1. The right to appoint a proxy to attend the shareholders' meeting and vote on his/her behalf

In an event that any shareholder is unable to attend the meeting, he/she have the right to appoint a proxy or appoint the independent director as proxy (proposed by the Company) to attend the meeting and vote on his/her behalf. The shareholder is required to submit the proxy form and attach a copy of identification card, passport or other identification document to the Company before the meeting date.

2. The right to propose additional agendas

The Company shall give the shareholders an opportunity to propose the meeting to consider any matters other than those proposed in the agenda items of the AGM of shareholders. The additional agenda proposal shall be made as follows:

- To submit the proposed matters and provide facts, rationale, and necessary information in the AGM agenda proposal form.
- The Company shall determine the status of the shareholders, who submit the proposed matters, from the Company's shareholder registration list as of the closing date. The criteria is that the proposed matters must involve the Company's business or affect the Company's operation significantly. If the Board of Directors approves, the proposed matters shall be added into the agendas of the shareholders' meeting, and shall be noted as "proposed by the shareholders".

3. The right to nominate person to take the position of director



The shareholders have the right to nominate candidates to take the position of director. The Company reserves the right of qualification approval as per the following criteria:

- Appropriately qualified and not be prohibited under the Public Limited Company Act, the Stock Exchange of Thailand (SET) and the Securities and Exchange Commission (SEC) regulations, and the Company's good corporate governance.
- Possess education, working experiences or other related qualifications as per the Company's recruitment criteria.
- Fully dedicate competency and time to the most benefit of the Company which is the main duty and available to attend the Company's meeting regularly.
- Not take the position of director in more than 5 listed companies as current period.

The Company's independent directors shall consider the qualified candidates and propose the shareholders' meeting for consideration and approval. If there is no candidate proposed by the independent directors, the candidate names shall be proposed at the shareholders' meeting, which is apart from the Board of Directors' comment. To nominate candidates for director position, the shareholders are requested to attach the following documents: (1) The form of nominating candidate for the director position, and (2) Profile of candidate for the director position, attached with the stock certificate or stock domination confirmation issued by the securities company/broker, certified true copy, and registered mail to the Company within the defined period.

4. Prevention of internal information use

The Company has a policy to limit internal information use for middle-level to high-level management only. The audited financial statements shall be kept by the accounting manager. The other confidential information shall be used for business discussion by manager level only. The Company has penalty policy for the related parties in the event that the internal information use causes disadvantage to the Company. Furthermore, the Company requires the directors and management to report the Company's securities domination to the Securities and Exchange Commission (SEC).



5. Internal securities trading

The Company has a policy not to permit any employee, management and those/insider who internally acknowledge operating results to trade securities, since the acknowledged date until the publicized date of information. As well, the Company do not permit to publicize internal information to raise up value of securities, especially 1 month before trading period which before the financial statements publicized.

The Company's directors and management team have to report the change in securities to the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand (SET) under Section 258 of the Securities and Exchange Act B.E. 2535 (1992), also acknowledge penalty under the Securities and Exchange Act B.E. 2535 (1992), and report the change of securities domination by spouse and underage children. Therefore the directors and management team have to submit a copy of such report to the Securities and Exchange Commission (SEC) within 3 working days as defined, and submit to the Company on the same day.

Section 3: Roles of stakeholders

The Company shall well treat all stakeholders such as customers, employees, business alliances, shareholders or investors, creditors and communities around the Company's location, etc. The stakeholders shall be treated by the Company according to the related laws. The Company shall not violate the rights of the stakeholders as given by the related laws or as agreed. The Company shall enhance the participation, role and duty of the stakeholders to promote the Company's operation. In addition, the Company shall create sustainable growth steadily and give fair benefit to all parties. Moreover, the Company shall provide channels for the stakeholders to provide comment or information to the Board of Directors via the Company's independent directors or Audit Committee.

The Company considers to promote collaboration between the Company and the stakeholders for wealth financial stability and sustainability of the business as follows:



- Be aware of the importance of the Company's employees by giving fairly practice and appropriate remuneration based on their abilities and performances, and developing their knowledge and skills continuously. Significantly focus on environment and safety in workplace and living quality of the employees.
- Purchase products and services from the Company's business alliances and strictly comply with the mutual commercial agreements and conditions for long-term relationships.
- Comply with the conditions of loan agreement.
- Care and be responsible for the customers in terms of product quality, good service, high standards, confidentiality and fair price under pricing policy.
- Follow competition rules, and avoid dishonest approach which damages the business competitors
- Focus on environmental responsibility of neighbor community and society, and support public activities and environmental development in the community and society for better living as appropriate.

Section 4: Information disclosure and transparency

The Company is aware of the importance of information disclosure including the financial and non-financial information correctly, completely, timely and transparently. Information channels must be convenience, reliability, equally according to the defined law. The Company's information disclosure includes financial statements and non-financial information which shall not impact the Company's securities price in accordance with SET and SEC regulations.

The Company shall maintain the quality of financial report, complying with the accounting accreditation standard and audited by independent accounting auditor as accredited by SEC and SET. Moreover, the Company shall disclose the following information for transparent business conduct:

- Duties of the Board of Directors and Audit Committee such as number of the meeting and number of meeting attendance of each director in the previous year.



- Remuneration policy of the directors and high-level management team.
- Report of good corporate governance policy and result of practice.

The above information shall be publicized via SEC or SET portal and announced on the Company's website.

Section 5: Responsibilities of the Board of Directors

The Company's Board of Directors comprises of directors who are qualified and experienced to develop to define policy which benefits the Company. The Company's directors are independent to make decision for most benefit of the Company and the shareholders. The Board of Directors has an important role in policy formulation including tracking and monitoring the management's performance and evaluating operation result as per target plan. The Board of Directors consists of 7 directors who are 4 members of management team and 3 members of independent directors, greater than one-third (1/3) of all 7 directors to appropriate counterbalancing of management. In addition, the Company appoints the Audit Committee which consists of 3 independent directors and the period of taking position is 3 years with scope and authorization as obviously defined on the audit committee charter.

The Company sets remuneration obviously and transparently by proposing to the shareholders' meeting for approval. The remuneration shall be approved in appropriate rate per scope and responsibility of each director. The remuneration rate shall be attractive for the directors who dedicate to the Company, and sensible compared to the rate in the same industry.

The Company's directors understand their responsibility as director. The Company's directors are always able to provide their comments independently, perform their duty honestly and carefully and be aware the most benefit to the Company and fair to all shareholders. In addition, all directors dedicate their practices in full responsibility, and attend the Board of Directors meeting unless it is necessary.



The Board of Directors also focuses on appropriate information disclosure to the shareholders, investors and all parties. The disclosed information must be accurate, transparent, thoroughly and timely. Under corporate governance, the Company's financial report, operating results, and other relevant information related to securities price shall be disclosed to the shareholders, investors and relevant parties for their decision-making in investment via the following channels; mail, SEC and SET portal, and the Company's website, after the ordinary shares being registered with SET.

The Board of Directors' structure

The Board of Directors consists of 7 members, which are 4 members of management team and 3 members who are not in management team and qualified as independent directors. To appropriate counterbalancing of the Board of Directors, at least one-third of all directors must be independent directors. The qualification, name list, scope and responsibility of director are equivalent to the criteria as defined by SEC, together with the recruitment and selection of director.

The Company has policy to limit number of companies, which each director is able to take director position, not more than 5 listed companies. However, the Company does not define the number of tenure term but in case of director who is knowledgeable and competent, he/she is able to take the position of director for another term.

The Company has policy to appoint different persons to take the positions of Chairman of the Board of Directors and Chief Executive Officer for clear and transparent business administration, while the scopes and responsibilities of these positions are obviously defined, including the qualification and term of each position shall be disclosed in Annual Registration Statement (Form 56-1).



Composition, recruitment and selection of the Audit Committee

The Audit Committee shall be appointed by the Board of Directors and agreed by the shareholders to the position of the director and qualified according to the securities law and notice, rule and/or SET regulation. The number of Audit Committee must be at least 3 members which one of them must be qualified in accounting and finance. The term of holding position is 3 years since the appointment date. After full term of holding position, if the Board of Directors or the shareholders' meeting does not appoint new Audit Committee, the existing Audit Committee is permitted to continue practice for another term until new Audit Committee is approved for replacement, and/or to follow the tenure of the Board of Directors.

Composition, recruitment and selection of the Executive Committee

The Executive Committee shall be the Company's directors and/or management who are appointed by the Board of Directors. The number of the Audit Committee members shall be considered by the Board of Directors as deemed appropriate, and one of such above members shall be appointed as Chairman of the Executive Committee.

Business ethics

The Board of Directors shall set and promote business ethics to the directors, management team and employees for practice and taking responsibilities for the most benefit to all stakeholders, and increasing business reliability for sustainable growth of the Company.



Risk management policy

The Board of Directors shall set the Company's risk management policy for overall by initially defining risk identification, risk evaluation, risk monitoring and control, and risk standardization for risk prevention effectively and continuously. In addition, the Company shall appoint the Risk Management Committee to responsible for risk management procedure in the Company.

Guidelines for remuneration of directors and senior management

The Board of Directors approves the remuneration of the directors and senior management based on their duties and scope of works, also considering their performances and the Company's operating results. The remuneration shall be in line with remuneration rate in the labor market or industry, and also be approved by the shareholders' meeting.

Furthermore, the Company appoints the Nomination and Remuneration Committee to define appropriate nomination, recruitment and selection of directors, according to business conduct, and when this agenda coming for the Board of Directors' approval.

Director's tenure

In 1 year, one-third of all directors (or the nearest number) shall be retired by rotation and be re-elected to the position. The tenure of director shall start from the appointment date until the date of the AGM of shareholders.

Self-evaluation of the Board of Directors

The Board of Directors shall conduct self-evaluation at least once a year. Together the Board of Directors shall consider their performances and concerns in order to improve their efficiency.



Development of the directors and management team

The Board of Directors approves to arrange orientation to make new directors understand the Company's business and relevant regulation. Moreover, the Board of Directors has policy to support all directors, high-level management and the company secretary to continuously attend trainings relating to corporate governance from internal and external organizations such as SET, SEC or Thai Institute of Directors (IOD). So, the directors, high-level management and the company secretary shall utilize their additional knowledge and experience to improve and develop the Company in the future.

Succession plan

The Board of Directors sets the policy and criteria for the selection and succession plan of the management team in case of emergency or their retirement. The selection shall be transparency and based on their knowledge, abilities, experiences and ethics.

Orientation for new director

For new directors and management, the Company shall provide basic information of the Company such as organizational chart and structure, nature of business, main products, corporate rules and regulations, and related laws, including the regulations of SEC and SET. As a result, the new directors and management shall understand the company's operation and be aware of their roles, duties and responsibilities for the positions of director or independent director.

Meeting of non-executive directors

The Company shall arrange meeting of the non-executive directors internally as appropriate and give them an opportunity to express opinions or questions and concerns for the development of the Company.



2. Sub-committees

The structure of the Company's directors consists of 5 panels, which are the Board of Directors, Audit Committee, Executive Committee, Risk Management Committee, and Nomination and Remuneration Committee. The Board of Directors' Meeting No. 1/2015 on 18 May 2015 (the first Board of Directors' meeting after converting into a public company limited) approved the scopes and responsibilities of 2 sub-committees, which are the Audit Committee and Executive Committee. Later, the Board of Directors' Meeting No. 3/2015 on 12 November 2015 approved the scopes and responsibilities of Risk Management Committee, and Nomination and Remuneration Committee. The details are stated below.

2.1 The Audit Committee

As of 31 December 2024 the Audit Committee consisted of 3 members as follows:

Name	Position
1. Assoc. Prof. Prapart Praisuwanna	Chairman of the Audit Committee / Independent Director
2. Mr. Damnoen Kaewthawee	Audit Committee / Independent Director
3. Ms. Namthip Kitsaksakul	Audit Committee / Independent Director

Remark : The Board of Directors' Meeting on 24 February 2025 approved the re-election of 2 directors who retired by rotation as the Company's directors for another term; (1) Mr. Damnoen Kaewthawee as the Chairman of the Board of Directors / Audit Committee / Independent Director, and (2) Mr. Tirawat Amornthatri as Director, and therefore shall propose the 2025 AGM of shareholders for approval.



Ms. Namthip Kitsaksakul who acts as the Audit Committee possesses adequate knowledge and experience to review the reliability of the financial statements. She graduated Bachelor degree in Accounting, Faculty of Commercial and Accountancy from Chulalongkorn University, and Master degree in International Administration, Faculty of Business Administration from the University of Dallas, Texas (USA). She took the positions of Accounting Manager, Cost Accounting Manager, Financial and Administration Manager, Senior Manager of Financial and Administration, Managing Director of Accounting Department, and Vice Managing Director of Internal Audit (the latest position) of a listed company.

Ms. Laongdao Ngamkara is the secretary of the Audit Committee. The main duty is to support the Audit Committee's operation in terms of meeting appointment, agenda preparation, minutes taking and all activities of the Audit Committee according to the Company's Articles of Association, relevant laws and regulations.

Scope and responsibility of the Audit Committee

1. To audit the financial statements to ensure that it is accurate and reliable, as well as information disclosure is adequate. The Audit Committee shall coordinate with the external accounting auditor and executives who are responsible for the preparation of quarterly and yearly financial statements.
2. To audit the adequacy and effectiveness of the Company's internal control system and internal audit. Also consider the internal audit department's independency and responsible for appointment, migration and lay-off the head of internal audit department or relevant department which responsible for the internal audit procedure. Additional comment or suggestion can be proposed to audit or check any items as necessary and significant to the Board of Directors which being audited along with the external accounting auditor and the head of internal audit department.



3. To audit the Company's lawfulness complying securities laws and SET's laws or SET's regulation, policy, rules, regulation and other laws are relevant to the Company's business.
4. To select and nominate the appropriate person who has independency as the accounting auditor and propose the remuneration of the Company's accounting auditor to the Board of Directors. Also attend the meeting with the accounting auditor without the management team at least once a year.
5. To audit the Company's internal audit plan according to general acceptance standard.
6. To consider the connected transaction or benefit conflict transaction complying with laws and SET's regulations. Throughout the disclosure of information on such matters to be accurate and complete to ensure that such matters are reasonable and most benefit to the Company.
7. To audit the Company's risk management system to be suitable and effective.
8. To report the practice result of the Audit Committee to the Board of Directors at least 4 times a year.
9. To prepare the report of the Audit Committee for information disclosure on the Company's annual report which the report has to be signed by Chairman of the Audit Committee and consists of at least information as follows:
 - (A) An opinion on the accuracy, completeness and reliability of the Company's financial statements.
 - (B) An opinion on the adequacy of the Company's internal control.
 - (C) An opinion on lawfulness of securities laws, SET laws and regulations, or relevant laws relating to the Company's business.
 - (D) An opinion of appropriation for the accounting auditor.
 - (E) An opinion of connected transaction or transactions as may lead to conflict of benefits.
 - (F) The number of the Audit Committee meeting and Audit Committee's attendance.
 - (G) An opinion or observation by the Audit Committee from duties performance complying with the audit committee charter.



- (H) Other matters that the shareholders and investors should know. Under the scope of duties and responsibilities as assigned by the Board of Directors.
10. To give opinion when considering the appointment, withdrawn and evaluation of the internal audit department.
 11. To invite the executives or relevant employees to give opinion, attend the meeting or submit relevant documents as necessary.
 12. To hire a consultant or outsider according to the Company's regulation for giving opinion or consultation if necessary.
 13. The Audit Committee shall conduct self-evaluation, also report the evaluation result and any difficulties which may cause failure to achieve the Audit Committee's objectives to the Board of Directors every year.
 14. To review and improve the audit committee charter.
 15. To practice as assigned by the Board of Directors under the scope and responsibility of the Audit Committee.

As such above duties, the Audit Committee reports directly to the Board of Directors and be responsible for the Company's operation with outsiders. The three Audit Committees are independent directors and qualified according to Section 17 of Capital Market Supervisory Board (CMSB) Tor Jor. 39/2559.

Tenure of the Audit Committee

The Audit Committee shall hold a tenure for 3 years. The 1-year holding term means the period from the AGM's date as appointed until the AGM's date in the next year. When the tenure of the Audit Committee ends, the Audit Committee can be appointed again, except the following incidents:

- 1) Passing away
- 2) Resignation
- 3) Disqualification from the Audit Committee or SET regulation
- 4) Retirement of director position

An Audit Committee, who needs to resign, has to submit resignation letter with reason directly to the Chairman of the Board of Direction by at least 1 month in advance. The resignation must be



approved by the Board of Directors. The Company shall inform and send a copy of the resignation letter to SET. In case of the tenure of all audit committees ends, all of them shall perform as Acting Audit Committee until new Audit Committee being appointed.

In case of a position of the Audit Committee is vacant due to other reason apart from the end of tenure, the Board of Directors shall appoint a qualified person as new Audit Committee. The replacement shall be made within 90 days to secure the full members of the Audit Committee in according with the Company's regulation. The tenure of the new Audit Committee shall end according to the residual tenure of the previous Audit Committee.

2.2 The Executive Committee

As of 31 December 2024 the Executive Committee consisted of 5 members as follows:

Name	Position
1. Mr. Tanin Sajjaboribun	Chairman of the Executive Committee
2. Mr. Tirawat Amornthatri	Executive Committee
3. Mr. Tanes Sajjaboriboon	Executive Committee
4. Mr. Vinai Vongswangrussamee	Executive Committee
5. Mr. Suchart Mahatthanawong	Executive Committee

Scope and responsibility of the Executive Committee

1) To control the Company's management according to the policy as defined by the Board of Directors and report the operation result to the Board of Directors. The meeting of the Executive Committee must consist of not less than half of all Executive Committees. Resolution of the Executive Committee must be passed by a simple majority of the Executive Committee and must be at least half of the Executive Committee.



- 2) To approve the level of authorization for individual properly and provide appropriate segregation of duties to prevent corruption. Also define procedure and business transaction to major the shareholders, directors, executives or relevant persons properly for avoid benefit transition. And propose such principles to the Board of Directors for consideration and approval, including make use of the approved principles.
- 3) To consider annual budget and expenditure procedure and propose the Board of Directors and control the approved budget from the Board of Directors.
- 4) To approve the Company's operation plan improvement for most benefit of the Company.
- 5) To approve the investment plan and budget as authorized in authorization manual.
- 6) To approve that the contracts are legal bidding as authorized in authorization manual.
- 7) To be responsible for the Company's important information to be adequate for decision-making for the Board of Directors, shareholders, and prepare reliable financial statements as acceptable standard and transparency.
- 8) To consider the Company's profit and loss report and propose annual dividend to the Board of Directors.
- 9) To consider to propose new business opportunity or off business to the Board of Directors.
- 10) To supervise the operation and report usual or unusual or illegal actions to the Executive Committee immediately. In case of such actions above significantly impact the Company, the Executive Committee shall report to the Board of Directors for improvement within appropriate period.
- 11) To activate any activities to support the above mentioned operation or opinion of the Board of Directors or being authorized by the Board of Directors.
- 12) Any agendas approved by the Executive Committee must be reported for acknowledgement to the Board of Directors at the next meeting.

The assignment of scope and responsibility of the Executive Committee above shall not include the authorization and/or sub-authorization to approve matters that the Executive Committee or sub-attorney or those who may have conflict of interest (as defined by Capital Market Supervisory Board



(CMSB)) to the Company. The matters shall be proposed to the Board of Director's meeting and/or the shareholders' meeting (if the case) for approval according to the Company's regulation or relevant law.

2.3 The Risk Management Committee

The Company complies with the ministerial regulation regarding the quality assurance in the operation and performance evaluation to meet the Company's goals and policies. The Risk Management Committee issued Announcement No. BM005/2023: The announcement of the appointment of the Risk Management Committee in order to operate the risk management of the Company and to achieve the Company's objectives.

The Risk Management Committee consists of 19 members as follows:

Name	Position
1. Mr. Tirawat Amornthatri	Chairman of the Risk Management Committee
2. Mr. Suchart Mahatthawong	Vice Chairman of the Risk Management Committee
3. Mr. Annop Phromsaka na Skolnakorn	Vice Chairman of the Risk Management Committee
4. Mr. Khuanchai Phanpanya	Risk Management Committee
5. Mr. Somkiet Nimkham	Risk Management Committee
6. Mr. Pavit Wongsavangrussamee	Risk Management Committee
7. Mr. Kittisak Kulchutisin	Risk Management Committee
8. Mr. Wisanu Korphayakkhin	Risk Management Committee
9. Mr. Pipat Phuwasirikulrawat	Risk Management Committee
10.Ms. Thanaree Nonchattrapong	Risk Management Committee
11.Ms. Laongdao Ngamkara	Risk Management Committee
12. Mr. Komon Jamjan	Risk Management Committee



Name	Position
13. Mr. Suvakit Sajjaboribun	Risk Management Committee
14. Mr. Gorrasarn Sajjaboribun	Risk Management Committee
15. Mr. Worragoon Sajjaboriboon	Risk Management Committee
16. Ms. Panchakhasorn Suwasri	Risk Management Committee
17. Ms. Wantana Kunpai	Risk Management Committee
18. Ms. Suranya JanAkkrakul	Risk Management Committee
19. Ms. Pornpimon Chanwedchasad	Secretary of the Risk Management Committee

Scope and responsibility of the Risk Management Committee

1. To set policy and structure of risk management and propose to the Executive Committee according to risk management guideline of SET and the Institute of Internal Auditors of Thailand.
2. To plan strategy according to risk management policy, also evaluate, follow up and control each classified risk at an acceptable and appropriate level. The relevant departments shall cooperate to manage and control these risks.
3. To evaluate risk in organization level and define the risk management approach at an acceptable level, including control the risk management as defined approach.
4. To review the risk management policy, and ensure that the improvements in efficiency and effectiveness are adequate.
5. As authorized to invite and appoint relevant employees at all levels to take roles and duties of risk management as appropriate, and report to the Risk Management Committee to succeed the risk management's objectives.
6. To report the result of risk management to the Executive Committee and Audit Committee, and propose the Board of Directors on a quarterly basis.



7. To prepare the risk management manual.
8. To specify risks in any matters, then analyze and evaluate the prospective risks and trend of the matters which may affect the Company.
9. To prepare the risk prevention plan or risk reduction.
10. To evaluate and prepare the report of risk management.
11. To deploy an integrated risk management connected with information technology system.
12. To practice other assignments by the Board of Directors as appropriate.

2.4 The Nomination and Remuneration Committee

The Board of Directors' Meeting No. 3/2015 on 12 November 2015 approved to appoint the Nomination and Remuneration Committee consisting of 3 members as follows:

Name	Position
1. Mr. Damnoen Kaewthawee	Chairman of the Nomination and Remuneration Committee
2. Assoc. Prof. Prapart Praisuwanna	Nomination and Remuneration Committee
3. Mr. Tanin Sajjaboribun	Nomination and Remuneration Committee

Scope and responsibility of the Nomination and Remuneration Committee

Recruitment and selection

1. To define appropriate recruitment approach, qualification, skill and experience which require for the position and suitable with the Company's nature and business operation.
2. To recruit and select the Nomination and Remuneration Committee, when tenure is due, by nominating candidates to the Board of Directors for consideration. The Company may consider the existing committees to continue their position, or openly to receive nomination from the



shareholders, or recruitment by external company, or from professional director directory, or each director shall nominate appropriate candidates.

3. To consider the nominated persons and select the appropriate candidate who is qualified according to the defined criteria.
4. To check that the nominated persons are qualified according to the laws and regulations of relevant authorities.
5. To invite the qualified person and ensure that the candidate shall be willing to acquire the position, if appointed by the shareholders.
6. To nominate the candidate to the Board of Directors for consideration, and place the candidate name into the invitation letter to the AGM for consideration and approval.
7. To recruit and select high-level executives as assigned by the Board of Directors.

Remuneration approval

1. To consider the appropriate remuneration criteria of the directors and high-level executives by reviewing the current remuneration criteria, compared to the remuneration rate of other companies in the same industry. Also define the appropriate criteria to boost the outcome as expected and give fair remuneration to those who dedicate to the success of the Company.
2. To review all remunerations such as annual remuneration, remuneration based on performance, and meeting allowance by considering the remuneration in the same industry, turnover and business size, and responsibility, skill, competency and experiences of the Company's directors and high-level executives as per expected.
3. To approve evaluation criteria of Chief Executive Officer (CEO), C-level and high-level executives as assigned by the Board of Directors.
4. To define annual remuneration of directors, CEO, C-level and high-level executives according to the approved criteria, and propose the remuneration of the Managing Director, C-level and high-level executives to the Board of Directors. The remuneration of the Board of Directors shall be proposed the shareholders' meeting for approval.



5. To consider appropriate opinion in case of offering new securities to the directors and employees, being fair to the shareholders and motivating directors and employees to work and add value in the long term and maintain qualified employees genuinely.

3. Recruitment, selection and appointment of the directors and high-level executives

To appoint the directors or high-level executives of the Company, the appropriate persons shall be qualified completely in accordance with Section 68 of Public Company Limited Act B.E. 2535 (1992) and Capital Market Supervisory Board (CMSB) Tor Jor. 39/2559. The details are as follows:

3.1 Composition, recruitment and selection of the directors

1. The Company's Board of Directors consists of at least 5 members and not less than half of all directors resident in Thailand. The directors have to be qualified according to relevant laws. Not less than one-third of all directors must be independent directors, and not less than 3 independent directors.
2. The Board of Directors shall be appointed by the shareholders' meeting with the following criteria and procedures:
 - 2.1 Each shareholder shall have a number of votes equal to the total number of shares held.
1 share shall be entitled to 1 vote.
 - 2.2 Each shareholder shall cast all their votes and select only one person or more to be elected for director position, but vote splitting (distribution of votes among multiple candidates) is not allowed.
 - 2.3 The candidates who receive the highest votes respectively shall be appointed to take director position. The number of selected directors depends on the number of directors who retire by rotation each year. In case the candidates receive the same votes, the Chairman of the meeting shall make the final decision.
3. At every AGM, one-third of all directors (or the nearest number) shall retire by rotation. The directors who retire by rotation may be re-elected as director. In the first and second year after the registration of listed company, the directors shall draw lots to decide who



shall retire by rotation. In the later years, the directors with the longest tenures shall be selected to retire by rotation.

4. A director, who needs to resign, shall submit resignation letter to the Company. The resignation shall be effective as of the date that the Company receives the resignation letter.
5. In case of a director position is vacant due to other reason apart from the end of tenure, the Board of Directors shall appoint a qualified person, not prohibited by laws, for the replacement and attendance at the next meeting. Unless the tenure of such director is less than two months, the director who replaces shall only hold tenure as the tenure of the resigned director remains.

The resolution of the Board of Directors for the replacement of director shall be passed by not less than three-fourths of all existing directors.

6. The shareholders' meeting may approve a director to resign before his/her tenure ends. The resolution shall be passed by not less than three-fourths of the shareholders present at the meeting and vote, and having not less than half of all shares of the shareholders present at the meeting and entitled to vote.
7. The directors shall be the Company's shareholders, or shall not be.
8. The Board of Directors shall appoint one director as the Chairman of the Board of Directors. As well, the Board of Directors may appoint one director or more to act as Vice Chairman of the Board of Directors. The duty of Vice Chairman shall be assigned by Chairman of the Board of Directors and in line with the Company's Articles of Association.

3.2 Composition, recruitment and selection of the Audit Committee

The Company's Audit Committee shall be appointed by the Board of Directors and the shareholders' meeting and qualified by the securities and SET laws including announcements, rules and /or regulations. The Audit Committee consists of not less than 3 members and at least 1 member must have knowledge and competency in accounting and finance. The tenure of the Audit Committee



is 3 years as of the appointment date. When the Audit Committee's tenure ends and the Board of Directors or the shareholder's meeting does not appoint new Audit Committee, the existing Audit Committee is permitted to perform their duty for another term until new Audit Committee is approved for replace the Audit Committee whose tenure ends and/or to follow the tenure of the Board of Directors. The Audit Committee must be independent director and qualified as follows:

Qualifications of the independent directors

1. Hold not more than 1 percent of all shares with the right to vote of the Company, headquarter, subsidiary, associated company, major shareholder or controlling shareholder, including those who are related to independent director.
2. Not be or used to be executive director, employee, advisor who receives salary or controls a company, headquarter, subsidiary, associated company, major shareholder or controlling shareholder, unless the independent director has left such office at least 2 years before the submission date to SEC and SET. The above mentioned prohibitions shall not include the independent director used to be the government officer or advisor, as major shareholder or controlling shareholder of company.
3. No blood ties or relative-in-law as parent, spouse, sibling and child and also the child's spouse of director, major shareholder, controlling or person who shall be nominated as director or executive to control the Company or subsidiary.
4. Not have or used to have business relationship with the Company, headquarter, subsidiary, associated company, major shareholder or controlling shareholder in terms of obstruction for independent judgment. Also not be or used to be shareholder who significantly influences those who have business relationship to the Company, headquarter, subsidiary, associated company, major shareholder or controlling shareholder unless the independent director has left such office at least 2 years before the submission date of permission request to SEC and SET.



Business relationship includes normal commercial transaction, real estate rental, asset or service transaction or offer/receive financial support in terms of loan application or receiving loan, guarantee, collateral, and relevant transaction accordingly. The above mentioned transactions cause the requester or contractual party has responsibility for paying debt to another party, more than 3 percent of the requester's tangible asset or more than 20 million baht depending on which amount is lower. Therefore, the mentioned debt calculation shall be based on SEC's criteria. The debt responsibility as mentioned shall include debt occurs 1 year before the date of having business relationship with the related person.

5. Not be or used to be the accounting auditor of the Company, headquarter, subsidiary, associated company, major shareholder or controlling shareholder and not be shareholder who significantly controls or partners with accounting auditor office which has accounting auditor of the Company, headquarter, subsidiary, associated company, major shareholder or controlling shareholder affiliated as employee. Unless the independent director has left from such state as mentioned at least 2 years before the submission date of permission request to SEC and SET
6. Not be or used to be legal or financial advisor with annual service fee of more than 2 million baht of the Company, subsidiary, associated company, major shareholder or controlling shareholder. And not be shareholder who significantly influences, controls or partners with the mentioned service provider unless the independent director has left from such state as mentioned at least 2 years before the submission date of permission request to SEC and SET.
7. Not be director who is appointed as representative of the Board of Directors, major shareholder or shareholder who is related to the major shareholder.



8. Not have the same business nature and significantly compete with the Company or subsidiary, or not be business partner or be executive director, employee, advisor who receives salary or holds shares greater than 1 percent of all shares with the right to vote in company that conducts the same business nature and significantly competes with the Company or subsidiary.
9. Not have any qualifications which discourage to give opinion independently relating to the business of the Company.
10. The independent director who is qualified as mentioned above may be assigned by the Board of Directors to make business decision of the Company, headquarter, subsidiary, associated company, major shareholder or controlling shareholder, which is called as collective decision.

Qualifications of the Audit Committee

The Audit Committee must have the same qualifications as the Independent Director as described above, and have additional qualifications as follows:

1. Not be director who is assigned by the Board of Directors to make business decision of the Company, headquarter, subsidiary, associated company, major shareholder or controlling shareholder.
2. Not be director of headquarter, subsidiary or subsidiary class of listed company.
3. Possess adequate knowledge and experience to practice as the Audit Committee. At least 1 audit committee must have adequate knowledge and experience to audit the reliability of financial statements.
4. The scope and responsibility of the Audit Committee comply with SET regulation.



3.3 Composition, recruitment and selection of the Executive Committee

The Executive Committee must be the director and/or executive of the Company who is appointed by the Board of Directors with the appropriate number of directors. The Board of Director shall appoint one director as Chairman of the Executive Committee. The tenure of the Executive Committee is rotated according to the tenure of position in the Company. Unless the Executive Committee, who is appointed by the Board of Directors, does not take position in the Company, the tenure shall be as defined by the Board of Directors.

3.4 Composition, recruitment and selection of the Risk Management Committee

The Risk Management Committee shall be the director, executive and/or employee who is appointed and assigned by the Board of Directors, with the appropriate number of directors approved by the Board of Directors. The Board of Directors shall appoint one of the Risk Management Committee as Chairman of the Risk Management Committee.

3.5 Composition, recruitment and selection of the Nomination and Remuneration Committee

The Nomination and Remuneration Committee shall be appointed by the Board of Directors, consist of at least 3 members and mostly be independent director and non-executive director. One of the Nomination and Remuneration Committee shall be appointed as Chairman of the Nomination and Remuneration Committee.

3.6 Composition, recruitment and selection of the Chief Executive Officer

The Chief Executive Officer (CEO) shall be selected from the existing Executive Committee. The candidate name shall be proposed the Board of Directors to approve the appointment of CEO position.



4. Corporate governance of subsidiary and associated company

The Company shall consider the investment in subsidiary or associated company or other investment project. The Company shall focus on the investment which supports and benefits the Company by carefully considering the investment return, risk and liquidity of the Company. The investment must be considered by the Board of Directors and the shareholders' meeting in accordance with SEC and SET regulations, announcements, and relevant laws. The Company shall assign the directors and/or executives of the Company to take management positions in subsidiary or associated company in order to define business direction and policy of subsidiary or associated company in keeping with the Company's business.

On 30 November 2017, the Company invested in one associated company by purchasing the shares of Nitto Kogyo Trading (Thailand) Company Limited (NKT) (later changed to Nitto Kogyo BM (Thailand) Company Limited) with registered capital of 6 million baht from the existing shareholder. The Company held 41% of NKT's paid-up capital, amounted to 2.46 million baht. Basically, the Company aims to expand customer base and market of panel boards and steel enclosures.

On 12 March 2018, the Company increased the investment in the ordinary shares and preferred shares of Nitto Kogyo BM (Thailand) Company Limited (NBT) amounted to 7.14 million baht. Therefore, the Company's shareholding proportion increased from 41% to 48% of the paid-up capital.

On 13 March 2019, the Board of Directors Meeting No. 2/2019 of the Company approved capital increase of Nitto Kogyo BM (Thailand) Company Limited (NBT), an associated company, from 20 million baht to 150 million baht, increased by 130 million baht. The Company acquired and increased the investment in the ordinary shares of Nitto Kogyo BM (Thailand) Company Limited (NBT) amounted to 62.40 million baht, fully paid on 28 June 2019. As a result, the Company holds 48% of the paid-up capital or equivalent to 72 million baht in total.



The Company assigns 3 directors and executives of the Company to take director positions in the associated company (NBT) as follows:

Name	Position	
	Bangkok Sheet Metal Public Company Limited	Nitto Kogyo BM (Thailand) Company Limited (NBT)
1. Mr. Tirawat Amornthatri	Director / Managing Director / Chief Operation Officer (Acting)	Director
2. Mr. Pavit Wongsavangrussamee	Director of Marketing and Business Development	Director
3. Mr. Woragoon Sajjaboribun	Deputy Director of Engineering and Development	Director

On 29 July 2020, the Board of Directors' Meeting No. 7/2020 of the Company had the resolution to approve establishment of BM Innotech Industry Company Limited with registered capital of 1 million baht, which was established later on 28 September 2020. The Company invests in the proportion of 70% of the total ordinary shares.

5. Use of internal information

The Board of Directors' Meeting No. 1/2015 (the first Board of Directors' Meeting after converted into a listed company) on 18 May 2015 approved the Company's regulation for internal information use for itself or others, in accordance with good corporate governance as follows:

1. Directors, executives, employees and workers of the Company are required to take the following actions:



- a) Maintain confidentiality and/or internal information of the Company.
- b) Not disclose the Company's confidentiality and/or internal information, or seek direct or indirect benefits for themselves or others and whether to receive remuneration.
- c) Not trade, transfer or receive the Company's securities by making use of the Company's confidentiality and/or internal information, and/or legal acts by making use of the Company's confidentiality and/or internal information which may cause direct or indirect damage to the Company.

Therefore, the directors, executives, employees and workers of the Company, who work in the departments that acknowledge the internal information of the Company, should avoid or halt trading the Company's securities 1 month before the disclosure of financial statements. The above mentioned regulations include spouse and underage child of the Company's directors, executives and employees. Violation shall be seriously liable to penalty.

2. The Company's directors and executives including the accounting auditor must report the changes of their shareholding in the Company including spouse and underage child to SEC under Section 59 of Securities and Exchange Act B.E. 2535 and acknowledge the penalty under Securities and Exchange Act B.E. 2535. Therefore, the directors and executives must submit a copy of the mentioned report to the Securities and Exchange Commission (SEC) within 3 working days since the date of trading, selling, transfer or receiving the securities, and submit to the Company on the same day.

3. The Company shall widely announce the above mentioned regulations to the directors, executives, employees and workers.



6. Accounting audit fee

6.1 Audit fee

The Company's accounting audit fees for the fiscal year 2023-2025 are presented below. The Company appoints Dharmniti Auditing Company Limited as the accounting auditor who has audit license certified by SEC. The Board of Directors' Meeting No.1/2025 on 24 February 2025 approved to appoint Dharmniti Auditing Company Limited as the Company's accounting auditor for the year 2025.

(Unit: Baht)

Audit Fee	Year 2023	Year 2024	Year 2025 ^{/1}
1. Annual audit fee	770,000	870,000	910,000
2. Review fee for interim financial statements	690,000	690,000	690,000
Total	1,460,000	1,560,000	1,600,000

Remark: ^{/1} The review and audit fees of financial statements for the year 2025 were approved by the Board of Directors' Meeting No. 1/2025 on 24 February 2025 and shall be proposed at the 2025 AGM for consideration and approval.

6.2 Non-audit fee

- None –



Corporate social responsibility

The Company conducts business with corporate social responsibility and environment for business sustainability and overall society under code of business conduct manual and anti-corruption policy, which define principles for corporate social responsibility issued by SET. The 8 principles as follows: 1) Conducting business with fairness, 2) Anti-corruption, 3) Human rights respect, 4) Fair treatment to labor, 5) Responsibility to consumers, 6) Environment caring, 7) Community or society development, 8) Innovation and broadcast which come from responsibility towards society, environment and stakeholders.

1. Overall policy

The Board of Directors' Meeting No. 1/2015 (the first Board of Directors' Meeting after converted into a listed company) on 18 May 2015 approved the written code of business conduct manual and anti-corruption policy officially, being effective in all departments for effective administration, transparent and traceability. Normal business conduct shall build confidence in shareholders, investors, stakeholders and relevant persons, for example, procurement and purchasing with business alliances, suppliers, customers, business partners and co-investors, including production without environmental impact. The Company shall create awareness of role and responsibility of a good society member and establish good relationship between the Company and society based on rightness, transparency, fairness, and promote society and community development activities. Besides, the Company shall arrange safety environment in workplace, treat all employees equally, set guidelines for the directors, executives and employees to perform their duties with honesty, treat customers well, build customer confidence in good product quality, standard, and fair price in order to increase customer satisfaction and deliver good quality products to customers.

The Company has effective management system, and prevents conflict of interest and corruption. The audit shall be conducted by the accounting auditor certified by SEC and SET and



internal auditor in order to ensure that the Company acknowledges the rights of stakeholders according to relevant laws and the Company's policy, including shareholders, employees, customers, business alliances, etc.

2. Business operation and report preparation

The Company defines responsibility towards society, environment and stakeholders under the code of business conduct manual and anti-corruption policy as follows:

2.1 Fair business conduct

The Company manufactures and sells steel products such as wire ways, cable trays, cable ladders, enclosures, cabinets and electrical switchboards for buildings, condominiums, offices, shopping malls, factories, power stations under "BSM", "BM", and "BEST" brands, plus customize steel products as per customer requirements. Moreover, the Company sells white conduit by outsourcing to supplier to manufacture white conduit under the Company's brand, while the Company conversely is a dealer of the white conduit supplier.

The Company has policy to conduct business with honesty, transparency, traceability, social responsibility, lawfulness, integrity and behave well to individual, community, society and environment, and fair to customers in terms of products and services, without bias.

The Company shall disclose the Company's information to stakeholders and relevant parties. The Company has no policy and does not allow the directors, executives or employees to seek benefits from their position, including not allow the directors to run business against the Company which may cause conflict of interest to the Company.



2.2 Anti-corruption

The Company defines guideline for the directors and executives to perform their duties honestly and carefully with good business vision, not seek benefits for themselves from the Company's information, not disclose the Company's confident information to external parties, and not perform any actions that may cause conflict of interest. The Company's employees shall perform their duties with honesty, perseverance and diligence to improve efficiency, not directly or indirectly ask for remuneration and bribe, request or accept any bribe from others or external parties, or take benefit from the Company, unless the benefit is for business conduct, festival or tradition.

2.3 Respect for human rights

The Company is aware of the value of the Company's employees and supports all departments to practice based on human dignity and respect to individual rights which is the fundamental of human resources development and human relation development in society. Therefore, the Company sets guideline to promote and activate basic human rights and equality without discrimination on the basis of nationality, race, skin color, gender, language, religion, political, belief, tribe or social background, wealth, origin or status. Moreover, the Company encourages and provide the employees an opportunity to express their opinion or complain regarding discrimination.

2.4 Fair labour practices

The Company believes that human resources are important factor and add value to the Company's business. The Company requires the employees to utilize their knowledge, competency and dedication to perform their duties in order to achieve the Company's goals. The Company gives importance to and treats all-level employees of the Company equally and fairly, provide remuneration based on knowledge and skill of individual employee, and develop employee skill and capability



continuously. In addition, the Company focuses on to create awareness of safety environment in workplace to all-level employees, together with good quality of living. Moreover, the Company sees the importance and value of the employees. So, the Company's executives shall treat the employees fairly and honestly, develop employee capability, efficiency and growth, plus promote ethical conduct to the employees, prepare appropriate welfare to the employees, and listen to the employees' opinions and suggestions reasonably.

Moreover, the Company has written safety policy for the Company's employees as follows:

Safety policy

1. In every mission, safety shall be the first consideration.
2. Create 5S culture and behavior: Sort, Set, Shine, Standardize and Sustain
3. Create safety mind at work, including awareness on energy efficiency and environment
4. Reduce annual accident rate in the workplace

2.5 Responsibility for consumers

The Company has policy to supply or deliver good quality products to the customers or consumers. The Company shall closing monitor the manufacturing process, starting from raw material acquisition, efficient production, using precise and effective machine, quality assurance and product delivery to the customers. The Company always cares and be responsible for the customers in terms of quality of products, standard and good services, non-disclosure information, fair price and the most customer satisfaction.

The Company has quality policy which targets to deliver good quality products and good standard services (both at the Company's factory and on-site product assembly) according to engineering and international standards. The Company officially announces the written quality policy as a guideline for all departments to perform as follows:



Quality policy

Standard production

Quality service

Employee collaboration

Sustainable development

1) Standard production

1.1 Produce products according to customer requirements.

1.2 Comply with quality management system

1.3 Comply with manufacturing laws and regulations

2) Quality service

2.1 Respond to customer's complaint and product claim with right solution.

3) Employee collaboration

3.1 All employees are internal customer, while the satisfaction of external customer is top priority.

4) Sustainable development

4.1 Improve product quality

4.2 Develop quality management system continuously.

4.3 Enhance employee development and quality of work-life.

2.6 Environmental care

The Company is aware of responsibility for society and community as one key mission of the Company. The directors, executives and employees shall reserve natural resources and environment, follow environmental laws strictly, not take any actions that might cause damage to natural resources, environment and ecosystem, and continuously organize or support activities especially for stakeholders, public interest and social service.

In addition, the Company concerns and cares for life, health and sanitary of all employees in working hours and everyday life. Therefore, the Company officially announces the written environment policy for all departments as follows:



“Comply with environmental regulation strictly.

Develop management system and environment activities continuously.

Promote and control resources and energy use effectively.

Create awareness to all employees and comply with environmental management regulation.”

2.7 Society / community development

The Company is aware of role and responsibility of being good member in society by complying with relevant law, regulation and social responsibility. The Company realizes the responsibility towards neighbor community and society, environmental development in community and society for better quality of living as appropriate.

2.8 Corporate Social Innovation (CSI) towards society, environment and stakeholders

The Company shall apply innovation for internal work and external work (between organizations), including new actions, new methods, new thinking process and production for value added. The purpose of innovation drives for positive change, better action and better result in order to benefit society the most.

The Company takes responsible for society by promoting innovation to all stakeholders via direct or indirect communication channels in order to ensure that the stakeholders can access to the Company’s information thoroughly.



3. Social and environmental activities (Corporate Social Responsibility: CSR)

Corporate Social Responsibility (CSR) policies and strategies

The company aims to take a lead on innovative steel metal forming and is committed to a strong sense of corporate responsibility towards both internal and external stakeholders. The commitment includes sustainable responsibility to local community and environment, harmonious coexistence between the Company's business and society, and good practice in stakeholder engagement. To achieve the goals, the Company announces CSR policies and practices as follows:

- Fairness, accountability and transparency in business: The Company focuses on business growth along with the development of its employees' quality of life, local community, society, and environment. As well, the Company shall safeguard the interests of all stakeholders in accordance with its vision and mission statements.
- The optimal use of natural resources to gain the maximum benefit: The Company also shall minimize negative impact on all stakeholders, society, community, and environment.
- Social & environmental responsibility: The Company continuously works in close collaboration with all stakeholders at all levels in order to mutually enhance social and environmental sustainability.
- Stakeholder engagement: The Company encourages and provides opportunities for the stakeholders to participate in corporate social and environmental activities or initiatives, leveraging the Company's resources and capabilities in order to achieve the goals and objectives effectively.
- CSR Communication: The Company promotes social and environmental activities or initiatives to community, society, and the stakeholders.



The Company implements several social and community development projects in alignment with sustainability framework, corporate strategy and business direction of the Company. The sustainability framework consists of 4 key pillars: Power Accessibility, Quality of Life, Natural Resources and Environment, and Sustainable Innovation. CSR strategies of the Company are based on 3 core principles as follows:

1. In alignment with the Company's mission and business operations
2. Use of the Company's core competencies, skilled employees, and experts to share their knowledge and foster social and community development
3. Considering stakeholder needs and expectations, particularly for the Company's neighbours and local stakeholders

CSR-in-Process is to conduct business in compliance with social responsibility by applying social responsibility policy to uplift business innovation, work process, product and service standards. The main purpose is to minimize negative impacts on the stakeholders during work process, including to create social responsibility awareness among the Company's Board of Directors, executives, and employees at all levels, thereby to create a shared mindset within the organization, such as pollution reduction or prevention during production to avoid negative impacts on the community, producing quality products and services according to product labeling, providing accurate and complete product information to consumers, and offering customers compensation for damages caused by employee errors and defects. These responsibilities are the activities for normal business operations.

CSR-after-Process refers to activities carried out beyond normal business operations, with the aim of supporting social activities on various occasions in order to provide maximum benefits to society and communities. Examples include pollution prevention measures in the communities, distributing relief items to alleviate emergencies, and volunteering for public welfare benefits. The mentioned social activities may be conducted during normal business hours or outside the business hours.



CSR-as-Business refers to a business to act in the well-being of society in terms of manufacturing, trade and service. Examples include manufacturers of energy-efficient / eco-friendly machinery and equipment, socially responsible companies sourcing uncontaminated raw materials, industrial waste management and recycling companies, and CSR consulting / training institutes. The mentioned organizations normally work with companies that share the same corporate social responsibility mindset.

The Company gives importance to engagement and good relationship between the Company and the employees of the Company, and organizes Corporate Social Responsibility activities for public interest, also for society and community development every year. The main purpose is to encourage every employee to have a CSR-focused mindset. Key projects and activities in year 2024 are as follows:

1. Green Industry project to conduct an environmentally friendly and socially responsible business for continuous improvement and sustainable development

In celebration of National Children's Day 2024, the Company provided financial support to the following communities and schools:

- Khlong Tha Kwian Community (Soi Tamco), Bang Chak Subdistrict, Phra Pradaeng District, Samut Prakarn
- Thung Khru Youth Center, Thung Khru District, Bangkok
- Ban Bang Chak School under the Samut Prakan Primary Educational Service Area Office 1
- Wat Chom Nimit School, Bang Chak Subdistrict, Phra Pradaeng District, Samut Prakarn
- Rajprachasamasai School under the Royal Patronage, Bang Chak Subdistrict, Phra Pradaeng District, Samut Prakarn
- Sin Man Khong Condotown Community, Moo 6, Samut Prakarn



The key objective is to encourage children and young people to freely express their talents, creativity, pride and self-confidence. Children are important human resources of the country and major force for the future and the country's stability and prosperity. All children deserve to receive love and care from their family and community. Public and private sectors should facilitate education for children, both in-school learning and out-of-school learning, according to their preferences. Ethics education also helps children to enhance their physical, social, emotional and cognitive development as well as productive ways to spend their leisure time, sustainable utilization of natural resources, self-respect and responsibility, integrity, honesty, kindness, compassion, social responsibility, and adaptation to diverse environmental, economic and social dynamics. It is essential to prepare children for the future as they are valuable resources of the country, also an important factor of the future.

2. Donation of medical equipment: Ambulance equipped with life-saving medical equipment

Bangkok Sheet Metal Public Company Limited (BM) donated an ambulance equipped with life-saving equipment under international safety standard to King Mongkut Chaokhun Thahan Hospital (KMITL Medical Centre), King Mongkut's Institute of Technology Ladkrabang (KMITL). The ambulance has a full separation between the driver compartment and the patient compartment, the negative pressure isolation in the patient cabin. It is mainly used to transport and treat patients as quickly as possible in Bangkok and surrounding areas. In summary, the ambulance provides high quality of urgent pre-hospital treatment and emergency transport to the hospital.

3. King Mongkut's University of Technology North Bangkok (KMUTNB) Alumni Association under the Royal Patronage: Learn and connect with KMUTNB alumni 2024

The objectives of the program are described below:

- 1) To strengthen meaningful relationship and collaboration with the university, current students and alumni in order to sustain strong and effective alumni network
- 2) To create opportunities and initiate new business perspectives for all participants



- 3) To drive and play an important role in strategic planning of KMUTNB Alumni Association in both domestic and overseas
- 4) To visit alumni-owned business of every faculty on a monthly basis

4. Mechatronics and robotics seminar No.2

Bangkok Sheet Metal Public Company Limited (BM) in collaboration with Lopburi Technical College, Rotary Club of Pathumwan, Alumni Association of Pathumwan Institute of Technology, and Mechatronics Pathumwan Alumni Association hosted a special lecture on “What type of technicians or engineers are in high demand in modern industry?” at Lopburi Technical College. The session, led by Mr. Tirawat Amornthatri, the Managing Director of BM, aimed to provide foundational knowledge on robotics and industrial automation design and development to the current students, university and faculty members including interested visitors.

5. Donation of electric Tuk Tuks and technical training kit

Bangkok Sheet Metal Public Company Limited (BM) donated 2 electric tuk-tuks and 1 technical training kit in order to support educational program of the Faculty of Engineering and Architecture at Rajamangala University of Technology Suvarnabhumi.

6. University focus: Next generation mobility

Bangkok Sheet Metal Public Company Limited (BM) provided opportunities for university and faculty members and students from academic institutions such as Nakhon Pathom Rajabhat University, King Mongkut's University of Technology North Bangkok (KMUTNB) under the Royal Patronage, and Rajamangala University of Technology Suvarnabhumi Nonthaburi South Campus to visit its manufacturing facilities. It shows the importance of applying theoretical knowledge to practical situations in the context of the real work. It also helps the students to understand production processes of various products, industrial machinery and manufacturing facilities management. The program



enhances learning outside of the classroom, also alignment with BM's mission to create effective learning environment for students.

4. Prevention of corruption

The Company participates Collective Action Coalition of Thai private sector in accordance with good corporate governance. In addition, the Board of Directors approves anti-corruption policy and principle such as offering and receiving gifts, money, entertainment events, financial supports, and donations. The Company shall not get involved in corruption directly and indirectly, and the executives and employees of the Company, subsidiary and stakeholders shall proceed accordingly. The anti-corruption program shall be publicized on the Company's website and communicate to the stakeholders.

Risk Factors

The risk factors of the Company are as follows:

1. Production Risk

1.1 The risk of steel material price varies based on global market

The Company's main raw materials for production are hot rolled steel sheet, cold rolled steel sheet, galvanized steel sheet (zinc), electro galvanized steel sheet, aluzinc steel sheet, stainless steel sheet and aluminum sheet. The prices of the mentioned raw materials (steel) vary based on global market, and policies of government or domestic authorities, which the Company has to take risk in fluctuation of the steel prices. In case the steel prices increase and the Company does not have sufficient stock of raw materials for production, these may affect the manufacturing cost and profit rate of the Company, as the Company is unable to rise selling prices accordingly.



However, the Company has good relationship with the steel suppliers, and has policy to purchase and manage raw materials (steel) sufficiently and appropriately according to the Company's production plan.

The purchase of steel is classified into 2 categories; 1) the purchase of steel when receiving project confirmation from customers such as contractors, and 2) the purchase of steel to maintain minimum stock (safety stock) for production approximately 7-14 days in advance, in order to prevent the material shortage. Nevertheless, the Company has no policy to stock big lot of steel and no policy for speculation on price fluctuation.

2. Financial Risk

2.1 The risk of reliance on source of funding from financial institutes

To conduct business, the Company relies on source of funding from financial institutes in Thailand. As of 31 December 2024, the Company got long-term loans from financial institutes (including loans with maturity of 1 year) amounting to 189.45 million baht for the investment in the construction of new factory in Free Zone, machinery and equipment, and working capital of the Company respectively.

For the year ended 31 December 2024, the Company's current assets to current liabilities ratio was 1.27, and liabilities to equity ratio was 0.78.

2.2 The risk of changes in interest rates

The Company has risk of changes in interest rates of long-term and short-term loans from domestic financial institutes, which may affect the Company's financial cost. In year 2023 and 2024, the Company paid financial cost (interest expense) to domestic financial institutes amounting to 7.94 million baht and 12.51 million baht respectively. As of 31 December 2024, the Company got loans from financial institutes amounting to 227.55 million baht and the interest rates of financial institutes are floating interest rates for corporate customer in good standing and vary according to recent market, which are Minimum Loan Rate (MLR) and Minimum Overdraft Rate (MOR). If the interest rates



increase, the Company shall have higher interest expense. However, the Company currently less relies on loans from financial institutes as the Company consistently repays the existing loans. Therefore, the risk of interest rate changes of the Company is relatively low.

2.3 The risk of exchange rate

In year 2024, the company's export revenue (credited in US Dollar) amounted to 739.29 million baht. The Company reported profit from exchange rate of 6.84 million baht. The Company used Derivatives such as Forward and Option to minimize foreign exchange risk, also the use of Natural Hedge to make payment in US Dollar when importing some raw materials.

Internal control and risk management

1. Summary of the Board of Directors' opinion on the Company's internal control

The Board of Directors' Meeting No. 1/2025 on 24 February 2025 (3 audit committees present at the meeting) evaluated and considered the adequacy of internal control of the Company (5 principles, 17 topics) according to the internal control evaluation form of SEC and SET.

The Board of Directors had their comment that the Company has adequate and appropriate internal control system for the Company's operation, and the comments of the Independent Directors and Audit Committee are not different from the comment of the Board of Directors. The Company complies with accounting standards generally accepted by SEC and SET including SET regulation. The Company performs internal control regarding transactions of major shareholders, directors, executives or those related to the mentioned persons adequately and appropriately. The approvals of the mentioned transactions shall be made mainly based on benefit of the Company. Moreover, the Company defines policy to carefully consider the mentioned transactions. In the future, the approval of the mentioned transactions shall be made by those who have no conflict of interest of such transactions. The Board of Directors truly is aware of good corporate governance of a listed company.



2. The Comment on the review of internal audit regarding financial report by accounting auditor for the fiscal year 2024

Dharmniti Auditing Company Limited, the Company's certified accounting auditor, submits comment and recommendation regarding internal control relating to accurate and appropriate financial statement preparation and audit methodology appropriate to a particular situation, but not comment on the effectiveness of internal control. After auditing the financial statements as of 31 December 2024, the accounting auditor had no comment on the Company's internal control and reported the audit result to the Audit Committee meeting No.1/2025 on 24 February 2025.

3. The Comment on the review of internal control of the Company by accounting auditor for the year 2024

The Company appoints Aim To Prosperity Company Limited as the Company's internal auditor and Mr. Phaisan Phuratcharoenchai is mainly responsible for conducting internal audit of the Company. The Audit Committee considered profiles of Aim To Prosperity Company Limited and Mr. Phaisan Phuratcharoenchai, and announced that they are qualified for the duty, independent, competency, and have good understanding in business. The internal auditor shall report the internal audit result directly to the Audit Committee and shall comply with internal auditor standards of Institute of Internal Auditor of Thailand.

The selection, appointment, transfer, and withdraw of the head of internal audit of the Company must be considered and approved by the Audit Committee. The qualifications of the head of internal audit are attached.

The Company appoints Aim To Prosperity Company Limited to conduct and review internal audit for the year 2024 on a quarterly basis. The details are as follows:



Audit no.	Audit date	Subject
1/2024	8 - 19 January 2024	1. Internal control system assessment - internal control sufficiency evaluation form 2. ESG system 3. Organization and environment management system 4. Financial system 5. Production system 6. Material and inventory system 7. Accounting system 8. Procurement system
2/2024	1 – 10 April 2024	1. Organization and environment management system 2. ISO system 3. ESG system 4. Sales and marketing system 5. Security and safety system 6. Engineering and design system 7. QC & QA system 8. Engineering and maintenance system 9. Accounting system 10. Financial system
3/2024	1 -12 July 2024	1. Organization and environment management system 2. Information technology system 3. ESG system 4. Production system 5. Material and inventory system 6. Logistics system 7. Financial system 8. Procurement system 9. Human resource management system 10. Accounting system
4/2024	2 - 11 October 2024	1. Organization and environment management system 2. ISO system 3. Sales and marketing system 4. Engineering and design system 5. Engineering and maintenance system 6. ESG system 7. QC & QA system 8. Security and safety system



Audit no.	Audit date	Subject
		9. Accounting system 10. Financial system

Comments of internal auditor

- Internal Audit No. 1/2024: The internal auditor submits internal audit report to the Audit Committee, and makes a total of 4 internal audit observations, and assigns findings as 2 medium risks and 2 low risks. The Company immediately remediates the audit findings to ensure correct and complete operation.
- Internal Audit No. 2/2024: The internal auditor submits internal audit report to the Audit Committee, and makes a total of 5 internal audit observations, and assigns findings as 4 medium risks and 1 low risk. The Company immediately remediates the audit findings to ensure proper operation.
- Internal Audit No. 3/2024: The internal auditor submits internal audit report to the Audit Committee, makes a total of 3 internal audit observations, and assigns findings as medium risk. The Company immediately remediates the audit findings to ensure proper operation.
- Internal Audit No. 4/2024: The internal auditor submits internal audit report to the Audit Committee, and makes no internal audit observation.

The Company appoints the internal auditor to continue their duty and conduct the internal audit of the Company for the year 2025 and also requests Aim To Prosperity Company Limited to propose internal audit plan for the year 2025 at the Audit Committee Meeting No.1/2025 on 24 February 2025. The Audit Committee acknowledges the internal audit plan for the year 2025, totally 4 times as follows:

- 1st time: within January 2025
- 2nd time: within April 2025



- 3rd time: within July 2025
- 4th time: within October 2025

**Transaction****1. Connected transaction****1.1 Relationship**

The Company had transactions with persons who may have conflict of interest. The mentioned transactions were between the directors and/or executives and/or major shareholders and related companies, which occurred during the fiscal year 2023 ended 31 December 2023 and the fiscal year 2024 ended 31 December 2024.

The Company had transactions with juristic persons and individuals who may have conflict of interest as listed below:

Juristic person/person who may have conflict	Relationship	Transaction (Yes = ✓, No = ✕)	
		Year 2023 ended 31 December 2023	Year 2024 ended 31 December 2024
1. Nitto Kogyo BM (Thailand) Company Limited (NBT): Manufacturing, trading and sales of electric and mechanical equipment such as panel boards,	- The Company as a major shareholder of NBT, holding 48% of registered capital. - Nitto Kogyo Corporation (Japan) holding 49% of registered capital. - Bangkok MUFG Limited holding 3% of registered capital.	✓	✓



Juristic person/person who may have conflict	Relationship	Transaction (Yes = ✓, No = ✕)	
		Year 2023 ended 31 December 2023	Year 2024 ended 31 December 2024
consumer units, metal enclosures, racks and so on.			
2. BM Innotech Industry Company Limited: Machinery design, research development and improvement	- The Company as major shareholder of BMI, holding 70% of registered capital.	✓	✓



2. Details of connected transaction

The connected transactions between juristic persons and individuals who may have conflict of interest during the fiscal year 2023 ended 31 December 2023 and the fiscal year 2024 ended 31 December 2024 are listed below:

Person who may have conflict	Transaction	Transaction value (million baht)		Necessity and appropriateness
		Year 2023 As of 31 December 2023	Year 2024 As of 31 December 2024	
1. Nitto Kogyo BM (Thailand) Company Limited (NBT)	<u>Sales revenue</u> - The Company sold metal trunking and electrical enclosures to NBT.	4.14	4.88	The Company sold metal trunking and electrical enclosures underpricing standard according to commercial conditions. <u>The Audit Committee's opinion</u> The Audit Committee gave opinion that such transaction was normal business transaction and appropriate. The prices and payment terms were not different from other customers.
	<u>Account receivable</u> - The Company had account receivable from the mentioned sales.	0.20	1.27	
	<u>Purchase</u> - The Company purchased cabinet	2.46	0.58	



Person who may have conflict	Transaction	Transaction value (million baht)		Necessity and appropriateness
		Year 2023 As of 31 December 2023	Year 2024 As of 31 December 2024	
	equipment from NBT. <u>Trade payable</u> - The Company had trade payable from the mentioned purchases.	0.44	0.10	
2. BM Innotech Industry Company Limited (BMI)	<u>Sales revenue</u> - The Company sold battery and accessories to BMI <u>Account receivable</u> - The Company had account receivable from the mentioned sales.	28.79 2.91	26.66 13.42	The Company sold battery and accessories according to general commercial terms & conditions and prices. <u>The Audit Committee's opinion</u> The Audit Committee gave opinion that such transaction was normal business transaction. The prices and payment terms were not different from other customers.



3. The Audit Committee's opinion

The Audit Committee Meeting No. 1/2025 on 24 February 2025 considered the connected transactions between the Company and juristic persons or individuals who may have conflict of interest or conflict of future interest. The Audit Committee provided opinion that the connected transactions were reasonable, complied with commercial conditions and fair practice, and same as juristic persons or individuals who were irrelevant, also there was no benefit transfer between those.

4. Measure and procedure to approve connected transaction

The Board of Directors' Meeting No. 1/2015 (the first Board of Directors' Meeting after converted into a listed company) on 18 May 2015 approved the measure and procedure for approval of connected transaction as follows:

4.1 Measure and procedure to approve connected transaction

In case of connected transactions between the Company and persons who involve, may have conflict of interest or conflict of future interest, commercial agreements which contractual parties can commonly do in the same situation, trade bargaining without influence of the directors, executives or relevant persons, general commercial conditions or market prices which are reasonable and checkable, and no benefit transfer, the Company's executives are able to perform as usual under the approval of the Board of Directors and submits summary report to the Audit Committee on a quarterly basis.

In case of connected transactions are not normal, the Company's Audit Committee shall determine necessity and suitability of such transaction. In case that the Audit Committee does not have expertise to consider the connected transactions, the Company shall request independent evaluator, specialist or accounting auditor to provide opinion on such connected transactions to the Audit Committee. Next, the Audit Committee shall express opinion to the Board of Directors or the shareholders and get approval of



such connected transactions. Nevertheless, the Company shall disclose and remark the connected transactions in financial statements audited by the Company's accounting auditor. If the common stocks of the Company are registered on the Market for Alternative Investment (mai), the Company shall disclose the connected transactions in annual transaction form (Form 56-1) and annual report (Form 56-2) in accordance with SEC and SET law and regulation. As well, the approval of the connected transactions must follow SEC and SET law, regulation and announcement. The persons who may have conflict of interest to the connected transactions shall not have the right to vote for the connected transactions.

The Company shall announce policy of connected transaction between the Company and juristic person, individual or relevant person, also officially announce asset acquisition or disposal of the Company according to the announcement of Capital Market Supervisory Board and regulations as defined by SEC and SET to the employees.

5. Policy or trend of future connected transaction

The Board of Directors' Meeting No. 1/2015 (the first Board of Directors' Meeting after converted into a listed company) on 18 May 2015 approved policy or trend of future connected transaction as follows:

5.1 Policy or trend of future connected transaction

In the future, if the Company needs to proceed connected transaction with person who may have conflict of interest to the Company, the Company shall define conditions according to normal commercial operation and market price, compared to the price in the same business industry, which the Company agrees with external person. The Audit Committee shall provide opinion on price, remuneration, including necessity and suitability of such connected transaction. In case that the Audit Committee does not have expertise to consider the connected transaction, the Company shall request independent evaluator, specialist or accounting auditor to provide opinion on such connected transaction to the Audit Committee. Next, the Audit Committee shall express opinion to the Board of Directors or the shareholders.



Nevertheless, the Company shall disclose and remark the connected transaction in financial statements audited by the Company's accounting auditor. If the common stocks of the Company are registered on the Market for Alternative Investment (mai), the Company shall disclose the connected transaction in annual transaction form (Form 56-1) and annual report (Form 56-2) in accordance with the SEC and SET laws, regulations, notices and announcements.

Considering future connected transaction, the directors shall follow SEC and SET regulation and shall not approve any connected transaction which themselves may have conflict of interest to the Company. The directors shall disclose such connected transaction to the Board of Directors for consideration. The Company shall comply with SEC and SET laws, regulations, and announcements. Besides, the Company shall strictly follow the disclosure regulation regarding the connected transaction and the Company's asset acquisition or disposal according to accounting standard required by Accounting Association. The Company shall not proceed connected transaction with juristic person who do not perform normal business conduct.

In the year 2024, the company strictly implemented policy of connected transaction. The Audit Committee considered that the company's connected transactions were appropriate and not different from other customers of the Company, also benefited the company. The Company disclosed and remarked the connected transactions in financial statements audited by the Company's accounting auditor, and already disclosed the connected transactions in annual transaction form (Form 56-1) and annual report (Form 56-2).

6. Measure to protect investors

To protect the investors, in case of any connected transaction (between the Company and person who may have conflict of interest or future conflict) occurring in future, the Company shall propose the connected transaction to the Board of Directors' Meeting, the Audit Committee in attendance, to ensure



that the connected transaction is proceeded fairly with appropriate pricing policy. The Board of Directors shall comply with SEC and SET laws, regulations, and announcements, also strictly follow the disclosure regulation regarding the connected transaction and the Company's asset acquisition or disposal. Nevertheless, the Company shall disclose and remark the connected transaction in financial statements reviewed or audited by the Company's accounting auditor.



Financial information

Summary of financial statements and operating results

(1) Statements of financial position

Statements of financial position	Ended 31 December 2022		Ended 31 December 2023		Ended 31 December 2024	
	Equity method		Equity method		Equity method	
	Million baht	%	Million baht	%	Million baht	%
Cash and cash equivalents	35.78	2.51	28.65	1.75	53.97	3.41
Account receivables and other receivables	208.15	14.61	378.22	23.10	342.62	21.64
Inventories	205.11	14.39	212.58	12.98	180.09	11.38
Total current assets	497.55	34.92	619.45	37.84	576.68	36.43
Other non-current financial assets	14.30	1.00	16.00	0.98	11.00	0.69
Investment in associated company ^{1/}	45.25	3.18	30.89	1.89	23.16	1.46
Other long-term investment	-	-	-	-	-	-
Property, plant and equipment	842.52	59.13	935.97	57.17	933.30	58.96
Right-of-use assets	5.05	0.35	13.43	0.82	14.74	0.93
Intangible assets	4.65	0.33	4.59	0.28	3.29	0.21
Deferred tax assets	15.51	1.09	16.81	1.03	20.68	1.31
Other non-current assets	0.05	0.00	0.05	0.00	0.04	0.00
Total non-current assets	927.33	65.08	1,017.73	62.16	1,006.22	63.57
Total assets	1,424.88	100.00	1,637.18	100.00	1,582.90	100.00
Bank overdrafts and short-term loans from financial institutions	60.0	4.21	83.79	5.12	61.75	3.90
Trade payables and other payables	241.95	16.98	356.03	21.75	344.56	21.77
Current portion of lease liabilities	20.12	1.41	18.24	1.11	7.97	0.50

Statements of financial position	Ended 31 December 2022		Ended 31 December 2023		Ended 31 December 2024	
	Equity method		Equity method		Equity method	
	Million baht	%	Million baht	%	Million baht	%
Current portion of long-term loans	28.96	2.03	37.68	2.30	38.10	2.41
Accrued corporate income tax	2.56	0.18	3.29	0.20	1.30	0.08
Total current liabilities	360.96	25.33	499.03	30.48	453.68	28.66
Lease liabilities	24.81	1.74	10.76	0.66	4.63	0.29
Long-term loans	134.57	9.44	158.30	9.67	189.45	11.97
Provision for long-term employee benefits	36.58	2.57	41.12	2.51	44.01	2.78
Total non-current liabilities	195.96	13.75	210.19	12.84	238.09	15.04
Total liabilities	556.92	39.09	709.21	43.32	691.77	43.70
Registered capital	343.15	24.08	388.23	23.71	388.23	24.53
Issued and fully paid capital	259.23	18.19	302.96	18.51	327.71	20.70
Share premium	413.29	29.01	441.15	26.95	470.84	29.75
Retained earnings:						
Appropriated - statutory reserve	28.48	2.00	31.20	1.91	35.71	2.26
- share repurchase					132.58	8.38
Unappropriated	166.56	11.69	152.16	9.29	56.02	3.54
Repurchase shares reserve					(132.58)	(8.38)
Other components of shareholders' equity	0.05	0.00	0.05	0.00	0.17	0.01
Non-controlling interests	0.35	0.02	0.45	0.03	0.69	0.04
Total shareholder's equity	867.96	60.91	927.97	56.68	891.13	56.30
Total liabilities and shareholder's equity	1,424.88	100.00	1,637.18	100.00	1,582.90	100.00



Statements of comprehensive income

Statements of comprehensive income	Year 2022		Year 2023		Year 2024	
	Equity method		Equity method		Equity method	
	Million baht	%	Million baht	%	Million baht	%
Sales and Service Income	1,289.06	98.76	1,419.28	99.22	1,564.14	97.95
Other Income	16.16	1.24	11.09	0.78	32.76	2.05
Total Revenues	1,305.22	100.00	1,430.37	100.00	1,596.90	100.00
Cost of Sales and Services	1,094.51	83.86	1,186.85	82.98	1,312.25	82.17
Profit (Excluding Other Income)	194.55	14.91	232.43	16.25	251.89	15.77
Selling expenses	55.02	4.22	64.82	4.53	68.41	4.28
Administrative expenses	73.67	5.64	109.08	7.63	113.76	7.12
Share of profit (loss) from investments in associate companies	(10.29)	0.79	(14.37)	1.00	(7.85)	0.49
Profit before finance costs and income tax expenses	71.73	5.50	55.24	3.86	94.62	5.93
Finance costs	7.77	0.60	7.94	0.56	12.51	0.78
Profit before income tax expenses	63.96	4.90	47.30	3.31	82.12	5.14
Income tax expenses (income)	8.83	0.68	7.03	0.49	(0.88)	0.06
Profit (loss) for the year	55.13	4.22	40.27	2.82	83.00	5.20
Other comprehensive income (expense) for the year	1.00	0.08	-	-	0.12	0.01
Total comprehensive income for the year	56.13	4.30	40.27	2.82	83.12	5.21
Basic earnings per share (baht per share)	0.12		0.09		0.14	



Statements of cash flows

(Unit : Million baht)

Statements of cash flows	Year 2022	Year 2023	Year 2024
	Equity method	Equity method	Equity method
Cash flows from operating activities			
Profit for the year	55.13	40.27	83
Adjustments to reconcile profit for the year to net cash provided by (used in) operating activities:			
Depreciation and amortization	53.80	53.98	64.23
Allowance for expected credit losses (reversal)	(4.53)	(4.85)	16.04
Allowance for the decline in value of obsolete inventories	2.14	6.81	0.43
(Gain) loss on sales of assets	(0.46)	0.90	0.63
Loss from tax refund		0.65	-
Unrealized (gain) loss on sale of investment in associated company			
Unrealized (gain) loss on exchange rate	(3.64)	(7.30)	(0.42)
Loss from sale of other investment			
Share of (profit) loss from investment in associated companies	10.30	14.37	7.85
Interest expense	(0.07)	(0.17)	(0.28)
Provision for long-term employee benefits expenses	4.04	4.54	4.79
Interest expenses	7.77	7.94	12.51
Income tax expense	8.83	7.03	(0.88)
Income from operating activities before changes in operating assets and liabilities	133.30	124.18	187.92
(Increase) decrease in operating assets			



Statements of cash flows	Year 2022	Year 2023	Year 2024
	Equity method	Equity method	Equity method
Account receivables and other receivables	(6.79)	(148.06)	20.91
Inventories	1.80	(14.28)	32.06
Increase (decrease) in operating liabilities			
Trade payables and other payables	46.97	89.55	(4.91)
Cash paid for provision for long-term employee benefits	(1.60)	-	(1.90)
Cash received (paid) from operating	173.67	51.39	234.08
Cash paid for interest	(5.66)	(6.16)	(12.55)
Cash paid for income tax	(7.20)	(7.61)	(4.97)
Cash received from tax refund	-	35.07	-
Cash received from interest income	0.11	0.36	0.22
Net cash from provided by (used in) operating activities	166.59	79.22	229.33
Cash flows from investing activities			
(Increase) decrease in other non-current financial assets	-	(1.70)	5
Cash paid for purchase of property, plant and equipment	(117.58)	(129.07)	(66.69)
Cash paid for purchase of right-of-use assets	(1.61)	(6.04)	(1.58)
Cash paid for purchase of intangible assets	(4.14)	(1.29)	(0.16)
Cash received from sale of investment in associated company	-	-	-
Cash received from sales of equipment	0.52	0.65	1.16
Cash received from dividend	-	-	-



Statements of cash flows	Year 2022	Year 2023	Year 2024
	Equity method	Equity method	Equity method
Net cash from provided by (used in) investing activities	(122.91)	(137.46)	(62.31)
Cash flows from financing activities			
Increase (decrease) in bank overdrafts and short-term loans from financial institutions	(106.69)	23.79	(22.04)
Cash paid for lease liabilities	(21.83)	(22.31)	(18.28)
Cash paid for long-term loans	(17.73)	60.01	(190.62)
Cash received from long-term loans	90.40	(27.55)	222.19
Cash received from investment in share capital from warrant	46.57	71.59	54.43
Cash paid for dividend	(18.88)	(51.85)	(41.81)
Net cash provided by (used in) financing activities	(33.82)	47.52	(141.26)
Net increase (decrease) in cash and cash equivalents – net	9.96	(10.72)	25.76
Unrealized gain on exchange rate from the translation of foreign currency bank deposits	2.36	3.60	(0.44)
Cash and cash equivalents - beginning of year	23.46	35.78	28.65
Cash and cash equivalents - ending of year	<u>35.78</u>	<u>28.65</u>	<u>53.97</u>

(1) Financial ratio

Financial ratio	Year 2022	Year 2023	Year 2024
<u>Liquidity ratio</u>			
Liquidity ratio (time)	1.38	1.24	1.27



Financial ratio		Year 2022	Year 2023	Year 2024
Quick liquidity ratio	(time)	0.81	0.82	0.87
Cash flow ratio	(time)	0.41	0.18	0.48
Account receivable turnover ratio	(time)	6.10	4.51	4.43
Average debt collection period	(day)	59.84	75.40	82.39
Finished Goods (FG) turnover ratio ^{/1}	(time)	23.78	21.45	22.63
Average selling FG period ^{/1}	(day)	15.35	17.02	16.13
Inventory turnover ratio ^{/2}	(time)	5.29	5.68	6.68
Average selling goods period ^{/2}	(day)	69.06	64.23	54.64
Trade payable turnover ratio	(time)	5.09	3.97	3.75
Payment period	(day)	71.75	91.95	97.33
Cash cycle calculating from inventories ^{/3}	(day)	57.15	47.68	39.70
<u>Profitability ratio</u>				
Profit ratio	(percent)	15.09	16.38	16.10
Operating profit margin	(percent)	6.36	4.87	6.42
Net profit margin	(percent)	4.22	2.82	5.20
Return on Equity (ROE) ratio	(percent)	6.67	4.48	9.12
<u>Efficiency ratio</u>				
Return on Assets (ROA) ratio	(percent)	5.18	3.61	5.88
Return on Fixed Assets (ROFA) ratio	(percent)	13.46	10.60	15.75
Asset turnover ratio	(time)	0.94	0.93	0.99
<u>Financial policy ratio</u>				
Liabilities to Equity ratio	(time)	0.64	0.76	0.78
Interest coverage ratio	(time)	23.58	11.86	8.19



Remark: ^{/1} Calculate from cost of sales divided by inventories (only Finished Goods (FG), excluding Work in Process (WIP) and raw materials) on average.

^{/2} Calculate from cost of sales divided by total inventories (Finished Goods (FG), Work in Process (WIP) and raw materials) on average.

^{/3} Calculate from collection period plus selling period, then minus selling period, in case of calculate from cost of sales, divided by total inventory (Finished Goods (FG), Work in Process (WIP) and raw material) on average.



Financial discussion & analysis and operating results

1. Overview of operating results

Bangkok Sheet Metal Public Company Limited (BM) manufactures and sells steel products such as metal trunking, communication racks, cabinets and enclosures, and electrical switchboards for buildings, condominiums, offices, shopping malls, factories, power plants, etc. under “BSM”, “BM” and “BEST” brands, plus customize steel products as per customer requirements. Moreover, the Company sells white conduit by outsourcing to supplier to manufacture white conduit under the Company’s brand, while the Company conversely is a dealer of the white conduit supplier. In addition, at the end of 2017, the Company has invested in Nitto Kogyo BM (Thailand) Company Limited (NBT) to manufacture and sell electric and mechanical equipment such as panel boards, consumer units, metal enclosures, racks, etc. Presently, the Company holds 48% of NBT’s paid-up capital.

The Company has 6 product categories as stated below:

- 1) Metal trunking and white conduit
- 2) Communication rack, cabinet and enclosure
- 3) Electrical switchboard and lighting fixture
- 4) Fabrication and metal working
- 5) Mold & die making, machine tool and equipment
- 6) Sheet metal part, press part, machine part and assembly part

The Company’s total revenues in the year 2022, 2023 and 2024 were 1,305.22 million baht, 1,430.37 million and 1,596.90 million baht respectively, and net profits in such mentioned years were 55.13 million baht, 40.27 million baht and 83.12 million baht respectively.



1.1 Income

The Company had total revenues in the year 2022, 2023 and 2024 amounting to 1,305.22 million baht, 1,430.37 million baht and 1,596.90 million baht respectively. Sales and service income amounted to 1,289.06 million baht, 1,419.28 million baht and 1,564.14 million baht or equivalent to 98.76%, 99.22% and 97.95% of total revenues respectively. Other income amounted to 16.16 million baht, 11.09 million baht and 32.76 million baht or equivalent to 1.24%, 0.78% and 2.05% of total revenues respectively.

Income by product category in year 2022 - 2024

Income	Year 2022		Year 2023		Year 2024	
	Million baht	%	Million baht	%	Million baht	%
Sales Revenue						
1) Revenue of Metal Trunking and White Conduit	513.99	39.38	564.25	39.45	528.63	33.10
2) Revenue of Communication Rack, Cabinet and Enclosure	51.17	3.92	31.16	2.18	26.76	1.68
3) Revenue of Electrical Switchboard and Lighting Fixture	37.15	2.85	63.61	4.45	55.61	3.48
4) Revenue of Fabrication and Metal Working	17.02	1.30	6.40	0.45	21.62	1.35
5) Revenue of Mold & Die Making, Machine Tool and Equipment ^{/1}	491.79	37.68	621.89	43.48	749.01	46.90
6) Revenue of Sheet Metal Part, Press Part, Machine Part and Assembly Part	147.88	11.33	114.13	7.98	153.07	9.59
7) Revenue of Trading ^{/2}	18.37	1.41	16.73	1.17	21.37	1.34
Revenue of Product Sales	1,277.37	97.87	1,418.17	99.15	1,556.07	97.44

Income	Year 2022		Year 2023		Year 2024	
	Million baht	%	Million baht	%	Million baht	%
Revenue of Service ^{/3}	11.69	0.90	1.11	0.08	8.07	0.51
Revenue of Product Sales and Service	1,289.06	98.76	1,419.28	99.22	1,564.14	97.95
Other Revenue ^{/4}	16.16	1.24	11.09	0.78	32.76	2.05
Total Revenues	1,305.22	100.00	1,430.37	100.00	1,596.90	100.00

Remark: ^{/1} Income of mold & die making, machine tool and equipment, plus export of metal furniture

^{/2} Income from trading such as income from selling assembly equipment, powder paints, etc.

^{/3} Income from service such as income from powder painting service for external customers

^{/4} Other income such as interest income, gain (loss) arising from sale, disposal, and write-off of assets (selling scraps), etc.

Sales and service income

The Company had sales and service income in the year 2022, 2023 and 2024 amounting to 1,289.06 million baht, 1,419.28 million baht and 1,564.14 million baht or equivalent to 98.76%, 99.22% and 97.95% of total revenues respectively. Sales and service income for the year 2024 increased by 144.86 million baht or equivalent to 10.21% compared to the previous year. The structure of sales and service income is described as follows:

- 1) Revenues from selling metal trunking and white conduit in the year 2022, 2023 and 2024 were 513.99 million baht, 564.25 million baht and 528.63 million baht or equivalent to 39.38%, 39.45% and 33.10% of total revenues respectively. The main revenue of the Company in year 2024 was the revenue from selling metal trucking and white conduit



(Product Category 1), which in general was similar to previous years, depending on the number of active projects in each year.

- 2) Revenues from selling communication rack, cabinet and enclosure in the year 2022, 2023 and 2024 were 51.17 million baht, 31.16 million baht and 26.76 million baht or equivalent to 3.92%, 2.18% and 1.68% of total revenues respectively. The revenue from selling communication rack, cabinet, and enclosure (Product Category 2) for the year 2024 decreased by 4.40 million baht from the previous year due to a decrease in orders from customers.
- 3) Revenues from selling electrical switchboard and lighting fixture in the year 2022, 2023 and 2024 were 37.15 million baht, 63.61 million baht and 55.61 million baht or equivalent to 2.85%, 4.45% and 3.48% of total revenues respectively. The revenue from selling electrical switchboard and lighting fixture (Product Category 3) for the year 2024 decreased by 8 million baht or equivalent to 12.58.% compared to the previous year.
- 4) Revenues from fabrication and metal working in the year 2022, 2023 and 2024 were 17.02 million baht, 6.40 million baht and 21.62 million baht or equivalent to 1.30%, 0.45% and 1.35% of total revenues respectively. The revenue from fabrication and metal working (Product Category 4) for the year 2024 increased by 15.22 million baht or 237.81% compared to the previous year.
- 5) Revenues from mold & die making, machine tool and equipment in the year 2022, 2023 and 2024 were 491.79 million baht, 621.89 million baht and 749.01 million baht or equivalent to 37.68%, 43.48% and 46.90% of total revenues respectively. The revenue from mold & die making, machine tool and equipment (Product Category 5) for the year 2024 increased by 127.12 million baht or equivalent to 20.44% compared to the previous year. The Company has begun operation at Factory No. 1 in Free Zone, which help to increase the Company's production capacity for export growth.
- 6) Revenues from selling sheet metal part, press part, machine part and assembly part in the year 2022, 2023 and 2024 were 147.88 million baht, 114.13 million baht and 153.07 million baht or equivalent to 11.33%, 7.98% and 9.59% of total revenues respectively. The revenue

from selling Product Category 6 for the year 2024 increased by 38.94 million baht or equivalent to 34.12% compared to the previous year. Sales of agricultural machinery have recovered after the slowdown in 2023, and results in an increase in orders.

- 7) Revenues from trading such as assembly tool & equipment, fitting, powder coating, etc. in the year 2022, 2023 and 2024 were 18.37 million baht, 16.73 million baht and 21.37 million baht or equivalent to 1.41%, 1.17% and 1.34% of total revenues respectively. The revenue from trading for the year 2024 increased by 4.64 million baht or equivalent to 27.73% compared to the previous year.
- 8) Revenues from service such as income from powder painting service for external customers in the year 2022, 2023 and 2024 were 11.69 million baht, 1.11 million baht and 8.07 million baht or equivalent to 0.90%, 0.08% and 0.51% of total revenues respectively.

Revenue structure by customer cluster in year 2022 - 2024

Customer cluster	Year 2022		Year 2023		Year 2024	
	Million baht	%	Million baht	%	Million baht	%
Contractor cluster	551.14	42.76	627.86	44.24	584.24	37.35
Business cluster	737.92	57.24	791.42	55.76	979.90	62.65
Total sales and service income	1,289.06	100.00	1,419.28	100	1,564.14	100.00

Considering the above revenue structure by customer cluster, the Company's main customers were electrical system and construction contractors (contractor cluster). The revenues of the mentioned cluster in the year 2022, 2023 and 2024 were 551.14 million baht, 627.86 million baht and 584.24 million baht or equivalent to 42.76%, 44.24% and 37.35% of sales and service income respectively. The revenues of business cluster in the year 2022, 2023 and 2024 were 737.92 million baht, 791.42 million baht and 979.90 million baht or equivalent to 57.24%, 55.76% and 62.65% of sales and service income respectively.



Other income

The Company had other income in the year 2022, 2023 and 2024 were 16.16 million baht, 11.09 million baht and 32.76 million baht or equivalent to 1.24%, 0.78% and 2.05% of total revenues respectively. Other income consisted of interest income, gain (loss) arising from sale, disposal, and write-off of assets (selling scraps), etc.

1.2 Cost of sales and profit margin

The Company's cost of sales and service for the year ended 31 December 2024 was 1,312.25 million baht, increasing by 125.40 million baht or equivalent to 10.57% compared to the same period of the previous year (year 2023). Profit margin excluding other income decreased by 0.28%, from 16.38% (year 2023) to 16.10% (year 2024). The Company got orders for mass production, as a result, higher scrap value was recorded under other income. Therefore, profit margin including other income was also higher.

1.3 Selling and administrative expenses

For the year ended 31 December 2024 and 2023, the Company had selling and administrative expenses of 113.76 million baht and 109.09 million baht respectively, increasing by 4.67 million baht or equivalent to 4.28%. The rising expenses were relative to the growth in sales, however the rise in sales was greater than the rise in expenses.

Financial cost

The Company had finance cost of 12.51 million baht, increasing by 4.57 million baht or equivalent to 57.56%, over the same period of the previous year. Higher policy interest rate made the cost of borrowing more expensive. Besides, there was a rise in long-term loan for the construction of new factory in Free Zone.



1.4 Net profit and net profit margin under the Equity Method

For the year ended 31 December 2024, the Company reported net profit of 83 million baht and net profit margin of 5.20%, reflecting a 106.11% increase compared to year 2023.

1.5 Return on Equity

The Company had Return on Equity (ROE) in year 2023 and 2024 of 4.48% and 9.12% respectively, because the Company's net profit increased. In addition, the Company managed to use cash from excess liquidity for share repurchase program, resulting in a higher return on equity.

2. Statements of financial position

2.1 Total assets

As of 31 December 2022, 2023 and 2024, the Company had total assets of 1,424.88 million baht, 1,637.18 million baht and 1,582.90 million baht respectively. The details were stated as follows:

Current assets

As of 31 December 2022, 2023 and 2024, the Company had current assets of 497.55 million baht, 619.45 million baht and 576.68 million baht or equivalent to 34.92%, 37.84% and 36.43% of total assets respectively. The details were as follows:

- Cash and cash equivalents as of 31 December 2022, 2023 and 2024 were 35.78 million baht, 28.65 million baht and 53.97 million baht or equivalent to 2.51%, 1.75% and 3.41% of total assets respectively, which consist of cash, petty cash, savings deposit and interest from pledged deposit.



- Account receivables and other receivables – net of the Company as of 31 December 2022, 2023 and 2024 were 256.66 million baht, 378.23 million baht and 342.57 million baht or equivalent to 18.01%, 23.10% and 21.64% of total assets respectively as follows:

(Unit : Million baht)

	31 Dec 2022	31 Dec 2023	31 Dec 2024
Account receivables – related parties	0.59	0.20	1.27
Account receivables – unrelated parties	231.42	359.75	345.17
Less: Allowance for expected credit losses	(25.05)	(20.20)	(36.24)
Account receivables – net	206.96	339.75	310.20
Other receivables – net	49.70	38.48	32.37
Total account receivables and other receivables – net	256.66	378.23	342.57

Considering account receivables as of 31 December 2023 and 2024, the Company's account receivables and other receivables decreased because the Company improved to speed up successful debt collections.

(Unit : Million baht)

Account receivables	31 Dec 2023	%	31 Dec 2024	%
Not yet due				
Account receivables – related parties	0.20	0.06	1.27	0.37
Account receivables – unrelated parties	174.55	48.52	204.10	58.91
Over due				
- Less than or equal to 3 months	162.10	45.01	105.34	30.41
- More than 3 months to 6 months	5.08	1.41	2.79	0.81



- More than 6 months to 12 months	5.49	1.52	3.46	1.00
- More than 12 months	12.53	3.48	29.47	8.50
Total account receivables	359.95	100.00	346.43	100.00
Less: Allowance for expected credit losses	(20.20)		(36.24)	
Total account receivables - net	339.75		310.19	

Considering account receivables by aging, most of account receivables were (1) Account receivables not yet due, and (2) Account receivables over due less than or equal to 3 months as of 31 December 2023 and 2024 were 162.10 million baht and 105.34 million baht or equivalent to 45.01% and 30.41% of total account receivables respectively, and (3) Account receivables over due more than 12 months as of 31 December 2024 were 29.47 million baht or equivalent to 8.50% of total account receivables. The Company filed debt collection lawsuits against customers to collect overdue payments. As well, the Company has in place a policy regarding an allowance for doubtful accounts according to the Thai Financial Reporting Standards 9 (TFRS9).

The Company sets credit term for account receivables to pay in 30 - 90 days by considering financial position of customers, payment history, purchase frequency and purchase amount. The Company's average debt collection periods in year 2022, 2023 and 2024 were 60 days, 75 days, and 82 days respectively.

Inventories - net as of 31 December 2022, 2023 and 2024 were 205.11 million baht, 212.58 million baht and 180.10 million baht or equivalent to 14.39%, 12.98% and 11.38% of total assets respectively.

The Company reported the values of Finished Goods (FG) and Work in Process (WIP), and cost of raw materials including cost price under Weighted Average Costing method or net value, depending on which value was lower. The Company also reported cost



price under First in, First out (FIFO) method or net value, depending on which value was lower. The Company considered them as a part of manufacturing cost after inventory draw.

The detail are as follows:

	(Unit : Million baht)					
	31 Dec 2022	%	31 Dec 2023	%	31 Dec 2024	%
Finished goods	41.42	18.74	70.74	30.06	46.74	23.00
Work in Process	53.87	24.37	38.77	16.48	47.74	23.49
Raw materials	114.53	51.82	119.99	50.99	104.31	51.32
Goods in transit	11.21	5.07	5.81	2.47	4.46	2.19
Total	221.03	100.00	235.31	100.00	203.25	100.00
<u>Less:</u> Adjustment from cost price to net value	(15.92)		(22.73)		(23.16)	
Inventories – net	205.11		212.58		180.10	

Majority of inventories as of 31 December 2022, 2023 and 2024 was raw materials, equivalent to 51.82%, 50.99% and 51.32% of total inventories respectively. Main raw materials of the Company were steel, consumables, and powder paints. Major customers of the Company were system and construction contractors, plus export of metal furniture. Therefore, the Company needed to maintain sufficient inventories to support the demands of each project. The Company's Finished Goods (FG) as of 31 December 2024 was 23% of total inventories. Most of Finished Goods (FG) were metal trunking which the Company already manufactured as per customer orders, also industrial racks for exports were in awaiting shipment status.

The Company's average selling periods for the year 2022, 2023 and 2024 were 15 days, 17 days and 16 days respectively.



The Company sets policy and reported provision for obsolete inventories, which are finished goods, consumables, powder paints, and goods in process at the age of more than 1 year. But the Company did not have provision for steel materials due to low rate of deterioration.

Non-current assets

As of 31 December 2022, 2023 and 2024, the Company had non-current assets of 927.33 million, 1,017.73 million baht and 1,006.22 million baht or equivalent to 65.08%, 62.16% and 63.57% of total assets respectively. The details are as follows:

- Investment in associated company as of 31 December 2023 and 2024 were 30.89 million baht and 23.16 million baht respectively.

In 2024, the Company recognized share of profit (loss) from investment in associated company amounting to 7.85 million baht.

(Unit : Million baht)

Associated company	Year 2024	Year 2023
Nitto Kogyo BM (Thailand) Company Limited (NBT)	(7.85)	(14.36)
Total	(7.85)	(14.36)

- Property, plant and equipment - net of the Company as of 31 December 2022, 2023 and 2024 amounted to 842.52 million baht, 935.97 million baht and 933.30 million baht or equivalent to 59.13%, 57.17% and 58.96% to total assets respectively. In year 2023, the Company continuously invested in buildings, machinery, and factory systems in Free Zone, and they all completed in year 2024. The Company must start the depreciation, however there were only minor changes.



- Intangible assets of the Company as of 31 December 2022, 2023 and 2024 which were computer software amounted to 4.65 million baht, 4.59 million baht and 3.29 million baht, accounting for 0.33%, 0.28% and 0.21% of total assets respectively.

2.2 Source of funding

Liabilities

Total liabilities

As of 31 December 2022, 2023 and 2024 the Company had total liabilities of 556.92 million baht, 709.22 million baht and 691.77 million baht or equivalent to 39.09%, 43.32% and 43.70% of total assets respectively. The significant activities are stated below:

Total current liabilities

As of 31 December 2022, 2023 and 2024, the Company had total current liabilities of 360.96 million baht, 499.03 million baht and 453.68 million baht, accounting for 25.33%, 30.48% and 28.66% of total assets respectively. The details are as follows:

- Trade payables and other payables as of 31 December 2022, 2023 and 2024 were 249.32 million baht, 356.03 million baht and 344.56 million baht or equivalent to 17.50%, 21.75% and 21.77% of total assets respectively. The details are presented in below table:

	(Unit: Million baht)		
	<u>31 Dec 2022</u>	<u>31 Dec 2023</u>	<u>31 Dec 2024</u>
Trade payables – related parties	0.85	0.44	0.09
Trade payables – unrelated parties	204.45	293.27	280.55
Other payables – unrelated parties	2.39	2.25	4.01



Account payables for purchase of machinery	1.90	18.07	11.14
Advance received for goods	6.69	5.07	4.66
Accrued expenses	33.03	36.78	44.03
Interest payables	0.01	0.13	0.08
Total trade payables and other payables	249.32	356.03	344.56

Considering trade payables, the Company's trade payables slightly decreased because the Company improved and was able to maintain optimal inventory levels in a more effective way.

Trade creditors give the Company trade credit terms of 30 – 90 days. The Company's average payment periods in year 2022, 2023 and 2024 were 72 days, 92 days, and 97 days respectively. The Company had longer payment periods because purchases of main raw materials rose over last year (year 2023). However, the Company was capable to make full domestic payment within payment terms.

Significant activities of accrued expenses were expenses related to imports and exports.

Total non-current liabilities

As of 31 December 2022, 2023 and 2024, the Company had total non-current liabilities of 195.96 million baht, 210.19 million baht and 238.09 million baht or equivalent to 13.75%, 12.84% and 15.04% of total assets respectively. The details are as follows:

- Long-term loans: As of 31 December 2022, 2023 and 2024, the Company had long-term loans from financial institutes - net amounting to 134.57 million baht, 158.30 million baht and 189.45million baht or equivalent to 9.44%, 9.67% and 11.97% of total assets respectively. After combining long-term liabilities with the maturity of 12 months, the Company had long-term loans as of 31 December 2022, 2023 and 2024 amounting to 163.53 million baht, 195.99



million baht and 227.55 million baht or equivalent to 11.48%, 11.97% and 14.38% of total assets respectively.

- Lease liabilities: As of 31 December 2022, 2023 and 2024, the Company had lease liabilities - net of 24.81 million baht, 10.76 million baht and 4.63 million baht or equivalent to 1.71%, 0.66% and 0.29% of total assets respectively. After combining lease liabilities and financial lease with the maturity of 12 months, the Company had lease liabilities in year 2022, 2023 and 2024 of 44.93 million baht, 29.01 million baht and 12.60 million baht or equivalent to 3.15%, 1.77% and 0.80% of total assets respectively. Major activities were vehicle and machinery leasing for business operation and production.

2.3 Shareholder's equity

As of 31 December 2023 and 2024, the Company had total shareholder's equity of 927.97 million baht and 891.13 million baht or equivalent to 56.68% and 56.30% of total assets respectively. Significant activities are as follows:

- Registered capital and paid-up capital:
 - On 27 April 2023, the Company approved the decrease of the Company's registered capital by 49,815,039 baht from the existing registered capital of 343,148,101 baht to the new registered capital of 293,333,062 baht by cancelling 99,630,078 ordinary shares in accommodation of the Convertible Debentures that were not issued and sold. As a result, the Company had the registered capital of 293,333,062 baht and the paid-up capital of 259,229,379 baht.
 - On 1 May 2023, the Company approved the increase of the Company's registered capital by 94,901,610 baht from the existing registered capital of 293,333,062 baht to the new registered capital of 388,234,672 baht by issuing 189,803,220 newly issued ordinary shares at the par value of 0.50 baht to accommodate the issuance and offering of the warrants to purchase ordinary shares of Bangkok Sheet Metal



Public Company Limited No.2 (BM-W2) in the amount of 16,983,634 shares, and to accommodate the issuance and offering of the warrants to purchase ordinary shares of Bangkok Sheet Metal Public Company Limited No.3 (BM-W3) in the amount of 172,819,586 shares. As a result, the Company had the registered capital of 388,234,672 baht and the paid-up capital of 259,229,379 baht.

- Upon the final exercise of the warrants to purchase ordinary shares of Bangkok Sheet Metal Public Company Limited No.2 (BM-W2) in June 2023, the shareholders exercised the warrants amounting to 84,039,517 shares. The Company had the registered capital of 388,234,672 baht and the paid-up capital of 301,249,137.50 baht.
- Upon the first exercise of the warrants to purchase ordinary shares of Bangkok Sheet Metal Public Company Limited No.3 (BM-W3) in December 2023, the shareholders exercised the warrants amounting to 3,426,866 shares. The Company had the registered capital of 388,234,672 baht and the paid-up capital of 302,962,570.50 baht.
- Upon the second exercise of the warrants to purchase ordinary shares of Bangkok Sheet Metal Public Company Limited No.3 (BM-W3) in June 2024, the shareholders exercised the warrants amounting to 2,008,333 shares. The Company had the registered capital of 388,234,672 baht and the paid-up capital of 303,966,737 baht.
- Upon the third exercise of the warrants to purchase ordinary shares of Bangkok Sheet Metal Public Company Limited No.3 (BM-W3) in December 2024, the shareholders exercised the warrants amounting to 47,476,646 shares. The Company had the registered capital of 388,234,672 baht and the paid-up capital of 327,705,060 baht.



-Capital in excess of par value:

On 23 June 2023, the final exercise of the warrants to purchase ordinary shares of Bangkok Sheet Metal Public Company Limited No.2 (BM-W2), the shareholders exercised the warrants amounting to 84,039,517 shares. The capital increase shares were filed on the mai Stock Exchange on 20 July 2023. Share premium increased by 25.80 million baht.

On 22 December 2023, the first exercise of the warrants to purchase ordinary shares of Bangkok Sheet Metal Public Company Limited No.3 (BM-W3), the shareholders exercised the warrants amounting to 3,426,866 shares. The capital increase shares were filed on the mai Stock Exchange on 3 January 2024. Share premium increased by 2.07 million baht.

- Repurchased shares: The Board of Directors' Meetings No.3/2024 and No.4/2024 of the Company approved a share repurchase program for financial management purposes, total value of shares repurchased not exceeding 170 million baht and total number of shares repurchased not exceeding 55,000,000 shares. As of 31 December 2024, the cumulative number of shares repurchased was 43.05 million shares and total value of shares repurchased was 132.58 million baht.
- Unappropriated retained earnings: As of 31 December 2023 and 2024, the Company had unappropriated retained earnings of 152.16 million baht and 56.02 million baht or equivalent to 9.29% and 3.54% of total assets respectively. The Board of Directors' Meeting No. 1/2025 on 24 February 2025 approved the dividend payment for the year 2024 amounting to 66.05 million baht or equivalent to 77.21 percent of the net profit after deduction of the legal reserve. The dividend shall be paid in cash to the shareholders of the Company, totaling 600,410,120 ordinary shares. Nevertheless, the dividend payment shall be proposed at 2025 Annual General Meeting of Shareholders for approval.

Financial ratio

The Company's Liabilities to Equity ratios as of 31 December 2023 and 2024 were 0.76 and 0.78 respectively. The Company's Liabilities to Equity ratio increased. In year 2024, the Company got



a long-term loan from financial institute for investment in construction of new factory in Free Zone, an increase of 94.40 million baht.

2.4 Liquidity

As of 31 December 2023 and 2024, the Company had total current assets of 619.46 million baht and 576.68 million baht or equivalent to 37.84% and 36.43% of total assets respectively.

As of 31 December 2023 and 2024, the Company had total current liabilities of 499.03 and 453.68 million baht or 30.48% and 28.66% of total assets respectively.

In consequence of the above mentioned changes in total current assets and total current liabilities, liquidity ratios in year 2023 and 2024 were 1.24 and 1.27 respectively, also quick liquidity ratios were 0.82 and 0.87 respectively.

Cash cycles of the Company in year 2023 and 2024 was 47 days and 39 days respectively. In the past 2 years, the Company regularly followed up and was able to collect account receivables, from foreign customer in particular.

Cash flows for fiscal year 2024 ended 31 December 2024

Net cash provided by (used in) operating activities

The Company's net cash provided by (used in) operating activities was 229.33 million baht. The increase resulted from better asset management and growth in sales and net profit of the Company. As a result, in 2024, the Company significantly had a positive cash flow from operating activities.

Net cash provided by (used in) investing activities



The Company's net cash used in investing activities was 62.31 million baht. The negative net cash derived from investment in the construction of new factory in Free Zone including machinery, in order to expand manufacturing facility for export.

Net cash provided by (used in) financing activities

The Company's net cash used in financing activities was 141.26 million baht, because the Company repaid bank overdrafts and short-term loans from financial institutions, also share repurchase, interest and dividend payments.

ANNUAL REPORT | 2024



BANGKOK SHEET METAL
PUBLIC COMPANY LIMITED