



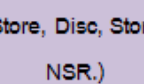














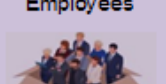
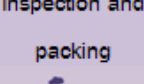


Attachment 5

Sustainability Report 2020

Supply Chain Management

The Company places an importance on the management of supply chains in all processes of the business in order to achieve a good operating results and to reach the business goals. This includes improving the efficiency in all processes from production, inventory management, shipment, and distribution. Furthermore, the Company aims to conduct its business fairly and responsibly towards all stakeholders as well as take into account its responsibility for the consumption of resources in production to ensure the availability of resources for the next generations. The Company creates product and service values with various innovations according to the Company's vision of "Create Value with Innovation".

Resources	Production	Warehouse	Transportation	Distribution	Consumers	After-sales management
Raw materials 	Design 	Storage 	By land 	Domestic(Dept, Store, Disc, Store NSR.) 		
Trade partners 	Cutting 		By ship 			
Electrical power 	Sewing 	Product sorting 	By air 	International 		
Employees 	Inspection and packing 					

Resource management

Raw materials and suppliers: The company focuses on the use of safe and environmental friendly raw materials by selecting OEKO-TEX Standard 100 certified partners who have passed the International Association for Research and Testing in the Field of Textile Ecology (OEKO), Switzerland, a global certification that many countries trust and have confidence in their testing of hazards, residues in textile products, such as yarn, scientifically produced fabrics, and textile products. In addition, partners who conduct business with the

Company must be selected and evaluated for their social and environmental management, respect to human rights, and compliance with the law. The Company and its partners engage in the exchanging knowledge and development of raw materials for the value-added products.

Electrical Power: The Company recognizes the importance of energy consumption in production and is committed to manage the best use of energy by conserving and using renewable energy with the application of powerful tools and equipment, as well as raise the awareness of employees on energy use.

Employees: The Company realizes the importance of employees, which are the most valuable resource of the organization. Therefore, it supports the development of all-round personnel potential by allowing employees to learn new skills (Reskill) as well as providing them with education on more advanced skills (Upskill). Then, they can work differently and use more modern technologies towards the success, along with taking care of the employees' basic human rights for happiness, enjoyment, and challenging work environment.

Production process

The Company attaches importance to products ranging from the design process to be suitable for all age groups and the production processes to obtaining such products. The Company takes into account the responsibility of using various resources in production; therefore, a zero waste project has been implemented. The Company wants to improve production efficiency, so the Lean principle has been applied to create value for every process and eliminate non-value work, which can significantly reduce the delivery time of products and lower wastes. In addition, the Company pays important attention for not emitting negative impacts from its operation by ensuring that wastewater or air discharged from the factory will be maintained and treated until it meets international standards. This is to achieve the aim of becoming a Green Industry.

Warehouse and Transportation Management

The Company distributes products both domestically and internationally through 4 sales channels, including the Sabina Export and OEM (Original Equipment Manufacturer), which will be shipped abroad after production is completed, and the sales via retail business and non-store retailing channels, where the finished goods will be shipped to warehouses. The company develops 2 channels of warehouse management system as follows:

1. Distribution to sales points nationwide, where transportation is designed to transport goods efficiently both in full truck load or milk run model. There is also a programmed tracking system for transportation. In addition, the Company has developed an inventory maintenance system at each point of sale to distribute products at the right time and meet the needs of consumers in each area by developing the system to check the goods sold and stock level at points of sale for the fulfillment of goods. As a result, the inventory levels are appropriate according to the needs of each point of sale for more opportunities of product sales.

2. Online distribution, which requires intensive management resources due to the dispatching time limits of 48 hours after receiving the orders. The company developed a special program system for receiving orders, managing goods with handheld devices, running bills, deliveries, transportation, and customer interactions to communicate information about orders and shipments. In addition, to give confidence to consumers who are unable to touch or see the products, the Company has implemented a return policy without asking any questions (No Questions Asked Policy) which enhanced the rapid and continuous growth of sales through this channel.

Consumers

The Company focuses on producing quality and safe products in accordance with customer expectations to prevent complaints. The Company also places an importance on researching and developing of products to create the value for products and services with innovations in accordance with the Company's vision of "Creating Value with Innovation" that will meet the needs of customers of all ages and deliver products that exceed expectations to customers to make the most of their customers' impressions.

Business Materiality

In operations to achieve business goals As well as taking care of the performance that has a negative impact on the environment. In addition, it is in the direction that the organization and stakeholders want. The company collects information from both internal and external stakeholders. To define key points from customer opinions and feedback from surveys and data of CRM (Customer Relationship Management), relevant regulations, community nearby survey and the interest of investors

Business performance is a key issue that the Company and stakeholders take very seriously because it is a survival or profit – loss, corporate growth, and sustainability.

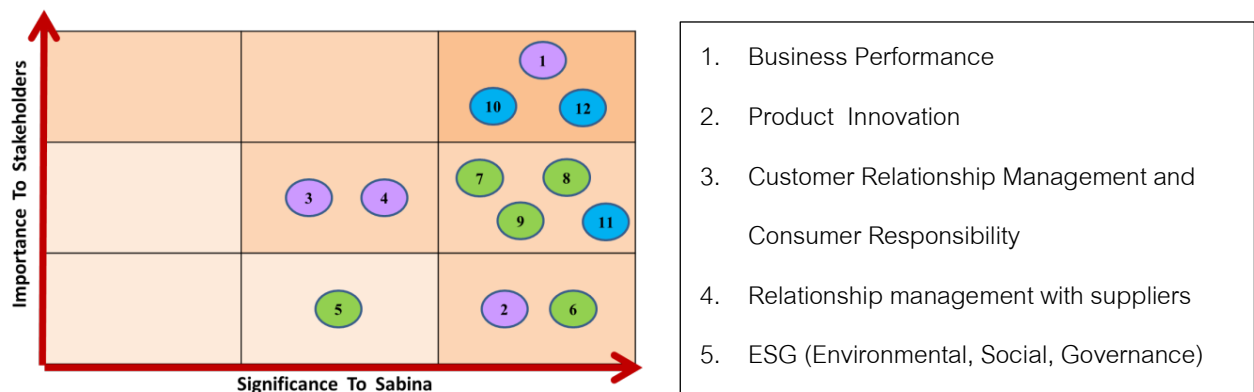
Product innovation is a key issue that the Company takes very seriously because it is significantly related to the satisfaction of customers who are key stakeholders. The Company is committed to develop product innovations to meet the needs of customers, which directly affect the sales as main revenue.

Customer relationship management is significant for the Company to build long-term relationships or bond with customers so that they can be loyal and supportive of the brand on the basis of win-win strategy.

Managing relationships with partners is significant for the Company to focus on the ability of partners to grow sustainably together by developing, improving, listening, and jointly solve problems on the basis of fairness and transparency.

ESG (Environmental, Social, Governance) is a key issue that the Company and stakeholders take very seriously. In addition to pay attention to financial information, investors have begun to oversee the Company's business operations for sustainability, such as social and environmental responsibilities as well as good corporate governance.

Evaluation of key sustainability issues



1. Business Performance

Details shown in Section 3 Financial Position and Performance

2. Product Innovation

Commitment & Goals

The Company is committed to continuously develop product innovations that reflect the Company's vision of "Creating Value with Innovation", which is to meet the needs of customers as well as deliver products that exceed expectations of customers to achieve maximum satisfaction.

Product Innovation Development Guidelines

As a result of this commitment, the Company always focuses on researching and developing products. Starting with innovations for customers who have small cup size under the development of the Doomm Doomm model, which was well known among the ladies between 2006 and 2015. When thinking of lingerie for small breasts, it is undeniable that people would think of Doomm Doomm by Sabina. After its success in the push-up bra market, the Company has expanded its target groups to girls with larger sizes, which have a market share of over 70%, by launching innovations for big cups under the Perfect Bra model in 2016, as a comprehensive solution for ladies of all cup sizes.

After the success with these 2 innovations, the Company also found that the majority of customers began paying attention to comfortable underwear, with more than 4.5 million searches on social media (mentioned on YoY- Nov 2017) and more than 14 million searches on wireless bras (mentioned on YoY- Nov 2017). The Company has developed innovations for all cups under wireless shape innovation in 2017-2018 and this innovation has successfully responded to customer's problems and received positive feedback. This is reflected by the increase in sales.

In 2019, the R&D team also found that there were more than 1 million searches of seamless bra (mentioned on social media YoY- Nov 2018) and therefore, the Company further developed the seamless bra innovation or known as the seamless fit innovation. Since the lingerie is a product with a direct contact with the wearer's skin, so it must be as smooth as possible without any pressuring points that are painful. The number of seams must also be reduced to the absolute minimum by applying 3 special techniques, including Weaving, Free Cut, and Bonding (thermal extrusion) technology, instead of traditional underwear with a large number of seam joints. This reduces production labors and sewing processes by switching to the use of machine technology. This innovation became the most successful innovation thus far.

Such innovative bra changes the image of the traditional lingerie which we are more familiar. This is considered as the new era of lingerie. The Company has added all models of this innovation, as the world's trend, into the category of key selling products or a product hero to provide customers with a smooth and seamless experience in the form of a bra model that they regularly wear, with over 40 models to choose from.



Seamless Fit
TECHNOLOGY BY: *Sabina*

Pretty
Lingerie

soft
Lingerie

DOOM
Lingerie

soft Collection

MODERN
Sew Lock

FUNCTION
BRA

Signature
Lingerie

PERFECT
bra

SECRET CURVE

The Company is also moving towards increasing the innovation of non-slip tech for strapless bras to improve the confidence for ladies when the bras are well in place and do not slip easily for every cup sizes. This is the innovation of Body Bra series, which has been very well received.



Summary of Sabrina's innovations

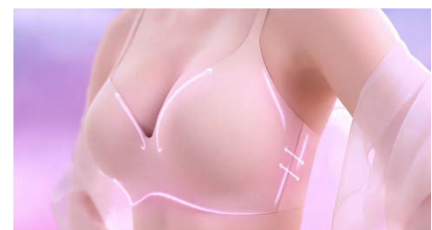
Traditional bra (Comfort 1.0)



Evolution (Comfort 2.0)

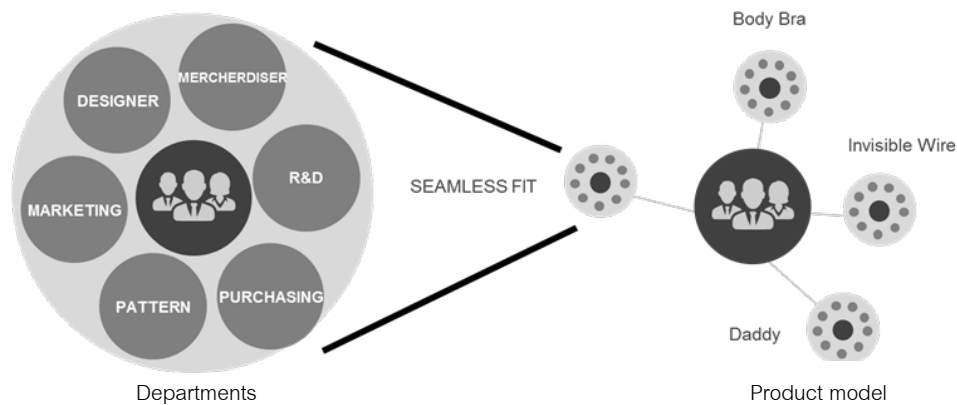


Seamless Fit (Comfort 3.0)



The Company has the following guidelines for developing product innovations:

1. Define agile working structures to develop products that meet targets with efficiency. The structure consists of all relevant departments to jointly develop products according to the product model.



2. Appoint an R&D team for product development to find information on needs, interests, problems, changes in body shapes and consumer behaviors, as a guide to deliver products that meet the needs and satisfy the customers.
3. Designate a team of stakeholders to work on the Design Thinking to allow employees to participate in the development of innovation under the concept of RTB (Reason to Believe), which consists of 4 factors, including comfort, smooth, beautiful shape, and closer breasts.



4. Make the design of products based on information from the product research and development teams and the results of participating in Design Thinking.
5. Make a sample of the design work for testing and fitting.

Product Innovation Performance

From the innovation of “SABINA Seamless Fit Innovation - Non-Slip Tech Bra, which is a smooth and seamless bras without slipping” that emphasizes the uniqueness of innovation of smoothness, seamlessness,

with an addition of comforts and beautiful shapes. These is an important secret of Sabina's lingerie. This innovation was launched in March 2020 and received great responses. The Company then has decided to submit this innovation for the contest award, Set AWARD 2020, to disseminate or disclose business innovations and the Company received the outstanding innovation company award. This new innovation enhances the production efficiency, which contributes to the significant reduction in the production costs as well as the production time per piece, and thus increases the number of daily outputs.

Subject	Before improvement	After improvement	Differences
1. Fitting	Beautiful shape, wired, pain	wireless, comfortable, beautiful shape	
2. Appearance	having seam joints	smooth, free of seam joints	
3. Production process	42 production steps	30 production steps	12 production steps
4. Production time	27.678 minutes	15.370 minutes	12.308 minutes
5. Capacity	222 pieces/day/line	400 pieces/day/line	178 pieces/day/line

It also contributes to lower production costs and increases gross profit margins. As a result of the Seamless innovation in 2019, the gross margins were 12% better than the previous year (data reference: Sabina's Performance in 2019).

This innovation is driven by dedications and commitments. The company intends to develop the best lingerie products to meet the needs of today's consumers who consider a comfort as a priority, followed by a beauty when it comes for buying lingerie. The Company remains committed to the innovation by using latest information, advice, and technology to improve products and services to meet the needs of customers.

3. Customer Relationship Management and Consumer Responsibility

Commitment & Goals

The company's main mission is customer satisfaction. Therefore, the Company focuses on product innovation, quality of the after-sales products and services, as well as its commitment for taking responsibility for consumers to build their trusts and confidence in the company's products and operations.

Guidelines for building customer relationships and responsibility for consumers

The Company maintains customer relations by building trust in its products and developing the sales employees to provide advice on products that are suitable for each person's shape. The Company has the

customer relationship management (CRM) department to communicate and build long-term customer relationships, as well as conduct periodic customer satisfaction surveys with the following operational details:

1. To build customers' trust and confidence in the products by establishing a policy of responsibility to consumers. This starts with the design of products that are safe for consumers and environmentally friendly, delivery quality, and standardized products to meet customers' requirements at a fair price, with knowledge and accurate information of the product. In 2020, the Company had no complaints of the customer privacy violations from the third parties or regulators.

Note: Disclosure of information in accordance with GRI 418-1 framework on significant complaints about customer privacy breaches

2. Develop sales employees to be able to suggest products suitable to their shapes and usage purpose. The company has established courses to develop sales employees, which are the basic sales management and advanced sales management techniques. In this regard, the training courses also include a site visit to experience the actual practice from the design process to the production process. This creates a better understanding of employees on the products and enable them to prove better recommendations.

3. Establish communication channels which customers can file complaints to the Company by assigning the CRM department as the contact channel to receive feedback, suggestions, and complaints from the customers in order to improve and continuously develop the quality products. Customers can gaily contact the staffs from 8.00 a.m. to 12.00 p.m. through a variety of channels as follows:

1. Call Center via 02 422 9430
2. E-mail crm@sabina.co.th
3. Line Official account : @SabinaThailand
4. Facebook page : SabinaThailand

All complaints will be handled carefully and fairly, as well as brought into the investigation process to find a solution to prevent the same incidence to happen again in the future.

4. Provide the after-sales service by modifying items for customers with unique shapes, such as stitching the breast bag, body cutting, and hook extension. In 2020, the company had a total of 525 customers.

5. Conduct a satisfaction survey of customers who purchase products and services from the company in order to review the standard of products and services. The Company will receive information for

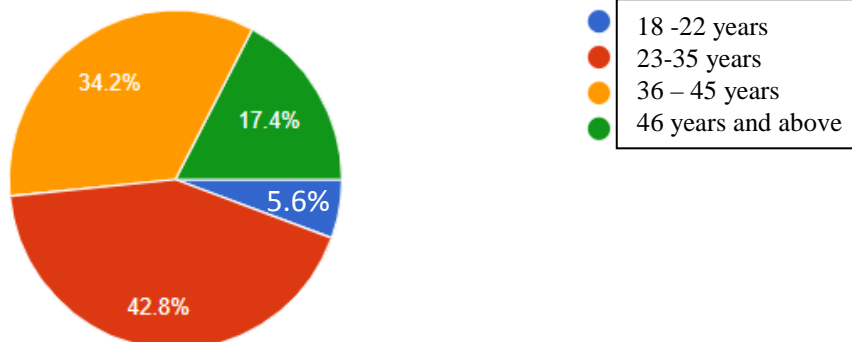
further improvement and development of the Company's operations by targeting the highest level of product and service satisfaction surveys of 90% or more.



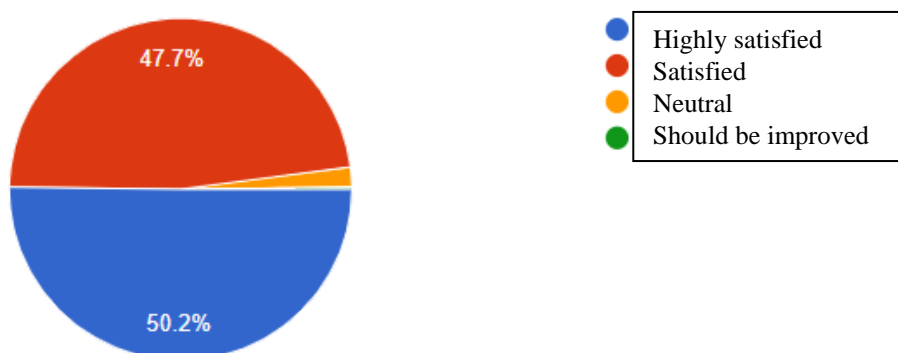
The annual satisfaction survey 2020, surveyed in early January 2021.

A total of 3,249 surveyed customers, 87% of which are loyal customers and 13% of new customers.

There were 3,249 respondents divided by age as follows:

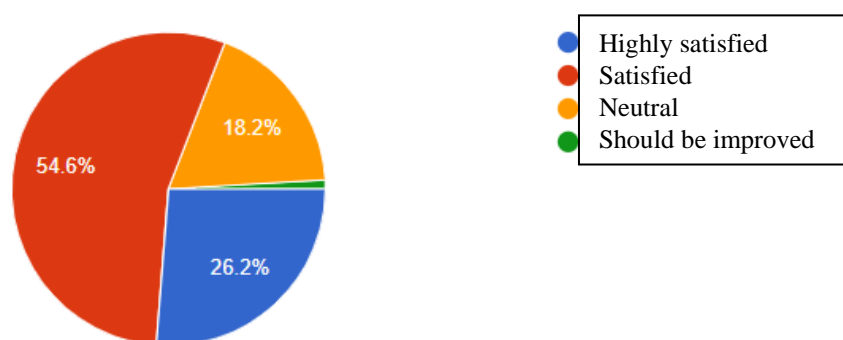


The survey shows that customers are satisfied with the highest level of products and services, total 97.9% (details shown in the graph below).



From the analysis of the customer satisfaction assessment of the product, under the question of how customers feel about the brand, approximately 91% of customers feel that Sabina's products are of superior quality to other brands on the market. In the question of how they feel about innovation, about 98% of customers feel that Sabina is always an innovative brand.

From the analysis of the customer satisfaction assessment of the salesperson's service. It was found that the customers were satisfied with the service of salespeople at the highest level, totaling 80.8%, details are shown in the graph below.



The results of the salesperson service satisfaction survey were lower than the target, which found that there were communication problems during the service. In this regard, the Company will continue to rectify by adding courses on standards in communicating with customers in order to further develop the service for the better and achieve the goals set in the future.

4. Relationship management with suppliers

Commitment and goal

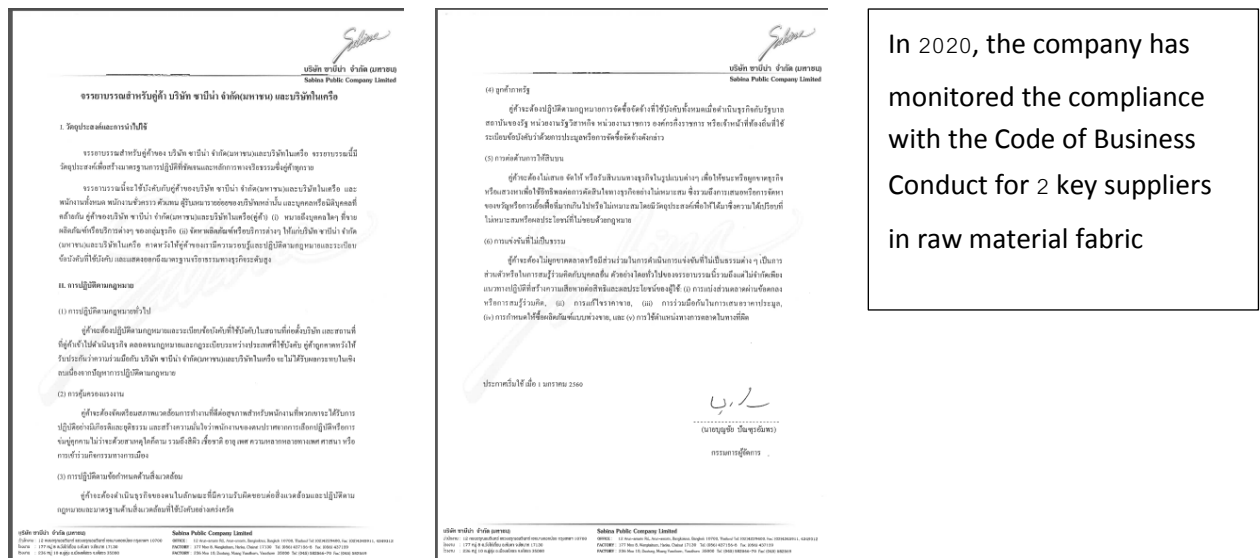
The Company is committed to the development of main raw material distributors as partners to jointly develop raw materials to create product value and reduce production costs through the exchange of information, technology, product development and design for the benefit of both parties on the basis of building trust between and creating value for each other and long-term relationships by conducting business with transparency, fairness, complying with commercial terms or conditions.

Guidelines for managing relationships with suppliers

The company stipulates the following operating guidelines:

1. Establish a policy for selecting business partners who operate in accordance with the law, safety standards, environmental laws, as well as a management of social issues regarding a respect of human rights, caring for employees, and labor.

2. Establish a Supplier's code of conduct on responsibility towards trade partners, taking into account the business integrity and maintaining the confidentiality or information of trading partners on the basis of ethics, equality, and mutual respect.



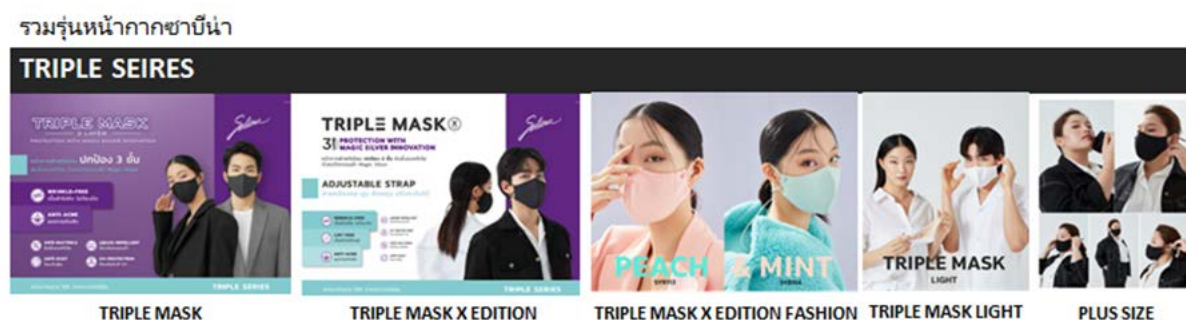
3. Jointly comply with the terms and conditions of the trade. In the event that this is not practicable, the Company will negotiate with the trade partners in advance in order to jointly find solutions and prevent damage.
4. Publicize the anti-corruption policy that is the practice of not requesting, receiving, or agreeing to receive property or any other benefits that are beyond the commercial terms, as well as disseminate the Company's rules and regulations for refraining from accepting gifts and entertainment during the New Year, and any other occasions for business partners to acknowledge and encourage them to join the anti-corruption network.
5. Publicize to trade partners the policy on social issues and respect for the human rights of the Company by issuing a letter to the business partners for their acknowledgement to strictly abide by the non-violations of human rights, not using forced labor including child labor.
6. Build good relationship and understanding between each other by exchanging knowledge, technology, development, and design of products to create product value.

Due to the COVID-19 epidemic situation, there was an opportunity to develop raw materials with trading partners in the development of fabric quality for the manufacture of cloth masks, beginning with the

introduction of Aerosilver Innovation, which received SEK certification from Japan, to weave Magic Silver fabric. It has passed the test from Thailand Textile Institute (THIT) and can inhibit bacteria with coating to prevent aerosols and UV rays.



From the collaboration to develop Magic Silver fabric, which is coated with aerosol and UV light protection to help prevent and reduce the chance of spread of germs, the fabric mask product is Triple Mask



that comes in various forms.

TRIPLE MASK 3 layers premium fabric mask is made from 3 types of fabrics:

Outer layer fabric: SUPER PROTECTION LAYER MAGIC SILVER: fiber fabric innovation that inhibits bacteria and coated with anti-aerosol and UV rays.

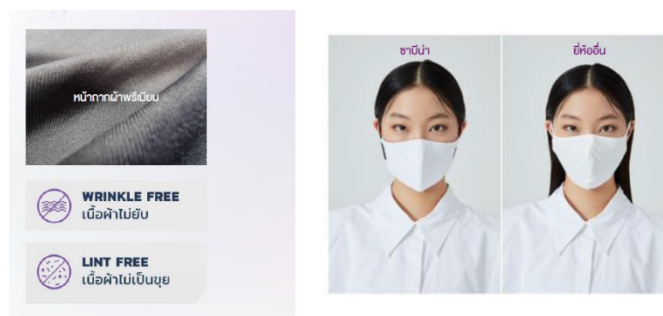
Middle layer fabric: EXTRA PROTECT LAYER increases the protection with COTTON WOVEN FABRIC, a fine natural fiber cotton fabric that protects against dust.

Inner layer fabric: PROTECT AND CARE LAYER: MAGIC SILVER fabric - innovation that inhibits bacteria causing acne and provides a soft and comfortable touch.

The overall features are as follows:

- ✓ ANTI-BACTERIA - inhibition of bacteria
- ✓ ANTI-DUST - dust protection
- ✓ ANTI-ACNE - inhibition of bacteria that cause acne.

- ✓ LIQUID-REPELLENT - protection against aerosols
- ✓ ANTI-ODOR - prevention from musty odors
- ✓ UV PROTECTION - protection against UV rays
- ✓ WRINKLE FREE - the fabric doesn't get wrinkled, ironing is not required.
- ✓ LINT FREE - lint-free fabric
- ✓ SOFT & COMFORT - comfortable to wear
- ✓ QUICK DRY - quick drying
- ✓ D-CURVE - fitting with every face shape, adjustable frame to the nose shape



Performance in managing relationships with partners

The Company's performance on relationship with its partners in the past year has been as follows:

1. The Company cooperates with partners to develop new products under the Seamless Fit model that requires smoothness, free of painful pressure points by removing as many seam joints as possible, using the weaving and bonding technology. This creates a significant market value for the company. From 2019 to 2020, 33% of seamless fit sales was earned from total Sabina brand sales.
2. The company has partnered with partners to develop MAGIC SILVER fabrics, creating triple mask products which are right for the COVID-19 pandemic. In 2020, sales of Triple Mask Series-specific fabric masks reached 35 million baht, with total 271,993 pieces.
3. Categorize partners of the Company into groups by type of raw materials, such as fabrics, lace, and accessories to rank the trade value with each other for assessing and analyzing the risk of dependence on few customers. The company did not face any shortages of raw materials in the past year.
4. Evaluate partners by checking the quality of raw materials every 6 months to develop and improve together, apart from sending information to them. As a result, the quality rate of main raw materials such as fabric and lace, in 2019 and 2020, was 94.4%, an improvement from 90.8% in 2018.

5. Follow-up on business policy that in compliance with partners in the field of corruption, social issues, and environment, including respect for human rights. It was found that none of the Company's partners had infringed or maintained problems in such matter.

5. Environmental , Social and Governance Responsibility

The Company has a policy to business operations alongside the ESG (Environmental, Social, Governance) to manage the performance that has a negative impact on the environment In terms of energy consumption Pollution or waste management Reduce climate change impacts and for sustainable development in line with Sustainable Development Goals. to meet the needs of today's demands by not diminishing the potential of future generations in sustaining their own needs. This is based on the 17-goal global development framework.



In the meantime, the Company sets up the framework of Sabina ESG Responsibility as follows:



Energy Management

Commitment & Goals

Today, the world is facing with an energy crisis and the acquisition of energy can affect global warming and the environment, causing the cost of each type of energy continues to rise. Sabina PCL. realizes the importance of energy consumption in production and strives to reduce and control the use of energy for the maximum benefit. Its objective is to use EVAP renewable energy and operate energy conservation by using efficient tools and equipment, while raising the awareness of employees to use electric energy economically and efficiently through various activities and reduce energy waste by preventing, inspecting, and maintaining electrical appliances to minimize leakage and prevent energy loss, following the paradigm. "Sustainable Development Goals" (SDGs) in item 7.

Operating Goals 2020

- Reduce electricity consumption by 15%

Operational Guidelines to Reduce Electricity Consumption

The company has a factory that installs a transformer of 1,000 kilowatts or more, namely Phutthamonthon Sai 5 Factory and Yasothon Factory which have been registered with the Department of

Alternative Energy Development and Efficiency. Also, it has a person responsible for energy conservation under the Energy Conservation Promotion Act 1992, operating under the legal requirements properly.



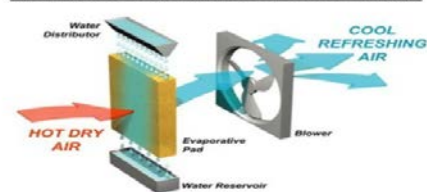
Phutthamonthon Sai 5 Factory with 633 employees



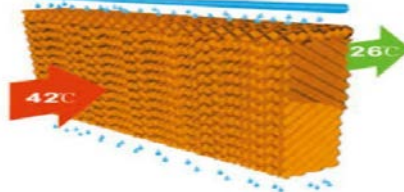
Yasothon Factory with 971 employees

Since the use of air conditioners with a very high electrical energy consumption as well as the refrigerants in air conditioners that have an impact on the environment, causing the earth's atmosphere or the greenhouse effect (Greenhouse Effect), the Company has studied EVAPORATIVE COOLING SYSTEM (EVAP) ventilation system and changed the air conditioning system to EVAP. This can reduce the temperature by 3-10 degrees Celsius from the outside temperature, following the principle of using a fan to exhaust air through the honeycomb panel that has a water flow system, which makes the passing air cooler to consume only 10% of energy when compared with general air conditioning systems and can prevent dust and germs from circulating inside as well.

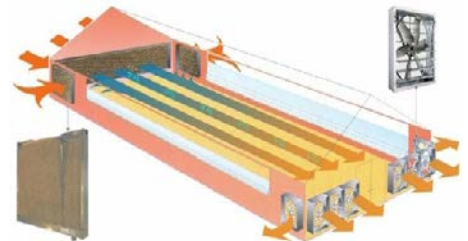
How EVAPORATIVE COOLING works



EVAP working principle



Honeycomb panels made of wood pulp



Air Flow

From the survey of each factory, Chainat and Yasothon factories are suitable for EVAP system because they are located in a clear and open space with a good weather condition. The EVAP system at the Chainat factory was installed in 2008 and expanded the installation to the Yasothon factory in 2009.

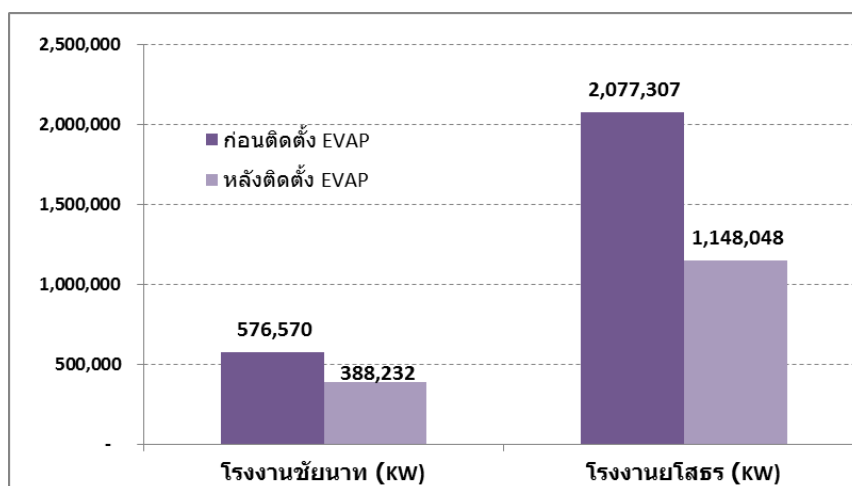


Chainat Factory



Yasothon Factory

As a result, the Chainat and Yasothon factory could reduce electrical energy at the combined amount of 1,117,597 kW / year, with a 33% decrease in electricity consumption (Chainat factory) and 45% (Yasothon factory).



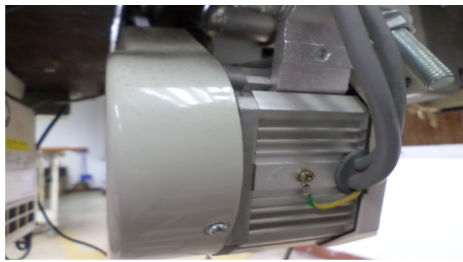
Note: Information disclosed under GRI 302-4 framework on Reducing energy consumption.

In addition, the Yasothon factory has expanded the EVAP system to replace the air conditioners in all 5 working rooms of the factory, namely AQL. Division, Production Manager 1, Production Manager 3, Production Manager 4, and Production Mechanic 1, which then continued to expand to Buriram factory.



In order to reduce the use of electric energy, the Company also performs modifications to the electrical equipment to achieve better efficiency as follows:

1. Changing industrial machine motor from Clutch Motor to Servo Motor which can control speed, and torque without the motor working all the time when the switch is on, unlike Clutch Motor which runs all the time when the switch is turned on. The company changed the servo motor during 2013-2014, resulting in the electricity cost since 2015, decreased by almost 2 million baht / year. The Company has replaced the servo motor with a total of 1,688 motors.



Factory	Sai 5	Tha Phra	Chainat	Buriram	Yasothon	Total
No. of motors changed	457	228	365	160	478	1,688

2. Replacing a 36 W fluorescent lamp to an 18 W LED, which consumes less electricity. The Company has gradually replaced such light bulb in every factory since 2018. The number of 7,837 lamps have been changed, thus reducing electricity consumption by 50%.

(Fluorescent 36W / 1 lamp and LED 18W / 1 lamp consume 58,388 and 28,892 kW / month, respectively)

Factory	No. of bulbs	Fluorescent 36W	LED 18W	Difference (KW.)	Account for the reduction of electricity use
Yasothon	2,302	17,150	8,486	8,664	50.51%
Chainat	813	6,057	2,997	3,060	
Buriram	289	2,153	1,065	1,088	
Sai 5	2,633	19,617	9,707	9,910	
Tha Phra	1,800	13,410	6,636	6,774	
Total	7,837	58,388	28,892	29,496	

Note: Information disclosed under GRI 302-4 framework of reducing energy consumption.

3. Modifying the air conditioning system at Phutthamonthon Sai 5 factory to be a VRF (Variable Refrigerant Flow) system, which is a technology that directly regulates the dosing of refrigerant, allowing precise temperature control and electricity saving, compared to other air conditioning systems. Therefore, it can reduce electricity energy consumption by up to 12%.

	Aircondition 30,000 BTU	VRF Aircondition	Difference	%
Electrical power / month Kilowatt	51,000	44,880	6,120	12%

Note: Information disclosed under GRI 302-4 framework of reducing energy consumption.

4. Changing the air conditioner to the new air conditioners with fiber-saving 5 in all 5 factories. Total 57 units have been changed. The electricity can be reduced at 2,508 KW / month, accounting for 8.7%.

Factory	Sai 5	Tha Phra	Chainat	Buriram	Yasothon	Total
Number changed	32	10	11	2	2	57
reduced electricity consumption/month (KW)	1,408 KW	440 KW	484 KW	88 KW	88 KW	2,508 KW

Note: Information disclosed under GRI 302-4 framework of reducing energy

5. Modifying piston type air pump. It is an Inverter type of air compressor, a system that keeps the air pressure constant and can save electricity by 30-35%.



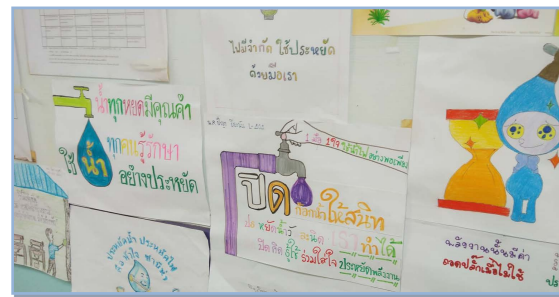
The Company has taken measures to reduce unnecessary electricity consumption by **locking the button on the remote control** of the air conditioner at a temperature of 25 °C so that it can be turned on and off alone and cannot adjust the temperature. In addition, a separate energy meter was **installed in different**

departments for measuring energy consumption for analysis in planning to reduce energy consumption and cost-effective use of energy in various departments.



In addition, there is a preventive maintenance to maintain machinery and equipment to be ready for use and prevent damage, especially energy-intensive machinery, and equipment. Preventive maintenance is implemented in the form of e.g., annual work plan for the maintenance of air conditioners and air conditioning systems to reduce energy losses.

Furthermore, it is equally important to raise awareness of energy conservation among employees in the organization by promoting and educating employees, including organizing various activities to campaign and raise awareness about energy and water saving, such as water reduction projects, using electricity from the organization to the house, a drawing contest on energy conservation, and a slogan contest on energy conservation, etc.



All measures and operations are not focused solely on reducing energy consumption, but also taking into account the impact on global warming and the environment from excessive energy consumption. The Company sent its employees to attend Environmental Manager training course on November 7, 2020.



Performance to reduce electricity consumption

From the Company's operations and energy measures, all factories are able to reduce their electricity consumption by 15% more than the target, with up to 22% reduction in electricity consumption.

Factory	2018 (KW)	2019 (KW)	2020 (KW)	Reduction in energy use
Sai 5	2,788,200	3,009,180	2,333,380	-22%
Tha Phra	570,503	608,244	438,217	-28%
Chainat	342,848	358,336	302,072	-16%
Yasothon	977,544	1,009,574	788,259	-22%
Buriram	131,583	188,415	156,709	-17%
Offices	644,585	624,787	524,222	-16%
Total	5,455,263	5,798,536	4,542,859	-22%

Note: Information is disclosed according to the **GRI 302-1** framework on Internal Energy Consumption.

Water Management

Commitment and goals

Water is a vital resource in the world, but this vital resource is becoming increasingly scarce. The world's water consumption has more than twice the rate of population growth over the past century, and the ever-declining global water quality has resulted in the declining of people's health and ecosystems. Sabina realizes the importance of water as a valuable resource that must be conserved and used for the best benefit. Therefore, the Company is determined to **manage water consumption in the organization** as well as **supervising and managing the wastewater discharged from the factory** in order to minimize the impact on surrounding communities to a minimum. This is in accordance with the paradigm "Sustainable Development Goals – SDGs" in item 6.

Operating Goals 2020

1. Reduce corporate water consumption by 10% compared to 2019.

- ## Guidelines for managing the reduction of water consumption of enterprises by 10 %

น้ำเสียคืออะไร?

น้ำเสีย หมายถึง น้ำที่ปนเปื้อนด้วยสิ่งสกปรกต่าง ๆ ซึ่งสามารถก่อให้เกิดมลพิษต่อสิ่งแวดล้อมได้

1. น้ำเสียจากครัวเรือน
2. น้ำเสียจากโรงงานอุตสาหกรรม
3. น้ำเสียจากเกษตรกรรม
4. น้ำเสียจากชุมชน
5. น้ำเสียจากสถานประกอบการ
6. น้ำเสียจากสถานศึกษา
7. น้ำเสียจากสถานพยาบาล
8. น้ำเสียจากสถานประกอบการ
9. น้ำเสียจากสถานประกอบการ
10. น้ำเสียจากสถานประกอบการ

น้ำเสียมีพิษอย่างไร?

1. ทำให้เกิดมลพิษทางน้ำ
2. ทำให้เกิดมลพิษทางอากาศ
3. ทำให้เกิดมลพิษทางดิน
4. ทำให้เกิดมลพิษทางเสียง
5. ทำให้เกิดมลพิษทางกลิ่น
6. ทำให้เกิดมลพิษทางความร้อน
7. ทำให้เกิดมลพิษทางแสง
8. ทำให้เกิดมลพิษทางไฟฟ้า
9. ทำให้เกิดมลพิษทางแม่เหล็กไฟฟ้า
10. ทำให้เกิดมลพิษทางชีวภาพ

Radio speaker

And there is a PM (Preventive Maintenance) plan for the maintenance of annual utilities in order to prevent unnecessary water leakage and take actions according to the plan on a monthly basis.

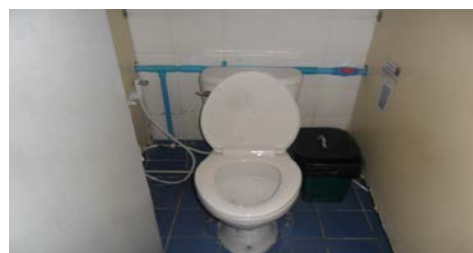


บริษัท ชานีน่า จำกัด (มหาชน) / บริษัท ชานีน่า ฟาร์อีสท์ จำกัด
แผนการบำรุงรักษาระบบสาธารณูปโภคประจำปี

แผนก ช่อมบ่ารุง

ระบบการตรวจเช็ค	รายละเอียดการตรวจเช็ค	แผนที่จะทำการตรวจเช็ค																																																
		ม.ค.				ก.พ.				มี.ค.				เม.ย.				พ.ค.				มิ.ย.				ก.ค.				ส.ค.				ก.ย.				ค.ก.				พ.อ.				ธ.ค.				
		1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4					
1 ระบบไฟฟ้า	ตรวจเช็คเบรกเกอร์ปิดเปิดไฟฟ้าตึกเก่าทุกชั้น	★				★					★					★					★					★					★					★					★					★				
	ตรวจเช็คเบรกเกอร์ปิดเปิดไฟฟ้าอาคารคลังสินค้า					★					★					★						★					★					★						★					★							
	ตรวจเช็คไฟฟ้าแสงสว่างอาคารตึกเก่าทุกชั้น					★					★					★						★					★					★						★					★							
	ตรวจเช็คไฟฟ้าแสงสว่างอาคารคลังสินค้า					★					★					★						★					★					★						★					★							
	ตรวจเช็คตู้ MDB ตึกเก่า / คลังสินค้า					★					★					★						★					★					★						★					★							
2 ระบบโครงสร้าง	ตรวจเช็คค่าความต้านทานตึกเก่า					★					★					★						★					★					★						★					★							
	ตรวจเช็คค่าความต้านทานอาคารคลังสินค้า					★					★					★						★					★					★						★					★							
	ตรวจเช็คประตูห้องต่างๆ					★					★					★						★					★					★						★					★							
	ตรวจเช็คหลอดหมายรอบโรงงาน					★					★					★						★					★					★						★					★							
	ตรวจเช็คสภาพโดยทั่วไปภายใน โรงงาน					★					★					★						★					★					★						★					★							
3 ระบบประปา	ตรวจเช็คอุปกรณ์ป้องกันและระดับอันตราย					★					★					★						★					★					★						★					★							
	ตรวจเช็คอุปกรณ์ป้องกันอาคารคลังสินค้า					★					★					★						★					★					★						★					★							
	ตรวจเช็คอุปกรณ์ป้องกันส่วนกลาง					★					★					★						★					★					★						★					★							
	ตรวจเช็คที่อาบน้ำและสิ่งเก็บน้ำ					★					★					★						★					★					★						★					★							
	ตรวจเช็คปั๊มน้ำตึกเก่า / คลังสินค้า					★					★					★						★					★					★						★					★							
	ตรวจเช็คปั๊มน้ำต่างๆภายใน โรงงาน					★					★					★						★					★					★						★					★							
4 ระบบลิฟท์ขนส่ง	ตรวจเช็คระบบลิฟท์ลิฟท์อาคารตึกเก่า									★					★						★					★					★						★					★								
	ตรวจเช็คระบบลิฟท์ลิฟท์อาคารคลังสินค้า									★					★						★					★					★						★					★								
	ตรวจเช็คระบบขึ้นลงของลิฟท์									★					★						★					★					★						★					★								
	ตรวจเช็คประตูถ้อลิฟท์แต่ละชั้น									★					★						★					★					★						★					★								
	ตรวจเช็คหลอดสิ่งลิฟท์ทุกตัว									★					★						★					★					★						★					★								
	ตรวจเช็คการถ่อถิ้นตามจุดเคลื่อนที่ต่างๆ									★					★						★					★					★						★					★								
	ตรวจเช็คสภาพโครงสร้างทั่วไปของลิฟท์								★					★						★					★					★						★					★									

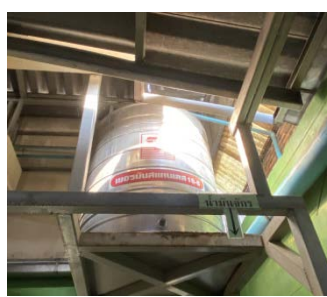
In addition, it is also working to modify damaged sanitary equipment and install water-saving equipment in place of the old ones that use a lot of water, following the same guidelines in every factory and office.



For Tha Phra Factory, which uses an air chiller system, wastewater from the air recirculating system is recycled.



Chiller



Wastewater from the chiller is kept in the tank.



Before being reused

The company has sent a water sample from the air chillers system to the private organization for measuring, which the effluent test results meet the specified criteria and can be reused for other purposes.

3. Summary of Environmental measurement results.

Accufas Lab Center had performed the environmental sampling and assessment at "SABINA FAREAST CO., LTD. (THAPHRA FACTORY)" on 1st November 2013 in the following parameters:

3.1 The Analyzing physical, chemical and microbiological characteristics of Waste water.

3.1 The Analyzing physical, chemical and microbiological characteristics of Waste water.

Item	Area of monitoring	Parameter	Results	Standard ⁽¹⁾	Unit	Comparison with the standard
1	Waste water from Air	pH Value (pH)	7.2	5.5-9.0	-	Pass
2		Temperature	34.6	40	°C	Pass
3		Biochemical Oxygen Demand (BOD ₅)	11	20	mg/l	Pass
4		Chemical Oxygen Demand (COD)	90	120	mg/l	Pass
5		Suspended Solids (SS)	≤2.50	50	mg/l	Pass
6		Total Dissolved Solids (TDS)	46	3000	mg/l	Pass
7		Oil & Grease	2.66	5	mg/l	Pass
8		Total Kjeldahl Nitrogen (TKN)	0.56 ⁽²⁾	100	mg/l	Pass

Remark: ⁽¹⁾ The Notification of Ministry of Industry plant 2-2399 under the section of Sewerage discharging from the factory guideline.
⁽²⁾ Assure by Special Lab level & Consultant Co., Ltd.

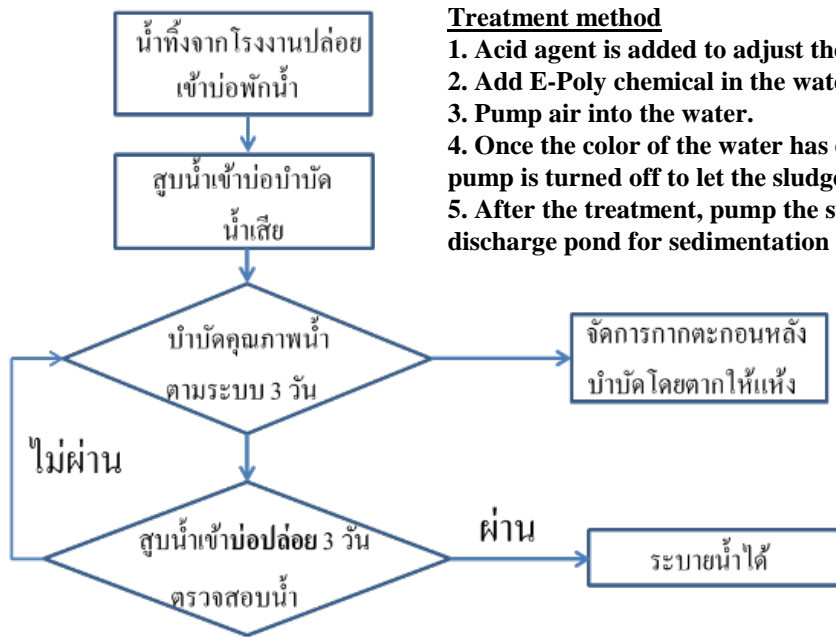
2020 performance: Reduce the organization's water consumption targeting at >10%

Factory	2018 (Cubic meter)	2019 (Cubic meter)	2020 (Cubic meter)	% difference compared between 2020 and 2019
Sai 5	37,896	35,592	30,115	-15%
Tha Phra	5,508	7,860	6,281	-20%
Chainat	10,572	9,312	8,087	-13%
Yasothon	60,228	51,408	46,237	-10%
Buriram	3,036	2,808	2,276	-19%
Offices	6,492	6,480	4,926	-24%
Total	123,732	113,460	97,922	-14 %
Average	10,311	9,455	8,160	

Note: Information is disclosed according to the GRI 303-5 framework on water consumption.

Guidelines for effluent management

Sabina factory, Phutthamonthon Sai 5 Branch is the only factory that has a raw material dyeing process, with a ratio of dyeing sample and rubber / ribbon dyeing of 2.2% and rubber / ribbon 0.7% of total raw material content. The Company has implemented an efficient wastewater treatment procedure along with regular maintenance of the treatment system. This is also to ensure the efficiency of the treatment system and the effluent from the factory meets the standards required by law and does not have a negative impact on the environment and surrounding communities. The company has a certified external agency to inspect the treatment system on a monthly basis. In this regard, the Company has implemented the water treatment procedure as follows:

**Disposal method**

Contact a waste disposal company to dispose the waste.

Inspection method

1. Daily inspection by the responsible person.
2. Monthly checks by an external registered agency.



Dye room



Resting tank



Treatment facility



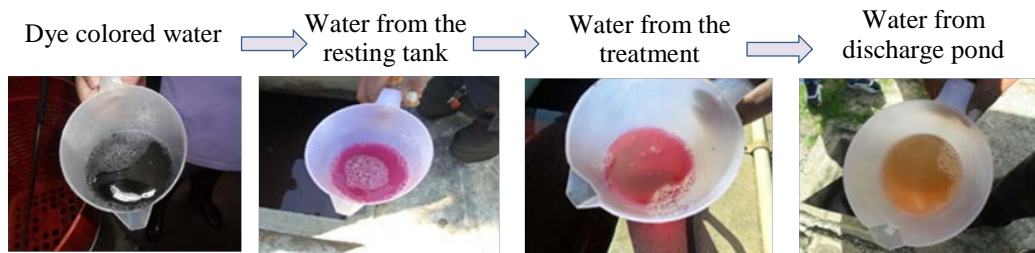
Recycle and reuse



Measuring pH value



Discharge pond



Note: Information is disclosed in accordance with GRI 303-2 Framework on the management of the impact of wastewater disposal.

However, the air pump is important in the water treatment process because the machine must be turned on to treat the water all the time until the stained water becomes clear or tea-like color. If the machine stops running, it will result in polluted water. So, a maintenance must be planned to maintain air pump to prevent problems that will arise according to the table below.

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มาตรฐานการบำรุงรักษาเครื่องจักรชื่อ (เครื่องจักร)...บีมลม.....(CT-A)

หัวข้อ	รายการ	ทุกวัน	ทุกอาทิตย์	ทุกเดือน	ทุกปี
1	ตรวจสอบสภาพโดยทั่วไป	⊗			
2	ตรวจเช็คหลอดไฟหน้าตู้ควบคุมเบรกเกอร์	⊗			
3	ตรวจเช็คการทำงานของเครื่อง	⊗			
4	ตรวจเช็คการรั่วของลมและอุปกรณ์	⊗			
5	ทดสอบวาล์วนิรภัย			△	
6	เติมน้ำมันน้ำทิ้ง			△	
7	ตรวจสอบสภาพสายพาน			△	
8	ปรับตั้งสายพาน			△	
9	เปลี่ยนสายพาน				△ตามสภาพ
10	ตรวจสอบระดับน้ำมันบีมลม		⊗		
11	ทำความสะอาดตัวกรองอากาศ			⊗	
12	ตรวจเช็คจุดต่อสายไฟ, อุปกรณ์			△	
13	เปลี่ยนกรองอากาศ				△ตามสภาพ
14	เปลี่ยนถ่ายน้ำมันบีมลม			△ทุก 6 เดือน	
15	ตรวจเช็คมอเตอร์ทำความสะอาด			△	
16	ทำความสะอาดตัวเครื่อง		⊗		

To confirm that the efficiency of the treatment system and the effluent discharged from the factory complies with the law and does not have a negative impact on the environment and surrounding communities, the Company therefore allows C.E.M Technology (Thailand) Co., Ltd., which has been accredited a testing laboratory standard, to inspect the treatment system every month.



ใบรับรองมาตรฐานห้องปฏิบัติการ
การทดสอบ
ตามมาตรฐาน ISO/IEC
17025

Performance of the year 2020: Control, manage and manage wastewater

In 2020, Phutthamonthon Sai 5 factory has an average total wastewater of 2,510 cubic meters / month, with an average of 360 m³ / month (360,000 liters) being dyeing wastewater, accounting for 14% and effluent from other factory consumption at average of 2,510 cubic meters / month (2,510,000 liters), accounting for 86%.

Note: Information disclosed under the framework GRI 303-5 on Water consumption, GRI 303-4 on Water emissions.

Since the Company has taken various measures to maintain and treat the effluent before discharging from the factory, the results of the measurement of chemical residues from the samples of the effluent of the Company comply with the standards set by law every month.

Items tested	Unit	*Standard	May	June	July	Aug	Sep	Oct	Compared to standard	Nov	Dec	Compared to standard
pH	-	5.5-9.0	7.7	9.0	8.2	8.6	9.0	9.0	Pass	8.6	8.5	Pass
Color (Normal)	ADMI	≤300	182	103	79	94	73	68	Pass	110	114	Pass
Color (Adjust)	ADMI	≤300	181	97	72	99	72	65	Pass	99	110	Pass
Total Suspended Solids (TSS)	mg/l	≤50	28	<20	<20	26	28	39	Pass	<20	<20	Pass
Biochemical Oxygen Demand (BOD)	mg/l	≤20	6	<5	9	<5	<0.01	8	Pass	9	10	Pass
Chemical Oxygen Demand (COD)	mg/l	≤120	77	37	27	81	41	72	Pass	124	126	Pass

* Announcement of the Ministry of Industry on Establishment of Factory Sewerage Control Standards 2017

In the month that the measured values do not meet the standard, the Company has resolved by revising the formula of water treatment chemicals according to the amount of dye used in order to obtain the passing of the factory sewage control standard according to the announcement of the Ministry of Industry. The Company has received no complaints about the water discharge from the community since the Sabina Factory, Phutthamonthon Sai 5 branch has been in operation from 1997 up to present, as well as no complaints from the Company's annual operational impact the survey.

Participation in climate care

Commitment and goals

Climate change affects global warming and the climate, affecting the natural resources and livelihoods of the world population. It is caused by natural variations and human activities. Sabina is committed to **controlling air pollution from the molding process and works to reduce greenhouse gas emissions** from its operations in order to meet the paradigm "Sustainable Development Goals" (SDGs) in number 13.

The Company's operational greenhouse gas emissions are calculated from the Company's own transportation activities, meeting trips and corporate littering. (Details on waste management)

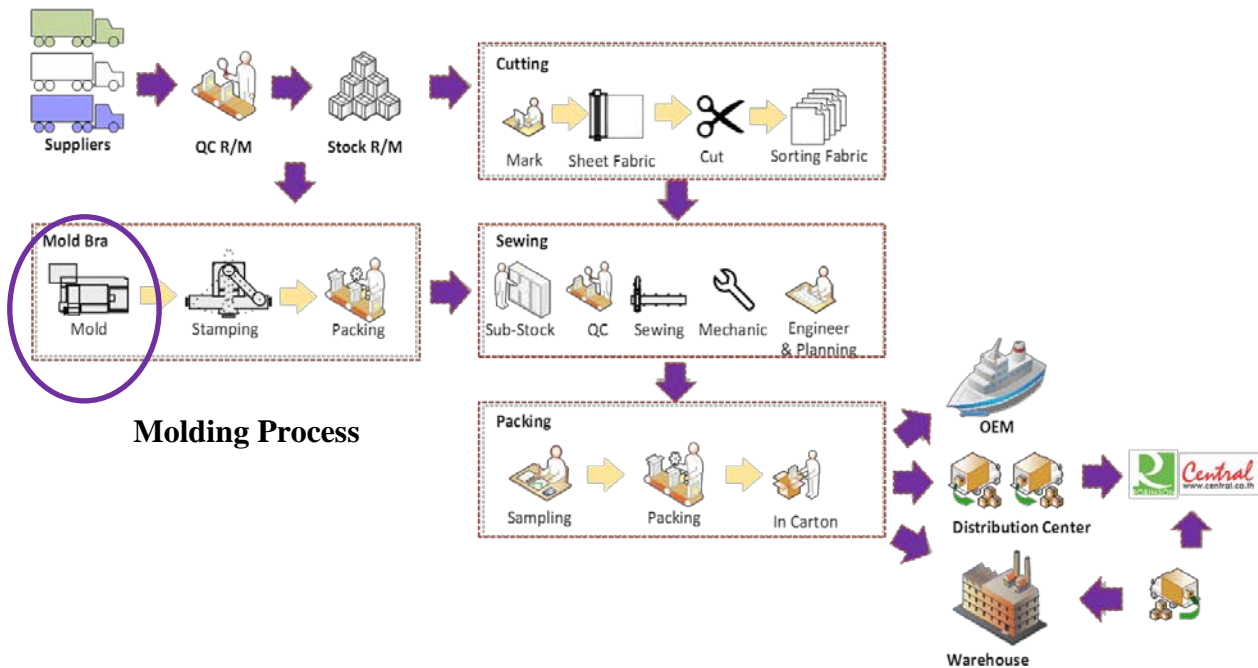
Operational goals for 2020

1. Monitoring air pollution from the operation of the molding process by controlling dust particles not exceeding 400 mg / m³, and chemicals (toluene) not more than 200 ppm.
2. Manage to control greenhouse gas emissions from transportation at 10%
3. Manage to control greenhouse gas emissions from traveling for meetings at 20%

Management guidelines to take care of air pollution from the molding process.

The molding process is a pre-suture process which is only done at the Sabina Phutthamonthon Sai 5 factory.

The molding process generates dust particles and toluene chemicals. Therefore, the air must be



vented using an air intake pipe, then through an air treatment machine and released into the atmosphere, as follows:

1. The hood that sucks the air containing dust and chemicals from the molding machine.



2. The filter system with filters to filter dust and chemicals to meet the specified standards - To ensure the effective dust and chemical removal, the filters are washed monthly according to the set plan, and replaced every 2 years to achieve standardized filtration efficiency.



3. Ventilation chimney with a punching hole in the chimney to insert an instrument for measuring dust and chemicals in the treated air before releasing into the atmosphere



2020 Performance to take care of air pollution from the molding process

From the dust and chemical measurement in 2020, the dust and chemical value (toluene) passed the standard.

Measuring date	Measuring area	Measurement results of particulate matter not more than 400 mg per cubic meter.	Chemical measurement results (Toluene) not more than 200 ppm	Status
23 Nov 2020	Chimney MO-BW-01	2.41 mg per cubic meter.	0.15 ppm	Meet the standards
	Chimney MO-BW-02	2.11 mg per cubic meter.	0.18 ppm	Meet the standards
	Chimney MO-BW-03	2.49 mg per cubic meter.	0.56 ppm	Meet the standards
	Chimney MO-BW-04	4.66 mg per cubic meter.	0.71 ppm	Meet the standards
	Chimney MO-BW-05	3.11 mg per cubic meter.	0.25 ppm	Meet the standards

Since the Company controls air pollution from the molding process, there is no negative impact on the community and the environment, resulting in the Company having no complaints about the air being released to the outside since the Sabina Phutthamonthon Sai 5 factory has begun its operation in 1997 until now. There are no complaints from the Company's annual operational impact survey either.

Management guidelines to reduce greenhouse gas emissions from the operations of the Company

Transportation - The Company takes measures to reduce greenhouse gas emissions from transportation by implementing fuel-saving measures to reduce fuel consumption, safe and energy-efficient driver training, speed limit, no-idling with engine on, travel planning etc. as well as maintaining the quality of car tires (Check tire air and tread integrity) due to tires have an effect on fuel consumption up to 20 % of the total energy consumption.



In addition, the Company has replaced the use of B7 (original diesel) to B10 (new diesel), which reduces PM 2.5 dust particle following the greater proportion of biodiesel and more environmental friendly. More importantly, the Company reviews the planning of transport between factory from the origin at Phuttamonthon Sai 5 factory to the destination at Chainat, Yasothon, and Buriram factory.



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ใบแจ้งตารางรถประจำสัปดาห์ไป รง.โยธธร/รง.ชัยนาท/รง.บุรีรัมย์

วันที่ 5/10/20

ATTN : คุณเข็มมะลา/คุณสุพัชร์

CC : K.ณัฐ

FROM: จิรวัดณ์

รถรับจ้าง

รถ 6 ล้อสาย5

ตั้งแต่วันที่ 5-10/10/20

รายละเอียดการเดินทาง				รถกลับถึงกรุงเทพ		สถานที่	หมายเหตุ
วัน	วันที่เดือนปี	เวลาเดินทาง	พนักงานขับรถ	วันถึง	วัน/เดือนปี	ช่วงเวลา	ถึง
จันทร์	5/10/2020	09.00 น.	ประกายแก้ว	อังคาร	6/10/2020	23.00 น.	โยธธร
อังคาร	6/10/2020	09.00 น.	ปรีชา	อังคาร	6/10/2020	23.00 น.	ชัยนาท
พุธ	7/10/2020	09.00 น.					
พุธ	7/10/2020	09.00 น.	สุริยันต์	ศุกร์	9/10/2020	19.00 น.	บุรีรัมย์
พฤหัสบดี	8/10/2020	09.00 น.					
ศุกร์	9/10/2020	09.00 น.	ปรีชา	เสาร์	10/10/2020	23.00 น.	โยธธร
ศุกร์	9/10/2020	09.00 น.	ประกายแก้ว	ศุกร์	9/10/2020	19.00 น.	ชัยนาท
เสาร์	10/10/2020	09.00 น.					
CONFIRM/COMMENT							
SBN						หมายเหตุ เบอร์โทรมือถือคนขับรถ	
SB		CTNS.				ปรีชา 087 - 0755149	
LZ		CTNS.				ประกายแก้ว 090 - 1386098	
OEM		CTNS.				สุริยันต์ 093 - 5864087	
TOTAL		CTNS.				จิรวัดณ์ 085 - 6616343	
		CTNS.					

As well, the company reviews the route planning for transporting to various stores and returning by establishing a coordination system between the Transport Department and the salesperson (PC) so that the salesperson can report the return of the goods to the system and the Transport Department can collect the goods in order to reduce the empty trips on the return trip.

รายงานสรุปใบรับสินค้า						
สาขา : ทจว. สาขาที่ 1						
เลขที่เอกสาร	รหัสร้าน	ชื่อร้าน	สาขา	จำนวนกล่อง	รายละเอียด	ผู้ส่งสินค้า
LR20100394	000980	เจ้าเหล็ก	ชะอำ	4	สินค้า 4 กล่อง	
LR20100480	001791	เจ้าเหล็ก	ชะอำ	8	สินค้า 8 กล่อง	
LR20100496	001476	โลตัส	ท่าช้าง	4	โหล 4 กล่อง (001835 เจ้าเหล็ก ชะอำ (จัดรายการ))	โลตัส
LR20100512	001977	โรบินสัน	เพชรบุรี	5	สินค้า 2 กล่อง, โหล 3 กล่อง (001835 เจ้าเหล็ก ชะอำ (จัดรายการ))	โรบินสัน
LR20100514	000960	โลตัส	สมุทรสงคราม	3	สินค้า 3 กล่อง	ชอป 136 โลตัสสมุทรสงคราม
				รวมจำนวนกล่อง : 24		

Meeting travel - The Company reviews the needs and analyzes the travel details for the board meeting, including output, quality, human resources, and shipment in order to reduce the number of meetings and adjust the meetings to a video conference, which allows employees to reduce number of meeting travels. This result in the reducing greenhouse gas emissions. In this regard, the volume of diesel fuel 1 liter emits greenhouse gas (CO₂) of 2.7446 kg.

Branch	Distance / cycle (km)	Round-trip distance (km)	Details of the meeting / time			
			No. of Vans / Cars	Kilometer / meeting / month	Oil amount (liters)	Greenhouse gas emissions (kgCO ₂ e)
Output	1,058	2,116	7	2,220	240.55	660.21
Quality	1,058	2,116	6	2,168	233.94	642.07
HR.	1,058	2,116	5	2,116	227.33	623.93
Shipment	1,112	2,224	6	2,276	243.17	667.40

Below are the results of the necessary review and detailed analysis of every meeting and the reduction in number of meetings substituted by VDO conference.

Meeting agenda	2019	2020	
	Meeting trips	Meeting trips	Video conference
Output	12 times/year	2 times/year	8 times/year
Quality	6 times/year	2 times/year	3 times/year
HR.	12 times/year	2 times/year	9 times/year
Shipment	24 times/year	6 times/year	14 times/year

Performance in 2020 to reduce greenhouse gas emissions from the company's operations

Transportation - By taking measures to reduce the transportation fuel consumption, it can reduce the amount of greenhouse gas emissions by 20.16%. In this regard, the volume of 1 liter of diesel emits 2.7446 kg of greenhouse gas (CO₂).

Type	2019			2020			Reduction /year
	Distance (km)	Oil volume (liters)	Greenhouse gas emissions (TonCO ₂ e)	Distance (km)	Oil volume (liters)	Greenhouse gas emissions (TonCO ₂ e)	
6 wheel truck	356,395.00	55,367.91	151.96	285,325.00	35,047.03	96.19	20.16%
Transport vehicle	785,546.00	66,836.31	183.44	633,482.00	59,867.70	164.31	
Car shop decoration	585,571.00	51,959.95	142.61	542,822.00	44,135.41	121.13	
Total	1,727,512.00	174,164.17	478.01	1,461,629.00	139,050.14	381.63	

Note: Information disclosed in accordance with GRI 305-5 framework on the indirect reduction of greenhouse gas emission

Meeting travel - By taking measures to reduce the amount of greenhouse gas emissions from meeting travel, it can reduce the amount of greenhouse gas emissions by 77.7%. The volume of 1 liter of diesel fuel emits 2.7446 kg of greenhouse gas (CO₂).

Meeting agenda	Greenhouse gas emissions / time (kgCO ₂ e)	2019		2020		Reduction/year
		Meeting trips	Greenhouse gas emissions (kgCO ₂ e)	Meeting trips	Greenhouse gas emissions (kgCO ₂ e)	
Output	660.19	12 times/year	7,922.28	2 times/year	1,320.38	77.7 %
Quality	642.06	6 times/year	3,852.36	2 times/year	1,284.12	
HR	623.94	12 times/year	7,487.28	2 times/year	1,247.88	
Shipment	667.39	24 times/year	16,017.36	6 times/year	4,004.34	
Total	2,593.58		35,279.28		7,856.72	

Note: Information disclosed in accordance with GRI 305-5 framework on indirect reduction of greenhouse gas emission

Summary of the reduction of greenhouse gas emissions from the company's operations

	2019 (TonCO ₂ e)	2020 (TonCO ₂ e)	Difference (TonCO ₂ e)
Transportation	478.01	381.63	reduced 96.38
Meeting trips	35.28	7.86	reduced 27.42
Total	513.29	389.49	reduced 123.80

Note: Information disclosed in accordance with **GRI 305-5** framework on indirect reduction of greenhouse gas emission

Therefore, in 2020, the emission of greenhouse gas was at 389.49 tons. While, in 2019, the emission of greenhouse gas was at 513.29 tons. In comparison, in 2020, the emission of greenhouse gas was reduced by 123.80 tons, or 24.11%.

Waste Management

Commitment and Goals

The problem of solid waste and hazardous waste is becoming increasingly serious every year. In 2018, the amount of solid waste across the country was about 28 million tons, with only 30% being properly disposed technically. Another 70% was thrown away in piles that increased every year. Sabina is aware of this issue and therefore focuses on waste management and promotes several types of recycling in order to reduce greenhouse gas emissions - carbon dioxide. In addition, the environment and the communities must not be negatively affected. This leads to the continuing management of green industry. The wastes are divided into 2 categories, including general waste and waste generated from production process. The management goals are as follows:

Waste Management Goals 2020

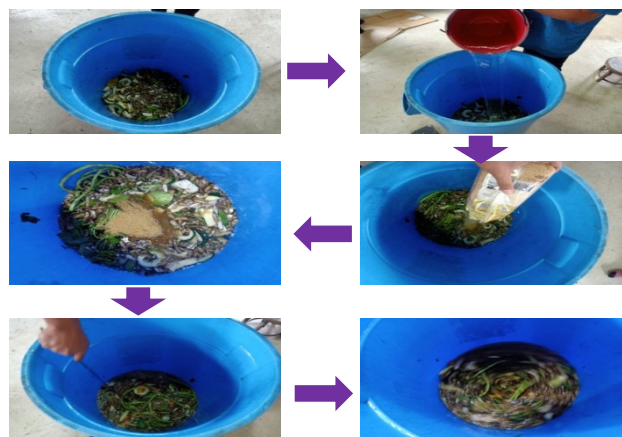
1. Reduce general waste, which is landfill waste not less than 30%.
2. Use waste to make bio-compost and bio-fermentation water not less than 50 kg.
3. Collect milk and UHT drink cartons and donate at least 50 kg to green roof projects.
4. Reduce waste generated from the production process not less than 30%.
5. Prevent waste from operations for not causing adverse effects on the communities and the environment.

General waste management guideline

Sabina uses 3R principles: Reduce, Reuse, and Recycle in the effort to lower the amount of garbage by:

- Reuse: Campaign and promote the use of 2-sided paper in general work.
- Reduce: Review forms to be adjusted the size from A4 to A5 (half the size of A4) and use the paperless method by using Google Form and sending an e-mail instead of printing. Aside from this, the Company also refrains from using the single-use utensils to reduce waste from Styrofoam boxes, foam cups, plastic spoons, or paper plates.
- Recycle: Conduct in 2 projects as follows:

Bio-fertilizer and bio-composting project At Chainat factory, the operation began in October 2020, by mixing 3 kg of food scraps with 50 liters of water and 1 kg of brown sugar, in a fermentation bin, mix well, then close the lid and keep in the shade for about 10-15 days. Afterwards, it can be used as a fertilizer for vegetables and fruits.



Note: Information disclosed in accordance with GRI 306-2 on types of waste and disposal methods

UHT milk and UHT beverage carton collection project It is for a donation to the Green roof Project. The donation was started in October 2020. Green roof is a project that supports the sustainable separation and storage of used beverage cartons by collecting boxes of consumed beverages to recycle into roof sheets for the Friends in Need (of “Pa”) Volunteer Foundation and the Thai Red Cross Society for giving to the needy communities.

Each factory makes a sorting point for milk cartons to make Green roof.



Tha Phra factory



Sai 5 factory



The roof size of 1×2.40 m uses approximately 2,000 beverage boxes.



Yasothon factory



Buriram factory



Chainat factory

In addition, all factory factories campaign for waste sorting and organize appropriate trash cans for each type of waste, causing the reduced amount of general waste from the sorting of recycled waste.



Yasothon factory



Tha Phra factory



Chainat factory



Buriram factory



Sai 5 factory



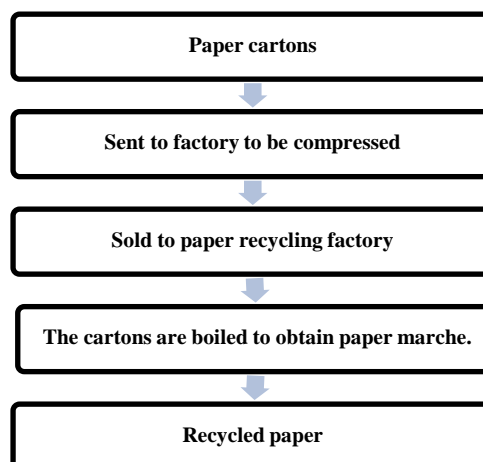
Head office

In addition, the area where trash bins are placed have been moved from the front of the factory, which is a public area, to the factory area with campaigning for the disposal of the waste of employees at the designated location. Also, the area in front of the factory is cleaned every day by the food vendors after lunch time. Most importantly, the Company procures a waste disposal contractor, with a license to take the solid waste to proceed with the proper disposal. The company conducts a survey on the negative impacts that the community has experienced from its operations and takes the issue from community complaints into the considerations to find improvements and solutions.

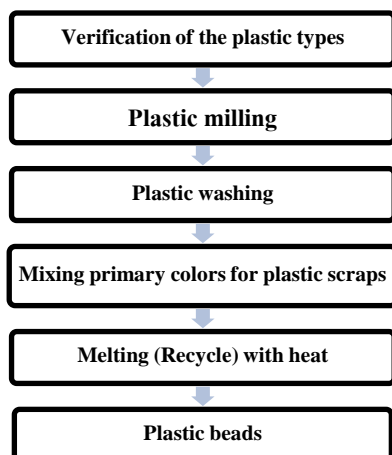
Guidelines for the management of waste from the production process

The company has implemented the Zero Waste program (details in responsibility for production) and proceeded to sort waste from the production process to facilitate waste management with reliable sources, and licensed waste disposers to bring paper boxes, bags, and plastics for recycling. While, the rags, rubber, threads, and bubbles are to be disposed properly.

The process of recycle the cartons from the operations after the recipient of the waste disposal



The process of recycling plastic bags from the operations after the recipient of the waste



Note: Information disclosed in accordance with GRI 306-2 on types of waste and disposal methods

Performance of general waste management in 2020

The general waste targeted at 30% reduction in landfill can actually be reduced at 43%, enabling a reduction of greenhouse gas emissions up to 107,964 Kg CO₂ (landfill waste 1 Kg CO₂ emissions 0.842 Kg. CO₂)

	2018	2019	Q1/2020	Q2/2020	Q3/2020	Q4/2020	Total 2020	Reduced by %
General waste (kg.)	517,771	296,170	46,002	37,126	40,490	44,329	167,947	43%
Carbondioxide emission Kg.CO ₂	435,964	249,375	38,734	31,260	34,092	37,325	141,411	

Note: Information disclosed in accordance with GRI 306-2 on types of waste and disposal methods

As for the implementation of the general waste recycle project, the results are as follows:

The goal for reducing general recycling waste	Goal 2020 (Kg.)	2020			
		Oct	Nov	Dec	Total
Bio-fertilizer and bio-composting project (grass waste, food waste)	50	45	25	18.5	88.5
UHT milk carton collection project to donate in the Greenroof Project	50	4.06	36.34	14.84	55.2

Note: Information disclosed in accordance with GRI 306-2 framework on types of waste and disposal methods.

Performance of waste management from production processes in 2020

As a result of the operations, the amount of waste produced in the production process is reduced by 40% and delivered to a properly licensed waste disposal contractor.

	2018	2019	Q1/2020	Q2/2020	Q3/2020	Q4/2020	Total 2020	Reduced by%
Waste generated from production (kg.)	79,545	372,059	91,482	39,966	45,856	45,901	223,205	40%

Note: Information disclosed in accordance with GRI 306-2 on types of waste and disposal methods

The implementation of various measures to manage the waste caused by the operation does not affect the community, especially the Tha Phra and Phutthamonthon Sai 5 factorys. Both factorys have surrounding communities and the Company has no complaints since they have begun their operations until now. The 2020 negative impact of the Company's operations in surrounding communities found that the number of people affected by solid waste was low and could be managed.

Community Impact Assessment of Tha Phra factory

ระดับผลกระทบ	มาก / แก้ไขด่วน	ปานกลาง / จัดการเพิ่ม	น้อย / ควบคุม	ไม่กระทบ
1. น้ำทิ้ง				
1.1. ทางเดิน/การไหลการระบายของน้ำ			14%	86%
1.2 สภาพของน้ำที่ปล่อย(สี/กลิ่น)			29%	71%
2. อากาศ				
2.1 ระบบการจัดการปล่อย อากาศวัน			14%	86%
2.2 สภาพของอากาศวันที่ปล่อย(ฝุ่น/กลิ่น)			14%	86%
2.3 ผลกระทบต่อสุขภาพ			14%	86%
3. เสียง				
3.1 ผลกระทบทางเสียงจากการทำงาน			29%	71%
3.2 ผลกระทบทางเสียงจากการจัดกิจกรรมต่างๆ		14%	43%	43%
4. ขยะมูลฝอย				
4.1 ระบบการจัดการขยะมูลฝอย(สถานที่อุปโภคบริโภค)			14%	86%
4.2 สภาพของขยะจากบ้านครัว(กลิ่นพื้นที่สาธารณะสกปรก)			57%	43%
4.3 ผลกระทบต่อสุขภาพ			14%	86%
5. การจราจร				
5.1 การจัดการระบบการจราจรตามคำแนะนำของ		29%	43%	29%
5.2 ผลกระทบจากกลิ่นไอเสียเสียง		14%	29%	57%

Community Impact Assessment of Sai 5 factory

ระดับผลกระทบ	มาก / แก้ไขด่วน	ปานกลาง / จัดการเพิ่ม	น้อย / ควบคุม	ไม่กระทบ
1. น้ำทิ้ง				
1.1. ทางเดิน/การไหลการระบายของน้ำ		17%	17%	67%
1.2 สภาพของน้ำที่ปล่อย(สี/กลิ่น)			33%	67%
2. อากาศ				
2.1 ระบบการจัดการปล่อย อากาศวัน			17%	83%
2.2 สภาพของอากาศวันที่ปล่อย(ฝุ่น/กลิ่น)			17%	83%
2.3 ผลกระทบต่อสุขภาพ			17%	83%
3. เสียง				
3.1 ผลกระทบทางเสียงจากการทำงาน			17%	83%
3.2 ผลกระทบทางเสียงจากการจัดกิจกรรมต่างๆ			17%	83%
4. ขยะมูลฝอย				
4.1 ระบบการจัดการขยะมูลฝอย(สถานที่อุปโภคบริโภค)			17%	83%
4.2 สภาพของขยะจากบ้านครัว(กลิ่นพื้นที่สาธารณะสกปรก)			17%	83%
4.3 ผลกระทบต่อสุขภาพ			17%	83%
5. การจราจร				
5.1 การจัดการระบบการจราจรตามคำแนะนำของ		17%	17%	67%
5.2 ผลกระทบจากกลิ่นไอเสียเสียง			17%	83%

Waste Management Performance for a Green Industry

Green Industry refers to an industry that adheres to environmentally friendly operations for sustainable development, with a focus on the development and improvement of production processes and environmental management on a continuous basis, namely being socially responsible both inside and outside the organization throughout the supply chains.

Level 1 Green commitment is to have communication in the organization to reduce environmental impact.

Level 2 Green Operation is to conduct activities to reduce environmental impact.

Level 3 Green system is a systematic environmental management, with continuous monitoring and evaluating for development.

Level 4 Green Culture is that everyone in the organization cooperates in all aspects of the business until it becomes part of the corporate culture.

Level 5 Green Network is a representation of the network expansion throughout the green supply chains by encouraging partners to enter the green industry networks.

In 2020: Green Industry Level 2 has been certified for all 5 factories.

Level	2019					2020				
	Tha Phra	Chainat	Yasothon	Sai 5	Buriram	Tha Phra	Chainat	Yasothon	Sai 5	Buriram
Certified level 2 GREEN INDUSTRY	✓	✓	✓			✓	✓	✓	✓	✓

Green Industry Certificate



At present, the company has had preparatory studies to upgrade up to the level 3 of green industry. Green system is a systematic environmental management, with monitoring and evaluating for continuous development.

Production responsibility

Commitment and goals

The use of natural resources for production and consumption is the responsibility of everyone. Sabina is committed to responsible for the production to conserve natural resources for future generations. We use resources carefully by managing production waste and using various raw materials in the production process consciously, or reusing or recycling into other products based on the paradigm of “Sustainable Development Goals” (SDGs), item 12.

2020 Goals

1. The number of raw materials left over from production recycle to various products is not less than 0.25 %.
2. The recycling of the remaining raw materials from production into various products is sold and raised funds for Mae Jintana Thanalongkorn Foundation at least 40,000 baht/year.
3. The reusing of packaging box is not less than 50%.

Operational guidelines to be responsible for production

The Company has merged the Cost Department, which is responsible for calculating the quantity of raw material consumption and the Purchasing Department, which is responsible for purchasing and sourcing raw materials, to be able to purchase and procure the correct amount of raw materials and the accurate changing quantity in a timely manner and as little excess as possible. It is considered as a minimal use of resources and raw materials. This operation began in August 2020.



In this regard, the Company has implemented the Zero waste project by bringing raw materials left over from production, such as sponges, cloth, rubber, wool, etc. to be recycled and processed into products, such as duster, pillow, crib, doormat, microwave gloves, etc., as well as sold to employees at a cheap price to raise funds for Khun Mae Jintana Thanalongkorn Foundation, which will be utilized for further scholarship.



In addition, since the year 2020, there has been a COVID-19 outbreak. Sabina has used raw materials left over from the production to make cloth masks for employees and donated a total of 284,108 pieces.



Which donated cloth masks to employees, communities, government agencies At the Yasothon factory As well as supporting labor in producing Win Mask for medical use Siriraj Hospital Personnel And the general public in the amount of 100,000 pieces as well as donation of masks and cloths to the Thai Red Cross Society and the Medical Good Governance Foundation Ministry of Public Health In the project of Thai children fighting COVID, totaling 100,000 pieces, resulting in an opportunity to produce cloth masks during the face mask shortage of approximately 90 million baht and the Triple Mask Series product, which in the past year has generated approximately 35 million baht.

The Company also reuses the box and set a symbol on the box to know how many times the box has been used. The number of box deliveries and returns from all factories must be recorded every month in order to make the most use of the resources.



In addition, the company has a project to support the community. To take part in solving income problems of the community. Nam Phao village, Yasothon Province by using raw materials left over from production Let the community process into feather duster products, cribs, doormats, microwave gloves, and cloth bags sent back to sell to bring income to the Im-Boon room. In the past year, this project made people in the community earn 44,011 baht.



Performance for responsible production

Following the merging of the Cost Department and the Purchasing Department, the number of key raw materials used in productions are as follows:

Indicator	Quarter 1	Quarter 2	Quarter 3	Quarter 4	2020
Number of staples - fabric used in production (yards)	647,622	592,297	452,953	455,683	6,445,665

Note: Information is disclosed in accordance with GRI 301-1 Framework on materials used by weight or volume.

The target percentage of bringing raw materials left from the production to recycle as various products is set at not less than 0.25%, but the actual achievement is 0.31%.

Using raw materials left over from production for processing compared to the main raw materials in 2020, equal to is 6,445,665 yards						
Duster	Doormat	Microwave gloves	Crib	Pillow	Fabric face mask	Total (yards)
448.1	555.1	32.9	320.7	134.4	20,200.1	21,388.0
0.01%	0.01%	0.001%	0.005%	0.002%	0.31%	0.33%

Note: Information disclosed according to GRI 301-2 Framework on recycle input materials used

The targeted raising funds from processing production leftovers for sales to employees and donation to Khun Mae Jintana Thanalongkorn Foundation was 40,000-baht, with the actual achievement of 44,810 baht.

Duster	Doormat	Microwave gloves	Crib	Pillow
170 Pcs	427 Pcs	69 Pcs	94 Pcs	512 Pcs
3,400 baht	8,540 baht	690 baht	6,580 baht	25,600 baht
Total 44,810 baht				

According to the goals of returning 50% of the packaging for reuse, about 73.4% can actually be reused.

Indicator	2019 Average/month	Quarter 1	Quarter 2	Quarter 3	Quarter 4	2020 Average/month
Delivery box quantity (Number of boxes)	2,454	2,047	1,706	2,009	2,646	2,102
Quantity of returned boxes to be reused (Number of boxes)	1,250	1,343	902	1,778	2,150	1,543
Ratio of returned box reused quantity (%)> 50%	49%	65.6%	52.9%	88.5%	81.3%	73.4%

Social Responsibility



Khun Mae Jintana Thanalongkorn Foundation

Commitment and goals

The Company determines to provide educational opportunities for young people with good performance but lacking funds, namely the provision of education for people with physical disadvantage or the disabled. They are important forces of the country in the future. The Company encourages such youth and people to have the opportunity to study and apply knowledge to help develop the society and their country. The foundation has begun with providing educational scholarship for the children of employees under “Adul-Jintana Thanalongkorn Scholarship”. The Company oversees the relationship between the organization, the society, and the community. Therefore, the company has established Khun Mae Jintana Thanalongkorn Foundation on July 27, 2009 with the objectives as follows:

1. Promote and support educational activities.

2. Provide funds to help the underprivileged and / or students who are well educated but lacking funds.
3. Not seeking any benefits or profits from the Foundation.
4. Collaborate with other charitable organizations for the public benefits.
5. Not conducting any businesses related to politics in any cases.

Khun Mae Jintana Thanalongkorn Foundation has begun to provide scholarships to school / university students from 2010 up to the present. In 2016, Khun Mae Jintana Thanalongkorn Foundation was announced by the Ministry of Finance as a non-profit organization, No. 928. This allows the Foundation to issue a receipt for donation with legal tax deduction.

Operational goals for 2020

1. Provide income to support the foundation at least 2,500,000 baht / year.
2. Support educational activities of at least 60% of the foundation's income / year.

Operational guidelines to provide income to support the Foundation

The Company provides support by donating money to the foundation every year. In 2020, the Company donated 500,000 baht for the operation of the foundation, accounting for 16.28% of the foundation's income. In addition, the Company supports employees in organizing activities on the anniversary of the foundation, Mother's Day and Father's Day by selling food and consumer products, playing various games, and raffles. Also, it provides support to employees in conducting 5S practice at home by cleaning up items that are no longer in use, but still in good condition and useful. Additionally, the Company gives donation to Hong Im Boon (available at all factories) to sell products at cheap price to raise income to the foundation.



From the implementation of the Factory Model Project, the third parties who have requested to visit the factory to share their experiences of working improvement, such as trading partners, are informed about the Foundation's operations and provide their donation to support the operation of the foundation.



There are also general customers who want to make merits in order to create educational opportunities for youth and the disadvantaged. Donation can be made through donation boxes at SABINA SHOP nationwide.



Operational Guidelines to Support Educational Activities

To achieve the goal of supporting educational activities at no less than 60% of the Foundation's income, the Company has set the criteria for funding, with applicant qualifications, and public relations guidelines to publicize this opportunity to reach applicants from all over the country, using the main channels, including:

1. Facebook Fan page : Khun Mae Jintana Thanalongkorn
2. Line OA: SabinaThailand
3. Contacting the school directly from the Foundation staffs
4. www.sangfans.com and Facebook Fan page: TCAS receives direct funding from Sangfans.com.

As well, following the internal relations of the company, many students are interested in applying for scholarships in 2020.

Picture of Foundation scholarship through public relations channel



Image used to promote in
Foundation on Facebook page
Line OA : SabinaThailand
Sangfans.com

The guidelines for consideration of scholarships are divided into 3 types:

1. **Khun Mae Jintana Thanalongkorn Foundation Scholarship** - For general students from elementary and higher education levels, it is considered by the basic information of applicants who have been certified by the school staffs, with academic performance and article writing as specified by the Foundation.

2. **Khun Mae Jintana Thanalongkorn Foundation scholarship** – It is for school and university students with disabilities at Chai Nat Special Education School, Muang District, Chainat Province. The scholarship formats special education for people with disabilities and promotes careers based on physical abilities and limits. There is a lack of budget to hire teachers with professional skills for students with disabilities.

3. **Khun Mae Jintana Thanalongkorn Foundation scholarships** – It is for continuing education of school and university students from Mathayom 4 (Grade 11) to higher education, with support scholarships to the undergraduate level. Scholarship recipient's annual academic results must be within the specified criteria. In addition, awards are given to students and the continuing scholarship students with a cumulative GPA of 3.50 or higher. While, those in the secondary school level receives an additional scholarship award of 2,000 baht / year. The Diploma / Bachelor's degree is awarded an additional of 5,000 baht / year to encourage students to be more determined and committed to their education.

In addition to providing scholarships in 2020, the Foundation and Sabina Public Company Limited have jointly supported the donation of 100,000 pieces of fabric facial masks, amounting to over two million baht through the project " Thai Kids Fight COVID (#TKFC) ", a collaboration between the Medical Governance Foundation, a volunteer initiative to fight COVID by the Thai Red Cross Society, to provide quality protective

masks to schools in remote areas, and the needy students across the country to be part of the co-preservation, and protection of personnel who are a vital force of society and the nation in the future.

Photo from the donation of fabric masks by Sabina Public Company Limited



Performance to provide income to support the Foundation

From the implementation of the activities mentioned above, the Foundation is able to provide more than 2,500,000 baht that excessive the target, despite the coronavirus outbreak.

Year	SABINA PCL	Income from other channels	Total
2018	500,000	2,690,118	3,190,118
2019	500,000	2,640,805	3,140,805
2020	500,000	2,571,828	3,071,828

Results of Operations to Support Educational Activities of the Foundation

Following the operations to support, in terms of **personnel, equipment, and other necessities with the voluntary spirit of the employees** of Sabina Public Company Limited and Sabina Fareast Company Limited, the Company could support educational activities at least 60% of the Foundation's income.

Year	Foundation income	Educational activity supporting funds	Ratio of the supporting funds
2018	3,190,118	2,183,996	68.5%
2019	3,140,805	2,149,570	68.4%
2020	3,071,828	3,611,200	117.6%

Up to present, a total of 2,021 scholarships have been awarded, with 1 educational institution, amounting to over 18,560,000 baht.

Number of people receiving scholarships from 2010 - 2020						
Year	Annual scholarship	Continuing scholarship	Disability scholarship	Total scholarships	Good academic performance scholarship amount (baht)	Total scholarship amount (baht)
2010	75	0	0	75		347,000
2011	63	8	48	119		746,000
2012	108	20	63	191		1,706,000
2013	105	31	65	201		1,911,000
2014	89	45	39	173		1,615,000
2015	195	42	54	291	46,000	2,685,000
2016	88	38	24	150	70,000	1,748,000
2017	130	38	26	194	77,000	2,089,000
2018	144	35	34	213	56,000	2,032,000
2019	170	32	34	236	62,000	1,984,000
2020	134	31	13 scholarships 1 educational institution	178 scholarships 1 educational institution	47,000	1,697,000
Total	1301	320	400 scholarships 1 educational institution	2,021 1 educational institution	311,000	18,560,000

The proud achievement from the support of Khun Mae Jintana Thanalongkorn Foundation's continuing education scholarship has granted to 20 potential graduates, who become a driving force in the future of the nation from 2016 up to the present.

List of graduates receiving scholarships from Khun Mae Jintana Thanalongkorn Foundation for Continuing
Education



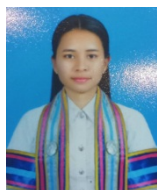
Name-Surname	Miss Umaporn Ponchai	Miss Supreeya Seripong	Miss Wanchareeporn Boontan	Miss Malinee Pulaiyao
Institution	Thonburi Rajabhat University	Buriram Rajabhat University	Maharakham University	Ubon Ratchathani Rajabhat University
Faculty	Business Administration	Education	Science / Microbiology	Librarian and Information Science
Graduation year	2016	2017	2017	2017
Current profession	Teacher at the Child Center, Yasothon Province	Teacher of Khok Kruad Phetchabun School	Freeland model	Irrigation project staff, Ubonratchatani



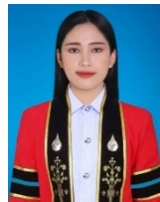
Name-Surname	Mr. Nattapon Srichan	Miss Busakorn Ontham	Miss Piyaat Thongkam	Mr. Tawatchai Nachaiploy
Institution	Chulalongkorn University	Bangkok Thonburi University	Mahamakut University Royal college	Suranaree University of Technology
Faculty	Faculty of Arts	Accounting	Education	Management technology
Graduation year	2018	2018	2019	2019
Current profession	Teacher in Tak Province	Bangkok Bank Officer (Nong Khaem)	Teacher of Nongyai School, Siriwatwittaya School, Chonburi Province	Freelance model



Name-Surname	Mr. Nattapong Churat	Mr. Piyaway Sricha	Mr. Phala Chidpratum	Miss Sukanya Wiriyapong
Institution	Khon Kaen University	Khon Kaen University	Khon Kaen University	Kasetsart University
Faculty	Nursing Science	Agriculture	Science	General agriculture
Graduation year	2019	2019	2019	2019
Current profession	Professional Nurse at Yasothon Hospital	Staff analyzes plans and policies, Department of Land Development	Electronics company	Sasinan farm, Petchaburi province



Name-Surname	Miss Sirichan Kumbutr	Miss Wannipa Chanluang	Miss Areeya Sumniangdee	Miss Piyaporn Senathai
Institution	Ubon Ratchathani Rajabhat University	Roi Et Rajabhat University	Ubon Ratchathani Rajabhat University	Panyapiwat Institute of Management
Faculty	Bachelor of Education / Mathematics	Bachelor of Education / Thai Language	Bachelor of Arts / Thai Language	Business Administration
Graduation year	2020	2020	2020	2020
Current profession	Returning teacher of Yasothon Province	In between civil service exam	Employed teacher in Yasothon province	Manager of Seven-Eleven Store (Minburi)



Name-Surname	Miss Sucheera Prachonyut	Miss Janejira Ngamwong	Miss Nattaporn Hongharn	Miss Kullasatree Worayotha
Institution	Maharakham University	Mae Fah Luang University	Roi Et Rajabhat University	Nakhon Phanom University
Faculty	Education / English	Tourism management	Nursing	Nursing
Graduation year	2020	2020	2020	2020
Current profession	In between job application process	In between job application process	Professional Nurse, Thawatchaburi Hospital	Professional Nurse, Nakhon Phanom Hospital

“Sewing Cup Sewing Heart”

Commitment and goals

The Company, as a leader in the business of manufacturing and distributing women's underwear, has knowledge of the body of women at different ages, which is a crucial factor in the development of the Company's products. The Company also recognizes the difficulties and psychological conditions of breast cancer patients. Therefore, the Company wishes to be a part in helping, caring, and giving encouragement for women undergoing breast cancer treatment surgery to recover their strength and be able to happily return to a normal life.

Action goals for 2020

The Company aims to produce artificial breasts and have volunteers to sew artificial breasts for donation, not less than 19,000 breasts / year.

Operating guidelines

The Company has initiated the Sewing Cup Sewing Heart Project since 2007 onwards. The project is a campaign to provide correct knowledge and understanding to society about breast cancer and help the patients return to their regular routine life after healing with breast cancer treatment. The Company has gathered volunteers to sew artificial breasts, with donation to breast cancer patients who are treated with mastectomy, to help them rebalance the body back to normal, as well as to show concerns, and build morale and encouragement to patients. In this regard, the patients or relatives who wish to receive the artificial breast donation can contact the Company to obtain the artificial breasts donation through 3 channels:

1. Online channel via website <http://www.sabina.co.th/sewingcupsewingheart/>, and line@: @sabinathailand



2. Sabina Customer Service, Call Center at 02-422-9430
3. Sabina's point of sales nationwide

In 2020, it has been the Company's 14 consecutive years of conducting Sewing Cup Sewing Heart project. The project has received support from PTT Global Chemical Public Company Limited that provided high purity LLDPE plastic products, total 3300 kg., without chemicals to be used as materials to replace the weight of the missing breast of women. The Company has also obtained the calico from upcycling process of 2,500 yards to be sewn as the bags for the artificial breasts. It has also been supported by Robinson Public Company Limited as a distribution point to organize a volunteer event to join in the artificial breasts sewing project at Robinson's 49 branches nationwide. More than 13,350 artificial breasts have been received from the volunteers.



The Company focuses on raising awareness on the threat of breast cancer and to have participants joining in the campaign which launched through online public relations channels under the concept of "4 minutes". Four minutes of your life can fill the happiness of breast cancer patients with the success of the 13th year of public relations.



The awareness and engagement of the target audiences have been increased by using online channels through the use of AR filters and micro-influencers on Facebook and Instagram platforms to serve as a voice to generate broad awareness.



In addition, the Company organizes the artificial breasts sewing activity both inside and outside the organization, with cooperation from volunteers from various agencies, faculties, students, and people of all genders and ages who were interested in participating in many activities such as:

- International Demonstration School Parents Association of Mahidol University at Sabina Building Head Office (23 September 2020)
- "Save Life Save Breast activity: early detection, early chance of treatment, early chance of saving the breast" at Central Bangna Department Store (1-7 October 2020)

- Student activities at Suan Sunandha Rajabhat University (7 October 2020)
- Robinson Department Store, Rayong (9 October 2020)
- More than 200 students from Satriwithaya School at Sabina Building, Head Office (November 2020)
- Millennium Hilton Bangkok (4 December 2020)



With the access to more patient data, the Company has developed an additional cup size of the artificial breasts, from size 40B to the size 46B to better support the patient's various physiques.

Performance

Following the effective operations throughout 2020, as well as an increasing of production on demand, the Company is able to produce more than 19,000 artificial breasts / year, with a total number of 23,000 artificial breasts made.

Year	Number of artificial breasts produced	Number of artificial breasts donated	Accounted for %
2018	15,200	15,200	100
2019	19,000	19,000	100
2020	23,000	23,000	100

The company still aims to continue raising the awareness of the dangers of "Breast cancer", which is one of the most serious threats to Thai women. The Company also wishes to be a part of encouragement to all patients through artificial breasts project continuously and endlessly.

Heartwarming fund project

Commitment and goals

The management has made a visit to all factory of the Company to view the operations to give an opportunity to discuss and inquire closely with the employees about living conditions, including problems at work and personal issues. It was found that personal problems affect work in many dimensions, especially the debt problem arising from the life's necessities. This is the basis for the establishment of the Heartwarming fund project to alleviate the debt burden of the employees who owe credit card debts, cash cards debts and / or informal debts due to the need for money in emergency situations.

Action goals for 2020

Since the launch of operation in 2019, the Company has surveyed employees' debts from credit cards, cash cards and / or informal debts, with a credit limit of 1.6 million baht. The Company has set a goal to alleviate the burden of employees within a period of 1 year, starting from March 2019 to March 2020.

Operational Guidelines for the Heartwarming fund project

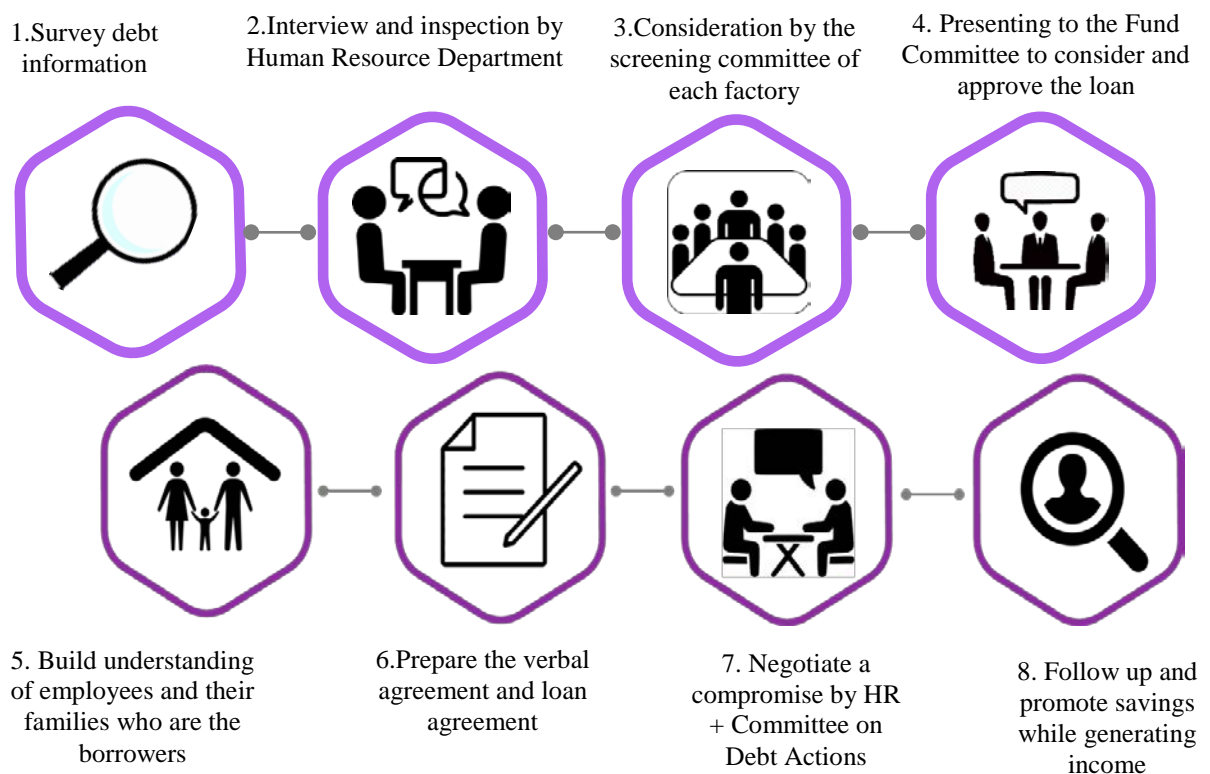
The operation has begun with the promotion of Heartwarming fund project at all branches to announce the objectives, goals, operating principles, and conditions of the Central Committee and the Screening Committee at each factory. Then, the Company announces the recruitment of those interested employees to join in the project.



The human resource department of each branch reviews the preliminary information to submit for consideration process by the screening committee of the factory. The Committee receives a standard training, such as scrutinizing process from experts in order to find the root cause of employees' debt problems, as well as screen and select employees who are facing problems to offer help as appropriate according to the fund objectives. The Committee also offers consultation regarding sustainable debt management. Employees who participate in the Heartwarming fund project shall receive a loan at a sum of 3-5 times of their salary at the interest rate of 0% per annum with a 3–5-year installment period. The employees will not have to pay back the loan during the first 6 months, so that they can start to pay back in installments from the 7th month onwards.

The process starts from a preliminary survey of debt data by interviewing and reviewing documents, then sending them to the Committee of that factory for consideration before submitting to the Central Committee for approval. After the approval, the Human Resource Department at each factory invites employees and their families to acknowledge and set a mutual understanding, encourage means of earning additional income, and join the effort to manage debts within the family. A verbal promise is made before signing the actual loan agreement on paper. Then, the human resource department of each factory negotiates for debt settlement and follow up on their well-being as a continuous support for the employees to overcome this crisis.

Heartwarming fund procedures



In addition, a household accounting campaign is organized for the employees to learn and be careful with their spending. By building the employees' knowledge and understanding of debts and financial management, the program participants gain sustainable ways to manage their personal problems and enable to struggle with making ends-meet due to life's burden, as well as to have a guideline on how they can manage their finance before facing problems of insolvency. This results in a decrease in the number of employees participating in the program.

Heartwarming fund performance results

Since the start of recruiting for interested employees to join the first project from March 2019 to March 2020, the Heartwarming fund Committee has reviewed and screened people suffering from credit card debt, cash card debt and / or informal debt due to emergency needs of money in their living, at a total of 31 people. In 2019, there were 24 people who participated in the project, totaling loan at 1,097,640 baht and in 2020 there were 7 people who participated in the project at a loan amount of 627,000 baht or 1,724,640 baht in total for the 2 years, slightly higher than expected targets. The Company has campaigned for household accounting, building knowledge, and understanding in managing debt problems and their own finances, along with the operation of Heartwarming fund project.

Factory	2019		2020		Total	
	No. of person	Amount (Baht)	No. of person	Amount (Baht)	No. of person	Amount (Baht)
Head office	9	410,640	2	222,000	11	632,600
Sales employees	4	212,000	2	110,000	6	322,000
Sai 5	3	127,000	1	57,000	4	184,000
Tha Phra	4	225,000	-	-	4	225,000
Chainat			-	-	0	0
Yasothon	4	123,000	-	-	4	123,000
Buriram			2	238,000	2	238,000
Total	24	1,097,640	7	627,000	31	1,724,600

In 2021, the Company continues to set a goal of helping employees who suffer from debt problems arising from necessity for their living. In addition, the Company has modified the conditions for applying for Heartwarming fund to provide employees who are suffering from credit card debts, cash cards debt, and / or informal debt with easier access the Heartwarming fund project for the second phase. In parallel with the Heartwarming fund is the campaign to build financial discipline, especially household accounting. This is an action to prevent debt burden arising from unnecessary expenses or overspending because it is believed that "having no debt is a great fortune". If the employees experience debt problems arising from the necessity of living, which affect their quality of life, state of mind, and performance, the Company is ready to offer sincere help and support in order to overcome the obstacles together with the employees as one.

Factory Model

Commitment and goals

There are many challenges that businesses face in their operations, including risks and opportunities. Therefore, the Company must constantly adapt and develop ourselves in order to survive and grow with stability and sustainability. Sustainable growth also needs to be driven by effective people. Sabina, therefore, realizes the development of human resource potential which is a valuable resource by providing training, training and involvement in the management, improvement of work and application of management tools on an ongoing basis. The Company also wants to be a learning organization to share experiences in improving and developing the organization with people who are interested in general, exchanging ideas for further development and providing opportunities for students from various institutions to intern in the organization according to the curriculum. The company has introduced the 5S project, with the surrounding community to participate in solving community problems.

Goals of 2020

1. The number of SGA Leader developments is not less than 250 people.
2. The number of educational institutions for training is not less than 30 people.
3. Participation in solving community problems. The Company generates income from 5S and Zero Waste projects to the community.

Operational Guidelines for Personnel Potential Development

The Company has conducted the Small Group Activity Leader development project to learn the concepts-management tools in Management Skill and Self Esteem through 8 courses as follows:

Management Skill					Self Esteem		
Kaizen	5 S and increase of production	Lean System	IE for non IE	QCC	Leader Ship	Work Happiness	HR for non HR

In addition to the potential development training, SGA Leaders must pass a knowledge test after passing the training to meet the specified criteria. If not passed, the training must be repeated and tested until the criteria are met. During their term of duty, SGA Leaders will be invited to periodic meetings to develop leadership potential (Leader Ship), which enables SGA Leaders to support local work improvements, as well as maintain the work area in accordance with the 5S standard and have a score of inspection of not less than 75% in order to improve the working environment. (Details on safety, occupational health and working environment)



SGA Leader group meeting



Presenting a certificate to SGA leader who has passed the test.

Operational guidelines for a learning organization

The company encourages each factory to improve and develop with various management tools and compare it with international standards through participating in award programs such as Thailand Lean Award, Thailand 5s Award and Thailand Kaizen Award with the Thai-Japan Technology Promotion Institute to help suggest improvements on areas that can be improved.

As a result of such action, there are organizations from the private sectors and government agencies to request visits to work in order to exchange experiences, improvement and further development in businesses or agencies.

Establishments / entities that have visited the Company



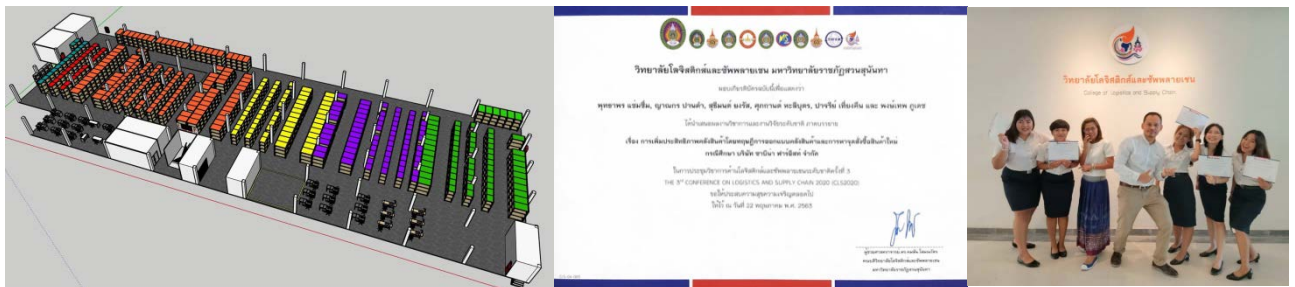
CBCE (Center for Building Competitive Enterprises) has selected Sabina Factory, Phutthamonthon Sai 5 factory as the educational visit site for the fourth year. The factory is used as an example of learning for medium-sized companies and businesses in terms of production and cost control under the principle of cost reduction management.



Number of visitors who conducted educational site visit during 2018 - 2020

	2018	2019	2020
Sai 5	152	397	76
Tha Phra	2	16	-
Chainat	6	8	-
Yasothon		51	70
Buriram	160	219	130
Total	320	691	276

In addition, the Company offers educational institutions an opportunity to send students for internships as well as complete projects according to the course, with the staff of the Company supervising, advising, and offering consultation throughout the duration of the internship. Starting in 2017, 9 students have received internships with the Company. In 2020, students Suan Sunandha Rajabhat University has applied for an internship at the Company in order to conduct their final dissertation for graduation in Logistics and Supply Chain. The project was selected to participate in the contest at the 3rd National Logistic and Supply Chain Conference and won an excellent award for warehouse optimization based on warehouse design theory.



Operational guidelines for participation in solving community problems

Sabina has introduced the 5S project that is practiced within the factory to expand the effect to employees' homes by asking the employees to practice 5S activities at home. The employees were encouraged to apply the 5S principle to their own home to clean up unused items in their homes and take before & after pictures. The unused items that are still in good condition and can still be utilized are donated to the Im-boon for selling to employees at cheap prices.



The items that are donated to the Im-boon room will be sold to employees and the income will be donated to Khunmae Jintana Foundation as a scholarship to the disadvantaged children. (Details in Corporate Social Responsibility)

Following the success of the activity of participating in the 5S at home, the Yasothon factory has expanded the 5S practices into the community by starting a campaign for employees to clean up things at

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graph LR
    STB[Sang Thai Ban] --> JP[Jai Pen]
    STB --> MJP[Mai Jai Pen]
    JP --> DKSI[Dok Kai Sai Jan]
    DKSI --> KPM[Krit Pen Mook]
    MJP --> BJ[Bri Jach]
    BJ --> RJ[Rong Jan]
    RJ --> HOM[Hong Oim Mook]
  
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ສະສາງທີ່ບ້ານ

ຈ້າເປັນ

ລດຄ່າໃຊ້ຈ່າຍໃນການຂົ້າໃໝ່

ຄິດເປັນມູດຄ່າ

ລ/ດ	ປີ ກຸງ	ສະ ພັດ	ນິເວດໃນການ	ປະເພດໃນການ	ປະເພດໃນການ
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2	ປີ ກຸງ	ສະ ພັດ	ນິເວດໃນການ	ປະເພດໃນການ	ປະເພດໃນການ
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4	ປີ ກຸງ	ສະ ພັດ	ນິເວດໃນການ	ປະເພດໃນການ	ປະເພດໃນການ
5	ປີ ກຸງ	ສະ ພັດ	ນິເວດໃນການ	ປະເພດໃນການ	ປະເພດໃນການ
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7	ປີ ກຸງ	ສະ ພັດ	ນິເວດໃນການ	ປະເພດໃນການ	ປະເພດໃນການ
8	ປີ ກຸງ	ສະ ພັດ	ນິເວດໃນການ	ປະເພດໃນການ	ປະເພດໃນການ
9	ປີ ກຸງ	ສະ ພັດ	ນິເວດໃນການ	ປະເພດໃນການ	ປະເພດໃນການ
10	ປີ ກຸງ	ສະ ພັດ	ນິເວດໃນການ	ປະເພດໃນການ	ປະເພດໃນການ

ສະສາງທີ່ບ້ານ

ໄມ່ຈ້າເປັນ

ບຣິຈາກ

ຮ້ອງອົມມູນ

ຮ້ອງອົມມູນ

The number of SGA Leader developments in 2020 with number not less than 250 people

factory	2018	2019	2020
Sai 5	72	69	75
Tha Phra	44	-	39
Chainat	43	45	40
Yasothon	94	100	106
Number of SGA development	253 people	214 people	260 people

Number of students entering the internship program in 2020 with not less than 30 people

factory	2018	2019	2020
Sai 5	14	6	18
Tha Phra	4	-	3
Chainat	6	6	8
Yasothon	-	6	5
Buriram	-	-	-
Office	13	11	6
Number of internship students	37 people	29 people	40 people

Participation in solving community problems by generating income from 5S and Zero Waste projects to the community

factory	2020
Chainat	48,496
Yasothon	44,011
Total income to the community/prison	92,507 baht

Safety, occupational health and working environment

Commitment and goals

The Board of Directors has established policies and guidelines on safety and hygiene in the workplace. All employees are considered as significant resource of the Company. Therefore, Sabina is focused on managing safety, occupational health, and work environment by focusing on safety first, providing proper care for the working environment and ensure that employees are healthy as well as promoting lower rates of illness.

Goals of 2020

1. Ensure safety at work

- Yasothon Factory: Zero Accident Statistics

- Sai 5, Tha Phra, Chainat, Buriram factory factories: Reduce accidents that cause employees to be absent from work by 10%
- 2. **Ensure the right working environment**
 - Must pass the Annual environment test in terms of in light, sound, heat, and chemicals.
 - Must have an audit score of 5S > 75%
- 3. **Health care for employees**
 - 20% decrease in infirmary usage statistics.
 - 30% reduction in respiratory diseases.

Guidelines for Safety and Safety

The Company ensures that there are safety officers at various levels, including supervisor, management, professional safety officers according to the ministerial regulations on setting standards for safety management, occupational health and working environment 2006 as follows:

Table of proportions of safety personnel at various levels of work

Factory	Security officer, supervisor level	Security officer, management level	Security officer, professional level
Sai 5	66	11	1
Tha Phra	29	3	1
Chainat	28	1	1
Buriram	10	4	1
Yasothon	50	8	1
TOTAL	183	27	5

Note: Information is disclosed in accordance with GRI 403-1 framework on Occupational Health and Safety Management System.

For safety in the work, the Company provides operating procedures and training of employees before starting to work in order to raise awareness and consciousness about safety operations to prevent accidents at work.



As well as procurement and installation of equipment to prevent hazards from machines, such as machine guards, glass protection from needle bouncing, and regular machines inspection, including emergency stop switches and equipment used in production.



In addition, the Company conducts risk assessments in every production process in order to find the hazardous point that may pose threats or may cause accidents and to make adjustments and improvements to prevent risks of accidents occurring to the employees.

Example of risk assessment

Department	Steps/Procedure	Source of hazard	Hazard	Control measure
Raw material / warehouse stock	Material handling	Material Cart	The cart may wheel over the employee's foot	Wear protective shoes
Molding process	Mold sliding and the cutting board sliding	Mold sliding machine and cutting board sliding machine	In contact with loud noise	Wearing earmuff
Cutting	Hand knife	Hand knife machine	Cut by the knife blades	Wear protective gloves
Sewing	Sew the workpiece	Sewing machine needle	Needle may prick the finger	Measures to prevent sharp objects

Note: Information disclosed under GRI 403-2 framework on Hazard Identification, Risk Assessment and Incident Investigation

The Company pays attention to fire protection in the workplace by providing adequate and appropriate fire protection equipment such as fire extinguishers, alarms, heat detectors and an emergency

water pump (Fire Pump) with a backup pond and inspect the equipment according to the plan, including training on the use of fire extinguishers and drills on an annual fire evacuation plan.



The number of employees who have received basic fire prevention and suppression training must not be less than 40%.

Factory	No. of employees	Trained employees	Account for %
Sai 5	633	288	45%
Tha Phra	290	182	63%
Chainat	405	295	73%
Buriram	356	153	43%
Yasothon	965	669	69%
Office	351	262	75%
Total	3,000	1,849	62%

Note: Information disclosed in accordance with GRI 403-5 framework on Occupational Health and Safety Worker Training.

This also includes the providing of training for employees whose work are related to chemicals. This is offered specifically at Sabina Factory, Phutthamonthon Sai 5 factory.

factory	No. of staff involved	Trained staff	Accounted for %
Sai 5	23	23	100%

Note: Information disclosed in accordance with GRI 403-5 framework on Occupational Health and Safety Worker Training

In addition, the Company organizes an annual electrical and building inspection by inspecting the power system, ground cable, lightning rod, and transformer as well as checking the strength of the building structure by a company that is licensed and legally registered.



In this regard, the Company encourages the monthly meeting of the Occupational Safety, Health and Environment Committee to report on the area inspection of the Security Officers, including any near misses and accidents (if any), as well as the investigation of the event to find the cause, prevention guidelines, and monitoring.

Guidelines to take care of the working environment

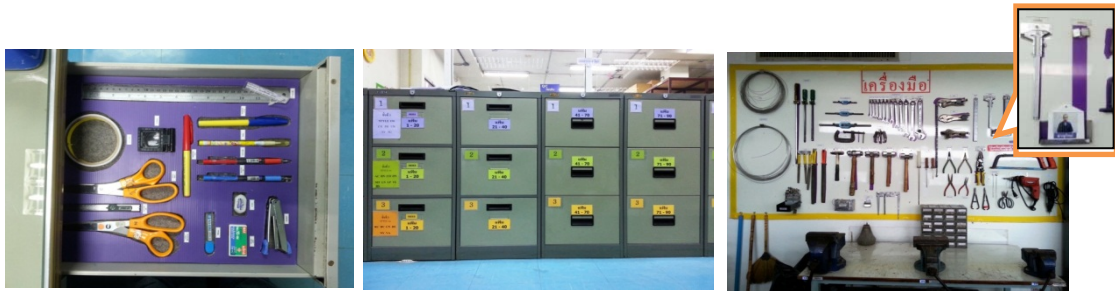
The company conducts an annual inspection of the working environment related to risk factors, such as heat, light, sound, dust, and chemicals in the workplace by a licensed and registered company.



In addition, 5S has been used as a tool for organizing the working environment, which has the following principles:

- Sort : To have the necessary items at the required amount and time
- Set in Order : Easy to access, easy to store and easy to detect if lost.
- Shine : Check for abnormalities before damage.
- Standardize : Standardized throughout the organization, avoid variation.
- Sustain : To provide knowledge and understanding and to practice repeatedly following the rules and the area.

All factories have a committee to drive and carry out the plan by setting area standards, self-audit area inspections, Committee Audit, and Central Committee. This is to use the results of the inspection to prepare the area standard for improving the working environment.



As a result of the serious operation of 5S, the Sabina Group factory has received awards from THAILAND 5S AWARD from the Thai-Japan Institute of Technology Promotion as follows:

Factory	Year	Award
Tha Phra	2014	Silver award
Chainat	2014	Gold award
Sai 5	2015	Gold award
Yasothon	2015	Gold award



Disease-Free	Safety	Healthy body and happy heart
<ul style="list-style-type: none"> - Record health information. - Health check of all employees. - Training and education on health. - Drug reduction activities - Promote nutrition. - promote exercise. 	<ul style="list-style-type: none"> - Record accident data. - Implement 5S at work and the buildings. - The machine has a guard. - Check the environment and electrical system as planned. 	<ul style="list-style-type: none"> - Recreational activities. - Promote mental health with a rest corner. - Worker appreciation activities such as family activities.

Note: Information is disclosed according to GRI 403-6, Employee Health Promotion.

Employee health care guidelines

The company provides annual health check-ups for all employees for general health and health checks according to risk factors.

The Company has implemented the disease-free, safe, and happy workplace project. The project focuses on promoting health and supporting employees to have good health, reduce sickness and injury to ensure safety at work as well as promoting good mental health. The factory factorys that have joined this project are Sai 5, Chainat and Yasothon, with senior executives announcing the policy to appoint a committee to plan, monitor, and review the results as follows:

factory	General and risk inspection
Sai 5	633 people
Tha Phra	290 people
Chainat	405 people
Buriram	245 people
Yasothon	965 people
Total	2,538 people

Note: Information is disclosed in accordance with GRI 403-4 framework on Occupational Health and Safety Counseling and Communication.



As a result of the continuous implementation of the disease-free, safe, and happy workplace project, the Sabina's Group factories have received awards from the Department of Health, Ministry of Public Health, as follows:

factory	Year	Award level
Chainat	2016	Gold
Sai 5	2016	Silver
Sai 5	2018	Gold
Yasothon	2018	Gold
Yasothon	2019	Gold



In addition, the project has been implemented to manage safety, occupational health and working environment according to the policy of the Ministry of Labor, starting with the announcement of the policy, training for various levels of safety, establishing a safety committee which trained and registered correctly, conducting health checks for employees, measuring working environment, having electrical system inspections, providing basic firefighting training, and teaching fire evacuation drills, as well as submitting reports of professional safety officers and reports on the use of chemicals in the workplace. With all these implemented practices, the Yasothon factory and the Buriram factory received the gold level "Safety Management" award.



Performance of work safety supervision

Yasothon factory has been able to maintain Zero Accident statistics for 8 consecutive years and received the Platinum Zero Accident Campaign Award from the Institute for the Promotion of Safety, Occupational Health and Work Environment.



Sai 5, Tha Phra, Chainat, Buriram Factories: At least 10% reduction in time-loss accidents

Table of accident records for general operation of affiliated factories

Factory	2018	2019	2020	% difference
Sai 5	8	18	5	72%
Tha Phra	2	5	2	60%
Chainat	1	1	1	-
Buriram	0	2	2	-

Note: Information disclosed in accordance with GRI 403-9 framework on Occupational injuries

Performance in caring of the working environment

The results of heat, light, sound, and chemical examination showed that all 5 factories passed the standard.

Factory	Sai 5	Tha Phra	Chainat	Buriram	Yasothon
Inspection date	11/6/2020	14/2/2020	1/7/2020	24/6/2020	2/6/2020

From inspecting the 5S area of every factory, the Central Committee found that all 5 factories had scores of more than 75%.

Sai 5	Tha Phra	Chainat	Buriram	Yasothon
86%	88%	78%	81%	85%

Employee health care performance

From the target statistics that the use of the nursing room is to be reduced by 20%, while the actual achievement was 28%

Factory	2018	2019	2020	% Difference
Sai 5	3,115	3,361	2,686	-20%
Tha Phra	1,975	1,813	1,314	-28%
Chainat	3,131	4,015	2,570	-36%
Yasothon	3,157	4,513	4,257	-6%
Buriram	1,150	4,568	2,367	-48%
Total	12,528	18,270	13,194	-28%

The target statistics of diseases in the respiratory system group is to be decreased by 30%, while the actual achievement was 48%.

Factory	2018	2019	2020	% Difference
Sai 5	691	862	451	-48%
Tha Phra	573	409	269	-34%
Chainat	664	749	219	-71%
Yasothon	1,330	1,405	973	-31%
Buriram	195	211	131	-38%
Total	3,453	3,636	2,043	-44%

Human rights respect

Commitment and goals

Human rights are fundamental rights and freedoms that all human beings enjoy and are based on human values that speak of dignity, justice, equality, mutual respect, and independence regardless of race, gender, religion, skin color, age, education, language, and opinions. Sabina realizes the importance and value of humanity of the employees in the organization, thus supporting and promoting respect for basic human rights in the factory equally by focusing on 4 management aspects.

Goals of 2020

1. Non-discrimination and equal opportunity
 - Employees with disabilities receive the same benefits as normal employees.
 - Employees with disabilities are assessed for annual wages and bonuses.
2. Giving freedom of thinking of employees in the organization.
 - Employees are free to express their thoughts through polls of the constituency, with > 70% user rights.
3. Encourage employees to express their opinions through the Board of Directors and other channels.
 - Welfare committee meetings 4 times / year
 - Take action to consider improvements from all complaints
4. No violation of human rights, not using forced labor, including child labor.
 - No complaints on human rights violations, forced labor and child labor 100%

The company has set policies and practices in the principles of good corporate governance to guide the operation of respect for human rights in 4 areas in order to achieve human rights goals. (Details in Code of Conduct)

1. Non-Discrimination and Equal Opportunities

The Company supports the employment of 45 disabled workers, accounting for 1.13% of the total workforce as of December 31, 2020 and takes care of an appropriate working environment as well as providing basic facilities for disabled workers regardless of their race, gender, religion, skin color, age, education, language and opinions.

factory/branch	Total no. of employees	Disabled employees
Headquarter/PC	1,427	3
Sai 5	633	20
Tha Phra	290	4
Chainat	405	5
Yasothon	971	12
Buriram	240	1
Total	3,966	45

Note: Information disclosed under GRI 412-1 framework on number of stakeholders under review for respect of human rights.

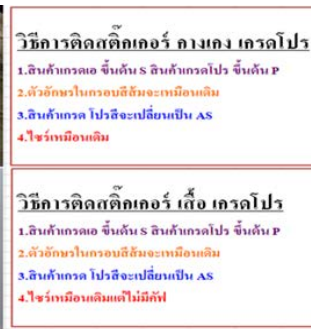


Ramp for disabled people



Toilets for the disabled

It also provides work supervision and working methods for employees with disabilities so that they can work properly in various departments of the organization, such as Sales Administration Department, Design Department, Warehouse and Distribution Department, Packaging Department, Cutting and Stitching Department.

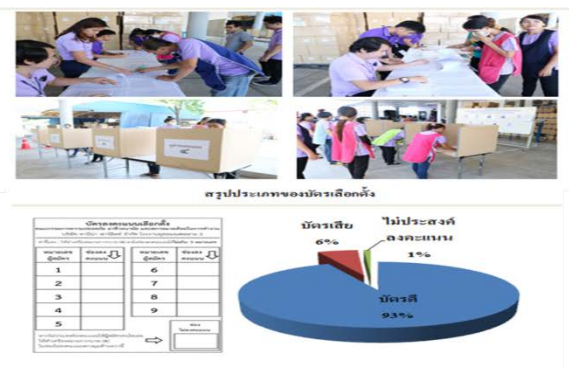
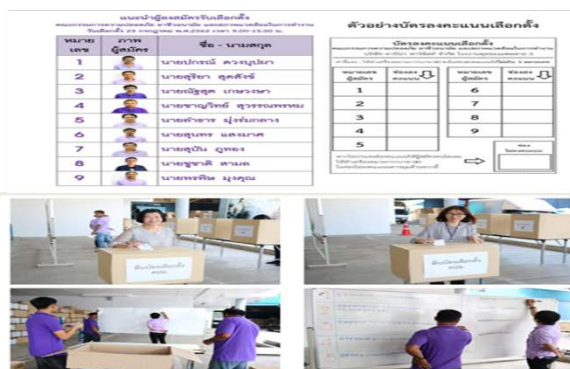


Establish standards of performance for persons with disabilities



2. Providing freedom of thinking for employees in the organization

The Company supports the election of the workplace welfare committee and the occupational safety, health, and environment committee to represent employees and give freedom to apply as a committee and to vote on a committee. The company organizes fair elections in accordance with the principles of international elections.



Section 3: Encouraging employees to express their opinions

Through the welfare committee in the workplace and through the comment box channel in this regard, the company encourages to hold meetings at least 4 times / year or more in case there are additional agendas, whereby the Board of Directors will represent the employees in attending the meeting, expressing opinions and presenting opinions which are mutually beneficial among employees and Company.

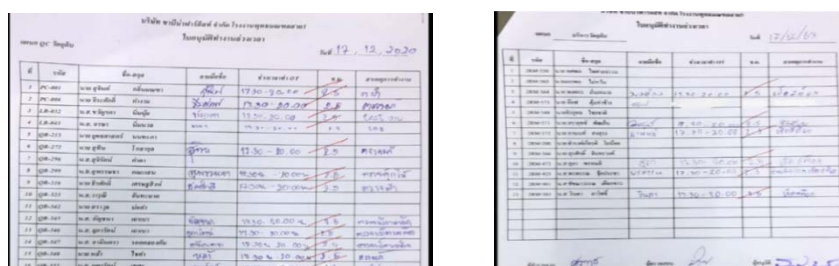


To ensure that all employees have access to express opinions or report complaints. It also serves as a channel for employees who believe they have been treated unfairly. The company has set up a comment box in every area of every factory where all comments or complaints will be considered and treated fairly.

Section 4 does not violate human rights Not using forced labor And child labor. The company expressed its intention to support Let employees know the basic human rights in job applications. And set human rights training for employees Especially security personnel And conduct an understanding exam every year To understand the fundamental rights and freedoms that all human beings enjoy And based on human values In addition, it also monitors the Company's human rights compliance policy through employee complaints (Comment boxes) and from welfare committee meetings. As well as publicizing various information of the organization through voice lines and forums And staff meeting To know information about the organization To understand each other and not a labor dispute.

However, the company does not support the use of forced labor, especially forced overtime. There will be documents asking for voluntary overtime work in advance.

Sample documents of voluntary request to work overtime



The Company does not support the use of child labor by setting recruitment qualifications for applicants who have reached the age of 18 years or more only. In addition, the Company has selected and evaluated suppliers that are socially responsible, respecting human rights, and obey the law. The Company has communicated human rights policy to business partners for their acknowledgement and implementation to be consistent with the Company, as well as conducting supplier visits to inspect suppliers to ensure they operate their businesses fairly and not violating human rights of their employees.

Performance: Non-discrimination and equal opportunity

In 2020, disabled employees received the same benefits as normal employees as follows:

factory	Welfare	No. of employees receiving the welfare	Amount (baht)
Office	-	-	-
Sai 5	Funeral allowance	1	7,000
Tha Phra	Medical expenses	4	1,834
Chainat	Visitation fee	1	500
Yasothon	Medical expenses	5	7,130
Buriram	-	-	-
Total		11	16,464

Note: Information disclosed in accordance with GRI 406-1 framework: none incidents of discrimination and corrective action

In addition, the disabled workers received the same annual assessments for 2019 wages and bonuses as regular employees.

factory	No. of disabled employees	Grade A	Grade B	Grade C	Grade D
Head office	3	1	2		
Sai 5	25	1	-	20	4
Tha Phra	4	1	2		1
Chainat	5		3	1	1
Yasothon	12	2	5	5	-
Buriram	1		1		-
Total	50	5	13	26	6

Note: Information disclosed in accordance with GRI 406-1 framework: none incidents of discrimination and corrective action

Performance: Giving employees the freedom of thinking in the organization

In this regard, the number of employees exercising their right to vote to elect the Welfare Committee and the Committee of Safety accounted for more than the 70% target (as detailed in the table below).

factory	Number of employees who voted	
	Welfare Committee	Safety committee
Office	Appointed, due to the exact number of applicants	Appointed, due to the exact number of applicants
Sai 5	93.00%	99.06 %
Tha Phra	97.86%	Appointed, due to the exact number of applicants
Chainat	96.65%	94.19%
Yasothon	90.79 %	86.00%
Buriram	Appointed, due to the exact number of applicants	Appointed, due to the exact number of applicants

Performance: Encourage employees to express their opinions through the board of directors and other channels.

Welfare committee meetings 4 times / year

factory	2019		2020	
	No. of meetings held	Average attendants / meeting	No. of meetings held	Average attendants / meeting
Office	4	5	4	5
Sai 5	8	7	5	7
Tha Phra	8	5	5	5
Chainat	4	12	4	8
Yasothon	7	7	7	7
Buriram	4	5	4	5

Number of complaints in 2020, total 23 complaints, which have been fully reviewed and resolved.

factory	Number of comment boxes	Issues in 2019	Issues in 2020
Office	1	-	-
Sai 5	5	4	2
Tha Phra	2	1	1
Chainat	1	15	10
Yasothon	3	15	5
Buriram	3	7	5
Total	15	42	23

Performance: No human rights violations, not using forced labor and child labor

As the Company has taken various measures to protect human rights, the Company has received no complaints about human rights violations, forced labor and child labor, including no labor disputes since the opening of each of Sabrina's factory factory. In addition, the Company received the Best Establishment Award for Labor Relations and Labor Welfare 2020 from the Ministry of Labor as follows:

- Yasothon factory received the award for the 15th year
- Tha Phra Factory received the award for the 13th year
- Phutthamonthon Sai 5 factory received the award for the 11th year

The Company has been certified by Thai labor standards (Tha Phra Factory) and certified by WRAP (Phutthamonthon Sai 5 Factory).



Good Governance

Business Code of Conduct

Sabina Public Company Limited, a manufacturer and distributor of women's lingerie, is committed to conducting business with honesty, transparency to all stakeholders of the Company, including shareholders, employees, customers, business partners and / or creditors, including society and environment. The Company established a code of conduct for various responsibilities and these codes of conduct are transferred to employees at all levels of the Company as a guideline for ethical business conduct, including as a guideline for directors, executives, and employees to adhere to and to carry out their duties correctly and appropriately.

(Further details on business ethics can be found on the Company's website under Investor Relations on the topic of good corporate governance)

Anti-Corruption

Operations in accordance with the Anti-Corruption Policy

The Company and its subsidiaries have a policy to operate business that is correct, transparent, taking into account the benefits of the organization. We do not support operations that are in the nature of intellectual property infringement, or any particular political parties and we do not lean towards any side in particular. The Company has established a policy that emphasizes the participation of everyone in the organization to be aware of the negative effects of corruption and the creation of good values without imposing any risks to damage the business. All personnel of the Company and subsidiaries are required to follow the policy strictly. Employees are sent to participate in training courses on the prevention of corruption organized by various institutions to receive education and refresh their knowledge, including developing the disclosure of anti-corruption information of the Company and its subsidiaries.

In this regard, the Company and its subsidiaries have communicated both inside and outside the organization in order to create awareness and understanding with stakeholders of the Company and its subsidiaries that there must be no giving and / or requesting, accepting or agreeing to receive cash, goods or any other benefits from those stakeholders of the Company and its subsidiaries either from public and private sector, including not processing or taking any action that falls within the aforementioned criteria. There must be no demanding, proceeding, or accepting bribes for the benefit of either the Company or subsidiaries, towards oneself, family, friends, and acquaintances. If the Company's personnel do not comply with this policy, disciplinary action is required. The method of punishment will depend on facts and circumstances. At the same time, the Company and its subsidiaries have no policy to downgrade, punish, or adversely affect employees who refuse to be corrupt, even if doing so will cause the Company to lose business opportunities.

At present, the Company and its subsidiaries have implemented the anti-corruption program in 4 levels as follows:

Level 1: Commit: To serve as a guideline or commitment to act together and reach the common goal of anti-corruption.

Level 2: Declare: It is an announcement for the outside and the coalition to know our intention to act on this matter.

Level 3: Establish: The organization must define measures to prevent corruption that may occur as a practice by setting norms for general acknowledgement.

Level 4: Certify: When the above levels are met, there will be 71 requirements of the Thai Private Sector Collective Action Against Corruption (CAC) to verify that the organization has met the criteria and the Company must continue to seek certification as an anti-corruption organization, which will be audited from outside every 3 years and the certificate will expire on May 17, 2021. The Company has submitted documents to renew the certificate (this is the third renewal of the certificate) in December 2020 and will receive the result of the certificate renewal in March 2021.

In this regard, the Company and its subsidiaries have adopted policies to formulate practical measures by engaging each agency in determining the practice of their own units in order to control the work appropriately by having a centralized approach that is a common approach to the organization and additional parts of each department to be more in line with operations more clearly.

Anti-Corruption and Corruption Policy

The Board of Directors of the Company and its subsidiaries have a policy for the Company's personnel to operate their business with transparency and must not seek any benefits or profits that lead to corruption and to strictly comply with the law for clarity and control in operations that are at risk of corruption. The Company and its subsidiaries must be aware of the operating practices of internal departments that may lead to corruption as follows:

Guideline

- Personnel of the Company must not act or support corruption to facilitate their work, business operations or personal interests of departments within the Company and its subsidiaries together.
- Products, Materials, Cutters, Premiums, Gift vouchers or other tools, materials and equipment, as well as sales items for cash and petty cash are considered the property of the Company and its subsidiaries and cannot be used for personal use.
- Information, methods, processes, reports and programs about formulas and product designs of the members of the Company are considered the intellectual property of the Company, not to be infringed and disclosed to anyone. Intellectual property of the Company and its subsidiaries and cannot be modified or copied for personal use.

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- The work practices of the agency must follow the procedures in accordance with the standards, regulations and regulations of the Company and its subsidiaries, not to open the channels for acts related to corruption as follows:
 - 1) Opening orders for products to sell directly to the target customers, if it is to be performed outside the rules, it must be approved by the authorized person only.
 - 2) Opening the order list to display the products to customers in the right quantity. If it is to be performed outside the rules, it must be approved by the authorized person only.
 - 3) Selling products at the specified price and promotional programs.
 - 4) Record and review sales data according to actual sales volume and according to the standards and regulations of the Company and its subsidiaries.
 - 5) Record and review the information on the return according to the items returned from the store only.
 - 6) Record and review delivery information according to the list of products that have been opened order for sale only.
 - 7) Record and review data on import-export expenses according to actual documents.
 - 8) Record and review information on expenses for organizing special promotional activities according to the plan.
 - 9) Avoid marketing communications that are directly comparable to competing products or services.
 - 10) Open an order for online sales according to the item and quantity ordered by the customer only.
 - 11) Design products for the work of the company and subsidiaries only, without bringing outside work to do on the job. Employees must prioritize the interests of the Company, its subsidiaries, and customers.
 - 12) Research and develop products for the work of the Company and its subsidiaries only, without bringing outside work to do on the job. Employees must prioritize the interests of the Company, its subsidiaries, and customers and do not disclose confidentiality about products of the Company and subsidiaries.
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- 13) Must be neutral when purchasing or procuring to ensure that no influence will affect the selection decision. The standards and regulations of the Company and its subsidiaries must be strictly adhered to.
 - 14) In case of modifying / changing raw materials or modifying cost prices, the matter must be received from the purchasing agency and merchandiser only. After the amendment has been completed, the relevant departments must be informed.
 - 15) The receiving and withdrawing of raw materials, including cutting pieces, the accuracy of documents and raw materials must be checked to ensure that they match.
 - 16) The process of recruitment, staff selection, training, performance appraisal, compensation, promotion and termination of employees of the Company must be done correctly and fairly in accordance with the rules of the Company and the subsidiaries.
 - 17) Follow up debt and prepare a report on any abnormalities related to the collection honestly.
 - 18) Count the products at the store and prepare a straightforward report on the findings of anomalies related to the product count.
 - 19) Check the accuracy and completeness of the documents before billing, receiving billing, record accounting and adjustments to accounting entries.
 - 20) Manage accounting records, adjust accounting entries, and prepare accounting reports in accordance with the accounting policies of the Company and its subsidiaries, which are in accordance with accounting standards and other relevant laws, with the approval of the authorized person.
 - 21) Prepare accounting / financial reports that are accurate and complete.
 - 22) Prepare financial statements, accounting / financial reports, and tax returns to submit to relevant departments and disseminate financial information to general investors according to actual information that have been reviewed and approved by authorized persons.
 - 23) Keep accounting / financial documents for the period specified by law and store them in a suitable place.
 - 24) Consider the disbursement expenditure to ensure that it must be expenditure incurred from the operations of the Company and its subsidiaries accompanied by reliable
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evidence of disbursement, which has been examined and approved by authorized persons.

25) Make straightforward payments according to the documentary evidence for disbursement and implement double payment protection.

26) Prepare honest and straightforward financial reports.

Political support

The Board of Directors of the Company and its subsidiaries has a policy for the Company's personnel to be politically impartial and not to act or support political parties or persons with political power, either directly or indirectly. The Company and its subsidiaries regard the respect of political rights and liberties in accordance with the law, adhere to the democratic regime of the King as the Head of State.

Guideline

- The Company's personnel strictly abide by the law.
- The Company's personnel exercise their political rights according to the constitutional law, such as voting rights, etc.
- The assets of the Company and its subsidiaries shall not be used to support political activities of any political party, political group, or politician in order to receive undeserved privileges or to formulate joint contracts.
- The Company's personnel avoid expressing their opinions related to politics within the Company and its subsidiaries, which may cause conflicts within the Company and its subsidiaries.

Funding and charitable donations

The Board of Directors of the Company and its subsidiaries has a policy that the Company's personnel are committed to conducting business with transparency, not seeking any benefits or profits that lead to corruption. Procedures and controls for fundraising and charitable contributions have been established, by reviewing the approvals of the Company's and its subsidiaries' authorized personnel and following up to ensure that the contribution of funds and charity donations do not lead to corruption.

Guideline

- The Company's personnel strictly adhere to the Anti-Corruption Policy on Funding and Charitable Contributions.

- Funding and charitable donations must be made on behalf of the Company and its subsidiaries only, which are not an excuse for corruption, and must have accurate, complete, and reliable evidence in order for the transaction to be verifiable.

Accepting and Giving of Gifts, Assets or Other Benefits and Entertainment

The Board of Directors of the Company and its subsidiaries has a policy of ensuring that the Company's personnel conduct business with transparency, not seeking any benefits or profits that lead to corruption by establishing policies on giving of gifts, property or any other benefits and entertainment, including establishing verifiable procedures and controls to ensure that any acceptance or giving of gifts, property or other benefits and entertainment meet the policy set by the Company and its subsidiaries and do not lead to corruption.


Guideline

- The Company's personnel strictly comply with the anti-corruption policy on accepting, giving gifts, assets or other benefits and entertainment.
- The Company and its subsidiaries set policies on accepting, giving gifts, property or any other benefits and entertainment in order to reduce the impact on the decision to perform duties with embarrassment or a conflict of interest.
- The Company and its subsidiaries do not have a prohibition on accepting gifts with the Company's logo in order to maintain business relationships or act according to tradition and morality.
- Gifts, property or any other benefits should not be cash or cash equivalents and must not be illegal.
- Entertainment must not be obligated or burdensome, create a feeling of corruption in return, and must not be in violation of regulations, rules and laws.
- In the case of selection, negotiation, sourcing, and procurement of goods, raw materials, sales area or any other benefits for the Company and its subsidiaries, there must be no demand to receive or offer of gifts, assets or any other benefits and entertainment for bribery purpose, leading to undesirable privileges or the establishment of a joint contract, as well as resulting in the staff refraining from complying with the established regulatory standards.
- The Company and its subsidiaries have communicated to the Company's personnel, including persons involved in the business operation, to create understanding and practice guidelines

for receiving gifts, assets or other benefits and entertainment of the Company and its subsidiaries

Therefore, the management, the Internal Audit Office, and the Anti-Corruption Committee, who are responsible for continually testing and assessing corruption risks, must be aware of such risk points and strictly follow the rules and regulations by presenting the results of the assessment to the Audit Committee and report to the Board of Directors respectively, as well as campaigning and raising awareness in the organization in order to achieve corporation in the same direction and to develop the organization in the future. This measure will also be a part of building good people according to the 4D policy of the Company and its Subsidiaries.

To achieve transparency, equality, and fairness to all stakeholders and to protect business interests and incentives for future rights and benefits, the Anti-Corruption Committee has prepared a policy to request for cooperation from all stakeholders to refrain from giving and accepting all types of gifts on every occasion (No Gift Policy). The Committee have sent letters to trade partners and communicating to the Company's employees to create an understanding of the policy and practice of accepting and giving of gifts, property or other benefits and entertainment.


 บริษัท ซาบิน่า จำกัด (มหาชน)
 Sabina Public Company Limited

2 พฤศจิกายน 2563

เรื่อง ขอความร่วมมืองดการให้และรับของขวัญทุกประเภทในทุกโอกาส
 เรียน ท่านประธานกรรมการ กรรมการผู้จัดการ และท่านเจ้าของกิจการ ห้างร้าน ทุกท่าน

ตามที่ บริษัท ซาบิน่า จำกัด (มหาชน) และ บริษัท ซาบิน่า ฟาร์อีสท์ จำกัด ได้ให้ความสำคัญกับการดำเนินธุรกิจภายใต้หลักการกำกับดูแลกิจการที่ดี มีจรรยาบรรณและความโปร่งใสเป็นธรรม ในการดำเนินธุรกิจ มีการปฏิบัติต่อผู้เกี่ยวข้องอย่างมีสำนึกและมีความซื่อสัตย์สุจริต ร่วมมือร่วมใจในการร่วมเป็นแนวร่วมปฏิบัติของภาคเอกชนไทยในการต่อต้านการทุจริต (Collective Action Coalition Against Corruption : CAC) โดยมีการประกาศนโยบายต่อต้านคอร์รัปชันสู่กลุ่มเป้าหมายและทางสังคม ดังนี้ 2558 นั้น


เพื่อให้ได้เกิดความโปร่งใสเท่าเทียมและเป็นธรรมต่อผู้มีส่วนได้เสียทุกกลุ่ม และเชื่อมกับการที่ประเทศไทยได้มีกฎหมายและกฎระเบียบที่รัดกุม ได้มีสิทธิและผลประโยชน์ในโอกาส บริษัท ขอความร่วมมือจากท่านงดการให้และรับของขวัญทุกประเภทและทุกโอกาส แก่กรรมการ ผู้บริหาร และพนักงาน โดยมีรายละเอียดดังนี้

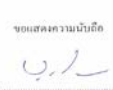
1. ไม่ให้และไม่รับทรัพย์สิน สิ่งของ ส่วนแบ่งหรือสินบนต่างๆ และผลประโยชน์อื่นใด
2. ไม่ให้และไม่รับกระเช้าของขวัญ ของกำนัล เงินสด เช็คของขวัญ บัตรของขวัญ ของขวัญ/ของกำนัลพิเศษก่อนถึงวันคล้ายวันเกิด วันครบรอบวันแต่งงาน วันเกษียณอายุ ฯลฯ

หากได้รับการร้องเรียนจาก กรรมการ ผู้บริหาร พนักงาน และผู้มีส่วนได้เสียทุกกลุ่ม บริษัทฯ จะดำเนินการสืบสวนข้อเท็จจริง หากพบว่าข้อมูลหรือหลักฐาน มีเหตุผลอันควรเชื่อได้ว่าผู้ใดถูกกล่าวหาได้กระทำการละเมิดนโยบายต่อต้านคอร์รัปชันจริง กรณีผู้มีส่วนได้เสียทุกกลุ่ม บริษัทฯ จะพิจารณาในการดำเนินธุรกิจร่วมกัน กรณีกรรมการ ผู้บริหาร และพนักงาน จะพิจารณาตามระเบียบของบริษัทฯ ต่อไป

ในโอกาสนี้ บริษัทฯ ขอเชิญชวนทุกท่านเข้าเป็นแนวร่วมปฏิบัติของภาคเอกชนไทยในการต่อต้านการทุจริต โครงการ CAC FOR SME ผ่านทางเว็บไซต์ของสมาคมส่งเสริมสถาบันกรรมการบริษัทไทย (www.sba-ioc.com) เพื่อร่วมกันเป็นส่วนหนึ่งในการสร้างมาตรฐานการประกอบธุรกิจอันมีคุณธรรม และพิชิตรวมสามหลักธรรมมาภิบาลที่ดี

บริษัทฯ ขอขอบพระคุณทุกท่านเป็นอย่างสูงและหวังเป็นอย่างยิ่งว่าจะได้รับความร่วมมือจากทุกท่าน


 (นายสมคิด หนองบัวศิริศักดิ์)
 ประธานคณะกรรมการต่อต้านการทุจริตบริษัทฯ


 (นายบุญชัย บัวชุมวันเพ็ญ)
 กรรมการผู้จัดการ

บริษัท ซาบิน่า จำกัด (มหาชน)
 177 หมู่ 8, 10 ถนนสาย 100/1 ตำบลบ้านดง อำเภอเมือง 31000
 โทร : 036 451 10-1111 ต่อ 1000-1001, 1002-1003

Sabina Public Company Limited
 OFFICE : 177 หมู่ 8, 10 ถนนสาย 100/1 ตำบลบ้านดง อำเภอเมือง 31000
 FACTORY : 177 หมู่ 8, 10 ถนนสาย 100/1 ตำบลบ้านดง อำเภอเมือง 31000
 FACTORY : 177 หมู่ 8, 10 ถนนสาย 100/1 ตำบลบ้านดง อำเภอเมือง 31000

Dissemination of anti-corruption measures

To inform personnel of the Company and its subsidiaries, related persons, and stakeholders of the policy on anti-corruption measures are therefore disseminated through channels as follows:

Internal department

- Announcement via the Company's electronic media
- Post announcements of the Company and its subsidiaries in a visible location
- Communicate via internal radio
- 5S Line group of the office
- Orientation for new employees
- Organize training to disseminate anti-corruption measures, ethics and business ethics as well as risk management annually to the personnel of the Company and its subsidiaries to acknowledge and understand about anti-corruption measures, corruption in various fields, business ethics and codes of conduct, including risk management, and emphasize on the need for everyone to comply with the measures

In 2020, the trainings were conducted as follows:

- Pinklao Office organized a training on August 17, 2020.
- Salesperson (PC) training on August 17, 2020
- Phutthamonthon Sai 5 Factory organized a training on August 17, 2020.
- Thaphra Factory organized a training on August 17, 2020.
- Chainat Factory organized a training on August 17, 2020.
- Yasothon Factory organized a training on August 17, 2020.
- Buriram Factory organized training on August 17, 2020.

สาขา	ปี 2561		ปี 2562		ปี 2563	
	จำนวนพนักงาน (คน)	%	จำนวนพนักงาน (คน)	%	จำนวนพนักงาน (คน)	%
สำนักงานปิ่นเกล้า	347	100%	350	100%	353	100%
พนักงานขาย(PC)	1,143	100%	1,155	100%	1,078	100%
โรงงานพุทธมณฑล สาย5	723	100%	776	100%	645	100%
โรงงานท่าพระ	364	100%	372	100%	309	100%
โรงงานชัยนาท	520	100%	531	100%	411	100%
โรงงานยโสธร	1,111	100%	1,112	100%	1,008	100%
โรงงานบุรีรัมย์	233	100%	307	100%	255	100%
รวม	4,441		4,603		4,059	

Outside agency

- Announcement via the Company's website
- Notifying letter to the merchant.
- Annual report of the company (56-1)

Guidelines for monitoring and evaluating the performance of the preventive practice

The Company has set guidelines for reviewing the internal control system, following up, and evaluating the implementation of the guidelines for preventing involvement with corruption by having the Internal Audit Office responsible for reviewing the internal control system and continuously provide recommendations for the annual audit, which is approved by the Audit Committee. If the investigation of any complaints contains reasonable evidence to believe there are transactions or actions that may have a significant effect on the Company's financial position and performance, the Internal Audit Office shall report significant audit results to the Audit Committee and report to the Board of Directors respectively for rectification within the period that the Audit Committee deems appropriate.

Attachment 6

Report of the Board of Directors

Report of the Board Directors

Due to the COVID-19 epidemic, Thailand's economy in 2020 is the slump caused the overall lingerie market from a typical storefront perspective. Modern retailers have seen declining growth as a result of the COVID-19 epidemic, limiting the purchasing power of consumers. However, in terms of online trade, there is a growing and bustling trade. Therefore, the overall summary is still expected. The lingerie market is still growing moderately. This includes markets, general stores, modern retailers and corporate stores. Including selling through online channels and new channels arising in addition to the competition between domestic manufacturers there is still competition from leading foreign lingerie manufacturers such as France, the United States, etc.

Even if 2020 is not a very good year. But in the difficult situation of the COVID-19 outbreak, something delightful happened to the company, or SABINA, manufacturer and distributor of "Sabina" underwear for most of the time. Last year, which is an opportunity for the company expand customer base in a wide range of areas from small seller imported products for sale cannot bring the product into the same due to the closure of the journey as well as direct investment in the purchase of finished goods stock. It is something to be aware of in recent years creating new opportunities for the company in making a special sales model and expand and build a customer base in this group to bring the goods to can be distributed to end customers.

The company focuses on product quality control to meet the standards starting from selecting raw materials High quality in accordance with OEKO-TEX Standard 100, using the same standards. All trade under the company's own brand and manufacturing or OEM to give customers confidence in using the product because underwear products are products that have direct skin contact. In addition, the company also takes into account the needs of customers as the key to product design and improvement. To always meet the needs of customers with continuous product development until there are new innovations that are continuously presented to the market every year as can be seen, the company received Outstanding Innovative Company Awards from the SET Awards 2020 by the Stock Exchange of Thailand for the performance of "SABINA Seamless Fit Innovation Non Slip Tech Bra", Best CFO Award 2020 from the Association of Investment Analysts, received Ranked as one of the 200 public companies with Under \$ 1 billion, Best under A Billion 2020 in Asia (Asia's 200 Best Under A Billion 2020) by Forbes Magazine (Forbes), received the Consumer Choice Award at the Shopee Brand Conference 2020, Top Brand Award, Award for

Excellent Performance from Lazada, 100K FOLLOWERS Award as a brand, more than 1 hundred thousand followers from Lazada, FASHION Category Captain Award. At Lazmall Awards from Lazada.

In the field of skill development of the company workers. Especially sewing workers have been continuously developed. By focusing on the principles of development for skilled employees through training to promote the company to be a learning organization with mergers and acquisitions working together as single unit to make the most of the resources and reduce the amount of handover to ensure accuracy in the work process and increase the speed in doing more work and focused on using agile management principles, a process that will help work faster which will enable faster product development and better response to users' needs. Design thinking or design thinking to be applied in every work process.

Sabina Public Company Limited, Yasothon Branch, received the Outstanding Labor Establishment Award. Labor Protection Relations and Welfare Outstanding 15 years or more Year 15 on September 21, 2020, Sabina Public Company Limited, Buriram Branch Awarded for Green Industry Level 1 (Green Industry) from the Ministry of Industry on October 28, 2020, Sabina Public Company Limited, Buriram Branch. Received the Green Industry Award Level 2 (Green Industry) from the Ministry of Industry on July 29, 2020, Sabina Fareast Co., Ltd. Thaphra Factory received the Outstanding Establishment Award for Labor Relations and Labor Welfare Outstanding (10 years or more) 13th year from the Department of Welfare and Labor Protection on February 20, 2020, Sabina Fareast Co., Ltd., Thaphra Plant received a certificate. Basic TLS8001-2010 from SGS, September 21, 2020, Sabina Fareast Co., Ltd., Phutthamonthon Sai 5 plant received the Outstanding Establishment Award. Outstanding Labor Relations and Labor Welfare (10 years or more) 11st year from the Department of Labor Protection and Welfare on September 28, 2020.

And the company still adheres to conducting business with transparency, fairness, and accountability under the principles of good governance along with social and environmental responsibility resulting in the company get an assessment result corporate governance is at the "excellent" level, outstanding performance in environmental, social and governance from the institution, received an assessment of corporate governance at the level of "Excellent" EXCELLENT CG SCORE for the third year from the Thai Institute of Directors Association (IOD) in conjunction with the Stock Exchange of Thailand and the Office of the SEC, including receiving certification for the renewal is a member of the Thai Private Sector Collective Action Coalition against Corruption (CAC). ESG 100 from Thaipat etc.

As mentioned above, since in the year 2020, the epidemic of COVID-19 has occurred. Causing the economic slowdown and affecting most businesses and industries until there must be a measure the controls were tightened in the high-risk provinces, respectively. The management of the company can adjust. Strategic plan in the management of the company, whether it is the income. Production cost Selling and Administrative Expenses to maintain the good operating results of the company and in 2020, the company has revenues from sales and the service was 2,898.01 million baht, a decrease of 381.74 million baht from the year 2019, representing a percentage decrease. When the company considers operating results and the Board of Directors considers to pay an annual dividend of 11.64% April 2020 at the rate of 80 baht per share, or 100% of the net profit, with a dividend payment scheduled on May 21st, 2021.

The performance of the company for the past year 2020, the management team is considered not as expected, but on the dedication and determination of the management and all employees of the company. With the goal of building a strong foundation for fighting the COVID-19 crisis. Go together for sustainable business growth forever.



Mr. Viroj Thanalongkorn

Chairman of the Board Directors.

Attachment 7

Report of Audit Committee

Report of Audit Committee for the year 2020

Audit Committee of Sabina Public Company Limited, which is comprised of four independent directors (Miss Raweewan Pinyopanakul, Mr. Yuttana Adipat, Mr. Somchai Vanawit and Ms. Pensri Suteerasan), performed the critical duties assigned from the Board of Directors, i.e. reviewing of financial statement and information disclosure, reviewing of corporate governance, reviewing of internal control and internal audit, reviewing of conflict of interest among related parties, reviewing of risk assessment system, and appointment of auditors for the year 2021. There were four Audit Committee Meetings in 2020 (in one agenda in the fourth meeting, audit committee held the meeting with the company's auditor without the presence of the company's Management). Audit Committee's performance of duty in 2020 can be summarized as below:

1. Reviewing of quarterly financial statement and annual financial statements for the year 2020

Audit Committee reviewed quarterly financial statements and annual financial statements for the year 2020 which were prepared based on Thai Financial Reporting Standards (TFRS) consistent with International Financial Reporting Standards (IFRS) and complying with the laws and regulations, accounting standards and financial reporting standards set forth by the Securities Exchange Commission (SEC). In addition, Audit Committee held the meeting with the auditor without the presence of the company's Management.

2. Reviewing of corporate governance

Audit Committee reviewed and supervised to ensure that the company adhere to its article of association, regulations of Securities Exchange Commission (SEC), regulations of Stock Exchange of Thailand (SET), related laws, and principles of good governance, that disclosure of information and related party transactions according to the announcement of SEC and SET are done precisely, comprehensively, and timely, and that the company focuses on transparency and fairness in its business conduct.

3. Reviewing of internal control and internal audit system

Audit Committee reviewed the company's internal control system and found that the company's internal control system is appropriate and adequately rigorous. Audit Committee agreed to the company's annual audit plan and reviewed audit plan execution to ensure that the plan was accordingly implemented, as well as to follow up on the correction of control weaknesses previously found.

4. Reviewing of conflict of interests among connected parties

Audit Committee reviewed related party transactions and transactions with possible conflict of interests, including transactions or business arrangement between the company and directors, executive, or connected parties, according to the definition by the Stock Exchange of Thailand and related regulations on a quarterly basis and found that the company strictly complies with the

regulations set forth by the Stock Exchange of Thailand and the principle of corporate governance, as well as discloses such transactions to SET accurately and timely.

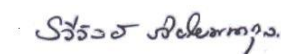
5. Reviewing of risk Assessment and management system

Audit Committee reviewed the company's risk assessment and management system by discussing with Management Board on a quarterly basis. Management Board assesses critical risk factors, probability of the occurrence, and severity of the impact to business so as to formulate the plan to prevent or management such risks if taking place.

6. Nomination of Auditor for the year 2021

Audit Committee selected and appointed AMT Associate Office to be a company's auditor, considering its satisfactory performance in the previous year. The committee reviewed qualifications of the auditor to ensure completeness and nominated to the Board of Director. The Meeting of Shareholders 2021 appointed Mrs. Nattsaruk Sarojnanchin, Mr. Chaiyuth Angsuwittaya, Ms. Daranee Somkumnerd, Ms. Jarunee Nuammea, Mr. Siramet Aukkarachotikulnun and Ms. Yaowaluk Somprasert Certified Public Accountant No. 4563, 3885, 5007, 5596, 11821 and 11902 respectively, of AMT Associate Office to be a company's auditor for the year 2021.

On behalf of Audit Committee



(Miss Raweewan Pinyopanakul)

Chairman of Audit Committee

Attachment 8

Report of the Nomination and Remuneration Committee

Report of the Nomination and Remuneration Committee.

Sabina Public Company Limited's Nomination and Remuneration Committee consists of four directors who are appointed by the Board of Directors. There are 3 independent directors as the Chairman and the Board of Directors, most of which consist of independent directors and one representative from the Executive Committee.

Consists of: The first person: Mr. Somchai Vanavit, Independent Director, the Chairman of the Nomination and Remuneration Committee.

 The second person: Mr. Yuthana Adipath, Independent Director, the Nomination and Remuneration Committee.

 The third person: Miss Rawewan Piyayopanakul, Independent Director, the Nomination and Remuneration Committee.

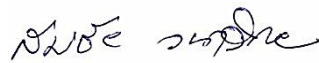
 The fourth: person, Mr. Bunchai Punturaumporn, Director of the Company, the Nomination and Remuneration Committee.

 The Nomination and Remuneration Committee has established policies, criteria and methods for nominating company directors.

 By considering the qualifications of the persons to be nominated for the position of the Board of Directors. Both in terms of personal status Knowledge, competence, experience, specialization related to a business or industry for the selection of persons with appropriate qualifications follow the selection criteria to propose to the Board of Directors and / or shareholders for consideration. Consider the appointment in the next case.

 Duty of Nomination and Remuneration has the duty to consider compensation. Determine the format, criteria, remuneration and remuneration policy for the Board of Directors and sub-committees and management high level as appropriate is reasonable. Compared with the same industry whether the compensation is monetary or compensation in any other way. To consider and approve the determination of the annual remuneration of directors to propose to the Board of Directors for approval and or to the shareholders, as the case may be.

The Nomination and Remuneration Committee has performed in accordance with the scope of duties and full responsibility with care and freedom by taking into account the best interests of the company and stakeholders of all parties is important.



Mr. Somchai Vanavit

Chairman of the Nomination and Remuneration Committee

Attachment 9

Report of Risk Management Committee

Report of the Risk Management Committee

The Board of Directors has established a comprehensive risk management system throughout the organization tool is the implementation of the principles of good corporate governance and is a management tool, which increases the chance of success according to the company's objectives all directors, executives and employees are the owners of the risk. They are responsible for identifying events, analyzing, assessing opportunities and severity of impacts that may affect the business operations of the company and its subsidiaries, and define measures to limit preventive measures and control risks as a framework for action. Tasks in the administrative process the risks are covered throughout the organization and in accordance with various objectives, goals and strategic plans including an anti-corruption risk assessment of the company and its subsidiaries, as well as assessing the efficiency of risk management, monitoring the situation and as a result of risk factors that may change all the time by the company has determined that the chairman of the risk management committee must be independent directors only.

In the past year, the company has 3 Risk Management Committee members and in 2020 the Company has appointed another Risk Management Committee from 1, total 4 people as follows:

1. Mr. Chakkris Uthayoplas, Chairman of the Risk Management Committee
2. Miss Duangdao Mahanavanont, Risk Management Committee
3. Miss Vachirawan Yamsri, Risk Management Committee
4. Mr. Somkid Pardungkiattisak, Risk Management Committee

By the Risk Management Committee is responsible for defining policies and guidelines for risk management covering all processes in the business plan in which the process of making a business plan have analyzed and identify the factors various risks Related to be used as a guideline to formulate strategies for risk management as well as provide assessing, monitoring, controlling and reporting risks to the Board of Directors at least once a year.

In 2020, the Risk Management Committee has meeting 2 times with important performance as follows:

1. Review the charter of the Risk Management Committee to ensure consistency and encourage the organization to manage risks effectively and efficiently.
2. Review the risk assessment report based on the opportunity and possible impacts. Corruption with government officials.
3. Report the results of operations to the Audit Committee and the Board of Directors on an ongoing basis regularly.



Mr. Chakkris Uthayoplas

Chairman of the Risk Management Committee

Other

- none